

HAMPSHIRE COUNTY COUNCIL**Decision report**

Decision Maker:	Executive Lead Member for Children's Services
Date of Decision:	21 January 2015
Decision Title:	Revenue budget report for Children's Services for 2015/16
Decision Reference:	6286
Report From:	Director of Children's Services and Director of Corporate Resources – Corporate Services

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1. Executive Summary

- 1.1. The purpose of this report is to set out proposals for the Children's Services budget for 2015/16 in accordance with the Council's Medium Term Financial Strategy (MTFS) reported to Cabinet in July 2014.
- 1.2. The County Council's early action in tackling its forecast budget deficit over the current Comprehensive Spending Review (CSR) period and providing funding in anticipation of the tougher times to come, placed it in a very strong position to produce a 'steady state' budget for 2014/15 and give itself the time and capacity to develop and implement the next phase of savings by 2015/16.
- 1.3. The budget for 2014/15 that was approved at this stage last year included savings plans for the 2015/16 financial year in order that these could be implemented during the current financial year so that, wherever possible, savings would be fully in place by April 2015.
- 1.4. The report also provides an update on the financial position for the current year. Overall the Department is expected to achieve a balanced budget on the non-schools budget, after taking into account agreed corporate support and the use of one-off reserves to meet the underlying pressure on Children Looked After. On the schools budget, there is a forecast underspend of about £3m that is ring-fenced for schools.
- 1.5. The proposed budget for 2015/16 analysed by service is shown in Appendix 1 and the workforce implications of the budget proposals are set out in Appendix 2.
- 1.6. This report seeks approval for submission to the Leader and Cabinet of the revised budget for 2014/15 and detailed service budgets for 2015/16 for the Children's Services Department. The report has been prepared in consultation with the Executive Lead Member and will be reviewed by the

Children and Young People Select Committee. It will be reported to the Leader and Cabinet on 6 February 2015 to make final recommendations to County Council on 19 February 2015.

2. Context and Priorities

- 2.1. The budget setting process for 2015/16 is different to previous years in that the majority of the decisions in respect of major changes to the budget were taken as part of the 2014/15 budget setting process in February 2014. Other factors will still affect the budget, such as council tax decisions and inflation, but these will not be as significant as the savings programme that has already been put in place.
- 2.2. Details of the CSR for 2015/16, published in 2013, included a 10% real terms cut in the Departmental Expenditure Limit (DEL) for local government. The budget forecast for 2015/16 therefore included a 10% cash terms cut in all grant funding, which equated to a £27.1 million reduction. The provisional settlement released in December 2014 confirmed an 11.8% reduction for the County Council, increasing the grant loss to £30 million, which will be taken into account when the final budget is set.
- 2.3. The July 2014 MTFS updated the overall position in respect of the 2015/16 budget gap and detailed savings proposals were approved by Cabinet and County Council as part of the 2014/15 budget setting process. The savings have been achieved through the 'Transforming the Council to 2015' (TtC to 2015) programme that has been developed and regular updates on the programme have been provided to Cabinet during 2014.
- 2.4. Assumptions included in the strategy that have been built into the 2015/16 budget proposals are:
 - a 1% council tax freeze grant available for 2015/16 on the assumption that council tax is not increased
 - total inflation of £19m across all departments
 - 'passporting' of any further losses of specific grant to the relevant services
- 2.5. The MTFS also provided for corporate support for additional pressures relating to children in care. For 2014/15, £6.3m of this pressure had been assumed to be absorbed by Children's Services, as part of the budget setting process. Anything above this would be met from corporate contingencies. For 2015/16, a base budget adjustment of £12.5m was agreed based on the latest forecasts. It was also noted that it would be necessary to make adequate contingency provision within the 2015/16 budget that would allow for growth above this amount, but only to be released to Children's Services based on evidence of growth and after exploring any mitigation measures.
- 2.6. As part of the ongoing transformation programme across the County Council, Departments within Policy and Resources have been developing

service plans and budgets for 2015/16 and future years in keeping with the County Council's priorities and the key issues, challenges and priorities for the Departments are set out below.

Departmental Challenges and Priorities

- 2.7. The department's priorities were set out for the budget review process in early 2014 and are as follows:
- Ensure a safe and effective social care system that continues to manage the risks between protecting and caring for the most vulnerable children and providing support to families in need;
 - Ensure sufficient capacity to lead, challenge and improve the schools system to help ensure improved outcomes for all but particularly more vulnerable groups;
 - Tightly target limited resources according to the needs of children whether that be support to children and families or to schools;
 - Secure targeted and co-ordinated early help provision where it demonstrably reduces escalation of need;
 - Sustain and develop high quality and financially competitive sold services when doing so contributes to our responsibilities to Hampshire;
 - Maximise the opportunities to create efficiencies and maintain and enhance services through partnership arrangements.
- 2.9 These principles have served the department and the council and partners well in shaping the budget review process and distilling priorities in line with a changing financial envelope. Consultations on short breaks and youth services are addressed as part of this report. There is a relatively small but significant short-fall on the Transformation to 2015 exercise which will now have to be addressed through cost of change pending its roll forward into the Transformation to 2017 programme. The Principles have helped clarify plans for this and future exercises. They provide focus on the essence of the department's work in terms of: sustaining high quality social care for children most in need; sustaining the role of the local education authority especially with regard to securing the best performance of schools as that impacts on children's outcomes; and taking a careful strategic approach to future trading opportunities which help maintain capacity though do not generate significant surplus income.
- 2.10 On this latter point, the most significant partnership arrangement, aside from the composite arrangements with the Hampshire family of schools, remains the Council's partnership with Isle of Wight Council for the delivery of the latter's children's services. That partnership continues to progress well with two significant inspection milestones successfully navigated during 2014. In budgetary terms, the partnership provides some capacity to generate efficiency savings to Hampshire. A fuller report on the progress of

the partnership will be made at the second anniversary for July 2015 and subject to a further review by the Department for Education in early 2015.

- 2.11 With regard to the provision of social care services, it has been previously reported that the County Council underwent the testing inspection of these services by Ofsted in the spring of 2014 under the Single Inspection Framework. The outcome, Good with Outstanding features, remains one of the strongest nationally and is reflective of a continued corporate investment strategy to support these crucial services. However, the service pressures on child protection and especially children in care continue to dominate our thinking with regard to both service and financial strategies. As this paper describes below, substantial steps are being taken through Cabinet to offset these current pressures and plan for their continuance. Demand management strategies are in place and will be a key feature of our work in preparation for Transformation to 2017, but the closest analysis of the pressures confirms that there is no realistic potential for them to ease let alone reduce in the medium term. Additionally, we are experiencing for the first time in recent years, a growing pressure in workforce recruitment as qualified and experienced social workers are harder to recruit and retain, and independent agencies proliferate in what is becoming a very challenging workforce market in the South East.
- 2.12 In terms of Hampshire's role as an education authority, the other key pillar of the department's strategic direction, this has proved to be a further successful year as evidenced both by children's and schools' performance and also by the judgement of Ofsted. The performance of individual children and schools is described separately by the report to this Decision Day and reflects general strong progress across the board. Her Majesty's Chief Inspector also saw fit to highlight, among other things, the strength of Hampshire as an authority for the quality of our support and intervention with schools. These strengths are important for the reputation of the County Council as well as for the outcomes of the individual children. They are also achieved through a particularly mature and responsive relationship between the Schools Forum and the local authority. One of the key challenges for the future, through our preparatory work for 2017, will be to maintain that critical relationship as the department's budgets are further restructured.

3. 2014/15 Budget

- 3.1. The cash limited budget for 2014/15 included savings of £6.308m. This was required in order to offset the one-off corporate support received in 2013/14 in respect of the reduction in the Early Intervention Grant that the department would otherwise have borne. These savings have been achieved.
- 3.2. The budget for the Department has been updated throughout the year and the revised budget is shown in Appendix 1 (excludes the impact of the 2014/15 pay award, which will be dealt with as an in-year adjustment later in the year). The expected outturn forecast for 2014/15 is a balanced budget.

- 3.3. The most significant pressure relates to the continuing upward trend on Children Looked After (CLA), both in terms of increase in numbers and increase in unit costs. As previously described in the 2014/15 budget paper and in subsequent reports to Cabinet, some of the factors that influence the numbers and costs are complex.
- 3.4. As part of the budget strategy for 2014/15, Children's Services set out proposals to meet an additional £6.3m pressure on CLA through the use of one-off sources of funding including the cost of change reserve. Following further analysis of trend activity after the 2014/15 budget had been agreed, the estimated pressure for 2014/15 was £8.5m. Cabinet subsequently agreed to meet any in-year pressure over and above the £6.3m from corporate budgets.
- 3.5. The forecast position for 2014/15, which shows a balanced budget, reflects that the pressure will be offset by both departmental and corporate funding. The budgets at the year end will be adjusted to reflect the final position.
- 3.6. The Children's Services department has delivered its planned efficiency savings and has plans in place to meet the additional pressures arising from these increasing social care costs, to ensure that it remains within the bottom line cash limit.
- 3.7. On the schools budget, there is a forecast underspend of about £3m, which will be carried forward and allocated as agreed by Schools Forum. The schools revised budget also incorporates the adjustments for schools transferring to academy status and additional pupil premium grant.

Budget 2015/16 – Non-schools

4. Revenue Pressures and Initiatives

- 4.1. The key pressure area for Children's Services relates to the children's social care system, for which additional funding of £12.5m has been identified and included within the MTFS as a base budget adjustment for 2015/16. This sum was based on forecasts made in early 2014/15, following a significant increase in the second half of 2013/14, which continued into 2014/15.
- 4.2. Detailed monitoring of the position continues on a monthly basis. Whilst overall numbers are not as high as previously forecast, there has been a significant overall increase in unit costs, as the demand for more expensive placements (in the private and independent sector) reflects the market availability of resources within the whole system.
- 4.3. The previous forecast was based on an 11.5% increase in placements in 2014/15, similar to that in 2013/14 (March 2013 to March 2014), reducing to an annual increase of 6.5% in 2015/16. The increase is currently running at about 10% per annum, with a continuing upward trend in recent months. Should this follow the same pattern as in 2013/14 (which saw an increase of 17.5% in the last six months), then this could mean an increased pressure in 2015/16 of £15m to £20m, compared with the £12.5m provided

for in the MTFs. However, the Department is seeking to mitigate these pressures through actions outlined in section two.

5. Revenue Savings Proposals

- 5.1. The Department was given a savings target for 2015/16 of £19.3m. In February 2014, a savings programme was put forward by the Department which included proposals to meet this gap.
- 5.2. During the last year, the Department has been progressing the implementation of these savings, which have been subject to regular reporting to Cabinet and two internal Peer Review challenges, which were undertaken by the Director of Children's Services.
- 5.3. Some of these savings will not be achieved in 2015/16, with the shortfall against the target being made up from the cost of change reserve and corporate cash flow support. The shortfall in savings is being shown within the Strategic Management budget.
- 5.4. Two proposed areas were identified early on as not being achievable in 2015/16:
 - Closure and re-provisioning of respite units was considered too high a risk, given the procurement process for potential re-provision of the service to alternative providers.
 - Initial consideration of re-provisioning of long stay residential care for children with disabilities suggested this approach may not be appropriate due to a number of reasons e.g. complexity of placements of small eligible cohort of children (grouping), and lack of appropriate local school placements etc.
- 5.5. The impact of this non-achievement, together with the small shortfall in the original savings target, will be taken into account when proposals for Transformation to 2017 are developed and the shortfall in the year will be met from the Department's cost of change reserves.
- 5.6. Proposals in respect of Short Breaks for Children with Disabilities (£1.8m) and Commissioning of Youth Support Services (£1m) have been the subject of separate consultation exercises and the outcomes of these, together with the impact on the Children's services budget is set out in the next section.
- 5.7. Rigorous monitoring of the delivery of the programme will continue during 2015/16, to ensure that the Department is able to stay within its cash limited budgets as set out in this report.
- 5.8. This early action in developing and implementing the savings programme for 2015/16 means that the County Council is in a strong position for setting a balanced budget in 2015/16 and it means that no new savings proposals will be considered as part of the budget setting process for the next financial year.

6. Consultation

- 6.1. Savings proposals in respect of Short Breaks for Children with Disabilities and Commissioning of Youth Support Services were approved as part of the Transformation to 2015 Programme agreed by the County Council as part of the budget setting process last year.
- 6.2. The purpose of agreeing savings proposals well in advance of the financial year to which they related was to give the time and capacity to properly implement the changes, which in some cases, due to the nature of the proposals, meant carrying out specific consultation exercises before final decisions could be made on service changes.
- 6.3. Consultation exercises on these two proposals were, therefore, launched in September 2014 for Short Breaks and October 2014 for Youth Support Services, with a view to reporting the outcomes to the January meeting of the Executive Lead Member for Children's Services.
- 6.4. In the finance update report to Cabinet on 15 December 2014 acknowledgement was given to the fact that the implementation of some proposals would be more challenging than others and were subject to separate consultation exercises to fully understand the impacts of the proposals. It was stressed that taking the time to get this right was very important for service users and the County Council and as such some savings might not be achieved in 2015/16 and might therefore need to be supported on a one off basis, generally from departments' cost of change reserves.
- 6.5. Specific reference was made to the proposals for Short Breaks and Youth Support Services in this regard and the impact that this may have on the ability to make savings in 2015/16. Given this position it was agreed that corporate cash flow support would be provided on an exceptional basis in the next financial year due to the fact that Children's Services cost of change reserves were likely to be depleted given the requirement for them to fund £6.3m of Children Looked After pressures in the current year.
- 6.6. The consultation exercises for both of these proposals closed in December 2014. The County Council, in carrying out consultations of this sort recognises that proposals to reduce levels of provision in any service are not going to be popular and that consultation responses will inevitably reflect this. However, the purpose of consultation is also to listen to key service users and other interested parties and to ensure that final decisions made by the County Council fully take this feedback into account.
- 6.7. It is also important to remember that the original decision to pursue these proposals was made by the County Council nearly a year ago and since that time more information has become available about the changes being implemented across the Council as part of the Transformation to 2015 Programme together with initial considerations arising from the Opportunity Assessments being carried out to support the Transformation to 2017 Programme.
- 6.8. Senior Managers in consultation with the Executive Lead Member for Children's Services have reviewed all the comments made within the two

consultations and given them careful consideration. In the light of the points made during these consultations and the wider context of the Transformation 2017 Programmes across the Council, it is considered appropriate at this stage not to implement either of the savings in their current form as part of this 2015/16 budget setting process.

- 6.9. Early considerations of the further savings that will be needed by April 2017 suggest that the shape and delivery of services for Children with Disabilities and Youth Services will need to undergo further transformation alongside all children's services. This report, therefore, recommends to Cabinet that one off support of £2.8m be granted to Children's Services in 2015/16 as part of the budget setting process to allow further time to consider the future shape of these services.
- 6.10. Going forward potential savings in respect of services to Children with Disabilities will be picked up in the wider context of the Transformation to 2017 Programme. This means that Short Breaks for Children with Disabilities will be maintained in their current form at current funding for the financial year 2015/16.
- 6.11. For these Youth Support Services the total financial envelope will be unchanged for the 2015/16 financial year. This report seeks delegated authority for the Director of Children's Services to approve grants for youth services as appropriate up to the maximum values to any one organisation as previously granted by the Executive Lead Member for Children's Services for the 2014/15 financial year. As part of this exercise the Director will continue the discussions that commenced during the consultation exercise to look at future service delivery options, and build on work already undertaken.
- 6.12. Further one-off corporate cash flow support for either of these proposals beyond 2015/16 will be considered in light of the next stages of the processes set out above, but will be on the basis of repayment by Children's Services as outlined in the December 2014 Cabinet report.

7. Other expenditure

- 7.1. The budget includes some items which are not counted against the cash limit. This includes budgets for central department support services (except where they have been given to service departments to buy services), and repair and maintenance of buildings. It also includes costs of Member Support within Children's Services and budgets that are rechargeable to Policy and Resources for corporate and democratic core services.

8. Schools Budget

- 8.1. A forecast underspend in 2014/15 of £3m was reported to Schools Forum in December 2014. Any year end underspend will be carried forward to 2015/16. Proposals for the use of this underspend have been considered and agreed by Schools Forum as part of the 2015/16 budget strategy.

- 8.2. The school funding formula for 2015/16 was agreed by Schools Forum on 22 October 2014 and approved by the Executive Lead Member for Children's Services on the same day. There is minimal change to the formula, following significant changes over the last two years since its implementation in 2013/14. There are no changes proposed to the early years single funding formula for 2015/16.
- 8.3. At its meeting on 11 December 2014, Schools Forum agreed a number of key decisions relating to the 2015/16 budget, including:
- Continued de-delegation of all services currently de-delegated
 - Continued provision for centrally retained and other central services
 - £3m reduction in the base budget of the Growth Fund (which includes provision for growing schools, falling roll numbers and temporary classrooms)
 - Permanent funding of £2.129m for pressures within early years relating to two, three and four year olds, which had previously been funded on a temporary basis for a number of years
 - Permanent additional funding of £500,000 across all schools, plus an additional £1m per annum for two years only to all 'capped' schools. This is being implemented to partly address the ongoing impact of capped funding for some schools that pays for the Minimum Funding Guarantee (MFG), which protects schools' budgets where they reduce by more than 1.5% (on a per pupil basis).
 - Further investment of £300,000 per annum in speech and language therapy – primarily to fill the gap in provision at Key Stage 2 level.
 - An additional £1m per annum for two years for High Needs Services in order to address some pressures and to create a small contingency.
- 8.4. Details of the Dedicated Schools Grant (DSG) for 2015/16, the final budget figures and the values to be applied to the formulae, are subject to approval by Schools Forum on 20 January 2015. The Schools Forum reports can be found at:
- [Schools Forum](#)
- 8.5. The DSG is allocated in three notional blocks - Schools Block, Early Years Block and High Needs Block. The school funding formula approach is that local authorities set the policies and allocations that are then applied to academies. Initial total notional allocations for 2015/16 have been received, as follows:

Block	Amount £'000
Schools	703,751
Early Years	50,555
High Needs	91,680
Additional	247
Total	846,233

- 8.6. The 'additional' allocation of £247,000 relates to newly qualified teachers funding (already included in delegated budgets).
- 8.7. For early years, the figures are based on school census data from January 2014 and will be updated based on January 2015 and January 2016 census data.
- 8.8. The published figures exclude the provision for free education to two year olds. Funding is being changed to a participation basis. It is understood that this will be added in the July 2015 DSG update. However, for planning and budget setting purposes an estimated £6.6m, based on estimated take-up at January 2015, has been included in the forecasts for both DSG income and expenditure. However, given the change in funding basis, it is possible that increased take-up could result in a funding shortfall. This will be closely monitored.
- 8.9. The Pupil Premium level of funding for 2014/15 is the following per eligible pupil amounts:

Premium	Basis	2014/15	2015/16	Change
Primary Schools	Ever 6 FSM	£1,300	£1,320	+£20
Secondary Schools	Ever 6 FSM	£935	£935	No change
Looked After etc.	Looked after for 1 day or more Adopted from care Has left care under a special guardianship order, a residence order or a child arrangement order	£1,900	£1,900	No change

Premium	Basis	2014/15	2015/16	Change
Service Family	One parent serving/previously served in Armed Forces; one parent died in service and pupil receives relevant pension	£300	£300	No change
Literacy and numeracy 'catch up'	Year 7 pupils who have failed to reach level 4 in reading and/or maths	£500	£500	No change
Early Years (3 and 4 year olds)	Looked after for 1 day or more Adopted from care Has left care under a special guardianship order, a residence order or a child arrangement order	n/a	£300	New

- 8.10. For the new Early Years Pupil Premium (EYPP), the initial allocations for 2015/16 have been confirmed. Hampshire is estimated to receive funding for approximately 2,200 FTE children totalling £667,000 (53p per hour for 570 hours per annum).
- 8.11. A group of local authorities is implementing this in January 2015. This will give the DfE the opportunity to ensure that systems for funding and for checking eligibility are working smoothly ahead of the introduction of the EYPP in April 2015. The early implementers will also provide examples of how providers are using the EYPP to improve outcomes for disadvantaged children. The DfE is also going to conduct a mid-year survey in the autumn to check take-up of the EYPP, and make adjustments in light of that.
- 8.12. The Music Grant for 2015/16 has yet to be announced. Therefore, the 2014/15 figure of £1.346m has been used.

8.13. The table below shows how the total schools budget managed by Children's Services is derived:

	2015/16 £'000
Dedicated Schools Grant (DSG)	860,989
Less funding for Academies	(162,372)
Sub-total	698,617
Less items managed by Policy and Resources	(6,256)
Pupil Premium and other schools grant	54,918
Music Grant	1,346
Total schools budget managed by Children's Services	748,625

8.14. The MFG remains at minus 1.5% per pupil for 2015/16.

8.15. On 11 December 2014 Schools Forum gave initial consideration to the 2015/16 budget and agreed principles and policies to be applied in determining budget allocations. On 20 January 2015 Schools Forum will consider and agree 2015/16 budget proposals based on current information. Confirmation of DSG figures to be paid to local authorities net of recoupment for existing academies will be made in March 2015.

8.16. The proposed budgets to be retained by the local authority are summarised below:

Block	Budget £'000
Schools	551,048
Early Years	61,668
High Needs	85,901
Total	698,617

- 8.17. There will be further adjustments following receipt of updated information, which will be reported to Schools Forum.

9. Budget summary 2015/16

- 8.1 The budget update report presented to Cabinet in December included provisional cash limit guidelines for each department. The cash limit for Children's Services in that report was £142.103m. This has been increased by £1.271m to reflect the recently agreed pay award and by £674,000 to reflect specific grants for 2015/16 that have recently been announced (SEN Reform Grant of £722,000 and a reduction in Extended Rights to Free Travel Grant of £48,000). The cash limit is, therefore, £144.048m. Details of other specific grants are awaited and will be added to the cash limit in due course.
- 8.2 Appendix 1 sets out a summary of the proposed budgets for the service activities provided by the Department for 2015/16 and show that these are within the amended cash limit set out above.
- 8.3 In addition to these cash limited items there are further budgets which fall under the responsibility of this Department, which are shown in the table below :-

	2015/16 £000
Total expenditure	970,464
Income other than Government grants	77,791
Cash Limit	892,673
Government Grants:	
- Dedicated Schools Grant	698,617
- Pupil Premium and other school grants	54,918
- Music Grant	1,346
- Extended Rights for Free Travel	414
- SEND Implementation	722
- Unaccompanied Asylum Seeking Children	493
Total Government Grants	756,510
Total net expenditure	136,163

- 8.4 This net position excludes central items such as repairs and maintenance, support service charges and capital charges which will be added as part of the overall budget reported to Cabinet and County Council in February.

10. Workforce implications

- 10.1. The workforce implications of the proposed budget for 2015/16 are set out in Appendix 2. This is based on current known changes, but excludes any assumptions about the current Enhanced Voluntary Redundancy process which will make decisions by the end of this financial year on requests that have been received from staff.
- 10.2. At the end of 2015/16 the planned workforce for Children's Services is 2,441 full time equivalent (FTE) staff. This compares with the estimate at the end of 2014/15 of 2,494 FTEs which is a reduction of 53 FTEs as summarised below:

	FTEs
FTE staff as at 31 March 2015	2,494
Transfers and other changes	24
Changes relating to savings targets	(77)
FTE staff as at 31 March 2016	2,441

11. Recommendations

To approve for submission to the Leader and Cabinet:

- 11.1. The revised budget for 2014/15 (as set out in Appendix 1).
- 11.2. The summary budget for 2015/16 (as set out in Appendix 1).
- 11.3. The request for an additional one-off support of £2.8m in 2015/16 to support services as set out in section 6.
- 11.4. The workforce implications of the proposed budget for 2015/16 (as set out in Appendix 2).

That the Executive Lead Member for Children's Services:

- 11.5. Delegates authority to the Director of Children's Services to approve grants on the terms as set out in section 6.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	Yes
Corporate Business plan link number (if appropriate):	
Maximising well-being:	Yes
Corporate Business plan link number (if appropriate):	
Enhancing our quality of place:	Yes
Corporate Business plan link number (if appropriate):	

Other Significant Links

Links to previous Member decisions:		
<u>Title</u>	<u>Reference</u>	<u>Date</u>
Revenue Budget for Children's Services for 2014/15	5445	22 January 2014
School Funding Formula 2015/16	6046	22 October 2014
Direct links to specific legislation or Government Directives		
<u>Title</u>	<u>Date</u>	
None		

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.)

<u>Document</u>	<u>Location</u>
None	

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. 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:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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

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

1.2. Equalities Impact Assessment:

- a) The department's budget and performance strategies are developed in accordance with the Council's Equalities Policy and have regard to the most vulnerable in society. Service managers have responsibility to ensure that impact assessments take account of the needs of these groups.
- b) There are no new proposals in this report that have not been previously considered in the 2014/15 budget report, some of which have been subject to further consideration in subsequent reports. Appropriate equalities impact screenings have been carried out in respect of those proposals. These have been used to identify where there is likely to be an impact on service users or staff.

2. Impact on Crime and Disorder:

2.1. The County Council has a legal obligation under Section 17 of the Crime and Disorder Act 1998 to consider the impact of all the decisions it makes on the prevention of crime.

2.2. The proposals in this report are not considered to adversely affect the prevention of crime.

3. Climate Change:

- a) How does what is being proposed impact on our carbon footprint / energy consumption?

There are no proposals that impact on this

- b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

There are no implications

**Children's Services Department
Budget summary 2015/16**

Service Activity	Original Budget 2014/15 £000	Revised Budget 2014/15 £000	Proposed Budget 2015/16 £000
Schools budget			
Individual Schools budgets	526,944	525,594	530,830
De-delegated items	3,953	3,909	3,950
High Needs block	84,861	83,786	85,901
Early Years block	59,959	61,927	61,668
Central Provision within schools budget	9,211	10,656	10,012
Other grants	40,689	49,308	56,264
Total Schools budget	725,617	735,180	748,625
Non-schools budget			
Other Education & Community – Special Education	4,924	7,332	5,267
Other Education & Community – Learner Support	33,420	33,464	33,323
Other Education & Community – Access	693	462	323
Young People's Learning Development	1,056	1,011	1,035
Adult and Community Learning	149	262	269
Services for Young Children	17,032	16,123	8,703
Youth Support Services	6,710	6,746	5,426
Strategic Management	4,761	5,040	1,166
Assessment and Care Management	19,501	19,573	19,714
Children Looked After	46,044	46,054	45,711

Service Activity	Original Budget 2014/15 £000	Revised Budget 2014/15 £000	Proposed Budget 2015/16 £000
Family Support Services	15,328	15,403	14,324
Youth Justice	2,175	2,565	2,219
Other Children and Families Services	7,714	8,920	6,075
Unaccompanied Asylum Seeking Children	493	493	493
Central Budgets	2,365	2,943	-
Total Non-schools budget	162,365	166,391	144,048
Total	887,982	901,571	892,673

**Children's Services Department
Workforce implications**

Service Activity	Estimated Staff Numbers (full-time equivalent) 31.3.2015	Transfers & Other Changes	Impact of Savings Proposals	Estimated Staff Numbers (full-time equivalent) 31.3.2016
Schools Budget (excludes School Staff)				
Early Years Block	69	12	0	81
Schools Block	143	25		168
High Needs Block	53	3		56
Total Schools Budget	265	40	0	305
Non-schools Budget				
Other Education & Community - Special Education	118	2		120
Other Education & Community - Learner Support	313	(1)	4	316
Other Education & Community - Access	16	(1)		15
Young People's Learning Development	13	4		17
Adult and Community Learning	13	7		20
Services for Young Children	116	(27)	(35)	54
Youth Support Services	111	(2)	(63)	46
Strategic Management	66	(1)		65
Assessment and Care Management	368	19	21	408
Children Looked After	220	(17)		203
Service Activity	Estimated Staff Numbers	Transfers & Other Changes	Impact of Savings Proposals	Estimated Staff Numbers

	(full-time equivalent) 31.3.2015			(full-time equivalent) 31.3.2016
Family Support Services	138	(10)	(4)	124
Youth Justice	64	2		66
Other Children and Families Services	61	4		65
Management and Support	195	(4)		191
Hampshire Youth Offending Team	93	(7)		86
Total Non-schools Budget	1,905	(32)	(77)	1,796
Total Children's Services budget	2,170	8	(77)	2,101
School Trading Services Business Units	284	11	0	295
Children's Centres Business Unit	40	5	0	45
Total Business Units	324	16	0	340
Total including Business Units	2,494	24	(77)	2,441