



Community & Children's Services Committee

Date: THURSDAY, 16 JANUARY 2025
Time: 10.00 am
Venue: COMMITTEE ROOMS, WEST WING, GUILDHALL

Members:

Joanna Tufuo Abeyie	Laura Jørgensen
John Absalom	Deputy Natasha Maria Cabrera Lloyd-Owen
Munsur Ali	Alderman Christopher Makin
Shahnan Bakth	Timothy James McNally
Jamel Banda	Eamonn Mullally
Matthew Bell	Henrika Priest
Deputy Keith Bottomley	Deputy Nighat Qureishi
Anne Corbett	Beverly Ryan
Aaron Anthony Jose Hasan D'Souza	Ruby Sayed (Deputy Chairman)
Mary Durcan	Tom Sleigh
Helen Fentimen OBE JP (Chairman)	Naresh Hari Sonpar
Deputy John Fletcher	Jacqui Webster
Dawn Frampton	Deputy Ceri Wilkins
Steve Goodman OBE	David Williams
Alderman Prem Goyal, OBE	Philip Woodhouse
Deputy Shravan Joshi MBE	

Enquiries: Blair Stringman
Blair.Stringman@cityoflondon.gov.uk

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Ian Thomas CBE
Town Clerk and Chief Executive

AGENDA

PLEASE NOTE: Items marked “*” which are ‘for information’ and/or HAVE been considered by the various Sub Committees will be taken without discussion unless the Clerk is advised prior to the meeting

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

3. **MINUTES**

To agree the public and non-public summary of the minutes of the previous Committee meeting held on 11 November 2024.

For Decision
(Pages 9 - 20)

4. **OUTSTANDING ACTIONS**

Report of the Director of Community & Children’s Services.

For Information
(Pages 21 - 38)

5. **ALLOCATED MEMBERS TO THE CITY CORPORATION'S VARIOUS HOUSING ESTATES**

Report of the Town Clerk.

For Decision
(Pages 39 - 42)

6. **DEPARTMENTAL BUDGET ESTIMATES 2025/26 - COMMUNITY AND CHILDREN’S SERVICES EXCLUDING HOUSING REVENUE ACCOUNT (HRA)**

Joint report of the Executive Director, Community & Children’s Services and The Chamberlain.

For Decision
(Pages 43 - 54)

7. **CHILDREN’S CENTRE SERVICES AND 0-2 CHILDCARE ARRANGEMENTS**

Report of the Executive Director, Community & Children’s Services.

For Decision
(Pages 55 - 80)

8. **SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) AND ALTERNATIVE PROVISION STRATEGY 2025-29**
Report of the Executive Director, Community & Children's Services.
For Decision
(Pages 81 - 174)
9. **HOUSING REVENUE ACCOUNT (HRA) AND CAPITAL BUDGETS 2025/26**
Joint report of the Chamberlain and the Executive Director, Community & Children's Services.
For Decision
(Pages 175 - 182)
10. **POLICY AND PROTOCOL TO TACKLE THE NEGATIVE IMPACTS OF ROUGH SLEEPING**
Report of the Executive Director, Community & Children's Services.
For Decision
(Pages 183 - 226)
11. **SHDF CONSORTIUM GRANT AGREEMENT**
Report of the City Surveyor.
For Decision
(Pages 227 - 232)
12. ***CHILDREN AND FAMILIES SERVICE SELF-EVALUATION 2024**
Report of the Executive Director, Community & Children's Services.
For Information
(Pages 233 - 236)
13. ***OFSTED INSPECTION OF CITY OF LONDON CHILDREN'S SERVICES 2024**
Report of the Executive Director, Community & Children's Services.
For Information
(Pages 237 - 256)
14. ***SUPPORTED EMPLOYMENT PROGRAMME -CONNECT TO WORK**
Joint report of the Executive Director, Community & Children's Services and the Strategic Director for Education and Skills.
For Information
(Pages 257 - 262)

15. **UPDATES FROM SUB COMMITTEES, ALLOCATED MEMBERS AND PORTFOLIO HOLDERS**

Portfolio Members to be heard.

For Discussion

16. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

17. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

18. **EXCLUSION OF THE PUBLIC**

MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 2, 3, 4 and 5 of Part I of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

19. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the previous Committee meeting held on 11 November 2024.

For Decision
(Pages 263 - 266)

20. **OUTSTANDING ACTIONS**

Report of the Director of Community & Children's Services.

For Information
(Pages 267 - 270)

21. ***NON-PUBLIC APPENDICES**

For Information

a) Non-Public Appendix to be read in conjunction with item 7 (Pages 271 - 274)

b) Non-Public Appendix to be read in conjunction with item 12 (Pages 275 - 368)

22. **GREAT ARTHUR HOUSE – ROOF AND CANOPY REFURBISHMENT**

Report of the Director of Community & Children's Services.

For Decision
(Pages 369 - 418)

23. **INSTALLATION OF SPRINKLERS IN SOCIAL HOUSING HIGH RISE BLOCKS**
Report of the Director of Community & Children's Services.
For Decision
(Pages 419 - 478)
24. **HARDSHIP GRANT PROPOSALS FOR THE CITY OF LONDON COMBINED RELIEF OF POVERTY CHARITY (CHARITY REGISTRATION NUMBER 1073660)**
Report of the Head of Central Funding & Charity Management Team.
For Decision
(Pages 479 - 486)
25. **MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**
Report of the City Surveyor and Commissioner of Police.
For Decision
(Pages 487 - 492)
26. ***CITY CORPORATION MENTORING PROJECT**
Report of the Strategic Director of Education and Skills.
For Information
(Pages 493 - 536)
27. ***HRA COMMERCIAL PROPERTY - DEBT POSITION, PROGRESS AGAINST ARREARS RECOVERY AND VACANT UNITS**
Joint report of the Executive Director, Community & Children's Services, the City Surveyor and Executive Director of Property and The Chamberlain.
For Information
(Pages 537 - 546)
28. ***YORK WAY ESTATE PROVISION OF SOCIAL HOUSING**
Report of the Director of Community & Children's Services.
For Information
(Pages 547 - 564)
29. ***REPORT OF ACTION TAKEN BETWEEN MEETINGS**
Report of the Town Clerk.
For Information
(Pages 565 - 566)
30. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

31. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

Part 3 - Confidential Agenda

32. ***CITY OF LONDON PAY AWARD 2024/25 – UPDATE FOLLOWING TRADE UNION ENGAGEMENT**

Joint report of the Chief People Officer and the Chamberlain.

For Information

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COMMUNITY & CHILDREN'S SERVICES COMMITTEE

Monday, 11 November 2024

Minutes of the meeting of the Community & Children's Services Committee held at Committee Rooms, West Wing, Guildhall on Monday, 11 November 2024 at 2.00 pm

Present

Members:

Joanna Tufuo Abeyie	Alderman Christopher Makin
Jamel Banda	Eamonn Mullally
Anne Corbett	Henrika Priest
Mary Durcan	Deputy Nighat Qureishi
Helen Fentimen OBE JP (Chairman)	Beverly Ryan
Deputy John Fletcher	Naresh Hari Sonpar
Steve Goodman OBE	Jacqui Webster
Alderman Prem Goyal, OBE	Deputy Ceri Wilkins
Deputy Natasha Maria Cabrera Lloyd-Owen	David Williams

In Attendance:

Dawn Frampton
Deputy Marianne Fredericks

Officers:

Deborah Bell	- Community & Children's Services Department
Peta Caine	- Community & Children's Services Department
Simon Cribbens	- Community & Children's Services Department
Liane Coopey	- Community & Children's Services Department
Andrew Cusack	- Comptroller & City Solicitor's Department
Zoe Dhami	- Community & Children's Services Department
David Downing	- Community & Children's Services Department
Judith Finlay	- Executive Director, Community & Children's Services
Michael Gwyther-Jones	- Community & Children's Services Department
Kirstie Hilton	- Community & Children's Services Department
Mark Jarvis	- Chamberlain's Department
Jack Joslin	- City Bridge Foundation
Michael Kettle	- Community & Children's Services Department
Greg Knight	- Community & Children's Services Department
Rachel Levy	- Community & Children's Services Department
Chris Lovitt	- Community & Children's Services Department
Mark Lowman	- City Surveyors
Scott Myers	- Community & Children's Services Department
Will Norman	- Community & Children's Services Department
Ola Obadara	- City's Surveyor's
Chris Pelham	- Community & Children's Services Department
Debby Rigby	- Community & Children's Services Department
Dan Sanders	- Community & Children's Services Department
Emily Slatter	- Town Clerk's Department
Blair Stringman	- Town Clerk's Department

Chandni Tanna
Ellie Ward

- Communications & External Affairs
- Community & Children's Services Department

1. **APOLOGIES**

Apologies were received from Aaron D'Souza, Matthew Bell and Deputy Shravan Joshi Deputy Philip Woodhouse and Munsur Ali.

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

There were several declarations.

- Deputy Natasha Maria Cabrera Lloyd-Owen declared:
 - That she is a former trustee of PYL and so would not be speaking or voting on item 7.
- Jacqui Webster declared:
 - That, her organisation Shoreditch Trust is a named supporter of the Young Londer's Manifesto 2024 developed with PYL, relevant to items 7 and 11.
- David Williams declared:
 - An interest as a parent of two children who have been through the Children's Centre childcare and Aldgate School relevant to item 9.
- Beverly Ryan declared:
 - That, she is the Chair of Governors at Aldgate School, relevant to discussions around item 9.
- Anne Corbett declared:
 - An interest as a resident at Golden Lane in relevant to item 27.

3. **MINUTES**

RESOLVED – That, the public and non-public summary of the minutes of the meeting held on 20 September 2024 be agreed as a correct record.

4. ***OUTSTANDING ACTIONS**

The Committee received a report of the Executive Director, Community & Children's Services concerning outstanding actions.

5. **ANNUAL REVIEW OF THE TERMS OF REFERENCE**

The Committee considered a report of the Town Clerk concerning the annual review of the Terms of Reference.

The following points were noted:

- A typo was noted in the subject heading of the report, which should refer to the Community and Children's Services Committee, not the Audit Risk Management Committee.
- A request was made by officers to rename the Safeguarding Sub-Committee to the "Safeguarding and SEND Sub-Committee." This was agreed in principle by Members.
- A discussion was held regarding the management of the Old Gate Pavilion and its alignment with the committee's functions, particularly

considering a current planning appeal. Officers agreed to take the matter offline.

RESOLVED – That Members,

- a) Agree in principle to change the name of the Safeguarding Sub-Committee to the "Safeguarding and SEND Sub-Committee."
- b) Agree that the terms of reference of the Community & Children's Services Committee, subject to any comments, be approved for submission to the Court of Common Council in April, and that any further changes required in the lead up to the Court's appointment of Committees be delegated to the Town Clerk in consultation with the Chairman and Deputy Chairman.

6. ALLOCATED MEMBERS TO THE CITY CORPORATION'S VARIOUS HOUSING ESTATES

The Committee considered a verbal update from the Town Clerk concerning allocated Members to the City of London Corporation's various housing estates following the Housing Management & Almshouses Sub-Committee.

The following points were noted:

- It was agreed to express the allocation in terms of a link member with the borough rather than by individual housing estates.
- Specific allocations were noted:
 - Islington, Mary Durcan
 - Tower Hamlets and Middlesex Street, Deputy John Fletcher
 - Hackney and Golden Lane, Deputy Ceri Wilkins
 - Lambeth, Eamon Mullally
 - Southwark, Timothy McNally
 - Lewisham, VACANT
- It was noted that remaining vacancies would be filled through consultation with the Chair and Deputy Chair of the Community and Children's Services Committee and the Housing Management & Almshouses Sub-Committee and brought back for confirmation at the next Community & Children's Services Committee.

RESOLVED – That Members agree the following allocated Members to the City of London Corporation's various Housing Estates:

- a) Islington, Mary Durcan
- b) Tower Hamlets and Middlesex Street, Deputy John Fletcher
- c) Hackney and Golden Lane, Deputy Ceri Wilkins
- d) Lambeth, Eamon Mullally
- e) Southwark, Timothy McNally

7. UPDATE ON THE PARTNERSHIP FOR YOUNG LONDON AND REQUEST FOR EXTENSION OF SERVICE LEVEL AGREEMENT

The Committee considered a report of the Executive Director, Community & Children's Services concerning updates Members on the work and

achievements of the Partnership for Young London (PYL) since the last review and seeks approval for an extension of the existing Service Level Agreement (SLA) between the City of London Corporation and PYL for an additional five-year term, with the option for annual reviews.

The following points were noted:

- The SLA provides office space and corporate services at a reduced rate of £10,000 per annum, enabling the Partnership to focus on strategic objectives.
- Questions were raised about the governance and review process of the SLA to ensure it remains relevant and beneficial for both parties.
- It was noted that the appendix detailing the SLA was still under legal review and would be shared with Members once finalised.
- The Committee agreed in principle to extend the SLA for another five years, with final approval delegated to the chair and deputy chair after legal review.

RESOLVED – That Members, agree in principle to the approval of the extension of the Service Level Agreement with the Partnership for Young London for a further five years, subject to annual reviews and delegate authority to the Town Clerk in consultation with the Chairman and Deputy Chairman for final approval following finalisation of the SLA.

8. ***COMMUNITY AND CHILDREN'S SERVICES (NON-HOUSING) REVENUE OUTTURN FORECAST AS AT QUARTER 2 2024/25**

The Committee received a report of the Executive Director, Community & Children's Services concerning the Quarter 2 estimated outturn for the Community and Children's Services Committee budget.

The following points were noted:

- The forecast showed a projected underspend of £644,000, mainly due to a higher-than-expected Home Office grant.
- Concerns were raised about the budget pressures and the need for a strategy to avoid an overspend in the next financial year.
- Questions were asked about the certainty of the Home Office grant. It was confirmed that the grant is secure and would not be reclaimed.
- The issue of temporary agency costs in social care was discussed, with explanations provided about the need to backfill critical posts and the use of grants to offset these costs.

9. ***CITY OF LONDON CHILDREN'S CENTRE SERVICES – UPDATE REPORT**

The Committee received a report of the Executive Director, Community & Children's Services concerning progress with the delivery of Children's Centre services from September 2025.

Members noted that the report had been restricted after publication as non-public and sensitive information was contained within the report. However,

Members agreed, to move debate of the item into the public part of the meeting. The Committee noted that any sensitive information that Members wished to discuss, could be addressed in the non-public section of the meeting.

Officers noted that the update focused on the transition of Children's Centre services from the Aldgate School to a broader city-wide approach, aiming to create a Family Hub offering holistic support from early childhood to young adulthood. The Committee were informed that the decision to not renew the service level agreement with Aldgate School was driven by the need to better meet residents' needs across the city and not for financial reasons.

Concerns were raised about the impact on affordable childcare and the need for a clear policy on future funding and provision. It was agreed that a policy paper on affordable childcare would be brought to the January Committee meeting. The importance of effective communication with parents and stakeholders was emphasised, with suggestions for improving transparency and addressing concerns about service continuity.

The Committee acknowledged the need for a contingency plan (Plan B) in case the new arrangements could not fully replace the current services by September 2025.

10. ***CITY OF LONDON SPECIAL EDUCATIONAL NEEDS AND DISABILITY SELF-ASSESSMENT FRAMEWORK (SEND SEF)**

The Committee received a report of the Executive Director, Community & Children's Services concerning re-introduction of the City of London Corporation Special Educational Needs Self-Assessment Framework (SEF) (current version September 2024).

Members noted that the report had been restricted after publication as non-public as sensitive information was contained within the report. However, Members agreed, to move debate of the item into the public part of the meeting. The Committee noted that any sensitive information that Members wished to discuss, could be addressed in the non-public section of the meeting.

The Committee noted that the SEND SEF was updated to reflect the findings of a peer review with the aim of improving services for children with special educational needs and disabilities. Concerns were raised about the high percentage of children with persistent absence and the need for strategies to address the issue. Members were informed that strategies to address this included contacting schools to gather more information about those children. It was noted that many of those children attend schools outside the City of London.

Questions were raised about the waiting times for speech and language therapy and mental health assessments via CAMHS. Officers committed to providing this information at the next meeting. In response to a question raised on timeframes for issuing Education, Health, and Care Plans (EHCPs), officers confirmed that the City of London meets the statutory 20-week timeframe for issuing EHCPs, with 100% of assessments completed within this period.

However, it was noted that 20 weeks was still a long time for children and families.

The issue of exclusions and the link between SEND needs and behaviour was discussed, officers noted that the City of London has very few exclusions, with the last permanent exclusion in June 2023. The focus was on working with schools to provide timely support and resources to prevent exclusions.

11. ***COST OF LIVING RESPONSE UPDATE**

The Committee received a report of the Executive Director, Community & Children's Services concerning updates on the City of London Corporation's response to cost-of-living pressures experienced by City of London residents.

The following points were noted:

- **Household Support Fund:** Members were informed that the budget for the Household Support Fund had been extended until March 2026.
- **Communication and Awareness:** In response to a question raised by a Member officers confirmed that there was a dedicated web page for cost-of-living support, prominently featured on the City of London website. The housing resident newsletter also focuses on cost-of-living issues, and residents are directed to City Advice for comprehensive support.
- **Effectiveness of Communication:** Concerns were raised about the accessibility and effectiveness of communication efforts. It was suggested that more proactive measures are needed to ensure that those most in need are aware of the available support.
- **Winter Measures:** The need for additional winter measures, similar to those provided in the last two years, was highlighted. Officers were asked to bring back proposals for these measures.
- **Member Support:** Members were encouraged to direct residents to City Advice for holistic support and to help raise awareness of the available services.
- **Independent Review:** It was suggested that an independent review of the effectiveness of communication strategies be conducted, potentially involving digital services or the communications department.

12. ***VIRTUAL SCHOOL DEVELOPMENT PLAN FOR ACADEMIC YEAR 2024/2025**

The Committee received a report of the Executive Director, Community & Children's Services concerning the virtual school development plan for 2024/25.

The following points were noted:

- **Overview:** The Virtual School Development Plan for the academic year 2024/2025 was presented for information. The plan outlined the strategies and initiatives to support the education of children in care and other vulnerable groups.

- **Cross-Departmental Collaboration:** It was noted that the virtual school works closely with various departments, including open spaces, City of London Boys School, and adult services, to provide enrichment opportunities and support for young people.
- **Ofsted Recognition:** Members praised the department after the recent Ofsted inspection highlighting the virtual school's work as an outstanding area, particularly in supporting young people.

13. ***VIRTUAL SCHOOL HEADTEACHER ANNUAL REPORT FOR ACADEMIC YEAR 2023/2024**

The Committee received a report of the Executive Director, Community & Children's Services concerning information about the role of The City of London Virtual School for Children with a Social Worker.

The following points were noted.

- **Cross-Departmental Collaboration:** Similar to the development plan, officers noted that the annual report emphasised the importance of collaboration with various departments and external partners to support the education and well-being of children in care and other vulnerable groups.
- **Ofsted Recognition:** The report noted that the virtual school's work was recognised as outstanding in the recent Ofsted inspection, particularly in terms of the support provided to young people.

14. ***COMMISSIONING UPDATE**

The Committee received a report of the Executive Director, Community & Children's Services concerning highlights of current activities, successes, issues and priorities for the Department of Community and Children's Services commissioning team.

The following points were noted:

- The Head of Commissioning provided an update on the commissioning programs, highlighting the contracts register and progress against the sourcing plan for the financial year. The report included commissioning overview reports for both adults and children's social care services, summarising commissioning and quality assurance arrangements, relevant services, and evidence against inspection criteria.
- It was noted that the commissioning overview reports were used in the recent Ofsted inspection, which highlighted the effectiveness of the commissioning work.
- In response to a question raised by a Member regarding the funding for the City of London Scout Group, officers acknowledged the budgetary pressures and agreed to review the decision and report back to the next meeting in January.

15. ***DEPARTMENTAL RISK UPDATE**

The Committee received a report of the Executive Director, Community & Children's Services concerning detail of the Department's current risk register and the actions taken in mitigation to reduce those risks.

The following points were noted:

- The Assistant Director for Partnerships & Commissioning introduced the departmental risk update, outlining that the risk register was now being presented quarterly to ensure transparency and compliance with internal audit recommendations.
- Members noted the aim to improve the clarity and completeness of the risk register. The risk register included both departmental and service-level risks, with a focus on ensuring that all relevant risks are captured and managed effectively.
- It was noted that the department was working on local guidance and has been offered external training by the corporation's insurance team to enhance risk management practices.
- Members noted that officers would continue to bring the risk register to the committee quarterly for review and updates.

16. ***BARBICAN AND COMMUNITY LIBRARIES UPDATE 2024**

The Committee received a report of the Executive Director, Community & Children's Services concerning an overview of Barbican and Community Libraries since 2023.

The following points were noted:

- **Service Charges:** Members noted the increased service charge for the library was currently manageable due to lower business rates. Future funding would need to be reviewed within existing resources.
- **Marketing Efforts:** There is a focus on increasing marketing for the Make Space initiative to boost usage.
- **Children and Young People:** In response to a question raised by a Members, officers noted that efforts were being made to engage more school-aged children with the library services, including the Read to Succeed scheme and the upcoming coding club.
- **Income Generation:** Officers informed Members that the library is exploring ways to generate income through hireable spaces and potential partnerships for workspace offers.
- **Future Plans:** The library is working with renowned designers to ensure the new library space meets future needs and community expectations.

17. ***DCCS HANDBOOK UPDATE**

The Committee received a report of the Executive Director, Community & Children's Services concerning an updated DCCS handbook which sets out the work of the Department, key statistics and relevant financial information.

The following points were noted:

- The Committee discussion focused on the updates to the Department of Community and Children's Services (DCCS) Handbook, highlighting the importance of keeping the handbook current and relevant to support the department's operations and services.

- It was noted that the handbook would serve as a comprehensive guide for staff, outlining policies, procedures, and best practices within the department.
- Officers outlined the latest updates include revisions to existing policies, the introduction of new procedures, and the incorporation of feedback from staff to ensure the handbook remains practical and user-friendly.
- Members noted that the updated handbook will be distributed to all staff, with training sessions planned to ensure everyone is familiar with the changes and how to apply them in their daily work.

18. ***MODERN SLAVERY STATEMENT 2024-2029**

The Committee received a report of the Deputy Town Clerk, concerning draft of the City Corporation's refreshed Modern Slavery Statement made pursuant to Section 54 of the Modern Slavery Act 2015.

The following points were noted:

- The Committee noted that the report had recently been considered by the Policy & Resources Committee and the recommendations had been approved.
- Officers noted that the City of London Corporation reaffirms its commitment to preventing modern slavery and human trafficking in its operations and supply chains.
- Members noted that the statement outlined the steps taken to combat modern slavery, including risk assessments, due diligence processes, and training for staff.
- Members were informed that the Corporation planned to enhance its efforts by improving supplier engagement, increasing awareness, and strengthening reporting mechanisms.

19. **UPDATES FROM SUB COMMITTEES, ALLOCATED MEMBERS AND PORTFOLIO HOLDERS**

There was no update.

20. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There was one question on the adult social care strategy.

- A Member asked when the upcoming adult social care strategy would be open to public consultation. In response, officers noted that the strategy development involves several targeted engagement groups, but not a specific engagement group. This will be monitored. Public consultation began in September and ends in November.

21. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was no urgent business.

22. **EXCLUSION OF THE PUBLIC**

RESOLVED – That, under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the

grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part I of Schedule 12A of the Local Government Act.

23. **NON-PUBLIC MINUTES**

RESOLVED – That, the non-public minutes of the meeting held on 20th September 2024 be agreed as a correct record.

24. ***OUTSTANDING ACTIONS**

The Committee received a report of the Director of Community & Children's Services.

25. ***NON PUBLIC APPENDIX - VIRTUAL SCHOOL HEADTEACHER ANNUAL REPORT FOR ACADEMIC YEAR 2023/2024**

The Committee received a Non-Public appendix to be read in conjunction with item 12.

26. ***NON-PUBLIC APPENDICES - COMMISSIONING UPDATE**

The Committee received Non-Public appendices to be read in conjunction with item 13.

27. **WINDOWS AND COMMON PARTS REDECORATIONS – GOLDEN LANE ESTATE (PHASES 1 & 2)**

The Committee considered a report of the Director of Community & Children's Services.

28. **36 PROCTOR HOUSE AVONDALE SQUARE ESTATE SE1 5EZ**

The Committee considered a report of the Executive Director, Community & Children's Services.

29. **RISK REPORT FOR THE CITY OF LONDON CORPORATION COMBINED RELIEF OF POVERTY CHARITY (CHARITY REGISTRATION NUMBER 1073660)**

The Committee considered a report of Head of Central Funding & Charity Management Team.

30. ***MANAGEMENT UPDATE FOR THE CITY OF LONDON COMBINED RELIEF OF POVERTY CHARITY (CHARITY REGISTRATION NUMBER 1073660)**

The Committee received a report of Head of Central Funding & Charity Management Team.

31. ***CHARITIES REVIEW RECOMMENDATIONS UPDATE - THE CITY OF LONDON ALMSHOUSES (REGISTERED CHARITY NUMBER: 1005857)**

The Committee received a report of Acting Managing Director City Bridge Foundation.

32. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

33. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was one item of urgent business.

33.1 Black Raven Court - City of London Primary Academy Islington (COLPAI)

The Committee considered a report of the Executive Director, Community & Children's Services.

The meeting ended at 4.20 pm

Chairman

**Contact Officer: Blair Stringman
Blair.Stringman@cityoflondon.gov.uk**

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PUBLIC OUTSTANDING ACTIONS – COMMUNITY AND CHILDREN’S SERVICES COMMITTEE (CCS) – January 2025 Update

Title of Report/ Subject	Date Added	Initial request and pending Actions	Action Owner	Due Date	Latest Position
Window Replacement	27/07/2023	A full report on the Golden Lane Estate, not just Crescent House, to understand the entire program's progress	AD Housing	Ongoing	A high-level master programme for the entire Golden Lane Estate and an Activity Timeline have been produced by the project team. These form part of the Appendices for Complex Issues Reports, which have been drafted and will be presented at Corporate Projects Board in February and subsequently for CCS Committee in April.
City and Hackney Safeguarding Children Partnership (CHSCP) Annual report	25/01/2024	The legislative change would be presented to members for decision. The chair requested a member briefing ahead of the committee meeting which takes decision in this matter.	AD People	Winter 2024	Following a change in Government, discussions are underway between Children’s Sector Leadership and DfE regarding potential changes to previous CHSCP governance proposals. Local arrangements will be presented to Members when confirmed- Likely to be end of calendar year.
Financial Support with Major Works (Long Leaseholders)	11/03/2024	<p>Queries and concerns would be answered by officers and shared with committee. Officers would look at the 25-year terms on loans and how it would impact the HRA. Officers would also look at the cap and discretionary schemes.</p> <p>The chair requested if a charge could be placed on properties, if a resident is deceased and if this could be explored further.</p>	AD Housing	December	A paper will be presented at HMASC on 13 January 2025.
Stronger Communities Annual Report	01/05/2024	The next report would provide more information in terms and	Head of Central	May or June 2025	The next Annual Report will provide some more detail about the programme, how it is run

PUBLIC OUTSTANDING ACTIONS – COMMUNITY AND CHILDREN’S SERVICES COMMITTEE (CCS) – January 2025 Update

		conditions of grant approvals. The Resource Allocation Sub Committee (RASC) received a report on CIL funding in other boroughs some years ago and the officer agreed that this work could be refreshed.	Funding and Charity Management		and how grants are managed. This has been logged and will be incorporated into next years’ reporting. With regards to the next Neighbourhood Fund and how it operates in other boroughs, this research is underway, and findings will be provided to estate managers once collected.
Member Engagement - Housing Estates	01/05/2024	This report would be taken to HMASC for a more detailed discussion stressing the importance of good governance in respect of major developments, to enable allocated members to be aware of issues at an earlier stage.	Head of Housing Management	Ongoing	The Allocated Member Guidance Notes have been updated and circulated.
Tackling the Negative Impacts of Rough Sleeping	20/10/2024	A report was requested on policy position.	AD Commissioning	Ongoing	This is on the agenda for C&CS Committee which is taking place in January.
Wardmote: Golden Lane Project	20/10/2024	A full report on the Golden Lane project has been requested to understand delays and assess risks. Increased project capacity and oversight are being implemented to ensure effective delivery.	AD Housing	October	A verbal update will be provided for C&CS in January 2025, the full detail of which will be shared with Committee in April 2025, after being presented at Corporate Projects Board in February.
Update on the Partnership for Young London and Request for Extension of Service Level Agreement	11/12/2024	The appendix of the SLA will be shared with members after it comes back from legal. The SLA will be extended pending legal review and delegated authority to the chair and deputy chair.	AD Commissioning and Partnerships/ Head of strategy and performance		Details of the SLA are still being settled by legal.

PUBLIC OUTSTANDING ACTIONS – COMMUNITY AND CHILDREN’S SERVICES COMMITTEE (CCS) – January 2025 Update

<p>City of London Children’s Centre Services – Update Report</p>	<p>11/12/2024</p>	<p>A policy paper on affordable childcare would be brought to the January Committee meeting. The importance of effective communication with parents and stakeholders was emphasised, with suggestions for improving transparency and addressing concerns about service continuity. A need for a contingency plan B) in case the new arrangements could not fully replace the current services by September 2025.</p>	<p>Strategic Education and Skills Director</p>		<p>A meeting with members is planned for 8 January and a report will be brought to C&CS January Committee.</p>
<p>Commissioning Update</p>	<p>11/12/2024</p>	<p>The funding of the City of London Scout Group was raised with officers acknowledging the budgetary pressures and agreed to review the decision and report back to the next meeting in January.</p>	<p>AD Commissioning and Partnerships</p>		<p>Awaiting further information to determine if the scout group is eligible for relevant grant streams. If not, or if they are unwilling to bid, the department will continue to give them money to pay rent for use of hall.</p>

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Housing Strategy Action Plan – 2025-26

1. Improve quality of housing services

Action	Milestones	Timescales	Lead	Outcomes	KPIs
1.1 Undertake a mock inspection and develop and implement improvement plan	<ul style="list-style-type: none"> Specification for inspection developed 	Q2 2025	Head of Housing Management	Clear independent assessment of our position in relation to inspection SMART improvement plan for delivery produced and implementation of the plan.	Mock inspection completed and improvement plan developed and agreed.
	<ul style="list-style-type: none"> Organisation commissioned to undertake mock inspection 	Q2 2025	Head of Housing Management		
	<ul style="list-style-type: none"> Mock inspection takes place 	Q2 2025	Head of Housing Management		
	<ul style="list-style-type: none"> Detailed report following the mock inspection delivered 	Q2 2025	Head of Housing Management		
	<ul style="list-style-type: none"> Improvement plan developed with SMART actions and reported to Housing Management and Almshouses Sub-Committee 	Q3 2025	Head of Housing Management		
1.2 Provide an effective, compliant and resident focused repairs and maintenance service	<ul style="list-style-type: none"> Delivery of the repairs and maintenance one year action plan 	Q1 2025 – new repairs contract implemented.	Head of Repairs & Maintenance	Service improvement and therefore improved tenant satisfaction Provider held to account for performance	Improved resident satisfaction with repairs reported in TSM. Improved satisfaction of speed of latest repair report in TSM.
	<ul style="list-style-type: none"> Extend or plan the procurement of repairs, maintenance and compliance contracts due to expire in 2025. 	Q1 2025 - Incumbent contract demobilised -	Head of Operations		

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Establish robust contract management practice for the repairs service. Repairs and maintenance budget reviewed and made more transparent. Post mobilisation of new contract to ensure smoothness of transition. Awarding and signing of new repairs contract Mobilisation of a new repairs contract 		Head of Repairs & Maintenance	<p>Smooth transition between existing repairs & maintenance contract and the new contract., with minimal disruption to service.</p> <p>Compliance with procurement regulations.</p> <p>Providing value for money to the HRA.</p>	
1.3 Delivery of accurate reporting of statutory compliance	<ul style="list-style-type: none"> Recruitment of a Compliance Manager with further recruitment to take place 	Q4 2024-25	Head of Repairs and Maintenance	Quality and Safety with compliance	Compliance Manager recruited and in post.
	<ul style="list-style-type: none"> Develop a gap analysis in regard to statutory compliance and implement the findings Confirm document and processes for Big 6 (lifts, legionella, gas, fire, electrics, asbestos). Creation of a dashboard to display information regarding compliance 	<p>31 January 2025</p> <p>Q1 2025</p> <p>Q2 2025</p>	<p>Head of Repairs and Maintenance</p> <p>Housing Business Support Manager</p> <p>Housing Business Support Manager</p>	Quality and Safety with compliance	<p>Gap analysis and action plan completed.</p> <p>Compliance KPIs including as part of regular reporting suite.</p> <p>Compliance matters specified for inclusion in Civica Keystone development.</p>

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Define system requirements for Civica compliance management system and implementation 				
1.4 Complete the transformation of the complaints management process	<ul style="list-style-type: none"> Demonstrate lessons learnt from the complaints process – Annual report from Complaints Panel. Develop a complaints dashboard. Complaints reporting to DLT and HMSC on a 6-monthly basis. Regular staff complaints training being held by Business Support Evidence collected of complaint outcomes influencing service delivery 	<p>Q1 2025</p> <p>Q4 2024-25</p> <p>Ongoing</p> <p>Ongoing</p> <p>Q4 2025-26</p>	Housing Business Support Manager	<p>Improved accountability and transparency of complaints.</p> <p>Compliance with the Housing Ombudsman Code of Conduct.</p>	<p>100% of complaints acknowledged within 5 working days</p> <p>100% of complaints responded to within the required timescales, including committed extensions.</p> <p>Increased score in TSM measure - handling of complaints</p>
1.5 Develop and deliver performance management framework	<ul style="list-style-type: none"> Performance reported to Housing Management and Almshouses Sub-Committee quarterly 	From Q1 2025	Housing Business Support Manager	Strengthened performance management and monitoring which informs service development. management and accountability	Achievement of Housing KPIs
	<ul style="list-style-type: none"> Agree performance management framework 	Q4 2024-25	AD - Housing		
1.6 Co-ordinate a robust, housing	<ul style="list-style-type: none"> Co-ordinate a data cleansing process to 	Q4 2024-25	Housing Business	System readiness for implementation	Data cleansing exercise completed.

Action	Milestones	Timescales	Lead	Outcomes	KPIs
wide data cleansing process	<p>make sure that new modules are fit for purpose</p> <ul style="list-style-type: none"> Data cleansing completed to ensure that new modules are optimised 		Support Manager	of new Civica modules.	
1.6 Complete Phase 2 of Civica implementation	<ul style="list-style-type: none"> Co-ordinate the Implementation of the next 4 Civica modules - CRM, generic cases, forms, enhanced voids. Complete any training for staff as required on new modules 	<p>Q1 2025</p> <p>Q2 2025</p>	Housing Business Support Manager	Full scope and benefit of system used and impacts on service delivery, tenant satisfaction and performance management	<p>Civica modules implemented by end of Q1 2025.</p> <p>Training of all housing staff on new Civica modules by Q2 2025.</p>
1.7 Complete Phase 3 of Civica Implementation	<ul style="list-style-type: none"> Co-ordinate the migration from keystone to Civica Asset Management System. Testing of the system to ensure compatibility and effectiveness. Carry out any training for staff as required 	Q 3 2025	Housing Business Support Manager	Greater accessibility of asset management data and improved data management and monitoring on assets.	Training of all housing staff on Civica Asset Management System by end of Q3 2025.
1.8 Conduct a review of our commercial portfolio	<ul style="list-style-type: none"> Produce a report setting out the options for our commercial portfolio, the pros and cons of each option and the impact on the HRA. 	<p>Q4 2024-25</p> <p>Q3 2025</p>	AD - Housing & City Surveyors	<p>Opportunity for increased income generation for the HRA.</p> <p>Assurance on the future direction of</p>	Setting out options for our commercial portfolio reported to CCS Committee in Quarter 4 2024-25.

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Develop a strategy for the operating model of the HRA's commercial portfolio. 			the HRA's commercial portfolio.	Delivery and implementation of actions approved by CCS Committee.
1.9 Develop an effective training and development plan for housing staff.	<ul style="list-style-type: none"> Develop plan in response to key areas from staff survey and results of TSMs. Improve how we record training information across teams to improve consistency Develop an overall plan for training Role specific training introduced across Housing. 	Q2 2025	Housing Business Support Manager	<p>Improved customer service</p> <p>Further professionalisation of the housing service</p> <p>Increased staff morale and satisfaction</p>	<p>Increased score in staff survey (job satisfaction)</p> <p>Enhanced customer standard</p> <p>Improved training offer within Housing.</p> <p>100% of staff up to date in mandatory training</p> <p>Contribution to increase in overall TSM rating</p>
1.10 Continuous improvement in customer service standards	<ul style="list-style-type: none"> Refresh and embed customer service training as set out in the Customer Service training plan. Refresh the Mary Gober training for all staff. 	<p>Q2 2025</p> <p>Q3 2025</p>	Housing Business Support Manager	<p>Improved customer service offer</p> <p>Improved staff training</p> <p>Further professionalisation of the housing service</p>	<p>Increase in tenant satisfaction</p> <p>70% TSM target – satisfaction that the landlord listens to tenant views and acts upon them</p> <p>70% TSM target – satisfaction that the landlord treats residents fairly and with respect</p>
1.11 Review our estate office service	<ul style="list-style-type: none"> Review completed 	<p>Q2 2025</p> <p>Q4 2025-26</p>	Head of Housing Management	Further professionalisation	70% TSM target - proportion of respondents who report that they are satisfied with

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Action plan produced and implemented 			<p>of the housing service</p> <p>Higher customer satisfaction</p>	<p>the overall service from their landlord</p> <p>70% TSM target – satisfaction that the landlord treats residents fairly and with respect</p>
1.11 Refresh the HRA business plan and budget	<ul style="list-style-type: none"> Work with finance colleagues to review and stress test the HRA business plan. 	Q4 2024-25 – Q2 2025	AD - Housing	A business plan in place to support the work of the Housing Department.	Increased ownership of budget holders and tighter management of our finances.
1.12 Review, streamline and bring our data and data management into the twenty first century	<ul style="list-style-type: none"> All relevant staff involved Work with the recruited system support and Implementation Manager to establish a business information and data integrity regime across housing 	Q4 2024-25 to ongoing	Housing Business Support Manager	<p>Improved data management</p> <p>Increases staff efficiency</p> <p>Improved customer service</p>	<p>Establish a strong working relationship with the recruited System Support and Implementation Manager.</p> <p>Plan in place and being implemented by the end of Q4 2025-26.</p> <p>Increased score in staff survey (job satisfaction)</p> <p>Enhanced customer standard.</p>

2. Engage and listen to residents

Action	Milestones	Timescales	Lead	Outcomes	KPIs
2.1 Develop a resident engagement and influencing framework	<ul style="list-style-type: none"> Co-produce the framework with residents 	Q4 2024-25	Head of Housing Management	<p>Strengthened resident engagement and influence</p> <p>Increase in number of active resident associations</p> <p>Increased resident involvement in service development</p> <p>Improved emergency resilience</p>	<p>70% TSM target – satisfaction that the landlord listens to tenant views and acts upon them</p> <p>75% TSM target – satisfaction that the landlord keeps tenants informed about things that matter to them</p> <p>70% TSM target – satisfaction that the landlord listens to tenant views and acts upon them</p>
	<ul style="list-style-type: none"> Consult on framework 	Q4 2024-25			
	<ul style="list-style-type: none"> Framework agreed and implemented 	Q1 2025			
	<ul style="list-style-type: none"> Development of Mail Chimp for residents in emergency situations (texting service) 	Q4 2024-25			
2.2 Strengthen resident profile information	<ul style="list-style-type: none"> Specification for inspection developed Finalise audit form and the project plan 	Q4 2024 – Q1-2025	Head of Housing Management	Updated profile leads to improved service and policy process development	100% resident profile completed
	<ul style="list-style-type: none"> Recruit a project team to carry out data gathering exercise 	Q4 2024 – Q1 2025	Head of Housing Management		

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Record the new data on Civica 	Q4 2025	Head of Housing Management	Robust data on each household.	
	<ul style="list-style-type: none"> Use the improved data on residents who live on our estates to inform improvements to resident communication and improve customer access to housing services. 	Q4 2025	Head of Housing Management		
2.3 Improve how we communicate with housing staff	<ul style="list-style-type: none"> Improved staff satisfaction within housing as reported in the staff survey Establish a team briefing regime Develop a Staff Communication Strategy Introduce of quarterly staff awards associated with the achievements of the TSMs. 	Q1 2025-ongoing	Housing Business Support Manager	Improved staff retention and satisfaction with job	<p>Increased number of staff engaging with the staff survey</p> <p>Increased job satisfaction score within the staff survey</p> <p>Increased staff survey score for 'senior leaders in my department/team are visible and make the effort to listen to staff'</p>

3. Increase the supply of housing

Action	Milestones	Timescales	Lead	Outcomes	KPIs
3.1 Deliver high quality affordable homes	<ul style="list-style-type: none"> 270 new affordable homes over 2 years and development of local lettings plan for each scheme. These schemes are: Black raven Court (COLPAI) 66 new homes Sydenham Hill – 110 new homes York Way Development – 91 new homes 	Q4 2025-6	Head of New Developments and Special Projects	<p>Meeting housing need</p> <p>Reducing the housing waiting list.</p> <p>Increase in the quality of homes</p> <p>Reduction in carbon emissions.</p> <p>Increase in revenue for the Housing Revenue Account.</p> <p>Achieve resident satisfaction with new homes.</p>	<p>Net increase in available homes.</p> <p>90% Satisfaction of new residents surveyed about satisfaction with their new home</p>
	<ul style="list-style-type: none"> Identify opportunities for further delivery of housing through partnership with GLA and other external providers. 	Ongoing	Head of New Developments and Special Projects	<p>Meeting housing need</p> <p>Identifying areas for increased level of home delivery</p> <p>Explore potential for more grants and funding.</p>	Increase in options of future housing delivery.

4. Improve housing quality

Action	Milestones	Timescales	Lead	Outcomes	KPIs
4.1 Undertake Stock condition survey	<ul style="list-style-type: none"> Specification for stock condition survey developed 	Q4 2024	Head of Operations	Clear picture of stock condition	Findings approved and implemented
	<ul style="list-style-type: none"> Organisation commissioned to stock condition survey 	Q4 2024	Head of Operations	Better data about our stock condition	
	<ul style="list-style-type: none"> Stock condition survey undertaken 	Q1 2025	Head of Operations		
	<ul style="list-style-type: none"> Detailed report delivered and findings recorded on Keystone 	Q3 2025	Head of Operations		
4.2 Develop an Investment Strategy	<ul style="list-style-type: none"> Investment Strategy drafted Comments provided on draft Governance process Implementation of strategy 	Q4 2025	AD - Housing	<p>Clear strategy to manage our assets</p> <p>Better data about our building assets</p>	Strategy approved and implemented
4.3 Achieve Net Zero on our estates by 2027	<ul style="list-style-type: none"> Look into renewable alternatives to gas boilers within homes where appropriate. 	Ongoing	Head of Major Works and Head of Repairs and Maintenance	Reduced carbon emissions on our estates.	Energy Performance Certificates for homes minimum of a Band C.

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Maximise the use of government grants and funding for carbon reduction schemes. Review existing policies and procedures in regard to sustainable equipment introduced into homes. 			<p>Reduced cost in use for residents</p> <p>Help achieve the 2027 target as set out in the City Corporation's Climate Action Strategy.</p>	
4.4 Deliver successful Major Works on our estates	<ul style="list-style-type: none"> Develop our Major Works plan for 2026-2036 schemes of work, which includes fire safety. 	Q4 2025-26	Head of Major Works	<p>A clear programme for major works up to 2036 which is efficient and improves tenant satisfaction and minimises the disruption.</p> <p>Resident input on design and implementation of major work programmes</p>	Major works plan 2026-36 approved.

5. Improve building safety

Action	Milestones	Timescales	Lead	Outcomes	KPIs
5.1 Strengthen health and safety	<ul style="list-style-type: none"> Review the Health and Safety structure 	Q4 2024-25	AD - Housing	Compliance with health and safety regulations	Achievement of relevant KPIs

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	<ul style="list-style-type: none"> Identify the new structure and responsibilities to remain statutorily compliant 			Improved health and safety work practices on our estates and the expectations as set out in the Quadriga report.	Recruitment of team.
	<ul style="list-style-type: none"> Co-ordinate implementation from Safe365 review 	Ongoing	Housing Business Support Manager	Improved health and safety work practices on our estates Compliance with health and safety regulations	Approved and implemented.
	<ul style="list-style-type: none"> Roll out a Resident Engagement Strategy for building safety 	Ongoing	AD - Housing	Improved communication with residents	Approved and implemented.
5.2 Deliver the fire safety works programme for 2025-26	<ul style="list-style-type: none"> Rolling fire door replacement programme 	Q3 2025	Head of Major Works	Improved fire safety of our buildings	75% TSM target – satisfaction that the home is safe
	<ul style="list-style-type: none"> Sprinkler replacement programme 	Q3 2025	Head of New Developments and Special Projects	Compliance with building regulations	
		Q4 2025-26	Head of Major Works and Head of New Developments and Special Projects		
5.3 Compliance with Fire Risk Assessments	<ul style="list-style-type: none"> Compliant fire risk assessments available for 	Ongoing	Housing Business Support Manager	Improved fire safety of our buildings	100% compliance TSM measure –

Action	Milestones	Timescales	Lead	Outcomes	KPIs
	all our social housing blocks. <ul style="list-style-type: none"> • Co-ordination and reporting of fire risk assessment actions. 			Compliance with building regulations	proportion of homes for which all required fire risk assessments have been carried out

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City of London Corporation Committee Report

Committee(s): Community & Children's Services Committee – For Decision	Dated: 16 January 2025
Subject: Allocated Members To The City Corporation's Various Housing Estates	Public report: For Decision
This proposal: <ul style="list-style-type: none"> • provides statutory duties • provides business enabling functions 	N/A
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	£0
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of:	Ian Thomas, Town Clerk's Department
Report author:	Blair Stringman, Town Clerk's Department

Summary

At the last meeting of the Community & Children's Services Committee, specific Member allocations to the various housing estates were noted and Members expressed a preference for linking Members to specific boroughs rather than individual housing estates.

Whilst some allocations were agreed upon there remained outstanding vacancies and therefore it was agreed that allocation of Members be taken back to the Housing Management & Almshouses Sub-Committee for further review and brought back for final approval.

Following the Housing Management & Almshouses Sub-Committee's last meeting, Members agreed to the allocations included in this report for final approval.

Recommendation(s)

Members are asked to:

Endorse the following appointments to the various housing estates:

- **Southwark:** Timothy McNally
- **Islington:** Mary Durcan
- **Hackney :** Ceri Wilkins
- **Tower Hamlets :** John Fletcher
- **Lewisham:** Steve Goodman
- **Lambeth:** Eamonn Mullally
- **City of London – Golden Lane Estate:** Ceri Wilkins
- **Middx St Estate:** John Fletcher

Main Report

Background

1. During the last meeting of the Community & Children's Services Committee, it was noted that specific Member allocations to various housing estates should be made.
2. Members expressed a preference for linking Members to specific boroughs rather than individual housing estates. While some allocations were agreed upon, there were still outstanding vacancies.
3. As a result, it was decided to refer the allocation of Members back to the Housing Management & Almshouses Sub-Committee for further review and to bring it back for final approval.

Current Position

4. After consultation at the last Housing Management & Almshouses Sub-Committee, it was noted that Members listed in the recommendation(s) should be put forward for the various allocations.

Options

5. Option 1 (Recommended) – That Members outlined in the recommendation(s) be endorsed to the allocation of the various housing estates following consultation at the last Housing Management & Almshouses Sub-Committee meeting.
6. Option 2 (Not Recommended) – That Members not endorse the allocation and refer the matter back to the Sub-Committee.

Proposals

7. It is recommended that Members endorse option 1 as the matter was referred to the Sub-Committee previously and agreed upon by Members.

Corporate & Strategic Implications –

Strategic implications – the recommendation aligns with the City Corporation's strategic goals of improving governance, enhancing community engagement, and ensuring effective resource allocation.

Financial implications – N/A

Resource implications – N/A

Legal implications – N/A

Risk implications – N/A

Equalities implications – N/A

Climate implications – N/A

Security implications – N/A

Conclusion

8. The recommendation to allocate Members to specific boroughs rather than individual housing estates has been thoroughly reviewed and agreed upon by the Housing Management & Almshouses Sub-Committee. This strategic approach aims to enhance representation, improve coordination, streamline decision-making, and foster stronger community engagement. The allocations included in this report are now presented for final approval

Appendices

- None.

Blair Stringman

Governance Officer, Town Clerk's Department

E: Blair.Stringman@cityoflondon.gov.uk

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Agenda Item 6

City of London Corporation Committee Report

Committee:	Dated:
Community and Children’s Services	16 January 2025
Subject: Departmental Budget Estimates 2025/26 - Community and Children’s Services excluding Housing Revenue Account (HRA)	Public report: For Decision
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes • provides statutory duties • provides business enabling functions 	Statutory duties for a balanced 2025/26 budget
Does this proposal require extra revenue and/or capital spending?	No
Report of: The Chamberlain and the Executive Director of Community and Children’s Services	
Report author: Mark Jarvis, Head of Finance- Chamberlain’s Department Beatrix Jako, Finance Business Partner – Chamberlain’s Department	

Summary

This report presents for approval the budget estimates for the Department of Community & Children’s Services for 2025/26, for subsequent submission to Finance Committee.

Overall, the proposed revenue budget for 2025/26 totals (£19.779m), a significant increase in net expenditure of (£1.854m) compared to the 2024/25 original budget of £ (17.925m) agreed by your Committee on 25 January 2024.

The proposed budget for 2025/26 has been prepared within the resource envelope allocated to each Chief Officer by Resource Allocation Sub-Committee, incorporating the adjustments outlined in paragraph 3.

This report presents, at Appendix 1, the budget estimates for 2025/26 for the Community and Children’s Services Department excluding Housing Revenue Account (HRA) of which a summary is shown in the table below.

City of London Corporation Committee Report

Summary of Appendix 1

Table 1	Original budget 2024/25 £'000	Original budget 2025/26 £'000	Movement original 2024/25 to original budget 2025/26 £'000
Expenditure	(29,596)	(31,897)	(2,301)
Income	14,348	15,443	1,095
Support services and capital charges	(2,677)	(3,325)	(648)
Total net expenditure	(17,925)	(19,779)	(1,854)

Recommendation

Members are asked to:

- i) review and approve the Community and Children's Services Department's (excluding HRA) proposed revenue budget for 2025/26 for submission to Finance Committee,
- ii) review and approve the Community and Children's Services Department's (excluding HRA) proposed capital and supplementary revenue projects budgets for 2025/26 for submission to Finance Committee,
- iii) authorise the Chamberlain, in consultation with the Executive Director of Community and Children's to revise these budgets to allow for any further implications arising from Corporate Projects and changes to the Cyclical Works Programme,
- iv) agree that minor amendments for 2024/25 and 2025/26 budgets arising during the corporate budget setting period be delegated to the Chamberlain.

Main Report

Background

- The Community & Children's Services Committee oversees four main service areas:
 - People Services (which includes Adult Services and Children and Families Services)
 - Commissioning and Partnerships (which includes Commissioned Services)
 - Housing Services (including the Housing Revenue Account)
 - Education and Skills

City of London Corporation Committee Report

Assumptions for 2025/26

- The estimate for 2025/26 includes a net 2% uplift for inflation for local risk.
- The provisional 2025/26 Original Budget does not account for the increased rate of employer National Insurance (NI) contributions that will take effect from April 2025 and assumes a 3% uplift in staff pay. The budget will be revised during the financial year to incorporate these changes.
- Members should note that the Cyclical Works Programme (CWP) figures included in the Estimate Report relate only to elements of previously agreed programmes, which will be completed in 2024/25 and 2025/26. The separate bid for CWP works programme for 2025/26 has not been included in this report. The report is expected to be submitted to Committee in January 2025 and will then require approval from Resource Allocation Sub-Committee to agree the funding. Once both Sub-Committees have agreed the 2025/26 programme Members will be advised of the outcome and Members are asked to authorise the Chamberlain to revise the budgets to allow for these approvals.
- Support services budgets reflect the attribution and cost of central departments. All support services are based on time or use of services and were reviewed during 2024/25 with the method of apportionment update to reflect the latest up to date corporate information.

Departmental budget estimates for 2025/26

1. This report presents, at Appendix 1, the budget estimates for 2025/26 for the Community and Children's Services Department analysed between:
 - **Local Risk budgets** – these are budgets deemed to be largely within the Chief Officer's control.
 - **Central Risk budgets** – these are budgets comprising specific items where a chief officer manages the underlying service, but where the eventual financial out-turn can be strongly influenced by external factors outside of his/her control or are budgets of a corporate nature (such as interest on balances and rent incomes from investment properties).
 - **Support Services and Capital Charges** – these cover budgets for services provided by one activity to another. The control of these costs is exercised at the point where the expenditure or income first arises as local or central risk. Further analysis can be found in Appendix 2.

City of London Corporation Committee Report

Proposed Revenue budget for 2025/26

2. The provisional 2025/26 budgets, under the control of the Executive Director of Community and Children's Services being presented to your Committee, have been prepared in accordance with guidelines agreed by the Policy and Resources and Finance Committees.
 - A total of £1.758m in additional funding to address potential future pressures identified in Adult and Children Social Care.
 - Homelessness has been classified as a central risk from April 2025, as it is fundamentally a demand-led statutory service budget that is under significant pressure. Furthermore, additional funding has been identified in the 2025/26 Estimates for Homelessness and there are indications that funding will be secured in the Medium Term Financial Plan (MTFP) beyond that.
 - There was an internal review of staff delivering duties for our Unaccompanied Asylum Seeking Children (UASC) population. As a result of this review asylum related staff costs are transferred to central risk from local risk.
 - In order to come back to the resource envelope within central risk, it was necessary to include an unidentified savings budget of £524k relating to the asylum seekers service and benefit administration in central risk.
3. Overall, the 2025/26 provisional revenue budget total £19.779 million, an increase of £1.854m when compared with the original budget for 2024/25. The main reasons for this increase are:
 - 2% inflation uplift of £291k added to local risk budgets.
 - An additional £1.288m funding has been agreed by the Chamberlain's to address potential future pressures identified in Adult Social Care and Child Social Care.
 - Allocation of £470k from contingency regarding additional social care pressures following Court of Common Council's approval in March 2024. Due to timing issues it was added to central contingencies and drawn down during the financial year – this has now been added to the local risk base budget as a permanent adjustment.
 - Transfer of Direct Payment Officer post to Adult Social Care (£52k).
 - £895k central risk grant allocation for homelessness support.
 - Increase in central support and capital charges (£648k).

City of London Corporation Committee Report

4. An analysis of service expenditure is provided in Appendix 1. Expenditure and unfavourable variances are presented in brackets. Only significant variances (generally those greater than £150,000) have been commented on in the following paragraphs.
5. There was an internal review of staff delivering duties for our Unaccompanied Asylum Seeking Children (UASC) population. As a result of this review asylum related staff costs are transferred to central risk from local risk.
6. Homelessness has been reanalysed as a central rather than local risk budget item from April 2025, as it is fundamentally a demand-led statutory service budget that is under significant pressure. Furthermore, additional funding has been identified in the 2025/26 Estimates for Homelessness support.
7. Additional total funding of £1.758m to address potential future pressures identified in Adult and Children Social care.
8. The central risk budget contains an unidentified savings budget of £342k which is due to pressures on the asylum seekers service. These pressures are arising from the number of individuals turning 18, who will then attract little or no funding from the Home Office.
9. Housing Benefit Administration central risk budget also includes an unallocated savings amount of £200k. This is largely attributable to a shortfall between housing benefits awarded for temporary accommodations and what the Department for Work and Pensions pays. Some of the accommodations are over their limit and the shortage of temporary accommodation at reasonable prices led to the increased shortfall in this area.
10. Analysis of the movement in total manpower and related staff costs are shown in Table 2 below.

11. Staffing Statement

Analysis of the movement in staff related costs are shown in the table below. There is an increase of £357,000 in employee expenditure between the 2024/25 original budget and 2025/26 original budget. Factors influencing this overall increase are a provision for pay award and incremental progression.

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Table 2	Original Budget 2024/25		Original Budget 2025/26	
	Manpower Full-time equivalent	Estimated cost £000	Manpower Full-time equivalent	Estimated cost £000
People Services	49	(3,633)	50	(3,952)
Partnership Services (including Central Directorate)	26	(1,875)	26	(1,972)
Housing Services	7	(555)	7	(572)
Education and Skills	43	(2,124)	43	(2,048)
TOTAL COMMUNITY AND CHILDREN'S SERVICES	125	(8,187)	126	(8,544)

Potential Further Budget Developments

12. The provisional nature of the 2025/26 revenue budget recognises that further revisions may be required, including in relation to:

- decisions on funding of the Additional Works Programme by the Resource Allocation Committee.
- budget adjustments relating to the Surveyors Repairs and Maintenance projects.
- budget adjustments relating to central and departmental support services apportionments.

Revenue Budget 2024/25

13. The current forecast local risk outturn for 2024/25 is expected to be overspent by up to £211k, mostly relating to Adult and Children Social Care services.

14. The central risk budget is projected to underspend by £855k, mostly related to a one-off higher than anticipated grant income (£1.5m) from the Home Office in relation to the Afghan Resettlement Scheme in previous years, partly offset by the increased cost for asylum support (£400k) and benefits administration (£300k)

Appendix 3 shows the movement between the Original Budget 2024/25 and the Approved Budget 2024/25.

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Draft Capital and Supplementary Revenue Budgets

15. The latest estimated costs of the Committee's current capital and supplementary revenue projects are summarised in the Table below.

Service	Project	Exp. Pre 01/04/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	Later Years £'000	Total £'000
	Authority to start work						
Homelessness	High Support Hostel Site Development	(645)	(27)	-	-	-	(672)
Homelessness	Assessment Centre for Rough Sleepers	(1,594)	(156)	-	-	-	(1,750)
TOTAL COMMUNITY & CHILDREN'S SERVICES EXCLUDING HRA		(2,239)	(183)	-	-	-	(2,422)

16. Pre-implementation costs comprise feasibility/option appraisal expenditure which has been approved in accordance with the project procedure, prior to authority to start work.

17. The latest Capital and Supplementary Revenue Project forecast expenditure on approved schemes will be presented to the Court of Common Council for formal approval in March 2025.

Business Planning for 2025/26

18. A separate report will be presented to this committee at a later date containing the high-level business plan.

Corporate & Strategic Implications – 'none'

Security implications

19. There are no specific security implications in relation to the budget or business plan but many of our workstreams contribute to the departmental priority 'safe' with the aim of people of all ages living in safe communities, our homes are safe and well maintained and our estates are protected from harm.

Public sector equality duty

20. Promoting equality, fostering good relations and reducing discrimination are all integral elements of the work of the department as demonstrated in some of the

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work included in the high-level summary business plan. The department specifically considers this in service and policy development through Tests of Relevance and Equality Impact Assessments.

Conclusion

21. This report presents the 2025/26 budget estimates for the Community & Children's Services Department for Members to consider and approve.

Appendices

- Appendix 1 – Committee Summary Budget – City Fund
- Appendix 2 – Support Services and Capital Charges from / to Community & Children's Services Committee
- Appendix 3 – Original 2024/25 Budget to Approved 2024/25 Budget
- Appendix 4- Original 2024/25 Budget to Original 2025/26 Budget

Mark Jarvis

Head of Finance, Chamberlain's Department

E: Mark.Jarvis@cityoflondon.gov.uk

Beatrix Jako

Finance Business Partner, Chamberlain's Department

E: Beatrix.Jako@cityoflondon.gov.uk

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Appendix 1: Community and Children's Services Summary – City Fund							
Analysis of Service Expenditure	Local or Centr al Risk	Actual 2023/24 £'000	Original Budget 2024/25 £'000	Approved Budget 2024/25 £'000	Original Budget 2025/26 £'000	Movement 2024-25 OR to 2025-26 OR £'000	Para ref
EXPENDITURE							
Employees	L	(7,837)	(7,408)	(7,568)	(6,721)	687	5,6,11
Employees – mainly social workers dealing with Asylum Seekers, Homelessness and staff paid by Dedicated Schools Grant (DSG)	C	(1,555)	(779)	(3,007)	(1,823)	(1,044)	5,6,11
Premises Related Expenses (see note i)	L	(702)	(382)	(377)	(382)	0	
Premises Related Expenses (SRP)	C	(11)	(4)	(137)	(55)	(51)	
City Surveyor – R&M	L	(11)	(5)	(5)	(5)	0	
Transport-related Expenses	L	(15)	(17)	(17)	(16)	1	
Home to School Transport (met from DSG)	C	(37)	(75)	(85)	(81)	(6)	
Supplies and Services (mainly professional fees which are largely met from grant income plus expenses relating to contracts)	L	(7,902)	(5,923)	(6,822)	(5,221)	702	6,7
Supplies and Services (mainly costs of our private, voluntary and independent childcare providers which are met from DSG)	C	(281)	(98)	(348)	(2,218)	(2,120)	6
Third Party Payments (mainly social care clients plus contract costs and providers of adult learning)	L	(7,497)	(6,236)	(7,777)	(5,683)	553	6,7
Third Party Payments (mainly agency costs relating to asylum seekers plus costs that are met from DSG)	C	(6,652)	(5,215)	(3,003)	(6,545)	(1,330)	6
Transfer Payments (mainly payment to Fusion Lifestyle funded by income from London Marathon Charitable Trust)	L	(94)	(105)	(105)	(110)	(5)	
Rent allowances – funded by Department for Work and Pensions (DWP) rent benefit rebates)	C	(3,879)	(3,561)	(3,561)	(3,561)	0	
Unidentified Savings – Child Social Care	L	0	126	126	0	(126)	
Unidentified Savings	C	0	86	86	524	438	8,9
Total Expenditure		(36,473)	(29,596)	(32,600)	(31,897)	(2,301)	
CONTINUED ON NEXT PAGE							

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CONTINUED FROM PREVIOUS PAGE							
Analysis of Service Expenditure							
	Local or Central Risk	Actual 2023/24 £'000	Original Budget 2024/25 £'000	Approved Budget 2024/25 £'000	Original Budget 2025/26 £'000	Movement 2024/25 to 2025/26 £'000	Para ref
INCOME							
Government Grants (mainly Public Health and Skills Funding Agency grant income)	L	7,130	3,796	5,726	3,975	179	6
Government Grants (mainly DSG, DWP rent benefit rebates, Home Office funding)	C	9,236	7,423	7,728	8,058	635	6,9
Other grants, reimbursements and contributions (mainly B&B rent allowances, S256 Monies and London Marathon Charitable Trust)	L	1,766	778	973	334	(444)	6
Other grants, reimbursements and contributions (City's Cash contributions towards Toynbee Hall contract and Strings project at The Aldgate School)	C	651	512	466	1,155	643	6
Customer, client receipts (mainly fee income and client contributions towards their social care packages), and rent income for the community centres)	L	1,171	1,215	1,215	1,319	104	
	C	127	20	90	20	0	
Transfer from Reserves (Public Health, Healthwatch & Proceeds of Crime Act POCA reserves)	L	311	26	26	0	(26)	
Transfer from Parking Meter Reserves (in relation to concessionary fares and taxi cards)	C	584	578	578	582	4	
Total Income		20,976	14,348	16,802	15,443	1,095	
TOTAL EXPENDITURE BEFORE SUPPORT SERVICES AND CAPITAL CHARGES		(15,497)	(15,248)	(15,798)	(16,454)	(1,206)	
SUPPORT SERVICES AND CAPITAL CHARGES							
Central Support Services and Capital Charges		(2,837)	(2,733)	(2,733)	(3,381)	(648)	App 2
Recharges within Fund		55	56	56	56	0	
Total Support Services and Capital Charges		(2,782)	(2,677)	(2,677)	(3,325)	(648)	
TOTAL NET (EXPENDITURE) / INCOME		(18,279)	(17,925)	(18,475)	(19,779)	(1,854)	

Notes – Examples of types of service expenditure:

- (i) Premises Related Expenses – includes repairs and maintenance, energy costs, rates, and water services

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Appendix 2: Support Service and Capital Charges from/to Community and Children's Services Committee

Support Service and Capital Charges	Actual 2023/24 £000	Original Budget 2024/25 £000	Approved Budget 2024/25 £000	Original Budget 2025/26 £000
Administrative Buildings	(234)	(251)	(251)	(228)
City Surveyor's Employee Recharge	(2)	(1)	(1)	(1)
Insurance	(73)	(66)	(66)	(67)
IS Recharges – Chamberlain	(677)	(531)	(531)	(665)
Capital Charges	(587)	(556)	(556)	(518)
Support Services, including Chamberlains, Comptrollers & Town Clerks	(1,264)	(1,328)	(1,328)	(1,902)
Total Support Services and Capital Charges	(2,837)	(2,733)	(2,733)	(3,381)
Recharges Within Funds				
Corporate and Democratic Core – Finance Committee	32	32	32	32
HRA	0	0	0	0
Barbican Residential Committee	23	24	24	24
Total Support Service and Capital Charges	(2,782)	(2,677)	(2,677)	(3,325)

Support services budgets reflect the attribution and cost of central departments. All support services are based on time spent or use of services and were reviewed during 2024/25 with the method of apportionment updated to reflect the latest up to date corporate information.

City of London Corporation Committee Report

Appendix 3: Movement between 2024/25 Original Book Budget and 2024/25 Approved Budget

Community and Children’s Services	£000
Original Net Local and Central Risk Budget (Executive Director Community and Children’s Services & City Surveyor)	(15,248)
Executive Director Community and Children’s Services	
Transformation Fund Carry forwards from 2023/24 in relation to the Operational Property Review	(80)
Allocation from contingency regarding additional social care pressures	(470)
Approved Net Local and Central Risk Budget (Executive Director Community and Children’s Services & City Surveyor)	(15,798)

Appendix 4: Movement between 2024/25 Original Book Budget and 2025/26 Original Book Budget

Community and Children’s Services	£000
Original Net Local and Central Risk Budget (Executive Director Community and Children’s Services & City Surveyor)	(15,248)
Executive Director Community and Children’s Services	
2% inflation uplift	(291)
Transfer of Direct Payment Officer post to Adult Social Care	(52)
Allocation from contingency regarding additional social care pressures following Court of Common Council’s approval in March 2024	(470)
Additional funding to address future pressures identified in Adult Social Care and Child Social Care	(1,288)
Central risk grant allocation for homelessness support	895
Original Net Local and Central Risk Budget (Executive Director Community and Children’s Services & City Surveyor)	(16,454)

City of London Corporation Committee Report	
Committee: Community and Children’s Services	Dated: 16/01/2025
Subject: Children’s Centre Services and 0-2 childcare arrangements	Public report: For Decision [Appendix A is published in the Non-Public report pack]
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024–29 outcomes • complies with statutory duties. 	Diverse Engaged Communities Providing Excellent Services
Does this proposal require extra revenue and/or capital spending?	No, funded from existing resources.
If so, how much?	N/A
What is the source of Funding?	City Fund
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of:	Judith Finlay, Executive Director of Community and Children’s Services
Report author:	Deborah Bell, Strategic Director of Education and Skills, Community and Children’s Services

Summary

Agreed changes to the delivery model of Children’s Centre services in the Square Mile have associated impacts on the delivery of childcare at the Aldgate School. In response to concerns related to this impact, Members requested the consideration and proposal of options for a wider approach to affordable childcare. Such an approach would require subsidy, which goes beyond statutory requirements.

This report sets out the context in which the policy proposals should be considered and puts forward options for Members to consider and to approve a preferred option for further development.

Recommendation

Members are asked to:

- i. Consider the policy options set out in relation to the provision of subsidised childcare services as a discretionary offer over and above the Childcare Accessibility Scheme

- ii. Approve a preferred policy option in principle to enable further consultation on, and the development of, detailed eligibility and operational criteria (where required) for subsequent approval

Main Report

Background

1. Children’s Centre services provide access to a range of support and advice services for parents and carers and children under five who are resident in the City of London (“the City”). The services bring different partner agencies together to provide easy access to services that a family might need, and are available from pregnancy through until children start school in reception class at primary school.
2. The City of London Corporation (“the City Corporation”) must make arrangements for the sufficient provision of children’s centres to meet local need. A “children’s centre” is a place, or group of places, where early childhood services are made available in an integrated manner. It can be managed by or on behalf of the local authority.
3. The City Corporation is subject to several statutory duties in relation to Children’s Centre services and the provision of childcare:
 - Duty to provide sufficient children’s centres to meet local need¹;
 - Duty to secure sufficient childcare for working parents that are resident in its area²;
 - Duty to provide prescribed early years provision free of charge³;
 - Duty to consider whether early childhood services should be provided through a children’s centre.⁴
4. The Corporation also has the power to assist (including providing financial assistance) providers of childcare⁵.
5. The City Corporation is the accountable body for ensuring sufficiency, and for ensuring external funding is spent in accordance with the conditions for which it was given.
6. In March 2021, the then government published a Department for Education (DfE) report ([The best start for life: a vision for the 1,001 critical days](#)) setting out its policy commitments for the delivery of such services. It included the proposal for the creation and development of Family Hubs as a place for families to access “Start for Life” services.

¹ Section 5A Childcare Act 2006.

² Section 6 Childcare Act 2006.

³ Section 7 Childcare Act 2006.

⁴ Section 5E Childcare Act 2006

⁵ Section 8 Childcare Act 2006.

7. The DfE policy acted as a catalyst for the City Corporation to commission an external independent review of existing Children's Centre services arrangements (see below).
8. This review, and the recommendations it contained, shaped proposals, approved by Members of this Committee, to secure a changed model of Children's Centre delivery. The changes proposed, transferred the leadership and management of the service from the Aldgate School to the City Corporation. This change seeks to respond to the needs and aspirations of those consulted for the independent review, enhance service delivery, and reflects the fact that most Children's Centre services are delivered in locations and venues outside of the Aldgate School.
9. The leadership and management of the current model is supported by a Service Level Agreement with the Aldgate School which includes the provision of annual funding to the school for this role. The Aldgate School also provides childcare provision for children aged 0-2 years. The delivery of this childcare is in part enabled by the funding for the Children's Centre, and therefore the proposed changes impact on the business model and viability of this childcare provision.

Current position

Children's Centre services

10. The City of London's Children's Centre offer brings together a range services to ensure parents and carers can access the support they need when they need it across a range of locations. Many of the services delivered are provided from the Aldgate School. The remaining delivery (approximately two thirds of services) are provided in several other locations around the City (Artizan Street library, Shoe Lane library, Barbican library, Golden Lane Community Centre and Guildhall West Wing).
11. The services comprise of:
 - 2-year-old offer (for families entitled to government financial support and for working families)
 - 15- and 30-hours childcare offer
 - Adult learning enrolment and support
 - Bookstart gifting
 - Breast/infant feeding support
 - Centre-based and outreach family support and advice
 - Dolly Parton Imagination Library
 - Family Lives (Emotional well-being) support
 - Health visitor partnership
 - Healthy Starts vitamins referral
 - New birth contacts
12. The current Service Level Agreement with the Aldgate School is due to expire on 31 August 2025.

Independent review of Children's Centre services

13. In 2023 the City Corporation commissioned an external independent review of existing Children's Centre services arrangements referenced in paragraph. The review sought to identify the needs and ideas of parents, carers and other stakeholders to shape the City Corporation's delivery of the government's policy commitment to Family Hubs.

14. The City Corporation aspires to provide an enhanced range of Family Hub services to residents and children up to aged 19 (or 25 with special educational needs) accessible across a variety of localities within the City.

15. Consultation activity was undertaken during the spring of 2023 via a series of structured virtual and face-to-face interviews with professionals, providers and stakeholders, from organisations including: The Aldgate School; the City of London Education and Early Years Team; Social Care and Libraries; North East London Health and Care Partnership; Family Lives and the London Borough of Hackney.

16. An online survey targeted at parents, carers and guardians who are resident in the City, and invited their feedback about children and family themed priorities, perceived strengths and their experiences in the early years.

17. Two specific consultation sessions (with interpreters) were also held:

- 10 May 2023: Golden Lane Community Centre
- 11 May 2023: Portsoken Community Centre

18. The session sought the views of parents/carers and partners on services for children under five and their families.

19. Findings from the review of the City Corporation's arrangements show that residents wanted a broader range of services, delivered closer to home. Residents identified the following priorities and needs:

- A need for support for challenging behaviour and a growing incidence of Social, Emotional and Mental Health Needs.
- Increased support with problems associated with social isolation or a lack of extended family support.
- Increased accessibility to support with breastfeeding.
- Increased accessibility to support with parent and child physical health and wellbeing.
- Increased accessibility to support with baby and infant sleeping routines.

20. Members of this Committee met on 11 March 2024 and agreed and approved to:

- Bring the services ‘in-house’, thereby making the City of London Corporation the responsible ‘delivery authority’.
- The transfer of management of Children’s Centre services be introduced as the first priority in developing the Family Hub, noting that this would exclude 2-year olds’ care.

21. This decision was not to cease or reduce Children’s Centre service provision. Children’s Centre services will continue to be delivered from a range of venues, but the leadership and management responsibility for delivery will transfer to the City Corporation from the Aldgate School at the expiry of the current Service Level Agreement.

Childcare provision

22. Childcare provision for children aged 0-2 is supported by funding from the DfE and augmented by parents’ fees. Within the City there are six providers of funded childcare, of which the Aldgate School is one, a workplace nursery for employees’ children only and two independent schools with nursery classes.

23. There are currently approximately 200 children aged 0-4 who reside in the City, 130 of which are aged 0-2 years.

24. The City Corporation has a legal duty to secure sufficient childcare for working parents living in the area. As of December 2024, there were 10 vacancies for 0–2 year-olds in the five providers excluding the workplace nursery and the Aldgate School. There are 45 places available to 0–2 year-olds across providers in the City area. Current supply exceeds demand – with only one provider in the City at capacity - although the provider market for childcare more widely can be volatile, and supply can change.

25. Population forecasts indicate a falling birth rate and falling numbers of young children resident in the city and in inner London. This is exemplified by a 23% reduction in 0–4 year-olds resident in the City of London since 2022.

26. The focus of ensuring sufficiency of supply is to meet the needs of parents and carers who reside in the City. To extend this ambition to those that work would require the City Corporation to meet the demand from a population of working age parents larger than any single London local authority.

27. In the Spring 2023 budget, the then government announced its extended free childcare policy. This has subsequently been enhanced by the new government to provide:

- From September 2024, 15 hours childcare support has been extended to eligible working parents with a child from 9-months-old.
- From September 2025, support will reach 30 hours for eligible working parents with a child from 9-months-old up to school age.
- These hours can be used over 38 weeks of the year during school term time, or up to 52 weeks if families use fewer than the total hours per week.

28. This extended funding is available to parents who are eligible and apply to HMRC through the Government Gateway.
29. In the City, this DfE funding equates to £15 per hour per child under two years old, £11 per hour per child aged 2-3, and £8.45 per hour per child aged 3-4. Local Authorities are obliged to pass through 95% of DfE funding for childcare to providers. The City Corporation passes through 100% of this funding to providers.
30. The City Corporation provides additional discretionary help - through its Childcare Accessibility Scheme - to qualifying resident families that gives financial support to access childcare and early education. To qualify, families need to meet one of two criteria:
- I. Children with Additional Needs but not qualifying for an Education, Health and Care Plan)
 - II. Families who have a combined income of less than £55,000 p.a.
31. Three families access the existing subsidy scheme within two providers in the City.

Childcare provision – concerns and issues

32. The changed approach to delivering Children's Centre services has an associated impact on the delivery of 0-2 childcare at the Aldgate School - including the possibility of loss of this provision. The school has expressed a clear desire to retain 0-2 childcare delivery and has been invited to produce a costed business model to sustain 0-2 childcare from their site. This model draws on existing staffing costs, and estimates of DfE increased childcare funding from September 2025 and parents' fees revenue. Modelling suggests the need for future subsidy to sustain this provision.
33. It is acknowledged that there may be as yet unknown factors for consideration from third parties such as the freeholder of the school.
34. Childcare providers across the City (five plus a workplace nursery) and beyond (including a provider 0.3 miles to the east of the Aldgate School) have access to revenue streams of DfE funding and parents' fees from which to deliver their childcare services. They do not currently receive any subsidy from the City Corporation or elsewhere.
35. At this Committee on 11 November 2024 Members expressed concern about the potential loss of 0-2 childcare at the Aldgate School. This echoed concerns by some parents accessing the existing childcare and some staff at the Aldgate School.
36. In response Members requested that officers develop policy proposals which, if supported, would provide subsidy to deliver an extended childcare offer of 'affordable' childcare for City of London residents. While this work is progressed, Members have received two briefings which focussed on responding to detailed

questions on local demand and existing provision, population trends, and inner London affordable childcare arrangements.

37. Most inner London local authorities do not fund subsidised 0-2 childcare for their universal 0-4 population. The exceptions to this are Islington Council (which provides subsidised childcare for its resident population, on a graded scale based on household income) and the London Borough of Hackney (which had been seeking to withdraw this provision and close some children centre services, but has paused following legal challenge relating to its consultation).
38. Policy options are set out below. Subject to the Community and Children's Services committee decision, a formal consultation on the recommended option may be undertaken to gather stakeholders' views. The final policy will be subject to a further Equalities Impact Assessment.
39. The policy options set out below are presented in the context of the decision of Members (11 March 2024) to opt for a different Children's Centre services model, in which the City Corporation becomes the responsible delivery authority and leads the development of a Family Hub (type) programme.
40. Subsequent to that decision the City Corporation agreed with the Aldgate School to allow the Service Level Agreement to expire by effluxion of time as opposed to terminate prematurely.
41. An Exit Agreement and Exit Plan (implementing the agreement) are to be agreed by the City Corporation, the Aldgate School and professional stakeholders.
42. In this interim period the City Corporation has committed to joint communications with the school to minimise anxiety for parents using the childcare provision and staff who deliver that service.

Options

43. Three options are set out below. In considering them several factors should be weighed.
44. The City Corporation's statutory duties are to residents in relation to sufficiency of childcare for working parents and sufficiency of children's centre services to meet "local need". These duties are to be considered across the whole of the City. The refocusing of Children Centre services seeks to provide more localised provision for some areas of the City. However, if childcare is reduced at the Aldgate School as a consequence, it reduces the availability of childcare in that area – albeit within the context of sufficient supply in the City as a whole.
45. The financial illustration behind the options set out is appended in the Non-Public report pack as it reports information relating to the financial or business affairs of the Aldgate School.
46. The changed delivery of Children Centre services yields a surplus that could – depending on the option pursued – fund enhanced and additional children centre

services (the Family Hub offer) or fund the provision of subsidised childcare at a specific setting (the Aldgate School), or fund subsidised childcare for an eligible child wherever they accessed childcare. There is an opportunity cost related to whichever policy approach is preferred.

47. Business modelling put forward by the school, identifies the need for a subsidy for childcare provision to remain viable. The policy to provide for this is put forward assuming the subsidy will ensure that differential pricing - offering City children lower cost childcare - is continued. If favoured the rate charged to non-City children could be reconsidered as a development of this option. The policy is also proposed because of the long-standing provision at that location, its proximity to the local community, and the clustering of alternative provision to the north of the City.
48. The application of subsidy to children rather than a provider, would require the development of criteria and processes to assess eligibility, assuming it will target families on a wider set of criteria than the current Childcare Accessibility Scheme. The development, consultation on, and implementation of such criteria and processes would need to be achieved before the end of the service level agreement with the Aldgate School on 31 August 2025.
49. An Equality Impact Assessment in relation to the high level policy options is appended. While it identifies the potential for some negative impact, the availability of proximate alternative provision and the current overall sufficiency of provision provides mitigation. The scale of impact on families living in the local community (within the City) and using the provision is low given the very small numbers.
50. Members are invited to adopt one of the following policy statements in relation to affordable childcare provision for City of London residents. The chosen policy will be subject to consultation and the manner of delivery/implementation (where appropriate) - such as eligibility – subject to an equalities impact assessment, before being proposed for final approval to Members.
51. Policy 1 provides subsidy for childcare via the current Childcare Accessibility Scheme – the existing discretionarily funded childcare scheme. Policies 2 and 3 go beyond that position and commit to further discretionary subsidy for childcare provision within the City Corporation considering the available funding for doing so. These latter two options are distinguished in terms of whether a discretionary subsidy is applied specifically to the Aldgate School (both as provider and location) or to the eligible child rather than provider setting.
52. The focus on a specific location or provider may disadvantage those parents and carers resident in other areas of the Square Mile. However, the Aldgate area is one in which there is a great scale of socio-economic disadvantage. An approach focused on the eligible child is likely to provide increased choice and accessibility to care for City families.
53. Three policy approaches are proposed:

i. **Policy 1 – No additional subsidy**

The City of London Corporation is committed to ensuring sufficient childcare provision within the Square Mile for residents. The City of London Corporation will promote the extended childcare funding available from the Department for Education. The City of London Corporation will continue to work with residents to ensure that their childcare needs are regularly reviewed and met, and Members will scrutinise the position in the Square Mile to further support City of London families experiencing economic or other significant disadvantage, the City of London Corporation provides a childcare accessibility scheme.

Positives:

- Clear opportunity to resource the development of Family Hub offer.
- Equity of offer across the City

Risk:

- A reduced childcare offer from the Aldgate school.
- Impact on residents who wish to access The Aldgate School. School Leaders have indicated that it will be unable to retain its 0-2 childcare provision without subsidy, thereby removing this option for residents.
- The childcare market is fragile, and this may create challenges of sufficiency.

Or

ii. **Policy 2- Subsidy only to the Aldgate school setting (subject to agreed eligibility criteria)**

The City of London Corporation is committed to ensuring sufficient childcare provision within the Square Mile for residents. The City of London Corporation will promote the extended childcare funding available from the Department for Education. The City of London Corporation will continue to work with residents to ensure that their childcare needs are regularly reviewed and met, and Members will scrutinise the position in the Square Mile. **To further support City of London families experiencing economic or other significant disadvantage, the City of London Corporation provides a childcare accessibility scheme and additionally will provide an enhanced offer to City children aged 0-2 who attend childcare at the Aldgate School and meet the agreed eligibility criteria.**

Positives:

- Stability of offer for families at the Aldgate school.
- Ensuring provision in the Portsoken/Aldgate area.

Risk:

- City of London Family Hub services would not be developed in full and may not meet the aspirations of families across the Square Mile

Or

iii. **Policy 3 - Subsidy to all City children aged 0-2 attending childcare (subject to agreed eligibility criteria)**

The City of London Corporation is committed to ensuring sufficient childcare provision within the Square Mile for residents. The City of London Corporation will promote the extended childcare funding available from the Department for

Education. The City of London Corporation will continue to work with residents to ensure that their childcare needs are regularly reviewed and met, and Members will scrutinise the position in the Square Mile. **To further support City of London families experiencing economic or other significant disadvantage, the City of London Corporation provide a childcare accessibility scheme and additionally will provide an enhanced offer to children aged 0-2 resident in the City of London who attend childcare and meet the agreed eligibility criteria.**

Positives:

- Enhanced equity of offer for children across the City
- Some resource could be retained to develop City of London Family Hub services for children and families.

Risk:

- The Aldgate School has indicated that it will be unable to retain its 0-2 childcare provision without subsidy, thereby removing this option for residents.
- May take time to develop an alternative offer in the Aldgate school area.

54. Subject to member decision on which of the above policy approaches to agree, the Corporation will then consult on a range of options which may include:

- a) Any income eligibility criteria
- b) Any additional need/SEN eligibility criteria
- c) The settings at which any subsidy should be available.

55. Should Members decide on Policy statements 1 or 3, detailed work would be undertaken to ensure sufficient access to childcare in the area currently served by the Adgate School.

Finance position

56. The current budget for delivery of Children’s Centre services by the City Corporation is £456k per annum. This is currently made available to the Aldgate School for the existing Children’s Centre services and 0-2 childcare. The delivery of Children’s Centre services at the Aldgate School through the existing SLA has enabled the delivery of subsidised 0-2 childcare, augmenting DfE funding and parents’ fees.

57. The Aldgate School has been requested to produce a fully costed model for continuance of the current 0-2 childcare arrangements. The total operating cost drawn for this are reported in Appendix A.

58. From Appendix A, Members are invited to consider the financial implications of the policy statements outlined, mindful of sufficiency of provision and the City of London Corporation’s best value duty.

Next Steps

59. A fully consulted and co-produced City of London Corporation Childcare Policy (non-statutory) can be delivered by 30th April 2025, reflecting Members' decision on subsidised childcare in the City. The policy – and associated detail such as eligibility – will be subject to four weeks consultation. This period is considered reasonable given the small size of the City's population. It will build on previous consultation undertaken for the independent review, recent feedback from meetings with parents, staff and stakeholders related to provision at the Aldgate School.
60. Community assets, such as, schools, libraries and community centres, and existing community groups and bodies such as the City Parent Carer Forum will be used to ensure the consultation is accessible and capture a diversity of views, including from those with protected characteristics.

Corporate & Strategic Implications

61. **Strategic implications** – Corporate outcome:

Providing Excellent Services: Supporting people to live healthy, independent lives, and achieve their ambitions, is dependent on excellent services. Vital to that continued pursuit is enabling access to effective adult and children's social care, outstanding education, lifelong learning, quality housing, and combatting homelessness.

Diverse Engaged Communities: Across our residents, workers, businesses, and visitors, everyone should feel that they belong. Connecting people of all ages and backgrounds will help build diverse, engaged communities that are involved in co-creating great services and outcomes.

62. **Financial implications** – Described in Appendix A, noting that all options assume no increase in the existing budget available for Children's Centre services currently.

63. **Resource implications** – Staff employed by Aldgate School in the current 0-2 provision will transfer to the City of London when the Service Level Agreement for Children's Centre Services ends on 31 August 2025 and the service is brought in-house. It is anticipated that the Transfer of Undertakings (Protection of Employment) Regulations 2006 will apply to their transfer. There will then be further implications for staff depending upon the policy option selected for future provision. Policy option 1 is likely to result in the redundancy of staff, with redundancy costs to be met by the City of London. Policy options 2 and 3 could result in either further transfers or redundancies depending upon the method of delivery of provision either within the Aldgate School setting or elsewhere. The employment position will need to be reviewed further should policy option 2 or 3 be selected.

64. **Legal implications** – The City of London Corporation is subject to a number of statutory duties in relation to Children's Centre services and the provision of childcare.

- Duty to provide sufficient children’s centres to meet local need⁶;
- Duty to secure sufficient childcare for working parents resident in its area⁷;
- Duty to provide prescribed early years provision free of charge⁸;
- Duty to consider whether early childhood services should be provided through a children’s centre.⁹
- The City Corporation has the power to assist (including providing financial assistance) providers of childcare¹⁰.

Any consultation undertaken will follow the general principles outlined below:

- (I) Comply with any statutory requirement to consult;
- (II) Consultation must be undertaken when the proposal is still at a formative stage;
- (III) Sufficient reasons must be put forward for the particular proposals to allow those consulted to give intelligent consideration and response. Those consulted should be aware of the criteria that will be applied when considering proposals and which factors will be considered decisive or of substantial importance at the end of the process;
- (IV) Adequate time must be given for such consideration and response; and
- (V) The product of the consultation must be conscientiously taken into account when the ultimate decision is taken.

The requirements for good decision making in public law are that decisions are rational, within relevant legal powers and are procedurally correct. Complying with these principles reduces the likelihood of a successful legal challenge.

The Corporation is also under a duty to comply with the best value duty. The duty is set out in the Local Government Act 1999 and provides that local authorities must:

“make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness”

The Exit Agreement referred to in this Report will formally close down the Service Level Agreement. Depending upon the outcome of the policy decision by Members the Exit Agreement will need amending to take on board the agreed policy decision, and the implications arising from the same.

65. Risk implications – The loss of any childcare provision may mean the City Corporation cannot meet its duty to provide sufficient childcare for its resident

⁶ Section 5A Childcare Act 2006.

⁷ Section 6 Childcare Act 2006.

⁸ Section 7 Childcare Act 2006.

⁹ Section 5E Childcare Act 2006

¹⁰ Section 8 Childcare Act 2006.

population. The production of annual sufficiency analysis suggests current provision would meet sufficiency needs. It is accepted that in a volatile market, there are risks of provider failure that can impact sufficiency.

66. Equalities implications – All children and young people, regardless of their special educational needs or disabilities, will be part of a community where they can learn, achieve and participate in activities with other children and young people, and will be prepared to have a fulfilled adult life. An Equality Impact Assessment of the options presented identifies the potential for some negative impacts in relation to the policies proposed. Mitigations are set out. Members are asked to consider and have due regard to the equalities impact assessment.

67. Climate implications – N/A

68. Security implications – N/A

Conclusion

69. The needs of City of London residents and their children are paramount in the secure delivery of Children’s Centre services across the City of London, and in planning Family Hub services.

Appendices

- Appendix A – Financial Implications of policy options (Non Public)
- Appendix B – Equality Impact Assessment (Public)

Background Papers

- 11 March 2024 - Community and Children's Services: City of London Children’s Centre Services – Review
- 11 November 2024 - Community and Children's Services: City of London Children’s Centre Services – Update Report

Dr Deborah Bell
Strategic Director of Education and Skills
Deborah.bell@cityoflondon.gov.uk

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Appendix B

Equalities Impact Assessment

Introduction

A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Background

Population

- The City of London has a population of 8,600 of which 713 residents are aged 0 – 18. Of these, 130 are aged 0 – 2 years.
- The population is diverse with around 25% from a Black, Asian or Minority Ethnic Community. 17% of the population are recorded as Asian in the 2021 census. There is a large Asian population living on the east of the City, bordering Tower Hamlets. The area also has the highest levels of income deprivation in the Square Mile and is also within the lowest 20% for income deprivation nationally. There are 29 children aged 0 – 2 who are resident in Portsoken Ward.
- The City Corporation currently supports 26 children with an EHCP. One of these children are aged under 5.

Childcare

- A total of 52 City children receive their childcare through City of London based childcare providers of which 21 are 0- 2-year-olds.
- Currently, eight 0 – 2-year-old and six 3 – 4-year-old City of London children receive their childcare provision through The Aldgate School. The eight consist of three babies and five 2 – 3-year-olds. Of the 14 City children, 11 are funded by the DfE.
- There are five other childcare providers in the City of London.
- Currently there are 10 existing 0 – 2 childcare places within existing providers in the City of London with a total of 45 places available in September for 0 – 2-year-olds (this excludes the Aldgate provision)
- There is currently one child in the Aldgate childcare provision who has a special educational need or disability

- Two of the children within this childcare provision live in the Portsoken ward
- We do not currently have data on the ethnicity of the City of London children attending the Aldgate provision

This Equality Impact Assessment considers the three policy proposals and assesses the potential impacts of each on the protected characteristics plus, experience of care, social mobility and whether the proposals help foster equality and good community relations. It considers these from two dimensions – the impact on children, and the impact on parents / carers.

Impacts that are positive, are likely to support the advancement of equality of opportunity in line with the Public Sector Equality Duty.

Children

Protected Characteristic	Policy proposals		
	Policy Proposal One – no subsidy (and therefore no childcare provision at The Aldgate School)	Policy Proposal Two – Subsidy to The Aldgate School	Policy Proposal Three – subsidy to all City Children attending childcare settings (subject to agreed eligibility criteria)
Age	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three)</p> <p>Overall, a reduction in childcare provision could have a potentially negative effect if it meant that children were unable to access the provision, they require which in turn impacts on a range of other associated factors such as educational outcomes and social mobility.</p> <p>There is currently capacity within other childcare provision in the City of London, but this is volatile</p>	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three)</p> <p>Only subsidising the childcare at The Aldgate School would mean that children who are in other settings would not be benefitting from the additional subsidy. The approach may not support the advancement of equality of opportunity.</p> <p>Impact: Potentially negative</p>	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three).</p> <p>They are likely to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it</p> <p>Impact: Positive</p>

	<p>and subject to change. There is also childcare provision in Tower Hamlets, within reasonable walking distance of those living in Portsoken Ward.</p> <p>Should capacity elsewhere change, the approach may not support the advancement of equality of opportunity.</p> <p>Impact: Potentially negative if capacity / supply profile were to change</p>		
<p>Race</p>	<p>Around 17% of the population are recorded in the Census as Asian. There is a large Asian population living on the east of the City of Lonon. The rate of income deprivation is also highest in this area of the City of London (see socio-economic section below)</p> <p>Of the children who attend the childcare provision, who are from the City of London, two children live in the Portsoken ward.</p> <p>Anecdotal evidence suggests that some of the families on the east side of the City of London are less</p>	<p>As noted, the City of London Children who attend the childcare provision are not predominantly from the local area so subsidising the setting would not have a specific impact on this group.</p> <p>Impact: Neutral</p>	<p>Subsidy following a child supports choice in accessibility</p> <p>Impact: Positive</p>

	<p>likely to use childcare provision generally.</p> <p>Reducing provision at the Aldgate setting reduces accessibility to local provision. However, there is currently capacity in other providers in the City of London. There are also options just over the border in Tower Hamlets.</p> <p>Impact: potentially negative</p>		
Disability	<p>All providers are required to make provision for children with SEND.</p> <p>There is currently one City of London Child who has SEN who attends the Aldgate childcare setting.</p> <p>Other childcare settings should be able to meet SEND needs. There is currently capacity within other settings within the City of London. There is also childcare provision in Tower Hamlets to the east of the Aldgate Provision</p> <p>Impact: Neutral</p>	<p>All providers are required to make provision for children with SEND</p> <p>Impact: Neutral</p>	<p>All providers are required to make provision for children with SEND</p> <p>However, subsidy following a child allows for more choice and options to meet a child's needs in a specific setting.</p> <p>Impact: Positive</p>
Gender Reassignment	Impact: Neutral	Impact: Neutral	Impact: Neutral
Marriage or Civil Partnership	N/A	N/A	N/A

Pregnancy and Maternity	N/A	N/A	N/A
Sex	Impact: Neutral	Impact: Neutral	Impact: Neutral
Religion or Belief	Impact: Neutral	Impact: Neutral	Impact: Neutral
Sexual Orientation	Impact: Neutral	Impact: Neutral	Impact: Neutral

Additional considerations

Characteristic	Policy proposals		
	Policy Proposal One – no subsidy (and therefore no childcare provision)	Policy Proposal Two – Subsidy to The Aldgate School	Policy Proposal Three – Subsidy to all City of London children in childcare settings (subject to agreed eligibility criteria)
Socio-economic deprivation	<p>There are higher levels of socio-economic deprivation in the east of the City of London which has wider implications around factors such as educational and health outcomes.</p> <p>Currently two children who attend the setting live in the Portsoken ward.</p> <p>There is a potential negative impact of reducing accessibility to childcare in the east of the City of London on those experiencing socio – economic deprivation.</p>	<p>The setting is rooted in the local community and for local families provides an accessible option.</p> <p>However, there is a potentially negative impact for children who don't attend the setting and don't benefit from the subsidy</p> <p>Impact: Potentially negative</p>	<p>Provides equity to more children</p> <p>Impact: Positive</p>

	<p>However, there is currently other childcare provision across the City of London and across the border in Tower Hamlets.</p> <p>Impact: Potentially negative</p>		
Care Experience	<p>There are currently seven children in care of which one is aged 0 – 4.</p> <p>Children in Care are accommodated outside City boundaries and do not generally use City of London based childcare provision.</p> <p>There may be children who have previously been in care who return to the care of their parents in the City of London who require childcare provision. Given the size and scale of the children in care cohort, this is unlikely to be a significant issue in relation to this provision and would only be likely to impact where the family lived in that area.</p> <p>Impact: Neutral</p>	Impact: Neutral	<p>Experience of care and the context of this means that these often experience differential life chances / outcomes.</p> <p>Access to childcare and educational opportunities that meet their needs are critical.</p> <p>This proposal helps facilitate that.</p> <p>Impact: Positive</p>
Social Mobility	<p>Education forms the basis for social mobility later in life and</p>	Impact: Neutral	<p>Provides equity for more children</p> <p>Impact: Positive</p>

	<p>good quality childcare early on contributes to this.</p> <p>Reducing the availability of childcare could therefore have an impact on this but as noted, there is currently capacity in other providers across the City of London and in Tower Hamlets.</p> <p>Impact: Potentially negative</p>		
Advancing Equality and Fostering Good Relations	<p>Any childcare provision should be fostering equality and good relations.</p> <p>Given that there are other childcare providers across the City of London or over the border in Tower Hamlets, the impact here is neutral.</p> <p>Impact: Neutral</p>	Impact: Neutral	Impact: Neutral

Parents and Carers

	Policy Proposal One – no subsidy	Policy Proposal Two – Subsidy to The Aldgate School	Policy Proposal Three – Subsidy to all City of London children in childcare (subject to agreed eligibility criteria)
Age	Impact: Neutral	Impact: Neutral	Impact: Neutral

Race	<p>The east of the City of London has a more diverse population with many families from an Asian background. The rate of income deprivation is also highest in this area of the City of London (see socio-economic section below)</p> <p>Of the children who attend the childcare provision, who are from the City of London, two children live in the Portsoken ward in the east of the City of London.</p> <p>Anecdotal evidence suggests that some of the families on the east side of the City of London are less likely to use childcare provision generally.</p> <p>Reducing provision at the Aldgate setting reduces accessibility to local provision. However, there is currently capacity in other providers in the City of London. There are also options just over the border in Tower Hamlets.</p> <p>Impact: Potentially negative</p>	<p>As noted, the City of London Children who attend the childcare provision are not predominantly from the local area so subsidising the setting would not have a specific impact on this group</p> <p>Impact: Neutral</p>	<p>Subsidy following a child supports choice in accessibility and allows parents and carers to meet their childcare needs more flexibly.</p> <p>Impact: Positive</p>
Disability	<p>There is no data on how many parents of children in the City of London are disabled.</p>	<p>Impact: Neutral</p>	<p>Subsidy following a child supports choice in accessibility and allows</p>

	<p>There is a potential negative impact here if childcare options are not readily accessible, but this is dependent on geographical location of families with a disabled parent / carers within it.</p> <p>Disabled people are more likely to experience disadvantage in the labour market and accessible childcare is a key factor in tackling this disadvantage.</p> <p>There is however currently other childcare provision within the City of London and over the border in Tower Hamlets.</p> <p>Impact: Neutral</p>		<p>parents and carers to meet their childcare needs more flexibly.</p> <p>Impact: Positive</p>
Gender Reassignment	Impact: Neutral	Impact: Neutral	Impact: Neutral
Marriage or Civil Partnership	Impact: Neutral	Impact: Neutral	Impact: Neutral
Pregnancy and Maternity	Impact: Neutral	Impact: Neutral	Impact: Neutral
Gender	Impact: Neutral	Impact: Neutral	Impact: Neutral
Religion or Belief	Impact: Neutral	Impact: Neutral	Impact: Neutral
Sexual Orientation	Impact: Neutral	Impact: Neutral	Impact: Neutral

Additional considerations

	Policy Proposal One – no subsidy	Policy Proposal Two – Subsidy to The Aldgate School	Policy Proposal Three – Subsidy to all City of London children in childcare (subject to agreed eligibility criteria)
Socio-economic deprivation	<p>There are higher levels of socio-economic deprivation in the east of the City of London which has wider implications around factors such as educational and health outcomes.</p> <p>Currently 2 children who attend the setting live in the Portsoken ward</p> <p>There is a potential negative impact of reducing accessibility to childcare in the east of the City of London on those experiencing socio – economic deprivation.</p> <p>However, there is currently other childcare provision across the City of London and across the border in Tower Hamlets.</p> <p>Impact: Potentially negative</p>	<p>The setting is rooted in the local community and for local families provides an accessible option.</p> <p>However, there is a potentially negative impact for children who don't attend the setting and don't benefit from the subsidy</p> <p>Impact: Potentially negative</p>	<p>Provides equity to more children</p> <p>Impact: Positive</p>
Care Experience	<p>City of London Care Leavers are prioritised for City of London</p>	<p>Impact: Neutral</p>	<p>Experience of care and the context of this means that there</p>

	<p>housing with most who want it receiving this housing by the age of 25. Ten care leavers have children.</p> <p>Middlesex Street estate is on the east of the City of London and some care leavers will live here.</p> <p>Social workers will support care leavers up to the age of 25 and this would include those care leavers who move into City of London housing with children. Accessing childcare would be one of the areas social workers would provide support with.</p> <p>There is however other childcare provision within the City of London and over the border in Tower Hamlets.</p> <p>Impact: Potentially negative</p>		<p>can often be differential life chances and outcomes.</p> <p>Supporting care experienced parents with flexible and accessible childcare options supports the promotion of positive life outcomes.</p> <p>Impact: Positive</p>
Social Mobility	<p>For parents and carers, access to employment and the ability to progress contributes to social mobility.</p> <p>Reducing the availability of childcare could therefore have an impact on this but as noted, there</p>	Impact: Neutral	Impact: Neutral

	<p>is currently capacity in other providers within the City of London and across the border in Tower Hamlets</p> <p>Impact: Potentially negative</p>		
<p>Advancing Equality and Fostering Good Relations</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p>There are currently other childcare providers across the City of London or over the border in Tower Hamlets.</p> <p>Impact: Neutral</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p>Impact: Neutral</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p>Impact: Neutral</p>

City of London Corporation Committee Report

Committee(s): Community and Children’s Services – for decision Health and Wellbeing Board – for information	Dated: 16/01/2025 07/02/2025
Subject: Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025-29	Public report: For Decision
This proposal: • delivers Corporate Plan 2024-29 outcomes	Diverse engaged communities Providing excellent services
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of:	Judith Findlay, Executive Director of Community and Children’s Services
Report author:	Hannah Dobbin, Strategy and Projects Officer

Summary

This report presents to Members the Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025-29 for their approval. The strategy sets out the strategic priorities for the Local Area Partnership, which brings together Education, Health and Social Care representatives with the City Parent Carer Forum and young people with disabilities. The strategy also guides our activities in relation to children and young people with disabilities aged 0-25 and their families who live in the City of London.

The SEND and Alternative Provision Strategy 2025-29 was developed with parent carers, children and young people with disabilities, and professionals across Education, Health and Social Care. An ‘easy read’ version has been produced to widen accessibility of the strategy. An overview action plan has been developed that will sit beneath the strategy, along with a ‘you said, we did’ document that sets out what the Local Area Partnership has done in response to ideas and feedback from children, young people and parent carers.

This paper summarises the strategy for Members' approval.

Recommendation

Members are asked to:

- approve the SEND and Alternative Provision Strategy 2025-29

Main Report

Background

1. The SEND and Alternative Provision Strategy 2025-29 (Appendix 1) is a statutory document and replaces the SEND Strategy 2020-24. Alternative provision (places that provide education for children and young people who cannot go to school) has been added to the remit of the strategy to reflect a shift in national Government policy.
2. An 'easy read' version of the strategy has been consulted on and produced (Appendix 2).
3. The development of the SEND and Alternative Provision Strategy involved engagement activities and evidence gathering including two facilitated workshops with 30 professionals and two parent carers, plus a session with the City Parent Carer Forum. A facilitated arts session enabled children and young people with disabilities to share their experiences and views. A public consultation on the draft strategy and easy read version ran between July and September 2024. A summary of engagement and consultation activities is provided in Appendix 3.
4. The strategy was also informed by data and evidence, including the Public Health team's SEND Health Needs Assessment.
5. A parent carer Reference Group formed part of the oversight and governance process during the development of the strategy. Five parent carers representing a range of needs and experiences met three times during the development of the strategy. This provided invaluable oversight and input; influencing the type of involvement activities delivered as well as the narrative and content of the strategy and action plan. Learning from this new approach has been shared internally.
6. A 'you said, we did' document summarises the Local Area Partnership's responses to feedback from parent carers (Appendix 4).

Current Position

7. The SEND and Alternative Provision Strategy sets out principles of how the Local Area Partnership will work together to deliver the priorities set out in the strategy. The principles are:
 - High ambition - support and helpfully challenge each other to achieve the best possible outcomes for all children and young people accessing alternative provision and/or with SEND and their families.
 - Trust and honesty - deepen trust between all partners, including families, by being open and honest about our priorities, challenges and what we can achieve.
 - Mutual respect and acceptance - value each other's experiences and expertise, including those of families.
 - Partnership and transparency - create positive, transparent partnerships that keep children and young people with SEND and/or accessing alternative provision and their families at the centre of all we do.
 - Co-design and engagement - co-design and engage with children and young people with SEND and their families from the start and provide feedback along the way.
 - Inclusive communities - support communities that are inclusive of all.
8. Government statistics highlight the national trend that the number of Education Health and Care Plans has increased each year since their introduction in 2014. Research evidence highlights the experiences of families with children with disabilities which can involve fighting to access support they are entitled to and dealing with the emotional toll that comes if they do not receive that support.
9. The engagement and consultation activities provided the Local Area Partnership with valuable insight into the lives of children and young people with SEND and their families and what is important to them. These experiences and views informed the development of the strategy and are reflected in the narrative, priorities, case studies, quotes and artwork.
10. Children and young people with disabilities shared their experiences of living in the City of London and how it can be hard to find accessible places and activities. Parent carers shared their experiences of trying to navigate a complex system to get their child the right help at the right time. Parent carers also highlighted their own emotional wellbeing needs, and stated that support for the whole family during transition points is key, such as moving between school years or from children's to adult services. Parent carers want the SEND and Alternative Provision Strategy to be a lever for positive change, not only within the SEND system, but also across the City of London.

11. The insight gathered informed the five strategic priorities in the strategy. The order does not relate to importance; they all contribute to our shared vision for children and young people. The priorities are:

- Children and young people with SEND and their families get the right help, at the right time.
- Children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood.
- Children and young people with SEND and their families are supported and enabled by a skilled, valued workforce.
- Children and young people with SEND and their families feel recognised, valued and part of their local community.
- Children and young people experience high quality, appropriate alternative provision when needed.

12. The strategy includes key actions for the Local Area Partnership under each of the priorities. An action plan (Appendix 5) sits below the strategy providing more detail to the strategy's priorities and actions, including outcomes.

13. The action plan will be delivered by members of the Local Area Partnership and formally reviewed annually by the SEND Programme Board which drives the Local Area Partnership. Parent carers and children and young people with SEND will also be invited to be part of the review process.

Key Data

14. The SEND and Alternative Provision Strategy cites various data sources to provide a snapshot of children and young people with SEND in England and the City of London.

Corporate & Strategic Implications

Strategic implications – the SEND and Alternative Provision Strategy aligns with the Corporate Plan 2024-2029 objectives of 'providing excellent services' and 'diverse engaged communities'. It also aligns with aims of the Department for Community and Children's Services Business Plan: safe; potential; independence, involvement and choice; health and wellbeing; and community. The alternative provision element relates to the City Corporation's Alternative Provision Statement. The strategy sits alongside other City Corporation strategies including those for Early Help, Carers, Education, and the Joint Local Health and Wellbeing Strategy. It also sits alongside the City and Hackney All Age Autism Strategy 2022-25 and City and Hackney Strategy for Learning Disabled People 2019-24 (to be reviewed in 2025). SEND is one area prioritised by the Association of London Directors of Children's Services, which the City Corporation is represented on. The strategy sits within the context of national Government policy and legislation.

Financial implications – the SEND and Alternative Provision Strategy sets out a range of priorities and actions. Financial implications will be considered within each discrete project or any support or services commissioned as part of the strategy. It is also important to recognise that nationally there is increased pressure on High Needs Funding for SEND but as it stands the City Corporation can meet residents' needs within our budgets. The

pressures on the City Corporation will likely increase in 12-18 months based on current needs trajectories. Impact and risks around this be monitored and mitigated against. The City Corporation joins local authorities across the country in advocating for more sustained national funding based on current legislation.

Resource implications – members of the Local Area Partnership have jointly developed and agreed the strategy and the action plan. Discrete projects or actions within the strategy may require additional resource consideration and this will be dealt with on an individual basis.

Legal implications – the SEND and Alternative Provision Strategy sits within the context of SEND legislation and statutory guidance.

Risk implications - the SEND and Alternative Provision Strategy brings no major risks to the City Corporation or Local Area Partnership. Risk analysis will be completed for each discrete project that comes from the strategy as appropriate.

Equalities implications – an Equality Impact Assessment has been completed for the Strategy (Appendix 6).

Climate implications – none.

Security implications – none.

Conclusion

15. The proposed SEND and Alternative Provision Strategy provides the Local Area Partnership with a shared vision and actions to deliver positive change for children and young people with SEND and their families in the City of London.
16. The engagement with children and young people with SEND and parent carers that has informed the strategy provides a strong basis to ensure that the focus is on understanding and meeting their needs. The strategy is also an opportunity to increase understanding of SEND across the City of London and create local communities where children and young people with SEND and their families feel recognised, valued and included.
17. The Local Area Partnership is committed to continuing to engage children and young people with SEND and their families, throughout the lifetime of the strategy as part of delivering actions within the strategy, but also as part of holding the Local Area Partnership to account.

Appendices

- Appendix 1 - SEND and Alternative Provision Strategy 2025-29
- Appendix 2 - SEND and Alternative Provision Strategy 'easy read'
- Appendix 3 – Engagement and consultation summary
- Appendix 4 – 'You said, we did'
- Appendix 5 – Action plan
- Appendix 6 – Equality Impact Assessment

Hannah Dobbin
Strategy and Projects Officer

T: 020 3834 7622

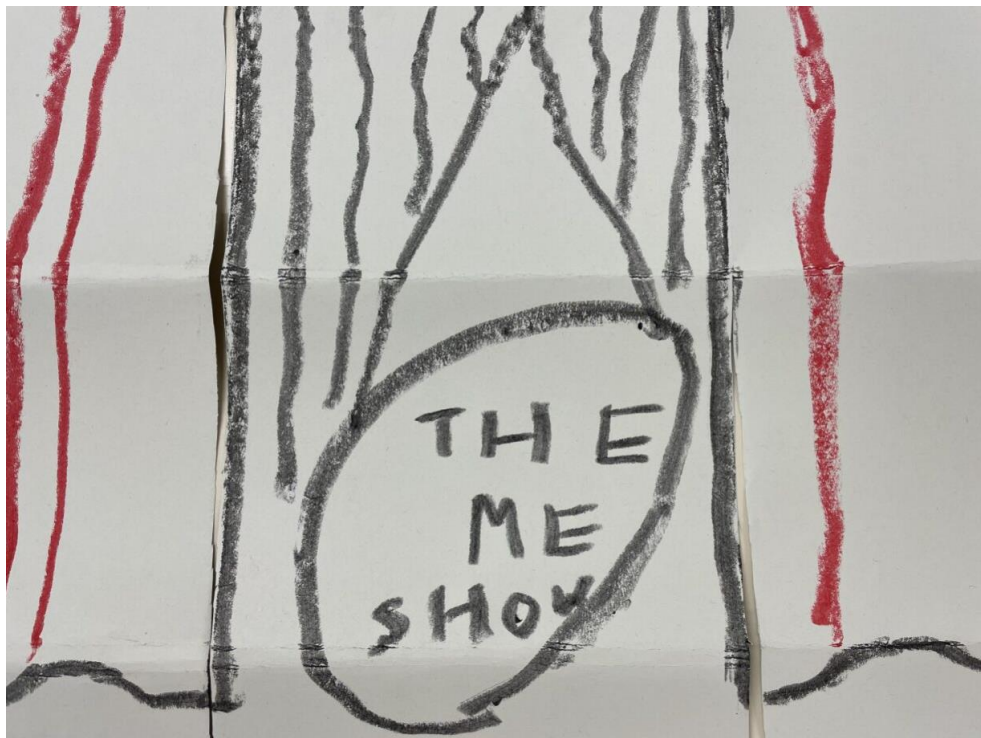
E: hannah.dobbin@cityoflondon.gov.uk



City of London Local Area Partnership

Special Educational Needs and Disabilities and Alternative Provision Strategy 2025-2029

January 2025



Artwork by a City of London young person

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1. Introduction

**“For me, it is important to be happy and I am happy when I can be in nature and also when I am doing sports outside... I feel happy when I am having a good day...”
City of London young person**

This is the City of London Local Area Partnership Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025-2029. The Local Area Partnership brings together Education, Health and Social Care colleagues, parent carers and children and young people around SEND and alternative provision arrangements. Our vision for all children and young people, including those with SEND, is that¹:

‘The City of London is a place where children and young people feel safe, have good mental health and wellbeing, fulfil their potential and are ready for adulthood whilst growing up with a sense of belonging.’

We recognise that children and young people with SEND are all unique and have their own individual personalities, likes, dislikes and ambitions. Of the 8,600 residents living in the City of London, 1,975 are children and young people aged 0-25.²

This strategy relates to children and young people with SEND aged 0-25-years-old and their families who live in the City of London. In November 2024, there were 43 City of London-resident children and young people with special educational needs (SEN) receiving SEN Support in their school (either in the City of London or another area) and 26 children and young people with an active Education, Health and Care Plan (EHC Plan).³

Children and young people with SEND have their own experiences, some positive and fulfilling, of moving towards our shared vision. But we know that some children and young people with SEND can face additional barriers. This strategy aims to address some of those barriers by responding to what children and young people with SEND, parent carers and professionals have told us.

This strategy is based on shared principles that we, the Local Area Partnership, have developed and agreed. The principles set out how we will work together to deliver the strategy. They are:

- **high ambition** - support and helpfully challenge each other to achieve the best possible outcomes for all children and young people accessing alternative provision and/or with SEND and their families
- **trust and honesty** - deepen trust between all partners, including families, by being open and honest about our priorities, challenges and what we can achieve
- **mutual respect and acceptance** - value each other’s experiences and expertise, including those of families
- **partnership and transparency** - create positive, transparent partnerships that keep children and young people with SEND and/or accessing alternative provision and their families at the centre of all we do

- **co-design and engagement** - co-design and engage with children and young people with SEND and their families from the start and provide feedback along the way
- **inclusive communities** - support communities that are inclusive of all

The Local Area Partnership has developed this strategy with parent carers and children and young people with SEND. Five priorities have been agreed. The order doesn't relate to importance, they all contribute to our shared vision for children and young people with SEND and/or accessing alternative provision. A commitment to work with families to explore how they can access advice and support as close to home as possible underpins the priorities.

The five priorities are:

1. children and young people with SEND and their families get the right help, at the right time
2. children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood
3. children and young people with SEND and their families are supported and enabled by a skilled, valued workforce
4. children and young people with SEND and their families feel recognised, valued and part of their local community
5. children and young people experience high quality, appropriate alternative provision when needed

An Action Plan will sit underneath this strategy and identify leads for each of the actions. It will keep us on track but also be responsive to change if needed.

We know there can be lots of acronyms and complicated words used around SEND and alternative provision. A glossary at the end of this document provides explanations for some of the words used in this strategy.

A big thank you to all the children, young people and parent carers, particularly members of the Reference Group, who shared their experiences and ideas to help develop this strategy.

**“[Children and young people] want to have fun and have a life,
and not be overwhelmed by all the serious things.”**
Parent carer



Artwork by a City of London young person

2. Strategic context

This strategy sits within the context of national and regional policy, as well as a range of City of London Corporation (City Corporation) and partners' strategies and responsibilities.

2.1 National

The main SEND legislation is found in⁴:

- Children and Families Act 2014
- Special Educational Needs and Disability Regulations 2014
- Special Educational Needs (Personal Budgets) Regulations 2014
- Special Educational Needs and Disability (First-tier Tribunal Recommendations Power) Regulations 2017

This legislation sits within the context of the Equality Act 2010.⁵

The SEND Code of Practice⁶ provides more guidance on the SEND system and detail on the legal framework however the Code itself is not law.

In 2023, the Government published the SEND and alternative provision improvement plan⁷ which set out 'what we'll [Government] do to make sure more children and young people with SEND or in alternative provision get the support they need.' As part of this, the Government asked the Law Commission to review legislation for disabled children.⁸

The Department for Education statutory guidance⁹ defines alternative provision as:

'Education arranged by local authorities for pupils who, because of exclusion, illness or other reasons, would not otherwise receive suitable education; education arranged by schools for pupils on a fixed period exclusion; and pupils being directed by schools to off-site provision to improve their behaviour.'

The Government explained that it had considered alternative provision alongside SEND as '82% of children and young people in state-place funded alternative provision have identified special educational needs (SEN), and it is increasingly being used to supplement local SEND systems.'

In 2023, the Government also published its Children's Social Care Implementation Strategy¹⁰ which aims to ensure 'every child and family who need it will have access to high-quality help' and a Disability Action Plan which aims to 'improve disabled people's lives'.¹¹

2.2 Regional

The City Corporation is represented on the London Innovation and Improvement Alliance which co-ordinates activity around London-wide priorities set through the Association of London Directors of Children's Services (ALDCS). SEND is one of the

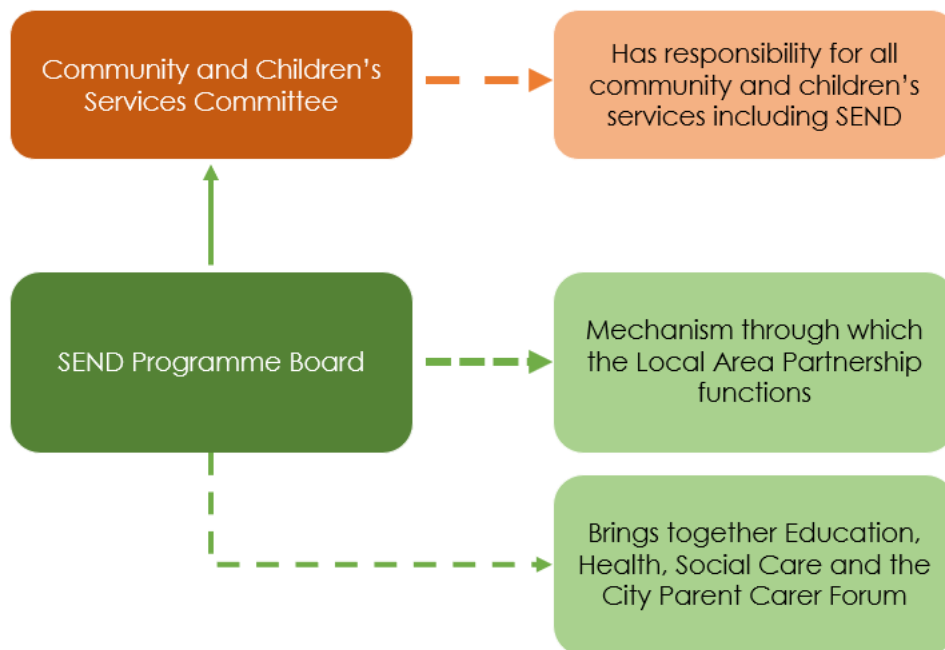
areas prioritised by this group. NHS North East London (NEL), the local NHS covering North East London, contributes to the agreed ALDCS work plan.

The City Corporation’s Head of Children’s Social Care and Early Help is the Designated Social Care Officer (DCSO) for SEND in the City of London and sits on a regional DSCO network. The network is a space for sharing insight, learning and good practice to support children and young people with SEND.

2.3 Local

The Local Area Partnership is driven by the SEND Programme Board which is jointly chaired by the Strategic Education and Skills Director and Assistant Director People both from the City Corporation, along with the Strategic Lead for Children and Young People at NHS NEL. Board members include parent carers and representatives from Health, Education, early years settings, schools, safeguarding, information, advice and support services, and local authority partners to drive ambition and delivery.

The City Corporation operates a committee system. The Community and Children’s Services Committee has responsibility for SEND. There is strong political commitment to supporting children and young people with SEND and their families. There is a City Corporation Carers and SEND Member Champion who advocates for SEND issues.



Health services are commissioned by the City and Hackney Place based Partnership, part of North East London Integrated Care Board (NEL ICB). The Children, Young People, Maternity and Families (CYPMF) integrated workstream is part of the ICB infrastructure and enables integrated planning and commissioning arrangements across the ICB, the City of London and Hackney. There are clear

governance arrangements between the CYPMF workstream and the City of London SEND Programme Board. A governance diagram is in Appendix A.

There is also a NEL ICB SEND programme of work that supports local areas to share best practice and supports the ICB's approach to assurance and allocation of resources to meet needs.

This strategy also aligns with the wider City Corporation Corporate Plan 2024-2029.¹² The Plan's objectives include 'providing excellent services' and 'diverse engaged communities'. Themes of inclusion and access to open public spaces and creating a more inclusive City for everyone is included in the draft City Corporation's City Plan 2040.¹³ The strategy also supports the City Corporation's equality objectives.¹⁴

This strategy also aligns with the aims of the City Corporation's Department of Community and Children's Services Business Plan¹⁵:

- **safe:** people of all ages and all backgrounds live in safe communities; our homes are safe and well maintained and our estates are protected from harm
- **potential:** people of all ages and all backgrounds are prepared to flourish in a rapidly changing world through exceptional education, cultural and creative learning and skills which link to the world of work
- **independence, involvement and choice:** people of all ages and all backgrounds can live independently, play a role in their communities and exercise choice over their services
- **health and wellbeing:** people of all ages enjoy good mental and physical wellbeing
- **community:** people of all ages and all backgrounds feel part of, engaged with and able to shape their community

This strategy sits alongside other City Corporation strategies including the Early Help Strategy, Carers Strategy (focused on unpaid adult carers of adults which includes parent carers of children and young people with SEND within that context), the Education Strategy and the Joint Local Health and Wellbeing Strategy.

In 2018, the City Corporation joined the Hackney Autism Alliance Board - which was set up by Hackney and the City and Hackney Clinical Commissioning Group (which existed at the time as part of local health arrangements) – creating the City and Hackney Autism Alliance Board. The City and Hackney All Age Autism Strategy 2020-2025 also provides context for this strategy. There is also the City and Hackney Strategy for Learning Disabled People.

The City Corporation has an Alternative Provision Statement based on making local, joint decisions about the use of alternative provision resources. Commissioning arrangements for alternative provision are usually bespoke given low numbers of need in the City of London. This means placements can be designed to meet the individual needs of the child or young person and are linked to their individual plan. The City Corporation has developed a quality assurance framework for alternative provision to strengthen existing bespoke spot purchased arrangements



Artwork by a City of London young person

3. Background

3.1 SEND children, young people and their families

According to the Family Resource Survey (2021 to 2022) there are 16 million disabled people in the UK and 11% of children are disabled.¹⁶ Each of these children are unique with different needs, interests and aspirations.

The Census 2021¹⁷ found that in England, 18.7% of females and 16.5% of males were disabled in 2021. The percentage of disabled females increased notably between the ages of 10 to 14 years and 15 to 19 years between 2011 and 2021, rising from 6.8% to 12.2% in England.

National SEN statistics for the academic year 2023/24¹⁸ state that there were:

- 4.8% of pupils with an EHC Plan. Up from 4.3% in 2023
- 13.6% of pupils with SEN Support. Up from 13% in 2023.
- the most common type of need for those with an EHC Plan is autistic spectrum disorder and for those with SEN Support it is speech, language and communication needs

These statistics reflect the national trend that the number of EHC Plans has increased each year since their introduction in 2014.¹⁹

National tribunal statistics for July to September 2023²⁰ show that in the academic year 2022/23, 14,000 SEN appeals were recorded, an increase of 24% when compared to 2021/22. Of the 12,000 outcomes recorded, 68% (8,000) of cases were decided by tribunal. Of the cases decided, 98% (7,800) were in favour of the person who made the appeal.

Families will have their own experiences of the SEND and alternative provision system. For some, need is identified early and the right support is put in place. However, research by the Disabled Children's Partnership²¹ highlights the experiences of parent carers who describe having to constantly fight battles to access support they are entitled to. For those parent carers, this can have an impact including on emotional wellbeing; 3 in 4 parent carers have seen their emotional or mental health deteriorate because of not getting the right support for themselves.

There are often different equalities issues which impact and cut across people's lives, e.g. race and disability, and not all disabled people will have the same experiences²²; for example disabled people who belong to more than one marginalised group often report not having access to services that meet their needs.²³ Other national research has found that children of ethnic minority groups are over-represented for some types of SEN and under-represented for other types compared to White British pupils.²⁴

3.2 SEND children and young people in the City of London

Being a parent carer means that we are always on the lookout for inclusive events and things to do with our child.

What's most important to me right now is that the potential that exists in our child is fulfilled.

My hope for the future is that our child is happy and is safe living as independently as possible when we are no longer here.

City of London parent carer

The City of London is home to 8,600 residents of which the majority are working age but also includes 1,975 children and young people aged 0 to 25 (713 aged 0-18) (Census 2021).

In November 2024, 43 City of London children and young people had SEN Support in their school and there were 26 active EHC Plans.²⁵ This number has increased from 14 in 2019 (mirroring national trend) and needs are becoming more complex. Of those 26 with an EHC Plan:

- 72% of the caseload had autism spectrum disorder as their main presenting need
- 85% were male
- 53% were from global majority communities
- 48% had short breaks provision

In November 2024, 38% of children and young people with an EHC Plan were under 12 years of age, the rest were between 12 and 25.

There are no City of London children or young people on the Dynamic Support Register which identifies children, young people and adults (with consent) with autism and/or learning disabilities and 'challenging behaviour' who are at risk of admission to mental health inpatient services without access to timely dynamic support.

The Aldgate School is the one maintained primary school in the City of London. There are also four independent schools and one independent college. There are no special schools, alternative provision or maintained secondary schools. Therefore, most children and young people are educated outside of the City of London across 70 schools as of September 2024.

In November 2024, there was one child in alternative provision outside of the City of London boundaries.

3.3 Local area services and support

Support and services for children and young people with SEND are provided by the Local Area Partnership depending on the individual child's needs. There is an emphasis on early identification of need and the City of London SEND Ranges is a tool that helps with this.

Within the City Corporation, SEND, Early Help, Early Years and Education, Children's Social Care, Adult Social Care and the Virtual School work together to identify and respond to need in line with statutory and legislative duties.

The first Local Area for SEND Inspection was in 2018. The implementation of recommendations from this inspection supported children in the City of London to get a better start in life and delivered improved outcomes for children and young people with SEND.

The multi-agency SEND and Alternative Provision Panel reviews cases and makes decisions, for example whether to carry out an Education, Health and Care Needs Assessment and then issue an EHCP. It also considers the provision that should be made as part of an EHCP and continues to monitor that provision when put in place. This contributes to ensuring that individual needs are identified and responded to appropriately.

A flexible approach to short breaks provides access to neighbouring borough provision or parents can be supported to identify activities tailored to the needs of their child and use direct payments to access social activities.

The Local Offer²⁶ provides information about services and activities for parents, children and young people with SEND, and practitioners supporting them - including information on the City Parent Carer Forum, health services, short breaks, SEND, EHC Plans, personal budgets and Preparing for Adulthood.

Free, impartial information, advice and support to parents and young people with SEND is provided by the Tower Hamlets and City of London SEND Information Advice and Support Service (SENDIASS).²⁷

The City of London Virtual School supports children and young people who are in the care of the City Corporation or on Child in Need or Child Protection Plans, including those with SEND. The Virtual School can also provide support to kinship carers and families of children who have been adopted or placed on special guardianship orders and have SEND. Virtual School staff, as corporate parents, work closely with the City Corporation SEND team to ensure children in care and care experienced young people with SEND get the support they need.

The Wellbeing and Mental Health in Schools (WAMHS) Programme aims to improve mental health and wellbeing support for children and young people in schools, colleges, specialist and alternative provision education settings in City and Hackney. A Child and Adolescent Mental Health Service worker is based in the Aldgate School every two weeks.

The City and Hackney Speech and Language Therapy service provides support to the City of London children and young people across the age ranges. A Speech and Language Therapist is based in the Aldgate School every week and Early Years services are also delivered in the City of London with families.

The City Corporation commissions Family Lives to deliver emotional wellbeing and mental health support for families with children under five who access the City of London's Children's Centre. Prospects is commissioned to provide information, advice and guidance to City of London young people, including those with SEND, aged between 13-19 years or 25 years with SEND. Issues covered can include support with transitioning to adulthood and support for college and training applications.

The City Corporation also commissions school transport and travel training services, as well as universal provision such as youth and play services which have a requirement to be inclusive and deliver for children and young people with SEND.

The development of 'family hubs' was a national Government initiative introduced in 2022. In 2023, the City Corporation launched an independent review of its children's centre services based at the Aldgate School to assess how well services met the needs of local families and evaluate whether the existing model supported the establishment of a family hub model in the City of London. In March 2024, the City Corporation's Community and Children's Services Committee decided to transition the children's centre services back in-house to the City Corporation as stage one of developing a family hub.

The goal of the family hub model is to provide a comprehensive range of family support services for children, young people and families aged 0-19 (25 with SEND) addressing social care, education, mental health and physical health needs.

In the City of London, the development of the family hub model will be led by the City Corporation's Education and Early Years team and does not sit within this strategy. However, the actions in this strategy around co-producing family services will feed into the development of the family hub model.

The position and size of the City of London impacts on the scale and provision of services within the Square Mile and means families may have to access some support and provision in different boroughs, for example the Hackney Ark which is the City and Hackney commissioned child development centre located in the neighbouring London Borough of Hackney.

3.4 Local Area Partnership strengths

This section provides a snapshot of the Local Area Partnership's strengths at the time of writing in 2024. We aim to sustain and build on these during the lifetime of this strategy. Our strengths include:

- a flexible and agile approach to responding to need
- good professional understanding of SEND needs across Education, Health and Social Care

- dedicated and experienced staff working with families; with low staff turnover which supports sustained relationships with children and families
- accurate and timely assessment of children and young people's needs; 100% of EHC Plans delivered within the 20-week statutory timescale
- 100% of children and young people were actively involved in their annual reviews in 2023
- children and young people achieve good educational and progression outcomes; 100% of children in City of London early years settings receiving SEN Support achieved the overall good level of development in 2023 and some young people with SEND are going to university
- bespoke services to meet children and young people's needs based on an outcomes and person-centred approach to commissioning services
- strong relationships and regular engagement with parent carers who tell us they feel supported, and the continued development of the City Parent Carer Forum
- the City Corporation's Department of Community and Children's Services supports and promotes an anti-racist approach to practice and service development

3.5 Local Area Partnership challenges

This section provides a snapshot of the Local Area Partnership's challenges at the time of writing in 2024. This strategy aims to tackle these challenges during the lifetime of this strategy. Challenges include:

- the City of London's unique size and location can pose a challenge in providing some support and services physically in the Square Mile, and in having access to provision in neighbouring boroughs outside of NEL integrated care system. Parent carers raised challenges in accessing health services in particular
- increasing inclusion within universal provision for children and young people with SEND and families such as youth and play services
- having accurate, timely data on children with SEN Support who attend education settings outside of the City of London
- gathering and disaggregating City of London specific health data
- increasing the reach and diversity of children, young people and families engaged with as part of co-designing services and support

4. Progress during the 2020-24 SEND Strategy

The Local Area Partnership's key achievements during the last SEND Strategy 2020-2024 include:

- improved identification and assessment of children and young people's needs through initiatives such as delivering SEND support and training for early years providers, implementing the City of London SEND Ranges and developing Verbo - a virtual speech and language toolkit for schools – which has been rolled out at the Aldgate School
- introduced multi-agency referral sessions - which bring professionals together to consider children and young people with SEND's needs - resulting in a joint approach to agreeing support such as the allocation of a keyworker

- amplified the voice of children and young people during assessments for example by using tools such as images and signing when reviewing short breaks
- strengthened support during school transitions for example by offering an Educational Psychologist visit for children and young people with an EHCP in their new school within the first term and support in Year 9 by Prospects
- retained a focus on individual children achieving their potential, for example considering progress and outcomes at annual review meetings
- strengthened, flexible approach to short breaks so families can access provision in neighbouring boroughs or parent carers are helped to find activities their child wants to take part in and use direct payments to fund them
- invested in the development of the City Parent Carer Forum which now has a steering group, 55 members and a widened remit to encourage parent carers of children and young people with SEN Support to engage
- the City Parent Carer Forum influenced planning officers to create an inclusive play area at the St Paul's Gyatory development in the City of London
- the City Parent Carer Forum influenced extended opening hours at the City of London's libraries to better meet their needs
- development of the WAMHS (wellbeing and mental health in schools) approach in the Aldgate school, leading to excellent collaboration with health partners and integration of well-being in the curriculum and daily practice
- development of local Supported Internships as an additional option for young people with an EHCP

Being a parent carer means that our time is always stretched... The demands of being a parent carer whilst also maintaining a career in the City are huge. We choose to live in the City so that, even whilst at my workplace, I am always close to our children and can easily attend the numerous appointments and meetings that being a parent carer involves. Thankfully, I have an employer who understands my need for flexibility... Time not at work is never "time off" and that even casual experiences that other families take for granted – such as watching the Euros final on TV together – are fraught and stressful. It's exhausting and frequently isolating. Ultimately though, no matter how many things there are to juggle, having children means there is, as a wise friend once told us, more love in your life.

What's most important to me (child) right now is when it comes to school it's being somewhere I feel safe and understood and happy. When it comes to what I love it is my family and Taylor [Swift].

My (child) hope for the future is that I want to go back to school soon and see my friends. I also want to go to the Olympics. And to see Taylor. And Oasis.

City of London family



Artwork by a City of London young person

5. Developing this strategy

Being a parent carer means that I have to juggle between work and supporting my family. Managing time productively and efficiently can be a challenge.

What's most important to me right now is ensuring my children get the support they need to flourish and to help them manage the unknown and their anxieties and friendships.

My hope for the future is that I would like my children to be independent and lead fulfilling lives of purpose, and to use their curiosity to spur their learning and careers, and make friendships on their journey.

City of London parent carer

Central to the development of this strategy were the experiences and ideas of parent carers, children and young people with SEND and professionals from across Education, Health and Social Care. These were captured through various engagement activities including:

- two sessions attended by 30 professionals from across Education, Health and Social Care, joined by two parent carers
- one session with the City Parent Carer Forum where three parent carers and the Forum lead shared their experiences and what they want to see in the City of London
- one session with the Islington Parent Carer Forum, as some City of London parent carers attend there, where four parent carers shared their experiences
- one creative arts session with six children and young people with SEND to find out what is important to them in their lives and in the City of London
- one session with the City of London Youth Forum speaking to four young people (including one with SEND) to discuss what they think about inclusion in the City of London
- one young person with SEND shared their thoughts individually in writing
- one visit to a City of London library to join parent carers and their children at an early years rhyme time session and hear their thoughts on inclusion

Insight from engagement with parent carers and young people with SEND as part of Public Health's Hackney and City Needs Assessment for children and young people with SEND has also informed the development of this strategy.

A public consultation on the draft strategy and easy read version took place between July and September. Information was shared online and hard copies were available in City of London libraries. There were 13 responses to the consultation; including from professionals, parent carers and one person with an EHC Plan. Overall,

feedback on the draft principles and priorities was positive and no significant changes were needed in response. Where permission was given, some responses have been shared as quotes in this strategy.

Five parent carers were members of a parent carer Reference Group which formed part of governance for the strategy development and sign-off.

6. Priorities

The strategy has five priorities. The order does not relate to importance; they all contribute to our vision for children and young people with SEND:

1. children and young people with SEND and their families get the right help, at the right time
2. children and young people with SEND and parent carers are supported during key transition points, including preparation for adulthood
3. children and young people with SEND and their families are supported and enabled by a skilled, valued workforce
4. children and young people with SEND and their families feel recognised, valued and part of their local community
5. children and young people experience high quality, appropriate alternative provision when needed

6.1 Priority 1: children and young people with SEND and their families get the right help, at the right time

By 2029, I hope children and young people with SEND in the City of London “are given support promptly and the parents who advocate for them feel supported and find it easier to navigate the system”
Parent carer

We know how important it is for children, young people and their families across the full spectrum of need, to get the right help when they need it. Some parent carers told us about their positive experiences of this and reflected on how getting the right support for their child not only benefits their child, but also the parent carer. However other parent carers shared how they have struggled to navigate the system and know what support is available to them.

We also heard from parent carers about the importance of having support and services in the City of London or local area. Professionals also reflected on how families may have to travel outside of the City of London to get support or access services, including those that help with emotional wellbeing. The Local Area Partnership is committed to working with families to explore how they can access advice and support as close to home as possible. This commitment underpins the actions below.

We want to build on the successful engagement work we have already done and continue to work with children, young people and their families to achieve this. This co-design approach links with priority 4.

To deliver on this priority over the next four years, the Local Area Partnership will:

- co-design inclusive services with children and young people with SEND and their families
- continue to identify children and young people's needs early and provide the right support to meet those needs
- be clear on pathways to support and help families navigate the system
- strengthen advocacy and support for families to have their voices heard
- strengthen support for parent carers' emotional wellbeing

Key actions to deliver these priorities include:

- co-designing our approach to supporting families - including looking at how therapies and other services could be delivered in the City of London, or as close as possible, and continuing to identify needs through Early Help services. This will also feed into the development of a family hub model in the City of London
- continuing to identify children and young people's needs early and providing the right support ensuring equity across different communities
- continuing to focus resource to minimise waiting times for services and to provide information and advice to support families while waiting (noting that families may often be accessing other services and receiving support)
- continuing to review the support available for children, young people and families following assessment, whether or not a diagnosis is made
- strengthening the information, advice and support offer for families – including reviewing the Local Offer in partnership with the City Parent Carer Forum
- working with parent carers to review and develop support for their emotional wellbeing - such as options around peer support, the CPCF and continuing to review and develop the short breaks offer

Key measures of success are:

- the support offer for families is co-designed with children, young people and their families, including those with SEND
- children and young people with SEND, including those from global majority communities, have their needs identified and met at the earliest opportunity
- families have access to information and support while waiting for assessment
- parent carers report that there is a good information, advice and support offer in the City of London Corporation
- the Local Offer website hits increase following the review
- the emotional wellbeing offer for parent carers is reviewed and co-designed with them

6.2 Priority 2: children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood

By 2029, I hope children and young people with SEND in the City of London “will be achieving well and have a clear pathway to a successful adult life.”
Professional working with children and young people with SEND

Professionals recognised the importance of young people with SEND being able to make choices about their own lives and getting support during key times of change. Parent carers told us that these transition points can start from the early years, e.g. moving through the educational Key Stages, and can also happen unexpectedly or between these defined points, e.g. if a diagnosis is received. Parent carers also reflected on their own experiences of their child growing up. For some parent carers, this can be a smooth transition, however for others, periods of change can be difficult, particularly in terms of emotional wellbeing. Transition to and from alternative provision is included in Priority 2.

We want to help young people have options so they can make decisions and live the life they choose. This includes continuing to support routes into further and higher education, apprenticeships, supported internships, training and employment for young people and empowering them to have the skills they want and need. We also know that by co-designing support with parent carers, we can better understand and meet their needs during transition points. Again, this co-design aspect links with priority 4.

To deliver on this priority over the next four years, the Local Area Partnership will:

- empower young people with SEND to live the life they choose
- strengthen information and support available to families during transitions from early years to adulthood
- support young people with SEND to be aware of and make choices around further and higher education, apprenticeships, supported internships, training and employment opportunities
- strengthen the package of support for parent carers around key transition points

Key actions to deliver these priorities include:

- reviewing the City Corporation’s Adult Social Care Early Intervention and Prevention offer and how it could offer short-term support young people with SEND to learn life skills during their transition to adulthood and what the access pathways would be
- reviewing and strengthening support and information for families during times of transition, including between schools and in-year transitions
- working in partnership to actively promote and deliver supported internship and apprentice opportunities with young people with SEND and support them through the application process
- co-designing the support offer for parent carers to better reflect and meet parent carers’ needs during key transitions, including to and from alternative provision

Key measures of success are:

- the City Corporation's Adult Social Care Early Intervention and Prevention offer is reviewed with a focus on young people with SEND
- families access and benefit from inclusive information, advice and guidance
- increase in the number of apprenticeships and supported internships offered and taken up
- the support offer for parent carers around transitions is co-designed

6.3 Priority 3: children and young people with SEND and their families are supported and enabled by a skilled, valued workforce

**By 2029, I hope children and young people with SEND in the City of London
"will receive the appropriate assistance to achieve their full
potential and set ambitious goals."**

Parent carer

Some parent carers told us that they recognise the value of a skilled and trained workforce to identifying their child's needs and ensuring the right support is put in place. They also reflected that more needs to be done to increase awareness of SEND as this is crucial to a knowledgeable, effective workforce.

We want to build on existing training and development activities and continue to support colleagues across Education, Health and Social Care around SEND. We also want to look at how we can raise awareness of SEND across the wider workforce (including those who don't work directly with families) to help embed SEND inclusion.

To deliver on this priority over the next four years, the Local Area Partnership will:

- strengthen support and signposting for professionals working with children and young people with SEND
- further embed the SEND Ranges to support the early identification and response to needs
- support professional communities of practice across NEL NHS, e.g. autism and speech and language therapy, and networks to share skills and good practice
- raise awareness of SEND within the wider workforce

Key actions to deliver these priorities include:

- working in partnership with schools that City of London children and young people attend and City of London early years settings to strengthen support and signposting around SEND
- raising the profile of the SEND Ranges across settings within the City of London and where City-resident children received their education if outside of the City of London
- engaging professionals with existing communities of practice and networks - including the SENDCO network, NEL improvement networks, Designated Clinical

Officer / Designated Medical Officer networks - and ensure they take learning back into their organisations

- developing a plan to raise awareness of SEND within the wider workforce

Key measures of success are:

- SEND Panel receives high-quality requests for EHC needs assessments reflecting the timely, accurate identification of needs
- professionals report improved knowledge and skills through engagement with professional networks
- SEND awareness raising plan for the wider workforce developed and delivered
- Parent carers and young people with SEND report improved awareness of SEND in their interactions with the wider workforce

6.4 Priority 4: children and young people with SEND and their families feel recognised, valued and part of their local community

**By 2029, I hope children and young people with SEND in the City of London
“can fulfil their potential and live happy lives.”
City of London resident**

Young people with SEND told us that although they like living in the City of London and there is lots going on, many of those things aren't accessible or inclusive so they can't experience them. It can also be hard for young people with SEND to know what activities or events are going on in their local area. Young people also shared with us their interests and reflected that more inclusive groups and activities would raise awareness of SEND and enable them to show off their skills and talents. Parent carers told us that their families can feel excluded from their communities as they are unable to access places and spaces in the City of London.

We want to use this strategy as a tool to advocate for SEND across the City of London. We want to deliver accessible, inclusive services for families within the City of London. Some of these will be co-designed with young people with SEND and their families, as committed to in some of the other priorities. However, we also recognise that families can feel overwhelmed by requests for engagement so we will work with families to agree an approach to this.

To deliver on this priority over the next four years, the Local Area Partnership will:

- advocate for SEND across City of London communities and networks
- strengthen the inclusiveness of universal services, such as youth and play services
- offer engagement and co-design opportunities to families

Key actions to deliver these priorities include:

- senior leaders in the City Corporation and Health, and the City Corporation Carers and SEND Member Champion advocating for SEND across City of London communities

- reviewing the inclusiveness of existing universal services and where appropriate work with the provider to strengthen specific offers. Where there are gaps in provision, work with providers or the voluntary and community sector to fill them
- working in partnership with the City Parent Carer Forum and young people with SEND to co-design services and other initiatives

Key measures of success are:

- leaders advocate for SEND across City of London communities resulting in more awareness and inclusion
- young people with SEND report universal services made them feel included
- deliver at least three co-designed services and/or activities where young people and/or parent carers are involved from the start, receive feedback and report feeling heard

6.5 Priority 5: children and young people experience high quality, appropriate alternative provision when needed

By 2029, I hope children and young people with SEND in the City of London “are well supported with access to the services they need to thrive.”
Professional working with children and young people with SEND

The City of London’s unique size, location and population means that there are low levels of the use of alternative provision by City of London children and young people. However, policies and processes are in place to ensure that when needed, alternative provision is high-quality and focuses on good outcomes for all children and young people, including those with SEND.

We want to know which City of London children and young people who attend schools outside of the City of London are in alternative provision and retain a focus on high-quality arrangements.

To deliver on this priority over the next four years, the Local Area Partnership will:

- strengthen knowledge of City of London children and young people who are placed in alternative provision by schools outside of City of London boundaries
- only place children and young people in alternative provision that is quality assured by the local authority where the provision is located or by the City Corporation
- continue to put local alternative provision in place to support a child or young person when needed

Key actions to deliver these priorities include:

- strengthen relationships with schools outside of the City of London so that they tell us when a City of London child or young person is placed in alternative provision and we can ensure they are high-quality placements

- embedding the quality assurance framework for alternative provision as part of the SEND and Alternative Provision Panel process to strengthen existing bespoke spot purchased arrangements – including tuition services
- monitoring the quality of support that a child or young person is getting through the SEND and Alternative Provision Panel to ensure they achieve good outcomes

Key measures of success are:

- we know which City of London children and young people are in alternative provision and support high-quality placements that result in good outcomes
- a quality assurance framework for alternative provision is embedded
- high-quality alternative provision is reported at the SEND and Alternative Provision Panel



Artwork capturing ideas from one of the engagement sessions

7. Implementation and delivery

The SEND and Alternative Provision Strategy and associated Action Plan will be reviewed on an annual basis by the SEND Programme Board. City Corporation officers will work with the City Parent Carer Forum to explore and agree how they want to be involved in this process, recognising that we don't want to overburden families with engagement activities.

The strategy and Action Plan will be reported on to elected Members through the Community and Children's Services Committee.

Any legislative change or amendments to statutory duties will be reflected in the Action Plan and delivery of services if applicable within the annual review period.



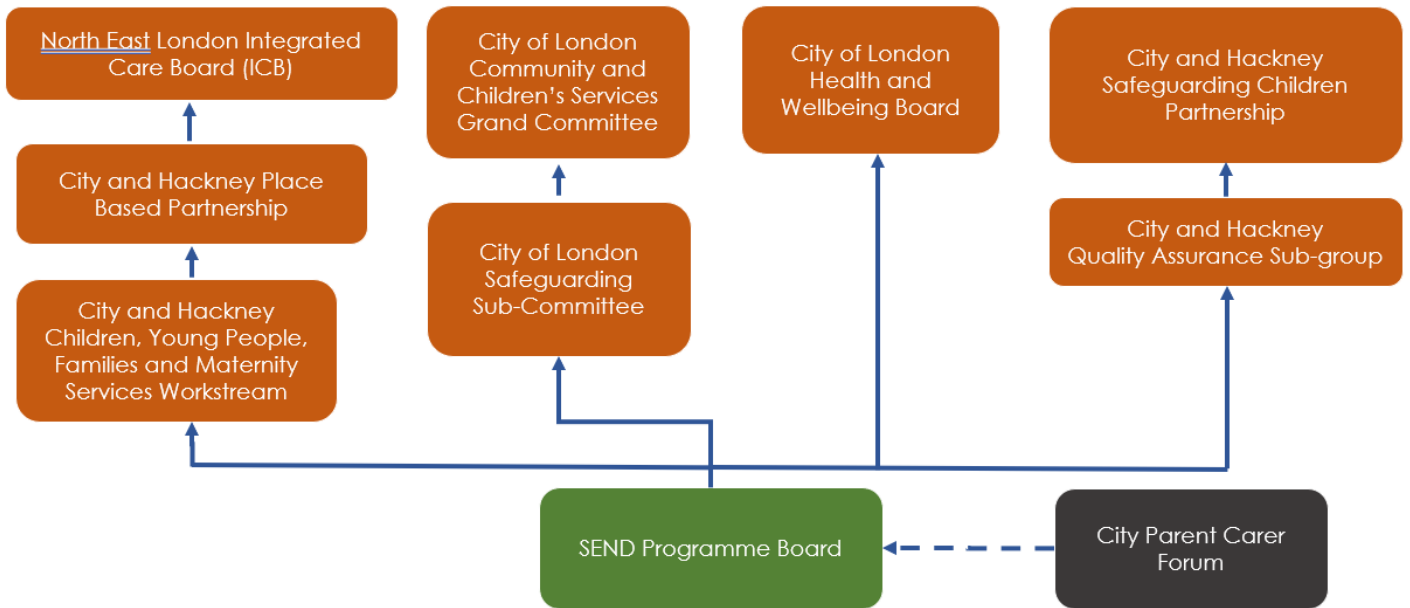
Artwork by a City of London young person

8. Glossary

Alternative provision	The Department for Education defines alternative provision as education arranged by local authorities for pupils who, because of exclusion, illness or other reasons, would not otherwise receive suitable education. ²⁸
Children and Young People’s Plan	The City of London Children and Young People Plan sets out the vision and outcomes for children and young people in the City of London.
City of London SEND Ranges	The City of London SEND Ranges is a tool that helps identify and respond to needs of children and young people with SEND.
City Parent Carer Forum	A Parent Carer Forum is a group of parents and carers of children with SEN and/or disabilities. The City Parent Carer Forum is active in the City of London and works with the local authority, education, health and other providers to make sure services meet the needs of children with SEND and their families.
City Youth Forum	The City Youth Forum is a group of young people who work together to make the City of London a better place to live, work and study for young people.
Co-design	The local authority, Health or Education work together with residents to influence and shape the design of services or activities.
Disability	The Equality Act 2010 defines a disability as a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative impact on a person’s ability to do normal daily activities.
Designated Social Care Officer (DCSO) for SEND	The DCSO for SEND works for the local authority and is responsible for leading and developing social care elements of SEND across the local authority.
Education, Health and Care Plan (EHC Plan)	An EHC Plan details Education, Health and Social Care support that is to be provided to a child or young person who has SEN or a disability. It is drawn up by the local authority after an EHC needs assessment of the child or young person has determined that an EHC Plan is necessary, and after consultation with relevant partner agencies.
Integrated Care Board (ICB)	ICBs are statutory NHS organisations that bring together NHS and care organisations to agree priorities and improve

	population health in a local area. The City of London comes under the North East London ICB.
Local Offer	Local authorities are required to have a Local Offer that sets out information about provision they expect to be available across Education, Health and Social Care for children and young people in their area with SEND. Local authorities must consult locally on what provision the Local Offer should contain.
Maintained school	Schools that are run by a local authority.
National Health Service (NHS) North East London (NEL)	NHS NEL is the local NHS in North East London. It is responsible for buying and managing health and care services to support people living in the London boroughs of Barking and Dagenham, City of London, Hackney, Havering, Newham, Redbridge, Tower Hamlets and Waltham Forest.
Parent carer	A parent carer takes care of a child with SEND for whom they have responsibility.
Pathways	Where a number of professionals can support an individual to meet their needs creating a route or 'pathway' to support.
Special Educational Needs (SEN)	A child or young person has special educational needs (SEN) if they have a learning difficulty or disability which calls for special educational provision to be made for them when they reach compulsory school age.
Special Educational Needs and Disability (SEND)	SEND brings together SEN and disability.
Special Educational Needs and Disabilities Coordinator (SENDCO)	A SENCO is a qualified teacher in a school or maintained nursery who has responsibility for co-ordinating SEN provision.

Appendix A – Governance diagram



ENDNOTES

- ¹ City of London Corporation (2022) City of London Children and Young People's Plan 2022-25.
- ² Figures taken from Census 2021.
- ³ City of London Corporation statistics.
- ⁴ Further information on the IPSEA website.
- ⁵ Information on the detail of the Equality Act 2010 is available on Gov.uk
- ⁶ Department for Education and Department of Health and Social Care (2014 – updated 2020) SEND code of practice:0 to 25 years.
- ⁷ DfE (2023) SEND and alternative provision improvement plan: right support, right time, right place.
- ⁸ DfE (2023) Children's social care: stable homes, built on love.
- ⁹ DfE (2013) Alternative Provision Statutory guidance for local authorities.
- ¹⁰ Department for Education (2023) press release.
- ¹¹ Disability Unit (2024) Disability Action Plan.
- ¹² City of London Corporation (2024) Our Corporate Plan 2024-29.
- ¹³ Further information on the consultation stage of the City Plan 2040 is available on the City Corporation's website.
- ¹⁴ Further information on the City Corporation's equality objectives is available on the City Corporation's website.
- ¹⁵ A revised business plan is due to be agreed in 2025.
- ¹⁶ Statistic taken from Scope disability facts and figures website page.
- ¹⁷ Figures taken from Census 2021.
- ¹⁸ HM Gov (2024) Academic year 2023/24 special educational needs in England.
- ¹⁹ HM Gov (2024) Reporting year 2024 Education, health and care plans.
- ²⁰ Ministry of Justice (2023) Tribunal Statistics Quarterly: July to September 2023.
- ²¹ Disabled Children's Partnership (2022) #SENDABetterMessage: Campaign and SEND Green Paper briefing.
- ²² Wickenden, M (2023) Disability and other identifies? – how do they intersect?
- ²³ Disability Rights Alliance (2024) Inclusion and Intersectionality: An online resource to support Disabled People's Organisations (DPOs).
- ²⁴ Oxford University (2019) Ethnic minority children not equally identified with Special Education Needs.
- ²⁵ City of London Corporation statistics.
- ²⁶ The Local Offer is available on the Family Information Service website.
- ²⁷ Tower Hamlets and City SEND Information, Advice and Support Service website.
- ²⁸ Department for Education (2013) Alternative Provision. Statutory guidance for local authorities.

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North East London



Our plan to support children and young people with SEND

2025-29



SEND stands for
Special
Educational
Needs and
Disabilities



Easy
Read

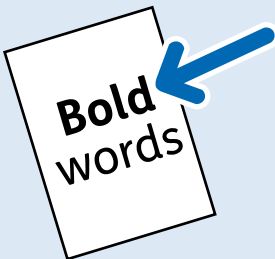
Easy Read



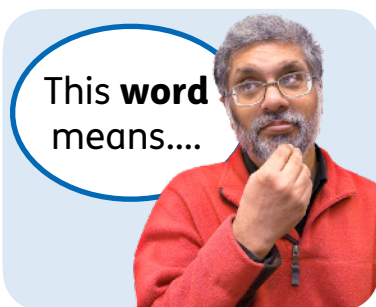
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

About this booklet	4
What we want	6
Our plan	9
Find out more	12

About this booklet

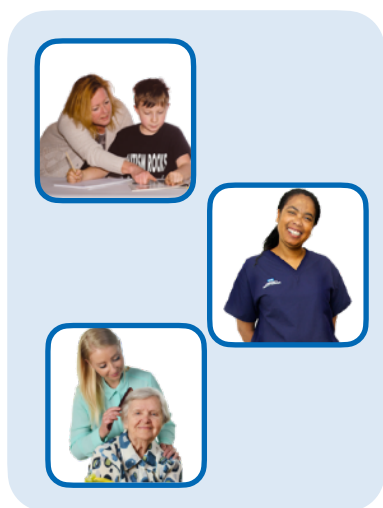


This booklet is from the City of London Local Area Partnership.

We are a group of organisations from different services, like:

- Education services.
- Healthcare services.
- **Social care** services.

Social care is the extra support some people need to live their lives, like support with eating or washing.



We also include the parents and carers of children and young people.



We work to improve services in the City of London.



This booklet is about our plan to improve services for children and young people with **SEND** and their families.

SEND stands for **s**pecial **e**ducational **n**eeds and **d**isabilities.



If a child or young person has special educational needs, it means they need some extra help and support to learn at school.



Some children and young people spend time in **alternative provision**.

Alternative provision helps children who find school difficult, maybe because they feel anxious or struggle with behaviour.



Children and young people with SEND are 0 to 25 years old.

What we want

We want the City of London to be a place where all children and young people:



- Are safe and feel safe.



- Are healthy.



- Have goals and reach those goals.



- Feel ready to be an adult.



We also want the City of London to be a place where all children and young people feel welcome in their local area.

How we will work with each other



We are a group of organisations. We want to work well with each other.

We have agreed that all the organisations in our group will:



- Believe that children and young people with SEND can reach their goals.



- Be honest with each other and with children and young people with SEND.

We have also agreed that we will:



- Respect each other and children and young people with SEND.



- Work with children and young people with SEND and their families.



- Help local areas support children and young people with SEND and their families.

Our plan



Our plan explains how we will improve services for children and young people with SEND and their families over the next 4 years.

We asked different groups of people about what was important to them, including:



- Children and young people with SEND.



- Parents who care for a child with SEND.



- Professionals who work with children and young people with SEND and their families.



We used what they told us to help us write our plan.

5 priorities



We will improve services for children and young people with SEND and their families by focusing on 5 **priorities**.

Our **priorities** are the most important things we want to do over the next 4 years.

Our 5 priorities are:



1. Getting children and young people with SEND the right help at the right time.



2. Supporting children and young people with SEND when they go through changes, like becoming an adult.

We will also support parents and carers during these changes.



3. Making sure people who work with children and young people with SEND have the right skills and training to do their jobs.



4. Helping children and young people with SEND and their families feel welcome in their local area.



5. Giving children and young people education through alternative provision if they need it.

Our action plan



To make sure we focus on these 5 priorities, we will write an **action plan**. The **action plan** will explain what work we will do for each of our priorities.

Find out more about SEND



You can look at our website here:

<https://www.fis.cityoflondon.gov.uk/>

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Appendix 3

SEND and Alternative Provision Strategy 2025-2029 Engagement and consultation summary

Introduction

1. This paper sets out the engagement and consultation that took place for the Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025-29 and the impact that it had.
2. A parent carer Reference Group was set up as part of the governance of the strategy development. A series of engagement sessions with parent carers, children and young people with SEND and professionals to inform the development of the draft strategy were followed by a seven-week public consultation on the draft strategy. An 'easy read' version of the strategy was also created and consulted on.
3. As part of a public consultation exercise, a series of questions were asked about various aspects of the strategy, and whether respondents agreed with the identified draft principles and priorities.

Parent carer Reference Group

4. City of London parent carers were invited to join a parent carer Reference Group which formed part of the governance process for the development of the SEND and Alternative Provision Strategy. Five parent carers joined and a terms of reference was agreed.
5. The Group met three times to discuss and inform the development of the strategy, this included helping shape the engagement process and informing the development of and agreeing the key aspects of the strategy to go out for public consultation. The Group's final session reflected on the Strategy following public consultation and a draft action plan to take forward for further development with the relevant professionals.

Strategy development engagement

6. A series of engagement activities were delivered to inform the development of the draft strategy that went out for public consultation. These were used to test the principles from the previous SEND Strategy 2020-2024 and to identify new priorities and key actions. These activities were:
 - two facilitated engagement session with 30 professionals and two parent carers. There was representation from education, health and social care services including:

- City of London Corporation (City Corporation) representatives from Children’s Social Care and Early Help, Education and Early Years, SEND, Adult Social Care, Commissioning and Adult Education, Libraries
 - Health representation from NHS North East London and the Designated Clinical Offer and Head of Speech and Language Therapy, as well as City of London Healthwatch
 - Education representatives, including Special Educational Needs and Disabilities Co-ordinators (SENDCOs), from the Aldgate School and other education settings in neighbouring boroughs that City of London children attend
 - City Parent Carer Forum Lead
 - individual conversations with four relevant City Corporation officers who were unable to attend the facilitated engagement sessions
 - a City Parent Carer Forum session with three parent carers and the Forum lead
 - a young people’s facilitated creative art session at the Artizan Library with six children and young people
7. A City Corporation officer also attended existing sessions to have conversations with children, young people and parent carers. These were:
- Islington Parent Carer Forum as some City of London resident parent carers attend their groups
 - City Youth Forum meeting
 - Shoe Lane Library rhyme time session

Public consultation

8. Following the development of the draft strategy, a public consultation period was undertaken to gather feedback from children and young people, parent carers, Members, City of London residents and professionals on the identified draft principles and priorities.
9. The consultation was open for seven weeks (15 July to 2 September 2024). Seven weeks was considered to be proportionate for this consultation.
10. The consultation information was sent by email directly to:
- the parent carer Reference Group
 - attendees of the facilitated public consultation events
 - members of the SEND Programme Board
 - members of the SENDCO Network
 - colleagues at the City of London Police
 - the Member Champion for SEND
 - parent carers of children and young people with an Education, Health and Care Plan (EHCP)

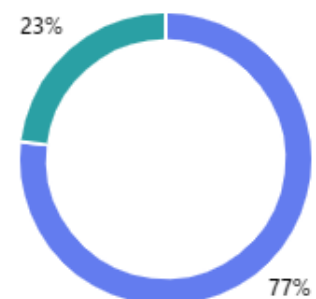
11. The consultation was promoted via the City Parent Carer Forum and online on the City Corporation website and the Family Information Service website. Information about the consultation was also shared with the City Corporation parent carer staff network and Barbican Centre parent carer group.
12. Hard copies of the consultation were placed in the three City of London libraries but no responses were collected.
13. Translations of the consultation were offered but none were requested.

Consultation response data

14. There were 13 responses to the online consultation survey. Within this (respondents could tick multiple boxes if appropriate):
 - 1 respondent has an EHCP
 - 2 were a parent carer or child or young person with SEND who live in the City of London
 - 1 was a parent carer of a child with an EHCP
 - 3 were a parent carer of a child with Special Educational Needs Support in their education setting
 - 1 was a City of London resident who has an interest in this area
 - 2 were professionals working in social care
 - 3 were professionals working in the education sector
 - 2 were none of the options offered
15. Overall, responses were supportive of the strategy with 77% of respondents stating they thought that the principles were right (23% were unsure) and 85% of respondents saying they didn't think anything was missing from the strategy. No major changes were required to the strategy as a result of the consultation.
16. Question: The principles in the strategy set out how the Local Area Partnership will work together to deliver the strategy. Do you think these are the right principles to base the strategy on?

13 Responses

● Yes	10
● No	0
● Not sure	3

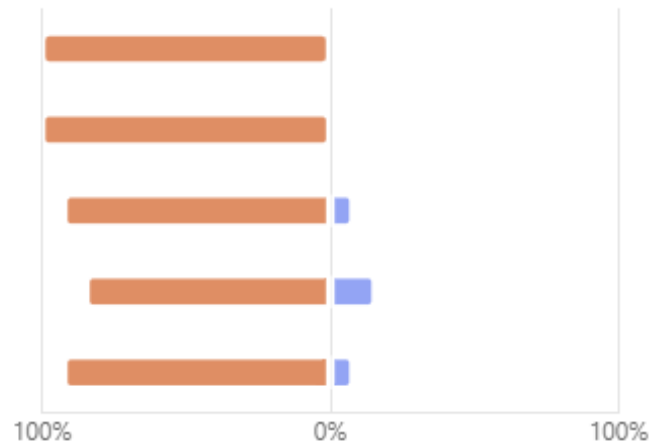


17. Question: The priority areas of the strategy are what we are going to focus on delivering. Which of these priorities feel important to you in your situation, e.g. your family or your organisation?

13 Responses

● Yes, this is important to my situation ● No, this isn't important to my situation

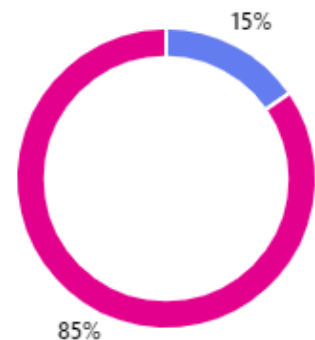
- Getting children and young people with SEND the right help at the right time
- Supporting children and young with SEND and their parents when they go through changes, like becoming an adult
- Making sure people who work with children and young people with SEND have the right skills and training to do their jobs
- Helping children and young people with SEND and their families feel welcomed in their local area
- Giving children and young people with SEND the education that they need



18. Question: Do you think there is anything missing from the priorities?

13 Responses

● Yes 2
 ● No 11



19. The two respondents that answered yes, they think something is missing from the priorities were asked to share what that was. The issues raised covered:

- equity for all children with SEND, including those from global majority communities
- supporting children and young people with SEND to achieve their full potential

20. Question: Is there anything else you would like to tell us about your thoughts on the SEND and Alternative Provision Strategy?

13 Responses



21. The four respondents that said they would like to share further thoughts raised the following points:

- ensuring all City of London children, whether educated in or outside of the City of London, get the right support
- effectively measuring success for the priorities and actions within the strategy
- clarifying who makes the decision around what alternative provision is put in place for children without an EHCP
- ensuring that all children, including those with SEND, receive the right support to meet their individual needs and are able to achieve their full potential

22. Question: Thinking about the future, please finish this sentence, By 2028, I hope children and young people with SEND in the City of London.....

11 Responses



23. Where permission was given to share, responses were:

'By 2028, I hope children and young people with SEND in the City of London....'

- are well supported with access to the services they need to thrive
- have greater support and opportunities to thrive. Every child deserves the equity to go beyond perceived barriers
- are not referred into the service after the age of 5 where their needs have not been identified and their parents have been ignored by professionals regarding their concerns
- can fulfil their potential and live happy lives
- are given support promptly and the parents who advocate for them feel supported and find it easier to navigate the system
- will have many opportunities to take part in different workshops where they can be trained for the right skills and achieve success
- will be achieving well and have a clear pathway to a successful adult life
- still continue to get the help they deserve from the City of London
- will receive the appropriate assistance to achieve their full potential and set ambitious goals
- have access to appropriate support and opportunity

24. Respondents were asked which consultation document or documents they read:

- 6 read the draft SEND and Alternative Provision Strategy
- 3 read the easy read SEND and Alternative Provision Strategy
- 4 read both the draft and the easy read versions

Individual input

25. Two professionals, one working in the education sector and one for the City of London Police, responded directly via email to a City Corporation officer.

How were the consultation findings used?

26. The consultation findings were reviewed and taken into consideration in the development of the final version of the strategy.

27. Where consent was given, some of the responses to hopes for children and young people with SEND were quoted in the final version of the strategy.



DRAFT SEND and Alternative Provision Strategy 2025-29

You said, we did

September 2024

Various engagement activities with parent carers, children and young people with special educational needs (SEND) and professionals took place to inform the development of the City of London Local Area Partnership's SEND and Alternative Provision Strategy and Action Plan. A public consultation was also held on the draft strategy and 'easy read' version.

The City of London Local Area Partnership values and appreciates the time and expertise that parent carers, children and young people with SEND and professionals gave to this and recognises that it is important to provide feedback not only where we have taken forward ideas but also where we haven't.

This document summarises key themes from feedback in a 'you said, we did' format; where 'you' relates to parent carers, children and young people with SEND and professionals, and 'we' relates to the Local Area Partnership.

We hope that families and professionals in the City of London recognise their feedback and insight in the below, however, if not please email Hannah Dobbin, Strategy and Projects Officer – hannah.dobbin@cityoflondon.gov.uk – who can have a look and provide a response for you.

You said (Parent carers, children and young people with SEND or professionals)	We did (the Local Area Partnership)	Lead
Support for families		
There needs to be more accessible information about support and activities available for children and young people with SEND as families and professionals don't always know what is available.	A priority within the Strategy is that children and young people with SEND and their families get the right help at the right time. Within this, there is an action to strengthen the information, advice and support offer for families, including reviewing the Local Offer in partnership with the City Parent Carer Forum. Professionals can also access the Local Offer. We also recognise that the Early Help Manager is also in a position to share information about short breaks.	Family Information Service and City Parent Carer Forum
There need to be more accessible and inclusive activities, such as a summer holiday programme, for children and young people with SEND in the City of London.	A priority within the strategy is that children and young people with SEND and their families feel recognised, valued and part of their local community. Within this, there is an action to review the inclusiveness of existing universal services and where appropriate work with the providers to strengthen specific offers. The review will also consider what the barriers are to accessing services, e.g. location and transport. Where there are gaps identified, work with providers or the voluntary and community sector to explore how these can be met.	Strategy and Performance team
There needs to be assurance that there is equity for all children and young people with SEND, including those from global majority communities, in having their needs identified and met at the earliest opportunity.	A priority within the Strategy is that children and young people with SEND and their families get the right help at the right time. Within this there is an action to continue to identify children and young people's needs early and providing the right support ensuring equity across different communities.	SEND and Early Years teams

You said (Parent carers, children and young people with SEND or professionals)	We did (the Local Area Partnership)	Lead
<p>There needs to be greater consideration to parent carers' own needs or journeys that may require support.</p> <p>It was also noted that parent carers want safe spaces to be able to provide peer support.</p>	<p>We heard this from both parent carers and professionals. Working with parent carers to identify and respond to their needs is threaded through out the strategy and actions include:</p> <ul style="list-style-type: none"> • the support offer for families is co-designed with children, young people and their families • work with parent carers to review and develop the emotional wellbeing support needed • co-design the support offer for parent carers to better reflect and meet parent carers' needs during key transitions 	Local Area Partnership
<p>There needs to be consideration given to prioritising City residents to attend spaces in the City that have been identified to be used for things like therapies.</p> <p>It was noted that the provision of some health services within City boundaries is more limited and families have to travel.</p>	City Corporation and Health colleagues have started to talk about whether there are options for providing services as close to home as possible.	Strategy and Performance team and Health
Mental health and emotional wellbeing		
There needs to be more to support parent carers mental health and emotional wellbeing.	A priority within the strategy is that children and young people with SEND and their families get the right help, at the right time. The needs of parent carers is reflected within this including an action to work with parent carers to review and develop the emotional wellbeing offer for them, this will include considering options for peer support.	Strategy and Performance team

You said (Parent carers, children and young people with SEND or professionals)	We did (the Local Area Partnership)	Lead
Workforce development		
<p>There needs to be more support to help educational establishments better understand SEND and strengthen support to children and young people with SEND and their parent carers.</p>	<p>A priority in the strategy is around a skilled and valued workforce. Within this, there is an action to work in partnership with schools that City of London children attend and City of London early years settings to strengthen support and signposting around SEND. Another action is to deliver SEND Ranges training and expand implementation which will help professionals to identify and respond to the needs of children and young people with SEND.</p> <p>There is also the Special Educational Needs and Disabilities Coordinators (SENDSCO Network) which is open to SENDSCOs from any educational setting a City of London child attends, including secondary schools. This aims to share skills, knowledge and good practice.</p>	<p>Education and Early Years team</p>
<p>There needs to be further consideration given to embedding neurodiversity awareness within the City Corporation's wider workforce, policies and practice.</p>	<p>Within the skilled, valued workforce priority, there is an action to develop a plan to raise awareness of SEND within the wider workforce (including those who don't work directly with families). Increasing awareness and understanding will inform policies and practice.</p>	<p>Strategy and Performance team</p>

You said (Parent carers, children and young people with SEND or professionals)	We did (the Local Area Partnership)	Lead
Greater SEND presence across City of London communities and City Corporation activities		
<p>There is a need for a greater SEND presence in wider City Corporation and City of London initiatives and activities.</p> <p>It was also noted that there needs to be better use of City Corporation physical assets and spaces to support this.</p>	<p>A priority has been included around children and young people with SEND and their families feeling recognised, valued and part of their local community. Actions within this will contribute to raising the profile of SEND.</p>	<p>Strategy and Performance team</p>
Other feedback		
<p>There needs to be further thought given to the role of the City Corporation's social value procurement commitment in raising awareness and creating change around SEND.</p>	<p>Social value is currently considered on a project by project basis as part of the City Corporation's Responsible Procurement Commitments. Further consideration will go to how this can act as a lever for positive change around SEND.</p>	<p>Commissioning team</p>
<p>There is a need to quality assure all provision, including alternative provision which is highlighted in the strategy.</p>	<p>Quality assurance is built into City Corporation commissioned services for children and young people with SEND. The priority on high-quality, appropriate alternative provision includes an action on embedding the quality assurance framework for alternative provision.</p>	<p>Commissioning and Education and Early Years teams</p>

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Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025 - 2029

Action plan v1 January 2025

The action plan

- The strategy and action plan relate to children and young people with SEND aged 0-25-years-old who live in the City of London.
- This version of the action plan was developed alongside the strategy during 2024 and presents thinking at the time, also informed by the learning from a Peer Review in 2024. It sets out what is expected to be achieved by the end of the lifetime of the strategy (outcomes) and success measures for where these are known. For some actions, success measure have only been set for year 1 as these will inform future actions.
- Lead teams have been identified for each action. For many actions there will be multiple Local Area Partnership agencies involved. These have collectively been referred to a 'LAP partners' within this document.
- The Local Area Partnership is committed to working with families to explore how they can access advice and support as close to home as possible. This commitment underpins the actions below.

Governance and review

- The City of London SEND Programme Board will have oversight and responsibility for the SEND and Alternative Provision Strategy and action plan. The SEND Programme Board meets quarterly. Priorities for review at each meeting will be identified as part of the agenda planning process.
- A full review of progress against the action plan will be done on an annual basis where leads for each priority will report into the SEND Programme Board. Parent carers and children and young people with SEND will be invited to be part of the review process.

- At each annual review, there will be consideration as to whether actions and/or key success measures need amending, for example in response to progress made, external factors such as inspection findings or changes in national policy that have implications for local delivery. An updated version of the action plan will be produced at each annual review point, e.g. version 2 at the start of 2026.

Equality impact assessments

An equality impact assessment (EIA) was completed as part of the strategy development. Where appropriate, each individual initiative or service that emerges from the actions within this plan will have its own EIA completed.

Contents

Click on the links below to go to each priority:

- [Priority 1: children and young people with SEND and their families get the right help, at the right time](#)
- [Priority 2: children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood](#)
- [Priority 3: children and young people with SEND and their families are supported and enabled by a skilled, valued workforce](#)
- [Priority 4: children and young people with SEND and their families feel recognised, valued and part of their local community](#)
- [Priority 5: children and young people experience high quality, appropriate alternative provision when needed](#)

Priority 1: children and young people with SEND and their families get the right help, at the right time

To deliver on this priority over the next four years, we will:

- co-design inclusive services with children and young people with SEND and their families
- continue to identify children and young people’s needs early and provide the right support to meet those needs
- be clear on pathways to support and help families navigate the system
- strengthen advocacy and support for families to have their voices heard
- strengthen support for parent carers’ emotional wellbeing

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
<p>1. Co-design our approach to supporting families - including looking at how therapies and other services could be delivered in the City of London, or as close as possible, and continuing to identify needs through the Education and Early Years and Early Help services. This will also feed into the development of a family hub model in the City of London</p> <p>(Link to action 17)</p>	<ul style="list-style-type: none"> • Services that reflect need developed through an agreed co-produced approach. • A transparent and understandable model of service delivery. • The early identification of needs through Education and Early Years and Early Help services. 	<p>Year 1:</p> <ul style="list-style-type: none"> • families engaged and agree approach to co-design • co-design infrastructure in development and progress started on co-designing approach to supporting families <p>Years 1-4:</p> <ul style="list-style-type: none"> • families’ needs continue to be identified early through the Education and Early Years and Early Help services 	<p>Lead: SEND Team</p> <p>Involved: LAP partners, in particular Health</p>

<p>2. Continue to identify children and young people's needs early and provide the right support ensuring equity across different communities</p>	<ul style="list-style-type: none"> • The early identification of needs, including for those from global majority communities. • Access to the right support for their (children and young people's) communication needs to enable them to engage with services which support their independence and engagement in their community i.e. augmentative and alternative communication (assistive technology), advocacy and interpretation services. 	<p>Year 1:</p> <ul style="list-style-type: none"> • explore potential disproportionality in receipt of service by City of London children and young people from global majority communities. This will align with work led by the Children's Social Care and Education and Early Years Service around disproportionality looking at the wider system through an anti-racist lens • parent carers understand how communication needs are identified and met. Gaps in support are identified to inform improvement <p>Year 1-4:</p> <ul style="list-style-type: none"> • children and young people with SEND have their needs identified and met at the earliest opportunity 	<p>Lead: Education and Early Years Service</p> <p>Involved: Children's Social Care and Early Help Service</p> <p>Involved (communication): Health</p>
<p>3. Continue to focus resource to minimise waiting times for services and to provide information and advice to support families while waiting (noting that families may often be accessing</p>	<ul style="list-style-type: none"> • Timely, accessible information and advice while waiting for services. 	<p>Year 1:</p> <ul style="list-style-type: none"> • mapping and publication of existing information and the support offer for City of London children and young people with SEND, and their families (to include health 	<p>Lead: Health</p> <p>Involved: LAP partners</p>

<p>other services and receiving support)</p>		<p>pathways across North East London)</p> <ul style="list-style-type: none"> • identification of good practice and areas for development <p>Years 2-4:</p> <ul style="list-style-type: none"> • implementation of scoping actions • families have access to information and support while waiting for assessment • families report that the information and support was helpful 	
<p>4. Continue to review the support available for children, young people and families following assessment, whether or not a diagnosis is made</p>	<ul style="list-style-type: none"> • Appropriate support in place for children, young people and families regardless of whether a diagnosis is made or not. 	<p>Years 1-4:</p> <ul style="list-style-type: none"> • families are sign-posted to universal offers and support including through the Family Information Support Service • number of referrals to Early Help • number of referrals to SENDIASS • referrals to City Advice leading to families accessing financial support if appropriate • number of children and young people with a social worker supported by the Virtual School if appropriate 	<p>Lead: Children's Social Care and Early Help Service</p> <p>Involved: LAP partners</p>

<p>5. Strengthen the information, advice and support offer for families</p>	<ul style="list-style-type: none"> • Information, advice and support that is accessible and easy to navigate giving them a better understanding of their rights. • Routes to more advice and support if needed. 	<p>Year 1:</p> <ul style="list-style-type: none"> • co-produced review of Local Offer with the City Parent Carer Forum (including young people) - including analysis of appropriate information from neighbouring boroughs – completed and recommendations implemented • review and assess the impact of additional investment in SENDIASS • review the impact of investment in the CPCF • wider group of parents and involvement with The Aldgate School <p>Years 2-4:</p> <ul style="list-style-type: none"> • Local Offer website hits increase following the review • young people and parent carers feedback that there is good, accessible information, advice and support 	<p>Lead on Local Offer: Education and Early Years team</p>
<p>6. Work with parent carers to review and develop support for their emotional wellbeing - such as options around peer support, the CPCF and</p>	<ul style="list-style-type: none"> • An emotional wellbeing offer that is co-designed and meets parent carers' needs. 	<p>Year 1:</p> <ul style="list-style-type: none"> • ways of working with parent carers agreed with parent carers 	<p>Lead on review of emotional wellbeing offer: Strategy and Performance team</p>

<p>continuing to review and develop the short breaks offer</p> <p>(Link to action 17)</p>		<ul style="list-style-type: none"> the emotional wellbeing offer for parent carers is reviewed outcomes of consultation with parent carers to inform existing CAMHS Alliance Parenting workstream <p>Year 2:</p> <ul style="list-style-type: none"> implementation of review findings begin <p>Years 1-4:</p> <ul style="list-style-type: none"> families access short breaks that work for them 	<p>Involved: LAP partners</p> <p>Lead on short breaks: Early Help team</p>
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Priority 2: children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood

To deliver on this priority over the next four years, we will:

- empower young people with SEND to live the life they choose
- strengthen information and support available to families during transitions from early years to adulthood
- support young people with SEND to be aware of and make choices around training and employment opportunities
- strengthen the package of support for parent carers around key transition points

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
7. Review the City Corporation's Adult Social Care Early Intervention and Prevention offer and how it could offer short-term support for young people with SEND to learn life skills during their transition to adulthood and what the access pathways would be	<ul style="list-style-type: none"> • More opportunities for young people with SEND to develop life skills during their transition to adulthood. 	<p>Year 1:</p> <ul style="list-style-type: none"> • review takes place with a focus on young people with SEND • clarity of the Early Intervention offer from Adult Social Care for young people with SEND in transitions <p>Year 2-3:</p> <ul style="list-style-type: none"> • monitoring and reviewing the impact of the whole Adult Social Care offer for young people in transition 	<p>Lead: Adult Social Care</p> <p>Involved: Adult Skills Education and Apprenticeships</p>
8. Review and strengthen support and information for families during times of	<ul style="list-style-type: none"> • Accessible information during times of transition so they know 	Year 1:	Lead: Education and Early Years team

<p>transition, including between schools and in-year transitions</p>	<p>their rights, what to expect and what support is available.</p>	<ul style="list-style-type: none"> • review existing support and information on offer during times of transition <p>Year 2:</p> <ul style="list-style-type: none"> • strengthen support and information offer <p>Years 2-4:</p> <ul style="list-style-type: none"> • families access and benefit from inclusive information, advice and guidance • families report that the information and support was good and useful 	<p>Involved: LAP</p>
<p>9. Work in partnership to actively promote and deliver supported internship and apprentice opportunities with young people with SEND and support them through the application process</p>	<ul style="list-style-type: none"> • More information and publicity for young people with SEND around apprenticeships and supported internships so they are more aware of their options. • Support offered through the application process if that is wanted. • Increased participation in training and employment leading to greater independence, increased social inclusion and improved mental health and wellbeing. 	<p>Year 1:</p> <ul style="list-style-type: none"> • strengthened communications and delivery around apprenticeships and supported internships • young people supported to apply for opportunities if they'd like to take them up <p>Year 1-4</p> <ul style="list-style-type: none"> • increase in the number of apprenticeships and supported internships offered and taken up • increase in the number of young people with SEND 	<p>Lead: Adult Skills Education & Apprenticeships</p> <p>Involved: SEND team, Virtual School, schools, careers advisory services, Adult Social Care</p>

		gaining sustainable, paid employment	
<p>10. Co-design the support offer for parent carers to better reflect and meet parent carers' needs during key transitions, including to and from alternative provision</p> <p>(Link to action 17)</p>	<ul style="list-style-type: none"> • A support offer for parent carers around their child's key transitions that has been co-designed. • The relevant planning process considers parent carers' experiences of transitions. 	<p>Year 1:</p> <ul style="list-style-type: none"> • scope out what this would cover in more detail • set up co-design arrangements with parent carers • start the co-design process 	<p>Lead: SEND team</p> <p>Involved: LAP</p>

Priority 3: children and young people with SEND and their families are supported and enabled by a skilled, valued workforce

To deliver on this priority over the next four years, we will:

- strengthen the universal training offer for professionals working with children and young people with SEND
- further embed the SEND Ranges to support the early identification and response to needs
- support professional communities of practice across NEL NHS, e.g. autism and speech and language therapy, and networks to share skills and good practice
- raise awareness of SEND within the wider workforce

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
11. Work in partnership with schools that City of London children and young people attend and early years settings in the City of London to strengthen support and signposting around SEND	<ul style="list-style-type: none"> • Professionals are knowledgeable about SEND and identifying needs. 	Year 1: <ul style="list-style-type: none"> • current support and signposting around SEND assessed and actions identified to strengthen it • identify and tackle barriers to attending training to support increased attendance • identify graduated approach at key schools City of London children attend and how it aligns with the City of London SEND Ranges 	Lead: SEND and Early Years teams, Virtual School
12. Raise the profile of the SEND Ranges across settings within the City of London and where City-resident children receive their education if outside of the City of London		Years 1-4: <ul style="list-style-type: none"> • SEND Panel receives high-quality requests for EHC 	

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
		needs assessments reflecting the timely, accurate identification of needs	
<p>13. Engage professionals with existing communities of practice and networks - including the SENDCO network, North East London improvement networks, Designated Clinical Officer / Designated Medical Officer networks - and ensure they take learning back into their organisations</p>	<ul style="list-style-type: none"> Professionals are knowledgeable about SEND and identifying needs. 	<p>Year 1:</p> <ul style="list-style-type: none"> professionals report improved knowledge and skills through engagement with professional networks to advocate for children and young people with SEND and their families SEND Programme Board has sight of relevant continued professional development offers across teams Aldgate School staff report that they work more effectively with families around their understanding of neurodiversity <p>Years 1-4:</p> <ul style="list-style-type: none"> utilise the designated social care officer (DSCO) network to share learning and bring back into the City Corporation involvement in SEND leadership programme 	<p>Lead for networks: SEND team</p> <p>Involved: Health, Children’s Social Care and the Virtual School</p> <p>Lead for DSCO and SEND leadership programmes: Children’s Social Care and Early Help</p>

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
		increases knowledge and shared learning	
14. Develop a plan to raise awareness of SEND within the wider workforce	<ul style="list-style-type: none"> • Stronger awareness and recognition of a range of disabilities and some of the needs that arise from that across staff in the City Corporation’s Department for Community and Children’s Services. • Stronger awareness and recognition of a range of disabilities and some of the needs that arise from that across staff in the City Corporation’s and Health’s wider services. • Appropriate, timely information, advice, guidance and support through better signposting. 	<p>Year 1:</p> <ul style="list-style-type: none"> • identify the training and options and propose what could be put in place to raise awareness of SEND • agree delivery plan • deliver consistent approach to content for a multi-disciplinary training <p>Years 2-4:</p> <ul style="list-style-type: none"> • parent carers and young people with SEND report improved awareness of SEND in their interactions with the wider workforce 	<p>Lead: Strategy and Performance team</p> <p>Involved: SEND team, Health, Children’s Social Care and Early Help, Adults Social Care</p>

Priority 4: children and young people with SEND and their families feel recognised, valued and part of their local community

To deliver on this priority over the next four years, we will:

- advocate for SEND across City of London communities and networks
- strengthen the inclusiveness of universal services, such as youth and play services
- offer engagement and co-design opportunities to families

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
15. Senior leaders in the City Corporation and Health, and the City Corporation SEND Member Champion advocate for SEND across City of London communities	<ul style="list-style-type: none"> • SEND being championed and integrated across City of London communities. • City Corporation and Health policies, commissioning and service delivery reflecting thinking about SEND. 	<p>Year 1:</p> <ul style="list-style-type: none"> • explore opportunities within wider City Corporation initiatives, such as Destination City and Committee discussions • opportunities to advocate for SEND taken • City Corporation SEND priorities are understood and championed by the Integrated Care System, and aligned with wider work to reduce health inequalities <p>Year 2-4:</p> <ul style="list-style-type: none"> • SEND visible within City Corporation and Health initiatives 	Lead: Strategy and Performance team

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
		<ul style="list-style-type: none"> other services for SEND recognise City of London children and families' needs and start to develop plan to meet them 	
<p>16. Review the inclusiveness of existing universal services and where appropriate work with the provider to strengthen specific offers. Where there are gaps in provision, work with providers or the voluntary and community sector to fill them</p> <p>(Consider links to action 2)</p>	<ul style="list-style-type: none"> A strengthened, inclusive universal offer. 	<p>Year 1:</p> <ul style="list-style-type: none"> scoping of inclusiveness of the existing universal offer - to include the identification of opportunities to strengthen provision and gaps in provision 	<p>Lead: Strategy and Performance team Involved: Commissioning team</p>
<p>17. Work with the City Parent Carer Forum (CPCF) and children and young people with SEND to co-design at least three services and/or other initiatives</p> <p>(Links to actions 1, 6, 10, 16)</p>	<ul style="list-style-type: none"> Co-designed services and initiatives that meet their needs. 	<p>Years 1-4:</p> <ul style="list-style-type: none"> children and young people with SEND and/or parent carers report feeling heard and valued within co-design activities <p>Links to success measures actions 1,6, 10, 16.</p>	<p>Lead: SEND team</p> <p>Involved: LAP partners</p>

Priority 5: children and young people experience high quality, appropriate alternative provision when needed

To deliver on this priority over the next four years, we will:

- strengthen knowledge of City of London children and young people who are placed in alternative provision by schools outside of City of London boundaries
- only place children and young people in alternative provision that is quality assured by the local authority where the provision is located or by the City Corporation
- continue to put local alternative provision in place to support a child or young person when needed

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
18. Strengthen relationships with schools outside of the City of London so that they tell us when a City of London child or young person is placed in alternative provision and we can ensure high-quality placements	<ul style="list-style-type: none"> • City of London children and young people at schools outside of the City of London are known to the City Corporation and experience high-quality placements. 	<p>Year 1:</p> <ul style="list-style-type: none"> • up-to-date, accurate information about alternative provision placements <p>Years 1-4:</p> <ul style="list-style-type: none"> • annual census of the school tracker • City of London children and young people are in high-quality alternative provision and achieve good outcomes 	<p>Lead: Education team</p> <p>Involved: LAP partners depending where the alternative provision is</p>
19. Embed the quality assurance framework for alternative provision as part of the SEND and Alternative Provision	<ul style="list-style-type: none"> • High-quality alternative provision placements. 	<p>Year 1:</p> <ul style="list-style-type: none"> • a quality assurance framework for alternative provision is embedded and 	<p>Lead: Commissioning team, SEND team</p>

Action	In 2029, children and young people with SEND, and their families will see... (outcomes)	Success measures at end of year 1,2,3,4	Lead
Panel process to strengthen existing bespoke spot purchased arrangements – including tuition services		<p>results in high-quality bespoke spot purchased arrangements</p> <p>Years 2-4:</p> <ul style="list-style-type: none"> quality assurance framework regularly reviewed and amended as appropriate 	Involved: LAP partners
20. Monitor the quality of support that a child or young person is getting through the SEND and Alternative Provision Panel to ensure they achieve good outcomes	<ul style="list-style-type: none"> High-quality alternative provision placements and good outcomes for the children and young people in them. 	<p>Years 1-4:</p> <ul style="list-style-type: none"> high-quality alternative provision is reported at the SEND and Alternative Provision Panel 	<p>Lead: SEND team</p> <p>Involved: LAP partners</p>

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Decision

No change required

Date

02 January 2025



The Proposal

Assessor Name:

Hannah Dobbin

Contact Details:

Hannah.dobbin@cityoflondon.gov.uk

1. What is the Proposal

The Special Educational Needs and Disabilities (SEND) and Alternative Provision Strategy 2025-29 identifies priorities and actions to deliver the best possible outcomes for children and young people with SEND and their families in the City of London.

2. What are the recommendations?

The Strategy has five priorities:

1. children and young people with SEND and their families get the right help, at the right time
2. children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood
3. children and young people with SEND and their families are supported and enabled by a skilled, valued workforce
4. children and young people with SEND and their families feel recognised, valued and part of their local community
5. children and young people experience high quality, appropriate alternative provision when needed

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

The strategy is aimed at children and young people with SEND - including those with an Education, Health and Care Plan or SEN Support - aged 0-25 and their families who live in the City of London. The priorities in the strategy are designed to reflect and meet their needs.

Age - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Census data from 2021 shows that of the 8,600 population in the City of London, the majority are of working age but 1,975 are 0-25, with 713 of those aged 0-18. At the end of August 2024, there were 26 City of London Children and Young People with an Education, Health and Care Plan (EHCP). With only one maintained school in the City of London (a primary school), City of London children and young people go to 66 different schools in other areas. Amongst these children, 55 were receiving SEN Support in their schools.

Ageism can be found in many institutions and sectors of society including those providing health and social care, the workplace and the legal system. Young people can be discriminated against because of their age, for example in gaining employment and being paid poor wages, not having the same rights as adults or difficulties in accessing education, health care and social services. Disabled young people can be impacted by this same discrimination but in a more complex way due to their individual needs and barriers put in place by society.

Key borough statistics:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The strategy's focus on 0-25s will provide a range of priorities and actions that will have a direct positive impact on children and young people with SEND aged 0-25. This includes a focus on the early identification of needs which in younger children can help prevent issues reaching crisis point at they get older.

The strategy will deliver for children and young people with SEND aged 0-25 and will need to:

- drive the delivery of services that ensure children and young people with SEND and their families get the right help at the right time
- bring partners together to co-design inclusive universal services for children and young people with SEND and services that meet parent carers needs
- empower young people with SEND to live the life they choose
- promote opportunities for young people with SEND to access training and employment
- support children and young people with SEND through key transitions, including into adulthood

Disability - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

At the end of June 2024, there were 26 City of London Children and Young People with an Education, Health and Care Plan (EHCP). 55 City of London children and young people were receiving SEN Support in their schools.

SEND is the main focus on the strategy and the priorities have been developed with children and young people with SEND as well as parent carers. It will have a positive impact on children and young people with SEND.

The Strategy is focused on supporting and improving choice and outcomes for children and young people with SEND so will have a positive impact on this protected characteristic.

Some of issues and barriers faced by disabled people include:

[The disability employment gap](#) is the difference in the employment rate of disabled people and people who are not disabled. It stands around 29 percentage points. The disability pay gap demonstrates that disabled people are paid less, on average, than non-disabled people, in 2021 this was 13.8%.

[Disabled young people](#) are less likely than their non-disabled peers to not be in education, employment or training and disabled young people (age 16-24) had one of the lowest median hourly earnings compared to non-disabled people.

[Disabled young people](#) are more likely to experience downward social mobility compared to their non-disabled peers. This means they're more likely to hold jobs with worse conditions and pay than their parents.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

No negative impact on children and young people with SEND, and their families, has been identified. The strategy aims to tackle some of the barriers they face and create more inclusive communities within the City of London. This is reflected in the priorities:

- children and young people with SEND and their families get the right help, at the right time
- children and young people with SEND and parent carers are supported during transitions, including preparation for adulthood
- children and young people with SEND and their families are supported and enabled by a skilled, valued workforce
- children and young people with SEND and their families feel recognised, valued and part of their local community
- children and young people experience high quality, appropriate alternative provision when needed

[Social factors](#) including low expectations and experiences of bullying can create barriers to higher education for young people with disabilities. A significant group of young people with disabilities enter secondary education with poorer academic results than non-disabled peers, and never catch-up.

[Life costs more if you're disabled](#). On average, disabled households (with at least one disabled adult or child) need an additional £975 a month to have the same standard of living as non-disabled households. The costs rises if there are more disabled people in the household. [Poverty rates](#) are higher among families where at least one member is disabled.

[Disabled people](#) (16-64), on average, have poorer ratings of personal well-being than non-disabled people. The greatest disparity is in average levels of anxiety experienced. Disabled people reported lower levels of well-being than non-disabled people throughout all stages of the Covid-19 pandemic.

[Multiple individual characteristics](#) and societal factors intersect to compound discrimination in any given context. Therefore, disability intersects with other identity factors such as those listed in this document.

Key borough statistics:

Included above.

Gender Reassignment

Check this box if NOT applicable

Gender Reassignment - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

92.1% of the City of London population that completed the Census 2021 stated their gender as being the same as their sex registered at birth. 7.4% of respondents did not provide an answer to the question around gender identity. 0.4% identified as either gender identify different from sex registered at birth but no specific identify given, trans woman, trans man or non-binary.

Due to lack of further data, we conclude that there is a neutral impact of the proposals on this protected characteristic.

Key borough statistics:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The priorities and actions in the strategy will be available and accessible to all children and young people with SEND so it is expected that there will be a neutral impact on this protected characteristic.

Data will be kept under review to monitor any emerging specific needs within this protected characteristic group.

Pregnancy and Maternity - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Contraception and Fertility Rates](#)
- [Live Births](#)

City of London has been grouped with Hackney for live birth data after 2004. The strategy focuses on the early identification of need and providing support to meet that need. It considers support for parent carers and covers the Early Years.

Some issues faced by parent carers can include:

[Postnatal depression](#) can affect more than 1 in every 10 women within a year of giving birth. It can also affect fathers and partners.

[Getting a diagnosis](#) for a child, whatever age including during pregnancy and the early years, can be stressful and cause worry and anxiety for parents.

[The birth mother's](#) nutritional and mental health significantly influences the child's long-term growth and wellness.

Key borough statistics:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

There is no negative impact identified relating to this protected characteristic. The strategy aims to advance equality and equity in the delivery of services. It aims to respond to engagement with parent carers by co-designing services and support with them to meet their needs, actions include:

- co-designing the support offer for parent carers to better reflect and meet their needs during key transitions
- working with parent carers to review and develop the emotional wellbeing offer for them
- strengthening the information, advice and support offer for families including reviewing the Local Offer in partnership with the City Parent Carer Forum

Race - Additional Equalities Data (Service Level or Corporate)

What is the proposal’s impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City of London has a relatively small Black population, less than London and England and Wales. Children and young people from global majority groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White-Other at 19%.

National research suggests that [children of ethnic minority groups](#) (global majority) are over-represented for some types of Special Education Needs and under-represented in others compared to White British pupils.

[Research by the Disabled Children’s Partnership](#) (DCP - a national charities coalition) highlights that the experiences of families from global majority backgrounds with disabled children in accessing children’s social care is an under-researched area. But through its own research, DCP highlights that in common with other families with disabled children, families from global majority backgrounds ‘face significant barriers in accessing the support they need, due to high thresholds, a lack of services, poor understanding on their needs and a system focused on protection rather than support. However, families from BAME (global majority) backgrounds faced significant additional barriers due to their ethnicity.’

Key borough statistics:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The strategy aims to foster equity, inclusion and equal opportunities for all children and young people. Services and support are based on need, not race, so therefore, it is likely that there will be a positive indirect impact on children, young people and families from all ethnic backgrounds.

However, this will need to be monitored related to the success measure of ensuring equity across different communities under the priority around children and young people with SEND getting the right help at the right time.

Religion or Belief - Additional Equalities Data (Service Level or Corporate)

What is the proposal’s impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Census 2021 data shows that amongst City of London residents, 43.8% had no religion, 34.7% were Christian and 6.3% were Muslim. These were the biggest groups in the census with other religions making up the remainder of the population.

Census 2021 data also shows that people who describe their religion and ‘other religion’ had the highest proportion of disabled people (30.2% in England).

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There is limited information available on the interaction of religion and belief with SEND.

Key borough statistics – sources include:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is expected that a focus in the strategy on equity, inclusion and equality of opportunity for children and young people with SEND will have an indirect positive impact on this protected group.

Religion or belief will need to be considered in relation to any specific initiatives or services that may develop from the action plan.

Sex - Additional Equalities Data (Service Level or Corporate)

What is the proposal’s impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

[Census 2021 data](#) shows that:

- In England, 18.7% of females and 16.5% of males were disabled in 2021.
- In those aged under 15 years, a higher percentage of males were disabled compared to females.
- The percentage of disabled females increased notably between the ages of 10 to 14 years and 15-19 years between 2011 and 2021 – rising from 6.8% to 12.2%.

The Census 2021 also showed that the City of London population comprised of 4,800 males and 3,800 females (56% and 44% respectively)

National research on the [gender gap in autism](#) found that on average between three and four times more often in boys compared to girls. Girls on average tend to be diagnosed 1.8 years later than boys, and it can take longer for them to get a diagnosis after parents or teachers first raise concerns. In other words, autistic girls are more likely to be ‘missed’ until later in life – even until adulthood.

Key borough statistics:

Included above.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Strategy relates to all children regardless of sex so it is likely there will be an indirect positive impact on this characteristic.

Sex will need to be considered in relation to any specific initiatives or services that may develop from the action plan, e.g. targeting girls, and kept under review in terms of impact.

Sexual Orientation

Check this box if NOT applicable

Sexual Orientation - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Census 2021 national data found that the percentage of disabled people (16+) who identified as lesbian, gay, bisexual or another minority sexual orientation referred to in the Census reporting as LBG+ (6.4% in England) was greater than that of non-disabled people (2.6% in England). The difference in sexual orientation between disabled and non-disabled people was primarily driven by the higher proportion of young disabled females reporting being LBG+ (7.4% in England).

Data from the Census 2021 for the City of London showed:

- 79.28% of City residents that undertook the census 2021 identified as heterosexual or straight.
- 7.58% identified as gay or lesbian
- 2.31% identified as bisexual
- 0.29% identified as pansexual
- 0.06% identified as asexual
- 0.10% identified as queer
- 0.01% identified as all other sexual orientations

- 10.37% did not answer.

Data is not available for children and young people.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The priorities and actions in the strategy will be available and accessible to all children and young people with SEND so it is expected that there will be a neutral impact on this protected characteristic.

Data will be kept under review to monitor any emerging specific needs within this protected characteristic group and sexual orientation will need to be considered in relation to any specific initiatives or services that may develop from the action plan.

Key borough statistics:

Included above.

Marriage and Civil Partnership

Check this box if NOT applicable

Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate)

What is the proposal’s impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Census 2021 national data found that a third of disabled adults were married (34.2% in England) compared with just under half of non-disabled people (47.1% in England); the percentage of disabled people who had never married, separated, been widowed or divorced was higher compared with non-disabled people.

Life can be challenging for parents of children with SEND. [Research](#) has shown that couples raising disabled children are more likely to separate than parents with non-disabled children. Various factors can put a strain on relations such as the intense schedule of care and frequent hospital visits and financial pressure.

Key borough statistics – sources include:

- [The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Strategy doesn’t focus on the relationship status of parent carers of children and young people with SEND but by providing support in response to need, it is likely that it will have an indirect positive impact on this characteristic.

Under the priority ‘children and young people with SEND and their families get the right help, at the right time’, actions include:

- Continuing to identify children and young people’s needs early and providing the right support.
- Working with parent carers to review and develop the emotional wellbeing offer for them.
- Strengthening the information, advice and support offer for families.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable X

Additional Equalities Data (Service Level or Corporate)

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

None.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Additional Impacts on Social Mobility

Check this box if NOT applicable

Additional Social Mobility Data (Service level or Corporate)

Are there any additional benefits or risks of the proposals on advancing Social Mobility?

Drivers of social mobility include factors like childhood conditions, such as education and occupation level of your parents, and work opportunities for young people. Furthermore, [analysis by the Social Mobility Commission](#) states that people with a disability do significantly worse across all outcomes. In some cases, the gap is even wider among those from a 'lower working-class background', suggesting that professional families are better able to mitigate the effects of disability on young people's life chances.

A priority in the strategy is children and young people with SEND and parent carers are supported during transitions. Within this, actions that link to promoting social mobility include:

- Reviewing and strengthening support and information for families during times of transition.
- Working in partnership to raise awareness of apprenticeships and supported internships, supporting young people with SEND through the application process.

What actions can be taken to avoid or mitigate any negative impact on advancing Social Mobility not considered above?

Provide details of how effective the mitigation will be and how it will be monitored.

None.

Conclusion and Reporting Guidance

This analysis has concluded that ...

Outcome of analysis – check the one that applies

Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustment will remove the barriers identified.

Outcome 3

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director: *Assistant Director Partnerships and Commissioning*

Name: *Simon Cribbens*

Date *02 January 2025*

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Agenda Item 9

Committee(s): Community and Children's Services	Dated: 16 January 2025
Subject: Housing Revenue Account (HRA) and Capital Budgets 2025/26	Public
This proposal: • provides statutory duties	The report includes decision on the City Corporation's statutory CCS function.
Does this proposal require extra revenue and/or capital spending?	NO
Report of: The Chamberlain and the Executive Director of Community and Children's Services	For Decision
Report author: Goshe Munir, Senior Accountant, Chamberlain's Department	

Summary

1. This report is the annual submission of the revenue and capital budgets overseen by your committee. In particular it seeks approval for the provisional revenue budget for 2025/26, for subsequent submission to the Finance Committee. Details of the HRA draft capital budget are also provided.
2. The provisional nature of the revenue budgets particularly recognises that further revisions might arise from the necessary budget adjustments resulting from corporate projects.
3. There is a significant planned investment in the next year in the major works capital programme to upgrade the fabric of existing HRA social housing. However, the Revenue Reserve position remains very tight in the short term as a result of delays of up to two years in income generating new build projects, which has meant that more than £1.2m per annum in additional rental revenue has had to be foregone. Additional forecast rental income from the COLPAI development has been more than offset by increased repair contract and higher energy costs, however a reduced level of transfer to the Major Repairs Reserve means the HRA remains in balance.
4. The General Housing Revenue Reserve position is summarised below: -

Table 1 General Housing Revenue Reserve	<i>Original Budget 2024/25</i> £000	<i>Original Budget 2025/26</i> £000	Movement
Service Expenditure	(15,044)	(15,996)	(952)
Service Income	17,701	18,591	890
Other Movements	(282)	(363)	(81)
Transfer to Major Repairs Reserve	(2,231)	(2,190)	41
(Surplus)/deficit in year	144	42	(102)
Balance brought forward	301	212	(89)
Balance carried forward	445	254	(191)

5. Overall, the 2025/26 provisional budget indicates a surplus for the year of £42k and Revenue Reserves at 31 March 2025 are now expected to be £254k.
6. The overall Major Repairs Reserve (MRR) position is summarised below: -

Table 2 Major Repairs Reserve	Original Budget 2024/25 £000	Original Budget 2025/26 £000	Movement
Transfer from General Housing Revenue Reserve (see contra Table 1)	2,231	2,190	(41)
Net capital expenditure after / grant funding	(16,854)	(13,216)	3,638
City Fund Loan	14,623	11,026	(3,597)
Movement in MRR in year	0	0	0
Balance brought forward	(256)	0	256
Balance carried forward	(256)	0	256

- The Major Repairs Reserve (MRR) funds a very significant investment in the capital programme for major works across the 5-year asset management plan, including the decent homes program, window renewal and roof replacements. In order to do so the MRR will start to borrow using a planned loan from City Fund. This borrowing requirement has been forecast and included in the Corporations Medium Term Financial Plan for a number of years.

Recommendation(s)

7. The Committee is asked to:
 - Review the provisional 2025/26 revenue budget to ensure that it reflects the Committee's objectives and, if so, approve the proposed budget for submission to the Finance Committee.
 - Review and approve the draft capital budget.
 - Authorise the Chamberlain to revise these budgets to allow for further implications arising from departmental reorganisations and other reviews.

Main Report

Management of the Housing Revenue Account

8. The HRA is ring-fenced by legislation which means that the account must be financially self-supporting. Although the "capital account" is not ring fenced by law, the respective financial positions of the HRA and the City Fund have meant that capital expenditure is financed without placing a burden on the use of City Fund resources. HRA related capital expenditure continues to be funded from the HRA, including the Major Repairs Reserve, a city fund loan and homeowners making their appropriate contributions.

Business Planning Priorities

9. A number of development opportunities and major works projects will require considerable resource input but will result in increased social housing capacity and improvements to our properties, particularly in terms of energy efficiency.

Proposed Budget Position 2024/25 and 2025/26

10. The detailed budgets are set out in table 3.

Actual 2023-24 £000	Table 3 - HOUSING REVENUE ACCOUNT	Original Budget 2024-25 £000	Latest Budget 2024/25 £000	Original Budget 2025-26 £000	Movement 2024-25 to 2025-26 £000	
	LOCAL RISK					
	Expenditure					
(3,948)	Repairs, Maintenance & Improvements	(4,267)	(4,608)	(4,496)	(229)	Appendix 1
(35)	Supplementary Revenue Budgets	(150)	(235)	(224)	(74)	
(1,794)	Technical Services and City Surveyor's Costs	(1,515)	(1,794)	(1,794)	(279)	12
(4,596)	Employee Cost	(4,819)	(4,531)	(5,183)	(364)	13
(852)	Premises & Other Support Cost	(813)	(267)	(657)	156	14
(3,235)	Specialised Support Services	(3,480)	(3,489)	(3,642)	(162)	15
(14,461)	TOTAL Expenditure	(15,044)	(14,924)	(15,996)	(952)	
	Income					
	Rent					
11,969	Dwellings	13,385	13,046	14,257	872	16
374	Car Parking	540	426	430	(110)	17
125	Baggage Stores	127	128	128	1	
1,388	Commercial	1,554	1,467	1,614	60	
	Charges for Services & Facilities					
206	Community Facilities	118	123	123	5	
2,689	Service Charges	1,967	2,003	2,029	62	
17	Other	10	10	10	0	
16,769	TOTAL Income	17,701	17,203	18,591	890	
2,309	NET INCOME FROM SERVICES	2,657	2,279	2,595	(62)	
0	Loan Charges – Interest	(135)	(135)	(218)	(83)	
(153)	Interest Receivable	33	0	0	(33)	
2,155	NET OPERATING INCOME	2,555	2,144	2,377	(178)	
0	Loan Charges – Principal	(180)	(180)	(145)	35	
(2,073)	Transfer to Major Repairs Reserve	(2,231)	(2,061)	(2,190)	41	
83	(Surplus) / deficit FOR THE YEAR	144	(97)	42	(102)	
226	Surplus brought forward	301	309	212	(89)	
309	SURPLUS CARRIED FORWARD	445	212	254	(191)	

11. Expenditure and unfavourable variances are presented in brackets. Only significant variances (generally those greater than £50,000) have been commented on in the following paragraphs.

12. The increase of £279k in Technical Services and City Surveyor costs is due to the technical recharge cost, which is based on time spent (worked) on setting up HRA Projects, expecting to increase in the forthcoming years.
13. The increase in Employee Costs of £364k includes a 4% uplift for inflation and the full year impact of pay increases to staff arising from the pay deal effective from July 2024.
14. Premises & Other Support Cost have decreased by £156k due to lower than previously budgeted cost for central support & Insurance charges.
15. Specialised Support Services Cost have increased by £162k due to higher Energy cost unit prices (tariffs) and standing charges than previously allowed for.
16. The increase in rent income by £872k is attributed to the expected additional income from the 66 new flats at the COLPAI development, as well as the budgeted income for Sydenham Hill and York Way in the last quarter of 2025/26.
17. The car parking income decreased by £110k, primarily due to reduced income from the use of the Middlesex Street Estate and York Way carpark, and the disposal of parking facilities at Sydenham Hill Estate to accommodate new developments.

Actual 2023/24 £'000	Table 4 - HOUSING REVENUE ACCOUNT	Original Budget 2024/25 £'000	Latest Budget 2024/25 £'000	Original Budget 2025/26 £'000	Movement 2024/25 to 2025/26 £'000	Paragraph Ref
	MAJOR REPAIRS RESERVE (MRR)					
2,073	Transfer from HRA (depreciation agreed by HRA)	2,231	2,062	2,190	(41)	
(32,380)	Capital Expenditure	(66,129)	(64,521)	(44,247)	21,882	
2,453	Section 106 / Grants	18,261	55,086	6,442	(11,819)	
2,654	Reimbursements from homeowners	7,568	1,804	5,914	(1,654)	
500	RTB Receipts	500	500	500	0	
0	Community Infrastructure Levy	0	0	0	0	
14,024	GLA Grant	6,555	0	3,660	(2,895)	
7,860	City Fund Loan	16,391	2,117	11,026	(5,365)	
3,071	City Fund Capital Receipt	14,623	2,952	14,515	(108)	
0	Transfer from/to reserve for year	0	0	0	0	
(256)	Balance Brought Forward	(256)	0	0	256	
(256)	MRR BALANCE CARRIED FORWARD	(256)	0	0	256	

18. Analysis of the movement in manpower and related staff costs are shown in Table 5 below. These costs are spread across Direct Employee Cost, Technical Services and Specialised Support Services.

Table 5 Manpower statement	Original Budget 2024/25		Original Budget 2025/26	
	Manpower Full-time equivalent	Estimated cost £0	Manpower Full-time equivalent	Estimated cost £0
Supervision and Management	31	(2,071)	33	(2,189)
Estate Officers	9	(453)	11	(548)
Porter/Cleaners	26	(1,138)	26	(1,132)
Gardeners	5	(197)	6	(264)
Wardens	0	(18)	0	(20)
Technical Services	39	(2,794)	40	(3,043)
TOTAL HOUSING REVENUE ACCOUNT	110	(6,671)	116	(7,196)

Potential Further Budget Developments

20. The provisional nature of the 2025/26 revenue budget recognises that further revisions may be required.

Revenue Budget 2025/26

The forecast outturn for the current year is in line with the Latest Approved Budget.

1. The latest estimated costs for the Committee's draft capital and supplementary revenue projects are summarised in the tables below.
2. Pre-implementation costs comprise feasibility and option appraisal expenditure which has been approved in accordance with the project procedure, prior to authority to start work.
3. The anticipated funding of this major works programme is indicated above, with the 2024/25 and 2025/26 financial impact on HRA resources being reflected in the revenue estimates figures included elsewhere in this report. In addition, the HRA will need to borrow from the City Fund in order to finance its current capital programme.
4. The latest Capital and Supplementary Revenue Project budgets will be presented to the Court of Common Council for formal approval in March 2025.

Draft Capital and Supplementary Revenue Projects

Estate	Exp. Pre 01/04/23	2024/25	2025/26	2026/27	2027/28	2028/29	Later Years	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Schemes at pre-implementation stage								
L4-Avondale Square	83	93	1,840	1,763	-	-	-	3,779
L4-Golden Lane	98	441	8,531	9,094	9,094	7,094	-	34,352
L4-Dron House	-	37	-	-	-	-	-	37
L4-Holloway Estate	-	195	-	-	-	-	-	195
L4-York Way Estate	-	35	-	-	-	-	-	35
L4-Housing General HRA	331	239	7,681	4,795	2,262	-	-	15,308
L4-Middlesex Street	-	239	-	-	-	-	-	239
L4-Isleden House	-	71	14	-	-	-	-	85
L4-Southwark Estates	274	2,986	809	540	-	-	-	4,609
L4-Sydenham Hill	-	74	-	-	-	-	-	74
L4-William Blake	-	98	2,911	-	-	-	-	3,009
L4-Windsor House	121	538	91	-	-	-	-	750
Sub-total schemes at Pre-implementation stage	907	5,046	21,877	16,192	11,356	7,094	-	58,713
Authority to start work granted								
	Exp. Pre 01/04/23	2024/25	2025/26	2026/27	2027/28	2028/29	Later Years	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
L4-Avondale Square	4,052	2,214	7	-	-	-	-	6,273
L4-Dron House	2,173	-	-	-	-	-	-	2,173
L4-Golden Lane	12,717	14	-	-	-	-	-	12,731
L4-Holloway Estate	561	35	-	-	-	-	-	596
L4-Housing General HRA	37,852	253	-	-	-	-	-	38,105
L4-Isleden House	2,761	215	-	-	-	-	-	2,976
L4-Middlesex Street	5,034	2,027	12	-	-	-	-	7,073
L4-Southwark Estates	23	-	-	-	-	-	-	23
L4-Sydenham Hill	5,215	20,975	18,409	-	-	-	-	44,599
L4-William Blake	232	-	-	-	-	-	-	232
L4-Windsor House	45	-	2	-	-	-	-	47
L4-York Way Estate	9,601	33,977	4,164	-	-	-	-	47,742
Sub-total Authority to Start Work	80,266	59,710	22,594	-	-	-	-	162,570
TOTAL COMMUNITY & CHILDREN'S SERVICES - HRA								
	Exp. Pre 01/04/23	2023/24	2024/25	2025/26	2026/27	2027/28	Later Years	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
TOTAL COMMUNITY & CHILDREN'S SERVICES - HRA	81,173	64,756	44,471	16,192	11,356	7,094	-	221,283
Of this,								
Capital	76,114	64,521	44,247	16,192	11,356	7,094	-	219,524
Supplementary Revenue	5,059	235	224	-	-	-	-	5,518
	81,173	64,756	44,471	16,192	11,356	7,094	-	225,042
Funded by								
Long Lessee contributions		1,840	5,914	6,442	5,397			19,593
External contributions (S106, grants)		55,155	10,142	-				65,297
CIL								-
Borrowing		2,117	11,026	8,727	2,982	5,148		30,000
Right to Buy Receipts		500	500	500	-			1,500
HRA balances		130	184		-			314
Major Repairs Reserve		2,062	2,190	500				4,752
Capital Receipt		2,952	14,515	23	2,977	1,946		22,413
		64,756	44,471	16,192	11,356	7,094	-	143,869

Caroline Al-Beyerty Chamberlains

Judith Finlay Executive Director of Community & Children Services

Contacts:

Goshe Munir

Senior Accountant – Chamberlains Department

T: 020 7332-1571 E: Goshe.Munir@Cityoflondon.gov.uk

Mark Jarvis

Head of Finance–Chamberlains Department

020 7332-1223 E: Mark.Jarvis@Cityoflondon.gov.uk

Peta Caine

Assistant Director Housing - Community and Children's Services

T: 020 7332-3015 E: Peta.Caine@cityoflondon.gov.uk

Appendices

Appendix A: Schedule of Repairs, Maintenance and Improvements.

Appendix A

REPAIRS, MAINTENANCE AND IMPROVEMENTS		Original Budget 2024/25 £000	Revised Budget 2024/25 £000	Original Budget 2025/26 £000
Responsible Officer is the Director of Community and Children's Services				
GENERAL				
BREAKDOWN AND EMERGENCY REPAIRS				
Building	E	(2,235)	(2,500)	(2,500)
Electrical	E	(421)	(421)	(421)
Lifts	E	(6)	(50)	(20)
Heating and Ventilation	E	(151)	(151)	(151)
Recharge and Insurance Claims	E	(100)	(100)	(100)
		(2,913)	(3,222)	(3,192)
CONTRACT SERVICING				
Building	E	(68)	(68)	(68)
Electrical	E	(135)	(135)	(135)
Lifts	E	(130)	(130)	(130)
Boilers	E	(267)	(267)	(267)
Ventilation	E	(413)	(413)	(413)
Heating	E			
		(1,013)	(1,013)	(1,013)
CYCLICAL WORK AND MINOR IMPROVEMENTS				
Elderly/Disabled - Internal Redecorations	E	(12)	(12)	(12)
Portable Appliance Testing	E	(2)	(2)	(2)
Asbestos Management Contingency	E	(19)	(19)	(19)
Fees for Feasibility Studies	A	(13)	(13)	(13)
Energy Performance Certification Work	E	(5)	(5)	(5)
Water supply works	E	(55)	(150)	(100)
Asset Management plan	A	(25)	(27)	
Safety Measures	E	(210)	(130)	(120)
Redecorations Works	E		(10)	
Fire Alarm System	E		(3)	
Electrical Repairs Following Tests	E			(20)
Door Entry Systems	E		(2)	
		(341)	(373)	(291)
TOTAL GENERAL		(4,267)	(4,608)	(4,496)

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City of London Corporation Committee Report

Committees: Community and Children’s Services Police Authority Board	Dated: 16 January 2025 12 February 2025
Subject: Policy and protocol to tackle the negative impacts of rough sleeping	Public report: For Decision
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes • provides statutory duties 	Diverse Engaged Communities: Vibrant Thriving Destination: Providing Excellent Services:
Does this proposal require extra revenue and/or capital spending?	Yes
If so, how much?	£ To be determined
What is the source of Funding?	A funding bid will seek to provide a 6 month pilot
Has this Funding Source been agreed with the Chamberlain’s Department?	Longer term funding will need to be identified
Report of:	Judith Finlay, Executive Director of Community and Children’s Services
Report authors:	Simon Cribbens, Community and Children’s Services Nikki Gander, Chief Inspector, City of London Police

Summary

This report presents a draft policy statement and protocol in support of interventions to tackle the negative impacts such as anti-social behaviour that can be associated with rough sleeping. It notes the harms to individuals from long term rough sleeping, and the negative impact on communities from behaviours that can be associated with rough sleeping. It seeks to ensure there is a transparent, balanced and proportionate approach that ensures continued welfare support, whilst protecting those who sleep rough and the wider community from harms.

It notes, that if approved, the implementation of the approaches set out will require resource to co-ordinate and properly manage them. A bid will be submitted to the Safer City Partnership for grant funding that could support an initial pilot period.

The report is for approval.

Recommendation

Members are asked to:

- Approve the draft policy, protocol
- Note risk and resource implications
- Note the proposed bid for funding to pilot an approach

Main Report

Background

1. The City of London Corporation is committed to supporting those who sleep rough on the Square Mile to have a route off the streets tailored to their needs and circumstances. The Corporation invests in specialist outreach services, hostel accommodation (including provision for those with complex needs), a dedicated social worker, health and substance misuse services and a recently opened assessment centre providing emergency beds and a place of safe assessment away from the streets.
2. Services are delivered in the context of increased pressures - with the level of rough sleeping increasing significantly across the capital. Many of those who sleep rough in the City are entrenched and have complex needs. Such individuals often refuse offers of support, accommodation and other welfare intervention. Others are without recourse to public funds, and therefore the service offered to them is very limited, and often unattractive to individuals concerned.
3. Almost all those who sleep rough in the Square Mile have slept rough elsewhere previously – either another London local authority or elsewhere in the UK.
4. For those who are street homeless, rough sleeping presents considerable risks to health and wellbeing. Research by the homeless charity Crisis reports that people sleeping on the street are almost 17 times more likely to have been victims of violence in the past year compared to the general public.¹
5. NHS England has reported that people experiencing homelessness and rough sleeping have a reduced life expectancy (44 years for men vs. national average of 79.4 and 42 years for women vs. national average of 83.1).²
6. Rough sleeping can also be associated with activities like begging, street drinking, substance misuse and other antisocial behaviour. For those who live, work or learn in the City, these behaviours can be intimidating or have detrimental impact, and where they persist, they may undermine confidence in the City Corporation's support services and the City of London Police.

¹ [New research reveals the scale of violence against rough sleepers | Crisis | Together we will end homelessness](#)

² [PowerPoint Presentation \(england.nhs.uk\)](#)

7. Not all those who sleep rough engage in aggressive begging, anti-social or criminal activities. However, anti-social behaviour has been associated with the presence of tent encampments and rough sleeping “hotspots” in the City. This has included dangerous substance misuse practices, verbal abuse of Corporation officers and contractors, and defecation and urination in public spaces. The City Police has also responded to increased criminal activity related to rough sleeping encampments.
8. The use of barbeques or fires for cooking – sometimes experienced - is dangerous. Encampments can also have wider detrimental impacts on the community, including deterring use of or blocking access to the highway or other public and privately owned spaces.
9. Homelessness support services also express concern that rough sleeping in tents can increase the risk of financial and sexual exploitation, and domestic abuse of some homeless people.
10. Two such encampments are present in the Square Mile – one at Peninsular House close to the Monument, the other at Baynard House on Castle Baynard Street. Both have elicited concerns from Members, City businesses and City Corporation Officers, and requests for action to be taken.

Current Position

11. The City Corporation and City Police have co-ordinated action with wider partner services to reduce the impact of anti-social behaviour associated with individuals within the encampments at Peninsular House and Baynard House. While this has had a positive impact (including resulting in the acceptance of accommodation offers previously refused) several tents remain in these locations, with the continued risk to the wellbeing and safety of those who remain, and risk of negative impact on the local community.
12. The presence of tents and rough sleeping at Peninsular House has persisted for six years. During that period, the number of people sleeping rough fluctuates – reaching 12-15 people at times. In April 2024 16 tents were present. Where numbers of tents or individuals sleeping rough have reduced, it is common for people to return, or for those new to rough sleeping in the City to occupy tents that remain.
13. At Baynard House in the west of the Square Mile - twenty tents have been reported in this location. A recent violent incident established a crime scene preventing occupancy of some tents. Support offers to provide route off the streets to those occupying these tents had not previously been accepted. This group is mostly without recourse to public funds, and therefore the support offer focuses on regularisation of immigration status or supported return to country of origin. In the circumstances of the recent crime, the City Corporation has been able to use discretionary powers to provide temporary accommodation to nine

individuals. This enabled recent action to remove unoccupied tents and clean the area.

14. Interventions to respond to encampments in the City have been reactive in relation to escalating issues and risk. They have not been planned as part of a wider and longer-term approach. This is because the City Corporation does not have a clear policy position to guide and empower officers. Neither is there the necessary resource required for more co-ordinated and sustained interventions were that approach to be pursued.
15. It is notable that some other authorities – where there is much greater issue and incidence - have developed and resourced clear and agreed approaches in the form of policy, protocols or guidance. These ensure clarity and transparency about the approach to interventions, and a clear authorisation process which drives consistency with that approach. They ensure issues of welfare support, risk and proportionality have been fully considered and evidenced.
16. A range of powers exist that can be used to intervene with and tackle anti-social behaviour – including that associated with the behaviour of some who sleep rough.
17. It should be noted that the limited use of enforcement powers to date - such as Community Protection Notices - and any future use, is never solely because someone is sleeping rough or homeless.
18. A summary of the key powers is given in Appendix 1. They include powers that attach to an individual (such as those contained in the Anti-social Behaviour, Crime and Policing Act 2014), a location or address (Highways Act) or trespass. Some spaces are additionally protected by local bylaws.
19. Any enforcement action requires careful planning in terms of ensuring that capacity/wellbeing assessments take place before any action is taken and equalities and human rights assessments are completed. Action requires the involvement of a range of partners including homeless outreach services, social services, health services, cleansing services and the City Police.

Options

20. The options set out, and that recommended, have been informed by engagement with:
 - Thames Reach the specialist homelessness charity (provider of the City Corporation's rough sleeping outreach and assessment centre services)
 - Rough Sleeping Specialist Adviser – Ministry of Housing and Local Government
 - Homelessness and Rough Sleeping Sub Committee
 - Chairman – City of London Police Authority Board
 - City of London Police

- Homelessness and Rough Sleeping Strategy Group
- Safer City Partnership
- City of London Corporation services

21. The use of legal powers is rightly challenging, and open to legal challenge. It is imperative that such powers are used carefully and proportionately and are underpinned by robust evidence of both support to an individual, and the impact of behaviours. Their use must align with all with the legal obligations of specific powers and be underpinned by assessments of Equalities Impact and (for some powers) a Human Rights Act assessment.

22. Interventions are operationally complex and require a range of activity by many services and partners in advance and at the time. Consideration must be given to many humanitarian and practical issues.

Option 1: Welfare based//passive approach only

23. Although clusters of rough sleepers, such as those in tent encampments, can pose significant risks to the homeless and can adversely affect communities, the City Corporation and associated services might consider a passive approach in which only welfare support is offered. However, such an approach could enable tented encampments to persist, leading to environments that are unsafe for those who are street homeless, in which associated anti-social behaviour occurs, and which cause distress to communities. The focus of the City Corporation's response to rough sleeping has always been underpinned by the urgent need to prevent entrenchment and bring individuals into services that can provide support.

24. A welfare only approach reflects current practice, in which interventions to tackle negative behaviours have only been used when issues have escalated to a significant level.

Option 2: Planned and proactive approach to tackle the negative impacts

25. An approach based on tackling anti-social behaviour or using powers to address obstructions or trespass will necessarily have to be tailored, appropriate and proportionate. There may be circumstances where the use of such powers would not be proportionate, and therefore interventions would be very limited and fall short of the expectations or requests of some stakeholders.

26. If an approach were taken to clear a site because of the scale of negative impact related to it, consideration will need to be given as to how this will be sustained through follow up action or design changes.

27. It is proposed that an agreed policy, and protocol for its use, would provide for planned and proactive approaches to tackle the negative impacts of rough sleeping. This would not be an approach in isolation. Any intervention to address the negative impacts that can occur, would sit alongside a wider welfare offer including health, advice and accommodation offers.

28. Such a policy would reflect the balance of responsibilities the City Corporation and the City of London Police have to all sectors of the community.
29. The protocol would allow confident authorisation, ensuring demonstration that actions are a justified, reasonable and proportionate response to the detrimental effect of the activities.

Proposals

30. Option 2 is recommended.
31. A policy statement will set out the range of actions the City Corporation may take where there is anti-social behaviour associated with rough sleeping. It will provide the rationale for doing so, and the reassurance of the welfare and support targeted at those street homeless.
32. The policy will include the removal of abandoned property, including tents, and the circumstances in which they will be stored for a period in which the belongings can be reclaimed.
33. The proposed policy statement is found in Appendix 2. If approved, Members should consider whether this statement be made publicly available on the City Corporation website.
34. It will be accompanied by a protocol. This will be an operational tool but will set out the clear requirements of evidence – both of negative impact and support to those affected – that would inform decision making.
35. The protocol is designed to ensure that activity aligns with the values of the City Corporation's Homelessness and Rough Sleeping Strategy regarding the delivery of compassionate and humanitarian support to address the complex challenges linked to homelessness.
36. It recognises that there will be instances where partnership intervention may be required to address specific concerns and issues linked to rough sleeping associated crime and anti-social behaviour. Such interventions would be progressed where Initial interventions have failed to address the behaviour and reduce the harm being caused, and the behaviour is continuing or escalating. It must be evidenced that:
 - the behaviour is impacting numerous people and/or businesses;
 - the behaviour is impacting upon an agency's resources and day to day operations; and
 - the behaviour has significant impact on – or could be reasonably expected to negatively impact - vulnerable people.
37. The protocol outlines the authorisation process to be used by the City Corporation. It will provide for consistency regarding the decision-making process

and to ensure an increased level of communication with the senior officers and relevant elected members.

38. The proposed protocol is found in Appendix 3.
39. The approval of both policy position and protocol will enable officers to act with confidence of political support, while providing Members with reassurance.
40. The City Corporation will always work alongside the City of London Police to deliver any intervention, to ensure it is managed safely.
41. The wording of the policy and protocol may be subject to revision for communications purposes or to reflect changes to operational structures and roles. Changes will not be made to the substance of the policy without the approval of Members.

Risk and Issues

Limitation of offer to those with “no recourse to public funds” (NRPF)

42. The current profile of those engaged sleeping rough in tented encampments suggests the majority are NRPF.
43. Despite the Government’s intent to end rough sleeping, the law with regards to immigration status has not changed and no recourse to public funds conditions continue to apply.
44. These conditions limit the actions that local authorities can take – especially in the provision of accommodation. Where individuals have care and support needs that meet the eligibility criteria for support under the Care Act, accommodation can be provided. Other duties and powers provide some very limited circumstances in which accommodation can be provided. Where accommodation can be provided, there is risk of a significant financial burden to the authority
45. Section 21 of the Care Act clarifies that local authorities are not required to provide care and support to a person who is subject to immigration control solely for the purpose of alleviating destitution when that person has no additional care and support needs.
46. Often, individuals who have NRPF will be aware of their status, and are reluctant to engage with outreach teams, or support offers that may be limited to advice or supported return to a home country.
47. The City Corporation’s services will always provide advice and signpost to charitable organisations that offer services, and sometimes accommodation, to those who are without recourse.

Displacement

48. Interventions in response to anti-social behaviour can disrupt an area of concentrated rough sleeping. Such interventions can usefully encourage the take up of services and support previously refused. It can echo outreach practice, which does not seek to enable or support life on the streets, but challenges it assertively because of the significant risk street homelessness poses to individuals.
49. However, there is a risk that intervention may serve only to displace people sleeping rough from one area to another. These individuals may risk losing belongings or lose access to an area they perceive as good or safe for rough sleeping.
50. Such displacement could be across local authority boundaries which may create additional demands and challenges to the services in those areas.
51. This risk cannot be fully mitigated. Therefore, any planned intervention must weigh the impact of harms that are being addressed (or potentially not), against the risk the issue may be displaced.

Return

52. Interventions may serve to reduce rough sleeping encampments or hotspots. However, their impact may be short term with homeless people returning to an area, or others replacing those who have left. Since the operation to remove abandoned tents at Baynard House location, four new tents have been erected in the area.
53. Some powers – such as a Public Space Protection Order (PSPO) – attach to a space rather than an individual. A PSPO can have effect for up to for three years, and therefore may provide a longer-term intervention if enforced. A PSPO could be directed at the detrimental effects often associated with encampments and hotspots – such as drugs paraphernalia, public urination/defecation and littering. The use of such powers must demonstrate the actual or likely detrimental effect and that it is, or is likely to be, persistent in nature.
54. Closure of areas, and design interventions, can deter hotspots and encampments from establishing or being returned to. Such changes can be difficult to secure and may have cost and other implications.

Legal Challenge and criminalisation

55. The use of powers and tools available to local authorities and the police is rightly open to legal challenge.
56. The establishment of a clear policy and protocol seeks to mitigate the risk of the disproportionate or inappropriate use of powers. Supporting processes will ensure that the necessary assessments – such as an Equality Impact Assessment or Human Rights Act Assessment – are in place, and the evidential base supporting intervention is robust and adequate.

57. Enforcement of powers such as Community Protection Notices or Public Space Protection Orders can escalate to criminal sanction. It is not the aim of this policy to criminalise rough sleeping.

58. It has been the experience of the City Corporation and City Police, that the use of powers such as a Community Protection Notice or Warning does have a deterrent effect. The possibility that failure to comply with the terms of a power may lead to criminal action must be weighed against the impact on the wider community of anti-social behaviours.

Reputational risk

59. Action to tackle issues such as anti-social behaviour associated with rough sleeping encampments has - in many local authorities - attracted negative news and social media coverage. A communications strategy should be considered and sit alongside the action being taken.

60. However justified, there is a risk that it is portrayed as disproportionate and motivated by a desire to remove rough sleepers.

61. The policy and protocol set out to mitigate this risk by making clear the rationale for an intervention and the requirement for evidence of the support offer provided to individuals, and of the impact their behaviour or actions have.

62. Reputational risk and impact are likely to be short term.

Equalities considerations

63. An Equality Impact Assessment is appended (Appendix 4). Members are asked to consider and have due regard to the equalities impact assessment.

64. Equalities data for the whole City rough sleeping population demonstrates limited over-representation of protected characteristics. The most significant over-representation is in terms of male sex with males accounting for 90% of those recorded on the streets. Negative impacts are mitigated through a welfare led approach to ensure needs are properly assessed and support offers are available.

65. Further detail is being sought in relation to the characteristics of those in tented encampment to see if they diverge from the wider rough sleeping population.

Resourcing

66. The planning and delivery of interventions has a range of resource implications.

67. The primary need is for capacity to co-ordinate and plan activity. This would include the assembly of the required evidence in advance, securing authorisation for a planned intervention and the co-ordination of the range of partner services involved. There is no role in place to deliver this function.

68. There will be additional costs association with the delivery of any action – such as translation, specialist advice, storage of belongings and specialist cleansing.
69. The City Corporation will offer provide emergency accommodation to those affected. Where this includes those without recourse to public funds (on a discretionary basis) this will be at the full cost to the City Corporation (other accommodation costs being offset by Housing Benefit). Recent action at Castle Baynard has cost the homeless budget almost £10,000 with costs continuing while accommodation is in place.
70. Interventions also require the resources of partners such as the City Police, homeless outreach services, the Community Safety Team and Cleansing Services.
71. Should Members approve the proposed approach, officers will bid for funding - to pilot a role and provide supporting budget - to the Safer City Partnership's Proceeds of Crime Act funding pot. The proposal is consistent with the priorities of the partnership's strategy and priorities for funding.

Corporate & Strategic Implications

Strategic implications

72. The policy is developed in line with the commitments and values of the City Corporation's Homelessness and Rough Sleeping Strategy.

Financial implications

73. Adoption of the proposed approach will have financial cost that are not currently budgeted for.

Resource implications

74. There is no current resource in terms of operational co-ordination and planning.

Legal implications

75. Noted within the report.

Risk implications

76. Noted within the report

Equalities implications

77. Noted within the report.

Climate implications

78. None

Security implications

79. None

Conclusion

80. The development of a clear policy and operational framework in relation to addressing encampments will provide confidence and clarity about the use of interventions in relation to the detrimental impacts of rough sleeping.

Appendices

- 1 Legal Powers Summary
- 2 Draft Policy Position
- 3 Draft Protocol
- 4 Equality Impact Assessment

Simon Cribbens

Assistant Director – Commissioning and Partnerships

E: simon.cribbens@cityoflondon.gov.uk

Nikki Gander

Chief Inspector

Partnerships & Prevention, Licensing, Community Policing.

City of London Police

E: nikki.gander@cityoflondon.pnn.police.uk

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Appendix 1 - Summary of key legal powers

Power	Description	Conditions	Requirements	Outcomes	Pros	Cons	Additional Information
Anti-Social Behaviour, Crime and Policing Act 2014 (Section 1 injunction)	Court ordered injunctions to prevent individuals from engaging in antisocial behaviour.	An individual has engaged or threatens to engage in antisocial behaviour (harassment, alarm or distress to any person).	Requires a known identity (specific person/s) – Not available to “persons unknown”.	Injunctions against specific individuals who are engaging in ASB.	Individual prohibited from doing anything described in the injunction.	Using the courts would create publicity and require the identities of individuals within the encampment.	Any evidence of anti-social behaviour must be specific to the individual named in the injunction.
Public Spaces Protection Order	Placing control of an area and everyone in it, implementing appropriate restrictions on antisocial behaviour.	Concrete risk to human health. Focus on the detrimental effect associated with the encampment (urination etc), rather than the tents being unsightly. Restrictions must then be justifiable and proportional	Requires evidence of a detrimental effect on the quality of life of those in the locality OR that the actions are likely to have such an effect.	The prohibiting of antisocial activities or orders for individuals to leave. This ultimately leads to the option of closing the walkway entirely.	Effective up to three years and can be extended. PSPOs focus on the space, so a named individual is not required.	The nature and extent of the problem, existing measures, and less restrictive methods must all be examined before a PSPO is proposed.	Would operate as the closure of the walkway (assuming it has no other legitimate uses e.g. evacuation route).
Community Protection Warning/Notice	A requirement to stop doing specific things (antisocial behaviour) to prevent detrimental effects.	Conduct must have had <i>or is likely to have</i> a detrimental effect on the quality of life, must be persistent and continuing, must be unreasonable. Restrictions must be justifiable and proportional.	Requires a known identity (specific person/s) – Not available to “persons unknown”.	Collection of any item that was used in the commission of an offence (for destruction of disposal). Instructions to vacate the area, not to return, and to remove all belongings.	There is no minimum detrimental effect, number of people, number of incidents or timeframe.	Any evidence of anti-social behaviour must be specific and linked to a named individual.	The language used for CPWs, CPNs and PSPOs are very similar with regards to detrimental effects on quality of life.
Closure Order	Allows the City to close the premises for immediate respite for the community	That land use has resulted in serious nuisance to members of the public.	Requires a person that has engaged or is likely to engage in disorderly/offensive/criminal	The walkway can be closed for a maximum of 3 months and can be extended for a further 3	This is a fast and flexible option. It could be a potential option whilst longer term	This is only a temporary option and provides no long-term solutions.	It is unclear whether the walkway constitutes a premises.

	that is affected by antisocial behaviour.		nal behaviour.	months, if the court agree the test applies (therefore, a total of 6 months in total).	measures are pursued.		
Highways Act 1980	The removal of tents blocking a public highway.	It must be decided whether the tents constitute an obstruction	Requires the tents are determined to be obstructing the "free passage along the highway"	The highways act grants the power to remove any structure "erected or set up on" the highway.	Removal of the encampment	It is likely to create a large amount of public backlash.	

Other legal avenues of inquiry include:

- Breach of Planning Control,
- Public Health (control of diseases),
- Local legislation,
- Police Dispersal Powers.

Additionally, before any action is taken the City must:

1. Be able to justify its action as proportionate to the distress that is caused by the encampment.
2. Carefully consider the Human Rights of the homeless as they are recognised as a vulnerable group.
3. Build up a robust evidence base documenting the anti-social behaviour (ASB) of individuals within the encampment.
4. Complete an Equalities Impact Assessment regardless of which measure is chosen.
5. Conduct an option analysis of other steps that might be taken to deal with the problem before taking legal action (to explain why less restrictive options are inappropriate).

Appendix 2: Policy Statement

City of London Corporation – Tackling the negative impacts of rough sleeping

Introduction

Our Policy approach: The City of London Corporation (the City Corporation) is committed to helping those who find themselves homeless on the streets. This means providing help and support, and safely managing the areas in which people sleep rough.

Sometimes there are impacts – such as increased antisocial behaviour – that are associated with rough sleeping which can have a negative impact on those homeless and on the wider community. Where these impacts are problematic, the City Corporation may use legal powers to manage and reduce them.

Balanced and proportionate

The approach to using legal powers to tackle some problems is described below. It aims to ensure there is a balanced and proportionate response that supports those who are vulnerable, and protects both them and the communities of the City. Our response to some issues may need the use of legal powers, but these powers are never used solely because someone is sleeping rough or homeless.

Credible Offers of support

Our approach sits alongside our Credible Offers Policy¹ - which commits to ensuring that everyone homeless on the streets of the Square Mile has a route off the streets. For many this will be accommodation, and for others it will be support to regularise immigration status or to achieve a planned and supported return to a home country.

Complexity and harm

Rough sleeping is complex. Many of those who sleep rough in the City are entrenched and have multiple needs. Such individuals often refuse offers of support, accommodation and other welfare intervention. Others are without recourse to public funds, and therefore the service offered to them is very limited, and often unattractive to individuals concerned.

However, long term rough sleeping puts individuals at risk. Sleeping rough poses significant risks to the health, wellbeing, and safety of those experiencing homelessness. Street homelessness is hazardous, distressing, and isolating. Individuals sleeping rough are more susceptible to violence and serious health issues.

Welfare first

¹ <https://democracy.cityoflondon.gov.uk/documents/s139976/App.%201%20to%20Credible%20Offer%20Policy.pdf>

The approach we are setting out, balances our commitment to a welfare driven approach to rough sleeping, with the need to ensure the City is a safe, secure and accessible environment for all. Any intervention to address negative impacts will only be undertaken where there is both clear evidence of the support offer provided to individuals, and of the impact their behaviour or actions have.

Supporting those who sleep rough

Our Policy approach: The City Corporation is committed to assisting individuals who sleep rough in the Square Mile by providing tailored routes off the streets that address their specific needs and circumstances.

The City Corporation resources a range of specialised services including outreach services, specialist hostel accommodations, a dedicated social worker, health and substance misuse services, and a newly established assessment centre offering emergency beds and a secure assessment space away from the streets.

Our services, along with those provided by our partners, prioritise the urgent need to support individuals in transitioning away from street homelessness and mitigating the harms associated with long-term rough sleeping.

Limited or no recourse to public funds

Some of those who sleep rough have “No Recourse to Public Funds”. This is a legal immigration restriction imposed by government policy which prevents the individual concerned from accessing welfare benefits and support other than in exceptional circumstances.

With people in this circumstance our services will work to ascertain if there is any underlying entitlement to public funds through, for example, achieving settled status under the EU scheme or working with advice/legal services and/or the Home Office to regularise immigration status. If this cannot be achieved – making a credible offer of accommodation impossible – the outreach team and our assessment centre staff will work with the individual rough sleeper to achieve a planned and supported return to a home country.

Consideration will also be given to providing temporary accommodation rough sleepers while immigration status is confirmed. In this case reasonable timescales should apply.

Supporting our communities

Our Policy approach: Where there are specific concerns of crime and anti-social behaviour linked to rough sleeping the City Corporation and its partners in the City of London Police, have a responsibility to act to safeguard those who are vulnerable and those in our wider community. We will always take a welfare first approach.

We will never use such powers on somebody just because they are sleeping rough or are homeless.

Rough sleeping can sometimes be associated with activities like aggressive begging, street drinking, substance misuse and other antisocial behaviour. Encampments of tents can block pavements or put off people from using the pavement.

For those who live, work or learn in the City, these behaviours can be intimidating or have detrimental impact. Where they persist, they can cause distress and alarm.

Were the City Corporation intervenes to address these impacts, it will always take a welfare first approach. Identification and consideration of a person's specific circumstances, including their safeguarding and support needs, are an integral part of the City Corporation's approach. However, where detrimental issues persist or are likely to persist, we will consider the use of legal powers and tools to intervene.

Antisocial behaviour

Antisocial behaviour is defined as 'behaviour by a person which causes, or is likely to cause, harassment, alarm or distress to persons not of the same household as the person' ([Antisocial Behaviour Act 2003](#) and [Police Reform and Social Responsibility Act 2011](#)).

There are three main categories for antisocial behaviour, depending on how many people are affected:

- Personal antisocial behaviour is when a person targets a specific individual or group.
- Nuisance antisocial behaviour is when a person causes trouble, annoyance or suffering to a community.
- Environmental antisocial behaviour is when a person's actions affect the wider environment, such as public spaces or buildings.

Where anti-social behaviour is associated with rough sleeping our specialist homeless outreach teams, and our community officers from the City of London Police will work with individuals to try and address the behaviour and reduce the harm being caused.

If anti-social behaviours persist or escalate, we will consider the use of legal powers where there is evidence that the behaviour is unreasonable, persistent, and has a detrimental effect on the quality of life of numerous people and businesses in the locality.

Powers such as a Community Protection Notice – or others – will only be used where the behaviours experienced is well evidenced and meets legal test required.

Where any power is used, the City Corporation will always continue to support those sleeping rough to end their homelessness.

Abandoned belongings

We will remove abandoned belongings if there is a public health risk, if they are causing an obstruction or if the owner tells us they no longer want them. We will remove belongings where they present a risk - such as a fire risk. Confiscation and destruction of tents or other personal possessions is not and never will be part of our approach for reducing rough sleeping.

Sometimes belongings are abandoned in the Square Mile, including sleeping bags, clothes and other personal possessions. We will only remove these if they appear obviously abandoned, if there is a public health risk, if they are causing an obstruction or if the owner tells us they no longer want them.

If belongings are left in the street and are not being cared for – for instance, they are strewn around rather than placed together – or are placed against a bin, we will treat them as litter and dispose of them. We also treat soaked and ruined bedding as litter.

Removal of sharps and needles

We will always remove sharps and dispose of them safely.

Storage of abandoned belongings

Unless there is an immediate public health risk or items are identified as litter, we will monitor abandoned items for 48 hours before removing them. We will store them for 28 days before disposing of them, and notify the police and outreach teams of their location.

We recognise that some possessions – such as identification documents – are very important, and hard to replace. We will retain these documents and work with homelessness services within and beyond the Square Mile to ensure that they are returned.

Removal of tents or other personal possessions

We will not confiscate or destroy tents or other personal possessions as part of our approach to reducing rough sleeping.

However, there are circumstances under which we are required to act to remove items. Environmental protection legislation means we have a duty to investigate what are known as “statutory nuisances”. These are activities which are – or are likely to be – a nuisance which poses a threat to health.

In cases of statutory nuisance, we speak to people first. If the behaviour continues, or no-one can be found, we have a duty to issue abatement notices. An abatement notice requires whoever is responsible to stop or limit an activity to avoid causing a nuisance. It can include specific actions to reduce the problem.

Where tents that have been clearly abandoned and are no longer being used we will remove them tents, and store them so they can be retrieved.

If tents are on highways and causing an obstruction, they can be removed under section 149 of the Highways Act.

For tents causing nuisance on the highway e.g., uncontained/discarded belongings, noise, ASB related issues, a 28-day Notice of intention to remove can be served under the Highway Act 1980. This will be enforced with police in attendance if necessary and removed by City Clean / a contractor.

More information and how to help

Find out more about our support and services for those sleeping rough [here](#).

If you are concerned about a rough sleeper, or sleeping rough yourself, you can report this online using the [Streetlink\(external link\)](#) website

You, or the individual you are concerned about, may also be able to use:

- [Providence Row\(external link\)](#) Day Centre
82 Wentworth Street
[E1 7SA\(external link\)](#)

If you see someone sleeping rough and you think they are suffering the effects of exposure to cold or extreme hot weather, please contact emergency services on **999**

Email the City Corporation's [Homelessness Prevention and Rough Sleeping Service](#)

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Appendix 3

City of London Corporation - Tackling the detrimental impacts of rough sleeping operational protocol

1 Overview

- 1.1 This protocol is designed to ensure that activity and intervention that addresses the detrimental impact of rough sleeping aligns with the vision and priorities of City Corporation's Homelessness and Rough Sleeping Strategy 2023-27.
- 1.2 The City Corporation's approach to rough sleeping will always focus on welfare. However, it is recognised that there will be instances where partnership intervention may be required in order to address specific concerns linked to rough sleeping associated crime and anti-social behaviour.
- 1.3 This protocol outlines the authorisation process to be used by City Corporation services and their partners, including the City Police, to ensure that activity is both appropriate and proportionate.
- 1.4 The protocol is designed to ensure consistency with regard to the decision making process and to ensure an increased level of communication with the senior officers relevant elected members.

2 Definitions

- 2.1 Rough Sleeping: sleeping outside or in places that are not designed for people to live in, including cars, doorways or abandoned buildings.
- 2.2 Encampments are defined by the Local Authority as "persons dwelling within temporary forms of accommodation – predominantly tents, and/or makeshift structures on land that is owned or maintained by the City Corporation or the Highway.

3 Legal Framework and Compliance

- 3.1 The protocol is influenced by the relevant statutory framework outlined within the following legislation:
 - Anti-Social Behaviour, Crime, and Policing Act 2014
 - Homelessness Reduction Act 2017
 - Highway Act 1980
 - Local Government Act (Miscellaneous Provisions) 1982 and/or the
 - Human Rights Act 1998
 - Housing Act 1996
 - s.187B Town and Country Planning Act 1990
 - Public Health (Control of Disease) Act 1984
- 3.2 All intervention activity within the scope of this protocol will align with the relevant legal obligations with regard to the need to fully respect the rights of individuals experiencing homelessness.

4 Engagement

- 4.1 The City Corporation's specialist homeless outreach service operates daily in the Square Mile to engage with people who are rough sleeping, offering support, information about available services, and to assess their immediate needs.
- 4.2 For those in areas that may be subject to the use of enforcement powers, they will undertake risk assessments that will seek to identify risks relating to mental health, substance misuse and other relevant matters in order to support the development of tailored support. These will identify individual needs, and the capacity of individuals.
- 4.3 Intervention activities will be tailored to ensure the safety and well-being of vulnerable individuals, providing appropriate support and access to the relevant support services.

5 Planned Partnership Enforcement Activity

- 5.1 The City of London Community Multi-Agency Risk Assessment Conference (Community MARAC) will consider issues of anti-social behaviour and crime associated with rough sleeping hotspots and encampments. If it recommends that enforcement action is necessary to tackle issues, formal authorisation will be sought.
- 5.2 City Corporation services shall not take part in any pre-planned enforcement or intervention activity which is likely to impact individuals or groups who are rough sleeping without written authorisation from the appropriate senior officers.
- 5.3 Enforcement activity shall only be considered in instances where there is specific intelligence which highlights a clear link between rough sleeping and crime and anti-social behaviour. In these instances enforcement/intervention activity shall be considered as a last resort option when offers of support have been refused.
- 5.4 The Community Safety Team submit a request for authorisation to be considered by the Executive Director of X and X. These will be submitted at least seven days prior to the planned activity
- 5.5 The request for authorisation will include:
 - An outline of the issue with key risks and a community impact assessment.
 - Details of the impact on any vulnerable individuals and proposed action to be taken to mitigate the impact.
 - Details of any outreach engagement and support activity delivered to date.
 - Explanation why enforcement action is being proposed (last resort option).
 - Evidence of relevant assessments of risk, equalities and human rights as appropriate
 - Confirmation that items will be cleared and stored unless it is appropriate to dispose of them
 - Confirmation that where items have been removed and stored the homeless outreach team shall continue to engage with those sleeping rough to agree the return of any possessions within an agreed timeframe
 - Confirmation that items shall only be disposed of once an agreement has been reached or if items have not been collected within an agreed timeframe

- Outline of any continued engagement and support to individuals sleeping rough to be provided post enforcement/intervention activity
- 5.6 The Community Safety Team will provide a briefing for relevant Members, Senior Officers and the Corporate Communications team.
- 5.7 The Community Safety Team will produce follow-up debrief reports after any authorised enforcement and intervention related activity has been completed. Debrief reports/briefings shall be completed within one week of any on-street, pre-planned and coordinated enforcement/intervention activity.

6 Urgent Enforcement Planned Activity

- 6.1 This protocol recognises that there are instances where enforcement/intervention action may be necessary in order to respond to high level risks such as any threat to life/public safety or the need to mitigate offending behaviour and the resultant impact on local communities.
- 6.2 The City Police shall utilise the relevant statutory powers (Community Protection Warning and Community Protection Notice) to address anti-social behaviour. The use of the statutory powers should only take place in instances where engagement activity has not resulted in a reduction or cessation in anti-social/offending behaviour.
- 6.3 Enforcement activity shall be regarded as a last resort option when outreach support offers have not been accepted by individuals sleeping rough.

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Appendix 4 – Equality Impact Analysis

The Proposal

Assessor Name:	Solomon Whittle	Contact Details:	Solomon.whittle@cityoflondon.gov.uk
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1. What is the Proposal

This proposal seeks to define the City of London Corporation’s approach to tackling the negative effects of rough sleeping within the Square Mile. The City of London Corporation is committed to ensuring those who sleep rough on the Square Mile have a route off the streets tailored to their needs and circumstances. Many of those who sleep rough in the City are entrenched and have complex needs. Such individuals often refuse offers of support, accommodation, and other welfare intervention. Rough sleeping can also be associated with activities like begging, street drinking, substance misuse and other antisocial behaviour. Not all those who sleep rough engage in begging, anti-social or criminal activities. However, anti-social behaviour has been associated with the presence of tent encampments and rough sleeping “hotspots” in the Square Mile.

The proposal ensures there is a balanced and proportionate response that supports those who are vulnerable and protects the communities of the City. It balances the Corporation’s commitment to a welfare driven approach, whilst also ensuring that the City is safe, secure and accessible for all. Any intervention to address negative impacts will only be undertaken if there is clear evidence of both support offer provided and the negative impact of their behaviour.

2. What are the recommendations?

Outcome 1: The Corporation will continue to offer routes off the streets for all rough sleepers.

Outcome 2: The Corporation established a framework to address the negative effects of rough sleeping (antisocial behaviour)

Outcome 3: This proposal will work with the current Homelessness and Rough Sleeping Strategy 2023-2027.

3. Who is affected by the Proposal?

This proposal will affect rough sleepers in the Square Mile who sleep in encampments. Those sleeping rough in the Square Mile are predominately white British nationals between 26 and 45 years of age. Rough sleeping presents considerable risks to health and wellbeing. Research by the homeless charity Crisis reports that people sleeping on the street are almost seventeen times more likely to have been victims of violence in the past

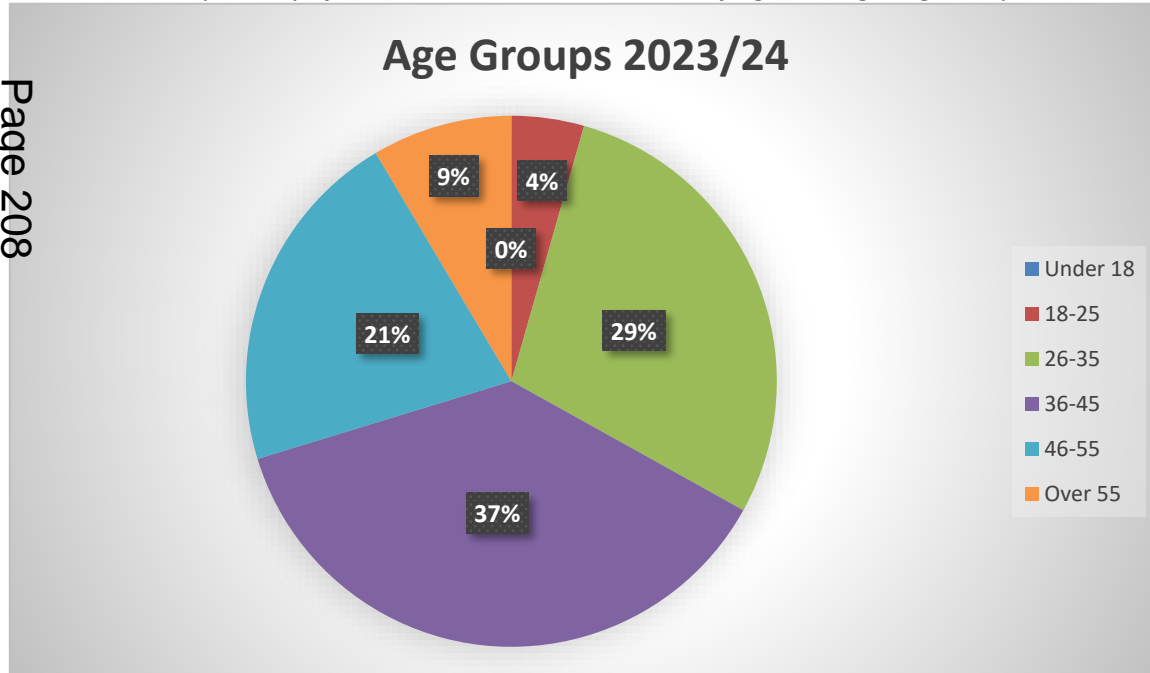
year compared to the general public. People experiencing homelessness and rough sleeping have a greatly reduced life expectancy. Homelessness support services also express concern that rough sleeping in tents can increase the risk of financial and sexual exploitation.

Age

Check this box if NOT applicable

Age - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*
The chart below shows the age profiles of those recorded as rough sleeping in the City of London from counts conducted in 2023/24. The largest cohort of rough sleepers remains the 36-45 year old (37.20%) ages 26-35 and 46-55 are the next highest (28.66% and 21.19% respectively). The City of London has a relatively low percentage of rough sleepers over the age of 55, and under 25 (8.54% and 4.42% respectively). The majority of the rough sleepers identified in the City of London are working age.

Chain Annual Report City of London 2023/24 – Breakdown of age among rough sleepers:



What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Young People

The City of London has low figures for those aged 25 and under sleeping rough. However, this figure will not include or identify the 'hidden homeless' who are more likely to be young people.

Action for Children have estimated that over 136,000 children and young people are homeless in the UK. ([What is the extent of youth homelessness in the UK? | Action For Children](#) – accessed October 2024. Research from Centrepoin also shows that there are strong links between rough sleeping as a young person and long-term rough sleeping and social exclusion in later life.

The drivers and impacts of youth homelessness and rough sleeping are often very different from those of older adults, and as such consideration of these issues should be included in any work, and distinct and tailored services and support in both the statutory and voluntary sector are in place.

The research from Centrepoin (Centrepoin (2019) No place to stay: Experiences of Youth Homelessness. London: Centrepoin.) also suggests that challenges related to the cost of living have intensified the key drivers for youth homelessness and rough sleeping for example family breakdown and domestic abuse.

Older People

*Research also supports that homelessness amongst older people is also increasing, with the Centre for Policy and Aging rapid review (2017) ([CPA-Rapid-Review-Diversity-in-Older-Age-Older-Homeless-People.pdf](#)) showing that between 2010 and 2015 the number of street homeless older people has more than doubled. The increased health issues experienced by those who are homeless and rough sleeping is likely to have a higher significant impact on those over 50 years of age - considered older people (Crane M and Warnes A M (2010) Homelessness among older people and service responses, *Reviews in Clinical Gerontology*, 20; 354-363).*

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The vast majority of individuals sleeping rough in the Square Mile are of working age. However, before a specific encampment is considered for action, the age profiles of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

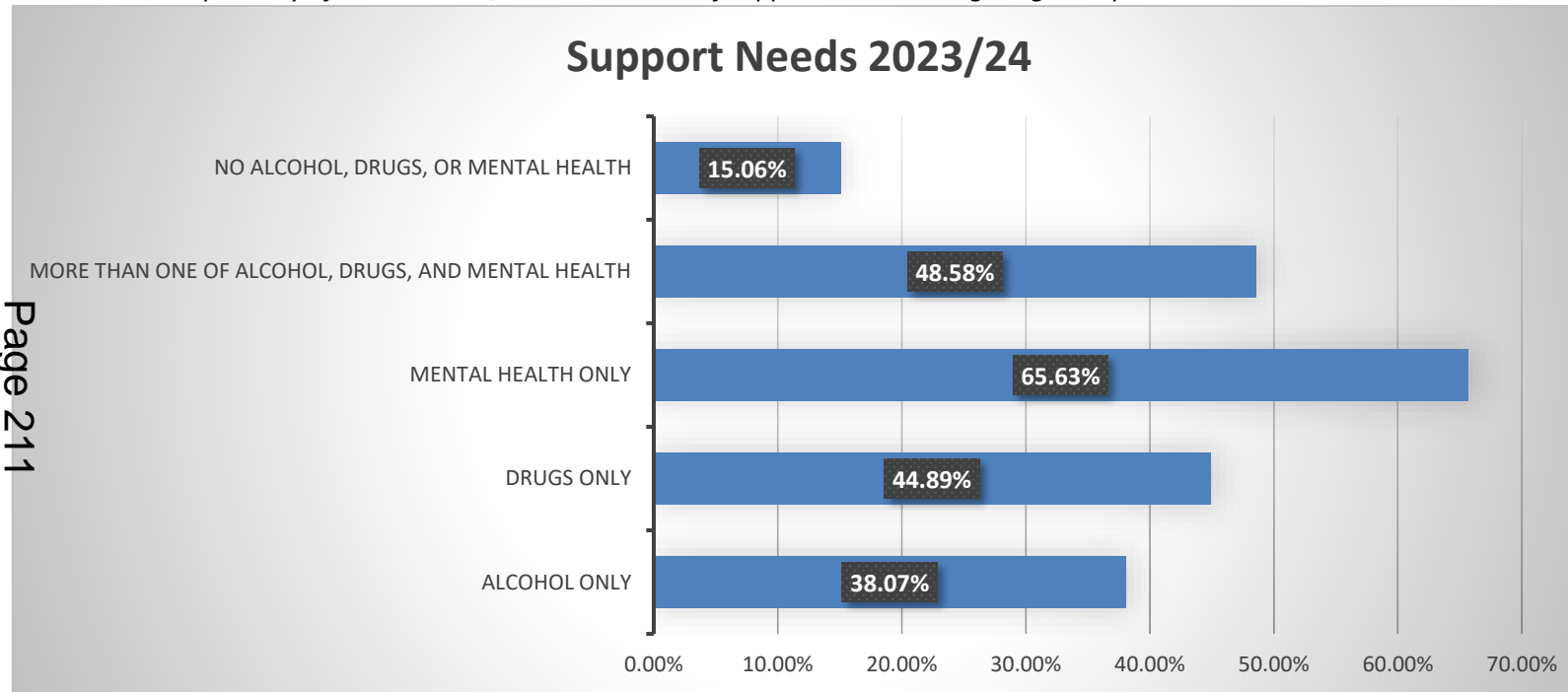
<p><i>Again, as with young people the drivers for homelessness in older people, is often different from other age demographics. Older women are more likely to cite relationship breakdown as a reason for becoming homeless, while older men associate becoming homeless with job loss and drug and alcohol problems (Crane & Warnes, 2010).</i></p> <p><i>Homeless older people are more likely than other groups to experience social isolation and its associated problems, as well as issues surrounding personal safety and health (Warnes A, Crane M, Whitehead N and Fu R (2003) Homelessness Factfile Sheffield Institute for Studies on Ageing, University of Sheffield; Crisis).</i></p>	
<p>Key borough statistics:</p> <p>The City has proportionately more people aged between 25 and 69 living in the Square Mile than Greater London. Conversely there are fewer young people. Approximately 955 children and young people under the age of 18 years live in the City. This is 11.8% of the total population in the area. Summaries of the City of London age profiles from the 2011 Census can be found on our website.</p>	<p>A number of demographics and projections for Demographics can be found on the Greater London Authority website in the London DataStore. The site details statistics for the City of London and other London authorities at a ward level:</p> <ul style="list-style-type: none"> • Population projections <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Disability

Check this box if NOT applicable

Disability - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*
The Combined Homelessness and Information Network (CHAIN) analysis from 2023/24 showed that 47.60% of all recorded rough sleepers, had mental health support needs. This figure went up to 65.63% of all rough sleepers within the City of London, although it should be noted that CHAIN does not record any data on the other disability status of rough sleepers.

Chain Annual Report City of London 2023/24 – Breakdown of support needs among rough sleepers:



What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Issues surrounding disability and homelessness also need to consider the increase in disabilities and long-term health conditions that are associated with older ages.

Research by Action for Children suggests that compared to the general population, individuals who are rough sleeping are far more likely to report mental health issues. A report for the City of London on healthcare for rough sleepers (Revolving Doors Agency, Health care provision for people sleeping rough in the City of London, June 2018) identified the following challenges:

- Health needs and preferences of people experiencing rough sleeping are not known or shared between services working with them.

- People experiencing rough sleeping in the City of London are likely to be accessing health services elsewhere in Greater London. Although little is known about the circumstances, experiences and effectiveness of treatment received, evidence suggests that experiences and outcomes are unlikely to be positive. It is also unclear if care and support services on offer to housed residents in City of London are accessible to people sleeping rough e.g. those accessed through a Care Act assessment.

- Mental ill-health is a significant issue for people experiencing rough sleeping. There is no clear pathway to services, and gaps in services, across the spectrum of need, for people in this situation, and those who have moved off the streets e.g., living in the Lodge, who may need continued support to sustain their homes.

- There are many services working across sectors that engage with people experiencing rough sleeping in the City of London, albeit to achieve different and potentially conflicting outcomes. Provision is weighted towards reactive and crisis management rather than planned and preventative. There is more than one meeting of partners to discuss individual cases and it is unclear how they relate, who is accountable for what, or how learning is applied.

The Housing Act (1996) prioritises housing for disabled people and those with health conditions.

The United Nations Convention on the rights of Persons with Disabilities (UNCPRD) has introduced a new benchmark for the provision of adequate housing to disabled

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Before a specific encampment is considered for action, the support needs of rough sleepers within must be assessed through a Care Act assessment to ensure they are not going to be disproportionately affected by any action.

Care and support needs should be assessed through a Care Act assessment as it must be assumed that:

- o Physical and/or mental ill-health are associated with rough sleeping, and there are likely needs arising from this ill-health;*
- o These needs are likely to prevent an individual sustaining a home and related outcomes e.g., accessing work;*
- o The needs and inability to achieve the specified outcomes cause or risk causing a significant impact on their wellbeing.*

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

people.

Key borough statistics:

Day-to-day activities can be limited by disability or long-term illness – In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Additional information on Disability and Mobility data, London, can be found on the [London Datastore](#).

The 2011 Census identified that for the City of London’s population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Gender Reassignment

Check this box if NOT applicable

Gender Reassignment - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

No data is collected on the gender reassignment status of rough sleepers as part of the regular CHAIN reporting, so this impact is neutral.

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Gender identity is not identified in English homelessness statistics, even though AKT's research suggests that within the LGBTQ+ community, it is trans young people who are currently suffering the most. DLUHC confirms to Inside Housing that local authorities are instructed to collect data on gender identity. The official question asks people to identify as "male", "female" or "transgender". But most trans people would be unlikely to tick that last option.

Key borough statistics:

- [Gender Identity update 2009 - ONS](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Before a specific encampment is considered for action, the support needs of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Pregnancy and Maternity

Check this box if NOT applicable

Pregnancy and Maternity - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

CHAIN data for rough sleepers in the City of London only identifies a small population of female rough sleeps (7%) and no data recorded for pregnancy or women rough sleeping with children.

What is the proposal's impact on the equalities aim? Look for *direct impact* but also evidence of *disproportionate impact* i.e. where a decision affects a protected group more than the general population, including *indirect impact*

Families with children are generally prioritised as they are identified as needing statutory support. The highest reason for households to be accepted as in priority need is due to have dependants (across England there were 38,370 cases accepted due to this reason in 2017). Due to individuals faced with homelessness often fail to be recognised as vulnerable, despite being in danger, particularly single males who are identified as being at the lowest priority need.

Reports from St. Mungo's show that socially excluded and vulnerable women are less likely to engage with services and have an increased risk of maternal death. Pregnancy is also a period where an individual is more vulnerable from a variety of factors, including an increased risk of abuse and exploitation. Pregnancy has also been shown to either start or escalate domestic abuse. (Saving Mothers Lives – Reviewing maternal deaths to make motherhood safer: 2006-2008 (2011) British Journal of Obstetrics and Gynaecology, vol 118, S.1.).

Access to health care is frequently cited as a barrier to those homeless and rough sleeping, and therefore during periods of pregnancy and maternity, when access to access to health care is important, and this should also be in consideration.

Key borough statistics:

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Contraception and Fertility Rates](#)
- [Live Births](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Despite the City of London having low numbers of women with dependants or pregnant women, services must still be capable of responding to their needs in suitable ways. This demographic is generally prioritised as in priority need; therefore this proposal and on-going actions must look at how these individuals are supported.

Before a specific encampment is considered for action, the support needs of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

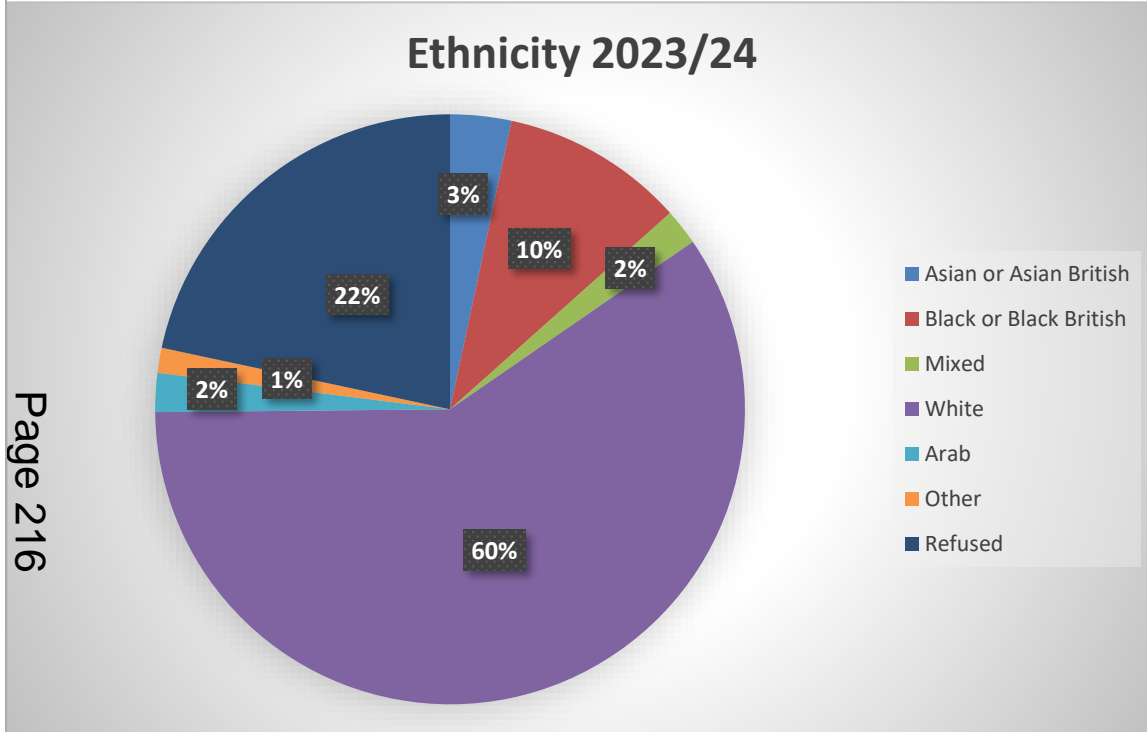
The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Race - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

The majority of the rough sleepers recorded in the Square mile in the 2023/24 CHAIN report where white (59.45% in total with the largest proportion being White British – 43%).

Chain Annual Report City of London 2023/24 – Breakdown of ethnicity among rough sleepers:



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What is the proposal’s impact on the equalities aim? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

A report from Crisis shows that there is clear evidence that ethnic minority and global majority groups are disproportionately affected by homelessness. Compounded with this is the increased likelihood for working adults from these communities to be in less affordable housing.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

This policy must have an understanding of race issues and the problems facing individuals with NRPF.

This could be done through:

10% of applications for prevent and relief duty in 2020-21 were from Black led applicants, which when considered that in England lack people make up 3.5% of the population indicates the disproportionality of the risks to homelessness. According to research conducted by Shelter Bangladeshi households are also twice as likely to claim housing benefits than white households. ([The fight for home is a fight against racism - Shelter England](#)).

Anecdotal studies have found that abuse, threats, and assaults as hate crimes in hostels also lead to many global majority individuals preferring to rough sleep or sofa-surf than go into hostels, and very little research has been carried out in this arena.

Immigration policies and controls also have an influence in this area, and for those with No Recourse to Public Funds (NRPF) it is even more challenging to access support. Those with NRPF are more likely to skip meals, rely on food banks and face increased debt ([Why are people of colour disproportionately impacted by the housing crisis? | Shelter](#)). And even [research](#) from the Joint Council for the Welfare of Immigrants (JCWI) in 2017 found that over half of landlords (51%) were less likely to consider renting to foreign nationals from outside of the EU because of the Right to Rent scheme

Despite the population of City of London rough sleepers and statutory homeless being predominately UK nationals and white, awareness and training of the challenges facing the BAME, and non-UK population are essential.

Research has also shown that a multi-agency multi-disciplinary approach is key to responding to issues raised in these communities.

- Training for all front-line staff on the challenges faced by different population groups, including prejudice from the private rent market.
- Training for staff on how to support non-UK nationals, including ensuring they access the full range of support they are entitled to.
- Commissioning work into how services can tailor their support to meet the different needs of the population based on nationalities and cultural responses.

Through the national homelessness strategy, a cross-government working group has been set up around supporting non-UK nationals off the streets. There has also been a commitment of £5 million new funding to support non-UK nationals who sleep rough, with an increased focus on rough sleeping in the Controlling Migration Fund.

Before a specific encampment is considered for action, services available to support NRPF rough sleepers are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

Key borough statistics:

Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White-Other at 19%.

The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.

See [ONS Census information](#) or [Greater London Authority projections](#).

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Religion or Belief

Check this box if NOT applicable

Religion or Belief - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

Data is not collected on the religion or belief of rough sleepers, those at risk of homelessness or those applying to the City of London for prevention or relief duties. Despite this there are faith groups that provide support for rough sleepers in the City of London

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

There is little to no research available in the United Kingdom for the direct or indirect impacts of spirituality and belief on incidents or individuals. The Department of Health (2011) identifies belief and spirituality as a broader way in which individuals understand and live their lives, through their core beliefs and values (Department of Health. 2011. Spiritual Care at the End of Life: a systematic review of the literature.).

There are anecdotal reports that religion and belief may lead to incidents of homelessness and rough sleeping, for example where differences in family beliefs may lead to family breakdown and tensions leading to homelessness and exclusions.

Also linked to this is the Hate Crime that may be experienced by an individual through perception of faith based on race.

Key borough statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

This policy must ensure the awareness and understanding of faith issues are factored into full wrap around support – from prevention to ensuring that no one needs to return to homelessness.

This could be done through:

- *Consideration to training for all front-line staff on the challenges faced by different faith groups, including prejudice that may exist within the faith*
- *Training for staff on how to support non-UK nationals, including ensuring they access the full range of support they are entitled to.*
- *Commissioning work that ensures that no individual is excluded on the basis of faith.*

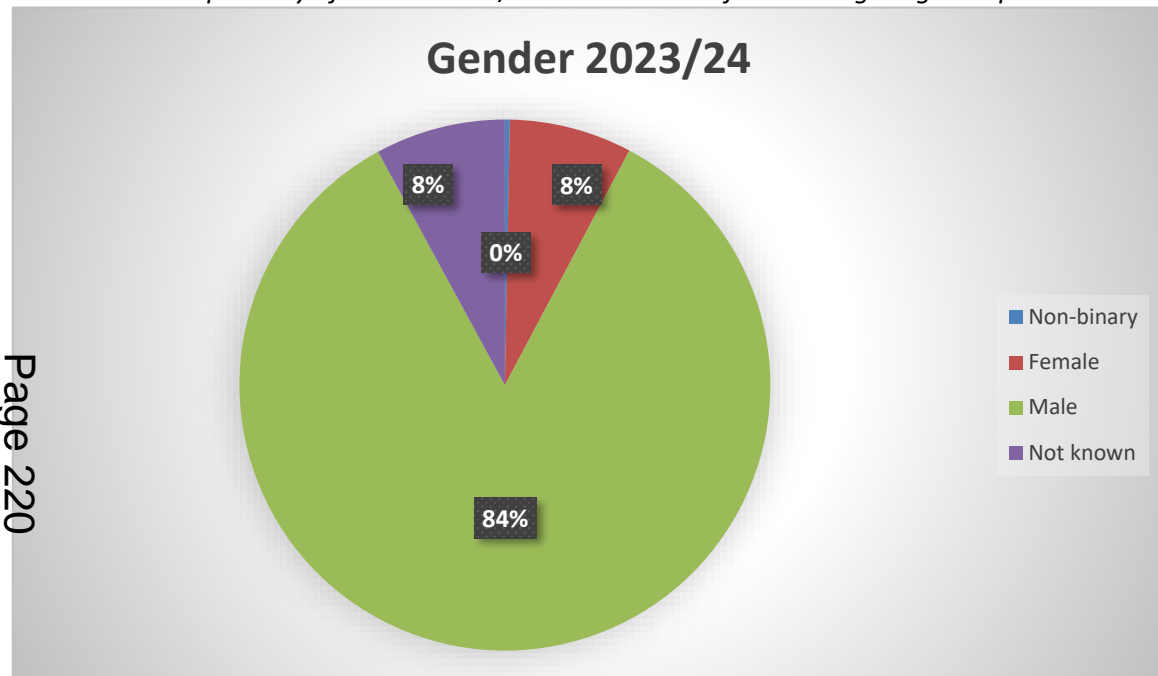
Before a specific encampment is considered for action, the support needs of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Sex - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*
 The 2023/24 Annual CHAIN report showed that the overwhelming majority of Rough Sleepers in the City were male- 84.30%. Only 7.47% of all recorded rough sleepers that year had been female.

Chain Annual Report City of London 2023/24 – Breakdown of sex among rough sleepers:



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What is the proposal’s impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

2021 saw a shift in focus for many organisations to identify and create work specifically to support women who experience homelessness and rough sleeping. Especially as it is well known that women are likely to be much harder to identify. There is growing evidence that men and women experience homelessness differently, and the results of gender-neutral services can often lead to women avoiding seeking support.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Even if few, actions to support women sleeping rough in the City of London will be important for this policy.

- Training for all front-line staff that may come into contact with females suffering from domestic abuse that need help.
- Training for all outreach workers on how to best support any females found sleeping rough in the City of London.

Key borough statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

Women who are homeless are especially vulnerable to violence and experience risk differently to men, subject to stigma, sexual abuse and harassment, robbery, and severe stress, in addition to violence, with the serious impact on physical and mental health that this has, as well as on self-esteem (Groundswell (2020) Women, homelessness and health: A peer research project. London: Grounswell).

Homelessness is frequently viewed through the perspective of rough sleeping, yet studies have found that women will turn to sleeping on the streets as a last resort, as they would be at such risk, opting for other precarious and potentially unsafe arrangements, such as long-term sofasurfing, remaining with or returning to dangerous partners, or sexual exploitation in exchange for accommodation (Bretherton, J. and Maycock, P. (2021) Women's Homelessness: European Evidence Review. Brussels: FEANTSA.).

Mitigation of disadvantage among the statutory homeless can be done by ensuring that the duties under the Homelessness Reduction Act (HRA) 2017 are fully undertaken by the City Corporation. The HRA provisions require local housing authorities to provide homelessness advice services to all residents in their area and expands the categories of people who they have to help to find accommodation.

Individuals will be better supported through:

- *A strengthened duty to provide advisory services.*
- *An extension to the period during which an applicant considered 'threatened with homelessness' from 28 to 56 days.*
- *New duties to assess all applicants (**now including those who are not in priority need**) and to take reasonable steps to prevent and relieve homelessness.*
- *These steps will be set out in a personalised housing plan that, wherever possible, must be agreed between the local authority and the applicant.*
- *Strengthen understanding of VAWG and the direct and indirect impacts on women.*

Before a specific encampment is considered for action, the support needs of female rough sleepers are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Sexual Orientation

Check this box if NOT applicable

Sexual Orientation - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

Data is not collected on the sexual orientation of rough sleepers, those at risk of homelessness or those applying to the City of London for prevention or relief duties.

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Action for children estimate that 24% of all homeless young people are LGBTQ+.

Many people in the LGBTQ+ community, do not feel comfortable disclosing their sexual orientation or gender identity when rough sleeping.

While young LGBTQ+ people are generally able to move on and exit the cycle of homelessness permanently, a 2018/19 study by Shelter found that trans people are at risk of homelessness and housing precarity throughout their lifespan.⁵⁶ Common themes for young trans people are becoming trapped in unsafe relationships upon which their housing is dependent and with no family to turn to, sofa surfing, and experiences of hate crime, domestic abuse and sexual exploitation. The research also indicated that trans people had an overwhelmingly negative view of mainstream services and thus were unlikely to seek out services that could support them. This was due to a perception that they would not have anything to offer them that met their needs.

Key borough statistics:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity - ONS](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Given that it is unclear how many LGBTQ+ people are among the City of London homeless population, it is critical that all front-line staff are aware of specific LGBTQ+ services and that signposting to these services makes up part of the standard package offered.

The Homelessness Strategy and on-going actions ensure that training and awareness is incorporated across all service front line staff on how to effectively support LGBTQ+ people.

Before a specific encampment is considered for action, the sexual orientation of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Marriage and Civil Partnership

Check this box if NOT applicable

Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

No data is collected on the marital or civil partnership status of rough sleepers as part of the regular CHAIN reporting. Some commissioned service partners have reported challenges when working with couples who are homeless and being able to provide them with appropriate support and accommodation.

What is the proposal's impact on the equalities aim? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Rough sleeping couples have become a familiar sight on the streets of many English towns and cities. The BWC report shows that most of these relationships develop among those already homeless, fuelled by a belief among highly vulnerable women that they are safer on the street in a couple, even where a relationship might be controlling, abusive or harmful. (Brighton Women's Centre, Couples first? Understanding the needs of rough sleeping couples, October 2018).

fewer than 10% of services in England will accept couples together, meaning that the couple may choose not to access support at all rather than be housed separately (St Mungo's (2020) Homeless Couples and Relationships Toolkit. London: St Mungo's).

Key borough statistics – sources include:

- [The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Though there may be few couples sleeping rough in the City of London this proposal must support these people through continued:

- *Training for all front-line staff that may come into contact with couples sleeping rough. Such training should include being able to support couples into accommodation should they wish to stay together and also being able to identify whether there is any abuse.*
- *Ensuring the rough sleeping services commissioned by the City of London are supportive of couples that wish to remain together in seeking accommodation.*

Before a specific encampment is considered for action, the support needs of rough sleepers within are crucial to ensure they are not going to be disproportionately affected by any action.

The Corporation will also continue to provide routes off the streets for rough sleepers in line with the Homelessness and Rough Sleeping Strategy 2023-27.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable

Additional Equalities Data (Service Level or Corporate)

Click or tap here to enter text.

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

Click or tap here to enter text.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Click or tap here to enter text.

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims.

In addition to the sources of the information highlighted above – you may also want to consider using:

- Equality monitoring data in relation to take-up and satisfaction of the service
- Equality related employment data where relevant
- Generic or targeted consultation results or research that is available locally, London-wide or nationally
- Complaints and feedback from different groups.

Additional Impacts on Social Mobility

Check this box if NOT applicable

Additional Social Mobility Data (Service level or Corporate)

Click or tap here to enter text.

Are there any additional benefits or risks of the proposals on advancing Social Mobility?

Click or tap here to enter text.

What actions can be taken to avoid or mitigate any negative impact on advancing Social Mobility not considered above?

Provide details of how effective the mitigation will be and how it will be monitored.

Click or tap here to enter text.

This section seeks to identify what additional steps can be taken to promote the aims or to mitigate any adverse impact on social mobility. This is a voluntary requirement (agreed as policy by the Corporation) and does not have the statutory obligation relating to protected characteristics contained in the Equalities Act 2010. Analysis should be based on the data you have available on social mobility and the access of all groups to employment and other opportunities. In addition to the sources of information highlighted above – you may also want to consider using:

- Social Mobility employment data
- Generic or targeted social mobility consultation results or research that is available locally, London-wide or nationally
- Information arising from the Social Mobility Strategy/Action Plan and the Corporation's annual submissions to the Social Mobility Ind

Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

This analysis has concluded that ...

This analysis has indicated that the proposal has little potential for discrimination against protected characteristics. The proposal will have no negative impact on protected characteristics of race, gender, disability support needs, and age of rough sleepers. This assessment will be updated if new data emerges

Outcome of analysis – check the one that applies

Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustment will remove the barriers identified.

Outcome 3

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director: *Simon Cribbens*

Name: *Simon Cribbens*

Date *22 November 2025*

Agenda Item 11

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Committees: Community and Children’s Services Committee	Dates: 16 January 2024 Click here to enter a date. Click here to enter a date.
Subject: Delegated Authority Request - SHDF Consortium Grant Agreement Unique Project Identifier: N/A	Light
Report of: City Surveyor Report Author: Chris Spicer – Housing Programme Manager	For Decision
<h1>PUBLIC</h1>	

Recommendations

1. Next steps and requested decisions	Project Description: <p>COLC have joined a consortium of over 20 London Boroughs being led by London Councils to submit a grant application to the Warmer Homes Social Housing Decarbonisation Fund (WH:SHDF) (Wave 3).</p> <p>The WH:SHDF provides funding to local authorities, combined authorities, registered providers of social housing, and registered charities that own social housing in England to install energy efficiency upgrades and low-carbon heating measures to homes in England.</p> <p>Wave 3 will upgrade a significant amount of the social housing stock to meet an Energy Performance Certificate (EPC) band C standard, delivering warm, energy-efficient homes, reducing carbon emissions and fuel bills, tackling fuel poverty, and supporting green jobs.</p> <p>The bid was submitted by London Councils in November 2024. If successful COLC could receive up to £1.74m of grant funding.</p> <p>A key requirement of receiving the grant funding is signing the Grant Agreement Letter. This is expected to require a signature</p>
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	<p>during the pre-election period therefore this report requests that authority to enter into the grant agreement is delegated to the Director of Community & Children's Services.</p> <p>Next Gateway: N/A</p> <p>Next Steps:</p> <ol style="list-style-type: none"> 1. Delegate authority to enter into the Grant Agreement to Director of Community & Children's Services. <p>Requested Decisions:</p> <ol style="list-style-type: none"> 1. That members approve delegation to Director of Community & Children's Services to enter into a Grant Agreement for WH:SHDF Wave 3 												
<p>2. Resource requirements to reach next Gateway</p>	<table border="1" data-bbox="528 831 1445 1077"> <thead> <tr> <th data-bbox="528 831 764 936">Item</th> <th data-bbox="764 831 983 936">Reason</th> <th data-bbox="983 831 1289 936">Funds/Source of Funding</th> <th data-bbox="1289 831 1445 936">Cost (£)</th> </tr> </thead> <tbody> <tr> <td data-bbox="528 936 764 1005">N/A</td> <td data-bbox="764 936 983 1005"></td> <td data-bbox="983 936 1289 1005"></td> <td data-bbox="1289 936 1445 1005"></td> </tr> <tr> <td data-bbox="528 1005 764 1077">Total</td> <td data-bbox="764 1005 983 1077"></td> <td data-bbox="983 1005 1289 1077"></td> <td data-bbox="1289 1005 1445 1077">£</td> </tr> </tbody> </table> <p>Costed Risk Provision requested for this Gateway: £0</p>	Item	Reason	Funds/Source of Funding	Cost (£)	N/A				Total			£
Item	Reason	Funds/Source of Funding	Cost (£)										
N/A													
Total			£										
<p>3. Governance arrangements</p>	<ul style="list-style-type: none"> • The governance arrangement will vary across each project. These will be set out in future individual gateway reports. 												

Project Summary

<p>4. Context</p>	<ol style="list-style-type: none"> 4.1. COLC joined a consortium of London Boroughs, led by London Councils and LB of Camden, to submit a grant application to the Warmer Homes Social Housing Decarbonisation fund 4.2. The grant funding is provided by the Department for Energy Security and Net Zero 4.3. The grant application was submitted in November 2024 and grants are expected to be awarded in early 2025 4.4. A range of projects have been included in the grant application, with a total potential maximum grant award of £1.74m if the consortium bid is successful 4.5. Projects will need to be delivered over a 3 year period running from April 25 to March 28, as required by the project funders 4.6. In order to accept the grant, COLC must signed a grant agreement letter within the funding timelines. As this
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	date falls within the pre-election period, delegated authority to the department Director is required to enter into the grant agreement
5. Brief description of project	5.1. The range of projects identified include replacement windows, improved insulation and replacement of communal gas boilers with new low carbon air source heat pumps
6. Consequences if project not approved	6.1. Loss of up to £1.74m of grant funding 6.2. Implications for HRA as the projects will need to be funded entirely through either CAS or HRA budgets
7. SMART project objectives	7.1. N/A
8. Key benefits	N/A
9. Project category	7a. Asset enhancement/improvement (capital)
10. Project priority	B. Advisable
11. Notable exclusions	None

Options Appraisal

12. Overview of options	Option 1(not recommended). Cancel the project. Do not approve the delegation request Option 2(recommended). Approve delegation to enter into the grant agreement
--------------------------------	---

Project Planning

13. Delivery period and key dates	Overall project: Three years - 2025 – 2028
14. Risk implications	Overall project risk: Low <i>Provide a brief overview of the level of risk/main risks to the project. Add a brief narrative as to CRP request if you are asking for a risk provision (CRP is not mandatory). Keep this section high-level as detail can be found in the risk register.</i>

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	<p>If the G5 report is to be approved under delegation (light projects only) and you will require CRP for this stage, state your estimated CRP here.</p> <p>Further information available within the Risk Register (Appendix 2)</p>	
15. Stakeholders and consultees	Chamberlains: Finance	Mark Jarvis
	Chamberlains: Procurement	
	Comptroller	Andrew Cusack
	DCCS Property	Peta Caine
	Property specific stakeholders	Peta Caine, Residents (to be engaged with nearer to delivery date of specific estates/projects)

Resource Implications

16. Total estimated cost	<p>Likely cost range (excluding risk): <i>Anticipated lifetime cost to deliver this project (excluding risk). Can be presented as a range.</i></p> <p>Likely cost range (including risk): <i>Estimated cost above + the costed risk against the project</i></p>											
17. Funding strategy	Choose 1: All funding fully guaranteed	Choose 1: Mixture - some internal and some external funding										
	<table border="1"> <thead> <tr> <th>Funds/Sources of Funding</th> <th>Cost (£)</th> </tr> </thead> <tbody> <tr> <td>SHDF Grant Funding</td> <td></td> </tr> <tr> <td>Climate Action Strategy Funding</td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td style="text-align: right;">Total</td> <td></td> </tr> </tbody> </table>		Funds/Sources of Funding	Cost (£)	SHDF Grant Funding		Climate Action Strategy Funding				Total	
	Funds/Sources of Funding	Cost (£)										
	SHDF Grant Funding											
	Climate Action Strategy Funding											
Total												
<p>The figures above are based on the current grant application and subject to change.</p>												
18. Investment appraisal	<p>N/A – The request is for delegated authority only</p> <p>Confirm which investment appraisal methodology will be carried out to compare the options. If none, explain why. Consult with Chamberlain's.</p>											

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19. Procurement strategy/route to market	Not applicable
20. Legal implications	Not applicable
21. Corporate property implications	Investment in energy efficiency and decarbonisation projects is required to meet the targets set by the Climate Action Strategy.
22. Traffic implications	<i>None</i>
23. Sustainability and energy implications	The programme will deliver carbon and energy efficiency improvements across Housing. Further details will be provided in the individual gateway.
24. IS implications	<i>None</i>
25. Equality Impact Assessment	<ul style="list-style-type: none"> • <i>None</i>
26. Data Protection Impact Assessment	<ul style="list-style-type: none"> • <i>The risk to personal data is less than high or non-applicable and a data protection impact assessment will not be undertaken</i>

Appendices

Appendix 1	None
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Contact

Report Author	Chris Spicer
Email Address	Chris.spicer@cityoflondon.gov.uk

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Committee(s): Safeguarding Sub Committee – for information	Dated: 14/11/2024
Community and Children’s Services Committee – for information	16/01/2025
Subject: Children and Families Service self-evaluation 2024	Public report Non-public appendix
This proposal a) delivers Corporate Plan 2024-29 outcomes providing excellent services and diverse, engaged communities.	
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of:	Judith Finlay, Executive Director of Community and Children’s Services
Report author:	Hannah Dobbin, Strategy and Projects Officer, Department of Community and Children’s Services

Summary

This report presents to Members the City of London Corporation (City Corporation) Department of Community and Children’s Services (DCCS) Children and Families Service self-evaluation (SEF) 2024.

The SEF sets out the DCCS’s assessment of the quality and impact of children and families services and areas for development over the next year. Areas for development include increasing the visibility of Early Help, exploring disproportionality of access to children’s services, further developing the Children in Care Council (CiCC) and continuing to strengthen the Care Leaver Offer. The SEF also reflects on progress against areas for development in the previous SEF 2023.

Overall, the City Corporation is committed to providing excellence and constantly improving. Strong relationships and a willingness to learn, as well as being open to scrutiny and new ideas, results in high-quality services and positive outcomes for children, young people and their families.

The SEF 2024 was submitted to Ofsted as part of the children’s social care services inspection in September 2024.

Recommendation(s)

Members are asked to:

- Note the report.

Main Report

Background

1. The children and family services SEF is completed annually. The most recent version is for 2023-24 and was completed in September 2024. The SEF sets out achievements across Children's Social Care and Early Help services, linking to Special Educational Needs, the Virtual School and Adult Social Care. It also identifies areas for development over the coming year.

Current Position

2. Our vision for children and young people is that the City of London is a place where they feel safe, have good mental health and wellbeing, fulfil their potential and are ready for adulthood while growing up with a sense of belonging.
3. The City Corporation is ambitious for the children and young people we work with and strives to achieve the best possible outcomes for them. This is underpinned by a commitment to equality, equity, diversity and inclusion, as well as safeguarding. Teams effectively work together across the Department for Community and Children's Services as well as with external partners.
4. An experienced, generic Children's Social Care and Early Help team supports children, young people and their families using a systemic relationship-based practice model and with a focus on early intervention.
5. At the end of July 2024, Children's Social Care supported 14 active Early Help cases, 6 children in need, 3 children subject to a Child Protection Plan, 5 children in care and 51 care leavers. 2 children in care had an Education, Health and Care Plan.
6. Children and young people are supported throughout their journeys which starts with effective screening through the front door. A strong Early Help offer is driven by a co-ordinated, multi-agency approach. There is a strong record of intervening when necessary with appropriate child protection processes in place.
7. The City Corporation is a proud corporate parent. Children in care receive a bespoke offer according to their needs and a robust Care Leaver Offer is in place. The City Corporation has adopted care experience as being akin to a protected characteristic. A diverse enrichment programme, alongside increased apprenticeship opportunities, provides young people with a wide range of experiences to support them through their transition to adulthood.

8. The Virtual School has responded to changing demands on its remit with a new structure due to be in place in January 2025 that will provide increased capacity.
9. Clear governance structures are in place which support, strengthen and scrutinise services for children and young people. The Safeguarding Sub-Committee acts as the corporate parenting board.
10. Evidence in the SEF highlights a wide-range of services and support that helps children, young people and their families achieve positive outcomes. Evidence from independent practice reviews reflects this; findings include good outcomes for children, timely and appropriate interventions and efforts to involve children's families as much as possible amongst others.
11. The City Corporation is committed to excellence and has identified areas for development over the next year including increasing visibility of Early Help in the community, exploring disproportionality of access to children's services, further developing the Children in Care Council and continuing to strengthen the Care Leaver Offer.

Corporate & Strategic Implications

Strategic implications – the Children and Families Service SEF aligns with the Corporate Plan 2024–2029 outcomes of providing excellent services and ensuring that there are diverse, engaged communities. DCCS strategic objectives include: people of all ages and all backgrounds are prepared to flourish; people of all ages and all backgrounds can live independently, play a role in their communities and exercise choice over their services; people of all ages enjoy good mental and physical wellbeing; people of all ages and all backgrounds feel part of, engaged with and able to shape their community. The SEF also aligns with the statutory framework for children's social care.

Financial implications – none.

Resource implications – none.

Legal implications – none.

Risk implications – none.

Equalities implications – Equalities implications are considered within the SEF and where any new services are developed or services change, an Equalities Impact Assessment would be carried out.

Climate implications – none.

Security implications – none.

Conclusion

12. Overall, the City Corporation is ambitious for our children and young people and a commitment to providing excellence and constantly improving is underpinned by strong relationships and a systemic relationship-based practice model. Children and young people are supported by high-quality services resulting in positive outcomes. The SEF enables teams to reflect, monitor and assess

progress against areas for development. A six-month review against the identified areas for development 2024/25 will be completed to ensure focus remains on achieving the best for children, young people and their families.

Appendices

- Appendix 1 – Children and Families Service Self-evaluation 2024 – non-public.

Hannah Dobbin

Strategy and Projects Officer

Department of Community and Children's Services

T: 020 3834 7622

E: hannah.dobbin@cityoflondon.gov.uk

City of London Corporation Committee Report

Committee: Community and Children's Services Committee	Dated: 16/01/2025
Subject: Ofsted Inspection of City of London Children's Services 2024	Public report: For Information
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes • provides statutory duties 	Providing Excellent Services Diverse Engaged Communities
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	No
Report of:	Judith Finlay, Executive Director Community and Children's Services
Report author:	Scott Myers, Strategy and Projects Officer

Summary

Ofsted conducted a short inspection of Children's Social Care services between 23 and 27 September 2024, under the Inspection of Local Authority Children's Services (ILACS) framework.

Ofsted's findings were published on 5 November 2024. This report summarises key findings and appends Ofsted's findings in full. It also includes our response to two recommendations made by Ofsted to further improve the service.

The City of London's Children Social Care service received an overall judgement of 'Outstanding'.

Recommendation

Members are asked to:

- Note the report.

Main Report

Background

1. Inspections of Children's Social Care focus on the effectiveness of local authority services and arrangements.
2. The inspections assess the effectiveness of local authority services in several critical areas, including the protection and support of children, the experiences and progress of those in care – regardless of their living situation – and the arrangements for achieving permanence, such as adoption. Inspections also evaluate the experiences of care leavers and examine the effectiveness of leadership and management, focusing on their impact on the lives of children and young people, as well as the quality of professional practice.
3. The last full inspection of Children's Social Care at the City of London took place in March 2020, and the City of London received an overall 'Outstanding' judgement.
4. Ofsted conducted a focused visit on the 'front door' – the service that receives initial contacts and referrals – on 8 and 9 November 2022. Inspectors stated that this focus visit "found high-quality practice which ensures that children benefit from effective and responsive front door services".

Current Position

Ofsted findings

5. The following summarises the specific findings from the 2024 inspection report.

The experiences and progress of children who need help and protection: Good

6. Children and families in the City of London receive timely Early Help services through effective multi-agency partnerships. Assessments are thorough and sensitive to diverse needs, with strong input from partners to strengthen family outcomes.
7. Social workers maintain meaningful relationships with children through regular visits and comprehensive assessments. They effectively hear and understand children's voices and ensure that children's needs are met appropriately.
8. Child protection processes are generally effective, with prompt risk assessment and multi-agency responses. While most protection plans are robust, some cases lack sufficient contingency planning and timely intervention.

9. The service excels in supporting vulnerable groups, particularly unaccompanied asylum-seeking children, and disabled children. Oversight of legal proceedings, education welfare, and specialist support services is maintained, though some monitoring systems need improvement.

The experiences and progress of children in care: Outstanding

10. The City Corporation provides outstanding care services that significantly improve children's lives. Most children entering care are unaccompanied asylum-seeking children who receive efficient support from skilled social workers.
11. Children benefit from stable homes and comprehensive care plans that reflect their individual needs. Their permanence plans progress quickly, with experienced managers providing excellent oversight. Regular reviews involve children's participation, and an Independent Reviewing Officer (IRO) provides consistent follow-up and warm communication about their progress.
12. Social workers maintain strong, stable relationships with children, visiting regularly and advocating effectively on their behalf. Children receive good support for their education, health, and emotional wellbeing, with high aspirations maintained by all professionals involved. The virtual school provides extensive support, leading to good educational progress.
13. Unaccompanied asylum-seeking children receive excellent support, including timely legal advice and help in accessing education and community services. Children with disabilities benefit from well-coordinated support and early transition planning. While the authority has few fostered or adopted children, robust commissioning and quality assurance processes ensure appropriate placements through regional partnerships.

The experiences and progress of care leavers: Outstanding

14. Care leavers, primarily unaccompanied asylum-seeking children, benefit from stable relationships with social workers who help them achieve their ambitions through effective pathway plans that respect their religious and cultural needs.
15. Social workers are attentive to care leavers' emotional wellbeing and quickly address any risks or vulnerabilities. Young people have access to a comprehensive web-based local offer in multiple languages, and senior leaders provide monthly online sessions about rights and entitlements with support from various services.
16. Care leavers are well-supported with housing, living primarily in supported accommodation where they learn independence skills. They receive priority status for City of London housing and are guaranteed tenancy by age 25. The virtual school actively supports their education and employment prospects, with workers showing creativity in addressing individual communication needs.

17. Young people are encouraged to participate in various activities through the Children in Care Council, including sports and recreational opportunities. Social workers maintain regular contact beyond the age of 25, providing consistent support through various communication methods. Care leavers who become parents receive excellent support, with child protection processes implemented when necessary.

The impact of leaders on social work practice with children and families: Outstanding

18. The City of London Corporation demonstrates strong leadership through its Town Clerk, lead Committee Member for Children's Services, and Director of Children's Services, who actively champion children's needs. Corporate leaders maintain effective oversight and use unique political connections to enhance services.

19. Partnership working is robust, with the City Corporation sharing its emergency duty service with the London Borough of Hackney.

20. The service maintains an open learning culture under the Director of Children's Services' leadership, promoting workforce skills and different perspectives.

21. The Children in Care Council actively influences service delivery, with strong corporate parenting extending to all care leavers up to age 25.

22. The workforce benefits from manageable caseloads and effective support, enabling strong relationships with children and families. Senior leaders maintain a focus on anti-racist practice and diversity, with regular auditing and moderation processes ensuring service quality.

Proposals

23. In addition to the report's findings and overall Outstanding judgement, the City Corporation received two recommendations to further improve services:

- Impact for children living in circumstances where there is domestic abuse.
- The response to children who experience exploitation and youth violence.

24. Please see below for our response to these two recommendations.

Domestic Abuse

25. The City Corporation addresses domestic abuse through multiple approaches. The Domestic Abuse, Stalking and Harassment (DASH) assessment tool is used by Social Care and Early Help services, alongside Independent Domestic Violence Advisor (IDVA) referrals and local voluntary sector engagement. Family Therapy Services are available to families and individuals, while specialised programmes can be purchased for specific cultural or linguistic needs. Children affected by domestic violence receive direct support from in-house workers and through commissioned mentoring and confidence-building activities.

Family Therapy Clinic Offer Improvement

26. From January to June 2025, we will ensure that each child and family experiencing domestic abuse is automatically referred to the Family Therapy Clinic – it will be an opt-out offer. The process will be discussed between the lead clinician and the team manager (this was planned for end of November 2024, but has been moved back as the contract has yet to be awarded).

Review of Threshold/ Multi-Agency Safeguarding Hub (MASH) Application for Domestic Abuse

27. Children's Social Care and Early Help services have been working with the City of London Police in response to threshold and joint working. At our last joint meeting in November 2024, we agreed to undertake a review of our thresholds and MASH application for domestic abuse (a retrospective of 2024–2025). This will look at the experience of children, and include use of the DASH tool and impact assessment.

28. MASH protocols will be updated following the review, and the work with the clinic will be completed by the end of March 2025.

Managing Parental Conflict

29. In the last quarter of 2024/25 Children's Services staff are participating in training for managing parental conflict. This had previously been undertaken by the service team a couple of years ago, and the refresher will reach current staff and those new in post.

A Project Lead

30. There are two current service area leads in the Children's Social Care and Early Help services – for children with disabilities, and for national social care review and reform. As a service, we have decided to undertake short-term projects instead of lead areas, barring the above which involve consistent involvement. A project lead will be sought for six months within the service. They will join the Head of Service as she facilitates the City of London Violence Against Women and Girls forum with statutory and community partners.

Care Leavers

31. Several of our care leavers are now fathers. There is Social Care/Early Help intervention by resident local authorities for the children in their jurisdiction. The team manager will review this cohort to assess the needs for intervention. As intimate partner conflict has featured in some situations, the team manager will bring their proposals to the Children's Senior Management Meeting for how the service can better support parenting and interpersonal relationships.

Testing Ourselves and the Impact of Our Work

32. The work detailed above will inform an audit to test out impact. This will take into account equalities and evidence across each of the protected characteristics, including care leavers.

Exploitation and Youth Violence

33. Ofsted found that our risk assessments were detailed and of excellent quality. The inspection team thought that specific tools would further help formulation of assessments and our response.
34. The *Adolescent Safeguarding Handbook* was relaunched in 2024. Our partners and City of London Police joined the launch. The handbook will be used consistently, and its use will be promoted and recorded.

Review of Local Authority Tools/Assessments

35. Tools and specialist risk assessments have been sought from the London Boroughs of Lambeth, Tower Hamlets, Hackney and Haringey. These will be reviewed by the Head of Service and the whole team to adapt to make the best use of the tools. Given that our work is often international, this will include a focus on protected characteristics, including care leavers. A final version will go to the Multi-Agency Child Exploitation (MACE) Panel in March 2025.

Review of MACE Panel

36. A review of the impact and membership of the MACE Panel will be undertaken from January to March 2025. Advice has been sought from the City and Hackney Safeguarding Children Partnership. A specific invitation for the review will be given for the January and March MACE meetings. This will include a review of our work in light of the Pan-London MACE review from last year.

Exploitation and Serious Youth Violence Leads

37. A project lead will be identified within the team to work on exploitation and serious youth violence, for a six-month period. This lead will be responsible for inviting exploitation experts to team meetings and promoting use of the available tools.

Pan-London MACE Network

38. Attendance at the Pan-London MACE Network will be delegated to Team Manager if either the Head of Safeguarding and Quality Assurance or the Head of Children's Social Care and Early Help cannot attend. This will help the team stay abreast of learning and intelligence and feed this back into our system.

Testing Ourselves

39. Audit will be used to test the impact of the above work for children. A report was completed on MACE's work in June 2024 for the Safeguarding Sub-Committee. A similar report reviewing progress on the above will be submitted to the Children's Senior Management Team and then to the Safeguarding Sub-Committee in 2025 for oversight and challenge.

Corporate & Strategic Implications

- 40. Strategic implications – None identified
- 41. Financial implications – None identified
- 42. Resource implications – None identified
- 43. Legal implications – None identified
- 44. Risk implications – None identified
- 45. Equalities implications – None identified
- 46. Climate implications – None identified
- 47. Security implications – None identified

Conclusion

- 48. The City of London Corporation Children's Social Care services are 'outstanding'. Children and families receive timely and good-quality support that makes a difference to achieving positive outcomes. Further work continues to improve our service based on the two recommendations made by Ofsted.

Appendices

- Appendix 1 – Inspection of City of London local authority children's services full report

Scott Myers

Strategy and Projects Officer

E: Scott.Myers@cityoflondon.gov.uk

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Inspection of City of London local authority children's services

Inspection dates: 23 to 27 September 2024

Lead inspector: Christine Kennet, His Majesty's Inspector

Judgement	Grade
The impact of leaders on social work practice with children and families	Outstanding
The experiences and progress of children who need help and protection	Good
The experiences and progress of children in care	Outstanding
The experiences and progress of care leavers	Outstanding
Overall effectiveness	Outstanding

Children living or arriving in the City of London receive excellent services that are making a significant difference to their lives. Starting from the very strong service seen at the last inspection, a highly effective senior leadership team has developed services further and continued to make improvements. Strong political and corporate support has helped those in the leadership team to be excellent champions who support children and young people achieve their potential through to adulthood.

Children experience a stable, committed and skilled workforce, often keeping the same social worker throughout their journey, allowing consistent and trusting relationships to develop. Social workers, the virtual school and leaders share high aspirations for children and young people. Social workers enjoy excellent training in systemic practice, with a strong focus on equity and equality. This training, combined with moderate caseloads and regular, reflective supervision, allows impressive social work practice to flourish.

Creative work with commissioned and partner services enhances the practical and emotional support that children and families receive. This includes unaccompanied asylum-seeking children, who are the majority of the City of London's children in care and care leavers.

What needs to improve?

- Impact for children living in circumstances where there is domestic abuse
- The response to children who experience exploitation and youth violence.

The experiences and progress of children who need help and protection: good

1. Children and families receive timely and responsive early help services. Staff work closely with partners, undertaking joint visits in response to children's needs. Children and families receive services at a level appropriate to their needs within early help, including being supported with targeted services where needed. Early help assessments are thorough, thoughtfully written and sensitive to children's needs. They reflect children's ages and diversity, and offer insights into their lived experiences. Skilled and experienced workers capture a holistic family understanding through their observations and assessments. Team around the child plans include good input from multi-agency partners. The offer of multi-systemic therapy services is strengthening families' parenting skills.
2. The City of London works with a commissioned service and voluntary sector partners to provide a range of enrichment activities and social events that enable young carers to enjoy time away from their caring responsibilities.
3. Workers in the virtual multi-agency safeguarding hub (MASH) quickly process contacts. They understand issues of parental consent well and dispense with consent appropriately when indicated by presenting risks. However, the quality of agency partner referrals is variable, with some records not confirming whether consent has been sought or given. The response to referrals for unaccompanied asylum-seeking children is a strength. Children's immediate needs for a warm welcome and accommodation, and for their cultural and religious needs, are met quickly.
4. Workers convene multi-agency strategy meetings promptly when risks escalate for children. Multi-agency attendance ensures shared action, which increases safety for children. The international component for a number of families adds complexity, but this is considered well and practice reflects engagement with children's services in other countries.
5. Social workers do recognise the immediate impact for children when domestic abuse is the prevailing risk factor. However, this is not always explored at sufficient depth and toolkits are not used consistently to understand all aspects, such as financial, emotional, coercive and controlling abuse. Victims of abuse are supported well by independent advocates, who ensure their voices are heard. Senior leaders have considered the impact of the government's early release scheme (for offenders) and have worked closely with probation services to understand the risks for families living in the City.

6. Child and family assessments, including those for disabled children, are comprehensive and completed in a timely way. They include multi-agency views and ensure that individual, specific and unique needs are considered. Social workers' practice and recommendations are informed by children's and parents' voices and analysis of history, and management oversight is clearly articulated. Children receive appropriate and timely interventions, which improve their situations.
7. Disabled children have opportunities and activities secured by their social workers that they may not otherwise experience. Their parents are provided with short breaks from their caring responsibilities, through regular financial support and after-school and holiday activities. This support enables parents to continue to manage their children's care needs.
8. Children benefit from longstanding, trusting relationships with their social workers. Positive relationships are made through regular, purposeful visits. Social workers see children in different environments and undertake direct work using a variety of tools. They are skilled at engaging children in challenging discussions and do this sensitively and thoughtfully.
9. Child in need plans are well coordinated and children's circumstances are known and comprehensively recorded through reviews. Well-written plans help children and families understand decisions made about their lives. Social workers are sensitive to families' cultural and language needs, linking them with their relevant communities and places of worship, and using interpreters and translators to help them participate in important meetings and understand key documents.
10. Child protection enquiries are undertaken promptly. Investigations are detailed and risks are clearly identified. Children's circumstances are understood, and planning progresses to initial child protection conferences when needed, supporting multi-agency decisions that are meeting children's and families' needs. Safety planning during strategy meetings considers risks to make these children safer until plans are determined. Good multi-agency attendance at review conferences and core group meetings supports shared decision-making.
11. Most child protection plans are comprehensive, address identified needs and have clear actions and timescales. Workers develop plans with families, so that they are clear about the changes that need to be made. For a small number of children, child protection planning is less effective and children have been left experiencing abusive situations for too long with insufficient contingency planning.
12. An independent service is commissioned to complete return home interviews with children who go missing from home or care. Social workers follow up if children refuse to meet with the provider, to understand the reasons for a child being away from their home or placement. Workers use a risk assessment tool, which they regularly update when children's circumstances change, including

risk of exploitation and going missing. This generic tool does not always help workers to consider issues of criminal or sexual exploitation in enough detail to explore push-and-pull factors and fully reflect escalating or de-escalating risk of intrafamilial and extrafamilial harm.

13. Senior leaders know all the children who are subject to the public law outline (PLO), are in pre-proceedings or court proceedings or on supervision orders. Intervention for some children who are subject to the PLO is focused on meeting processes and not enough on their experiences while they remain at home. The PLO tracker is over-simplified and lacks the level of detail to support oversight of timescales and historic information.
14. The City of London commissions an emergency duty service from a neighbouring borough. Most of this work relates to unaccompanied asylum-seeking children, and practice for this group is a strength.
15. There are effective arrangements in place to oversee and manage allegations against professionals. Work is completed in a timely way. The local authority designated officer (LADO) provides effective guidance, support and training to external agencies.
16. An education welfare officer ensures rigorous oversight of the welfare of children who are electively educated at home. There are currently no children missing education, although appropriate systems are in place should this situation change.
17. Children living in households where there is parental substance misuse are helped by an expert offer from substance misuse services. Practitioners use a trauma-informed approach to address adverse childhood experiences.

The experiences and progress of children in care: outstanding

18. Children who are in the care of the City of London receive an outstanding service that significantly improves their life experiences.
19. Most children coming into care are unaccompanied asylum-seeking children. Their arrival into care is a smooth transition dealt with efficiently by skilled social workers. A few citizen children who have had ongoing active social work involvement have experienced a less well-planned entry into care.
20. Once children do enter care, their permanence plans progress quickly, and social workers consider a range of options for their futures. Experienced senior managers have excellent technical knowledge and oversight of care planning for children. Leaders work closely with the social workers who know children best, to consider permanent options, including kinship care, special guardianship orders, long-term fostering and adoption. Children's plans are overseen and supported well through monthly permanency planning meetings.

21. Children live in stable homes, supporting their feelings of security and worth. Social workers develop plans with and for children, ensuring that children's plans reflect their unique needs and are comprehensive and purposeful. This increases children's emotional security and helps them to make progress.
22. Children's reviews are timely and involve the relevant people, including children if they wish to attend and their written views if they do not. An independent reviewing officer (IRO) provides consistency, following up on children's progress between reviews. The IRO writes warm and sensitive letters to children following their reviews, explaining how decisions were reached and the progress they have made in their lives. When the IRO is concerned about progress, discussions take place and, if necessary, matters are escalated with social workers and managers.
23. Social workers know their children very well and talk with warmth and extensive knowledge about them. Stable relationships with consistent social workers give children someone who they know and trust to share their worries and aspirations. Social workers visit children at a frequency determined by their needs. They undertake direct work with children and are strong and active advocates on their behalf. Visits to children capture the child's voice well. Social workers observe and note achievements and ensure that these are recorded and celebrated. Advocates and independent visitors are available for children if and when needed.
24. Social workers and carers encourage children to enjoy a range of sporting and leisure activities, providing them with fulfilling experiences that promote their social and emotional development.
25. Children are making good progress from their starting points. Careful consideration of children's wishes and feelings ensures well-planned arrangements for their transition into adulthood. This prevents children from worrying about the future.
26. Social workers, carers and health professionals work together to meet children's physical and emotional health needs very well. Children receive prompt health assessments and have direct access to emotional and mental health support from a wide range of services, including a systemic clinical team.
27. Social workers and carers have high aspirations for children and support them to attend school or college, to enjoy their education and to make progress. Children also have extensive support from the virtual school and their personal education plans provide an overall picture of what is going on in their lives, and how this impacts on education. School leaders are highly positive about the work of the virtual school. Children make good educational progress in line with their starting points.
28. Unaccompanied asylum-seeking children receive excellent support from their social workers, who consider the impact of potential past trauma from

children's country of origin or, indeed, from their journey to the United Kingdom. Timely legal advice ensures that children's applications with the Home Office are pursued quickly. Workers help children access educational provision, to support their language development and integrate them with other children or young people. They are helped to engage in community and religious activities.

29. Where appropriate, social workers ensure that children remain in contact with family and friends. Social workers refer unaccompanied asylum-seeking children to the Red Cross and other agencies, for support to trace their families should they wish, helping to ensure they keep in touch if possible for their well-being. Social workers support children well and access interpreters to support communication with them.
30. Disabled children in care benefit from timely and appropriate support to meet their complex needs. Professionals work together, aligning children's plans with their education and healthcare plans. Children's needs and experiences are understood well by their social workers, who spend time with them and get to know them well. This is done at the children's pace and social workers are supported with training to gain the necessary skills to communicate with children. Children are supported to communicate through social stories, including as part of their reviews.
31. Transition planning for disabled children begins early, well before they reach adulthood. This reduces parents', carers' and children's anxieties about their futures.
32. Children in care do not experience disruption in their transition into 'leaving care', as they benefit from the consistency of their existing social worker, and often the existing support network remains in place.
33. Very few children in this unusually small local authority are fostered or require an adoptive placement. Commissioning arrangements make use of the London placement portal, and information is triangulated with checks and assessments, including from any LADO involvement, the host authority or Ofsted findings. Joint commissioning supports children's transitions well. Social workers' recommendations and assessments of placement quality inform decisions, allowing safe and suitable homes to be identified for children. Robust quality assurance processes are followed once placements are commissioned for children, with regular visits when children's views are sought.
34. City of London is part of a regional adoption agency (Ambitious for Adoption) and uses this when necessary to progress plans for adoption. This arrangement includes consultation about early permanence.

The experiences and progress of care leavers: outstanding

35. Care leavers are the largest cohort of children and young people the authority supports. Most are unaccompanied asylum-seeking children and young people. Care leavers experience consistent, secure and stable relationships with workers, who talk about them with affection and care, and help them to make progress and achieve their ambitions. Social workers work jointly with young people to develop effective pathway plans that they can understand and that reflect their religious and cultural needs well.
36. Social workers are particularly sensitive to young people's emotional health and well-being. They quickly notice vulnerabilities and risks, and take action to support, advise and protect young people. They identify and assess risk of exploitation, and work in an authoritative but relational way, so that young people understand concerns and feel empowered.
37. Care leavers have access to a clear and comprehensive web-based local offer, which has been translated into a number of languages and sets out numerous benefits to help young people as they develop towards independent living. Senior leaders facilitate online monthly sessions to inform care leavers of their rights and entitlements. This is done in a helpful way, with the support of drug and alcohol, housing, and health services, raising awareness of resources and providing information about risk.
38. Social workers ensure that care leavers have identity documents, and unaccompanied asylum-seeking children are supported to obtain a British passport when they achieve indefinite leave to remain. Care leavers are living in suitable homes, mostly in supported accommodation with effective support to learn independence skills and manage everyday living. 'Staying put' arrangements are considered where they are appropriate and it is what young people want. While many care leavers live outside of the area, they are given priority status for City of London housing and they are all offered a tenancy by the age of 25 years.
39. The virtual school is ambitious for care leavers, helping them to enrol onto courses, consider apprenticeships and explore employment options. Where there is a specific need, workers are creative in finding alternative means of communication, for example learning British sign language so that they can communicate with a young person.
40. Workers encourage and support young people to attend activities organised by the children in care council and many take up these opportunities, such as free access to the gym, football and cricket clubs. A four-night summer sailing residential opportunity was an enriching offer, which a number of care leavers enjoyed. Social workers often take care leavers out for coffee, sporting events or an occasional meal. Young people enjoy these activities, which help to build trusting relationships.

41. Care leavers who are parents have excellent support from workers who are attuned to parenting needs. When necessary, child protection processes are followed.
42. Social workers and managers know care leavers really well and adulthood is not seen as the end of the journey of support. Social workers keep in regular contact with young people, through visits, texts, emails and a variety of other communication. Social workers notice when young people's presentation changes and they are quick to take action to support them. The strong support offer is available for as long as young people need it. Social workers described occasions when care leavers return post 25 years with various matters and they continue to be supported.

The impact of leaders on social work practice with children and families: outstanding

43. The City of London is a Corporation with council functions. The Town Clerk (chief executive officer), the lead member, the Director of Children's Services (DCS) and the senior leadership team are strong champions for children and families' needs. The Corporation's work extends well beyond the square mile to benefit the whole of London, for example sponsoring 'Shining Stars' (Pan London celebration of virtual schools and educational achievement) and planning new mentorships for children and young people across the capital.
44. Corporate leaders and elected members are passionate about children's services and their responsibilities for children. The political setup of the City is unique, with strong connections that bring influence and support through resources. Links into the business community add to children's services' networks, enhancing opportunities for children. There is effective scrutiny and oversight by members.
45. The City shares its children's safeguarding partnership with a neighbouring borough. Partnership work is a strength, with partners understanding the unique needs of the City, for example through sharing learning, piloting tools and multi-agency audits. The board has regular representation from relevant agencies and has moved recently to include the City's director of education, strengthening the educational perspective.
46. Inspectors found an open learning and inclusive culture in the children's services, and, under the DCS's leadership, a nurturing, respectful and thoughtful approach. This is promoting the skills of the workforce to remain open to different perspectives.
47. Senior managers provide stable, effective leadership of the service. The Town Clerk rightly highlights confidence in them, seeing strength in their combined backgrounds and experience.

48. Regular meetings with the DCS and Assistant Director help to ensure that the Town Clerk and lead member have a direct line of sight to the most vulnerable children being helped and looked after by the City of London. The children's performance monitoring board supports effective governance and oversight of the key areas in children's social care.
49. An active children in care council meets regularly, led by a confident participation worker. This positive group enables young people to gain support from one another and share their views with their corporate parents. Their voices influence service delivery, as seen in the recent review of the Care Leaver offer. The sailing trip, which children described as amazing, the committee dinner, supper club for unaccompanied asylum-seeking children and local apprenticeships show strong commitment and ambition across the Corporation for children and young people. The corporate parenting offer extends to all care leavers up to 25 years, with priority housing in the City and leaving care status now a protected characteristic. The City's engagement in the pan-London Care Leavers Compact group also supports consistency and quality of services for young people.
50. There is a strong learning culture within the Corporation. Although a small borough, leaders have made a point of being outward looking, linking with neighbouring boroughs closely, broadening views by looking across London and nationally in various areas, including safeguarding arrangements and tackling violence against women and girls.
51. A systemic model of practice is well embedded. Staff members, from social workers to senior leaders, have the opportunity to complete diplomas in systemic practice or systemic supervision and leadership. Leaders have moved purposefully from an improvement board to an achieving excellence board, reflecting their ambition to continue improving services. Wider learning from other authorities, peer reviews and independent audits are helping to keep services present and effective.
52. Leaders commission training flexibly as the workforce needs. Learning is promoted well, through training forums, team meetings, group supervision and a newly created SharePoint site that is giving greater access to learning for all.
53. Leaders gather a wide range of feedback about services for children and families and on staff well-being. This has helped to formulate and improve services for children, families and staff.
54. Links to universities, such as Goldsmiths University and South Bank University, provide opportunities for student social workers to attend practice placements in the City, and support the development of social work practice and supervision.
55. Leaders are reflective and open to learning and feedback. They have developed an accurate self-evaluation and were already aware of areas for improvement.

They welcomed open conversations through feedback, thinking about challenge and how services may be developed to improve.

56. A strong focus on anti-racist practice and on culture, religion and diversity is evident in children's records. Clinical therapy is offered to help staff who experience challenging issues, including racism.
57. Quality assurance and moderation processes are well developed. A commissioned independent agency has audited and moderated a large proportion of children's circumstances in the past six months, with plans to increase the number of practice reviews from September 2024.
58. Since the last inspection, management oversight on children's records has improved, with a strong supporting rationale for actions for most children. The understanding gained from audit is supporting reflective practice well, giving challenge and presenting learning opportunities.
59. The supervision of practice is consistently strong, with clear reflection and hypothesis in line with the model of practice, ensuring that actions are determined, reviewed and followed up vigorously.
60. Leaders recognise that the workforce is the City's main strength and asset. They are a strong and committed workforce who say they love working in the City. Social workers describe effective management oversight and an environment in which the leaders know all the children they are working with, and are available and approachable.
61. There is meaningful investment in the care and stability of the workforce. The City is not complacent about retention and recruitment of workers. Social workers enjoy manageable caseloads, generic working and strong peer support. They feel reassured that, if they are away from work for any reason, their colleagues know about their children and will provide an effective service in their absence.
62. The supportive work environment enables workers to undertake the direct practice they want, to support children and families. They know their children well and are a credit to the organisation. The stability in the workforce adds to children's security, as they have the opportunity to build up very trusting and positive relationships.



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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

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City of London Corporation Committee Report

Committee: Community and Children’s Services Committee	Dated: 16/ 01/2025
Subject: Supported Employment Programme -Connect to Work	Public report: For Information
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes 	Diverse Engaged Communities: Across our residents, workers, businesses, and visitors, everyone should feel that they belong. Connecting people of all ages and backgrounds will help build diverse, engaged communities that are involved in co-creating great services and outcomes. Providing Excellent Services: Supporting people to live healthy, independent lives and achieve their ambitions is dependent on excellent services. Vital to that continued pursuit is enabling access to effective adult and children’s social care, outstanding education, lifelong learning, quality housing, and combatting homelessness.
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	Grant Supported from the Department for Work and Pensions (DWP)
Has this Funding Source been agreed with the Chamberlain’s Department?	Yes
Report of: Judith Finlay, Executive Director of Community and Children’s Services Deborah Bell, Strategic Director for Education and Skills	

Summary

This report provides Committee Members with information about the recently introduced Supported Employment Programme, which is grant funded by the Department for Works and Pensions (DWP). The report outlines the programme's aims, objectives and its proposed method of delivery. Central Government has presented its clear intention to further encourage a collaborative, locally led approach as a strategy for addressing hidden unemployment.

The Supported Employment Programme will work with a wide range of local partners, including services such as social housing departments, health and social care providers, Job Centre Plus, Local GPs, practice nurses, allied health professionals, Community Care, Rehabilitation centres, and local faith groups.

The new Supported Employment Programme will be one of the first local developmental initiatives to enable local areas to jointly implement firm plans to address economic inactivity and identify employment opportunities. Its focus is on participants outside the workforce, especially those experiencing disadvantages when applying for work.

The Supported Employment Programme is a voluntary programme to help address economic inactivity by providing more targeted support. It is aimed at those individuals who meet the eligibility criteria and who are well placed to take full advantage of the prescribed support available. The type of support offered will be based on individual circumstance.

Eligible participants must be in one of the following groups:

- A disabled person, who has a disability or long-term health condition, as defined in the Equality Act 2010 or the Social Model of Disability, or a specified disadvantaged group.
- In the UK there are 1.8 million people who would like to enter the workforce but because of disadvantages, ill health or a disability, they are unable to benefit from employment opportunities. Local area partnerships, when fully established are estimated to help more than 100,000 disabled people. Participants who have ill health, or those with complex barriers to employment, will be supported for 12 months to assist them to identify suitable employment options.
- The Accountable Body, Central London Forward (CLF), will have responsibility to decide whether the Supported Employment Programme is appropriate for individual participants.

Recommendation

Members are asked to:

- Note the report.

Main Report

Background

1. The Government has been clear about wanting to take a collaborative approach to addressing some of the many issues that are associated with unemployment.
2. The Universal Support Programme will be used for a new locally delivered Supported Employment Programme. The aim is to introduce a fundamental change to employment support policy. This level of change will transform local partnership relationships, ensuring joint effective delivery strategies to help local people find good and sustainable work.
3. The new Supported Employment Programme will be part of an initial step to enable Londoners to address local economic inactivity and develop a range of initiatives to expand employment opportunities for local people, many of whom exist outside the workforce and who may be experiencing increased levels of labour market disadvantages.
4. Statistics shows that the UK has more than 1.8 million people who are willing to work but who are unable to do so. They have complex barriers, such as health issues, or disabilities. The new programme, when fully developed, will aim to work with those individuals and offer intensive, well planned programmes to identify sustainable work.
5. The Adult Skills Service will work in partnership with CLF and the 11 Central London local authorities to deliver the Supported Employment Programme for Londoners.

Current Position

6. The new Government has clearly stated that one of its five missions is to kickstart economic growth with worthwhile jobs and improved productivity in all geographical areas.
7. The aim is to create social mobility in work, allowing previously unemployed individuals to secure work and to progress within their work areas. Local collaboration will include local service providers such as health services, education services, community organisations and local employers.
8. The Adult Skills and Education Service will work with local partners and internal Adult Social Care specialist teams to develop a package of support.
9. The Supported Employment Programme in England will provide support for approximately 93,000 disabled people, those with health conditions and people with complex barriers to employment, to help them identify sustainable work.

10. This package will include additional support with basic skills such as maths, English, language and IT/digital skills, CV writing and job interview practise.

Options

11. Option 1: to work in partnership with CLF and the 11 Central London local authorities to develop an effective package of learning skills and employment support and opportunities to local people with health conditions or those who may be facing barriers to work.
12. Option 2: to reject the opportunity to develop a local employment package to reduce barriers to employment and to work in partnership with other 12 local authorities.

Proposals

13. The Supported Employment Programme will take a more collaborative and locally led approach to addressing what has been referred to as 'hidden unemployment'. The Adult Skills team will work with local health and social services and skill providers partners to develop high-quality support for disabled and unemployed local people.
14. The Supported Employment Programme is an investment to transform local people's lives, and can make a difference for disabled people, people with health conditions and other complex barriers to helping them find work.

Key Data

15. The proposal suggests that the delivery areas will be divided into clusters. Each local authority will be allocated an agreed number of participants. The City of London have been allocated approximately 48 participants. It is likely that the actual delivery targets will be 100 per annum.

The table below shows how participants could be split across delivery areas. (Figures have been rounded to the nearest 100.)

Delivery area	Local authority	Rounded Indicative programme starts
Central London	Camden	300
	City of London	Less than 100
	Hackney	500
	Haringey	500
	Islington	300
	Kensington and Chelsea	300
	Lambeth	500
	Lewisham	400
	Southwark	700
	Tower Hamlets	500
	Wandsworth	200

	Westminster	600
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Corporate & Strategic Implications

16. Strategic implications – This proposal aligns with and will support the delivery of the Corporate Plan 2024–2029.
17. Financial implications: None
18. Resource implications: None
19. Legal implications: None
20. Risk implications: None
21. Equalities implications – The proposal is compliant with our Public Sector Equality Duty 2010. The proposal outlined in this report will not have any negative impact on people protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.
22. Climate implications: None
23. Security implications: None

Conclusion

24. The Supported Employment Programme will be a collaboration between the DWP, CLF, and 12 local authority areas. The programme aims to provide support to enable participants to secure good-quality work, and to provide people with an income, opportunities for social interaction, and a general sense of fulfilment.
25. The Supported Employment Agenda will be a locally led approach to tackling 'hidden unemployment'. The programme will help to provide local people with work, basic education skills, and employment skills support.
26. The programme will work jointly with other locally planned services to encourage economic activity and expand employment opportunities by joining up health, education skills and employment support systems. The Supported Employment Programme will assist participants who are currently outside the workforce and facing increased levels of labour market disadvantage.
27. Current Adult Skills Service work involves providing a skills and employment service to similar groups of participants. For example, more than 85% of the current client groups are registered from Job Centre Plus. These clients experience similar disadvantages with disabilities, ill health and unemployment.

Appendices

- None

Barbara Hamilton

Head of Adult Skills Education and Apprenticeships
Department of Community and Children's Services

T: 07920703087

E: barbara.hamilton@cityoflondon.gov.uk

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