



People Scrutiny Committee

Date: Monday, 20 July 2020
Time: 10.00 am
Venue: A link to the meeting can be found on the front page of the agenda.

Membership: (Quorum 3)

Jane Somper (Chairman), Mary Penfold (Vice-Chairman), Toni Coombs, Stella Jones, Emma Parker, Molly Rennie, Mark Roberts, Maria Roe, Clare Sutton and Gill Taylor

Chief Executive: Matt Prosser, South Walks House, South Walks Road, Dorchester, Dorset DT1 1UZ (Sat Nav DT1 1EE)

For more information about this agenda please telephone Democratic Services on 01305 252209 - lindsey.watson@dorsetcouncil.gov.uk



For easy access to the Council agendas and minutes download the free public app Mod.gov for use on your iPad, Android and Windows tablet. Once downloaded select Dorset Council.

Due to the current coronavirus pandemic the Council has reviewed its approach to holding committee meetings. Members of the public are welcome to attend this meeting and listen to the debate online by using the following link: [Click here for the Live Stream of the meeting](#)

Members of the public wishing to view the meeting from an iphone, ipad or android device will need to download the free Microsoft Teams App to sign in as a Guest, it is advised to do this at least 30 minutes prior to the start of the meeting.

Please note that public speaking has been suspended. However Public Participation will continue by written submission only. Please see detail set out below.

Dorset Council is committed to being open and transparent in the way it carries out its business whenever possible. A recording of the meeting will be available on the council's website after the event.

A G E N D A

Page No.

1 APOLOGIES

To receive any apologies for absence.

2 MINUTES

5 - 16

To confirm the minutes of the meetings held on 7 and 13 January 2020.

3 DECLARATIONS OF INTEREST

To receive any declarations of interest.

4 PUBLIC PARTICIPATION

To receive questions or statements on the business of the committee from town and parish councils and members of the public.

Please note that public speaking has been suspended during the Covid-19 crisis. Each question or statement is limited to no more than 450 words and must be electronically submitted to lindsey.watson@dorsetcouncil.gov.uk by the deadline set out below. The question or statement will be read out by an officer of the Council and a response will be given by the Chairman. All questions/statements and the responses will be published in full within the minutes of the meeting.

The deadline for submission of the full text of a question or statement is 8.30am on Wednesday 15 July 2020.

5 URGENT ITEMS

To consider any items of business which the Chairman has had prior notification and considers to be urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The reason for the urgency shall be recorded in the minutes.

6 CHILDREN AND YOUNG PEOPLE AND FAMILIES' PLAN 2020 - 2023

17 - 32

The People Scrutiny Committee are invited to consider the proposals for the development of the Children and Young People and Families' Plan and provide feedback on the proposed priorities to enable the development of the final plan.

7 APPROVAL OF YOUTH JUSTICE PLAN 2020-21 33 - 64

The People Scrutiny Committee is invited to endorse the Youth Justice Plan so that Cabinet can recommend its approval to Full Council.

8	<p>COVID-19: HOW WELL HAS DORSET COUNCIL RESPONDED TO MEETING THE NEEDS OF VULNERABLE GROUPS DURING 'LOCKDOWN' - REVIEW OF REPORT CONSIDERED BY CABINET ON 30 JUNE 2020</p>	65 - 100
---	--	----------

To review a report which was considered at Cabinet on 30 June 2020.

9 PEOPLE SCRUTINY COMMITTEE FORWARD PLAN 101 - 112

To note the People Scrutiny Committee Forward Plan.

To review the Cabinet Forward Plan.

10 EXEMPT BUSINESS

To move the exclusion of the press and the public for the following item in view of the likely disclosure of exempt information within the meaning of paragraph x of schedule 12 A to the Local Government Act 1972 (as amended).

The public and the press will be asked to leave the meeting whilst the item of business is considered.

There is no exempt business.

This page is intentionally left blank



DORSET COUNCIL - PEOPLE SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON TUESDAY 7 JANUARY 2020

Present: Cllrs Jane Somper (Chairman), Mary Penfold (Vice-Chairman), Toni Coombs, Stella Jones, Molly Rennie, Mark Roberts, Maria Roe, Clare Sutton and Gill Taylor

Apologies: Cllrs Emma Parker

Also present: Cllr Andrew Parry

Officers present (for all or part of the meeting):

Mark Blackman (Corporate Director - Education and Learning), Ed Denham (School Admissions Manager), Theresa Leavy (Interim Executive Director of People - Children), Claire Shiels (Assistant Director for Commissioning and Partnerships), Mary Taylor (Acting Assistant Director for Care and Protection), Paul Beecroft (Communications Team) and Lindsey Watson (Senior Democratic Services Officer)

26. Minutes

The minutes of the meeting held on 8 October 2019 were confirmed as a correct record and signed by the Chairman.

27. Declarations of Interest

Councillor Roberts declared an interest as a contractor for adult services to Dorset Council.

28. Public Participation

There were no representations from town or parish councils or from members of the public.

29. Urgent items

There were no urgent items.

30. Presentation - Children's Services Blueprint for Change

The committee was provided with a presentation with regard to the Children's Services Blueprint for Change which covered:

- Delivering for Dorset's Children and Families including the vision for the service
- The case for change

- How we will work
- Structure of services including central and locality based teams
- The timeline for the process

Councillors considered the issues arising from the presentation and during discussion the following points were raised:

- A discussion was held in respect of children being home educated and the need to support families to get children back into school if necessary. Additional resource was required in order to do more work in this area. It was noted that along with existing links with schools, as part of the new structure and plans for locality based teams, there would be more people within the communities with good links to children and families in order to provide additional strength in this area
- Consultation on the principles of service delivery was being undertaken with bodies such as charities where applicable
- In response to a question, detail was provided of different ways of assessing mental health in children
- Within the new structure there would be officers focusing on children excluded from school who would link closely with schools. There was also a multi-agency meeting where issues were discussed
- Reference was made to work undertaken with older children including careers guidance and work where education was not the right place for a child
- Children's Services was positioning within the community, working with partners including charities and the voluntary sector, and the role of these type of organisations was recognised. The council had its role to play and would also provide support to other organisations in their roles in the area
- The council would be working with partners including schools to determine the best location for hubs
- In response to a question, it was confirmed that although services would be locality based, there would be a central responsibility to ensure consistency in the quality of service provided
- A discussion was held in respect of corporate parenting
- Reference was made to work on new banding and protocols being considered by the Housing Executive Advisory Panel and it was noted that the council had benefitted from having a Personal Assistant with specialism in housing options. There was recognition that the service could benefit from having greater capacity and flexibility
- Reference was made to the council's brokerage arrangements and it was noted that discussion was being held about the most efficient ways of working in this area
- The role of voluntary and charitable organisations in youth centres/work was raised. In response, the Portfolio Holder for Children, Education and Early Help noted that the decision for the council not to provide youth centres had already been taken and

examples were provided of youth centres continuing to be run by external groups. The council's focus was now on providing an outreach service to support youth work and children in need

- In response to a point raised, it was confirmed that the council worked with and supported all schools as required. Locality working would further assist in this area
- A discussion was held with regard to recruitment of unfilled posts in this area
- A discussion was held in respect of the safeguarding issues in the area and specific reference was made to the process for child protection conferencing, the design of processes and approaches and a focus on quality of data including the recording of ethnicity
- In respect of domestic abuse issues, work was taking place on reinvigorating the social work process. Further work was to be undertaken in this area including the provision of a toolkit for all staff
- Performance data was made available to groups such as the Corporate Parenting Board and the Schools Forum
- Further thought would be given to information provided on the Blueprint for Change including the running of workshops where appropriate
- A request was made for the timeline associated with the Blueprint for Change to be included in the Councillors area on the Intranet

The Chairman thanked the Portfolio Holder and officers for the presentation and recognised the amount of work being undertaken, which she hoped would make a big difference to the outcomes for children and families. However, she recognised that further work was to be undertaken and asked for the committee to receive an update at an appropriate time.

31. Feedback from Informal Scrutiny Meeting - Annual Safeguarding Report - Children's 2018/19

Councillors received feedback from the informal meeting of representatives of the People Scrutiny Committee following their review of the 'Annual Safeguarding Report – Children's 2018/19', as considered by Cabinet on 10 December 2019.

A discussion was held with regard to the amount of information contained within the notes of the meeting and what was considered to be an appropriate level of information for future occasions.

32. Schools Admission Arrangements and Coordinated Scheme 2021 - 2022

The committee considered a report which set out the proposed school admission arrangements for the 2021 – 2022 academic year. The report set out that admission authorities were required to consult on proposed admission arrangements prior to determination and detail of the consultation undertaken was provided. The report also considered the proposed reduction in pupil admission numbers for three schools in the Dorset Council area.

The People Scrutiny Committee had the opportunity to comment on the proposed arrangements prior to the report being considered by Cabinet on 28 January 2020.

The committee considered the issues arising from the report and during discussion, the following points were raised:

- A discussion was held with regard to proposals to reduce pupil admission numbers in three schools and it was noted that the proposals had been made in consultation with the schools
- The principles considered when determining admission numbers, and therefore the number of classes in a year, were discussed, including the funding issues that had to be considered by the school
- It was noted that the reduction in class numbers could result in mixed age classes in some schools and councillors discussed the issues around this area
- It was noted that there was some flexibility to fund additional places where required and appropriate, or that children could be placed in alternative local schools. The guiding principle was to be able to provide places in local schools for local families
- Where there became a level of demand for places at a particular school, in consultation with the school, pupil admission numbers could be increased at relatively short notice
- In response to a question with regard to keeping children from one family within one school, it was noted that parents were able to preference for a particular school. In addition, the inclusion of a sibling link in the admissions criteria would also assist in these circumstances
- Education Authorities had a statutory duty to educate children who were resident in the UK. The impact of EU Exit was considered and it was noted that following this, EU citizens would only be able to apply for a school place in the UK once they were resident in the UK, which was a change to the previous situation, when a school place could be applied for before becoming resident
- Members of the committee thanked officers for the clear report in what could be a complex area
- The Portfolio Holder for Children, Education and Early Help also thanked officers for the report and made reference to comments raised with regard to the use of mixed use classes in some schools which could have positive benefits. This view was echoed by some members of the committee.

Following discussion the following recommendation was agreed.

Recommendation to Cabinet

- a) That the following policies that make up Dorset Council's School Admissions Arrangements and Coordinated Scheme for school place allocations from September 2021 be adopted:

1. Co-ordinated Admissions Scheme Timetable 2021-2022
2. Primary Co-ordinated Scheme 2021-2022
3. Secondary Co-ordinated Scheme 2021-2022
4. In Year Co-ordinated Scheme 2021-2022
5. Admissions Arrangements for Community & Voluntary Controlled Schools 2021-2022.
6. Admissions to Maintained Nursery Units Policy 2021-2022
7. Sixth Form Admissions Policy 2021-2022
8. Guidance on Placement Outside of Normal/Chronological Age Group 2021-2022
9. Armed Forces Policy 2021-2022
10. Guidance on Consulting on Admissions Arrangements – November 2021.

b) That the reduction of Pupil Admissions Number be agreed for:

- St. Mary's First School, Charminster lowering its PAN from 42 places to 30 places from September 2021
- Manor Park First School, Dorchester lowering its PAN from 90 places to 60 places from September 2021
- Holy Trinity Primary School, Weymouth lowering its PAN from 90 to 60 places from September 2021.

33. **People Scrutiny Committee Forward Plan**

The Senior Democratic Services Officer provided an overview of the items on the committee's work programme and comments were made / items added to the work programme as follows:

- Councillors discussed the arrangements for inviting larger Registered Social Landlords (RSL's) to future meetings of the committee and it was agreed that consideration should be given to setting aside a day for the committee to invite RSL's at different times during the day. Discussion areas would be agreed in advance
- Items proposed with regard to Youth Justice Plan (follow up report) and Youth Services funding to be moved to the 7 July 2020 meeting to sit alongside the item on Transitions from Children's to Adult Services
- A brief update report on actions taken following a recent Ofsted report could be provided for the April 2020 meeting
- A report on education in Dorset, including pressure points and action required could be provided for the April 2020 meeting. A request was made for this to also cover opportunity of access to secondary schools
- An item on the impact of the Homelessness Reduction Act was requested for December 2020

- The item on planning for recommissioning domestic violence and abuse advice service would be moved to April 2021, in order to review the contract after one year of operation
- A question was raised as to the current position with the Executive Advisory Panel set up to look at Joint Adults and Children's Transitions and it was agreed that information would be sought and provided to councillors following the meeting
- A point was raised that there needed to be clarity on the relationship between Executive Advisory Panels and scrutiny.

34. Exempt Business

There was no exempt business.

Duration of meeting: 10.00 am - 12.09 pm

Chairman

.....

DORSET COUNCIL - PEOPLE SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON MONDAY 13 JANUARY 2020

Present: Cllrs Jane Somper (Chairman), Toni Coombs, Stella Jones, Emma Parker, Molly Rennie, Mark Roberts, Maria Roe, Clare Sutton and Gill Taylor

Apologies: Cllrs Mary Penfold

Also present: Cllr Graham Carr-Jones, Cllr Laura Miller and Cllr Andrew Parry

Officers present (for all or part of the meeting):

Vivienne Broadhurst (Interim Corporate Director Adult Care Operations), Theresa Leavy (Interim Executive Director of People - Children), Aidan Dunn (Executive Director - Corporate Development S151) and Lindsey Watson (Senior Democratic Services Officer)

1. Declarations of Interest

Councillor Roberts declared an interest as a contractor for adult services to Dorset Council.

2. Public Participation

There were no representations from town or parish councils or from members of the public.

3. Urgent items

There were no urgent items.

4. Pre-decision Scrutiny of the 2020/2021 Budget

The committee was invited to consider the budget proposals for 2020/21 prior to consideration at Cabinet on 28 January and Full Council on 18 February 2020. The report set out the proposals for Dorset Council's 2020/21 revenue and capital budgets, summarised the medium-term financial plan, which covered the following four years to 2024/25 and included the capital strategy and treasury management strategy. The committee had the opportunity to consider the implications of the proposals on behalf of residents of Dorset and to provide constructive challenge to decision makers before a final decision was made. It was noted that the comments made by the committee would be reported to Cabinet on 28 January 2020 and taken into consideration as part of the budget setting process.

The Portfolio holders for Adult Social Care and Health, Children, Education and Early Help, and Housing and Community Safety, all provided a short introduction to their budget area.

The committee considered the issues arising from the report and during discussion, the following points were raised:

- In response to a concern raised, the Portfolio Holder for Children, Education and Early Help confirmed that the council had a statutory obligation to provide safe accommodation to children in care. In terms of budget setting, it was difficult to know what the requirements would be in a year as the numbers of children in the service could only be a forecast. It was accepted that there was a risk to the budget but mitigation was built in
- The Interim Executive Director for People, Children, confirmed that the forecast was based on previous patterns and that in addition, officers would take learning from elsewhere including the use of statistical neighbouring authorities. Discussion was also held with those within the service. Through the Blueprint for Change transformation work, which would evolve over time, the service was looking to mitigate risks
- The Portfolio Holder felt that there was a greater political awareness in Dorset Council of issues in this area, with a clear role for the Council as corporate parents
- Reference was made to the costs associated with high end residential placements and the risks associated in this area were recognised and would need to be reviewed during the year. The service would always work to keep children in family settings where possible
- The difficulties in predicting level of demand was recognised and it was noted that a lot of work was done in this area
- In response to a question, the Portfolio Holder for Adult Social Care and Health felt that the budget proposals would demonstrate that the funding and capability was in place in order to build public confidence. The use of early interventions and making information available was key. In terms of winter pressures, funding was in place and conversations with partners were in place
- The importance of the council and relevant partner organisations communicating with residents was noted
- A point was noted that proposals within the Children's Services Blueprint for Change for locality working should assist with the dissemination of information and more rapid intervention and prevention measures
- The Portfolio Holder for Children, Education and Early Help confirmed that work was being focused on reviewing and speeding up processes and specific reference was made to health care plans and SEND transport
- Reference was made to the level of contribution to adult services from the NHS and this was currently being discussed with partner colleagues

- Conversations were taking place with partners including the NHS and some good work had taken place in the adult services area. However more work needed to be done
- A concern was raised that efficiency savings to be made through transformation activities should not have a negative impact on front line service delivery
- In response to a comment, the Portfolio Holder for Adult Social Care and Health confirmed that money had not been set aside within services for factors arising from EU Exit. Some modelling had been undertaken but this was an unknown area at present. Examples of some areas within Adult and Housing Services which could assist with issues arising, such as arrangements for key worker housing, were provided
- A point was raised with regard to a historical deficit for high needs block funding which remained on the council's balance sheet. It remained a priority to reduce this over a number of years. It was noted that grants to high needs block were not implemented within the budget
- Reference was made to the use of early intervention and the Blueprint for Change would ensure that all services were joined up to assist in this area
- The Blueprint for Change would look at management and job roles and bring people together. It was expected to increase front line delivery of services with people working with the same children but in a different way. The troubled families initiative was referred to
- The experience gained by having new senior officers in these areas was recognised and how this could be of benefit to the services
- The role of volunteer organisations in supporting Children's and Adult Services was recognised and would be considered further moving forward
- A point was raised with regard to the trends of growth in Children's Services and concern that the budget would not cover the increased demands on the service. In response it was noted that through modelling undertaken, the service tried to adopt a realistic position but with an awareness of the unknowns of a demand led service. Variations in demand in the service were monitored and it was noted that needs may grow in some areas and lessen in others
- The issues around SEND transport were considered and it was hoped that improvements would be made by bringing the SEND transport team into the wider council transport team
- Councillors considered whether the committee should have a special meeting to consider some of the issues being raised during the discussion. The Chairman noted that the Audit and Governance Committee received the quarterly financial monitoring reports in order to monitor the issues. The Portfolio holder indicated that an item could be brought to this committee upon request. The Chairman noted that the committee would be considering relevant reports at future meetings

- A point was raised with regard to the modelling that had been undertaken which included assumptions
- Close working was undertaken with partners through the Health and Wellbeing Board
- There was a need for robust performance indicators to be put in place for all areas in order to measure financial aspects as well as the outcomes for the services. These needed to be accessible to all councillors. This was agreed by the Portfolio Holders.

At the conclusion of the discussion, the Chairman summarised the main points covered by the committee as follows:

- The committee recognised with concern the pressures on both the Children's Services and Adult Services budgets as they were demand led services and therefore it was difficult to predict the budget requirements
- Key points raised during discussion included the need to consider the increasing complexity of needs for both children and adults, the role of early interventions, the level of NHS contribution towards adult services and transport for SEND children
- There was concern that efficiency savings to be made through transformation activities should not have a negative impact on front line service delivery. It was noted that savings made should be redirected to improving front line services. The impact of not making savings should be considered
- The role of the voluntary sector in providing support in areas of Children's and Adults Services was recognised and the potential impact of funding issues within the voluntary sector
- The desire was to provide the right service at the right time with an assessment of and reduction in the number of processes
- The experience gained by having new senior officers in these areas was recognised and how this could be of benefit to the services
- There needed to be a way of measuring the success and effectiveness of transformation with particular emphasis on outcomes for children and adults
- There was a need for effective robust performance indicators which focused on quality of service rather than quantity. People Scrutiny Committee request a report on the development of performance indicators at an appropriate time along with quarterly budget updates to Audit and Governance Committee.

The Chairman thanked the portfolio holders and officers for their work in preparing the budget and for their attendance at the meeting.

5. **Exempt Business**

There was no exempt business.

Duration of meeting: 2.00 - 3.02 pm

Chairman

.....

This page is intentionally left blank

People Scrutiny Committee 20 July 2020 Children and Young People and Families' Plan 2020-2023

For Decision

Portfolio Holder: Cllr A Parry, Children, Education and Early Help

Local Councillor(s):

Executive Director: Theresa Leavy, Interim Lead for Children's Services

Report Author: Claire Shiels

Title: Corporate Director for Commissioning, Quality and Partnerships

Tel: 01305 224682

Email: claire.shiels@dorsetcouncil.gov.uk

Report Status: Public

Recommendation: The overview and scrutiny committee are asked:

1. To consider the proposals for the development of the Children and Young People and Families' Plan.
2. To provide feedback on the proposed priorities to enable the development of the final plan by the Strategic Alliance for Children and Young People before it is recommended by Cabinet for endorsement and adoption by the Full Council.
3. To note and endorse the shared commitment of the partnership as set out in the Governance and Terms of Reference of the Dorset Strategic Alliance for Children and Young People.

Reason for Recommendation: The Full Council is required to adopt a Children and Young People's Plan as part of the Council's policy framework by 31 March 2021. The recommendation will enable a plan to be developed jointly with our partners before final adoption by the Council.

1. Executive Summary

Dorset Council, working with its partners - the Strategic Alliance for Children and Young People, is developing a new 3-year strategic plan to improve long term outcomes for children and young people.

The Strategic Alliance for Children and Young People is a multi-agency partnership which includes partners from police, health, schools and early years settings, voluntary and community sector.

In 2019 the Strategic Alliance reaffirmed their shared commitment to working together for children and young people in Dorset and refreshed their Governance and Terms of Reference document setting out the role and aims of the partnership. This is provided in Appendix 1.

The vision for the partnership is:

“Our vision is for Dorset to be the best place to be a child, where communities thrive and families are supported to be the best they can be.”

To deliver this vision a set of emerging priorities have been identified and classified into six themes:

- **Best start in life:** focused on re-imagining how services are delivered to families who are expecting and have pre-school children, ensuring the best possible start in life and improving school readiness.
- **Delivering locally:** focused on joining up services in Dorset to become a whole system that strengthens the ability of families to care and sustain their children through embedding the new model of children’s services, identifying opportunities for service integration and building on community assets.
- **Young and thriving:** focused on setting up our young people for success in adulthood; ensuring young people have a strong voice; contextual safeguarding and good emotional wellbeing and mental health, preparation for adulthood, and preventing family breakdown.
- **Good care provision:** focused on keeping our children close to home and ensuring partners are the best corporate parents by ensuring there is sufficient care provision locally (foster care, residential and short breaks), supporting young people at risk of homelessness and suitable and safe housing for care leavers
- **Good education for all:** focused on supporting schools and educational settings to deliver the best education possible and ensuring all children and young people can achieve their full potential, meeting the needs of children with SEND and building inclusive school cultures
- **Shared culture and approach:** focused on agreeing the partnership principles of how we work together, putting families at the heart of decision making and the development of a joint commissioning strategy and a joint workforce development strategy.

The emerging priorities in the plan have been identified through needs analysis, an initial workshop with members of the Strategic Alliance and a series of think tanks (attended by over 100 professionals from the partnership).

Engagement with children and young people and parents and carers is underway and will be completed by the end of August. The Strategic Alliance will finalise and agree the plan by September before it is recommended to Cabinet for endorsement and adoption by Full Council.

2. Financial Implications

None identified at this stage.

3. Climate implications

None identified at this stage.

4. Other Implications

This plan will seek to ensure the involvement of voluntary and community organisations in the delivery of a plan to support the wellbeing of children and young people, including meeting our responsibilities as corporate parents.

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: LOW

Residual Risk: LOW

6. Equalities Impact Assessment

An equalities impact assessment will be completed as part of the development of the full plan. Officers are currently involved in engagement activity and data analysis that will inform the development of the plan.

7. Appendices

Appendix 1: Governance and Terms of Reference June 2020

Appendix 2: Children and Young People's Engagement campaign

8. Background Papers

9. Introduction & Background

- 9.1 Section 10 of the Children Act 2004 sets out the requirement for the local authority to promote that partners co-operate to improve wellbeing of children and young people. Best practice is for Local Authorities and their partners to produce and deliver a Children and Young People's Plan bringing together in one strategic overarching plan the partnership's shared commitment to work together to improve outcomes for children and young people.
- 9.2 In Dorset the Council has maintained its commitment to improve outcomes for children and young people in producing and publishing a Children and Young People's Plan as part of its constitution and formal Policy Framework.
- 9.3 The current partnership Strategy for Children and Young People in Dorset comes to an end in 2020. During 2019 Dorset Council with partners of the multi-agency Strategic Alliance for Children and Young People agreed to undertake the work to develop a new 3-year Children, Young People and Families Plan.
- 9.4 This work commenced in March 2020, following an analysis of data and a partnership workshop, a set of initial priorities were identified. These priorities were then further developed through a series of 'think tanks' attended by over 100 professionals from across the partnership, parents/carers and children and young people. Employee engagement with children's services has also been undertaken through June and early July.
- 9.5 Engagement with children and young people is underway, through a creative challenge to support the development of the plan. This campaign (Appendix 2) has been shared through social media channels and through schools and colleges. Further engagement is planned with parents and carers through the summer.
- 9.6 The Strategic Alliance will finalise and agree the plan by September 2020 before it is recommended to Cabinet for endorsement and adoption by Full Council.

10. Development of the plan

- 10.1 The vision for Dorset Children and Young People agreed by the partnership is:

“Our vision is for Dorset to be the best place to be a child, where communities thrive, and families are supported to be the best that they can be”

- 10.2 A set of principles to guide the development of the plan have been agreed by the partnership which include: optimise the partnership dividend by focusing on the things we can make a real difference to by working together; work on the longer term vision, focusing on the big picture; think the unthinkable; innovate and try new things; be brave; be one system that works to achieve the very best outcomes possible for children; deliver value for money; and wherever possible spend the Dorset pound in Dorset.
- 10.3 Using analysis of data and information already known to the partnership about outcomes and performance gaps a set of priority areas for development emerged:
- (a) **Best Start in Life:** aims to reimagine how services are delivered to families who are expecting and have pre-school children. This seeks to address low social mobility and improve school readiness; improve outcomes for our youngest children and address the issue of increased numbers of young children in child protection cases or coming into care. Priorities in this theme will include improving sharing of information and data, better identification of those that might need help early, improved pathways between maternity, health visiting and local authority services and the development of intergenerational Family Hubs.
 - (b) **Delivering locally:** aims to create a whole system that strengthens families' ability to care and sustain. This seeks to address the high proportion of children in care in Dorset, improve the range of early help on offer and address parental issues such as domestic abuse, mental ill health and substance misuse. Priorities in this theme will include embedding the new model for children's services; community engagement and asset building; and opportunities for partnership service integration.
 - (c) **Young and thriving:** aims to set up our young people for success in adulthood. This seeks to address the issue of poorer outcomes for children who enter care later in their childhood; embed work on improving our approach to child exploitation and county lines; ensure all young people are prepared for adulthood. Priorities in this theme will include ensuring young people have a strong voice; developing our approach to contextual safeguarding; good emotional wellbeing and mental health; preparation for adulthood; and preventing family breakdown through edge of care services and support.

- (d) **Good care provision:** aims to keep our children close to home and to ensure that partners are the best corporate parents. This seeks to increase the number of children in family based care that are able to be cared for in Dorset and closer to their friends, family and schools; improve the educational and housing outcomes for our children in care and care leavers and improve their health and wellbeing. Priorities in this theme will focus on improving the availability of short breaks; increasing and improving support and accommodation for vulnerable young people at risk of homelessness and care leavers; increase the availability of local residential provision; increase the number of foster carers and work in partnership to improve our offer children in care and care leavers, including health and wellbeing and education and employment opportunities.
- (e) **Good Education for all:** aims to ensure that our schools and educational settings are supported to deliver the best education possible and that our children achieve their full potential. This seeks to improve the proportion of schools that are good or outstanding across the county; improve educational progress of children; reduce the number of exclusions from school, improve school attendance and support children that are educated at home. Priorities in this theme will include building the partnership with schools and academies to develop and implement an Education and Inclusion Strategy; improve educational outcomes for more vulnerable children; and further improve our offer to children and young people with Special Educational Needs and Disabilities.
- (f) **Shared culture and approach:** aims to put families at the heart of decision making and provide the tools for the partnership to make a difference. There is strong partnership commitment to working together to make the best use of our collective resources in times of increased demand and a challenging financial situation for all partners. Priorities in this theme will include the development of a Joint Commissioning Strategy and a Joint Workforce Development Plan.

11. Recommendation

11.1 Members of the overview and scrutiny committee are asked:

1. To consider the proposals for the development of the Children and Young People and Families' Plan.
2. To provide feedback on the proposed priorities to enable the development of the final plan by the Strategic Alliance for Children and Young People before it is recommended by Cabinet for adoption by the Full Council.

3. To note and endorse the shared commitment of the partnership as set out in the Governance and Terms of Reference of the Dorset Strategic Alliance for Children and Young People.

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.

This page is intentionally left blank

Dorset Strategic Alliance for Children and Young People

Governance and Terms of Reference

June 2020

1. Introduction

The Strategic Alliance is within the context of the new Dorset Council Unitary Authority. We have strong ambition for all our children, we want there to be no limits to what they can achieve and in reaching their potential.

We recognise the need for transformation; to try new and different ways of working; to innovate – together we are committed to improve outcomes for the children and young people of Dorset, for our children, for their future.

2. Purpose of the Strategic Alliance

The Strategic Alliance for Children and Young People is a strategic commissioning partnership which shares the responsibility for improving outcomes for children, young people and their families across all partners who provide services centred around them. It is the forum at which all partners hold each other to account.

We, the Strategic Alliance, are the group who will make change happen for children and young people in Dorset.

We will make child centred decisions around resources that will support better outcomes for children and young people (A Memorandum of Understanding will be produced and signed by the Executives across the partnership to facilitate this).

3. Aims

- To provide strategic leadership that creates the conditions to support children, young people and families in Dorset to thrive
- To support and influence other strategic plans that have an impact on outcomes for children
- To promote and encourage greater integration between communities, organisations and partnerships
- To support place based/locality led approaches to work
- To ensure that the needs of children, young people and their families are embedded in all key strategies and plans to improve health, economic, social and environmental wellbeing of Dorset
- To ensure that the needs of children, young people and their families are embedded in all key strategies and plans to improve health, economic, social and environmental wellbeing of Dorset
- To consider how best to deploy our collective resources to meet the needs of children, young people and families
- To escalate risks and concerns about the system
- To share service changes that have an impact on the system
- To take account of commissioning issues identified by the Pan Dorset Safeguarding Children Partnership

4. Activity

The Strategic Alliance will:

- Produce a 3-year Children, Young People and Families' Plan, monitoring progress towards priorities within the plan and review/refresh the plan annually as appropriate.
- Work towards the development of a single commissioning approach and agree joint strategic commissioning intentions across all partners that align with the Children, Young People and Families Plan.
- Determine a focused set of key outcomes to be delivered based on strategic needs assessments and other intelligence that will be used to understand the impact of the work of the partnership.
- Identify joint key priorities and support delivery of activities to address these through existing partnerships or newly created work programmes.
- Discuss and receive reports on areas of activity requested by the Chair or members of the Alliance.
- Act as a consultative forum for strategic plans that have an impact on children and families.
- Determine joint workforce skills development and planning priorities (linking to Dorset Workforce Action Board).

5. Membership

The following senior leaders have been identified as core members of the Board:

Councillor Peter Wharf	Deputy Leader of Dorset Council and Chair of the Strategic Alliance	Dorset Council
Theresa Leavy	Executive Director Children's Services	Dorset Council
Rebecca Kirk	Corporate Director Housing	Dorset Council
Jo Wilson	Head of Programmes, Public Health Dorset	Public Health Dorset
Alison Montgomery	Corporate Director Children's Social Care	Dorset Council
Mark Blackman	Corporate Director Education and Inclusion	Dorset Council
Claire Shiels	Corporate Director Commissioning and Partnerships and Strategic Lead Officer for the Board	Dorset Council
Councillor Andrew Parry	Lead Member for Children's Services	Dorset Council
Amanda Buttle	Partnership Manager	Department of Work and Pensions
Dave Thompson	Chair and Representative	Dorset 0-19 Voluntary and Community Sector Forum
Seth Why	Head of Prevention, Area Manager	Dorset Fire and Rescue Service
David Webb	Youth Offending Services Manager	Dorset Youth Offending Services
Sally Sandcraft	Director of Primary and Community Care Directorate	Dorset CCG
Julie Fielding	Assistant Chief Constable	Dorset Police
Stewart Dipple	Chief Inspector	Dorset Police
Caroline Naughton	Superintendent	Dorset Police
Kate Harvey	Service Director Children and Families	Dorset Healthcare

Elaine Okopski	Parent/carer Representative	Dorset Parent Care Council
TBC	Chair of Local Alliance	TBC
Philip Jones	Chair of Schools Forum	Schools Forum Representative
Lorraine Clarke	Early Years Representative and Director of Hopscotch Pre-school	Early Years Provider Forum Representative
Karen Wrixon	Primary School Representative and Head Teacher of William Barnes Primary	Dorset Primary School Representative

In exceptional circumstances, and with the prior permission of the Chair, a suitable senior executive may deputise on behalf of their named representative.

6. Accountability

The Strategic Alliance for Children and Young People will be required to report progress to the Dorset Health and Wellbeing Board.

The Strategic Alliance will provide overarching governance (to be determined on an annual basis) for Local Alliance Groups and agreed programmes of work that relate to the priorities within the Children, Young People and Families' Plan.

Through the Statutory Duties of the Director of Children's Services and Lead Member for Children's Services, Dorset Council has the responsibility for establishing and maintaining the cooperation and partnership arrangements for the safeguarding of children, young people and their families and facilitating the inclusion and participation of all key partners in the arrangements.

7. Relationship with other Partnership Boards

Delivering the Children, Young People and Families Plan will be achieved in participation with the following Boards/Strategic Groups:

Pan-Dorset Health and Wellbeing Board
Pan-Dorset Safeguarding Arrangements
Local Alliance Groups
Dorset Community Safety Partnership
Early Years, Schools, Academy and Further Education Forums
Voluntary and Community Sector Groups

8. Commitment to engagement and communication

Whilst the Strategic Alliance will have leadership and oversight of the partnership's work to deliver the Children, Young People and Families' Plan to improve outcomes and life chances for children and young people in Dorset, the involvement of a wider range of partners will be crucial to the successful shaping and delivery of plans.

A wider membership will be created and maintained for information sharing, networking and attendance for specific meetings, this will be reviewed annually and will include:

- Members of Local Alliance Groups
- Acute Trusts
- Primary Care Networks
- Youth Offending Service
- Housing Associations
- Adult Health Services

Children, young people and their families will be intrinsic to the work of the Strategic Alliance including the development of the Children, Young People and Families' Plan which will be co-produced with children, young people, parents and carers.

9. Operating arrangements

Chair and Vice Chair

The Board is chaired by the Deputy Leader of the Council. In his absence TBC will take the Chair.

Quorum

All organisations commit to prioritising the availability of their representative to attend Dorset Strategic Alliance for Children and Young People meetings. At least 50% of Board Members should be present for the meeting to go ahead.

Frequency

Board meetings take place quarterly. The Board may agree to hold an Extra-ordinary meeting if their urgent focus and input is required to address a matter that cannot wait for the next planned meeting.

Support

Administrative support to the Board will be provided by Dorset Council Children's Services.

Meeting Papers

The agenda and supporting papers will be circulated to Board members one week prior to Board meetings. On occasions where essential additional/refreshed documents become available after the agenda and papers have been circulated, additional documents will be provided at least 48 hours before the meeting takes place.

Confidentiality

Papers and information discussed are confidential to the Strategic Alliance for Children and Young People Board, but Board Members may make a judgement on what information to cascade. Documents should be kept, transferred and disposed of in a secure manner and in accordance with data protection and information governance legislation.

10. Meeting Format

Initially the Strategic Alliance will be focused on the development of the new Children, Young People and Families' Plan.

Once the plan is complete, the main focus of the Alliance will be to monitor progress of the plan, providing support and challenge on each of the partnership's priorities and the actions that have been agreed within the Children, Young People and Families' Plan.

11. Review of the Board

The Strategic Alliance will review its Terms of Reference and Governance on annual basis to ensure the arrangements remain fit for purpose to enable the Alliance to deliver its strategic objectives and ultimately make an evidenced difference to outcomes for children and young people in Dorset.



Commented [CS1]:

How to enter:



Share on social media using #iliveindorset

 or email a photo or clip of your work to: iliveindorset@dorsetcouncil.gov.uk

 or post work to: 'I Live in Dorset', Children's Services, County Hall,
Colliton Park, Dorchester. DT1 1XJ

More information and terms and conditions: [dorset council.gov.uk/get-involved](https://dorsetcouncil.gov.uk/get-involved)

People Scrutiny Committee

20 July 2020

Approval of Youth Justice Plan 2020-21

For Recommendation to Council

Portfolio Holder: Cllr A Parry, Children, Education and Early Help
Local Councillor(s): All
Executive Director: Theresa Leavy - Executive Director of People - Children

Report Author: David Webb
Title: Manager, Dorset Combined Youth Offending Service
Tel: 0300 123 3339
Email: david.webb@bcpcouncil.gov.uk

Report Status: Public

Recommendation:

For the Scrutiny Committee to endorse the Youth Justice Plan so that Cabinet can recommend its approval to Full Council

Reason for Recommendation:

Local authorities are required to publish an annual Youth Justice Plan, setting out how the statutory requirements for a multi-agency youth offending team are fulfilled locally. Dorset Combined Youth Offending Service is a partnership between Dorset Council and Bournemouth, Christchurch and Poole Council, along with Dorset Police, NHS Dorset Clinical Commissioning Group and the National Probation Service Dorset. Approval for the Youth Justice Plan is also being sought from Bournemouth, Christchurch and Poole Council. The Youth Justice Plan needs to be approved by the full Council.

1. Executive Summary

Under the Crime and Disorder Act 1998 there is a statutory requirement to publish an annual Youth Justice Plan which must provide specified information about the local provision of youth justice services. The Youth Justice Board provides guidance about what must be included in the plan and recommends a structure for the plan. The draft Youth Justice Plan for the Dorset Combined Youth Offending Service is attached at Appendix One. A brief summary of the Youth Justice Plan is provided in this report.

2. Financial Implications

The Youth Justice Plan reports on the resourcing of the Youth Offending Service. Local authority and other partner budget contributions remained static from 2014/15 to 2018/19. In 2019/20 a cost of living increase to local authority contributions was applied, along with a redistribution of the funding proportions to reflect Local Government Reorganisation. There was no cost of living increase in the local authority contributions for 2020/21. The annual Youth Justice Grant has reduced from £790,000 in 2014/15 to £600,482 in 2020/21.

The creation of the pan-Dorset Youth Offending Service in 2015 increased the service's resilience and ability to adapt to reduced funding and increased costs. The management of vacancies, and the deletion of some posts, has enabled a balanced budget to be achieved. It is recognised that the local authority is now facing additional financial pressures which may affect funding available for the Youth Offending Service.

3. Climate implications

No adverse environmental impact has been identified. The Youth Justice Plan notes that the Covid-19 lockdown has led to changes in the working arrangements of the Youth Offending Service. These changes include significant reductions in staff travel, both to and from work and to visit service users, with more activities being carried out remotely. This is a particular benefit in the Dorset area with its larger geographical spread.

4. Other Implications

Young people in contact with youth justice services are known to be more likely than other young people to have unmet or unidentified health needs. The Youth Offending Service includes seconded health workers who work directly with

young people and who facilitate their engagement with community health services.

The Youth Justice Plan sets out the measures being taken to prevent and reduce offending and anti-social behaviour by young people. The Youth Offending Service contributes actively to the work of the Community Safety Partnership. The Youth Offending Service Manager chairs the pan-Dorset Reducing Reoffending Strategy Group which reports to the Dorset Criminal Justice Board and to the Community Safety Partnership.

Children who are in contact with the Youth Offending Service often experience risks to their safety and well-being, including risks at home, risks in the community such as child exploitation and detriment to their education prospects. The Youth Justice Plan refers to the work of the Youth Offending Service to safeguard children, working in conjunction with other local services in the Dorset Council area. The Youth Offending Service is working closely with colleagues in other Dorset Children's Services in order to align with the new services and structures.

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

6. Equalities Impact Assessment

The Youth Justice Plan does not relate to a new strategy, policy or function so an Equalities Impact Assessment has not been undertaken. Some information about equalities issues is included in the report. No adverse equalities impacts have been identified.

It is recognised nationally that young people from minority ethnic groups, and young people in the care of the local authority, are over-represented in the youth justice system and in the youth custodial population. It is also recognised that young people known to the YOS may experience learning difficulties or disabilities, including in respect of speech, language and communication needs. Information from Dorset Combined Youth Offending Service records, summarised in the Youth Justice Plan, shows that these issues of over-representation also apply in the pan-Dorset area. Actions have been identified in the Youth Justice Plan to address these issues.

7. Appendices

Appendix One: Youth Justice Plan 2020/21.

8. Background Papers

None

9. Summary of Youth Justice Plan contents

- 9.1 The Youth Justice Plan provides information on the resourcing, structure, governance, partnership arrangements and performance of the Dorset Combined Youth Offending Service. The Plan also describes the national and local youth justice context for 2020/21 and sets out our priorities for this year.
- 9.2 The Youth Justice Board continues to monitor three 'key performance indicators' for youth justice. The first indicator relates to the rate of young people entering the justice system for the first time. Local performance in this area had declined in the previous two years but improved during 2019/20. The latest data, relating to the 12 months to September 2019, shows a rate of 269 per 100,000 10-17 year olds entering the justice system for the first time. This compares with a figure of 357 per 100,000 10-17 year olds in the year to September 2018. The improvement is welcome and further steps are planned for 2020/21.
- 9.3 The other two national indicators relate to reducing reoffending and minimising the use of custodial sentences. The reoffending rate fluctuates, partly because of the current counting rules for this measure. Our local reoffending rate has for the most part remained below the national rate. Local analysis shows that young people who are more likely to reoffend are also more likely to have more complex speech, language and communication needs and to find it hard to access education or training. The Youth Justice Plan sets out some of the actions that have been taken and future plans to address these issues.
- 9.4 Dorset Combined Youth Offending Service has low rates of custodial sentences, below the regional and national averages. This is particularly the case for young people from the Dorset Council area. Young people who are sentenced to custody have often experienced significant trauma in their earlier life, affecting their current behaviour. The Youth Offending Service is currently implementing a plan to become a trauma informed

service, using the Youth Justice Board's 'Enhanced Case Management' model.

Footnote: Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.

This page is intentionally left blank

DORSET COMBINED YOUTH OFFENDING SERVICE



National
Probation
Service



Youth Justice Plan

2020/21

Version	Superseded Version(s)	Date	Author	Changes made
V0.2				
V0.1		22.05.20	David Webb	

Contents

Dorset Combined Youth Offending Service Statement of Purpose	4
Who We Are and What We Do	4
Introduction	5
Service Targets	5
Headline Strategic Priorities for 2019/20.....	5
Structure and Governance: The YOS Partnership Board	6
Linking the Youth Justice System to other Plans and Structures.....	7
Partnership Arrangements	8
Safeguarding and Public Protection	8
Child Exploitation	8
Reducing Re-Offending	8
Risk Assessment Panels	8
Harmful Sexual Behaviour	8
Preventing Violent Extremism.....	9
Safe Schools and Communities Team.....	9
Restorative Justice and Support for Victims	9
Reducing Youth Detentions in Police Custody	9
Operational Links between YOS and Partner Agencies	10
Resources and value for money	11
Staffing information	12
DCYOS Achievements and Performance During 2019/20.....	13
First Time Entrants into the Youth Justice System	15
Reducing Re-Offending	15
Custodial Sentences	16
National Standards Self-Assessment completed in 2019/20	17
Service User Feedback.....	18
Summary of local and national issues that inform our priorities for 2020/21.....	19
National Context	19
Local Context	19
Strategic Priorities for 2020/21	20
Reducing First Time Entrants	20
Black, Asian and Minority Ethnic over-representation	20
Resettlement Planning	20
Child Exploitation and Youth Violence	21
Education, training and employment.....	21
Covid-19.....	21
Approval	22

Appendix A – Glossary of Terms23

Dorset Combined Youth Offending Service Statement of Purpose

Dorset Combined Youth Offending Service works with young people in the local youth justice system. Our purpose is to help those young people to make positive changes, to keep them safe, to keep other people safe, and to repair the harm caused to victims.

This means we can support the national Youth Justice Board Vision that:

‘Every child should live a safe and crime-free life and make a positive contribution to society’.

Who We Are and What We Do

Dorset Combined Youth Offending Service (DCYOS) is a statutory partnership between Bournemouth, Christchurch and Poole Council, Dorset Council, Dorset Police, National Probation Service Dorset and NHS Dorset Clinical Commissioning Group.

We are a multi-disciplinary team which includes youth justice officers, restorative justice specialists, parenting workers, education and employment workers, police officers, probation officers, nurses, speech and language therapists and a psychologist.

More information about the YOS partnership and the members of the YOS team is provided later in this document.

The team works directly with young people who have committed criminal offences to help them make positive changes and to reduce the risks to them and to other people. We also work directly with parents and carers to help them support their children to make changes.

We make contact with all victims of crimes committed by the young people we work with. We offer those victims the chance to take part in restorative justice processes so we can help to repair the harm they have experienced.

The organisations in the YOS partnership also work together to improve the quality of our local youth justice system, and to ensure that young people who work with the YOS can access the specialist support they need for their care, health and education.

The combination of work to improve our local youth justice and children’s services systems, and direct work with young people, parents and victims, enables us to meet the Youth Justice Board’s ‘System Aims’:

- Reduce the number of children in the youth justice system
- Reduce reoffending by children in the youth justice system
- Improve the safety and well-being of children in the youth justice system
- Improve outcomes for children in the youth justice system.

Introduction

This document is the Youth Justice Strategic Plan for the Dorset Combined Youth Offending Service (YOS) for 2020/21. It sets out the key priorities and targets for the service for the next 12 months as required by the Crime & Disorder Act 1998. This Plan has been developed under the direction of the YOS Partnership Board after consultation with YOS staff and taking into account feedback from YOS service users.

The Youth Justice Strategic Plan:

- summarises the YOS structure, governance and partnership arrangements
- outlines the resources available to the YOS
- reviews achievements and developments during 2019/20
- identifies emerging issues and describes the partnership's priorities
- sets out our priorities and actions for improving youth justice outcomes this year.

This document sets out the YOS's strategic plan. A delivery plan underpins this document.

Service Targets

The Dorset Combined YOS target for 2020/21 is to outperform regional and national averages for the three national performance indicators for youth offending which are:

- The number of young people entering the youth justice system for the first time ('First Time Entrants')
- The rate of proven re-offending by young people in the youth justice system
- The use of custodial sentences for young people.

Headline Strategic Priorities for 2020/21

- Reducing first-time entrants into the youth justice system
- Black, Asian and Minority Ethnic over-representation
- Resettlement planning
- Child exploitation and youth violence
- Education, Training and Employment

The reasons for identifying these priorities are explained later in this document and are summarised on page 21, with actions to achieve these priorities outlined on pages 22-23.

Structure and Governance: The

YOS Partnership Board

The work of the Dorset Combined YOS is managed strategically by a Partnership Board. The Partnership Board consists of senior representatives of the statutory partner organisations, together with other relevant local partners.

Membership:

- Dorset Council (current chair)
- Bournemouth, Christchurch and Poole Council (current vice-chair)
- Dorset Police
- Dorset Local Delivery Unit Cluster, National Probation Service
- NHS Dorset Clinical Commissioning Group
- Public Health Dorset
- Dorset Healthcare University Foundation Trust
- Her Majesty's Court and Tribunal service
- Youth Justice Board for England and Wales
- Office of the Police and Crime Commissioner
- Ansbury (Connexions Provider)

The Partnership Board oversees the development of the Youth Justice Plan, ensuring its links with other local plans.

The YOS Manager reports quarterly to the Partnership Board on progress against agreed performance targets, leading to clear plans for performance improvement. The Board also requests information in response to specific developments and agendas, and monitors the YOS's compliance with data reporting requirements and grant conditions.

Representation by senior leaders from the key partners enables the YOS Manager to resolve any difficulties in multi-agency working at a senior level, and supports effective links at managerial and operational levels.

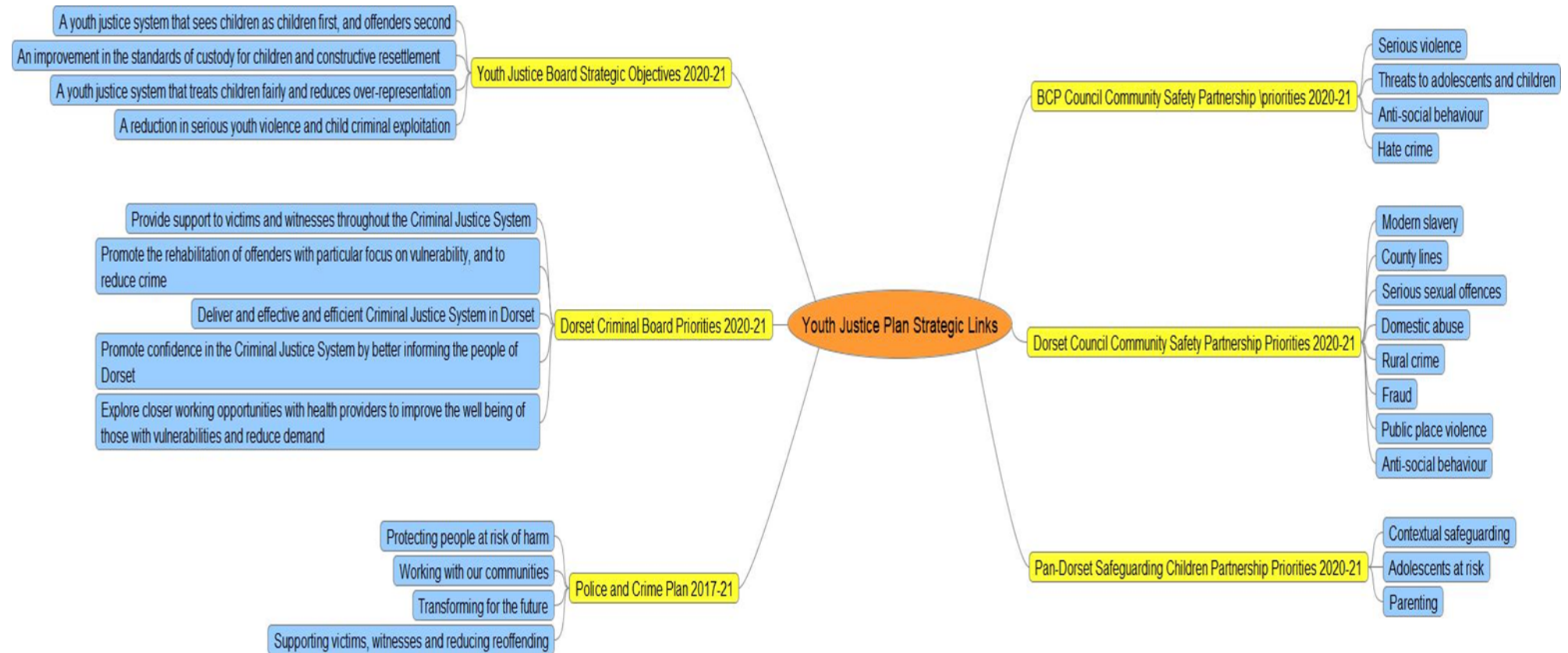
The YOS participates in local multi-agency agreements for information sharing, for safeguarding and for the escalation of concerns.

The Partnership Board oversees activities by partner agencies which contribute to the key youth justice outcomes, particularly in respect of the prevention of offending.

The YOS Partnership Board also provides oversight and governance for local multi-agency protocols in respect of the criminalisation of children in care and the detention of young people in police custody. The YOS Manager chairs multi-agency operational groups for each protocol and reports on progress to the YOS Partnership Board.

The YOS is a statutory partnership working with children and young people in the criminal justice system and the community safety arena. The map on the next page gives an overview of how the YOS fits with other strategic partnerships and plans.

Linking the Youth Justice System to other Plans and Structures



The membership of the YOS Partnership Board enables the work of the Dorset Combined YOS to be integrated into strategic planning for Safeguarding, Public Protection, Criminal Justice, Community Safety and Health & Well-Being. The YOS Manager sits on the Dorset Criminal Justice Board, attends the two Community Safety Partnerships, the MAPPA Strategic Management Board and the Dorset Council Strategic Alliance for Young People.

Partnership Arrangements

The previous section outlined the strategic links between the YOS and the other strategic groups and partnerships. Similar links exist at operational levels, enabling the YOS to integrate and coordinate its work with the work done by partners such as the two local children's social care services, Special Educational Needs services, other criminal justice agencies, and the Child and Adolescent Mental Health Services across Dorset.

Safeguarding and Public Protection

As well as participating in Child Protection Conferences and Multi-Agency Public Protection Arrangements (MAPPA) meetings in respect of specific individuals and families, YOS managers also attend MARAC meetings, local Community Safety Partnership operational meetings, local complex needs panel meetings and meetings in respect of early help and Troubled Families activities in the two local authorities.

Child Exploitation

Young people known to the YOS can also be at risk of child exploitation. YOS managers participate actively in the Child Exploitation Tactical Groups for each local authority. The YOS participates in local multi-agency information sharing arrangements and meetings to identify and protect children at risk of exploitation. A seconded YOS Police Officer attends weekly meetings with the Police 'Impact' team to enable effective joint work for children at risk of exploitation.

Reducing Re-Offending

The YOS Manager chairs the pan-Dorset Reducing Reoffending Strategy Group, reporting to the Dorset Criminal Justice Board and the two Community Safety Partnerships. Although the group's main focus is on adult offenders, attention is also paid to the youth perspective, particularly for those young people about to transition to adult services, and for the children of adult offenders.

Risk Assessment Panels

The YOS instigates a Risk Assessment Panel process for young people under YOS supervision who have been identified as being at high risk of causing serious harm to others, or of experiencing significant harm themselves. These meetings are attended by workers and managers from the other agencies who are working with the young person. The aim is to agree the risk assessment and devise, implement and review plans to reduce the risks posed by and to the young person.

Harmful Sexual Behaviour

The YOS works with the two local authorities, and with the Police, to agree the best way to respond to young people who have committed harmful sexual behaviour. Some of these young people are also known to the local authority social care service so it is important that we coordinate our work and, where possible, take a joint approach. The YOS and the local authorities use recognised assessment and intervention approaches for young people who commit harmful sexual behaviour.

Preventing Violent Extremism

All relevant YOS staff have received training in raising awareness of 'Prevent'. A YOS Team Manager has lead responsibility for this area of work and attends the pan-Dorset Prevent Group to ensure that our work is aligned with local initiatives. The YOS has sight of the local assessment of extremism risks. The seconded YOS police officers act as a link to local police processes for sharing intelligence in respect of possible violent extremism.

Young people convicted of extremism related offences will be managed robustly in line with the YOS Risk Policy, with appropriate referral to the local MAPPA process and clear risk management plans, including paired working arrangements and support from the seconded YOS police officers.

Safe Schools and Communities Team

The Safe Schools and Communities Team (SSCT) is a partnership between Dorset Police, the Office of the Police and Crime Commissioner and Dorset Combined YOS. The SSCT plays an important role in preventing offending by young people across Dorset, Bournemouth, Christchurch and Poole. The team provide education, awareness and advice to students, schools and parents. The work of the team is reported to the YOS Partnership Board as an important element of the YOS Partnership's work to prevent youth offending. The SSCT's School Incidents Policy is an important part of local work to reduce the number of youths entering the justice system, helping schools to manage incidents without the need for a criminal outcome.

Restorative Justice and Support for Victims

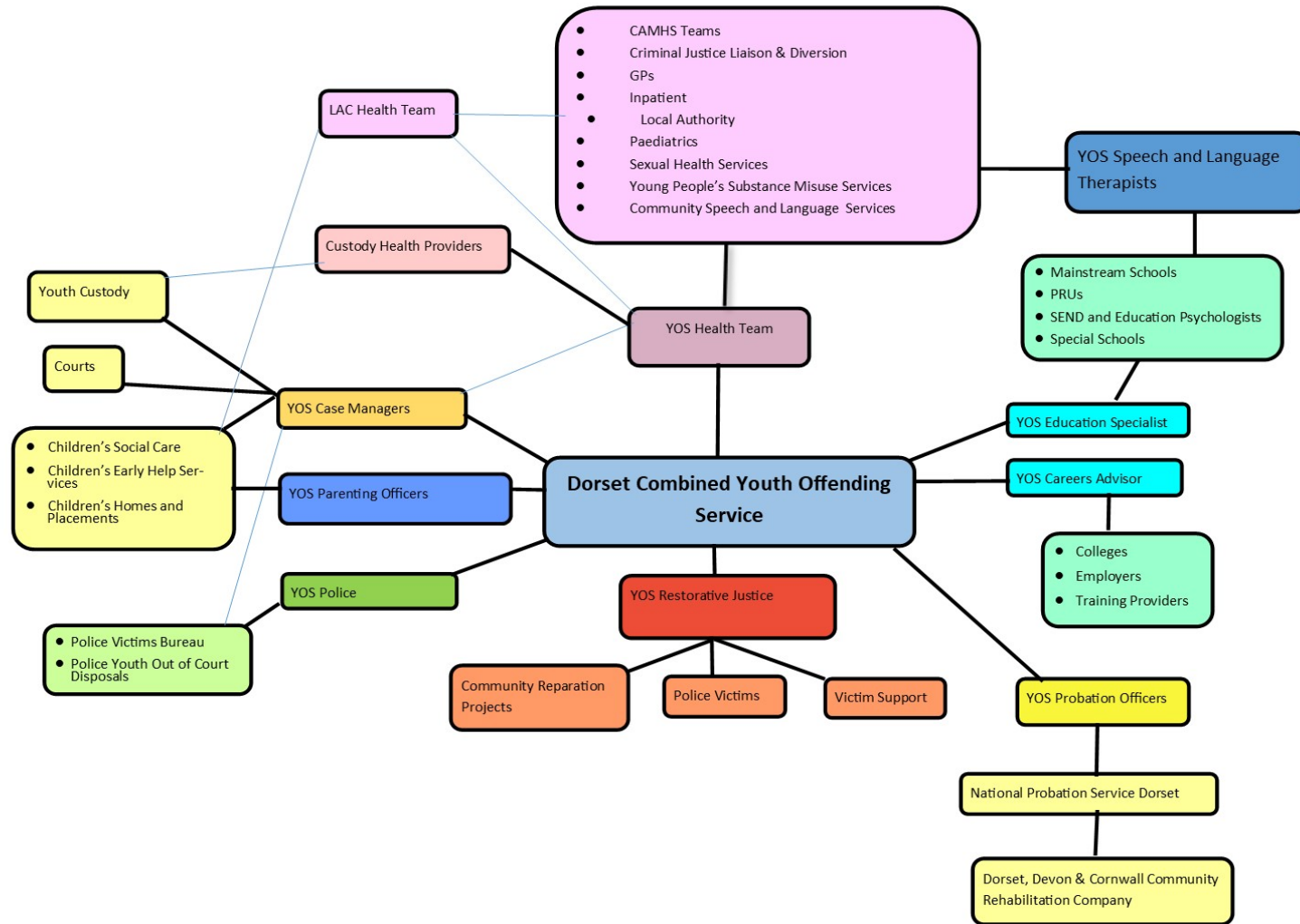
The YOS Restorative Justice Practitioners provide Restorative Justice activities and support for victims of offences committed by young people. The YOS also links with other agencies through the Victims and Witnesses Sub-Group of the Dorset Criminal Justice Board. The YOS plays an important part in delivering the Police and Crime Commissioner's Restorative Justice Strategy for Dorset, taking the lead on offences committed by young people and supporting the development of good practice with other Restorative Justice providers.

Reducing Youth Detentions in Police Custody

The YOS Manager chairs a multi-agency group, reporting to the YOS Partnership Board, which works to ensure that as few young people as possible are detained in police custody and to limit the duration of youth custody detentions.

In addition to the team's involvement in these different partnership groups, there is ongoing daily interaction with other local services. These links are illustrated on the following page:

Operational Links between YOS and Partner Agencies



Resources and value for money

The funding contributions to the YOS partnership budget are listed below. Local authority staff are employed by Bournemouth, Christchurch and Poole Council. Other staff are seconded from Dorset Police, the National Probation Service Dorset and Dorset HealthCare University

NHS Foundation Trust. Like all public services, the YOS operates in a context of reducing resources. Ensuring value for money and making best use of resources is a high priority for the service.

Partner Agency	20/21 Revenue excluding recharges	Movement 14/15 to 20/21 – including disaggregation movements between DC and BCP Councils	Staff
Dorset Council	£492,800	£-39,100	
Bournemouth, Christchurch and Poole Council	£577,700	£26,670	
Police and Crime Commissioner for Dorset	£75,301	£-78,149	2.0 Police Officers. Funding reduction from 14/15 to 15/16 reflects funding of SSCT directly by the OPCC to the Police, no longer via the YOS
National Probation Service Dorset	£5,000	£1,826	1.0 Probation Officer (reduction from 2.6 to March 2015, from 2.0 to March 2018 and from 1.5 to March 2020, with adjusted funding contribution, after national review)
Dorset Clinical Commissioning Group	£22,487	£0	2.8 FTE Nurses, 0.8 Psychologist, 1.0 Speech and Language Therapist
Youth Justice Board Good Practice Grant	£600,482	£-189,932	
Total	£1,766,996	£-285,459	

The YOS has also obtained funding from NHS England for a Speech and Language Therapist for 6 months. This funding will be spread pro rata throughout the year.

NHS England funding was secured for 2019/20 to support DCYOS becoming a 'trauma-informed service'. Some of this funding has been carried over to support implementation of this model.

Page 51

Page 51

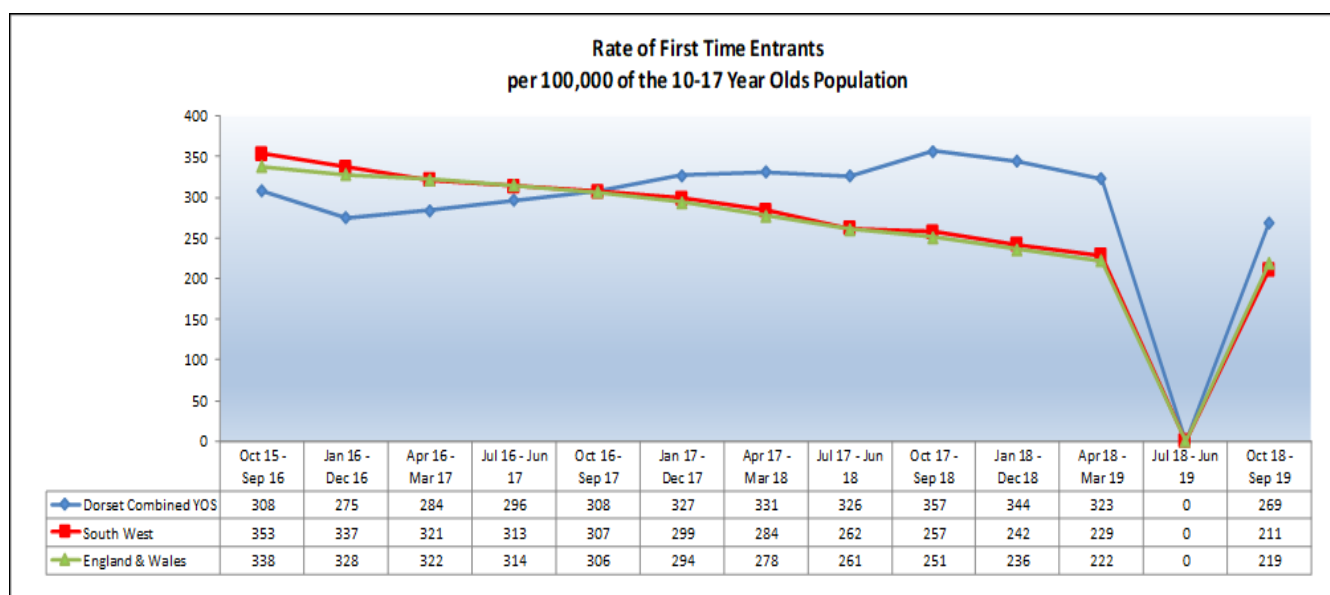


DCYOS Achievements and Performance during 2019/20

Youth Offending Teams continue to be judged against 3 key performance indicators:

- Reducing First Time Entrants into the Youth Justice System;
- Reducing Re-Offending by young people in the Youth Justice System;
- Appropriately Minimising the use of Custodial Sentences.

First Time Entrants into the Youth Justice System



Between late 2016 and late 2018 there was a steady increase in the rate of first time entrants to the youth justice system in Dorset. This coincided with a fall in the regional and national averages for this indicator, meaning that Dorset moved above those benchmark figures. Since late 2018 the rate of first time entrants in Dorset has fallen each quarter. The national and regional averages have continued to decline but the gap is narrowing.

During 2019 the Youth Offending Service and the Police Youth Out of Court Disposals team continued to work together to review all the first time entrants in 2018/19 who had received a Youth Caution. Information was also sought from other youth offending teams and police force areas to seek learning and opportunities for improvement.

The review of Youth Caution decisions in 2018/19 showed a clear and proportionate rationale for each decision. The quality of youth out of court disposal decision-making is consistently upheld by the independent Out of Court Disposals Scrutiny panel which is led by the Police and Crime Commissioner.

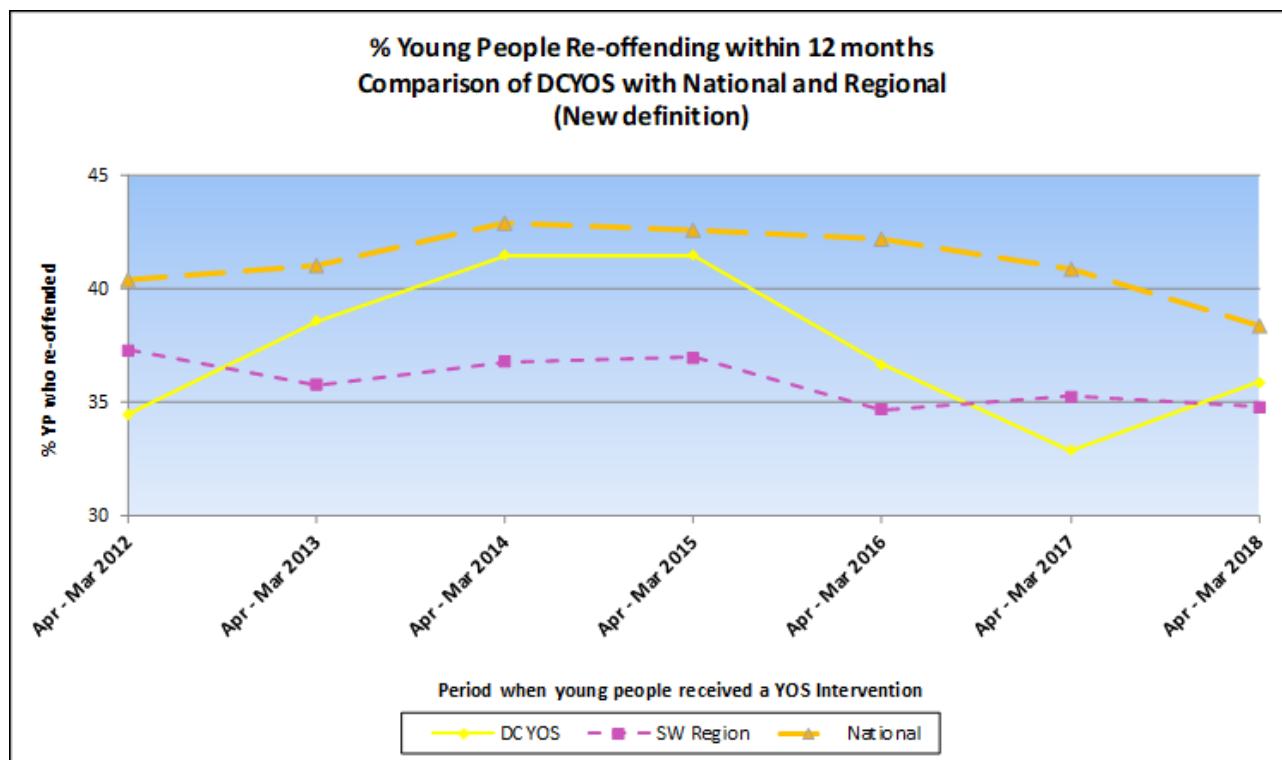
During 2019 the Youth Offending Service and the Police Youth Out of Court Disposals team adjusted their decision-making process to include a weekly meeting to review any cases that needed more scrutiny and to avoid any cases being delayed. The YOS Team Managers gather information from other services, like children's social care and children's early help services, before attending this meeting. Alternatives to a formal youth justice outcome are always considered. About 38% of youth cases are dealt with informally, through a 'Youth Restorative Disposal'.

The following table shows youth justice outcomes over the last two years. Some low level disposals are managed by the Safe Schools and Communities Team (SSCT).

Outcome	2018-19			2018-19 Total	2019-20			2019-20 Total
	SSCT	DCYOS	No intervention		SSCT	DCYOS	No intervention	
Youth Restorative Disposal	230	79		309	193	76		269
Youth Caution	33	134		167	7	111		118
Youth Conditional Caution	1	76		77		50		50
Absolute Discharge			2	2			1	1
Anti Social Behaviour (Criminal) (Crasbo)		1		1				
Community Rehabilitation + Conditions (PO)						1		1
Community Rehabilitation Order (PO)		1		1		1		1
Community Resolution (Non Substantive/Voluntary)		4		4				
Conditional Discharge			51	51			42	42
Criminal Behaviour Order		3		3		2		2
Curfew		1		1		2		2
Curfew + Tag (Electronic Monitoring)						2		2
Detention + Training Order (Custody)		5		5		10		10
Fine			24	24			23	23
OOCD Decision		4		4		2		2
Recall to Custody						2		2
Referral Order		93		93		109		109
Referral Other						1		1
Reparation Order (YOT)		3		3				
Section 91 Order		1		1		2		2
Supervision + Curfew (Other) (So)						1		1
Supervision + Curfew (YOT) (So)						2		2
Youth Rehabilitation Order		60		60		59		59
Youth Rehabilitation Order ISS Extended		1		1				
Youth Rehabilitation Order ISS High Intensity Band 1		2		2				
Youth Rehabilitation Order ISS Requirement		1		1				
Grand Total	264	469	77	810	200	433	66	699

In October 2019 the YOS Partnership Board supported proposals to develop more 'diversion' options for offences involving the possession of cannabis. Repeat offences would previously have led to a Youth Caution. Although this may still happen in some cases, Dorset Police have worked with partner agencies including drug treatment services to develop new protocols for youths who are found in possession of cannabis. These arrangements were due for implementation in April 2020, were delayed by the covid19 lockdown but will go ahead from June 2020.

Reducing Re-Offending



The national re-offending figures relate to the further re-offending of groups of young people in the 12 months after they received a caution or court conviction. Each quarter a different group of young people is tracked; for example, the most recent data relates to those young people who received a justice outcome in the period January to March 2018.

The numbers in each quarterly group of young people are relatively low, meaning that the reoffending rate figures are subject to fluctuation each quarter. The January to March 2018 group was comprised of 75 young people, 33 of whom were convicted of further offences within the next 12 months.

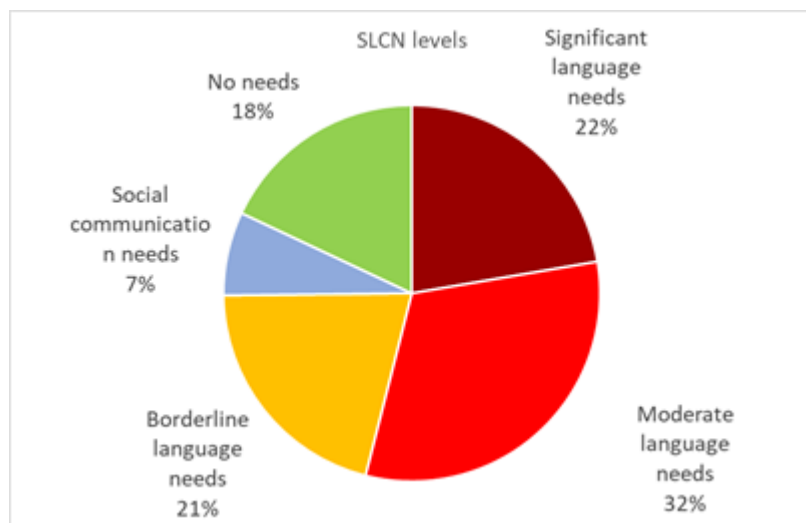
Due to delays in the youth justice system it is possible that the subsequent conviction may actually relate to an offence that was committed before the counting period began.

There is a time lag on the national data, to allow time for reoffending, conviction and police recording, which means that the most recent data relates to young people whose contact with the YOS occurred about 2 years ago.

Like other youth offending teams, DCYOS also analyses local reoffending data to give us more recent and more nuanced information. This data is reported to the YOS Partnership Board to help inform and shape the partnership's strategic plans. An example of this scrutiny process was a request by the Board for more detailed analysis of the female reoffenders from our local reoffending data. This analysis demonstrated that most of these young people had significant speech and language deficits, including developmental language disorder in several cases.

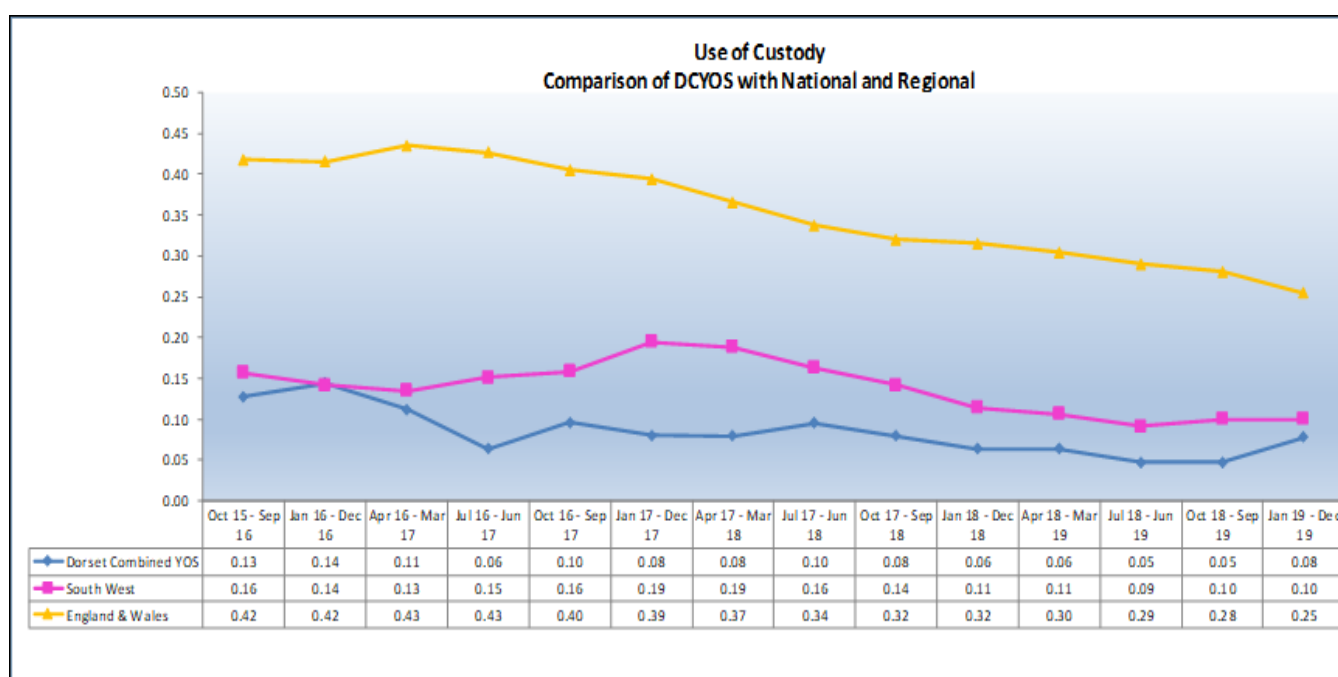
During 2019/20 funding was secured for at least one more year for the YOS Speech and Language Therapist post. The post holder assesses all young people who receive a court order or a second out of court disposal, regardless of whether speech and language difficulties are suspected. The reason for this approach is the evidence from elsewhere, and from our own work since the YOS Speech and Language Therapist joined our team in

March 2018, that most young people in contact with youth justice services have speech, language or communication needs. The following chart demonstrates the speech and language needs of the 138 young people assessed so far by the YOS Speech and Language Therapists:



The prevalence of speech and language needs among the young people we work with and other special educational needs contribute to difficulties in engaging with education, training or employment. Young people known to the YOS tend not to be educated in mainstream schools; those who have left school can find it hard to access college or other post-16 education and training opportunities. In recent years there has been a reduction in the range of education and training provision locally for this group of young people. Our service user feedback showed that 'education' was the issue that most young people said the YOS had helped them with. Part of our plan for 2020/21 is to enhance our work with this group through the use of ASDAN short courses and attainment level assessments for Maths and English.

Custodial Sentences



Although there was an increase in custodial sentences in 2019, DCYOS remains below the regional and national averages for the rate of young people receiving a custodial sentence. The data in the table above shows the rate of custodial sentences per 1,000 10-17 year-olds in the local population.

During 2019/20 8 young people in our two local authority areas received a total of 10 custodial sentences. All of these young people were males, 7 of them were from the Bournemouth, Christchurch and Poole Council area and 1 was from the Dorset Council. 4 of the 8 young people were Black, Asian or Minority Ethnic (BAME). National data shows that BAME children are more likely to enter custody than other children with around 50% of the youth custody population in England and Wales being from BAME backgrounds.

Although the actual numbers locally are low, and therefore statistical conclusions need caution, it is notable that our rates of BAME young people in custody reflect the national over-representation of this group in custody despite lower proportions of BAME people in our local population. This was also noted in our Youth Justice Plan last year, indicating a lack of progress in improving this issue. The Lammy Review (2017) noted the need for multi-agency responses to address disadvantage across multiple services which leads to over-representation in the justice system. The Lammy Review also called for open decision-making and for leadership if change is to be achieved.

Most of the 8 males who received custodial sentences have been identified as being at significant risk of child exploitation. The seriousness of their offending indicates the level of risk that they pose to others and the level of risk that they themselves face. Some of these young people are children in care. Finding the right accommodation for these children for their release from custody can be difficult; sometimes this is not resolved until very close to their release date.

During 2019/20 DCYOS developed its plans for becoming a trauma-informed service. All YOS practitioner staff attended a 3-day trauma training course in February 2020 to enable the YOS to start operating the 'Enhanced Case Management' model. This model is an evidence-based approach to working with young people who have experienced developmental trauma which is reflected in their risky behaviours. Most of the 8 young people who received custodial sentences in 2019/20 would fit this description.

National Standards Self-Assessment completed in 2019/20

The Ministry of Justice and the Youth Justice Board published a new set of national standards for youth justice which came into effect in April 2019. 'Standards for Children in the Youth Justice System 2019' places more emphasis on achieving suitable outcomes for children, with less prescription about processes to be followed.

The Youth Justice Board required all youth offending teams to assess their compliance with the new Standards by April 2020. The self-assessment process entailed a review of all the 'strategic standards' and an audit of cases for the 'operational standards'. The self-assessment was intended to create a baseline of initial performance and to identify areas for development.

The DCYOS self-assessment identified high levels of compliance with the new Standards. There are some specific aspects of our work which we need to develop in order to enhance our compliance with the Standards. These areas are included in our priorities and plans for 2020-21.

Learning Reviews

The YOS contributed to a multi-agency Serious Case Review undertaken by Waltham Forest Safeguarding Children's Board. The subject of the review, Child C, was a young person who was murdered in Waltham Forest. Three months prior to his murder he had been arrested in Bournemouth, detained in police custody and then returned to London. An Appropriate Adult provided by DCYOS supported the young person for part of his time in police custody in Bournemouth.

This Serious Case Review highlighted the prevalence and seriousness of risks relating to child exploitation. Although Child C was only briefly in our local area, other children in our area and visiting our area continue to be at risk. The Serious Case Review emphasises the importance of coordinated, multi-agency responses to these risks. DCYOS is prioritising trauma-informed responses to adolescent risk in its own work and to promoting more effective multi-agency working with children who are at risk of exploitation.

Service User Feedback

Feedback from the young people working with DCYOS has been mainly positive.

70% said that working with the YOS made things better for me with 19% being neutral on this question.

81% felt their worker thought they would make positive changes in their life (worker optimism is an important factor in positive outcomes).

89% were satisfied or very satisfied that 'my worker listens to me and helps me find my own solutions' (change is more likely if the service user hears themselves making the case for change).

56% would change nothing about the way the YOS works. Other answers suggested changing the length or time of YOS appointments and one respondent wanted to change the duration of YOS work.

The YOS also seeks feedback about specific areas of our work.

Almost all young people we work with undertake some 'reparation' activity. This is a form of unpaid work to make amends for their offence.

85% of respondents to the reparation feedback survey said that they enjoyed their reparation session.

94% of respondents said that they enjoyed working with their reparation worker.

56% said they found their reparation work to be interesting, 41% said it was educational, 22% said they were doing something new, 20% felt proud of what they had done, 11% said it was boring and 2% said it was a waste of time.

Some of the young people in contact with the YOS are referred to our health team for direct support.

100% of young people who provided feedback on their contact with our health team said that the health worker treated them respectfully.

87% found it helpful or very helpful to see their YOS health worker and a further 9% found it quite helpful.

77% said that they had mostly or fully met the goals they agreed with their health worker and a further 21% felt they had partially met their goals.

YOS workers also receive 'spontaneous' feedback from service users and other professionals. In 2020/21 we aim to improve our methods for collecting this feedback.

Summary of local and national issues that inform our priorities for 2020/21

National Context

The Youth Justice Board Strategic Plan 2019-2022 sets out its priorities for the youth justice system:

- Improving Local Practice
- Resettlement and Transitions
- Safety and Education in Custody
- BAME Disproportionality
- Reducing Serious Youth Violence
- Secure Schools

These priorities have been developed in a context of national concerns about serious youth violence, child exploitation, over-representation of minority ethnic groups in the justice system and concerns about the safety and effectiveness of the custodial estate.

The priorities to improve local practice, enhance resettlement and transitions, address BAME disproportionality and reduce youth violence have particular resonance for us locally.

The Youth Justice Board plan to improve local practice includes promotion of trauma-informed practice through the Enhanced Case Management model.

Local Context

DCYOS self-assessment, performance and activities during 2019/20, reported above, shows some key areas of work that we want to focus on in 2020/21:

- Reducing first-time entrants – we need to continue reducing the rate of local young people entering the justice system, building links with the new adolescent services in our two local authorities
- Black, Asian and Minority Ethnic over-representation – we need to work with other agencies locally to reduce the disadvantage experienced by BAME young people
- Resettlement planning – the safety of young people coming out of custody, and the risk of them reoffending and causing harm to others, depends largely on suitable accommodation being identified well in advance of the release date so that effective release plans, including education and health support, can be implemented.
- Child exploitation and youth violence – the YOS will work with partners to improve the identification of and response to children who are at risk of exploitation. This will include implementation of trauma-informed practice through the YJB's 'Enhanced Case Management' model
- Education, Training and Employment – we need to work with young people, local authority colleagues and education providers to increase young people's opportunities to engage in education and training. The YOS will develop its use of ASDAN short courses and attainment level assessments for Maths and English.

Strategic Priorities for 2020-21

The strategic priorities for the Dorset Combined YOS align with:

- our three main performance indicators
- the strategic priorities of other local partnerships (such as the Safeguarding Children's Partnership, Community Safety Partnerships and the Criminal Justice Board)
- relevant local initiatives to reduce offending, protect the public and safeguard young people
- areas identified for YOS improvement, including feedback from YOS staff and service users
- the emerging issues summarised on the previous page.

The following priority areas will be supported by a more detailed action plan used by the YOS team.

Reducing First-Time Entrants

- Dorset Police, DCYOS, local authority children's services and local substance misuse services to implement additional diversion options for specific offence types, starting with possession of cannabis offences
- DCYOS and Dorset Police to agree referral routes into the new adolescent and early help services in our local authorities to enable suitable young people to receive additional support without the need for a youth justice response

Black, Asian and Minority Ethnic over-representation

- Work with partner agencies in our criminal justice system to monitor rates of BAME young people at different stages of the system, using the Lammy principles of 'Explain or Reform' to respond to any identified over-representation
- Review compliance and breach rates within the YOS caseload to identify and respond to any groups that are over-represented
- Work with children's services and criminal justice partners to promote a multi-agency response to Black, Asian and Minority Ethnic children in receipt of local services, extending beyond the justice system

Resettlement Planning

- Develop more detailed reporting to the YOS Partnership Board on the experiences and outcomes of young people who receive custodial sentences
- The YOS Partnership Board to monitor the timeliness of accommodation being identified for children before their release from custody and to take appropriate remedial action if necessary

- YOS specialist workers (health, education, speech and language) to continue to link with colleagues in secure establishments and locally to ensure continuity of health and education planning for children coming out of custody

Child Exploitation and Youth Violence

- Implement the Enhanced Case Management model to embed trauma-informed practice in the YOS and with partner agencies working with the same young people
- Participate actively in Child Exploitation Tactical Groups in our two local authorities to enhance the safety planning for children at risk of exploitation and to play an active role in other local service developments for these young people
- Share assessments and plans by YOS case managers and specialist workers (health, education, speech and language) with other services working with the same young people (subject to relevant information sharing protocols)
- Continue to exchange intelligence with Dorset Police colleagues in the IMPACT, MOSOVO and Neighbourhood Policing Teams in order to safeguard children and to disrupt and pursue the perpetrators of exploitation.

Education, Training and Employment

- Develop our use of ASDAN short courses to help young people improve their chances of accessing education, training and employment
- Register with 'BKSB' so that YOS workers can enable young people to undertake attainment level assessments for Maths and English
- YOS ETE workers to collaborate with local authority colleagues to enable more young people to attend school or post-16 education, training or employment

Covid-19

This plan has been written during the covid-19 'lockdown'. Like all services, DCYOS has radically changed its working arrangements and working practices in response to the lockdown restrictions. These circumstances are likely to shape our work during 2020/21. As we move into the recovery and rebuilding phases, after the lockdown, we will review the changes we have made so that we can identify new ways of working that should be sustained in the longer term.

Approval

Signatures of YOS Board Chair and YOS Manager

Theresa Leavy (YOS Board Chair)

Executive Director People - Children

Dorset Council

Signed:

Date:

David Webb

Dorset Combined Youth Offending Service Manager

Bournemouth, Christchurch and Poole Council

Signed:

Date:

Appendix A – Glossary of Terms

AssetPlus	Nationally Accredited Assessment Tool
BAME	Black, Asian and Minority Ethnic
CAMHS	Child and Adolescent Mental Health Services
CJS	Criminal Justice System
CSP	Community Safety Partnership
ETE	Education Training and Employment
FTE	First Time Entrant into the Youth Justice System
ISS	Intensive Supervision and Surveillance
IT	Information Technology
LSCB	Local Safeguarding Children's Board
MAPPA	Multi-Agency Public Protection Arrangements
NEET	Not in Education, Employment or Training
O OCD	Out Of Court Disposals
PCC	Police & Crime Commissioner
RJ	Restorative Justice
SEND	Special Educational Needs and Disabilities
SSCT	Safe Schools and Communities Team
VLO	Victim Liaison Officer
YJ	Youth Justice
YJB	Youth Justice Board
YOS/YOT	Youth Offending Service/Team
YRD	Youth Restorative Disposal
YRO	Youth Rehabilitation Order

This page is intentionally left blank



People Scrutiny Committee

COVID-19: How well has Dorset Council responded to meeting the needs of vulnerable groups during 'lockdown'? – Review of report considered by Cabinet on 30 June 2020

Date of Meeting: 20 July 2020

Portfolio Holder: Cllr P Wharf, Deputy Leader/Corporate Development and Change

Local Member(s):

Update following Dorset Council Cabinet 30 June 2020

Please note that Appendix 1: EqlA: COVID-19: How well has Dorset Council responded to meeting the needs of vulnerable groups during 'lockdown'? has been updated as it has now been formally signed off by the Equality and Diversity Action Group, who are responsible for reviewing and signing off EqlAs in Dorset Council.

Appendix 1 in this report is the updated version of the Equality Impact Assessment.

Appendices to cover report to People Scrutiny Committee:

- Covid-19: How well has Dorset Council responded to meeting the needs of vulnerable groups during 'lockdown'? – report to Cabinet 30 June 2020 – with updated Appendix 1 as detailed above
- Additional information provided for People Scrutiny Committee by Children's Services.

This page is intentionally left blank

Cabinet

30 June 2020

COVID-19: How well has Dorset Council responded to meeting the needs of vulnerable groups during 'lockdown'?

For Decision

Portfolio Holder: Cllr P Wharf, Corporate Development and Change

Local Councillor(s): All

Executive Director: Aidan Dunn, Executive Director, Corporate Development

Report Authors: Paul Iggulden (Consultant, Public Health Dorset), Rupert Lloyd (Programme Coordinator, Public Health Dorset), Susan Ward-Rice (Corporate Policy & Performance Officer, Equalities)

Email: Paul.Iggulden@dorsetcouncil.gov.uk, Rupert.Lloyd@dorsetcouncil.gov.uk, Susan.Ward-Rice@dorsetcouncil.gov.uk

Report Status: Public

Recommendation: That Cabinet:

- Note the initial impact of the 'lockdown' phase of COVID-19 on vulnerable groups in Dorset (attached at appendix 1);
- Note the findings of a series of round-table discussions with Councillors (summarised at Appendix 2);
- Agree that the council needs an ongoing assessment of the impact on vulnerable groups through subsequent phases of the pandemic;
- Agree the action plan outlined at section 5 appendix 1; and
- Note that this initial assessment has been undertaken largely by staff 'released' from core roles to assist with the covid-19 response; the actions set out in section 5 will require appropriate resourcing and oversight.

Reason for Recommendation: To ensure that Cabinet is aware of the impact of COVID-19 on Dorset's vulnerable communities and responds accordingly.

1. Executive Summary

On 5 May 2020, Cabinet received a report on the Council's response to COVID-19, which referred to an equality impact assessment (EqIA) of the pandemic on Dorset's most vulnerable communities. Since that meeting, officers have undertaken an initial assessment of the 'lockdown phase' in Dorset, which has included local and national research, discussions with partners and round-table meetings with Councillors. The assessment is attached at appendix 1.

This initial review is very much a qualitative exercise, based on a constantly evolving situation. New evidence is emerging on a regular basis about the nature and extent of the pandemic, and feedback from Councillors on the situation in their wards as they develop have been hugely helpful. As such, this EqIA should be viewed as very much a 'live' document that is designed to inform decision-making during the coming phases of COVID-19.

Recent national research shows that the pandemic is having particularly adverse impacts on people with certain characteristics. Older people are at greater risk than younger people for example, and men are at greater risk than women. The risk of dying from COVID-19 is higher amongst those living in deprived areas than those living in more affluent areas, and higher in Black, Asian and Minority Ethnic (BAME) groups than in White ethnic groups¹.

Given this evidence, it is more important than ever that we look to understand the impacts of the pandemic on potentially vulnerable communities, and seek to mitigate those impacts where possible. An action plan is being developed and is summarised in the assessment at appendix 1, section 5.

2. Financial Implications

There are no financial implications as a result of this report. As reported at the Cabinet meeting in May, the full financial impact of the pandemic on Dorset Council is still being assessed. There will be a significant impact from the suspension of income generating services, additional expenditure and incurred, and planned transformation savings not achieved. These will require mitigation during 2020/21 (and beyond) once the full compensation package from central government is known.

3. Climate implications

¹ Public Health England; Disparities in the risk and outcomes of Covid-19 (June 2020)

There are no climate implications as a result of this report.

4. Other Implications

The public health implications of COVID-19 are ongoing, and Public Health Dorset has been central to the development of this assessment. The assessment has identified implications for all aspects of the Council's business, and its relationships with partners across the health and social care system, and within the voluntary and community sector.

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: HIGH

Residual Risk: MEDIUM

6. Equalities Impact Assessment

The assessment will be reviewed by the council's Equality and Diversity Action Group on 25 June.

7. Appendices

- i. Initial Equality Impact Assessment and Action Plan
- ii. Feedback from the Councillor Round-Table Meetings

8. Background Papers

- i. COVID-19 Response (Cabinet, 5 May 2020, item 7)

9. Introduction

- 9.1 As part of Dorset Council's response to COVID-19 several action groups (known as 'cells') have been established to manage the council's response. One of these is the Community Shield Cell, which is a multi-agency group responsible for ensuring vulnerable people in Dorset are cared for and supported during the pandemic.

- 9.2 The group is made up of several sub-groups, one of which is the Mental Health & Safeguarding Sub-Group. This Sub-Group initiated developing an Equality Impact Assessment. The assessment has two aims:
- To highlight groups of people in the Dorset Council area who are, or could be, vulnerable during the 'lockdown' period; and
 - To record how these people are being supported, identify any gaps in that support and identify possible actions for mitigation.
- 9.3 The Member Champion for Equalities and Diversity convened a meeting of Councillors on 28 April to discuss an initial draft of the assessment, and this conversation proved so useful it was proposed a series of round-table meetings be organised so that all Councillors could provide insights into the impact of COVID in their wards.
- 9.4 The meetings were an opportunity to:
- Share work that has been done on the Equality Impact Assessment; and
 - For officers to hear from Councillors about their experiences of the impact on their wards. A summary of the discussions is attached at appendix 2.
- 9.5 The key themes to emerge from the Councillor discussions were:
- The voluntary and community response:** How communities and organisations have responded to support vulnerable people is seen as overwhelmingly positive, and Members would like to explore how they and others can maintain some of the positive features of lockdown.
 - Mental health:** There is widespread concern about the impact of lockdown on mental health and wellbeing of vulnerable people and people who have or will be affected financially.
 - Young people:** Lockdown was viewed as having had a significant negative impact on young people, in particular on their mental health.
 - Hard to reach:** Many vulnerable people have been supported, but there is concern that some people who could benefit from help are reluctant to ask for help or 'admit' that they are in need.
 - Economic vulnerability:** There has been significant emergent impact on individuals and families who are economically vulnerable and have been affected by loss or reduction in their income e.g. furlough, redundancy. It is anticipated that this impact will grow. One councillor said *'I tour my patch regularly on foot ...and some young people I've spoken to are in a real mess. I'm seeing real evidence [of hardship]'*

- vi. **Digital exclusion:** Many services and organisations have been effective in engaging and supporting people online, but there is concern that a significant number of people are excluded from accessing digital services.
- vii. **‘Hidden abuse’:** There is concern about ‘hidden’ domestic abuse where victims have been at risk during long periods when they have been unable to leave their homes.

9.6 The meetings were also an opportunity to highlight some of the incredible support being delivered by a wide range of system partners. Numerous mentions were made of parish and town councils, local food banks, community pubs and shops, town-based organisations, and voluntary and community organisations operating at both local and county levels. Some of the comments made at the meetings were:

‘Everybody has gone above and beyond ...there’s been a real resurgence in community spirit. We need to look for a way to continue that. I hope that as Councillors we can encourage our residents to keep that spirit. People seem to have started liking each other again!’

‘Big thanks to the community!’

‘[Our response has] put a human face on the council’

‘We need to get a bit more canny about how we encourage volunteers, particularly those that might not have been volunteers before’

‘The lived experience is that there’s been a real upsurge in community spirit and kindness. Long may that continue’

‘As a community, we’ve really come together well’

‘Could you call it a wartime spirit?! Whatever it is, it’s been amazing’

10. Next steps

10.1 The impact assessment attached covers the lockdown phase of the pandemic. It will need updating as the phases change, and the findings influence how the council and its partners plan their recovery, and respond to any further outbreaks. It will be discussed by the People Overview Committee at its meeting in July, and an update will come back to Cabinet later this year.

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.

This page is intentionally left blank

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the guidance on the intranet.

Initial Information

Name:	Paul Iggulden / Rupert Lloyd
Job Title:	Consultant / Project Co-ordinator
Email address:	Paul.iggulden@dorsetcouncil.gov.uk Rupert.lloyd@dorsetcouncil.gov.uk
Members of the assessment team:	Paul Iggulden, Consultant, Public Health Rupert Lloyd, Project Coordinator, Public Health Susan Ward-Rice, Diversity & Inclusion Officer
Date assessment started:	16 April 2020
Date of completion:	
Version Number:	1

Part 1: Background Information

Is this (please tick or expand the box to explain)

Existing	
Changing, updating or revision	
New or proposed	X
Other	

Is this (please tick or expand the box to explain)

Internal (employees only)	
External (residents, communities, partners)	X
Both of the above	

What is the name of your policy, strategy, project or service being assessed?

Covid 19 - How well has Dorset Council responded to meeting the needs of vulnerable groups?

What is the policy, strategy, project or service designed to do? (include the aims, purpose and intended outcomes of the policy)

The purpose of this EqIA is to assess how well Dorset Council responded to meeting the needs of vulnerable communities in Dorset during the COVID-19 lockdown period.

This impact assessment has been developed using the following methods:

- Desk-top analysis of current guidance, findings and research (both local and national).
- Feedback and evidence from partners involved in the Community Shield Cell.
- Feedback from councillors via virtual roundtable discussions.

This initial impact assessment is very much a qualitative review on a constantly evolving situation with new evidence emerging on a regular basis about the nature and extent of COVID-19. As a result, this EqIA should be viewed as very much a 'live' document and be used by the council and partners to inform decision-making during the different phases of COVID-19. Mitigating actions are being developed where necessary and are summarised in the action plan of this assessment under three themes:

- **Short term improvements responding to lockdown phase**
- **Areas where more information is required to inform actions**
- **More work is required to shape action in response to medium/long term impacts of lockdown**

The results of these actions should be considered in future planning of services in relation to COVID-19.

As part of Dorset Council's response to COVID-19 several action groups (known as cells within the council) have been established, this includes the Community Shield Cell, who are responsible for ensuring vulnerable people in Dorset are cared for and supported during the COVID-19 pandemic. The Community Shield cell has worked both across the council and with community, voluntary and faith sector in responding to need.

The Community Shield Cell is made up of several sub-groups, one of which is the Mental Health & Safeguarding Sub-Group, this group initiated developing an Equality Impact Assessment. The assessment has two aims:

- To highlight groups of people in the Dorset Council area who are, or could be, vulnerable during the 'lockdown' period.
- To record how these people are being supported, to identify any gaps in that support and identify possible actions for mitigation.

This EqIA does not use the normal template for Dorset Council EqIAs, as the response to the pandemic is evolving, there is not enough information or data to comment on whether the impact is positive/negative/unclear or neutral, as such the following table has been devised and headings used to assess impact. In addition, the protected characteristic groups have also been broken down into sub-groups e.g. age includes children and young people, working age, older people etc.

Table heading	Definition
Protected Characteristic	Protected characteristics as listed in the Equality Act 2010 and additional characteristics that Dorset Council has identified as important when making decisions.
Vulnerable population sub-group	This is a more detailed description of some of the groups of people in Dorset who fall under the broader protected characteristic definitions
Why might they be vulnerable?	This is a description of how, and why, people could be vulnerable during the period of lock down and social distancing.
Description of current (DC/system partners) activity	This is a record of how vulnerable people in each category are being supported by Dorset Council and others.

Informing	This column records how we are doing at informing each group about our/others response and the support available to them.
Responding (to requests)	This column records how we are doing at responding to each group and dealing with requests for support to meet their particular needs.
Asking	This column records how we are doing at asking or engaging with each group on what support they might need in future
Mitigating action	This column is for suggesting any action that might be needed to enhance our response to the needs of a group.

Also, a RAG (Red, Amber & Green) status has been used to assess the Informing, Responding and Asking boxes and the RAG status has been defined as:

- Red – a major concern
- Amber – potential issue and may need to be considered in the future
- Green – no concerns.

It should also be noted that coronavirus will affect people differently and existing inequalities may deepen. Some people may become even more marginalised especially those with multiple protected characteristics e.g. race and disability which is also known as intersectionality. At this present time, this EqlA has not considered the cumulative impacts on different groups, but this should be considered in future EqlAs.

This EqlA covers just the 'lockdown' period and that further EqlAs may need to be undertaken as the next phases of COVID-19 develop.

What is the background or context to the proposal?

Coronavirus disease 2019 (COVID-19) is an infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). The disease was first identified in 2019 in Wuhan, China and has since spread globally, the first confirmed cases in the UK were recorded at the end of January 2020 and on the 12 March 2020, the World Health Organisation (WHO) declared the risk and spread of the disease as a pandemic.

On the 23 March, the UK government imposed a 'lockdown', banning all 'non-essential' travel and contact with people outside one's home and closing non-essential businesses, venues, amenities and places of worship.

COVID-19 can make anyone seriously ill, but for some people the risk is higher. The NHS have defined two levels of risk:

- very high risk (clinically extremely vulnerable)
- high risk (clinically vulnerable)

A full list of who is potentially included in each of these levels of risk can be found on [NHS.UK - people at higher risk from coronavirus](https://www.nhs.uk/conditions/coronavirus/high-risk/). Those who were considered vulnerable were asked to 'shield' by the NHS or Government, these people could register on the Gov.uk website and would be able to:

- get a weekly box of basic supplies
- get priority for supermarket supplies
- ask for support around basic care needs.

They were advised to shield and stay shielded for at least 12 weeks.

As the COVID-19 pandemic has evolved emerging data is starting to show that COVID-19 is having adverse impacts on people with certain characteristics. Public Health England in their recent [research](#) have found that:

- COVID-19 diagnosis rates increased with age for both males and females
- Working age males diagnosed with COVID-19 were twice as likely to die as females
- Among people with a positive test, when compared with those under 40, those who were 80 or older were seventy times more likely to die.
- People from Black ethnic groups were most likely to be diagnosed. Death rates from COVID-19 were highest among people of Black and Asian ethnic groups.
- An analysis of survival among confirmed COVID-19 cases and using more detailed ethnic groups, shows that after accounting for the effect of sex, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death than people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10 and 50% higher risk of death when compared to White British
- People who live in deprived areas have higher diagnosis rates and death rates than those living in less deprived areas. The mortality rates from COVID-19 in the most deprived areas were more than double the least deprived areas, for both males and females.
- There were 54 men and 13 women diagnosed with COVID-19 with no fixed abode, likely to be rough sleepers, the report estimates that this represents 2% and 1.5% of the known population of women and men who experienced rough sleeping in 2019. However, data is poor quality, and the report suggest a much higher diagnoses rate when compared to the general population.

The results of this very recent research need to be considered and future work should reflect that some population groups are more adversely affected by this virus.

On the 10 May 2020, the Government began a partial lifting of 'lockdown' with people who could not work from home being allowed to go to work and people being able to travel to destinations for exercise.

Following the global escalation of COVID-19, Dorset Council established a weekly Corporate Incident Management Team (IMT) on 26 February, the purpose of this group was to coordinate activity for the lifecycle of the incident.

The Community Shield Cell was established in mid-March and was responsible for the provision of food, medicine and emotional support to individuals and families on the Government shielded list.

The Community Shield Cell set up seven subgroups:

- COVID-19 support helpline and email hub
- Delivery network
- Medicine supply chain
- Food supply chain
- Mental Health Support and Safeguarding
- Volunteer Network
- Production and Management of Data

Further information about the work of each of these groups and Dorset Council's response to COVID-19 can be found in the following committee reports:

- [Dorset Council Cabinet - Covid 19](#) (Dorset Council Cabinet meeting held on the 5 May 2020)
- [Resources Scrutiny Committee - Covid-19 response](#) (Dorset Council Resources Scrutiny Committee held on the 2 June 2020).

Part 2: Gathering information

What sources of data, information, evidence and research was used to inform you about the people your proposal will have an impact on?

The following sources of data have been used:

- Census and Office for National Statistics (2011-2018) taken from [Dorset Insight](#) State of Dorset 2019
- Information collated by the sub-groups within the Community Shield Cell at Dorset Council
- Local Government Information Unit (LGIU) Briefing Note: Local government and COVID-19 - issues for disadvantaged groups (April 2020)
- Devon County Council: Equality, diversity & inclusion considerations for Pandemic Incident Management (April 2020)
- Dorset Race Equality Council: Covid-19 Dorset Ethnic Minority Communities Need Assessment (April 2020)
- Equality & Human Rights Commission - [response to Covid-19](#)
- The Women and Equalities Committee has launched an inquiry to [monitor the impact of the emergency legislation on people with protected characteristics](#)
- Public Health England; [Disparities in the risk and outcomes of Covid-19](#) (June 2020)
- The Equality Act 2010 and Public Sector Equality Duty - guidance notes
- Information gathered from roundtable discussions with councillors

What did this data, information, evidence and research tell you?

This data has helped to inform who are Dorset residents and who are some of more vulnerable groups within Dorset, this led to the development of information that is include in Part 4 of this assessment.

This information also helped to aid discussion both with the Community Shield group and the Councillors virtual roundtable discussions.

Is further information needed to help inform this proposal?

Yes, both Part 4 of this impact assessment and Part 5 - Action plan identify that there are population groups that we do not have information on and at present cannot assess the impact council response has had. In addition, the views of our stakeholders have not yet been sort and it would beneficial to get the thoughts of key equality focused organisations from the community, voluntary and faith sector. This is an initial impact assessment of a constant evolving situation with new evidence emerging regularly. As such, this impact assessment should be viewed as a 'live' document and be used during the different phases of COVID-19 to inform decision making and future planning.

Part 3: Engagement and Consultation

What engagement or consultation has taken place as part of this proposal?

The initial desktop analysis was developed during April 2020, this was shared with the following for information and feedback:

Date	Activity
April - ongoing	Mental Health & Safeguarding Sub-Group: Initiated the development of the EqIA, group members have assisted with scoping and populating Part 4 of this impact assessment and have also provided quality assurance.
28 April 2020	Virtual roundtable discussion with Dorset Council Councillors: Deputy Leader, Portfolio Holders for Adults & Social Care and Children, Education & Early Help and elected members from the Equality, Diversity & Inclusion (EDI) Executive Advisory Panel.
Mid-May 2020	Draft EqIA circulated to the different sub-groups of the Community Shield Cell for comments and feedback.
18 May- 3 June 2020	Virtual roundtable discussions with councillors. 6 virtual discussions took place, using NHS Dorset localities (East, North, Mid, Purbeck, West and Weymouth & Portland) to group councillors. All 82 councillors were invited to attend one of these sessions and 48 attended in total. The focus of these discussions was so that councillors could provide insights into the impact of COVID-19 in their wards and feedback on the draft EqIA.
9 June 2020	Discussion of final draft at Mental health & Safeguarding Sub-Group of the Community Shield Cell
10 June 2020	Discussion and feedback at Community Shield Cell meeting

How will the outcome of consultation be fed back to those who you consulted with?

Councillors have been sent notes from the roundtable discussions and a thematic summary of all the sessions has been circulated and is attached to this EqIA (Appendix 1).

Please refer to the Equality Impact Assessment Guidance before completing this section.

Not every proposal will require an EqIA. If you decide that your proposal does **not** require an EqIA, it is important to show that you have given this adequate consideration. The data and research that you have used to inform you about the people who will be affected by the policy should enable you to make this decision and whether you need to continue with the EqIA.

Please tick the appropriate option:

An EqIA is required (please continue to Part 4 of this document)	X
An EqIA is not required (please complete the box below)	

Part 4: Analysing the impact

Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Assessment			Mitigating action
				Informing	Responding (to requests)	Asking	
Age	Children and Young People	<ul style="list-style-type: none"> Children & young people (CYP) are likely to be experiencing worry, anxiety and fear and this can include types of fear experienced by adults e.g. fear of medical treatment, fear of dying. (WHO; 2020). Children and young people's anxiety may be heightened by parents/other adults anxiety and discussion of COVID 19 With the closure of schools and youth settings, CYP may no longer have a sense of structure and stimulation and less opportunity to be with friends to get social support. Being at home can place some CYP at increased risk from safeguarding incidents including domestic abuse, online abuse, cyberbullying, access and concerns about not having access to food. Some CYP don't see that they are particularly at risk and therefore may not keep themselves and others safe. Homeless young people who don't see themselves at risk of the Coronavirus may not follow self-isolation guidelines, putting themselves, general public and support staff at risk. The long-term impact of prolonged isolation and the potential loss of the school structure for such a significant period of time may lead to poor mental health and wellbeing. The transition of moving from primary to secondary school and finishing secondary school may have an impact on mental health. Insufficient ICT equipment in homes (especially low socio-economic) to access school support and education resources - Legal case taking place against LB of Southwark on local authorities to provide a suitable education for children, whether inside or outside school and provide access to equipment and the internet. Children and young people who were not engaging with school before lockdown/school closure are difficult for teaching staff to reach or check-in with. Young people leaving education may not be able to access opportunities to develop their CVs or support accessing employment opportunities 	<ul style="list-style-type: none"> Schools & Childcare settings only open to the most vulnerable CYP or whose parents are critical workers. Government have defined both critical workers and vulnerable CYP and this is listed on the Dorset Council website. Schools have stayed open for vulnerable CYP and CYP of critical workers. Redeployed Council employees are working in schools to supporting teaching staff with vulnerable CYP. Dorset Council is working with local schools to provide meals to CYP who receive 'free school meals' <ul style="list-style-type: none"> E-vouchers are now being provided to families. Schools are contacting families directly with information on how to support CYP's learning. Arts, crafts & games resources are available on Dorset Council website. Over 270 laptops and tablets have been reconditioned and given to CYP to support on-line learning. Over 30 mobile phones purchased and given to young people in care to enable them to have video contact with parents and friends. Chat Health (11-19yrs) and Kooth provide online and text message mental Health support. Dorset Council's Educational Psychology Service has launched a helpline for parents and carers supporting young people during lockdown. Targeted face to face support is being offered by youth workers to support children who are finding it difficult to isolate. Communications campaign for parents and carers about staying safe online and reassurance that services are still here to help them both digitally and face to face Successful bid to the DfE for laptops and 4G access for children who would most benefit in partnership with schools 				Working with schools and childcare settings to welcome as many children as they can back to school before the summer holidays, prioritising those who would benefit most and tracking contact that has been made with children and families.

Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Assessment			Mitigating action
				Informing	Responding (to requests)	Asking	
	Working age adults	<ul style="list-style-type: none"> · COVID-19 is having an unprecedented effect on working life. Large numbers of the workforce are likely to be absent at any one time as the virus spreads. This will include not only those who become ill or must self-isolate but with the closure of childcare settings and schools many workers may not be able to work or will be balancing work from home with caring responsibilities. · People having the digital skills to work remotely, digital use is busy in households. · People being furloughed for long periods of time and issues this brings in terms of social isolation, loss of structure and support networks and financial insecurity. · University students working from home, also a significant number have lost jobs · Working age men: National research indicates that this group is a known high risk group for suicide. Whilst less likely to be in the vulnerable category eligible for targeted support, the implications of mental ill health are high, particularly for those that have been negatively impacted by loss of earning. Social connecting activities such as Men in Sheds, Men's mental health support will be unable to meet. · Pressure to return to work, when some parents/carers may be reluctant and this can impact more on women who are on low pay employment, potentially putting them at risk of poverty. 	<ul style="list-style-type: none"> · Dorset Council set up a helpline (8am-7pm), 7 days a week along with an email address. The helpline is to support people of all ages with access to food shopping and delivery, medication collection, befriending and other volunteer support activities such as dog walking. · As of 19/05/20, 1,696 incoming calls received from vulnerable people, 3,838 proactive calls to see if vulnerable people were ok and determine their needs. Dorset Council webpages have had over 266,000 views. Over 40,000 people are receiving regular updates through different social media platforms. · Dorset Council sent Council postcards to all residents in Dorset with advice and contact information, including Helpline number and opening times. · Dorset HealthCare has set up website with specific information and advice on mental health & wellbeing, this also includes 24hour helpline - Connection for urgent mental health support. · 1/05/20 - letter to be sent to all shielded and vulnerable residents with updates on where to get help and advice (Being sent to 15,000 people - 4,000 via post and 11,000 via email). Letter will also be distributed to Town and Parish Councils for them to distribute locally. As of 19/05/20 Dorset Volunteer Centre continue to coordinate 1,779 local volunteers to support vulnerable residents. · Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. As of 19/05/20 Age UK have made 6,900 outbound phone calls to vulnerable people offering a befriending service and have received 3,800 incoming calls. · Dorset Digital Hotline has been established, a volunteer led helpline providing support to people to get online. Phone support available Mon-Fri 10am-12pm. As of 27/04/20 over 50 calls received. 				
	Older people who live alone	<ul style="list-style-type: none"> · increased risk of loneliness and isolation if they choose to stay at home, because of the closure of social and leisure activities. · May have been advised to self-isolate by the 	<ul style="list-style-type: none"> · Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. 				- Make more use of local volunteer networks to provide

Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Assessment			Mitigating action
				Informing	Responding (to requests)	Asking	
		government, immediate family/friends not able to visit. · May not have digital skills or afford to access digital provision to stay virtually in touch with friends and families. · Older people may be less able to use cashless payment for parking, but still need to use car parks to access essential services. · Older people may be reluctant to ask for help or tell others, particularly people and organisations they don't know, that they need help.	Covid-19 Support groups developed across Dorset, information about these groups is shared on Help & Kindness website.				befriending or 'check in' calls to people in their community.
	Older people being scammed - Average age of an adult being scammed is 75. High number of COVID-19 scams taking place. Older women are known to be particularly vulnerable.	· Higher levels of anxiety and lack of contact with friends/family leaves people more vulnerable to being scammed. · Many people may be wary of opening doors to strangers due to the risk of infection or scamming - this could impact on volunteer/ food delivery services	· Dorset Council Trading Standards have produced regular communications around scams including Coronavirus related scams. · DC Trading Standards release monthly editorials to local publications and newsletters across Dorset, approx. 60 publications, which includes updates on scams. · All volunteers working on behalf of Dorset Volunteer Centre & Age UK received suitable ID badges and good practice advice on how to deliver food parcels etc.				
	Both working age adults and retired adults - people who are financially independent.	· Loss of social activities and contacts with people, potential feeling of loss of self-purpose, structure.	· Dorset HealthCare has set up website with specific information and advice on mental health & wellbeing, this also includes 24hour helpline - Connection for urgent mental health support. · Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. · Information about signing up to volunteer on DC website. · Dorchester Trust for Counselling & Psychotherapy offering free one-off listening service for 50 minutes, alternative to regular counselling & therapy to help regain a sense of control. Information could be shared.				· Signposting this group to Volunteer Centre Dorset to encourage volunteering or to support local Covid-19 Support Groups. Information being shared through sub-groups of the Community Shield on the work of Dorset Volunteer Centre

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
	Active retirees	<ul style="list-style-type: none"> A group of people who post retirement participated in several social/leisure activities, which has now ceased. Reports of increased numbers of people in this group contacting primary care (GPs) around issues including loneliness, isolation, anxiety etc. 	<ul style="list-style-type: none"> Dorset HealthCare has set up website with specific information and advice on mental health & wellbeing, this also includes 24hour helpline - Connection for urgent mental health support. Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. Information about signing up to volunteer on DC website. · Dorchester Trust for Counselling & Psychotherapy offering free one-off listening service for 50 minutes, alternative to regular counselling & therapy to help regain a sense of control. Information could be shared. 				<ul style="list-style-type: none"> Signposting this group to Volunteer Centre Dorset to encourage volunteering or to support local Covid-19 Support Groups. Information being shared through sub-groups of the Community Shield on the work of Dorset Volunteer Centre
	Older people with dementia related illnesses	<ul style="list-style-type: none"> People with dementia may have difficulty coping with self-isolation, pressure on carers, confusion about services being closed or reduced, pressure to stay in. 	<ul style="list-style-type: none"> Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. Dorset Council has provided free food parcels to those that are vulnerable. 				
	General (all ages)	<ul style="list-style-type: none"> There is potentially a generic issue of difficulty in getting prescriptions, accessing shopping slots, as some may not be recognised as a priority group. Routine hospital/screening appointments cancelled or delayed, can lead to stress & anxiety. Covid-19 will be either directly or indirectly responsible for a number of deaths. There is a possibility that there may be a high number of deaths (or excess deaths). Although all age groups are at risk contracting COVID-19, older people face significant risk of developing a severe illness due to potential underlying health conditions. A delay in treatments relating to non-COVID illnesses and long-term conditions could impact on all ages, however those of working age may be impacted on by employers who refuse to put employees on full pay instead of sick pay. People discharged from hospital for non-COVID19 reasons: can they access the support they would normally be able to? 	<ul style="list-style-type: none"> Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies e.g. COVID-19 Support Groups and linking with Adult Social Care when required. An Excess Death Advisory Group has been established which includes Dorset Council and range of partners to manage this scenario and a separate EqlA covers some of this work. 				

Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Assessment			Mitigating action
				Informing	Responding (to requests)	Asking	
Disability	Deaf/hearing impairment	<ul style="list-style-type: none"> · Very little information about coronavirus has been made available in BSL - Government daily briefings only recently started to include a signer. · D/deaf people have different levels of signing and literacy skills and utilise a variety of mechanisms for communicating. Poor literacy skills mean that video subtitles are not accessible to all. · SMS texting / what's app are popular ways of communicating. · The encouragement of phone contact during social isolation is not suitable for people with profound or severe hearing loss. · For some D/deaf people, face to face visiting may be the only option, because they have no technology – e.g. no phone or computer and poor literacy skills · Volunteer projects to make phone contact with residents to combat social isolation may not be suitable for D/deaf/hearing impaired people · Facemasks are problematic for people who lip read. 	<ul style="list-style-type: none"> · Links on the DC website to the deaf health charity - Sign Health - who are producing signed videos of the daily government briefings. · Community information sent to Bridport Deaf Society on ad hoc basis. · Children's Services - working specifically with children diagnosed with hearing loss have continued to support CYP and families by: <ul style="list-style-type: none"> · providing equipment to enable CYP to better access the audio component of some online learning from schools. · creating and emailing out book themed resources for families of pre-schoolers ('virtual book bags') · Liaising with families and Audiology Departments about their availability and how parents can access them e.g. to obtain batteries or repairs · Continuing to accept new referrals and reports from Audiology and contacting families to discuss and plan future home visits · Milbrook Sensory Team sending out information to service users and maintaining regular contact. · Internal Skills Agency established within Dorset Council for staff to register to be re-deployed to COVID type activity. Skills list includes BSL knowledge 				<ul style="list-style-type: none"> · Further work could be with Comms to share link to Sign Health via DC social media platforms. · Survey with Citizens Advice to explore access issues amongst this community, specifically adults who are not accessing council services. · Ensure council services have access to, and know how to use, telephone language and interpreting services - information to be made available on the intranet.
	Blind/visual impairment	<ul style="list-style-type: none"> · Changes to the shopping environment. layout, queuing system both inside and outside, floor markings for social distancing, requests for contactless payments. · Unease of using volunteers who are strangers 	<ul style="list-style-type: none"> · Community information sent to Dorset Blind Association on ad hoc basis. · Information on the Dorset Council website, council website fully accessible and we have avoided using PDFs instead using HMTLs · Volunteer good practice guidance includes information on communicating with residents. 				<ul style="list-style-type: none"> · Survey with Citizens Advice to explore access issues amongst this community, specifically adults who are not accessing council services.
	Dual sensory loss	<ul style="list-style-type: none"> · Those with dual sensory loss (loss of hearing and sight) use touch as their communication method. · Reduced ability to maintain social distancing 	<ul style="list-style-type: none"> · No information available as 9/06/20 				Further work required to understand this group and their needs.

Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Assessment			Mitigating action
				Informing	Responding (to requests)	Asking	
	Neurodiversity (Neurodiversity relates to neurological differences including, for example, Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Autistic Spectrum and others).	<ul style="list-style-type: none"> · Lack of direct instruction and use of metaphors can be unhelpful, inconsistencies in messages can be confusing e.g. 7 day/14-day isolation. · Autism: changes to routine can be traumatic, restricted outings from the house can cause an impact on health and wellbeing. Some are selective eaters and panic buying has resulted in certain food items becoming unavailable, causing stress to individuals and parent/carers. Also selective about who they speak to and prefer the same care worker/SPOC. - Some people will need support to get back to old/adjusted routines and services after adapting to lockdown 	<ul style="list-style-type: none"> · Dorset Council uses plain English in its communications. · Weekly SEND newsletter to families on the SEND mailing list produced in partnership with Dorset CCG; newsletter includes latest updates, activities, resources etc. · Services still operating in Children's services via phone and email. 				Further work is required to understand how the impact and services on adults within this group.
	Learning disability	<ul style="list-style-type: none"> · Complex and changing information difficult to understand and follow, could result increased infections or being fined for not following guidance. · Lack of information in Easy Read both locally and from central government · Potentially more vulnerable to 'mate crime'/'cuckooing' as unusual behaviour may go unnoticed because no longer attending services/groups or because of social distancing. 	<ul style="list-style-type: none"> · Information on the Dorset Council website includes links to Easy read information on both Mencap and Gov.UK websites. · Dorset Council uses plain English in its communications · Learning Disability Child & Adolescent Service (LDCAMHS) still providing services by phone or other remote methods. · Community information sent out on an ad hoc basis to People First Dorset 				<ul style="list-style-type: none"> · Consider how comms could meet needs of this group and support other people to understand their needs when lockdown is relaxed, and social distancing measures change
	Children with special education needs (SEN)	<ul style="list-style-type: none"> · Not all SEN children will be attending school provision, could have impact on families/parents & carers. 	<ul style="list-style-type: none"> · Children's Services teams are working with families and educational settings to look at different ways to support families. · Weekly newsletters to SEND families including advice, activities and resources. · Support still available to families via phone/email. · SEND families who are eligible for 'free school dinners' are receiving E-vouchers. 				

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
	People living with mental health problems	<ul style="list-style-type: none"> Support services may change or be reduced e.g. face to face to appointments may be cancelled. Constant news and social media feed about the COVID-19 could cause further stress and anxiety. Restricted outing from home, could have an impact The use of anti-psychotic medication (clozapine) which can cause white blood cells to drop, higher risk of infections. Temporary changes to the Mental Health Act with Coronavirus Act could impact on people with severe mental health illnesses. 	<ul style="list-style-type: none"> Dorset HealthCare has set up website with specific information and advice on mental health & wellbeing, this also includes 24hour helpline - Connection for urgent mental health support. Age UK (North, West & South Dorset) have set up helpline taking calls from isolated people and signposting to agencies and linking with Adult Social Care when required. 				<ul style="list-style-type: none"> Explore and identify what mental health support is needed as lockdown/social distancing is eased.
Gender reassignment	Generic	<ul style="list-style-type: none"> Hospital appointments to Gender Identity Clinics may be cancelled or delayed, can lead to stress & anxiety. Issues with Hormone Replacement Therapy e.g. injections being administered, blood tests, changes to HRT. May be living in unsafe conditions at home as their preferred gender may not be supported by family members. 	<ul style="list-style-type: none"> Dorset HealthCare has set up website with specific information and advice on mental health & wellbeing, this also includes 24hour helpline - Connection for urgent mental health support. Local support charity - Chrysalis providing virtual online support groups. Community information sent to Chrysalis & Intercom Trust on ad hoc basis. Space Youth Project facilitating online sessions, regular information being sent out. 				<ul style="list-style-type: none"> Intercom Trust undertaken a COVID-19 survey across the southwest, would be useful if this information could be shared with the council.
Marriage & Civil partnership	Generic: Following government guidance all wedding and civil partnership ceremonies are cancelled.	<ul style="list-style-type: none"> Emotional and/or financial impact of delayed or cancelled ceremonies 	<ul style="list-style-type: none"> Information on DC website about closure of registry offices 				

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Pregnancy & Maternity	Unplanned pregnancies Pregnant individuals with underlying health conditions	<ul style="list-style-type: none"> · Nationally incidents of pregnant individuals being discriminated because of self-isolation rules e.g. being told to self-isolate and not being paid, or terminating employment. · Inability to access sexual health clinics including dealing with unplanned pregnancies. · Pregnant individuals who contract respiratory conditions in their third trimester are more likely to become seriously unwell, given this risk the Government have identified this as a vulnerable group. · Women who are pregnant with significant heart disease 	<ul style="list-style-type: none"> · Information on DC website relating to Citizens Advice for support around discrimination cases /employment issues. · DC provided extra funding to Citizens Advice to run additional advice services. · Regular updated information on the NHS Dorset Maternity Matters website; this includes birth planning, home births, birth partners, birth locations. https://maternitymattersdorset.nhs.uk/covid19-updates/ 				
Race & Ethnicity	Generic	<ul style="list-style-type: none"> · There is an increased risk of hate incidents towards BAME people, particularly people who are perceived to be from countries with a high incidence of COVID-19 (e.g. China). · Public Health England are researching the impact of COVID-19 in BAME communities. There is emerging evidence that people from BAME backgrounds may be more vulnerable to the risk of COVID-19 than others. Research also suggests that people from BAME communities may have higher rates of some underlying health conditions which make them clinically vulnerable such as type 2 diabetes. · Some BAME people may be employed in sectors with an increased level of exposure to others (e.g. caring/social work/medical etc), or in the 'gig economy' or zero hours contracts, which means they may be particularly impacted financially by the lockdown. 	<ul style="list-style-type: none"> · Encourage victims of hate crimes/incidents to report incidents via the Police/on-line or through Dorset Race Equality Council 				How accessible is our information about reporting hate crimes/incidents?

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
	Gypsy & Traveller community	<ul style="list-style-type: none"> · May not to be registered with GP if living on unauthorised or roadside sites, national research indicates higher levels of poor health including a higher death rate than the mainstream population. · Travelling groups will be more visible and may be more vulnerable to hate crime. · May have cultural needs affected by social distancing e.g. definition of family is broad and can lead to travelling in large groups unable to visit family members in hospital or attend funerals. It is not unusual for members of this community to travel a great distance to attend a funeral to show respect and the more people who attend, it is considered the greater the respect shown, this could be an issue as the number of people attending funerals is restricted. · Restricted movement could lead to a loss of income · Traditional travelling season is due to start (May onwards) · No evictions should be taking place during the lockdown. · Unauthorised sites may not have access to water · Gypsy & Traveller traditionally 	<ul style="list-style-type: none"> · Information circulated to 4 Dorset authorised sites and through the Gypsy & Traveller Liaison Group · Dorset Council have put any planned evictions planned on hold - D&I Officer & GLO at DC in regular contact with key contacts within the Gypsy & Traveller community including the Chaplain of Gypsies, Travellers and Nomads. No evidence from local contacts of Roma community in Dorset. · Friends, Families & Travellers website has regularly updated information including audio version, this information is detailed on the DC website. · Traveller Movement has a number of factsheets on their website e.g. attending funerals, benefits advice etc. · Local film made in partnership with Dorset CCG using members of the local community to share public health messages. · Temporary site for travelling Gypsies and Travellers has been opened and used. · Public Health advice has been shared on unauthorised encampments and private sites. 				
	People whose first language is not English	<ul style="list-style-type: none"> · May face barriers to accessing information on COVID-19 and accessing support from the community or wider volunteer networks not equipped to meet their needs. · Some communities may have low literacy levels in their first language and struggle to understand translated documents. · Those whose first language is not English, it may be very difficult to understand their employment rights or to effectively challenge employers about any concerns regarding how to return safely to work. · Some people who may be newly arrived and have no or limited access to social media may feel particularly vulnerable and isolated. 	<ul style="list-style-type: none"> · DC website includes link to Google translate · Links on the DC website to alternative formats and other languages e.g. Doctors of the World which is updated regularly and has information in over 40 languages. · Community information shared with key community groups. · Dorset Race Equality Council share information through their contacts/networks 				<ul style="list-style-type: none"> · Dorset Race Equality Council undertook a recent survey of communities, which has several recommendations and to also check whether there are any gaps in information from the council. · Identify if/how MH support online and phone services in Dorset can cater for different language needs.

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
	Syrian refugee families	<ul style="list-style-type: none"> · May face barriers to accessing information on COVID-19 and accessing support from the community or wider volunteer networks not equipped to meet their needs. · Some communities may have low literacy levels in their first language and struggle to understand translated documents. 	<ul style="list-style-type: none"> · Provided instructions on how to view the gov.uk website and coronavirus advice in Arabic · Provided a Covid-19 health information sheet in Arabic (from the British Red Cross) · Regular contact from programme staff, including an Arabic speaking caseworker · Continued English lessons via WhatsApp and online programmes · Provided dual language English / Arabic books to all families · Helped access learning materials and online lessons from the schools · Provided laptops to those in need · Volunteers have kept in touch with the families via phone, WhatsApp and video calls wherever possible, however the families know to contact a named caseworker for any issues relating to Covid-19. 				
Religion & belief	Members of religious groups	<ul style="list-style-type: none"> · Excess death – ability to observe religious practice at end of life / funeral. · Social distancing policies might have different impacts e.g. in terms of end of life care for people in different religious groups, for example, where it is more important in some religions that the person sees either their family or a religious or spiritual leader or official when they are nearing death. · People's ability to observe religious festivals in the way they normally do (e.g. Ramadan) will be affected. · Public gatherings have been stopped of more than two people, this includes funerals, which can only be attended by immediate family. It is also not possible to celebrate funerals in places of worship, funeral services have to take place at the graveside or at a crematorium. 	<ul style="list-style-type: none"> · Faith organisations were involved in the development of the temporary Mortality Support Facility, to ensure that religious practice was observed. A separate EqIA has been developed for this work. · Places of worship closed - faith groups have provided support online etc · Specific comms provided for religious communities e.g. PHE advice on observing Ramadan · Faith organisations have been involved in the Community Shield work and information has been circulated through faith networks. · Engagement is taking place with faith groups to find out more about how the restrictions may impact on their community · Services from crematoriums can be live streamed on social media channels to wider family and friends can join virtually. 				

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Sex		<p>General:</p> <ul style="list-style-type: none"> · Routine screening appointments for men and women (breast, cervical, AAA) may be postponed and could increase the risk of cancer in the future. <p>Women:</p> <ul style="list-style-type: none"> · Women still bear the majority of caring responsibilities for both children and older relatives, issues with combining caring with work - either from home or elsewhere if keyworker. With schools and nurseries closed, the need for this unpaid work will only increase in the weeks to come. · Evidence suggests that women are more likely to work in a sector that has been shut down e.g. retail, hospitality. <p>Domestic Abuse:</p> <ul style="list-style-type: none"> · Increase in rates of domestic violence and abuse during shielding/lockdown, could be fuelled by loss of income, increase in anxiety, increase in alcohol use. Evidence suggests both nationally and internationally domestic abuse increased during lockdown, calls to domestic abuse helplines have risen by 25%. · Coercive control - abusers could take advantage of a victim's reduced social interaction with others. · Lockdown/shielding can cause anxiety/fear for those who are experiencing or feel at risk of domestic abuse. · Domestic homicide could go unnoticed in cases of excess death. 	<ul style="list-style-type: none"> · Helpline numbers (local, national, LGBT+ specific, honour based violence etc) are on the DC Covid-19 pages. · Information is being shared from You Trust on the number of women accessing help and advice with DC Community Safety. · Info/links available via https://www.helpandkindness.co.uk · Domestic Abuse: Information on services available is on the COVID-19 pages on the Dorset Council website. Local domestic abuse communications campaign developed to highlight the services available and focused on domestic abuse can affect anyone. Feedback from the police who are leading the campaign has identified that it has received a high level of engagement from the public, particularly those living in rural areas. <p>Dorset Council has worked with partners to monitor the impact of COVID-19 on domestic abuse, at the start of lockdown, the Dorset Council area did not see an increase in domestic abuse issues, but as lockdown has progressed, there has been an increase in reports of family tensions and arguments and a recent increase in both domestic abuse incidents and crimes</p>				

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Sexual Orientation		LGBT+ community: · Evidence that some members of this group experience higher levels of loneliness and isolation and poor mental health. Closure of pubs, meeting groups could exacerbate this. · School/youth group closures could impact on LGBT+ young people, if not 'out' in the family, risks of isolation, self-harm and unsafe online activity to socialise. · Excess death: family tensions can arise at death where family members do not respect LGBT+ identity/partners. · Issues around domestic abuse - Increase in rates of domestic violence and abuse during shielding/lockdown. · Research suggests that some LGBT+ people may be more vulnerable to COVID-19: the prevalence of smoking in the LGBT+ community; higher rates of HIV and cancer; and barriers to healthcare that mean some LGBT+ people may be reluctant to seek medical treatment).	· Information sent to known LGBT+ groups/organisations, D&I Officer in regular contact. · Space Youth Project providing online support to young people. · Chrysalis online/phone support http://chrysalisgim.org.uk/ Local campaign · Domestic Abuse: Information on services available is on the COVID-19 pages on the Dorset Council website. Local domestic abuse communications campaign developed to highlight the services available and focused on domestic abuse can affect anyone. Feedback from the police who are leading the campaign has identified that it has received a high level of engagement from the public, particularly those living in rural areas. · Dorset Council has worked with partners to monitor the impact of COVID-19 on domestic abuse, at the start of lockdown, the Dorset Council area did not see an increase in domestic abuse issues, but as lockdown has progressed, there has been an increase in reports of family tensions and arguments and a recent increase in both domestic abuse incidents and crimes. Specific campaigns are being developed by the Police e.g. LGBT+ domestic abuse campaign.				· DC website could display links to LGBT+ organisations (local and national including Stonewall which has detailed information on a range of topics) · Intercom Trust undertaken a COVID-19 survey across the southwest. How accessible is our information about reporting hate crimes/incidents?
Dorset Council Characteristics							
Carers	· People who provide care for someone they live with. · Young people who provide care for someone they live with. · People who provide care for someone they don't live with.	· Closure of day services (centres, schools etc) and the release of patients early from hospitals could put strain on carers, along a reduction in respite care. · The impact of self-isolating as a carer for 12 weeks could also have an impact on health and wellbeing including mental health, domestic abuse. · Being unable to care for a friend/relative who they can't visit could lead to increased anxiety and stress.	· Carers are encouraged to put together an emergency plan · Respite being provided and day centres supporting people with very high needs · Support for young carers available by skype/by phone/chat				

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Single parents/carers	<ul style="list-style-type: none"> People living in single adult households with children 	<ul style="list-style-type: none"> Face additional childcare challenges in the absence of school/nursery provision. Caring for children will pose barriers to completing other tasks e.g. food shopping, collecting medicines May have to put children at risk by taking them to the supermarket & face criticism for doing so Mental health impact of being unable to do 'one job well' when balancing childcare with other tasks Lack of interaction with & support from other adults e.g. in usual workplace. Pressure to return to work, when some parents/carers may be reluctant and this can impact more on women who are on low pay employment, potentially putting them at risk of poverty. 	<ul style="list-style-type: none"> Information available on Dorset Council website on school opening and childcare availability for key workers. Schools: some schools are calling all families/families of children identified as vulnerable Schools providing direct support and advice to parents Support with home learning resources 				<ul style="list-style-type: none"> Support promotion of resources and support for single parents/carers via schools and other networks Practical support may be needed to complete tasks that are difficult to undertake while caring for children (e.g. food shopping).
Armed Forces & families	<ul style="list-style-type: none"> People who serve in the armed forces and their families Armed forces veterans and their families 	<ul style="list-style-type: none"> May face barriers accessing services and support Foreign and commonwealth personnel may face barriers in communicating with and increased anxiety about family members living abroad Blind veterans, a number will fall into the vulnerable group as over 70 and been advised to self-isolate 	<ul style="list-style-type: none"> Support and liaison through DC Armed Forces Covenant Officer https://www.dorsetcouncil.gov.uk/your-community/supporting-the-armed-forces.aspx 				
Economic & Social Deprivation (poverty)	<ul style="list-style-type: none"> Families with children who receive free school meals 	<ul style="list-style-type: none"> More likely to be experiencing the impacts of financial stress and impacts of food poverty 	<ul style="list-style-type: none"> E-vouchers are sent directly to parents Post Easter holidays schools will be encouraged to join Government voucher scheme Some schools are or will be distributing food parcels via suppliers Business support team in Children's Services are contact point for queries csbusinesssupport@dorsetcc.gov.uk 				
	<ul style="list-style-type: none"> People on low incomes and people who have lost their income 	<ul style="list-style-type: none"> May experience stress and anxiety related to finances Access to Government/DWP helpline is a significant issue at present. Is there a need to gap fill between application and people receiving universal credit e.g. enhanced food parcels? Some food banks struggled to meet high level of need. Concerns that employers are not paying sick pay to people who need medical treatment (non-COVID-19 related). 	<ul style="list-style-type: none"> CAB are providing virtual advice and phone advice; information being shared via the Community Shield volunteers' group. CAB Help to claim Tel. 0800 144 8 444 Cash donations/sharing of resources between food banks and from the public. Dorset Council provided funding to food banks Wyvern Savings and Loans have supported access to financial services (e.g. in Dorchester) Trade Unions offering emotional and financial support to members 				<ul style="list-style-type: none"> Understand what support will be need by people in Dorset in medium to longer term as financial impacts develop.

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
	People who are homeless including young people	<ul style="list-style-type: none"> People who are already homeless will face barriers in accessing support, healthcare and self-isolating/social distancing People could become homeless due to eviction The number of households presenting as homeless has increased since the restrictions were introduced. These are a separate group of people to the rough sleeping community. The main reasons for the increase relate to persons who were sofa surfing or renting a room from a friend being asked to leave due to concerns about self-isolation. 	<ul style="list-style-type: none"> 28 people were provided with accommodation by the Council. All are supported by daily visits from support workers and have been provided with a mobile phone from charities so they can call for further support if they need it. 8 rough sleepers have declined the offer of accommodation but continue to be supported. Over 60 households (mainly single persons) have been accommodated since the crisis began. The Housing Team are working to secure longer term temporary accommodation options for households to move to once restrictions are lifted. 				
	People who live in poor quality and/or overcrowded housing	<ul style="list-style-type: none"> May be vulnerable to emotional stress and reduced wellbeing as more time is spent in the home. People who live in flats, or other accommodation types without private outdoor space, may find it more difficult to exercise or spend time outdoors. 	<ul style="list-style-type: none"> Some are known to DC Housing team May be receiving or have received advice from Healthy Homes Dorset LiveWell Dorset promoting wellbeing support through Housing Associations 				<ul style="list-style-type: none"> Identify whether this group requires specific comms or support for wellbeing during lockdown and any measures that can be put in place to tackle issues they face.
	People without access to a car	<ul style="list-style-type: none"> Lack of transport contributes to social isolation and imposes barriers to accessing essential services. Reduced public and community transport services will exacerbate these issues for people who cannot access a car and do not live within a walkable distance of services they rely on. 	<ul style="list-style-type: none"> Dorset Council public transport pages include links to support pages 				<ul style="list-style-type: none"> Identify if and where lack of access to transport is impacting on people. Communities have set up support for those in need.
	Working families with childcare responsibilities	<ul style="list-style-type: none"> Balancing two jobs with childcare Tension over who works/who is doing childcare Food bill increase from having more people at home causing financial stress Fear over job security Increased risk of domestic abuse and child abuse from increased tension in household. 	<ul style="list-style-type: none"> Information available on Dorset Council website on school opening and childcare availability for key workers. Family Partnership Zones available to provide support by phone/email Government advice published on home learning - linked from Dorset Council website 				
Internet access/digital divide	People with no or poor internet access. People who do not want to access digital support/services. People who cannot afford broadband equipment/services. People who do not have the skills to access digital support/services.	<ul style="list-style-type: none"> People who face barriers accessing digital services/support are likely to face challenges accessing information, practical help (e.g. online shopping, access to benefits etc) and communicating with friends, family or other support networks that rely on online chat, voice or video call platforms. 	<ul style="list-style-type: none"> Digital champions are providing support Children's Services have distributed laptops to vulnerable families & young people Government support for laptop/4G routers for vulnerable children 				<ul style="list-style-type: none"> Understand how we can support people who face barriers (financial/skills/availability) to accessing digital services in medium to longer term. Engage with people who don't wish to access digital services to understand how they can be supported to engage with them or access alternatives.

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Gender Identity		<ul style="list-style-type: none"> People who feel that their gender identity is different from that which they were assigned at birth may face barriers accessing support. 	<ul style="list-style-type: none"> Information sent to known LGBT+ groups/organisations, D&I Officer in regular contact. Space Youth Project providing online support to young people. Chrysalis online/phone support http://chrysalisgim.org.uk/ Intercom Trust conducting impact survey of COVID across the LGBT+ community in South West England 				<ul style="list-style-type: none"> Review results of Intercom Trusts impact survey for Dorset.
Other vulnerable groups							
People who have been recently bereaved	People who lived with someone who has died during lockdown. People who know someone who has died during shielding period. People who live with a person/person who die during shielding period.	<ul style="list-style-type: none"> Restrictions on grieving and access to support networks e.g. family who they would have had support from. May have relied on a deceased person for support and social interaction. 	<ul style="list-style-type: none"> Death registration service offered by pre-booking Bereavement support services/charities linked from Dorset Council website 				<ul style="list-style-type: none"> Continue to promote bereavement support services Including National Bereavement COVID19 hub. Identify longer term impact of bereavement on individuals and identify how support/services may need to respond to their needs e.g. befriending support. Digital funeral services can be extremely helpful , more info needed to inform the public.
Farming community & rural isolation		<ul style="list-style-type: none"> Social distancing may be easier to apply in a rural setting; however, this could have additional impact on people already experiencing isolation and loneliness. Impact of COVID-19 on the farming community through emotional and financial stress Concern that people may travel from urban areas/cities to rural locations to self-isolate Potential increase in incidents of domestic abuse Reported impact of increased/perceived increase in rural crime on mental health 	<ul style="list-style-type: none"> NFU is providing COVID communications and advice online. Advice from DAPTC and national association http://www.dorset-aptc.gov.uk/Home_26578.aspx 				<ul style="list-style-type: none"> Identify how NFU and others are engaging with farming community. Identify whether specific support is needed/being provided for farming community.

				Assessment			
Protected characteristic	Vulnerable population sub-group	Why might they be vulnerable?	Description of current Dorset Council and/or partner activity	Informing	Responding (to requests)	Asking	Mitigating action
Prisoners and their families	<ul style="list-style-type: none"> People in prison People recently released from prison Families of people in prison 	<ul style="list-style-type: none"> People in prison won't have contact with visitors and will have increased levels of anxiety about friends and family People released from prison have less access to support services Family and friends of people in prison will have less contact with them creating/adding to concern about their wellbeing 	<p>HMP Guys Marsh</p> <ul style="list-style-type: none"> Telephone pin credit has been increased each week to ensure phoning friends and family is a priority. issued letter writing packs and postcards to send home. Twitter is being used to deliver messages to families as well as the NICCO website. Barnardo's is still contacting family members and E-mail a prisoner has changed so that the men can also respond via e-mail. Men are given a weekly families update which they can send out to their loved ones if they choose to. There are some other things in the pipeline which will be determined by how long we remain in lockdown. <p>Those due to be released - Men are still being supported by Catch 22 on release although the PACT support system and Footprints are unable to mentor as they were. We supply a Resettlement folder which replaces the Academy and ensures men get the relevant information for release.</p> <p>HMP The Verne</p> <ul style="list-style-type: none"> Not put in any extras at the moment, we are relying on the usual phone and letter contact trying to get some signal access for a small number of mobile phones that may assist us for family contact. have a couple of tablets coming to aid with family contact in the event of family crisis or bereavement. Yet we are not picking up that our residents are struggling too much with our current arrangements. We are operating a limited regime, but this does mean that staff/resident contact, within social distancing guidelines is frequent. <p>Portland Prison & YOI - awaiting update</p>				<ul style="list-style-type: none"> Add link to DC website https://www.gov.uk/guidance/coronavirus-covid-19-and-prisons (NB this is being added to CAB and Volunteer Centre websites).

Part 5: Action Plan

The action plan for EqlA is divided into three parts:

- Short term improvements responding to lockdown phase
- Areas where more information is required to inform actions
- More work is required to shape action in response to medium/long term impacts of lockdown

	Issue	Action to be taken	Person(s) responsible	Date to be completed by
Short term improvements responding to lockdown phase				
1	D/deaf & visual impairments and speakers of other languages	Work with Communications and the 'Warning and Informing Group' of the Local Resilience Forum to ensure key communications are available in alternative formats and reach a wider (national) audience. Develop guidance for translation and interpreting services including sign language.	Rebecca Forrester Susan Ward-Rice Kirsty Hillier Kirsty Snow	30 September 2020
2	Race & Ethnicity	Use both national (Public Health England) research and local (Dorset Race Equality Council - COVID-19 Dorset Ethnic Minority Communities Need Assessment) to inform how we can improve our response to the needs of BAME communities in Dorset. Liaise with Community Safety Team & Dorset Police to understand the extent of COVID-19 related hate crime/incidents.	Susan Ward-Rice	31 August 2020
3	Understanding the financial Impacts on Dorset residents	Liaise with Citizens Advice /Wyvern Savings (credit union) to understand the impacts of COVID-19 to inform Community Shield work.	Susan Ward-Rice/ Volunteer Sub-Group of Community Shield	31 August 2020 30 September 2020
4	Development of case studies	Scope approach for developing and sharing case studies capturing local initiatives that communities have put in place as a response to COVID-19 shared during virtual roundtable discussions with councillors.	Rupert Lloyd	30 September 2020
Areas where more information is required to inform actions				
5	D/deaf & visual Impairments	Survey to be undertaken in partnership with Citizens Advice to look at people's experience of advice & information delivered to date by DC and CAB and future needs.	Susan Ward-Rice	31 August 2020
6	Dual sensory loss	Identify how to engage with this community to ensure their needs are included in actions 1 and 2	Susan Ward-Rice	31 August 2020
7	Learning disability	Engage with this community to look at people's experience of lockdown and what support may be needed as lockdown is eased.	Susan Ward-Rice	30 September 2020
8	Gender Reassignment/ gender identity/ Sexual orientation	Engage with Intercom Trust to access COVID-19 survey data for Dorset and identify lessons to inform future working.	Susan Ward-Rice	31 August 2020
9	Data profiling & understanding how COVID-19 has affected communities	Use 2020 residents survey to fill gaps in our evidence base and improve our understanding of COVID-19 on vulnerable communities. Commence collecting equality data of who is accessing COVID-19 helpline to inform future working.	Rebecca Forrester/ Susan Ward-Rice Claire Shiels/Anthony Palumbo	September/ October 2020 July 2020

10	Digital Exclusion	Use the 2020 residents survey to understand how we can engage with people who do not wish/face barriers to accessing services digitally.	Rebecca Forrester	September/ October 2020
More work is required to shape action in response to medium/long term impacts of lockdown				
11	Neurodiversity (Neurodiversity relates to neurological differences including, for example, Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Autistic Spectrum and others).	Identify how we engage with this community to look at their experience of lockdown and how we can improve future communications on COVID-19.	Rebecca Forrester Susan Ward-Rice Kirsty Hillier	September 2020
12	Mental Wellbeing	Identify changing impact on mental wellbeing and support needed as lockdown is eased and resources that may be required.	Paul Iggulden/Mental Wellbeing & Safeguarding sub-group of Community Shield	October 2020
13	Digital Exclusion	Review results of 2020 residents survey and initiative working party with relevant officers to address issues identified.	Paul Iggulden/Rebecca Forester	November 2020
14	Engaging with vulnerable groups / key organisations (including the community, voluntary and faith sector)	Engagement with organisations to get their thoughts and opinions on this EqIA but also to get their experiences on how key groups have coped during lockdown.	Susan Ward-Rice / Rebecca Forrester	October 2020

EqIA Sign Off

Officer completing this EqIA:	Paul Iggulden / Rupert Lloyd	Date:	18 June 2020
Equality Lead:	Susan Ward-Rice	Date:	3 July 2020
Equality & Diversity Action Group Chair:	Rick Perry	Date:	3 July 2020

This page is intentionally left blank

Covid -19 and community vulnerability --- Summary of Councillor discussions

1. Introduction

- This document provides a summary of the information gathered during six online 'roundtable' discussion sessions held with Dorset Councillors during May/June 2020.
- All Members were invited to attend one session organised around localities: East Dorset, North Dorset, Purbeck, Mid Dorset, Weymouth & Portland and West Dorset.
- Prior to the session Members were sent a document prepared by officers containing information on vulnerable groups and their perception of how they have been supported during the period of lockdown and social distancing.
- The sessions were facilitated by Paul Iggulden (Consultant, Public Health Dorset) and Susan Ward-Rice (Diversity & Inclusion Officer, Dorset Council) with support from Rebecca Forester (Business Partner: Policy, Research & Performance), Hayley Caves (Member Development & Support Officer) and Rupert Lloyd (Project Coordinator, Public Health Dorset).

The objectives of the roundtable sessions were:

- To share with Members the work that had been done on identifying vulnerable people and how they have been supported during lockdown (Equality Impact Assessment)
- To invite Members to share their experiences of the impact of COVID-19 on their ward.

2. Themes

The key themes that emerged from the sessions are set out below starting with general themes (that related to the whole population of Dorset for example) and moving on to more specific topics.

Issues relating to age (children & young people and older people) received the highest number of mentions by Members. Issues relating to disability, race, sex (including domestic abuse) and carers were mentioned less frequently and sexual orientation, gender reassignment, religion & belief, marriage & civil partnership mentioned least frequently or not at all.

2.1 How communities and organisations have responded to support vulnerable people is seen as overwhelmingly positive and Members would like to explore how they and others can maintain some of the positive features of lockdown

- The specifics of local responses have varied but typically with extensive involvement of Town & Parish Councils, Businesses (local shops & pubs), new community mutual aid groups, Age UK and Dorset Volunteer Centre.

- Concern and frustration were voiced over the interaction between Age UK, Dorset Volunteer Centre and a local community group delivering food by members in one ward, but with positive experiences identified in others
- Volunteers and many Members have been focussed on delivery of food, medicine and other services to date, but this 'need' will change as restrictions ease and the potential role of volunteers in befriending people who continue to self-isolate has highlighted.
- Nurturing of CVS and new mutual aid groups in particular; recognising Council role and learning needs around co-production
- Innovation and breadth of partnerships with examples of local groups partnership working with for example housing associations and credit unions

2.2 There is widespread concern about the impact of lockdown on mental health and wellbeing of vulnerable people and people who have or will be affected financially.

- Social isolation and loneliness of people who have been self-isolating or are too afraid to leave their homes was identified as a growing concern.
- For the future, the longer-term impacts of the pandemic (e.g. on people's finances) was expected to lead to an increase in anxiety and mental health issues in some wards.

2.3 Lockdown was viewed as having had a significant negative impact on young people, in particular on their mental health

- There was concern about the impact on young people transitioning between educational settings or from education to employment.
- Some members are concerned that children and young people may have been the victims of abuse which may become apparent as lockdown eases and more children return to school.
- Concern was expressed about the longer-term impact of lockdown and future measures on the economy and young people's lives.

2.4 Many vulnerable people have been supported, but there is concern that some people who could benefit from help are reluctant to ask for help or 'admit' that they are in need

- Older people were highlighted as a vulnerable group particularly likely to not actively seek support when in need
- Families reliant on self-employed/freelance people were noted as having to seek support from foodbanks.
- There was recognition that some people who did not ask for/accept help had reasons for doing so for example social contact with other people when buying food or collecting medicine.

2.5 There has been significant emergent impact on individuals and families who are economically vulnerable and have been affected by loss or reduction in their income e.g. furlough, redundancy. It is anticipated that this impact will grow.

- Crucial support has been provided by existing and newly set up foodbanks to a large number of people who did not access their services before. Some concerns were raised over the governance of some newly created groups.
- In some areas people living in rented accommodation are struggling to pay rent and have been put under pressure by landlords causing significant anxiety.
- Some local measures have been put in place e.g. Wyvern Savings and Loans supported access to money for people who are isolating, Sure Start supporting parents/carers.

2.6 Many services and organisations have been effective in engaging and supporting people online, but there is concern that a significant number of people are excluded from accessing digital services.

- Lack of equipment and skills present a barrier to accessing digital services, but there are a significant number of people who do not want to use digital services who should not be excluded, especially people who are lonely and need social interaction.
- In many locations local communication networks including letter/leaflet drops were a very effective ways of engaging with vulnerable people who needed support.

2.7 There is concern about 'hidden' domestic abuse where victim have been at risk during long periods when they have been unable to leave their homes.

- There was widespread concern that this would become more visible, particularly as children return to school.

2.8 Recognising and celebrating good practice

- There was widespread reference to an increase in community spirit and 'neighbourliness' with members noting that despite the need to maintain physical distancing many communities and neighbours had formed new connections and been drawn closer together by local efforts to support vulnerable people.
- There is an opportunity to learn from some of the local initiatives that communities have put in place to support vulnerable people both to respond over the past three months and are developing to increase resilience and support recovery. Case studies would be a helpful resource for sharing these between wards across Dorset Council area.

This page is intentionally left blank

Appendix - Additional information for People Scrutiny Committee provided by Children's Services

The full cabinet report details the wider implications as of 30 June on all vulnerable groups. This report examines the implications for Dorset Children from that report.

The identified risks to children and young people within the cabinet report were:

- (a) The mental health and wellbeing of children
- (b) Increased vulnerability due to economic hardship, in particular lack of food for young people.
- (c) The impacts for children and young people who were either medically vulnerable or extremely medically vulnerable.
- (d) Inequitable impacts on children who have particular needs.
- (e) The impacts of household domestic abuse and other social disharmony in families.

To address the issues highlighted above Children's Service were engaged in cross council work with other directorates of the council, other agencies for example Public Health and the NHS and with community and voluntary groups.

In order to maintain effective provision for young people in schools a strong working partnership was formed with a group of experienced headteachers and academy trust CEOs. The purpose of this group was to maintain effective consultation, communication and develop cohesive approaches through the school system.

Dorset schools have remained open to the children in vulnerable groups throughout the pandemic. These have included children with a social worker, children with special needs and the children of critical workers.

The attendance and support for vulnerable children has been supported through the use of a tracking tool, developed within the council and in partnership with schools. This has allowed the effective coordination of risk assessments from social care, early help services, SEND service and schools. Vulnerable children were contacted regularly and some 5000 children were monitored. As a coordinated group of professionals it was possible to maintain contact with children and families regularly. Attendance at school was tracked.

The leadership within Children's Services have supported schools with risk assessing and planning the wider return of children to schools. This preparation was essential for the wider opening of schools from 1 June and continues as schools prepare to open fully in September.

Close working with schools, including special schools and with the Dorset Parent Carer Council has enabled families with children which have special needs to be supported.

To support families who struggle with providing food for children a scheme where schools could access free school meals vouchers was instigated rapidly and supported schools until the Department for Education scheme was available to them. This included provision for the Easter and half-term holidays.

Social work and early help work has continued throughout the Covid period. There have been depressed safeguarding referrals from school over the period and there is some consideration that there may be an increase in September when schools return full time. Demand has remained steady throughout the period. It is to the credit of social care and early help staff that visiting has continued throughout the period.

The provision of residential places for children in care has been more challenging during the Covid period. This has been managed by daily meetings around high risk cases and extensive searches for placements. Foster carers have been supported by additional payments during the Covid period to help them manage extra costs and the council would like to thank them for their work during this most challenging of times.

To support children and families Children's Services are supporting a "Summer in Dorset". This is a community-based programme which will be targeted at families we know and has the intention of bridging the gap between the end of term and school restarting. This will support children's wellbeing over the summer.

Through the shielding programme, which was a coordinated response to the need for the most vulnerable to stay home during an extended period of Covid, children's services supported families with children who were unable to attend schools.

Significant challenges to families and children remain as we emerge from the initial effects of the Covid infection. Children's Services will be responding to these for many years to come.

People Scrutiny Committee – Forward Plan *(From September 2020 items from this forward plan will be merged with items from the Health Scrutiny Committee forward plan to create new forward plans for review by the new People & Health Overview Committee and People & Health Scrutiny Committee)*

Subject	Report due	Consultation	Portfolio Holder/s / Other relevant Councillors	Officer Contact - Lead
Housing Allocations Policy	October 2020	To Cabinet in November 2020	Portfolio Holder for Housing	Rebecca Kirk – Corporate Director for Housing
Private Sector Housing Assistance Policy	October 2020	To Cabinet November 2020	Portfolio Holder for Housing	Rebecca Kirk – Corporate Director for Housing Richard Conway – Service Manager Housing Standards
Private Sector Housing Enforcement Policy	October 2020	To Cabinet November 2020	Portfolio Holder for Housing	Rebecca Kirk - Corporate Director for Housing Richard Conway - Service Manager Housing Standards
Review of Dorset Safeguarding Adults Board Annual Report	October 2020		Portfolio Holder for Adult Social Care & Health	Chairman of Dorset Safeguarding Adults Board Karen Maher – Business Manager, Dorset Safeguarding Adults Board
Homelessness Reduction Act (topic request accepted by committee)	December 2020		Portfolio Holder for Housing	Rebecca Kirk – Corporate Director for Housing
Review of Dorset Safeguarding Children's Board Annual Report	December 2020		Portfolio Holder for Children, Education & Early Help	Corporate Director, Care & Protection

Subject	Report due	Consultation	Portfolio Holder/s / Other relevant Councillors	Officer Contact - Lead
Planning for re-commissioning Domestic Violence and Abuse Advice Service	April 2021		Portfolio Holder for Housing	Diana Balsom Strategic Commissioning Lead

Outstanding items from postponed meetings to be rescheduled into forward plan

Subject	Report due	Consultation	Portfolio Holder/s / Other relevant Councillors	Officer contact - Lead
Education in Dorset (Review of digest of nationally published data) (Committee request)	21 April 2020 – meeting postponed		Portfolio Holder for Children, Education and Early Help	Mark Blackman – Corporate Director – Education & Learning Theresa Leavy – Executive Director of People – Children
Ofsted Report – overview of action taken (previous DCC Children’s Services) (Committee request)	21 April 2020 – meeting postponed		Portfolio Holder for Children, Education and Early Help	Claire Shiels – Corporate Director – Commissioning & Partnerships Theresa Leavy - Executive Director of People - Children
Adult Care Payments (topic request accepted by committee)	21 April 2020 – meeting postponed		Portfolio Holder for Adult Social Care and Health	Vivienne Broadhurst – Interim Executive Director of People – Adults Diana Balsom - Strategic Commissioning Lead
Youth Club Funding and Anti-Social Behaviour (topic request accepted by committee)	7 July 2020 – meeting postponed		Portfolio Holder for Children, Education and Early Help	Theresa Leavy - Executive Director of People – Children
Transitions from Children’s to Adult Services (Committee request)	7 July 2020 – meeting postponed		Portfolio Holder for Children, Education and Early Help Portfolio Holder for Adult Social Care and Health	Theresa Leavy - Executive Director of People – Children Vivienne Broadhurst – Interim Executive Director of People – Adults

Annual items and items to be scheduled beyond 2020/21:

- Review of Dorset Safeguarding Adults Board Annual Report (September/October)
- Review of Dorset Safeguarding Children's Board Annual Report (November/December)
- Adult and Housing Transformation Plan – update at appropriate time
- Children's Services Blueprint for Change – update at appropriate time
- Development of performance indicators in Children's Services and Adults and Housing Services (raised during 2020/21 Budget scrutiny) Scrutiny to receive a report (6 months) of KPI's and progress made with the changes and efficiency savings highlighted in the overall report
- SEND Ombudsman progress report – follow up to report to People Scrutiny Committee on 8 October 2019 (note – Health & Wellbeing Board is going to review progress until complete)
- Meetings with housing associations
- Ofsted focused visit – children in need & child protection (6 month review following report to Cabinet 10/12/19)

Executive Advisory Panels (EAP) to report:

- Housing Register EAP
- Joint Adults and Children's Transitions EAP
- Melcombe Regis EAP



Cabinet Forward Plan - July 2020

For the period 1 JULY 2020 to 31 OCTOBER 2020

Explanatory Note:

This Forward Plan contains future items to be considered by the Cabinet and Council. It is published 28 days before the next meeting of the Committee. The plan includes items for the meeting including key decisions. Each item shows if it is 'open' to the public or to be considered in a private part of the meeting.

Definition of Key Decisions

Key decisions are defined in Dorset Council's Constitution as decisions of the Cabinet which are likely to -

- (a) to result in the relevant local authority incurring expenditure which is, or the making of savings which are, significant having regard to the relevant local authority's budget for the service or function to which the decision relates (**Thresholds - £500k**); or
- (b) to be significant in terms of its effects on communities living or working in an area comprising two or more wards or electoral divisions in the area of the relevant local authority."

In determining the meaning of "*significant*" for these purposes the Council will have regard to any guidance issued by the Secretary of State in accordance with section 9Q of the Local Government Act 2000 Act. Officers will consult with lead members to determine significance and sensitivity.

Cabinet Portfolio Holders 2019/20

Spencer Flower	Leader / Governance, Performance and Communications
Peter Wharf	Deputy Leader / Corporate Development and Change
Tony Ferrari	Finance, Commercial and Assets
Graham Carr-Jones	Housing and Community Safety
Gary Suttle	Economic Growth and Skills
Andrew Parry	Children, Education and Early Help
Laura Miller	Adult Social Care and Health
David Walsh	Planning
Ray Bryan	Highways, Travel and Environment
Tony Alford	Customer, Community and Regulatory Services

Subject / Decision	Decision Maker	Decision Due Date	Other Committee Date	Portfolio Holder	Officer Contact
Investing to Save in Highway Infrastructure Assets Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	28 Jul 2020	Dorset Council - Place Scrutiny Committee 30 Jan 2020	Portfolio Holder for Highways, Travel and Environment	<i>Jack Wiltshire, Head of Highways</i> <i>jack.wiltshire@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>
Major Highway Improvement Schemes - Dinah's Hollow, Melbury Abbas Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	28 Jul 2020		Portfolio Holder for Highways, Travel and Environment	<i>Kate Tunks, Service Manager for Infrastructure and Assets</i> <i>kate.tunks@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>
Dorset Council - Community Infrastructure Levy Governance Arrangements Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	28 Jul 2020	Dorset Council - Place Scrutiny Committee 23 Jul 2020	Portfolio Holder for Planning	<i>Andrew Galpin, Implementation Team Leader</i> <i>andrew.galpin@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>
Dorset Council Budget - Quarterly Performance Report - Q1 Key Decision - No Public Access - Open	Dorset Council - Cabinet	28 Jul 2020	Dorset Council - Audit and Governance Committee 10 Aug 2020	Portfolio Holder for Finance, Commercial and Assets	<i>Jim McManus, Corporate Director - Finance and Commercial</i> <i>J.McManus@dorsetcc.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
Approval of the Economic Growth Strategy for Dorset Council	Dorset Council - Cabinet	28 Jul 2020		Portfolio Holder for Economic Growth and Skills	<i>David Walsh, Service Manager for Growth and Economic Regeneration</i>

Subject / Decision	Decision Maker	Decision Due Date	Other Committee Date	Portfolio Holder	Officer Contact
Key Decision - Yes Public Access - Open					<i>David.walsh@dorsetcouncil.gov.uk</i> Executive Director, Place (John Sellgren)
Dorset Council Climate & Ecology Strategy - Draft Plan for Consultation Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	28 Jul 2020	Dorset Council - Place Scrutiny Committee 23 Jul 2020	Portfolio Holder for Highways, Travel and Environment	<i>Antony Littlechild, Community Energy Manager</i> <i>antony.littlechild@dorsetcouncil.gov.uk</i> Executive Director, Place (John Sellgren)
Transport Infrastructure Investment Fund Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	28 Jul 2020		Portfolio Holder for Highways, Travel and Environment	<i>Michael Hansford, Highways Assets Manager</i> <i>michael.hansford@dorsetcouncil.gov.uk</i> Executive Director, Place (John Sellgren)
MoD Battle Lab investment at Dorset Innovation Park Key Decision - Yes Public Access - Fully exempt	Dorset Council - Cabinet	28 Jul 2020		Portfolio Holder for Economic Growth and Skills	<i>David Walsh, Service Manager for Growth and Economic Regeneration</i> <i>David.walsh@dorsetcouncil.gov.uk</i> Executive Director, Place (John Sellgren)
Accelerated projects to promote Economic Recovery from COVID 19 - Gigabit Fibre and wireless connectivity in Rural Areas Key Decision - Yes Public Access - Fully exempt	Dorset Council - Cabinet	28 Jul 2020		Portfolio Holder for Economic Growth and Skills, Deputy Leader - Corporate Development and Change	<i>Dugald Lockhart, Senior Project Manager</i> <i>dugald.lockhart@dorsetcouncil.gov.uk</i> Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)

Subject / Decision	Decision Maker	Decision Due Date	Other Committee Date	Portfolio Holder	Officer Contact
Dorset Council Procurement Strategy 2020 - 2022 Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	8 Sep 2020		Portfolio Holder for Finance, Commercial and Assets	Dawn Adams, Senior Procurement Officer dawn.adams@dorsetcouncil.gov.uk Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)
Youth Justice Plan Key Decision - Yes Public Access - Open	Dorset Council	15 Oct 2020	Dorset Council - Cabinet Dorset Council - People Scrutiny Committee 28 Jul 2020 20 Jul 2020	Portfolio Holder for Children, Education and Early Help	David Webb, Service Manager - Dorset Combined Youth Offending Service david.webb@bcpcouncil.gov.uk Executive Director, People - Children (Theresa Leavy)
Asset Management Plan for Dorset Council 2020- 2023 Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	6 Oct 2020		Portfolio Holder for Finance, Commercial and Assets	Dave Thompson, Corporate Director for Property & Assets dave.thompson.dorsetcouncil.gov.uk@dorsetcouncil.gov.uk Executive Director, Place (John Sellgren)
Major Highway Improvement Schemes - A354 Corridor Route Strategy Weymouth to Portland Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	6 Oct 2020		Portfolio Holder for Highways, Travel and Environment	Kate Tunks, Service Manager for Infrastructure and Assets kate.tunks@dorsetcouncil.gov.uk Executive Director, Place (John Sellgren)
Building Better Lives - Purbeck Gateway: Design Brief Key Decision - Yes	Dorset Council - Cabinet	6 Oct 2020		Portfolio Holder for Housing and Community Safety, Portfolio Holder for	Rosie Dilke, Project Manager rosie.dilke@dorsetcc.gov.uk Executive Director, People -

Subject / Decision	Decision Maker	Decision Due Date	Other Committee Date	Portfolio Holder	Officer Contact
Public Access - Open				Adult Social Care and Health	<i>Adults (Mathew Kendall)</i>
Results of Public Consultation on the proposed dog-related Public Spaces Protection Order Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	6 Oct 2020	Dorset Council - Place Scrutiny Committee 22 Oct 2020	Portfolio Holder for Customer, Community and Regulatory Services	<i>Graham Duggan, Head of Community & Public Protection</i> <i>graham.duggan@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>
Grants to the Voluntary and Community Sector Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	3 Nov 2020	Dorset Council - Resources Scrutiny Committee Not before 3rd Sep 2020	Portfolio Holder for Customer, Community and Regulatory Services	<i>Laura Cornette, Corporate Policy & Performance Officer</i> <i>Laura.cornette@dorsetcouncil.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
Housing Allocations Policy Key Decision - Yes Public Access - Open	Dorset Council - Cabinet	3 Nov 2020	Dorset Council - People Scrutiny Committee 20 Oct 2020	Portfolio Holder for Housing and Community Safety	<i>Rebecca Kirk, Corporate Director of Housing, Dorset Council</i> <i>Rebecca.Kirk@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Adults (Mathew Kendall)</i>
Dorset Council Budget - Quarterly Performance Report - Q2 Key Decision - No Public Access - Open	Dorset Council - Cabinet	3 Nov 2020		Portfolio Holder for Finance, Commercial and Assets	<i>Jim McManus, Corporate Director - Finance and Commercial</i> <i>J.McManus@dorsetcc.gov.uk</i> <i>Corporate Director, Legal and Democratic Services - Monitoring Officer (Jonathan Mair)</i>

Subject / Decision	Decision Maker	Decision Due Date	Other Committee Date	Portfolio Holder	Officer Contact
Final version of the Statement of Gambling Licensing Policy Key Decision - Yes Public Access - Open	Dorset Council	10 Dec 2020	Dorset Council - Cabinet 3 Nov 2020	Portfolio Holder for Customer, Community and Regulatory Services	<i>John Newcombe, Service Manager, Licensing & Community Safety</i> <i>john.newcombe@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>
Final Version of the Statement of Licensing Policy Key Decision - Yes Public Access - Open	Dorset Council	10 Dec 2020	Dorset Council - Place Scrutiny Committee Dorset Council - Cabinet 22 Oct 2020 3 Nov 2020	Portfolio Holder for Customer, Community and Regulatory Services	<i>John Newcombe, Service Manager, Licensing & Community Safety</i> <i>john.newcombe@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (John Sellgren)</i>

Private/Exempt Items for Decision

Each item in the plan above marked as 'private' will refer to one of the following paragraphs.

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the shadow council proposes:-
 - (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - (b) to make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

This page is intentionally left blank