




Brighton & Hove
City Council

Neighbourhoods, Inclusion, Communities & Equalities Committee

Title:	Neighbourhoods, Inclusion, Communities & Equalities Committee
Date:	11 March 2019
Time:	4.00pm
Venue	Council Chamber, Hove Town Hall
Members:	Councillors: Daniel (Chair), Marsh (Deputy Chair), Nemeth (Opposition Spokesperson), West (Group Spokesperson), Cattell, Morgan, A Norman, K Norman, Peltzer Dunn, Phillips and Kemp
Invitees:	CCG Representative; Sussex Police Representative; Anusree Biswas Sasidharan, MBE Police Engagement Group; Joanna Martindale, Hangleton & Knoll Project
Contact:	Penny Jennings Democratic Services Officer 01273 291065 penny.jennings@brighton-hove.gov.uk
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AGENDA

PART ONE

Page

54 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

55 MINUTES

7 - 20

To consider the minutes of the meetings held on 21 January 2019 (copy attached)

56 CHAIRS COMMUNICATIONS

57 PRESENTATION(S)

Presentation by Representatives of RISE, Women's Aid Centre, Updating on their work and focusing on trauma work and the trauma pathway going forward .

Following the presentation there will be the opportunity for Members to ask questions

58 CALL OVER

- (a) Items (59 – 65) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

59 PUBLIC INVOLVEMENT

21 - 22

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public to the full Council or at the meeting itself. To consider the petition presented by Councillor Wells at Full Council on 31 January 2019 in relation to Hove Carnegie Library (copy attached);
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 5 March 2019;
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 5 March 2019.

60 MEMBER INVOLVEMENT

23 - 26

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions referred from Full Council or submitted directly to the Committee;
- (b) **Written Questions:** To consider any written questions;
- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.

Ending Victim Blaming: Pledge to Consider the Notice of Motion put by Councillor Daniel at the meeting of Full Council held on 31 January 2019 (copy attached)

NEIGHBOURHOODS, INCLUSION, COMMUNITIES & EQUALITIES COMMITTEE

61 PROGRESS UPDATE ON IMPLEMENTATION OF INTERNATIONAL MIGRANT NEEDS ASSESSMENT RECOMMENDATIONS 27 - 50

Report of the Executive Director, Neighbourhoods, Communities and Housing (copy attached)

Contact Officer: Lucy Bryson

Tel: 0127329

Ward Affected: All Wards

62 UPDATE ON THE VIOLENCE VULNERABILITY AND EXPLOITATION STRATEGY AND ACTION PLAN 51 - 68

Report of the Executive Director, Neighbourhoods, Communities and Housing (copy attached)

Contact Officer: Tim Read

Tel: 01273 290393

Ward Affected: All Wards

63 DOMESTIC AND SEXUAL VIOLENCE AND ABUSE AGAINST WOMEN AND GIRLS STRATEGY 69 - 82

Report of the Executive Director, Neighbourhoods, Communities and Housing (copy attached)

Contact Officer: Lindsay Adams

Tel: 01273 291032

Ward Affected: All Wards

64 A REVIEW OF 'POVERTY PROOFING THE SCHOOL DAY' PROGRAMME 83 - 102

Report of the Executive Director, Children, Families and Learning (copy attached)

Contact Officer: Hilary Ferries

Tel: 01273 293738

Ward Affected: All Wards

65 THE ROLE OF PUBLIC LIBRARIES IN COMMUNITIES 103 - 112

Report of the Executive Director, Neighbourhoods, Communities and Housing (copy attached)

Contact Officer: Sally McMahon

Tel: 01273 296963

Ward Affected: All Wards

66 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to the Council for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after

NEIGHBOURHOODS, INCLUSION, COMMUNITIES & EQUALITIES COMMITTEE

this deadline, immediately at the conclusion of the Committee meeting

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For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

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Date of Publication - Friday, 1 March 2019

BRIGHTON & HOVE CITY COUNCIL

NEIGHBOURHOODS, INCLUSION, COMMUNITIES & EQUALITIES COMMITTEE

4.00pm 21 JANUARY 2019

COUNCIL CHAMBER, HOVE TOWN HALL

MINUTES

Present: Councillors Daniel (Chair); Councillor Marsh (Deputy Chair), Nemeth (Opposition Spokesperson), West (Group Spokesperson), Cattell, Littman, Morgan, A Norman, K Norman and Peltzer Dunn

Invitees: Chief Superintendent Lisa Bell, Sussex Police; Joanna Martindale, Hangleton & Knoll Project and Anusree Biswas Sasidharan BME Police Engagement Group

PART ONE

40 PROCEDURAL BUSINESS

40a Declaration of Substitutes

40.1 Councillor Littman declared that he was present in substitution for Councillor Phillips.

40b Declarations of Interest

40.2 Councillor West sought referred to Item 47 on the agenda, seeking clarification and sought legal advice in respect of this matter as he sat on the Board of Trustees of two organisations which might be recipients of funding in future. It was confirmed that this did not constitute a prejudicial interest. It would however, be appropriate for him to declare an interest when any further report came to Committee if those organisations were in receipt of funding at that time. On that basis Councillor West remained present at the meeting during its consideration and any discussion thereon.

40c Exclusion of the Press and Public

40.3 In accordance with Section 100A of the Local Government Act 1972 ("The Act"), the Committee considered whether the press and public should be excluded from the meeting during an item of business on the grounds that it was likely, in view of the

business to be transacted or the nature of the proceedings, that if members of the press and public were present during that item, that there would be disclosure to them of confidential information, (as defined in section 100A(3) of the Act) or exempt information as defined in section 100(1) of the Act).

- 40.4 **RESOLVED** – That the press and public not be excluded from the meeting during consideration of any item on the agenda.

41 MINUTES

Countering Period Poverty – Red Box Project

- 41.1 Councillor A Norman referred to the work being carried out which had formed the subject of a presentation at the previous meeting of the Committee detailed in item 29 of the minutes. She had been pleased to be able to report that having attended matches at the Brighton and Hove Albion Football Ground recently she had noticed that boxes had been provided into which donations could be placed.

Notice of Motion – Rough Sleeping

- 41.2 Councillor Nemeth referred to Paragraph 33.7 of the minutes stating that he wished the following addition to be made in order to emphasise the point that he had sought to underline his concerns that data needed to be recorded in such fashion that meaningful comparisons could be made.

“Councillor Clare Moonan, the Administration’s spokesperson for rough sleeping stated that the number of rough sleeper’s in Brighton and Hove had dropped significantly stating that:

“the official figure verified by the independent organisation Homeless Link is 64. If you remember the official figure last November, was 178, so this is a significant drop”

- 42.3 The Chair, noted what had been said stating that whilst this had been cited as a direct quote it needed to be considered set against the contextual information which had also been given. The methodology used was approved by the Government but this was not the only number used and that figures were triangulated to make sure that there was an accurate picture on rough sleeping.
- 41.4 **RESOLVED** - That the Chair be authorised to approve and sign the minutes of the meeting held on 3 December as a correct record subject to the amendment/clarification referred to above being agreed and incorporated into the minutes.

42 CHAIRS COMMUNICATIONS

- 42.1 The Chair stated that there were a number of areas of work which she wished to highlight.

Appointment of Modern Slavery Co-ordinator

- 42.2 The Chair stated that she wished to take the opportunity in her communications to take the opportunity to promote a new post that the council was recruiting to. The council was looking for a person to take up the role of modern slavery co-ordinator to strengthen the authority's response to modern slavery.

Council's Community Fund

- 42.3 The Chair was pleased to update committee that in respect of the council's Communities Fund. There had seen a record number of applications this year, 110 bids already received in 2018-19 and further work underway to support a range of third sector collaborations & partnership projects.
- 42.4 The increasing diversity of organisations making an application to council since modernising the Fund and taking process on-line was evidenced by the 15 community & voluntary groups' receiving first time funding from us this year. An update on final round awards would be available in February.

Holocaust Education Project

- 42.5 The council had been working with the Holocaust Education Project Team on plans to mark Holocaust Memorial Day 2019. This year's HMD lecture would take place at Brighton College on Monday 28 January at 5pm, with all city schools invited. Barbara Winton would be ill speaking about on the role of her father, Nicholas Winton, in organising the "Kindertransports" that had enabled hundreds of Jewish children to escape from occupied Czechoslovakia for a new life in Britain between December 1938 and September 1939. Barbara would also seek to explore some of the parallels with the challenges and dilemmas that we faced today.

LGBT History Month February

- 42.6 As part of the city marking LGBT History Month this February, in conjunction with Sussex Beacon the Council would be hosting a nationally recognised multimedia exhibition called 'Speaking Volumes' in Brighton Town Hall; the exhibition will throw light on the isolation and prejudice experienced by people living with HIV including women of colour and young people.
- 42.7 Brighton Museums & Art Gallery would also be hosting a talk by world renowned filmmaker Dr. Tophér who will be speaking about his personal experience as a Black Queer man and why Europe's first archive dedicated to the histories, culture and experiences of Black LGBTQ people in the UK is so important.
- 42.8 The council has supported the development of 'TnB', a new drop in service for Trans and Non-Binary people that launched this month; run by Trans and non-binary people the TnB is open to anyone who identifies with the TNB community, and/or questioning and exploring their gender identity or variance. It provides a safe and confidential space where people can find out more about local or national organizations and services that support the TnB community

Consultation Pride Village Party

42.9 In concluding her communications, the Chair explained that the council had been consulting local people and businesses about the Pride Village Party, the consultation was open until the end of January. Nearly 1600 responses had already been received and officers would be taking a report to the Tourism, Development and Culture Committee in March 2019 setting out consultation's findings and recommending approaches to be adopted in relation to future events.

Investment in Work of Racial Harassment Forum

42.10 The Chair stated that she was very pleased to announce that the Administration would be investing in the work of the Racial Harassment Forum providing a grant of up to £25,000 to fund an advocacy worker and to help them grow and to secure further funding. Funding had been made available from within the existing 2018/19 budget.

42.11 **RESOLVED** – That the contents of the Chair's Communications be noted and received.

43 CALL OVER

43.1 All items appearing on the agenda were called for discussion with the exception of the following items which were agreed without discussion:

44 PUBLIC INVOLVEMENT

44a Petition(s)

44.1 There were none.

44b Written Questions

44.2 It was noted that a written question had been received from Mr Hawtree who was invited forward to put the following question:

“Would Cllr Daniel please tell us how much this Authority has spent upon alterations to Hove's Carnegie Library to accommodate a private music college, a nursery and a café?”

44.3 The Chair's response is set out below:

“The internal refurbishment and alterations enabling works were to accommodate the relocation of the library staff room, staff toilets and work rooms at a cost of £87,958.00. This freed up the basement for the council's nursery tenant and allowed the council's tenant on the ground floor to provide a café.

We do not have the fit out costs of the tenants as this information is private and commercially sensitive to them.

The 'private music college' that is referred to is the room on the first floor that is used by the 'BIMM' who have been in the library as a tenant for some time hence no money was spent in relation to them in the recent refurbishment.

Since opening the café in October, footfall has increased and in the last two months it has been nearly 10% higher than over the same period last year.

44.4 The Chair invited Mr Hawtree to ask a supplementary question and he requested to know whether those areas where public space was unavailable due to other use. eg., the first floor music room, whether assurances could be given that when in use for that purpose it was available for use by the public.

44.5 The Chair, Councillor Daniel confirmed that it was.

44.6 **RESOLVED** – That the position be noted.

44c Deputations

44.7 There were none.

45 MEMBER INVOLVEMENT

45a Petition(s)

45.1 There were none.

44b Written Questions

44.2 It was noted that 1 written question had been received from Councillor Nemeth as set out below:

“Does any data exist that can be used to make a meaningful comparison between the number of rough-sleepers in Brighton and Hove last winter and the number this winter?”

44.3 The Chair’s response to Councillor Nemeth’s question is set out below:

“The rough sleeping counts and evidence we use to make strategic and financial decisions are varied. All councillors ought to by now be aware of this especially members of the previous night shelter working group. We now have an increased number of datasets to use for decision making and I will describe those now. First we now use regular seasonal snapshot counts done by St Mungo’s. This last year those count figures were 91, 107, 78, and 64. The highest figure being summer time which reflects our usual pattern year to year. As we know as councillors, when the weather gets colder more people will consider accessing a service. Second, we also undertake an annual count. The methodology for this year was altered to bring us into line with the governments preferred methodology in order to provide a more **uniform national snapshot**. We have always said these are a snapshot. A methodology that is approved by government. In the previous few years we used a methodology which was an estimate rather than a count, however, by using that we have made national comparison on direction of travel more difficult, hence the change in methodology this year. Third, we now also have the city’s statutory and voluntary sector caseload on one system called BTHINK. This means we can use data from this year onwards to continue to design more effective services. So, it is clear that some Councillors are having difficulty

understanding how we use these different datasets to make decisions, and to triangulate different information. They will be supported to understand better how the data is used via forthcoming workshops. Finally, I could understand the concern with this number if we were saying as an administration, this is the only number we use to make decisions. We aren't. We are saying that was the number using a specific methodology. We aren't relying on it to allocate resources. Resources have been increased: Our hub which assesses people as early as possible to prevent entrenched rough sleeping, our night shelter, our increased Severe Weather provision shows we are making more resources available not less. We will undertake to publish data on a quarterly basis on the rough sleeping page of our website. The feedback from councillors via the workshops will help us shape that section in a user friendly way."

44.5 Councillor Nemeth stated that he considered that he remained of the view that it was difficult to obtain a clear view of the numbers involved from the figures as presented. The latest count showed a fall in the number of rough sleepers to 64 from an estimate of 178 for last year and the council had released statements saying that that the 2018 results showed a "significant drop". This had happened on a cold snowy night when fewer people would have been on the streets. A separate rough sleeper count in September by the council's outreach service, St Mungo's had recorded 78 rough sleepers.

44.6 The Chair, Councillor Daniel responded re-iterating that she could understand the concerns expressed with the numbers using the Government's methodology if the council was saying that this was the only figure used, but it was not and it had not ,it was saying this was now approved by the Government. Data was collected from more than one source and the data collected was used to continue to design more effective services for rough sleepers and that the figures were triangulated to make sure that there was an accurate picture of rough sleeping. The council had increased the number of times when the Severe Weather Emergency Protocol (SWEP) night shelter had been open.

44.7 **RESOLVED** - That the position be noted.

44c Letters

44.8 There were none.

44d Notices of Motion

44.9 There were none.

46 PRESENTATION(S)

46.1 Jessica Sumner, Chief Executive Officer at Community Works and Brian Pote-Hunt Director, Ottoway Strategic Management Ltd gave presentations giving their respective perspectives in relation to the Third Sector Commission, evaluating the first year of the programme. Their presentations comprised two elements, namely, in relation to Commissioning Process itself which would cover the timeframe 2017 – 2020 and an Evaluation of the first year findings.

- 46.2 It was explained that the services funded by the Third Sector Investment Partnership (TSIP) had supported those organisations who had been recipients in understanding the opportunities for collaboration between different types and structures of organisation. There had been many different types of collaboration, the importance of culture and the relationship built up which had been tailored to individual organisations had been very important; it was not all about money and outputs. It should be noted that of the third sector funded organisations 73% had used 4 or more Community Works services, 12% had used 6 or more services and delivery across the programme had exceeded projections in many areas and 35,959 beneficiaries had benefited from the work by funded organisations (42% over targeted numbers. A mentoring programme was in place to assist in guiding recipients through the process and that had been considered to be valuable and had been very well received.
- 46.3 integral to evaluation of the first year findings had been a used in order to give a context to the evaluation process itself, primarily these had been: the impact on partnership on value for money and social value; the impact of partnership working; meeting the strategic priorities both of the city council and its partners; the impact of collaborative commissioning on the city council and the effectiveness of contract monitoring.
- 46.4 The headline findings of the first year evaluation had been very positive, the Third Sector Commission had impacted on a wide cross section of the community and had been able (due to its flexibility) to focus on people with multiple and complex needs, these had in some instances been greater and more complex than had been anticipated at the bidding stage; had been a mechanism for providing strong leverage in accessing funding opportunities; had resulted in a high level of funding to beneficiaries and a strong level of subsidy to beneficiaries. Overall£.24m had been allocated to the third sector which had generated £6.27m. In terms of activity outcomes the target had been 25, 283 but 35,959 (142%) had actually been achieved which had reached 12.6% of the city's population, with 144,660 sessions of activity having been provided.
- 46.5 Following the presentation Members had the opportunity to ask questions before proceeding with the remaining business of the meeting. The Chair, Councillor Daniel, commended the work which had been done during the first year of the programme and the direction of travel going forward.
- 46.6 **RESOLVED** - That the content of the presentation be received and noted.

47 THIRD SECTOR INVESTMENT PROGRAMME

- 47.1 The Committee considered a report of the Executive Director, Neighbourhoods, Communities and Housing, detailing the first year of operation of the Third Sector Investment Programme. The purpose of the report was to provide the Committee with details of the findings of independent evaluation of the first year (2017/18) of the Council's and Clinical Commissioning Group's Third Sector Commission (TSC) 2017-2020. The Commission along with the council's, annual grant programme – The Communities Fund – formed the council's Third Sector Investment Programme (TSIP).
- 47.2 It was noted that the Commission provided a new approach to grant making and the majority (88%) of TSIP budget was awarded through the Commission. In January 2017

twenty-six Community and Voluntary Sector (CVS) partnerships had been awarded three year grants through the commissioning process. The grant agreements were in place to end in March 2020.

- 47.3 Councillor Littman referred to the benefits which had accrued to residents which had exceeded the target set by 142 which equated to 12.6% of the city's population. This was a good news story and represented a very positive outcome for the city although he was anxious that this impetus needed to be maintained going forward, against a backdrop of continued financial constraints and budget cuts it was important that partners continued to work in concert to support this valuable programme. The work carried out by officers in achieving this result was to be commended.
- 47.4 Councillor Cattell commended the report which was well put together and detailed clearly the work which had taken place to date. The level of collaboration which had taken place was welcomed and it was hoped work to encourage initiatives to facilitate participation and support from the city's business sector would continue.
- 47.5 Anusree Biswas Sasidharan, BME Police Engagement Group stated that this initiative had been warmly welcomed by third sector organisations not least because they had been afforded the opportunity for extensive input and to steer the process. Joanna Martindale, Hangleton & Knoll Project concurred citing the guidance which had been given to facilitate engagement by groups.
- 47.6 Whilst welcoming the work which had been undertaken Councillor Nemeth considered that it was important to ensure that provision was tailored to the differing needs of groups and organisations. It might be appropriate for example to provide less to more organisations than more to a smaller number; it was important that assessment was made. It was confirmed that evaluation of the programme's operation and direction of travel going forward had factored that in.
- 47.7 Councillor Peltzer Dunn considered that the key findings of the report were very positive enquiring regarding the timetable for on-going input by voluntary sector organisations stating that he was also of the view that it was very important for this Committee to continue to be kept informed and to have input too.
- 47.8 Councillor Peltzer Dunn stated that in view of the information provided in relation to further information/report(s) being brought back to Committee he considered that recommendation (4) as set out in paragraph 2.4 was superfluous and should be removed. Councillor Nemeth concurred in that view. Councillor Peltzer Dunn then formally proposed its removal, this was seconded by Councillor Nemeth. The Committee then voted unanimously that recommendation (4) as set out in paragraph 2.4 be removed.
- 47.9 **RESOLVED** – (1) That the Committee notes the findings of the evaluation report (appendix 1);
- (2) That the Committee approves the creation of a 2020-2023 Third Sector Commissioning Prospectus as described in paragraphs 1.4 and 1.5;

- (3) That Committee agrees to receive a further report in summer 2019 outlining the commissioning outcomes and principles developed through the consultation process, for their approval ahead of the Prospectus being published for bids in September 2019.

48 ADDRESSING HATE CRIME INCIDENTS IN BRIGHTON & HOVE

- 48.1 The Committee considered a report of the Executive Director, Neighbourhoods, Communities and Housing addressing hate crime incidents in Brighton and Hove. At the meeting of the Committee which had been held in October 2018 the Racial Harassment Forum had presented the outcomes of a survey which had been undertaken by it into racially motivated hate crimes in the city and the reporting of those crimes. The survey had been carried out between January and March 2018 and over 250 people had responded. At that time the Committee had requested a report exploring wider hate crime incidents in the city and how the local authority and partners could support the recommendations in the survey.
- 48.2 The Head of Communities and Equalities, Emma Mc Dermott, explained that the Committee were invited to note the information in the report which was intended to provide a update on the work being undertaken by the Community Safety Team and the Communities, Equalities and Third Sector team in relation to addressing hate crime reporting in the city and to support the work of organisations such as the Racial Harassment Forum (RHF).
- 48.3 In response to questions by the Chair, Councillor Daniel, it was explained that following her appointment, Community Co-ordinator, Counter Extremism, Melinda King, had been working with the Police to flesh out and update the strategy going forward in line with Home Office guidance. A package was being drawn up in order to provide members with up to date training and information and prior to its launch a further update would be provided to the Committee.
- 48.4 Councillor Morgan stated that a consistent thread seemed to be the need to ensure the need to ensure that those who could be vulnerable were aware of the reporting mechanisms available to them and that support was given in order to enable them to do so.
- 48.5 Councillor Cattell, considered that integral to this it was important to ensure that those reporting incidents were afforded the anonymity they required and it was confirmed that mechanisms to ensure that this was so were in place.
- 48.6 Councillor Littman noted that the mechanisms in place were heavily focussed towards prevention which was welcomed. It was important however to ensure suitably robust arrangements were in place to ensure that “victims” had sufficient confidence in the process that they were encouraged and felt able to engage. Specific help and advice which could be given to Members which would enable them to assist in that regard would be helpful. He was also concerned that following the current Brexit negotiations, there could be spike in such incidents and that measures needed to be in place to react to that.
- 48.7 Councillor A Norman stated that she had read the report and the information contained in it with interest noting however that it did not appear to include reference to stalking

asking regarding measures in place to combat such incidents too. Whilst the information and publicity provided by the posters was encouraging the prevalence of such incidents was also a serious cause for concern.

48.8 Chief Superintendent Lisa Bell responded that such incidents were regarded as serious and were receiving the attention that they deserved. It was acknowledged that this was challenging and that it was important to have mechanisms in place which encouraged reportage.

48.9 The Executive Director, Neighbourhoods, Communities and Housing stated that by publicising the process it was intended not only to encourage victims to report incidents but to encourage awareness by the general public which could encourage them to report issues or to encourage individuals known to them to do so.

48.9 **RESOLVED** – That the Committee has noted and commented upon the information contained in the report which has provided an update on work being undertaken by the Community Safety Team and the Communities, Equalities and Third Sector team in relation to addressing hate crime reporting in the City and to the support given to the work of organisations such as the Racial Harassment Forum (RHF).

49 COMMUNITY SAFETY AND CRIME IN BRIGHTON & HOVE

49.1 The Committee considered a report of the Executive Director, Neighbourhoods, Communities and Housing which provided an update on the work being undertaken by the Community Safety Team in relation to the Community Safety and Crime Reduction Strategy 2017-20.

49.2 The Chair, Councillor Daniel, referred to the quality of the work which had been carried out by the Tactical Tasking Group particularly in addressing cuckooing commending the partnership working which had been widely recognised and which had been successful in addressing the issues faced on a targeted basis. Councillor Marsh, endorsed that based on her direct experience as the Council's community safety representative, also commending the exhaustive work undertaken by the Police over a number of years which had resulted in a successful outcome to the "Babes in the Wood" murder which had resulted in the perpetrator being apprehended and sentenced. The Chair and the Committee concurred in that view.

49.3 Councillor Littman expressed concern at the impact that shrinking resources could have and Councillor Nemeth enquired whether there had been changes to reporting mechanisms which had resulted impacted on reported crimes and regarding basis for comparison which could be used when assessing these figures.

49.4 Chief Superintendent Bell explained that whilst it was acknowledged that certain categories of crime had seen increases measures were in place to channel the available resources and to work collaboratively with other partners on initiatives where that was appropriate. Overall, the risk of falling victim to serious crime remained low and the city was a safe place to live. Notwithstanding that incidence of crime were taken seriously.

49.5 **RESOLVED** – (1) The committee is invited to note and comment on the information contained in the report which provides an update on work being undertaken by the

Community Safety Team in relation to the Community Safety and Crime Reduction Strategy 2017-20; and

- (2) The Committee is invited to give its support to the partnership work described in the report and commit to work described which is within the council's remit, thereby contributing to the management of crime and community safety priorities for the city.

50 EQUALITY AND INCLUSION STRATEGY PROGRESS UPDATE

- 50.1 The Committee considered a report of the Executive Director, Neighbourhoods, Communities and Housing the purpose of which was to provide a progress update in relation to the council's Equality and Inclusion Strategy which had been agreed in January 2017.
- 50.2 It was noted that the Strategy was intended to outline the council's equality and inclusion in order to facilitate and deliver equality within the council and in the wider city. The Strategy enabled the council to meet its legal obligations and to set at least one measurable equality objective. Five areas of focus had been identified and when the NICE Committee had agreed the Strategy and recommended it to council officers had been instructed to provide an annual update.
- 50.3 The Equalities Manager, Communities, Equality and the Third Sector, Anna Spragg, explained that following a key meeting later that month the timetable going forward would be finalised. That information would be shared with Members and briefing sessions would be arranged.
- 50.4 Councillor Cattell whilst supporting the work carried out to date considered that it was important to collect feedback and information using a variety of means as not everyone responded to surveys and it was important to use a variety of strategies in order to encourage engagement. It was important to seek to build trust in the process and to have clear aims as to what was to be achieved and how.
- 50.5 Councillor Littman concurred in that view stating that this process had been long in its conception and that clear benchmarks needed to be set and processes in place to ensure that the strategy was measured, adapted and amended as necessary going forward, otherwise it was an exercise on paper rather than work which developed over time. He would have welcomed more detail in the report regarding how that was to be achieved. This was not intended as a criticism of individuals or the process he just wished to be re-assured that this would be a continuing process.
- 50.6 It was explained that it was intended that further reports would be brought back to Committee on an annual basis which would detail the on-going evaluation which had taken place and in answer to queries raised by Councillor Peltzer Dunn the Legal adviser to the Committee, Elizabeth Culbert confirmed that legislation did enable those engaging in/ applying for certain posts be from a specific cultural background.
- 50.7 Councillor Morgan stated that the administration was committed to this process which would be rigorously reviewed. He considered that external reviews which would have the role of a "critical friend" would be valuable.

50.8 The Chair, Councillor Daniel, stated that there was a willingness to engage and that it was envisaged that workshops and training would be made available to councillors post the May 2019 elections.

50.9 **RESOLVED** – That the Committee notes the contents of the report and the update provided against the Equality and Inclusion Strategy objective and key priorities for 2019-20.

51 DESIGNATING THE USE OF COMMUNITY PROTECTION NOTICES (CPN) TO LOCAL REGISTERED SOCIAL LANDLORDS

51.1 The Committee considered a report of the Executive Director, Neighbourhoods, Communities and Housing which sought approval to designate the use of Community Protection Notices to Registered Social Landlords (RSLs) in Brighton and Hove to increase the remedies available to them to tackle anti-social behaviour in the city.

51.2 It was noted that a proposed amendment had been put forward on behalf of the Green Group, proposed by Councillor Littman and seconded by Councillor West in the following terms:

“That the following recommendation 2.2 be added, as shown below:

2.2 That given the guidance from the minister for crime, safeguarding and vulnerability as stated in 7.6: that CPNs “are used proportionately and not to target specific groups”,

- and the statement in 7.8 referring to the value of an EIA,

That the committee agrees to defer the item until a full Equality Impact Assessment has been provided for consideration”

51.3 In responding to the points raised in the amendment proposed by the Green Group it was explained that an Equalities Impact Assessments were on-going in and any changes made going forward were seeking to extend and build on the established process rather than seeking to introduce something which was new.

51.4 In answer to further questions it was confirmed that the approach being used were be proportionate and that check weights and counter-balances were in place in order to ensure that those who were vulnerable were protected, but that measures were also in place which could respond more quickly to instances where persons (aged 16 years or over), businesses or organisations were committing behaviour which had a detrimental impact on the quality of life of those in their locality and where those behaviours were persistent and continuing in their nature and were deemed to be unreasonable. The aim of the CPN was to address such behaviours and to put a stop to them whilst putting steps into place to ensure that they did not re-occur.

51.5 Councillor Littman stated that he had concerns that this could in reality represent a very heavy handed approach and could give rise to an approach to vulnerable sections of the community which might not be even-handed. It was explained that the measures to be put into place would target problem behaviours and that the two registered social

housing providers identified had indicated that they would wish to use CPN's in appropriate cases.

- 51.6 Councillor Nemeth stated that he was aware of incidents where individuals and communities had suffered sustained negative behaviours over a protracted period of time which had a significant detrimental impact. He welcomed the fact that the powers available to address such behaviours were robust and a more rapid response would facilitate a more rapid response.
- 51.7 The Chair, Councillor Daniel stated that she had heard all that had been said and asked whether it was intended to provide periodic progress update report(s) to Committee and it was confirmed that it was.
- 51.8 Councillors Littman and West confirmed that in the light of the reassurances and responses provided that they would withdraw their proposed amendment. The Committee then proceeded voted on the recommendation as set out in the officer report.
- 51.9 **RESOLVED** – That the Committee approves the designation of Community Protection Notices to local Registered Social Landlords (RSLs) in accordance with section 53 of the Anti-Social Behaviour, Crime and Policing Act 2014.

52 ITEMS REFERRED FOR FULL COUNCIL

- 52.1 There were none.

The meeting concluded at 8.15pm

Signed

Chair

Dated this

day of

Subject: Petitions
Date of Meeting: 11 March 2019
Report of: Executive Lead, Strategy, Governance and Law
Contact Officer: Name: Penny Jennings Tel: 29-1065
E-mail: Penny.jennings@brighton-hove.gov.uk
Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 To receive any petitions submitted directly to Democratic Services or any e-Petition submitted via the council's website.

2. RECOMMENDATIONS:

- 2.2 That the Committee responds to the petition either by noting it or writing to the petition organiser setting out the Council's views, or where it is considered more appropriate, calls for an officer report on the matter which may give consideration to a range of options, including the following:

- taking the action requested in the petition
- considering the petition at a council meeting
- holding an inquiry into the matter
- undertaking research into the matter
- holding a public meeting
- holding a consultation
- holding a meeting with petitioners
- referring the petition for consideration by the council's Overview and Scrutiny Committee
- calling a referendum

3. PETITIONS

3. (i) Hove Carnegie Library

To receive the following petition signed by 123 people, presented by Councillor Wealls and referred by the meeting of Full Council held on 31 January 2019:

"We, the undersigned Carnegie readers, who have endured over three years' anxiety about our Library, are now aghast to find that the Council's current Administration proposes our libraries' reduction be a swingeing "242,000. We request that this be halted while Councillors explore the return in-house of bibliographical services – such as a book selection - to our esteemed librarians."

Subject:	Ending Victim Blaming Together: Extract from the proceedings of the Council Meeting held on the 31 January 2019		
Date of Meeting:	11 March 2019		
Report of:	Executive Lead Officer for Strategy, Governance & Law		
Contact Officer:	Name:	Mark Wall	Tel: 01273 291006
	E-mail:	mark.wall@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE

***Action Required of the Neighbourhoods, Inclusion, Communities & Equalities
Committee***

To receive the notice of motion referred from the Council for consideration.

Recommendations: That the committee receive a report detailing how the VictimFocus pledge can be fulfilled to challenge and reduce victim blaming of people who have experienced trauma, abuse or crime in our organisation.

BRIGHTON & HOVE CITY COUNCIL

COUNCIL

4.30pm 31 JANUARY 2019

COUNCIL CHAMBER - HOVE TOWN HALL

MINUTES

Present: Councillors Simson (Chair), Phillips (Deputy Chair), Allen, Atkinson, Barford, Bell, Bennett, Bewick, Brown, Cattell, Chapman, Cobb, Daniel, Deane, Druitt, Gibson, Greenbaum, Hamilton, Hill, Horan, Hyde, Janio, Knight, Lewry, Littman, Mac Cafferty, Marsh, Meadows, Mears, Miller, Mitchell, Moonan, Morris, Nemeth, A Norman, K Norman, O'Quinn, Page, Peltzer Dunn, Platts, Robins, Sykes, Taylor, C Theobald, G Theobald, Wares, Wealls, West and Yates.

PART ONE

68 THE FOLLOWING NOTICES OF MOTION HAVE BEEN SUBMITTED BY MEMBERS FOR CONSIDERATION:

(2) Ending Victim Blaming Together

- 68.15 The Notice of Motion as listed on the agenda was proposed by Councillor Daniel on behalf of the Labour & Co-operative Group. She stated that she had become aware of the VictimFocus Charter Pledge and had brought the motion to full council on behalf of a leading Charity and hoped that it would be supported by all Members. She gave details of a case where a young girl became a victim and the injustice she suffered as a result and hoped that by bringing the matter to the council's attention and the signing of the pledge action could be taken to help address the situation.
- 68.16 Councillor Cattell formally seconded the motion and reserved her right to speak.
- 68.17 Councillor Nemeth moved an amendment on behalf of the Conservative Group and stated that the Group was against victim blaming. However, he felt that there was a paradox for the Administration in dealing with a perceived problem in-house and how that was addressed; whilst seeking to support the Charter. Any responsible organisation had a duty to follow basic principles in relation to their staff and if the amendment was to fall he would have concerns for the council's staff.
- 68.18 Councillor Ann Norman formally seconded the amendment and thanked Councillor Daniel for bringing the motion to the council meeting. There were a number of sensible reasons as to why the council as an organisation should challenge victim blaming and ensure staff did not engage in any shape or form. She hoped that the council could ensure any such culture was not supported and that it would share knowledge and best practice with partner organisations.

68.19 Councillor Littman stated that supported the motion and noted that there was a significant bias toward victim blaming for women and girls and hoped that the Administration would reconsider proposals to cut the Domestic & Sexual Abuse Service.

68.20 Councillor Cattell stated that as a volunteer on a domestic abuse helpline she was contacted by numerous women who suffer from abuse and inevitably experience trauma, which requires specialist training to help. She fully supported the motion and hoped it would be supported unanimously.

68.21 Councillor Daniel noted the comments and sated that she could not accept the amendment and hoped that the motion as proposed could be supported.

68.22 The Mayor noted that the amendment had not been accepted and put it to the vote which was lost by 19 votes to 27.

68.23 The Mayor then put the following motion as amended to the vote:

“This council resolves to:

1. Show its support to the VictimFocus Charter Pledge by signing up to it, and
2. Request officers to bring a report to the Neighbourhoods, Inclusion, Communities & Equalities Committee to detail how that pledge can then be fulfilled to challenge and reduce victim blaming of people who have experienced trauma, abuse or crime in our organisation.”

68.24 The Mayor confirmed that the motion had been agreed unanimously.

Subject:	Progress Update on Implementation of International Migrant Needs Assessment Recommendations		
Date of Meeting:	11th March 2019		
Report of:	Executive Director	for	Neighbourhoods, Communities & Housing
Contact Officer:	Name:	Lucy Bryson	Tel: 01273 296805
	Email:	lucy.bryson@brighton-hove.gov.uk	
Ward(s) affected:	(All Wards);		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The report summarises the progress made in implementing the recommendations of the IMNA (International Migrants Needs Assessment) published in January 2018 as part of the Joint Strategic Needs Assessment programme. The IMNA was presented to this committee in January 2018. As well as endorsing the report and its recommendations, the Committee resolved to consider the findings of the report in its future work and also to receive an officer update on an annual basis on progress made in implementing the recommendations.
- 1.2 As the recommendations are expansive and involve many statutory and voluntary sector partners, the city's Equality and Inclusion Partnership (EQUIP) has oversight over the implementation of the IMNA recommendations and received a report on this subject in October 2018. However Brighton & Hove City Council is key to both the implementation of the recommendations and their co-ordination – hence the report to this committee.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the findings of this update report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The definition of 'migrant' used within this piece of work is very broad. It is "Any person who lives temporarily or permanently in a country where they were not born". This includes refugees, asylum seekers and those who are forced to leave their countries, - as well as those who have chosen to move to the UK to study, work or join family members. The approach of those working on the IMNA and the multi-agency advisory group for the project was to be pragmatic and flexible, focusing on where vulnerability is greatest.

- 3.2 The IMNA promotes a better understanding of the widely diverse characteristics and needs of the populations in Brighton and Hove commonly referred to as BME (Black and Minority Ethnic) or BAME (Black, Asian and Minority Ethnic). In turn this inform the policy and service delivery decisions and designs of public and voluntary sector organisations.

Implementation of the Recommendations To Date

- 3.3 The themes and work streams contained within the IMNA recommendations are wide and diverse. Many of them focus on enabling *existing* projects and services to adapt in order to ensure that the needs of migrant residents – including those who are most marginalised– are included as services and projects are planned and delivered. In some cases, new pieces of work (such as training or information products) are recommended. The recommendations have been prioritised and are being progressed with many partners on a case by case basis by the CETS (Communities Equality and Third Sector) team within the council. Progress on each individual recommendation is summarised in appendix 1.
- 3.4 Existing forums and groups are providing opportunities for consultation and partnerships where needed. Brighton & Hove Refugee & Migrant Forum meets in Brighton Town Hall and has themed meetings on a quarterly basis. There is also a multi-agency group of local statutory and voluntary sector agencies working together to receive refugees on the government’s resettlement programme. These and groupings within the statutory and community and voluntary sector (notably the Sanctuary on Sea group) provide sounding boards for the ongoing work on the IMNA.
- 3.5 The Communities Equality and Third Sector Team represents the City Council on the South East Strategic Partnership for migration (SESPM) , a structure that enables regular discussion with other local authorities, the Home Office and other government bodies on issues related to migration to the UK and its impact on the South East. Brighton & Hove City Council chairs the Sussex and Surrey sub-group of this partnership and represents Sussex and Surrey at the Executive Board of SESPM. The local authority’s close involvement with this partnership enables relevant officers to learn about national and regional developments in this fast-moving field, which can in turn be fed into our work on migration through the implementation of the IMNA recommendations.
- 3.6 There is no specific budget attached to the implementation of the IMNA recommendations. However, the Communities Fund has awarded two linked Collaboration Fund grants this year which enable progress on a number of the recommendations. One of these grants has been awarded to a training project which responds to concerns that the knowledge and skills within the ‘refugee and migrant sector’ may not always be well integrated within the rest of the city’s services.
- 3.7 The second Collaboration Funding grant complements funding awarded to the city by the government’s Controlling Migration Fund (CMF). This funding has enabled the development of a two year project in the city called the Migrant and ESOL (English for Speakers of Other Languages) Support Hub – or MESH. This will improve referral pathways and co-ordinate the provision of ESOL for local migrant residents and also provide casework and signposting support for

marginalised migrants who need help navigating their way into services. In line with the aims of the Controlling Migration Fund, the outcomes of the MESH will be evaluated to assess its benefits for both the migrant and 'host' populations of the city.

- 3.8 The Community Safety recommendations which relate explicitly to addressing hate crime directed against migrant residents have been prioritised during 2018 by the CETS team as part of our work to counter extremism including hate crime.
- 3.9 In 2016 Brighton & Hove was awarded 'City of Sanctuary' status and an active local City of Sanctuary Group, called Sanctuary on Sea (SOS), has continued to meet and champion the aims of the City of Sanctuary movement to create a culture of welcome here in Brighton and Hove. The SOS committee has a broad representation of expertise from both universities and a range of grassroots groups working with refugees and other Sanctuary Seekers'. The City Council CETS team has a co-opted place on the SOS management committee.
- 3.10 Having been a member of the steering group for the IMNA project, SOS now sees itself as a key civil society partner in supporting and advising on many of the recommendations, particularly the broader ones included in the section on 'community attributes, networks and integration'. However the SOS committee is clear that the organisation does not have resources to deliver services and its volunteer-led activities cannot replace change within the mainstream funded statutory and voluntary sector. One of the most successful aspects of the Sanctuary on Sea work is the creation of a Schools of Sanctuary programme which has led to four secondary schools and twelve primary schools in the city becoming Schools of Sanctuary. Recent additions to the programme are two of the city's nurseries – our first nursery schools of Sanctuary.

Priorities over the next twelve months

- 3.11 The last chapter of the IMNA concludes that there is a severe shortage of accredited immigration legal advice across Sussex. The final recommendation of the report is for an assessment of the need for local immigration advice once the implications of the BREXIT process for EU national residents become clear. The government has released details of the EU Settlement Scheme which requires applicants to apply online for Settled Status. Whilst the government's expectation is that most EU nationals will be able to navigate this system by themselves, a national funding pot has been made available for local community and voluntary sector groups to build their capacity to offer advice on Settled Status to more vulnerable groups who may not be aware of the process or may have difficulties completing it before the deadline of June 2021. At the time of writing we do not know whether there have been successful bids to this funding pot from organisations proposing to offer advice in the Sussex area. The lack of immigration advice for EU national residents has therefore been flagged up as a risk within the council's BREXIT planning and an exploration of how this situation can be remedied will be a priority over the coming months.
- 3.12 Gaps in the provision of appropriate mental health support for vulnerable migrants, especially those who are suffering the effects of traumatic experiences, are frequently raised by the community and voluntary sector when migrant wellbeing is under discussion. This has also emerged in the research recently

undertaken by Downslink YMCA's Right Here project into young refugees and asylum seekers. A recent community meeting convened at Jubilee Library during a visit to the city of Lords Dubs and Bassam explored the issue of mental health provision for young refugees and this now needs to be followed up with commissioners and service providers who attended that meeting and heard what the community and voluntary sector observe in their daily work. This will progress recommendation 30 of the IMNA (***Improve access to appropriate mental health services, in particular to meet the needs of refugees and other vulnerable migrants who may be suffering from trauma***)

- 3.13 The remaining health recommendations are largely related to the dissemination of information about migrant health entitlements for primary and secondary care to both migrants and to health professionals. All of these recommendations should be taken forward together over the next six months.
- 3.14 A migrant health conference is planned for 30th April 2019 in Brighton in partnership with Public Health England and the South East Strategic Partnership for Migration. The aim of the conference will be to raise awareness of specific health issues affecting migrants – including poor mental health for refugees – with a wide range of health professionals and the community and voluntary sector across the South East. Part of the conference will also address strategies for embedding this knowledge and good practice into the NHS.
- 3.15 As the ideas for the 'Unity Project', a public communications initiative being led by EQUIP (the Equalities and Inclusion Partnership) develop, this can provide a vehicle for individual migrants and their community groups to become involved with other diverse groups and interests in the city, addressing some of the broader recommendations about migrant integration into the life of the city. This will be aided by the inclusion of migrant community assets in the work going on at neighbourhood level,(including the development of Neighbourhood Action Plans) and also by including the findings and recommendations of the IMNA within the consultation on how the council will commission its support to the Third Sector between 2020 and 2023.
- 3.16 The methodology used in the 'community voice' strand of the evidence-gathering for the IMNA has attracted some attention, including from Public Health England who have used it as an example of good practice in their recently published Migrant Health Toolkit. One of the hopes of the IMNA team and steering group was for the goodwill, enthusiasm, and skills of local migrants generated through the project, to lead to the voice of migrants being incorporated into service design (IMNA recommendation 9). The CETS team will continue to promote this approach within the broader work on community engagement.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Not applicable in this report.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 A Steering Group including a number of community and voluntary sector groups guided the writing of the IMNA. As described in paragraph 3.4 above, the implementation of the recommendations is proceeding with the help of a number

of community and voluntary sector groups who are members of the council-chaired Refugee & Migrant Forum.

6. CONCLUSION

The recommendations of the IMNA are being progressed at different rates and not all have been implemented at the time of writing. However the priority recommendations to be taken forward are outlined above and in the attached action plan.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 This report is for noting and there are no direct financial implications arising. A summary of the funding linked to IMNA recommendations is set out in sections 3.5 and 3.6.

Finance Officer Consulted: Name Michael Bentley Date: 07/02/19

Legal Implications:

- 7.2 There are no legal implications arising from this report which is for noting. Any specific projects proposed in relation to the IMNA would require approval under the Council's Scheme of Delegations and legal and financial implications would need to be considered at that stage.

Lawyer Consulted: Elizabeth Culbert Date: 18.02.19

Equalities Implications:

- 7.3 The recommendations were written to reduce inequalities identified in the report between migrant and non-migrant residents of Brighton and Hove. The IMNA includes data on what the report writers could find out about migrant populations with protected characteristics as defined by the Equality Act 2010. There was no data on the intersectionality between migration history and sexual orientation or gender identity. As a result of this gap in our intelligence on this issue, Switchboard (local organisation representing the interests of the LGBTQ+ populations of the city) were commissioned by the City Council and the CCG to look in more detail at the particular challenges facing refugees and asylum seekers who are LGBTQ+.

Public Health Implications:

- 7.4 The recommendations are in line with the council's commitment to improve Public Health and Wellbeing and to Reduce Inequalities across the city. There is an increasing understanding of the health and wellbeing needs of migrants and Public Health England has recently released a toolkit citing the Brighton & Hove IMNA as an example of good practice.

International Migrants Needs Assessment: - Progress on implementation of recommendations March 2019

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescales/Milestones
1	City services to consider the workforce implications of changing migration patterns following the decision for UK to leave the European Union.	BHCC membership of the South East Strategic Partnership for Migrations informs us about and involves us in discussions about these wider national issues - such as the report by the Migration Advisory Committee on EEA migration to the UK. The BREXIT resilience and planning officer group is monitoring the wider implications of Brexit for the local authority and the city as the situation changes. The impact on migration to and from the city forms part of	Ongoing contribution by CETS team into the planning work on BREXIT as required. Ongoing attendance by CETS team at the SESPM meetings and consultations as these arise.	CETS team and Policy, Partnerships and Scrutiny	Ongoing- while the impact and timescale of BREXIT remain uncertain.

Socio-demographics of local migrant population

		that wider picture.			
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Community attributes, networks and integration

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
2	Ensure measures to promote migrant integration are included in the Brighton & Hove Sustainable Communities Strategy (or its successor).	The refresh of the sustainable Communities strategy by the Policy, Partnerships and Scrutiny Team with Brighton & Hove Connected is at an early stage and will progress following the local elections in May 2019. In May 2018 CETS team held a well-attended community consultation event on the government's Integrated Communities Green Paper which covers many aspects of this work.	Relevant parts of the new strategy will link to findings from the International Migrants Needs Assessment alongside learning from local and national experts on migrant integration. CVS representatives on Brighton & Hove Connected to ensure that consultation mechanisms (as they develop) include the local refugee and migrant community and voluntary sector. This needs to link to other aspects of the work of the CETS team (eg counter –extremism).	CETS team and Policy, Partnerships and Scrutiny	After May 2019.
3	The development of the Brighton and Hove Framework for Arts and Culture should consider how migrant community assets, involvement and engagement can be maximised.	Community development partners are looking at how they can extend the reach of work going on in Hangleton & Knoll and East Brighton as part of 'Your Place' (one of the strands of the Cultural Framework) to increase the participation of marginalised migrant communities. The Hangleton & Knoll project have taken on a PHD student who will be consulting with migrant families who have children at a local primary school to inform their ongoing work.	Explore whether there are other strands of the Framework for Arts and Culture that lend themselves to progressing this recommendation over the coming year	CETS team, and agencies involved in the participation strands of the Cultural Framework	By December 2019
4	Providers and commissioners of cultural, sports, arts	The Sanctuary on Sea group has a close relationship with the Brighton Dome, resulting in the use of the Dome for Refugee Week events	Further exploration to take place with the Healthy Lifestyles team about whether there are further efforts that can be made to	CETS team, Healthy Lifestyles	Ongoing

	activities and other public festivals and events to maximise opportunities for migrants to develop social bonds, and to promote wellbeing and integration into the wider communities.	and offers of tickets and opportunities for refugees and other vulnerable migrants to attend mainstream arts events in the city. Brighton Table Tennis Club (the UK's first Sports Club of Sanctuary) models a process of integrated work with a number of marginalised groups, including migrants.	engage vulnerable migrant communities in healthy lifestyles and sports development work.	Team, Sanctuary on Sea , and the wider community of arts and culture organisations.	
5	City and community leaders to continue to promote the integration of migrants into the life of the city.	Migrant and refugee community groups are supported to invite appropriate city leaders and elected members to events.	Ongoing. Information about the city's migrant communities can be made available to new elected members as part of their induction after May 2019. CETS team are available to brief elected members, the Mayor and other community leaders at any time on this issue.	City and community leaders	Ongoing
6	Maintain and develop local commitment to City of Sanctuary status.	CETS team continue to have a co-opted place on the committee of Sanctuary on Sea (local City of Sanctuary Group), to participate and support the group to meet. Sanctuary on Sea has been supported by the Communities Fund. A grant of £3000 paid for administrative support to develop an online directory of services for refugees, asylum seekers and migrants in 2017. A further £2000 was granted to organise the flagship event of Refugee Week 2018 at Brighton Dome. The Sanctuary on Sea group has incorporated many of the recommendations listed here into its own forward planning.	Ongoing brokerage to enable Sanctuary on Sea group to work in partnership with relevant statutory bodies on particular projects, for example the Schools of Sanctuary project (see below) and work to combat hate crime and increase the trust and confidence of migrant communities to report hate crime. Ongoing consideration of future bids to the Community Grants programme as appropriate.	CETS team and the Sanctuary on Sea group	Ongoing
7	Statutory and voluntary sector organisations, including migrant organisations, to provide	June 2018 meeting of the Volunteer Co-ordinator's Forum (Chaired by Community Works) was dedicated exclusively to working with volunteers from overseas. Presentations from	The Trust for Developing Communities and partners has organised a BME volunteering fair in March 2019 and this will be publicised to refugee and migrant community	Community Works, Volunteer co-	By October 2019

	and promote volunteering opportunities to local migrants.	<p>Sussex Interpreting Services and CETS informed about practical ways that opportunities can be offered to local migrants.</p> <p>A good practice guide for involving volunteers from overseas' has been published by Community Works.</p> <p>A workshop on this issue was also run at the 2018 Equalities Symposium.</p> <p>Recent research (commissioned by the CCG) has been carried out by the Trust for Developing Communities into '<i>Volunteering with BME communities in Brighton & Hove</i>' looked in part at the experiences of migrants.</p>	<p>organisations.</p> <p>The council's internal volunteer co-ordinator's forum to have this recommendation as an agenda item in an upcoming meeting.</p>	<p>ordinators forum, and internal BHCC volunteer co-ordinators forum.</p>	
8	Community and voluntary sector infrastructure organisations to work with migrant community organisations, to develop capacity and leadership skills and explore how they can find meeting places in the city.	<p>Commissioned Infrastructure and community development organisations work with some migrant community organisations but the work is not particularly co-ordinated and not focussed overall on the wider goals of community integration.</p> <p>Many small community groups representing particular migrant diasporas express a desire for their own buildings or meeting spaces but those that are available tend to require rental payments that the groups cannot afford.</p>	<p>The consultation process on the new Third Sector Commission will include an event in March 2019 to which refugee and migrant organisations will be invited. Third Sector manager to engage with Refugee & Migrant Forum and Sanctuary on Sea to promote involvement of these groups in the consultation process.</p> <p>The International Migrants Needs Assessment will form part of the literature review for this consultation.</p> <p>The Community Buildings Network will also be involved in this process.</p>	<p>CETS team and third sector infrastructure organisations</p>	<p>Consultation on Third Sector Commission to continue until April 2019.</p>
9	Migrant community researchers (such as those employed for this needs assessment) to feed into service design	<p>The public sector could have maximised further the use of the resource provided by the community researchers who were involved in the peer research element of this Needs Assessment. Some have moved from the area and only three</p>	<p>The three migrant community researchers who did respond positively are taking part in a focus group into an immunisations leaflet being produced by Public Health England. The issue of involving migrant community</p>	<p>CETS team - including Equalities Team. IMNA</p>	<p>Ongoing</p>

	as sources of knowledge about their communities.	<p>have responded to a recent request to keep their details for future consultations.</p> <p>However some of the partner organisations who formed part of the IMNA steering group (for example Sussex Interpreting Services, EUROMERNET, the Ethnic Minority Achievement Service, Voices in Exile etc) continue to foster the valuable resource of multi-lingual staff, volunteers and supporters who (resources allowing) are potentially an important mechanism to consult with migrant communities.</p>	<p>researchers in service design within health services will be discussed at an upcoming migrant health conference in April 2019 (see below).</p> <p>The maintenance of a list of potential migrant consultees requires resources and care to comply with GDPR. Migrant representatives will continue to be invited to be on the distribution list for the Refugee & Migrant Forum.</p> <p>Relationships will continue with the valuable community groups and connections formed through the process of the writing of the IMNA.</p>	Steering Group members	
10	Use opportunities for migrants to build confidence in local democratic processes, understand their rights as local residents, and participate in, for example, local elections, local residents associations, etc.	<p>Consultation on the Integrated Communities Green Paper provided opportunities for migrants to have a say on the development of this national strategy.</p> <p>Initiatives such as the Network of International Women are bringing together migrant women with council officers and elected members.</p>	<p>CETS team (including work to counter extremism) continue to support opportunities as they arise and bring together Neighbourhoods work and city-wide work with migrants.</p>	Ongoing	
11	Explore how the city could harness potential opportunities provided by migrants' commercial links with their countries of origin.	<p>This recommendation has not been progressed yet.</p>	<p>This recommendation ties in with a much broader picture related to the eventual implications of BREXIT.</p>		

Access to services

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
12	Public services to consider what further they can do to increase the trust and confidence of migrant communities in using their services.	This very broad recommendation could describe aspects of a large number of initiatives undertaken by services to engage with residents from BME backgrounds. Some specific pieces of work have advanced this recommendation for some services eg the Community Safety Casework Team have used restorative justice techniques to work with one of our local colleges providing English for Speakers of Other Languages to young migrants, helping to build their confidence to report racist and religiously motivated incidents.	<p>‘Bringing our services closer to the communities they work with, particularly focussing on service-users from BME backgrounds.’ Is also one of the key priorities for those implementing the Equality and Inclusion Strategy over the coming year. However the development of a more nuanced approach to what we mean by ‘BME’ or ‘BME communities’ - to acknowledge the specific needs of those who have migrated to the UK - is needed. This could in part be achieved through the implementation of recommendation 16 below.</p> <p>The quarterly Refugee & Migrant Forum meetings could be used as an opportunity for any public sector partners to consult on this recommendation – and this opportunity could be more widely publicised through the Equality and Inclusion Partnership.</p> <p>The new Modern Slavery Co-ordinator will consider this in relation to the very specific issue of migrant victims of modern slavery as part of their wider role.</p>	EQUIP, Community Safety and CETS team	
13	Frontline staff in public services to receive training so they understand the needs and current rights of migrants, and respond to these, for example, through	A Communities Fund Collaboration award is funding a project led by Voices in Exile where those from the ‘migrant’ and ‘non-migrant’ sector are developing a training package to be rolled out eventually to organisations across the public and community and	Working with migrant communities should be woven into other training packages with an equalities and diversity theme, including those provided by the adult and children’s safeguarding boards.	CETS, safeguarding boards and workforce development	June 2019

	the appropriate use of interpreters.	<p>voluntary sector. The project is slightly delayed but is on course to finish in June 2019.</p> <p>We are using the partnerships and collaborations forged through the Refugee resettlement programmes to spread good practice, including to services that would not usually be familiar with refugee and migrant needs.</p>	CETS team to meet with Workforce development and safeguarding boards training leads to progress these discussions.		
14	Brighton & Hove City Council to review and publish their policy on interpreting and translation services and monitor service usage to identify trends in service uptake and demography.	This recommendation has not been progressed yet.	CETS team to discuss with Communications Team to explore taking this forward	CETS team and comms	June 2019
15	Consider the needs of migrants within the local digital inclusion work programme.	<p>This recommendation has not been explicitly progressed yet</p> <p>However the library service has been taking forward a number of initiatives to welcome those who speak English as a second language into the libraries where they could get support to use the computers provided there.</p>	This will be an integral part of the service offered to clients of the new Migrant ESOL Support Hub (the MESH – see below). When the MESH case workers are assessing the needs of the people who come to them, they will look to address any digital exclusion as part of their action plans.	CETS team, Digital First and MESH co-ordinator	December 2019
16	Equality Impact Assessments carried out across the local public sector to consider the needs of migrants (using the information in this needs assessment where appropriate).	This forms part of the ongoing work of the Equalities managers to ensure continuous improvement of the EIA process across the City Council.	See recommendation 12 above. This can progress alongside work in the CETS team to ensure that good quality EIAs are carried out across the council.	CETS team in partnership with all BHCC departments and statutory partners	
17	Explore how existing local projects using volunteer	This is happening as part of the setting up phase of the Migrant ESOL and Support Hub	Opportunities to progress this further will emerge as needs and gaps are identified	CETS team, MESH co-	

	advisors and linguists can develop their work with migrant volunteers to provide advice and information on accessing local services	(MESH). The MESH will work in partnership with and complement existing advice services for migrants.	through the work of the MESH	ordinator and other staff, other specialist advice services.	
18	Explore options for creating and maintaining a 'welcome pack' for new migrants to the city, based on national best practice.	The idea of a 'Welcome Pack' is incorporated into the outcomes for the two connected projects funded through the council's Collaboration Fund – the Migrant and ESOL Support hub and the Voices in Exile training project (see recommendation 13). However more discussion and consultation is needed to ensure that such a product is sustainable and useful in the longer term. Organisations will be guided by the success of the information provided to resettled refugees prior to and on arrival in the city.	This will be explored further in the latter part of the Voices in Exile training project (recommendation 13) and by the MESH during the course of its delivery	Voices in Exile, Migrant and ESOL Support Hub, Sanctuary on Sea and other members of the Refugee & Migrant Forum	End of 2020

Housing and homelessness

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
19	Ensure that migrant communities, landlords and letting agents understand the rights of migrants in private sector housing through RentSmart and other means.	Engagement with landlords and letting agencies has taken place as part of the local authority's search for housing for the Vulnerable Person's Resettlement Programme. The Trailblazer co-ordinator has also incorporated some migrant organisations into the information sharing sessions which aim to describe the current housing situation in the city and the rights and entitlements of local residents to housing support.	Wider dissemination of government information for landlords and agents about the 'Right to Rent' legislation – with a view to ensuring that landlords take lawful decisions with regard to choosing tenants. Explore whether the RentSmart website and conferences are a suitable means of disseminating this information.	CETS team and Housing	December 2019

20	The new Community Led Housing Hub (Community Land Trust) to consider opportunities for innovative ways to involve migrants in developing community and co-op housing provision.	This recommendation has not yet been progressed.	CETS team to explore further with the lead for community outreach from the Community Land Trust who is keen to bring migrants into existing and potential community led housing groups.	CETS team and Community Land Trust	June 2019
21	Local action on preventing homelessness (eg Trailblazer programme) to consider the needs of local migrants.	Trailblazer co-ordinator has delivered training session to volunteers at Voices in Exile and at Brighton Unemployed Centre Families Project (many of whom work with migrants) and is in the process of identifying community champions/ volunteers to train up as homelessness prevention volunteers.	Trailblazer co-ordinator to run housing information session with Syrian community. If successful, this session will be held with other migrant community groups as identified by CETS team. Volunteers from migrant communities to be identified to become homelessness prevention volunteers	Trailblazer co-ordinator and CETS team	June 2019

Employment, skills and adult education

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
22	The City Employment and Skills Plan BME Working Group to consider the findings of this needs assessment in their ongoing work to break down barriers to employment and skills opportunities for the city's BME populations.	The Trust for Developing Communities (TDC) and Black and Minority Ethnic Community Partnership have submitted a bid to the council's Collaboration Fund for a new project that will set up and support a new BAME Employment & Skills Steering Group, bringing together BAME community/group leaders & local employers. This group will explore barriers and opportunities for community groups and employers to achieve the aims of the project (improved access to information, opportunities and skills).	TDC will support the group to identify key steps and facilitate the implementation/co-production of SMART solutions within and across voluntary, public and private sectors. The particular needs of migrants within the wider BAME populations will be considered within this.	TDC, BMECP and the new Steering Group	To be developed
23	An ESOL (English for Speakers of Other	This has been established and is well attended by a wider range of ESOL providers			

	Languages) Network should be established as a sub-group of the Adult Learning and Skills Partnership to ensure better co-ordination of the current provision.	<p>on a regular basis. This includes providers of formal accredited ESOL as well as informal providers of conversation classes, befriending projects etc. It also includes the library service and social services staff who are supporting Unaccompanied Asylum Seeking Children. Feedback on the benefits of the new ESOL Network is positive.</p> <p>Two year funding for a Migrant and ESOL Support Hub (MESH) has been secured from the government's Controlling Migration Fund and this is being set up by a partnership of Friends Centre, Trust for Developing Communities and Voices in Exile. The co-ordinator of this new project is also the Chair of the ESOL Network.</p>	Conclude the setting up of the MESH and deliver the outcomes as specified in the bid to the funders.	MESH delivery board and staff	Project end date is currently December 2020.
24	Explore how childcare for pre-school children and support for other carers can be provided to enable access to ESOL for these groups.	Information to assess the level of need has not yet been gathered.	This will be one of the functions of the MESH co-ordinator. This issue will be placed on the agenda of the ESOL Network during an upcoming meeting in 2019.	MESH co-ordinator, ESOL Network, CETS team.	December 2019
25	Ensure that work to ensure the public sector workforce is representative of the local population to consider the findings of this report and the additional barriers to employment faced by some migrants, eg refugees.	BHCC, B&H CCG, University of Sussex and East Sussex Fire & Rescue Service have pooled funding to employ a workforce diversity officer. The officer is working across these organisations to share best practice and learning and carry out joint initiatives that diversify the staff recruited and retained by the organisations.	CETS team to meet with the post-holder in February 2019 to discuss this recommendation and ways to progress it.	CETS team and City Workforce Equality and Diversity Manager	March 2020.
26	Ensure that work to improve the city's Information, Advice and Guidance (IAG)	This is one of the aims of the MESH – Migrant and ESOL Support Hub.	Explore sources of funding to assist migrants (especially refugees) to convert qualifications from their home countries	CETS team, City Workforce	December 2019

	offer for BME populations in the city also includes resources and training to advise migrants about how to convert and make best use of qualifications gained in another country.		into those accepted in the UK.	Equality and Diversity Manager, MESH co-ordinator	
27	Use the city's Social Value Framework to ensure migrant-owned businesses can benefit from action to increase supplier diversity, eg the Ride the Wave programme.	BHCC corporate procurement team and CETS team have been working together on the Cities Grow project, a European project exploring the economic integration of migrants into EU cities, through support for immigrant entrepreneurs to win public contracts. Procurement team are finding new ways to engage with local SMEs and micro-businesses.	Learning from the Cities Grow project to be disseminated to relevant internal teams	Corporate procurement and CETS team	June 2019

Health and wellbeing

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
28	Ensure eligibility for GP registration for all migrants is understood by both migrants and health service staff.	National NHS information on migrant entitlements to primary and secondary healthcare has been identified.	Distribute this widely within healthcare settings and amongst migrant communities A Migrant Health conference is planned for April 2019. This is a regional conference taking place in Brighton and hosted by the Brighton & Hove Director of Public Health.	CCG Equalities and Engagement manager and CETS team Public Health England, South East Strategic Partnership for Migration,	June 2019 April 2019

			Content to include, maternal health, mental health, the use of interpreters, good practice in engaging with migrant communities, entitlements to healthcare. The overarching theme of the conference is how the recent experience of the refugee resettlement programme can inform other work with refugees and migrants.	BHCC	
29	Ensure that current rules around entitlement to free secondary NHS health care are understood by health service providers and migrants and implemented by providers.	As above	As above	CCG Equalities and Engagement manager and CETS team	June 2019
30	Improve access to appropriate mental health services, in particular to meet the needs of refugees and other vulnerable migrants who may, for example, be suffering from trauma.	<p>Clinical lead for mental health at the CCG has offered to chair and lead a task and finish group on this.</p> <p>A large meeting of commissioners, providers and community groups and members took place on the occasion of a visit in January 2019 of Lords Dubs and Bassam who wanted to explore the mental health needs of unaccompanied asylum seeking children and how these are being addressed in Brighton & Hove.</p> <p>Recent joint CCG and council community mental health commission now includes</p>	<p>A further meeting of key providers and commissioners to take place as a follow up to this event and to progress this recommendation. The experience of working with adults and children arriving on the refugee resettlement programme will inform this work.</p> <p>Mental health is also on the agenda of the migrant health conference described in 28 above.</p>	CCG, CETS team, Network of International Women, key commissioners and providers of mental health services, members of Refugee and Migrant Forum.	June 2019

		'international migrants' as a specific target group.			
31	Consider how appropriate use of urgent care services can promoted to migrant communities (including services with support such as 111).	This recommendation has not yet been progressed but will be explored as part of the other health recommendations.			

Community safety and criminal justice

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
32	The Community Safety (Safe in the City) Partnership to share good practice and find new ways of engaging with migrant communities to increase trust and confidence across the range of community safety services and activities, for example local work on the Prevent agenda, the delivery of neighbourhood policing and responses to organised crime.	<p>The Community safety casework team successfully used Restorative Justice practice to respond to recent instances of hate crime which victimised students of ESOL at a local college. Learning from this work has been disseminated to the ESOL Network and other forums.</p> <p>The Joint Network Forum (an initiative formed as part of BHCC's Counter Extremism work) has enabled the sharing of learning about addressing the challenge of hate crime across groups and forums representing migrants, faith groups, and other communities of interest.</p>	<p>Present the findings of the IMNA to the Community Safety Partnership to promote a discussion of the particular needs of migrants.</p> <p>Further develop Terms of Reference for this Forum and identify priorities for 2019 - 2020</p>	CETS team and Safer Communities	September 2019
33	Sussex Police and the local authority to support community led efforts to develop third party reporting mechanisms, and help migrants feel safe in	The CETS team continued to support the Racial Harassment Forum (RHF) with funding bids, meeting space, with advice and support. Links to other services have been brokered and opportunities to present to decision makers have been facilitated. BHCC	These projects will continue to grow and develop as part of the work of the CETS team bringing together work on migrants and with migrant communities alongside the work to counter extremism.	CETS team in partnership with RHF, Joint Networks Forum and	Ongoing

	reporting any incident or concern, including racist and religiously-motivated incidents.	<p>has now offered a grant of 25k to the RHF to support core costs and an advocacy worker following on from the RHF survey results which showed concerning information about the levels of under-reporting of hate crime.</p> <p>BHCC has also funded the faith partnership to develop work tackling religiously motivated hate.</p> <p>CETS team supported a number of organisations to get 'Building a Stronger Britain Together' grant funding from the Home Office as well as in-kind communications support to develop projects tackling racist and religiously motivated hate.</p> <p>Sanctuary on Sea AGM in February 2019 focussed on racism faced by young migrants in Brighton & Hove.</p>		other partners	
34	Ensure information on how to report and safely challenge hate incidents is made available to the public.	<p>In hate crime week October 2018, the CETS team ran a social media campaign with film clips about standing up to hate crime. Supported by the Communities Co-ordinator in the CETS team, the Joint Networks Forum – above – continues to develop advice for victims of hate abuse. This includes exploring the concept of being an 'Upstander' when Instances of hate incidents take place in public.</p>	<p>A number of ideas are emerging for how to progress this as a result of testimony heard at this event.</p> <p>Continue to shape this work in liaison with Sussex Police and also to undertake research with victims of hate incidents regarding their views on the appropriate role of witnesses to incidents.</p>	<p>CETS Team and Safer Communities in partnership with Joint Network Forum.</p>	Ongoing
35	Review provision of services to provide victim support and longer term recovery in relation to hidden crime to	<p>Recruitment of new short term modern slavery co-ordinator post to improve BHCC's response to victims of Modern Slavery, including how best to identify and support</p>		<p>Modern Slavery co-ordinator</p>	<p>Report to Community Safety Partnership by October 2019</p>

	ensure that services are meeting the needs of our migrant populations.	migrants who are victims of Modern Slavery. The postholder will complete a 6 month programme of work and report at the end of this to the Community Safety Partnership	Communities Co-ordinator in discussions with Rise, Trust for Developing Communities and experts at university of Sussex to discuss ways of enabling women to disclose FGM.	CETS team and other partners	December 2019
36	Transport operators to consider how they can help migrants feel and be safe when travelling on public transport.	Brighton Buses developed a poster campaign in partnership with CETS team and Sussex Police and this was launched in Hate crime awareness week October 2018. Posters will remain on some buses for the foreseeable future.	Develop this bus poster campaign further.	CETS team, Sussex Police, Safer Communities	Ongoing

Children, young people and schools

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
37	Consider whether more can be done to support unaccompanied asylum seeking children and those who care for them, including the mental health and wellbeing of children.	See recommendation 30 above. Refugee & Migrant Forum meetings continue to be a useful forum for discussion between key agencies working with young refugees and asylum seekers – there is a great deal of positive joint working.	See recommendation 30 above	Families, Children and Learning	Ongoing
38	Schools and colleges, and Brighton & Hove City	This work is ongoing within Families, Children and Learning as part of their core work with		Families, Children	Ongoing

	Council (including the Ethnic Minority Achievement Service), in partnership with faith and other communities, to continue to focus on reducing bullying and supporting integration.	Schools and other educational settings. This links closely to recommendation 39 below.		and Learning	
39	Continue to support the Schools of Sanctuary programme and increase the number of schools and educational settings which are awarded Schools of Sanctuary status.	<p>Twelve infant, junior and primary schools and four secondary schools have now been awarded Schools of Sanctuary status. Two nursery schools have also been awarded this status.</p> <p>The Schools of Sanctuary programme goes from strength to strength and provides a real focus for work in schools on welcoming newcomers.</p> <p>The Young City Reads book for 2019 is The Boy at the Back of the class by Onjali Q Rauf, a book about a young Syrian boy at school. All three primary schools in the Whitehawk area have signed up to engage with the project this year https://brightonfestival.org/news/young_city_reads_2019/</p>	Continue to grow the programme.	Sanctuary on Sea, Families, Children and Learning and local schools.	Ongoing

Personal finances and financial inclusion

No.	Recommendation	Current Position March 2019	Actions	Lead	Timescale/Milestones
40	Work on financial inclusion and welfare reform continues to recognise the needs of vulnerable migrants	The refugee resettlement programme is providing real cases for the links between the welfare reform team, DWP and other teams to explore barriers facing newly arrived refugees and migrants.	Explore further whether the particular needs of refugees and migrants could be focussed on by the Advice Partnership. This work may also be explored by the MESH, depending on the needs arising within the casework.	CETS team	Ongoing

		The Multi-agency work on this programme seeks to embed learning and good practice for any refugees and migrants			
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Immigration issues and legal advice

No.	Recommendation	Current Position March 2019	Future Actions	Lead	Timescale/Milestones
41	Develop a strategic approach to the provision of immigration legal advice for the city in partnership with mainstream advice agencies and the University of Sussex Law School.	<p>The Sussex Law School is developing a Migration Law Clinic to start delivering advice in 2019.</p> <p>A meeting of the Advice Services Network in May 2018 focussed on immigration advice and gaps in the city. There is no easy answer to the lack of accredited immigration advice in Sussex which reflects a national problem. This has been shared and discussed at meetings of the South East Strategic Partnership for Migration</p>	<p>Ensure that the Migration Law Clinic is connected to the other non-commercial immigration legal advice sector in the city</p> <p>Explore this further with the Advice Partnership, especially in the light of recommendation 42.</p>	CETS team and existing providers of immigration advice.	Ongoing
42	As the implications for EU national residents become clear the need for immigration advice for local residents should be assessed.	<p>Government's Settled Status programme for EU nationals is being launched and vulnerable groups who may struggle with the digital application process have been identified.</p> <p>A funding scheme was launched to enhance the capacity of the community and voluntary sector to offer advice to EU nationals but it is not yet clear whether any providers have bid for funding to deliver in Sussex. Local advice providers have not applied.</p>	<p>Communications team will continue to disseminate information supplied by central government for local EU national residents.</p> <p>When it is clear whether any advice providers will be funded to provide a service in the city, the local authority can consider how best to meet any demands that may be placed on our services by EU nationals anxious about their future status.</p>	Policy Team, CETS team, Communications Team. Advice agencies.	Ongoing – under regular review

		The BREXIT resilience and planning officer group is monitoring the wider implications of Brexit for the local authority and the city as the situation changes. The impact on local EU national residents will form part of that work.			
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Subject:	Update on the Violence Vulnerability and Exploitation Strategy and Action Plan		
Date of Meeting:	11th March 2019		
Report of:	Executive Director for Neighbourhoods, Communities & Housing		
Contact Officer:	Name:	Tim Read	Tel: 01273 294628
	Email:	tim.read@brighton-hove.gov.uk	
Ward(s) affected:	(All Wards);		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The purpose of this report is to provide Committee with an update on the city's Violence, Vulnerability & Exploitation (VVE) Strategy and the associated VVE Action Plan.
- 1.2 The Neighbourhoods, Inclusion, Communities & Equalities (NICE) Committee last received a report on the VVE Strategy in March 2018. The March 2018 report briefed the Committee on the current threat in relation to Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE) and gang activity related to the emerging 'County Lines' phenomenon. It also outlined the strategy being adopted by the Community Safety Partnership to disrupt this activity and to support people to exit their involvement in such activity.
- 1.3 This report provides Committee with an update on work that has been undertaken since March 2018 and a briefing of planned work for 2019-20.

2. RECOMMENDATIONS:

- 2.1 That the Committee notes the reported progress in relation to the VVE Strategy and Action Plan.
- 2.2 That the Committee agree that a further progress report be submitted to NICE Committee in 12 months' time.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 In March 2018 the Community Safety Partnership developed a VVE Strategy with the following aims:
 - a. Prevent vulnerable people from becoming involved with organised crime networks
 - b. Safeguard vulnerable people who are being exploited
 - c. Provide a safe, supportive pathway to enable vulnerable people to exit involvement with organised crime networks

d. A decrease in drug gang related activity in the city

3.2 The work will be underpinned by a communications plan focusing on vulnerable and young people, communities and professionals and will be informed by data analysis and community intelligence.

3.3 The Violence and Vulnerability Unit from the Home Office conducted a 'locality review' in April 2018. This was a one day process where interviews and focus groups were conducted with front line practitioners to gather information, knowledge and perception to build a qualitative picture of the key issues and drivers around County Lines, gangs, youth violence and vulnerability. The recommendations from this report informed the majority of the VVE Action Plan.

3.4 The Locality Review outcome report can be found in Appendix One and the updated VVE Action Plan can be found in Appendix Two. The original Action Plan has been consolidated into four key headings (below) and examples of progress towards each heading can be found later in section three of this report:

- Early interventions and safeguarding
- Disruption and enforcement
- Communications and education
- Data analysis and research

3.5 £156,000 was allocated in the 2018/19 council budget to help deliver the VVE Strategy. This was used to recruit a VVE Coordinator. It also enabled the council to commission the St. Giles Trust to support people out of involvement with organised crime networks and to provide support to schools to raise awareness and help safeguard young people at risk.

3.6 The VVE Coordinator started in post on 1st October 2018. The Coordinator's initial priorities were to review and update the VVE Action Plan, to organise a Locality Review 'visioning' event with partner agencies and to integrate the outcomes of this event back into the Action Plan.

3.7 The Locality Review visioning event was held on 20th November at Hove Cricket Ground. It was facilitated by the Violence and Vulnerability Unit with support from the Coordinator and Sussex Police. The event was opened by Geoff Raw and closed by Assistant Chief Constable Nick May. It was attended by around 100 professionals from social care, social housing, police, education, youth services, universities, refugee & migrant groups, community safety and neighbouring local authorities. The event provided attendees with an update on the Locality Review, the key recommendations and then moved into a World Café exercise for partners to provide feedback.

3.8 The Locality Review recommended that the city holds a VVE / County Lines week of action. This is being planned for early summer.

3.9 Early intervention and safeguarding:

3.9.1 This section of the VVE Action Plan is led strategically by the Head of Adolescent Services, Brighton & Hove City Council. It should be noted though that other individuals and agencies/partners may lead on the implementation of specific actions. This section focuses on the safeguarding of children and vulnerable

adults and provision of early interventions to avoid people becoming at risk of exploitation. Progress under this section of the plan includes:

- 3.9.1.1 An initial review of all safeguarding processes to ensure that they are fit for purpose to manage the types of developing risk in the city. This led to an acknowledgement that whilst the processes are robust, GDPR many have resulted in some anxiety across the professional network in regard to Information Sharing. Therefore, a key focus is in ensuring organisations in the city support their staff to understand GDPR and the ability to still share safeguarding concerns under this legislation.
- 3.9.1.2 Organisations across the city with the Local Safeguarding Children Board (LSCB) applied to Bedfordshire University for support in developing a Contextual Safeguarding Model of Practice. While we were not successful with this bid the multi agency Safeguarding Leads in the city are looking at developing a Contextual Safeguarding Network in the city to lead this work.
- 3.9.1.3 Commissioning services such within the Community and Voluntary Sector (CVS) to undertake outreach youth work, engagement and communications with young people not currently known to statutory sectors but who are at risk of becoming involved in drug dealing or other criminal activity. This includes the LSCB commissioning YMCA Downlink Group to lead on exploitation training and messaging; and AudioActive having an increased presence on The Level over the summer when there was a significant increase in activity. This work was supported by the work of the Extended Adolescent Service;
- 3.9.1.4 A successful bid to the Home Office's Early Youth Intervention Fund by the Sussex Police & Crime Commissioner for over £850k (for pan-Sussex);
- 3.9.1.5 Beginning to develop awareness raising campaigns to improve the quality and frequency of information / intelligence sharing about people at risk to the police / MASH.
- 3.9.1.6 The Coordinator is working with partners to develop a commissioners group to ensure that opportunities to develop services are maximised and to avoid duplication of commissions thus wasting limited public money.
- 3.9.1.7 St. Giles Trust has been delivering awareness raising workshops in schools across the city and is also undertaking direct interventions with young people at risk of exploitation or who are already exploited.

3.10 Disruption and enforcement:

- 3.10.1 This section of the VVE Action Plan is led strategically by Detective Superintendent Jeff Riley, Sussex Police. It should be noted though that other individuals and agencies/partners may lead on the implementation of specific actions. This section focuses on the tools and powers available to multi-agency partners to protect children and vulnerable adults at risk of exploitation; and to disrupt the criminal gangs operating in the city. Progress under this section of the plan includes:

- 3.10.1.1 Using current legislation around Modern Slavery and Trafficking to prosecute people responsible for exploiting people into criminal networks;
- 3.10.1.2 Explicit and covert police operations in vulnerable locations, such as The Level, known for drug dealing, CCE, etc.
- 3.10.1.3 An increased focus on cuckooing by the Partnership Tactical Tasking Coordination Group (PTTCG) and the creation of a multi-agency cuckooing group. This helped develop a clear and robust police operation to swiftly address cuckooing issues through the use of Closure Orders; and the revision of guidance for professionals and workers issued via the LSCB and Safeguarding Adults Board (SAB) around cuckooing.

3.11 Communications and education:

- 3.11.1 This section of the VVE Action Plan is led strategically by the VVE Coordinator, Brighton & Hove City Council. It should be noted though that other individuals and agencies/partners may lead on the implementation of specific actions. This section focuses on developing a clear and consistent city-wide communications strategy to ensure that partner agencies are sharing successful outcomes to interventions / multi-agency enforcement operations; raising awareness in all our neighbourhoods and communities around VVE / County Lines; increasing reporting and information sharing; and training / professional development for people who need it such as families, carers, teachers, housing providers, taxi drivers, etc.
- 3.11.2 Progress in this section includes a draft Communications Strategy and related Action Plan; developing a VVE communications group to ensure that messages in the city and across Sussex are consistent, sharing information appropriately and avoiding contradictory or poorly-timed news stories; and regular briefings through Community Safety Partnership and Safeguarding Boards around developing issues such as cuckooing.
- 3.11.3 The Week of Action will provide an opportunity to showcase progress made against the VVE Action Plan, to raise awareness in all Brighton & Hove neighbourhoods and communities of County Lines and to involve professionals in a multi-agency enforcement operation.

3.12 Data analysis and research:

- 3.12.1 This section of the VVE Action Plan is led strategically by Suzanne Leadbetter, Intelligence Unit within Sussex Police. It should be noted though that other individuals and agencies/partners may lead on the implementation of specific actions.
- 3.12.2 A sub-group is being developed for city-wide multi-agency data analysts to review and share information with the intention of it enabling more precise commissioning decisions, targeting of resources and bespoke communications campaigns based on threat, risk, demand, etc.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 This report is intended to provide an update on current progress on the work carried out as part of the VVE Strategy and Action Plan, this section is not applicable. This is informed by the city's Community Safety and Crime Reduction Strategy 2017-20.
- 4.2 Analysis of the aims and objectives of the Community Safety and Crime Reduction Strategy is undertaken annually via the strategic assessment.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Locality Review described in section three sets out the initial consultation undertaken with professionals and / or frontline workers around exploitation.
- 5.2 Section three of the VVE Action Plan focuses entirely on communications and education and this will involve a wide range of community engagement on an ongoing basis. The detail of this will be worked out within the Communications sub-group as set out in the strategy.

6. CONCLUSION

- 6.1 This report is to provide an update on progress of work under the VVE Strategy and to invite any comment.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 Recurrent funding of £0.156m was provided for VVE as set out in paragraph 3.4 of the report.

Finance Officer Consulted: Name: Michael Bentley Date: 31/01/19

Legal Implications:

7.2

Lawyer Consulted: Name: Simon Court Date: dd/mm/yy

Equalities Implications:

- 7.3 County Lines and VVE is a sensitive and complex issue can have a significant impact on people and communities. This is recognised in the fact that it may have a disproportionate impact on specific protected characteristics (particularly minority groups) and an increased impact for people who belong in more than one minority group. People particularly vulnerable to exploitation may include people with mental health problems, children excluded from school or people with a Learning Disability.
- 7.4 A key focus of the Communications Action Plan will be to identify groups with increased vulnerability to exploitation through meaningful engagement particularly around increasing trust and confidence in statutory services. The city has a wealth of relevant data and it is an aim of the data analysis and research

section of the action plan to form an analysts group to make better use of all of the data available. This can include learning from other cities and national best practice to ensure that specific groups of people who may face social inequalities can access information and support.

- 7.5 A high level Equality Impact Assessment (EIA) will be completed by the VVE Coordinator alongside the development of the final VVE Action Plan. An update can be provided to Committee upon completion. Further EIA will need to be completed on specific actions such as commissioning of services, etc.

Sustainability Implications:

- 7.6 None

Any Other Significant Implications:

- 7.7 None

SUPPORTING DOCUMENTATION

Appendices:

1. VVE Action Plan 2019

Documents in Members' Rooms

1. Locality Review summary report 2018

Background Documents

None

Action number	Action
	Review the safeguarding process to ensure young people involved in gangs are appropriately safeguarded and their needs are met.
	CVS to develop services for young people not necessarily known to statutory services but who are caught up with local crime groups or on the periphery.
	Increased awareness in schools to support staff to identify those who are vulnerable to VVE, to incorporate VVE in PSHE and to raise whole school awareness.
	Multi-agency targeted operation at The Level and other priority locations
	Develop outreach to young people who can't always attend appointments due to fear of violence by local crime groups
	Development support networks for parents of young people involved with local crime groups
	Develop workshops for young people and families at risk of VVE - Increase support for families/carers/guardians
	Raise awareness of local referral pathways and feedback process (AVRM) / Develop a MARAC process for the most complex VVE cases (AVRM)
	Work with specialist providers to explore safe routes to exit county lines
	Explore how to support moves out of area / Develop an approach that allows us to support families /vulnerable people who need to be moved out of area, while maintaining and transferring support
	Explore whether partial closure orders can be used effectively
	lack of awareness and understanding regarding the shoplifting issue, which was one of the ways users were paying for drug
	Raise awareness of county lines in hotel and B&B sector, including Air B&B
	Ensure use of deployable cameras in agreed areas and develop process to highlight and agree areas of need
	Use current legislation around Modern Slavery and Trafficking and gang injunctions, if appropriate, against gangs and offenders who exploit vulnerable people.
	Develop use of covert intelligence gathering as a key tactic to disrupt county lines.

	Consider the Gloucester Community Harm Reduction Team structure as a practice model
	Develop a well-publicised strategy and action plan addressing violence, vulnerability and exploitation
	Develop and disseminate briefing to all staff on VVE and reporting lines
	Develop and disseminate staff briefings re cuckooing
	Disseminate briefing regarding cuckooing to private sector landlords
	Develop posters regarding cuckooing and disseminate to appropriate services
	Provide staff training on emerging issues/threats such as human trafficking/modern slavery - NRM
	Work with City Parks to brief staff regarding reporting concerns
	Improved communication within the policing family and with external partners
	Improved communication and information sharing across all partners - Improve understanding around information sharing between agencies – confusion following GDPR introduction
	Develop and deliver an action day/week to raise the profile amongst partners and public - Increase understanding in neighbourhoods and communities
	Develop an educational strategy to increasing awareness of drugs and exploitation in schools and colleges
	Develop a communication strategy to make parents aware of VVE issues and how they can seek support
	Ensure positive publicity to demonstrate activity/delivery on action plan by partners is taking place.
	Consider co-location arrangements for housing, police etc. - Investigate multi-agency VVE hub (physical/virtual) including central reporting line – more agencies at the MASH?
	Increase joint working and information sharing between police and security companies involving BCRP
	Review the current meeting structure, as there appears to be a number of meetings attempting to tackle the same issues

	Training for all front line practitioners regarding VVE
	Housing providers to identify those at risk and more early intervention support provided
	Important to share examples of good practice (e.g. info sharing at MARAT – Closure Orders) & PC Jason Ede
	Identify opportunities to engage with Albion in the Community as a key partner both outreach and sharing information
	Young person-produced short-film to be made and shown at the Big Screen cinema in the summer
	Increase understanding and confidence in identifying early warning signs, how to report, where to and what will happen including timescales
	Undertake Locality Review with Home Office
	Incorporate recommendations from locality review into VVE Action plan
	Undertake a needs assessment to gain a proper understanding of exactly what is happening locally in terms of drug usage, distribution, use of children, cuckooing etc
	Develop a clear local profile on gangs, county line and drugs
	Develop a weekly profile that maps violence hotspots or areas linked to drug markets and exploitation
	Review how the whole range of available partnership data could inform strategic assessments and help direct resource allocation
	Develop a VVE data group/analysts forum (public health, local authority and police and local HMPs) - Central data analyst group with strategic oversight – sharing information of developing trends, people of concern, etc.
	Ensure regular meetings of VVE data group to identify emerging issues linked to gangs and county lines and build local capacity and capability knowledge.
	Develop an understanding among public and CVS to support the need to get full information and soft intelligence in order to get a full picture of what's happening.
	Undertake a desk top exercise to test local multi agency response and highlight data sharing protocols – especially between VCS groups and the hubs.
	Develop a tactical menu of judicial restrictions from each partner that can impact on this agenda
	Learn from others (Margate task force, Adur & Worthing, the Met)

Action owner	Owner agency	Additional support	Strategic outcome
Anna Gianfrancesco	BHCC		Engagement & Intervention
Tania Riedel	BHCC	Gill Clark / Tim Read	Engagement & Intervention
Alex Cooter	BHCC	Tim Read	Engagement & Intervention
Alex Cooter	BHCC	Gill Clark / AudioActive / St. Giles	Engagement & Intervention
Tania Riedel	BHCC	Tania will confirm which manager is leading on this	Engagement & Intervention
Tania Riedel	BHCC	Tania will confirm which manager is leading on this	Engagement & Intervention
Alex Cooter	BHCC	Tim Read	Engagement & Intervention
Tania Riedel	BHCC	Lee Horner / Tim Read	Engagement & Intervention
Tania Riedel	BHCC	Gill Clark / Alex Cooter / Carly Stockton / Donna Ward / Tim Read	Engagement & Intervention
Carly Stockton	BHCC		Engagement & Intervention
Jeff Riley	Sussex Police		Disruption & Enforcement
Jeff Riley	Sussex Police		Disruption & Enforcement
Jeff Riley	Sussex Police		Disruption & Enforcement
Jeff Riley	Sussex Police		Disruption & Enforcement
Jeff Riley	Sussex Police		Disruption & Enforcement
Jeff Riley	Sussex Police		Disruption & Enforcement

Jeff Riley	Sussex Police		Disruption & Enforcement
Anna Gianfrancesco	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Peter Wileman	BHCC		Communication & Education
Peter Wileman	BHCC		Communication & Education
Peter Wileman	BHCC		Communication & Education
Anna Gianfrancesco	BHCC	Tim Read	Communication & Education
Tim Read	BHCC	Alan Steeden	Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
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Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education

Tim Read	BHCC	OSPCC / LSCB / SAB	Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC	Richard Valder-Davis	Communication & Education
Tim Read	BHCC		Communication & Education
Tim Read	BHCC		Communication & Education
Anna Gianfrancesco	BHCC		Research & Analysis
Tim Read	BHCC		Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police	Council data people?	Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police	Tim Read	Research & Analysis
Suzie Leadbetter	Sussex Police	Tim Read	Research & Analysis
Suzie Leadbetter	Sussex Police		Research & Analysis
Suzie Leadbetter	Sussex Police	Tim Read	Research & Analysis

	Complete		
Include in Comms strategy	Complete		
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Include in Comms strategy	Complete		
Include in Comms strategy	Complete		
Include in Comms strategy	Complete		
Include in Comms strategy	Complete		
Locality Review event 20/11/18 to inform comms strategy	Complete		
Education strand to comms strategy	Complete		
Parents & families strand to comms strategy	Complete		
Include in Comms strategy	Complete		
	Complete		
Include in Comms strategy	Complete		
Include in Comms strategy	Complete		





Subject:	Domestic and Sexual Violence and Abuse and Violence Against Women and Girls Strategy		
Date of Meeting:	11th March 2019		
Report of:	Executive Director, Neighbourhoods, Communities and Housing		
Contact Officer:	Name:	Lindsay Adams	Tel: 01273 291032
	Email:	Lindsay.adams@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The purpose of this report is to seek approval from the committee on the framework for the Domestic and Sexual Violence and Abuse and VAWG Strategy for Brighton and Hove and East Sussex and to update the committee on planned development work to finalise the Strategy 2019-2024, and associated governance and partnership action plan.
- 1.2 The strategy is a partnership strategy to which the Council will sign up through the Community Safety Partnership, recognising Domestic and Sexual Violence and Abuse including Harmful Practices as one of the partnership's priorities.

2. RECOMMENDATIONS:

- 2.1 That the Committee approves the Strategy Framework as set out at Appendix 3;
- 2.2 That the Committee notes the planned further stakeholder engagement work as set out at Appendix One to develop the full Strategy and Action Plan.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 It was agreed at the NICE Committee meeting on the 9th October 2018 that officers would present the refreshed Domestic and Sexual Violence and Abuse and VAWG Strategy to the committee.
- 3.2 Since October 2018 and reflecting government guidance (VAWG Commissioning Toolkit) the Joint Unit has been working with partner agencies across Brighton and Hove and East Sussex on a broad stakeholder engagement programme to develop the new strategy. There is further stakeholder engagement work planned until May 2019 to utilise local insight and expertise in developing the full partnership strategy document and detailed 5 year action plan; agree new partnership governance structures that will support delivery of the work; and

enhance local collaboration to meet the needs of those affected (adults and children) by domestic and sexual violence and abuse.

- 3.3 A small cross sector working group with representation from BHCC, ESCC, OSPCC and the local Voluntary Sector has developed the Strategy Framework presented to the NICE Committee, and will continue to support development of the full strategy and action plan. It is committed to extending opportunity for further stakeholder involvement through consultation, participation and involvement to:
- Shape the final document
 - Create 'fit for purpose' governance arrangements that perpetuate ongoing stakeholder involvement from grassroots to strategic level;
 - Develop and agree a SMART partnership action plan that acknowledges agencies/organisations' responsibility, and opportunity for new collaboration.
- 3.4 Strategy Development will be advised and monitored by an officers meeting with cross sector membership, called the Domestic Abuse and Sexual Violence Partnership Board (Formerly VAWG Commissioning Group) This will provide the necessary sectoral conduits to ensure effective stakeholder involvement, as well as senior level representation from agencies providing local resources and specialist expertise. This partnership will be engaged in designing fit for purpose governance going forward, and in sharing the framework and subsequent drafts for comment and input.

4. DEVELOPING THE STRATEGY

- 4.1 From the outset of development it has been important to consider who and what the strategy is for and how we balance ambition for change with realistic objectives. Stakeholders have said:
- The Strategy is for everyone with an interest in seeing a reduction in domestic and sexual violence and abuse and should be written so that people 'get it' and feel motivated to get involved;
 - It should also be accessible for the public;
 - It should be an investment in capacity building- understanding how we can work better together;
 - And driven by a clear and easily understood set of principles behind which clear commitments will be made- we need to move away from trying to achieve everything and be targeted in our commitments and associated actions.
 - It should recognise the considerable existing expertise and seek to build on this
 - It should speak to a future without violence and abuse not just to a crisis response.
- 4.2 At the heart of the new strategy is an acknowledgement of the increasingly challenging financial environment in which we all work and the impact this can have on service scope and flexibility to meet the needs of those we try to support.

- 4.3 Whilst there is cross party commitment to maintain resources for the victims of domestic and sexual violence and abuse, since 2015, when the last service commission took place there has been an unprecedented rise in the number of people seeking support. This currently sees commissioned specialist services at times working 140% above the numbers they were contracted to support.
- 4.4 The strategy represents a commitment through partnership, to using the resources we do have most efficiently, and a commitment to improve cross sector and cross area working relationships to unlock new opportunities through: understanding our local picture and our shared and individual priorities; sharing resources; being prepared to fight for new funding resources; acknowledging the central role of the voluntary and community sector, and trying new collaborative approaches to service delivery in order to sustain core services and remain responsive to changing needs and levels of demand.
- 4.5 The strategy will directly influence the recommissioning of specialist domestic and sexual violence and abuse services across Brighton and Hove and East Sussex, but due to necessary timescales in place for the recommission, there is parallel work underway whilst the strategy is finalised to review some aspects of service recognising the central role that specialist services play in core service delivery. Information about the work being completed is available at Appendix One.
- 4.6 The framework for the Partnership Domestic and Sexual Violence and Abuse and VAWG Strategy can be found at Appendix Two.

5. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 5.1 There is already a significant commitment from cross sector partners to prevent or disrupt domestic and sexual violence and abuse across the city and to provide the best support possible for victims and survivors as they: take proactive action to build on their existing strengths, to find safety from their abuser, flee harm, navigate the criminal justice system, create space for recovery and to lead the life they choose. The strategy development process has enabled a reflection of good practice happening all over the city, and elsewhere, which will be represented in the final strategy document, along with a comprehensive strategic needs assessment.
- 5.2 It has also enabled us to galvanise support for collective review of what we currently provide including: mapping existing services and resources and considering sustainability; identifying gaps in provision and opportunities for innovation, and additional intelligence for a full analysis of issues and needs. This work is supported by partners and has begun.

6. COMMUNITY ENGAGEMENT & CONSULTATION

- 6.1 Appendix one outlines the stakeholder engagement intentions around development of the strategy and recommissioning of services. It is important that those affected by domestic and sexual violence and abuse and their families (including perpetrators) have a voice both now, and going forward and there is intention to engage victims and survivors in the process. Service user voice is central to understanding how to deliver the right services and we work with

specialist services to ensure that engagement is accessible, and undertaken in a sensitive way that recognises that potential impact that involvement can have on recovery.

6. CONCLUSION

- 6.1 Progressing development of the Partnership Domestic and Sexual Violence and Abuse and VAWG Strategy for Brighton and Hove and East Sussex is key to developing more sustainable and responsive services doing forward.
- 6.2 The Strategic Commissioner for DV/SV and VAWG is available for further enquiry and discussion on the development and finalisation of the strategy; and ongoing delivery of services should elected members request it.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The council's contribution towards developing the Partnership Domestic and Sexual Violence and Abuse and VAWG Strategy is largely in the form of staff time and will be met from within the current budget resources.

Finance Officer Consulted: Monica Brooks

Date: 07/02/19

Legal Implications:

- 7.2 There are no legal implications arising from this report.

Lawyer Consulted: Elizabeth Culbert

Date: 19/02/19

Equalities Implications

- 7.3 A full Equality Impact Assessment is being completed reflective of identified issues that have been raised during stakeholder consultation. Development of the strategy and detailed partnership action plan will be a response to identified issues and will seek to mitigate them.

SUPPORTING DOCUMENTATION

Appendices:

Appendix 1:

Partnership and Stakeholder Engagement Programme

Appendix 2:

Strategy Framework: Brighton and Hove and East Sussex Partnership Domestic and Sexual Violence and Abuse and VAWG Strategy 2019-2024

Domestic and Sexual Violence and Abuse and Violence Against Women and Girls:

Partnership Strategy and Service Commissioning Programme

The following paper sets out the partnership and stakeholder engagement programme that will be used to inform the partnership strategy and future partnership service development and service commissioning.

Work will progress in line with best practice guidance provided in the Government's VAWG Commissioning Toolkit, focusing on effective stakeholder engagement, full needs assessment, co-production of the strategy, and appropriate modes of funding and commissioning that strengthen collaborative service delivery. This could include pooled budgets, grant funding, and within the realms of procurement, innovation partnerships- and there is a need to understand the opportunities for creative procurement that exist in the area.

There are three strands of engagement/collaboration work that have emerged as a consequence of needs assessment and previous stakeholder engagement:

1. Evidence Base for Strategy Development and Service Redesign: Understanding Community Needs
2. Strategic Planning and Review Strand
3. Service Improvement Strand

The work will be coordinated by the Joint Unit for Domestic and Sexual Violence and Abuse and VAWG, and supported by BHCC Business **Improvement Team, and the Safer East Sussex Team.**

1. Evidence Base for Strategy Development and Service Redesign: Understanding Community Needs

Within the context of strategic focus on Violence Against Women and Girls, initial victim and survivor engagement and engagement with service providers has confirmed themes for further investigation. These often relate to communities of type and their ability to access services. It is important that representatives from these groups/communities, and professionals with insight/involvement are given the opportunity to shape recommendations that can influence specifications for services going forward.

- i. **Understanding the needs of the LGBTQ community**, how well services are currently responding, and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice
- ii. **Understanding the needs of men and boys**: whilst recognising the gendered/sex specific nature of Domestic and Sexual Violence and Abuse, there is a need to explore the needs of men and boys, how well services are currently responding, and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice.
- iii. **Understanding the needs of older people**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice

- iv. **Understanding the needs of people with disabilities including mental health**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice
- v. **Understanding the needs of people from ethnic minorities**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice.
- vi. **Understanding the impact of the rural geography of East Sussex**, how well services are currently addressing this impact for service access, and how partnership working can enhance the current service offer leading to a set of partnership recommendations for best practice
- vii. **Understanding the needs of children and young people who have experienced family violence and abuse**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice
- viii. **Understanding the needs of people with Multiple Complex Needs in the context of Domestic and Sexual Violence and Abuse, and their ability to access services**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice.
- ix. **Understanding the needs of those involved in sex work who require support**, how well services are currently responding and how partnership working can enhance the service offer to them leading to a set of partnership recommendations for best practice.
- x. Understanding the needs of women and girls
- xi. Understanding patterns and responses to perpetration of abuse and violence

2. Strategic Planning and Review Strand

There is a need to underpin all of the work we will do together in partnership with clear, shared objectives, and plans to improve sustainability of services.

- xii. **Strategy Development**- small working group led by the Joint Strategic Commissioner to produce a draft strategy for comment: to link in to Domestic and Sexual Violence and Abuse Operational Groups, Stalking and Harassment Working Group, Rape and Sexual Violence Operational Group; Harmful Practices Subgroup, and reflecting national guidance and best practice in working to address violence against women and girls.
- xiii. **Cross Sector Partnership Resource Assessment**: Understanding partnership and funding opportunities to inform service commissioning approach- what has changed in the funding landscape since the last commission? What are the risks? What are the opportunities? How might we work better together to use resources efficiently?
- xiv. **Models of Commissioning- Best Fit**: consideration of best practice commissioning approaches in line with Home Office guidance in relation to the VAWG strategy- identifying realistic options for the area

3. Service Improvement Strand

Central to the work will be consideration of existing data, service user and wider stakeholder insight, and active service pathways mapping and gap analysis:

- xv. **Redesign of the MARAC Process and victim service pathways** to accommodate increased demand and service improvements by partners (supported by Brighton and Hove City Council’s Business Improvement Team) to improve response for victims of Domestic Violence and Abuse and Stalking and Harassment.
- xvi. **Prevention Focus: Training, Awareness Raising and Extending Support in to the Community:** Developing sustainable responsive training and awareness-raising to support delivery of the strategy, including the growth and development of champions/ambassadors in services and communities that support victims of all forms of violence, particularly in relation to violence against women and girls.
- xvii. **Developing Services for Perpetrators:** With a focus on Violence Against Women and Girls, and including consideration of male victims of violence and abuse. Mapping and assessing the current service offer to perpetrators and its impact on outcomes for victims; understanding opportunities for joint working and resulting in recommendations for service development. This work also requires coordination of existing data and research/insight about perpetrators, and additional engagement with perpetrators to help shape strategic approach.
- xviii. **Housing Needs:** Identify opportunities for partnership working for sustainable refuge provision that meets need- negotiate and develop commissioning programme with realistic timescales. In addition, bring relevant partners together to understand how best to meet housing needs where domestic and sexual violence and abuse are a factor.
- xix. **Domestic Violence and Abuse, Sexual Violence and Abuse, Stalking and Harassment and Harmful Practices Service Requirements**
Using the findings from the ‘understanding community needs’ work, and other service improvement strands, develop service requirements for recommissioning, maintaining focus on the specific requirements for each aspect of the work. It is important to ensure that any grouping of services for commissioning purposes is evidence based for service user benefit/service improvement. Service requirements will inform commissioning/funding models adopted.

A conference will be organised in Spring 2019 where the draft strategy and emerging findings will be presented to the wider stakeholder group for verification. We hope many of you will have had the opportunity to participate in the investigations over the coming months and feel that you have influenced the plans being presented.

Strategy Framework: Brighton and Hove and East Sussex Partnership Domestic and Sexual Violence and Abuse and VAWG Strategy 2019-2024

1. Our Vision for Brighton and Hove and East Sussex

There is a future where everyone can live safe lives, without the threat or experience of domestic and sexual violence and abuse (including stalking and harassment and harmful practices) because it is not tolerated by our communities or our organisations....

AND where, when someone becomes a victim they are believed, not blamed, treated with dignity and respect and supported to feel safe within their community, whilst seeing their offenders worked with to change their behaviour or brought to justice.

This MUST be our long term vision! And we are more likely to achieve this with another vision that we believe is achievable in the short to medium term:

Across Sussex, we work together, breaking down barriers between sectors and services, in neighbourhoods and communities, recognising that Domestic and Sexual Violence is everyone's business; and that responsibility for tackling the issue is truly shared.

2. Our Strategic Ambitions

- Prevent violence and abuse happening in the first place or from happening again by changing attitudes and challenging behaviours
- Promote a listening and believing approach: in what victims tell us; in what we share with each other as providers; that we will work with victims and each other to solve issues and challenge actions and behaviours that blame victims of abuse and violence
- Provide quality training and development for a multi-agency taskforce that includes our communities, dedicated to prevention and early help
- Provide the quality, accessible help that people want and need, including reactive intervention to keep people safe from harm perpetrated on them
- Enable recovery: Recognise the impact and outcomes of violence and abuse on **all** (children and adults) those affected and provide holistic, victim centred services

3. Defining and Understanding Domestic Abuse and Sexual Violence

The impact of domestic and sexual violence and abuse is personal to every victim, so in addition to the formal definitions provided later in this section, below are some very honest statements from recovering victims. Special thanks go to the DVA Survivor members of the RISE Recovery Group.

"...Emotional and physically trapped and unable to leave, so it continues.... Manipulative and really gets in your head."

"...Both emotionally and psychologically destabilising...."

"...I believed no one would listen to me or believe me so what's the point of doing anything about it? Put up and shut up...."

"... Being drained and sapped of everything- almost stripped naked and thrown out in to the street..."

Domestic Violence and Abuse

Domestic abuse is “an incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour... in the majority of cases by a partner or ex-partner, but also by a family member or carer. It is very common, and in the vast majority of cases is experienced by women and is perpetrated by men. Domestic abuse can include, but is not limited to, the following:

- Coercive control (a pattern of intimidation, degradation, isolation and control with the use or threat of physical or sexual violence)
- Psychological and/or emotional abuse
- Physical or sexual violence and abuse
- Economic Abuse
- Harassment and stalking
- Online or digital abuse” (Women’s Aid)
- Harmful cultural practices

Sexual Violence and Abuse

“Sexual violence and abuse is any behaviour (physical, verbal, virtual/online) perceived to be of a sexual nature which is controlling, coercive, exploitative, harmful, or unwanted that is inflicted on anyone (irrespective of age, ethnicity, religion, gender, ability/disability or sexual orientation) without their informed consent or understanding.

There are many different kinds, including: rape, sexual abuse (including in childhood), sexual assault, sexual harassment, forced marriage, so-called honour-based violence, female genital mutilation (FGM), sexual exploitation (including child sexual exploitation), and others.

Sexual violence and abuse can take place in the community or be carried out online by people who are either acquaintances or strangers to the victim as well as take place within family and partner relationships” (Survivor’s Network)

Violence Against Women and Girls

In its declaration on the Elimination of Violence Against Women and Girls, the UN states that the term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

It states that violence against women shall be understood to encompass, but not be limited to, the following:

- Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;

- Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

“Violence against women is both a consequence of and a cause of inequality between men and women. As well as being a health problem of epidemic proportions, it's also a human rights problem of equal severity. Depending on the violation, it can deprive a woman of

- her right to health and physical and mental integrity
- her right to be free from torture, inhuman and degrading treatment
- her right to life” (Women’s Aid)

“Women are more likely than men to experience multiple incidents of abuse, different types of domestic abuse (intimate partner violence, sexual assault and stalking) and in particular sexual violence. Any woman can experience domestic abuse regardless of race, ethnic or religious group, sexuality, class, or disability, but some women who experience other forms of oppression and discrimination may face further barriers to disclosing abuse and finding help.”(Women’s Aid)

4. Responding to Domestic and Sexual Violence and Abuse and VAWG in East Sussex and Brighton and Hove: What we know...

Work is currently underway to finalise reviews and assessments for inclusion in the strategy document and will include:

- The current picture: what our data tells us
- Victim and Survivor Engagement
- Service Provider Engagement
- Perpetrator Profile
- Messages from Inspections and Reviews
- Links to other priority areas of need
- Our Previous Strategy: What did we do and how has it made a difference?
- National Development and Influences

5. Equality at the Heart of Our Response

Women and girls are without question, most likely to be victims of domestic abuse and sexual violence. However, it is important to recognise that anyone, whatever their gender, age, ethnicity, capacity or sexual orientation can be a victim or perpetrator of domestic and sexual violence and abuse. The programme of services we provide should enable access for everyone. They should respond to differing needs both in terms of the support needed and how it is provided; whilst respecting the need for positive action when it is necessary to protect those at risk.

National and local data and research overwhelmingly identifies that the following groups in society are **most affected as victims**.

- Women and Girls
- Children and Young People: Differing forms of violence within the family unit
- Older People
- People with illness and disability, including mental illness

- People with multiple and complex needs

Perpetrators are most often adult males but in responding to the challenge of enabling behavioural change and effective prosecution we must also recognise that anyone can be a perpetrator.

Consideration must also be made to the geographical areas our strategy covers and in particular, the different challenges that present in urban and rural areas both in how we seek to prevent incidence, improve access to services, and our ability to meet the needs of those affected by violence and abuse.

6. Our Commitment to Partnership Working

What we believe in!

Collaboration across all sectors and with a wide variety of stakeholders: acknowledging the value of passion, interest, knowledge and ideas wherever they come from; co-production and co-design; and the benefits of sharing resources to respond more effectively. It is important to minimise competition between agencies to enhance victims' experience of support provided.

Taking responsibility both individually and collectively: the challenges and the risks are shared in a supportive no blame environment.

Mutual trust and respect: valuing different perspectives that provide better insights and lead to better, more robust solutions.

Fairness and openness: We keep each other informed of our work contexts and understand how we can accommodate and work through changes to collectively maintain and improve our response to domestic abuse and sexual violence.

How we intend to work together!

We will

- Always put those affected by domestic violence and abuse and sexual violence and wider experiences of violence against women and girls, and their voice at the centre of our work
- Be aware of the context in which domestic violence and abuse and sexual violence takes place, in line with safeguarding policy and frameworks for children and families, and adults
- Maintain a focus on equality, recognising that anyone can be affected by domestic abuse and sexual violence
- Prioritise effective dialogue and communication between services, and with those affected by violence and abuse
- Be brave in our innovation where evidence tells us to do things differently including how we respond to service demands and commission services.

7. Governance and Accountability

It is proposed that responsibility for delivery of the strategy and its associated delivery plan would lie with a new multi-agency formal partnership: the **Domestic Abuse and Sexual Violence Partnership Board**. It is anticipated that the board will oversee a structure of partnership subgroups that enable continuous stakeholder engagement and fair influence on decision making, where focus remains on preventing/disrupting the perpetration of abuse and keeping the experience of the victim and those affected by violence and abuse central. The board terms of reference and membership will be developed by the Domestic and Sexual Violence and Abuse Strategy and Commissioning Partnership and this may influence the flow of upward

accountability, but we do know that this will include the Brighton and Hove and East Sussex Community Safety Partnerships. Challenge and scrutiny will be provided by the Adults Safeguarding Board and Local Safeguarding Children Board in each Local Authority Area.

Subject:	A Review of 'Poverty Proofing the School Day' Programme
Date of Meeting:	Children , Young People & Skills 4 March 2019 NICE Committee, 11 March 2019
Report of:	Executive Director for Families, Children & Learning
Contact Officer:	Name: Hilary Ferries
	Email: Hilary.ferries@brighton-hove.gov.uk
Ward(s) affected:	(All Wards)

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The report outlines the implementation of 'Poverty Proofing the School Day' across schools in the City.
- 1.2 The report outlines the project the 'legacy' and follow up actions.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the work of schools in this area and the positive response from many school leaders to 'Poverty Proofing the School Day'.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1. In March 2017 the Children, Young People and Skills Committee agreed to offer the 'Poverty Proofing the School Day' audit to all schools in the city over two years. The definition of poverty used is

'Individuals, families and groups in the population can be said to be in poverty when they lack the resources to obtain the types of diet, participate in the activities, and have the living conditions and amenities which are customary, or at least widely encouraged and approved, in the societies to which they belong. Their resources are so seriously below those commanded by the average individual or family that they are, in effect, excluded from ordinary patterns, customs and activities.'

- 3.2. 'Poverty Proofing the School Day' was developed by Children North East. It aims to reduce stigma and remove barriers to learning and to assist school leaders to explore the most effective ways to spend pupil premium allocation.

Researchers carry out an audit in school about different areas of school life. They listen to pupils, staff, parents / carers and governors. The result is a report for the school that outlines good practice, raises areas to explore and suggests actions that they may wish to take to address the areas to explore. The strength of the audit is looking at the school through the lens of children and families who highlight any potentially stigmatising policies or practices.

'Poverty Proofing the School Day' in the City

- 3.3. The project has been carried out in partnership with Children North East (CNE), who have trained the team of researchers. Researchers come from schools and members of the Standards and Achievement team. The CNE lead, Luke Bramhall, has come to Brighton & Hove each term to monitor the project, visit schools to get feedback and follow up on issues raised with schools. The model of using local school staff as researchers, rather than employing someone for two years, has meant that there is a team of researchers / 'experts' across the schools, to be champions for Poverty Proofing going forward.

Schools / teams that have 'Poverty Proofing the School Day' trained researchers		
Downs Infant	Woodingdean Primary	Dorothy Stringer
Stanford Infant	Moulsecoomb Primary	Hove Park
Patcham Junior	Balfour Primary	Longhill High
Hertford Infants	Bevendean Primary	Patcham High
Fairlight Primary	Carlton Hill	Blatchington Mill
Mile Oak Primary	Partnership Adviser: Health & Wellbeing	BHASVIC
School Partnership Adviser	Adult learning team (2)members)	Senior Adviser: Education Partnerships

- 3.4. All schools have engaged in the project, either through an audit, having a trained researcher, or taking part in conversations about the issues involved. Over 50 audits have been carried out and the schools are listed below, ordered by term of audit. There have been regular updates and presentations at headteacher meetings. Secondary school 'peer researchers' from Longhill High have also presented to school leaders.

Summer term 2017	Summer 2018	Spring 2019
Woodingdean Primary	Peter Gladwin Primary	Carden Primary
Moulsecoomb Primary	St John the Baptist RC Primary	Brackenbury Primary
Patcham Junior	St Joseph's RC Primary	St Bartholomew's CE Primary
BACA	St Mary's RC Primary	St Mark's CE Primary
Autumn 2017	St Martin's CE Primary	Elm Grove Primary
Our Lady of Lourdes RC Primary	Fairlight Primary	Rudyard Kipling Primary
St Margaret's CE Primary	Cottesmore St Mary's RC Primary	Westdene Primary
Carlton Hill Primary	Downs Junior	Brunswick Primary
West Blatchington Primary	St Luke's Primary	PACA
St Mary Magdalen RC Primary	West Hove Infant	King's School
Queens Park Primary	Balfour Primary	
Mile Oak Primary	Hove Park	
Patcham High	Cardinal Newman	
Dorothy Stringer	PRU	
Spring 2018	Autumn 2018	
Hertford Infant	St Andrew's CE Primary	
Hertford Junior	St Bernadette's RC Primary	
St Paul's CE Primary	Stanford Infant	
Middle Street Primary	Aldrington CE Primary	
St Peter's Community Primary	Bilingual Primary School	
Benfield Primary	Stanford Junior	
Patcham Infant	Goldstone Primary	
St Nicolas CE Primary	Hove Junior	
Downs Infant	Varndean	
Longhill High		

- 3.5. The positive take up of the project is testament to the concern and commitment Brighton & Hove school leaders have for pupil and student wellbeing and particularly for those from disadvantaged backgrounds. The teams of researchers have found many examples of good practice already existing in the city which are designed to support vulnerable pupils and students to learn and achieve. Sharing examples of good practice across the wider community of schools across the city has been a key outcome from the project. More detail can be found in Appendix 1.
- 3.6. Key examples of learning that has been shared are as follows:
- Celebrations of events such as birthdays can be stressful for some children but alleviated by, for example, everyone singing happy birthday, or providing a birthday card from a collection made by the children themselves,
 - Avoiding the risk of children from poorer backgrounds typically finding themselves in lower ability groups by providing opportunities for self-directed learning such as 'chilli challenges' where pupils choose their own level of challenge,
 - Carefully planning extra-curricular trips and activities by, for example, offering free after-school activities, planning trips well in advance and

- giving parents an opportunity to pay in instalments if there is a cost, focussing on low cost activities such as trips to local museums, subsidising the costs for some families, and accepting donations,
- No school visited had a system where the school community could see which pupils are entitled to free school meals,
- Helping families to support their children to complete homework by giving access to facilities at the school or ensuring that tasks don't require access to a computer,
- Providing resources to children directly, such as a free pencil case for all children or costumes for dressing up days and curriculum days.

3.7. In addition to specific examples of good practice in city schools there have been some general areas that have been picked up through the various school audits:

- Schools have clear behaviour management policies that are applied consistently – these are often informed by pupil voice and developed with them. There is also good anti-bullying practice in the city.
- There were many examples of where school leaders and governors have taken an active role to tackle the consequences of disadvantage. This includes having in place Pupil Premium Champion governors.
- The music service in the city is a strength, going well beyond its statutory remit and not charging for many of its services. The service has now moved out of the LA, however it continues to provide a range of excellent services to schools. These include Soundmakers where all pupils in a class learn an instrument at no cost to the pupils, whole city opportunities such as the Primary Christmas Concert, which has a small charge to schools and newly opened drop-in music spaces based in Whitehawk and Hangleton for young people. The Service is very aware of keeping costs for pupils, families and schools as low as possible and is exploring fundraising opportunities.
- Transport is seen as an issue in a number of schools. Some primary schools raised concerns about limitations that the bus providers seem to put on them when they are using buses for school trips. For some secondary school pupils there are difficulties travelling home if pupils want to access after school clubs (because the school buses are timed at the end of the school day). These are being discussed with bus providers.

3.8. School uniform is a complex area, not just in Brighton and Hove, but across the country. Many of the primary schools have a simple uniform, in colours that are accessible from high street stores and a good selection of pre-loved uniform that is available. Some schools are able to target families in need and direct uniform pieces that come into school to them. The situation is more complex in secondary schools and recommendations have been made to increase the amount of pre-loved uniform available (some schools have recent uniform changes so there is not yet a collection that families can access) and to consider whether they need to purchase separate PE kit if they play in a club/team.

- 3.9. 'Good Practice Guides' (appendix one) have been published which celebrate the good practice and provide opportunities for schools to contact their colleagues that have strong policy / culture.
- 3.10. Areas of concern that have arisen in many schools have been identified and a booklet developed with ideas for action that could be taken to address them. For example, many schools are calculating the 'cost of school', by adding up the cost of all the activities across the year for each year group, to review whether everything they do is necessary and what the impact is on families. Schools are publishing these to enable parents to plan and to make it clear how to access additional financial support if this is needed. Another area that has arisen is a widespread lack of understanding and awareness about poverty. Members of the researcher team have written lesson plans on 'Understanding Poverty'. These have been developed in partnership with Children North East and will be available to all schools in the city.
- 3.11. Whole city issues that have emerged, such as transport, food and the music service are being discussed and followed up. There was also a lack of understanding of poverty and a series of lesson plans have been designed that will be shared with all schools.
- 3.12. The Pavilion and Downs Teaching School Alliance are developing a network of champions from across city schools and will continue to disseminate the findings and look at school life through a poverty proofing lens. The development of school self-evaluation tool will also enable schools to keep their practice under review.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Schools are responsible for their own improvement and can choose which areas identified in their reports to follow up. By identifying and sharing good practice across the city it is hoped that schools will see further possibilities.
- 4.2 The model used in the city of using practitioners across the city who have developed a 'poverty proofing lens', means that there is knowledge, expertise and commitment to good and best practice which remains in the city.
- 4.3 Strong partnership working has enabled the project to continue – for example the Pavilion and Downs Teaching School offering to host and run the network for Poverty Proofing Champions.

5 COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 'Poverty Proofing the School Day' is built around engagement with the community. During the audits the researchers talk with every pupil and student. In secondary schools the students get the opportunity to be peer researchers and canvass their peers.

- 5.2 The research team has been available in and out in the playground before and after the school day and there have been opportunities for parents / carers to feed back, both through paper based and internet surveys.

6. CONCLUSION

- 6.1 There has been very positive engagement from schools in the project. However, poverty remains a real issue for many families in the city and the recommendations are made to maintain the poverty proofing lens, both by schools taking action from their audits and by systemic developments considerations to continue this focus.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The project had funding of £150,000 over the two years, This was spent on the licence with Children North East, the training of researchers, the supply cover / daily rate of the researchers and the development of materials.

Finance Officer consulted: David Ellis

Date: 24 January 2019

Legal Implications:

- 7.2 There are no legal implications arising from this report

Lawyer consulted: Serena Kynaston

Date: 10 January 2019

Equalities Implications:

- 7.1 As per the report

Sustainability Implications:

- 7.2 None identified

Any Other Significant Implications:

- 7.3 None identified

SUPPORTING DOCUMENTATION

Appendices:

1. Poverty Proofing the School Day' in Brighton & Hove Good Practice and Whole City Update: Volume One June 2018

Documents in Members' Rooms

1. None

Background Documents

1. None

‘Poverty Proofing the School Day’ in Brighton & Hove
Good Practice and Whole City Update: Volume One
June 2018

1. Introduction

‘Poverty Proofing the School Day’ was a recommendation made by the Fairness Commission in 2014. Councillors committed to offering the ‘Poverty Proofing the School Day’ process to every school in Brighton & Hove. Support is being provided by Children North East, the creators of ‘Poverty Proofing the School Day’ and includes a license agreement, training, direct support and quality assurance of processes. The project provides an audit which aims to poverty proof the school day, to reduce stigma and remove barriers to learning and to assist schools in exploring the most effective way to spend pupil premium allocation. More details can be found on their website, <http://www.povertyproofing.co.uk/>. The project runs for two financial years, from April 2017 to March 2019

2. Poverty Proofing in Brighton & Hove

The power of ‘Poverty Proofing the School Day’ audit is that the voices of all the children and young people in the school are heard and opportunities provided for all other stakeholders to participate. The report on the audit gives schools feedback on their systems and enables the leadership team to reflect on the findings, celebrate successes and consider whether there are any changes they can make to remove barriers for families that may be struggling with money.

A group of researchers, staff from schools across the city and the LA team, have been trained to lead and carry out the audits. A team of researchers go into schools and speak to every child and young person in groups. As well as speaking to all stakeholders on site during the audits, there is also a parent / carer questionnaire, a governor questionnaire and a staff questionnaire. At the end of the audit, the responses to questions are analysed and a report is written. The lead researcher goes back to the school to discuss the report and next steps. The report belongs to the school and is confidential to the school. To take part, schools indicate the term that they would like to have the audit the exact week is allocated. The number of researcher days is determined by the size of school.

3. Examples of good practice in Brighton & Hove schools

The positive take up of the project is testament to the concern and commitment Brighton & Hove school leaders have for pupil and student wellbeing and particularly for those from disadvantaged backgrounds. The teams of researchers have found

many examples of good practice already existing in the city and designed to support vulnerable pupils and students to learn and achieve. It has been agreed that some examples would be share with the wider audience. These are some of the examples and are organised in the themes of questions that the Poverty Proofing audit explores. This report uses examples from the first 25 schools to take part in 'Poverty Proofing the School Day, from June 2017 to April 2018. Every school has examples of great practice, so this can only be a snapshot. School leaders are very happy to be contacted to talk about their schools:

Moulsecoomb Primary School
Woodingdean Primary School
Patcham Junior School
Brighton Aldridge Community Academy
Downs Junior School
Carlton Hill Primary School
Hertford Infants School
Hertford Juniors School
Our Lady of Lourdes Catholic Primary School
St Joseph's Catholic Primary School
Middle Street Primary School
Queens Park Primary School
Longhill High School
St Mary Magdalen Catholic Primary School
Patcham Infant School
Mile Oak Primary School
Patcham High School
Benfield Primary School
Downs Infant school
St Pauls CE Primary School
Dorothy Stringer
St Peters Primary School
West Blatchington Primary School
Longhill High School

Behaviour, rewards and attendance

Pupils spoke most positively in schools where there are clear and consistent rewards. The vast majority of the schools taking part so far had clear rewards for good behaviour and attendance. Down's Junior, Carlton Hill, St Nicolas, St Joseph's, Middle Street and Woodingdean had particularly clear systems that were known and articulated by all the pupils. Queens' Park has a range of positive ways of addressing things that go wrong – e.g. the 'Do it right club', 'calm room' and 'solver 101'. Longhill students were very positive about the Focus Centre.

It was good to see pupils involved in school development. Mile Oak students were very keen to talk about their behaviour policy and knew it well. St Mary Magdalen had listened to pupil voice when reviewing their behaviour policy; BACA has a 'junior leadership team' to help make decisions in school. Patcham Infants has a 'rights and responsibilities rainbow' that school council links to actions.

Anti-bullying / bullying

Particularly strong practice was seen in this area. In Woodingdean pupils identified the strong support they received from playground buddies and St Margaret's felt their 'bully busters' were very positive. In Moulsecoomb and Patcham parents, carers and pupils felt that there were always people they could talk to. Pupils at Benfield, Patcham Infants, St Mary Magdalen and Queens Park had a particularly clear understanding about what bullying meant and reported that their school was good at dealing with it.

Celebrations

The audit explores the types of discussions and practices that take place around birthdays, holidays and special days. This is sometimes an area where children in poverty can feel left out.

At St Mary Magdalen all Y6 pupils are given a DVD of memories and a year book when they leave the school at no cost to children. In Woodingdean all Y6 pupils are given a leavers' fleece. These both allow for equality for all pupils.

For their birthdays, Downs Infant have the 'hedgehog chair of wonder' when it is their birthday, everyone sings to them and they get a sticker from the teacher. Several schools sing to pupils when it is their birthday, including St Paul's, St Joseph's and St Nicolas. St Peter's invites pupils to take a present from a special box. At Downs Junior, in September, the pupils make birthday cards from the class that are stored in the classroom, when it is a pupil's birthday they select a birthday card from the box. There was a strong celebratory culture in Longhill, Patcham High and Dorothy Stringer.

Class groups - are pupils from poorer backgrounds concentrated in 'lower' sets?

Pupils in BACA, Hertford Juniors and Woodingdean were very positive about the opportunities for self-directed learning. In Moulsecoomb, St Nicolas, Downs Junior, and Patcham Junior, pupils enjoyed choosing tasks that were 'mild, hot or spicy' or with a 'chilli number'. These meant pupils were in control of their learning and there were no groupings that made children feel that they were 'second best'. Middle Street pupils value their learning buddies who help them. Pupils at St Paul's and St Peter's talked about the 'right way to learn well' being very important and West

Blatchington pupils valued their 'step groups'. Queens park have mixed groups and pupils said, 'everyone treats everyone well'.

Extra-curricular

The majority of the schools organise trips for pupils to support and enhance the curriculum. There are a range of different strategies that parents and carers said work well to support those who may find paying for the trips challenging. Many schools such as Woodingdean give good notice and the opportunity to pay in instalments. Moulsecoomb subsidises the trips extensively to ensure all families can attend and Carlton Hill PTA contributes a sum to the school budget for trips. St Joseph's tries to make maximum use of the resources in the local community such as the local museums in Brighton and Hove to keep the cost down. St Mary Magdalen ensures that there is only one 'costly' trip each term and Hertford Juniors looks for good value options – eg they are having a sleepout at school. Some families talked about the support from school staff, such as the Business Manager at St Joseph's, who supports families in difficulty with payment plans. Downs Junior has calculated the cost of school visits for each year group for this year so they and parents / carers know the expected costs.

The majority of schools run out of school clubs. At Woodingdean and West Blatchington there is a large number of free clubs. The Woodingdean 'Health and Well-being Club in the mornings is very popular. Dorothy Stringer pupils report a huge variety of clubs that pupils enjoy.

Food

At Patcham Junior pupils can eat with their friends and menus are all on line so families can plan food together in advance. Pupils at Mile Oak said how good the food is at their school.

No school visited had a system which made explicit to the school community which pupils were entitled to free school meals and those not. Dorothy Stringer –has a 'Meal Deal' so all students can have a full meal and drink, and this is within the FSM allowance.

The infant free school meal entitlement has caused some issues. Hertford Infants School asked for it to be delivered as a picnic, so the pupils can all enjoy the food together.

Homework - can everyone access it?

Moulsecoomb and Queens Park offer support for families with homework to make sure that everyone can access the tasks, with computers available at school to use. Downs Infant makes sure that there is no pressure for resources. At Woodingdean the pupils and parents liked that in the summer term the homework was to 'spend time together as a family' rather than specific tasks.

Resources

At Woodingdean the whole class share resources that are brought in for projects. At Moulsecomb there is an art club where children can make things for parents or teachers which give children opportunities to give gifts if they wish.

At Carlton Hill everything children need for school is provided and they also allow families to play in the school grounds after school with supervision as not all parent have places to play. They provide some costumes for dress up days.

Pencil cases are not a problem at St Margaret's where pupils love the 'pen packs' that the school give them to make sure they have everything they need and several schools said they liked it better when they didn't have to bring in pencil cases from home, as pupils sometimes compared and also there were fallouts about borrowing items.

Leadership and work of the governing body

In Our Lady of Lourdes and Woodingdean there was a clear focus on needs of the disadvantaged. Both schools had up to date policies and regular reviews by governors. Governors attend pupil progress meetings to make sure that they know pupil performance in detail.

Some school leadership teams were particularly conversant with the data. Governors at Patcham Junior, Middle Street, St Nicolas, Benfield, Longhill and Dorothy Stringer were particularly aware of the performance of the disadvantaged and St Paul's has a governor an allocated Pupil Premium Champion Governor and the monitoring of the impact of provision is an agenda item for each governors meeting. Downs Junior has set up a Pupil Premium Grant Task Force consisting of a Pupil Premium Champion for each year group. They have appointed an attachment teacher who works with the pupils who are in receipt of the pupil premium plus grant. In addition, these pupils have been assigned a key adult who meets with them one a week to support them to develop their social and relationship skills.

Students and families spoke positively about their involvement in this area. Benfield has pupil premium champions, Patcham High have advocates for pupil premium. Middle Street include pupil in discussion about their progress and St Peter's allocate a proportion of the funding to families and ask them how they would like to use it.

Support for parents & families

Many of the schools had very positive and trusting relationships with families which meant that parents were happy to come and talk to them if there was an issue. St Nicolas has a very strong sense of community, "We are all kind to each other and great friends". St Mary Magdalen Catholic Primary School offers courses to parents in a range of languages to ensure all can access information. Our Lady of Lourdes have found that employing a family support worker has been very positive. Carlton Hill has a notice board that signposts parents to a range of services they could find helpful. In Downs Junior, the pupils in the younger classes explained that they have a worry doll in their classrooms, "All you have to do is put your name on the worry

doll and your teacher will talk to you quietly about your worry”. The pupils in the older classes have feelings boxes where pupils can put their worries/explain how they are feeling into the box.

Uniform

Positive comments about uniform from primary schools included:

- Uniform is easily available in common colours
- No pressure for logos
- Discreet second hand uniform available / pre loved uniform
- The junior school has the same uniform as the infant school
- For non-uniform days the cost is £1 per family, not per child which helps make it more affordable
- ‘special’ uniform – eg leavers hoodies, special polo shirts, funded by PTA
- Secondary schools had reviewed their uniform and had thought about: how to get best value and be smart yet practical

‘Other’

Many schools have good opportunities for pupils to take on responsibility – in West Blatchington this includes Young Interpreters, who support pupils with the same language.

Pupils from Benfield and Downs Infants were keen to talk about their futures and the choices they felt they had. Hertford Junior has linked with the University of Brighton. The pupils have mentors from the University and ‘Professor Gull’ comes to visit.

‘Poverty Proofing the School Day’ in Brighton & Hove Good Practice: Volume Two December 2018

4. Introduction

‘Poverty Proofing the School Day’ was a recommendation made by the Fairness Commission in 2014. Councillors committed to offering the ‘Poverty Proofing the School Day’ process to every school in Brighton & Hove. Support is provided by Children North East, the creators of ‘Poverty Proofing the School Day’ and includes a license agreement, training, direct support and quality assurance. The project provides an audit which aims to ‘poverty proof the school day’, to reduce stigma and remove barriers to learning and to assist schools in exploring the most effective way to spend pupil premium allocation. More details can be found on their website, <http://www.povertyproofing.co.uk/>. The project runs for two financial years, from April 2017 to March 2019

5. Brighton & Hove

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6. Examples of good practice in Brighton & Hove schools

The positive take up of the project is testament to the concern and commitment Brighton & Hove school leaders have for pupil and student wellbeing and particularly for disadvantaged pupils. The teams of researchers have found many examples of good practice already existing in the city and designed to support vulnerable pupils and students to learn and achieve. It has been agreed that some examples would be share with the wider audience. These are some of the examples and are organised in the themes of questions that the Poverty Proofing audit explores. This is the second booklet, which includes examples from the following 21 schools, from May to December 2018. Every school has examples of great practice, so this can only be a snapshot. School leaders are very happy to be contacted to talk about their schools:

West Hove Infant School
St John the Baptist Catholic Primary School
Peter Gladwin Primary School
St Mary's Catholic Primary School
St Luke's Primary School
St Martin's CE Primary School
Balfour Primary School
Fairlight Primary School
Hove Park School
Cottesmore Catholic Primary School

Cardinal Newman Catholic School
St Bernadette's Catholic Primary School
Stanford Infant School
Stanford Junior School
Aldrington CE Primary School
Bilingual Primary School
St Andrew's CE Primary School
Goldstone Primary School
Hove Junior School
Varndean School
Pupil Referral Unit

Behaviour, rewards and attendance

Pupils spoke most positively in schools where there are clear and consistent rewards. The vast majority of the schools had clear rewards for good behaviour and attendance. In West Hove Infant all the children knew the Golden Rules, and St Mary's pupils all knew their seven key learning skills. At Fairlight pupils have a learning ladder and at St Martin's and Cottesmore pupils are in the beehive, or are 'buzzed for learning'. St Luke's have a learning community system where pupils work together to reach community targets.

There is a wide range of rewards offered by schools. Pupils at St Bernadette's, Peter Gladwin, Varndean and Aldrington enjoy having tea with their headteachers. Stanford Infants have a special mention on the swan (which is the symbol of the school) and Aldrington celebrates their Christian values with a cup that is awarded. Students at the PRU have end of term reward trips for good behaviour.

Hove Junior pupils enjoy working together to achieve high attendance and pupils at Cardinal Newman talked about support they had received to help them with the attendance.

Anti-bullying / bullying

Particularly strong practice was seen in this area across the city. The vast majority of pupils had a good understanding of what bullying is – especially in West Hove Infant and Hove Juniors and Fairlight. Several schools have playground buddies who support anti bullying, including Cottesmore, St Bernadette's and St Luke's and Stanford Infants and Juniors. At Cardinal Newman they have Pastoral Leaders for each year group and students are proud of the Anti-Bullying Ambassador (ABA) student body.

At Balfour pupils said that staff were on the lookout to make sure they were always safe and at Goldstone pupils felt that the headteacher always followed up any (rare) incidents with a reminder about how to get help and support.

Celebrations

The audit explores the types of discussions and practices that take place around birthdays, holidays and special days. This is sometimes an area where children in poverty can feel left out. In many of the schools pupils sing happy birthday to each other and at St John's they also have a 'unicorn clap'. At Hove Juniors each class makes cards and at the beginning of the year and these are given to class members for their birthdays during the year.

At Christmas Santa Claus / Father Christmas gives all pupils a book (Peter Gladwin) or crackers with their Christmas meal (Stanford Juniors).

In the Bilingual school their safeguarding policy states that staff should not buy pupils presents. PTAs in many school support through funding leaver t shirts or hoodies and contributing to school activities which reduces the costs for families.

Class groups - are pupils from poorer backgrounds concentrated in 'lower' sets?

Several schools, including Goldstone, Cottesmore Peter Gladwin the Bilingual Primary School and Aldrington talked about enjoying the 'chilli challenges' where they can choose their own level of challenge. Pupils at Balfour, Fairlight and St Bernadette's are also encouraged to choose the level of work they do. Stanford Infant changes the learning partners weekly and children say they like working with others, and St Andrew enjoy learning with their learning partners. At St Luke's they have peer tutoring from KS2 to KS1 and they have an embedded philosophy programme.

Extra-curricular

All schools organise trips for pupils to support and enhance the curriculum. There are a range of different strategies that parents and carers said work well to support those who may find paying for the trips challenging. Several schools have business managers or support staff who work with parent to devise payment plans. West Hove Infant only have one paid trip a year and give lots of notice, all other trips are free. Varndean has a 'trip committee' comprising of senior leaders who must agree every trip that is offered at the school, that it is cost effective and that it links to one of the school's improvement objectives. St Luke's stresses the value of pupils coming on trips and has discussed this through a range of conversations with parents, including coffee mornings for groups of parents.

All schools have a range of extra curricular activities. Some school offer free clubs – for example St John's football club is free to attend and uniform is free to borrow. Cardinal Newman ensures that students who may struggle to source transport to sporting events are supported by providing transport. Some schools offer free places to families who might otherwise not be able to afford to attend. St Martin's supports families with payment plans and support, but their philosophy is that everyone contributes something.

Peter Gladwin has just consulted with parents about how many non uniform days they should have and the reasons behind why they have the days. St Luke have 'rainbow day', where pupils come wearing the colour for their year and some make a donation of food items, from which the PTA make hampers. This happens over a week and pupils can choose a day in the week that works for them. This also makes children not taking part less conspicuous.

When doing charity collections, St John the Baptist school, the Bilingual School, Varndean and Cottesmore have boxes / buckets where pupils bring in their donation and nobody knows what has been given. Aldrington makes it clear that it is an invitation to donate to the charity and there is no pressure.

West Hove Infant runs a 'pre loved book fair and St Bernadette's has a book swap where pupils bring 10p to take part.

St Martin's has 'breakfast café' every morning before school. This is based on the 'village in the playground' and the whole family can have breakfast, there is a bucket for donations and parents are asked to contribute the amount they feel happy with. There is also an outside library on offer at this time. So far, donations exceed the cost and parents are very positive about the offer of breakfast.

Food

Several schools use 'parent pay' or other similar system, so no money comes into schools. At St Mary's the school business manager support families with payment plans to pay off debt. Fairlight won Kellogg's breakfast club of the year award in 2017.

Students at the PRU said toast is available on both sites for free if they have not had breakfast or if they are hungry at breaktime.

At Cardinal Newman, Students entitled to free school meals have the option of buying food at break time and lunch time. All Students receive a pass if they have forgotten their dinner money and this enables them to pay for their meal the following day. At Varndean the school canteen clearly labels the cost of all food items and displays possible meal deals that are available with the cost of a free school meal allowance. Therefore, students can budget and manage their money as there are a number of food combinations FSM and students living in poverty could afford. Students with the FSM entitlement are allowed to spend their allowance at breaktime. The cashless system means that students are not able to identify which students are entitled to FSM. There is a helpdesk every day in the canteen where students can go to if they have no money or have forgotten their card. All students will be offered a main meal even if they do not have enough credit.

Homework - can everyone access it?

Several schools have home learning grids where pupils can choose which homework to do and all resources are provided, at Peter Gladwin, staff print out the table of activities for any pupils than need it. Several schools, including St Luke's, give pupils

all they need to do the homework tasks. Cottesmore run a free revision club in the Easter holidays. Goldstone made sure that most tasks don't need a computer, but provide computer access at school when they do.

Resources

Several schools, including Hove Juniors West Hove Infants and St Mary's provide all materials pupils need and do not allow pencil cases in school as they have found this can cause issues.

St Martin's also provides cup and water so no water bottles are needed. The PTA at St Bernadette's' funds all materials needed for cooking.

At Stanford Infants they try to make sure everyone can take part in dress up days by stressing the fact that no special outfit is needed. They also consider why they are doing things for example for a Women in History topic, the staff dressed up as women from history and went round to the classes to talk about their lives.

Leadership and work of the governing body

St Mary's won an award for the highest achieving school for pupils with disadvantage

West Hove Infants have reduced the cost of the school by cutting back on some of the costs. They have Disadvantage Champions and regular pupil conferencing to find out what pupils feel they need to help their learning. At St Luke's they are striving to be as easy to reach as possible for parents and have special meetings with families of pupils in disadvantage to aim to make sure they have everything they need. Hove junior target families

Most of the schools know their families very well- like Goldstone St John the Baptist, Peter Gladwin Stanford infants. St Andrew's have staff members to support vulnerable families such as the attachment coordinator and the pastoral care coordinator. In Aldrington the DHT is a PP leader and she makes sure pupils and families have what they need. Staff at St Martin's have a good understanding of the situations their families face and support and signpost grants and services.

School leaders told us that Varndean has invested: in CPD through working with the teaching school alliance it is part of on a number of research projects such as higher prior attaining students entitled to Pupil Premium (PP), unconscious bias and effective pedagogy for PP learners. The school is also working as a triad with 2 other local schools where a day is spent in each school, undertaking learning walks, talking to students entitled to PP and sharing best practice.

Schools with poverty proofing researchers such as Balfour, Dorothy Stringer Fairlight and Stanford Infants make use of the skills of the researchers to review aspects of school life and ask questions.

Support to parents & families

Many of the schools had very positive and trusting relationships with families which meant that parents were happy to come and talk to them if there was an issue. All

school had positive comments from parent in this area. Parents were positive about the open door policy. At St Martin's the church works with the school to provide support to families

Transport

Many of the schools engage with the Big Pedal and 'Bike it Ben' and give opportunities for pupils to have bike training free of charge and arrange it so all pupils have access to a bike.

St Martin's sometimes brings pupils to school when they know there are difficulties.

Uniform

Positive comments about uniform from primary schools included:

- Uniform is easily available in common colours
- No pressure for logos
- Relaxed about shoes / trainers, acknowledging that some children and young people have one pair of shoes.
- Discreet second hand uniform available / pre loved uniform
- For non uniform days there is a central place for pupils to make a voluntary donation
- 'special' uniform – eg leavers hoodys, special polo shirts, funded by PTA
- Frequent preloved or 'new to you' school uniform sales
- Donating all the unnamed lost property for parents to collect
- Secondary schools had reviewed their uniform and had thought about: how to get best value and be smart yet practical

Wellbeing and social and emotional support

Pupils in many schools have access to emotional support. West Hove Infants has daily mindfulness sessions. St Bernadette's and St John the Baptist have regular mindfulness sessions and St Mary's and Cottesmore have mediation as part of the school day. Several schools have worry boxes that pupils can use, including Hove Junior, St Bernadette's. Stanford infants and the Bilingual school have bubble time where pupils can have time to talk about what worries them with an adult.

Other

Many schools have good opportunities for pupils to take on responsibility – St John the Baptist has a wide range of roles pupils can take on. Peter Gladwin has 'voice groups' where pupils choose mission to improve the school these have included 'The Elderly and Me' and 'Hectic Historians'.

Many schools have talked with their pupils about options for their futures. Fairlight has good links with university where pupils can visit and see what they could access. Vandean and Cardinal Newman have partnerships with local universities. Students have access to University run courses including study skills workshops, art and science visits.

Subject:	Role of Public Libraries in the Community		
Date of Meeting:	11th March 2019		
Report of:	Executive Director (Neighbourhoods, Communities and Housing)		
Contact Officer:	Name:	Sally McMahon	Tel: 29-6963
	Email:	sally.mcmahon@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The purpose of the report is to update Members on the role of public libraries in achieving strategic outcomes for local communities and illustrate how the direction of travel for libraries ties in with and goes beyond the Neighbourhoods development work that this committee has championed.
- 1.2 National context:
- 1.2.1 The most recent independent review of Public Libraries in England, the Seighart Review, published in December 2014, found that '*not enough decision makers at national or local level appear sufficiently aware of the remarkable and vital value that a good library service can offer modern communities of every size and character*'. It identified libraries as a '*golden thread throughout our lives*', and found that: '*Despite the growth in digital technologies, there is still a clear need and demand within communities for modern, safe, non-judgemental, flexible spaces, where citizens of all ages can mine the knowledge of the world for free, supported by the help and knowledge of the library workforce. This is particularly true for the most vulnerable in society who need support and guidance and to children and young people who benefit from engagement with libraries outside of the formal classroom environment.*'
- 1.2.2 The report envisages libraries as vibrant and attractive community hubs, which support individuals and communities to become more enterprising, more literate, and in consequence, more prosperous.

1.2.3 Libraries major role in rectifying literacy standards is recognised, working in partnership with schools and colleges. Support for digital literacy and fluency are also seen as core library roles.

1.2.4 Sieghart also identifies the opportunity for other government departments to use libraries as a resource to help deliver their services and so deliver better value for money.

1.3 Brighton & Hove Libraries Delivering for their Local Communities

Brighton & Hove Libraries have taken a lead from the Seighart Review, and the more recent Libraries Taskforce, which sees Libraries as delivering for their local communities in seven different ways:

1. Stronger more resilient communities
2. Healthier and happier lives
3. Improved digital access and literacy
4. Cultural and creative enrichment
5. Increased reading and literacy
6. Helping everyone achieve their potential
7. Greater prosperity

How each of these community outcomes is delivered by Libraries is outlined in section 3 below.

1.4 A report on a new Libraries Plan for 2020-24 will be presented to this committee in Autumn 2019. This report will build on the achievements of the last plan covering 2016-20.

2 **RECOMMENDATIONS:**

2.1 That committee members note the direction of travel for Libraries in the city.

2.2 That committee members request a report on the development of the new Libraries Plan for 2020-24 be brought to them in Autumn 2019.

3 **CONTEXT/ BACKGROUND INFORMATION**

3.1 Stronger more resilient communities

3.1.1 As an active partner in the Neighbourhoods work in Brighton & Hove, Libraries are helping deliver stronger more resilient communities by providing:

- A welcoming space for all
- Events and activities to suit a variety of needs and for all ages to enjoy
- Opportunities to reduce loneliness
- Safe non-judgemental spaces for social interaction
- Places where diverse communities can integrate
- Opportunities for local access to services working with partners

- 3.1.2 Whitehawk Library is a core part of the Whitehawk Hub and is working with other services at the hub and in the area to collaborate over service provision. Libraries have provided a base for Due East community organisation and free wifi not only for library users but also for the community café. The library is used by health partners, advice agencies, community groups and other service providers to meet with clients, run events or other activities on a regular basis.
- 3.1.3 Moulsecoomb Library will be at the centre of the new hub for Moulsecoomb and Bevendean, and Hangleton Library has a long history of working with Hangleton & Knoll Project to support community development activity in the area.
- 3.1.4 Looking beyond the initial four hub priority areas, all the libraries in the city have the potential to facilitate community cohesion in their localities, and many have some experience of working with local partners to provide advice, information, support and activities to achieve beneficial outcomes for their communities. Examples of some of these partners are listed below in 3.1.5 – 3.1.9.
- 3.1.5 CAB have used Jubilee and Hove Libraries to hold advise surgeries and are interested in potentially using some of the community libraries to reach into local communities in the city.
- 3.1.6 Libraries are working with Hollingdean Community Trust to improve access to library and digital resources through the local community centre. As a result of this partnership working, the Centre will soon have free wifi access, and a small community collection of library resources. Library staff and volunteers will work with other colleagues to provide support for learning and digital access in this new location.
- 3.1.7 This year Libraries have been working to support refugees in the city and are preparing to sign up as a Library of Sanctuary as part of Sanctuary on Sea in Brighton & Hove. Libraries have also been working with the Network of International Women and EuroMernet and supporting Young Voices.
- 3.1.8 Examples of other agencies who have already worked with libraries include:
- Trust for Developing Communities – a community development organisation
 - Money Advice Service
 - YMCA counselling – providing counselling to young people
 - Youth Employment Services – providing employment advice to young people
 - Possability People – supporting people with disabilities
 - Grass Routes -suicide prevention organisation
 - Creative Futures – art training for people with mental health problems
 - Alzheimer’s Society Dementia café – for those with Alzheimer and their carers
 - Early Childhood Project – providing development through play in libraries
 - U3A and the local universities – supporting adults learning
 - Health professionals – such as community nurses
 - Schools – through class visits or creative activities in libraries
- 3.1.9 The introduction of Libraries Extra which enables library members to get into their local library seven days a week (10 libraries, the remainder have six-day opening), means that more local groups, organisations and schools as well as individual local people can get to their local library on days to suit them. Local groups can drive the development of community hubs, as they are encouraged to use the library during Libraries Extra days e.g. local schools bringing class visits, local carers groups

holding mutual support sessions, etc. Since Libraries Extra was introduced in 2016, the number of visits during these times has increased and is on target to exceed 30,000 this year.

3.1.10 Libraries' reputation as welcoming, safe, non-judgemental spaces attracts a great variety of individuals and groups to use library spaces, and resources, and can result in people who might otherwise never mix, meeting and interacting with each other, helping to foster social cohesion and building links, knowledge and understanding between different residents in the community.

3.1.11 Last year over 26,000 people attended library events or activities inside libraries or as outreach activities, and there is scope for more community lead activity to be hosted in Brighton & Hove Libraries, making the most of this community asset.

3.2 Healthier and happier lives

3.2.1 Libraries offer a wide range of health information, both online and through quality-assured reading lists dealing with the more common health conditions. Reading Well – Books on Prescription service - provides self-help books for managing common conditions including stress, depression, anxiety and dementia. In their role as community hubs, libraries also offer non-clinical spaces in localities where health and wellbeing groups can work with the community in a trusted and non-threatening venue.

3.2.2 Libraries reduce levels of loneliness by bringing people together and provide volunteering opportunities keeping people active and engaged. Libraries support community lead health initiatives, especially where they are co-located with GP surgeries as in Whitehawk, Woodingdean and Portslade. Reading has been shown to reduce stress, and the library provides Mood-boosting books to lift spirits and help contribute to well-being.

3.2.3 Libraries have arranged with Public Health for Social Navigators to work in Whitehawk and Hangleton Libraries twice a month. Libraries have also worked with the local NHS teaching hospital and Mind on 'Time to Talk' to encourage discussion on mental health concerns. Other initiatives such as World Mental Health day and Movember have also been supported.

3.2.4 Libraries provide Bookstart gifting programme from birth. Regular book sharing significantly shapes behavioural patterns and attitudes and increases a child's life opportunities. The benefits gained from Bookstart contribute to parental bonding, early listening and communication skills, development of attention span, pre-literacy skills and social skills.

3.3 Improved digital access and literacy

3.3.1 Libraries provide digital access and support the improvement of digital literacy, which is critical to central and local government strategies around economic development, channel-shift, reducing social isolation and creating community cohesion. Brighton & Hove Libraries are a founding member of the Digital Brighton & Hove Network which has brought together over 130 organisations to support digital inclusion activity in the city. By the end of December 2018, Digital Brighton & Hove had recruited 413 Digital Champions and supported 3,238 individual learners. Libraries have made significant contributions through the provision of free access to computers and the internet in all libraries, and free one-to-one support from Libraries Connect

volunteers. In the first three quarters of this year, Libraries delivered 1,372 hours of Libraries Connect support to 572 people.

- 3.3.2 A new innovation this year will be the provision of Coding Clubs working with a local digital company starting in March. The Code Club will be targeted at young people to develop their digital skills

3.4 Cultural and creative enrichment

- 3.4.1 Brighton & Hove Libraries lead the highly successful Arts Council England funded projects such as Evolving in Conversation – a ground-breaking multidisciplinary Arts project engaging communities with professional artists. Partners included: Artsworld, Photoworks, New Writing South, South East Dance, Culture Shift, range of community organisations, including Creative Futures, Whitehawk Inn, Hangleton & Knoll Project, Brighton Youth Centre, BACA & PACA.

- 3.4.2 More recently, Libraries have supported the ‘Our Place’ project to bring cultural offers to Hangleton and Whitehawk during the Brighton Festival. Libraries have hosted the Polari tour in Jubilee and Whitehawk Libraries and continue to work with local schools and universities on creative cultural events for children and young people. New reading and writing groups regularly emerge and libraries support these by hosting them or providing the books for them to read. In previous years, Brighton & Hove Libraries have been at the forefront of innovative practice in hosting and delivering creative cultural events and installations such as the Rice Pavilion, and library theatre and dance events.

3.5 Increased reading and literacy, helping everyone achieve their potential:

- 3.5.1 Libraries play an important role supplementing formal learning through activities such as book groups, study support and code clubs, discussion groups and events for children and families. They also provide opportunities for adult learning at all stages and levels, giving everyone opportunities to learn new skills and explore a range of subjects, either independently or in groups. Libraries provide free resources for study and learning; study space and access to e-books and magazines to support individual learning. For example, the online resource Access to Research provides free access to over 15 million academic research papers through local libraries.

- 3.5.2 Brighton & Hove Libraries have around half a million items in stock, and purchase around 35,000 new items each year. Each year, Libraries run the Summer Reading Challenge to maintain children’s reading levels across the summer break and Libraries participate annually in the City Reads and Young City Reads events to promote reading at all levels. Last year 73% of Brighton & Hove schools either visited the library or were visited by library staff.

3.6 Greater prosperity

- 3.6.1 A new initiative that Libraries are developing with colleagues in the Economic Development Team is the creation of a British Library supported Business and Intellectual Property Centre in Brighton & Hove. This will help local businesses by providing access to information and expertise, with free access to market intelligence/insights on sectors, trends and consumer behaviour, UK and global

company information, UK/global patents, trademarks and registered designs; free or discounted library-led workshops; events delivered by private sector partners on setting up and running a business, marketing, finance, etc, and one-to-one coaching on IP and business research, and clinics with local partners.

3.6.2 As well as supporting businesses, libraries also help individuals into work by running job clubs, CV surgeries and facilitated events with partner agencies. They also provide training and support for digital skills and lifelong learning to prepare people for successful careers.

3.7 Universal Offers:

3.7.1 In support of these community outcomes, Brighton & Hove Libraries, together with all public library authorities in the country, deliver Universal Offers, which are a promise to library customers and a commitment to quality provision across these six core areas of library services:

- Reading Offer: To create a more literate and confident society by developing, delivering and promoting reading activities in libraries.
- Information Offer: To support all library users to access quality information and online services in key areas such as health, personal finance, careers and benefits.
- Digital Offer: To deliver digital activities and training, especially to those with limited digital capacity.
- Health Offer: To improve the health and wellbeing of local communities with service including self-help reading, creative activities and volunteering.
- Learning Offer: To enhance the presence of libraries throughout a person's learning journey to raise confidence, support education and increase creativity.
- Cultural Offer: To provide quality and diverse cultural experiences and events through libraries, especially to those less likely to access arts and culture.

4 **ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS**

4.1 The options regarding public libraries development in the city have been discussed and agreed by full council when the current Libraries Plan 2016-20 was approved in March 2016. There will be an opportunity to take a fresh look at options for the future of Brighton & Hove Libraries during the development of the new Libraries Plan for 2020-24.

5 **COMMUNITY ENGAGEMENT & CONSULTATION**

5.1 Extensive consultation and engagement was carried out as part of the Libraries Services Review and Needs Analysis in 2015, and the evidence compiled into a report that was taken to the Economic Development and Culture committee in November 2015.

5.2 Libraries continue to consult library users in the following ways:

- Library surveys every year
- Feedback from service users through comments, compliments and complaints

- Discussions with specific groups such as community groups and organisations, equalities groups and organisations, targeted client groups such as carers, people in residential accommodation, young people, etc
- Qualitative research through focus groups
- Quantitative data from library systems
- Staff structured observation

6 CONCLUSION

- 6.1 Libraries can connect communities and transform people's lives, helping to deliver strategic outcomes for local communities; focusing on living healthier and happier lives; improving digital access, literacy and learning; encouraging creativity and culture experiences and supporting local skills, employment and prosperity.
- 6.2 Previous local research has evidenced that people want to see their libraries developed as community hubs in the broadest sense, including supporting literacy, learning, health and wellbeing; digital access, knowledge and skills development; recreational and cultural resources as well as enabling social interaction and access to other services.
- 6.3 Looking to the future, Brighton & Hove Libraries will continue to focus on the needs of local communities, encouraging and enabling people to make best use of this valuable community asset. Future success will be dependent on how far Libraries can encourage and facilitate local people, groups and partner organisations to take the lead in the development and implementation of activity in their local libraries. The library service has made them accessible for much longer hours and is looking to partner organisations and local people to work with them to make the most of the resources and opportunities on offer.
- 6.4 The Libraries Taskforce 'Libraries Deliver' has summed up the message to existing or potential partners, whether they be service deliverers or local groups: Adopt 'Libraries First' thinking, as it may help save costs and simplify access for local people.

7 FINANCIAL & OTHER IMPLICATIONS:

7.1 Financial Implications:

There are no direct financial implications arising from this report. The revenue budget for Libraries 2019/20 is included within the Neighbourhoods, communities and Housing Directorate budget agreed at budget council on 28 February 2019.

Finance Officer Consulted: Monica Brooks Date: 6 March 2019

7.2 Legal Implications:

Section 7 of the Public Libraries and Museums Act 1964 places local authorities under a duty to provide a “comprehensive and efficient library service for all persons desiring to make use thereof”. The proposals described in the report will assist the Council to ensure that it meets its statutory duties.

Lawyers Consulted: Elizabeth Culbert

Date: 6 March 2019

7.3 Equalities Implications:

Increasing equality - A driving force for Libraries is increasing equality and creating new opportunities for more people to access the services, information and activities they need in the community. The library acts as a resource for the whole community and a conduit to reach disadvantaged and vulnerable people. Following on from the recent service reviews, annual library plans have focused on improving the satisfaction levels of particular target groups where the results were below average. Equalities impact assessments are carried out each time there is a major service change.

7.4 Sustainability Implications:

Environmental sustainability –The use of libraries as community hubs and Libraries Extra makes sense environmentally by better utilisation of accommodation. Availability of ‘local’ libraries reduces the need for car journeys to the city centre or across city and increases access to services for a greater number of people.

7.5 Any Other Significant Implications:

See Appendix 1.

SUPPORTING DOCUMENTATION

Appendices:

1. Other significant implications
2. Libraries Taskforce Summaries 2016-21

Documents in Members’ Rooms

1. None

Background Documents

1. None

Appendix 1: Other Significant Implications

1.1 Crime & Disorder Implications:

Enhanced security arrangements have been put in place to support Libraries Extra. This includes live monitoring of increased CCTV within each library, with a direct intercom to the security personnel in the case of emergency. There is direct audio feed from the security monitoring station into each library so immediate announcements can be made by the security staff. Security personnel open up and close down the buildings each day, including a sweep of the building to ensure all is well. IT systems monitor who is entering and exiting the buildings. All these enhanced arrangements are significantly more than other library authorities who are implementing this sort of access.

1.2 Risk and Opportunity Management Implications:

Risks and opportunities of the Libraries Plan were assessed as part of the development of the proposals and are reviewed and updated as part of the annual service planning process.

1.3 Public Health Implications:

Links between reading improving health and wellbeing are being increasingly recognised. There is strong evidence that reading for pleasure can increase empathy, improve relationships with others, reduce the symptoms of depression and the risk of dementia, and improve wellbeing throughout life. Library spaces are already being used to provide health and social care services such as the social navigators. Libraries provide opportunities for greater social contact and helps in tackling loneliness. Libraries work in tackling digital exclusion also supports social inclusion and has health benefits.

1.4 Corporate/Citywide Implications:

The role of Libraries in the Community support the council's priorities and principles in the following ways, (in addition to those comments in the public health and equalities sections above):

Corporate Principles: 'to increase our equality and improve our engagement'

In addition to the comments at 7.3 above, Libraries are community focused and local people are being engaged with developing and promoting library services through opportunities such as volunteering and fundraising. Local groups can drive the development of community hubs, as they are encouraged to use the library during Libraries Extra days e.g. local schools bringing class visits, local carers groups holding mutual support sessions, etc. The introduction of Libraries Extra has utilise self-service to increase the times that services can be accessed. Qualitative research revealed that people want libraries to be developed as community centres and to become more of a community resource.

Corporate Priorities:

Economy – Libraries as community hubs will increase opportunities for education and employment activities. Facilities are available for those who are digitally excluded. The

development of the Business and Intellectual Property Centre which focuses on supporting small and medium sized businesses and sole trader, will contribute to the local economy.

Children and Young People – Increased opening hours supports more visits by schools who carry out group visits during school hours even when the library is unstaffed. Increasing fund raising and grants will maximise the use of the library for all added value activities and projects which will include those aimed at children and young people such as study support.

Community safety and resilience – Libraries provide culture and leisure activities in the City that can promote community cohesion. Shared buildings can be used to foster positive relationships between public services and different communities.

Health & Wellbeing – see 1.3 in this appendix.

Environmental Sustainability – see 7.4 in main body of the report.