

Public Document Pack



EXECUTIVE DECISION DAY NOTICE

Executive Lead Member for Children's Services Decision Day

Date and Time Wednesday 19th October 2022 at 2.00pm

Place Remote Decision Day

Enquiries to members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This decision day is being held remotely and will be recorded and broadcast live via the County Council's website.

AGENDA

DEPUTATIONS

To receive any deputations notified under Standing Order 12.

KEY DECISIONS (NON-EXEMPT/NON-CONFIDENTIAL)

- 1. OUTCOMES FROM THE CONSULTATION ON SOCIAL CARE PROVISION FOR OVERNIGHT SHORT BREAKS AT FIRVALE RESIDENTIAL RESPITE CHILDREN'S UNIT** (Pages 3 - 52)

To consider a report providing the Executive Lead Member for Children's Services with the outcomes of both the public and staff consultations on the future of social care provision at Firvale Residential Respite Unit.

NON KEY DECISIONS (NON-EXEMPT/NON-CONFIDENTIAL)

- 2. HENRY TYNDALE SCHOOL PROVISION AT THE FORMER PARK PRIMARY CHILDREN'S CENTRE, ALDERSHOT** (Pages 53 - 74)

To consider a report seeking approval to spend for the project proposals for alterations, refurbishment, extension and external improvements of the former Park Primary Children's Centre, Aldershot to create a new satellite provision for the Henry Tyndale School for children with special educational needs.

3. APPOINTMENTS TO OUTSIDE BODIES, STATUTORY JOINT COMMITTEES, PANELS AND PARTNERSHIP BOARDS (Pages 75 - 76)

To propose appointments to Outside Bodies, Statutory Joint Committees, Panels and Partnership Boards.

KEY DECISIONS (EXEMPT/CONFIDENTIAL)

None Applicable.

NON KEY DECISIONS (EXEMPT/CONFIDENTIAL)

None Applicable.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to observe the public sessions of the decision day via the webcast.

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker	Executive Lead Member for Children's Services
Date:	19 October 2022
Title:	Outcomes from the Consultation on Social Care Provision for Overnight Short Breaks at Firvale Residential Respite Childrens Unit
Report From:	Director of Childrens Services

Contact name: Kieran Lyons – Head of County Services

Tel: 0370 779 1052

Email: Kieran.lyons@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to provide the Executive Lead Member for Children's Services the outcomes of both the public and staff consultations on the future of social care provision at Firvale Residential Respite Unit and to offer recommendations for decision making.

Recommendations

2. That the Executive Lead Member for Children's Services approves the recommendation to:
Permanently close social care provision at Firvale Residential Respite Unit by 31 March 2023.

Executive Summary

3. In March 2020, during the national lockdown as a result of the coronavirus pandemic, the Ofsted registered social care Firvale residential respite unit temporarily closed. Staff were redeployed to other services in the Children's Services Department.
4. At the Executive Lead Member for Children's Services Decision Day on 14th January 2022¹, permission was given to consult on proposals for the future of social care respite provision at Firvale Residential Respite Childrens Unit.

¹<https://democracy.hants.gov.uk/documents/s89464/Permission%20to%20consult%20on%20proposals%20for%20social%20care%20provision%20for%20overnight%20short%20breaks%20at%20Firvale%20R.pdf>

5. The public consultation exercise was open from 17th January – 28th March 2022, a period of 10 weeks. A staff consultation was also undertaken concurrently.
6. Firvale is operated by Hampshire County Council (HCC) working in partnership with Hampshire Hospitals Foundation NHS Trust (HHFT), who own the building. Of the nine beds within Firvale, HCC used five to meet children's social care overnight respite needs and HHFT using the remaining capacity (four beds) to meet health needs.
7. It should be noted that the cohort of young people supported by health have significantly different needs to those supported by social care. HHFT have continued to use the Firvale site during the pandemic to deliver a range of services and they are exploring the potential future options for the use of the building.
8. In August 2018, a report of essential building and maintenance works needed at Firvale was produced. These works would ensure the building continues to be fit for purpose and provide a safe environment. To re-open HCC's registered respite service at Firvale (the five social care beds), there would be an imminent requirement to contribute funding of at least £400,000 towards these essential works within the building, and its grounds.
9. Since the development of the residential estate which now surrounds Firvale, there have been increasing concerns about the loss of privacy, particularly the fact that some of the bedrooms and all the grounds are now overlooked by other properties. This has brought into question the ongoing suitability of the building to deliver social care residential respite services.
10. HCC have engaged with health partners (Both HHFT and the Hampshire and Isle of Wight Integrated Care Board (ICB) (formerly the Clinical Commissioning Group (CCG)) regarding concerns about the building and the need to close it at the beginning of the pandemic. HCC have offered regular discussions since that time. HHFT continue to consider the future use of the building and the range of services which they may wish to provide from it.
11. The public consultation sought the views of services users, stakeholders, Hampshire residents and other care and support providers on the development of suitable alternative options for current and future users, which promote the best outcomes for children and young people and their families and reduce dependencies on services whilst ensuring best value for the use of public funds.
12. A total of 58 responses were received during the consultation period, of whom 33 had used overnight respite at Firvale, 17 were related to, or lived with, someone who has used services at Firvale, four were support workers for families with a child with Special Educational Needs or Disabilities, and one respondent worked at Firvale.

13. Social workers have continued to work closely with affected families to put in place suitable alternative packages of care that would meet each individual's assessed needs.
14. Prior to the closure (due to Coronavirus), in March 2020, around one third of available overnight respite (ONR) provision capacity was used. Firvale ONR provision was being accessed by 12 children, a further 14 young people were awaiting ONR services. All children and their families have received ongoing support from their Social Workers to identify suitable alternative services to meet their assessed social care needs.
15. The Children's Services Department have continued to work with new and existing external providers to develop a broad range of respite and support services available to children and young people who have disabilities within Hampshire.
16. The factors of low occupancy, high cost per night, combined with recruitment and staffing issues, as well as the wider local authority funding pressures have contributed to the case to consult on whether social care provision at Firvale Residential Respite Childrens Unit should remain closed. Since the end of March 2020, there has been no access to HCC respite provision at the home, and social workers have worked with families to explore alternative support options, some of which have been taken up.

Contextual information

17. The Breaks for Carers of Disabled Children Regulations 2011 places a duty on local authorities to provide a range of services for children who have a disability and their families which includes, "overnight care in the homes of disabled children or elsewhere." The County Council's offer for overnight respite was historically based on residential services, however the County Council have worked to diversify the offer to meet need in the most appropriate way for young people. This has included commissioning support in family homes and increasing the use of Specialist Respite Care (Care in the home of foster carers, recently renamed, 'Home from Home').
18. Firvale is a residential respite unit, located in Basingstoke. Until the onset of the coronavirus pandemic, Firvale provided overnight respite care for children and young people who have a disability. There are nine single children's bedrooms (five are used by HCC social care and four by HHFT), along with dining, sensory and play areas. When fully staffed, the maximum social care respite nights per annum is 1,815. Since 2019, approximately a third of available nights have been accessed.
19. Respite services are provided for eligible children between the ages of 5-18 years who live at home with their parents or carers, and who have been assessed and are approved for overnight respite.

20. In addition to the 12 children who previously accessed social care respite services at Firvale, there was a further cohort of 14 children had been assessed as requiring respite, and where Firvale had been identified as an appropriate option.
21. Work has been ongoing to identify suitable alternative respite for each of these children whilst Firvale has been closed. Disabled Children's Team (DCT) social workers alongside commissioning colleagues have actively worked with affected children and their families to secure appropriate and beneficial longer-term respite provision and/or services.
22. The DCT social work teams have confirmed that since the temporary closure of Firvale, there is one child for whom alternate respite provision is still being sought from the original cohort of 26 children and young people. For some young people who are approaching adulthood, this has been through our supporting their transition to services provided by Adults Health and Care.
23. Should Firvale remain open, HCC would be required to commit to investing at least £400,000 towards funding essential building works needed at Firvale. These works include widening doorways, installing new fire doors and improvements to gates and site drainage.
24. The investment required to fund the works described above does not alter or mitigate the question of the ongoing suitability of Firvale for social care provision, due to issues around loss of privacy resulting from the surrounding housing developments which means that Firvale is now significantly overlooked.
25. When fully operational, Firvale has 20.6 Full Time Equivalent (FTE) HCC staff. Due to vacancies, there are currently eight members of staff employed to work at the unit. Since the closure of social care provision at Firvale in March 2020, members of staff have been relocated into a range of other roles across HCC's Childrens Services Department.
26. To re-open Firvale, it would be necessary to recruit up to 13.6FTE to fill the current vacancies. Without adequate staffing levels, Firvale could only offer a partial service, which could mean that not all respite allocation could be met, and the service would not be operating at a viable occupancy. In turn this would mean that the service would not be offering good value for money.
27. Currently the assessed needs of children and young people with disabilities are met through a range of services, including overnight respite care, from external providers, and other alternative forms of support for children and young people and their families.
28. The alternative forms of support available to families include:
 - Home from Home care which is provided by registered foster carers to offer families short term respite;
 - Care Support hours which can be offered in the home or in the community;

- Support via a Direct Payment worker, also in the home or in the community as required;
 - HCC also provide specialist support via the Sleep Support Service which provides bespoke support, advice and guidance to families where sleep is an issue; and
 - The Technology Enabled Care service provides an assessment to identify if there are any potential technology solutions to support a family to meet their needs. Personal Budgets, where funds are transferred directly from HCC to families to purchase equipment, or services and activities in the community;
 - Family breaks to meet their needs.
 - Short Break activities and the Buddy Scheme are also options available to families to explore.
 - Overnight respite services commissioned from external service providers.
29. Overnight respite is currently provided through arrangements which are in place with external service providers. These contracts offer high quality respite services at a lower cost to in-house provision, and which allow HCC to accommodate fluctuations in demand as HCC only pays for beds that are utilised by its service users rather the total cost of the service irrespective of occupancy levels. At present, overnight respite services are provided by the following organisations:
- The Rose Road Association, The Acorns, Southampton
 - Purple Oak Support (formerly Andover Mencap), Rainbow Corner, Andover
 - Cherry Trees, Guildford, Surrey
 - Treetops, White Lodge Centre, Chertsey, Surrey
 - Shooting Stars, Guildford, Surrey
30. Should the social care provision at Firvale remain closed, appropriate permanent re-deployment opportunities will be sought to minimise potential compulsory redundancies. All appropriate redeployment opportunities will be explored to avoid any potential compulsory redundancies, this would include vacant posts within HCC's other Children's Homes.

Finance

31. Since 2008, HCC has been changing the way it works to respond to continuing pressures on local government funding, whilst demand for many services has continued to increase. This has resulted in over £560 million being removed from the budget in the last 14 years. Over the financial years 2022/23 and 2023/24 the County Council faces a further budget shortfall totalling at least £80 million, bringing the cumulative recurring saving to £640 million.
32. Each successive transformation (savings) programme is becoming more challenging to deliver, as the potential to achieve further permanent cost reductions through early intervention, demand management and prevention approaches is reduced. Given the level of savings already achieved and the

shortened timescales for delivery, the Saving Programme to 2023 (SP23) is focused primarily on services that may be reduced or stopped across the Council.

33. Local authorities are required to deliver a balanced budget and it is necessary for the Council to decide what services HCC provides, and how these services are delivered, whilst meeting both assessed needs and statutory obligations. It is now more challenging to maintain the full range of services that residents have previously accessed within the reduced budgets now available.
34. The table below provides a comparison of average cost per bed per night between Firvale and external residential respite providers. Average unit rates are taken from current agreed rates.

Cost of overnight respite (per night, per child)	Care worker to child ratio²	
	1:2	1:1
2022/23 Firvale cost (based on a target of 80% occupancy)	£731.07	£966.37
Current average external provider unit rate (based on contracted costs)	£361.17	£771.26

35. The data in the table above provides the cost per night of delivering respite services at Firvale, based on an 80% occupancy figure and the costs incurred, based on actual use. The most recent data (in the period up to March 2020) confirms that Firvale was operating at approximately one third occupancy. The consequence of this under occupancy was that in 2019/20 overnight respite at Firvale cost an average of £1,486.87 per night.
36. Several factors have contributed to low occupancy at Firvale, including the complex needs of the children and their support requirements limiting the number of children that can be accommodated at any one time. Another factor is the requirement to ensure that children staying at Firvale at the same time are risk assessed and matched appropriately. This ensures they are able to engage with each other, participate in similar activities and have a positive experience.
37. There have also been challenges in maintaining the staffing establishment which has had an impact on the number of children that could be cared for at any one time.
38. The HCC annual budget for Firvale for financial year 2022/23 is £900,000. It is proposed that £500,000 is to be allocated to departmental savings required by March 2023. The remainder of the budget is to be invested into the

² The 1:2 and 1:1 rate compares the average contracted rates per night, per service user for those ratios of care compared to the equivalent in-house rate. This is based on a service user acceding the respite provision for a 24-hour period.

ongoing development and provision of respite services for children with disabilities and their families.

39. In addition to the ongoing annual saving of £500,000, the closure of Firvale will also result in the avoidance of a one-off cost of an estimated £400,000 to fund essential works needed within the building, and its grounds.
40. Should Firvale close the maximum redundancy costs for all staff are estimated to be up to £71,614 (including potential enhanced voluntary redundancy), however, the actual figures are expected to be much lower due to anticipated redeployment of staff.
41. The proposed saving includes provision to support children's transition to alternative respite and to cover potential redundancy costs.

Consultation and Equalities

42. At the Executive Lead Member for Children's Services Decision Day on 14th January 2022, permission was given to consult on proposals for social care capacity at Firvale Residential Respite Childrens Unit to remain closed.
43. The public consultation exercise ran from 17th January – 28th March 2022, a period of 10 weeks.
44. To support the consultation, an information pack was produced, including a version in an easy-to-read format to ensure that key information about proposals was widely accessible.
45. The consultation was promoted by HCC across a range of media. This included letters to service users, social media posts (Twitter, Facebook, Nextdoor), communications being sent to all special schools, and in collaboration with Hampshire Parent Carer Network, who promoted the consultation to their members. The consultation was also featured on the BBC's South Today local news programme on 18th January 2022.
46. During the consultation, a number of drop-in sessions were organised. These were held in both in person, at several accessible venues across Hampshire, and online, via virtual meetings.

Venue	Date
Basingstoke Discovery Centre	03/02/2022
Gosport Discovery Centre	09/02/2022
Online via MS Teams	14/02/2022
Basingstoke Discovery Centre	25/02/2022
Online via MS Teams	01/03/2022
Online via MS Teams (evening)	16/03/2022
Chandlers Ford Library	17/03/2022

47. A total of 58 responses were received during the consultation period. The breakdown of these responses is set out below. Of these, 56 responses were provided via the Response Form, and two 'unstructured' responses via email were also received.

48. Of those who provided a response:

- 33 had used overnight respite at Firvale, 17 were related to, or lived with, someone who has used services at Firvale, four were support workers for families with a child with Special Educational Needs or Disabilities, and one worked at Firvale.
- 29 lived with children or young people under the age of 26, of whom 25 had Special Educational Needs or Disabilities, and 11 use overnight respite services (six at Firvale).

Other information that was shared included that of the respondents to the consultation:

- 33 were female and 12 were male
- 15 had a health problem or disability, and 26 did not have these issues
- Three were from ethnic minority groups and 41 were from White English, Welsh, Scottish, Northern Irish, or British groups

49. A copy of the of the consultation headline findings report is included at Annex A.

50. The consultation sought respondents' views on the key issues the County Council would need to consider when making the decision about Firvale. There were 36 responses to this question.

- 25 responses mentioned the reduced opportunities for respite was
- 25 responses mentioned the impact on service using children and their families
- 24 responses mentioned the lack of suitable alternative respite

51. The consultation Information Pack described the alternative services that would be available if a decision were to be taken that the social care overnight respite service at Firvale remain closed. The consultation asked respondents to describe any service user needs that would not be met by these services. In total 48 comments were provided in answer to this question. The top three answers provided focussed on:

- 32 responses mentioned that suitable alternatives are not readily available
- 13 responses mentioned a lack of accessible alternatives in their area
- 9 responses mentioned a lack of support for children with complex needs

52. The consultation Response Form asked respondents to describe any impacts that the proposal for the social care overnight respite service at Firvale to remain closed would have on themselves, other people, or their organisation, group, or business. 50 comments were provided in relation to this:

- 41 responses mentioned the impact on the families of service users
- 30 responses mentioned an inability for service users to access respite
- 14 responses mentioned the impact of increased travel

53. Feedback received during the consultation also made the following points:

- That further consideration should be given to the wellbeing of service users' families, and the suitability of alternatives for service users' needs - particularly following the previous closures of respite the Sunbeams and Merrydale respite units.

The wellbeing of service users and their families is of the utmost importance and is the reason why social workers have worked with families to identify suitable and appropriate alternatives for individual children and young people affected by the proposal, ensuring that their needs are met.

- Concerns were raised that (assessed) needs may not be met by alternative services, and that alternatives may not be local, therefore adding to the complexity and challenge to access suitable respite.

Social Workers are supporting affected families to discuss any concerns they may have regarding the proposal, and to identify agreeable alternative support for their family that meets their assessed needs. Funding has been set aside to ensure that additional transport costs incurred by families as a result of this proposal can be supported.

- That the vulnerable were being disproportionately affected by successive cuts, that services for children and young people with disabilities should be prioritised, and that closing Firvale may lead to additional costs in other services, examples cited included an increased demand for residential care.

Families affected by the proposal are receiving individualised support to ensure that their needs are met.

- There were also suggestions that the County Council should reduce wastage, reduce pay for senior officers/Councillors, increase Council Tax, and find other sources of income such as selling additional land charged for services at Firvale, allowing service users to buy services from Firvale through Direct Payments, and the use of budget reserves to continue to fund respite services at Firvale.

HCC welcomes suggestions for how to secure additional income to support services for our vulnerable children and families. In the particular case of Firvale, the financial assessment within this report demonstrates that in terms of value for money, and therefore best use of public funds, that there are alternative options available both in-house and on the market that will provide better outcomes.

Equality Impact Assessment

54. An Equalities Impact Assessment has been completed and is provided at Appendix A.

55. No high negative or medium negative impacts were noted in the Equality Impact Assessment.
56. Low negative impacts were identified for the public in relation to the protected characteristics of age, disability, poverty and rurality. The proposal will impact the services provided for children and young people with disabilities, some of whom may need to access alternate respite provision. The County Council is committed to ensuring that families remain able to access provision that will meet their child's needs. When planning for alternative provision, transport to or from overnight respite has been considered, where appropriate and in some cases travel support/assistance has been provided.
57. Low negative impacts were identified for staff in relation to the protected characteristics of age, disability, sex and poverty. The age profile of the Firvale staff is broadly in line with both the averages for across the County Council, however all staff members are female, a minority of whom have declared a disability, based on a very small number of staff this is higher than organisational averages. It is anticipated that majority of the eight members of staff will be permanently redeployed into alternative roles within Children's Services. Staff who cannot be redeployed would be offered enhanced voluntary redundancy.

Staff consultation

58. Consultation with staff and unions took place alongside the public consultation between 17 January and 28 March 2022. Consultation was undertaken through a staff briefing, individual meetings with affected staff and departmental meetings with trade unions. There were 11 members of staff within scope of consultation at the start of the process, however, three have since been appointed to alternative roles within the department.
59. During consultation, staff shared concerns about the potential impact of the proposals on the children and families who attended Firvale. There was also discussion about the redeployment options available to staff and the support and training which would support a change in role.
60. A small minority of existing staff have been invited to apply for enhanced voluntary redundancy as there are no anticipated suitable alternative roles available. The final date for voluntary redundancy applications is 20 October 2022. If these staff members do not apply for enhanced voluntary redundancy, they will be at risk of compulsory redundancy and will be eligible for redeployment support. Compulsory redundancy would be a last resort.
61. It is anticipated that all other staff affected by the proposals will be redeployed to alternative roles within Children's Services.
62. Should Firvale close, the maximum redundancy costs for all staff are estimated to be up to £71,614 (including potential enhanced voluntary redundancy), however, the actual figures are expected to be much lower due

to anticipated redeployment of staff.

Climate Change Impact Assessment

63. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

Climate Change Adaptation

64. The carbon mitigation tool decision tree indicates that this proposal is not suitable for assessment. Therefore, the Climate Change Impact Assessment tool has not been used.

65. A full assessment of climate change vulnerability was not completed as the initial vulnerability assessment showed that the project is at minimal risk from the climate vulnerabilities.

Carbon Mitigation

66. At this stage it is considered that there is no requirement to undertake steps for Carbon Mitigation. Accessing alternative respite provision will alter the length of journeys for some users, but as services will be distributed across Hampshire this could result in a reduction for some, and an increase for others. It is therefore not possible to model these impacts in the long-term as provision is allocated on a basis of need, and not all settings are suitable to meet the needs of all children and young people.

67. The proposals support Hampshire County Councils' strategic priorities:

Strategic Outcome 1: Hampshire maintains strong and sustainable economic growth and prosperity: The proposals will lead to a saving of £500,000 per annum and will ensure that high quality respite provision is delivered whilst achieving good value for Hampshire's residents.

Strategic Outcome 2: People in Hampshire live safe, healthy and independent lives as the proposed changes will support children and young people access to a range of residential and strengths-based respite provisions suited to their individual assessed needs.

Conclusion

68. Whilst it is acknowledged that the findings of the consultation indicated that there was opposition to the permanent closure of Firvale, this must be balanced against the financial pressures that are being faced by the County Council, the investment required in continuing to provide respite services at

Firvale, coupled with the high costs and poor value for money offered.

69. With the ongoing development of alternative respite provisions that are being offered, the concerns raised in the consultation can be mitigated whilst ensuring that children and young people, and their families receive appropriate meaningful, high-quality, good value-for-money and strengths-based respite support that meets their assessed needs.
70. Alternative respite provision including Home from Home, Care Support, the Sleep Support Service, Technology Enabled Care, Personal Budgets, Short Break activities and the Buddy Scheme are options available that families can explore alongside residential overnight respite. The broad range of services available means that HCC is able to work with young people and their families to meet assessed needs in a way which can be tailored and adapted as their needs evolve over time.

Recommendations

71. That the Executive Lead Member for Children's Services approves the recommendation to:
Permanently close social care provision at Firvale Residential Respite Unit by 31 March 2023.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	No
People in Hampshire enjoy being part of strong, inclusive communities:	No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u> Permission to consult on proposals for social care provision for overnight short breaks at Firvale Residential Respite Childrens Unit to remain closed.	14 January 2022
<u>Title</u> Savings Programme to 2023 - Revenue Savings Proposals Cabinet:	17 September 2021
<u>Title</u> Medium Term Financial Strategy Update and Savings Programme to 2023 Savings Proposals	12 October 2021

Direct links to specific legislation or Government Directives

<u>Title</u>	<u>Date</u>
Children Act	1989
Local Government Act	1999
Equality Act	2010
Respite: Statutory guidance on how to safeguard and promote the welfare of disabled children using respite	2010
The Breaks for Carers of Disabled Children Regulations	2011
Children and Families Act	2014
Best Value Statutory Guidance (revised and updated)	2015

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

Appendix A – Equalities Impact Assessment

EQUALITIES IMPACT ASSESSMENT:

Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
2. Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

4. The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
5. Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
6. Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Appendix B – Summary of Alternative Respite Provision

The Children's Services Procurement and Commissioning team are consolidating and further developing the choice and range of support available to DCT children, young people, and their families. The current support offer includes the following services:

Overview of current services:

Type of provision	Description
a) Overnight respite in a residential setting	A commissioned service provided by external providers within Ofsted registered Children's homes.
b) Personal Budgets	Flexible use of personal budgets to purchase equipment or services to meet the needs identified in the care plan.
c) Home from Home care	Home from Home is a form of respite for families. Specialist respite carers are registered foster carers who are linked to a family to provide overnight respite for children. Home from Home respite carers, with the support of their supervising social worker from the Children's Services Fostering Team and the child's social worker, provide breaks which can be for a few hours at a time or can be overnight, depending on the needs of the family.
d) Care Support hours	Care Support is where a support worker comes to the family home or takes the child or young person into the local community, either for shorter periods during the day or having a carer stay in the home overnight. This could be with or without the parents in the home.
e) Technology Enabled Care	Hampshire's assistive technology partner Argenti will work with DCT social workers and families to recommend and supply a technology-based intervention to support a child's care plan.
f) Specialist Sleep Support Service	A specialist sleep support intervention to families of children with a disability, where non-medical sleep related issues are causing family sleep deprivation and associated issues.

g) Direct Payment worker	Direct payments can be used by a family to employ a Direct Payment workers/ PA in Care.
h) Holiday Activities	Families can refer to Short Break Activities and Holiday Activity Fund schemes.
i) Community Buddy Scheme	The Buddy Scheme provides individual support to children and young people who have additional needs to access the community. A community buddy is a volunteer or a paid member of staff who may go with a young person to their chosen activity, giving them time away from home, help the young person to do things they want to do or provide support for leisure activities.
j) Occupational Therapy support (OT)	Children and Families Occupational Therapy Service is a community social care provision. Children with disabilities are offered assessment, advice and/or interventions following a strength-based approach, to remain in their chosen care setting, (family home, extended family support, fostering, HCC residential placement) to overcome barriers towards independence.

Overnight respite in a residential setting: This is a purchased service provided by the following external providers:

Rose Road (Southampton), The Acorns service is a residential respite service run by the Rose Road Association, for children and young people aged between 4 and 18. The service is available to children and young people who have profound and multiple learning disabilities, physical disabilities and complex health needs. Each room has specialist equipment, with one twin room available if required. This unit is shared between Hampshire and Southampton children and families. There are currently 24 Hampshire children on roll with 10 Hampshire children on the waiting list. As of July 2022, Rose Road have started to assess children on their current waiting list; they have 37 children on their waiting list across both Hampshire County Council and Southampton City Council. Rose Road estimates that children could start accessing provision anywhere between 1 – 3 months depending on where they sit on the waiting list.

Purple Oak (Andover), formerly Andover District Mencap, is a six-bed home providing overnight short breaks and day care for children and young people with additional needs, aged 3 to 19 years. Adaptions have been made to meet the needs of the children and young people who attend. The home can care for children and young people who have multiple and/or profound learning disabilities,

including those on the Autistic Spectrum, those with complex medical health needs and physical disabilities. 41 children are accessing overnight respite at Rainbow Corner currently. These include 2 from Wiltshire, and 5 from independent futures (ex-Hampshire children; children who have turned 18 but will continue to access respite until they turn 19). This provider currently has 29 Hampshire children on roll with a further 8 on their waiting list, introduction visits are taking place in September 2022 for these children

Cherry Trees (Surrey) is a charity providing specialist respite for children and young adults aged 0-19 who have a range of complex disabilities including learning, physical and/or sensory impairments. There are 11 single rooms available. This setting has a maximum capacity of 14 children (11 overnights plus 3 day cares). There are no Hampshire children currently placed here although there is 1 referral from Hampshire on the waiting list, it is anticipated that this young person will start accessing this provision in December/ January 2023. The home is accepting new referrals. For weekend and school holiday packages, the waiting list is currently approximately one year depending on the requirement. If a family will consider mid-week term time visits, then the waiting list is shorter.

Tree Tops (Chertsey) short breaks provides respite care for disabled children and young people up to the age of 18 in Surrey. This is a new provider to Hampshire, and they are assessing their first referral, this referral is set to begin respite in September. This provider is accepting new referrals from Hampshire.

Castle Gate (Newbury) is a respite care home for up to 6 children aged 5-18 living with Learning disabilities, Autism, Physical Disabilities and Complex needs. The setting has cared for Hampshire children historically but is currently only accepting referrals from West Berks. Procurement Officers continue to liaise with the provider to maintain the working relationship with a view to future Hampshire placements being a possibility in due course.

Beechside (Portsmouth) is a 6 bed overnight short break service based in Portsmouth for Children with Disabilities aged between 5 and 18 years of age. The setting has cared for Hampshire children historically but is currently only accepting referrals from Portsmouth. Procurement Officers continue to liaise with the provider to maintain the working relationship with a view to future Hampshire placements being a possibility in due course. The Procurement, Commissioning and Placements Team are also working with a new respite provider in the east of the county, to develop additional capacity in the overnight market. It is anticipated that bed nights will be available from Autumn 2022 pending Ofsted registration. Based on a three-bed unit initially, with capacity to increase to six beds once the service is established, this new provision could potentially provide a minimum of 720 nights per annum based on a 5-night opening 48 weeks a year. However, given the full capacity available is likely to be significantly more once the service is operating at optimum capacity of in the region of 75% occupancy.

Personal budgets can be used flexibly to purchase equipment or services to meet the needs identified in a child's care plan. This option has recently

undergone a refresh whereby social workers are being encouraged and supported to be creative and innovative with how best to meet needs via this funding route. It gives families choice and control over their support and is a personalised approach.

Home from Home care is a form of respite for families. Specialist respite carers are registered foster carers who are linked to a family to provide overnight respite for children. Home from Home respite carers, with the support of their supervising social worker from the Children's Services Fostering Team and the child's social worker, provide breaks which can be for a few hours at a time or can be overnight, depending on the needs of the family.

Care Support is a commissioned service whereby an agreed number of hours of support are approved and Care Quality Commission registered providers are provided with referrals for a support worker to come to the family home or take the child or young person into the local community, either for shorter periods during the day or having a carer stay in the home overnight. This could be with or without the parents in the home.

Technology Enabled Care; Argenti is Hampshire's assistive technology partner. Working closely with the Disabled Children's Team social workers and families, Argenti will recommend and supply a technology-based intervention to support the child's care plan. These interventions can offer support in areas such as night-time routines, epilepsy monitors, flooding and fire detectors. Phone applications which can help reduce a child or young person's anxiety and improve their ability to be more independent can also be provided where appropriate. 147 have been referrals received since project start in 2015 and 99 CYP currently receiving TEC. There were 17 referrals received in 2021 and 16 of those are still actively receiving TEC.

Sleep Support Service: The service is in its 4th year of successful delivery and supports an increasing number of families year on year with specialist sleep advice and support. Additional spaces have been secured for year 5 (From September 2022) and will see a further 50 families receiving support. Similar to Care Support the option of a **Direct Payment** worker/PA in Care is another way of commissioning care and support hours. This option sees the family being the direct employer of the support worker; they are responsible for the recruitment and payment of the staff member. There is an additional service in place to support families with this option so they can fully understand their role and responsibilities; Direct Payment Support Service which is delivered to families in receipt of direct payments and is managed via a provider called Enham.

Holiday Activities: Short Break Activities and Holiday Activity Fund schemes which are advertised here: [Family Information and Services Hub \(hants.gov.uk\)](https://www.hants.gov.uk/family-information-and-services-hub). Short Breaks enable children and young people with disabilities or additional needs to join in with fun activities. They give parents or carers an opportunity to have a short break from caring. Short Breaks include specialist holiday and weekend play and youth club schemes across Hampshire that can be accessed via a Gateway Card+. The Gateway Card+ is for children and young people who;

have a disability and/or additional needs (supporting evidence is required), need support to take part in leisure activities, are between 0 and 17 years old and live in the Hampshire County Council authority area. The card is free and gives access to community activities, play schemes and buddy schemes through the short breaks programme.

The **Community Buddy** scheme provides individual support to children and young people who have additional needs to access the community. A community buddy is a volunteer or a paid member of staff who may go with a young person to their chosen activity, giving them time away from home, help the young person to do things they want to do or provide support for leisure activities.

The Children & Families **Occupational Therapy Team** continues as they always have done to provide aids and adaptations to disabled children and their families to aid mobility and access around the home, and to better enable these children's care needs to be met at home. This can be seen as an early intervention or preventative-type provision which can prevent escalation of needs.

In addition to the current provision listed in the section above, new ways of meeting respite needs are also being developed such as; **Activity Breaks** where a child/young person accesses an activity centre for a day or overnight and enjoys a range of activities provided by trained instructors and supported by experienced care staff.

Family Breaks are another option that can be commissioned or funded via personal budgets; these can provide a break where the whole family can enjoy time away together in an accessible environment.

Longer term the Procurement, Commissioning and Placements Team are also exploring closer joint working the **Independent Futures Team** who manage the transition of young people from Children's Services into Adult's Services, and also with Adults Health and Care generally to ensure that the relevant teams and services are making the best of the resources available.

Firvale Residential Respite Childrens Unit 2022 consultation headline findings

Background

Firvale is a purpose-built short-stay residential respite unit for children with disabilities. The unit is used by both Hampshire Hospitals Foundation Trust, part of the NHS, and the County Council.

Social care provision at Firvale has been closed to service users since the outbreak of the Coronavirus pandemic in March 2020. The County Council proposed that social care provision at Firvale remains closed, with alternative provision sought for both existing users and those children and young people who are awaiting provision.

This consultation related only to social care services provided at Firvale by Hampshire County Council. More information, including the consultation Information Pack which explained why the County Council was making this proposal, can be found at www.hants.gov.uk/aboutthecouncil/haveyoursay/consultations/Firvale.

The consultation was open from 17 January 2022 and closed at midnight on 28 March 2022. The County Council received 58 responses to the consultation.

Headline findings

Before the County Council makes a decision on the future of the respite service at Firvale, respondents most commonly felt that further consideration should be given to the wellbeing of service users' families, the remaining levels of access to respite services, and the suitability of alternatives for service users' needs - particularly following the previous closures of Sunbeams and Merrydale.

Respondents were most concerned that their needs would not be met by alternative services as these already had limited availability and the closure of Firvale would put further pressure on places. They also noted that the locations of alternative provision would make it harder to reach them, and that they may not cater for more complex needs.

It was perceived that the impact of closure would be felt most amongst people with a disability and those in poverty. Identified impacts included placing additional strain on families - leading to poorer health and wellbeing outcomes, being unable to access services, and the extra financial, time and stress burdens placed on service users and their families by the need to travel further to access respite.

Further comments covered a wide range of subjects, although they indicated common views that the vulnerable were being disproportionately impacted by successive cuts to funding, that services for children and young people with disabilities should be prioritised, and that ceasing funding for Firvale's respite service may lead to additional costs to other services, such as residential care.

Similarly, suggested alternatives to ending the respite service at Firvale addressed a variety of topics. However, there were regular suggestions that the County Council reduces wastage, reduces pay for senior officers and Councillors, increases Council Tax, and finds other sources of income such as selling services at Firvale, allowing service users to buy services from Firvale through Direct Payments, and the use of reserves to continue to pay for the service at Firvale.

Things to consider when deciding whether social care overnight respite service at Firvale remains closed

The consultation Information Pack explained the County Council's reasons for proposing the social care overnight respite service at Firvale to remain closed.

The consultation Response Form asked "What else do you think the Council would need to consider when making this decision?"

36 comments were provided in answer to this question. Of these:

25 mentioned **reduced opportunities for respite**

This often related to issues around supply and demand for the service, the impacts of other changes to services for those with SEND, and decreasing provision of services for those with complex needs

25 mentioned **impacts on, and needs of, service users' families**

These frequently related to the need for parents and carers to have breaks from their caring duties and the service's benefit to the resilience and mental wellbeing of service users' families

24 mentioned a **lack of suitable alternatives**

Comments most commonly related to impacts of previous closures of respite services in Hampshire, the value of consistency to service users, and the highly-valued Firvale staff

- 9 expressed views that Firvale is still a suitable respite location

- 5 mentioned less social interaction for service users

- 5 mentioned issues of eligibility for, and access to, respite

- 4 mentioned the potential impacts on other services

- 2 mentioned increased strain on household finances

- 2 expressed views that the Council should prioritise the budget for respite services

- 2 mentioned risks of increased need for residential placements

16 mentioned a **lack of local service provision**

These comments commonly related to Firvale being the only suitable respite setting in the Basingstoke area, and issues if parents or carers need to travel further to collect the service user in an emergency

12 mentioned **increased travel needs and costs**

These comments often related to the difficulties of travelling with a child or young person who needs respite, the costs of travelling longer distances, and the loss of respite time spent travelling to the setting

11 mentioned that **the Council should invest more in respite**

These comments often shared views that there should be more respite homes in Hampshire, that the burdens are increasing on families, and that respite reduces the Council's costs elsewhere

Examples of comments are shown on the next page

Things to consider when deciding whether social care overnight respite service at Firvale remains closed

There are not enough respite services and children who needs these are not able to access them. The criteria for access is high and many family really struggle without this service. All respite services are going to be expensive

The price to upgrade and keep open will be cheaper in the long run, rather than letting families go into crisis and need children going into care, or residential specialist provision. The alternatives are not good enough and no other local respite place exists for families

As this is the only unit in Hampshire that can accommodate children with challenging behaviour often caused by their disability; it is paramount suitable provisions are sourced

Many more children could be supported at Firvale if the criteria for going there was different. It could be an amazing resource for learning disabled children. The reason so few are accessing it is because it is not offered to enough families



Parents who do not drive will have limited access to respite and will not be within reasonable distance should an emergency situation arise

Overnight respite care helps keep children within their family and communities. For example, just one child placed in a specialist residential setting can cost education, health and social care from £80K to £120K for just one year

Firvale should not be closed as it helps people cope who are already at breaking point. This could be the last straw tipping carers over the edge. This could rebound costing the HCC even more

There are currently only 3 other units being used by Hampshire and the geographical distance of other units would be costly in mileage

Insight. Marketing. Communications.

Needs that respondents felt would not be met by alternative services

The consultation Information Pack described the alternative services that would be available if a decision were to be taken that the social care overnight respite service at Firvale remain closed.

The consultation Response Form asked respondents to describe any service user needs that would not be met by these services.

48 comments were provided in relation to this. Of these:

32 mentioned they felt that **suitable alternatives are not readily available**

This often related to views that alternatives do not exist, or that alternatives do not have the capacity to cater for the expected demand that would be placed on them if Firvale stopped providing respite

Home from Home services in particular were mentioned by 11 respondents as being unsuitable for service users' needs or lacking capacity; while 8 referenced the Buddy Scheme as not being a like-for-like alternative

13 mentioned a **lack of accessible alternatives in their area**

These comments related to concerns about needing to travel to other areas, benefits of local respite to the wellbeing of local families and the familiarity that it provides service users, and the view that parents and carers would struggle to access the respite service in an emergency

9 mentioned a **lack of support for complex needs**

This included needs such as challenging or violent behaviour, severe levels of disability, mental health support (such as distress caused by a change in setting), and those who require 24-hour monitoring

- 6 mentioned a **lack of trained staff** to manage service users' needs.
- 6 mentioned **issues using direct payments**, most commonly that it is difficult finding services on which to spend the budget
- 2 mentioned that the alternate services **would not include adequate social contact** for service users
- 2 mentioned that there was **not enough information** available on the alternate services that can be used

Examples of comments are shown on the next page

Needs that respondents felt would not be met by alternative services

The alternative overnight respite are too far away if you don't drive. Sometimes you just need to sleep in your own bed knowing your child is well cared for

I would like to know where these alternatives are as I haven't been able to access much for my son at all

The above are all good options but in reality are not alternative as they are not available. There is a waiting list for alternate overnight respite facilities, not enough registered people to do buddy scheme or home from home services, and over prescribed short break activities

... alternative facilities are not available and do not accept challenging behaviours



Services purchased by families' Direct Payments or Personal Budget Allowances assumes families have the contacts for people with skills to look after their severely disabled children

All these alternatives fail because of the lack of trained personnel

You can't just say there'll be alternative overnight respite facilities when the reality is that Firvale is the only one in Basingstoke that caters for severely disabled children

Home from Home services - good idea but lack of foster carers who are able to care for children with needs that are difficult to manage

Insight. Marketing. Communications.

Anticipated impacts of the proposed changes

The consultation Response Form asked respondents to describe any impacts that the proposal for the social care overnight respite service at Firvale to remain closed would have on themselves, other people, or their organisation, group, or business.

50 comments were provided in relation to this.

41 mentioned **impacts on families of service users**

These impacts frequently related to stress and mental health, a potential for family breakdown, and concerns that the changes may lead to other children in service users' families having fewer opportunities

7 mentioned a **lack of social interaction for service users**

These comments commonly related to impacts on relationships that service users have made with each other and that they may be unable to form new relationships in alternate settings

30 mentioned an **inability for service users to access respite**

This concern related to availability of other respite settings following the proposed closure of Firvale's respite service, and the reduced capacity of other respite services if they picked up users from Firvale

3 mentioned a **risk of service users needing permanent care**

These risks were expressed in relation to the stress service users' families are under, and the perceived increased pressure that service users would be under in the event of Firvale's respite unit closing

14 mentioned a **Impacts of increased travel needs**

These impacts related to the extra time and cost needed to take service users to respite settings, the stress this may cause service users, and the reduced respite time this would allow for parents and carers

Those with disabilities were most commonly identified as being impacted by the proposed changes, with about a third of respondents indicating that those in poverty would be impacted. Age and rurality were also amongst the most commonly identified characteristics which would be impacted by the proposals

Characteristics that respondents felt would be impacted by the proposed changes (base: 42)



Examples of comments are shown on the next page

Anticipated impacts of the proposed changes

It makes it harder to keep severely disabled children in the home setting if the parents can't have any respite

... genuine respite keeps families together, children remain at home and within their local communities

As an alternative overnight respite facility has been suggested closer to the south of the county this will incur transport costs, either paid for by parents or county. It will also be potentially stressful for those children that struggle with travel

Children's seclusion from similar peer group activities



People will feel less supported and demoralised and be less able to cope. Having some respite to look forward helps cares to carry on caring and reduces tension and conflict in the home

The distance to other facilities causing extra concerns especially if something goes wrong or the families don't drive

Families under extreme stress with possible breakdown of the family and children coming into care

The children will lose the social element of being with friends for respite

Insight. Marketing. Communications.

Further comments

The consultation Response Form asked respondents to share any further comments on the proposal for the social care overnight respite service at Firvale to remain closed, or suggestions for other ways the County Council could make savings to its Children's Services budget.

40 responses were provided in relation to this, of which 28 provided further comment on the consultation proposals. Examples of these comments are shown below:

"Getting the support right for young people and their families will give them the best chance for when they are adults. Services should be working together more in order to help young people reach their potential. Sometimes this means ensuring parents have a break knowing their children are safe and being well supported in specialist services"

"Consideration of whether the likely outcome of reducing easy accessibility to respite care may result in more children with complex needs being taken into full-time care. Would there be provision for these children close to their homes? Or would they land up being out of area placements? This would quickly become more expensive than continuing running an established unit"

"Families need this respite service badly - upgrade/modernise/expand! The money it will cost, will save further crises further down the line that would be extremely costly"

"Why are we cutting children's services at all?"

"I don't know how HCC can save money. Maybe this tier of local authority service is too expensive to maintain and these services should be paid for by central government... It seems that county councils must stand up for their local services"

"Stop running a county council that only exists by the contributions of the population of Hampshire as a business and then pleading poverty"

"If proper offsite respite isn't available, disabled children end up in care because decent families that love them dearly simply can't cope any longer"

"We do not need this passive aggressive question to underline that you are required to make savings. We and other parents recognise this will be the impact of inadequate funding from central government. However your default position seems always to cut services to the most vulnerable"

"I was moved from Firvale to an open home. The waste I see working at these services are huge. Things get totally destroyed by the children, then the money is available to replace all of it, then it happens again, and so on. How can this be cost effective or sustainable?"

"If you are able to provide respite the child and family will not have to go down the route of long term residential - this will provide you with a saving"

"The Council is not prioritising the Children's Services budget - on the basis that it has to make savings to the same extent as other budgets. There needs to be a re-balancing of priorities"

"I understand this is only a tick box exercise, the decision has been made to the detriment of this already marginalised group of children"

"The government needs to allow more funding for disability services"

"Why always penalise the disabled????? This makes our community so angry and feel like we are worthless"

Insight. Marketing Communications.

Suggestions for other ways to make budget savings

The consultation Response Form asked respondents to share any further comments on the proposal for the social care overnight respite service at Firvale to remain closed, or suggestions for other ways the County Council could make savings to its Children's Services budget.

40 responses were provided in relation to this, of which 23 provided suggestions on ways to make savings. Examples of these suggestions are shown below:

"Could schools provide after school/weekend/holiday respite? The buildings are accessible and suitable, the staff have access to training and a stable career structure plus for children and parents it offers familiarity and security."

"Less swingeing cuts to services affecting a greater number of non disabled children, but to a lesser extent would be a more imaginative response"

"Put up council tax"

"...this is a discussion you need to be having with government to secure better funding"

"Use the centre better - hold after school clubs, day respite session which we could fund with our direct payments"

"Early intervention so more care is not required later on"

"Children Services budget is probably the area that should be defended above all others perhaps other services should be reduced to support it"

"Stop wasting money on non-maintained special schools"

"Stop overpaying your staff and stop wasting money"

"Families to pay for respite centres out of direct payment allowance or self funded"

"Cut from other services and not children's services"

"Have a better system/punishment for those who make false claims out of spite. It wastes your time and money and causes untold stress to families"

"By providing in-house services instead of having to use costly outside agencies"

"...not make it so hard to get support when needed"

"HCC doesn't need to reduce the amount it spends on children's services, just cut the pay and bonuses of your hierarchy"

"I would suggest that the HCC site in Winchester is sold to generate funds, and all HCC employees should work remotely from home"

"Use the County Reserves to help pay for it"

"...stop doing unnecessary roundabout design changes when its not needed"

Unstructured responses

The consultation received 2 'unstructured' responses via email, in lieu of using the Response Form. These are included below in their entirety:

"Sorry this is not a consultation. This is you saying what you are going to do. There is no way for us to vote and if we did you would only ignore it like you did with the Library Consultation which shut a library in one of the poorest areas of Basingstoke. These children do not have a voice so you think you can ignore them. Their parents are on their knees after 2 years of the pandemic where they have been more severely affected than any other group of children because so many services were suddenly cancelled, and least able to continue to learn or have fun with friends over Zoom and Teams.

Please please listen to the families of these children and reinstate Firvale a local facility for local children so that parents can get some local respite care."

"I hope respite don't get cancelled my daughter doesn't attend Firvale, however she does attend Rainbow Corner and they struggle to have enough places.

Without respite our children can't have a break away from other siblings that can cause them stress, it's also a major help for us parents to get a break. Without these breaks, I get two nights a month. I'm not sure how we could survive, to know our children are safe and well do we can have some free calming time if not getting hurt or emotionally hurt. Please reconsider as this will be so unsettling for the community."

Methodology

- The consultation was open from 17 January until 28 March 2022; it was an open consultation, so respondents were self-selecting
- An online Response Form was provided through which respondents could respond as an individual, in an official capacity on behalf of an organisation, business or group, or in their capacity as a democratically Elected Representative
- Respondents were also able to submit responses via email, letter, or telephone, which are referred to as 'unstructured responses'
- The consultation was communicated through a range of channels, including:
 - letters to individual service users, who were also directly engaged by their social workers
 - emails and messages to stakeholders, including engagement with the Hampshire Parent and Carer Network (HPCN), and schools;
 - social media posts;
 - media briefing work that was picked up by news organisations;
 - internal communications at Hampshire County Council; and
 - four consultation information sessions held in locations around Hampshire, and three online sessions, which received approximately 20 attendees overall
- Open-ended responses were analysed using an inductive process to draw out and quantify key themes; all verbatim comments have been provided to the project team

Who responded?

Of the 56 responses provided via the Response Form:

- 1 was from an organisation (a school)
- 3 responses were received from Councillors in Hampshire
- 52 were from individuals. Of those who specified*:
 - 33 had used overnight respite at Firvale, 17 were related to, or lived with, someone who has used services at Firvale, 4 were support workers for families with a child with Special Educational Needs or Disabilities, and 1 worked at Firvale
 - 29 lived with children or young people under the age of 26, of whom 25 had Special Educational Needs or Disabilities, and 11 use overnight respite services (6 at Firvale)
 - 2 were aged under 25, 17 were aged 25-44, 21 were aged 45 to 64, and 4 were aged over 65
 - 33 were female and 12 were male
 - 15 had a health problem or disability, and 26 did not have these issues
 - 10 had a household income of up to £30,000 per year, 11 had a household income of £30,001 to £60,000 per year, and 1 had a household income of over £60,000 per year
 - 3 were from ethnic minority groups and 41 were from White English, Welsh, Scottish, Northern Irish, or British groups



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Owain Hale-Heighway	Senior Consultant Children's Services	owain.hale-heighway@hants.gov.uk Tel:

Title:	Proposed changes to respite provision for children with disabilities
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - Childrens Services - Respite - October 2022
Service affected	Changes to the provision of respite services for children with disabilities, including the potential closure of Firvale Residential Respite Unit
Description of the service/policy/project/project phase	<p>In March 2020, during the national coronavirus lockdown, the Ofsted registered social care Firvale residential respite unit was temporarily closed. Prior to closure, 12 children were receiving Overnight Respite (ONR) provision at Firvale. A further 14 young people were awaiting ONR provision. These children and their families have received ongoing support from Social Workers to identify alternative services to meet assessed social care needs. Hampshire County Council (HCC) has a statutory duty to provide respite support for children with disabilities and their families. Respite can be provided in many forms and is provided on the basis of assessed need. HCC has provided respite through both in-house capacity and through commissioning services from the provider market. Respite can be provided as an overnight break, in the child's home with support from Direct Payment workers, in external settings, or through other interventions such as Foster Care, or Family Therapy; in some cases, a combination of support is used to meet assessed needs. HCC is recommending that Firvale remains closed and alternative services and provisions used to meet assessed respite needs. HCC believes that the assessed needs can continue to be fully met through alternative, more cost-effective provision. For Firvale to remain closed, alternative provision will need to be commissioned. Alternatives may include respite purchased from external providers, the offer of a Direct Payment or Personal Budget, the use of Specialist Respite Care with foster carers, care support, or the use of technology in the home and the community. Since closure in March 2020, social workers have worked with children, their families and carers, and the provider market to meet assessed respite needs. Where appropriate interim measures have been put in place, such as the provision of Care Support workers or access to an alternative residential respite setting. Families who may have used Firvale in the future will also be offered respite provision from these alternative services where they have been assessed as being appropriate to meet their needs. These proposed change form part of the wider Savings Programme to 2023 – Revenue Savings Proposal. These proposals were approved by the Executive Lead Member for Childrens Services in September 2021. The detailed savings proposals were</p>

submitted to Cabinet in October 2021 and subsequently full County Council in November 2021. At the Executive Lead Member for Children's Services Decision Day, held on 14th January 2022 permission to consult on proposals for social care provision for overnight short breaks at Firvale Residential Respite Childrens Unit to remain closed were approved. Following this approval both public, and staff consultations were undertaken both of which ran for 10 weeks, from January - March 2022.

New/changed service/policy/project

Since the outbreak of Coronavirus in March 2020, social care provision at Firvale Overnight Residential Respite Unit has been closed. It is proposed that Firvale is permanently closed. Throughout the current closure social workers have supported service users to access respite either through alternative overnight respite from commissioned third party providers, or through alternative forms of support. The proposed closure would mean that ONR is provided through third party services. Children's Services has a commissioning framework in place ensuring that providers have met agreed standards and quality requirements. The tender ensures that due diligence has been undertaken and that pricing is agreed with each provider. The proposed service changes will have the following:

- No overnight social care respite will be provided at Firvale
- The social care capacity at Firvale would be permanently closed
- Families will receive alternative services which could include respite purchased from external providers, the offer of a Direct Payment or Personal Budget, the use of Specialist Respite Care with foster carers, the use of technology in the home and the community or care support provided in the home or the community, or a combination of these provisions, assessed according to need.
- The distance some families need to travel to access their alternate respite provision may change, for some this could remove the need for any travel if respite in the home is appropriate for others the journey may increase.
- Families who are current users of Firvale may have to experience a period of adjustment as they become familiar with the new services which will meet assessed needs. The proposed changes will mean that children and their families will benefit from increasingly modern and efficient services, enabled through further use of technology and, where appropriate, delivered within their own homes. Children and their families may have greater flexibility and choice in terms of the services available to support them. Children and families may find that the services they need are delivered in different locations, by different organisations and in different ways. External service providers would share greater accountability for supporting children and their families, with

commissioning increasingly focussed on achieving outcomes and supporting the development of independence skills. The way in which services are paid for may change if voluntary and community organisations are commissioned directly by families due to increased use of personal budgets. Please note, HCC will continue to meet its statutory requirements, and the assessed needs of children and young people. The means and location of assessed needs being met may, for some service users, be subject to change. These are examples of potential impacts; specific impacts will depend upon the options considered and agreed, and the assessed needs of each child in receipt of respite.

Engagement

In January 2022, the Executive Lead Member for Children's Services gave approval to undertake a public consultation on the proposal for the social care respite provision at Firvale, to remain closed. In addition to the public consultation staff were also engaged in a consultation process. Consultations ran for 10-weeks from 17 January – 28 March 2022.

To ensure access to the public consultation both in-person and online sessions were facilitated during the consultation period. The consultation was publicised through social media outlets, including Facebook, Twitter and Nextdoor. The consultation was also publicised through School Communications updates, and with the Hampshire Parent and Carer Network (HPCN) to ensure that there was sufficient and widespread awareness of the consultation.

In addition, a letter was sent to a parent/guardian of each child who had been accessing respite provision at Firvale up to its closure due to the pandemic in March 2020. Social Workers also ensured that all affected families were aware of and had the opportunity to respond to the consultation.

In total 58 responses were received during the consultation period. The breakdown of these responses is set out below.

Of the responses that were provided 56 were submitted via the Response Form, and 2 'unstructured' responses via email were also received. 52 responses were received from individuals, 3 responses were received from Councillors in Hampshire and 1 response came from an organisation.

Of those who provided a response we learned that:

Respondents' relationship with Firvale

- 91% had used, or were related to someone who had accessed overnight respite at Firvale
- 7% were support workers for families with a child with Special Educational Needs or Disabilities,
- 2% worked at Firvale

Children and Young People

- 41% live with children or young people under 26
- 35% had Special Educational Needs or Disabilities
- 15% had use overnight respite services
- 8% had use overnight respite services at Firvale

Age of respondents

- 5% were aged under 25
- 36% were aged between 25-44
- 48% were aged between 45-64
- 9% were aged over 65

Gender

- 73% of respondents identified as female
- 27% of respondents identified as male

Respondents' health problems or disability

- 37% had a health problem or disability,
- 63% did not declare a disability

Respondents' household income

- 45% had a household income of up to £30,000 per year,
- 50% had a household oncome of £30,001 to £60,000 per year,
- 5% had a household income of over £60,000 per year

Respondents' ethnicity

- 7% were from ethnic minority groups
- 93% were from White English, Welsh, Scottish, Northern Irish, or British groups

The staff consultation exercise was undertaken by HR, it followed the agreed and established principles, including engagement with relevant Trade Union representatives. All affected staff were given the opportunity to review, comment and provide feedback on the proposals.

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Public impact</p> <p>Respite services at Firvale have been provided for eligible children between the ages of 5-18 who live at home with their parents or carers and who have been assessed and are approved for overnight respite. Due to restriction imposed due to Covid Firvale was closed to service users in March 2020. At this time there were 12 children and young people using Firvale, and a waiting list of 14 children and young people. The average age across these groups was 13 years old, ages ranged from 6 – 16.</p> <p>The impact of the proposed change has been assessed as negative low for the following reasons; due to their age, the impacted children and young people may have found the move to alternative respite provision challenging; they may have difficulty in acknowledging and understanding the change in their provision, they may find it difficult to manage the endings and goodbyes, and they may have difficulty settling into new and unfamiliar care surroundings. The changes proposed will mean short term disruption for some who access these types of service which could have a negative impact, however, the longer-term impact is likely to be neutral.</p> <p>Staff impact</p> <p>Based on staffing data as of 20 July 2022 there are 8 individual members of staff who work at Firvale. These members of staff are contracted to work a variety of hours.</p> <p>The staff age profile for Firvale staff is broadly in line with both the averages for all Hampshire County Council staff and for the Children's Services Department.</p>
Mitigation	<p>Public impact mitigation</p> <p>If the decision is made to close Firvale, Social Workers will continue to support children through a managed transition to a new service, agreed with their family, which is appropriate to the child's age and level of understanding. Opportunities will be put in place to enable 'goodbyes' to be managed.</p> <p>Children will be supported to build trusting relationships with new staff and supported to settle into a new environment. There would be opportunities for the child to be visited by staff from their new provision at home, to make visits to the</p>

provision and for HCC staff, as well as parents to share information about the children they care for with the new provider.

Staff impact mitigation

It is anticipated that the majority of the 8 members of staff affected by the proposals will be permanently redeployed into alternative roles within Children’s Services. A small minority of staff members have been invited to apply for enhanced voluntary redundancy as, due to the specific nature of the roles these individuals hold there is no anticipated suitable alternative role available. Subject to a decision to permanently close Firvale it is proposed that these members of staff leave on grounds of redundancy in February 2023. If they do not apply for enhanced voluntary redundancy (EVR2), they will be eligible for redeployment support and compulsory redundancy would be a last resort.

Disability

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Public Impact</p> <p>No respite has been delivered from Firvale since March 2020 because of restrictions imposed due to the coronavirus pandemic. The children who have received social care respite provision from Firvale have a range of mobility, learning, physical and sensory disabilities. Most users are recorded as having one or more types of disability. Conditions include: severe learning disability, profound and multiple learning disabilities, and complex health care needs; often in combination with other disabilities such as ADHD; Autism; Cerebral Palsy; and Down's Syndrome.</p> <p>Due to their disability, the impacted children and young people may have found their move to another overnight residential respite setting or alternative form of provision difficult; they may have experienced difficulties in acknowledging and understanding the change in their provision, they may also have found it difficult to manage the endings and goodbyes, and they may have experienced difficulties settling into new care surroundings.</p> <p>Staff Impact</p>

A small number of Firvale staff members have declared a disability. As a proportion of staff this is higher than both the departmental and organisational wide averages. It should, however, be noted that whilst higher than HCC averages, it is based on a very small cohort, of 8 members of staff.

Mitigation

Public Impact Mitigation

If the decision is made to close Firvale, Social Workers will support children to have a managed transition to a new service, agreed with their family, which is appropriate to the child's age and level of understanding.

Opportunities will be put in place to enable 'goodbyes' to be managed. Children will continue to be supported to build trusting relationships with new staff and supported to settle into their new respite provision. There would be opportunities for familiarisations visits with staff from their new provision, children and their families have been offered visits to their new provision. Social workers will ensure that parents and carers are able to share relevant information about the children they care for with the new provider.

Staff Impact Mitigation

Hampshire County Council is a Disability Confident Employer. We seek to:

- Build a workforce which reflects the diversity of the local community. We encourage applications from people from all backgrounds
- Remove discrimination against any employee, worker or job applicant in their access to employment, training, working conditions, treatment at work, promotion or dismissal
- Ensure our recruitment processes are inclusive and accessible
- Communicate and promote our vacancies in methods accessible for all
- Offer interviews to any disabled person who meets the essential criteria for the role
- Anticipate and provide reasonable adjustments for staff and candidates, as required
- Support any existing employees who acquire a disability or long-term health condition

In addition, the EVR scheme would be open to all eligible staff and consideration of all applications would be carried out fairly, regardless of any declared disabilities of the applicant. The terms of the EVR scheme represent an enhancement ameliorating the adverse impact of the reduction of staff numbers (FTE).

In line with HCC policy, reasonable adjustments would be made for any member of

staff with a declared disability who takes up a role offered through redeployment.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	For both the public and for staff this proposal is considered neutral in relation to the protected characteristic of Gender Reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	For both the public and for staff this proposal is considered neutral in relation to the protected characteristic of Pregnancy & Maternity. In line with HCC redeployment policy any staff member on maternity leave would hold a priority redeployment status.
	Page 45

Mitigation	
------------	--

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Of the cohort of 26 children and young people who were accessing or awaiting access to respite provision at Firvale at the point of its closure due to coronavirus restrictions in March 2020, 23 identified as 'white British'.</p> <p>This figure of over 10% of service users coming from non-white-British heritage is higher than the general population in Hampshire.</p> <p>HCC will work with its provider partners ensuring that the alternative services and provision offered is culturally appropriate for all service users.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no data available on these elements for either service users or staff.</p> <p>For both the public and for staff this proposal is considered neutral in relation to the protected characteristic of religion and belief.</p>

Mitigation	
------------	--

Sex

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	<p>Public impact</p> <p>Firvale has supported both male and female service users. The cohort of 26 children and young people who were accessing, or awaiting access to respite provision at Firvale at the point of its closure due to coronavirus restrictions in March 2020 included 15 males, and 11 females</p> <p>All alternative respite services are open and inclusive to both male and female service users.</p> <p>Staff Impact</p> <p>All Firvale staff are female. Across all Hampshire County Council staff 76.44% are female, within Childrens Services Department this rises to 85%. Figures from Skills for Care (2020) "The State of the Adult Social Care Sector and Workforce in England" indicate that in 2019/20, women made up 83% of care workers and home carers (Social-care-gender-and-Covid-19.pdf (wbg.org.uk)). It should be noted that whilst higher than the averages for this sector, it is based on a very small cohort, of 8 members of staff.</p>
Mitigation	<p>Staff Impact Mitigation</p> <p>The EVR scheme would be open to all eligible staff and consideration of all applications would be carried out fairly, regardless of the sex of the applicant. The terms of the EVR scheme represent an enhancement, ameliorating the adverse impact of the reduction of staff numbers (FTE).</p>

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	For both the public and for staff this proposal is considered neutral in relation to the protected characteristic of sexual orientation. There is no data available on these elements for either service users or staff.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	For both the public and for staff this proposal is considered neutral in relation to the protected characteristic of Marriage and Civil Partnership.
Mitigation	

Poverty

Impact on public	Negative - Low
------------------	----------------

Impact on staff	Negative - Low
Rationale	<p>Public impact</p> <p>Research published in January 2022 by the Joseph Rowntree Foundation (https://www.jrf.org.uk/file/58886/download?token=8bgbK-4t&filetype=full-report) found that poverty rate for individuals who live in families where someone is disabled is 31%, 12 percentage points higher than those who live in families where no-one is disabled. Of all families in poverty, just under half contain someone who is disabled, compared with 3 in 10 of families not in poverty.</p> <p>The Joseph Rowntree Foundation (JRF) has identified several drivers of poverty for disabled people in the UK:</p> <ul style="list-style-type: none"> • disabled people face higher costs of living • there is a sizeable difference in the highest level of qualification between those who are disabled and those who are not: 19% of disabled adults have a degree or above, compared with 35% of non-disabled adults • disability, ill-health, and society's response to these conditions often prevent people from working. For example, disabled people tend to earn less than their non-disabled counterparts even if they have the same qualification levels. <p>Poverty varies by who is disabled within the family and is especially high where there are both disabled adults and children. At 40%, it is more than double the rate of families where no-one is disabled. The risk is also high among families where there is a disabled adult only, at 31%. Given this is a large population group, this equates to just under six million people in that family type living in poverty.</p> <p>Some children and families may need to travel further to access overnight respite with a different provider, potentially increasing travel costs incurred by families. As a result, families on low incomes or experiencing financial hardship may experience an increase sense of financial pressure.</p> <p>Staff Impact</p> <p>Of the 8 members of Firvale staff 5 are working in D or E grade roles. This is a higher proportion of staff (62.5%) than the departmental and organisational average (of 33%, and 31% respectively). These roles attract a pay range between £21,778 and £30,101. In 2021 the median wage for a social care worker was £15,522 (Social-care-gender-and-Covid-19.pdf (wbg.org.uk)).</p> <p>It is anticipated that the majority of the 8 members of staff affected by the proposals will be permanently redeployed to alternative roles within Children's Services. The proposal could lead to enhanced voluntary redundancy or compulsory redundancy</p>

for a minority of staff members, leading to a loss of earnings and confidence in going for further employment.

Mitigation

Public Impact Mitigation

When planning for alternative provision, transport to or from overnight respite has been considered with families where appropriate and in some cases travel support/assistance has been provided. The County Council is committed to ensuring that families remain able to access provision that will meet their child's needs.

The County Council would continue to actively work with independent providers to develop the marketplace for overnight residential respite and a range of other services, to ensure that there is sufficient capacity going forward.

Staff Impact Mitigation

It is anticipated that the majority of the 8 members of staff affected by the proposals will be permanently redeployed into alternative roles within Children's Services. A small minority of existing staff have been invited to apply for enhanced voluntary redundancy as there are no anticipated suitable alternative roles available. If these staff members do not apply for enhanced voluntary redundancy, they will be at risk of compulsory redundancy and will be eligible for redeployment support. Compulsory redundancy would be a last resort.

Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Public impact</p> <p>Using the district council areas as an indicator of the service user's home location:</p> <p>As of March 2020, of the 12 Plymouth service users 6 lived in Basingstoke, 2 in</p>

Eastleigh, and 1 in each of East Hants, Hart, Rushmoor and Southampton areas of the county.

The location of the provisions that are now being accessed has changed for all service users, and for some service users this may mean that additional travel time is required. In the consultation users have mentioned the negative impacts of needing to travel further to access alternative provision if Firvale were to close. Potential impacts that were highlighted included the extra financial, time and stress burdens placed on service users and their families by the need to travel further to access respite. Respondents were also concerned about the loss of valuable respite time due to the additional journey length.

Staff Impact

For staff, this proposal is considered neutral in relation to the protected characteristic of rurality.

Mitigation

Public Impact Mitigation

All children and young people who previously accessed respite provision at Firvale, and those on the waiting list have now been offered a meaningful and suitable form of respite provision that meets the assessed needs.

When planning for alternative provision, transport to or from overnight respite has been considered with families where appropriate and in some cases travel support/assistance has been provided. The County Council is committed to ensuring that families remain able to access provision that will meet their child's needs.

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

Overview Statement:

EIA reference number: 00272

Date of production of EIA for publication: 27/09/2022

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Lead Member for Children's Services
Date:	19 October 2022
Title:	Henry Tyndale School Provision at the former Park Primary Children's Centre, Aldershot
Report From:	Director of Culture, Communities and Business Services

Contact names: Bob Wallbridge and Colin Jackson

Tel: 0370 7994084
0370 7796580

Email: bob.wallbridge@hants.gov.uk
colin.jackson@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to seek spend approval to the project proposals for alterations, refurbishment, extension and external improvements to the former Park Primary Children's Centre, Aldershot to create a new satellite provision for the Henry Tyndale School for children with special educational needs.

Recommendations

2. That the Executive Lead Member for Children's Services approves the increase in budget of £600,000 and grants spend approval to the project proposals for the Henry Tyndale Satellite Provision at the former Park Primary Children's Centre at the total cost of £1,700,000.

Executive Summary

3. The Henry Tyndale School currently provides education for up to 153 children aged between 2 and 19 years old with Autism Spectrum Condition and or a Severe Learning Disability or Profound and Multiple Learning Disability.
4. The project significantly refurbishes the former Park Primary Children's Centre, to create a new satellite provision for the Henry Tyndale School for up to 35 primary aged pupils with autistic spectrum condition and or a severe learning disability. Co-located on the site of the existing Park Primary School, the project comprises internal alterations and refurbishment, an extension and improvements to parking, drop-off and access arrangements.
5. The project is included in the Children's Services Capital Programme, approved at the Executive Lead Member for Children's Services Decision Day on 14th January 2022 with a budget of £1,100,000. Following approval of the capital programme in January 2022, the cost of the scheme has increased by

£600,000 due to the increased scope of the proposals and extent of the works. This additional cost is to be funded by an increased allocation from the Children’s Services Capital Programme of £450,000 with a further £150,000 allocated from the Schools Condition Allocation budget.

6. A planning application was submitted in August 2022 and a decision is expected in October 2022.

Background

7. The Henry Tyndale School provides education for up to 153 children aged between 2 and 19 years old with Autism Spectrum Condition and or a Severe Learning Disability or Profound and Multiple Learning Disability.
8. To meet the need for places in the local area for pupils with special educational needs, these proposals will enable the capacity of the school to increase by 35 places providing increased accommodation for primary age children.
9. The project is included in the Children’s Services Capital Programme, approved at the Executive Lead Member for Children’s Services Decision Day on 14th January 2022 with a budget of £1,100,000.
10. The existing former Children’s Centre building was built in 2004 within the grounds of Park Primary School. An office extension was added in 2007. The building closed as a Children’s Centre in August 2017.

Finance

11. Capital Expenditure:

The increase in capital expenditure has already been approved in principle; the following table outlines the breakdown of its distribution across the project.

Capital Expenditure	Current Estimate £’000	Capital Programme £’000
Buildings	1,459	1,459
Fees	241	241
Total	1,700	1,700

12. Inflation:

The current cost estimate for the project includes allowances for inflation based on current projections. Should actual construction inflation increase beyond these projections and the tendered costs not be manageable within the identified funding, a further report and recommendations may then be needed to the Executive Member for approval.

13. Sources of Funding

Financial Provision for Total Scheme	Buildings £'000	Fees £'000	Total Cost £'000
1. From Own Resources			
a) Capital Programme (as above)	1,330	220	1,550
b) School Condition Allocation	129	21	150
Total	1,459	241	1,700

i. *Building Cost:*

Nett Cost metric is not applicable as extensions are minor in area.

Gross Cost = £2,183m2

Cost Per Pupil Place = £37,429

ii. *Furniture & Equipment:*

Included in the above funding figures is an allocation of £93,000 for the provision of all loose furniture, fittings, equipment and £63,000 for IT (inclusive of fees).

iii. *School Balances:*

The school has the following level of balances:

Published revenue balance as at 31 March 2022 is £616,083

Devolved capital as at 31 March 2022: £40,689

Revenue Issues:

iv. *Overview of Revenue Implications:*

	(a) Employees £'000	(b) Other £'000	(a + b) Net Current Expenditure £'000	(c) Capital Charges £'000	(a + b + c) Total Net Expenditure £'000
Revenue Implications Additional + / Reductions	-	-	-	34	34

The additional place and associated need led expenditure will be funded by the Schools Budget in order to meet pupils special educational needs. The proposal aligns to the County Council's high needs sufficiency strategies by responding to rising demand and reducing the need for escalation to higher cost provision.

Details of Site and Existing Infrastructure

14. The former Park Children's Centre is located off Gloucester Road, Aldershot on a 1.6 hectares site shared with Park Primary School within a residential area. The Children's Centre portion of the site is 0.23 hectares, bounded to the west,

north and east by residential properties and to the south by a boundary fence separating it from the Primary School building and external play areas.

15. The Children's Centre was built in 2004 and extended with a minor addition in 2007. The building is single story with brick facing and timber windows. It is flat roofed with some mono-pitched tiled roofs to the hall and adjacent classroom. External hard play areas are located to the north and south of the building.
16. The existing vehicular entrance is shared with the school site off Gloucester Road and is a single lane with an entrance barrier. Existing parking and service delivery arrangements for the former Children's Centre are also shared with the Primary School.
17. The existing services have been assessed as sufficient to accommodate the project proposals, except for the electrical supply which will be increased to support an upgrade to the existing Park Primary School kitchen equipment, to provide for the Henry Tyndale satellite provision.

Scope of the Project

18. The project comprises internal building alterations, refurbishment and an extension to the former Children's Centre, the widening of the site vehicular entrance, the creation of a new drop-off loop, reconfigured car parking and improved external play areas.

The Proposed building works

19. The proposed extension will comprise of:

- New entrance foyer and storeroom

The proposed alterations and refurbished areas will comprise:

- Hall
- General teaching spaces (4no)
- Sensory integration room
- Therapy suite
- Soft play
- Sensory room
- Hygiene room and 1no Accessible WC
- Administration and office spaces
- Staffroom and 2 no staff WC's with a shower facility
- Pupil WC's (6no)

20. The proposed extension is to be built in brick faced masonry construction with flat roof and metal windows to complement the form and materials of the existing building.

External Works

21. The proposed external works include:

- Widening and reconfiguration of the site vehicular entrance to enable two-way vehicle movements entering and leaving the site
- Line marking parking restrictions on Gloucester Road adjacent to site entrance (subject to Traffic Regulation Order)
- New entrance barrier to control vehicle movements during school operational times, with intercom to both school and satellite provision
- New pedestrian safety barriers at the site entrance
- Creation of a new drop off and pick up loop for the Henry Tyndale satellite provision, with reconfigured parking and deliveries
- Reconfigured and refurbished external therapy and play areas with the inclusion of 1.8m high fence

22. There is sufficient car parking capacity on site to meet the requirements of the proposed scheme in accordance with Hampshire County Council On-Site School Parking standards.

- 16 parking spaces for Henry Tyndale School satellite provision
- 26 parking spaces for Park Primary School provision

Planning

23. A planning application was submitted in August 2022 and a decision is expected in October 2022.

Construction Management

24. The Park Primary School site will remain in use during the construction period and local management arrangements will be put in place to manage the health and safety impact for the public and all school users. The contractor will access the school site via Gloucester Road. Contractor working areas will be segregated from the school users.

25. Widening and reconfiguration of the site vehicular entrance will be undertaken during the summer holiday in 2023 to minimize disruption to Park Primary School.

26. No deliveries or movements of vehicles will take place at the start or end of the school day, to avoid traffic conflict when pupils are arriving at or departing from the school.

27. The works will be procured through the Hampshire Construction Framework and are anticipated to commence on site in January 2023 with the satellite provision becoming operational in September 2023.

Building Management

28. The existing building management arrangements will remain in place.

Professional Resources

- | | |
|--------------------------|--|
| 29. Architectural – | Culture, Communities & Business Services |
| Landscape – | Culture, Communities & Business Services |
| Mechanical & Electrical- | Culture, Communities & Business Services |
| Structural Engineering - | Culture, Communities & Business Services |
| Quantity Surveying - | Culture, Communities & Business Services |
| Principal Designer - | Culture, Communities & Business Services |
| Drainage Engineering - | Economy, Transport and Environment |

Consultation and Equalities

30. The following have been consulted during the development of this project and feedback can be seen in overview in Appendix A:
31. Headteachers of Henry Tyndale School
Headteacher of Park Primary School
School Governors
Parents of pupils attending both Schools.
Children's Services
Executive Lead Member for Children's Services
Local County Councillors
Local Borough Councillors
Local Residents
Fire Officer
Access Officer
HCC Regulatory Planning & Transport Teams
32. Children Services consulted on the principle of expansion for four weeks which was reported to the Executive Lead Member on 23rd March 2022. Statutory Public Notices were published in March/April for four weeks - no objections were received. Final report and approval to proceed was given by the Executive Lead Member on 8th June 2022.
33. A pre-planning application public consultation was held by Property Services and Children Services at the former Children's Centre on 21 June 2022, attended by Local County Councillors, Borough Councillors, Headteachers from both Park Primary School and Henry Tyndale School, some parents of pupils and local residents.

Risk & Impact Issues

Fire Risk Assessment

34. With respect to fire safety and property protection, the proposals have been risk assessed in line with the agreed Property Services procedures and confirmed that the provision of sprinklers is not required in this instance.
35. The proposals will meet the requirements of the Building Regulations (BB100 Fire Safety in Schools), including enhancements beyond minimum provision, and are consistent with current fire safety legislation, the partnership arrangement with Hampshire Fire and Rescue Services, and are in line with the County Council's policy to manage corporate risk.

Health and Safety

36. Design risk assessments, pre-construction health & safety information and a Health & Safety File will be produced and initiated in accordance with the Construction Design and Management Regulations for the proposed scheme.

Climate Change

37. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience of its projects and decisions. These tools provide a way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a global average 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.
38. The Climate Change Adaption tool was used to assess vulnerability. The project has a Climate Change Vulnerability and Impact score of 34. The existing building and extension will be vulnerable to the future extreme heat, rain and wind events that will occur with the climate consequences of a global average 2°C temperature rise by 2050. Such events could cause significant disruption to the use of the school, like many schools and buildings across the estate.
39. The Carbon Mitigation tool was used to provide an estimate of the carbon impact of the construction of the project, which is approximately 250 tonnes CO₂.
40. The project will incorporate the following features to reduce energy consumption and help to mitigate the impact of climate change:
 - The re-use of the existing former Children's Centre building to create the satellite provision, avoiding the higher carbon impact of a new-build project.
 - A 32m² solar photovoltaic array on the hall pitched roof.
 - Existing external glazing replaced with higher performance double-glazed units.
 - Upgrade to lighting and heating in teaching and circulation areas.

- A site waste management plan will be developed to ensure that during construction the principles of minimising waste are maintained.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	No
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

FEEDBACK FROM CONSULTEES:**OTHER EXECUTIVE MEMBERS:**

Executive Member & Portfolio	Reason for Consultation	Date Consulted	Response:
Councillor Roz Chadd, Executive Lead Member for Children's Services	Portfolio Holder		

OTHER FORMAL CONSULTEES:

Member/ Councillor	Reason for Consultation	Date Consulted	Response:
Councillor Bill Withers	Local Member Aldershot South		I fully endorse the findings and recommendations in the report for this much needed facility in Rushmoor.

EQUALITIES IMPACT ASSESSMENT:



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Amy Chambers	Assistant Strategic Development Officer Children's Services	amy.chambers@hants.gov.uk Tel:03707 798802

Title:	Satellite Site for Henry Tyndale School at the Former Park Children's Centre
Related EIAs:	EIA Number: 191

EIA for Savings Programme:	No
Service affected	Henry Tyndale School, a special school for pupils aged 2-19 located on Ship Lane, Farnborough and the former Park Children's Centre which is an empty provision located on the site of Park Primary School, Gloucester Road, Aldershot.
Description of the service/policy/project/project phase	Henry Tyndale School is designated for children aged 2-19 with Autistic Spectrum Conditions (ASC), Severe Learning Difficulties (SLD) and Profound and Multiple Learning Difficulty (PMLD). The school currently has 153 pupils attending the Ship Lane site in Farnborough. The former Park Children's Centre at Park Primary School, Gloucester Road, Aldershot was previously used as a Children's Centre offering childcare and was closed on 31 August 2017. Since then, the site has had some limited use for childcare, office use and by Park Primary School but for the most part has remained vacant.
New/changed service/policy/project	The proposal is to utilise accommodation at the former Park Children's Centre as a specialist satellite provision, run by Henry Tyndale School, Ship Lane, Farnborough. This will provide accommodation to meet the needs of up to 35 primary aged pupils with severe learning difficulties (SLD) and Autistic Spectrum Conditions (ASC). This would increase the number of pupils on roll in Henry Tyndale School to 188. Subject to the outcome of the consultation, it is proposed that places will be available from September 2023. This is an exciting opportunity to utilise a former Children's Centre building, to provide this much needed additional specialist provision. It is proposed that internal building alterations are undertaken to create appropriate learning spaces and hygiene facilities, together with upgraded external play areas; landscaping; works to the car park entrance and car park to accommodate a turning circle, and a drop off area for the new provision. A total of £1.1m of Childrens Services Special Educational Needs (SEN) capital funding was approved at the Executive Lead Member for Children's Services (ELMCS) Decision Day on 14 January 2022 and a further £600,000 approved through delegated officers due to increase in scope and costs. These increases will be confirmed in a future ELMCS Decision Day.

Engagement

A non-statutory Principle of Enlargement consultation was conducted from 23 November to 21 December 2021. 170 local residents living within the direct vicinity of the former Park Childrens Centre were notified by letter and directed to the consultation website: [Consultation on the use of the former Park Children's Centre, Aldershot | About the Council | Hampshire County Council \(hants.gov.uk\)](#). The consultation information was also emailed to key stakeholders including:

- Parents of children attending both Henry Tyndale and Park Primaryschools
- Headteachers, school staff and Governing Body of the schools
- Headteachers and Chairs of Governors of neighbouring schools
- Rushmoor Borough Councillors
- Local Diocese
- Local MP
- HCC Elected Members
- Residents of the immediate areas
- Other relevant community stakeholders

Following feedback from this consultation period, on 23 March 2022 the Executive Lead Member for Children's Services approved a Statutory period of consultation and a Public Notice to be published from 25 March to 6 May 2022. Information regarding the public notice was emailed to the above stakeholders and paper copies of the public notice displayed at the former Park Children's Centre, Park Primary School and also Henry Tyndale School. During the Public Notice period no objections were received. Following this a report was taken to ELMCS on 8 June 2022 and the project was given final approval to proceed.

A drop-in consultation / pre-planning event was also held on 22 June 2022 at the former Park Children's Centre. Local residents and key stakeholders were notified and invited to attend. This pre-planning drop-in event was not a formal presentation but an opportunity for anyone interested to come in and look at the plans for the proposed internal and external works and discuss them directly with Council officers.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	This provision will support primary aged pupils with special education needs to thrive in an inclusive, and specialist environment; using skills and experience of Henry Tyndale School.

	<p>This will provide accommodation to meet the needs of up to 35 primary aged pupils with Severe Learning Difficulties (SLD) and Autistic Spectrum Conditions (ASC).</p> <p>The staff of Park Primary School will also benefit from working alongside; developing their skills, knowledge and training within the area of Special Educational Needs.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This project will provide accommodation to meet the needs of up to 35 primary aged pupils with severe learning difficulties (SLD) and Autistic Spectrum Conditions (ASC) and allow more pupils to attend schools in their respective local communities and alongside their peer groups; have access to trained staff and specialist resources, in order to support their needs, and in an environment that can adapt accordingly in an inclusive setting.</p> <p>The internal alterations that are being made to the building will allow for four fully accessible classrooms and specialist ancillary facilities and staff areas. Each classroom will be fitted with an accessible toilet and there will also be a hygiene room installed off of the main corridor. There will also be the creation of the following specialist spaces which the children will have access to: sensory integration room, therapy suite, soft play and sensory room.</p> <p>External alterations to the site will comprise of the installation of a new on-site drop off and pick up loop for Henry Tyndale School pupils with the inclusion of turning circle to enables vehicles to enter and leave in forward gear. This will ensure that pupils can arrive and depart school safely each day thus improving their access to education. Alterations to the site will also include a reconfigured and refurbished landscaped external therapy spaces with the inclusion of 1.8m high fence to support the circulation, segregation and safeguarding of pupils. Again, this space will be accessible to all pupils.</p> <p>With the building designed to be fully accessible it will improve accessibility for all including those which share disability as a protected characteristic, this includes existing and any newly recruited staff.</p>

Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The toilets facilities within the refurbished Park Children's Centre will be unisex, rather than separate facilities for males and females, which makes them more accessible to any individuals that may share gender reassignment as a protected characteristic.</p> <p>Staff will have their own accessible unisex toilet .</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The following external alterations to the site will ensure that those who are protected by the pregnancy and maternity characteristic have better and safer access to both school sites:</p> <ul style="list-style-type: none"> • Widening and reconfiguration of the main site entrance splay to improve traffic flow in and out of the site. • New entrance barrier to control vehicle movements during school operational times. • Inclusion of pedestrian safety barriers to improve pedestrian and vehicle

	<p>segregation and safety.</p> <ul style="list-style-type: none"> • Provision of a new on-site drop off and pick up facility for Henry Tyndale School pupils with the inclusion of turning circle to enables vehicles to enter and leave in forward gear. • Reorganised parking bays and vehicular delivery areas for both Henry Tyndale School and Park Primary School use. Shared surface tarmacadam areas will be with painted line markings delineating zones for pedestrians and vehicles.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.

Mitigation	
------------	--

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
------------------	---------

Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The refurbishment of the former Park Children's Centre and opening of the Henry Tyndale Satellite Site will provide job opportunities within the area for teaching and support staff.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.

Mitigation	
------------	--

Geographical Impact:Rushmoor

Equality Statement

Additional information:

Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the Special Education Needs and Disability (SEND) sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places.

Cross site travel will increase for both co-head teachers, who will be moving across all 3 of the school sites weekly. The admin team will be agile with some functions becoming more centralised. Movement for that team will be to cover absence or planned leave but will have home locations therefore travel costs will be minimised. One of the existing assistant heads will be based at the new provision with periodic (likely once a week) movement between the KS1 classes at Henry Tyndale School but will be based there.

Currently 4 staff members who live closer to the new provision, than the school are requesting to move to the new site when opened therefore reducing travel costs and local traffic to Henry Tyndale at peak times. The nature of the role undertaken by staff will not change.

The Executive Lead Member for Children's Services will be presented with a Project Appraisal Report on 20 September 2022.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00294

Date of production of EIA for publication: 18/08/2022

This page is intentionally left blank

Henry Tyndale Satellite School provision at the former Park Primary Children's Centre

Project Appraisal

Location Plan Key

- A Park Childrens Centre (Closed)
- B Park Primary School
- C Lower Farnham Road
- D Gloucester Road
- E The Avenue

Proposed Floor Plan Key

- General Teaching - Refurb.
- Non-Teaching - New Buildb.
- Non-Teaching - Refurb.
- Circulation - Refurb.

Proposed Site Plan Key

- 1 Existing entrance splay widened top enable two way vehicle movement, plus pedestrian barriers and path widening for improved safety
- 2 Existing Primary School staff car park (unaffected)
- 3 Expanded new school car park (increased to 16 spaces including 2 accessible bays)
- 4 Proposed drop off and collection vehicle layby
- 5 Proposed managed paved area for pedestrian access and staff only parking
- 6 Potential location for replacement bin store
- 7 Potential entrance canopy and cycle store for four cycles
- 8 External play spaces require new fencing, surface cleaning and some replacement play equipment
- 9 Existing Primary School outdoor play spaces (unaffected)
- 10 Off site parking restrictions and crossing improvements by Traffic Regulation Order - under review

- ▶ Existing Pedestrian Access
- ▶ Existing Vehicular Access
- Site Boundary - HCC Ownership
- Development Boundary

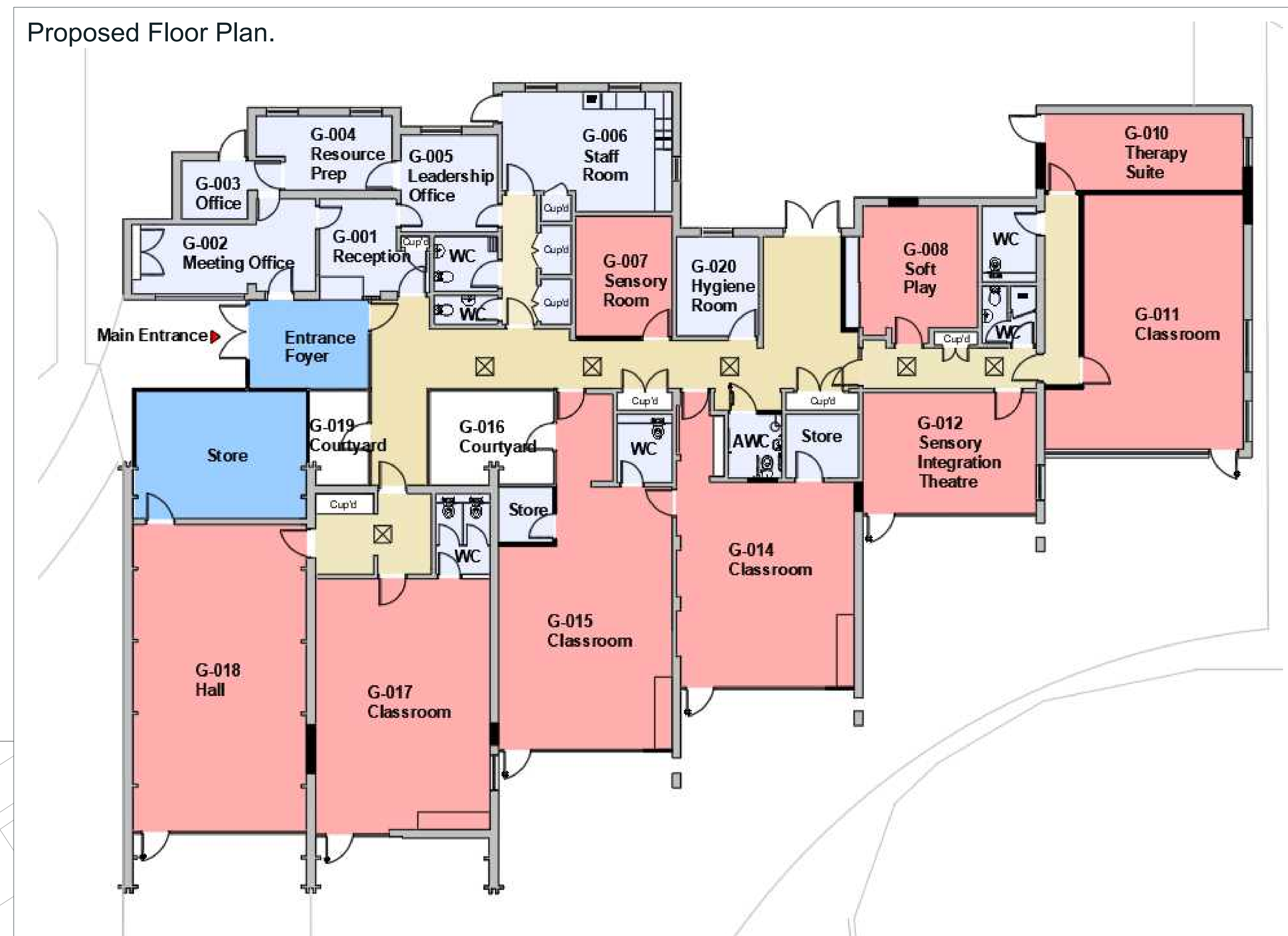
P13061-HCC-DR-PA-1800

Aug 2022

Location Plan.



Proposed Floor Plan.



Proposed Site Plan.



This page is intentionally left blank

HAMPSHIRE COUNTY COUNCIL

Executive Decision Record

Decision Maker:	Executive Lead Member for Children's Services
Date of Decision:	19 October 2022
Decision Title:	Appointments to Outside Bodies, Statutory Joint Committees, Panels and Partnership Boards
Report From:	Chief Executive

Contact name: Adam Mori, Senior Democratic Services Officer

Tel: 0370 779 1243 Email: adam.mori@hants.gov.uk

1. The Decision:

1.1. That the Executive Lead Member for Children's Services be requested to make an appointment to a vacancy that has arisen on an Outside Body as detailed below. The term of office to expire in May 2025 unless otherwise stated:

Name of Body	Description	Previous	Nominations	Appointment(s) until May 2025
King Edward VI School	This is a Hampshire County Council appointment to the School's Governing Body.	Cllr Keith Mans	Cllr Neville Penman - Conservative	Cllr Neville Penman

2. Reason for the decision:

2.1. To maintain County Council representation on bodies within the community. Regarding 1a) above, when appointing to Outside Bodies nominations are sought from the Political Group Leaders.

3. Other options considered and rejected:

3.1. Not to make appointments, which would cease County Council representation.

4. Conflicts of interest:

4.1. Conflicts of interest declared by the decision-maker: None

4.2. Conflicts of interest declared by other Executive Members consulted: None

5. **Dispensation granted by the Conduct Advisory Panel:** Not applicable.

6. **Reason(s) for the matter being dealt with if urgent:** Not applicable.

7. **Statement from the Decision Maker:** Not applicable.

Approved by:

Councillor Roz Chadd **19 October 2022**
Executive Lead Member for Children's Services