



ADVANCE PUBLICATION OF REPORTS

This publication gives five clear working days' notice of the decisions listed below.

These decisions are due to be signed by individual Cabinet Members and operational key decision makers.

Once signed all decisions will be published on the Council's Publication of Decisions List.

- 1. AWARD OF A FRAMEWORK AGREEMENT FOR THE PROVISION OF ENFIELD HOLIDAY ACTIVITIES AND FOOD PROGRAMME (HAF) (Pages 1 - 28)**
- 2. EXTENSION OF ONE YEAR TO EXISTING CONTRACT WITH BARNARDOS FOR THE PROVISION OF CHILDREN'S RESIDENTIAL CARE (Pages 29 - 50)**

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London Borough of Enfield

Portfolio Decision

Report Title	Award of a Framework Agreement for the provision of Enfield Holiday Activities and Food Programme (HAF)
Report to	Cabinet Member for Children's Services Executive Director - People
Date of Meeting / Report	4 th September 2023
Cabinet Member	Councillor Abdul Abdullahi
Executive Director / Director	Peter Nathan, Director of Education
Report Author	Sharon Davies Learning Consultant for HAF, RSHE and Professional Learning School & Early Years Improvement Service Email: sharon.davies@enfield.gov.uk
Ward(s) affected	All Wards
Key Decision Number	KD5880
Classification	Part 1 Public and Part 2 (Private)
Reason for exemption	By virtue of paragraph(s) marked below with * of Part 1 of Schedule 12A of the Local Government Act 1972: 2 Information which is likely to reveal the identity of an individual. 3 Information relating to the financial or business affairs of any particular person (including the authority holding that information).

Purpose of Report

1. To provide details of the outcome of the procurement process for establishing a Framework Agreement for the provision of Enfield Holiday Activities and Food Programme (HAF).

Recommendations

- I. Approve the award of a multiple supplier Framework Agreement to provide grant funded places at holiday clubs during the longer school holidays as detailed in Part 2 of this Report.
- II. Approve the award of the above Framework Agreement for 2 years, and delegate authority to the Director of Education for approving 2 optional annual extensions.
- III. Enable the Service Area to award subsequent call-off contracts under the above Framework Agreement in accordance with the relevant scheme of delegation.

Background

2. The Council is looking to establish a suitable Framework Agreement to procure services from experienced and pre-qualified organisations to provide grant funded places at holiday clubs during the longer school holidays.
3. These holiday club places will provide children with at least one nutritious hot meal each day, as well as a range of physical, educational, and enriching activities. This programme is targeted at school-aged children from reception to year 11 (inclusive) who receive benefits-related free school meals.
4. Local authorities can use up to a maximum of 15% of their HAF funding allocation to provide free or subsidised places for children who are not in receipt of benefits-related free school meals but who the local authority believe could benefit from HAF provision. Local authorities should ensure that these places are aligned to their local priorities.
5. Funding will be dispensed from the Holiday Activities and Food (HAF) programme grant that has been allocated to London Borough of Enfield by the Department for Education.
6. Enfield Council has been awarded £1,608,530 grant funding to coordinate the provision for 2023 / 2024. We expect to receive a similar grants for future years.

Preferred Option, Route to Market and Scope

7. Following the Procurement Assurance process, several options regarding the procurement strategy and the routes to market were appraised prior to a procurement process commencing.
8. As result of this pre-procurement appraisal, the preferred option was endorsed to proceed with a Council-led procurement process via a one stage procurement to establish a multiple supplier Framework Agreement.
9. The Council advertised the opportunity on 25 April 2023 through the London Tenders Portal, Contracts Finder and Find a Tender (Publication number: 2023/S 000-011824).
10. The advertisements invited tenders under 2 Lots:
 - Lot 1: Universal HAF provision with 12% of spaces for children and young people with low level SEND
 - Lot 2: Specialist HAF provision for children and young people with targeted or specialist special educational needs and / or disabilities (SEND)
11. The evaluation criteria for establishing the Framework Agreement were based on the following elements.

The first part of the evaluation process required bidders to pass the minimum requirements of the SSQ, as follows – applicable to the Lot(s) they were applying for:

Selection Criteria / Element	Assessment
Mandatory & Discretionary Exclusion Grounds	Pass/Fail
Economic & Financial Standing	Pass/Fail
Technical & Professional Ability	Pass/Fail
Project Specific Questions/minimum requirements: <ul style="list-style-type: none"> • Enhanced DBS • Ofsted (where applicable) • Safeguarding • Staffing Levels • Policy & Procedures 	Pass/Fail

As a result of the evaluation process for responses to the selection criteria, compliant bidders would proceed to be evaluated against the award criteria – applicable to the Lot(s) they were applying for:

Award Criteria – Lot 1	Assessment	Weighting
Quality (100%)	Scored	
Enrichment and Physical Activities		23%
Food Provision and Nutritional Education		21%
Inclusivity		15%
Promotion and Marketing		10%
Signposting		5%
Social Value		5%
Safeguarding		21%
Price	Pass/Fail	
Price Ceiling (maximum per child, per day)		N/A
Total		100%

Award Criteria – Lot 2	Assessment	Weighting
Quality (100%)	Scored	
Enrichment and Physical Activities		20%
Food Provision and Nutritional Education		19%
Inclusivity		22%
Promotion and Marketing		10%
Signposting		5%
Social Value		5%
Safeguarding		19%
Price	Pass/Fail	
Price Ceiling (maximum per child, per day)		N/A
Total		100%

12. The scope of the Framework Agreement is to provide a wide range of opportunities for eligible children and young people (CYP) to take part in, that are local to where they live, and could be:
- Face-to-face activities providing a range of activities; for at least four hours per day
 - Provision could include 'open access' activities that do not require advance booking, providing that the activity is targeted to geographic areas of highest need for the age group
 - An offer for children and young people who have SEND; this could include more specialist provision that is exclusively for children with SEND
13. Under the established Framework Agreement, providers will be able to apply to run provision exclusively for HAF eligible children or offer several places within an existing provision that also offers paid places.

14. HAF services shall take place during the Easter, Summer, and Winter school holidays each year for a total of 6 weeks:

- Easter = 1 week (4 days)
- Summer = 4 weeks (16 days)
- Winter = 1 week (4 days)

15. Therefore, the Council requires a good range of suitably qualified providers to cover locations across the borough of Enfield.

Relevance to Council Plans and Strategies

16. HAF addresses several areas of the Council plan 2023 – 2024

- Thriving children and young people through engaging children and young people in positive activities and increasing play and leisure opportunities for children and young people with special educational needs and disabilities
- Strong, healthy, and safe communities through access to healthy and sustainable food and encouraging more active lifestyles
- An economy that works for everyone through enabling local people to access work, supporting local businesses, and providing support and advice for residents on low incomes

Financial Implications

Finance Officer name: Steve Muldoon

Date: 23/08/2023

17. This Framework Agreement and its underlying call-off contracts will be fully funded through the Department for Education (DfE) Holiday Activities and Food (HAF) programme grant funding and at nil additional cost to the Council. The government has announced national funding for the HAF programme of £200 million per year for the financial years 2023/24 and 2024/25.

18. Funding of £1,608,530 was awarded to Enfield Council for financial year 2023/24 based on free school meal figures from school census information.

19. Provisional funding for 2024/25 has not been provided but is expected to be of a similar amount. This is a ringfenced grant and the grant conditions do not allow the grant to be carried forward to future years.

20. The Council can spend up to a maximum of 10% of its allocation on administration and management costs for the local coordination of the programme. The remaining 90% is for direct programme delivery.

21. If the Authority has not spent and will not spend its maximum allocation each year, the Department will reduce the second payment to the Authority to reflect the actual expenditure.

22. If the Authority has not spent and does not plan to spend the initial payment of 80% of the Authority's initial allocation, the Department will seek to recover the unspent funding from the Authority.
23. The Secretary of State reserves the right to alter the timing or amount of grant payments accordingly.
24. The overall annual payment will not exceed the maximum allocation listed for each Authority.
25. The Authority will not overspend on the HAF Programme, over and above their maximum funding allocation, without the prior written approval of the Department. Unauthorised overspends will not be reimbursed by the Department. Any identified overpayment of funds will be returned to the Department for Education as soon as identified.
26. The Authority's nominated responsible officer must confirm, through the submission of an annual Certificate of Expenditure, at the end of each financial year that the funding has been properly expended.
27. The Authority must maintain a sound system of internal financial controls. If the Authority has any grounds for suspecting financial irregularity in the use of any grant paid under this Determination, it must notify the Department immediately, explain what steps are being taken to investigate the suspicion and keep the Department informed about the progress of the investigation. For these purposes "financial irregularity" includes fraud or other impropriety, mismanagement, and the use of grant for purposes other than those for which it was provided.

Legal Implications

Lawyer name: Clare Paine

Date: 21.8.23 (based on report circulated 11.8.23)

28. Under section 20 of the Children's Act 1989, local authorities are under a general duty (a) to safeguard and promote the welfare of children within their area who are in need; and (b) so far as is consistent with that duty, to promote the upbringing of such children by their families, by providing a range and level of services appropriate to those children's needs.
29. Officers must be mindful of, and ensure compliance with, all terms and conditions attached to the underlying HAF funding from the Department for Education. The arrangements with the providers must ensure that the standards of provision contained in the attached DfE Guidance are met. In particular, all organisations delivering the HAF programme must be able to demonstrate that they have in place relevant and appropriate policies and procedures for: safeguarding, including the recruitment of staff and volunteers; health and safety; relevant insurance policies; accessibility and inclusiveness.

30. The framework agreements with each of the selected providers, and subsequent call-off contracts, must be in a form approved by Legal Services on behalf of the Director of Law and Governance. The process for awarding call off contracts for the provision of holiday club services must be clearly set out in the framework agreement and must be followed each time a call off award is made.

Equalities Implications

31. To analyse the impact of this decision on various groups in the borough, we have completed an Equalities Impact Assessment (EqIA) enclosed with this report as appendix 1. Based on this assessment it is anticipated that delivery of the HAF programme will have a positive impact on all eligible children and young people.
32. Enfield Council has approximately 16,000 children eligible for free school meals. This number is not static as new claims are made daily. The Council will continue to monitor the equalities profile of pupils eligible for FSM and from summer 2023 the HAF programme data will also include age, disability, ethnicity and sex.

Environmental and Climate Change Implications

Officer name: Vera Vajda
Date: 22/08/2023

33. HAF programmes are encouraged to support the Enfield Climate Action Plan and will need to comply with the Sustainable and Ethical Procurement Policy. This includes supporting nutritional education that promotes healthy, low carbon and sustainable diets to children, young people and families, meaning attention to local and seasonal produce as well as offering plant-based options.
34. Providers are encouraged to work with local caterers to reduce the distance the meals travel, and caterers must adhere to school food standards.
35. Reducing food waste is an ongoing aim by encouraging all providers to safely distribute any leftover food to families at the end of each day and reducing the number of meals catered for if numbers fall below expected. Menus are shared with families at the start of each week, so children and young people know the food to expect in advance.
36. HAF Enfield works with The Felix Project which enables the surplus food deliveries to be distributed to families, Morrison's for distribution of their food bags and Warburtons for product donations.
37. HAF programmes are encouraged to make use of local outdoor spaces including parks and local attractions as much as possible and to walk or use public transport as their travel options.

Safeguarding Implications

Officer name: Sharon Davies

Date: 25/08/2023

38. Local authorities are statutorily responsible for safeguarding in relation to children in need, under statute 17 of the Children Act 1989, and looked after children under statute 20 of the Children Act 1989.
39. The Enfield HAF team maintains a central register of all the providers funded through the HAF programme.
40. The Enfield HAF team has in place a system for inspecting each provider and ensuring all adhere to the standards set out in the DfE guidance including an up-to-date safeguarding policy, safer recruitment procedures, a named Designated Safeguarding Lead and regular child protection training for all staff.
41. Where activities are provided by the governing body or proprietor of a school, under the direct supervision or management of their school staff the school's child protection policy will apply.
42. Where the activities are provided separately in the school but by another body, the governing body or proprietor should seek assurance that the body concerned has appropriate safeguarding and child protection policies and procedure in place.
43. The guidance for providers running out-of-school settings on [keeping children safe during community activities, after-school clubs and tuition](#) covers advice on what policies and procedures providers should have in place for health and safety, safeguarding and child protection, staff suitability, and governance.
44. All staff who are employed by holiday club providers funded through the holiday activities and food programme should be subject to an enhanced DBS check with barred list information.
45. Holiday clubs may need to legally register with Ofsted depending on the provision they offer, they may also be eligible to register with Ofsted on the voluntary register or they may be [exempt from registration](#) entirely. Both clubs and providers that would require registration with Ofsted, and those that are exempt, can participate in the HAF programme.
46. It is the responsibility of individual HAF providers to understand whether they are required by law to be Ofsted registered and to continue to review their status as and when the provision they are offering changes.

Procurement Implications

Officer name: Matthew Jones

Date: 24/08/2023

47. Any procurement related activity must be undertaken in accordance with the Council's Contract Procedure Rules (CPR's), the Public Contracts Regulations (PCRs) and the Council's Sustainable and Ethical Procurement Policy.

48. The proposed award of the multiple supplier Framework Agreement will continue go through the Procurement Services Assurance process and the necessary Gate Report has been prepared for endorsement. The lead officer within the Service Area must keep records of approvals to proceed with the proposed award and any future optional extensions to evidence compliance with the rules.
49. The Service Area shall ensure its procurement related activity under the Framework Agreement takes place via the Council's e-Tendering system, the London Tenders Portal (LTP).
50. Information regarding the awarded Framework Agreement and the subsequent call-off contracts should be promoted to Contracts Finder to comply with the Government's transparency requirements.
51. In accordance with the Councils CPR's, the service must ensure that the assigned Contract Manager of the Framework Agreement ensures the monitoring requirements are adhered to, including evidence of regular contract / performance reviews with the Framework Providers.
52. The Service Area has completed the Contract Management Tiering tool and the proposed Framework Agreement has been classified as "Silver". The lead officer will meet with the Contract and Supplier Relationship Manager within Procurement Services, who will go through the contract management requirements for the management of the Framework Agreement prior to its commencement.

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School & Early Years Improvement Service
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Appendices

Appendix 1: Equality Impact Assessment

- Part 2 (Private) of Framework Agreement for the provision of Enfield Holiday Activities and Food Programme (HAF) KD Report

Background Papers

DfE HAF Guidance 2023: <https://www.gov.uk/government/publications/holiday-activities-and-food-programme/holiday-activities-and-food-programme-2023#funding>

Departmental reference number, if relevant:

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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Holiday Activities & Food Programme (HAF)
Team/ Department	School & Early Years Improvement Service. People.
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdullahi
Author(s) name(s) and contact details	Sharon Davies. Learning Consultant HAF, RSHE & Professional Learning
Committee name and date of decision	

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	
Name of Director who has approved the EqIA	

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?

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

What is the proposed decision or change?

The proposed decision is to establish a suitable Framework Agreement for the provision of Enfield's Holiday Activities and Food Programme (HAF) and procure services from experienced and pre-qualified organisations to provider grant funded places at holiday clubs during the longer school holidays.

This funding will be dispensed from the Holiday Activities and Food (HAF) programme grant that has been allocated to London Borough of Enfield by the Department for Education (DfE).

What are the reasons for the decision or change?

Historically, HAF grant funding in Enfield has been distributed via a local competition outside of the London Tenders Portal. Moving to a framework will ensure procurement compliance and also enable the HAF team to work closely with a set number of providers to enhance provision across the borough.

What outcomes are you hoping to achieve from this change?

The Council requires a compliant HAF arrangement to provide a wide range of opportunities for eligible children and young people (CYP) to take part in, that are local to where they live, and could be:

- Face-to-face activities providing a range of activities; for at least four hours per day
- Provision could include 'open access' activities that do not require advance booking, providing that the activity is targeted to geographic areas of highest need for the age group
- An offer for children and young people who have Special Educational Needs and Disabilities (SEND); this could include more specialist provision that is exclusively for children and young people with SEND

Organisations will be able to apply to run provision exclusively for HAF eligible children or offer several places within an existing provision that also offers paid places.

HAF programmes take place during the Easter, Summer and Winter school holidays each year for a total of 6 weeks:

- Easter = 1 week (4 days)
- Summer = 4 weeks (16 days)
- Winter = 1 week (4 days)

Therefore, the Council requires a good range of suitably qualified providers to

cover locations across the borough of Enfield.

The minimum requirements which prospective bidders will have to satisfy for the purposes of compliance cover the following core elements:

- Food provision
- Enriching activities
- Physical activities
- Nutritional education
- Food education for families and carers
- Signposting/referrals
- Ofsted registration (if relevant)
- Safeguarding
- Staffing and volunteers

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

Children and young people who are eligible for the HAF programme who are in receipt of benefits related free school meals and in Reception to Year 11 inclusive. Families will also see wider benefits through signposting to other services and support and increasing awareness of healthy eating and healthy lifestyles.

Local authorities have discretion to use up to 15% of their funding to provide free or subsidised holiday club places for children and young people who are not in receipt of benefits-related FSM but who the local authority believe could benefit from HAF.

In deciding which children and young people should benefit from the 15% flexible funding, the Council ensures that these places are aligned to our local priorities.

School census data from May 2023 shows that 16,562 children and young people in Enfield are in receipt of benefits related free school meals. This is 29.3% of the total school population.

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](#). (link to guidance document once approved)

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 HAF programme will have a positive impact on school aged children from reception to year 11 (inclusive) who receive benefits-related free school meals (FSM) as well as the additional children who fall under the Council priorities (up to 15% of funding can be used for this cohort).

School census data from May 2023 shows that 16,562 children and young people in Enfield are in receipt of benefits related free school meals. This is 29.3% of the total school population. The table below shows the breakdown of FSM eligible children and young people by year group.

NC Year Group	FSM Eligible		Total on Roll
	No	Yes	
1	2844	1300	4144
2	2967	1372	4339
3	2876	1388	4264
4	2757	1422	4179
5	2902	1391	4293
6	3042	1417	4459
7	2846	1224	4070
8	2864	1267	4131
9	2893	1150	4043
10	2962	1090	4052
11	2932	1043	3975
12	1733	491	2224
13	1431	430	1861
14	36	38	74
E2	12	1	13
N1	332	27	359
N2	1658	324	1982
R	2880	1187	4067
Total on Roll	39967	16562	56529

Take up of HAF programme averages around 16% of the total Enfield FSM population. The percentage of take up continues to increase for each programme. The HAF programmes offer a good range of age and need appropriate

programmes for children and young people in both primary and secondary education. This includes working closely with the Youth Service to offer a range of programmes for secondary age young people through both the Youth Centre and schools.

The decision to award a framework will enable the Enfield HAF team to work closely in partnership with a set number of providers. Targeted training can take place and providers can monitor their cohorts each holiday programme and make adjustments to future programmes and marketing as appropriate to ensure equality of access.

Mitigating actions to be taken

Following the summer 2023 programme analysis of participation across all eligible age groups compared to the total FSM cohort will take place this will inform the activities on offer for future programmes and comms that need to take place if certain age groups are not taking up the offer.

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.

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 HAF programme is expected to have a positive impact on all children and young people accessing the scheme. There is an increasing demand for HAF spaces from families who have children and young people with SEND and applications from providers with specialist staff and resources have been limited.

Data from the January 2021 census shows that of 13,571 children and young people in receipt of free school meals, 990 of these had an EHCP and 1896 had some other SEND recorded. So far for summer 2023, 443 children and young people with SEND have taken part in the HAF programme. This is an increase from 265 children and young people with SEND who took part in Easter 2023.

There is some funding available for 1:1 support to work with children with more complex health needs. A process is in place for providers to access this funding.

We have provided training for HAF providers around how to support autistic children, Introduction to Positive Behaviour Support and Sensory Play and Basic

Communication and will continue to run regular training throughout the year.

All HAF providers in the borough provide up to 12% of their spaces for children who have low level SEND where no additional staffing support is required.

The demand is likely to continue increasing, given the cost-of-living crisis and more families needing support.

Progress has been made from 2021 to 2023, however work is still needed to secure the reach and number of children with a special educational need and / or disability, able to access HAF. To support this process the Council will be working with Enfield Joint Service for Disabled Children to increase the number of HAF spaces for children and young people with SEND by dovetailing programmes. The Council will also be working with the Enfield Disability Services and Our Voice to continue to enhance the Local Offer and provide specialist training for HAF providers.

Mitigating actions to be taken

Reasonable adjustments to be offered based on a child/young person's needs. This includes undertaking a risk assessment and tailoring activities accordingly.

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.

The HAF programme is expected to have a positive impact on all children and young people accessing the scheme.

The Council does not collect data relating to gender reassignment and participation in the HAF programme. The HAF programme is accessible to all young people based on the DfE eligibility criteria (in receipt of benefits related free school meals and in Reception to year 11 inclusive) regardless of whether they 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
Reasonable adjustments to be offered on a case-by-case basis.

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.
There is no impact anticipated as the legal age for marriage in the UK is 18. The HAF programme is only available to school aged children from reception to year 11 (inclusive) who receive benefits-related free school meals (FSM).
Mitigating actions to be taken
No mitigating actions identified

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 HAF programme is expected to have a positive impact on all children and young people accessing the scheme.

The HAF programme is accessible to all young people who are eligible for the programme (in receipt of benefits related free school meals and in Reception to year 11 inclusive).

Tailored support would be offered on a case-by-case basis by undertaking a risk assessment, if a young person taking part in the scheme is pregnant or has recently had a baby.

Mitigating actions to be taken

Reasonable adjustments to be offered on a case-by-case basis by undertaking a risk assessment, tailoring activities accordingly and signposting to local support.

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 HAF programme is expected to have a positive impact on all children and young people accessing the scheme.

The HAF programme is accessible to all children and young people who are eligible for the programme (in receipt of benefits related free school meals and in Reception to year 11 inclusive), regardless of their ethnicity.

Ethnicity data is not required by the DfE so has not yet been collected. However, the HAF programme from Summer 2023 uses a new central booking system which now collects this data and can be analysed for each programme and overall, across the borough. We will then be considering this data against the ethnicity profile of those eligible for FMS in Enfield. This will ensure we can identify and address potential barriers to service access.

Providers are encouraged to ensure that their programmes are culturally diverse, and activities have been commissioned from local providers across Enfield to ensure that local communities needs are met.

Mitigating actions to be taken
Following the summer 2023 programme analysis of participation across all ethnicities compared to the total FSM cohort will take place.

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.
The HAF programme is expected to have a positive impact on all children and young people accessing the scheme. The HAF programme is accessible to all children and young people who are eligible for the programme (in receipt of benefits related free school meals and in Reception to year 11 inclusive), regardless of their religion or beliefs. Although this data is not currently collected, religious beliefs are always considered in the HAF programme, particularly with food. All HAF providers ask about religious beliefs in relation to food at point of booking. All HAF providers are required to cater for religious beliefs. If HAF programmes fall during Ramadan and young people are fasting, then food parcels are provided to take home and activities are tailored accordingly to conserve energy levels.
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 HAF programme is expected to have a positive impact on all children and young people accessing the scheme.

The HAF programme is accessible to all children and young people who are eligible for the programme (in receipt of benefits related free school meals and in Reception to year 11 inclusive), regardless of their sex.

Currently, this data is not required by the DfE so has not been collated to date. The HAF programme has however from Summer 2023 used a new central booking system which is collecting this data and can be analysed for each programme and overall, across the borough.

4 out of 6 weeks of the summer 2023 programme are complete and so far, these are the overall statistics of children and young people who have taken part in the HAF programme.

53% males

46% females

Less than 1% prefer not to say

Less than 1% other

During quality assurance visits it is evident that some of the programmes aimed at secondary age young people attract more males than females especially if the programme has more of a sport focus.

Mitigating actions to be taken

Analysis after the summer 2023 programme will take place for each provider and future programmes will consider the sports being offered and ensure that they are attractive for all. We will work with the youth service to carry out consultation with young people and provide training where possible to introduce a variety of sports and physical activities.

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.

The HAF programme is expected to have a positive impact on all children and young people accessing the scheme.

This data is not currently collected.

The HAF programme is accessible to all children and young people based on the DfE eligibility criteria (in receipt of benefits related free school meals and in Reception to year 11 inclusive) regardless of their sexual orientation.

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 HAF programme is available to all families who have children and young people in receipt of benefits related free school meals. Families who receive a qualifying benefit and have a child in primary or secondary school, may be eligible for free school meals. Registering for free school meals can help schools receive extra funding from the government through the pupil premium. This could support areas such as extra tuition, teacher development and after school activities.

The demand for this is likely to continue to increase particularly during the cost-of-living crisis. Since HAF began in April 2021 FSM figures have gone from 13,571 to 16,562 from the May school census.

Many parents / carers of children in Reception, Year 1 and Year 2 who are in receipt of Universal free school meals have not applied for benefits related free school meals and therefore the HAF programme has highlighted the associated

benefits of applying.

Mitigating actions to be taken.

Joint comms with the free school meal team and schools to ensure parents / carers understand the benefits of applying for free school meals.

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?

Monitoring the effects of this proposal will take place after each holiday period as well as comparisons to previous holiday periods.

A review of the EqIA will take place annually or sooner if any significant changes to the programme take place.

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

The HAF coordinator will be responsible for monitoring following each holiday period.

The Learning Consultant for HAF, RSHE and Professional Learning, the HAF Strategic Lead and the HAF steering group will be responsible for reviewing the monitoring and implementing resulting actions.

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
Following the summer 2023 programme analysis of participation across all eligible age groups compared to the total FSM cohort will take place this will inform the activities on offer for future programmes and comms that need to take place if certain age groups are not taking up the offer.	Analysis of age group participation of summer 2023 programmes. Actions to be updated following analysis.	Sharon Davies / Rajay Williams	October 2023	No cost	
Following the summer 2023 programme analysis of participation across all ethnicities compared to the total FSM cohort will take place.	Analysis of participation across ethnicities for all summer 2023 programmes. Actions to be updated following analysis.	Sharon Davies / Rajay Williams	October 2023	No cost	

<p>Analysis after the summer 2023 programme will take place for each provider and future programmes will consider the sports being offered and ensure that they are attractive for all. We will work with the youth service to carry out consultation with young people and provide training where possible to introduce a variety of sports and physical activities.</p>	<p>Analysis of male / female participation of summer 2023 programmes. Actions to be updated following analysis.</p>	<p>Sharon Davies / Rajay Williams</p>	<p>October 2023</p>	<p>No cost</p>	
<p>Joint comms with the free school meal team and schools to ensure parents / carers understand the benefits of applying for free school meals.</p>	<p>Communication plan to be devised.</p>	<p>Sharon Davies / Rajay Williams / Free school meal team</p>	<p>September 2023 – July 2024</p>	<p>Potential marketing costs TBC covered through the HAF grant</p>	

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London Borough of Enfield

Report Title	Extension of one year to existing contract with Barnardos for the provision of children's residential care
Report to:	Executive Director of People, Tony Theodoulou
Date of Report:	22 August 2023
Cabinet Member:	Cllr Abdul Abdullahi, Cabinet Member for Children's Services
Directors:	Tony Theodoulou, Executive Director of People
Report Author:	Liz Cody, Senior Policy and Project Manager
Ward(s) affected:	Jubilee
Key Decision Number	KD 5629
Implementation date, if not called in:	Monday 2 October 2023
Classification:	Part 1 & 2 (Para 3)
Reason for exemption	Information relating to the financial or business affairs of any particular person (including the authority holding that information).

Purpose of Report

1. The purpose of this report is to seek approval to extend the current contract with Barnardos by one year to August 2024.

Recommendations

- | |
|---|
| <ol style="list-style-type: none">I. To approve the contract extension by one year to August 2024II. To approve the increase in placements from one bed to three bed for the duration of the contractIII. To approve the additional revenue costs associated with the increase to a three-bed placement |
|---|

Background and Options

1. When a child comes into care and depending on their needs, an option for some children is to be placed into residential care. Due to a lack of local placements, it has been necessary to place Enfield children away from the borough and sometimes many miles away from their parents, school and social networks. Research evidence shows this consistently leads to poor outcomes for children.
2. The Enfield's Placement Sufficiency Strategy 2021-2026 identifies the need to provide local residential placements.
3. In the financial year 2021/22 the spend on residential placements was, £7.2 million. 88% of children placed in residential care were placed outside of Enfield.
4. In January 2023, there were 37 children and young people in care of Enfield who were placed in Residential care, including those who were jointly funded with health. Of these, only 4 children (10.8%) were placed in Enfield.
5. Along with direct cost pressures from the additional children in care, for those children in residential settings there are further pressures for the Council, through time and costs incurred by social workers and other practitioners, such as Independent Reviewing Officers who are required to perform statutory functions. This in part has led the Council to consider its reliance on private residential providers and explore different delivery models which are more effective for children, deliver better outcomes and more efficient use of staff and financial resources.
6. This approach is based upon the premise that determining our commissioning and service requirements and developing provision with the private residential market on a competitive tender basis will help Enfield shape the market and give greater choice to Enfield's Looked After Children.

7. The identified benefits from our approach include:
 - More local provision can better reflect the needs of the children and young people.
 - Development is needs driven and defined by the local authority.
 - Local provision provides more opportunities to develop positive relationships between the Local Authority and the provider.
 - Quality is contractually defined and can be locally assured.
 - Services are local and can be tailored, allowing for specialist, targeted and emergency provision that is fit for purpose by design and concept.
 - Placement stability and rehabilitation is positively influenced and locally managed.
8. The demand for residential provision is likely to increase in future years due to increasing numbers of children and young people in the care system which will, in turn, generate increased numbers in residential care. The retention of this children's home for a further year is therefore important to support Enfield's Strategy.
9. In July 2021, the Council appointed Barnardos to provide care and accommodation services at a property in Lincoln Road, Enfield EN1 1SY. This initial Contract with Barnardos was for a single placement as this was a specific requirement for one young person at that time.
10. The Contract was for an initial two-year period commencing on 27th August 2021 until 26th August 2023.
11. The Contract includes the Council having the option to serve notice requesting an extension to the term of the Contract for a further year.
12. Provided both parties agree, the contract can be extended on the same terms until 26 August 2024.
13. Both parties have verbally agreed to this proposal and have agreed that, for economies of scale and best value, the placements are to be increased from one to three. Barnardos have sought approval from Ofsted to amend the registration to a three-bed placement.
14. The lease for the property is in place until August 2024, and the proposed contract extension will align the lease and the contract.

Main Considerations for the Council

15. The extension of this contract will mean that the residential home can continue to be used for the placement of Enfield children and young/people.
16. Increasing the number of placements to three will provide much-needed residential accommodation for two additional children/young people.

17. The increase in the number of placements will increase the financial commitment for Enfield Council in relation to this home for the additional year. This information is included in Part 2 of this report.

Preferred Option and Reasons for Preferred Option

18. Four main options have been considered:

Option 1 Do not extend the contract. This would decrease the overall available placements for Enfield children and young people, and alternative accommodation will need to be identified, due to shortages, more than likely outside of the Borough.

Option 2 Extend the contract but maintaining the home as a single placement. This does not provide value for money in the long term and does not maximise the use of this particular property. Status quo will remain or likely increase in relation to children placed outside of the Borough.

Option 3 Extend the contract and increase to a three-bed placement. This is the preferred option as it maintains and increases the provision and support to Enfield

Relevance to Council Plans and Strategies

19. The Enfield Children's Home proposal is part of the Enfield's Placement Sufficiency Strategy 2021-2026 and the Commissioning Framework 2020-2025.
20. This approach exemplifies our undertaking to ensure that looked after children will have access to provision's locally which are specialised and allow us to deliver on the right outcomes for the children and young people.
21. Working with a private care provider allows us to bring in the right type of expertise and knowledge to provide for the most vulnerable children in our Borough.

Financial Implications

22. See Appendix 1

Legal Implications

23. s.20 Children Act 1989 stipulates that every local authority shall provide accommodation for any child in need in their area that requires accommodation as a result of three criterias. It is therefore appropriate for the LA to commission accommodation.
24. Other routes that could lead a child into being looked after include:

- where a child has been removed from their home under an Emergency Protection Order
 - where a child has been removed from their home under a Child Assessment Order
 - where a child has been removed to suitable accommodation by the Police through their powers of protection under section 46 Children Act 1989
 - where a juvenile has been remanded in care and refused bail
 - where a juvenile is subject to a Supervision Order which includes a provision that they reside in Local Authority accommodation
 - being accommodated under section 20 Children Act 1989
 - being made the subject of a Care Order under section 31 Children Act 1989
 - being made the subject of an Interim Care Order under section 38 Children Act 1989
25. Every local authority shall provide accommodation for any child in need within their area who has reached the age of 16, and who's welfare is likely to be prejudiced or tarnished without the help and support of the local authority organisations.

A local Authority has the ability to provide accommodation for any child within their area who has someone with parental responsibility for them, however, the person(s) with parental responsibility has difficulty providing accommodation for them and the local authority can safeguard and promote the child welfare by offering accommodation.

The documentation drawn up between the Council and Barnardos to implement the proposals in this report must be in a form approved by Legal Services on behalf of the Director of Law and Governance.

Equalities Implications

26. EQIA attached

HR and Workforce Implications

27. There would be no workforce implications as Barnardos provide their own staff.

Environmental and Climate Change Implications

28. The opportunity for more young people to live close to key relationships will support actions to positively support climate change intentions

Public Health Implications

29. This will continue to provide residential spaces when there is a growing demand. Residential homes which are specialist children's homes will

allow for delivery of care and focussed on specific needs which are specialist; ultimately providing better tailored care for these children and hopefully resulting in improved outcomes. The presence of these residential homes in the borough will allow for the children from the borough to remain local and still have access to their families, friends and local livelihood.

Property Implications

30. The property is leased by Enfield Council from a third party. This lease is in place until August 2024.

Safeguarding Implications

32. Children's homes must be registered with Ofsted and are required to have all the safeguarding policies in place.
33. All children's homes are subject to annual quality assurance visits along with announced and unannounced visits, from the Access to Resources and Integrated Service.
34. In addition to the quality assurance visits by the Access to Resources Integrated Service, feedback will be requested from social workers and Independent Reviewing Officers
35. The home has a Designated Safeguarding Lead (DSL) and a deputy DSL. Responsibilities will include ensuring that policies and procedures are updated on a regular basis and that these are accessible to staff and users, that staff have relevant, up to date training and, that the settings follow safer recruitment processes and that safeguarding concerns or allegations of abuse are reported in a timely fashion.

Other Implications

Procurement Implications

36. Any procurement related activity must be undertaken in accordance with the Council's Contract Procedure Rules (CPR's), the Public Contracts Regulations (PCRs) and the Council's Sustainable and Ethical Procurement Policy.
37. The proposed extension to the contract will go through the Procurement Services Assurance process and the necessary Gate Report shall be prepared.
38. The lead officer within the Service Area must keep records of approvals to proceed with the proposed extension to evidence compliance with the rules.
39. In accordance with the Councils CPR's, the service must ensure that a Contract Manager continues to be assigned to the contract and ensures

the monitoring requirements are adhered to, including evidence of regular contract / performance reviews.

Provided by MJ based on version of report circulated 24 July 2023

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Appendices

Restricted Appendix for Part 1 report

Background Papers

There are no background papers

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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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	One year extension to existing contract with Barnardos for the provision of residential children's care at Lincoln Road
Team/ Department	Access to Resources Integrated Service - People
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdul Abdullahi
Author(s) name(s) and contact details	Liz Cody Elizabeth.cody@enfield.gov.uk 0208 132 2899
Committee name and date of decision	

Date the EqlA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqlA actions (if any)	Ram Ramasubramanian
Name of Director who has approved the EqlA	Tony Theodoulou

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

The existing contract was put in place in August 2021 to provide a safe and secure placement for a single young person as an emergency. The young person was found alternative accommodation in 2022 and since then the property has continued to be used as a solo placement.

The building is large enough for three placements, but the existing contracts and OFSTED registration are for a solo placement only.

Barnardos are in the process of securing the OFSTED registration to increase to three placements pending the extension of the contract.

Placing additional young people at the Lincoln Road property is an alternative to using placements outside of Enfield which has been necessary due to a lack of local placements. This sometimes has resulted in children being placed many miles away from parents, school and social networks with a risk of them becoming socially isolated. Research evidence shows this consistently leads to poor outcomes for children.

In the financial year 2021/22 the spend on residential placements was, £7.2 million. 88% of children placed in residential care were placed outside of Enfield. In June 2022, there were 37 children and young people in care of Enfield who were placed in residential care, including those who were jointly funded with health. Of these, only 4 children (10.8%) were placed in Enfield.

Various benefits have been identified from providing accommodation locally and this has positive impacts on children in our care, their families/carers and for staff working with vulnerable children.

These benefits include:

- This provision will better reflect the needs of the children and young people.
- If appropriate to do so, there may be an opportunity to place children and young people will be placed in accommodation closer to their school, friends and/or family.
- Services are local and can be tailored, allowing for specialist, targeted and emergency provision that is fit for purpose by design and concept.
- Placement stability and rehabilitation is positively influenced and managed as provision better matches needs.

- Local provision will help to reduce pressures such as time and costs incurred by social workers and other practitioner who must visit children and young people in placements outside of Enfield as part of performing their statutory functions.
- Placement stability and rehabilitation is positively influenced and managed as provision better matches needs.

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](#). (link to guidance document once approved)

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.

Extending the contract and increasing to three placements will provide local residential care for children and young people between the ages of 11 to 17. As such, this will therefore have a positive impact on children and young people within this age range in local residential care.

The purpose of this project is to provide local residential care as an alternative to using placements outside of Enfield which has been necessary due to a lack of local placements. This sometimes has resulted in children being placed many miles away from parents, school and social networks with a risk of them becoming socially isolated. Research evidence shows this consistently leads to poor outcomes for children (OFSTED Report published July 22 "What types of needs do children's homes offer care for?")

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.

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.

This particularly home is not designated for use by children and young people with complex needs, but will accommodate those with challenging behaviour.

Mitigating actions to be taken

N/A

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.

Any young person proposing to undergo, are undergoing or have undergone a process of gender reassignment will be supported as part of their own care plan.

Mitigating actions to be taken

N/A

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.

No impact is expected as the legal age of marriage and civil partnership in the UK is 18.

Mitigating actions to be taken

N/A

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.

Any young person requiring maternity care will be supported as part of their individual care plan.

Mitigating actions to be taken

N/A

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 service provides care for children and young people from a wide range of racial backgrounds. Data relating to these statistics is available from 2020-21 and is shown below.



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.

No impact expected as care is provided to children and young people regardless of their religion or beliefs.

Mitigating actions to be taken

N/A

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.

Since 2021, data shows that on average 61% of placement have been male. This is slightly higher than the national statistics which show that, for the year ending March 2022, 56% of all looked after children nationally were male.

The home may accommodate both male and female young people and as such will continue to make a positive impact on both male and female looked after children requiring placements in children's homes.

Mitigating actions to be taken

N/A

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.

No impact expected, the service will be offered to young people regardless of their sexual orientation.

Mitigating actions to be taken

N/A

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.

As this residential home is located in Enfield, the extension of this contract will continue to give the opportunity for some children and young people to be placed closer to their families, friends or schools. This may have a positive effect for those who may be socio-economically disadvantaged as a local placement would be more beneficial when compared to a placement outside of Enfield.

Mitigating actions to be taken.

N/A

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?

Enfield Children's Services will be responsible for assessing the effects of this proposal and to see whether there are positive outcomes for children and young people.

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
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No mitigating actions identified.					

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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