

**MUNICIPAL YEAR 2016/2017 REPORT NO.**

**REPORT OF:**  
Director of Finance,  
Resources and Customer  
Services

<b>Agenda – Part: One</b>	<b>Item:</b>
<b>Subject: Enfield Highway Library Reprovision at Enfield Business Centre</b>	
<b>Wards: Enfield Highway</b>	
<b>Key Decision No: KD 4512</b>	
<b>Cabinet Member consulted: Cllr Lemonides; Cllr Orhan</b>	

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<p><b>1. EXECUTIVE SUMMARY</b></p> <p>1.1 This report summarises the proposals to provide a new Community Library within the first floor of the council asset ,201 Hertford Road, Enfield Highway and enter a Service level agreement with Enfield Business Centre to provide a community library. A temporary Library Service will be maintained in the interim on the car park of the former Enfield Highway Library.</p> <p>1.2 On the 19<sup>th</sup> October 2016 Cabinet received a report detailing a project which provided for the refurbishment of Enfield Highway Library for use as a Sexual Health Clinic, with a new Community Library being created in two rooms to the front of the former library building. This scheme did not proceed. This report supersedes the proposal in that report to create a community library in 201 Hertford Road. The provision of health services will be subject to a separate report.</p> <p>1.3 The key aim of this report is to obtain approval to proceed with the library service proposal supported by the business case as detailed in Part 2 of this report.</p> <p>1.4 Forward funding for the new Community Library facility will be required, however, it is proposed that the former Enfield Highway Library will be formally declared surplus to requirements, subject to authority, and a disposal strategy will be developed which will create a capital receipt.</p> <p>1.6 Faithful &amp; Gould were appointed as Architects to undertake a feasibility study to provide proposals for this scheme based on the principals of Library Development Strategy (2015 – 2018) to reflect the Council's vision for libraries.</p>
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## **2. RECOMMENDATIONS**

It is recommended that approval be given to:

- 2.1 The proposals to provide a new Community Library on the first floor of 201 Hertford Road, Enfield Highway, working with Enfield Business Centre as our community partner. Capital for improvement works will be required to the First floor of 201 Hertford Road as detailed within Part 2 of this report.
- 2.2 Delegate authority to the Director of Finance, Resources and Customer Services to approve the resourcing of technical services, the procurement strategy for the construction works and the submission of a planning application.
- 2.3 Delegate authority to the Director of Finance, Resources and Customer Services in conjunction with the Cabinet Member Finance & Efficiency for Contract Award to contractor(s) for the construction works.
- 2.4 Authorise capital expenditure for Pre-construction services up to Contract Award from the Capital Programme as detailed within Part 2 of this report.

## **3. BACKGROUND**

- 3.1 On the 19<sup>th</sup> October 2016 Cabinet received a report detailing a project which provided for the refurbishment of Enfield Highway Library for use as a Sexual Health Clinic, with a new Community Library being created in two rooms to the front of the former library building. This scheme did not proceed. This report supersedes the proposal in that report to create a community library in 201 Hertford Road. The provision of health services will be subject to a separate report.
- 3.2 The Library Development Strategy (2015 – 2018) reflects the Council's vision for libraries to be considered as part of the overall Council service offer to communities and:
  - 3.2.1 A digital network offering Wi-Fi and improved computer facilities along with a range of digital inclusion activities
  - 3.2.2 Greater involvement by local communities in the management of library services through a variety of different models

3.2.3 Facilitated access to government services such as education, welfare reform, economic growth and wellbeing

3.3 In December 2014, the Department for Culture, Media and Sport (DCMS) published their Independent Library Report for England which states that 'local authorities should continue to have the statutory duty to provide a comprehensive and efficient service for all persons desiring to make use thereof considering local needs and within available resources'.

3.4 The former Enfield Highway library has been identified to change to 'community libraries' status, which means the location will share the facility with another service/other services, organisation/s or voluntary group/s. The proposal is that Enfield Business Centre will work with the Council to deliver the Community Library.

3.4 Faithful & Gould were appointed as Architects to undertake a feasibility study to provide proposals for this scheme based on the principles of Library Development Strategy (2015 – 2018) to reflect the Council's vision for libraries.

3.5 With regards to Planning Consent, the site is designated as a Class B1 – Offices. The use class for libraries is D1 - Non-residential institutions. As such, a formal change of use application will be required.

3.6 The proposal is to site the Library facilities on the first floor of Enfield Business Centre, 201 Hertford Road; LBE retain the freehold for this property. The layout seeks to retain the existing room configuration and positioning of services as far as possible. Isolated adaptation of access control to the ground floor of the Business Centre is required to maintain security at the facility whilst allowing public access to the lift and first floor library. At first floor level alterations, will be required to provide an accessible WC. Isolated repairs will be undertaken to the ceiling and the lighting, heating and ventilation systems shall be serviced and retained with small power provision modified to suit the proposed layout.

3.12 On current programme, the delivery of the Library facility to the client is by late 2017.

3.13 Faithful & Gould have submitted a high-level feasibility cost plan is to establish a realistic cost limit for the development. The aim is to inform the overall budget required to complete this project.

#### **4. ALTERNATIVE OPTIONS CONSIDERED**

4.1 **Do Nothing** - There would not be a Library service in Enfield Highway in accordance with the Library Development Strategy (2015 – 2018)

that reflects the Council's vision for libraries to be considered as part of the overall council service offer to communities

- 4.1 Discussions have taken place with the City of London Business Library to provide a satellite offer of a Business Library in Enfield. A condition of this offer is that only members of the community who are 18 years or over will be allowed to access the library, and the City of London Library will wish to vet the volunteers manning the library. Whilst such a proposal is interesting, it does not fit within the principles of providing a community Library in Enfield Highway and has therefore been discounted.

## **5. REASONS FOR RECOMMENDATIONS**

- 5.1 The recommended proposal provides the most cost effective solution for a Library service located adjacent to the original Enfield Highway Library.
- 5.2 The first floor of Enfield Business Centre is currently vacant and owned by the Council.

## **6. COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES AND OTHER DEPARTMENTS**

### **6.1 Financial Implications**

*Please see part 2*

### **6.2 Legal Implications**

- 6.2.1 Section 1 of the Localism Act 2011 permits the Council to do anything which a private individual may generally do, provided it is not prohibited by law and subject also to being in line with public law principles.
- 6.2.2 Section 111 of the Local Government Act gives the Council a more specific power to anything which will facilitate or be conducive to or incidental to the discharge of any of its functions. This would include the provision of a library service.
- 6.2.3 When procuring works about the adaptation of the Business Centre the Council must comply with its Contract Procedure Rules and (if the contract values exceed the OJEU threshold) the Public Contracts Regulations 2015.

- 6.2.4 The Council should also comply with its obligations to obtain best value under the Local Government (Best Value Principles) Act 1999.
- 6.2.5 All legal agreements resulting from the proposals in this Report must be in a form approved by the Assistant Director (Legal and Governance) and should be signed prior to work commencing under any contract.
- 6.2.6 Other implications – as referred to within the Report

### **6.3 Property Implications**

As set out in this report

## **7. KEY RISKS**

- 7.1 A Risk Register has been prepared and cost allowances included in a contingency allowance.
- 7.2 A risk relates to the limited structural floor load capacity that has been identified, which may compromise the layout of the Library.

## **8. IMPACT ON COUNCIL PRIORITIES**

### **8.1 Fairness for All**

Approval of these recommendations ensures continued provision of high quality, affordable and accessible Library services to all sections of Enfield's community.

### **8.2 Growth and Sustainability**

Approval of these recommendations gives Enfield's citizens continued access to much needed provision for some of the Borough's most vulnerable people. The project will seek added community value within the build/ service provision through initiatives such as apprenticeships and training opportunities.

### **8.3 Strong Communities**

The new service will contribute to the community by providing a quality service to vulnerable people in the Borough, and support maintenance of family relationships, may provide employment opportunity to

borough residents and potentially be of benefit to other local businesses.

**9. EQUALITIES IMPACT IMPLICATIONS**

The provision of Community Library will provide opportunities and for all members of the Community

**10. PERFORMANCE MANAGEMENT IMPLICATIONS**

The proposal is a key piece of work set out in the Councils Library Strategy

## MUNICIPAL YEAR 2017/2018 REPORT NO.

### OPERATIONAL REPORT

#### REPORT OF:

Director of Children's  
Services and Cabinet  
Member for Education,  
Children's Services and  
Protection

Agenda – Part: 1

Item:

**Subject: Recommissioning Enfield's  
Children's Centres**

**Wards: All**

**Key Decision: Yes** - K D 4489

**Cabinet Member consulted: Ayfer  
Orhan, Cabinet Member for Children and  
Young People**

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### 1. EXECUTIVE SUMMARY

- 1.1 This report outlines the work being undertaken to review and develop how Children's Centre services are delivered in Enfield. The transformation of Children's Centres into Family Hubs – as recommended by the July 2016 report of the All Party Parliamentary Group on Children's Centres – is a core element of Enfield's Family Resilience Strategy. The changes are required to:
- Deliver the Enfield Family Resilience Strategy;
  - Transform Children's Centres into Family Hubs, thereby giving the centres greater flexibility to work with families of children and young people up to age 19 (25 for disabilities);
  - Achieve the required efficiencies agreed by Council in the Medium Term Financial Plan (MTFP)
- 1.2 To achieve this, the Local Authority will continue to work with existing Children's Centre lead schools to de-commission and revise services where necessary.
- 1.3 This will result in a delivery model centred on a single Children's Centre, in line with the proposals agreed in the MTFP.

### 2. RECOMMENDATIONS

- 2.1 To launch a public consultation for a period of 12 weeks on the proposal to reconfigure the existing four Children's Centres into a single Hub in line with the Local Authority's obligations under Section 5D of the Childcare Act (2006).
- 2.2 A full service specification for the delivery of the Children's Centre element of the Family Hub to be developed by the Local Authority and issued to Head Teachers at the point of entering public consultation.
- 2.3 To work with existing Children's Centre lead schools to implement the model for delivering via a single Hub and run a bidding process against pre-defined method statements. The implementation will involve the decommissioning of specific schools.

### **3. BACKGROUND**

3.1 Enfield is faced with several demographic challenges, including increasing levels of poverty and deprivation, a shortage of school places and a rising number of families with complex needs.

Support for these families is being provided within the context of significantly reduced funding and this will continue to reduce over the next two years.

3.2 Enfield Children's Centres deliver community services to support family life. Staff work with families and their young children (0 to 4 years). They help them to establish strong and lasting relationships that are vital for happy and well-developed children.

3.3 In 2015, the Local Authority reconfigured its Children's Centres into four hubs to improve quality, consistency and standardise the services that the public could expect to receive, whilst achieving a budgetary saving of £500,000. Each hub – reaching approximately 5,000 children under 5 – is managed by a school and is therefore well placed to offer early years support to the local PVI sector and neighbouring schools.

3.4 Currently, the core purpose of Children's Centres is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers. A SureStart Children's Centre is defined in the Childcare Act 2006 as a place or group of places:

- which is managed by or on behalf of or under arrangement with the Local Authority with a view to securing early childhood services made available in an integrated way;
- through which early childhood services are made available either by providing services on site or by providing advice and assistance on gaining access to the services;
- at which activities for young children are provided.

3.5 Over the next year Enfield's Children's Centres face a further reduction in funding of £1.6m, which will reduce their overall annual operating budget to approximately £1.03m.

3.6 Children's Centres have become key to maintaining the borough's ability to deliver effective Early Help and co-delivered services are now provided in partnership with several providers, including:

- CAMHS/EPS
- Enfield Parents and Children
- Solace Women's Aid
- NHS Improving Access to Psychological Therapies



(IAPT)

- Citizen's Advice Bureau
- BEH-MHT Health Visitors
- BEH-MHT Speech and Language
- Compass
- NHS Midwifery
- Enfield Voluntary Action

3.7 Centres now prioritise working with families with children aged 2 or younger, but especially first time parents. A targeted 'First Time Parents' programme is run in partnership with various health services, including Health Visitors, Speech and Language and IAPT. It addresses parental mental health, attachment, early communication and provides health information in line with the national 'Healthy Child Programme'.

3.8 Centres also offer a consistent 'Stay and Play' programme, using a Play and Communication curriculum, which are delivered in age-banded sessions:

- Baby Talk for parents with babies aged 3 months to 12 months
- Toddler Talk for families with children aged 1 to 2 years
- Child Talk for families who will have children who will be starting school nursery or schools within the next 12 months

3.9 The availability and impact of Early Help is now assessed by Ofsted and a key recommendation of the inspection held in January and February 2015 requires that "...the [Enfield Safeguarding Children Board] robustly monitors, evaluates and influences the effectiveness of early help services." In this report, Enfield's Early Help Offer is described as "...less well developed" and suggests that "...the current data set is refined to provide analytical commentary from contributing agencies and the quality assurance sub-group, so that the Board will be better able to identify themes and trends and take necessary actions as required."

3.10 Furthermore, the All Parliamentary Party Group on Children's Centres reported in their paper of July 2016 – entitled Family Hubs: The Future of Children's Centres – that Children's Centres "...are well placed to provide a wider range of services as Family Hubs, and their offer should be broadened to position them as one-stop-shops for family support in their local communities."

3.11 It is therefore suggested that the Local Authority should pursue this development, in line with national cross-party thinking and the recommendations of Ofsted/CQC, to enable its implementation of the Family

Resilience Strategy. Consequently, it will be a key work stream of the Family Resilience Programme.

3.12 The Council's Medium Term Financial Plan (MTFP) details proposed savings of £640,000 in 2017/18 and £1,000,000 in 2018/19, which will leave a total operational budget of £1,034,481 by April 2018. The following details the efficiencies required by the Medium Term Financial Plan.

	2017/18	2018/19
Base Allocation	£2,677,131	£2,037,131
Carry Forward	£253,487	£0
Saving	£640,000	£1,002,650
Revised Budget	£2,290,618	£1,034,481

3.13 Under the arrangements outlined herein, the Local Authority would propose to decommission individual schools and would provide flexibility for schools to work with their existing staffing structures, provided that outcomes are achieved and the focus is providing the maximum level of service to families.

3.14 Since work on reconfiguration began, Children's Centres have closely monitored the impact of their services on the children and families they work with. Parental engagement with the service has improved and families are being retained by the centres:

Hub	2015	2016	Change
0-4 Registration	82%	90%	8%
0-4 Registration (bottom 30%)	85%	93%	8%
0-4 engaged 3 or more times (incl. other provision) (Bottom 30%)	61%	70%	9%

3.15 Enfield has developed and rolled out a universal offer to support parents and children around speech, language and communication needs (SLCN). When reviewed as part of a joint inspection of Special Educational Needs & Disability (SEND) by Ofsted and the Care Quality Commission (CQC) in June 2016, Children's Centres were praised for being able to demonstrate that **78.9% of children with an identified need were supported to become school ready in terms of communication.**

3.16 The Play and Communication programme has now become a key tool in the borough's early identification of SEND.

3.17 As a direct result of the reconfiguration and standardisation of services, we are now able to show demonstrable improvements over the last year, such as:

- **1,935** families have attended the Baby Talk programme to meet local health visiting teams and access support for breastfeeding, nutrition, immunisation information and baby routines
- **3,041** families have attended Toddler Talk and Child Talk sessions, where children enjoy playing and learning and parents/carers can meet for support and advice about their children
- **5,450** families have received advice on health and healthy lifestyles
- **940** families have been supported to find fully funded places in nursery for their two year olds
- **784** families have been given strategies to support their children with additional speech, language and communication needs
- **10 out of 11** schools worked with by the Children's Centres improved their 'Good Level of Development' scores

3.18 Children's Centres are now key to providing family support on complex cases that don't meet the Social Care threshold, as well as working in partnership with Social Care to support children with a Child Protection Plan. Casework is overseen by a social worker and impact is assessed using the Family Star Plus.

3.19 Between April and November 2016 **a total of 336 family support cases had been referred to Children's Centres** via SPOE and single agency referral. The projections indicate that more than 600 cases will have been referred by year end. **A total of 69% of all referrals are from Health and Social Care services.**

3.20 In total, **45% of parents receiving family support showed a significant increase** in their pre and post scores when working with a Children's Centre. This is defined as improving by at least one scale point across every scale measured.

<b>Area of Improvement</b>	<b>% Improved</b>
Physical health	52%
Your well-being	64%
Meeting emotional needs	61%

Keeping your children safe	55%
Social networks	64%
Education and learning	57%
Boundaries and behaviour	50%
Family routine	36%
Home and money	48%
Progress to work	32%

### 3.21 Current Infrastructure and Staffing

<b>Funded Element</b>	<b>Current Cost (4 Hubs)</b>
Staffing	£1,944,111
Infrastructure	£178,725
Central Costs	£171,370
Additional Funding from LA	£382,295*
<b>TOTAL</b>	<b>£2,676,501</b>

3.22 The Local Authority benefits from the use of many buildings, located on school sites, which were paid for out of capital funding during the first, second and third phase of Children's Centre establishment under the now defunct Sure Start Grant. As well as this, schools cover some of the running costs within their budgets. Therefore, most infrastructure spend is currently rental for other Local Authority buildings (e.g Craig Park, John Jackson Library) and community facilities (church halls).

3.23 Savings have already been required of the Children's Centre programme and the four hub head teachers have elected to utilise an element of funding during this period as a carry forward to offset the £640,000 saving required by the MTFP in 2017/18. Some funding was carried forward into 2016/17 and the remaining balance will be used to continue services at the current level in 2017/18.

- 3.24 In February 2017, Local Authority representatives met with Children's Centre head teachers to review options for delivering Children's Centres, whilst meeting the savings requirements of the MTFP.
- 3.25 The group concluded that the only logical and feasible option was to develop a single hub with a focus on delivering family support and the 'Play and Communication' programme for children.
- 3.26 This model will be commissioned against a service specification and would propose a staffing structure, designed to support the programme to continue to deliver on these two key areas at a similar level to current provision.
- 3.27 To ensure that frontline services continue to be the priority of Children's Centres going forwards, the service specification and subsequent contract developed by the Local Authority will recommend staffing structures based on the requirements in 3.27 and will mandate that a maximum of 10% of the total funding shall be spent on management costs. This is in line with standard commissioning practice in Children's Services.
- 3.28 The service specification will make clear the requirements on both the successful school and the Local Authority with respect to delivery of the single Family Hub model. This will recognise that there is an obligation on the Local Authority to work collaboratively with the Children's Centre as part of a wider Family Hub arrangement, involving Health and Children's Social Care, thereby ensuring that it is possible for the Children's Centre element to work jointly with agencies delivering a package of converged care. This is particularly important, given the funding reductions, and the Family Hub will not be able to deliver across the 0-19 agenda without this commitment.
- 3.29 As part of this arrangement, the Local Authority will continue to ensure that sufficient social work support continues to be available and that the method for providing such support is reviewed and integrated with the pathways, processes and structures being developed to deliver the Family Resilience Strategy.
- 3.30 The Local Authority will also work to ensure that IT system development is appropriate for the needs of the Family Hub. This will mean providing sufficient access to Local Authority systems, such as Liquid Logic Early Help Module, Servelec education systems and Sharepoint as these programmes progress. Internal review of information sharing protocols and data sharing agreements will keep this in mind, so as to ensure a collaborative approach to working with families.
- 3.31 The requirements to do this are:
- Sufficient Early Intervention Workers to deliver 1,695 Play and Communication profiles per year (each worker would need to deliver

339 profiles – potentially with follow up care plans – across 85 sessions per year)

- Sufficient Early Intervention Workers (Targeted) to provide family support of 12-14 weeks for up to 600 families referred in via single agency referral or the SPOE (each worker would hold a maximum agreed safe caseload of 24 and is expected to spend approximately 75% of their working time on casework)
- Continued use of all current sites for delivery enable centres to outreach to 24,991 under 5s

3.32 The proposed timeline for implementation of this arrangement is as follows. It should be noted that a major element of funding for Children’s Centres comes from the Dedicated Schools Grant and therefore all arrangements for re-commissioning are being treated in line with the principles of devolving funding to maintained schools. As unincorporated Community Schools, the proposals described in this report are considered outside the scope of the Public Contract Regulations 2015 as they form part of the Council.

3.33 For all schools, which were unincorporated Community Schools at the time of the previous reconfiguration in 2015, the Local Authority will be required to cover the costs of staff redundancy, in instances where such redundancy is being made by the school as a direct result of the de-commissioning of the Children’s Centre.

3.34 Proposed timeline for implementation:

June 2017	Begin public consultation under Section 5D of the Childcare Act (2006)
	Issue specification and expression of interest process to Children’s Centre lead head teachers
July 2017	Receive expressions of interest/bids from schools
September 2017	End of public consultation
September 2017	Results of public consultation and final proposals for decommissioning reported to Cabinet Member for Children and Young People (this will not change the agreed MTFP)
October 2017	Local Authority to meet with Head Teachers to discuss

	schools' HR arrangements for decommissioning
	'Early warning' meetings with affected staff.
April 2018	Implementation of new arrangements, delivering services in line with the MTFP.

#### **4. IMPACT ON COUNCIL PRIORITIES**

##### **4.1 Fairness for All**

The development of a detailed service specification, based on learning and data derived from the operating model that has been in place since 2015 will ensure that sharp focus is maintained on areas of highest deprivation whilst also ensuring all children aged 0-4 have access to Children's Centre services. This will help meet "the needs of all residents in the borough, protecting vulnerable residents and providing fair and equal access to services and opportunities.

##### **4.2 Growth and Sustainability**

The new model will be tailored to enhance front line provision, particularly in areas of higher deprivation. It will continue to help parents and carers with young children to access employment and training support and information, advice and guidance. By extending the age range, it will also enable more families to be effectively signposted. As previously noted, this is dependent on a commitment to bring together services working with older age groups, as is not a direct requirement of the 0-5 Children's Centre element of the Family Hub.

##### **4.3 Strong Communities**

The proposals will help contribute to building strong, cohesive and resilient communities, by ensuring Children's Centres are at 'the hub of the local community'. The proposals will promote family resilience and encourage volunteering. This will indirectly and directly help Enfield to be a place where people feel proud to live, where people from all different backgrounds are welcomed and supported, where vulnerable people are protected, and where people take responsibility for their own lives and their communities.

#### **5. ALTERNATIVE OPTIONS CONSIDERED**

5.1 None – the budget position is set by the Medium Term Financial Plan.

## **6. REASONS FOR RECOMMENDATIONS**

To ensure that Children's Centres deliver early intervention and prevention services, within the constraints of budget reductions.

## **7. COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES AND OTHER DEPARTMENTS**

### **a. Financial Implications**

This proposal delivers savings in line with the current Medium Term Financial Plan.

### **b. Legal Implications**

Section 3(2) of the Childcare Act 2006 ('the Act') imposes a duty on local authorities to 'secure that early childhood services in their area are provided in an integrated manner which is calculated to—

- facilitate access to those services, and
- maximise the benefit of those services to parents, prospective parents and young children.'

Section 5A of the Act requires the arrangements made under s3(2), so far as is reasonably practicable, to include arrangements for sufficient provision of children's centres to meet local need.

Sections 5B to 5G set out a number of requirements for the running of children's centres, the most significant of which is the requirement to ensure that consultation takes place before making significant changes in the provision of children's centres (section 5G).

The Council has duties within an existing legal framework to secure the best outcomes for young people. The report recommends a reorganisation of children's centres to strengthen delivery of the service and ensure that it can continue to support the Council in meeting its statutory obligations.

The Sure Start Children's Centre statutory guidance from the Department of Education means that recipients must have regard to it when carrying out duties relating to children's centres under the Childcare Act 2006.

The Council must have due regard to its public law duties under Section 149 Equality Act 2010 and specifically to section 5D of the Child Care Act 2006 regarding Children's centres and the duty to consult. The Council is required to ensure there is consultation before making a significant change to the range and nature of children's centres, how they are delivered, or closing or reducing a children's



centre. The Council must consult everyone who could be affected by the proposed changes including families, staff, advisory board members and service providers and explain how the Council will continue to meet the needs of families with children under five as part of any reorganisation of services. The guidance emphasises that particular attention should be given to ensuring disadvantaged families and minority groups participate in consultations and demonstrate in their decision how they have taken consultation responses into account.

The proposals for consultation and the outcome of the consultation must be taken into account as part of any lawful decision-making process to ensure that it is fair, reasonable and proportionate.

There is a statutory requirement for the Council to undertake a trade union consultation with any staff who may be affected by the proposals which should begin at an appropriate time.

Any employment matters such as recruitment or redundancies must follow current HR policies and procedures, and employment legislation. All staff, including volunteers are subject to disclosure and barring service (DBS) checks.

The Council must terminate any existing agreements/SLAs in accordance with the terms of those agreements. Provided that the hubs are existing unincorporated Community Schools, the proposals described in this report are outside the scope of the Public Contract Regulations 2015 (the 2015 Regs) as form part of the Council. The award of any contracts to hubs that are not existing Community Schools will be subject to Schedule 3 of the Regs (which are similar in nature to the Part B Services of the 2006 Regs) if the value of such contracts are to exceed £625k.

All agreements including SLAs shall be in a form approved by the Assistant Director of Legal Services.

## **8. EQUALITIES IMPACT IMPLICATIONS**

A full equalities impact assessment will need to be undertaken on the impact on staff and groups with protected characteristics as part of the public consultation.

## **9 . Property Implications**

It is important to note that Children's Centre sites which have received Sure Start Capital grant must continue to be used for the provision of early years' services or the council may be subject to government claw-back of the original capital investment.

## **10. PERFORMANCE MANAGEMENT IMPLICATIONS**

The contracts will incorporate key performance indicators linked to outcomes identified by the specification, based on identified need, national/local policy and the requirements of local partnership boards.

## **11. HEALTH AND SAFETY IMPLICATIONS**

None. Appropriate insurance will be required from all providers and will be mandated by the resultant SLAs.

## **12. HR IMPLICATIONS**

Consultation to take place with Trade Unions and staff in accordance with statutory regulation and school policy.

Each school affected will have a redundancy policy which will be applied.

Potentially displaced staff will be granted access to the Council's Redeployment list. Potentially displaced staff should be provided access to available Support Programmes by their school.

In the event that redeployment is not successful, displaced staff with over 2 years' continuous service, in accordance with the school's current policy and the Redundancy Modification Order, would be entitled to a redundancy payment and if appropriate; early retirement benefits would be payable.

## **13. PUBLIC HEALTH IMPLICATIONS**

The model will promote better joined up working between education, health and social care services. The model will continue to promote the Healthy Child Programme and will integrate with the SPOE.

### **Background Papers**