

Education and Local Economy Scrutiny Commission

Wednesday 17 March 2021
6.30 pm

Online/Virtual. Members of the public are welcome to attend the meeting. Please contact FitzroyAntonio.williams@southwark.gov.uk for a link to the meeting.

Membership

Councillor Peter Babudu (Chair)
Councillor Anood Al-Samerai (Vice-Chair)
Councillor Karl Eastham
Councillor Eleanor Kerlake
Councillor Richard Leeming
Councillor Eliza Mann
Councillor Michael Situ
Martin Brecknell (Co-opted member)
Lynette Murphy-O'Dwyer (Co-opted member)
Nicole Gordon (Co-opted member)

Reserves

Councillor Humaira Ali
Councillor Radha Burgess
Councillor Paul Fleming
Councillor James McAsh
Councillor Jason Ochere
Councillor Maggie Browning

INFORMATION FOR MEMBERS OF THE PUBLIC

Access to information

You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

Access

The council is committed to making its meetings accessible. Further details on translation, provision of signers etc for this meeting are on the council's web site: www.southwark.gov.uk or please contact the person below.

Contact

Everton Roberts on 020 7525 7221 or email: everton.roberts@southwark.gov.uk

Members of the committee are summoned to attend this meeting

Eleanor Kelly

Chief Executive

Date: 9 March 2021



Education and Local Economy Scrutiny Commission

Wednesday 17 March 2021

6.30 pm

Online/Virtual. Members of the public are welcome to attend the meeting. Please contact FitzroyAntonio.williams@southwark.gov.uk for a link to the meeting.

Order of Business

Item No.	Title	Page No.
	PART A OPEN BUSINESS	
1.	APOLOGIES	
	To receive any apologies for absence.	
2.	NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT	
	In special circumstances, an item of business may be added to an agenda within five clear working days of the meeting.	
3.	DISCLOSURE OF INTERESTS AND DISPENSATIONS	
	Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.	
4.	MINUTES	1 - 17
	To approve as correct records, the Minutes of the meetings held on 26 October 2020, 27 January 2021 and 22 February 2021 (to follow).	

CABINET MEMBER INTERVIEW - DEPUTY LEADER AND CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND EDUCATION

The Deputy Leader and Cabinet Member for Children, Young People and Education has been invited to the meeting to provide updates, answer questions and comment in respect of the following:

- Southwark’s refreshed plans for Youth Provision in Southwark (approved by cabinet on 8 December 2020)
- Implementation of the commissions scrutiny recommendations in respect of Exclusions and Alternative Provision
- The Council’s work to support care leavers via a dedicated trust and other pre-existing channels
- Progress report on the Council’s SEND Education Provision Strategy
- Provide comment on the commission’s preliminary draft recommendations in respect of children’s experiences and education through Covid

The subject matters have been listed separately in the agenda for ease of reference.

- | | | |
|-----------|---|----------|
| 5. | SOUTHWARK'S REFRESHED PLANS FOR YOUTH PROVISION IN SOUTHWARK | 18 - 155 |
|-----------|---|----------|

Note: The cabinet report has been included with the agenda for background information only.

- | | |
|-----------|--|
| 6. | IMPLEMENTATION OF THE COMMISSIONS SCRUTINY RECOMMENDATIONS IN RESPECT OF EXCLUSIONS AND ALTERNATIVE PROVISION |
|-----------|--|

- | | |
|-----------|---|
| 7. | THE COUNCIL'S WORK TO SUPPORT CARE LEAVERS VIA A DEDICATED TRUST AND OTHER PRE-EXISTING CHANNELS |
|-----------|---|

- | | | |
|-----------|---|-----------|
| 8. | PROGRESS REPORT ON THE COUNCIL'S SEND EDUCATION PROVISION STRATEGY | 156 - 203 |
|-----------|---|-----------|

Note: The report on Special Educational Needs and Disability SEND has been circulated with the agenda for background information only.

- | | | |
|-----------|---|-----------|
| 9. | PRELIMINARY DRAFT RECOMMENDATIONS IN RESPECT OF CHILDREN'S EXPERIENCES AND EDUCATION THROUGH COVID | 204 - 205 |
|-----------|---|-----------|

CABINET MEMBER INTERVIEW - CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND NEIGHBOURHOODS

The Cabinet Member for Communities, Equalities and Neighbourhoods has been invited to the meeting to provide updates, answer questions and comment in respect of the following:

- Council's action plan for high streets and town centres – progress update
- Provide comment on the commission's preliminary draft recommendations in respect of high streets and town centres
- Provide comment on the commission's preliminary draft recommendations in respect of equalities

The subject matters have been listed separately in the agenda for ease of reference.

10.	COUNCIL'S ACTION PLAN FOR HIGH STREETS AND TOWN CENTRES - PROGRESS UPDATE	
11.	PRELIMINARY DRAFT RECOMMENDATIONS IN RESPECT OF HIGH STREETS AND TOWN CENTRES	206 - 207
12.	PRELIMINARY DRAFT RECOMMENDATIONS IN RESPECT OF EQUALITIES	208
13.	WORK PROGRAMME 2020-21	To follow

To note the work programme as at 17 March 2021.

DISCUSSION OF ANY OTHER OPEN ITEMS AS NOTIFIED AT THE START OF THE MEETING.

Date: 9 March 2021



Education and Local Economy Scrutiny Commission

MINUTES of the OPEN section of the Education and Local Economy Scrutiny Commission held on Monday 26 October 2020 at 6.30 pm (Online virtual meeting).

PRESENT: Councillor Peter Babudu (Chair)
 Councillor Anood Al-Samerai
 Councillor Richard Leeming
 Councillor Eliza Mann
 Councillor Jason Ochere (Reserve)
 Councillor Michael Situ
 Lynette Murphy-O'Dwyer (co-opted member)

OTHER MEMBERS PRESENT: Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People and Schools
 Councillor Stephanie Cryan, Cabinet Member for Jobs, Culture and Skills

OFFICER SUPPORT: Everton Roberts, Head of Overview and Scrutiny (Acting)

1. APOLOGIES

Apologies for absence were received from Martin Brecknell and Councillor Eleanor Kerlake (maternity leave). Apologies for lateness were received from Councillor Eliza Mann.

2. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT

There were no late items.

3. DISCLOSURE OF INTERESTS AND DISPENSATIONS

Councillor Jason Ochere declared that he was a school governor in the borough of Lewisham for which a significant number of Southwark residents attended.

4. MINUTES

RESOLVED:

That the minutes of the meeting held on 20 July 2020 be approved as a correct record.

5. REVITALISATION OF HIGH STREETS AND TOWN CENTRES - SCRUTINY REVIEW PREPARATIONS

The chair explained that as part of the scrutiny review the commission was particularly interested in understanding the current challenges that high streets and town centres are facing both long standing and in the context of Covid.

Nicole Gordon outlined the experiences of businesses in the Bankside area in the current climate. Nicole reported on footfall which was down 50% for the time of year, impact of people working from home, area heavily reliant on office workers, occupancy of hotels and impact on the hospitality sector and consumer facing businesses, such as pubs, restaurants and gyms of which 91% were now open. Theatres still remained closed.

Nicole also reported on redundancies, particularly in the hospitality sector, businesses downsizing as not needing as much space or trying to reduce costs, end of furlough and grants scheme and business rate holidays coming to an end.

Nicole informed the meeting of the main concerns coming from businesses which was whether they could survive over the coming months due to the long period where businesses, particularly hospitality sector would not see customers at the levels that they are used to and need in order to continue. There was also confusion for office based businesses around guidelines from central government on what businesses can and can't do, and concerns around employee wellbeing, for those who need to come into the office due to not having right working environment at home.

In respect of challenges that may be facing high streets like those in Bankside, there was the worry of empty spaces on high streets, impact of permitted development rights legislation which would see commercial properties being lost to residential.

Opportunities to explore – next generation businesses that can fill gaps created by larger companies reducing property portfolio or moving out of central London locations may provide opportunities for next generation businesses, entrepreneurs, young people and community organisations who may be able to fill those spaces to make sure high streets remain animated. She stressed that she did not think this would be possible without intervention from bodies such as local authorities who would be able to work with landowners and developers and be able to think creatively about a sustainable recovery to the high street and to breakdown barriers for groups who might not otherwise have opportunities.

The commission also heard from Councillor Stephanie Cryan, Cabinet Member for Jobs, Culture and Skills who provided an overview of the Council's action plan on revitalising high streets and town centres. The commission also heard from Danny Edwards, Strategy and Partnerships Manager and Aileen Cahill, Head of Culture.

Questions and discussion arose around the following:

- Recreating spaces to provide opportunity for creative industries to thrive on the high street
- STRIDE - Work being undertaken alongside Lewisham, Lambeth and Wandsworth (4 borough strategic investment pot bid) to provide affordable workspace, training and startup support in the Tech and creative industries and to look at how to get more diversity into those sectors. Formerly called South London Innovation Corridor, now known as Stride
- Questions around the specifics of the action plan and resources to be made available
- Managing outdoor space through winter months
- Mapping of areas being covered, particularly mini local economies
- Concept of Town centre plan around small areas within Southwark – Funding and governance
- Use of meanwhile spaces and impact on planning and development of residential spaces
- Creative compacts
- Providing support to businesses to enable them to reconfigure in changing landscape.

6. CHILDREN RETURNING TO SCHOOL

The commission received a progress update in respect of children returning to school from Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People and Schools. The commission also heard from Cassie Buchanan, Headteacher of Charles Dickens Nursery and Primary School in Borough and lead on a Trust which covers the two Charter Schools in Dulwich, and Helen Ingham, Headteacher of Ivydale School, Suley Muhidin, officer lead for Southwark Youth Council and Sydney and Peter, from Southwark Young Advisors.

Councillor Jasmine Ali reported that school children for primary, nursery and secondary schools all returned at the beginning of September. Attendance was around 90% which was higher than anticipated and children were pleased to be back. Councillor Ali reported that the local authority had widened some pavements and closed some streets in order to help schools implement new ways of working in light of Covid.

One of the issues that had let the system down was the lack of track and trace and some teachers had been sent to Leicester to get testing. Councillor Ali reported that she had written a number of letters to Government but none of them had been answered. She was confident that now track and trace and testing came under the remit of Public Health that there would be improvement.

There had been caution with parents around coughs and colds, but these concerns were being addressed by schools, clinical assessments and GP referrals. Schools were following up on absences, calling and visiting homes along with, early help back school teams and social workers.

There had been an increase in parents opting for home education but schools were working hard to dissuade parents from this option. Attendance monitoring was being undertaken by DFE through daily submissions and information was being reported back

weekly.

In respect of pupil behaviour and wellbeing all schools had prepared carefully for welcoming pupils back and had a significant focus on mental health and wellbeing as part of the enhanced PHSE curriculum. In the beginning phase of Covid a free mental health service had been opened online, in August a drop in service became available.

A number of measures had been put in place to reduce contact between individuals, including bubbles, staggered start and finish times and staggered play and lunch times.

In terms of Covid cases, whilst there had been an increase in numbers, the majority of schools had had no cases and the numbers in primary schools were significantly lower than secondary schools.

Education advisors were in place to provide advice and support where appropriate. The education department was helping schools with communication and there were weekly updates going from the council to the schools and the Director of Education was meeting regularly with the regional schools commissioner.

The council had purchased laptops and delivered to disadvantaged children due to delay in government issuing laptops. Following the allocation of the laptops from government it was found that more were still needed.

In terms of concern over the attainment gap, a Task and Finish Group had been set up to look at what has been working in schools, and sharing that information around.

The council had agreed alongside other local authorities, a scheme to help provide school children with meals during half term holiday.

Councillor Ali also raised concern over the proposal to stop free bus fares for children.

Cassie Buchanan, reported on a number of factors impacting on the delivery of education and challenges faced by schools.

Ms Buchanan highlighted that the equalities that already existed within a school and across schools had become more stark during the pandemic and if schools just did things universally, those children who are very well supported at home would continue to rise at a greater pace in contrast to children who don't have the holistic support around them or who were less ready when they started school. Ms Buchanan advised that the focus at the moment was not necessarily about closing in school gaps, but looking at how disadvantaged children are performing in Southwark and also what the national 'other' picture was looking like, and then considering how to close the gap between children who are socially disadvantaged in Southwark and then nationally all other children.

Ms Buchanan recommended that the council and schools look at the networks and organisations that Southwark has to support the work needed. Examples of this was the Education Endowment Foundation which funds a number of schools across England (including Charles Dickens School) and promotes and disseminates what works best in schools. This was something that not many boroughs have (only three in London). It was for the council to consider how best it used these organisations. There was also the London South Teaching School Alliance which had 50 member schools across Southwark, Lambeth and Lewisham and a lot of work is funded, or schools individually contribute to a subscription and this service also provides some of the school improvement work.

Ms Buchanan suggested that one of the questions the commission should take away is how do you give school leaders the headspace and a capacity to do the school improvement work as schools have been so busy making arrangements for children to return to school and keeping schools open, working to keep bubbles open and working to keep parents engaged. Teachers she spoke to were saying, they want to improve reading, cultural capacity, want to work with their communities, but how do they achieve this when they are working around the clock to keep schools open, safe for children and staff and finding replacements when staff are not in school – how can organisations that already exist be best utilised. There was also the challenge of keeping staff attendance high.

Ms Buchanan also highlighted the issue of special needs, she advised that there was an increasing number of children joining reception with diagnosed or undiagnosed special needs, particularly autism. Due to Covid parents had not been able to utilise the organisations that would usually be available, or have access to the networks that they might have had access to previously to direct them to the right type of school to meet their children's needs.

Helen Ingham explained that throughout the pandemic they had used principles of trying to keep things sustainable and manageable. She advised that what was key for schools was staff and the well being of staff and leadership. There was an impact on staff, particularly in terms of an increased workload, for example a teacher having to manage teaching a class during the day, but also having to provide home learning for a child who is shielding and trying to keep that child part of the school community as well. There was also the need to acknowledge the personal impact of individuals and of their experience around their own mental health or the mental health of their families, or families who have experienced Covid directly. One of the biggest issues facing schools was around staff absence, either because of their own symptoms or household symptoms, particularly for multi occupancy households which typically affected younger teachers who live with many other people and had to stay off school because a member of their household had tested positive or had symptoms.

Ms Ingham also reported that there were also situations where staff have had their own children's classes closed or their child's nursery has shut completely when a member of staff has tested positive. This had a financial impact on schools due to the need for staff cover. There was also a financial impact in relation to pregnant members of staff who would normally work until near their due dates who were now, under current guidelines, having to have adaptations from 28 weeks onwards because the recommendation from public health was that they shouldn't be teaching from 28 weeks onwards.

It had been identified that the greatest needs was within the younger age groups. The older children had come back very positively and whilst there were gaps in knowledge, which was directly related to missing aspects of teaching, these could be easily addressed. There were bigger aspects of learning missing, particular with years 1 to 3, so that was where funding was being targeted in order to address this.

Children's mental health had been fine at Ivydale School. There were already support systems in place and the school had kept in touch with vulnerable children on a weekly basis through lockdown. It had been noticed that there was a lot of anxiety from parents – Ms Ingham suggested that this may be something the scrutiny commission might want to look at.

Suley Muhidin, reported on the formal communication networks that existed and outlined some of the challenges that a lot of young people were experiencing currently. He advised that due to Covid, it had not been possible to elect a new Southwark Youth Council, but that constant communication had been kept up with the previous Youth Council members and they had been working closely on various activities. There was also the London Youth Assembly which was set up a year ago and mirrors the Assembly in the GLA, and has two representatives [young people aged between 14 and 19] from each London borough. These connections enabled him to reflect on the challenges experienced in Southwark, but also across London as well.

Suley informed the commission that the top three things that had been reported as most challenging through the pandemic for young people were, education, mental health and employment. Since the pandemic the Council had been working closely with an organisation, 'Step Up To Serve' which set up the 'I Will' campaign which was around getting more young people to do more social good. A toolkit had been developed for young people locally to look at some of the things that they can be doing to keep themselves engaged during lockdown, based around activities such as suggestions for books to read, keep fit regimes and other things one might be able to do at home. What came back from this as a challenge was the issue of space, for example, where siblings had to share bedrooms, or no access to a garden.

In terms of education, there was the issue of digital access (access to laptops), whilst young may all have a smartphone, they may not have access to a laptop or computer, or may have to share with other household members, siblings or parents etc who may also be required to work from home. This posed a real challenge in terms of accessing things around education.

Suley reported on the issue of transitioning from secondary school and having aspirations to go to university. For some young people, it had become a question of considering whether to seek secure employment, which in the current climate was a challenge, along with being aware of the experience of their parents, older friends/family relatives who had been either furloughed or lost their jobs, or to stay in education and potentially receive a poor quality education/university experience due to not physically being at university and not having that full university experience and personal development. Due to this a lot of young people had decided to put further education on hold and instead stay at home and seek employment which was difficult to find in the current climate.

Suley advised that another challenge was young people having a space that was away from home, a physical space where they could build on their aspirations. What had emerged through the lockdown period was that young people had to be more innovative and more resourceful and require space to create, such as music, arts or crafts.

Peter and Sydney, Southwark Young Advisors informed the commission of their experience and experience of their peers during lockdown.

Peter reported that he and his peers had not been able to take their GCSE exams and now that they were in sixth form and preparing for A levels, self-confidence had been lost through not having had the GCSE exam experience. He also reported that it had been hard to revert back to the work ethic that they [year elevens] had had before lockdown.

Sydney informed the commission that one of the challenges young people were facing was the issue of adaptability, due to the constant change in the delivery of education, virtual online learning and then returning to school and then again back to virtual learning.

Students were finding it hard to adjust. Sydney also reported that isolation was an issue as well, along with children's safety after school which was an ongoing issue.

Sydney expressed that a lot of opportunities for young people had been missed, not only through not being able to sit their GCSEs but also a lot of projects that were being run for young people have had to be put on pause.

Following the presentations from the invited guests, the commission then asked questions.

The following was identified by the invited guests as issues they felt the commission might want to take forward

- Releasing headspace for school leaders to enable them the capacity to focus on school improvement tasks.
- Supporting student transitions, including SEN (from nursery to apprenticeships) getting them ready for the next stage – what is there in Southwark to support students.
- Management of place planning and support to parents (particularly in relation to SEN), so that parents are picking the right school for their child (over capacity of SEN provision – difficult to manage). Also issue of parents not being able to visit schools due to pandemic.
- Linking schools into networks (local and national) to enable the sharing of best practice and planning
- The provision of a physical space(s) for young people who are not able to focus at home and need a space for extra and independent learning (libraries are currently closed).
- Provision of online virtual learning spaces to enable students to be able work together.
- Provision of reliable home broadband connections to facilitate virtual learning

7. WORK PROGRAMME 2020-21

The following issues arose during the discussion on the work programme:

- Special educational Needs and vision for people with disability
- What help the council can offer young people around exams – for children taking exams and increased home learning
- Providing space for young people to study (online and or physical)
- Helping schools to deliver online learning – provision of devices and broadband access (possibly mobile access)
- Funding and provision of special educational needs
- Role of Council in partnership working – bringing people together and making connections (education and businesses)
- Care leavers provision for higher education
- Equalities and Diversity Programme
- Follow up on school exclusions work

RESOLVED:

That the work programme as at 26 October 2020 be noted.

**8. EDUCATION RESPONSE TO EXCLUSIONS AND ALTERNATIVE PROVISION -
REPORT FROM THE EDUCATION AND BUSINESS SCRUTINY COMMISSION**

The Chair provided the commission with a brief update on the discussion that was held at the 20 October cabinet meeting in respect of the cabinet response to the scrutiny commissions report on Exclusions and Alternative Provision.

RESOLVED:

That the cabinet response to the report from the education and business scrutiny commission in relation to exclusions and alternative provision be noted.

The meeting ended at 9.28 pm

CHAIR:

DATED:



Education and Local Economy Scrutiny Commission

MINUTES of the OPEN section of the Education and Local Economy Scrutiny Commission held on Wednesday 27 January 2021 at 6.30 pm (Online virtual meeting).

PRESENT: Councillor Peter Babudu (Chair)
 Councillor Anood Al-Samerai (Vice-Chair)
 Councillor Radha Burgess (Reserve)
 Councillor Karl Eastham
 Councillor Richard Leeming
 Councillor Eliza Mann
 Councillor Michael Situ
 Martin Brecknell (Co-opted member)
 Lynette Murphy-O'Dwyer (Co-opted member)

OFFICER SUPPORT: Everton Roberts, Head of Overview and Scrutiny (Acting)

1. APOLOGIES

Apologies for absence were received from Councillor Eleanor Kerslake, currently on maternity leave.

2. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT

There were no late items.

3. DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were no disclosures of interests or dispensations.

4. MINUTES

It was reported that the minutes were still to be finalised and therefore held over to the next meeting for approval.

5. CHILDREN'S EXPERIENCES AND EDUCATION THROUGH COVID

The commission heard from Eloise, founder and CEO of Anima Youth and young people involved with the organisation (Kendra, Ruth, Vanessa and Teresa). The young people who attended different schools both in and outside Southwark, spoke about their experience of education through the pandemic.

The young people answered a series of questions put to them by the commission members. The responses highlighted a mixed experience for those taking part in the evidence session. The following issues came through in the responses.

How are you finding education through the pandemic, both learning from home and attending school?

- How the school responds to the pandemic has an impact on the students and how well the students respond to the change – example, schools emailing students to check how the students were doing.
- School not really checking on wellbeing, mostly focused on education and arrangements for next year.
- Too many expectations on students, and teachers are not teaching properly. Schools are not taking into consideration that some children are living their entire life from one room.
- Feels like they are teaching themselves and then have homework on top of that, along with other small issues such as poor wifi and so the work is building up.
- School undertaken Survey Monkey to see how students are finding lockdown and how they are finding the workload.
- Students finding it tough

Have you had much opportunity to express your concerns or how you are finding things, either through the teacher or head of year?

- There has been opportunity to express how students are finding things, however sometimes this has been through email, which are sometimes overlooked by students – a phone call would possibly be better.
- Communication has been bad and the quality of lessons have gone down significantly. School has not been clear on whether they are going to do exams or what is expected of students. Teachers don't appear to be bothered, so why should students be.

Do you have any specific ideas about what the school and government could do to give better support for mental health for young people over the coming months?

- Organising virtual sessions, with student, teacher and counsellor, to provide safe space for students to express how they are feeling.
- Counselling service exists in school, but not open to using it. Could be barrier between her and the counsellor or that the counsellor will not be able to

understand her so more likely to not bother signing up.

- A lot of ambiguity over exams has caused a lot of anxiety, especially with teachers setting more assignments and setting mini tests, on top of this students don't know what their grades are going to be based on. This creates anxiety, and the pressure of feeling that you have to do well in every single thing, otherwise you are going to get bad grades. There needs to be more guidance and structure.
- School has encouraged students to talk about mental health, go on walks, have virtual classroom challenges with prizes. This has helped the students to interact.

How would you feel about repeating the year if things are back to normal by September?

- This would increase the anxiety of being left behind in life. Expectation is that you go to university at 18 – She will be class of 2022. Already missed the ecstatic feeling of finishing GCSEs, even results day was that good as they had to stand in a line. Already feels like she has missed so much.
- Already missed so much content, even though learning online, doesn't believe she will retain what she has learnt as she learns better at school. Having to go back to school and do everything again is a situation she personally does not want to be in. Would like a fresh start for next year and go to university at 18.

Do you feel like your school is doing very much at the moment to prepare you for those transition moments and do you have a sense that you are able to properly plan?

- School sends through information everyday about opportunities around engineering, maths, sciences and other subjects – feel school is doing quite well with opportunities. School still has assemblies and has guest talkers giving advice on universities and careers. Also have schools career advisor who is very interactive with students through email and teams meetings.
- Schools career advisor is not sending out emails notifying people on different options. Feels like the next step has been neglected within her school. Teachers are not talking about exams in general, employment or university.

Experience of school return between September and November, is there anything you think could be done better in terms of support and provision to students?

- Missed out on 6th form experience – there was no extracurricular activities. Lesson time was also cut down as well, along with restrictions.
- Had double and triple period lessons, breaks were shorter and was not able to move around the school due to bubbles. Students eventually became fed up with bubbles and started mixing in other bubbles. Only had mobile canteen, with limited selection of food.
- School was strict with bubbles, students were able to go outside of school for lunch and bring food inside school. Lessons were mainly double periods.

What are you most anxious about in terms of going back to school and what do you think schools should do consistently across London and the country to make people feel better?

- Anxious over whether going to get desired grades.
- Anxious about whether 6th form students will continue learning or have to go straight into having to make applications about personal statements, when haven't fully had 6th form experience. Would be helpful if there was a structured plan, setting out level of focus on academics and on the next steps and plan this out with students so that they can mentally prepare themselves.
- Schools should be open to the fact that the content being learned during lockdown isn't going to be learnt or retained as well. It would be helpful to rehearse and go over content again and for schools to provide revision resources such as flashcards.

Would mental health first aid training be of value for students?

- Yes, it's more comfortable to talk to a friend than going to a teacher.
- Would be useful to know where to direct a friend if they need help or don't want to talk to someone that knows them.

The Chair highlighted the written communication from Matt Jones, Southwark Association of Secondary Headteachers, which had been circulated with the agenda.

Following the conclusion of item 6, the commission discussed the issues raised through the evidence session and agreed to make some urgent enquiry with the cabinet member for children, young people and schools as detailed in the decision below.

RESOLVED:

We ask the Deputy Leader and Cabinet Member for Children, Young People and Schools to:

1. Urgently review counselling support currently available in schools and explore what additional help the council can provide, possibly in liaison with South London and Maudsley (SLAM)
2. Urgently confirm whether there are any Southwark children still without access to laptops and/or internet. If so to provide immediate assistance.
3. Confirm what action the council is taking to encourage families to come forward where they do not have devices and feel reluctance to accept support.

6. REVITALISATION OF HIGH STREETS AND TOWN CENTRES - SCRUTINY REVIEW (SESSION TWO)

The commission heard from Nick Plumb, Power to Change and Ben Stephenson, Placemaking consultant, High Street Task Force expert and BIDs advisor.

Nick informed the meeting that Power to Change was an independent charitable trust that supports and develops community businesses in England, established in 2015 through an endowment from the Big Lottery Fund, and since then has been supporting community

businesses in various different ways.

Power to Change believed that no one understands the community better than the people who live there, so it works with community businesses to revive local assets, protect services that people rely on, and address local needs. Nick explained that community businesses have four key features:

- They are locally rooted in a particular geographical place and respond to local needs.
- They trade for the benefit of the local community.
- They are accountable to the local community.
- They have a broad community impact.

An example of a community business in Southwark was the Ivy House, in Nunhead, a community owned Pub. Elsewhere, there are community owned shops, communities that have taken ownership of heritage assets such as the Town Hall in Hebden Bridge which is in community ownership. Assets are at the core of the business model and is central to community businesses. In the past couple of years, Power to Change have become increasingly interested in community ownership on the high street, it was something that was increasing in places across the country.

In respect of Power to Change's thinking on High Streets, Nick explained that the retail dominated model has been dying for quite a lot, in part driven by out of town retail and the rise of online shopping, accelerated by the pandemic. Retailers and businesses with a strong online offer have fared better, especially large multinationals like Amazon. At the same time, especially during the pandemic, there has been evidence to suggest that some of those secondary high streets and town centres that may have been a bit neglected, have started to see a bit more activity as people spend more time closer to home. Along with that, concepts like the 15 Minute City which was referenced in the Southwark economic renewal plan and GLA literature in recent months are gaining interest as people want to spend more time in their neighbourhood, which is an important development.

Nick felt there was a rising recognition among developers and property owners that they need to diversify if they are to continue to receive rent on the property that they own in high streets and town centres and that they need to increase footfall. One of the key ways of doing this would be through the introduction of diverse community businesses, such as art centres, community pubs and other places offering creative activities. The destination space that drives people to the high street is really important.

From the conversations Power to Change were having with local authorities, there was also an increasing recognition that councils have to play a slightly more activist role in that town centres if they are to halt the decline. Councils were not the only stakeholders, there are businesses and property owners, so how the council can play a role in convening discussions about local places was really key.

Future models of a civic High Street that is fit for the future were beginning to be seen in places like Plymouth, Hastings, Dumfries and beyond. These emergences were being done in spite of the system, rather than because of the system it and there were lots of changes that need to be made to take this agenda forward.

Nick highlighted why town centres and high streets are so important. They were a real source of civic pride, and the fate of one's High Street could really determine how people feel about a local area. The presence of particular retailers on a high street (such as a Marks & Spencer) forming people's perception of their local area.

The question to consider was how to move to a point where people's pride in their high street is not only governed by that [presence of a particular retailer] but instead by a diverse mix of use and businesses and different stakeholders playing a bigger role. They should be those hubs of activity that people know and feel comfortable in. There was scope for an increase in health and well-being hubs on the high street hosted by community businesses.

There was a range of different spaces that can act as a destination space and draw people to the high street. Examples of community businesses that were doing this:

- Bodmin in Cornwall, they have transformed the library into an event space which offers services for the local community, bringing people into the high street.
- The Town Hall in Hebden bridge, provides working space for local people
- Craft work sold in a community owned shop in Ashford, with creative activities draws people into the high street shopping centre.

These were single asset buildings that Nick felt were really inspiring. Nick gave an example of a project which he believed gave a real sense of opportunity when it comes to community and high streets. In Plymouth there is an organisation 'Nudge Community Builders' set up by two local people, which brings buildings back into use (that the market wouldn't otherwise go near) and therefore breathing new life into the high street. The organisation has been transforming Union Street a former bustling destination which had seen decline and rising property vacancy. There were however a number of challenges, one of which was the lack of clarity of who owned some of the derelict buildings that they were trying to bring into community ownership. This was often unclear, possibly due to buildings being owned by shell companies. Another challenge was that it could take up to five years for those buildings to become sustainable to the point where it could be funded by the trading activity undertaken with the building. The organisation therefore requires grant funding to support revenue costs while they establish and grow the community businesses.

The organisation has established a community market, pop up café, an alternative shopping arcade based on the concept of an allotment where they rent space patch by patch to local businesses and individuals who have an idea and want to grow it in a way that benefits the community in the wider high street.

Nick expressed the need for local authorities to have a role as a curator of town centres and thinking of themselves in that way, playing a role in linking communities to vacant properties, pushing for greater transparency on high street property, pushing for use of Meanwhile spaces (as a temporary solution). Local authorities having a role to play in flexible finance for establishing growth and sustainability of community business.

Nick felt there was real scope for collaboration between NHS, local government and community partners, both in the immediate term for things like vaccination programmes, but in the longer term too, noting the focus on community wealth building in Southwark and focus on anchor institutions. He also felt there was a real opportunity to harness

those local assets to build health into the fabric of the high streets in a way that also involves communities. He also referred to the local access partnership work in Southwark which he felt was an opportunity to think about how some of that might support communities to take on assets and provide a sustainable base for communities so that they can work into the future.

Nick talked about the High Streets agenda being led by the GLA. He informed the commission of an idea coming out of that initiative, 'the Good Landlords Charter' which was around thinking about how private developers and landowners can really support local community led activity. He reported on work Power to Change were doing in London with the GLA and Coops UK around a scheme which was to be imminently launched called 'Boosting Community Business London' programme which offers small grants for community businesses setting up in London. He believed there was scope for this to support community businesses on the high street. An element of this will involve community shares. The idea being that communities can pay an amount of money to support the organisation and then have an equity stake.

Ben Stephenson, provided the commission with a presentation on the national picture relating to high streets.

Ben informed the commission that one of the main metrics used to try to figure out what 's going on in high streets is footfall. There has been a cumulative problem with footfall ever since the last recession - down 20.5%, between 2010 and 2013. During the pandemic, it is less clear as people were not supposed to be out in the streets, but footfall was down 64% cents in 2020 and doesn't look like it's going to recover, early indications suggest because of habits formed during the lockdown, it's not really likely to return to pre pandemic levels.

The two major impacts on high streets were firstly out of town shopping and then more recently online shopping with a steady rise from 2007 until 2019, where one in five regional purchases made in the UK were made online. That slightly masks a bit of a disparity between the different sectors, in 2019 only 6.3% of grocery sales were made online, but due to the impact of 2020, online shopping has shot up by Q3, reaching 2030 predictions in a year. In November 2020, online shopping hit a high, 36% of all shopping/retail was online.

The way stores close was another really good indication of what is going on, it had been predicted that store closures would be slightly under 2000 in 2020, however 5214 stores closed in 2020 (multiples only), 1000 independents have closed. In 2021, 750 multiples have closed already.

Retail vacancy is the first major way that they try to figure out what's going on the high street. Retail vacancy of 10.3% in 2019, up to 13.2% in 2020. Shopping Centre vacancy is now at 16.3%. Expecting as furlough comes to an end in March, that picture is going to look far less rosy, 2021 is going to look particularly bad for retail vacancy, and we will start seeing big gaps in our high streets.

Ben pointed out that high streets were associated with shopping and that there was a need to start talking about diversity and looking at what high streets mean when we aren't talking about shopping, the office market, hospitality, culture and leisure particularly.

London Bridge was cited as an example of how badly the City has been affected, in terms of the knock on effect, in terms of the transport system and retail that goes along with this.

Only 7% of office workers in the recent study have said that they want to go back to working full time. If that is a request acceded to by employers then there were going to be some very interesting changes economically, particularly in city centres.

He noted that it was cheaper not commute to work and that it was more productive working at home for a lot of sectors, he was however struck by the testimonies given by the young people in the earlier session, in terms their experiences and reflected on the experience as a young person up to their mid 30s. He acknowledged that working on your own all day can be quite isolating and felt that younger people particularly need that connection with other people in the workplace to be able to climb the career ladder.

In respect of the UK hospitality sector, 660,000 of its 3.6 million jobs have already gone in the last year. One in three pubs, bars and restaurants are feared to close. The hotel markets have been badly affected. Areas such as London Bridge and other parts of Southwark are reliant on this type of local economy. Daily revenue is down to £29 per room compared to £129 in 2019. Culture and leisure have suffered 45% reduction in GVA compared to 2019. There was also the impact on the supplying sectors to those three main sectors. One of the things that is being thought about is how support has been targeted by government and how correctly targeted it has been.

All of this was happening against a wider backdrop of recession, climate change, Brexit and a lot of social upheaval. Ben felt that all of this puts us at a crossroads when thinking about the sustainability of high streets and how they are transforming over the years and decades.

Ben explained that there were forces pushing for change, particularly in terms of sustainability and change that delivers real social value. But there were also forces trying to push us back to the status quo as well. One of the forces for good as he described them was the High Streets Task Force which was set up last year with a five year programme. It consists of 13 membership organisations, including professional bodies, data partners, civic voices representing the community. It's purpose was to use data and expertise, to go into places and help them understand important partnerships, how to use data, and how to transform and identify your barriers to transformation.

Ben shared his thoughts on an idea about sustainability and purpose driven places. This was about creating frameworks that provide people with an interface within their town centre that would help them lead a purpose driven life. Trying to understand how the town centre can fulfil a number of purposes for a number of different kinds of people. Sustainable Development Goal 11 and Doughnut Economics were good places to start.

There was also the issue of devolving some power to neighbourhood level and there was a lot of work going in terms of inclusive citizens panels, community wealth building.

Ben talked about the interface with landlords (the local authority being a large landlord). He felt that the drive towards the idea of fiscal responsibility to maximise return, meant that you ended up with a very distinct lines drawn between what we do with our assets, this was true also of private sector and of our pension funds, where a lot of money is invested, he felt that the lesson to be learnt was that if we keep going the way we are, then there would be a gradual decline in the high streets. He felt what need to be done is for a much broader conversation with a much wider group of stakeholders about how we are going to start turning that around and that meant involving everyone in the community.

Following Nick and Ben's presentations members of the commission then followed up with

questions.

7. RESPONSE TO THE RECOMMENDATIONS OF THE EDUCATION AND BUSINESS SCRUTINY COMMISSION REPORT ON PROCUREMENT : ACCESSIBILITY AND SOCIAL VALUE JULY 2020 [CABINET REPORT]

This item was included with the agenda for information only.

RESOLVED:

That the response to the recommendations be noted.

8. UPDATE ON FAIRER FUTURE PROCUREMENT FRAMEWORK [CABINET REPORT]

This item was included with the agenda for information only.

RESOLVED:

That the cabinet report be noted.

9. EDUCATION AND LOCAL ECONOMY SCRUTINY COMMISSION WORK PROGRAMME 2020-21

RESOLVED:

That the work programme as at 27 January 2021 be noted.

10. DIGITAL NHS STATISTICS - CHILDREN WITH PROBABLE MENTAL HEALTH DISORDER

This item was included with the agenda for information only.

The meeting ended at 9.12pm

CHAIR:

DATED:

Item No. 14.	Classification: Open	Date: 8 December 2020	Meeting Name: Cabinet
Report title:		Strategic Review of Youth Services 2020	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People & Schools	

FOREWORD - COUNCILLOR JASMINE ALI, DEPUTY LEADER AND CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE & SCHOOLS

Southwark is a youthful borough with a large diverse population of children and young people who make up over 20% of the total population. We have nearly 50,000 children and young people between the ages of 5-19. But we also have the most deprived population of children and young people in London and we rank in the second highest quintile in England for deprivation so the timing of this review couldn't be more important.

We have high numbers of young people thinking about their life paths in the context of a pandemic fuelled recession. We need to make sure the services are fit for young people's purposes.

This detailed and frank review is a good start. It gives a comprehensive map of services right across the borough and sets out models of good governance. Going forward, each youth service funding stream for young people's services, including youth, play and positive futures, is to be consolidated to deliver the best outcomes for our young people.

There are many other strengths to the attached report, not least the outstanding engagement of young people with a wide range of methods. In-fact the council has already won an award for its ethnographic component of youth engagement. It is right that young people must be at the centre of any design and development of services meant for them. It is true to say that the voices of young people have shaped this review and will help take its recommendations forward.

Our Vision

The council is committed to ensuring that the young people of Southwark have positive lives now and in the future. We want them to live happy, secure, enriched and successful lives and to successfully transition into adulthood. To achieve this ambition, we will provide the best quality modern services designed to meet their needs.

Our services will address inequalities, be inclusive and embrace diversity. We will ensure that young people are at the heart of decision-making and are empowered to design the services and activities that they want and need.

Young people will be able to influence the decisions that affect their lives in a range of different ways: they will tell us how our money should be spent, which services should be commissioned, how information on these services should be shared and how we can best design venues and spaces to ensure they are young people friendly. Young people will also regularly tell us about the issues that matter the most to them, through a variety of mechanisms. This council will do everything we can to make sure that no young person is left behind.

The Strategic Review opens doors for new forms of youth led organisation like a new Youth Parliament that will be inclusive as possible for all young people, including those that have found our services hard to reach in the past.

I will chair a new working group including young people to oversee the development and launch of a brand-new service: a Sure Start Service for Teenagers. Potential new developments will include new spaces and places for young people, like the brand-new accessible digital hub as well as a new state of the art building to locate some new and some existing youth services.

I hope that cabinet will endorse this review so that we can get on with taking this work forward and improving outcomes for young people in Southwark.

RECOMMENDATIONS

That Cabinet agrees:

1. The new vision and set of objectives for the youth service as detailed in paragraphs 61 - 62. These aim to ensure that the voices of young people are at the heart of future decision-making, that young people are able to access the wealth of activities taking place across the borough, and that they can take part in new and exciting opportunities with a range of organisations created through our partnership work.
2. That the Deputy Leader & Cabinet Member for Children, Young People and Schools will launch a new Officer and Member joint working group. The group will bring together officers from Leisure and Children's Services to oversee the establishment of a Sure Start for Teenagers.
3. That officers should work with young people through a co-production approach to identify the need and opportunity for a new state of the art facility from which to deliver services and will bring proposals back to Cabinet in 2021. A youth led review of facilities and public spaces on Brandon Estate is taking place in January 2021; the findings from this will support the implementation of this recommendation.

4. The bringing together of the Youth and Play grants scheme with the Positive Future Fund, re-named 'Positive Future for Young People Fund', providing a fund of £600,000 in 2021-22 for activities for young people. 10% of this fund will be overseen directly by young people.
5. That a Youth parliament is established as the youth leadership forum to steer the future direction of the council's youth offer consisting of a diverse and representative group of young people.
6. That officers create a commissioning working group with young people including representatives from the current Youth Council, Young Advisers, Youth Offending Service, Young Carers, youth club attendees and others to develop the specification for the new commissioning of activities programme. Officers will return to Cabinet in March 2021 with the detailed commissioning plan.
7. To the development of a digital information hub to provide comprehensive, up to date and accessible information about activities and services for young people and their families.
8. The launch of the new "Positive Futures for young people" service in the spring 2021.

That Cabinet notes:

9. The details of the review, which included extensive and in depth engagement with colleagues from across the council, young people, parents/carers, and youth providers and has directly influenced and shaped the recommendations and action plan.
10. The recommendations and detailed action plan arising from the youth review 2020 as detailed in paragraph 63, which will enable young people to experience vibrant and dynamic activities that will motivate and support them to have happy, healthy and positive futures.

SOUTHWARK'S CURRENT PROVISION FOR YOUNG PEOPLE

11. The council directly runs five youth club which prior to the COVID pandemic, delivered a total of 13 evening sessions each week. In addition separate sessions for young people with special educational needs took place twice per week. The council also runs five Adventure Playgrounds which run activities for the age group 8 -14.
12. The council commissions 19 voluntary organisations to deliver youth and play activities across the borough. This provision runs from generic universal youth work to more targeted work with specific groups. This is what constitutes the current 'youth service'.
13. The council and partners fund and deliver various other services to young people in the borough and these are universal and targeted – ranging

from the youth offending service, young advisors, the local offer, libraries, arts and sports.

14. The council's Positive Futures Fund 2019 – 2022 which invests £500,000 to support community groups that provide inspiring opportunities for young people across the borough that divert them away from crime.
15. Across the borough young people also have access to a wide range of sport and leisure activities provided by voluntary and community groups from sports and fitness groups, arts and crafts classes, and after school clubs.

HOW WILL THE FUTURE YOUTH OFFER BE DIFFERENT?

16. Our future youth service will provide young people with a wide range of new opportunities and experiences, and will empower them to design the youth service that they want. The new youth offer will enable young people to do the following:
 - access a wide range of activities and services through council run provision and the new 'Positive Future for Young People Fund.'
 - access up to date and comprehensive information about provision across the borough through a new live portal which will be easily accessible from one location; this will be co-designed by young people to ensure it is fit for purpose. As part of this young people will be able to find a list of venues and facilities that are either low or no cost.
 - be involved in council decision making (including the service officer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members through the Youth Parliament.
 - join a working group to develop the specification for the new commissioning of activities programme.
 - avail of the opportunity to generate, and apply for, funding through the 'Young People's Fund' which will enable them to access certain activities where affordability / accessibility are an issue.
 - lead a review on how to create venues which meet their needs and are places they want to go and socialise. As part of this, young people will create a toolkit on how to make spaces young people friendly.
 - access services in young people friendly spaces that include but are not restricted to youth centres. These will be IT enabled and have up to date digital facilities.
 - access a bank of mentors / coaches to help them fulfill their life aspirations.
 - Organisations will be supported to deliver activities to young people in areas of the community that may not typically access these (e.g. arts, leisure, sport).
 - New provision and services will take account of the issues young

people have and their interests such as climate change, inequalities, health and wellbeing and career development.

BACKGROUND INFORMATION

Young people in Southwark

17. Southwark has a large and diverse population of school age children and young people. They make up 22.6% of the total population with approximately 48,000 between the ages of 5 - 19. Of this, approximately 27,000 are between the ages of 11-19. More than 60% of school age children and young people in Southwark are from black or other ethnic minority groups. In the UK population overall 20% of young people are from an ethnic minority. It is the most deprived population of children and young people in London and Southwark is ranked in the 2nd highest quintile in England for deprivation, for both primary and secondary school aged children. It is vital that the services we provide to young people are fit for purpose and help give young people the best chance to thrive in life. We know that Southwark's young people have much to contribute to their communities now and in the future.

The Activities for Children and Young People Strategy (ACYPS) 2017 – 2020

18. In December 2016 the Council's cabinet agreed a new Activities for Children and Young People Strategy 2017-2020. This strategy aimed to refocus and target services to deliver the best outcomes for children and young people over the three year period and focused on provision of universal activities available to all children and young people.
19. The ACYPS strategy set out the priorities for the provision of leisure activities for children and young people in Southwark. It had five thematic outcomes.
- Outcome 1: Happy: Children and young people have fun and feel happy
 - Outcome 2: Healthy: Children and young people live healthy lives
 - Outcome 3: Active: Children and young people participate and are active citizens
 - Outcome 4: Safe: Children and young people feel safe and secure
 - Outcome 5: Prepared: Children and young people have the life skills to succeed.
20. The strategy was delivered through an action plan which was annually reviewed. Services delivered by both the council and funded voluntary sector partners were responsible for its successful delivery. The strategy came to an end in March 2020. It is therefore an opportune time to revisit priorities and develop a new future plan.

The Youth and Play Grants Programme

21. The Youth and Play commissioning plan (approved in April 2017) set out the priorities for the commissioning of youth and play grants for 2017-2019. The plan was developed in accordance with the ACYPS 2017-2020. The ACYPS established a clear framework at that time for outcomes to be considered in commissioning the voluntary and community sector to deliver youth and play activities. The existing grants programme was extended for a year from 1st April 2019 to 31st March 2020 and due to the timing of the Youth Review it was necessary to extend this for a further year. The revised future plan will provide the new commissioning framework for the Youth and Play Grants Programme and ensure that partners are effectively contributing towards meeting the needs of young people in the borough.

Serious Youth Violence Panel

22. In July 2019 the cabinet considered the findings of the Serious Youth Violence Panel and agreed to implement the recommendations made by the panel. The key recommendation for the Youth Service was that Southwark was to work with young people to redesign its youth provision to ensure that it is fit for purpose and helps give young people the best chance to thrive in life. In addition we were to review the Youth and Play Strategy to enable redesign of borough provision. The specific and relevant recommendations were as follows:

- Southwark to work with young people to redesign its youth provision to ensure that it is fit for purpose and helps give young people the best chance to thrive in life
- Southwark should consult with young people on the best way to recognise and reward young people with the borough for excellence building on the success of the Positive Futures Fund
- Promote raising young people's aspirations through signposting to mentoring schemes and through the use of trusted role models to both male and females at risk of youth violence
- Ensure that young people's voices are at the heart of their consultation and design processes
- To work in partnership to raise awareness of mental health & wellbeing with young people specifically the perceived stigma attached to this by young people and how this impacts their vulnerability to violence
- Community led organisations and Tenants and Residents Associations (TRAs) should be supported to make their resources and halls available for young people/services targeted at young people to use

The impact of COVID-19

23. It is widely recognised that the COVID-19 pandemic is having an enormous impact on young people across the globe, in the UK, London and in Southwark. This impact covers educational attainment, social interactions and friendships, physical and mental health and wellbeing, opportunities to participate in leisure activities and the development of key life skills to support future prosperity.
24. Research completed by the organisation UK Youth has predicted the impact on young people will include the following, ranked by order of importance:
- 1) Increased mental health or wellbeing concerns
 - 2) Increased loneliness and isolation
 - 3) Lack of safe space – including not being able to access their youth club/ service and lack of safe spaces at home
 - 4) Challenging family relationships
 - 5) Lack of trusted relationships or someone to turn to
 - 6) Increased social media or online pressure
 - 7) Higher risk for engaging in gangs, substance misuse, carrying weapons or other harmful practices
 - 8) Higher risk for sexual exploitation or grooming
25. Southwark, and indeed the world, has been significantly affected by the global COVID-19 pandemic. The crisis has had a huge impact on our borough, and the council itself, which has had to fundamentally change the work we do to respond to the pandemic. It is our hope that we are able to deliver the proposed recommendations and actions over future years. However, the uncertainty that we face cannot be ignored and there may be elements of the action plan that need to be adapted in light of the pandemic and any future government guidance.
26. However our vision and commitment to young people remains the same and we will do all we can to deliver the new youth offer to young people during these challenging times.

Southwark Stands Together

27. In response to the inequalities highlighted by the pandemic and its disproportionate impact on BAME communities and people in lower income brackets alongside the heightened awareness of systemic racism brought to attention by the Black Lives Matter Movement the council has made a commitment to tackle inequalities in Southwark. This will take place through its Southwark Stands Together (SST) programme which has been embedded in the new Council Plan agreed by the Council in September 2020. The principles of Southwark Stands Together will be embedded in all our work with young people.

28. As part of the SST programme, three listening events have taken place so far with young people. The first event was organised by Southwark Young Advisors in June 2020 following the murder of George Floyd which had participation from around 70 young people. This event was an opportunity for young people to speak directly to Southwark decision makers in a question and answer panel discussion format to gain better understanding of how these authorities work, what their priorities are and how they intend to respond to the Black Lives Matter movement.
29. The second event was organised by the council's education department and invited specialist young people to a roundtable discussion on education. The third youth focused listening event focused on listening to young people's experiences and ideas for solutions. This event explored the impact of racism, injustice and inequality that young people experience in the areas of employment, health and wellbeing, policing and community and culture. The listening exercise highlighted racial discrimination as the key issues and the need for inclusive community spaces for young people.
30. It is important that the youth service collaborates with those leading on SST workstreams with young people. There will be a number of opportunities for joined up working; as an example, one of the recommendations in the SST cabinet paper is to ensure there is effective engagement with young people in the whole process of designing and creating good public spaces. The council has already engaged with young people on the development of the Youth Hub on the Old Kent Rd. It is proposed to take this further in our action plan in the recommendation to: *'Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people.'* An action under this recommendation is to 'Link with Southwark Stands Together work on the public realm to ensure this work is taken into account'.

YOUTH REVIEW 2020

31. Following on from the recommendations made at the Serious Youth Violence Panel, it was agreed that a review and redesign of the youth service and associated youth and play grants programme was required. It was also an opportune moment to do this as the ACYPS had come to an end.
32. It was agreed that a set of recommendations and action plan would be developed to drive the transformation of services, ensuring that they are fit for purpose and enable the council to deliver its vision and aspirations for young people living in Southwark.
33. Young people aged between 10 and 19, or up to 25 for those with special educational needs or disability were within the scope of the review. This covered the important transition years of Year 6 and 7 and the transition at the end of college and sixth form to life beyond full time education.

34. The following objectives were set for the youth review:
- Mapping of the range of services that are provided currently across the borough and any potential gaps in provision (and quality) or geography with feedback from young people on the extent to which these services meet their needs and aspirations
 - The services and support that young people are looking for and their views on how these should be delivered, and by whom
 - The relationship between play and youth provision and whether the current approach is still fit for purpose
 - Analysis of the current usage of the Council's youth services, its fitness for purpose, and tests for duplication and join-up;
 - The priorities for the provision of services for young people;
 - A value for money assessment to test whether budgets are used to best effect and efficiency
 - The sustainability of activities of value that have been initiated by young people and the community through funding streams such as Positive Futures
 - Whether information about services for young people is readily available in a way that young people can access;
 - Gathering the views of parents and carers to identify their priorities for the provision of services for young people.
35. The ultimate objective of the review was to deliver a new vision and set of objectives for the provision of positive activities to support young people in the borough.
36. The objectives of the review have been addressed in the desktop research and the engagement and consultation work that was undertaken (which is detailed in the sections below). A table has been produced which illustrates how each objective has been met; please see Appendix 1. The proposed recommendations and action plan is based on the findings from the desktop research and the engagement and consultation work.

Desktop research

37. Desktop research was undertaken in a variety of areas: visual mapping of council services for young people; a review of existing council strategies with commitments to young people; and GIS mapping of our youth centres.
38. A visual map was created which illustrates the huge number of services offered to young people by the council and its partners. It also highlights that some of the youth offer is disjointed and there is an opportunity for more collaborative working.
39. A review of the existing council strategies that include commitments to young people was undertaken. This highlighted the large number of

strategies that reference young people and the opportunities for more joined up working. Four key themes were prominent across the strategies. These were (in order of frequency):

- 1) Learning and development
 - 2) Physical activity and maintaining a healthy weight
 - 3) Mental health and wellbeing
 - 4) Keeping young people safe.
40. GIS mapping of our current youth centres was also undertaken. A summary of the key findings are: four youth centres were located in the highest population category; four youth centres were located in the two highest excess weight categories; none of the youth centres were located in the highest income deprivation category and the highest child wellbeing scores were found in area near Kingswood House.

Engagement and consultation

41. The consultancy Shared Intelligence was commissioned to design and deliver a comprehensive and innovative engagement plan with young people, professionals and other stakeholders. The aim of this was to frame a new vision and objectives for the youth offer in Southwark which would form the basis of a new set of recommendations and action plan.
42. This part of the review looked at the total youth offer across the borough, and not simply the council's own service provision. The scope of the work included the following range of activities
- Universal activities provided directly or funded by the council including youth clubs, libraries, leisure centres, health programmes, work experience and adventure playgrounds
 - Specific activities funded by the council and delivered by the voluntary sector, example are, mentoring programmes, support for LGBTQ+ young people or, training in music and radio production,
 - Activities which receive no direct council funding e.g. sporting organisations, guides and scouts groups, basketball or football clubs
 - Activities or places used by young people but which might not always be thought of by adults as a 'youth offer', such as arts and cultural organisations, parks and open spaces
 - Other spaces relied upon by young people such as cafes and eating places.
43. A number of different methods of engagement were used which will be discussed below. A core group of three youth representatives (two Southwark Young Advisors and one Southwark Council apprentice) were involved throughout the engagement work. Please see Appendix 2 for Shared Intelligence's full report on the findings from the engagement.

Collaborative workshops

44. Three collaborative workshops were held between December 2019 – March 2020. The workshops brought together the three youth representatives and key council officers from Education, Children’s Services, Public Health, Communities, Local Economy Team and the Youth Council. The purpose of the workshops was to gain feedback from key individuals and to use this information to inform the future engagement work.
45. Examples of topics discussed included: identifying the needs of young people in Southwark and what the youth service should address; discussions on the results from the deliberative workshops and ethnographic fieldwork and what this tells us about the lives of young people in Southwark and their needs; a vision of the youth offer in Southwark; feedback on the emerging recommendations.

Deliberative discussions

46. Two deliberative workshop discussions took place in January 2020 with a variety of young people, parents and carers, commissioned youth organisations and Southwark Council officers. Each session had between 20 – 30 participants. The sessions took place in the north and south of the borough (Brandon youth centre and Dulwich Library) to ensure a wide range of participants across the borough could participate.
47. The aim of the sessions was to gather a range of perspectives about the needs of young people in Southwark and to test reactions to data. Real-time electronic voting was used to enable quick snapshots of the responses and Shared Intelligence prepared large printed templates to capture discussions about user needs.
48. The main theme to emerge from the discussions was that the focus of participants shifted from the idea of protecting young people from harm, to creating opportunities and supporting happiness and health. This was evidenced when they asked participants to rank what they felt the council’s primary focus should be. In both workshops ‘protection from harm’ was ranked the most important at the start of the session, but when the question was repeated at the end ‘happiness and health’ was ranked the highest. They also found that young people generally focused more on positive opportunities such as education and work, whereas professionals focused more on protection and support e.g. the need for role models, mental health support.

Ethnographic fieldwork

49. One of the most exciting aspects of Shared Intelligence’s approach was the ethnographic fieldwork. Ethnography is a research method where researchers observe and interact with participants in their real-life environment which seeks to bring about more authentic data. The aim of this work was to gather an in-depth picture of the lived experience of young people in Southwark.

50. The fieldwork was undertaken by our core group of youth representatives who were trained in ethnographic interview techniques. During the fieldwork nine young people, male and female, aged 12 – 19 were spoken to across a range of sites such as parks, eating places, shopping centres, libraries, a church, and a young person's home. Additional impromptu interviews with young people were also carried out.
51. The clearest messages from the ethnography are that young people want to create the youth offer, not just consume it, and they want help to achieve positive outcomes and not just protection against negative outcomes. A summary of the headline findings from the ethnography are below:
- There's a lot on offer in Southwark that young people enjoy e.g. libraries, fast food and casual dining places, Burgess Park BMX track, the David Idowu Choir, as well as activities provided by places of worship, and sports and leisure activities such as Swim and Gym.
 - However they don't associate the council with it. The existing channels used by the council aren't being engaged with by young people; instead they use their own networks to find things out.
 - There's a perception that a lot is missing in the borough. Young people often travel outside the borough to find affordable activities.
 - Young people want to be inspired, but are left searching for positive pathways to follow; this leads young people to create self-organised and informal coping mechanisms.
 - And for some the borough has an image problem. Moving around the borough is often seen as dangerous e.g. cars hitting bikes, bikes hitting people and parents often amplify this fear. As well as this, some young people mentioned a fear of crime and perceived there to be an absence of passive surveillance.

Online survey

52. A borough wide online survey was developed based on the responses from the deliberative discussions and ethnographic research. The survey was circulated to all secondary schools and year six classes in Southwark for two weeks. 407 young people and 14 parents and carers completed the survey. Overall, the survey respondents represented the younger end of the 10-19 range (with three quarters aged 10 – 11) and respondents were more likely to be female. In other respects, they were broadly representative of the borough population. Please see below key findings from the survey:
- Being able to do something physically active and having a place to hang out with friends were rated as most important (out of the list presented). This was followed by advice from older peers and people to talk to outside of their family about worries and concerns.

- Respondents tend to find out about things to do via friends, family, classmates and teachers, followed by ‘Google’, then ‘posters’. Social media scores low as a route for finding out as does local authority online information.
- Besides cost, ‘friends to go with’ is seen as the biggest inhibitor/enabler to attending youth activities, followed by location.
- The survey also included a number of open-text fields to enable respondents to describe in their own words what they liked or wanted. Physical activities, particularly Swim and Gym and football, feature strongly in the responses. Many young people also referred to visiting friends’ homes as a favourite place.

Feedback on initial recommendations

53. In March 2020 Shared Intelligence produced their initial recommendations on the future youth service as a result of their engagement work. Feedback on their initial recommendations was then gathered from key stakeholders throughout June - August 2020 prior to finalising our recommendations and action plan. A series of workshops, led by Shared Intelligence, were arranged with Southwark’s youth providers, adventure play staff, young people and parents. Please see below for summary of feedback from each session.

Southwark youth providers event

54. A youth provider celebration and consultation event was scheduled for March at Southwark Council’s Head Office. Unfortunately, due to COVID-19, this was postponed. The event, led by Councillor Akoto, took place virtually in June 2020 which 35 organisations attended. Please see below summary of key points gathered from the event:

- Young people need to feel ownership of spaces in order to be comfortable in them; this highlights the importance of co-design.
- There is a need to engage more with the most vulnerable young people in the borough; for example those who might not be captured by school survey data and would not engage with a council project.
- A recommendation is needed on pulling together all the resources and activities young people are including in their “self-made” youth offer.
- The recommendations lack the mention of formal education – what can these formal education institutions do in partnership with the council and providers?
- They would like to see closer working between council and youth providers to utilise their experience and knowledge of young people and the borough.

Adventure play workshop

55. One of the objectives of the youth review was to explore ‘the relationship between play and youth provision and whether the current approach is still fit for purpose.’ In light of this a workshop was arranged with Southwark Council Adventure Play staff, and staff from Dog Kennel Hill Adventure Playground and Bethwin Adventure Playground (our commissioned organisations) to review this relationship, and to feedback on Shared Intelligence’s initial recommendations. Please see below summary of feedback gathered from the event:

- All attendees agreed that Adventure Play service (AP) needs to be part of the wider youth offer and has an important part to play in bridging the younger and older age groups. There was a clear desire that Southwark should use existing services when thinking about the revamped youth offer.
- Staff felt there is a disconnect between the Youth and AP Service within the council and little understanding of why the split happened. There is a strong feeling that APs should be more closely (re)integrated with Youth.
- The age ranges of APs make it difficult to fit into a “youth offer” provision; APs often cater for both ends of the age range – families included – attending, right down to two years old and into late teens. However there was a feeling that being accessible to all age groups is a good thing.
- Every AP site is unique – each AP has its own character/offer and its own range of individuals they cater towards.
- There was a concern that if the council accepted the findings, they would design new solutions rather than making use of what already exists (i.e. their APs).

Young people’s workshop

56. The three youth representatives attended along with young people from our youth centres, YOS Peer Navigators, Latin American's women's youth group and Bede House (one of our commissioned organisations). Please see below summary of feedback gathered from the workshop:

- Diversity and representation are important; any “framework” for how youth services are run must hear the voices of different genders, races, cultures and religions.
- Young people agree that free activities are important. These activities should not just be sports (e.g. football). Other activities mentioned were mentors and supporting young people into work.
- Young people will travel if the end activity or destination is worth it.
- There was an agreement that youth centres need to change and be updated.
- There was an agreement that young people should be involved in developing services for other young people. If young people were able

to give their opinion on where money is most useful, then more young people will be motivated to use those services and go to youth clubs.

- Working in partnership with arts organisations was seen as very important as many young people want to pursue creative careers.
- There was an overarching feeling that it doesn't make sense that "community safety" has anything to do with youth services.
- Young people said they often just want somewhere to hang out which is unstructured.

Parent's workshop

57. A session took place with parents who were identified via council services they were engaging with e.g. Southwark Independent Voice, Early Help, parents of young people who attend council youth clubs etc. Parents were, overall, positive about the findings and recommendations. Please see below summary of key points:

- Crime, especially gang activity, was perceived to be a big issue in the community and some parents saw the role of the youth offer as being diversionary.
- Parents agreed that young people's voices needed to be heard and some suggested that a formal body like the youth parliament was a way of making sure it was not just volunteers.
- Pathways into employment and positive role models were very important to parents as was the link to education and training – especially at a time when young people are not in school and have had their education disrupted.
- There was some frustration with the council especially around communication and longer-term frustration at the closure of youth clubs and other youth services – particularly those doing outreach into communities.

Task and finish group

58. After the Southwark youth providers' event it was apparent that there was a need for further input from the youth providers who work with young people in our borough. The council therefore asked Shared Intelligence to facilitate a Task and Finish Group to enable youth providers to test, challenge, and contribute to the findings and recommendations in more depth.

59. The decision was taken that this could be most effectively carried out with a small group of youth providers who could meet on a number of occasions to look in greater detail at the emerging recommendation from the research. The membership of the group was decided through discussion between the council's project team and Shared Intelligence who had engaged with youth providers during the various workshops in the review process.

60. The Task and Finish Group was, overall, incredibly positive about the recommendations and therefore it was proposed that only small changes to the wording and minor amendments were needed rather than a complete reframing of the emerging recommendations. However Shared Intelligence, based on the feedback received, thought that the existing recommendations could be enhanced by a further two recommendations; these have been incorporated into the final recommendations and action plan.

KEY ISSUES FOR CONSIDERATION

The vision

61. Based on the findings from the review, we are recommending the following as the overarching vision for our youth offer:

We are committed to ensuring that young people have positive lives now and in the future – we will do this placing young people at the heart of future service design to ensure that young people influence decisions affecting their lives. We will ensure that our facilities are young people friendly, that services meet their needs and enable them to fulfil their potential.

The objectives

62. We are recommending the following as the objectives for the youth offer. We will:

- Develop a mechanism which enables greater involvement of young people in all elements of service design and delivery
- Use our resources to achieve the best possible outcomes for our young people
- Work with our partners from across the borough across all different sectors to unlock access to opportunities for our young people
- Ensure that information on services for young people across the borough is up to date and easily accessible
- Put in place robust processes to keep us to account and ensure we deliver our promises

Recommendations and Action Plan

63. Based on the review a number of recommendations and actions have been proposed. Please see Appendix 3 for the detailed recommendations and action plan. Please see below recommendations:
- a) Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all
 - b) Create clearer pathways for

- young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.
- c) Ensure that every young person, parent, carer and professional in the borough has access to up-to-date and comprehensive information about what is available.
 - d) Give young people influence on council decision-making (including the service offer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members.
 - e) Combine the Youth and Play grants scheme with the Positive Future Fund under the 'Positive Future for Young People Fund'. The new programme will be accessible to youth work organisations, arts and creative organisations, independent local suppliers and sports organisations. A proportion of this fund will be overseen by young people.
 - f) Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people. Based on these findings, present further recommendations to Cabinet detailing what role the council should have in the delivery of this provision
 - g) Utilise the extensive knowledge base and insights of youth providers across the borough to compliment the insights gained from young people and inform the council's policies and strategies for young people.
 - h) Work with the rich arts and creative sector, with businesses and sports across the borough, to broaden the scope of activities available to young people to enrich their lives.
 - i) Review where services for young people sit within the Council structure, and review the accountability and governance of the youth offer within the Council, to ensure the right balance between protecting young people from harm, and enabling them to enjoy an adolescence of hopefulness and fulfilled potential and
 - j) Undertake a reorganisation of the youth service to coordinate the delivery of the youth offer more effectively.
 - k) Establish a robust methodology to measure the success of the deliverables in the action plan.

Policy implications

64. This work will strengthen our ability to deliver a number of policy objectives. The recommendations and action plan directly links to the refreshed Council Plan 2018 - 2022 commitment to give children and young people 'a great start in life.' As part of this the council wants all children and young people in the borough to grow up in a safe, healthy and happy environment where they have the opportunity to reach their potential. The refreshed Council Plan states that the council will:

Invest in young people in Southwark, ensuring our youth services meet their needs and giving them a stronger voice in decisions which affect them.

65. The targets to deliver this commitment are as follows:
- Develop and deliver the appropriate governance structure and take forward the recommendations of the Youth Services review
 - Ensure that every young person, carer and professional in the borough has access to up to date and comprehensive information about what is available for young people
 - Ensure young people are central to shaping their provision in the future
66. The recommendations and action plan also link to the ‘Southwark Together’ commitment which promises to, ‘Commit to root out inequalities by implementing the recommendations from the *Southwark Stands Together* work against racial inequalities and injustice.’ The youth service will ensure they work closely with the Southwark Stands Together programme on work streams for young people.
67. The council value to ‘spend money as if it were from our own pocket’ will always be adhered to when delivering the recommendations and action plan.
68. As noted in paragraph 37, desktop research was undertaken which highlighted that many strategies across the council include commitments to young people. The recommendations and action plan supports a number of these key strategies, and reviews, across the council:
- Cultural Strategy 2017 – 2022
 - Extended Learning Review on Community Harm and Exploitation
 - Health and Wellbeing strategy 2015 – 2020
 - Healthy Weight Strategy 2016-2021
 - Knife Crime and Serious Violence Action Plan 2018-20
 - Libraries and Heritage Strategy 2019-2022
 - Special Educational Needs and Disability (SEND) Education Provision Strategy 2018 - 2021
 - Southwark Skills Partnership Delivery Plan 2019-2022
 - Sport and Physical Activity Strategy - Active Southwark 2019 – 2023
 - Volunteering Strategy 2017 – 2020
 - Youth Justice Plan 2019 - 2020

Community impact statement

69. The Public Sector Equality Duty requires public bodies to consider all individuals when carrying out their day to day work, in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. The youth review included a significant engagement programme in which young people,

families and stakeholders were consulted with; this was specifically designed to be inclusive and accessible to all by providing a range of opportunities to engage. Information on protected characteristics was also gathered as part of this.

70. The recommendations in this report are based on engagement with a wide range of individuals across the community. Young people, parents and carers and our partners who deliver youth work in the borough have been involved throughout the review; over 550 people have all participated in some way in the process of developing our recommendations and action plan.
71. The importance of ensuring that diversity of experience informs our decision making has been key throughout the review, and this has been achieved through delivery of the engagement programme. As detailed in the Equalities and Health Analysis report we engaged with young men and women from a wide range of backgrounds, ages, and faiths.
72. A central theme of the proposed action plan is the need to continuously hear the voices of a diverse spectrum of young people and understand their needs so that the youth offer continues to be relevant. There are many specific actions in our action plan which help ensure that activities and opportunities are inclusive and accessible to all young people. The action plan commits to addressing the inequalities that some young people face in accessing a range of activities including arts, sports, leisure.
73. The continuing consultation will be designed to ensure it is accessible to young people with protected characteristics including disability, age, race, religion or belief, sex and sexual orientation.
74. In addition, hearing the voices of parents and carers and youth providers in the community continuously is also central to the action plan. For example, parents and carers will be consulted with during the design and implementation of the live information portal. Youth providers from across the community will also be engaged with continuously through quarterly meetings and annual surveys.
75. The organisations that will be supported under our grant programme will be required to provide monitoring information that demonstrates their commitment to inclusion. In particular, all organisations will be required to provide information on the ethnicity and gender of their participants and staff and demonstrate that they comply with equalities legislation.
76. Any further actions agreed as part of the youth offer will be subject to their own specific equalities assessment to ensure that any future potential negative impact on any groups or protected characteristics as defined in the Equality Act 2010 is addressed and mitigated where possible.

77. In summary, the process of engagement as described in this report has been conducted with due regard to the various protected characteristics under the Equality Act 2020 as set out in the Equalities and Health Analysis. There will continue to be due regard to the impact on those with protected characteristics in the ongoing development of the strategy.

Resource implications

78. The recommendations and action plan will be delivered by posts that will be identified as part of the initial review.

Legal implications

See below supplementary advice from Director of Law and Democracy

Financial implications

79. There are no immediate financial implications arising from this report. Any other financial implications arising from the recommendations from this report will be subject to further reports confirming the sources of funding.
80. Staffing and any other costs connected with this report are to be contained within existing business unit budgets.

Consultation

81. As noted in paragraphs 41 - 60 significant consultation and engagement work has taken place with young people, parents and carers and youth providers as part of the youth review.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

82. Councils have a statutory duty to “secure, so far as is reasonably practicable, sufficient provision of educational and recreational leisure-time activities for young people” and to make sure young people have a say in the local offer in accordance with Section 507B, Education Act 1996. This report sets out how the council has carried out an assessment of needs for this provision and other aspects of provision for young people in the Borough, and has established a plan to meet this duty.
83. As a part of this, the council has engaged in extensive consultation, including with young people in the Borough, as required by the statutory duty. The ongoing input of young people into the further planning and outworking of the youth strategy is also set out in the report.
84. There is a common law duty when carrying out consultation, to take the results of the consultation into account in any subsequent decision making and this report sets out the feedback received from the various consultation

processes. Cabinet will need to give due regard to this feedback in its deliberation of the recommendations.

85. Under section 149 of the Equality Act 2010, in making this decision, the Cabinet must comply with its public sector equality duty which requires it to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the 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.
86. The equalities analysis appended to the report indicates how the council has had regard to the various protected characteristics in carrying out this review and in formulating a new strategy. The community impact assessment above also indicates that the public sector equality duty will be given ongoing consideration in the further development of the various strands of the strategy. These are all relevant matters that the Cabinet should give due regard to, in considering this report.
87. The review and establishment of a youth strategy is an executive function which can be determined by the Cabinet in accordance with the Local Government Act 2000 and Part 3B of the council's Constitution.

Strategic Director of Finance and Governance (FC20/019)

88. This report seeks the approval of the cabinet for the recommendations mentioned in paragraphs 1 to 8. Full details and background are contained within the main body of the report.
89. Staffing and any other costs connected with this report to be contained within existing departmental revenue budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Activities for Children and Young People in Southwark strategy 2017 - 2020	Environment & Leisure Department / 160 Tooley Street	Aileen Cahill 07850 541089
Link (please copy and paste into your browser): http://moderngov.southwarksites.com/documents/s65494/Appendix%201%20Activities%20for%20Children%20and%20Young%20People%20in%20Southwark%20a%20strategy%20for%202017-2020.pdf		
Commissioned Youth and Play Service extension 1 April 2020 to 31 March 2021	Environment & Leisure Department / 160 Tooley Street	Aileen Cahill 07850 541089
Link (please copy and paste into your browser): http://moderngov.southwark.gov.uk/documents/s86955/Report%20Youth%20and%20Play%20service%20grants%20extension%202020.pdf		
Review of council strategies slides	Environment & Leisure Department / 160 Tooley Street	Catherine Snell 07547 565321
Link (please copy and paste into your browser): http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&MId=6664&Ver=4		

APPENDICES

No.	Title
Appendix 1	Objectives of youth review table
Appendix 2	'A review of provision for young people in the London Borough of Southwark' – Shared Intelligence's report on findings from the engagement
Appendix 3	Recommendations and action plan
Appendix 4	Youth Services Review Joint Equality and Health Analysis

AUDIT TRAIL

Cabinet Member	Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People & Schools	
Lead Officer	Rebecca Towers, Director of Leisure	
Report Author	Aileen Cahill, Head of Culture	
Version	Final	
Dated	26 November 2020	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	No
Cabinet Member	Yes	No
Date final report sent to Constitutional Team		26 November 2020

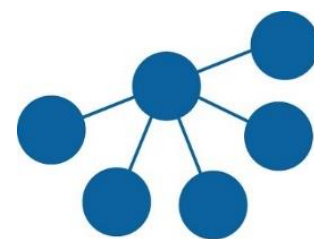
Objective	Addressed by:
<p>Mapping of the range of services that are provided currently across the borough and any potential gaps in provision (and quality) or geography with feedback from young people on the extent to which these services meet their needs and aspirations</p>	<ul style="list-style-type: none"> ✓ Desktop research <ul style="list-style-type: none"> • Visual map of services provided to young people by the council and its partner organisations completed; • Review undertaken of existing council strategies around young people (and key themes identified); • GIS mapping of council youth centres against population, income deprivation, child wellbeing and excess weight data sets; budget review of council spending on provision for young people • Review of council spending on youth provision ✓ Shared Intelligence’s engagement work <ul style="list-style-type: none"> • Collaborative design workshops • Deliberative discussions • Ethnographic research • School survey • Workshop with young people, parents/carers and youth providers • Task and Finish group with youth providers on emerging findings
<p>The services and support that young people are looking for and their views on how these should be delivered, and by whom</p>	<ul style="list-style-type: none"> ✓ Shared Intelligence’s engagement work <ul style="list-style-type: none"> • Collaborative design workshops • Deliberative discussions • Ethnographic research • School survey • Workshop with young people on emerging findings ✓ Recommendations & action plan <ul style="list-style-type: none"> • Recommendation D: <i>Give young people influence on council decision-making (including the</i>

	<p><i>service offer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members.</i></p> <ul style="list-style-type: none"> • Recommendation A: <i>Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all</i> • Recommendation F: <i>Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people. Based on these findings, present further recommendations to Cabinet detailing what role the council should have in the delivery of this provision</i>
<p>The relationship between play and youth provision and whether the current approach is still fit for purpose</p>	<ul style="list-style-type: none"> ✓ Shared Intelligence’s engagement work <ul style="list-style-type: none"> • Workshop with youth and adventure play staff ✓ Recommendations & action plan <ul style="list-style-type: none"> • Recommendation I: <i>Review where services for young people sit within the Council structure, and review the accountability and governance of the youth offer within the Council, to ensure the right balance between protecting young people from harm, and enabling them to enjoy an adolescence of hopefulness and fulfilled potential.</i> • Recommendation J: <i>Undertake a reorganisation of the youth service to coordinate the delivery of the youth offer more effectively</i> • Recommendation E: <i>Combine the Youth and Play grants scheme with the Positive Future Fund under the ‘Positive Future for Young People Fund’. The new programme will be accessible to arts and creative organisations, independent local suppliers and sports organisations. A proportion of this fund will be overseen by young people.</i>
	<ul style="list-style-type: none"> ✓ Monitoring reports

<p>Analysis of the current usage of the Council's youth services, its fitness for purpose, and tests for duplication and join-up</p>	<ul style="list-style-type: none"> • Attendance statistics collated for council youth clubs and commissioned organisations <p>✓ Desktop research</p> <ul style="list-style-type: none"> • Visual map of services provided to young people by the council and its partner organisations completed; • Review undertaken of existing council strategies around young people (and key themes identified); <p>✓ Recommendations & action plan</p> <ul style="list-style-type: none"> • Recommendation I: <i>Review where services for young people sit within the Council structure, and review the accountability and governance of the youth offer within the Council, to ensure the right balance between protecting young people from harm, and enabling them to enjoy an adolescence of hopefulness and fulfilled potential</i> • Recommendation J: <i>Undertake a reorganisation of the youth service to coordinate the delivery of the youth offer more effectively</i>
<p>The priorities for the provision of services for young people</p>	<p>✓ Shared Intelligence's engagement work</p> <ul style="list-style-type: none"> • Collaborative design workshops • Deliberative discussions • Ethnographic research • School survey • Workshop with young people, parents/carers and youth providers • Task and Finish group with youth providers on emerging findings <p>✓ Recommendations & action plan</p> <ul style="list-style-type: none"> • Recommendation G: <i>Utilise the extensive knowledge base and insights of youth providers across the borough to compliment the insights gained from young people and inform the council's policies and strategies for young people</i>

	<ul style="list-style-type: none"> • Recommendation D: <i>Give young people influence on council decision-making (including the service offer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members.</i> • Recommendation E: <i>Combine the Youth and Play grants scheme with the Positive Future Fund under the 'Positive Future for Young People Fund'. The new programme will be accessible to arts and creative organisations, independent local suppliers and sports organisations. A proportion of this fund will be overseen by young people.</i> • Recommendation H: <i>Work with the rich arts and creative sector with businesses and sports across the borough to broaden the scope of activities available to young people to enrich their lives.</i> • Recommendation A: <i>Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all</i> • Recommendation F: <i>Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people. Based on these findings, present further recommendations to Cabinet detailing what role the council should have in the delivery of this provision</i>
<p>A value for money assessment to test whether budgets are used to best effect and efficiency</p>	<ul style="list-style-type: none"> ✓ Desktop research <ul style="list-style-type: none"> • Collation of budget information on services provided to young people by the council and its partners
<p>The sustainability of activities of value that have been initiated by young people and the community through funding streams such as Positive Futures;</p>	<ul style="list-style-type: none"> ✓ Desktop research <ul style="list-style-type: none"> • Meeting with Positive Future Leads to identify best practice • Meeting with The Nest to identify best practice ✓ Recommendations & action plan

	<ul style="list-style-type: none"> • Recommendation E: <i>Combine the Youth and Play grants scheme with the Positive Future Fund under the 'Positive Future for Young People Fund'. The new programme will be accessible to arts and creative organisations, independent local suppliers and sports organisations. A proportion of this fund will be overseen by young people.</i>
<p>Whether information about services for young people is readily available in a way that young people can access</p>	<ul style="list-style-type: none"> ✓ Shared Intelligence's engagement work <ul style="list-style-type: none"> • Collaborative design workshops • Deliberative discussions • Ethnographic research • School survey • Workshop with young people, parents/carers and youth providers • Task and Finish group with youth providers on emerging findings ✓ Recommendations & action plan <ul style="list-style-type: none"> • Recommendation C: <i>Ensure that every young person, parent, carer and professional in the borough has access to up-to-date and comprehensive information about what is available</i> • Recommendation B: <i>Create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.</i>
<p>Gathering the views of parents and carers to identify their priorities for the provision of services for young people</p>	<ul style="list-style-type: none"> ✓ Shared Intelligence's engagement work <ul style="list-style-type: none"> • Deliberative discussions • School survey • Workshop with, parents/carers



Shared Intelligence

A review of provision for young people in the London Borough of Southwark

A report by Shared Intelligence and Analogue Strategies

Ben Lee

James McLintock

Leon Osbourne

Claire Trafford

August 2020

Contents

Acknowledgements:	3
The review process:.....	3
Part I: Findings and conclusions from the engagement process.....	4
1 Executive Summary	5
2 Uncertain times	7
3 Introduction	7
4 The youth offer today	8
5 Methodology.....	9
6 Findings from engagement	11
7 Annual spending by the council	14
8 Analysis and discussion	15
9 Conclusions	18
Annex: Full findings from engagement.....	19
Part II: Southwark Youth Provision Review Task and Finish Group.....	26
10 Introduction.....	27
11 Methodology	28
12 Discussion.....	29
13 Consideration of the Recommendations	35
14 Conclusions.....	43
Appendix I: Terms of Reference	45
Appendix II: Youth Provider Mapping	47
Final Recommendations.....	49

Acknowledgements:

Shared Intelligence and Analogue Strategies would like to acknowledge Young Advisers Elisha Osei and Saskia Agyemang and Southwark apprentice Tia Williams for the part they played as peer researchers in the ethnographic fieldwork during this process. Their work enabled us to collect high-quality data and they ensured that we had access to networks of young people within Southwark which we otherwise would not have had. For an outstanding contribution to the research we would like to give them our thanks.

We would also like to acknowledge the work and commitment of the Task and Finish Group members and thank them for giving their time and expertise to this project.

The review process:

This review was conducted in two stages. The first stage, running between November 2019 and June 2020, involved research and engagement with a range of people in Southwark, including young people, and was the main element of the review undertaken by Shared Intelligence and Analogue Strategies. The following report presents our findings from this engagement. The findings and conclusions were tested with stakeholders, council officers, parents and young people in a series of online workshops, and are presented in Part 1 of this report.

The second stage, running between July and August 2020, involved testing initial recommendations that had been developed out of the first stage of the review with a Task and Finish group. The Task and Finish Group comprised of youth providers and peer-researchers from across the borough. and was set up in order to further develop and refine the initial recommendations based on their in-depth knowledge of the borough and its young people.. The outcomes from this Task and Finish Group, as well as the final recommendations from the review as a whole are presented in Part II of this report.

Part I: Research and engagement in Southwark

1 Executive Summary

Introduction

- 1.1 In late 2019, following recommendations made by the Southwark Youth Violence Panel, and subsequent consideration of these by Southwark Council's cabinet, the council commenced a major review of the borough's strategy for children and young people. As part of this, Shared Intelligence were commissioned to undertake a comprehensive and innovative engagement plan with young people, professionals and stakeholders. The aim of this engagement being to frame a new vision and set of objectives for the youth offer in Southwark with the scope of the review focusing on 10-19 year olds (up to 25 for those with special educational needs or disabilities). While the majority of this engagement took place before the effects of the COVID-19 pandemic had fully emerged we believe that the underlying views and arguments of young people and professionals continue to be consistent and relevant despite the changing context.

Methodology

- 1.2 Our methodology was a concentric process of evidence gathering and engagement in order to attain both depth and breadth of findings from a diverse range of young people and stakeholders. Across the whole engagement process of workshops, ethnographic fieldwork and a survey of schools we gathered the views from an increasing number of young people and professionals. This was an incredibly diverse group from all ages across our target group of 10 – 19 years olds and they came from a diversity of backgrounds and experiences. Additionally, our fieldwork in the borough was carried out in collaboration with three peer researchers (two Young Advisors and one apprentice) under the age of 25. Throughout the process we also engaged with Southwark Council officers and a range of youth providers from across the borough.

Findings:

Hopefulness is as important as protection

- 1.3 A clear finding from both the ethnographic fieldwork and workshops was that young people are looking to be inspired and want help to achieve protection against negative outcomes. There needs to be a shift from thinking about what young people lack and the challenges they face as being more important to focusing on what young people have and the opportunities that they seek. This was a very different way of thinking to how many youth providers we spoke to saw their role. Young people also expressed wanting to be inspired into career pathways.

Online is second best

- 1.4 Our findings paint a picture of a cohort of young people who want to chill and hang out, share meals with friends and be physically active. Many young people are currently spending a significant amount of their time socialising online but would rather be doing it in person. Alongside unstructured social time young people also indicated that the opportunity to be physically active was incredibly important as well as the opportunity to get advice from older peers outside their families. This links into the idea that young people want relatable role models that they can look up to and be inspired by.

Young people are creating their own offer

- 1.5 There is a lot on offer in the borough that young people like, but where that is provided by the council, they do not necessarily connect that with the council itself. There are also a number of young people who perceive that a lot is missing from the borough, they are looking for inspiration and new opportunities but are left searching for positive pathways to follow by themselves. While some did not know where to start, some young people are actively seeking out opportunities and creating the offer that they want for themselves and their friends, on occasions this means leaving the borough to find activities they want to take part in.

Communication problem:

- 1.6 One reason why young people do not connect parts of the youth offer with the council and are creating their own offer is that there is a significant communication and awareness problem. Many young people just do not know where to access information about what is on offer and feel that the council does not engage with them where they are. This further confirms the perception that there is a lot missing in the borough.

Cost one of the biggest barriers / enablers

- 1.7 Other than a lack of knowledge and awareness, cost is one of the biggest barriers, or enablers, for young people to take part in activities. The majority of young people spend less than £10 a week so cheap, or preferably free activities and spaces is what young people really wanted. This was particularly important as we found that young people were searching for cheap or free spaces in which to have unstructured social time with.

A youth club but not a youth club

- 1.8 In describing what they wanted from the youth offer, young people in effect described a youth club. Somewhere indoors, where they could hang out with friends, be safe and interact with relatable role models. However, they were clear that they did not want a youth cub. This shows a difference in the way in which youth clubs are perceived by young people in the borough.

Conclusions

- There is a difference in how the needs and lives of young people are viewed by young people themselves and by the council and youth providers.
- Young people want, and need, to be part of the decision-making process and involved in the design of the youth offer in the borough. They want to have ownership of and feel safe in different spaces around the borough.
- Young people want to be support in terms of, creating and finding their own activities, being inspired, receiving guidance from relatable individuals and not being held back by the cost of activities
- Young people are often not aware of the range of activities on offer in the borough and this needs to be communicated to them better.

The recommendations resulting from these findings and conclusions are presented in full at the back of this report.

2 Uncertain times

- 2.1 We are writing this report during the most far-reaching global crisis most of us have seen in our lifetimes, the COVID-19 pandemic. The context is changing around us, and it is far too soon to contemplate the long-term ramifications for society, let alone for local community services in London. What we can see however, is that the global scale of this health and economic crisis means the world after COVID-19 will be different for every one of us from what was there before.
- 2.2 Besides a likely recession, and the effect of the Government's rescue package on national debt, our uncertainty over the full aftermath of COVID-19 must form a caveat around everything we say here.
- 2.3 Nonetheless, our work is based on extensive in-depth research with young people and professionals living and working in Southwark. It was gathered through many hours of conversations, observations, surveys, workshops, and data analysis. While the context will be changed by this crisis, we are also sure the underlying views and arguments (especially from young people themselves) about the needs of young people and how they can be met, have a consistency and endurance. So, while the context will undoubtedly change, the underlying needs and aspirations of young people and the things that help them enjoy an adolescence of hopefulness and fulfilled potential, may not change so much.

3 Introduction

- 3.1 In late 2019 following recommendations made by the Southwark Youth Violence Panel, and subsequent consideration of these by Southwark Council's cabinet, the council commenced a major review of the borough's strategy for children and young people.
- 3.2 Within this review of the overall strategy Shared Intelligence were commissioned to design and deliver a comprehensive and innovative engagement plan with young people, professionals and other stakeholders. The aim of this would be to frame new vision and objectives for the youth offer in Southwark to form the basis of the new strategy.
- 3.3 In line with the wishes of Southwark's Cabinet, we were asked to look at the total youth offer across the borough, and not simply the council's own service provision. Hence our work included in its scope: activities provided directly by the council or funded by them including in youth clubs, libraries, leisure centres, work experience and adventure playgrounds; activities which receive no direct council funding e.g. those organised by sporting and cultural organisations; and, activities organised by faith communities and places of worship. We also considered activities or places used by young people but which might not always be thought by adults as a 'youth offer', such as arts and cultural organisations, parks and open spaces, and other spaces relied upon by young people such as cafes and eating places.
- 3.4 In scope of our review were young people aged between 10 and 19, or up to 25 for those with special educational needs or disability. This covered the important transition years of Year 6 and 7 and the transition at the end of college and sixth form to life beyond full time education.

4 The youth offer today

- 4.1 Councils have a statutory duty to “secure, so far as is reasonably practicable, sufficient provision of educational and recreational leisure-time activities for young people” and to ensure young people have a say in their local youth offer¹. Most English councils have tended to meet this duty in largely the same way, by funding youth clubs and centres, detached or street-based youth workers, and commissioning other organisations to deliver related services and programmes.
- 4.2 Including external funding, Southwark Council currently spends £5.5 million annually on youth provision, including four youth centres, a specialist SEN youth centre, the Damilola Taylor Centre, adventure playgrounds, independent youth clubs and programmes, and programmes supporting health and employment. Its youth offer extends well beyond ‘educational and recreational leisure-time activities’. In addition, Southwark has a rich offer of youth sports and facilities (including a competition grade BMX track), uniformed clubs, faith-led youth offers, parks, and leisure centres. The borough also hosts global arts organisations including Tate, Shakespeare’s Globe, Imperial War Museum (IWM), and other renowned performing and visual art venues.
- 4.3 Southwark’s youth offer is widely integrated with other services with 24 local plans and strategies actively referencing children and young people. This level of integration shows strategic commitment; however, it also brings the risk of losing clarity of purpose over the core aim of the youth offer.
- 4.4 Another key aspect of Southwark’s youth offer is the local mental health pledge made in 2018 that *every* child with a mental health condition will get the treatment they need (far exceeding the NHS England target of 35 per cent). This gives parity of esteem between mental and physical health care needs of young people and represents a major commitment to their emotional wellbeing and resilience.
- 4.5 While Southwark’s provision remains comprehensive, nationally, the decade-long policy of reducing local authority budgets has led to massive reductions in youth services across most of the country. The YMCA estimated recently that local public spending on youth provision across England fell from £1.4bn in 2010/11 to £398m by 2018/19 a reduction of 70 per cent². In practice this has meant a shift from universal to targeted provision, and sometimes the reduction of provision to a skeleton service.
- 4.6 The past decade has also seen growing concern over violent youth crime. Many commentators have suggested youth services cuts contribute directly to youth crime³, although formal research points to a complex mix of environmental and mental health factors⁴. As a result it has become common to view youth services as a crime prevention tool, and in 2019 the Government announced a series of new funding streams aimed at preventing violent youth crime by funding innovative new youth provision (and Southwark have emulated this with their own Positive Futures Fund).

¹ Section 507B, Education Act 1996

² Calculation made in *Out of Service*, YMCA (2020) based on published local authority budget data

³ Contributors to the Select Committee inquiry into serious youth violence (2019) make this argument

⁴ Prof. Stephen Case [has argued](#) that the causes of knife crime are much more complex than policymakers admit, and that it results from multiple environmental factors

- 4.7 Southwark, where knife crime has become a major concern, convened its own local inquiry into serious youth crime in 2019 and that review formed part of the rationale for this research.

5 Methodology

- 5.1 The engagement process was carried out by Shared Intelligence and ethnographer James McLintock and used a concentric model. At the centre of this was a core group of Southwark Council officers including three officers aged under 25 (two young advisers and one apprentice) who acted as peer researchers. This core group was closely involved in the design and delivery of the entire engagement and worked with us to analyse and make sense of the data we gathered. Beyond the core group our deepest engagement was with a small number of ethnographic subjects. Beyond the ethnographic subjects we held group discussions with young people and adults in two deliberative workshops. Finally, we received responses from 428 young people through an online survey.

- 5.2 The concentric circles in the diagram on the right (Figure 1) shows these different groups.

- 5.3 The two deliberative workshop discussions were held with young people from varied backgrounds (e.g. including members of sports clubs, school councils, young offenders, and youth club users), along with Southwark council officers, parents, and staff from commissioned youth providers. These took place in the north and south of the Borough at the Brandon Youth Centre and Dulwich Library

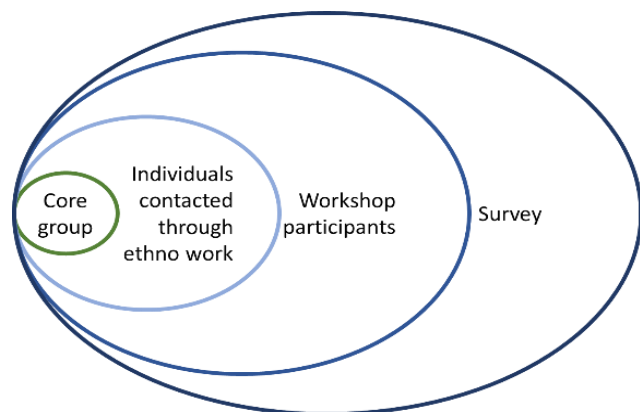


Figure 1 - our concentric model of engagement

- respectively. These sessions enabled us to test reactions to data we obtained from Southwark, and also to packs of stimulus materials we created following our working sessions with the core group. The aim was to gather a range of perspectives about the needs of young people in Southwark and how they could be met through 'educational and recreational leisure-time activities'. The introduction of stimulus materials was designed to increase participant understanding of the issues in the course of the workshop. We used real-time electronic voting to take quick snapshots of responses, and also prepared large printed templates to capture discussions about user needs and the youth offer in a consistent format. Participants were grouped by role (service users, council officers, parents, independent providers). We observed participants' reactions to each other's views and the ways ideas changed in reaction to different views and information. Each session had an 'exhibition' phase during which each group was invited to hear or see what the other groups had discussed. The data collected from the deliberative discussions was instrumental in building up a topic guide for the ethnographic fieldwork and the survey.
- 5.4 The ethnographic fieldwork was carried out over two days in February 2020. Our aim was to gather a detailed picture of the lived experiences of young people in Southwark from the perspective of those living it, rather than one which imposes the mental models and assumptions of an external observer. It was undertaken with nine ethnographic subjects who live in Southwark, male and female, aged 12 to 19. The fieldwork was undertaken by the three under-25 Southwark officers who were co-opted

into the fieldwork team as peer researchers, alongside Shared Intelligence staff and James McLintock. The three peer researchers were trained over the course of two afternoons in a range of ethnographic interview techniques as well as data capture and coding methods. We used the peer researchers' own networks to recruit interview participants who were interviewed in situ at locations where the participants had already decided to go that day. We also carried out additional opportunistic interviews in other locations identified with assistance from Southwark Council and deliberative workshops participants. We also carried out observations at parks, activity sites, eating places, shopping centres, and libraries. We also undertook fieldwork at a church (identified by one of the peer researchers) where we had additional ad hoc conversations with young people and observed a range of activities.

- 5.5 Data from the ethnographic fieldwork and deliberative discussions were then analysed both to inform the overall findings and also to inform the design of an online survey which we targeted at young people across the Borough.
- 5.6 The survey was designed to provide breadth of response, to triangulate with the depth provided by the deliberative sessions and ethnography. The survey was sent out to all secondary and primary schools in the borough with the intention it would be answered by pupils between Year 6 and Year 13. The survey was also designed so that it could be answered by parents (using question-logic to take parents to a separate set of questions). The survey was open for the two weeks after February 2020 half term and generated 428 responses in total. Three quarters of the responses (74 per cent) came from individuals aged 10 or 11.
- 5.7 In terms of geographic and socioeconomic spread, respondents were asked to give their home postcodes and, of the 230 postcodes given, 193 were valid Southwark postcodes (most of the remainder were incomplete or unrecognised). When mapped to the Indices of Multiple Deprivation (IMD), as Figure 2 below illustrates, we see respondent profile broadly matches Southwark as a whole (based on 2019 IMD data) with a slight overrepresentation of deciles three and six and underrepresentation of decile two (n.b. lower numbered IMD deciles represent greater disadvantage).

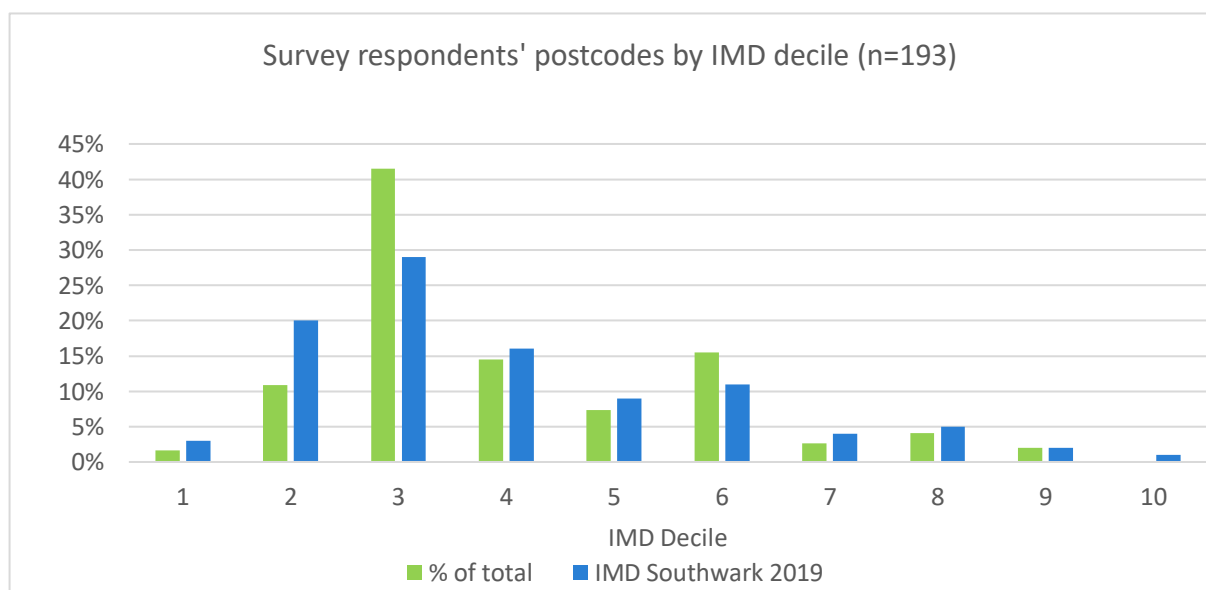


Figure 2

- 6.9 Young people want to be inspired, but are left searching for positive pathways to follow...** *“They tell you that if you fail at school you’ll end up in a gang, or they tell you not to get into drugs or crime. What you don’t hear is what else you could do”*, so they create self-organised and informal coping mechanisms.
- 6.10 And for some the borough has an image problem...** Moving around the borough is often seen as dangerous - cars hitting bikes, bikes hitting people, parents often amplify this fear. As well as this, some young people mentioned a fear of crime and perceived there to be an absence of passive surveillance.
- 6.11 In essence, the clearest messages from the ethnography are that young people want to create the youth offer, not just consume it, and they want help to achieve positive outcomes not just protection against negative outcomes.**

Survey of primary and secondary school pupils

- 6.12** The survey generated 428 responses. Overall, the survey respondents represented the younger end of the 10-19 range and were more likely to be female. In other respects, they were broadly representative of the borough population.
- 6.13** The survey presented a list of activities generated from the deliberative discussions, ethnography, and suggestions from council officers and asked whether respondents had done any of these in the past week or wanted to in the coming month. Figure 4 compares the answers to ‘last week’ and ‘coming month’. The chart is ranked left to right by ‘activity in the last week’. This shows ‘socialised online’ as the most common response followed by sport, eating with friends, going to a park with friends, then ‘music, dance, drama, or art’. When we look at what respondents *would like to do*, we see far fewer want to socialise online in the coming month compared to those who have done this in the past week. This indicates that given the choice, they would prefer to do something else. Conversely, most other answers indicate respondents *want to do* something more than they have actually done it in the past week. These could be interpreted as activities respondents would do more of if they had the chance.

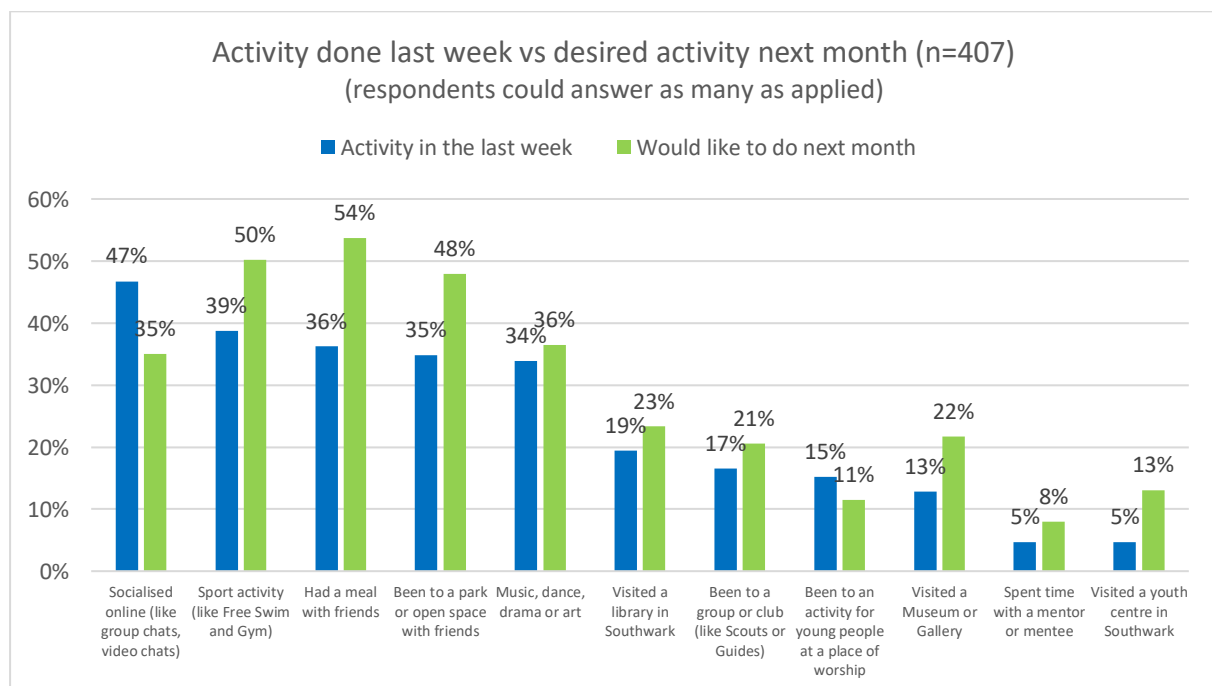


Figure 4

- 6.14 When we presented a list of issues (again generated from the workshops and ethnography) and asked what issues were most important, 'being able to do something physically active' scored highest (86 per cent 'very important' or 'important'), followed by 'having places to hang out with friends (76 per cent 'very important' or 'important). This was followed by advice from older peers and people to talk to outside their family about worries and concerns – in other words access to guidance, support and counselling.
- 6.15 Recognition rates for youth offer activities, based on a list from Southwark Council showed that 'Free Swim and Gym' had good recognition (63 per cent having heard of it) followed by Millwall Football Club's Premier League Kicks programme (36 per cent), and 'adventure playgrounds (33 per cent). Art Block at South London Gallery and Southwark's Youth Council had some recognition, and the remainder had recognition rates of 10 per cent or under. Again, some of these results may reflect the lower average age of respondents.
- 6.16 In terms of how respondents tend to find out about things to do, the most common routes are friends, family, classmates and teachers, followed by 'Google', then 'posters'. Social media scores low as a route for finding out (again age may be a factor), as does local authority online information.
- 6.17 Most respondents (55 per cent) said they spent less than £10 each week. Besides cost, 'friends to go with' is seen as the biggest inhibitor/enabler, followed by location 'closer to home' (see Figure 5).

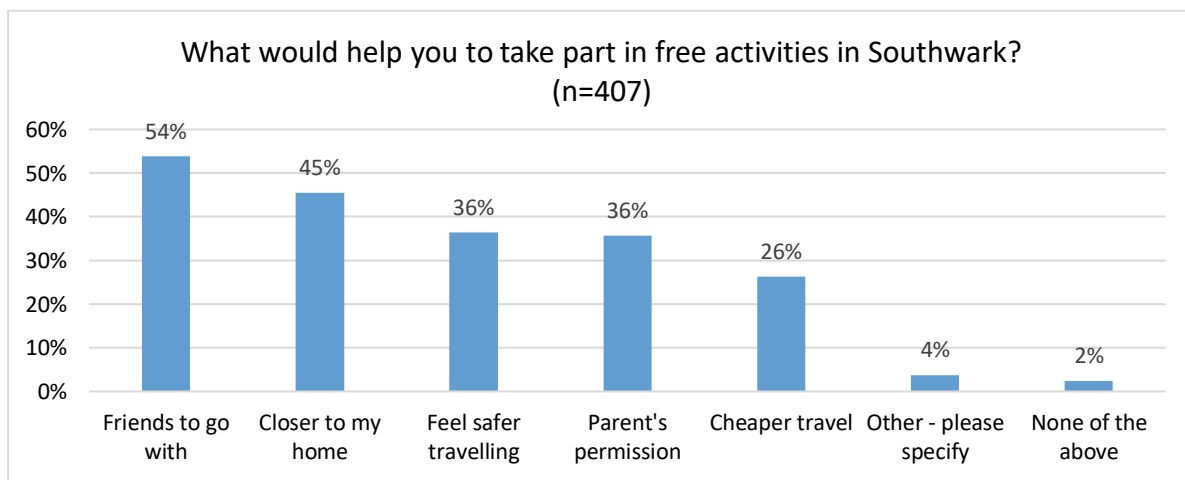


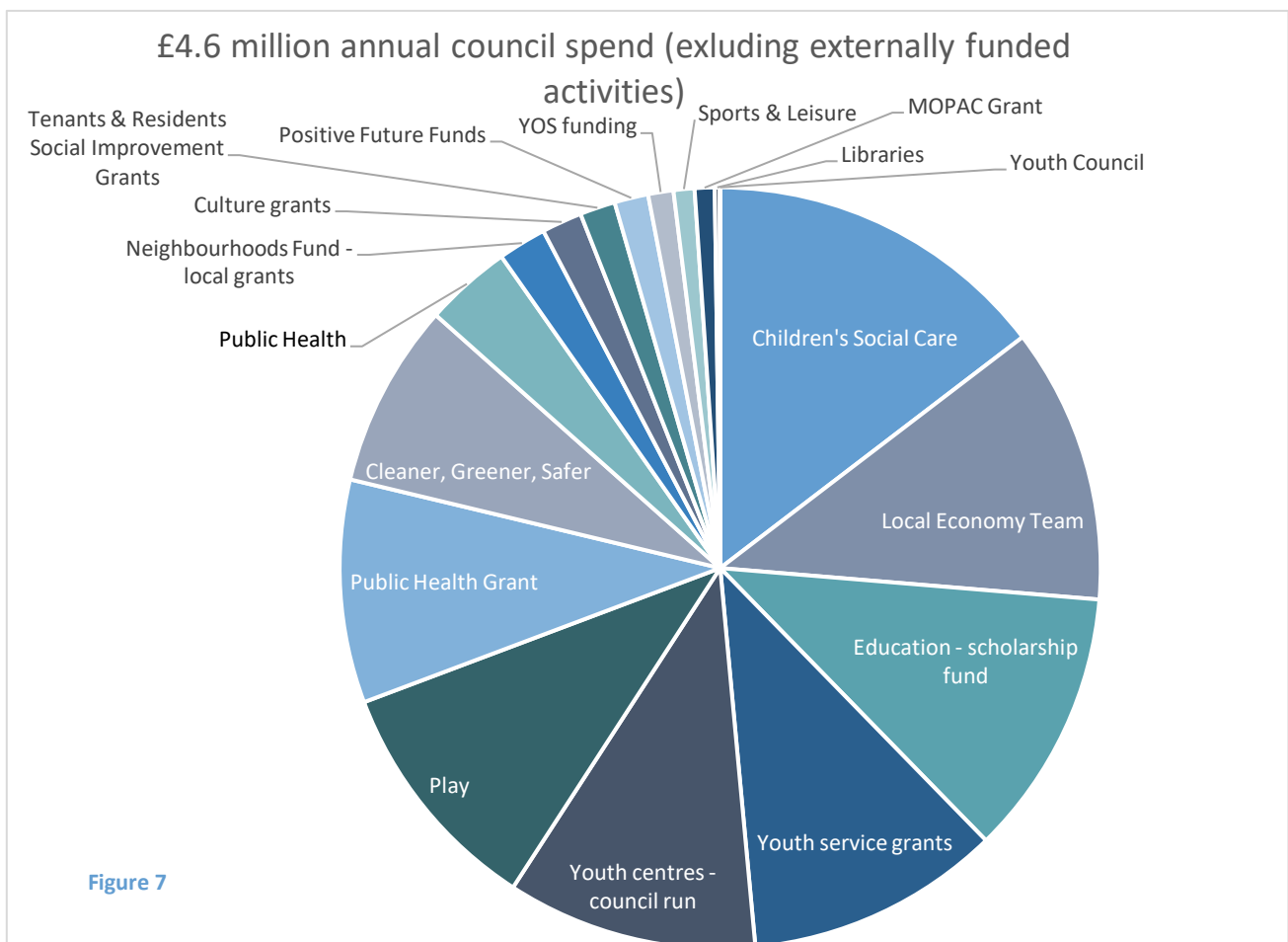
Figure 5

- 6.18 The survey also included a number of open-text fields to enable respondents to describe in their own words what they liked or wanted. Physical activities, particularly Swim and Gym and football, feature strongly in the responses. There was some variation between male and female answers with 'swimming' more common among females, and 'football' more common among males. Many young people also referred to visiting friends' homes as a favourite place.

7 Annual spending by the council

7.1 As part of this work we were asked to look at costs and usage of the youth offer. Having worked closely with council officers we concluded that while an accurate picture of council spending can be created; gathering data on use, however, presents a number of obstacles. In terms of costs and use of the wider youth offer *beyond* council-funded activity this too proved too complex for the scale of this project. What we can say however, is that of a £5.5 million annual budget for youth services, roughly £4.6 million is council, rather than externally, funded. From this council-funded part of the budget, illustrated in Figure 7, there are a small number of areas which account for over three-quarters of the youth services budget. The eight areas on which over £350,000 are spent are the following:

- **£675k** – Children’s Social Care (includes advocacy and SEND short breaks)
- **£540k** – Local Economy interventions (internships and Southwark Works)
- **£525k** – Education (Scholarship Fund)
- **£500k** – Youth Service Grants (for targeted activity and providing £5-30k grants to some independent youth clubs)
- **£491k** – Youth Centres (47% for DTC, 19% for Brandon, smaller amounts to other centres)
- **£467k** – Southwark’s five adventure playgrounds
- **£437k** – Public Health Grant (for the integrated health and wellbeing service)
- **£361k** – Cleaner, Greener, Safer Fund (made up of smaller grants including those for playgrounds, gardens and play equipment)



8 Analysis and discussion

Similar messages from all age groups

8.1 Our engagement gathered data and ideas from across the age-range of the youth offer from 10-year olds to those in their early 20s. Most of our data about younger age groups came from the survey, while our ethnography was with older individuals, yet the findings are remarkably consistent. In addition, those who took part in our deliberative workshops came from across the entire youth offer age-range and involved young people with diverse life-experiences; their views too were remarkably consistent with the survey and ethnography. With just one or two exceptions, we are confident our evidence can be used to reach conclusions about the whole youth offer across the age range.

Hopefulness is as important as protection

8.2 We heard a strong desire among young people to be supported in positive ways and to be helped to find opportunities. In the workshops in particular we saw how this can clash with the focus on harm prevention which guides youth service providers. In our workshop discussions we referred to this difference in emphasis as the difference between ‘asset’ and ‘deficit’ perspectives. In other words, there is a stronger strategic emphasis from public agencies on *what young people lack* and the challenges or dangers they face, and much less emphasis on supporting the skills, ambitions and potential *young people have*. This tendency to prioritise protection over inspiration is also apparent in the original framing of this review as a follow-up to the serious youth violence panel.

8.3 We would suggest that the focus on threats and harms over opportunities is not just at odds with the way young people see their needs, but also at odds with Southwark’s mental health pledge for young people, which aims to support their wellbeing so that all young people can feel positive about themselves and sustain hopeful view of their lives.

8.4 Furthermore, whereas adults tended to raise the issue of safety in relation to physical violence, fewer young people directly mentioned physical violence. These young people sometimes eluded to the fear of crime rather than actually feeling unsafe. They were afraid of the prospect of facing physical violence, often because of what they heard from adults. However, their primary safety concerns were often about being hit by a vehicle either as a pedestrian or cyclist. This suggests that where young people are seeking protection from physical harm, they are just as likely to be concerned about dangerous and aggressive drivers, as they are about physical violence.

Young people are creating their own offer

8.5 The data show young people are accessing a wide range of activities and support across the borough and there is a lot going on they enjoy. However, many young people are not making use of the formal youth offer either because they are unaware of it, or because they do not perceive it to be of use. Instead, many young people in Southwark are creating a youth offer for themselves which meets their own wants and needs. Sometimes this self-curated offer may include support and activities the council funds or directly provides yet young people rarely see the connection with the council or understand its role, for example, one person referred to the council a ‘company’.

“Southwark as a company are not doing enough” F, 17

- 8.6 This points to a general lack of awareness amongst the borough's young population as to the different services and activities which are provided by the council. We heard, throughout the engagement process, that many young people find out about things to do from their families and social circles as well as through teachers and classmates. This suggests that communication is often ineffective. It also points to a bigger issue, that there is a considerable gap between the assumptions of providers about what young people need from a youth offer versus what young people actually want and need.

Cost is one of the biggest barriers/enablers

- 8.7 Young people from across the borough stated that they want more cheap or free activities to do, places to go and - across all ages – cheap or free places to talk and share meals with friends, or simply chill. In one of the largest and most expensive cities in the world this is clearly a major challenge and driver of inequality. We found young people to be incredibly resourceful in seeking out cheap or free activities but a youth offer that made things easier to find, or cheaper once there, would enable young people to put their energies into making use of opportunities rather than searching for them.

A youth club but 'not like a youth club'

- 8.8 The places and spaces in which young people said they spend their time include fast food locations where shared meals provide more than social time with friends but also low-cost social space in which to hang out. Libraries, parks and leisure centres fulfil similar functions enabling young people to structure their own time with friends. Fully free access is especially prized, hence the popularity of libraries for study and sanctuary, parks for a game of football or hanging out, and Swim and Gym for sociable physical activity.
- 8.9 These are all, of course, opportunities available in youth clubs, yet the conundrum is that many young people were either unaware of youth clubs or dismissed them. Young people were in effect seeking a youth club which is not a youth club.

Q: If you could ask for one thing in Southwark, what would it be?

A: "A cool place for kids to hang out which isn't like a youth club and has a variety of things to do ranging from sports to gaming"

- Survey respondent

Where are Southwark's cultural partners?

- 8.10 We heard from young people travelling across London to take part in creative activities.

"We went to Thamesmead to find a dance studio we could afford" F, 15

"I don't think I've seen a space in Southwark where you can actually go to, to rehearse" M, 18

- 8.11 We also heard from young people creating brilliant music and art with basic equipment combined with self-evident talent. This is clear evidence of the creative potential of young residents but presents another conundrum. The sense that Southwark has nothing going on, especially for creative activities, is hard to reconcile with the wealth of globally significant arts organisations in the north of the borough; we heard little about Tate, IWM, Southbank Centre, the Globe, or the many other

performance spaces along the river. We were left questioning why those institutions are not reaching Southwark's young people; are local public services reaching out to those institutions, are they receptive; is what they offer unattractive to young people; what can be done to bridge this gap?

Online is second best

- 8.12 Looking at what young people in Southwark said they had done in the past week almost half the survey respondents (back in Figure 4 above) said they had spent time socialising online, yet only one-third listed this as what they wanted to do in the coming month. This tells us that despite digital communication being second nature (almost every young person we encountered had a phone in their hand), human contact is still seen as better than virtual. The same goes for learning new skills; it can be done online, but not out of choice.

"I spend about 4 hours on FaceTime with my friends, but it would be nicer if we could meet up in person" - F, 15

"I taught myself to draw watching YouTube... if there was a place I could go for someone to look at what I can do and give me tips I would go there" - M, 16

Learning from faith organisations and cultural groups

- 8.13 The ethnographic fieldwork showed that there are entire "youth offers" contained within institutions such as churches in Southwark, completely separate from anything offered by the council and accessed by hundreds of young people. This self-contained model of provision highlights the potential for an institution led largely by adults, to facilitate the conditions in which young people can shape their own youth offer – and the commitment young people will make to creating that offer. There is a lot of learning which can be drawn from the way in which these spaces are made accessible to young people for them to curate and run the "youth offer" that they want. One church we visited was providing young people with access to everything from education, to music production to a safe space to socialise with friends, going way beyond their traditional Sunday schedule. There will be many more faith and cultural organisations which have this type of youth-led model which the council can learn from.

Younger ages, youth clubs, and adventure playgrounds

- 8.14 While many of the survey responses (which came from a younger age range) chimed with the views of older teenagers, some issues did seem more specific to the 10-12 age group. One issue is having 'friends to go with' which we saw (in Figure 5) was the most commonly stated factor that would help respondents take part in more activities. This may indicate a need for structured social settings where younger ages can more easily make and deepen friendships, and where it is easier to negotiate when to go because timing is determined by a programme. This strongly supports the case for youth clubs (although there is the perception issue already discussed). It also supports the case for adventure playgrounds which we did not explore in detail, but which also offer free safe space to hang out with friends, physical activity, structured programming, alongside advice and guidance from workers. We also saw that adventure playgrounds had a higher recognition rate; 33 per cent of survey respondents having heard of them.

9 Conclusions

- 9.1 It became obvious in this engagement and research that the lives of Southwark's 10-19 years olds are different from how youth providers imagine them to be. The priorities and values of Southwark's young people also seem different from those of providers and commissioners. The most significant gap is between the desire among young people to explore opportunities and think positively, compared to the focus (in many ways understandable) on preventing harm among those delivering the youth offer. This suggests Southwark needs mechanisms which deliver greater involvement by young people in defining the youth offer strategically and in commissioning services and programmes. When we looked at reviews of other youth services, the need for youth involvement was one of the most common conclusions.
- 9.2 Young people across the 10-19 age range regularly create their own youth offer of educational and recreational leisure activities, often centred around social time, eating, physical activity, and creativity. In many ways this is a demonstration of their empowerment, but financial cost is a major barrier to engagement. Older teenagers will travel across London seeking affordable options, but younger ages lack this option. This could be alleviated in several ways, for example through subsidies or support directly to young people to create their own offer locally.
- 9.3 In some cases, however, young people are seeking support or programmes the council or partners are already providing, but they are not using them. This could be because that support is hard to discover, poorly communicated, or just not enticing. Again, the solution is to involve users more closely in commissioning, in order to attune programmes more closely to young people's language, lifestyles, and aspirations.
- 9.4 We have also seen how important to young people it is to have places to socialise while feeling safe, and without incurring cost. Parks and libraries offer this, as do leisure centres. Fast food places and budget eateries while not free, are cheap, and also enable young people to eat together and provide them with access to a neutral and unstructured space in which to hang out. Yet these informal spaces seem under-valued by service providers in terms of the role they play for young people. One reaction to this might be to create designated meeting spaces *for* young people, but that would probably miss the point; young people want to create their own space, but design and management of public (or quasi-public) realm can make it easier for them to find spots which are free and which are safe.
- 9.5 Lastly, as well as things to do, and places to meet, we heard from young people across the age range that they want support and guidance, either from someone a little older, or a trusted adult outside their family. This might be to discuss things they are concerned about, or for advice about education and future careers. We heard from service providers that this kind of support, guidance, and help does exist - but it can be scattered, and hard to reach.
- 9.6 The recommendations resulting from these findings and conclusions are presented in full at the end of this report. They were initially developed throughout the engagement process and then refined and developed alongside the Task and Finish Group.

Annex: Full findings from engagement

Deliberative workshop discussions at Brandon Youth Centre and Dulwich Library

9.7 The two deliberative workshops took place in late January and lasted 2 hours. Each had between 20 and 30 participants including young people and adults.

9.8 The clearest overarching theme to emerge was that over the course of each discussion, the focus of participants of all ages shifted from protecting young people from harm, to creating opportunities and supporting happiness and health. This was seen most starkly when we asked participants to rank what they felt should be the primary focus of effort and investment. In both workshops ‘protection from harm’ was ranked most important at the start, and in both workshops ‘happiness and health’ was ranked most important when the question was repeated at the end.

9.9 We also found that throughout each workshop young people tended to focus more on positives and opportunities such as education and work, while professionals tended to focus more on protection and support such as the need for role models or mental health support as illustrated in Figure 3.

9.10 Other themes from the deliberative discussions were:

- Consistent mentions by young people of important needs being ‘role models’, ‘safe spaces and places’, ‘food and eating’, and ‘emotional support’.
- Notable difference in the concerns of commissioned providers compared to young people, with providers most often mentioning youth clubs, as well as funding.
- Challenges from young people that it is not enough just to have “opportunities” for employment – support is needed to help young people acquire necessary hard and soft skills, and they have to be opportunities young people want to access.
- That there are gaps around: careers information and guidance in schools, and work experience; support and education in mental health; healthier food options at schools; and mobility and transport around the borough to get to things.
- A sentiment resonated which was that ‘Southwark Council needs to be ahead of the curve – life is more complex than it used to be and the council needs to make sure it can adapt to that change’.
- Questions from professionals about how you approach ‘happiness’ – how do you identify action; do you just address what is making young people *unhappy* and *unhealthy*?



Figure 6 – “What are the needs of young people?” - responses from young participants

Ethnographic fieldwork

- 9.11 Ethnographic research took place over two consecutive days. We wanted to conduct extended interviews and observations with a small number of young people from Southwark, talking to them, going to locations that form their routine, and observing details. It was led by our ethnographic specialist and conducted jointly with the three young peer researchers from Southwark Council.
- 9.12 We spent time with nine ethnographic subjects mixed in gender and age, who all live in Southwark. A detailed report of the fieldwork has been submitted separately to Southwark Council with photographs, pseudonymized accounts, and verbatim quotes from our time with each the research subjects. The headline findings are summarised below:
- 9.13 There's lot on offer in Southwark that young people enjoy...**
- 9.14 Libraries *"places where you don't have to pay anything and you can just go and do work or just leave the house for the day"*, fast food and casual dining places *"we're planning to go and get bubble tea on Saturday"*, Burgess Park BMX track *"everyone here is just great to ride around and be around"*, the David Idowu Choir *"bringing people together and creating an environment where people could meet"*, plus churches, and Swim and Gym.
- 9.15 But they don't associate the council with it...**
- 9.16 The existing channels used by the council aren't being engaged with by young people *"I had to click through three pages to get to the right page, and then it said "information below", and I looked and it was blank. And I know where to look!"*, instead they use their own networks to find things out *"some of my friends have an Instagram where they rate restaurants, put the prices and so on"*.
- 9.17 There's a perception a lot is missing in the borough...**
- 9.18 Young people often travel outside the borough to find affordable activities *"we went to Thamesmead to find a dance studio we could afford"*, or they simply don't do the things they want *"if you don't have money you can't do it"*, arts facilities were felt to be lacking *"I don't think I've seen a space in Southwark where you can actually go to rehearse"*.
- 9.19 One observation felt particularly telling. Two subjects asked us to meet them at the London School of Economics on Aldwych. They had got a library card through the London School of Economics' 'Pathways to Law' scheme for Year 12-13 pupils. They often spent all day there studying, staying as late as 11pm at night. They said they enjoyed being surrounded both by people and settings they saw as representing their own aspirations.
- 9.20 Young people want to be inspired, but are left searching for positive pathways to follow...**
- 9.21 *"They tell you that if you fail at school you'll end up in a gang, or they tell you not to get into drugs or crime. What you don't hear is what else you could do"*, so they create self-organised and informal coping mechanisms *"we go for walks in the park to check in with each other and talk about any problems we might have"* and they seek times and spaces to just meet and talk, without needing to participate in any kind of activity at all *"we like stuff that's low key, just enjoying each other's company"*, eating with friends can fill the gap, but if money or space is tight it's not an option.

9.22 One young person we interviewed took a very literal approach to seeking ‘inspiration’. She frequently searched online for free tickets to commercial exhibitions and trade shows. She had discovered these as great places to learn new things, have an enjoyable afternoon (often on her own), and collect bags of free samples. This had become a kind of hobby for her.

9.23 And for some the borough has an image problem...

9.24 Moving around the borough is often seen as dangerous - cars hitting bikes, bikes hitting people, parents often amplify this fear, *“I walk through there at night with my headphones in but my music low, and I say the Lord’s Prayer the whole time”*, and there is a perception there is little here, and you need to travel elsewhere to find things to do *“Southwark is Southwark. It’s boring, it’s plain”*.

9.25 In essence, the clearest messages from the ethnography are that young people want to create the youth offer, not just consume it, and they want help to achieve positive outcomes not just protection against negative outcomes.

9.26 Overall, it presents a picture of young people (of all ages but older teens in particular) creating the youth offer they want; chilling with friends, music and art creation, sport, performing arts, eating together, and studying outside school. For this they need support, which sometimes they get (from the council, sports clubs, or faith organisations) but often they don’t, because it is poorly communicated, timed, or located – or because it is absent.

Survey of primary and secondary school pupils

9.27 The online survey was conducted in the two weeks following February 2020 half term and was promoted via state primary and secondary schools in the borough. It was conducted using Southwark Council’s main online survey platform.

9.28 The survey asked what kinds of activities respondents had done, what they would like to do, how they find out about support or activities for young people, and what issues they felt were important for young people.

9.29 The survey generated 428 responses. Although we designed the survey so that it could capture the views of parents (via routing and survey logic to different questions) it was not actively promoted to adults. A number of teachers had also been approached for specific assistance in supporting their pupils to complete the survey; these teachers were in years 6 and 7 either side of the primary to secondary transition.

9.30 Overall, the survey respondents represented the younger end of the 10-19 range and were more likely to be female. In other respects, they were broadly representative of the borough population.

9.31 Almost all respondents (95 per cent) identified themselves as ‘Young person aged 10-19 (or up to 25 if SEN)’ with only a very small number saying they were a parent (3 per cent). Of those who gave their age most were either 10 or 11 years old (85 per cent), the remainder being thinly spread between 12 and 17. More said they were female (55 per cent) than male (37 per cent), with eight per cent “prefer not to say”, and ten per cent skipping the question.

9.32 In terms of ethnicity around one fifth (22 per cent) said they were ‘Black British’, the same proportion (22 per cent) said ‘Black African’, 16 per cent said, ‘White British’, and 14 per cent skipped the

question. The remainder (around 26 per cent) were spread evenly across the other ethnicity descriptors offered. Eighty-eight per cent of those who answered said they had no disability or long-term conditions, four per cent said they did, eight per cent said, 'prefer not to say'. A further eight per cent skipped this question.

- 9.33 As shown at the start of this report in Figure 2, based on home postcode it appears respondents came from a spread of areas broadly representative of the range of socioeconomic conditions in Southwark.
- 9.34 Overall, 57 per cent of respondents had taken part in an activity outside school in the past week while 40 per cent said they had not taken part in any activity outside school. This was similar across the age range of respondents.
- 9.35 The survey presented a list of activities generated from the deliberative discussions, ethnography, and suggestions from council officers and asked whether respondents had done any of these in the past week or wanted to in the coming month. Figure 4 compares the answers to 'last week' and 'coming month'. The chart is ranked left to right by 'activity in the last week'. This shows 'socialised online' as the most common response followed by sport, eating with friends, going to a park with friends, then 'music, dance, drama, or art'. When we look at what respondents *would like to do*, we see far fewer want to socialise online in the coming month compared to those who have done this in the past week. This indicates that given the choice, they would prefer to do something else. Conversely, most other answers indicate respondents *want to do* something more than they have actually done it in the past week. These could be interpreted as activities respondents would do more of if they had the chance.

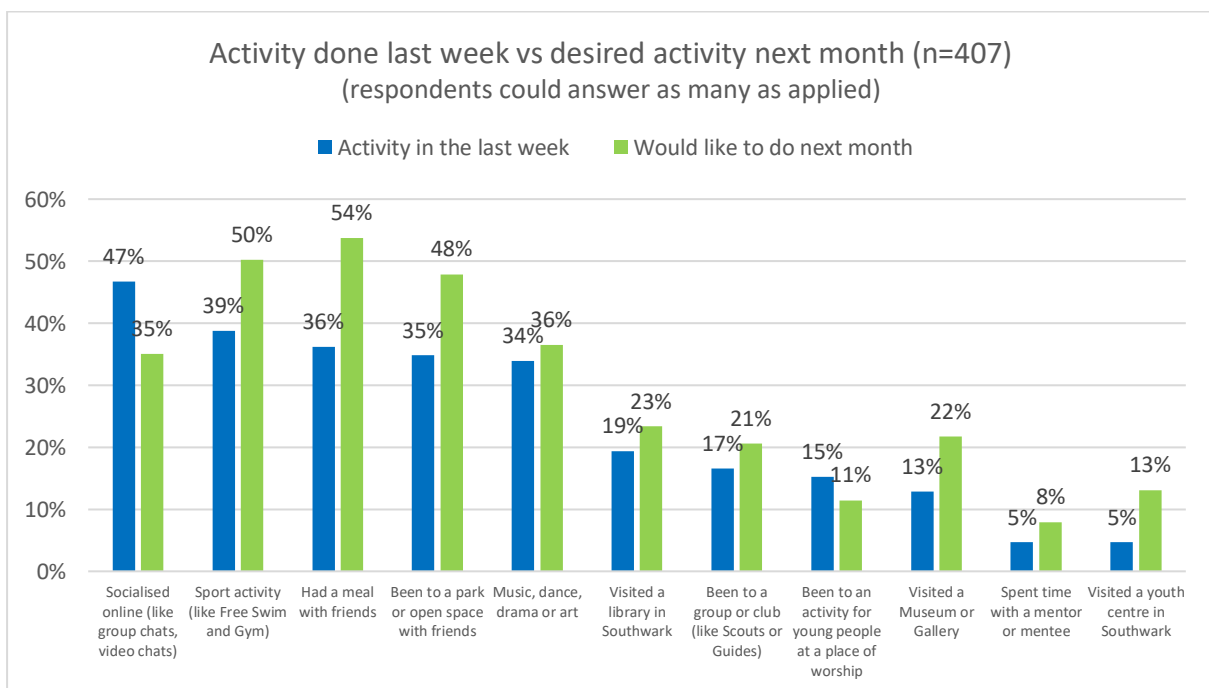


Figure 7

- 9.36 We should add that while 'visited a youth club' generates the smallest response (five per cent) for 'last week', a related question showed 14 per cent of respondents had visited the Damilola Taylor Centre (DTC), a similar proportion as those who had taken part in activities at a place of worship. This

discrepancy may be due to respondents not using the term 'youth club' to describe the DTC. The younger average age of respondents also puts them at the lower edge of the target age of youth clubs.

- 9.37 When we presented a list of issues (again generated from the workshops and ethnography) and asked what issues were most important, 'being able to do something physically active' scored highest (86 per cent 'very important' or 'important'). followed by 'having places to hang out with friends (76 per cent 'very important' or 'important). This was followed by advice from older peers and people to talk to outside their family about worries and concerns – in other words access to guidance, support and counselling.
- 9.38 Recognition rates for youth offer activities, based on a list from Southwark Council showed that 'Free Swim and Gym' had good recognition (63 per cent having heard of it) followed by Millwall FC's Premier League Kicks programme (36 per cent), and 'adventure playgrounds (33 per cent). Art Block at South London Gallery and Southwark's Youth Council had some recognition, and the remainder had recognition rates of ten per cent or under. Again, some of these results may reflect the lower average age of respondents.
- 9.39 In terms of how respondents tend to find out about things to do, the most common routes are friends, family, classmates and teachers, followed by 'Google', then 'posters'. Social media scores low as a route for finding out (again age may be a factor), as does local authority online information.
- 9.40 Given the strong desire we heard in the workshops and ethnography for free or very low-cost activities we also asked how much respondents spend per week in total to obtain a broad picture of disposable income (**Error! Reference source not found.**). Not surprisingly most respondents (55 per cent) said they spent less than £10 each week.

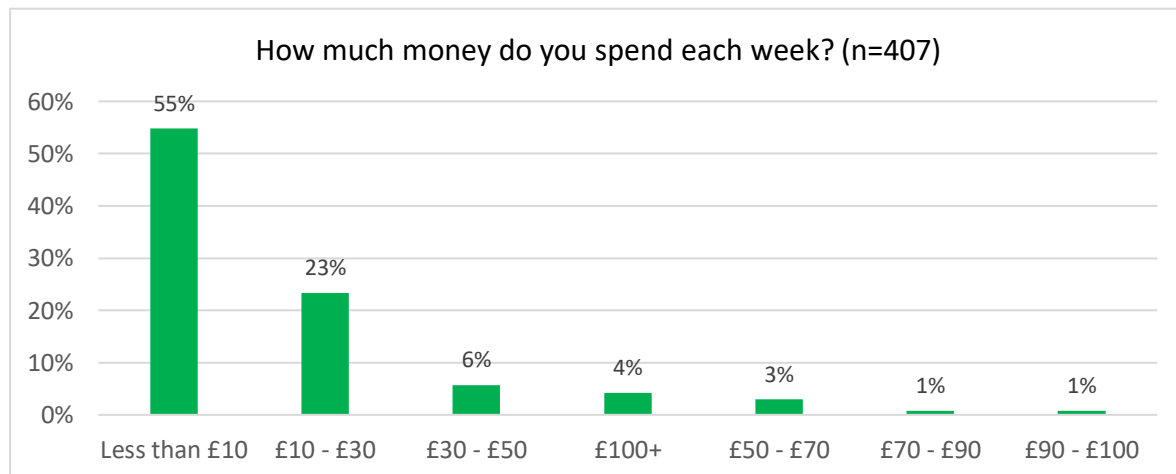


Figure 8

- 9.41 We also asked what would help respondents take part in free activities in Southwark. We phrased this as ‘free activities’ rather than any activity because we already knew cost was a major inhibitor/enabler and we wanted to hear what else might be identified.

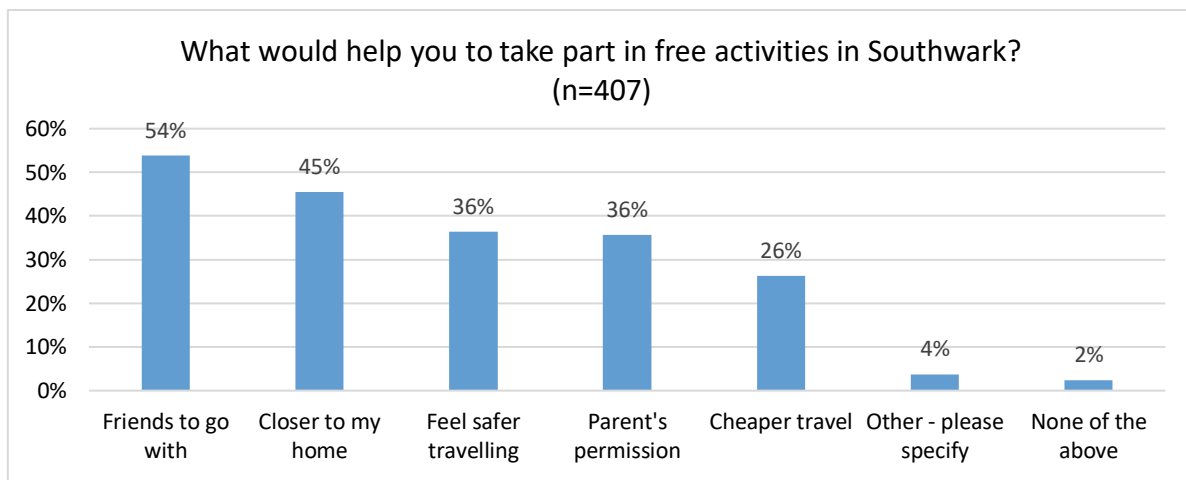
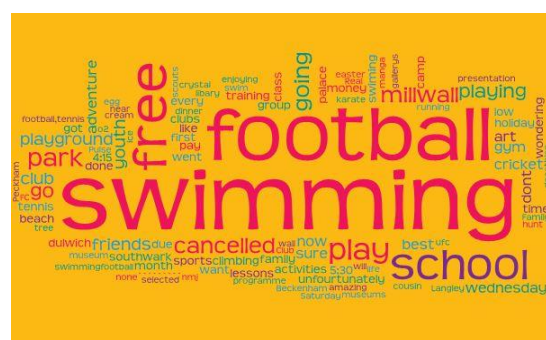
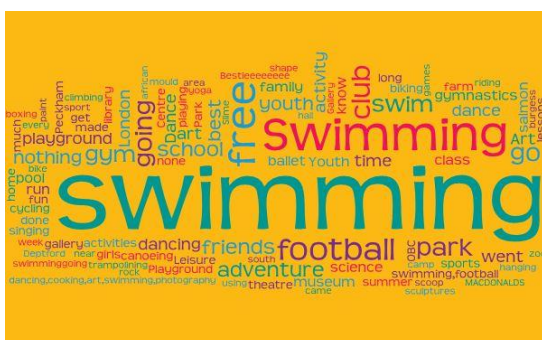


Figure 9

- 9.42 What this shows (in Figure 5) is that besides cost, the ‘friends to go with’ is seen as the biggest inhibitor/enabler, followed by location ‘closer to home’.
- 9.43 The survey also included a number of open-text fields to enable respondents to describe in their own words what they liked or wanted. These were phrased as ‘what is the best free activity you have done’, ‘how do you like to spend your free time’, ‘what is your favourite place to spend time’, and ‘if there was one thing you could ask for in Southwark what would it be’.
- 9.44 These questions generated 2,000 text responses. Across the responses to ‘best free activity’ and ‘how do you like to spend your free time’ physical activities particularly Swim and Gym, and football feature strongly. For ‘favourite place’, libraries, parks, cheap food and arts (theatres/galleries/art classes) feature often. There was some variation between male and female answers with ‘swimming’ more common among females, and ‘football’ more common among males.



Part II: Southwark Youth Provision Review Task and Finish Group

10 Introduction

In late 2019 following recommendations made by the Southwark Youth Violence Panel the council commenced a strategic review of the borough's services for young people and wider youth offer. As part of this, Shared Intelligence and Analogue strategies were commissioned to plan and deliver a comprehensive engagement plan with young people, youthwork professionals and stakeholders as a central workstream in the strategic review.

During May and June 2020, as part of this engagement process, draft findings and recommendations from the Shared Intelligence and Analogue Strategies were tested in a series of discussions with young people, council officers, youth providers and parents. It was apparent from this that Southwark's youth provider organisations had significantly more insight to contribute. The council therefore requested Shared Intelligence facilitate an additional task and finish group to enable youth providers to test, challenge, and contribute to the findings and recommendations in more depth.

This report summarises the deliberations of the three meetings of the task and finish group and the implications for the wider strategic review.

The terms of reference for this Task and Finish Group, as well as the membership of this group are set out in Appendix I of this report.

This report contains:

- Methodology of the process
- Key themes emerging from discussion
- A detailed look at the recommendations

11 Methodology

The Task and Finish Group process was begun after a series of workshops held with youth providers, young people, adventure play staff and parents. In the youth providers' workshop, it was noted that there was a consensus, shared by Southwark council, that there needed to be more input from those working with young people in the borough.

The decision was taken that this could be most effectively carried out with a small group of youth providers who we could meet with on a number of occasions to look in greater detail at the emerging recommendation from the research, the research itself and begin a mapping process of youth providers in the borough.

The membership of the group was decided through discussion between the council's project team and Shared Intelligence who had engaged with youth providers during the various workshops in the review process. Invitations were sent out and initial scoping calls held with each of the youth providers and young advisors, to better understand their experiences of youth provision in the borough and their understanding of the aims and scope of the Task and Finish Group.

The Task and Finish Group itself met through Zoom on three occasions in quick succession. The three sessions, over the course of a week, were thematic and each had a different aim.

The aims to the sessions were as follows:

Session 1: To establishing the group and its purpose. To talk through the methodology of the research and give the opportunity for discussion on the thoughts, comments, reactions and questions coming from the findings of the review.

Session 2: To look at each of the emerging recommendations in turn, adding depth and detail as well as practical ways in which these recommendations could be achieved in the borough.

Session 3: To begin the process of mapping youth providers in the borough based on who is currently delivering services for young people. To think about youth providers' aspirations and vision for the youth service over the next decade.

In advance of these sessions the group were given access to the final Shared Intelligence findings report and the emerging recommendations so that they had time to digest these and therefore more fully engage with them in the sessions.

The following sections set out the themes coming from the discussion across the three sessions and a more detailed look at the suggested amendments of the recommendations.

12 Discussion

Session 1

The first session of the Task and Finish Group was focused on the findings of the Youth Provision Review carried out by Shared Intelligence. Overall, positive feedback was received on the findings of the research and the methodology used. Some of the key themes of the discussion were:

Deficit to asset thinking and highlighting what young people say they want

Members of the Task and Finish Group were in agreement that this was an important point when it came to conceiving of the needs and wants of young people. They felt that the research was correct in showing that young people want to be inspired and felt that this highlighted the importance of the council and youth providers working to provide opportunities to young people which enabled them to follow their aspirations and interests, and not be there for a solely diversionary purpose. The group felt that the deficit to asset thinking should be the narrative behind engagement and the philosophy for provision, rather than being driven by a narrative of services being to prevent bad things from happening. They felt that one of the key aspects of this thinking was addressing the intersection between schools and youth provision. The very structured, and on occasion almost corporate, nature of schools can sometimes be at odds with the model which many youth providers adopt.

Provision of unstructured space, and spaces 'like youth clubs but not a 'Youth Club''

One of the biggest concerns raised by youth providers was that these spaces, however they evolve, would be completely youth-run. They were clear that these spaces still need qualified youth worker from a safety and safeguarding point of view. The group pointed to a number of examples of places where this type of space, the "youth club which isn't a youth club", is already being done and how this could be done in the borough:

- South London Gallery – Art Block: providing a supervised space for young people to come and go as they please, and also opportunities to participate in a range of contemporary arts activities. The environment (professional-looking) is one that young people are being drawn to.
- Study Cafés in South Korea - there are many café's designed to appeal to students as places for them to study, providing study space and refreshments. There is an example of a Korean run café in South London which operates in a similar way.
- Existing youth organisations could look into harnessing the opportunities of businesses paying business rates, incentives could be offered to organisations who can provide supervised space.

Enabling access to more opportunities

Enabling access was a theme which cut across discussion throughout the session. A number of individuals in the group were clear that in order for young people to truly be able to have access in the borough in which they live and go to school, this needed to be a big priority for the council. They acknowledged however, that this would require a lot of work and political will. Another key point of discussion was enabling access for young people, no matter what their background. This was particularly around ESOL provision and how for so many young people in the borough this was a gateway to having access to opportunities. One member of the group stressed how essential this was for migrant students and other young people to feel empowered and part of the community in which they were living. This all culminated in the important point that in order to enable access to

opportunities for young people in the borough this has to be a far-reaching effort across many different stakeholders and parts of the council.

Session 2

The second session looked at the recommendations in detail. The output from this session is presented in full detail in the following section. There were, however, some general themes coming from the discussion.

The council's knowledge and communication gap

Throughout all three of the Task and Finish Sessions the group commented on the rich and diverse youth offer in the borough which goes far beyond that which the council provides. However, the point was raised on a number of occasions that those who are part of delivering that offer do not feel that the council is aware of their work. This was something which was true of both established youth providers who had worked with the council for years as well as small, grassroots, youth providers. This knowledge gap works against particularly these smaller organisations being able to act as a larger whole as they are not aware of the other providers who are working in the borough.

Members of the group noted that one of the challenges with the council's ability to collect information on what is happening in the borough is that they felt there was no one within the council who has direct leadership of the youth offer. They noted that while there was direct leadership of youth centres and direct leadership on harm prevention activities, this was not true of the youth offer as a whole.

Localised and specialised opportunities

An overarching theme of the discussion around the recommendation was about where in the borough services were offered, and what type of opportunities these were. It was particularly linked to the discussion around the recommendations on communications and young people creating their own youth offer. This came from the idea that youth providers felt that young people should be encouraged to find out what was happening on their doorsteps and in their local areas. It was noted that throughout the borough there are services which operate in many different areas. Localised opportunities were defined as activities with wide and general appeal (e.g. places to hang out where activities or a meal is secondary to informal socialising) which are happening all around the borough in many different localities. Young people did not tend to want travel far for this type of provision and would use what was on their doorstep. Providers also spoke about the importance of young people knowing about more specialised opportunities (e.g. specialist arts, sports, or study opportunities) which could only be found in one or two places in the borough. These, by definition had more specific appeal and were. These were things young people would travel across the borough, or further afield, to access.

A better mechanism for young people can discover the types and location of activities they are interested in pursuing is of great importance (recommendation 1). But, just as important is ensuring the information can be accessed by as many young people as possible through a variety of mediums.

Respective roles of the council and the wider network of provider

The choice over what aspects of the youth offer are led by the council and that which is led by independent organisations and community groups was another key part of the discussion on the recommendations. There were certain activities which youth providers noted the council needed to take a leading role in, such as the development of a framework for capturing outcomes (recommendation 8). Here, youth providers felt that a outcomes framework which had the agreement of youth providers across the borough was something which only the council could properly do. On

the other hand, in relation to communications and ensuring that there was a full picture of what was being provided in the borough (recommendation 1), youth providers felt that they were best placed to lead this and report on what activity was happening and then have the council collate this into a centrally-managed system.

Achieving greater youth voice

How the council communicates and engages, and with whom, was an important theme in the discussion of all the recommendations. Members of the group were in agreement that the council could not just engage with a group of highly engaged young people and youth advisors (recommendation 2). They felt that while this group of young people imbedded in the council decision-making process was a good idea, this could not be instead of carrying out wider engagement with young people where they are. This could be through research such as the ethnographic fieldwork carried out, through engagement in youth clubs, schools and other outreach to collect the views and understand the needs of those young people who do not normally engage. It was further noted that in order to have young people involved in the co-design and co-creation of the “youth club which isn’t a youth club”, young people from a diverse range of backgrounds would need to be consulted, not just the “usual suspects”.

It was also noted that in order for this process to have the greatest possible impact, the council needs to be fully behind this recommendation, and must ensure the youth voice plays a strong influencing role at the earliest possible stage in decision making. The mechanism developed to feed the youth voice into council decision making processes must therefore reflect both of these elements.

Accessibility for young people

There was a strong theme that the borough could do more to normalise young people’s use of empty and informal spaces to create their own activities, to enjoy as safe spaces to relax and spend unstructured time. It was raised that currently, young people feel excluded from some spaces, feeling harassed by security and being told to move on. There is therefore a need to create spaces in which young people feel comfortable (recommendation 6) and where they are free to use these spaces in the creation of their own offer (recommendation 3). Members of the group emphasised that there is a role to play here for all the businesses, activities and spaces in the borough, from large global arts organisations to small independently owned businesses and cafes.

The role of local businesses

There were two aspects to this idea. Firstly, the role which local businesses could play in providing safe spaces for young people where they felt welcomed and had an offer for young people (recommendation 3), and as discussed above. Secondly, the role that local businesses could play in helping to provide positive pathways to work and serve as inspiration for the borough’s young people. With regard to the first idea, and linking to the theme raised above, it was discussed that business should play a greater role in normalising young people’s use of space, by providing spaces for young people to create their own activities or spaces for unstructured use of time. Members of the group felt that the council should play more of a role in engaging with the borough’s businesses to help them to create these spaces and offers which support young people. It was suggested that asking local businesses when receiving grants or council support, “How accessible is your business to the borough’s young people?” could help with this.

With regard to the second aspect, the discussion highlighted that local businesses, of all sizes, had a role to play in helping young residents into positive pathways to work, through opportunities like mentorships, work experience provision and job opportunities. This was linked to both

recommendation 4 and 7. The positive inspiration of young people, which members of the group pointed out was an important part of the research, was something they felt could be achieved by the council engaging with those working in the borough to find individuals who could act as mentors to young people.

Collaboration with youth providers

Also linked to the businesses in the borough was the idea of how local businesses from all sectors should be working with the VCS and those providing services for young people in the borough. It was raised as a big problem in working with big organisations trying to run programmes in communities across the borough that these organisations often did not know how to get young people into their provision. According to youth providers, they are often asked to go out into their networks and use their own time and resource to recruit young people into this sort of activity. Members of the group noted that working with organisations of all types looking to provide activities for young people in the community (recommendation 4) needed to be more of a partnership activity and that their knowledge and experience should not be taken for granted.

It was also important that businesses looking to engage young people should work with youth providers to bring the opportunities to where the young people are, rather than encourage young people to go to where their opportunities are.

Youth Services as harm prevention

While all members of the group emphasised the importance of keeping young people safe while moving around the they were clear that thinking and talking about youth provision as being diversionary or as being primarily about preventing harm was a mistake. They felt that this detracted from the fact that young people had clearly showed the desire to be inspired and live happy, fulfilling lives in the borough. It also, some felt, meant that there was a risk of the wrong people being involved in conversations about young people within the council with youth service conversations happening in isolation to those about education for example. The group discussed how this reduction of youth services to being about harm prevention was something which had been driven by public spending cuts, and that it was not what youth workers wanted.

Session 3

The final session of the group looked at two key things. An initial mapping of the youth providers currently working across the borough and a discussion on the group's future vision for youth provision in the borough.

Figure 1 (below) shows the list which youth providers identified in the session as being providers working across the borough. These organisations fell into a number of different categories. Arts and culture; sports; uniformed organisations; Youth Centres; Migrant-groups/culture-specific groups; adventure playgrounds; parks and nature; faith groups; community groups and libraries. The full list of organisations identified is provided in Appendix II.

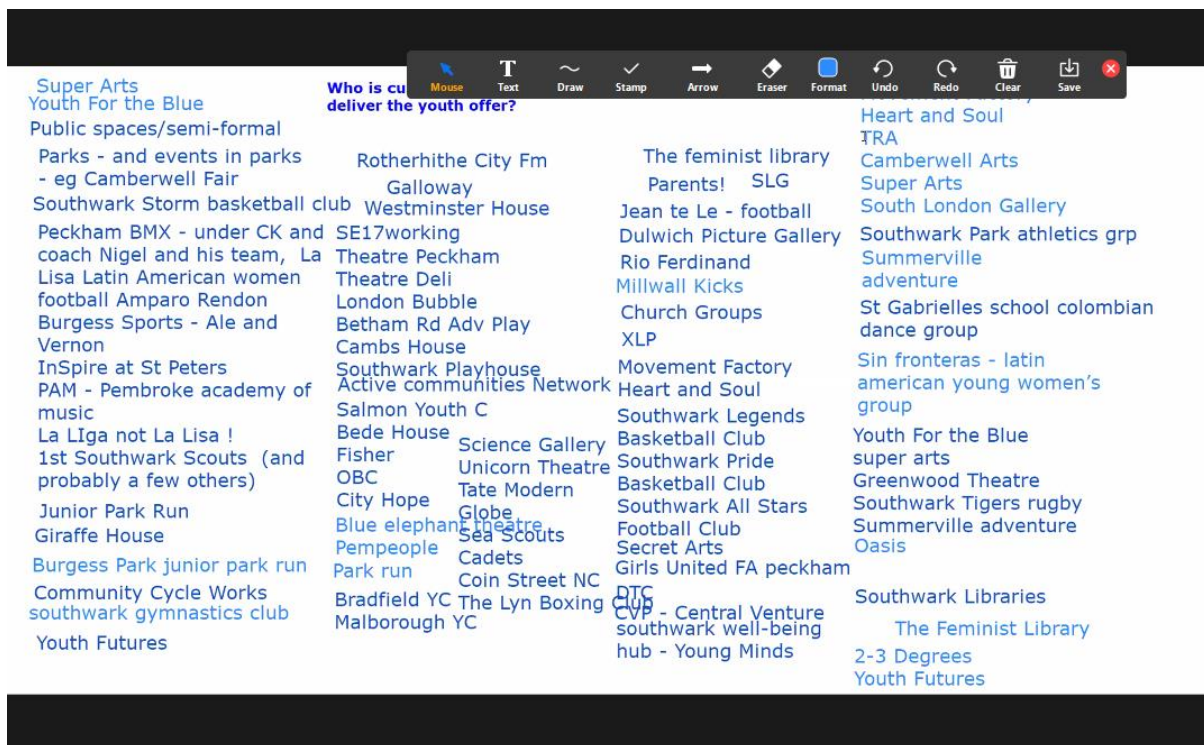


Figure 1: Whiteboard from mapping exercise of youth provision in Southwark

The Task and Finish group identified a large number of organisations providing services and activities for young people in the borough. They acknowledged that this was not an exhaustive list and that there were many more organisations and individuals operating in the borough including far more culture-specific, community and faith groups offer provision for young people. This list shows the collective knowledge of just a few youth providers and young advisers and how just a short mapping activity can bring to light so many different examples of provision. A next step would be to look at the relative visibility of these organisations and the connectiveness between them. This would help to build up a picture of what provision in the borough looks like, where that provision is, for whom and further help to identify where there are gaps and duplications in the current provision.

The future of youth provision in Southwark

In the final part of this third session we asked the members of the Task and Finish Group to think about what youth services might be like a decade from now and begin to think about their hopes for young people and the services they might interact with.

Group members were largely positive about the future and what they hoped provision might look like a decade from now. The theme of safety for young people to move around the borough was an important one, and the ability for them to feel safe, accepted and welcomed in the places that they went. Access was mentioned a number of times in relation to both the ability to access the provision which young people wanted, created and found for themselves as well as having everything that they needed within easy reach.

Below are a number of quotes which came out of that exercise, emphasising the hopeful and forward-looking nature of the members of the group and their hopes for what might come out of this review in the next decade.

“The latest generation of young people in Southwark [should be] happy, safe and healthy”

“for there to be autonomy for movement for young people so they really felt safe travelling around the borough and beyond from a young age.”

“a rich offer of the things which young people want and need on their doorsteps and diverse, world-class facilities available across the borough”

“a city which includes children in all its spaces – so young people feel that all spaces are available for them, regardless of their socio-economic bracket”

“hope that there will be enough money around so that youth work and youth provision can be developed to a level where this conversation would not need to be a conversation anymore”

“hope that there will be a revaluing of teachers and education and youth work and an offer is created which young people feel blessed to have the opportunity to take up”

“some plush places where young people could go and have a “boundaried” sense of independence”

“having an environment where community groups are supported to be more sustainable in providing their offer to young people and increasing the level of engagement with young people and their families”

“young people will know what in the borough is available to them and have their voices heard in what they want to do, what they think needs to be improved”

“the youth offer is created by young people themselves and everyone is communicating better and working together more cohesively”

“Hope that youth work will be a sustainable career that you can stay in and people can support their families on so that young people are inspired to go into this in the long term, not just temporarily to get somewhere”.

13 Consideration of the Recommendations

The table below looks at the recommendations from the Shared Intelligence review as presented to the Task and Finish Group. It looks at the general comments made about each of the recommendations, the practical considerations which members of the group brought up and, in light of these comments, any additional detail or suggested amendments which were made. The discussion of each of these recommendations is contextualised in the discussion laid out in the previous section which highlights the cross-cutting themes raised in the second Task and Finish Group session as a whole.

A full version of these re-drafted recommendations is presented in Appendix III.

Recommendation	Comments from Task and Finish Group	Practical considerations for delivery	Additional detail / suggested amendments to recommendation
<p>Ensure that every young person in the borough has access to up-to-date and comprehensive information about what is available to them.</p>	<p>Youth providers agreed with the recommendation and discussed the practicalities of how this recommendation could be implemented. The council has a role to play in organising and promoting youth provision in the borough, but providers and businesses themselves also should be encouraged and supported to play in flagging their provision to the council. It must also be ensured that information about what is on offer can be sourced through a number of mediums to ensure</p>	<ul style="list-style-type: none"> • Youth providers/businesses could promote and flag their own provision in a way the council can capture, for example through increased use of social media tags. Flagging provision in this way could also become a condition of the funding agreement. • The council could ensure this live information is easily searchable/discoverable using the digital platforms and search methods young people most commonly use. This would require some ongoing curation to ensure access to information is user-friendly and clear (e.g. activities are consistently described in terms of type/location). • Using digital methods more (e.g. social media tags) could provide an upskilling opportunity - the council could provide skills training (for example, provided by young people working with the council) to teach youth providers about digital/social media promotion 	<p>No amendments to the wording of the recommendations.</p> <p>Amendment to recommendation detail to specify other methods of dissemination must be used in addition to a digital platform.</p> <p>Suggested text:</p> <p><i>“...This information must be widely accessible, promoted and disseminated through a variety of mediums. The main centralised task for this could be a council-</i></p>

	<p>this information has the farthest reach.</p>		<p><i>led effort to ensure digital information for young people, parents and other youth providers is as easy to search and discover as possible. This requires insight into how and where these groups acquire information and should include a variety of digital and non-digital methods to ensure the widest possible reach”.</i></p>
<p>Give young people influence on council decision-making, including over the youth services budget working alongside council officers and elected members.</p>	<p>There was agreement that young people should be influencing the decision-making processes of the council services that are being provided for them. There was discussion around the practical considerations that need to be made to ensure the opportunity for young people’s voices to be heard are as open and inclusive as possible, and are heard at the right time to have the greatest possible influence. The council must play a strong role in facilitating and enabling this engagement process.</p>	<ul style="list-style-type: none"> • The process could build on methods used in the ethnographic element of the research – identifying very motivated young people and developing their skills to engage with, research, and amplify the views of wider networks of other young people in their areas (e.g. in social and open spaces) to gain the views of those who wouldn’t attend a formal engagement session. • Information gathered could then be fed into a formalised structure within the council. The main role of which would be to provide a process that ensures these views influence decision-making at the earliest possible time. • The council could support young researchers to undertake engagement where young people are with their parents – for example, at parent’s evenings or careers fairs, as parents will need to feel comfortable with this process. 	<p>No amendments to the wording of the recommendations.</p> <p>Amendments to the recommendation detail to reflect the openness of the engagement process.</p> <p>Suggested additional text:</p> <p><i>“To make sure that young people’s influence is not limited to a few highly engaged voices this process will require wider engagement to reach young people who are furthest from youth provision in Southwark and not usually engaged. The council should play a facilitating role in this, building capacity among the most-engaged young people to gather and amplify views from wider and more diverse</i></p>

		<ul style="list-style-type: none"> The council, with young people, could undertake training in collaborative working to arm them with the skills to best facilitate the engagement process and relaying of information, supporting the development of both young people and existing staff. 	<p><i>networks to feed into the decision-making process at the most effective and impactful time.”</i></p>
<p>Support young people to discover and take part in activities and opportunities that they discover for themselves to make activities more affordable and accessible.</p>	<p>There was agreement with this recommendation although greater emphasis should be given to the role of the borough in enabling young people to create their own offer, not just consume the offer that is already created for them. There is a need to make opportunities for young people more accessible, by lowering the cost of opportunities, as well as through making unstructured spaces more accessible, enabling them to feel they are more acceptable for young people to use.</p>	<ul style="list-style-type: none"> The council should explore opportunities to encourage businesses to play a stronger role in helping to resource the youth offer through the powers they have in budgeting and business rates. For example, when providing core grants, they could explore how accessible their services are to young people and whether there are any opportunities they could provide for young people. If there are opportunities, the council could offer incentives, for example through business rates. 	<p>Amendment to the wording of the recommendation:</p> <p><i>“Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all.”</i></p> <p>Recommendation detail:</p> <p><i>Addition of...”The council should further encourage all businesses in the borough to be accessible to young people, in terms of their spaces and opportunities they provide, to help facilitate the creation of a youth offer accessible to all young people. This could be achieved through an organised system of discounts, incentives,</i></p>

			<i>and offers similar in concept to the council's leisure card or the Bankside Buzz scheme."</i>
Work in partnership with arts and creative organisations in the borough, as well as businesses, cultural and sports organisations, to make sure that they are bringing their amazing opportunities into communities across the borough.	There was strong agreement from youth providers that there were opportunities that could be harnessed by both the arts, culture and creative sector organisations and youth organisations. However, these opportunities needed to involve youth organisations in a more productive way in their design and delivery. There also needed to be a greater role for arts, culture and creative sector organisations in bringing opportunities to where young people are rather than encouraging young people to go to where the opportunities are.	<ul style="list-style-type: none"> • Delivery of this recommendation needs to ensure there is collaboration in the design and delivery of these programmes, between businesses, organisations and the youth providers who have reach into, and networks within, local communities. • The council should also use their partnerships with large and small creative organisations to bring their activities to where young people are. For example, working with Tate Modern to bring their opportunities to young people where they are, rather than encouraging young people to go to the Tate. 	<p>No amendments to the wording of the recommendations.</p> <p>Amendments to the recommendation detail to highlight the value youth providers can bring to the design and reach of these opportunities, if they are involved early on in the design process.</p> <p>Suggested amendment:</p> <p><i>"... This un-met demand presents an opportunity for the borough's leading arts organisation to work with local youth providers in developing opportunities to extend their geographic reach into communities furthest from their physical facilities, including..."</i></p>
Review accountability and governance of the youth offer within the Council to ensure the right balance	There was agreement for this recommendation and the understanding that the council has, for a variety of reasons,	<ul style="list-style-type: none"> • Strategically, there is a question mark over the placing of youth services within Environment and Leisure, and over the Member reporting lines to the lead for Community Safety. The T&F group agreed 	No amendments to recommendation or recommendation detail.

<p>between protecting young people from harm and enabling them to enjoy an adolescence of hopefulness and fulfilled potential.</p>	<p>focused youth services more on protection from harm than offering opportunities to young people that inspire them. There was also agreement that young people, youth providers and the council may benefit more if youth services was situated slightly differently within the council.</p>	<p>with the research findings which indicated that closer links organisationally with education, children’s services, and health and wellbeing would help achieve better balance between the asset and deficit approach. Similarly, that balance would be helped by more direct reporting at Member level to the Children and Schools portfolio.</p>	
<p>Conduct a youth-focused audit of spaces to understand how to create venues which provide the same things as youth centres but ‘which isn’t a youth club’ and understand how all spaces in the borough can be managed to provide places for young people to socialise.</p>	<p>There was agreement that an audit of spaces needs to be conducted to highlight physical spaces that provide areas of opportunity. There was also some initial thinking of how current spaces could be used differently to provide places for young people to socialise.</p>	<ul style="list-style-type: none"> • All youth providers including the council need to ensure they understand how, where, and why young people want spaces outside school and home to socialise and pursue opportunities which they enjoy and which aide their wellbeing. Current levels of insight seemed insufficient. [BL addition in previous draft]. • The conventional youth centre offer could shift to a similar model that is provided in Norwich⁵. If there is something unique in particular youth centres, and things are kept current, the fact that this provision is offered by a ‘youth club’ wouldn’t matter. • Salmon Youth Centre could look to re-instate the D:Session (a session run by young people on music production). 	<p>No amendments to recommendation or recommendation detail.</p>

⁵ In Norwich, each youth centre has a particular ‘functionality’ or provides something that is unique to other youth centres. For example, one puts on drama performances in the evening, another puts on youth night club events.

		<ul style="list-style-type: none"> • Implementing a shift on the youth offer on a borough-wide scale would require coordination and a long-term strategy. • There is potential in the sharing of existing physical spaces and where there is space in buildings that are multi-use (where ideally one occupier is paying the majority of the running costs). For example, buildings that are currently owned by the council but are currently empty could be harnessed for space for young people, such as Study Cafés like those in South Korea⁶. • A Toolkit could be developed for which provides ideas for things they could do that tend to the interests of young people (e.g. spaces for young people to hang out). The toolkit should make clear that venues do not need to do all of the things on the list to ‘provide a lot’. 	
<p>Work with existing services which provide emotional wellbeing advice to young people, and those providing careers and skills advice – to create clearer pathways so they are more accessible and relatable to young people.</p>	<p>There was agreement with this recommendation, with much of the conversation focussed on the need to improve visibility and accessibility of, and pathways through, skills and career opportunities for young people. This could be better achieved through the development of relationships between the council, advisory services and</p>	<ul style="list-style-type: none"> • There are many examples of schemes run by businesses in London that aim to provide young people with work experience and skill development opportunities. For example, in Islington, City of London, and Tower Hamlets. • Relationships should be developed or improved between Southwark Works, other council advisory services, and the Careers Service external to help improve careers advice and guidance so young people can understand the variety of ways they can access and progress specific careers. 	<p>No amendments to recommendation.</p> <p>Suggested text for recommendation detail:</p> <p><i>“In order to support the borough’s young people in their emotional wellbeing and mental health, as well as with future positive pathways the council needs to look closely at how these services can be more</i></p>

⁶ Study Café’s in South Korea are unstructured spaces where young people can spend time studying and socialising. There is an example of a Korean run café in South London which operates in a similar way.

	businesses, both local and pan-London.	<ul style="list-style-type: none"> Relationships should be developed between the council and businesses, both inside and outside of the borough, to identify those who are already providing employment and skills development opportunities to young people. Particular effort should be made in identifying opportunities that remove barriers for some groups⁷. The identified opportunities should be advertised in a centralised place, as well as disseminated out through the networks young people use. 	<i>effectively provided. Existing careers support in schools should be augmented by a youth service which gives young people access to both information about career pathways and serves as a source of inspiration. Through the development of relationships with Southwark businesses, the council should work to ensure the skills and career development and work experience opportunities provided by employers are reaching the borough's young people."</i>
Develop a framework for the council to capture the outcomes of the youth offer and provide a way for the council to continuously hear the voices of a diverse spectrum of young people and understand their needs so that the youth offer continues to be relevant	There was agreement that data collection on who the youth offer is reaching, and the impact the youth offer is having on young people, is important to both inform the services being provided and to develop an evidence-base that links provision to positive outcomes. However, there was some concern over the practicalities of data collection and monitoring for youth providers.	<ul style="list-style-type: none"> The requirements of youth organisations to gather data on users, outcomes and impacts needs to be realistic. The methods used to collect information on positive impacts of the services provided must not impact on their ability to deliver these services. The council itself, alongside other organisations including universities, could therefore help to support the research process. Analysis of data from social media could help determine the reach of youth provision in Southwark. 	No amendments to recommendation or recommendation detail.

⁷ For example, young people from lower income households struggle more to engage in work experience opportunities that are unpaid or where they need to buy their own suits and laptops. Bloomberg was identified as a business who runs mentoring programmes and provides young people with formal-wear.

		<ul style="list-style-type: none">• To continue to develop and evidence-base for outcomes associated with youth provision, local universities could research the long-term impact of youth services more broadly.	
--	--	---	--

14 Conclusions

Overall, the Task and Finish Group process provided a positive platform for the membership of the group to fully interrogate and question the findings of the research and the foundation on which the recommendations were crafted. It further allowed this small group of youth providers and young advisors to look in detail at the recommendations, add detail and engage with the practicalities of how they could be implemented. Finally, the process gave the group the opportunity to reflect on the diverse nature and sheer amount of youth provision in the borough and look forward to how this could develop over the next decade if these recommendations were implemented.

In light of the discussions and with the ability of using the insight and knowledge base of these youth providers and young people we believe that there are some slight amendments which should be made to some of the recommendations. These changes to recommendations one, two, three, four and seven, detailed in the grid above, are shown in full in Appendix III. The Task and Finish Group, on the whole was incredibly positive about the recommendations and therefore these changes are small wording changes and minor amendments rather than a complete reframing of the emerging recommendations.

As a result of our engagement throughout this review process, further enhance by this round of engagement through the Task and Finish Group, we believe that there are two missing recommendations which should be added to the existing eight.

The first of these is around the need for better engagement with the knowledge-base and insights of youth providers and the second is around the ownership, leadership and vision for the youth offer within the council.

Better engagement and communication with youth providers

The need for better engagement and communication with youth providers, stems from the fact that many of the organisations and individuals we have spoken with have access to a wide and diverse number of networks within the borough, as well as a wealth of knowledge and research, which we believe it would be an asset for the council to engage with. In terms of building up both a picture of what is happening in the borough, and for helping to build up an evidence base from which decisions, policy and strategies for young people can be made and delivered from, they are an invaluable resource. We would suggest that this recommendation could be worded as follows:

Recommendation 9: Draw on the expansive knowledge base and insights of youth providers across the borough to compliment the insights gained from young people and inform the council's policies and strategies for young people.

This could be achieved by the council building and developing the relationship which it has with youth providers of all sizes in the borough. Having an open and continuous dialogue with these individuals and organisations working at ground-level across Southwark will allow the council's policies, strategies and decision-making to be rooted in insights from the communities it serves. It would further allow the council to draw on a diverse and extensive knowledge base which can further enhance the insights gathered from young people.

Ownership, leadership and vision for youth services in Southwark

An issue which was mentioned throughout the process of the research and Task and Finish Group was that communication is a problem. This was communication between young people and the council, young people and youth providers and these youth providers with the council. All three of these groups were, to varying levels, unaware of the full picture of what was going on in the borough. One of the biggest challenges which we heard from youth providers was that they did not know who within the council to contact regarding provision for young people. This highlighted the importance of having a single point of contact and an individual in a coordinating role who has responsibility for the delivery of youth services and coordination of the youth offer. Having this single, and established, point of contact would make it easier for the council to engage with young people working within the council, and indeed young people across the borough. It would give youth providers a streamlined and simple way of interacting with the council and also help the council to engage with businesses from all sectors to drive forward the council's vision for the youth offer. We would suggest that this tenth recommendation could be worded as follows:

Recommendation 10: Review the ownership and leadership of youth services within the council to create simple pathways for engagement with stakeholders, youth providers and young people to coordinate the delivery of the youth offer more effectively.

Having a single point to contact to actively engage with key stakeholder groups and coordinate the youth offer would enable to council to have a more effective way of gaining insight, building relationships and delivering the youth offer. Having a person, or persons, with responsibility for outreach and engagement who have ownership and leadership of youth services and the youth offer would mean that coordination would be far easier both externally ad internally within the council and could ensure joined up working to achieve better outcomes for young people.

Appendix I: Terms of Reference

Context:

In late 2019 following recommendations made by the Southwark Youth Violence Panel the council commenced a major review of the borough's strategy for children and young people. As part of this, Shared Intelligence were commissioned to complete a comprehensive and innovative engagement plan with young people, professionals and stakeholders.

The findings and recommendations of the Shared Intelligence report were tested with young people, council officers, youth providers and parents. As part of the iterative approach to this engagement, following a request for more participation from youth providers, the council has commissioned Shared Intelligence to facilitate a task and finish group to ensure that youth providers have detailed input into the process. This will help to develop the recommendations and actions contained within the report by ensuring the appropriate level of input by the professionals who are embedded in youth provision in the borough.

Shared Intelligence, as an independent organisation, will work alongside the youth providers to add more detail to the recommendations and think about the practicalities of them for the youth offer in Southwark. The outcomes of the Task and Finish group work will be reflected in the final report with recommendations and actions which will be considered by the Councils Cabinet in the Autumn.

Objectives:

The task and finish group will:

...use its collective knowledge and experience to add further depth and detail into the recommendations and actions from the review.

...consider the practical implications and the part that youth providers can play in the future.

...ensure the review is based on a complete mapping of all providers and organisations within the borough which contribute to the youth offer.

This group has been convened to develop more fully the recommendations and actions made in the Shared Intelligence review. It will meet on four occasions.

Members of the group will be asked to have an initial call with Shared Intelligence and Analogue Strategies and attend the three meetings of the group. Their role will be to share the insights they have gained from their work with young people in the borough and knowledge of the youth services landscape.

Scope:

The scope of this group is solely to add detail to, and further develop, the recommendations of the Shared Intelligence and Analogue Strategies Report.

Governance:

This group will be facilitated by Shared Intelligence (an independent organisation) reporting to the Director of Leisure. It will produce a final report of the discussions of the Task and Finish Group as well

as a more detailed set of recommendations and actions to be an appendix of the Shared Intelligence and Analogue Strategies Report.

Membership:

Name	Organisation
Rotimi Adeeko	Coach, Southwark Legends Basketball Team
Sam Adofo	
Saskia Agyemang	Southwark Young Advisor
Charlotte Benstead	Chief Executive, Creation Trust
Tamya Bustamante	Youth Coordinator, Sin Fronteras - Latin American Women's Rights Service (LAWRS)
Niamh de Valera	Executive and Co-Artistic Director, Blue Elephant Theatre
Jack James	Residents' Programme Manager, South London Gallery
Elisha Osei	Southwark Young Advisor
Oliur Rahman	Executive Director, Active Communities Network
Gabin Sinclair-Constance	Programme Manager, Leap Confronting Conflict

Work Plan:

The expectation is that members of the Task and Finish Group will attend three sessions to develop the recommendations and actions and help contribute to the future vision and objectives for the Youth Offer in the borough. The table below details the activity with members need to be available for:

Item	Date
An initial telephone/Zoom conversation with Shared Intelligence/Analogue Strategies	w/c 13 th July 2020
Session 1: Establishing the group and task. Talking through the findings and how they led to the recommendations.	Wednesday 22 nd July 2020
<i>A copy of the main findings report will be sent in advance of this session</i>	
Session 2: Looking at each of the recommendations in turn and adding depth and detail as well as practical ways in which these recommendations could be achieved in the borough.	Monday 27 th July 2020
<i>A copy of the recommendations will be sent out in advance of this session</i>	
Session 3: Looking at the recommendations and the practical aspects discussed in the previous session and discuss final details of recommendations and think about the mapping of providers in the borough and the part that they can play in these recommendations	Wednesday 29 th July 2020

Appendix II: Youth Provider Mapping

Who is currently working in the borough to deliver the youth offer?

Super arts	City Hope
Youth for the Blue	Blue Elephant Theatre
Southwark's Parks – events held in those parks such as Camberwell Fair	PemPeople
Southwark Storm Basketball Club	Bradfield Youth Club
Peckham BMX	Marlborough Youth Club
La Liga – Latin American Women's Football	The Science Gallery
Burgess Sports	The feminist library
Inspire at St. Peters	The South London Gallery
Pembroke Academy of Music	Parents
Southwark Scouts Groups	Millwall Kicks
Junior Park Run	Church Groups
Giraffe House	XLP
Southwark Gymnastics Club	Rio Ferdinand Foundation
Westminster House	Movement Factory
Se17working	Heart and Soul
Theatre Peckham	Southwark Legends Basketball club
London Bubble	Southwark Pride Basketball Club
Cambridge House	Southwark All Stars Football Club
Southwark Playhouse	Girls United FA
Bethwin Adventure Playground	DTC
Active Communities Network	CVP
Salmon House Youth Club	TRA
Bede House	Camberwell Arts
Downside Fisher Youth Club	Southwark Park Athletics Group
The OBC	Somerville

Greenwood Theatre

Southwark Libraries

Tate Gallery

Coin street NC

The Lyn Boxing Club

Sin Fronteras – Latin American Women's
Rights Service

Southwark Tiger Rugby Club

2-3 Degrees

Youth Futures

Southwark Wellbeing Hub – Young Minds

Sea Scouts

Cadets

Final Recommendations

Our recommendations are intended to help Southwark create a youth offer which supports young people to experience adolescence characterised by hope and a positive view of themselves and their community, alongside offering protection from harm. A youth offer re-calibrated in this way makes it easier for young people to socialise and form positive relationships. It helps them grow physically and emotionally, by providing resources, programmes, advice, and expertise. This approach would be directly shaped by young people at the strategic and delivery level making it more relevant and more powerful.

These recommendations cannot be made without reference to the current context of both the COVID-19 pandemic and the Black Lives Matter movement. All recommendations and actions must be considered in the light of the council's response to both, as well as the as yet unknown medium and long-term impacts that the pandemic will have on the borough. The conversations we have had with young people have emphasised the fact that the council which is delivering the Youth Offer should be as diverse, and supporting of diversity, as the community it serves.

In that light, we recommend that Southwark council should...

1. Ensure that every young person in the borough has access to up-to-date and comprehensive information about what is available to them.

Throughout our research we heard that awareness of the full extent of the youth offer in the borough was limited amongst young people as well as within the council. The council should collate, using the expertise and knowledge of providers around the borough, a comprehensive list off all the providers and activities going on in the borough. This information must be widely accessible, promoted and disseminated through a variety of mediums. The main centralised task for this could be a council-led effort to ensure digital information for young people, parents and other youth providers is as easy to search and discover as possible. This requires insight into how and where these groups acquire information and should include a variety of digital and non-digital methods to ensure the widest possible *reach*.

2. Give young people influence on council decision-making, including over the youth services budget working alongside council officers and elected members.

This could be achieved by giving Southwark young advisers and youth parliament members a formal role, working alongside officers and elected members in commissioning the youth offer. In budget terms, this youth role in decision-making should begin with the eight largest budget lines (which make up more than three quarters of the overall budget) in order to have transformational impact. These young people should also have a role in communications and promotional activity relating to the youth offer so that it is reaching young people in the right places and using the right language. To make sure that young people's influence is not limited to a few highly engaged voices this process will require wider engagement to reach young people who are furthest from youth provision in Southwark and not usually engaged. The council should play a facilitating role in this, building capacity among the most-engaged young people to gather and amplify views from wider and more diverse networks to feed into the decision-making process at the most effective and impactful time

3. Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all.

This could be delivered through something like the Swim and Gym or the Bankside Buzz schemes. It would highlight the opportunities available to young residents in the borough and would also provide young residents with benefits and discounts on meals, days out, classes, access to spaces to study or exclusive opportunities with sports and cultural organisations. The organisations featuring on this platform would be selected by young people, based on the values and contributions these activities, services, and organisations make to young people through the scheme. An emphasis should be given to highlighting the opportunities provided by small, independent, and local businesses within the borough through the scheme. The council should further encourage all businesses in the borough to be accessible to young people, in terms of their spaces and opportunities they provide, to help facilitate the creation of a youth offer accessible to all young people. It must have recognisable and consistent branding and be hosted on an online platform and mobile application, drawing on the mechanisms young people are already using to discover activities and opportunities. This could be achieved through an organised system of discounts, incentives, and offers similar in concept to the council's leisure card or the Bankside Buzz scheme.

4. Work in partnership with arts and creative organisations in the borough, as well as businesses, cultural and sports organisations, to make sure that they are bringing their amazing opportunities into communities across the borough.

This research has shown multiple examples of the creativity of the borough's young people and their hunger for access to creative facilities and opportunities. This un-met demand presents an opportunity for the borough's leading arts organisation to work with local youth providers in developing opportunities to extend their geographic reach into communities furthest from their physical facilities, including, including to young people from families who do not engage in the arts. The council should use this as the basis of partnership building with those organisations. The same could also be done with the borough's businesses, academic, cultural and sports institutions.

5. Review accountability and governance of the youth offer within the Council to ensure the right balance between protecting young people from harm and enabling them to enjoy an adolescence of hopefulness and fulfilled potential.

This could be achieved by reviewing the mechanisms which link the services relating to emotional wellbeing, to the youth offer and the youth services strategy – for example reporting for the youth services strategy could be altered so it comes under **joint control** of the portfolios for Children, Schools and Adult Care as well as the portfolio for Community Safety and Public Health. Consideration should also be given to ensuring a more seamless approach between the youth offer available through adventure playgrounds (run by the council and by community organisations), and all the other elements of the youth offer.

6. Conduct a youth-focused audit of spaces to understand how to create venues which provide the same things as youth centres but 'which isn't a youth club' and understand how all spaces in the borough can be managed to provide places for young people to socialise.

This should use methods similar to those used for this review (conducted by young peer researchers, informed by ethnographic methods) to look at existing buildings and other infrastructure, youth clubs and centres, adventure playgrounds, leisure centres, parks, libraries, and other venues and recommend (a) how youth centres can re-set perceptions of young people and their parents and increase their relevance and (b) how other spaces can contribute to delivery of the youth offer.

- 7. Work with existing services which provide emotional wellbeing advice to young people, and those providing careers and skills advice – to create clearer pathways so they are more accessible and relatable to young people.**

In order to support the borough's young people in their emotional wellbeing and mental health, as well as with future positive pathways the council needs to look closely at how these services can be more effectively provided. Existing careers support in schools should be augmented by a youth service which gives young people access to both information about career pathways and serves as a source of inspiration. Through the development of relationships with Southwark businesses, the council should work to ensure the skills and career development and work experience opportunities provided by employers are reaching the borough's young people.

- 8. Develop a framework for the council to capture the outcomes of the youth offer and provide a way for the council to continuously hear the voices of a diverse spectrum of young people and understand their needs so that the youth offer continues to be relevant. This could include:**

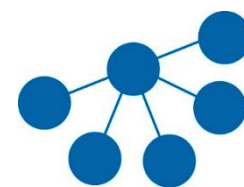
- reach - is it reaching those who might benefit most?
- perception - do young people see the offer as beneficial and attractive?
- wellbeing - does the offer contribute to emotional and physical wellbeing and resilience?
- safety - does the offer prevent harm?
- opportunities - does the offer enable young people to do things or access opportunities they would not have done otherwise?

- 9. Draw on the expansive knowledge base and insights of youth providers across the borough to compliment the insights gained from young people and inform the council's policies and strategies for young people.**

This could be achieved by the council building and developing the relationship which it has with youth providers of all sizes in the borough. Having an open and continuous dialogue with these individuals and organisations working at ground-level across Southwark will allow the council's policies, strategies and decision-making to be rooted in insights from the communities it serves. It would further allow the council to draw on a diverse and extensive knowledge base which can further enhance the insights gathered from young people.

- 10. Recommendation 10: Review the ownership and leadership of youth services within the council to create simple pathways for engagement with stakeholders, youth providers and young people to coordinate the delivery of the youth offer more effectively.**

Having a single point to contact to actively engage with key stakeholder groups and coordinate the youth offer would enable the council to have a more effective way of gaining insight, building relationships and delivering the youth offer. Having a person, or persons, with responsibility for outreach and engagement who have ownership and leadership of youth services and the youth offer would mean that coordination would be far easier both externally and internally within the council and could ensure joined up working to achieve better outcomes for young people.



Shared Intelligence

Three Tuns House
109 Borough High Street
SE1 1NL

020 7756 7600

www.sharedintelligence.net
solutions@sharedintelligence.net

Youth Service Review Recommendations and Action Plan

APPENDIX 3

A) Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all			
	Action	Date to be completed	Responsible
1.	Establish a ‘Young People’s Fund’ which gives young people the opportunity to apply for funding. This will enable them to access certain activities, where barriers such as affordability and accessibility are an issue. This will initially be funded from the existing grant budget.	June 2021	Director of Leisure, Director of Communities
	a) Establish the governance for the Young People’s Fund.	April 2021	Director of Leisure, Director of Communities
	b) Develop a marketing / comms plan to promote the Young People’s Fund	April 2021	Director of Leisure, Director of Communities, Head of External Affairs
	c) Promote the Young People’s Fund	May 2021	Director of Leisure, Director of Communities, Head of External Affairs
	d) Launch the Young People’s Fund	May 2021	Director of Leisure, Director of Communities, Head of External Affairs
2.	Generate income to maintain the Young People’s Fund	June 2021 - ongoing	Director of Leisure, Director of Communities
	a) Young people can generate income through e.g. events where they make and sell things	June 2021 – ongoing	Director of Leisure, Director of Communities
	b) Set up a café/tuckshop and chill out area managed and run by young people and supported by staff. This would generate income which would be invested in the Young People’s Fund	September 2021 – ongoing	Director of Leisure, Director of Communities
3.	Host a yearly event to promote the Young People’s Fund	First event to be held	Director of Leisure, Director of

		early 2022	Communities
	a) A yearly event will take place to raise money which young people, commissioned organisations, charities, voluntary organisations, local businesses and private organisations can attend. Young people can put on events / showcase what they have been able to access through the Young People's Fund. As part of this, attendees will be given the option to donate to the Young People's Fund	First event to be held early 2022	Director of Leisure, Director of Communities
4.	Utilise the Southwark Presents card as part of this offer	Ongoing	Director of Leisure, Head of Culture
	a) Promote the Southwark Presents card	Ongoing	Director of Leisure, Head of Culture
5.	Identify venues and facilities across the borough, (both council and non-council) that young people can access at either low / no cost	February 2021	Director of Leisure, Director of Communities
	a) Create a list of all the facilities that young people can access across the borough e.g. dance studio, computer suite	February 2021	Director of Leisure, Director of Communities
	b) Publicise this information on the live portal	June 2021	Director of Leisure, Director of Communities

B) Create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.			
	Action	Date to be completed	Responsible
1.	Bring information together on services for young people that provide careers advice, support around emotional wellbeing and personal development in one place. This must be easily accessible on the live portal as detailed in Recommendation 1.	June 2021	Director of Leisure, Director of Communities, Director of Education
	a) Work in partnership with these organisations to ensure the right services are easily accessible by bringing these services directly to young people e.g. in	September 2021	Director of Leisure, Director of Communities, Director of Education

	youth clubs		
2.	Work with Children's Services to ensure there are clear pathways for young people who need access to targeted services, and that these are easily accessible	Ongoing	Director of Leisure, Director of Communities, Director of Children & Families
3.	Utilise the youth providers networks within the borough to identify relatable role models who can be trained to provide wellbeing support and careers advice	April - July 2021	Director of Leisure, Director of Communities, Director of Children & Families
	a) Speak to young people to find out what support they would like to access	April - July 2021	Director of Leisure, Director of Communities, Director of Children & Families
	b) Establish a bank of mentors / coaches that young people can be matched up with.	April - July 2021	Director of Leisure, Director of Communities, Director of Children & Families
4.	Aligned to Southwark's Economic Renewal Plan, review the Southwark Skills Strategy and Southwark Works provision in the context of young people and ensure access to quality employment, apprenticeships and internships.	March 2021	Director of Leisure, Strategy & Partnership Manager
5.	Develop an all-age Careers IAG framework for Southwark, ensuring improved coordination of, and access to, quality careers advice for young people.	March 2021	Director of Leisure, Director of Education, Director of Children & Families, Strategy & Partnership Manager

C) Ensure that every young person, parent, carer and professional in the borough has access to up-to-date and comprehensive information about what is available

Action	Date to be completed	Responsible
--------	----------------------	-------------

1.	Ensure that young people, parents, carers and professionals have access to a full list of, and information about, provision in the borough through a live portal. Information about activities must be in a format that is accessible to all recipients.	June 2021	Director of Leisure
	a) Identify examples of good practice to inform the format/design of the portal to ensure that young people, parents and carers and professionals have access to up to date and comprehensive information about what is available	October 2020	Director of Leisure
	b) Engage with young people, parents and carers on best methods of information sharing	January – February 2021	Director of Leisure
	c) Prepare the proposal for the development of the online portal and submit bid to the Digital Innovation Fund.	January 2021	Director of Leisure (IT project lead)
	d) Identify the digital solutions (to include use of social media)	February – March 2021	Director of Leisure (IT project lead)
	e) Undertake a comprehensive mapping exercise to create a “live” map and directory of provision for young people in the borough including those at a grassroots level	End of December 2020	Director of Leisure (IT project lead)
2.	Identify the mechanism by which the portal can be kept up to date using existing resources	End of December 2020	Director of Leisure
	a) Update the portal with the latest information on an ongoing basis	Ongoing	Director of Leisure
	b) Work with youth providers/businesses to establish the process by which the council can capture their youth offer in real time	Ongoing	Director of Leisure
3.	Identify non –digital methods of engagement to ensure the widest possible reach	January – February 2021	Director of Leisure, Director of Communities
	a) Involve young people, parents/carers and professionals to identify which non-	January – February 2021	Director of Leisure, Director of

	digital methods to use		Communities
4.	Develop a marketing / comms plans to ensure this information is shared effectively and spread widely	April 2021	Director of Leisure, Director of Communities, Head of External Affairs
	a) Involve young people, parents/carers and professionals to develop the marketing / comms plan. As part of this, explore the use of other digital methods e.g. the use of social media tags	April 2021	Director of Leisure, Director of Communities, Head of External Affairs
	b) Write the marketing / comms plans	May 2021	Director of Leisure, Director of Communities, Head of External Affairs
	c) Deliver the marketing / comms plans (includes use of social media)	May 2021	Director of Leisure, Director of Communities, Head of External Affairs

D) Give young people influence on council decision-making (including the service offer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members			
	Action	Date to be completed	Responsible
1.	Establish a formal youth advisory board/council with direct influence over the service offer, service development, the commissioning budget and any other appropriate youth issues. Youth representatives will be elected at each secondary school.	April 2021	Director of Leisure, Director of Communities
	a) Identify and review current examples of consultative work undertaken with young people in the council to identify best practice (e.g. Positive Futures Fund, the Nest, the youth council, young advisors, peer navigators etc.)	October 2020	Head of Culture
	b) Map the consultative work undertaken in the council with young people (e.g. Positive Futures Fund, the Nest, the youth council, young advisors, peer navigators etc.) to show where the youth council role sits in relation to these	October 2020	Head of Culture
	c) Review the work undertaken by the council's Youth Independent Advisory	October 2020	Head of Culture

	Group and explore opportunities for joined up working		
	d) Review current practices / examples in other councils and organisations where young people are involved in decision making to identify best practice	October 2020	Head of Culture
	e) Finalise Southwark model and launch programme	April 2021	Director of Leisure, Director of Communities
	f) Identify incentives to encourage young people to apply and participate	February 2021	Director of Leisure, Director of Communities
2.	Promote/advertise youth advisory board/council roles	February 2021	Director of Leisure, Director of Communities, Head of External Affairs
	a) Develop a marketing / comms plan to promote the youth council roles. <ul style="list-style-type: none"> Inclusivity / accessibility to the youth council roles is key. An engagement exercise will be undertaken with young people through schools, pupil referral units and alternative provisions to ensure they are aware of the opportunity to apply 	January 2021	Director of Leisure, Director of Communities, Head of External Affairs
3.	Recruit to the youth advisory board/council roles	March 2021	Director of Leisure, Director of Communities, Head of HR
	a) Write job description for youth advisory board/council roles. (The role will last for one year and each young person will represent the council wards).	January 2021	Director of Leisure, Director of Communities, Head of HR
	b) Ensure the application process is inclusive / accessible to all and 'young people friendly' e.g. video presentation would be preferable to lengthy application process.	February 2021	Director of Leisure, Director of Communities, Head of HR
	c) Role is advertised/promoted as stated in marketing/comms plan	March 2021	Director of Leisure, Director of Communities, Head of HR
	d) Interview panel members selected	March 2021	Director of Leisure, Director of Communities, Head of HR

	e) Interviews are held and successful applicants chosen	March 2021	Director of Leisure, Director of Communities, Head of HR
4.	Develop a training programme to support the youth advisory council role to upskill young people.	January 2021	Director of Leisure, Director of Communities
	a) Identify the skills required to fulfil the youth council role	January 2021	Director of Leisure, Director of Communities
	b) Identify who will deliver the training programme and where this will take place	January 2021	Director of Leisure, Director of Communities
	c) Deliver the training programme	April 2021	Director of Leisure, Director of Communities
5.	Provide a way for the council to continuously hear the voices of a diverse spectrum of young people and understand their needs so that the youth offer continues to be relevant	December 2021	Director of Leisure, Director of Communities, Director of Education
	a) Engage with young people around service delivery and engagement through a yearly survey across the borough to include schools, youth clubs, YOT etc.	December 2021	Director of Leisure, Director of Communities, Director of Education
	b) Create a digital platform, as part of the new live portal of information, where young people can have their say	June 2021	Director of Leisure, Director of Communities

E) Combine the Youth and Play grants scheme with the Positive Future Fund under the ‘Positive Future for Young People Fund’. The new programme will be accessible to youth work organisations, arts and creative organisations, independent local suppliers and sports organisations. A proportion of this fund will be overseen by young people.

	Action	Date to be completed	Responsible
1.	Bring together grant funding streams for young people, to enable them to be commissioned under one heading e.g. Positive Future for Young People Fund	January 2021	Director of Leisure, Director of Communities

2.	Create a commissioning framework for the new funding programme	January 2021	Director of Leisure, Director of Communities
	a) Officers convene a diverse and representative working group of young people from the Youth Council, Young Advisers, YOS and youth club attendees to develop the specification for the new commissioning of activities programme. Officers will return to Cabinet in March 2021 with the detailed commissioning plan.	March 2021	Director of Leisure, Director of Communities
	b) Ensure that a % of applications come from organisations that offer activities around arts, culture, sport, personal development and careers advice.	January 2021	Director of Leisure, Director of Communities
	c) Ensure that the application process is accessible by providing a variety of ways organisations can demonstrate evidence of their work with young people e.g. via a video presentation. Ensure organisations involve young people throughout the application process e.g. in the video, presentation, application, interview	January 2021	Director of Leisure, Director of Communities, Head of HR
3.	Promote the funding programme	January 2021	Director of Leisure, Director of Communities, Head of External Affairs
	a) Develop a marketing / comms plan to promote the new funding programme	January 2021	Director of Leisure, Director of Communities, Head of External Affairs
4.	Launch the programme	February 2021	Director of Leisure, Director of Communities
	a) Set up a recruitment panel, which will involve young people from the youth council, who will decide on successful organisations	March 2021	Director of Leisure, Director of Communities, Head of HR
	b) Evaluation of applications	April 2021	Director of Leisure, Director of Communities, Head of HR
	c) Recommendations to the Cabinet Member	April 2021	Director of Leisure, Director of Communities
	d) Decision making process completed	April 2021	Director of Leisure, Director of Communities
	e) Notify successful organisations and finalise funding agreements	May 2021	Director of Leisure, Director of

			Communities
	f) New grant programme active	July 2021	Director of Leisure, Director of Communities
5.	Develop a framework to capture the outcomes of the new funding programme	January 2021	Director of Leisure, Director of Communities
	a) Develop a monitoring tool which effectively monitors and evaluates work undertaken by organisations throughout the year.	January 2021	Director of Leisure, Director of Communities
	b) Develop new outcome and output performance indicators.	January 2021	Director of Leisure, Director of Communities
	c) Hold regular / six monthly monitoring visits to the commissioned organisations. The youth council will be involved in these visits.	Ongoing	Head of Culture
6.	Hold a yearly networking event and celebratory event for organisations funded under the new programme.	February 2022 - ongoing	Director of Leisure, Director of Communities
	a) As part of the networking event, the council will facilitate / encourage organisations to set up a local group based on their location / type of activities offered in order to share best practice / knowledge and support on an ongoing basis.	February 2022	Director of Leisure, Director of Communities

F) Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people. Based on these findings, present further recommendations to Cabinet detailing what role the council should have in the delivery of this provision			
	Action	Date to be completed	Responsible
1.	The youth advisory council to lead a review on how to create venues which meet the needs of young people and are places where they want to go and socialise.	Sept – Dec 2021	Director of Leisure, Director of Communities
	a) A physical audit of council owned spaces will be undertaken with young people. As part of this officers should work with young people through a co-	End of 2021	Director of Leisure, Director of

	production approach to identify the need and opportunity for a new state of the art facility from which to deliver services and will bring proposals back to Cabinet in 2021		Communities
	b) Link with Southwark Stands Together work on the public realm to ensure this work is taken into account	Sept – Dec 2021	Director of Leisure, Director of Communities
2.	Work with partner organisations to gather their views on how to create venues which meets the needs of young people and are places where they want to go and socialise.	Sept – Dec 2021	Director of Leisure, Director of Communities
3.	Identify methodology by which the places and spaces in which the youth offer is provided can be co-designed by young people so that they feel safe in them and have ownership of them.	January 2021 onwards	Director of Leisure, Head of Culture
	a) Deliver a young people led review of facilities on Brandon Estate and develop a plan for the implementation of outcomes. Young people will be involved in the redesign of the club in preparation for its reopening post Covid.	December 2020	Director of Leisure, Head of Culture
4.	Based on the findings from the audit, present further recommendations to Cabinet with information on where young people want provision, who they want this delivered by and what role the council should have in the delivery of this provision	Sept – Dec 2021	Director of Leisure, Director of Communities
5.	Ensure that council youth centres are progressive and young people friendly	December 2021	Director of Leisure, Head of Culture
	a) Ensure any venue where youth activities are delivered is IT enabled and has up to date digital facilities	January 2021 onwards	Director of Leisure, Head of Culture
	b) Work with a partner to create a toolkit on how to make spaces young people friendly	Sept – Dec 2021	Director of Leisure, Head of Culture
6.	Ensure that young people have leisure space where they have opportunities to access healthy food with their friends	Sept – Dec 2021	Director of Leisure, Head of Culture

G) Utilise the extensive knowledge base and insights of youth providers across the borough to compliment the insights gained

from young people and inform the council's policies and strategies for young people			
	Action	Date to be completed	Responsible
1.	Set up a network of voluntary network providers (of all sizes and types) across the borough	July 2021	Director of Leisure, Director of Communities
	a) This will include a smaller, core group of youth providers (a 'youth providers advisory group') who we can engage with on a regular basis. They will represent the different wards in the borough. They will organise meetings with the providers in their ward area and feedback on the outcomes from these.	July 2021	Director of Leisure, Director of Communities
2.	Hold quarterly meetings with youth providers to ensure that an ongoing dialogue about the strategy takes place	Ongoing	Director of Leisure, Director of Communities
3.	Utilise different methods of engagement e.g. an annual survey completed by youth providers to gather intelligence on youth provision in the borough	Annually from 2021	Director of Leisure, Director of Communities
4.	Use information gathered through this engagement to inform the council's policies and strategies for young people and the commissioning of future services	Ongoing	Director of Leisure, Director of Communities

H) Work with the rich arts and creative sector, and businesses and sports across the borough, to broaden the scope of activities available to young people to enrich their lives.			
	Action	Date to be completed	Responsible
1.	Work in partnership with arts and creative organisations in the borough, as well as businesses, cultural and sports organisations, to make sure that they are bringing their amazing opportunities into communities across the borough	End of 2021	Director of Leisure, Head of Culture
	a) Work to build partnerships with both small and large arts organisations (including globally recognised institutions such as the Tate, IWM and Globe) and capitalise on existing links with those organisations. Work should also take place to build relationships between larger organisations and smaller grassroots	End of 2021	Director of Leisure, Head of Culture

	organisations e.g. the Globe Theatre and Theatre Peckham		
	b) Engage with these same partners to identify how they can be part of the borough's work to inspire young people and give them positive pathways – including work experience opportunities, internships, and careers guidance (particularly in the arts)	End of 2021	Director of Leisure, Head of Culture
	c) Hold a workshop with these large arts and creative, cultural, sports and academic institutions and major employers within the borough, to facilitate their understanding of the youth offer in Southwark and identify the part they can play in delivering throughout the borough	May 2021	Director of Leisure, Head of Culture
2.	Recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure	December 2021	Director of Leisure, Director of Communities, Head of Culture
	a) Work with young people to understand barriers to participation across these areas	January – March 2021	Director of Leisure, Director of Communities, Head of Culture
	b) Develop a programme of participation in partnership with arts, sports and leisure providers	April – July 2021	Director of Leisure, Director of Communities, Head of Culture
	c) Support arts, sports and leisure providers in bringing their activities to young people in areas of the community that may not typically access these activities.	September 2021 onwards	Director of Leisure, Director of Communities, Head of Culture
	d) Advertise / promote activities, and any special events held by these organisations, on the council's live portal so information on this is easily accessible.	September 2021 onwards	Director of Leisure, Director of Communities, Head of Culture

I) Review where services for young people sit within the Council structure, and review the accountability and governance of the youth offer within the Council, to ensure the right balance between protecting young people from harm, and enabling them to enjoy an adolescence of hopefulness and fulfilled potential.

Action	Date to be completed	Responsible
---------------	-----------------------------	--------------------

1.	Undertake a review of where services for young people sit within Environment, Leisure, Public Health and Communities	December 2020	Director of Leisure, Director of Environment, Director of Communities and Director of Public Health
2.	Undertake a review of the accountability and governance of the youth offer within the Council	December 2020	Director of Leisure, Director of Communities
	a) Conduct a review of how there might be better reporting and information sharing between cabinet portfolios and directorates	December 2020	Head of Public Affairs, Director of Leisure
	b) Ensure that the Community Harm & Exploitation Hub is captured as part of this work	December 2020	Director of Leisure, Director of Communities
	c) Make proposals for a future governance structure for the delivery of the Youth Services Strategy and the continued development of the Youth Offer	December 2020	Director of Leisure, Director of Communities
3.	Establish the governance to deliver this action plan	December 2020	Director of Leisure, Head of Culture, Cross departmental team
	a) Create a cross departmental delivery board to work collaboratively, and be accountable for, the delivery of all elements of the new action plan	December 2020	Director of Leisure, Head of Culture, Cross departmental team

J) Undertake a reorganisation of the youth service to coordinate the delivery of the youth offer more effectively			
	Action	Date to be completed	Responsible
1.	Based on the findings from the above, create proposal for reorganisation of the youth service	December 2020	Director of Leisure, Director of Environment, Director of Communities and Director of Public Health
2.	Implement the reorganisation	March 2021	Director of Leisure, Director of Environment, Director of Communities and Director of Public Health

K) Establish a robust methodology to measure the success of the deliverables in the action plan			
	Action	Date to be completed	Responsible
1.	Develop a framework to monitor the outcomes of the action plan	January 2021	Director of Leisure, Director of Communities
2.	Ensure that a role is identified that is responsible for overseeing the delivery of the action plan and its performance management	November 2020	Director of Leisure, Director of Communities
3.	Embed accountability for the delivery of certain elements of the action plan into future contracts	Ongoing	Director of Leisure, Director of Communities

111



Equality and health analysis guidance and template

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports.

Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates		- Youth service review cabinet paper			
Equality analysis author		Catherine Snell			
Strategic Director:		Caroline Bruce			
Department		Environment & Leisure	Division		Leisure / Culture
Period analysis undertaken		November 2019 – August 2020			
Date of review (if applicable)					
Sign-off	Aileen Cahill	Position	Head of Culture	Date	30 th October 2020

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

This equalities analysis relates to the proposed set of recommendations and action plan for the future youth offer in Southwark. The Cabinet paper includes recommendations and an action plan which details the steps that need to be taken in order to achieve the new youth offer. The decision maker is the cabinet member for Community Safety and Public Health.

Context of the review

In July 2019 the cabinet considered the findings of the Serious Youth Violence Panel and agreed to implement the recommendations made by the panel. The key recommendation for the Youth Service was that Southwark was to work with young people to redesign its youth provision to ensure that it is fit for purpose and helps give young people the best chance to thrive in life. In addition we were to review the Youth and Play Strategy to enable redesign of borough provision.

The consultancy Shared Intelligence was commissioned to design and deliver a comprehensive and innovative engagement plan with young people, professionals and other stakeholders. Desktop research was also undertaken which included reviewing budgets spent on young people across the council. The aim of this was to frame a new vision and objectives for the youth offer in Southwark which would form the basis of our set of recommendations and action plan.

The proposed vision and objectives

Based on the findings from the review, we are recommending the following as the overarching vision for our youth offer:

“We will ensure our young people live in a borough that values them, enables them to thrive into adulthood, ensures that they can enjoy themselves exploring new experiences and learning new skills. We want them to be safe, to have safe places to go, have trusted adults to turn to, and to have control over their lives, their ambitions and to realise their full potential.

We are committed to supporting their life opportunities through access to high quality guidance and advice services, opportunities to learn new skills and where needed, services to meet specific needs and challenges in their lives. We want their voices to be heard and for them to be able to influence decisions affecting their lives. We want them to experience vibrant and dynamic activities which will motivate, support and enable them to have happy, healthy and positive futures.”

The objectives

We are recommending the following as the objectives for the youth offer. We will:

- Develop a mechanism which enables greater involvement of young people in all elements of service delivery
- Use our resources to achieve the best possible outcomes for our young people
- Work with our partners from across the borough across all different sectors to unlock access to opportunities for our young people
- Ensure that information on services for young people across the borough is up to date and easily accessible
- Put in place robust processes to keep us to account and ensure we deliver our promises

Engagement methods

A number of different methods of engagement were used throughout the review. A core group of three youth representatives (two Southwark Young Advisors and one Southwark Council apprentice) were involved throughout the engagement work. Please see below engagement

activities:

Online survey

A total of 407 young people aged 10 -19 years old responded to the online survey. Information on protected characteristics that was gathered as part of this and will be detailed in the below sections.

Ethnographic fieldwork

Shared Intelligence carried out ethnographic fieldwork. Ethnography is a research method where researchers observe and interact with participants in their real-life environment which seeks to bring about more authentic data. The aim of this work was to gather an in-depth picture of the lived experience of young people in Southwark.

The fieldwork was undertaken by our core group of three youth representatives who are female and from BAME backgrounds. During the fieldwork nine young people, male and female, aged 12 – 19 were spoken to across a range of sites such as parks, eating places, shopping centres, libraries, a church, and a young person's home. Please see below sex and age breakdown of the ethnographic participants

Deliberative discussions

Two deliberative workshop discussions took place in January 2020 with a variety of young people, parents and carers, commissioned youth organisations and Southwark Council officers. Each session had between 20 – 30 participants. The sessions took place in the north and south of the borough (Brandon youth centre and Dulwich Library) to ensure a wide range of participants across the borough could participate. The aim of the sessions was to gather a range of perspectives about the needs of young people in Southwark and to test reactions to data.

In total, across both sessions, 21 young people, 5 parents, 10 voluntary organisations, 3 peer navigators from YOS, 3 youth representatives from Young Advisors and apprenticeship scheme attended along with key council staff.

Collaborative workshops

Three collaborative workshops were held between December 2019 – March 2020. The workshops brought together the three youth representatives and key council officers from Education, Children's Services, Public Health, Communities, Local Economy Team and the Youth Council. The purpose of the workshops was to gain feedback from key individuals and to use this information to inform the future engagement work.

Workshops to test out initial recommendations

Shared Intelligence produced some initial recommendations on the future youth service as a result of their engagement work. Feedback on the initial recommendations was then gathered from key stakeholders prior to finalising our recommendations and action A series of workshops, led by Shared Intelligence, were arranged with Southwark youth providers, adventure play staff, young people and parents.

1. Workshop with young people

This workshop was attended by 15 young people. The three youth representatives attended along with young people from our youth centres, YOS Peer Navigators, Latin American's women's youth group and Bede House (one of our commissioned organisations).

2. Workshop with parents

A session took place with 24 parents who were identified via council services they were engaging with e.g. Southwark Independent Voice, Early Help, parents of young people who attend council youth clubs etc.

3. Workshop with youth providers

A youth provider event was scheduled for March at Southwark Council's Head Office. Unfortunately, due to Covid-19, this had to be cancelled. The event, led by Councillor Akoto, took place virtually which 35 organisations attended.

Task and Finish Group

After the Southwark youth providers' event it was apparent that there was a need for further input from the youth providers who work with young people in our borough. The council therefore asked Shared Intelligence to facilitate a Task and Finish Group to enable youth providers to test, challenge, and contribute to the findings and recommendations in more depth.

The decision was taken that this could be most effectively carried out with a small group of youth providers who could meet on a number of occasions to look in greater detail at the emerging recommendation from the research. The membership of the group was decided through discussion between the council's project team and Shared Intelligence who had engaged with youth providers during the various workshops in the review process.

Membership:

Name	Organisation
Rotimi Adeeko	Coach, Southwark Legends Basketball Team
Sam Adofo	Salmon Youth Centre
Saskia Agyemang	Southwark Young Advisor
Charlotte Benstead	Chief Executive, Creation Trust
Tamya Bustamante	Youth Coordinator, Sin Fronteras - Latin American Women's Rights Service (LAWRS)
Niamh de Valera	Executive and Co-Artistic Director, Blue Elephant Theatre
Jack James	Residents' Programme Manager, South London Gallery
Elisha Osei	Southwark Young Advisor
Oliur Rahman	Executive Director, Active Communities Network
Gabin Sinclair-Constance	Programme Manager, Leap Confronting Conflict

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Users of the service will primarily be children and young people who live in Southwark. However the youth offer is also open to children and young people who live outside of the borough.
Key stakeholders were/are involved in this policy/decision/business plan	Young people, council officers across departments, voluntary sector organisations, parents/carers, Shared Intelligence (consultancy)

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan

Positive impact

- Southwark Council's youth service is open to young people aged 11 – 19, or up to 25 if they have special educational needs or disabilities. The two Adventure Playgrounds which are commissioned through the youth service are open to those across the age ranges of 5 – 16.
- The new youth offer proposes that regular engagement should take place with a wide range of young people, across different age ranges, to ensure many different voices and perspectives are heard.
- We are proposing to recruit and develop an ongoing youth advisory group from a wide range of ages.
- The proposed recommendations and action plan has been informed by the engagement and consultation work undertaken as part of the youth review. As part of the engagement process young people from a wide range of ages were consulted with. Please see below statistics in the equality information section.

Equality information on which above analysis is based

JSNA 2017

The JSNA 2017 states that there are approximately 21,000 children aged 5-10 years and approximately 27,000 children aged 11-19 years living in Southwark.

Online survey

A total of 407 young people aged 10 -19 years old responded to the online survey. The respondents were primarily from the lower age ranges (10 – 11).

Age	Total	%
11	175	43
10	141	35
12	19	5
14	16	4
15	9	2

13	8	2
17	1	0
Not answered	38	9

Ethnographic fieldwork

The in-depth ethnographic interviews primarily gathered information from the older age ranges (15 – 17).

Sex	Age
Female	17
Female	17
Male	12
Male	15
Male	19
Male	19
Female	15
Male	16
Male	17

Mitigating actions to be taken

- We will ensure that the digital tools we use are attractive to young people and that information is accessible to all. We will be engaging with young people from a wide range of ages on various issues as we implement the recommendations and action plan e.g. new digital solution
- The needs of older people will also be taken into account to ensure that parents/carers and professionals are able to access information on the youth offer easily. This will be achieved through engagement with parents/carers and professionals

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

Potential impacts (positive and negative) of proposed policy/decision/business plan

Positive

- The new youth offer will be open to children and young people with special needs / disabilities up to the age of 25.
- We recognise that everyone's needs are not the same. Information on the new youth offer will be in plain English and will be provided in a variety of formats.
- One of the actions in the action plan is, 'Recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure.' These inequalities may include young people with disabilities.

Equality information on which above analysis is based

JSNA 2017

- There has been a long-term reduction in the prevalence of SEND in Southwark, from 24.5% to 17.0%. Figures for 2017 show that 8,145 children in the borough were identified as having SEND
- While the proportion of children with EHCPs has remained stable in recent years, the number of these complex children has increased due to a rising population. This places significant demand on services across the system, including education, health and social care.
- The remaining children with lower-level SEND (83%) receive special educational needs (SEN) support from the local authority through notional SEN funding. In terms of health, the needs of this cohort are not vastly different from other children in Southwark and should be met as part of the Healthy Child Programme. However, some children with SEND may be at higher risk of mental health problems and may suffer from long term conditions.

Online survey

- Information on disability was collected as part of the online survey. 4% of respondents stated they had a disability.

Disability	Total	%
No	330	81
Yes	16	4
Not answered	31	8
Prefer not to say	30	7

Mitigating actions to be taken

- We will ensure that our commissioned organisations make their services accessible to all young people with disabilities; this will be included as a requirement in our commissioning plan.
- We will actively engage with young people with disabilities using appropriate methods to ensure that services are designed to meet their needs.
- When creating our digital solution we will ensure information on organisations offering support to children and young people with disabilities in Southwark and neighbouring boroughs is included.

Gender reassignment - The process of transitioning from one gender to another.

Potential impacts (positive and negative) of proposed policy/decision/business plan

- No specific impacts have been identified or raised in relation to this characteristic.

Equality information on which above analysis is based.
Mitigating actions to be taken
<ul style="list-style-type: none"> • We will provide information on how to access services / support on the new digital solution (e.g. website) • We will ensure our services include activities on promoting a better understanding of gender identity

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	
<ul style="list-style-type: none"> • No specific impacts have been identified or raised in relation to this characteristic 	
<p>Equality information on which above analysis is based</p>	
<p>Mitigating actions to be taken</p>	

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

Potential impacts (positive and negative) of proposed policy/decision/business plan	
<ul style="list-style-type: none"> No specific impacts have been identified or raised in relation to this characteristic 	
Equality information on which above analysis is based	
Mitigating actions to be taken	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

Potential impacts (positive and negative) of proposed policy/decision/business plan

Positive impact

- Young people from a wide range of backgrounds have been engaged with as part of the review. Please see below online survey statistics. Our three youth representatives who were involved throughout the engagement work are from BAME backgrounds.
- The proposed action plan will have a positive impact on race, as a key component of the new youth offer is to ensure that a wide range of young people are engaged with on a regular basis from a variety of backgrounds.
- It is important that the youth service collaborates with those leading on Southwark Stands Together (SST) workstreams with young people. There will be a number of opportunities for joined up working; as an example, one of the recommendations in the SST cabinet paper is to ensure there is effective engagement with young people in the whole process of designing and creating good public spaces. This is also proposed in our action plan in the recommendation to: *'Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people.'* An action under this recommendation is to 'Link with Southwark Stands Together work on the public realm to ensure this work is taken into account'.
- The new youth offer will increase participation of young people from diverse backgrounds. Please see below actions that are proposed in the action plan:
 - Recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure
 - Work with young people to understand barriers to participation across these areas

- Develop a programme of participation in partnership with arts, sports and leisure providers
- Support arts, sports and leisure providers in bringing their activities to young people in areas of the community that may not typically access these activities.
- Link with Southwark Stands Together work on the public realm to ensure this work is taken into account
- Develop a marketing / comms plan to promote the youth council roles. Inclusivity / accessibility to the youth council roles is key. An engagement exercise will be undertaken with young people through schools, pupil referral units and alternative provisions to ensure they are aware of the opportunity to apply

Equality information on which above analysis is based

JSNA 2017

According to data from Public Health the population of CYP in Southwark is diverse, with over 60% from Black or other ethnic minority group:

- 31% are from Black ethnic group
- 13% are from a mixed ethnic group
- 12% are from Asian ethnic group
- 8% are from other ethnic group

Online survey

Young people from a wide range of ethnicities responded with Black British and Black African being the most common, followed by White British

Ethnicity	Total	%
Black British	77	19
Black African	76	19
White British	56	14
Black Caribbean	19	5
Other Mixed	17	4
Any other ethnicity	15	4
Mixed white/Black Caribbean	13	3
Other White	13	3
Any other Asian	11	3
Mixed White Black African	11	3
Latin American	9	2
White Irish	9	2
Bengali	6	1
Mixed White/Asian	6	1
Chinese	5	1
Eastern European	5	1
Other Black	3	1
Indian	1	0
Not answered	55	14

Mitigating actions to be taken

- Continuous participation in the Southwark Stands Together programme

- Recording ethnicity as part of our monitoring framework to ensure that young people from a wide range of backgrounds are accessing the youth offer. If they are not, targeted action would be taken to address this.
- The youth service will continue to record ethnicity when registering new users.

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Potential impacts (positive and negative) of proposed policy/decision/business plan

- No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Online survey

Young people from different religions were engaged with as part of the online survey:

Religion	Total	%
Christian	246	60
No religion	45	11
Muslim	38	9
Other	17	4
Buddhist	3	1
Sikh	2	0
Hindu	1	0
Jewish	1	0
Not answered	54	13

Census data 2011

This identified the following belief make up of the borough:

- 52.54%-Christian;
- 8.52% Muslim;
- 1.35% Buddhist;
- 1.27% Hindu
- 0.35%Jewish;
- 0.23% Sikh;
- 0.47% other religion;
- 26.74% no religion;
- 8.54% did not say

Mitigating actions to be taken

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan

- Both male and female young people have been engaged with as part of the review. Please see below online survey and ethnographic research statistics.
- The activities proposed as part of the action plan are open to both sexes.
- The proposed youth council / youth advisory board will be made up of both young males and females
- If a particular activity is dominated by a certain group then targeted work will take place to address this.

Equality information on which above analysis is based

Online survey

52% of the respondents were female, 35% were male. The remaining chose not to answer.

Sex	Total	%
Female	213	52
Male	142	35
Prefer not to say	31	8
Not answered	21	5

Ethnographic research

3 of the participants were female and 6 were male.

Sex	Age
Female	17
Female	17
Male	12
Male	15
Male	19
Male	19
Female	15
Male	16
Male	17

Youth representatives

Our core group of youth representations were made up of three females

Young people's workshop

12 girls and 4 boys attended the workshop

Mitigating actions to be taken

- We will make a particular effort to identify and address any barriers to participation that either sex faces in attending certain sessions.
- Work will be undertaken through the marketing/comms plan to ensure sessions are attractive to both sexes.
- Hear from other youth providers that have succeeded in engaging young women in sessions that are traditionally male dominated.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Potential impacts (positive and negative) of proposed policy/decision/business plan

- No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Mitigating actions to be taken

- When creating our live portal we will ensure that information on organisations offering support to the LGBTQ+ community in Southwark and neighbouring boroughs is included.
- When we commission organisations we need to consider whether to proactively commission services that work with children and young people from the LGBTQ+ community.

Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Potential impacts (positive and negative) of proposed policy/decision/business plan

- The recommendations and action plan will have a positive impact on socio-economic disadvantaged children and young people because the majority of services offered will be free, or low cost.
- The recommendations and action plan will have a positive impact as it aims to recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure. Work with young people will be undertaken to understand barriers to participation across these areas and a programme of participation in partnership with arts, sports and leisure providers will be developed. Arts, sports and

leisure providers will also be supported in bringing their activities to young people in areas of the community that may not typically access these activities.

- The recommendations and action plan includes the introduction of youth advisory roles and inclusivity / accessibility to the youth roles is highlighted in the action plan. An engagement exercise will be undertaken with young people through schools, pupil referral units and alternative provisions to ensure they are aware of the opportunity to apply.
- The recommendations and action plan will have a positive impact on socio-economic disadvantaged children through the recommendations which will:
 - Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all
 - Create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.

Equality information on which above analysis is based

JSNA 2017

- Southwark's population of children and young people is more deprived than the London regional average:
 - 23% of pupils attending a state funded primary, secondary or a special school are eligible for and claiming free school meals
 - Southwark is ranked in the 2nd highest quintile in England for deprivation, for both primary and secondary school aged children.
 - Around 15,000 children (28%) in Southwark aged under 16 live in low income families
- In Southwark, it is estimated that 37% of our children were living in poverty after housing costs in 2015, which equates to approximately 21,000 children

Online survey

- Of the total number of respondents, roughly 230 postcodes were given. Of these, 193 were valid postcodes within Southwark. When mapped to the Indices of Multiple Deprivations it shows that the respondents were generally in line with the 2019 figures for Southwark with an overrepresentation of Deciles 3 and 6 and an underrepresentation of Decile 2.

Mitigating actions to be taken

- Continuous engagement with young people from a wide range of backgrounds
- Record postcodes as part of the monitoring framework to ensure that young people from a wide range of backgrounds are accessing the youth offer. If they are not, targeted action will be taken to address this.

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

- The implementation of the new youth offer will have no impacts on the Articles that are set out in the Human Rights Act.

Information on which above analysis is based

Mitigating actions to be taken

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Ensure live information portal / digital tool is accessible to all age groups	Engage with young people, parents and carers on best methods of information sharing	Jan – Feb 2021
2	Ensure non-digital means are identified to ensure accessibility to all age groups	Involve young people, parents/carers and professionals to identify which non-digital methods to use	Jan – Feb 2021
3	Ensure the live portal includes a list of organisations in Southwark and neighbouring boroughs that work with children and young people with disabilities and those from the LGBTQ+ communities.	Update the portal with the latest information on an ongoing basis Work with youth providers to establish the process by which the council can capture their youth offer in real time	Ongoing
4	Continuous participation in the Southwark Stands Together programme	Regularly engage with Southwark Stands Together work on work streams related to young people	Ongoing
5	Ensure the monitoring framework asks for information on all protected characteristics to identify if we are reaching a wide range of young people.	Update the monitoring framework with information on protected characteristics that we currently do not collect e.g. religion	TBC

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

Council plans and strategies

23 current plans and strategies have been identified which have actively referenced children and/or young people.

These are:

- Activities for Children and Young People Strategy 2017 - 2020
- Air Quality Action Plan 2017 - 2022
- Council Plan 2018 - 2022
- Cultural Strategy 2017 - 2022
- Economic Wellbeing Strategy 2017 - 2022
- Health and Wellbeing strategy 2015 - 2020
- Healthy Weight Strategy 2016-2021
- Knife Crime and Serious Violence Action Plan 2018/20
- Libraries and Heritage Strategy 2019-2022
- Movement Plan - April 2019
- Social Regeneration Charter - Canada Water Masterplan - May 2018
- Social Regeneration Charter - Old Kent Road - under review after consultation Sept - Nov 2019
- Southwark's Alcohol Action Plan 2017-2020
- Southwark Domestic Abuse Strategy 2015 - 2020
- Southwark Homelessness Strategy 2018-2022
- Southwark Nature Action Plan 2020
- Southwark Skills Partnership Delivery Plan 2019-2022
- Special Educational Needs and Disability (SEND) Education Provision Strategy 2018 - 2021
- Sport and Physical Activity Strategy - Active Southwark 2019 - 2023
- Sustainable Modes of Transport Strategy 2009 - 2019
- Violence Against Women and Girls Strategy 2019 - 2024
- Volunteering Strategy 2017 – 2020
- Youth Justice Plan 2019 - 2020

Key themes

Learning & Development

Eleven strategies include commitments around learning & development: Activities for Children and Young People 2019 – 2023, Council Plan 2018 – 2022, Cultural Strategy 2017 - 2022, Economic Wellbeing Strategy 2017 - 2022, Knife Crime & Serious Action Plan 2018/20, Southwark Libraries & Heritage Strategy 2019 - 2022 , Southwark Skills & Partnership Delivery Plan 2019 - 2022, Draft Southwark Nature Action Plan 2020, Canada Water Social Regeneration Charter, Old Kent Road Social Regeneration Charter, Special Educational Needs and Disability (SEND) Education Provision Strategy 2018 – 2021, Volunteering Strategy 2017 - 2020

Physical activity & maintaining a healthy weight

Eight strategies include commitments around physical activity & maintaining a healthy weight: Active Southwark Action Plan 2019 - 2023, Activities for Children and Young People 2019 – 2023, Air Quality Action Plan 2017 - 2022, Council Plan 2018 – 2022, Movement Plan – April 2019, Old Kent Road Social Regeneration Charter, Southwark Healthy Weight Strategy, Sustainable Modes of Transport Strategy 2019

Mental health & wellbeing

Six strategies include commitments around mental health & wellbeing: Activities for Children and Young People 2019 – 2023, Council Plan 2018 – 2022, Health and Wellbeing strategy 2015 – 2020, Healthy Weight Strategy 2016-2021, Southwark Libraries & Heritage Strategy 2019 - 2022

Keeping young people safe

Five strategies include commitments around keeping young people safe: Activities for Children and Young People 2019 – 2023, Council Plan 2018 – 2022, Knife Crime & Serious Action Plan 2018/20, Movement Plan – April 2019, Violence Against Women and Girls Strategy 2019 - 2024

Theme 1: Learning & development

12 out of 23 strategies include commitments and actions around learning and development



Activities for
Children and Young
People Strategy
2017 – 2020

- With cultural partners, commission new and up-and-coming artists, performers and filmmakers to create, innovative and **exciting projects for young people to participate in**
- Work with partners to deliver and promote a range of cultural events and activities that **raise personal aspirations and ambitions, support the development of self-confidence** and promote good mental health and wellbeing
- Ensure that children and young people have access to a wide range of information and resources to **support their personal development**
- Support young people to be active participants within their communities, **creating opportunities to influence local decision** making through participation in Youth Councils
- Provide all secondary school pupils with a library card, enabling them to access all library services **to support their learning and development**
- Provide homework clubs, ICT support and places for **study**
- With our partners, **promote volunteering opportunities** in libraries, youth clubs, sports centres and cultural venues
- Work with partners to **provide coaching opportunities** in sports centres and clubs
- With partners **offer a range of training and support** in developing cultural events and activities and growing creativity
- With partners create cultural programmes that stimulate creativity, grow confidence, experience team work and celebrate individuality **create informal learning opportunities for young people** to enable them to improve their understanding of the law, and citizenship, (i.e. improving social skills, relationships, democracy and family)
- Support our young people to make the best of **the learning, training and work opportunities** available from the economic growth and regeneration in the borough

Council Plan 2018 - 2022

- Make sure that 500 young people from low income backgrounds get **paid internships** with London's best employers;
- Guarantee **education, employment or training** for every care leaver;
- Make sure **all schools** in Southwark are Good or Outstanding;
- Drive up standards so that **every school exceeds London averages** at every stage;
- Launch a positive Futures Fund to support groups which provide **inspiring opportunities** for young people.
- Build a new **library** on the Walworth Road;
- Open a new **library** at Grove Vale in East Dulwich;
- **Keep libraries open**, keep investing and ensure they are open when people need them;
- Ensure that every primary child gets a **free visit to the theatre** every year;

Cultural Strategy 2017 - 2022

- Deliver **cultural opportunities** for young people to engage with during out of school hours

Economic Wellbeing Strategy 2017 - 2022

Ambitions:

- Every young person **will leave education or training ready for work** or able to start and grow their own business

**Knife Crime and
Serious Violence
Action Plan
2018/20**

- Development of a coordinated approach to offering a variety of **meaningful roles to young people** as experts in helping solve problems and find solutions; as **volunteers and paid consultants, mentors, advisers, youth panel members**
- Focus services that enable **young people to make the most of their talents** in a difficult economic climate on those most at risk; these needs to be broader than just conventional career routes.

**Southwark Skills
Partnership
Delivery Plan
2019 - 2022**

- Support young people from low income backgrounds to get **paid internships**
- Increase number of **Supported Internship opportunities** available to young Southwark residents with learning difficulties and learning disabilities

***Draft*
Southwark
Nature Action
Plan 2020**

- Develop **Forest schools and after school nature clubs** with third sector partners;
- Work with schools to create pollinator-friendly habitats on school grounds and **educate schoolchildren** about pollinators;

**Old Kent Road
Social
Regeneration
Charter – Sept
2019**

- Promise 10: Create a full employment OKR with a fully occupied high street, creating 10,000 new jobs in the OKR area and contributing to **2500 new apprenticeships borough-wide**

Southwark
Libraries &
Heritage Strategy
2019 - 2022

- To provide easy and supported access for children and young people to a wide range of digital resources for **education and learning**
- To provide **coding clubs** for children and young people
- Organise annual Summer and Winter **Reading Challenge** programmes for children and young people
- Provide **specialist book collections** for teenagers and young adults
- Work with cultural partners to extend the range of activities available for children and young people **utilising library spaces to expand access to cultural experiences**
- Work with partners to provide **youth forums, youth council** and social activities for young people in libraries
- Develop a **schools outreach offer** promoting local history and heritage resources to children and young people
- Exploit our archive and museum collections to **engage children and young people to learn about Southwark** and their place in its history through handling workshops, virtual museum tours and take-over days.
- Host and promote **reading groups** in libraries catering for a wide range of readers including adults and children

Canada Water
Social
Regeneration
Charter – May
2018

Outcomes

- Local residents and school students are enabled to **access ongoing and future employment and education opportunities**, both as part of the masterplan and more widely across the borough.
- Local **young people aspire to careers** in the built environment, construction and the sectors of future occupiers and our on-site teams.
- The local area offers **high quality educational provision** for all regardless of age, considering social growth alongside economic. Local institutions – schools, colleges, providers –work together, alongside occupiers, to improve local educational attainment and social mobility. Those studying in the local area have access to and knowledge of quality **career information**, advice and guidance (IAG) about a range of opportunities.
- Local young people have the skills, guidance and knowledge to access their **future careers**. Community infrastructure provides constructive environments and supports young people’s needs, including places to study and just hang out.

Violence Against
Women and Girls
Strategy 2019 -
2024

- 2C. We will target young people to ensure that future generation are **educated about VAWG** from an early age. We will endeavour to engage with young people in spaces accessed by young people other than schools.

Volunteering
Strategy 2017
- 2020

- Work to increase awareness of **benefits of volunteering** amongst young people
- Work with voluntary sector to **increase roles for** young people.

Youth Justice Plan 2019 - 2020

Prepare young people for employment:

- Maintain links with SEND colleagues and reapply for quality mark
- Develop clear routes to employment:
 - Way into Work programme
 - Peer Navigators
 - Volunteering
 - Work placements
 - Paid internships
 - Apprenticeships
 - Sessional work
- Increase the use of Reparation and Unpaid Work Orders to develop new skills for young people.

SEND strategy 2018 - 2021

1) Put children and young people with SEND and their families at the centre of all that we do

- Making sure children and young people with SEND know that they are at the centre of processes that assess their special educational needs and plan their provision.
- Ensuring all educational settings listen carefully to the views of children and young people at SEN support and with EHC plans about their experiences and enabling them to contribute towards SEND decision making processes.
- Providing collaborative, supportive transition planning between the educational settings and the relevant specialist professionals when children and young people move between phases of education or to different types of settings.
- Training young people with SEND to be 'Peer Supporters' to enable them to use their experiences and insight to help other young people with SEND.
- Ensuring that the voice of children and young people with SEND is integral to the co-production of service models by establishing different ways for them to participate and engage with commissioning services e.g. establishing a Young Person's SEND Board

SEND strategy 2018 - 2021

2) Offer more opportunities for children and young people with Complex Learning Needs including Autism

- Sharing and celebrating good practice in relation to children and young people with complex learning needs and autism to improve their educational experiences.
- Working with all new and expanding schools and providers in Southwark to ensure that new settings are autism friendly and can offer appropriate learning opportunities so that outcomes are good for all young people with complex needs and ASD.

- Ensuring schools and settings provide and maintain appropriate support without requiring an EHC plan or formal diagnosis of any condition or learning disability.
- Focusing on referral pathways with the view to develop a Southwark Autism pathway with a clear referral route, consistent application and timely access, compliant with national best practice.
- Working with parents, partners and stakeholders to develop a continuum of educational provision, particularly at secondary age and post 16 to meet the range of needs presented by children and young people with complex needs and autism locally.
- Ensuring young people with complex needs and autism are supported in the transition process, encouraged to participate and communicate their experiences so that placements do not break down.

3) Provide timely high quality help and provision for babies and young children with complex needs in all early years settings - nurseries and childminders

- Ensuring all hours of children's placements are fully-funded at a level commensurate with their learning needs: so that young children with SEND are not disadvantaged
- Increasing the range of Early Years specialist provision so that children under five with complex needs, particularly those with ASD or therapy needs are provided for locally. commensurate with their learning needs: so that young children with SEND are not disadvantaged
- A secure start to the learning journey for all young people with complex needs so they have the widest choices ahead of them and can flourish in the future.

4) Develop greater confidence skills and competencies in mainstream schools to meet the needs of children and young people with SEND

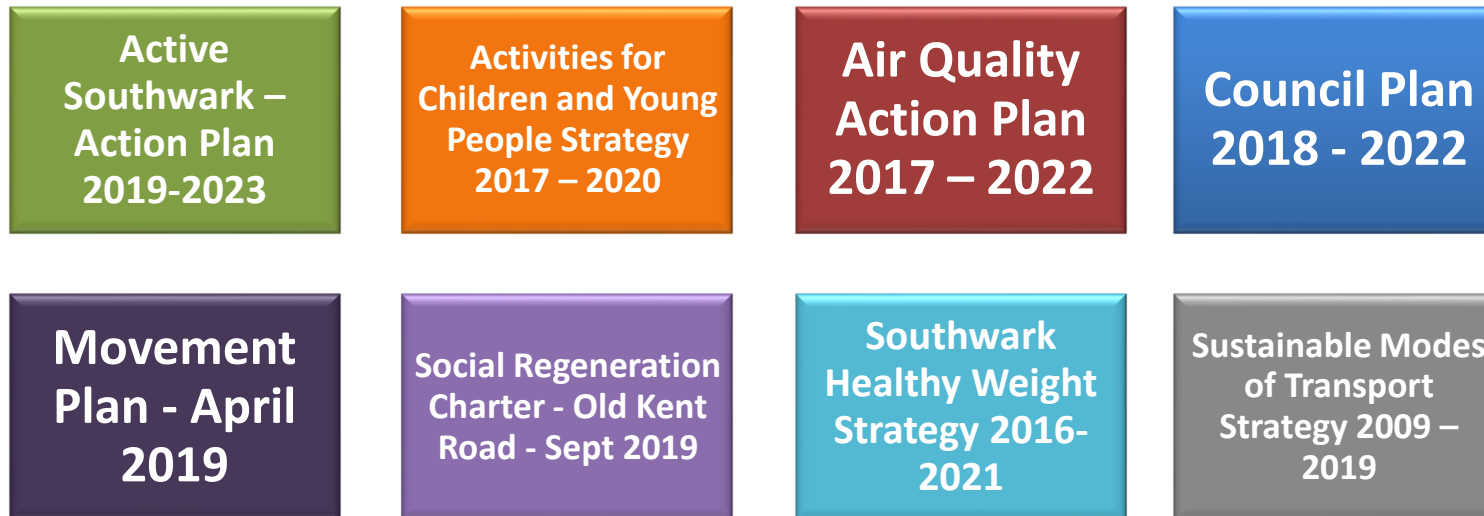
- Ensuring all mainstream schools provide high quality assessment, planning, review processes, effectively identifying children and their barriers to learning, rigorously putting into place the right kind of support and evidence based intervention strategies
- Ensuring that transitions from one stage of education to the next are well managed so that there is continuity of support for children and young people with SEND

5) Build a model of further educational which enables more young people with SEND to learn and grow to adulthood in Southwark

- Define our Local Offer to ensure the delivery of a consistent minimum offer available to young people with SEND in local colleges
- Create and enable local solutions for young people with most complex needs
- Create local specialist college provision and clearer pathways for young people with SEND from secondary into adulthood
- Increase the choice available, including internships and pathways to employability
- Facilitate the development post 16 courses locally at pre-entry, entry level and level 1

Theme 2: Physical activity and maintaining a healthy weight

8 out of 23 strategies include commitments and actions around increasing physical activity and maintaining a healthy weight



Active
Southwark –
Action Plan
2019-2023

- Working collaboratively with schools and partners using **physical activity** to contribute to the **reduction in childhood obesity levels** starting from the early years
- Improving the opportunities and **quality of sport** on offer to our young people in our schools
- Encouraging greater and wider use of our open spaces for **physical activity**, informal play and structured sport
- Increasing access to school sport facilities and other alternatives spaces making it easier for the community **to be active** locally
- Significantly supporting the **active travel agenda** and increasing the number of journeys made by foot and bicycle
- **Increasing the number and quality of local coaches**, particularly where specific gaps in sport and activity have been identified, increasing the number and range of volunteers across the borough's sporting infrastructure
- **Delivering excellence in provision of activities** for young people during and after school time

Activities for
Children and Young
People Strategy
2017 – 2020

- Support **physical activity** by removing cost as a barrier to being active through free swim and gym
- Support the drive **to reduce obesity** by developing healthy eating and living programmes
- **Promote healthy activities** such as dance and cycling
- Work with our clubs and partners to increase opportunities for young people to access **physical activities** and develop skills to live healthy fulfilled lives
- Deliver a safer **cycling** network
- Deliver '**play streets**', where some streets are closed to traffic during school holidays and weekends
- Work with partners to provide **coaching opportunities in sports centres** and clubs

Air Quality
Action Plan
2017 – 2022

- Encourage children and parents to **walk or cycle** to school or nursery

Council Plan 2018 - 2022

- Close roads around schools at drop off and collection time and **get more children walking and cycling to school**;
- **Increase activity** by introducing a 'daily mile' in all primary schools

Movement plan - April 2019

Action 4: Deliver infrastructure to support active travel

- Promote health, environmental and economical benefits of walking. Particularly focus on encouraging older adults and children.

Action 6: Enable people to stay active

- Deliver street interventions that encourage play.
- Encourage everyday physical activity to and within schools such as 'Daily Mile' and 'Wake and Shake'.

Action 11: Introduce time restricted street closures and reallocate space for people

- Continue to deliver play and school streets.

Southwark Healthy Weight Strategy 2016- 2021

- Southwark schools are supported to adopt a whole school approach to provide an environment that supports a **healthy weight**. This includes strategies to promote **healthy eating, physical activity, active travel** and emotional wellbeing through the Healthy Schools London programme.
- Free Healthy School Meals are provided to all children aged 4-11 and the **free fruit scheme** offered to children aged 7-11 in all Southwark Schools.
- Commissioning of the schools **healthy weight programme** is completed and implemented to increase awareness and capacity of schools to promote a healthy weight.
- All health and non-health professionals working with school aged children, young people and families are provided workforce training to give them confidence to raise the issue of weight in an appropriate manner, provide evidenced based advice and signpost to relevant local and national services.
- Effective implementation and monitoring of a NCMP programme to identify children with excess weight and **support into healthy weight** and care referral pathways.
- All schools are supported to develop and evaluate a targeted sport and **physical activity programme** to engage those children who are identified as least active e.g. children identified as vulnerable.
- All schools are supported to promote **Active Travel** and achieve accreditation.

Social Regeneration
Charter - Old Kent
Road - Sept 2019

Promise 1: The Old Kent Road is the best place to grow up with a radically improved and expanded educational, sports, culture and youth offer.

Measure/indicator:

- 1.3 Percentage of children who **are obese** in Reception and Year 6.
- 1.4 Number of **sport**, leisure culture and community facilities

Sustainable Modes
of Transport
Strategy 2009 –
2019

Objective 1: Support and contribute to the health and wellbeing of children and young people, particularly the most vulnerable

- **Increase levels of physical activity through the promotion of cycling and walking** including walking buses expansion of the Walk Once a Week scheme / Actively promote independent travel training to children and young people with learning difficulties and/or disabilities / Continue to provide road safety education to schools

Objective 2: Facilitate parents, carers and guardians to establish a safe and appropriate journey to and from school using sustainable modes of transport.

- **Extend cycle training offer** to secondary schools / Offer personalised travel planning to students who have completed cycle training / Encourage schools to consider sustainable transport in their promotion/establishment of extended services / Promote use of the TfL journey planner in schools to establish a recommended route

Objective 3: Develop and implement appropriate infrastructure improvements that address the safety and travel needs of children and young people

- Encourage designers of new schools and developments at existing schools and colleges to achieve national standards with respect to sustainable travel facilities such as **adequate cycle parking and cycling and walking links to school** / Design and implement improvements to the cycling, walking and bus infrastructure that address issues arising from the assessment of children and young people's travel and transport needs

Objective 4: Develop, implement and monitor travel plans in all schools and further education institutions

- Encourage schools participating in the **Walk to School week** to link up with local businesses to improve sustainable travel in their local area

Theme 3: Mental health & wellbeing

7 out of 23 strategies include commitments and actions around mental health & wellbeing

Activities for
Children and Young
People Strategy
2017 – 2020

Council Plan
2018 - 2022

Health and
Wellbeing
Strategy 2015 -
2020

Southwark
Healthy Weight
Strategy 2016-
2021

Southwark
Libraries &
Heritage Strategy
2019 - 2022

Sustainable Modes
of Transport
Strategy 2009 –
2019

Youth Justice
Plan 2019 -
2020

Activities for
Children and Young
People Strategy
2017 – 2020

- Work with partners to deliver and promote a range of cultural events and activities that raise personal aspirations and ambitions, support the development of self-confidence and promote **good mental health and wellbeing**

Council Plan
2018 - 2022

- Protect funding for **mental health services for children and young people** and find ways to change and improve services so that more children get the support they need when they need it;

Health and
Wellbeing
strategy 2015 -
2020

- Ensure the **best possible start to life** for children, young people and their families
- **Support vulnerable young people** and ensure their transition into adulthood is positive

Southwark
Healthy Weight
Strategy 2016-
2021

- Southwark schools are supported to adopt a whole school approach to provide an environment that supports a healthy weight. This includes strategies to promote healthy eating, physical activity, active travel and **emotional wellbeing** through the Healthy Schools London programme

Southwark
Libraries &
Heritage Strategy
2019 - 2022

- Work with partners such as Brook and support initiatives to provide sexual **health and wellbeing services** for young people
- To provide specialist “Shelf Help” book collections and work with organisations such as Young Minds to **support mental health and wellbeing** for young people

Sustainable Modes
of Transport
Strategy 2009 –
2019

Promote the **health** and environmental **benefits** of using sustainable modes of transport – from sustainable modes of transport

Youth Justice
Plan 2019 -
2020

Reduce serious youth violence through robust risk management, assessing and addressing **health needs** and increasing the impact of a restorative justice approach

- Evaluate the effectiveness of trauma based work impacts on outcomes for young people and tailor the YOS offer to ensure its relevance.
- Extend YOS Health Offer via regular **health workshops** delivered by **Health and Wellbeing officer**.

Theme 4: Keeping young people safe

6 out of 23 strategies include commitments and actions around keeping young people safe

**Activities for
Children and Young
People Strategy
2017 – 2020**

**Council Plan
2018 - 2022**

**Knife Crime and
Serious Violence
Action Plan
2018/20**

**Movement
Plan - April
2019**

**Violence Against
Women and Girls
Strategy 2019 -
2024**

**Youth Justice
Plan 2019 -
2020**

Activities for
Children and Young
People Strategy
2017 – 2020

- Continue to support the **Safe Havens initiative** extending provision where possible
- Work with partners to provide positive activities that can **divert from antisocial behaviour**
- Create and maintain **safe, secure** and welcoming environments for our children and young people
- Ensure that our partners have **safe, secure** and welcoming environments for our children and young people
- Ensure that our staff and those of our partners are fully trained in safeguarding
- Work with partners to address barriers to participation caused by insecurity about travelling to venues
- Promote independent travel training with our partners

Council Plan
2018 - 2022

- Work with communities to find local solutions that help **young people stay away from knives**
- Re-open the **Blue Youth Club and Community Centre** in Bermondsey;
- Launch a positive Futures Fund to support groups which **provide inspiring opportunities for young people.**

Movement
Plan - April
2019

Action 17: Improve safety and sense of safety on our streets

- **Improve safety** by tackling problems like knife crime and moped crime by working with the police and increasing moped anchors to secure powered two wheelers safely.
- **Improving safety** and sense of safety through training programmes for all cyclists and pedestrian training for children
- Work with schools and involve parents **regarding crime, personal safety** and training.

Knife Crime and Serious Violence Action Plan 2018/20

- Review partnership arrangements for serious **youth violence** at strategic, tactical and operational levels
- Prepare framework and carry out Joint Strategic Needs Assessment (JSNA) based on a Public Health approach to serious **youth violence**.
- Consultation and engagement with young people to identify the key issues. To include those who have directly experienced **knife crime** as victims, perpetrators, and family members.
- Analysis to support targeted enforcement - Community Safety Strategic Assessment **to include Serious Youth Violence, Knife and gun enabled crime** (to be refreshed annually).

- Improve information sharing practice with partners. Particularly with schools/colleges/alternative provision in the sharing of 'soft' intelligence in relation to **offending and weapon carrying** in our schools and colleges.
- Transition programme from **youth offending service (YOS)** to adult offending provision.
- Work to ensure **schools are safe places** to learn that build young peoples resilience
- Universal **Knife Crime/Violence awareness programmes** across all education establishments to be mapped to avoid duplication and identify establishments with no or limited provision, to support signposting to providers.
- Mapping of current diversionary activity available for young people outside of school hours (including extra-curricular activity). Leading to identification of gaps in service provision and development of resource to meet this need.
- Identification and implementation of measures to **increase the safety of young people** during the transitional period from primary to secondary education. To include a review of pupils journeys to and from school; the development **and implementation of safe routes/CitySafe havens**. To raise and liaise with MOPAC and TFL on this issue.
- Police schools officers to work closely with schools for early identification of those **at risk of knife crime and knife carrying**.
- Supporting children in care and care leavers through diversion and preventative work that is bespoke to the risk of them becoming involved in **serious violence**.
- Equip parents, carers, siblings, friends, and peers with the information and skills to deal with the risks and effects of **serious youth violence, knife crime, and knife carrying**.
- Re-establish current offer and resources available on **Serious Youth Violence** and related issues:- CSE, County Lines, Moped Enabled Crime, Violence against Women & Girls.
- Work with key partners to develop a viable strategy to affirm positive use of social media and challenge the negative effects in relation to **knife crime, knife carrying, and serious youth violence**.
- Local Safeguarding partners to ensure all **young victims of knife crime** have are referred to appropriate packages of support across both statutory and voluntary provision.
- All **young victims of knife crime** to be assessed for referral to CAHMS where determined appropriate in the light of risk / harm.
- Enhance and promote peer support offer
- Targeted support for high risk groups and young people on the verge of/involved in **serious violence and knife crime/knife carrying**. To include specific interventions for B&ME groups who are over represented as both victims and/or perpetrators of serious violence and knife crime/knife carrying.
- Work with the Voluntary Community Sector to develop and deliver a range of services that support young people and enhance the overall **approach to tackling serious youth violence**.

Sustainable Modes
of Transport
Strategy 2009 –
2019

- Continue to provide **road safety education** to schools
- Community wardens to travel on key routes to **increase pupil safety** on public transport

Violence Against
Women and Girls
Strategy 2019 -
2024

- 2C. We will target young people to ensure that future generation are educated about VAWG from an early age. We will endeavour to engage with young people in spaces accessed by young people other than schools.
- 2F. Children and young people who witness or are victims of VAWG will be **safeguarded** and provided with support to recover and move forward.
- 2G. Incorporate VAWG as a standard consideration in all services/programmes working with vulnerable young people
- 3E. Police roll out of Project Encompass; early intervention – information shared with **Safeguarding leads** in the school when the child/children have witnessed a DA incident

Youth Justice Plan 2019 - 2020

Engage young people and families in their orders and be explicit in the aim to **reduce offending** and its impact:

- Improve engagement with families and delivery of a whole family approach aligned with the Keeping Families Strong strategy, particularly addressing needs of 16/17 year olds for sustainable relationships with carers.

- Reinvigorate systemic practice to drive a whole family approach through induction, ongoing training and review of practice.
- Review existing provision and develop **new interventions for knife possession** (particularly second offences) and cannabis possession.
- Increase responsiveness in prevention and diversion work and take advantage of the 'teachable moment'.
- Improve liaison with CARE staff to ensure joint approach and evidence of joint planning to **prevent offending** of LAC young people.
- Complete deep dive analysis with NPS and CRC of Care leavers in custody and their transition to adult services.
- Develop a **youth to parent violence intervention**.

Reduce serious youth violence through robust risk management, assessing and addressing health needs and increasing the impact of a restorative justice approach

- Review delivery of actions in Southwark's Knife crime strategy.
- Review impact of the YOS IOM scheme to provide an intensive service to the most risky young people.
- Develop response to recommendations in Extended Learning Review.
- Evaluate effectiveness of work in schools through funding from GLA and Challenge London.
- Collaborate with LEAP to deliver further Conflict Resolution programmes and seek resources to fund this work.

Improve data quality and performance information and ensure the infrastructure is in place to resource YOS needs

- Capita One YJ database fully implemented and ensure YJ reports are accurate. If operational problems persist, escalate to CHAD Board for resolution.
- Implement the performance management framework increasing use of visual feedback, dashboard, infographics and cases studies to inform YCMB and staff of key performance criteria.
- Utilise the re-offending toolkit or similar to inform resource allocation.
- Use other YJB tools as made available to extend data quality across the YOS, particularly the disproportionality toolkit.
- Ensure regular audits of case work are undertaken, strengths and areas for development are identified and passed onto staff and remedial action with action plans monitored at monthly performance meetings attended by staff of all grades.

Reduce the number of young people receiving a custodial sentence

- Review of custodial cases 18/19, reoffending rates and journey, to understand reasons for custody and disseminate learning

Reduce the number of young people entering the Youth Justice System

- Monthly monitoring of local data against targets and feedback to staff/police.
- Improved routes to FEHYJ from schools
- Improve information sharing and targeted work with schools based police officers.
- YOS team Managers present in MASH daily to input to decisions re prevention work and accept early intervention cases particularly with regard to drug dealing, weapon carrying, and gang association cases prior to police involvement. Evaluate MASH effectiveness.
- Work with SILS to target interventions with at risk excluded young people
- Develop a response to the Lammy disproportionality report recommendations within the youth justice system and extend use of Ether programme.
- Create a brief solution informed approach to O OCD casework
- Implement model to base a YOS Officer in police station to divert low risk offenders.

Reduction in the reoffending rate

- Provide monthly reports to staff to identify re-offenders and discuss actions in monthly management meetings.
- Review use of toolkit to analyse data is the most cost effective way
- Review interventions as planned to ensure they address the appropriate offences and systemic practice continues to be effective.
- Ensure there is a wrap around offer to young people and families that focuses on risk factors and develops their soft skills to make them employable and motivated for employment.
- New interventions devised for those young people identified as most likely to reoffend e.g. those with a high level of cannabis use and routine knife carriers.
- Expand girls project to local schools
- Review the effectiveness of the YOS-adult probation services intervention to ascertain whether this approach should be supported moving forwards.
- Extend use of the Junior Attendance Centre resource for both Out of Court disposals and those subject to Court orders.

Item No.	Classification: Open	Date: 3 April 2018	Decision Taker: Cabinet Member for Children and Schools
Report title:		Special Educational Needs and Disability (SEND) Provision Strategy Report	
Ward(s) or groups affected:		Electoral ward(s); ALL	
From:		David Quirke-Thornton Strategic Director, Children's and Adults' Services	

RECOMMENDATIONS

1. That the SEND Provision Strategy as set out in Appendix 1 be agreed.
2. Further to priority 5 of the strategy to begin preparatory work to facilitate of in-borough 19+ provision for pupils with complex SEND:
 - Open a specialist college for young adults with learning difficulties aged 19 to 25. The aim of the college would be to prepare the students for employment by offering work experience placements tailored to individual needs. The focus of these placements will be the structured teaching of vocational skills. Students will also gain accreditation in other areas. (see Appendix 2)
 - Make a first tranche of the SEND capital fund allocation available to Spa school to make premises secure and fit for purpose for students in 2018-19.

BACKGROUND INFORMATION

3. The Government has committed £215 million of capital funding to help local authorities create new school places and improve existing facilities for children and young people with SEN and disabilities, in consultation with parents and providers. This funding can be invested in mainstream schools and academies, special units, special schools, early years settings and further education colleges, or to make other provision for children and young people aged from 0 to 25. The allocation for Southwark is £549,625 for each of the years 2018/19, 2019/20 and 2020/21, a total of £1,648,875.
4. The Government requires local authorities to complete and publish a short plan that sets out how they intend to invest their allocation, which is visible to parents, carers and other local groups. The council have consulted upon and finalised the SEND Provision Strategy (**Appendix 1**) which identifies priorities for developing SEND educational provision for young people in Southwark to keep pace with demand, share best practice and expand the opportunities to access high quality provision so that it is locally available to all Southwark young people and families who need it

By Wednesday 14 March 2018	Local authorities must publish the short plan on their local offer page
Summer 2018	Local authorities that have published the plan and consulted with parents, carers and young people will receive the first tranche of funding
March 2019	Local authorities should update and republish their plan to show what they have spent on so far
Summer 2019	Local authorities will receive the second tranche of funding
March 2020	Local authorities should update and republish their plan again
Summer 2020	Local authorities will receive the third tranche of funding
March 2021	Local authorities should update and republish their plan a final time, to show how all money was eventually spent

KEY ISSUES FOR CONSIDERATION

5. In Southwark and nationally the overall number of pupils with a statement or EHC plan has been increasing year on year. The number of children and young people with EHCPs in need of additional, different or specialised provision, has increased by 27% over three years between 2014-2017 with a 10% increase between 2016-17. If this year on year trend continues, by 2021/2022 there could be as many as 2900 children and young people with EHCPs with a need for additional places and high needs provision in Southwark's mainstream and special schools.
6. This picture is replicated in most inner London boroughs. This has put a pressure on the number of commissioned places available in maintained provision and has meant an increase in the number of children and young people needing to access specialist, high-cost provision out of the borough.
7. The SEND capital fund is to support local authorities to invest in provision for children and young people with SEN and disabilities aged 0-25 to improve the quality and range of provision available to the local authority. It is intended for the children and young people with education, health and care plans for whom the local authority is responsible. The Local authority is required to publish a plan that sets out how they intend to invest their allocation, which is visible to parents, carers and other local groups.
8. Section 27 of the Children and Families Act 2014 requires Local Authorities to keep the education, training and social care provision made for disabled children or young people and those with SEN under review.
 - The views of children, their parents, and young people should be central to the way local authorities review their services and they must be consulted about services currently available.
 - Local authorities must also consider whether the provision is sufficient to meet children and young people's needs.

- The Local Authority should take all reasonable steps to ensure that provision is of high quality and provides good value for money.
 - Local authorities and institutions should collaborate on all aspects of high needs funding to develop more efficient ways of working and better outcomes for children and young people.
9. Before receiving the LA allocation of the Special Provision Capital Fund the local authority was required to consult with parents and carers of children with SEN and disabilities and young people with SEN and disabilities. Responses to consultations with young people and families have been overwhelmingly positive. Parents of young people with SEND strongly support the key priorities of the strategic plan: they want high quality provision for their children and young people locally, in Southwark.
10. The adoption of the strategic plan has positive financial implications in the access to grant monies and on existing and planned expenditure from the high needs block and other areas of Children and Adults Services. The average cost of out of borough placements of all kinds for young people of statutory school age is £37,146 per pupil. In addition to providing for increasing demand and offering Southwark families greater choice, the additional 169 in-borough special places generated by the expansions and new Free special school referred to in the Strategy will offer opportunities for many fewer out-of-borough placements to be made with associated savings in the high needs block. This is also the case regarding the planned expansion of the secondary ASD resource base offer.

19 – 25 Students

11. The change from statements of SEN in to EHCP's in September 2014 extended Local Authority statutory responsibilities to assess and provide for SEND for young people from age 0 -25. Furthermore the Local Authority now directly funds all additional provision and placements for students with EHCP's until age 25 from the high needs block.
- SEND students with complex needs attend good or better provision in Southwark from KS1 – KS4 and achieve well. This continues in Southwark Special school 6th forms.
 - Local FE provision has been judged by inspectors to be less than good since 2012 and despite recent improvements in opportunities for students in receipt of high needs funding, existing FE provision offers no progression or consistency for complex SEND students consequently they do not sustain engagement.
 - Vocational training is not fit for purpose for SEND students and employment outcomes are poor.
 - Students with high level/complex needs require long-term, individually supported work place programs as a key component of 19 - 25 provision if they are to develop the vocational and life skills to attain and sustain independent living – these opportunities are not offered locally.
 - Local FE provision has a poor record of providing support for the often complex health/personal and safeguarding needs of complex SEND

students and of providing access to therapies and appropriate

12. Students aged 19 – 25 placed in Independent Specialist Provisions (ISPs) usually have a combination of education, care and health needs. Cohort size has ranged from 24 to 32 students over the past four years. This is a relatively stable cohort although numbers may rise with population growth. These students have their special educational needs and disabilities identified earlier in their education if not before, so needs in the 19 to 25 age group are relatively easy to predict and plan for. ISP placements incur education, social care, health and transport costs.

Students in ISPs 2014-17

	Number of students	Education	Social Care	Health	Transport	Total cost
2016/17	32	£1,467,436.03	£487,674.63	£50,539.48	£459,705.00	£2,465,355.14
2015/16	24	£1,159,224.75	£375,773.90	£25,881.70	Not available*	
2014/15	24	£1,057,359.96	£504,991.38	£34,460.71	Not available*	
2013/14	29	£1,346,149.47	£289,309.88	£51910.98	Not available*	

13. The implementation of the SEND education provision strategy presents opportunities for significant immediate and ongoing savings in SEND (education) and Social Care placement costs. Southwark currently places 32 students in independent special colleges at an average education cost of £45,000 per annum. There is also an average additional cost of £31,000 per placement from social care, health and to cover transport. The projected place cost for local SEND college provision when established and registered is £30,000 - a saving of 33% per student with the expectation of reduced costs against other budgets particularly transport.
14. Savings / Reduced expenditure over time.

YEAR	NEW PROVISION	ADDITIONAL PLACES	PROJECTED SAVING (TOP UP FUNDING) £
2018/19	Southwark SEN College (Post 19)	8	120,000.00
2019/20	Southwark SEN College(Post 19)	20	300,000.00
2020/21	Southwark SEN College	32	480,000.00

15. Commitments identified in the proposed Special Educational Needs and Disability (SEND): Education Provision Strategy include set-up costs for Southwark SEND College a specialist college for young adults with learning difficulties aged 19 to 25. The aim of the college would be to prepare the students for employment by offering work experience placements tailored to individual needs. The focus of these placements will be the structured teaching of vocational skills. Students will also gain accreditation in other areas.

16. To make local provision available and begin reducing excess expenditure from HNB as soon as possible the LA proposes to move forward on commissioning local 19+ complex SEND places. The authority would make available £150,000 from the SEND capital fund allocation to Spa school so that preparatory works can begin immediately to ensure an initial cohort can attend the provision in September 2018 (see projected savings above). This work will require forward funding.

See Appendix 2: Proposal to establish a Special Needs College

Community impact statement

17. The Public Sector Equality Duty, at section 149 of the Equality Act, requires public bodies to have due regard when carrying out their activities to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between people with protected characteristics and those with none. The council's Approach to Equality ("the approach") commits the council to ensuring that equality is an integral part of our day to day business.
18. "Protected characteristics" are the grounds upon which discrimination is unlawful - the characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation. In this case, the characteristics covering gender reassignment, marriage and civil partnership, pregnancy and maternity, and sexual orientation are unlikely to be issues for consideration in the expansion of the schools in question.
19. An equalities and health analysis demonstrate that the strategy and the establishment of post 19 provision shows no potential for discrimination, but rather advances equality of opportunity and fosters good relations between people with protected characteristics. Enabling the expansion of post 19 provision to meet demand has the potential to advance equality of opportunity, and foster good relations between people with protected characteristics and those with none.
20. There are no specific equality implications as regards age, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation. For disability, the strategy and the enabling of a post 19 facility presents considerable opportunities to advance equalities for service users with learning disabilities, including ASD.

Resource implications

21. As already discussed in the "Key issues for consideration" section, the adoption of the strategic plan has positive financial implications in the access to grant monies and on existing and planned expenditure from the high needs block and other areas of Children and Adults Services. The average cost of out of borough placements of all kinds for young people of statutory school age is £37,146 per pupil. We also drew attention to the fact that, on addition to providing for increasing demand and offering Southwark families choice, the additional in-borough special places will offer considerable savings with many less expensive out-of-borough placements being made. This is also the case regarding the expanded secondary ASD resource base offer.
22. The adoption the strategy will secure access to the allocation of the SEND capital fund for Southwark of £549,625 for each of the years 2018-19, 2019-20 and 2020-21, a total of £1,648,875. Failure to adopt the strategy would mean that the authority would not gain access to these funds.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

23. The report seeks the cabinet member's approval of the SEND provision Strategy and to agree to the commencement of preparatory works to facilitate the provision of places for young people aged 19-25.
24. The report advises that in 2017, the government announced new capital funding to be made available to local authorities to invest in provision for children and young people with SEN and disabilities aged 0-25, to improve the quality and range of provision available. The government has published guidance (*Special Provision Capital Fund Guidance*, August 2017) setting out criteria for how the funding is to be applied.
25. The report refers to the duty on the local authority in section 27 Children and Families Act 2014. The local authority is required to keep under review the educational, training and social care provision made in its area for children and young people with special educational needs or a disability, and further must consider the extent to which the provision is sufficient to meet their educational, training and social care needs. Further, in relation to education and training of young people over compulsory school age, the local authority must secure that enough suitable education and training is provided to meet the reasonable needs of this group (section 15ZA Education Act 1996). It can therefore be said that the production and approval of a strategy directed at the provision of education for children and young people with special educational needs and disabilities, and approval the preparatory works to facilitate the post-19 provision described in the report and at Appendix 2, is consistent with the council's duties outlined here.
26. The agreement of strategies in relation to their areas of responsibility and the approval of grants are decisions that are capable of being taken by the cabinet member in accordance with Part 3D of the Council's constitution.
27. With reference to the consultation referred to in the report, the council must adhere to the principles enshrined in *R (Moseley) v Haringey London Borough Council* (2014), namely that consultation must always (i) take place at a formative stage; (ii) give sufficient reasons to permit intelligent consideration and response; and (iii) give adequate time for a response. Further, the response to a consultation must be conscientiously taken into account by a decision-maker before finalising any proposal.
28. As regards the community impact statement of the report, section 149 Equality Act 2010 requires the council, in the exercise of all its functions, to 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.

The duty is an ongoing one.

Strategic Director of Finance and Governance

27. The cost of placements for SEND pupil is met from the High Needs block of the Dedicated Schools Grant. The number of pupils with SEND is expected to grow while the funding from central government is not expected to increase in line with this. This strategy is built to control the cost of provision. There is a risk that that demand for places outstrips the provision.
28. Further financial and policy strategies are being worked on alongside this report to ensure that the high needs expenditure remains within the resources available. The Schools Forum will consider setting up a sub-group on the 22 March 2018 to work with the Local Authority to ensure that the High Needs block will be in balance in the future. There is no immediate impact on the Core Funding, but if in the future the High Needs Block remains overspent then this may fall on the Core.
29. The proposal to provide for in-borough 19+ provision will be met fully from a capital grant. The revenue funding will need to be met from the High Needs block but will be at a lower cost than out of borough provision.
30. If the venture fails the council may be liable for any redundancy payments made to staff employed or the cost of termination clauses in contracts.
31. The precise terms of reference of the capital grant have not been received but it is believed that if the venture fails there will be no clawback of the grant, but there is a risk that this may happen.

APPENDICES

No.	Title
Appendix 1	Southwark Council - Special Educational Needs and Disability (SEND): Education Provision Strategy
Appendix 2	Proposal to Establish a Special Needs College in Southwark

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
None		

AUDIT TRAIL

Lead Officer	Nina Dohel, Director of Education, 020 7525 3755	
Report Author	Ian Morris Senior Adviser SEN/Inclusion (0-19 Standards)	
Version	Final	
Dated	3 April 2018	
Key Decision?	Yes	
CONSULTATION WITH OFFICERS/DIRECTORATES /CABINET MEMBER		
	Officer Title	Comments Sought
	Director of Law and Democracy	Yes
	Strategic Director of Finance & Governance	Yes
	Cabinet Member	No
	Date final report sent to Constitutional Team	3 April 2018

APPENDIX 1

Southwark Council

Special Educational Needs and Disability (SEND): Education Provision Strategy

2018-2021

Executive Summary

Southwark has many reasons to be proud of the quality of its services and the educational outcomes for children and young people with SEND. There is excellent provision for these children and young people within our special, mainstream schools and early years' settings. We recognise that there is a need to keep pace with demand, to share best practice and improve the quality of provision further.

We have set a challenging agenda for improvement. This strategy is focused on ensuring good practice in every school and a stronger commitment to inclusion. All our children and young people with SEND deserve to have the opportunity, wherever possible, to attend high quality provision locally, to reach their potential and enjoy learning. However, we also need to ensure that this provision is cost effective and based on an analysis of future needs.

Executive Summary

Over the past three years, we have worked with partners and parent representatives to shape our local offer. We have made significant progress in implementing the SEND reforms. Our programme for change is challenging. Most importantly, we are committed to making the necessary changes, which includes improving how we listen to and collect feedback from families, transform our customer experience and put the children and young peoples' views at the centre of our local offer.

There are five improvement priorities that will guide our SEND work between 2018 -2021. They are:



Executive Summary

1. Put children and young people with SEND and their families at the centre of all that we do (the golden thread).
2. Offer more opportunities for children and young people with Complex Learning Needs including Autism.
3. Provide timely high quality help and provision for babies and young children with complex needs in all early years settings - nurseries and childminders.
4. Develop greater confidence skills and competencies in mainstream schools to meet the needs of children and young people with SEND.
5. Build a model of Further Education which enables more young people with SEND to learn and grow to adulthood in Southwark.

Each improvement priority will be supported with performance indicators that will help us see the progress that is being made. We will post regular updates on the Local Offer website.

We know we still have work to do to improve our services. By further developing existing partnerships and through joint planning and delivery of services, and the commitment of our SEND services and different organisations and partners, I am confident that we will succeed in reforming and reshaping these specific aspects of the Boroughs offer to children and young people with SEND.

Contents

Section 1

Vision, principal objectives, aims and purpose 6

Section 2

The partnership with Families 8

Section 3

The growing level of need for provision for complex SEND 10

Section 4

Primary area of need: gaps and/or shortages in capacity 14

Section 5

Priorities 26

Section 1: Vision, principal objective, aims and purpose

1.1.1 Vision, Principal Objectives and Aims

We want to make sure that every child growing up in Southwark has the best possible start in life. Numbers of children with SEND vary significantly between educational settings in Southwark.

Children in schools and settings in Southwark do very well including those with complex SEND.



Southwark: ‘where children and young people with SEND have the same opportunities as everyone else’

- *Southwark Parents and Young People's Consortium 2017*

Fairer future principles

As a central London borough, our mission is to enhance the things that make Southwark special - its immense diversity and vast depths of untapped potential. More than ever, we recognise that in times of fiscal constraints, there's a need to focus our resources on the areas where we can make the most impact.

Following engagement with local people we identified a number of principles that inform our "Fairer Future for all" vision and guide the promises and commitments that we agreed through the council plan.

These principles include:

- treating residents as if they were a valued member of our own family
- being open, honest and accountable
- spending money as if it were from our own pocket
- working for everyone to realise their own potential
- making Southwark a place to be proud of

Section 1: Vision, principal objective, aims and purpose

1.1.2 Vision and Purpose of our Special Educational Needs and Disability (SEND) education provision strategy/plan

Our vision for children and young people with SEND is closely aligned to the Fairer Future principles and fits within the overarching strategy of the council, the Clinical Commissioning group (CCG) and the Southwark Five Year Forward View for Health and Social Care.

Our aim is to have a well planned continuum of provision from birth to age 25. It means a strong commitment to early intervention, assessment, planning and support throughout the partnership of Children's and Adults Services across education, health, care, and the voluntary and community services. We expect all of our early years' settings, mainstream and special schools, as well as post 16 settings to be effective in ensuring children and young people with SEND make good progress in their learning and in their personal and social development, so they can transfer successfully to the next stage of their education, the world of employment and lead an independent adult life wherever possible.

Section 2: The partnership with Families

We will uphold the principles of co-production, ensuring children and young people with SEND with their families are included in all decisions about their individual support, their local education health and care provision. We will provide high quality accessible information, advice and guidance to support the children, young people and their families throughout their early lives and into adulthood: an ongoing collaboration to secure the best match between children's needs and provision creating bespoke pathways as young people develop and grow. We also recognise that young people need support to make their own choices and decisions once they become young adults. The way that we provide support and advice to parents and carers needs to reflect this as adulthood approaches.

In short, if we are to fully embrace our vision of ensuring Southwark is a place 'where children and young people with SEND have the same opportunities as everyone else',

we need to make sure that our stakeholders, our children, our young people with SEND and their families are at the heart of all that we do.



Within our overall strategic priorities this will be articulated as the 'golden thread' that is at the centre of all that we do and links across the overall strategy.

Priority 1

Our aim is to put children and young people with SEND and their families at the centre of all that we do

Section 3: The growing level of need for provision for complex SEND

3.1.1 The Local Picture: some facts and figures

In Southwark, numbers of pupils with a statement or EHC plan has been increasing since 2014/15 and at January 2017 it was broadly in line with the national level at 2.8% of the total pupil population.

Autistic Spectrum Disorder (ASD) also remains the most common primary type of need for pupils with a statement or EHC plan.

45% of Southwark's EHC plans are for young people with ASD - this is nearly double the proportion nationally

3.1.2 SEND Identification

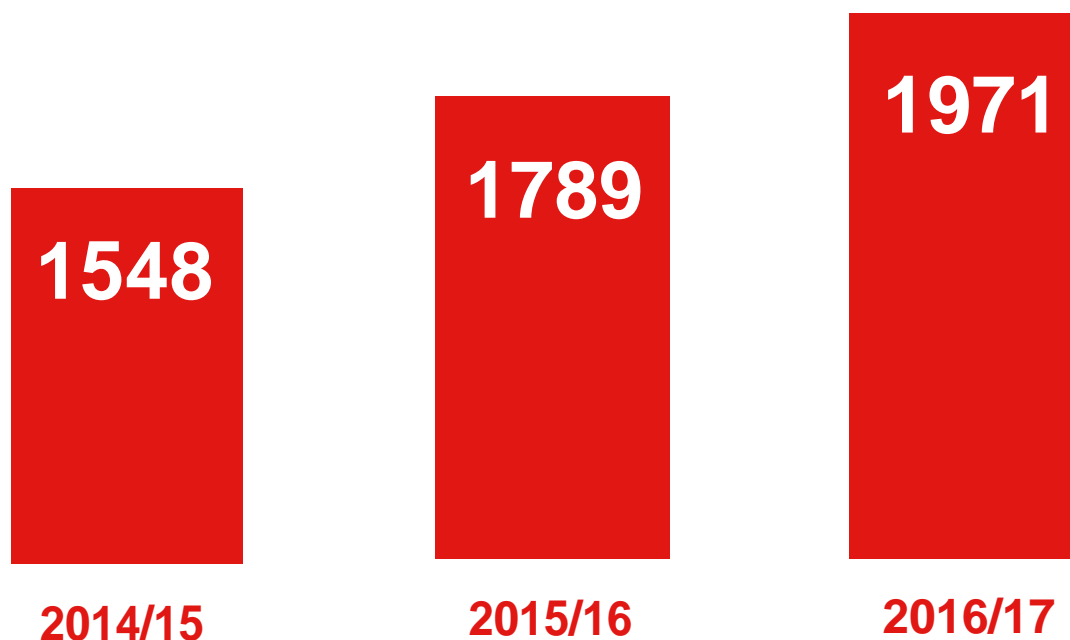
The number of children and young people with statements and EHCP's, for whom we are providing additional, different or specialised provision, has increased by 27% over three years between 2014- 2017 with a 10% increase between 2016-17. If this year on year trend continues, by 2021/2022 there could be as many as 2900 children and young people with EHCPs with a need for high needs provision and additional places in Southwark's mainstream and special schools.



A quarter of students with more complex needs, aged 19 - 25 are educated outside the borough.

Section 3: The growing level of need for provision for complex SEND

3.1.3 The number of children and young people with EHCP or statement, as of July 2017



There has been an increase of 241 pupils with statements/EHCPs between 2014/15 - 2015/16 and a further increase of 182 between 2015/16 - 2016/17

This has put a pressure on the number of commissioned places available in maintained provision and has meant an increase in the number of children and young people needing to access specialist provision out of the borough.

Section 3: The growing level of need for provision for complex SEND

3.1.4 Where our children and young people go to school: costs and affordability

The cost of EHC plans is increasing

Over the last three years, as already shown, the number of children and young people with an Education, health and Care Plan (EHCP), has increased. Furthermore Southwark allocates more top up funding per head of population to our mainstream schools and academies than the national average and more than our statistical neighbours and on specialist services. This is not sustainable.

We educate more of our children and young people in local mainstream schools and a broadly similar proportion in resource units and maintained special schools compared to our statistical neighbours and the national average. It costs more for a pupil or young person to attend a special school outside Southwark than attend a local special or mainstream school, and costs always increase considerably when the pupil has to attend an independent special school or college. The lack of sufficient suitable primary and secondary places for young people with complex needs including ASD and the use of Independent special providers for older students – place for place the most expensive placements - accounts for the very high spend on out of borough placements, which is increasing year on year.

The Local Authority should continually review spending on mainstream, special and resource base places both in Southwark and in other parts of the country to ensure that the best quality provision is made for Southwark's young people.

Section 4: Primary areas of need - gaps and/or shortages in capacity

4.1.1 the position of ASD in Southwark



We have nearly twice as many children and young people with ASD than national

There are high numbers of children and young people with complex needs and diagnoses of ASD with funded (high level of support) statements/EHCPs in our mainstream and special schools. Overall, 45% of all statements and EHCPs have ASD as a primary need. This is significantly higher than the national picture. This illustrates the importance of ensuring that there is an understanding, knowledge and experience of ASD in every setting.

ASD impacts on all aspects of children and young people's lives to varying degrees, including their learning. There is a continuing need to ensure that a wide range and variety of provision grows and develops in Southwark so that families can choose settings that best suit their children.

Southwark currently has learners with EHCP's for ASD in mainstream schools, in special schools, and in specialist provisions as part of mainstream schools. Children and young people succeed in all these settings.

Working with young people and their families to match the provisions to their needs and aspirations is key. The local authority needs to work with schools to ensure that there is capacity to meet the learning needs of children and young people with ASD in the most appropriate setting.

Section 4: Primary areas of need - gaps and/or shortages in capacity



A high proportion of children and young people with autism are educated outside Southwark

46.4%

of all primary aged pupils placed outside Southwark have ASD

36.3%

of all secondary aged pupils placed outside Southwark have ASD

34.7%

of all college aged pupils placed outside Southwark have ASD



We do not have sufficient provision in our secondary schools for young people with ASD

Section 4: Primary areas of need - gaps and/or shortages in capacity

The gap in our secondary ASD provision has also resulted in a significant proportion of the children and young people with ASD having to travel longer distances to get to school or having to attend residential settings and be away from their families. Consequently, there is an increased demand from parents for additional local specialised provision, to support these pupils and young people, and to increase the capacity to meet their needs as they move from primary to secondary stage of their education. This is one of the biggest challenges for the SEND education strategy going forward.

4.1.2 What we have achieved so far

- Cherry Garden, an outstanding maintained primary special school for severe and complex learning needs, is also expanding so as to provide an additional 39 (total of 85) places from September 2018. This will include pupils with SLD/PMLD and associated ASD.
- Beormund Primary School is also relocating to a new build and expanding to provide an additional 10 places for pupils with complex SEMH needs from September 2020
- We have collaborated successfully with Spa school (an Outstanding special school for ASD) in their bid to open a new special Free School. The Spa Free School Camberwell will cater for pupils with autism and associated learning difficulties aged 2-19. The first cohort of 28 will start in 2019, growing each year to capacity of 120. Their vision is to provide excellence in education and opportunities for young people with autism in Southwark.
- The local authority has agreed to increase the numbers of additionally resourced specialist places for pupils with ASD at the City of London Academy for secondary age pupils. In addition, another secondary specialist/resource base, will be part of the new secondary free school - the Charter School East Dulwich which will open in 2019.

Section 4: Primary areas of need - gaps and/or shortages in capacity

4.1.3

Priority 2

Our aim is to offer more opportunities for children and young people with complex learning needs including Autism

4.1.4 Early Identification: Development of the SEND local offer

In Southwark there are 5 maintained nursery schools and 55 primary schools have nursery classes. Also, there are approximately 150 private, voluntary and independent sector group care early years settings in Southwark, and 350 registered childminders.

All early years providers are required to have arrangements in place to identify and support children with SEN or disabilities and to promote equality of opportunity for children in their care. These requirements are set out in the EYFS framework. The EYFS framework also requires practitioners to review children's progress and share a summary with parents.

There are children with complex special educational needs in all types of EYFS/Nursery provision in Southwark and it has become evident that there are some inconsistencies in the identification of children with SEND. This can lead to some children missing out on the vital early help that they require, to overcome their barriers to learning and possibly prevent the need for a later assessment for an EHC plan.

Section 4: Primary areas of need - gaps and/or shortages in capacity

We need to ensure even greater consistency of the current identification and assessment approaches going forward. This is required in order to provide parity in the level of funding awarded, that may be used by the provider to enhance staffing ratios for part of the week in order to meet the child's level of need and to ensure that all children who require it get the early intervention they require.

We will be working to improve take up of a pre-school place for all children with SEND to enable them and their families to have support to meet their needs at the earliest opportunity and to strengthen the capacity of all schools and settings to assess and make provision for SEND.

Section 4: Primary areas of need - gaps and/or shortages in capacity

Priority 3

Our aim is to provide timely high quality help and provision for babies and young children with complex needs in all early years settings - nurseries and childminders

4.1.5 Mainstream Provision

We give our mainstream schools more in top up funding than many similar local authorities and the majority of young people with EHC plans make good progress and are fully included in the school communities, however growing numbers of learners with complex additional needs, will present additional challenges.

Mainstream schools will need increased levels of support and training through; outreach services, links with peer experts, networking to share best practice and more targeted resource bases within the borough to be able to meet the needs of these children and young people.

The majority of children and young people with SEND including those with complex needs attend mainstream schools in Southwark. We know that factors determining special and mainstream placement are impacted as much by local circumstances and parental preferences as by quality. Nevertheless, if we are to ensure that an increasing number of children and young people with SEND have the opportunity to be educated locally, it is vital that our mainstream schools continue to be able to meet the needs of the increasing number of children and young people with a variety of SEND placed within them.

Section 4: Primary areas of need - gaps and/or shortages in capacity

4.1.6 Outcomes for SEND learners are good

SEND learners in Southwark schools make good progress and outcomes are good compared with similar groups across the country. Overall outcomes for pupils and young people with SEND in mainstream settings are now consistently above the national average. There are differences in SEND outcomes across different mainstream settings.

This variability is not a simple picture, due to the wide range of different needs presented by children and young people within each mainstream setting.

However, regardless of which mainstream setting children and young people are educated, we need to make sure that the progress that all children and young people with SEND make is their best and that they are receiving the right teaching, curriculum pathways and carefully targeted approaches to ensure this happens.

Section 4: Primary areas of need - gaps and/or shortages in capacity



Outcomes for SEND learners in mainstream schools are variable

4.1.7 Summary: Mainstream Provision

The majority of the rising numbers of young people with EHCP's are being placed in mainstream schools. All schools are facing financial pressures and new funding arrangements. These are projected to have a significant impact on London schools and schools where additional staffing supports those with learning difficulties. Mainstream schools also face the challenges to inclusion presented by raised floor standards and a narrowing curriculum. Consequently, there is an increased demand from parents and mainstream schools for additional specialised advice, guidance and provision to support children and young people with SEND.

One of the biggest challenges to the provision of successful learning for all of our pupils within an effective school is ensuring that the adults have the right level of skill and understanding of how children and young people with SEND can be supported to achieve their potential. Our mainstream schools therefore need increased levels of support and training through outreach services, advice and consultancy services, and sharing of best practice through peer to peer support across the Borough to be able to effectively meet the needs of these children and young people.

Section 4: Primary areas of need - gaps and/or shortages in capacity

Priority 4

Our aim is to develop greater confidence skills and competencies in all mainstream schools to meet the needs of children and young people with SEND

4.1.8 Provision for young people aged 19-25



There is a lack of local post- 19 provision for young people with complex SEND

Section 4: Primary areas of need - gaps and/or shortages in capacity

Parents whose children attend Southwark special schools are very satisfied with the provision. Parental feedback in recent inspections contributed to outstanding outcomes but concerns were expressed regarding proposed post-19 placements and the lack of local options.

4.1.9 Transition to adulthood

Southwark special schools have an excellent record of transitioning young people to further education or other specialist providers post 19. Out of Borough placements are not always the first preference of Southwark families as they remove young people/adults from the family home. Furthermore, they do not offer the best preparation for adulthood or an effective context for developing independence skills as these need to be embedded in the home community. The lack of suitable high-quality specialist college provision for our more vulnerable young people/adults means that we are over-dependant on out of borough and independent/non-maintained providers.

4.1.10 External placements: cost to the community

For each of the past four years approximately 24 to 32 young people/adults with complex needs have had to be placed in Independent Specialist Providers (ISPs). This has been a relatively stable cohort although numbers may rise with population growth. Most post-19 (ISPs) are not local or for that matter located in similar communities to Southwark. This separates young people from their communities and can place a travel burden on young people/adults and their families. It is therefore not surprising that parents and carers expressed a strong preference for further developing provision in Southwark to meet the needs of the young people and families and to better facilitate transition to adulthood in the local community.

Section 4: Primary areas of need - gaps and/or shortages in capacity

These are also high cost options when compared to local maintained placements. Substantial additional social care and health costs are incurred in many ISP placements. Southwark secondary special schools have expressed a clear interest in developing provision for 19-25 learners independently and in partnership with other providers to improve outcomes for young people/adults with SEND. This provision would be based on the strengths of these successful schools, the expertise of skilled and stable staffing and the established relationships with young people and their families. Such provision would be separate from the existing 11 to 19 schools and governance arrangements and established a college.

We recognise however that the development of local provision for complex needs learners aged between 19 and 25 will not totally replace the use of ISPs. ISP placements are and will still need to be made on the basis of the educational offer and a match to the young persons' and families' needs. Care and foster placements, specific therapy needs, parental choice and child protection considerations mean that not all special provision can or should be made in-borough. Consequently, some placements outside Southwark are likely to continue when they are the best fit for the needs of young people and their families.

Section 4: Primary areas of need - gaps and/or shortages in capacity

4.1.11 Summary: transforming provision for young people aged 19-25

This is an area that requires considerable further development and we need to consult more widely with the young people/adults, their families and education providers and services. We need to ensure that there are high quality pathways to education, employment and training for all of our young people and adults with SEND to ensure that many more can remain living and learning within their local community.

4.1.12

Priority 5

Our aim is to build a model of further education which enables more young people with severe or complex SEND to learn and grow to adulthood in Southwark

Section 5: Priorities

Priority 1

Our aim is to put children and young people with SEND and their families at the centre of all that we do

We will do this by:

1. Making sure children and young people with SEND know that they are at the centre of processes that assess their special educational needs and plan their provision.
2. Ensuring all educational settings listen carefully to the views of children and young people at SEN support and with EHC plans about their experiences and enabling them to contribute towards SEND decision making processes.
3. Providing collaborative, supportive transition planning between the educational settings and the relevant specialist professionals when children and young people move between phases of education or to different types of settings.
4. Training young people with SEND to be 'Peer Supporters' to enable them to use their experiences and insight to help other young people with SEND.
5. Ensuring that the voice of children and young people with SEND is integral to the co-production of service models by establishing different ways for them to participate and engage with commissioning services e.g. establishing a Young Person's SEND Board.
6. Having a high quality statutory assessment process which engages parents at each step.
7. Making best use of parental engagement at a strategic level, to shape the services that are commissioned e.g. through training Parent Champions to support other parents and to provide insight from experience into the wider strategy.

Section 5: Priorities

8. Publishing how feedback from families is influencing services e.g. by developing an annual 'you said' 'we did' report that identifies issues raised by parents and carers and their families and what Southwark has done as a result of their views.
9. Embedding a culture of evaluating the impact of what we do to regularly monitor and review parent experiences of systems.

Improvement Priority 1: Expected impact

The above would lead to the voice of children and young people and their families being embedded across the service and used to inform strategy.

Section 5: Priorities

Priority 2

Our aim is to offer more opportunities for children and young people with complex learning difficulties including Autism

We will do this by:

1. Ensuring early year's settings and schools have access to appropriate training and support in relation to complex learning needs and autism; developing the role of Autism Champions and access to specialist support services.
2. Sharing and celebrating good practice in relation to children and young people with complex learning needs and autism to improve their educational experiences.
3. Working with all new and expanding schools and providers in Southwark to ensure that new settings are autism friendly and can offer appropriate learning opportunities so that outcomes are good for all young people with complex needs and ASD.
4. Ensuring schools and settings provide and maintain appropriate support without requiring an EHC plan or formal diagnosis of any condition or learning disability.
5. Focusing on referral pathways with the view to develop a Southwark Autism pathway with a clear referral route, consistent application and timely access, compliant with national best practice.
6. Working with parents, partners and stakeholders to develop a continuum of educational provision, particularly at secondary age and post 16 to meet the range of needs presented by children and young people with complex needs and autism locally.

Section 5: Priorities

7. Ensuring young people with complex needs and autism are supported in the transition process, encouraged to participate and communicate their experiences so that placements do not break down.

Improvement Priority 2: Expected impact

The above and the work related to complex needs and ASD in our other priorities will lead to:

- Southwark will be a place that is committed to supporting children and young people with complex needs and ASD achieve positive outcomes.
- children and young people with complex needs and ASD will have access to services that meet their needs locally.
- educational settings and staff having a good understanding of complex needs and ASD and can effectively meet their needs.
- a reduction of the need for special school and out of borough placements for young people with complex needs and ASD.
- Sound and sustainable financing of local places for the continuing education of Southwark's most vulnerable young people.

Section 5: Priorities

Priority 3

Our aim is to provide timely high quality help and provision for babies and young children with complex needs in all early years settings - nurseries and childminders

We will do this by:

1. Actively promoting early intervention and prevention whilst ensuring that Southwark and NHS CCGs meet their EHCP duties.
2. Ensuring the development of standardised assessment approaches that prioritise needs and coordinate actions, training and additional support from specialist services.
3. Review how early health services can support identification of preschool children with greatest difficulty.
4. Offering training and development opportunities to Early Years providers, particularly private, voluntary and independent sector settings, to support their understanding of early identification and how best to meet children's different needs.
5. Reviewing current funding mechanisms, to ensure funding reflects the high level of SEND in Southwark Nurseries and enable early intensive intervention to achieve best value for money.
6. Ensuring all hours of children's placements are fully-funded at a level commensurate with their learning needs: so that young children with SEND are not disadvantaged
7. Increasing the range of Early Years specialist provision so that children under five with complex needs, particularly those with ASD or therapy needs are provided for locally.

Section 5: Priorities

8. A secure start to the learning journey for all young people with complex needs so they have the widest choices ahead of them and can flourish in the future.

Improvement Priority 3: Expected impact

The above will ensure that we have:

- a uniformed approach to, identifying, and assessing the needs of all of our young children with SEND so that their needs do not increase because early help and intervention is not provided in a timely way
- developed the right funding mechanisms and support to provide highest quality provision for children with SEND aged 0-5 years
- plugged the gaps in our early year's provision to better meet the needs of young children with more complex needs increasing the numbers of children who have their needs met effectively locally.

Section 5: Priorities

Priority 4

Our aim is to develop greater confidence skills and competencies in mainstream schools to meet the needs of children and young people with SEND

We will do this by:

1. Considering options to work with early years' settings, schools and colleges to develop an agreement on what effective inclusion looks like and challenging all mainstream settings to be more inclusive
2. Building the capacity and improving inclusive practice, by sharing best practice on SEND and developing joint ways of working between special schools and mainstream schools
3. Enhancing existing school networks and learning communities putting those that have been particularly successful with particular challenges in touch with those who are struggling
4. Celebrating and sharing best practice in inclusion
5. Surveying staff experiences, qualifications, knowledge and understanding of SEND issues, and strategies, using the analysis to inform a programme of CPD and targeting SEND advice and support where it is most needed
6. Coordinating, with partners, the development of an enhanced initial teacher training and ongoing face-to-face and e-learning CPD offer for teachers, heads and governors on SEND, including on ASD, SEMH and pupil behaviour
7. Ensuring all mainstream schools provide high quality assessment, planning, review processes, effectively identifying children and their barriers to learning, rigorously putting into place the right kind of support and evidence based intervention strategies

Section 5: Priorities

8. Ensuring that transitions from one stage of education to the next are well managed so that there is continuity of support for children and young people with SEND

Improvement Priority 4: Expected impact

The above will:

- improve inclusive practice in mainstream settings, ensuring that all local mainstream provision is effective at meeting the needs of children and young people with SEN
- facilitate schools to work in partnership to improve outcomes for children and young people with SEND
- increase the capacity of mainstream schools to support a wider range of SEND
- increase the proportion of children with newly issued EHC plans placed in mainstream maintained schools
- ensure more mainstream placements are sustainable
- increase parent confidence that their children's needs can be met within a mainstream school locally
- decrease the number of children and young people with SEND requiring a special school or out of borough placement

Section 5: Priorities

Priority 5

Our aim is to build a model of further education which enables more young people with severe or complex SEND to learn and grow to adulthood in Southwark

We will develop a Pathways to Adulthood Strategy, working with secondary special schools, colleges, Adult Social Care and others to:

1. Define our Local Offer to ensure the delivery of a consistent minimum offer available to young people with SEND in local colleges
2. Create and enable local solutions for young people with most complex needs
3. Create local specialist college provision and clearer pathways for young people with SEND from secondary into adulthood
4. Increase the choice available, including internships and pathways to employability
5. Facilitate the development post 16 courses locally at pre-entry, entry level and level 1

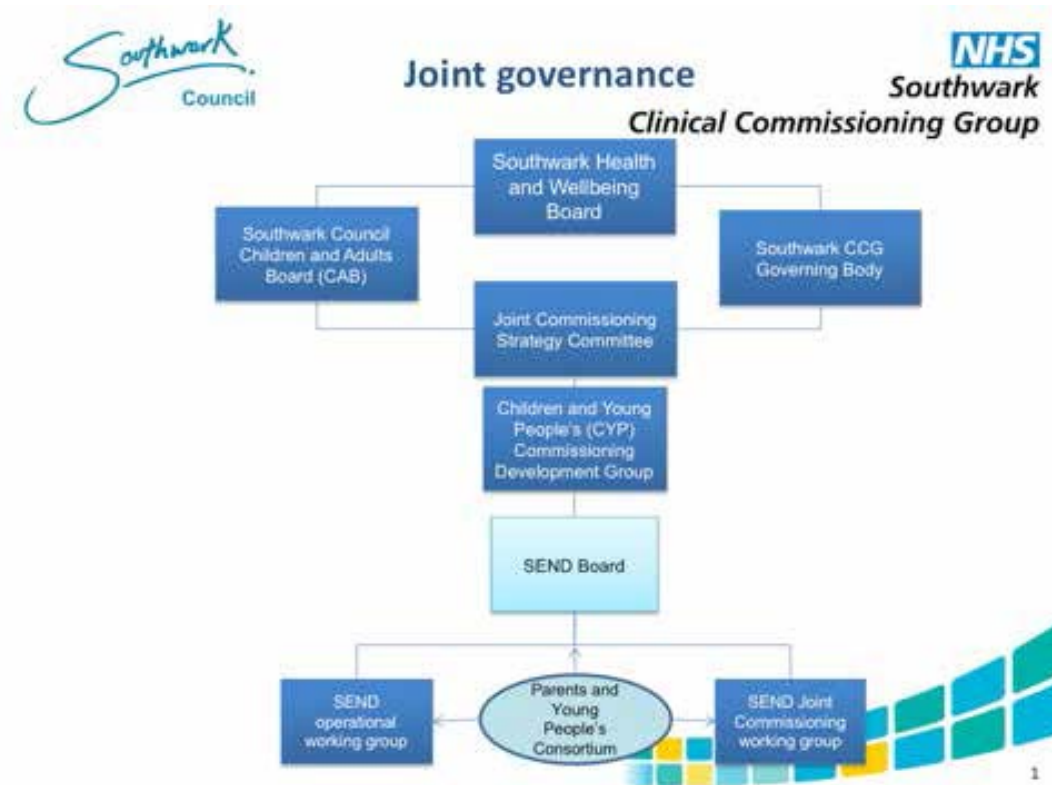
Improvement Priority 5: Expected impact

The above would lead to:

- a more financially sustainable service with fewer young people needing educating out of area
- increased choices
- improved whole-life outcomes for young people with SEND and their families.

Section 5: Priorities

How the strategy will be monitored



Each improvement priority, the way that it will be implemented and monitored is underpinned by the explanation of the expected impact we seek. The Governance Board is in place to support the embedding of these reforms into practice by ensuring a greater:

- cooperation between education, health and social care
- focus on the outcomes which will make a real difference to how a child or young person lives their life



APPENDIX 2

Proposal to establish a Special Needs College in Southwark

What is proposed?

We propose to open a specialist college for young adults with learning difficulties aged 19 to 25. The aim of the college would be to prepare the students for employment by offering work experience placements tailored to individual needs. The focus of these placements will be the structured teaching of vocational skills. Students will also gain accreditation in other areas.

Structure of the educational programme

We would run a three-year programme. During the course of the programme each student would access the following strands:

- Employment skills
- Writing job applications and interview skills
- Functional literacy and numeracy
- Relationships and social communication
- Health, fitness and leisure
- Independent living

Employment skills: Employability will lie at the heart of the programme. It is envisaged that most pupils will spend three days a week on supported work experience placements. Some of these placements will be in the community and in local businesses, and others will be real work experience placements at the college. Possible college businesses could be a community café, a bakery, a florist, a laundry. Over the three years we would offer a range of long placements, both in the college and in the community.

Writing job applications and interview skills: The aim of the programme will be to support the students into employment at the end of the programme. Students will learn how to address Person Specifications, complete job applications, write CVs and write supporting statements. They will get lots of interview practice. We will also offer advice to potential employers.

Functional literacy and numeracy: Students will continue to improve their skills in reading, writing and arithmetic while at college. The emphasis will be on functional basic skills such as understanding bank statements and following instructions. All learning will be accredited with recognised exam boards.

Relationships and social communication: We want our students to be as prepared as possible to live rich and fulfilling lives as adults and will have regular sessions for pupils to practice and improve their social and interaction skills. They will learn self-advocacy skills and will become confident when asking for things they need, and in forming new friendships.

Health, fitness and leisure: This strand would cover health, hygiene, nutrition and exercise; it would also help develop leisure skills and interests. Pupils would learn how to use community facilities (e.g. libraries and gyms) and how to join sporting groups or clubs.

Independent living: This includes cooking, washing up, cleaning, dressing, washing clothes, making beds, personal safety, home management and fire safety. It will also teach skills in mobile phone use, internet safety and travel training, using different forms of public transport.

Why is a college needed?

There is current inadequate educational provision for people with learning difficulties aged 19 to 25 in Southwark.

The college will provide both better outcomes for students because it will focus on individual needs and will work towards clear outcomes.

The college will also provide better value for money for Southwark. The fees will be lower than the fees charged by other specialist colleges used by Southwark young people.

The National Autistic Society report that less than 15% of adults with autism are in fulltime employment, and the National Audit Office has found that 30 per cent of young people with learning difficulties are out of education, employment or training at 18. Employment is without doubt the best outcome for many people with learning difficulties as it provides:

- a daily structure
- opportunities to interact with others
- improved self-esteem and self-confidence
- a chance to contribute to society
- sustainability for the future.

Spa School's capacity to support a SEN college

Spa is an Outstanding special school for pupils with autism and learning difficulties aged 11 – 19 and has been running a successful work experience café for over five years and has trained dozens of young people in a range of employment skills including operating tills, customer service, food preparation, stocktaking and being a competent barista.

We also offer a wide range of accredited qualifications to our sixth form pupils and have been successful increasing the breadth of our offer every year while maintaining an almost 100% pass rate.

Spa has also developed close links with CareTrade, a local post 19 training provider for people with autism, and would utilise their knowledge when setting up our programmes.

Other opportunities

If space permits associated services in addition to the college (with its enterprises) may be offered.

- Outreach, training and family support: The college would be being a hub for adult disability in Southwark and could provide training and parent support. Spa School could run its outreach services from the building.
- Bespoke tuition services: There is currently no provision in Southwark for pupils with SEN who, for whatever reason, are not in schools. These pupils don't have access to the PRUs so are usually taught individually in libraries by private tuition services such as The Complete Works. Spa could work with these pupils for the LA in rooms in the building.
- CareTrade are looking for new premises in the next year or two. Having them on site would provide opportunities for shared resources, training and other professional development.

Governance

We would register the college as a not-for profit organisation. Spa School's Headteacher and Deputy Head would be Trustees and advisors, and we would liaise with the LA to decide who else to invite onto the Board.

We would ensure that between them Trustees had expertise in adult education, autism and learning disabilities, safeguarding, finance and HR.

The college would work closely with Southwark Adult Services and would prioritise young people from the borough.

Growth

We hope to recruit eight students for September 2018 and are confident that we could recruit twelve new students every year after that. The initial plan is that the college will have 36 students by 2021. There is potential for further growth beyond 36 if demand grows.

students	2018-19	2019-20	2020-21	2021-22
1 st year students	8	12	12	12
2 nd year students	-	8	12	12
3 rd year students	-	-	8	12
total	8	20	32	36

staff	2018-19	2019-20	2020-21	2021-22
Principal	1	1	1	1
Deputy Principal	0	1	1	1
Lead Tutor	0	0	1	1
Tutors	1	1	2	2
Job Coaches	2	3	4	5
Pupil support	2	5	12	15
Admin / HR	0.5	1	2	2
Finance	0.5	1	1	1
Caretaker	1	1	1.5	1.5
Cleaners	0.5	1.5	2	2
total	8.5	15.5	27.5	31.5

Staff expenditure is costed in Appendix B.

Affordability

Projected financial summary (please see appendix B for more detail)

	2018-19	2019-20	2020-21	2021-22
INCOME	440,000	800,000	1,280,000	1,440,000
EXPENDITURE	437,000	739,000	1,195,000	1,339,000
Balance	3,000	61,000	85,000	101,000

The LA would need to provide initial funding to set up the College. Possible set up costs could be approximately £100,000. This might include:

- Consultancy 15,000
- Recruitment 8,000
- Principal salary, April to August 2018 30,000
- Fittings, furnishings and equipment 30,000
- ICT 6,000
- 0.5 Administrator and Caretaker July 2018 9,000
- Marketing 2,000

It is possible that we cannot recruit 8 students in time for September 2018. The LA would need to subsidise any places not immediately filled.

Student costs in year one would be £55K per student, reducing to £40K in subsequent years (students who require intensive support will incur additional costs). The costs to the LA would be further reduced by £10K per student once the college is registered by the DfE in 2019 or 2020.

APPENDIX A**Next steps and timeline**

Date	Action required	Responsibility
Dec 2017	Agreement for existing education property to be let to the college for an initial 3 – 5 years for a peppercorn rent	Local Authority
	Agreement to source or provide £100,000 initial start-up costs	
	Commission eight places at £55K per place for 2018-19	
Jan 2018	Initial governance set up and company registered	Spa
	Consultant engaged	
Feb 2018	Recruit initial 8 students	Trustees
	Advertise for Principal	
	Appoint Principal to start in May	
Summer 2018	Recruit college staff (admin and caretaker to start in July other staff to start in September)	Principal and Trustees
	Visit other SEN colleges and vocational trainers	Principal
	Write curriculum for first year and contact exam boards	
	Purchase furniture and equipment	
	Have policies and safeguarding protocols in place	
	Make employment links with local businesses	
	Decide initial college based enterprises and set up	
	Write initial website and marketing	
	Ensure premises are safe and fit for purpose	
2018 - 2020	Continuous and rigorous review, evaluation and development of provision	Trustees
Sept 2020	Apply for SEN Further Education status with DfE	

APPENDIX B

Projected Income and Expenditure

	2018-19		2019-20		2020-21		2021-22	
INCOME								
No. of students								
1 st year students	8		12		12		12	
2 nd year students	-		8		12		12	
3 rd year students	-		-		8		12	
Total	8		20		32		36	
Income <small>55K per student 2018-19 40K per student from 2019 (including 10k place funding from 2020-21)</small>	440K		800K		1,280K		1,440K	
EXPENDITURE								
Staffing	number of staff	cost (,000s)	number of staff	cost (,000s)	number of staff	cost (,000s)	number of staff	cost (,000s)
Principal	1	70	1	75	1	80	1	80
Deputy Principal	0	0	1	55	1	60	1	60
Lead Tutor	0	0	0	0	1	50	1	50
Tutors	1	40	1	40	2	80	2	80
Job Coaches	2	80	3	120	4	160	5	200
Pupil support	2	40	5	100	12	240	15	300
Admin / HR	0.5	15	1	30	2	60	2	60
Finance	0.5	20	1	40	1	40	1	40
Caretaker	1	30	1	30	1.5	30	1.5	30
Cleaners	0.5	8	1.5	23	2	30	2	30
total	8.5	303	15.5	513	27.5	830	31.5	930
20% on-costs		61		103		166		186
Total staff costs		364		616		996		1,116
Other costs • utilities • maintenance • resources • transport • other costs* 16.7% of total budget		73		123		199		223
Total expenditure		437		739		1,195		1,339

* based on the College paying a nominal rent.

Projected Financial Summary				
	2018-19	2019-20	2020-21	2021-22
INCOME	440,000	800,000	1,280,000	1,440,000
EXPENDITURE	437,000	739,000	1,195,000	1,339,000
Balance / contingency	3,000	61,000	85,000	101,000

Education and Local Economy Scrutiny Commission**Preliminary draft recommendations – Children’s Experience and Education through Covid*****Mental health***

- The Commission supports the Council’s efforts to better support the mental health of children and young people as outlined in submissions to the Commission and the announcements in February’s Council Assembly. The Commission recommends that the Council looks at additional steps to address the expected mental health crisis amongst children and young people, in particular whether the Council can support:
 - the rollout of outreach support from the Nest to primary schools as well as secondary schools
 - Additional support for peer-led mental health approaches (e.g. peer counselling and mental health first aid training) in schools
 - Teachers who seek mental health support, and aid efforts to ensure that teachers do not have any mental health support sought via the school or otherwise flagged on their records

Wellbeing

- The Commission recommends that the Council supports efforts to:
 - Ensure young people get early and sufficient access to public spaces as they reopen, particularly libraries
 - Agree access to green space in public schools for Soutwark’s children
 - Provide additional opportunities for extra-curricular activities for children who have missed out on these over the various lockdowns.

Catch-up

- The Commission recommends that the Council advocates for schools to take an evidence-informed approach to any catch-up activity and ensures young people’s voices are heard in approaches taken. In particular the Commission recommends the Council seeks to understand children’s concerns that intense catch-up activity over the summer could put further strain on students and should not be done at the expense of extracurricular activity and broader attention to children’s mental health and wellbeing.

- The Commission recommends that the Council provide more transparent structures and outputs from its task and finish group focused on narrowing the attainment gap and sharing what works in this area

Technology and devices

The Commission supports the Council's continued efforts to source devices and to support families in securing internet access. The Commission requests an update on the provision of online learning across the borough's primary schools during the lockdowns of 2020 and 2021 with attention paid to the variation of provision. The Commission recommends that the Council looks at how it could support schools, especially smaller ones, to ensure that all pupils are able to access a high quality online learning provision in the event that further lockdowns are required.

Education and Local Economy Scrutiny Commission

Preliminary draft recommendations – Revitalisation of High Street and Town Centres

Mapping

The Commission recommends the Council maps Southwark's various local economies as part of the implementation of its economic renewal plan, ensuring we develop a comprehensive understanding of how the diversity of the borough is reflected in its economy

Ownership and Landlords

- Building on previous recommendations from this Commission, the Commission recommends that the Council actively explores supporting new community ownership structures. To practically support this, the Commission recommends the Council reviews its existing asset portfolio with a focus on identifying which assets present the strongest case for going into community ownership
- The Commission recommends that the Council explore early involvement with the GLA's nascent Landlords' Charter as a means of getting private developers and landowners to support more community-led activity

Innovation

- The Commission supports the Council's existing efforts to support high streets and town centres, both through its emerging economic renewal plan and existing policies e.g. on encouraging beneficial meanwhile uses of vacant property. The Commission recommends the Council take a more active role in finding creative new uses for the high street, with an explicit focus on place making that creates community wellbeing spaces and a greater health focus for high streets and town centres
- The Commission notes that Southwark Council was one of a small number of councils to receive funding from Arts Council England (ACE) to establish a Creative Compact, but unlike other councils has paused work on its compact during the pandemic. The Commission notes that other councils who have received funding from ACE are continuing to develop their compacts and are using them as vehicles to co-ordinate their recovery from Covid-19. The Commission recommends that the Council ensures that the funding from ACE

has been used effectively and creates a strategic partnership between the borough's cultural and creative industries, education providers and the health sector to drive forward the council's recovery plans

- The Commission notes the immense impact measures related to the pandemic are having on young people and supports the Council's commitment to maximising apprenticeship opportunities and using initiatives like the Southwark Pioneers Fund to support young entrepreneurs
- The Commission recommends that the Council also explores:
 - Creating incubator hubs on high streets to showcase and support new and diverse economic uses such as social enterprises, especially those led by young people and others disproportionately impacted by the pandemic
 - Making future rounds of the High Street Challenge explicitly focused on helping businesses reconfigure and test new innovations in response to shifting trends in high streets and urban centres. This should involve the following:
 - Enabling the borough's high streets to increase their use of digital products and services to reach new customers
 - Improving digital and physical connections and accessibility to high streets and urban centres that enable local businesses to reach new and diverse audiences
 - Ensuring that the borough's high streets are connected to high speed fixed-line or mobile broadband
 - Enable the borough's retail, hospitality and leisure sectors to develop green, low-carbon and low-emission delivery services using electric vehicles or similar
 - Ensuring that the borough's high streets become attractive shopping destinations to encourage local footfall and support active travel – aligned with the council's low-traffic strategies
 - Enabling the establishment of new spaces or animation of existing spaces that improve the local experience and support health, wellbeing and social interaction.

Education and Local Economy Scrutiny Commission

Preliminary draft recommendations – Equalities

Data

The Commission supports the Council's intention to consolidate all equalities data and recommends that it is ultimately provided to the public in an accessible fashion (i.e. as open data)

Reporting

- The Commission supports the Council's intention to conduct a benchmarking exercise comparing the Council's proposed equalities framework model to that of other boroughs
- The Commission recommends the draft equalities framework is submitted to the Education and Local Economy Commission for comment once it is substantially drafted
- The Commission supports the Council's intention to conduct an equalities audit once the equalities framework is complete and recommends that the Council develops a transparent mechanism for assessing progress annually for performance across the equalities framework.

Capacity-building and capacity-identifying

- The Commission recommends the Council evaluates current stakeholder groups and interested parties – including statutory consultees – as part of an "Equal Voices" audit. Where there are gaps in representation, across all the protected characteristics, this should be recorded and a framework developed to increase participation. Particular attention should be paid to Black, Asian and minority ethnic participation, along with disability status, sex and age.
- The Commission recommends that the Cabinet member for Equalities establishes closer links with business improvement districts (BIDs) and business groups in Southwark to help strengthen engagement and connection between business and residential communities, and improve coordination and expertise sharing on equalities matters.

Education and Local Economy Scrutiny Commission

MUNICIPAL YEAR 2020-21

AGENDA DISTRIBUTION LIST (OPEN)

NOTE: Original held by Scrutiny Team; all amendments/queries to Fitzroy Williams Tel: 020 7525 7102

Name	No of copies	Name	No of copies
Electronic Copy			
Members:			
Councillors			
Councillor Peter Babudu Councillor Anood Al-Samerai Councillor Karl Eastham Councillor Richard Leeming Councillor Eleanor Kerlake Councillor Michael Situ Councillor Eliza Mann			
Education Representatives			
Martin Brecknell Lynette Murphy O'Dwyer			
Reserves Members			
Councillor Humaira Ali Councillor Radha Burgess Councillor Paul Fleming Councillor James McAsh Councillor Jason Ochere Councillor			
		Dated: September 2020	