



People and Health Scrutiny Committee

Date: Tuesday, 8 April 2025
Time: 10.00 am
Venue: Council Chamber, County Hall, Dorchester, DT1 1XJ

Members (Quorum: 3)

Toni Coombs (Chair), Jane Somper (Vice-Chair), Laura Beddow, Bridget Bolwell, Sally Holland, Carole Jones, Chris Kippax, Robin Legg, Carl Woode and Claudia Webb

Interim Chief Executive: Sam Crowe, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic Services
Meeting Contact 01305 224185 - george.dare@dorsetcouncil.gov.uk

Members of the public are welcome to attend this meeting, apart from any items listed in the exempt part of this agenda.

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Agenda

Item	Pages
1. APOLOGIES	
To receive any apologies for absence.	
2. DECLARATIONS OF INTEREST	
To disclose any pecuniary, other registrable or non-registrable interest as set out in the adopted Code of Conduct. In making their disclosure councillors are asked to state the agenda item, the nature of the interest and any action they propose to take as part of their declaration.	
If required, further advice should be sought from the Monitoring Officer in advance of the meeting.	
3. MINUTES	5 - 10
To confirm the minutes of the meeting held on 6 February 2025.	

4. PUBLIC PARTICIPATION

Representatives of town or parish councils and members of the public who live, work, or represent an organisation within the Dorset Council area are welcome to submit either 1 question or 1 statement for each meeting. You are welcome to attend the meeting in person or via Microsoft Teams to read out your question and to receive the response. If you submit a statement for the committee this will be circulated to all members of the committee in advance of the meeting as a supplement to the agenda and appended to the minutes for the formal record but will not be read out at the meeting. **The first 8 questions and the first 8 statements received from members of the public or organisations for each meeting will be accepted on a first come first served basis in accordance with the deadline set out below.** For further information read [Public Participation - Dorset Council](#)

All submissions must be emailed in full to george.dare@dorsetcouncil.gov.uk by 8.30am on Thursday, 3 April 2025.

When submitting your question or statement please note that:

- You can submit 1 question or 1 statement.
- a question may include a short pre-amble to set the context.
- It must be a single question and any sub-divided questions will not be permitted.
- Each question will consist of no more than 450 words, and you will be given up to 3 minutes to present your question.
- when submitting a question please indicate who the question is for (e.g., the name of the committee or Portfolio Holder)
- Include your name, address, and contact details. Only your name will be published but we may need your other details to contact you about your question or statement in advance of the meeting.
- questions and statements received in line with the council's rules for public participation will be published as a supplement to the agenda.
- all questions, statements and responses will be published in full within the minutes of the meeting.

5. COUNCILLOR QUESTIONS

To receive questions submitted by councillors.

Councillors can submit up to two valid questions at each meeting and sub divided questions count towards this total. Questions and statements received will be published as a supplement to the agenda and all questions, statements and responses will be published in full within the minutes of the meeting.

The submissions must be emailed in full to george.dare@dorsetcouncil.gov.uk by 8.30am on Thursday, 3 April 2025.

[Dorset Council Constitution](#) – Procedure Rule 13

6. 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.

7. BIRTH TO SETTLED ADULTHOOD PROGRESS REPORT 11 - 36

To consider a report by the Head of Service for Birth to Settled Adulthood.

This report was deferred by the committee at its previous meeting on 6 February 2025.

8. CHILDREN NOT IN EDUCATION, EMPLOYMENT OR TRAINING 37 - 46

To consider a report by the Head of Commissioning, Family Help and Young and Thriving.

9. COMMITTEE'S WORK PROGRAMME AND EXECUTIVE FORWARD PLANS 47 - 76

To consider the committee's Work Programme and the Executive Forward Plans.

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 are no exempt items scheduled for this meeting.

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PEOPLE AND HEALTH SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 6 FEBRUARY 2025

Present: Cllrs Toni Coombs (Chair), Jane Somper (Vice-Chair), Bridget Bolwell, Sally Holland, Carole Jones, Chris Kippax and Carl Woode

Present remotely: Cllrs Robin Legg and Claudia Webb

Apologies: Cllrs Laura Beddow

Also present: Cllr Jon Andrews, Cllr Steve Robinson, Cllr Clare Sutton and Cllr Kate Wheller

Also present remotely: Cllr Gill Taylor

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

George Dare (Senior Democratic Services Officer), Paul Dempsey (Executive Director of People - Children), Andrew Billany (Corporate Director for Housing), Julia Ingram (Corporate Director for Adult Social Care Operations), Sunita Khattra-Hall (Corporate Director for Quality Assurance and Safeguarding Families), Mark Tyson (Corporate Director for Adult Commissioning & Improvement), Beth Whittaker (Interim Corporate Director for Education and Learning) and Louise Ryan (Head of Service - Birth to Settled Adulthood)

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

Jonathan Price (Executive Director of People - Adults and Housing) and Chris Heighway (Performance and Analytics Team Manager)

46. **Apologies**

An apology for absence was received from Cllr Laura Beddow.

47. **Declarations of Interest**

There were no declarations of interest.

48. **Minutes**

Cllr Legg raised a concern with the accuracy in Minute 43 – Scrutiny Request. The wording of this minute would be amended and agreed with Cllr Legg following the meeting.

The Committee confirmed the minutes of the previous meeting, subject to the amendment agreed with Cllr Legg.

49. Public Participation

There was 1 question submitted by a member of the public, which was read out by the Chairman. A response was provided by the Cabinet Member for Children's Services, Education and Skills.

The question and the response are attached as an appendix to these minutes.

50. Councillor Questions

There were no questions submitted by councillors.

51. Urgent Items

There were no urgent items.

52. Dorset Safeguarding Children Partnership

The Corporate Director for Quality Assurance and Safeguarding introduced the report and highlighted the key areas. The report identified some areas for improvement, and she updated on progress in these areas. The Safeguarding Children Partnership had split from BCP Council and now included education as a statutory partner. The Partnership had implemented new Working Together statutory guidance before the deadline.

The Committee discussed the report and asked questions of the officers. The following points were raised:

- There were concerns about pupils' mobile phone use in schools and how this affects their mental health. Improvements to socialisation and mental health had been seen in schools operating a no-phones policy.
- Individual schools can introduce a no-phones policy; however, it would need a change from government for it to be mandated in schools.
- The council should be encouraging schools to introduce no-phones policies. Training could be given to school governors to raise awareness of introducing a no-phones policy
- A fortnightly Headteacher meeting would be used to discuss the benefits of no-phones policies in schools. There would be opportunities for schools with the policy to mentor those schools without the policy and helping them to introduce it.
- A member questioned what the council was doing to raise parents' awareness of online safety and safeguarding. In response officers advised that online safety learning and development was available to professionals and the voluntary sector. Report Remove, an initiative by Childline, was raised at the Children's Services conference.

- The Corporate Director for Quality Assurance and Safeguarding committed to discussing online safeguarding and raising awareness with parents at a Safeguarding Children Partnership meeting and creating an action plan.
- As a result of the Families First for Children Pathfinder, there was improved integration from the Education sector in multi-agency work. Members requested that an update on this is included in the next annual report.
- In response to whether there were areas of safeguarding unique to Dorset, it was confirmed that there were no unique areas, however there could be differences in safeguarding caused by demographics.
- A member questioned how responsibility and finances worked in multi-agency safeguarding arrangements. The Executive Director for Children's Services advised that the Safeguarding Partnership Board oversees the delivery of safeguarding, and the Strategic Alliance for Children and Young People was responsible for the Children, Young People and Families Plan. The Executive Director was responsible for facilitating across the system.
- In relation to the finances, there could be tensions with funding. The council was receiving a grant for 2025/26 for implementing the Pathfinder, which included introducing the Education sector as a statutory partner in safeguarding.
- The Chairman sought assurance that the council learns from previous safeguarding issues to ensure they do not happen again as in her experience over time, learning was forgotten leaving services vulnerable to repeating safeguarding failures. Officers advised that there were multiple options, which included changing policies, delivering training to staff, and monitoring progress and performance, ensuring that it is reviewed regularly. Issues which cause gaps in awareness could include changing staff or new leadership. The Chairman would take this up further with the Strategic Director outside of the meeting.

The Corporate Director for Adult Social Care summarised the role of the Safeguarding Adults Board and their role in safeguarding arrangements. There was also a role for the Community Safety Partnership in safeguarding.

The Chairman summarised the key points arising from the discussion. The committee should receive progress updates on no-phones policies, online safety, and embedding the education sector into safeguarding arrangements.

53. **Birth to Settled Adulthood Progress Report**

The Committee was disappointed with NHS and council officers not being in attendance, who were asked to attend for this item. The committee agreed to defer the item to an additional meeting in March 2025.

The Committee adjourned for a comfort break and returned at 11.28am.

54. **Performance Scrutiny**

The Performance and Analytics Team Leader introduced the item. In a pre-meeting to review the performance dashboard, the committee identified 3 performance indicators of concern which officers needed to address.

The first indicator was the number of outstanding Care Act assessments. There was a 30% reduction in the waiting list for Care Act assessments and the average wait time for assessments had been reduced to 71 days. Approximately 200 requests for statutory assessments and 200 requests for therapy assessments were received each month. There was new staff guidance and a risk management tool for triaging assessments.

In response to questions asked by committee members the Corporate Director for Adult Social Care advised that there was no national benchmark or indicator to responding to assessments, so it could not be compared to other councils. Metrics on the number of new and closed assessments per month would be prepared for the committee. The main barrier to reducing the number of assessments was the lack of a community based reablement offer. This reablement offer was currently being piloted on a small scale, but there was national evidence that the model is successful.

The next performance indicator was the number of recorded crimes which had worsened. The Corporate Director for Housing and Community Safety said that the data for this indicator was complex and reported by the police through the Community Safety Partnership. The Community Safety Annual Report being considered by the committee in June would have further details about crime statistics. An online tool for crime statistics would be circulated following the meeting.

The final indicator was the percentage of 16- and 17-year-olds not in education, employment or training (NEET). The Dorset NEET rate was higher than the council's statistical neighbours, however it had a lower 'not known' rate. A careers hub was available to pupils, and it would be hosted by the council from March. Families with children in home education would be contacted about careers. A lack of transport contributed to young people not being able to access opportunities. Data on the number of NEET young people in each locality would be produced and made available to the Local Alliance Groups.

55. Committee's Work Programme and Cabinet's Forward Plan

The committee considered its work programme and the executive forward plans.

The Chairman would explore issues with NHS funding issues for hospices and issues with end-of-life care.

Members suggested items for the committee's work programme, which included:

- A review of public health disaggregation
- Void housing and temporary accommodation
- Continued monitoring of outstanding Care Act assessments

56. **Exempt Business**

There was no exempt business.

Duration of meeting: 10.00 am - 12.21 pm

Chairman

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People and Health Scrutiny Committee

8 April 2025

Birth to Settled Adulthood Service (B2SA) Progress Report

For Review and Consultation

Cabinet Member and Portfolio:

Cllr C Sutton, Children's Services, Education & Skills

Local Councillor(s):

All

Executive Director:

P Dempsey, Executive Director of People - Children

Report Author: Louise Ryan
Job Title: Head of Service, B2SA (Birth to Settled Adulthood)
Tel: 01305 224238
Email: louise.ryan@dorsetcouncil.gov.uk

Report Status: Public (the exemption paragraph is N/A)

Brief Summary:

The Birth to Settled Adulthood Service (B2SA) is an integrated model of service delivery between Children and Adult Social Care for children and young people with complex health needs, disability, and Special Educational Needs (SEN). The working model has been created under a Partnership Agreement between Dorset Council, NHS Dorset ICB and Dorset Parent Carer Council. Phase One Implementation began in April 2024. The work continues to ensure full implementation is completed. Phase 2 has already started in understanding the role of NHS and Health related partners with opportunities for integrated working.

The initial impact is that a more coordinated and joined up service is being provided. At this juncture we are not able to fully evidence the impact in all the areas that need to be improved. However, we are confident that it will enable improved outcomes and better value for money in the longer term.

Recommendation:

To review the progress on implementing the Birth to Settled Adulthood service and provide any feedback and comments.

Reason for Recommendation:

Birth to Settled Adulthood is a major transformation programme for Dorset Council and the Committee has a key role to play to ensure that it has the desired impact.

1. Report

- 1.1 The Birth to Settled Adulthood (B2SA) successfully launched phase one in April 2024 within the agreed timescales. Phase one includes integration of Best Start in Life Advisors who provide education and development support to families with children aged 0 – 5 years who have complex health needs, social care support for disabled children including short breaks, provision of a specialist Occupational Therapy service, Young Carers Team, Preparing for Adulthood Team and Adult Social Care provision as the young person moves into adulthood. The intention is to focus on children and young adults right from birth to settled adulthood. A key driver for the service creation was to improve our understanding of the needs of our disabled children and young people as they develop through to adulthood, and to build opportunities for independence. The Best Start in Life Advisors enable the service to ensure support at the earliest opportunity and strategically plan for future needs of children and young people. Young carers are well held in the service, ensuring that they are not taking caring responsibilities that are inappropriate, and they have opportunities to develop their own wellbeing.
- 1.2 The partnership objective was to deliver an integrated birth to settled adulthood service for children and young people with complex health needs and SEN with a focus on ensuring sustainable improved outcomes for children and young people from birth until they move on to settled adulthood. The service will ensure that there is support in place for children's parents and carers, young carers, and young adult (18 to 25 years) carers. We will also ensure planning for the child's needs into settled adulthood takes place at an earlier stage, and have introduced in phase one earlier planning, commencing at 14 years of age. This will enable us to better support children and their families to achieve sustainable improved outcomes. A successful transitional move into settled adulthood will embed principles of independence, strong links with communities and an ambition that young people are supported to thrive.

- 1.3 An Area SEND Inspection was undertaken in March 2024. This inspection found that the local area partnership's arrangements for children and young people who have special educational needs and disabilities (SEND) typically lead to positive experiences and outcomes. It was noted that the local area partnership was taking appropriate action where required. The Birth to Settled Adulthood Service was designed to further improve children and young people's experiences and to provide greater integration.
- 1.4 Staff are positive in both services about the model and working more effectively together. Staff highlight that they need access to a functional system to allow them to undertake the training and new aspects of the work. There are positive examples of Children's and Adult social workers working alongside each other with the child and their family to identify solutions to complex situations.
- 1.5 The feedback from Dorset Parent Carer Council (DPCC) has been positive about the implementation although there is more to do to achieve full implementation. To quote DPCC ***"we are delighted to see the new service go live: We have been working with parent/carers from the outset and are delighted to see the feedback they have provided threading through the design and implementation. Having worked in partnership to implement phase one, we look forward to continuing this in supporting the delivery and being part of the process to co-produce and implement phase two. We look forward to seeing the improvements and hearing the success stories we are confident this new service will bring."***
- 1.6 Dorset Parent Carer Council were also involved in helping to establish the outcomes framework which is enabling building independence at each stage of the child and young person's life.
- 1.7 Children and young people have also been involved in the design of the outcome framework through the Youth Voice Service. Oxford Brooks, as a partner in the evaluation of Families First Pathfinder, are assisting us to develop a survey for children, young people and families that can be used to seek feedback regarding their experience in the future.
- 1.8 The partnership is working towards an effective joint Commissioning Strategy that enables a focus on the Dorset area and supporting children and young people in their localities. A prominent feature of the service design is locality-based support which is strong in both Children and Adult Services. Our ethos is that children and young adults should be supported to live safely, where possible, in their own communities. We want to ensure

that children and young people are supported to live with their families where possible and that carers feel they have the right level of support. We also need to ensure we understand and plan for those who are 16-25 when they need to move.

- 1.9 We appointed our B2SA Head of Service who commenced her role in April 2024. We have also appointed two Service Managers who are both in post. One has a focus on Children's Social Care responsibilities and one with a focus on preparing for Adulthood.
- 1.10 All the B2SA operational staff have completed a programme of induction and training to support the new model of working.
- 1.11 Dorset Council Children's Services, as a Pathfinder LA for the DfE Families First Pathfinder Programme, implemented a new model of work across children's services in June 2024. B2SA is fully aligned to this new operational way of working and will be working in a more integrated way in the child protection space. Lead child protection social work roles have been created in B2SA and work with the Locality Child Protection Teams.
- 1.12 The Young Carers Service now sits within B2SA to ensure additional focus on the young carers needs. There are currently 88 young carers being supported by the service and there is improved joint working with the Adult Carer Service.
- 1.13 Adult Services have identified the staffing resource required to work with the young adults aged 18-25 who are not yet settled in adulthood. This will help with planning to understand the age groups and the numbers of young people aged 14-17 that are requiring planning and assessment for adulthood. This resource will reach down to start working with young people before the age of 18 enabling Care Act assessments to take place at an earlier more appropriate time. Through earlier planning we are more likely to prevent needs escalating and have an adequate amount of time to ensure appropriate resources are in place. Reaching down will be more effective at 16 in reality.
- 1.14 Within the new service there will be greater opportunity to use assistive technology as a way of addressing children and young people's needs and managing any risks. This can enable young people to have greater independence, and it is more cost effective. An example of this is a parent carer being referred to the technology lounge to explore a range of care technology that is available to monitor their disabled child's safety without them needing to be present in the room. It was felt this would make a significant impact to reduce the pressure on that parent.

1.15 In total across the 0 – 25 age range B2SA, at the end of November 2024, was supporting 912 children, young people, and young adults.

At the end of November 2024, B2SA was supporting in the 0-18 area, 652 children and young people:

- 344 of these children and young people and their families receive support from the family support and short breaks team.
- 171 children need a higher level of support (CIN) from family help and are visited more regularly.
- 11 children are subject of a Child Protection Plan
- 34 children are in our care.
- 92 children receive a specialist Occupational Therapy provision.

With those being supported who are 18-25 who are already allocated to adult's teams, this makes a total of 912 in total.

There are 101 young people from the cohorts above aged between 14 and 17 years that we are working with to prepare them for adulthood.

1.16 The B2SA Preparing for Adulthood Team will support, where appropriate, other teams across children's services with transitional planning for children and young people.

1.17 A Transitions Steering Group is in place that looks at all the children and young people we are working with in their transitional planning to settled adulthood to 'oversee' that young people's transitional health and care needs are being met.

1.18 An outcomes framework has been developed which encompasses the age and stages of the child or young person's development, this covers the nine outcomes that were co-produced with our children and young people.

1.19 A Partnership Integrated Commissioning Strategy is in development with a focus on services for the 16-25 age range.

1.20 In our development of the partnership joint commissioning strategy, we have held workshops to understand how services will work and what is required. We are ensuring that we have a joined-up high quality services and that contracts meet both the ICB and Dorset Council's requirements.

1.21 We have appointed an Independent Chair of the B2SA Delivery Board, and the inaugural meeting was held in October 2024. The board meets quarterly. The Board provides the governance and oversight on implementation and progress of phase 2.

- 1.22 In January 2025, NHS Dorset presented a proposal for Phase 2 to the Board to clarify how they plan to integrate with the B2SA programme. A Senior Responsible Officer has yet to be appointed by NHS Dorset to lead phase 2. However, there was senior representation (NHS Dorset) at the B2SA delivery Board held on 22/1/2025.

2. Areas for development and enablers

- 2.1 Budget – managing budgetary pressures remains the priority for both Children Services and Adult Social Care. The needs of our children and young people we work with in the B2SA service are increasingly more complex and there are challenges in securing high quality packages of support and care that represent value for money for these young people both locally and nationally. This is also a challenge area for those children and families supported through direct payments as the supports and services needed are not available to purchase resulting in higher costs to Dorset Council. The savings agreed for B2SA in 25/26 is £1m and the detail of the action plan is currently being developed.
- 2.2 Information Technology requirements are an essential enabler for the successful full implementation of the new B2SA service. Enabling more staff to be able to be trained to complete care act assessments for young people before they reach 18. There are delays in being able to adapt our child record and management systems for the new working model in B2SA. This is due to the capacity of the system support services to accommodate changes needed within both the B2SA children's and adults' systems as well as changes needed within children's services from the Families First pathfinder new model of working. We have a plan in place to address this that is regularly monitored to ensure changes are made as needed at the earliest opportunity.

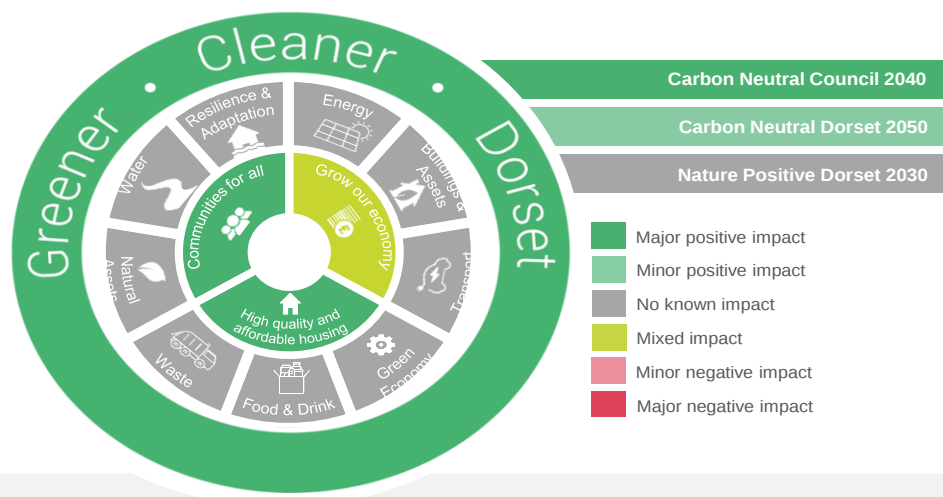
3. Financial Implications

- 3.1 There has been significant investment in the Birth to Settled Adulthood Programme from Children and Adults Services. Introduction of the B2SA service will enable sustainable improved outcomes for children and young people, provide improved Value for Money (VFM) and better use of our resources. There has also been investment in our short breaks provision which aims to ensure that parent-carers are well supported and that children can remain living within their families.

4. Natural Environment, Climate & Ecology Implications

- 4.1 The Birth to Settled Adulthood programme does not have any additional implications.

Birth to Settle



Quantitative Impact on CEE targets (if known)

	Unit	Number of units (+/-)
2030 - Natural asset extent & condition	Ha	0
2040 - Operational Emissions	CO ₂ (tonnes)	0

5. Well-being and Health Implications

- 5.1 The aim of the Birth to Settled Adulthood Programme is to improve the health and wellbeing of children and young people with complex health needs, disability, and SEN, and reduce the impact of disadvantages and inequality. The service also aims to ensure that parent-carers, young carers, and adult carers are well supported.

6. Other Implications

- 6.1 None

7. Risk Assessment.

- 7.1 HAVING CONSIDERED: the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low
Residual Risk: Low

8. Equalities Impact Assessment

- 8.1 The internal Equality Impact Assessment is attached as Appendix A. An external Equality Impact Assessment is currently being reviewed and updated.

9. Appendices

- 9.1 Appendix A: EQIA dated February 2023.

10. Background Papers

None

11. Report Sign Off

- 11.1 This report has been through the internal report clearance process and has been signed off by the Director for Legal and Democratic (Monitoring Officer), the Executive Director for Corporate Development (Section 151 Officer) and the appropriate Portfolio Holder(s)



Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Some key tips

- avoid tables and charts, if possible please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

1.1 The service is called Birth to Settled Adulthood (B2SA). It focusses on improving the way support is delivered to children and young people with complex needs or who are disabled aged 0-25 and their families. This includes those with learning disabilities, mental health issues, are autistic, have sensory loss or severe physical disabilities or long term illnesses, are caring for their parents or a sibling, or have a combination of the needs listed. Please see section 4 for more details on the cohorts of young people identified as needing support through this new service.

2. Is this a new service. (please delete those not required):

2.1 This is a new service. It will be implemented in 2 phases. Phase 1 focusses on integration between Children's and Adults & Housing Directorates, and phase 2 focusses on integration with Health partners.

In Phase 1 the new service aims to bring together the current Children Who Are Disabled team, Young Carers Workers and Adults & Housing Transitions Team. It also aims to bring together some staffing resource from the Best Start in Life Team and Special Educational Needs worker into the new service as well.

It will be delivered in collaboration with employees, children, young people and their families.

This assessment focusses on phase 1. It is evolving and will be reviewed regularly.

3. Is this (please delete those not required):

Internal (Employees only) This assessment focusses on the potential impact of the new service to staff.

An Equalities Impact Assessment has also been drafted to the children and young people and their families potentially impacted by the B2SA programme. This was drafted in January 2023 and is currently being reviewed. The service is assessed as having a potentially positive impact on the children and young people and their families as it will offer a more joined up, seamless offer of support from birth to settled adulthood.

4. Please provide a brief overview of its aims and objectives:

4.1 The purpose of the B2SA service redesign is to improve the support provided to children and young who have complex needs or who are disabled aged 0-25 and their families. The children and young people identified in scope are:

- children with Special Educational Needs who have an Education Health and Care Plan and are likely to have care and support needs into adulthood.
- children and young people known to services who have a disability.
- Children aged 14 plus requiring support for mental health who are likely to need care and support.
- children with high-cost education packages (>£50k/year).
- young people who are at risk of abuse or exploitation and may not meet Care Act eligibility criteria (this is known as contextual/transitional safeguarding).
- children and Young people who have NHS Continuing Care funding

4.2 The B2SA service aims to

- provide good quality information advice and guidance.
- identify complex needs at an early stage and offer the right level of support at the right time.
- provide targeted support to develop skills and strategies which build independence.
- support children, young people and families to plan ahead for adulthood.
- work closely with commissioning colleagues to improve future planning around accommodation, care and support.
- have clear oversight of the most complex young people aged 14+ who are likely to have care and support needs into adulthood.
- meet our statutory duties to children, young people and their families
- provide targeted support to prevent further deterioration and reduce risk of admission to hospital or into care
- effectively safeguard children and young people, addressing abuse and neglect
- support parent carers to build resilience, knowledge and confidence in caring for their child or young person
- ensure social care and health services work together with children, young people and families in a more joined up way.

4.3 The service aims to support children and young people to achieve their outcomes. The outcomes framework is being co-designed with children, young people and their families.

4.4 In order for the aims and objectives to be achieved, Dorset Council Children's and Adults & Housing Directorates will need to organise themselves in a different way. This includes the following:

- create a new integrated 0-25 service offer that is able to support children and young people with complex needs or who are disabled and their families. At present different teams across children's and adult's & housing support them at different age points. The creation of a 0-25 offer will enable a more seamless service for children, young people and their families.
- the management of this service will be hosted in the Children's Directorate. Management oversight includes Head of Service, one Service Manager with expertise in Children's Social Care and one Service Manager with expertise in Adult Social Care. The management team are jointly responsible for the oversight of all children and young people in scope 0-25. This includes the allocation of work, supervision and oversight of the work, performance and financial monitoring and reporting.
- there will be a flexible approach to working with individual children and young people approaching adulthood to reduce the risk of a 'cliff edge' at 18, and to ensure the transition to adulthood is flexible to meet the needs of the young person. "Ready and Steady move into Adulthood" This may mean

children's workers remaining involved with a young person over the age of 18 (up to 25) or adult's workers reaching down to work with a young person from year 9.

- there will be dedicated link workers identified in the Adults operational teams and dedicated workers in Childrens services to offer skills and expertise and reach down or up to start working with the young person as needed. This may be for specific pieces of work or to take lead responsibility for the young person. The B2SA management team retain oversight for the work undertaken.
- matrix management arrangements will be in place to provide the necessary supervision, guidance and oversight to workers. For example, the B2SA manager with adult's expertise will be able to supervise and agree actions with the children's worker if they are related to preparing the young person for adulthood, or are related to adult legislation. The B2SA manager with children's expertise will be able to supervise and agree actions with the adult worker if they are working with a young person aged under 18.
- the B2SA service will align itself to locality working to ensure local networking and joint working can be established. Opportunities for co-location, joint meetings, joint training and group supervision will be developed.
- opportunities to align funding decisions will be developed across SEN, Children's Social Care and Adult Social Care.
- over time there will be a cross pollination of skills, knowledge and expertise. This will include children's workers being able to complete light-touch Care Act Assessments and Support Planning and Adults workers being able to contribute to Childrens statutory assessments.
- specialist support services currently available in Adults and Childrens Social Care could be accessed to provide support to improve the support to and practice of workers. This includes HR, legal, MCA team, CHC team, TEC team.
- Paediatric Occupational Therapists working with children and young people aged 0-17 years will strengthen ties with Adults Occupational Therapists via formalised protocols and joint working.
- the B2SA service will include other disciplines to improve outcomes for children and young people. This includes:
 - Embedding Special Educational Needs workers to ensure synchronicity between social care and Education Health and Care planning.
 - Assistant Educational Psychologists to help develop targeted parenting and behaviour support plans alongside Family Workers.
 - Specialist Mental Health Practitioners to offer specialist advice and support around complex mental health issues.
 - a Parent/carers Mental Health and Wellbeing worker.
 - Early Years Practitioners.

For young people and their families, there will be a seamless support offer, which works on the basis of need rather than chronological age, and joins up services provided by Adults, Children's, SEN and Health. Right contact, right person, right time.

5. Please provide the background to this proposal?

5.1 Feedback from a range of sources highlighted a need to improve the experience for children and young people with complex needs or are disabled and their families as they grow and develop from birth into settled adulthood. This included feedback from the Learning Disability Partnership Board, inspection feedback, parent carer surveys, commissioning workshops and from young people with mental health issues. A paper went to People and Health Overview Committee in August 2021 recommending a transformation programme to bring about the changes required [Birth to Settled Adulthood Review August 2021](#). This was approved and the Birth to Settled Adulthood programme was created.

5.2 The Review told us that the current operating model was 'not delivering the outstanding service our community required'. This included:

- best practice would support childhood through to adulthood, which takes a whole life view of the individual and maximises opportunities for independence
- young people were not well prepared for adulthood
- planning for next steps weren't completed in good time
- children, young people and their families were not provided with good information
- partnership working between Children's, Adults and Health needed to be improved

5.3 The Birth to Settled Adulthood programme is a partnership between Dorset Council, NHS Dorset and Dorset Parent Carer Council. It has a signed commitment from all partners to work in partnership together.

5.4 The Birth to Settled Adulthood programme was divided into separate workstreams. The Service Design workstream was created to focus on making the changes needed to the operating model. This assessment focuses on the impact of the proposed changes to the internal workforce.

5.5 Between September 2022 and July 2023 a series of workshops were held to think through the new service model. A range of people attended the workshops including parent carers, Dorset Parent Carer Council, practitioners from Children's and Adults and Housing Directorates NHS Dorset, Dorset Healthcare and Dorset County Hospital.

Evidence gathering and engagement

6 What sources of data, evidence or research has been used for this assessment? (e.g. national statistics, employee data):

6.1 In reaching this decision, we considered data relating to

- a) current demand for support from Children Who are Disabled Team (aged 0-18)
- b) current demand for support from Transitions Team (aged 14-25)
- c) current demand for support from Locality Teams for children and young people with complex mental health issues
- d) current demand for support from Adult Social Care teams (age 18-25)
- e) current caseloads for the Children Who are Disabled Team, Transitions Team, Young Carers and Adult Social Care teams
- f) waiting lists for the respective teams
- g) feedback from the workforce survey conducted in May 2023
- h) data gathered from Service Design stakeholder sessions held between Sept 2022 and July 2023.
- i) Equality and Diversity employee data from DES which is the Council's HR database.

7 What did this tell you?

7.1 The figures above indicate the approximate cohort of children and young people eligible for the new service.

7.3 Children Who are Disabled Team (CWAD) currently works with 613 children (0-17). All these are in scope for B2SA.

7.4 The Transitions Team currently have 20 young people currently allocated. This equates to 2 FTE caseloads.

7.5 Adults social care operational teams currently work with 387 young people aged 18-24 across its Learning Disability (208), Mental Health (132), Physical Disability (27) and other (10) teams. Of these, it is estimated 220 would sit within the B2SA service. This equates to roughly 13 FTE caseloads.

7.6 Approximately 20 children are being supported in the Children's Localities who have very complex needs (comorbid autism and mental health difficulties or subject to section 117 of the Mental Health Act) who would be eligible for the B2SA service. Given the complexity, this is assumed to equate to 2 social work caseloads.

7.7 Approximately 120 young carers are supported by the 2FTE young carers workers.

7.8 The information tells us that a range of teams currently support children and young people with complex needs and disabilities.

7.9 The feedback from the workforce survey and the Service Design stakeholder events clearly told us of the need to work in a more integrated way, that reduces the experience of a 'cliff edge' when the child or young person moves between teams.

Bringing together skills and expertise into one service aims to improve this experience and facilitate more opportunities for joint working.

7.10 The proposed service structure is not prompted by any reduction in funding for the service and has enabled opportunity to introduce new roles to augment our capabilities. This should have a positive impact on employee experience as they will work alongside workers with different expertise and experience and learn from each other.

7.11 Equality data for employees tells us about the 45 affected employees. We have used the information available to us to understand more about how we ensure we have considered the protected characteristics of our staff. This is noted in the Section 9, Table 1.

7.12 Employee data has been gathered from DES, which is the Council's HR database. Via the HR database, Dorset Council currently collects data on the following:

- Sex
- Age

7.13 Employees are encouraged to provide additional information on the following and record it in DES:

- Disability Status
- Ethnic origin
- Religion or belief
- Sexual orientation

7.13.1 The above information in DES is reliant on employees populating these fields themselves and as this is not mandatory there are some instances where no information has been recorded, or the individual has chosen not to provide such information.

7.13.2 Dorset Council do not currently ask for employees to provide information on gender reassignment.

7.13.3 Employees provide written notice of their pregnancy by the 15th week before the employees expected week of childbirth and maternity leave is recorded in DES.

8 Who have you engaged and consulted with as part of this assessment?

To date engagement and consultation events have taken place with internal and external stakeholders. This has included:

- October 2022: Engagement event with internal staff across Childrens and Adults and Housing Directorates
- January 2023 Webinar for internal staff across Children's and Adults Directorate
- September 2022- July 2023 – Face to Face and Virtual Service Design workshops held. This included representation from internal colleagues, parent carers, Dorset Parent Carer Council, NHS Dorset, Dorset Healthcare and Dorset County Hospital.

These events helped shape the design of the new service.

A timetable of engagement activity with employees, trade unions, families/carers, cabinet members, Dorset Parent Carer Council & local special schools is planned throughout the project. Engagement activity will help to shape decision making.

See Appendix One – Employee and TU consultation timeline

9 Is further information needed to help inform decision making?

Not at this point

Is an EQIA required?

Yes

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.

- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	• protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	• no change/ no assessed significant impact of protected characteristic groups
Unclear	• not enough data/evidence has been collected to make an informed decision.

10 Target Group – Employees

10.1 The outcome of the proposals on employees are broadly neutral on balance. This is because:-

10.2 Redundancy: Out of a large group of employees, we have one employee who is at risk of redundancy but will be offered a very similar role at one grade lower with 18 months pay protection. In addition, they will have prior consideration for the vacant or new roles within the structure.

10.2 Grade Changes: Other than the situation stated above, there are no proposed grade changes

10.3 Changes to Centre of Duty: There are no proposed changes to centres of duty.

10.4 Changes in Directorate or Line Manager. There are proposed changes to Directorate and/or line manager for some employees, in order to achieve better integration of services.

10.5 Investment in workforce. There is an investment in the B2SA workforce from 45 Headcount / 42.95 FTE now, to 58 Headcount / 51.44 FTE proposed.

11.0 B2SA Equalities data:

Current workforce (December 2023):

- **Age:**
 - 16-39 40%
 - 40-49 24%
 - 50-59 22%
 - 60-64 13%

- Please note the age groupings 16-24 and 25-39 have been merged because of small proportions.

- **Disability status:**

- Disabled 18%
- Not Disabled 60%
- Not Declared 22%

- **Ethnic origin:**

The majority of the workforce affected by this proposal identify as white British (73%). A small proportion of identified that they are from ethnic minority. We are following the guidance by the government concerning ethnicity, which states the term ethnic minorities should be used to refer to all ethnic groups except the white British group. Ethnic minorities include residents who are Black, Asian, Arab, Mixed Ethnicities, White (Non-British), Gypsy, Roma and Irish Traveller Groups.

- **Religion and belief:**

- World religion 2%
- Christian 18%
- None/No Religion 18%
- Not Declared 58%
- Other 4%

- **Sexual orientation:**

The majority of the workforce affected by this proposal identifies as heterosexual (58%). A small proportion of employees identify as being Lesbian, Gay and Bisexual (LGB).

Impacts on who or what?	Choose impact	How
Age	Neutral Impact	No specific impacts identified at this stage
Disability	Neutral Impact	Not all employees have declared their disability characteristic in HR record. There are currently some employees with a disability, and we will continue to discuss their needs with them and make reasonable adjustments.

Impacts on who or what?	Choose impact	How
Gender reassignment and Gender Identity	Neutral Impact	An employee's gender identity will not be affected by any changes to their job role, nor will it affect their ability to fulfil their job role. See Section 7 for more information. There are 84% females and 16% males in the affected group of employees.
Marriage or civil partnership	Neutral Impact	An Employee's marital status will not be affected by any changes to their job role, nor will it affect their ability to fulfil their job role. See Section 7 for more information.
Pregnancy and maternity	Neutral impact	Two employees are currently on maternity leave. Change programme managers will provide documents from the consultation process and keep in touch during the consultation. Regulation 10 of the Maternity and Parental Leave etc Regulations 1999 will be followed regarding suitable alternative employment. Proposed new structure: Individual employees who are pregnant may need to modify their working patterns in line with medical advice.
Race and Ethnicity	Neutral impact	Not all employees have declared their ethnicity in HR records. An employee's race and ethnicity will not be affected by any changes to their job role,

Impacts on who or what?	Choose impact	How
		nor will it affect their ability to fulfil their role. See Section 7 for more information.
Religion and belief	Neutral impact	The religion and beliefs of staff are respected. Their religion and belief will not be affected by any changes to their job role, nor will it affect their ability to fulfil their job role.
Sex (consider men and women)	Neutral impact	There are 84% females and 16% male in the affected group of employees An employee's sex will not be affected by any changes to their job role, nor will it affect their ability to fulfil their job role. Any changes made will not be influenced by the employee's gender.
Sexual orientation	Neutral impact	No all employee's have declared their sexuality in their HR record. An employee's sexual orientation will not be impacted by any changes to their job role, nor will it affect their ability to fulfil their job role. Any changes made will not be influenced by the employee's gender.
People with caring responsibilities	Unclear	Individual meetings with employees will identify whether any have caring responsibilities. The flexibility of the proposed operating model may also have benefits for some carers and employees
Rural isolation	Neutral impact	All employees are required to drive and have access to a car as part of their roles now, and any potential role. Employees in rural locations will not be

Impacts on who or what?	Choose impact	How
		adversely affected by this proposal.
Socio-economic deprivation	Neutral impact	Where a role is being deleted and alternative role is ringfenced for them with salary protection for 18 months to mitigate impact. They also have the opportunity to apply for a new role at a grade higher. Career development opportunities offered by the proposed new model may result in some staff being able to increase their lifetime earnings, and acquire qualifications up to Foundation degree level.
Single parents	Neutral impact	No specific impacts identified at this stage
Armed forces communities	Neutral impact	No specific impacts identified at this stage

Summary of impacts

All of the impacts, except one, are classified as neutral (no change).

One impact (people with caring responsibilities) has been classified as 'unclear'. Ongoing individual meetings with employees will identify whether any have caring responsibilities.

The flexibility of the proposed operating model may also have benefits for some carers and employees.

Updated April 2023

Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Unclear impact on disabled colleagues due to proposed changes in work location	The consultation will provide an opportunity to share further information and individual meetings will take place with employees. These will enable reasonable adjustments to be continued or made where required	Hal Williams/Linzi Gow	12 April 2024
Unclear impact on people with caring responsibilities	Individual meetings with employees will identify whether any have caring responsibilities. A change in work location and working hours could negatively impact employees with caring responsibilities. However, the flexibility of the proposed new operating model may also have benefits for some carers. Through the post preferencing process employees can state preferred hours & working pattern.	Hal Williams/ Linzi Gow	12 April 2024

Sign Off

Officer completing this EqIA: Linzi Gow

Officers involved in completing the EqIA: Andrea Kiy, Hal Williams, Claire Leech,

Date of completion: 23.01.2024

Version Number: 1

EqIA review date: Equality Lead Sign Off:

Updated April 2023

Next Steps:

- the EqIA will be reviewed by Communications and Engagement and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)

Appendix One

Employee and Consultation Timeline

Task	Commencing on	Complete by
Preliminary Consultation meeting with Trade Unions	29 January 2024	29 January 2024
Issue formal consultation letter to Trade Union	29 January 2024	29 January 2024
Hold consultation meeting with employees and Trade Unions (Hybrid meeting)	30 January 2024	30 January 2024
Teams site go live. To include: • Job descriptions and person Specifications • Context Statements • Structure chart • Change Management Document • Support for employees • EQIA Email address go live: b2sa@dorsetcouncil.gov.uk	30 January 2024	30 January 2024
Consultation period – 45 days Respond to issues, replies posted either on Teams site or sent to individual (depending on nature of question) Individual / team meetings to be arranged if required, with Service Managers to respond to any issues staff wish to raise about their employment situation	30 January 2024	14 Mar 2024
Consultation closed		

Updated April 2023

Final structure reviewed, consultation feedback finalised and provided to employees and Unions	From 15 March 2024	3 & 5 April 2024
New and vacant roles are open for applications	From 8 April 2024	26 April 2024
Interviews and appointment decisions made	From 29 April 2024	17 May 2024
Final structure agreed and approved following placement of employees	26 April 2024	
New Structure implemented		30 April 2024

Date of action plan to be completed changed to 12 April due to SEND inspection.

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People and Health Scrutiny Committee

8 April 2025

Children not in Education, Employment or Training

For Decision

Cabinet Member and Portfolio:

Cllr C Sutton, Children's Services, Education & Skills

Local Councillor(s):

All

Executive Director:

P Dempsey, Executive Director of People - Children

Report Author: Simon Fraiz-Brown

Job Title: Head of Commissioning, Family Help and Young and Thriving

Tel: 01305 224776

Email: simon.fraiz-brown@dorsetcouncil.gov.uk

Report Status: Public

Brief Summary:

This report summarises the position of participation in post-16 employment, education and training of young people aged 16-18 and how we are supporting those that are not in employment, education or training.

Recommendation:

Members are asked to support the approach of Children's Services in enabling young people to return to employment, education and training.

Reason for Recommendation:

We have a statutory duty to support young people to access employment, education or training and evidence shows this leads to better life outcomes as adults.

1. Context

- 1.1. The September Guarantee is a guarantee of an offer, made by the end of September, of an appropriate place in post-16 education or training for every young person completing compulsory education. This is to assist young people to make a seamless transition into post-16 learning or employment with training. Local authorities are responsible for leading the 'September Guarantee' process, working with schools and colleges across their area.
- 1.2. As part of this process Dorset Council is required to report to the Department for Education (DfE) on participation rates at the end of the autumn term. Participation in employment, education and training includes the following categories:
 - Full-time education
 - Apprenticeship
 - Work based learning
 - Part-time education
 - Other

We are also required to report on those that are not in employment, education or training, and those that are not known.

- 1.3. Since the Education, Employment and Training team transferred in-house in 2021, we have put considerable effort into knowing and understanding our post-16 participation situation, working closely with education and training providers, and investing in additional staff to reduce the number of young people whose status is not known.

2. Current situation

- 2.1. In December 2024 we reported to the DfE a Not in Employment, Education or Training rate of 4.0% [322 young people YP] and a Not Known rate of 0.4% [35 YP]. This is compared to 3.1% Not in Employment, Education or Training [229 YP] and 0.6% Not Known [49] in December 2023. The reduction of the percentage of young people in employment, education or training is not what we want but does reflect a national trend of an increased number of young people not in employment, education or training and is reflected in the figures of statistical neighbours

as well. (Statistical neighbours are local authority areas with similar characteristics to each other).

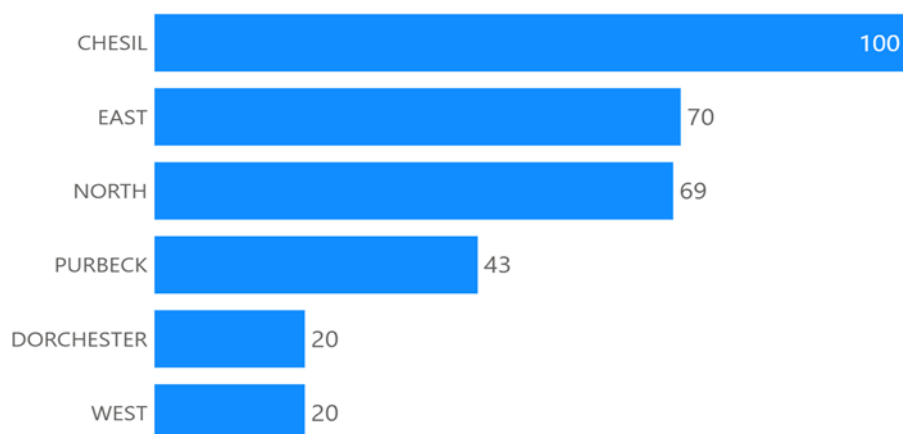
- 2.2. Although the rate of young people not in employment, education or training in Dorset is higher than national figures and those of our statistical neighbours, we have a very low 'Not Known' rate, which is better than all our statistical neighbours. In the work we have undertaken over the last few years to reduce our Not Known rate, we have found that most of these young people are Not in Employment, Education or Training. It is therefore important that the Not Known and Not in Employment, Education or Training rates are taken together, and when we do so, Dorset is ranked third out of ten with our statistical neighbours, behind Wiltshire and Shropshire. This is shown in the table below.

Select Local Authority	Academic Age 16-17 (Y12-Y13) NEET %	Academic Age 16 - 17 (Y12-Y13) NK %
Dorset	4.0%	0.4%
Indicator for statistical neighbours	3.6%	2.3%

Name	Academic Age 16-17 (Y12-Y13) NEET %	Academic Age 16 - 17 (Y12-Y13) NK %
Devon	4.2%	2.0%
Somerset	3.7%	4.3%
Shropshire	2.4%	0.7%
Gloucestershire	3.8%	0.9%
Worcestershire	3.4%	4.1%
East Sussex	4.7%	0.7%
Suffolk	4.5%	1.1%
Cornwall	4.5%	2.2%
Wiltshire	2.6%	0.9%
North Somerset	2.6%	5.7%

- 2.3. Our data also enables us to understand where young people who are not in employment, education or training population live. The data below

shows this broken down by locality:



This is also shown in more detail on the map in appendix 1.

- 2.4. Our data also tells us the length of time young people spend being Not in Employment, Education or Training. Taking the figures from December:

Total December NEET group by length of time in NEET						
	Total	%	Year 12	%	Year 13	%
0-3 Months	110	34%	30	23%	80	42%
3-6 Months	157	49%	98	75%	59	31%
6-12 Months	27	8%	3	2%	24	13%
12 + Months	28	9%	0	0%	28	15%
	322		131		191	

Although most of those that are Not in Employment, Education or Training have been so for less than 6 months, we do have more than 50 young people in Yr13 who have been Not in Employment, Education or Training for six months or more. Furthermore, the high numbers of young people in Yr 12 who have been Not in Employment, Education or Training for 3-6 months will mostly be young people who have not engaged in employment, education or training since the end of Year 11. Experience tells us that the longer young people are Not in Employment, Education or Training the harder it is to get them to re-engage. The higher numbers of Yr 13 young people who are Not in Employment, Education or Training highlights that some of these will have not continued the education they had been doing in Yr 12.

- 2.5. The Education, Employment and Training Re-engagement Team increasingly finding young people who are Not in Employment, Education or Training are struggling with social interaction, can be reluctant to engage face to face and some even find it difficult to have cameras on during online training. These young people have a range of needs, some of which are medical or diagnosed, whereas others are young people struggling with their emotional wellbeing. As such these young people may be reported as *Not in Employment, Education or Training available* or *Not in Employment, Education or Training not available* depending on their circumstances and may explain why the *Not in Employment, Education or Training not available* (up from 0.54% Dec'23 to 0.65% Dec'24) has not risen as much as the *Not in Employment, Education or Training available* (up from 2.58% Dec'23 to 3.38% Dec'24).

3. What we are doing about this

- 3.1. We have considerable data about our young people who are not in employment, education or training and have been using this to inform our response. We have undertaken several short-term actions aimed at addressing the current situation.
- 3.2. The Education, Employment and Training Re-Engagement team continue to support those young people that become Not in Employment, Education or Training. Since December, 64 young people who were not in employment, education or training have been supported back into employment, education or training. Of those who are no longer Not in Employment, Education or Training, 26 have entered employment, 11 have started education, 10 have started other post-16 provision (i.e. home learning, 1-1 tuition), 7 have found apprenticeships, 6 are doing training, 2 are enrolled in re-engagement support programmes. 8 of these young people had been Not in Employment, Education or Training for six months or more.
- 3.3. We have shared the destination reports with individual schools so that they understand the destinations of the year 11 leavers. Post 16 destination information is part of the Ofsted inspection framework for schools. The Enterprise Co-ordinators, who work as part of the Dorset Careers Hub to support schools' careers leaders, have also received the information on individual schools, to inform their discussions and enable

supportive conversations about those transitioning into post-16 provision in September 2025.

- 3.4. We have shared the information with Inclusion teams within our localities, in particular information on young people who are Not in Employment, Education or Training who were previously electively home educated, in education other than at school, or who were children missing education. Managers from the Education, Employment and Training team continue to meet with Inclusion managers to discuss how to prevent young people not being in employment, education or training.
- 3.5. The Education, Employment and Training team managers also attended a careers leaders meeting recently, organised by the Dorset Careers Hub. This was useful in highlighting to careers leaders which young people to focus on over the next few months to ensure a successful transition into post-16 provision. Our Enterprise Co-Ordinators, who work as part of the Pan-Dorset Careers Hub, are also meeting with specialist Alternative Provision providers to support them in their careers' information, advice and guidance work. This will also enable us to highlight sources of support.
- 3.6. We have been running information events through the Education, Employment and Training team and the Dorset Careers Hub, during the autumn and spring terms targeting those that are already Not in Employment, Education or Training, as well as those currently in year 11 that are vulnerable to becoming Not in Employment, Education or Training from September. These have been well attended and been supported by further education and training providers that might be of interest to young people.
- 3.7. Using funding from the Shared Prosperity Fund we have commissioned Whitehead Ross to deliver Traineeships programmes to support up to 16 young people who are currently Not in Employment, Education or Training with work readiness. The Traineeship programme is targeted at those whose attainment at GCSE is not where we would like it to be and provides support with soft skills such as communication and presentation skills as well as core skills such as English and maths, leading to a qualification at the end.
- 3.8. We have also used some additional funding from the Shared Prosperity Fund to deliver the Marvels 2 programme. This is targeted at young people in Year 11 in receipt of free school meals and supports them with

mentoring throughout year 11 and through the first term of year 12. 84% of participants were able to sustain their post-16 placement for six months, significantly above what we would expect from this cohort.

- 3.9. We continue to actively track the education of all children in care through the Children in Care Inclusion Board which meets every fortnightly during term time, to identify any steps which can be taken to improve access to education.
- 3.10. We know that being in employment, education or training is good for young people's emotional health and well-being. However, some of the young people who are not in employment, education or training face significant barriers to re-engagement. The Education, Employment and Training advisors will employ a range of approaches, working at the pace of the young person, building confidence and finding stepping stones that means that when they do engage in employment, education or training they are able to sustain this.
- 3.11. The Education, Employment and Training team recognise the increased emotional wellbeing issues that our young people who are not in employment, education or training face, the Education, Employment and Training Re-Engagement Team are working with Education Psychologists to develop strategies and approaches to support these young people and identify when additional support is required, and where and when to signpost or refer to other services. The team are knowledgeable about a wide range of other services that young people might need to access, alongside the work to participate in employment, education or training and will arrange warm handovers to ensure the young person is supported to take these up.

4. Longer term work to prevent young people becoming Not in Employment, Education or Training

- 4.1. The Dorset Careers Hub will be hosted by Dorset Council from the end of March as part of the arrangements for the decommissioning of the Local Enterprise Partnership (LEP). This will enable us to better co-ordinate the efforts of the Dorset Careers Hub with our locality teams to support work to prevent young people from becoming Not in Employment, Education or Training, and to align better with the Education, Employment and Training team, for those young people who should be in post-16 provision. For example, we will be able to run joint events providing careers information

advice and guidance targeted at those who may not access this through their education provision or who are not accessing full-time education.

- 4.2. The Dorset Careers Hub have also received a short-term grant to deliver additional work experience opportunities for secondary age pupils in the current academic year. This will be a pilot for the central government's aspiration to ensure that all secondary age children and young people receive at least two weeks work experience during secondary school. This programme will enable us to form links with business leaders and local companies as part of the wider aspiration by Dorset Council in developing an Economic Growth Strategy. The Careers and Enterprise Council, who provide most of the funding for the Dorset Careers Hub, have indicated they expect more funding to support work experience in the next academic year.
- 4.3. Our Education Challenge Team will be working to get alongside the newly merged Weymouth and Kingston Maurward college, as well as other Further Education colleges. Anecdotally, we have heard that some young people were unable to access courses as they did not achieve sufficient grades in English and maths and there was not enough availability of core skills 2 access alternative courses. We will be exploring this to ensure students starting courses in September are not disadvantaged.
- 4.4. We are still undertaking work to define our offer through the learning and belonging teams created as part of our Pathfinder work. There are opportunities here as part of our efforts to be more inclusive of those that find it difficult to access their statutory education and are therefore more likely to become Not in Employment, Education or Training as they get older. An early example of success in this space is the positive feedback from school leaders about the impact of our targeted youth work offer which is already benefiting young people who may have been vulnerable to permanent exclusion from school.

5. Financial Implications

Although no more resource is being provided, there is a wider societal impact of young people not entering employment, education or training as young adults.

6. Natural Environment, Climate & Ecology Implications

N/a

7. Well-being and Health Implications

See section 2.5 about emotional health and wellbeing concerns

8. Other Implications

N/a

9. Risk Assessment

- 9.1. HAVING CONSIDERED: the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

10. Equalities Impact Assessment

N/a

11. Appendices

Appendix 1: Distribution of academic age 16- & 17-year-old Dorset residents who are NEET as of December 2024

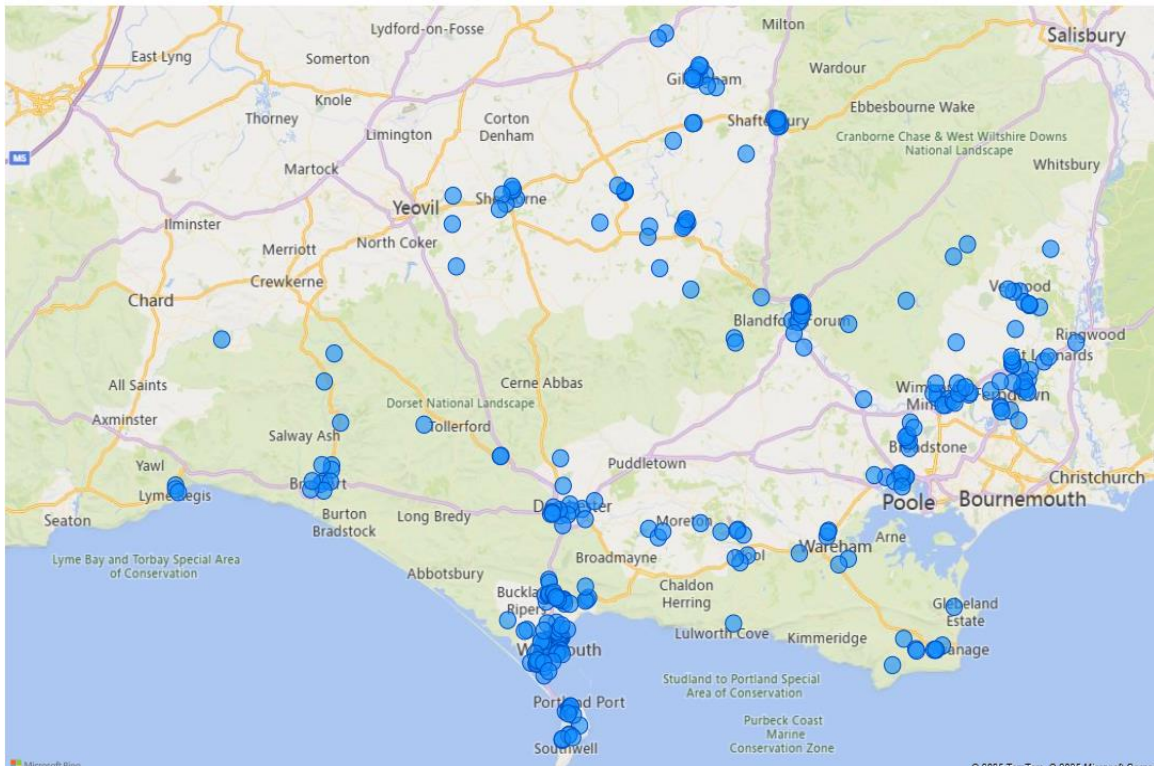
12. Background Papers

N/a

13. Report Sign Off

- 13.1 This report has been through the internal report clearance process and has been signed off by the Director for Legal and Democratic (Monitoring Officer), the Executive Director for Corporate Development (Section 151 Officer) and the appropriate Portfolio Holder(s)

Appendix 1: Distribution of academic age 16- & 17-year-old Dorset residents who are NEET as of December 2024



People and Health Scrutiny Committee Work Programme

Meeting Date: 8 April 2025

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Birth to Settled Adulthood	To review the progress of the Birth to settled Adulthood service, following its implementation.	Louise Ryan – Head of Service, Birth to Settled Adulthood Cllr Clare Sutton – Cabinet Member for Children’s Services, Education and Skills	
Children not in Education, Employment or Training	Aims and objectives of report to be scoped.	Cllr Clare Sutton – Cabinet Member for Children’s Services, Education and Skills	Item raised as a result of performance monitoring.

Meeting Date: 3 June 2025

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Community Safety Partnership Annual Report	Statutory community safety annual report. To review community safety performance, raised during performance monitoring.	Andy Frost – Service Manager for Community Safety Cllr Gill Taylor – Cabinet Member for Health and Housing	

Cost of Living Support	To review and monitor the progress of cost of living support.	Laura Cornette – Business Partner for Communities and Partnerships Cllr Ryan Hope – Cabinet Member for Customer, Culture and Community Engagement	Regular reports to scrutiny on Cost of Living Support requested by the Place and Resources Overview Committee
Education, Health, and Care Plans	To receive a report and recommendations following an enquiry day established by the committee.	Kath Saunders – Head of Locality and Strategy (North)	

Meeting Date: 30 July 2025

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Performance Dashboard	To review the most recent performance information and use this to agree items to add to the committee work programme for further analysis.	Chris Heighway – Performance and Analytics Team Manager Cllr Nick Ireland – Leader and Cabinet Member for Climate, Performance and Safeguarding	

Meeting Date: 22 September

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Future Care Programme	To receive an update on a system-wide transformation programme to transform and improve urgent and emergency care services in Dorset. To review the emerging benefits and progress of the programme after it's implementation.	Louise Ford – Strategic Health and Adult Social Care Integration Lead Cllr Steve Robinson – Cabinet Member for Adult Social Care	
Public Health Disaggregation	To review the new arrangements for public health in Dorset Council, following the disaggregation of Public Health Dorset.	Sam Crowe – Director of Public Health and Prevention Cllr Gill Taylor – Cabinet Member for Health and Housing	

Meeting Date: 26 November 2025

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Performance Dashboard	To review the most recent performance information and use this to agree items to add to the committee work programme for further analysis.	Chris Heighway – Performance and Analytics Team Manager Cllr Nick Ireland – Leader and Cabinet Member for Climate, Performance and Safeguarding	

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Meeting Date: 23 January 2026

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Performance Dashboard	To review the most recent performance information and use this to agree items to add to the committee work programme for further analysis.	Chris Heighway – Performance and Analytics Team Manager Cllr Nick Ireland – Leader and Cabinet Member for Climate, Performance and Safeguarding	

Meeting Date: 10 March 2026

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Performance Dashboard	To review the most recent performance information and use this to agree items to add to the committee work programme for further analysis.	Chris Heighway – Performance and Analytics Team Manager Cllr Nick Ireland – Leader and Cabinet Member for Climate, Performance and Safeguarding	

Housing Strategy	To scrutinise and review the Housing Strategy.	Andrew Billany – Corporate Director for Housing Cllr Gill Taylor – Cabinet Member for Health and Housing	

Meeting Date: 1 April 2026

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
Performance Dashboard	To review the most recent performance information and use this to agree items to add to the committee work programme for further analysis.	Chris Heighway – Performance and Analytics Team Manager Cllr Nick Ireland – Leader and Cabinet Member for Climate, Performance and Safeguarding	

Meeting Date: Unscheduled Committee Items

Report Title	Aims and Objectives	Lead Officers / Members	Other Information
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Dorset Safeguarding Children's Partnership	To review the effectiveness of the new arrangements for the Dorset Safeguarding Children's Partnership	Sunita Khattra-Hall – Corporate Director for Quality Assurance and Safeguarding Families Cllr Clare Sutton – Cabinet Member for Children's Services, Education and Skills	Update in 6 and 12 months (i.e. February and August 2025)
Integrated Neighbourhood Teams			Possible schedule for
Better Care Fund		Sarah Sewell – Head of Commissioning for Older People, Home First and Market Access Cllr Steve Robinson – Cabinet Member for Adult Social Care	

Informal Work of the Committee:

Date	Topic	Format	Members	Lead Officers / Members	Other Information
	Update session from Dorset County Hospital / Dorset HealthCare	Online meeting / Potential site visit	People & Health Scrutiny Committee		

April 2025	Annual NHS Quality Accounts		People & Health Scrutiny Committee	George Dare – Senior Democratic Services Officer	To provide a response to local NHS Trust Quality Accounts.
Quarterly	Review of the committee's performance and risk dashboards.	Informal Meeting	People & Health Scrutiny Committee	Chris Heighway – Performance and Analytics Team Manager	Review of the dashboards to identify potential future areas for review by the committee.
April-May 2025	Educational Health and Care Plans (EHCPs)	Enquiry Day	Cllrs Coombs, Somper, and Bolwell	Kath Saunders – Head of Locality and Strategy (North)	Decision to establish an enquiry day was made at the People & Health Scrutiny Committee on 24 October 2024.

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The Cabinet Forward Plan - April to July 2025 (Publication date – 27 MARCH 2025)

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 Members and Portfolios 2024/25

Nick Ireland	Leader and Cabinet Member for Climate, Performance and Safeguarding
Richard Biggs	Deputy Leader and Cabinet Member for Property & Assets and Economic Growth
Jon Andrews	Place Services
Shane Bartlett	Planning and Emergency Planning
Simon Clifford	Finance & Capital Strategy
Ryan Hope	Customer, Culture and Community Engagement
Steve Robinson	Adult Social Care
Clare Sutton	Children's Services, Education & Skills
Gill Taylor	Health and Housing.
Ben Wilson	Corporate Development and Transformation

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
April					

New Models of Housing Delivery Key Decision - Yes Public Access - Open To deliver a report from the New Models of Housing Delivery project, outlining options to increase access to affordable housing.	Decision Maker Cabinet	Decision Date 29 Apr 2025	People and Health Overview Committee 20 Mar 2025	Cabinet Member for Health and Housing	<i>Andrew Billany, Corporate Director for Housing andrew.billany@dorsetcouncil.gov.uk, Sarah Smith, Housing Strategy Lead sarah.smith@dorsetcouncil.gov.uk Executive Director, People - Adults (Jonathan Price)</i>
Weymouth Harbour Walls Business Case Approval Key Decision - Yes Public Access - Open To seek approval to use a combination of funding streams for construction works within Weymouth Harbour, as details within the business case.	Decision Maker Cabinet	Decision Date 29 Apr 2025		Cabinet Member for Place Services	<i>Matthew Penny, Service Manager - Flood & Coastal Erosion matthew.penny@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)</i>
Wimborne St Giles Neighbourhood Plan Key Decision - Yes Public Access - Open Report relating to the “making (adoption) of the plan.	Decision Maker Cabinet	Decision Date 29 Apr 2025		Cabinet Member for Planning and Emergency Planning	<i>Ed Gerry, Community Planning Manager ed.gerry@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
Wool Neighbourhood Plan Key Decision - Yes Public Access - Open Report relating to the “making (adoption) of the plan.	Decision Maker Cabinet	Decision Date 29 Apr 2025		Cabinet Member for Place Services	Ed Gerry, Community Planning Manager ed.gerry@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)
Works to Housing Void Properties Key Decision - Yes Public Access - Open This report seeks authorisation for a short term contract for works to void properties pending the retendering of the Council's repairs and maintenance framework.	Decision Maker Cabinet	Decision Date 29 Apr 2025		Deputy Leader and Cabinet Member for Property & Assets and Economic Growth	Jessica Maskrey, Interim Head of Asset Strategy and Development jessica.maskrey@dorsetcouncil.gov.uk, Julian Wain, Strategic Property Advisor Julian.wain@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)
Redland Leisure and Community Park - 3G Artificial Pitches Key Decision - Yes Public Access - Open To approve the release of allocated capital funds.	Decision Maker Cabinet	Decision Date 29 Apr 2025		Cabinet Member for Customer, Culture and Community Engagement	Paul Rutter, Service Manager for Leisure, Arts and Cultural Services paul.rutter@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)
May					

Procurement of the Highways Term Service Contract (HTSC) Key Decision - Yes Public Access - Open	Decision Maker Cabinet	Decision Date 20 May 2025		Cabinet Member for Place Services	Jack Wiltshire, Corporate Director for Highways and Engineering jack.wiltshire@dorsetcouncil.gov.uk
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Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
The current Highway Term Service Contract expires in March 2027. This current contract provides for the delivery of highway engineering and construction services to supplement the services delivered by the council's in-house highways workforce. Highways are asking for approval by cabinet to start the procurement of a new Highway Term Service Contract					<i>Executive Director, Place (Jan Britton)</i>
June					

Draft 2024/25 Outturn report Key Decision - No Public Access - Open To consider the 2024/25 Outturn report.	Decision Maker Cabinet	Decision Date 24 Jun 2025		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial</i> <i>sean.cremer@dorsetcouncil.gov.uk, Heather Lappin, Head of Strategic Finance</i> <i>heather.lappin@dorsetcouncil.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
Enterprise Resource Planning (ERP) Key Decision - Yes Public Access - Open To consider an updated business case, reflecting the actual cost of the chosen solution, a confirmed implementation scope, seeking authorisation to award contract.	Decision Maker Cabinet	Decision Date 24 Jun 2025		Cabinet Member for Corporate Development and Transformation	<i>James Ailward, Head of ICT Operations</i> <i>james.ailward@dorsetcouncil.gov.uk</i> <i>Executive Director, Place (Jan Britton)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
Growth & Economic Regeneration Strategy Key Decision - Yes Public Access - Open To consider and agree a refresh of the Council's strategy for economic growth. This will encompass the functions to be taken over by the Council from Dorset Local Enterprise Partnership in accordance with devolution and promote the needs and actions required to drive forward the economy in the Dorset Council area.	Decision Maker Cabinet	Decision Date 24 Jun 2025	Place and Resources Overview Committee 21 Nov 2024 Place and Resources Overview Committee 22 May 2025	Deputy Leader and Cabinet Member for Property & Assets and Economic Growth	<i>Jon Bird, Service Manager for Growth and Economic Regeneration jon.bird@dorsetcouncil.gov.uk, Nick Webster, Head of Growth and Economic Regeneration nicholas.webster@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)</i>
Public Spaces Protection Orders 2025 Key Decision - Yes Public Access - Open To approve the time extension of certain Public Spaces Protection Orders. To approve two new Public Space Protection Orders.	Decision Maker Cabinet	Decision Date 24 Jun 2025	Place and Resources Overview Committee 22 May 2025	Cabinet Member for Health and Housing	<i>John Newcombe, Service Manager for Licensing & Community Safety john.newcombe@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)</i>
Commissioned Grants Key Decision - Yes Public Access - Open New Commissioned grants policy that creates a structure and framework for Commissioners to offer grants in accordance to the national government Grant Function standards as an alternative to traditional procurement.	Decision Maker Cabinet	Decision Date 24 Jun 2025	Place and Resources Overview Committee 22 May 2025	Cabinet Member for Customer, Culture and Community Engagement, Cabinet Member for Finance & Capital Strategy	<i>Laura Cornette, Business Partner - Communities and Partnerships Laura.cornette@dorsetcouncil.gov.uk, Richard Freed, Service Manager for Commercial and Procurement richard.freed@dorsetcouncil.gov.uk Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
Youth Justice Plan 2025 - 26 Key Decision - No Public Access - Open Approval of the Youth Justice Plan 2025 – 26.	Decision Maker Dorset Council	Decision Date 10 Jul 2025	People and Health Overview Committee 19 May 2025 Cabinet 24 Jun 2025	Cabinet Member for Children's Services, Education and Skills	<i>David Webb, Manager - Dorset Combined Youth Justice Service david.webb@bcpcouncil.gov.uk Executive Director, People - Children (Paul Dempsey)</i>
September					

Street Lighting Policy Key Decision - Yes Public Access - Open Improvements in lighting technology mean more options are available for our LED replacement of streetlights. The new paper will seek agreement on the type of lighting to be used within our policy.	Decision Maker Cabinet	Decision Date 9 Sep 2025	Place and Resources Overview Committee 13 Mar 2025	Cabinet Member for Place Services	<i>Jack Wiltshire, Corporate Director for Highways and Engineering jack.wiltshire@dorsetcouncil.gov.uk Executive Director, Place (Jan Britton)</i>
Period 4 financial management report Key Decision - No Public Access - Open	Decision Maker Cabinet	Decision Date 9 Sep 2025		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial sean.cremer@dorsetcouncil.gov.uk, Heather Lappin, Head of Strategic Finance heather.lappin@dorsetcouncil.gov.uk Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
October 2025					
Financial Provision for the Voluntary Community Sector TBC Key Decision - Yes Public Access - Open The current 5-year financial agreement for the VCS will be coming to an end in October 2026. This paper will propose the new support for 2026/27.	Decision Maker Cabinet	Decision Date 9 Oct 2025		Cabinet Member for Customer, Culture and Community Engagement	<i>Laura Cornette, Business Partner - Communities and Partnerships</i> <i>Laura.cornette@dorsetcouncil.gov.uk, Jennifer Lewis, Head of Strategic Communications and Engagement</i> <i>jennifer.lewis@dorsetcouncil.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
November					
Quarter 2 financial management report Key Decision - Yes Public Access - Open To consider the Quarter 2 Financial Monitoring Report 2024/25.	Decision Maker Cabinet	Decision Date 11 Nov 2025		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial</i> <i>sean.cremer@dorsetcouncil.gov.uk, Heather Lappin, Head of Strategic Finance</i> <i>heather.lappin@dorsetcouncil.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
Medium Term Financial Plan (MTFP) and budget strategy Key Decision - Yes Public Access - Open To consider the Medium Term Financial (MTFP) and budget strategy.	Decision Maker Cabinet	Decision Date 11 Nov 2025		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial</i> <i>sean.cremer@dorsetcouncil.gov.uk, Heather Lappin, Head of Strategic Finance</i> <i>heather.lappin@dorsetcouncil.gov.uk</i> <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
December Page 20					

Dorset Council Housing Allocation Policy Key Decision - Yes Public Access - Open Proposed revisions to the councils Housing Allocations Policy, which governs how social housing is allocated to applicants on the housing register. The revised policy update aims to ensure fairness, transparency and compliance with legal requirements while addressing local housing need. Key changes may include amendments to priority criteria, eligibility requirements, changes to relevant legislation and operational procedures.	Decision Maker Dorset Council	Decision Date 17 Feb 2026	People and Health Overview Committee 3 Nov 2025 Cabinet 9 Dec 2025	Cabinet Member for Health and Housing	<i>Sarah How, Service Manager for Housing Solutions</i> <i>sarah.how@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Adults (Jonathan Price)</i>
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Subject / Decision	Decision Maker	Date the Decision is Due	Other Committee(s) consulted and Date of meeting(s)	Portfolio Holder	Officer Contact
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February

Quarter 3 financial management report Key Decision - No Public Access - Open Quarter 3 financial management report.	Decision Maker Cabinet	Decision Date 3 Feb 2026		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial</i> sean.cremer@dorsetcouncil.gov.uk, <i>Heather Lappin, Head of Strategic Finance</i> heather.lappin@dorsetcouncil.gov.uk <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</i>
Medium Term Financial Plan Budget report Key Decision - No Public Access - Open	Decision Maker Cabinet	Decision Date 3 Feb 2026		Cabinet Member for Finance & Capital Strategy	<i>Sean Cremer, Corporate Director for Finance and Commercial</i> sean.cremer@dorsetcouncil.gov.uk, <i>Heather Lappin, Head of Strategic Finance</i> heather.lappin@dorsetcouncil.gov.uk <i>Executive Director, Corporate Development - Section 151 Officer (Aidan Dunn)</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.



Shareholder Committee for Care Dorset Holdings Ltd Forward Plan - April 2025 to July 2025 (Publication date – 24 MARCH 2025)

Explanatory Note:

This Forward Plan contains future items to be considered by the Shareholder Committee for the Care Dorset Holdings Ltd. 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 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.

Committee Membership 2024/25

Cllr Nick Ireland – Leader of the Council and Cabinet Member for Climate, Performance and Safeguarding

Cllr Richard Biggs – Deputy Leader of the Council and Cabinet Member for Property & Assets, and Economic Growth

Cllr Steve Robinson – Cabinet Member for Adult Social Care

Cllr Gill Taylor – Cabinet Member for Health and Housing

Cllr Ben Wilson – Cabinet Member for Corporate Development and Transformation

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
April 2025				

Dorset Council Delegated Decisions (as required) Key Decision - No Public Access - Open To note any decisions taken under delegation.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 14 Apr 2025	Cabinet Member for Adult Social Care	<i>Executive Director, People - Adults (Jonathan Price)</i>
Dorset Council Organisational Update Key Decision - No Public Access - Part exempt To present the developments on the part of the Council relevant to Care Dorset.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 14 Apr 2025	Cabinet Member for Adult Social Care	<i>Mark Tyson, Corporate Director for Adult Commissioning & Improvement mark.tyson@dorsetcouncil.gov.uk Executive Director, People - Adults (Jonathan Price)</i>
Care Dorset Update Key Decision - No Public Access - Part exempt To provide an update for shareholder members on matters relating to Care Dorset.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 14 Apr 2025	Cabinet Member for Adult Social Care	<i>Executive Director, People - Adults (Jonathan Price)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
Care Dorset Strategy/Business Plan annual review Key Decision - Yes Public Access - Fully exempt For the Shareholder Committee to consider progress in delivering the 5 year business plan, and any review of the plan as necessary.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 14 Apr 2025	Cabinet Member for Adult Social Care	<i>Mark Tyson, Corporate Director for Adult Commissioning & Improvement</i> <i>mark.tyson@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Adults (Jonathan Price)</i>
June 2025				
Review of Terms of Reference Key Decision - No Public Access - Open To note the shareholder committee terms of reference.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 25 Jun 2025	Leader and Cabinet Member for Climate, Performance and Safeguarding	<i>Grace Evans, Head of Legal Services and Deputy Monitoring Officer</i> <i>grace.evans@dorsetcouncil.gov.uk</i>
Dorset Council Delegated Decisions (as required) Key Decision - No Public Access - Open To note any decisions taken under delegation.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 25 Jun 2025	Cabinet Member for Adult Social Care	<i>Executive Director, People - Adults (Jonathan Price)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
Dorset Council Organisational Update Key Decision - No Public Access - Part exempt To present the developments on the part of the Council relevant to Care Dorset.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 25 Jun 2025	Cabinet Member for Adult Social Care	<i>Mark Tyson, Corporate Director for Adult Commissioning & Improvement</i> <i>mark.tyson@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Adults (Jonathan Price)</i>
Care Dorset Update Key Decision - No Public Access - Part exempt To provide an update for Shareholder members on matters relating to Care Dorset.	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date 25 Jun 2025	Cabinet Member for Adult Social Care	<i>Executive Director, People - Adults (Jonathan Price)</i>
Annual Reports				

Care Dorset Strategy/Business Plan annual review Key Decision - Yes Public Access - Part exempt For the Shareholder Committee to consider progress in delivering the 5 year business plan, and any review of the	Decision Maker Shareholder Committee for Care Dorset Holdings Ltd	Decision Date	Cabinet Member for Adult Social Care	<i>Mark Tyson, Corporate Director for Adult Commissioning & Improvement</i> <i>mark.tyson@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Adults (Jonathan Price)</i>
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Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
plan as necessary.				

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.



**The Shareholder Committee for the Dorset Centre of Excellence (DCOE)
Forward Plan - February 2025 to June 2025
(Publication date – 6 FEBRUARY 2025)**

Explanatory Note:

This Forward Plan contains future items to be considered by the Shareholder Committee for the Dorset Centre of Excellence. 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 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.

Committee Membership 2024/25

Cllr Nick Ireland – Leader of the Council and Cabinet Member for Climate, Performance and Safeguarding
Cllr Richard Biggs – Deputy Leader of the Council and Cabinet Member for Property & Assets and Economic Growth
Cllr Ryan Hope – Cabinet Member for Customer, Culture and Community Engagement
Cllr Clare Sutton – Cabinet Member for Children's Services, Education & Skills
Cllr Gill Taylor – Cabinet Member for Health and Housing

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
March 2025				

Dorset Council Delegated Decisions (if required) Key Decision - No Public Access - Open To note any decisions taken under delegation.	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date 10 Mar 2025	Cabinet Member for Children's Services, Education and Skills	<i>Executive Director, People - Children (Paul Dempsey)</i>
Dorset Council Commissioner's Report Key Decision - Yes Public Access - Part exempt To provide an overview of the current position in relation to delivery by the Dorset Centre of Excellence against the commissioning agreement.	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date 10 Mar 2025	Cabinet Member for Children's Services, Education and Skills	<i>Claire Webb, Strategic Commissioner claire.webb@dorsetcouncil.gov.uk Executive Director, People - Children (Paul Dempsey)</i>
DCoE - Report of the Chair of the Board Key Decision - Yes Public Access - Part exempt To provide an update on the current situation at the Dorset Centre of Excellence and the	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date 10 Mar 2025	Cabinet Member for Children's Services, Education and Skills	<i>Executive Director, People - Children (Paul Dempsey)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
Coombe House School, including progress made in relation to governance, leadership, staffing, estate, community use and finance.				
June 2025				

Review of Terms of Reference Key Decision - No Public Access - Open To note the shareholder committee terms of reference.	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date TBC	Leader and Cabinet Member for Climate, Performance and Safeguarding	<i>Grace Evans, Head of Legal Services and Deputy Monitoring Officer</i> <i>grace.evans@dorsetcouncil.gov.uk</i>
Dorset Council Delegated Decisions (if required) Key Decision - No Public Access - Open To note any decisions taken under delegation.	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date TBC	Cabinet Member for Children's Services, Education and Skills	<i>Executive Director, People - Children (Paul Dempsey)</i>
Dorset Council Commissioner's Report Key Decision - Yes Public Access - Part exempt To provide an overview of the current position in relation to	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date TBC	Cabinet Member for Children's Services, Education and Skills	<i>Claire Webb, Strategic Commissioner</i> <i>claire.webb@dorsetcouncil.gov.uk</i> <i>Executive Director, People - Children (Paul Dempsey)</i>

Subject / Decision	Decision Maker	Date the Decision is Due	Cabinet Member	Officer Contact
delivery by the Dorset Centre of Excellence against the commissioning agreement.				
DCoE - Report of the Chair of the Board Key Decision - Yes Public Access - Part exempt To provide an update on the current situation at the Dorset Centre of Excellence and the Poole House School, including progress made in relation to governance, leadership, staffing, estate, community use and finance.	Decision Maker The Shareholder Committee for the Dorset Centre of Excellence (DCOE)	Decision Date TBC	Cabinet Member for Children's Services, Education and Skills	<i>Executive Director, People - Children (Paul Dempsey)</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.

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