



PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE AGENDA

7.00 pm

Tuesday
15 July 2025

Appointment Centre
Room 7 & 8, Town Hall,
Romford

Members 9: Quorum 3

COUNCILLORS:

Jason Frost (Chairman)
Frankie Walker (Vice-Chair)
Sarah Edwards

Robby Misir
Christine Smith
Judith Holt

Jacqueline McArdle
Jacqueline Williams
EHRG Vacancy

CO-OPTED MEMBERS:

Statutory Members representing the Churches

Jack How (Roman Catholic
Church)

Statutory Members representing parent governors

Julie Lamb, Special Schools

NON-VOTING MEMBERS

Ian Rusha (NEU)

For information about the meeting please contact:
Luke Phimister
01708 434619 luke.phimister@onesource.co.uk

Please would all Members and officers attending ensure they sit in their allocated seats as this will enable correct identification of participants on the meeting webcast.

Under the Committee Procedure Rules within the Council's Constitution the Chairman of the meeting may exercise the powers conferred upon the Mayor in relation to the conduct of full Council meetings. As such, should any member of the public interrupt proceedings, the Chairman will warn the person concerned. If they continue to interrupt, the Chairman will order their removal from the meeting room and may adjourn the meeting while this takes place.

Excessive noise and talking should also be kept to a minimum whilst the meeting is in progress in order that the scheduled business may proceed as planned.

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

What is Overview & Scrutiny?

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns to the public.

The sub-committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board to pass to the Council's Executive.

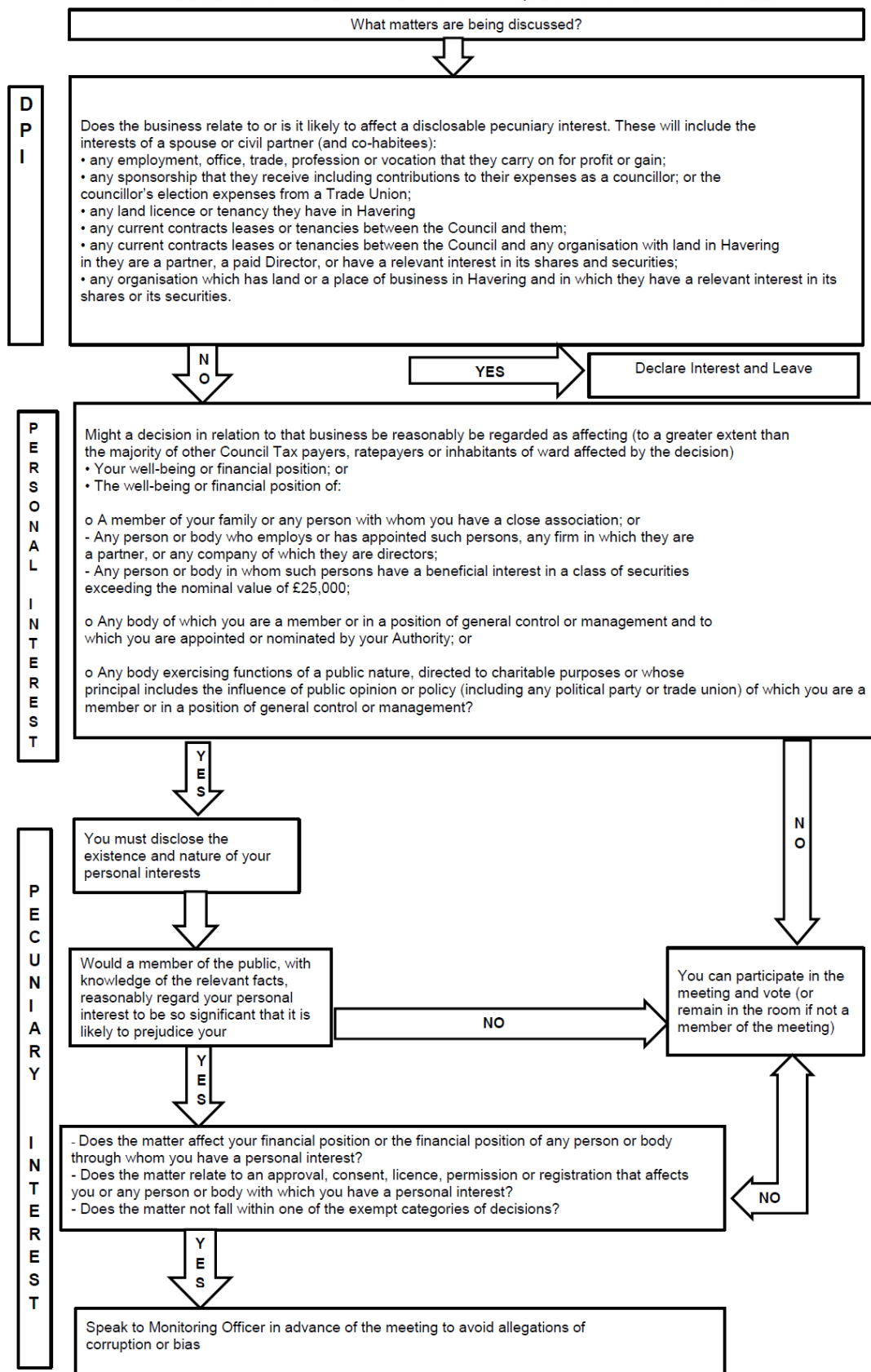
Terms of Reference

The areas scrutinised by the Committee are:

- Drug, Alcohol & sexual Services
- Health & Wellbeing
- Health O & Scrutiny
- Adult Care
- Learning and Physical Disabilities
- Employment & Skills
- Education
- Child Protection
- Youth Services

- Fostering & Adoption Services
- Education Traded Services
- Early Years Services
- Looked after Children
- Media
- Communications
- Advertising
- Corporate Events
- Bereavement & Registration Services
- Crime & Disorder

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



Principles of conduct in public office

In accordance with the provisions of the Localism Act 2011, when acting in the capacity of a Member, they are committed to behaving in a manner that is consistent with the following principles to achieve best value for the Borough's residents and to maintain public confidence in the Council.

SELFLESSNESS: Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

INTEGRITY: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

OBJECTIVITY: In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

ACCOUNTABILITY: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

OPENNESS: Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

HONESTY: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

LEADERSHIP: Holders of public office should promote and support these principles by leadership and example.

AGENDA ITEMS

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

To receive (if any)

3 DISCLOSURE OF INTERESTS

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still declare an interest in an item at any time prior to the consideration of the matter.

4 MINUTES (Pages 9 - 10)

To approve as a correct record the Minutes of the meetings of the Committee held on 29th April 2025 and authorise the Chairman to sign them

5 CQC ASSURANCE OF LA (Pages 11 - 34)

6 EHCP NEEDS AND PRESSURES (Pages 35 - 40)

7 ONEL JHOSC NOMINATIONS (Pages 41 - 42)

Zena Smith
Head of Committee and Election Services

This page is intentionally left blank

**MINUTES OF A MEETING OF THE
PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE
Appointment Centre Rooms 7 & 8
29 April 2025 (7.00 - 8.56 pm)**

Present:

COUNCILLORS

Conservative Group Jason Frost (Chairman) and Judith Holt

Havering Residents' Group Robby Misir, Christine Smith and Julie Wilkes

Labour Group Frankie Walker (Vice-Chair)

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman reminded Members of the action to be taken in an emergency.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies were received for the absence of Councillors Jacqueline McArdle.

3 DISCLOSURE OF INTERESTS

Co-optee Ian Rusha declared a non-pecuniary interest for item 5 as a Governor of Corbets Tey Special School

4 MINUTES

The minutes of the previous meeting held on 21st January 2025 were agreed as a correct record and were signed by the Chairman.

5 SEND & AP STRATEGY

The Sub-Committee was presented with an update on Special Educational Needs and Disabilities (SEND) and Alternative Provisions (AP).

It was explained to members that while other Local Authorities are seeing a decrease in the number of pupils with SEND or needing Aps, Havering has seen an increase of 40% since 2019 with the complexity of needs increasing also. It was noted that although there is significant investment from the Council, the caseload of staff is still much higher than the benchmark which can cause strains on the team.

Members questioned officers on the new Balgore School and the capacity it will hold to which officers confirmed it would be a 300 place school with Astrum Multi Academy Trust operating the site. Officers were confident it would open within the timeframe although there were challenges to face. One area of concern was the recruitment of staff however there was significant interest at the Compass School open day which was encouraging.

Members were pleased that communication with the Council's parks team was ongoing to provide more SEND specific and accessible play spaces and equipment with a specific focus on growing before and after school clubs.

The Committee **AGREED** for the strategy to be presented to the Board in 12 months' time to allow for continuous security.

6 **COMMUNICATIONS PLAN**

The Sub-Committee received a report on the Council's Communications Plan.

Officers explained that within the Comms Plan, various sectors and data was used for research to shape the plan. Officers also explained that the Living newsletter was a key channel of information for residents and the team had seen that the Cost of Living, Crime and Cleanliness were top issues for residents. Although Facebook and NextDoor were key social media channels, the team were looking at using Whatsapp and AI to further engage with residents with new and innovative channels.

Members raised questions on how the team was attempting to reach a wider audience to which officers confirmed they were using larger text if needed and traditional leaflets and posters in public spaces, for example libraries.

Members questioned if the Council website had alternative text or if webcasts have subtitles to which it was confirmed they do not and that would be looked into for future improvements.

The Committee **NOTED** the report and made no recommendations.

Chairman

PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE – 15TH JULY 2025

Subject Heading:

CQC Assurance of LA

Report Author and contact details:

Hannah Thorogood – Business Manager,
Ageing Well

Policy context:

Members to discuss areas relating to
People

SUMMARY

The attached report is regarding the CQC Assurance of the LA.

RECOMMENDATIONS

That the Sub-Committee scrutinises the reports and agree any recommendations or comments for consideration by Cabinet.

REPORT DETAIL

The attached slide presentation gives details from a recent CQC self-assessment of the Council.

IMPLICATIONS AND RISKS

Financial implications and risks: None for this covering report

Legal implications and risks: None for this covering report

Human Resources implications and risks: None for this covering report

Equalities implications and risks: None for this covering report

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None for this covering report

BACKGROUND PAPERS

None



Havering

LONDON BOROUGH

CQC Assurance of Local Authorities

Page 14

People Overview and Scrutiny Sub Committee
15th July 2025

The Health and Care Act 2022 puts the Care Quality Commission's (CQC) assurance of local authorities on a statutory footing

The new duty on the CQC to assess local authorities' delivery of their adult social care (ASC) duties under Part 1 of the Care Act 2014 came into effect in late 2023

Marks a return of assessments for council adult social care after a gap of more than a decade

It is intended that all local authorities will be inspected by end 2025

Case for assurance

- ☐ CQC assessments will **increase transparency and understanding** of how adult social care services are being delivered locally.
- ☐ They will make **good practice, positive outcomes and outstanding quality** easier to spot locally and share nationally.
- ☐ It will enable us to better understand where the key issues are and **target support where it is needed.**



CQC will use the new framework to **assess how well local authorities are performing against their duties under Part 1 of the Care Act 2014.**

The framework was developed through co-production with partners, agencies and people with direct experience of using care and support services.


The Local Authority assessment framework uses a **subset** of the quality statements from the overall single assessment framework - different set of statutory duties to registered providers.

The assessment framework for local authorities **comprises 9 quality statements mapped across 4 overall themes.**


For each theme CQC set out the 'I' statements and quality statements that they will assess:

Quality statements are the commitments that local authorities must commit to. Expressed as '**we statements**', they show what is needed to deliver high-quality, person-centred care.

I statements are what people expect. They are based on Think Local Act Personal's 'Making It Real' framework.



I have care and support that enables me to live as I want to, seeing me as a unique person with skills, strengths and goals.



We maximise the effectiveness of people's care and treatment by assessing and reviewing their health, care, wellbeing and communication needs with them.

These bring structure and consistency to the assessment. They show the types of evidence CQC use to understand the quality of care being delivered against a quality statement.

- **People's experience** i.e. people with care and support needs and unpaid carers
- **Feedback from staff and leaders** i.e. Assessment and care management staff, social workers and any specialist teams
- **Processes** i.e. Timeliness of assessments, care planning and care reviews
- **Feedback from partners** i.e. Community and voluntary sector groups; carer organisations; advocacy groups



Theme 1: Working with People



THEME 1: Working with People

Assessing needs (including unpaid carers), supporting people to live healthier lives, prevention, well-being, information and advice.

Assessing needs

We maximise the effectiveness of people's care and treatment by assessing and reviewing their health, care, wellbeing and communication needs with them.

Supporting people to live healthier lives

We support people to manage their health and wellbeing so they can maximise their independence, choice and control, live healthier lives, and where possible reduce their future needs for care and support.

Equity in people's experience and outcomes

We actively seek out and listen to information about people who are most likely to experience inequalities in experience or outcomes. We tailor the care, support and treatment in response to this. We provide appropriate, accurate and up-to-date information in formats that we tailor to individual needs.

THEME 1 - CQC SINGLE ASSESSMENT FRAMEWORK

WORKING WITH PEOPLE

Assessing needs (including unpaid carers), supporting people to live healthier lives, prevention, well-being, information and advice.

'WE' STATEMENTS: ADULT SOCIAL CARE'S COMMITMENTS

'I' STATEMENTS: What we want our residents to feel

Assessing Needs



"We maximise the effectiveness of people's care and treatment by assessing and reviewing their health, care, wellbeing and communication needs with them."



"I have care and support that is coordinated, and everyone works well together and with me."
"I have care and support that enables me to live as I want to, seeing me as a unique person with skills, strengths and goals."

Supporting people to live healthier lives

"We support people to manage their health and wellbeing so they can maximise their independence, choice and control. We support them to live healthier lives and where possible, reduce future needs for care and support."



"I can get information and advice about my health, care and support and how I can be as well as possible - physically, mentally and emotionally."
"I am supported to plan ahead for important changes in my life that I can anticipate."

Equity in people's experience and outcome



"We actively seek out and listen to information about people who are most likely to experience inequality in experience or outcomes. We tailor the care, support and treatment in response to this."



"I have care and support that enables me to live as I want to, seeing me as a unique person with skills, strengths and goals."

Theme 2: Providing Support



THEME 2: Providing support

Market shaping, commissioning, workforce equality, integration and partnership working.

Care provision, integration and continuity

We understand the diverse health and care needs of people and our local communities, so care is joined-up, flexible and supports choice and continuity.

Partnerships and communities

We understand our duty to collaborate and work in partnership, so our services work seamlessly for people. We share information and learning with partners and collaborate for improvement.

THEME 2 – CQC SINGLE ASSESSMENT FRAMEWORK PROVIDING SUPPORT

Market shaping, commissioning, workforce equality, integration and partnership working.

‘WE’ STATEMENTS: ADULT SOCIAL CARE’S COMMITMENTS

‘I’ STATEMENTS: What we want our residents to feel

Care provision, integration and continuity

“We understand the diverse health and care needs of people and our local communities, so care is joined-up, flexible and supports choice and continuity.”

“I have care and support that is co-ordinated, and everyone works well together and with me.”



Partnerships and communities



“We understand our duty to collaborate and work in partnership, so our services work seamlessly for people. We share information and learning with partners and collaborate for improvement.”



Theme 3: Ensuring Safety



THEME 3: Ensuring safety

Safeguarding, safe systems and continuity of care.

Safe systems, pathways and transitions

We work with people and our partners to establish and maintain safe systems of care, in which safety is managed, monitored and assured. We ensure continuity of care, including when people move between different services.

Safeguarding

We work with people to understand what being safe means to them and work with them as well as our partners on the best way to achieve this. We concentrate on improving people's lives while protecting their right to live in safety, free from bullying, harassment, abuse, discrimination, avoidable harm and neglect, and we make sure we share concerns quickly and appropriately.

THEME 3 – CQC SINGLE ASSESSMENT FRAMEWORK HOW THE LOCAL AUTHORITY ENSURES SAFETY WITHIN THE SYSTEM

Safeguarding, safe systems and continuity of care.

'WE' STATEMENTS: ADULT SOCIAL CARE'S COMMITMENTS

'I' STATEMENTS: What we want our residents to feel

Safe systems, pathways and transitions

"We work with people and our partners to establish and maintain safe systems of care, in which safety is managed, monitored and assured. We ensure continuity of care, including when people move between different services."



"I feel safe and supported to understand and manage any risks."

"When we move between services, settings or areas, there is a plan for what happens next and who will do what, and all the practical arrangements are in place."



Safeguarding

"We work with people to understand what being safe means to them as well as with our partners on the best way to achieve this. We concentrate on improving people's lives while protecting their right to live in safety, free from bullying, harassment, abuse, discrimination, avoidable harm and neglect. We make sure we share concerns quickly and appropriately."



"I have care and support that enables me to live as I feel safe and am supported to understand and manage any risks, strengths and goals."

Theme 4: Leadership



THEME 4: Leadership

Capable and compassionate leaders, learning, improvement, innovation and governance.

Page 22

Governance

We have clear responsibilities, roles, systems of accountability and good governance to manage and deliver good quality, sustainable care, treatment and support. We act on the best information about risk, performance and outcomes, and we share this securely with others when appropriate.

Learning, improvement and innovation

We focus on continuous learning, innovation and improvement across our organisation and the local system. We encourage creative ways of delivering equality of experience, outcome and quality of life for people. We actively contribute to safe, effective practice and research.

THEME 4 - CQC SINGLE ASSESSMENT FRAMEWORK

LEADERSHIP

Capable and compassionate leaders, learning, improvement, innovation and governance.

'WE' STATEMENTS: ADULT SOCIAL CARE'S COMMITMENTS

Governance, management and sustainability

"We have clear responsibilities, roles, systems of accountability and good governance. We use these to manage and **deliver good quality, sustainable care, treatment and support.**"

We act on the best information about risk, performance and outcomes, and **we share this securely with others when appropriate.**"

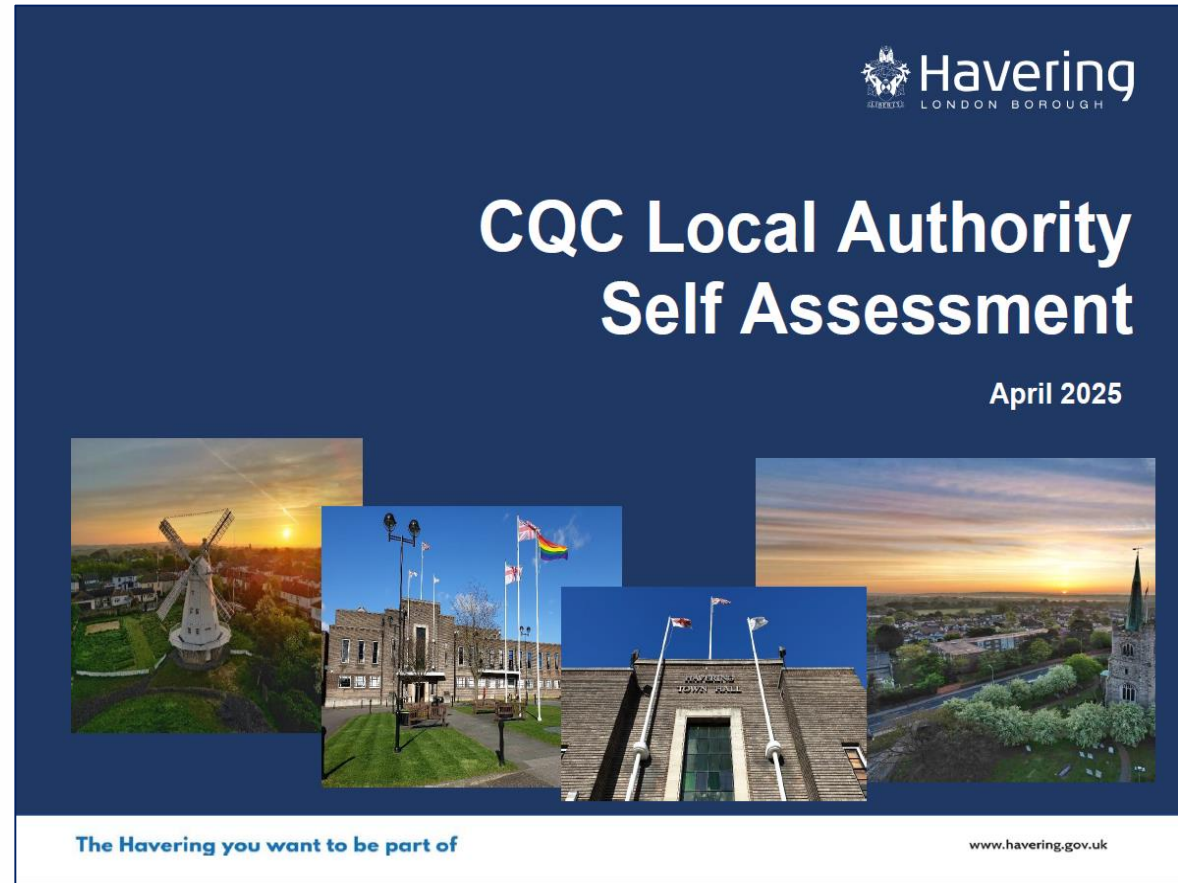
Learning, improvement and innovation

"We focus on **continuous learning, innovation and improvement** across our organisation and the local system. We encourage **creative ways of delivering equality of experience, outcome and quality of life for people.** We actively contribute to **safe, effective practice and research.**"







Our self-assessment grew out of discussions with staff and partners – we have used the process as a tool to incorporate the voices and practice wisdom of colleagues

Our opportunity to highlight our strengths and acknowledge our areas for improvement and highlight our plans to address these



ASC Self Assessment Recap

Celebrating our strengths and recognising our areas for development

| Theme | Our Strengths | Focus on Developing |
|---|--|--|
| Theme 1: Working with People  | <ul style="list-style-type: none"> • Our workforce supporting people through increasing demand and complexity • Consideration of clients' diverse needs are taken into account • Clear approach to practice • Better Living is embedded through the whole service • Well embedded Quality Assurance Framework and practice audit process • Positive Local Area Coordination Service • Dedicated and highly effective Reablement service | <ul style="list-style-type: none"> • Reduce our waiting lists • Co-produce our information and advice plan • Increase assessments for unpaid carers • Improve MCA application & evidence professional thinking • Offering advocacy support • Engagement with our community to understand those at risk of having unmet needs |
| Theme 2: Providing Support  | <ul style="list-style-type: none"> • Positive response to challenges within our Hospital Trust • Wide variety of preventative services available • Positive use of BCF funding with partners supporting healthier lives • Good relationships with the provider market • Constructive approach to provider uplifts that fosters positive market dialogue • Co-produced All Age Autism Strategy, Carers Strategy and Dementia Strategy • Ambitious Supported Housing Strategy • Positive partnership and joint directorate with the ICB | <ul style="list-style-type: none"> • Procure a comprehensive framework for ASC provision • Manage the care home market differently due to increased lack of availability of places and costs • Review the Learning Disabilities market (respite, supported living) • Improving our offer of support and respite for Carers • Finalise our refreshed Joint Strategic Needs Assessment chapters • Sign off our Joint Commissioning Strategy • Refresh our Market Position Statement |
| Theme 3: Ensuring Safety  | <ul style="list-style-type: none"> • Experienced Safeguarding Adults Managers • Multi-Agency Safeguarding Hub and positive partnership • Successful partnership working re the number of Connects (previously MERLINS) • Well understood safeguarding process • Good use of Making Safeguarding Personal • We support individuals to understand their risks and work towards safe outcomes • Well established positive Havering Safeguarding Adults Board • Self-Neglect and Hoarding Multi-Agency Guidance • Robust ongoing challenge around discharge processes with the hospital | <ul style="list-style-type: none"> • Strengthen our response to Transitions • Develop referral and pathway guidance with Mental Health • Establish an audit process for s42 enquires undertaken by Mental Health • Ensure the process for reviewing safeguarding protection plans is clearly understood • Increase the numbers of BIAs and scrutinisers to reduce the DoLS waiting list |
| Theme 4: Leadership  | <ul style="list-style-type: none"> • Efficient and low-cost Council • Adult Social Care is a key priority across the Council • Leadership through every level of the Service • Diverse adult social care workforce • Supportive Havering Social Care Academy • Positive apprenticeships & strong ASYE programme • Workforce Development Board in place • Great training offer and commitment to supporting professional practice development • Exciting use of AI solutions to support the recording of social care | <ul style="list-style-type: none"> • Work closely with staff to co-design on our Balanced Scorecard for 2025/26 • Work with Government to bridge the funding gap and support social care delivery • Increasing engagement and co-production with local communities • Ensure staff know how to access the career development framework |

The Havering you want to be part of



Supporting our residents to stay safe and well

- We support residents of all ages to live socially connected, independent and healthy lives
- We engage with individuals, families, and our partners to help residents reach their full potential
- We respond fairly to changes in our growing population with a focus on both meeting and reducing need



A great place to live, work and enjoy

- We are a clean, green, sustainable borough, where it is safe and easy to get around
- We deliver safe and affordable housing and community assets
- We attract and deliver investment and regeneration opportunities, whilst protecting the character of the borough



Enabling a resident-focused and resilient Council

- We manage our resources well
- We will be an employer of choice, with a workforce that reflects our communities
- We will provide excellent customer service and engage effectively with our communities

Our ASC Vision



People are empowered to live independently in their communities for as long as possible with the right kind of support.

We will work alongside residents and carers to support them to live safely, maintaining wellbeing, choice and control over their care and the way they want to live.



Our ASC Principles



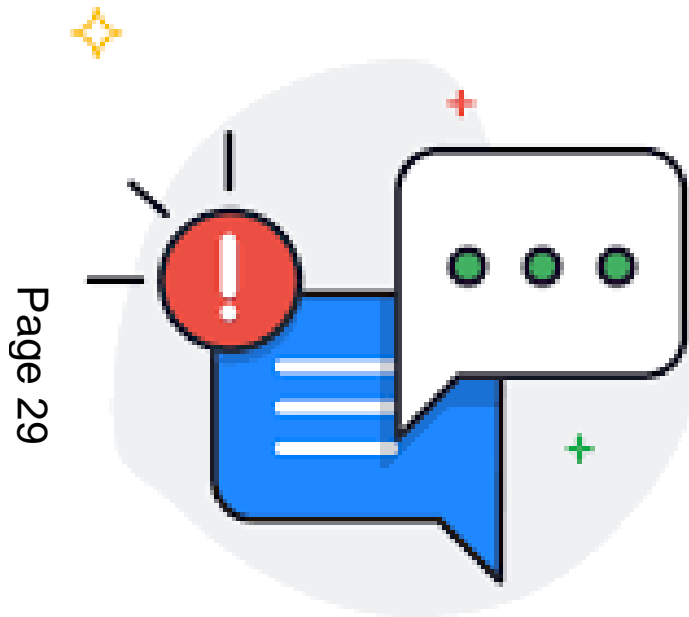
These are our fundamental guidelines and values that shape how we operate, provide support and make decisions with the people we support.

1. Strength-based, person-centred practice
2. Timely support (linked to reducing our waiting lists)
3. Safeguarding adults from abuse and neglect
4. Focus on unpaid carers
5. A supported and skilled workforce
6. Listening to our residents - our journey towards co-production
7. Voice of the people we work with captured, including seldom heard voices
8. Culturally considered conversations and practice
9. Focus on prevent, reduce, delay
10. Appropriate support that ensures value for money



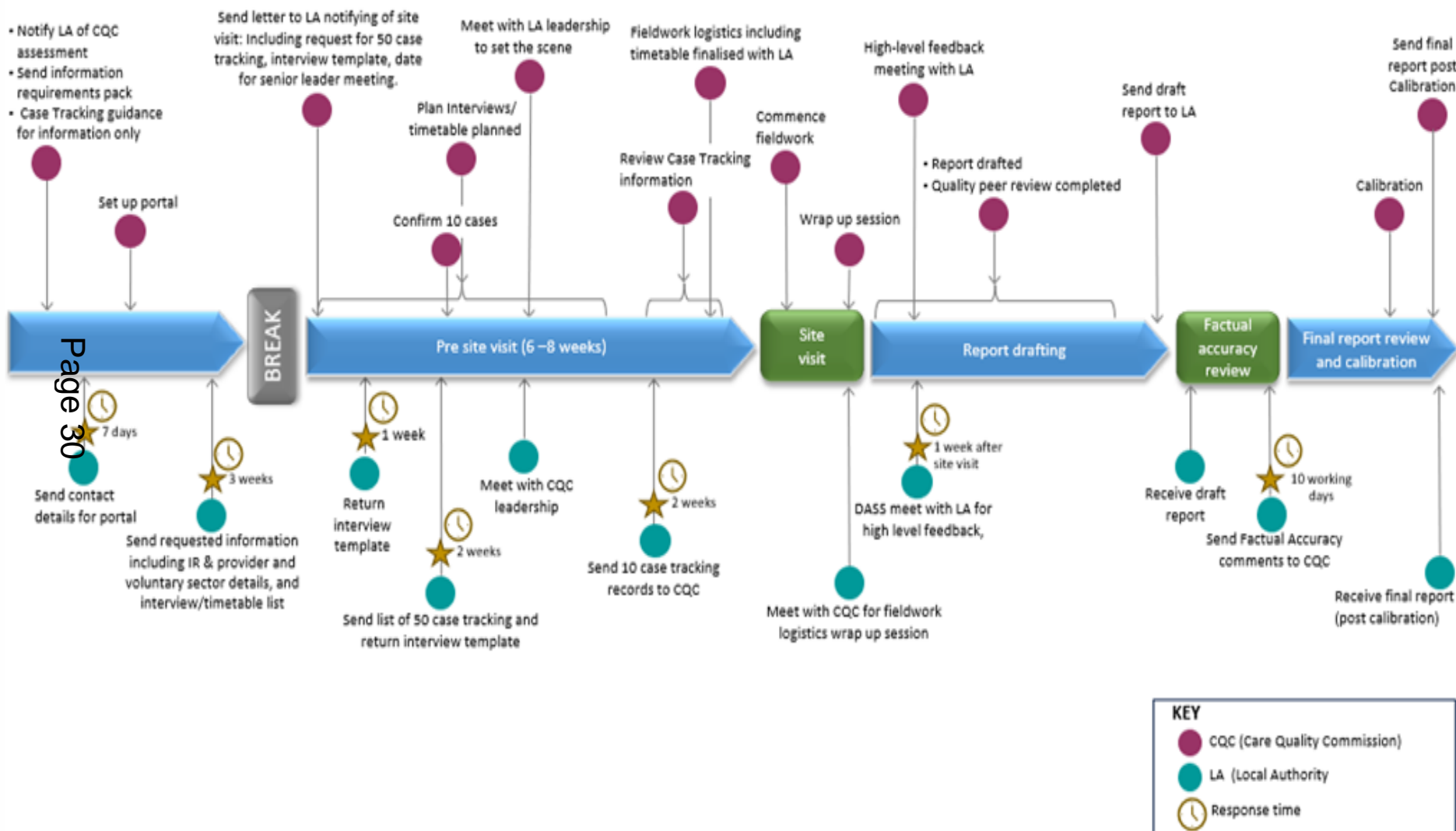
Our Balanced Scorecard Priorities

- Working towards meeting the increasing demand for adult social care services
- Supporting people to return home from hospital with safe and timely discharges
- Promoting high standards of social care practice and supporting social care teams to deliver effective services
- Supporting our workforce
- Increase identification of and support to unpaid carers
- Increase engagement and enhance understanding of the community we support (our journey to co-production)
- Strengthen our transitions pathways to ensure people receive timely and effective support
- Ensure relevant and useful information and advice is available for our residents relating to adult social care
- Reviews of supported living to ensure appropriate outcomes and ensure VFM

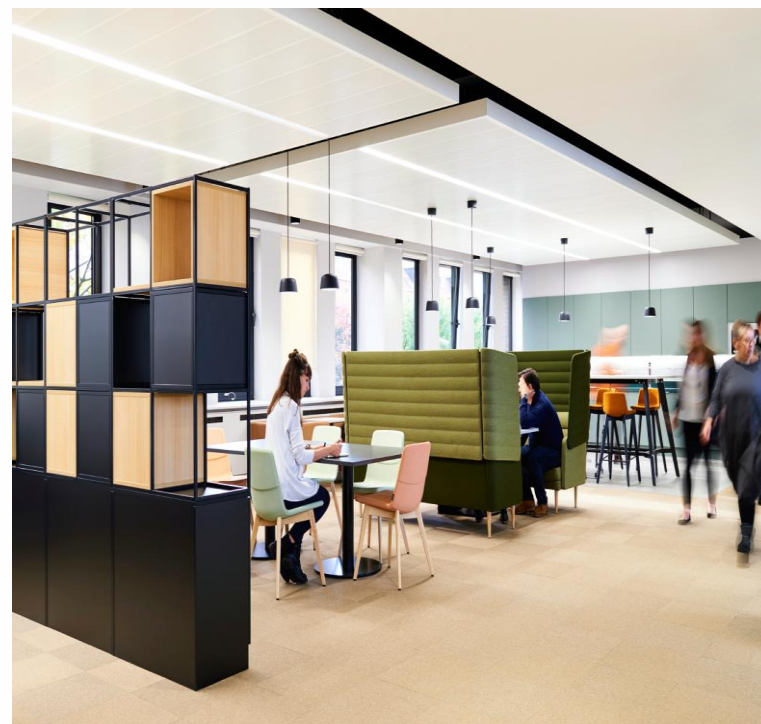


Currently a two-stage notification process:

- **Notification 1:** We received this on **7th April 2025**. Submitted our evidence against the new single assessment framework and information return along with our Self-Assessment on **2nd May 2025** – 120 items submitted
- **Notification 2:** Received on 30th June 2025 - site visit will be w/c **18th August 2025**



- Preparing the '50 cases' for case tracking and gain consent from our residents and their family and carers to speak to the CQC
- We have staff preparation sessions including LGA supported sessions to help get the best from our staff
- Working through updating key actions and plans
- Preparing and sharing our Balanced Scorecard and Corporate and Service Objectives
- Working with partners to prepare them for what is to come: Providers Forum; Havering Carers Hub, COMPACT Chair



Weeks before the on-site... **Leadership Presentation** (3hrs) to set our story, the highlights of our self-assessment, and focus on our structure, governance and integration

When they do arrive, they will be **on site for 2.5 days**

Around **8 inspectors attend**

Will be an **intensive, ever changing, timetable** as they will want to meet as many people as possible

There are now **daily DASS feedback sessions** and a **wrap up session**



We will likely wait some months for the draft report - based on other Boroughs/Councils

When received, we will have **10 days to check for factual accuracy** – little to no opportunity to change the content or scorings the CQC include

Report will be embargoed until formal publication – will be a number of weeks due to the CQC post calibration process

We will **work on a comms plan for residents, partners and staff**

Will **build on our service improvement and development plans**

Page 33



Any Questions

Page 34



PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE – 15TH JULY 2025

| | |
|---|---|
| Subject Heading: | EHCP Needs and Pressures Summary |
| Report Author and contact details: | Trevor Cook – Assistant Director of Education |
| Policy context: | Members to discuss areas relating to People |

SUMMARY

The attached report is regarding EHCP need and pressures.

RECOMMENDATIONS

That the Sub-Committee scrutinises the reports and agree any recommendations or comments for consideration by Cabinet.

REPORT DETAIL

The attached slide presentation gives details from on the EHCP needs across the borough and the pressures the Council faces.

IMPLICATIONS AND RISKS

Financial implications and risks: None for this covering report

Legal implications and risks: None for this covering report

Human Resources implications and risks: None for this covering report

Equalities implications and risks: None for this covering report

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None for this covering report

BACKGROUND PAPERS

None

EHCPs: need, performance, actions

National picture

- 10.8% increase in # EHCPs in England from January 2024 to January 2025
- 5.3% of pupils in England now have an EHCP

Havering

- 16% increase from January 2024 (2583) to January 2025 (3009)
- Percentage of pupils in Havering with EHCP still below national average (4.4% compared to 4.7% in 2024). Size of this gap narrowing due to higher year on year increases compared to average national increase
- Considered in the context of Havering population increase

EHCPs: need, performance, projections

Performance

- 34% of EHCPs issued within 20 weeks since 1/4/25 (during 2023 national figure was 50.3%)
- Cause of low performance is requirement for Educational Psychologist reports as part of EHC needs assessments at a time of national shortage of EPs and rapidly increasing need. Havering has a strong record of recruitment and retention compared to neighbours, but still impossible to meet demand for assessments from permanent capacity alone (rare to find any LAs not reliant on agency/locum EPs)
- Performance was 0% during periods without any EP capacity. A contract was in place with an agency delivering EP advice and this saw performance rise. Contract has expired and current procurement process to establish new contract will not be concluded until 1/11/25, meaning backlog will build in intervening period (see next slide)
- Investment in Assessment & Placement Team will see caseloads brought down from January 2026, and use of AI (Beam) to draft EHCPs, will free up capacity for improved communication with parents/carers, schools and settings, and ensure stronger performance can be sustained once new EP contract in place.

EHCPs: need, performance, actions

(Academic year)

| EP EHCP assessments demand | 24/25 | 25/26 | 26/27 |
|---|-------|-------|-------|
| Start of Year Backlog | 0 | 150 | 0 |
| Number of EP assessments for EHCPs expected | 600 | 650 | 684 |
| Capacity of permanent staff | 169 | 258 | 258 |
| Remaining assessments to complete (agency) | 281 | 542 | 426 |
| Carry over | 150 | 0 | 0 |

- Procurement for c550 assessments to in AY25-26 to ensure start AY26-27 with no backlog
- Option to extend contract to address gap between capacity of permanent staff and total needed
- The above represents good balance of use of agency staffing which is efficient use of resources, while retaining permanent staff who offer value for money as deliver preventative / early intervention work and other services (e.g., tribunals)

EHCPs: need, performance, actions

(Academic year)

| Assessment Case Officer Caseloads | 24/25 | 25/26 | 26/27 |
|-----------------------------------|-------|-------|------------|
| Permanent staff | 200 | 600 | <i>TBC</i> |
| Agency staff | 400 | 50 | <i>TBC</i> |
| Total | 600 | 650 | <i>TBC</i> |

- Reorganisation seen successful wave of recruitment to new permanent positions and able to reduce reliance on agency staff entirely by January 2026, thereby reducing costs

PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE – 15TH JULY 2025

Subject Heading:

ONEL JHOSC Nominations

Report Author and contact details:

Luke Phimister – Committee Services Officer

Policy context:

Members to discuss areas relating to
People

SUMMARY

This report is to allow members the opportunity to nominate themselves to represent the Sub-Committee on the ONEL JHOSC.

RECOMMENDATIONS

That the Sub-Committee nominates members to sit on the ONEL JHOSC.

REPORT DETAIL

The ONEL JHOSC meetings quarterly and scrutinises health issues which impacts Outer North East London. The JHOSC Comprises of Councillors from Havering, Barking & Dagenham, Redbridge, Waltham Forrest and Essex.

IMPLICATIONS AND RISKS

Financial implications and risks: None for this covering report

Legal implications and risks: None for this covering report

Human Resources implications and risks: None for this covering report

Equalities implications and risks: None for this covering report

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None for this covering report

BACKGROUND PAPERS

None