

London Borough of Enfield

Full Council Meeting Date: 28 January 2021

Subject: Empowering Young Enfield 2021-25 (Children and Young People's Plan)

Cabinet Member: Cllr Rick Jewell

Executive Director: Tony Theodoulou, Executive Director of People

Key Decision: [N/A]

Purpose of Report

1. This report seeks approval of Full Council for the new Children and Young People's Plan (CYPP), Empowering Young Enfield 2021-25.

Proposal(s)

2. It is proposed that the new Children and Young People's Plan, Empowering Young Enfield 2021-25, is agreed and adopted by Enfield Council.

Reason for Proposal(s)

3. This new Children and Young People's Plan, Empowering Young Enfield 2021-25, will replace the existing Children's Plan, which has now expired. This plan provides an overarching strategic direction for how the Council will work with and support children and young people, families, local services and our wider partnerships to achieve the very best outcomes for children and young people, as they transition to adulthood.

Relevance to the Council Plan

4. Empowering Young Enfield provides an important strategic direction for how we will inspire and empower young Enfield to reach their full potential - an essential part of our work to deliver Safe, Healthy and Confident Communities and to create a lifetime of opportunity for everyone in Enfield. This CYPP also supports the Council Plan's crosscutting themes of Fairer Enfield, Climate action and Early Help.
5. Our vision is that every child and young person is safe, healthy and happy. They will be empowered with the skills, knowledge and opportunities to raise their ambitions and achieve their goals as they grow up.

Background

CE 20/011

6. This new Children and Young People's Plan, Empowering Young Enfield 2021-25, will replace the existing Children's Plan, which has now expired. Enfield's previous Children's Plan was approved in 2016 and included 3 core priorities:
 - Help families to deal with challenges, embrace opportunities and stay together wherever possible
 - Make sure all children attend school regularly so that they can achieve and excel with the support of the best teachers
 - Support children and young people through transition to become adults who contribute to society
7. The previous Children's Plan also includes health and wellbeing as a crosscutting theme, stating that we will improve the physical emotional and mental health of children, ensuring the best start in life and long-term healthy lifestyles.
8. The Corporate Strategy Service has undertaken an ambitious youth engagement project to inform the development of Empowering Young Enfield. The broad scope of the feedback received from children and young people as part of this project, will also be used to inform the development of other relevant council strategies, to support the aims of the refreshed Council Plan 2020 and to help inform how we support communities to recover from the Covid-19 crisis.
9. In addition to the evidence gathered during our engagement sessions with children and young people, we have also developed the draft based on evidence shared by children and young people with our independent Poverty and Inequality Commission, local evidence of need, research, best practice and statutory guidance for achieving the best possible outcomes for children and young people.
10. The Corporate Strategy Service has worked with colleagues from across the Council during the drafting of Empowering Young Enfield, to ensure the draft reflects the strategic objectives of the many services, which contribute to delivering a lifetime of opportunities for children and young people.

Main Considerations for the Council

11. This new Children and Young People's Plan will replace the existing Children's Plan, which has now expired. This plan provides an overarching strategic direction for the Council for the next 4 years, and sets out how we will work with and support children and young people, families, local services and our wider partnerships to achieve the very best outcomes for children and young people, as they transition to adulthood.
12. This new Children and Young People's Plan has 6 main priorities, each with a series of sub-priorities and targeted actions that will be important to ensure we deliver on our ambitious plan. The 6 main priorities are as follows:

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

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

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

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

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

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

- **Approach taken for developing this new Children and Young People's Plan**

13. The development of this new Children and Young People's Plan has been informed by a significant engagement programme carried out during spring 2020 through schools, to hear the views and ideas of children and young people in the borough.
14. Over 900 children and young people aged between 5-18 years took part in the engagement sessions. This project represents Enfield Council's largest youth engagement exercise for the purpose of developing a strategy, policy or plan.
15. In order to gather the views of children and young people in the borough, schools were invited to engage with their pupils about a range of topics, to help us to better understand what they like about living in Enfield, what they don't like and how they would improve things. Children and young people were also invited to share their goals for the future and what help they will need to achieve them and their full potential.
16. To support schools to carry out the engagement, lesson plans and toolkits were developed with the advice of education professionals. The engagement sessions were then delivered by teaching staff, who utilised the materials to generate discussions with children and young people, concerning the following seven themes:
 - Safety
 - Education and Learning
 - Health and Wellbeing
 - Equalities and Empowerment
 - Leisure (and Play)

- Culture and Community
- Climate Emergency.

17. To make sense of the large volume of qualitative data collected during the engagement, the Corporate Strategy Service utilised a thematic framework coding approach. This enabled us to break down/code complex issues into a series of themes and subthemes. Summaries of the engagement and quotes from children and young people are included throughout the final draft of Empowering Young Enfield.

18. In addition to the evidence gathered during our engagement sessions with children and young people, we have also developed the draft based on evidence shared by children and young people with our independent Poverty and Inequality Commission, local evidence of need, research, best practice and statutory guidance for achieving the best possible outcomes for children and young people. Furthermore, the Corporate Strategy Service has worked closely with services across the council to ensure the document reflects relevant strategic goals.

- **Consulting across the organisation**

19. The Corporate Strategy Service have consistently engaged with lead officers in the People directorate through a series of sessions at their Department Management Team (DMT) meetings. The Corporate Strategy Service has also engaged with Children and Family Services Operational Management Group (OMG).

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

21. Furthermore, this approach has been vital to ensuring the document could be drafted in a way that could inspire ownership across the organisation as the defining strategic document for our vision and priorities for children and young people over the next 4 years.

- **Targeted consultation on the draft Children and Young People's Plan**

22. A number of targeted engagement sessions, with young people, and parents and carers, took place in October 2020, to seek their feedback on the draft Plan. This included focus groups and feedback from the following groups:

- Parents and carers who are members of the Parent Engagement Network
- Members of the Enfield Youth Parliament
- Members of the Youth Leadership Academy
- Young people who attend the Very Important People Services (VIPS). The VIPS is a skills and activity hub working with children and young adults with SEND (Special Educational Needs and Disabilities)

- Young People who attend SENDIASS (Special Educational Needs and Disabilities Information Advice and Support Service)
23. To ensure we opened this opportunity up to those outside of the targeted focus groups, we also shared the draft with Headteachers at 14 schools. They were asked to share any feedback, from staff or pupils on the draft. This could include comments about the priorities, the look of the document and any ways that it might be enhanced. The 14 schools were selected because they had expressed interest in taking part in the engagement sessions, which took place during the spring term of 2020.
 24. To ensure we captured the feedback of our partners in the borough, the draft has also been presented to or shared with the following groups for comment:
 - Safeguarding Children’s Partnership
 - Vulnerable Young People Meeting
 - Voluntary Sector Strategy Group (VSSG)
 - Corporate Parenting Board
 25. Feedback from our targeted engagement has been used to inform the final draft of the Children and Young People’s Plan.
 - **Consulting with Members**
 26. This new Children and Young People’s Plan passed through the Children, Young People and Education Scrutiny Panel on 1 December 2020. The panel supported the ambition of the plan, provided helpful feedback and recommended the Plan for approval.
 - **Governance, monitoring and annual review process**
 27. The Safeguarding Children’s Partnership have been identified as the appropriate board for overseeing the successful delivery of the new CYPP.
 28. We will also assess and keep track of our progress through the ongoing monitoring of the Council’s Corporate Scorecard, which contains Key Performance Indicators (KPIs) relevant to the successful delivery of the Plan, specifically those which focus on improving the lives of children and young people in Enfield.
 29. As part of the annual review process of Empowering Young Enfield we will publish an annual report to outline our progress on delivering against the priorities set out in the Children and Young People’s Plan. This will be reported to the Safeguarding Children’s Partnership.
 30. This new Children and Young People’s Plan also crucially identifies the importance of the voices of young people as part of the governance and review process, as we want to ensure that young people will have an active role in shaping the plan throughout its lifecycle. As representatives of young people, the Chairs of the Enfield Youth Parliament, the Young Mayors will have the opportunity to review the progress of Empowering Young Enfield with the Leader of the Council or Cabinet Member for Children’s Services.

They will also be encouraged and supported to make recommendations on behalf of children and young people to the Safeguarding Children's Partnership during the annual review, to enhance the plan and its delivery.

Safeguarding Implications

31. Empowering Young Enfield sets out our approach to ensuring that Children and young people are safe and protected from harm in all places and spaces. This plan adheres to relevant policies and specifically highlights the Council's approach to safeguarding children and young people. Priority 5 of this Children and Young People's Plan sets out specific details of the Council's SAFE Strategy and enshrines the Council's high-quality safeguarding approach.

Public Health Implications

32. This Children and Young People's plan will have a positive impact on the physical, mental health and emotional wellbeing of children and young people in Enfield. It summarises our prevention-based public health approach in Enfield and sets out how we will support children, young people and their families to take the right steps to make the healthy choice the first choice.
33. The Plan links strongly to key operational strategies and policies such as the Joint Health and Wellbeing Strategy and our ambition to create Health in All Policies (HiAP). It supports the objectives of our ongoing work as a council to create safe, healthy and confident communities.
34. The Plan reflects the Council's ongoing work to deliver an ambitious equalities agenda, through the delivery of the 27 recommendations of the Enfield Poverty and Inequality Commission and our work to develop a new Equality, Diversity and Inclusion Policy.
35. The Plan summarises and embeds the council's approach to effective early help, and includes dedicated actions around good housing, well connected neighbourhoods and accessible and inclusive services and public places.
36. The Plan outlines our priority for achieving the best possible health and wellbeing, by giving children the best start in life, promoting better choices about physical health, emotional well-being and mental health. This includes action to support active and sustainable travel, and deliver healthier neighbourhoods and places where children, young people and families can easily make healthy food choices, stay physically active and maintain a healthy weight. The Plan also includes action to support young people to not start smoking; and pregnant women who smoke to stop; using every contact with families effectively (by making every contact count) and increasing the number of smoke-free community spaces.
37. The Plan also includes a focus on working with our partners and the community to deliver an excellent education and skills for life and the world of work; safety and protection from harm in all places and spaces and an environmentally sustainable borough.

Equalities Impact of the Proposal

38. The new Children and Young People's Plan sets out the Council's commitment to tackling inequality and ensuring that every child and young person has the same access to opportunities and are treated equally by the Council. This means reducing barriers and giving extra support to children and young people who are disadvantaged and marginalised to improve outcomes as they transition to adulthood. The plan also embeds our commitment to celebrating the rich diversity, culture and heritage of our community, and ensuring that all children and young people are treated with dignity, are protected and can express their views, feelings and wishes, making Enfield a fairer place.¹
39. The Council's commitment to advancing equality, diversity and inclusion for all our children and young people within the borough is clearly set out in our new plan. We have a duty to protect and uphold the rights of children and young people in Enfield; and this new Children and Young People's Plan embeds the four core values that the Council believes are essential for creating a fairer Enfield and considers how these impact children and young people. These are our four values:
- **Equal Opportunities**
 - **Dignity and Respect**
 - **Diversity**
 - **Inclusion**
40. This new Children and Young People's has been drafted using plain English to ensure that the document is easy to read and understand. Where technical terms have been used, we have provided definitions and signposting throughout the document. To make sure this Plan is accessible, we are also considering options for developing an easy read version of the document or video summary.
41. A detailed Equality Impact Assessment (EqIA) has been developed alongside this new Children and Young People's Plan, in order to assess its impact on each protected characteristic, the socio-economic impact of the plan and to provide mitigating actions, where necessary.

Environmental and Climate Change Considerations

42. This Children and Young People's Plan reflects the ambitions of the new Enfield Climate Action Plan. This Plan emphasises the importance of environmental sustainability in ensuring we deliver a lifetime of opportunities to children and young people and future generations that will live, learn and earn in the borough.

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

43. Priority 6 of this Plan summarises the local authority's ambitions to become a carbon neutral organisation by 2030, as well as by providing the infrastructure needed to support the community, our businesses and other stakeholders to meet our target to become a carbon neutral borough by 2040.
44. Building on the Council's Climate Action Plan, Empowering Young Enfield introduces key actions for supporting youth-led climate action in the borough.
45. Furthermore, this Plan also emphasises crucial components of environmental sustainability in Enfield, including encouraging active and green forms of transport such as walking and cycling, and protecting and enhancing the boroughs green spaces.

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

46. The existing Children's Plan is no longer fit for purpose as it has expired. Having a Children and Young People's Plan remains a best practice for Local Authorities and the document supports our essential work to inspire and empower young Enfield to reach their full potential, as set out in the 2020 Council Plan.
47. Children, young people and schools have contributed their time and shared their opinions and ideas with us to inform the development of this Plan. If this work were not taken forward it could negatively impact future work of this kind.

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

48. The adoption of a new Children and Young People's Plan reflects and is mindful of the operational risks that the local authority faces. This is embedded into the strategies, policies and plans that flow from the document and the robust approach to risk management that is adopted by Departments and Teams across the council.
49. A risk for the success of this new Plan is difficulty in fully implementing the aims of the strategy across the wider Council. As an overarching strategy for children and young people, the Plan should be considered in all decision making that effects the lives of children and young people in the borough. To mitigate this risk, we have engaged with the wider Council during the drafting of the plan and with our partners on the draft, to ensure support for the Plan's vision and priorities. To ensure transparency on our progress towards delivering the Plan, we will be publishing an annual report. This annual report will be important for helping us to decide if anything needs to be changed or enhanced in the Plan during its annual review.
50. This new Plan is ambitious, and we will need to work in a smart, coordinated and collaborative way to maximise the financial resources needed to deliver a lifetime of opportunities to children and young people in Enfield. Since 2010, Enfield Council has had to make £193m savings to cover funding reductions and pressures. The council have also faced further pressure

resulting from the impact of the Covid-19 pandemic and the ongoing gap in local authority budgets as a result of this.

51. We will need to secure funding and support from regional and national government and work in collaboration with other partners and stakeholders alongside our existing budget to make our plan a reality and to achieve the scale of ambition set out in this document.

Financial Implications

52. The costs associated with the implementation of the Empowering Young Enfield 2021-25 Plan should be included in 20-21 budget provision and the Medium-Term Financial Plan. If there are financial implications as a result of the implementation of the strategy, these would be reported through the monitoring report and managed through the Medium-Term Financial Plan for future years requirements and where required any changes in provision that have an impact on budget provision will be the subject of additional reports.

Legal Implications

53. Section 17 of the Children Act 2004 ('the Act'), substituted by section 194(3) of the Apprenticeships, Skills, Children and Learning Act 2009, provided for regulations to require local authorities to prepare and publish an overarching Children and Young People's Plan (CYPP), setting out their strategy for services for children, relevant young persons and families. The term 'relevant young people' is defined in section 10(9) of the Act to mean those to 18 and those over 19 receiving services, including leaving care and those over 19 and under 25 with learning difficulties. The provisions do not apply to 'four starts' authorities. Regulations were implemented: Children and Young People's Plan (England) Regulations 2005 (SI 2005/2149), amended by SI 2007/57 and SI 2010/1172.
54. *"From 31 October 2010 the Department for Education (DfE, 2012) withdrew statutory guidance* on Children's Trusts, but the requirement for local authorities and partners to have a Children's Trust Board and the wider duty to cooperate to improve children's wellbeing, as set out in section 10 of the Children Act 2004, remains in force. The withdrawal of statutory guidance means that local authorities have the flexibility to ensure that their Children's Trust Board fits with local Health and Wellbeing Board arrangements to suit their local context. As a result local authorities are choosing to implement the changes in different ways with some adapting their Children's Trust Board arrangements to a children's partnership arrangement. However, the requirement for Children's Trust Boards to produce a statutory children and young people's plan (CYPP) was removed but they may continue to produce a plan where it makes sense locally. The relationship between the Children's Trust Board and the Health and Wellbeing Board will be key in improving children's outcomes. It will be supported by local authorities having the flexibility to arrange their Children's Trust in a way that makes sense locally."* ("local authorities' approaches to children's trust arrangements", 2012, page v,)

*The Children's Trust Board (Children and Young People's Plan) (England) (Revocation) Regulations 2010 (SI 2010/2129) came into force on 31 October 2010 and revoked The Children's Trust Board (Children and Young People's Plan) (England) Regulations 2010 (S.I. 2010/591), removing the requirement for Children's Trust Boards to prepare a CYPP.

55. The benefits of having the broad strategic plan are self-evident as a means by which to support the local authority's compliance with duties under a wide range of other legislation to progress and achieve the best outcomes for children and families as they transition to adulthood. CYPPs remain common among local authorities.

Workforce Implications

56. There are no direct workforce implications arising from this report.
57. The Council will continue with safer recruitment practices, safer recruitment policy statement. Council to continue to provide training opportunities and support to ensure ongoing development for our employees who work directly with children, young people and their families, carers etc. Please see statement of Commitment to Safeguarding Children & Vulnerable Adults through safer employment practice attached in Appendix 2.

Property Implications

58. There are no property implications contained within this report.

Other Implications

59. There are no other direct implications relevant to the decision being taken.

Options Considered

60. The alternative option considered was to refine and build upon the three priorities outlined in the 2016 – 2019 Children's Plan, however a more ambitious approach was chosen to ensure significant engagement with children and young people was carried out to inform the new priorities.

Conclusions

61. This new Children and Young People's Plan, Empowering Young Enfield 2021-25, will provide an overarching strategic direction for how the Council will work with and support children and young people, families, local services and our wider partnerships to achieve the very best outcomes for children and young people, as they transition to adulthood. It is recommended that Council agree and adopt this Plan for implementation.

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Appendices

1. Empowering Young Enfield 2021-25
2. Commitment to Safeguarding Children & Vulnerable Adults through safer employment practice

Background Papers

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

None