

Public Document Pack

NORTH LINCOLNSHIRE COUNCIL

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| CABINET |
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18 March 2024

Chairman: Councillor Robert Waltham
MBE

Venue: Conference Room,
Church Square House,
Scunthorpe

Time: 4.00 pm

E-Mail Address:
richard.mell@northlincs.gov.uk

AGENDA

1. Declarations of Disclosable Pecuniary Interests and Personal or Personal and Prejudicial interests (if any).
2. To approve as a correct record the minutes of the meeting of the Cabinet held on 29 January 2024 (Pages 1 - 8)
3. 2023/24 Financial Management Update (Pages 9 - 22)
Report of the Director: Outcomes
4. Outcome of the OFSTED Focussed Visit to North Lincolnshire in Relation to Care Leavers (Pages 23 - 26)
Report of the Director: Children and Families
5. Local Safeguarding Adults Board - Annual Report for the Year 2022 2023 (Pages 27 - 64)
Report of the Director: Adults and Health
6. Equality, Diversity and Inclusion Strategy (to follow)
Report of the Executive Director: People
7. Local Transport Fund (Pages 65 - 68)
Report of the Director: Communities
8. North Lincolnshire Imagination Library (Pages 69 - 104)
Report of the Director: Communities
9. Any other items which the Chairman decides are urgent by reason of special circumstances which must be specified.

NORTH LINCOLNSHIRE COUNCIL

CABINET

29 January 2024

PRESENT: - R Waltham (Chairman)

R Hannigan (vice-chair), J Davison, Mitchell, Reed and Rose

Councillors Ali, Bell, L Foster, Gosling, Matthews, Ogg, Rayner, Southern, Yates and Yeadon attended the meeting.

Stuart Fair, Victoria Lawrence, Helen Manderson, Karen Pavey, Lesley Potts, Rachel Smith, Adam Lovell and Richard Mell were in attendance at the meeting.

The meeting was held at the Conference Room, Church Square House, Scunthorpe.

1559 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS (IF ANY)**

Councillor R Hanigan declared a personal interest as Chair of the North Lincolnshire Health Care Partnership, and Cllr J Reed declared a personal interest in her work with Community Centres in North Lincolnshire.

1560 **TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE CABINET HELD ON 11 DECEMBER 2023**

Resolved - That the minutes of the meeting of Cabinet held on 11 December 2023 having been circulated amongst the members, be taken as read and correctly recorded and be signed by the chair.

1561 **FORMAL RESPONSE TO THE HUMBER ACUTE SERVICES PROGRAMME CONSULTATION BY THE HEALTH & WELLBEING BOARD**

The Director of Public Health submitted a report which following detailed discussion and consideration at the North Lincolnshire Health and Wellbeing Board, provided Cabinet with the agreed response to the Humber Acute Services Programme consultation by Humber & North Yorkshire Integrated Care Board. The agreed response was attached as an appendix.

The Director in her report summarised the key discussion points and concerns raised by members of the Health and Wellbeing Board regarding the Humber Acute Services Programme with a particular focus on the impact upon residents of North Lincolnshire.

Councillor Hannigan, Cabinet Member Adults, Health, Families and Communities thanked the Director for her report and work carried out by her officers and the Health and Wellbeing Board and highlighted, summarised and commented upon key aspects of its content.

Resolved - That the report be noted, with its appendix as a joint response to

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the Humber Acute Services Programme consultation by the Health & Wellbeing Board.

1562 COMPLEX CARE CHILDREN'S CAMPUS

The Director: Children and Families submitted a report updating Cabinet on the progress being made towards the completion of the Complex Care Children's Campus and sought a decision to adopt the proposed name for the new campus.

The Director in her report explained that the Complex Care Children's Campus at Alvingham Road when open would make provision for: -

- Short Breaks for children with complex learning and physical disabilities in facilities that were fit for purpose and met the future anticipated need.
- A place where Health could support parents to meet the changing medical needs of their children.
- Co-located Health and care provision for long-term care.
- Provided an option for family space for children with life limiting conditions.
- Developing independent living skills for preparation for adulthood.

The project was joint funded by the Council and a grant from the Department for Education (DfE). Snagging was currently underway, and an opening date is expected soon. Young people and their families continued to be involved in the development of the campus, with current consultation areas including the final specification of the sensory areas. Following consultation with children and families, the name 'Tree Tops' had been the most popular choice for the building and was the preferred option, with individual units being named Nightingale, Robin, Butterfly and Hummingbird.

Councillor Reed, Cabinet Member Children, Families and Communities thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved – (a) That the report be noted, and (b) that 'Tree Tops' be the name for the new Complex Care Children's Campus, and 'Nightingale', 'Robin', 'Butterfly' and 'Hummingbird' as the names for the four units within the Campus.

1563 FAMILY HUBS IN NORTH LINCOLNSHIRE - UPDATE JANUARY 2024

The Director: Children and Families submitted a report which provided an update in relation to the development of Start for Life Family Hubs in North Lincolnshire, including progress against the key milestones of the DfE grant-funded programme, and key next steps.

The Director in her report explained that in line with government policy, North Lincolnshire continued with its journey to develop Family Hubs to further strengthen and integrate our local offer for families, aiming to enable children to thrive in their families, achieve in schools, and flourish in their

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communities, building resilience and community connections. Key achievements were set out in report and summarised as follows -

Launch of West Street Family Hub. The transformation of the West Street Family Hub was completed in October 2023 following a programme of construction and renovation work co-designed with local parents, carers and children. The Hub had been transformed into a modern, more accessible, agile community venue with a distinct youth space, repurposed bookable rooms, a clinical room for health service delivery, and updated kitchen facilities. 160 local people attended the launch event where families took part in baby massage and baby yoga, toddler reading, virtual reality headset demonstrations, health and wellbeing sessions, advice about childcare, and perhaps most importantly, connecting with each other and their community.

The offer at West Street continued to develop and respond to changes in need and feedback, reflecting the broad range of agencies and voluntary community sector partners involved in supporting families. Following the launch of West Street Family Hub, work had been underway on phase 2, developing Henderson Avenue Children's Centre and Ashby Children's Centre into family hubs. Each with its own unique community make-up and needs, the Hubs had continued to be open for families and would officially launch in coming weeks.

Development of a new digital platform. The Start for Life Family Hubs grant was being used to develop new ways to empower families to access information and self-help strategies, as well as to better connect with the community offer. The soon-to-launch NL Family app and website would provide a single access point for information aimed at parents and carers, and for those that need it, a more streamlined way to find out how to seek help for any aspect of family life, from support with breast feeding, to help seeking employment, to understanding and responding to teenagers.

Establishing Parent-Carer Panels. Meeting six-weekly, the Scunthorpe North parent carer panel had worked together to co-produce the West Street Family Hub redesign, plan the launch, and shape the multi-agency and community offer that continued to develop. Reflecting the cultural and ethnic diversity of the area, the panel had helped to promote the Hub and the offer within local schools and faith groups as well as the wider community. Panels were being established in the South of Scunthorpe and in other community areas the council developed the Family Hubs model further.

Councillor Reed, Cabinet Member Children, Families and Communities thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved - That the progress being made to deliver against the government's Start for Life Family Hubs programme, continuing to support this agenda as it drives transformation to a more integrated, locality-based model of help for whole-families be welcomed.

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1564 **ENHANCED BUS PARTNERSHIP PLAN AND SCHEME**

The Director: Communities submitted a report updating Cabinet on the progress with the Enhanced Bus Partnership Plan and Scheme 2023 – 2027 and on the bus service improvement measures.

The Director in her report explained that the North Lincolnshire Enhanced Bus Partnership Plan was made by both North Lincolnshire Council and key stakeholders including bus operators in accordance with Section 138G(1) of the Transport Act 2000. The Enhanced Partnership Plan and Scheme had been developed to support the delivery of the desired outcomes of the Bus Service Improvement Plan (first published in October 2021):

- Enhanced services and investment on key corridors, with routes that were easier to understand.
- Significant improvements in bus priority
- Integrated local ticketing between operators.
- Fares must be simpler and provide value for money.
- Service patterns must be integrated with other modes e.g. rail
- Clear passenger information with simple numbering system.
- Modern buses and decarbonisation
- Give passengers more of a voice and a say.
- Services which were safe for all.
- More demand-responsive services and ‘socially necessary’ transport i.e. shift patterns, health centres.

An Enhanced Bus Partnership had been developed with the intention to deliver the vision and ambition set out in the North Lincolnshire Bus Service Improvement Plan and oversee the Partnership Plan and scheme for buses and any further Enhanced Partnership schemes made in accordance with the Transport Act 2000. Members of the Enhanced Partnership include Bus and Community Transport Operators as well as North Lincolnshire Council representatives. A number of measures had been identified as part of the delivery of the Enhanced Partnership Plan and Scheme:

- Additional bus services
- Review ongoing maintenance, repair and servicing of bus infrastructure
- Section 22 Community Transport in North Lincolnshire
- Bus disruption survey
- Extensions to existing services
- Villages South and East of Brigg including Humberside Airport.
- Scunthorpe to Barton and Hull
- Main residential corridors in Scunthorpe
- Reduced fares for young people.

Based on the above measures identified in the Enhanced Partnership Scheme, the reports also identified proposals related to bus services which had been recommended and supported at the Enhanced Partnership Board, with some already highlighted as implemented.

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Councillor T Mitchell, Cabinet Member Connectivity thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved – That the progress on the plan and scheme proposals be noted.

1565 **LEVELLING UP NORTH LINCOLNSHIRE**

The Director Communities submitted a report updating members on Levelling Up for Scunthorpe.

The Director's report explained that 'levelling up' required a focused, long-term plan of action and a clear framework to identify and act upon required interventions. Evidence supported six themes as drivers for levelling up:

- Physical capital – infrastructure, machines and housing.
- Human capital – the skills, health and experience of the workforce.
- Intangible capital – innovation, ideas and patents.
- Financial capital – resources supporting the financing of companies.
- Social capital – the strength of communities, relationships and trust.
- Institutional capital – local leadership, capacity and capability

North Lincolnshire Council (NLC) had been working to support those key drivers in the six themes above as summarised below –

Physical Capital – NLC had taken an infrastructure first approach to development for both employment and housing across the area with significant investment in Road (e.g. North Junction, A160), Rail (Gauge Enhancement) and Digital (Gigabit Broadband). The impact of this was a significant growth in our net housing completions over the last three years, where in 2022/23 the council completed 550 completions, and in this current year the council was well on its way to achieving beyond our target of 383. Automation in North Lincolnshire's key food and furniture manufacturing sector had enabled a strong competitive and productive local companies supporting our economy and UK PLC giving food security locally, regionally and nationally.

Human Capacity – NLC alongside its local skills provider had delivered University Centre North Lincolnshire where over 1500 students were working towards a level 4 qualification, alongside this the council had provided opportunities through shared prosperity fund to improve their functional maths skills. The Skills and Employability plan set out the council's medium term plan to build upon our recent success.

Intangible Capital – NLC was playing an integral role in the delivery of the Humber Freeport, an idea that was integral to our Economic Plan in 2019. The development of the freeport would provide through the business rate uplift the opportunity to shape innovation across all sectors as North Lincolnshire continued its journey to decarbonisation. The council's Economic Growth Plan set out the council's priorities and intent for North

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Lincolnshire Economy in the medium term.

Financial Capital – NLC had been supported in delivering significant investment to local businesses and communities through a range of funding opportunities including, Shared Prosperity Fund, Future High Street Support Fund, Levelling Up Fund and Town Deal. Looking forward the Government had announced a further £20m Town Deal funding over 10 years – allowing NLC to plan a long-term strategy for North Lincolnshire, supporting an, immediate intervention through our successful £15.8m Levelling Up Bid for Scunthorpe Town Centre which would continue to enable immediate market opportunities to regenerate of our Town Centre. This sat alongside the Levelling Up Investment for Barton upon Humber of £19.8m.

Social and institutional Capital - Cabinet had taken a recent decision on a new frame for a Community Plan for North Lincolnshire. The framework and the funding would support the transformation of our communities both for place and people, ensuring that NLC had a long-term plan in place to ensure strong, sustainable and enabled communities delivering the right intervention at the right time. Collaboration through local leaders in North Lincolnshire was growing in strength, recognising the need for one sustainable North Lincolnshire with the right single intervention for our people. Sharing and collaborating creates the opportunity to have the right capacity and capability to deliver our joint place priorities.

Councillor Waltham MBE, Leader and Cabinet Member Place Shaping and Steel and Heavy Industry thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved – (a) That the progress on Levelling Up North Lincolnshire through over £80m of Government Investment planned and in delivery be noted, and (b) that £2million of the next phase of the Town Deal Fund, as highlighted in the Financial Capital section of paragraph 2.2 of the report, be used specifically to fund a programme of enhancements to Scunthorpe Community Centres.

1566 **SUSTAINABLE FLEET REPLACEMENT PLAN**

The Director: Communities submitted a report updating Cabinet on the implementation of our Sustainable Fleet Replacement Plan.

The report stated that the council’s Sustainable Fleet Replacement Strategy was to set out our approach to ensure the council had an operational fleet that was resilient, enabling efficient service delivery across all functions. The plan provided the framework for the selection, procurement and management of all vehicles, plant and mechanical equipment operated by the council. This strategy was underpinned by strong data and intelligence and linked to the Green Futures Plan and the Fleet Asset Management Plan (AMP). The objectives for replacement were also summarised in the report.

The Director’s report explained that during 2023 the council procured several

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replacement vehicles to support the continued delivery of our community functions including – Waste, Schools Transport, and Street Cleansing. It had also already taken delivery of five new sweepers in January 2024, and a further 15 new vehicles would be introduced into the fleet in the next eight weeks including – seven 26 tonne Waste Collection Vehicles, five 16 tonne Waste Collection Vehicles and three Truck Mounted Vehicles.

Councillor Waltham MBE, Leader and Cabinet Member Place Shaping and Steel and Heavy Industry thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved – That the progress of the Sustainable Fleet Replacement Plan be noted.

1567 **REGULATION OF INVESTIGATORY POWERS ACT 2000 (RIPA) UPDATE**
The Director: Outcomes submitted a report informing Cabinet of the council's activity relating to surveillance matters under the RIPA regime for the period 1st January 2023 to 31st December 2023.

The Director in her report explained that RIPA provided a legislative framework which detailed a system of authorisation which existed to secure the lawfulness of surveillance activities and ensure that they were consistent with obligations under the Human Rights Act 1998. The different types of authorisation included covert surveillance directed at a person(s) and the use of a "covert human intelligence source" (CHIS) which involved the establishing of a relationship for the covert purpose of obtaining information and access to communications data such as telephone subscriber details and itemised phone logs.

Between 1st January 2023 and 31st December 2023, the Council presented one RIPA application to the Authorising Officer which was authorised and approved by the Magistrates Court in accordance with the Council's RIPA Policy. This surveillance was to carry out underage sale test purchasing of vapes and to test the compliance of two stores, where intelligence had been received that underage sales were taking place. One store had closed and the other refused the sale. Therefore, the surveillance demonstrated compliance with the law and no further action was taken.

The report stated that Investigatory Powers Commissioner's Office advised that as a good practice measure officers who regularly use RIPA should receive refresher training. Training was provided by an external provider and took place in April 2023. As part of the RIPA process the Investigatory Powers Commissioner's Office also inspected the authority. They provided a positive report in December 2023 and made constructive suggestions on improvement of practice and on the RIPA policy to ensure the authority remained current. These have all been addressed.

As a result of staffing changes within the organisation, the Assistant Director: Public Protection will remain as Authorising Officer but following the

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retirement of the Assistant Director: Resources and Performance the second Authorising Officer was lost. Although the number of applications were low it was felt that a second Authorising Officer was still required to ensure continuity of cover and it is anticipated the new Chief Financial Officer (S151) would cover that role. The Senior Responsible Officer was now Director: Communities. All new appointees had or would receive training. The Council's existing RIPA Policy set out in an appendix had been amended to reflect these changes.

The RIPA Coordinator would also provide a briefing session to the Chief Executive in relation to RIPA roles and responsibilities once they are in post.

Councillor Waltham MBE, Leader and Cabinet Member Place Shaping and Steel and Heavy Industry thanked the Director for her report and work carried out by her officers and highlighted, summarised and commented upon key aspects of its content.

Resolved - That the content of the Director's report be noted, and that the amendment to the existing RIPA Policy regarding Authorising Officers as set out in the appendix be approved.

NORTH LINCOLNSHIRE COUNCIL**CABINET****2023/24 FINANCIAL MANAGEMENT UPDATE****1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1. To provide an update on the Council's in-year financial position in 2023/24.
- 1.2. To note the latest revenue budget and approve the revised capital programme.
- 1.3. To note the treasury management position against the Prudential Code Indicators

2. BACKGROUND INFORMATION**In Year Financial Position:**

- 2.1. In February 2023, Council approved plans to invest £191.5m of revenue resource in 2023-24 and £126.0m of capital resource over a three-year period to 2025/26 to support delivery of the Council plan, achieve its strategic objectives and legal duties for the benefit of residents and businesses. Revenue investment has subsequently increased to £192.5m following confirmation of government grant funding for 2023/24 and the distribution of a one-off surplus of NNDR income relating to renewable energy. In February 2024, Council approved a revised four-year capital programme. Capital resources were revised to reflect the latest investment plans and government grants for the period 2023/24 to 2026/27. The revised four-year capital totals £208.9m of capital resource.
- 2.2. In line with good financial management practices, the Council's use of resources is closely monitored and reported regularly to senior leadership and Cabinet. This report is the third formal report to Cabinet in 2023/24 providing information on the current in-year financial position at the third quarter end.

Revenue 2023/24

- 2.3. Based upon financial management information current forecast indicates that in 2023/24 net operating expenditure will be within the £192.5m approved investment allocation, with an underspend of £4.5m. Further detail on the 2023/24 revenue position is provided in Appendix 1.

Capital 2023/24

- 2.4. The capital investment programme for 2023/24 amounted to £54.1m at quarter 2. Project rephasing has reduced planned investment in 2023/24 by £7.8m to £46.1m.

The revised capital programme is detailed and presented for information in Appendix 2.

- 2.5. At quarter 3 £34.7m (75%) of planned investment has been spent or committed with the in-year forecast currently for £48.0m investment in total (due to rephasing and additional external funding).
- 2.6. There are a series of capital adjustments necessary to ensure the programme remains aligned with delivery timescales and the Council Plan. The in-year position can be seen in Appendix 1, with anticipated rephasing and a revised programme showing amendments to externally and internally funded schemes summarised in Appendix 2.

Budget Adjustments 2023/24

- 2.7. Several adjustments to the revenue budget have been made, as the Council continually seeks to align budgets with delivery of the Council Plan. The adjustments have all been made under delegated powers and are summarised in Appendix 3.

Treasury Management 2023/24

- 2.8. The Council is continuing to manage cash balances and debt in line with the approved Treasury Management Strategy. The impact of the interest rates increase has a short-term benefit in increased yield on investment of cash balances. The Council's borrowing at the end of 2023/24 is expected to be £144.3m, following £10m external borrowing taken in February 2024 to support the capital programme. This is the first borrowing the council has taken since 2020 and no more borrowing is currently forecast in 2023/24. Appendix 4 sets out current estimate against the prudential indicators for 2023/24 that were approved by Full Council in February 2023. The council's current level of debt is £114.3m below its estimated underlying long-term need to borrow.

Financial Resilience Context

- 2.9. At this point in the year, it is anticipated that net expenditure will be within the approved budget for 2023/24, therefore maintaining financial resilience at levels assumed within Medium Term Financial Plan. However, risks to the Council's financial resilience remain in future years with the cost base at risk of increasing at a faster rate than spending power. While planned use has been made of reserves in the short term, pending a review of the base budget and completion of transformational service reviews and the realisation of associated savings, it is not sustainable in the longer term. Therefore, the ongoing financial planning process, delivery of the planned savings and scrutiny and review of medium-term financial plans will seek to ensure a robust and realistic budget is achieved.

Medium Term Financial Plan Update

- 2.10. The Council's financial planning process for 2024/25 culminated in the approved of the 2024/25 budget and Medium-Term Financial Plan 2024-27 alongside the Capital Investment Strategy 2024-27 and the Treasury Management Strategy 2024/25, at Full Council on 26 February 2024.

3. OPTIONS FOR CONSIDERATION

- 3.1. To note the in-year financial position on revenue and capital budget plans and treasury management activity.
- 3.2. To note the latest revenue budgets in Appendix 3 and approve the revised capital programme in Appendix 2.

4. ANALYSIS OF OPTIONS

- 4.1. The in-year forecasts are based upon provisional financial management information at quarter 3 and identifies additional resources revenue may be available at year end to contribute to strategic reserve to support financial resilience in future years. Further detail is provided in the appendices.

5. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

- 5.1. The financial model under which Local Government operates means that risk management is fundamental to everything the Council does. The Council is constrained in its ability to significantly increase resources and is statutorily determined on large areas of need-led spending which can fluctuate. Financial plans and the actions taken by the Council therefore must be adaptive to ensure the Council remains financially sustainable over the short, medium, and long-term.
- 5.2. The potential financial implications of the risks identified within this report have been considered in detail within the relevant section. It remains the case that the Council needs to be adaptive and influence in the areas where it is able. The Council holds reserves to mitigate against expenditure and income shocks and other unforeseen events, to provide capacity to withstand shocks and time to plan cost base adjustments which reflect the emergent position.
- 5.3. Based upon current analysis and assessment of financial resilience, it is recommended that the Council should aim to retain a balance of at least £6.8m of risk reserves (in addition to the General Fund Balance) to cover residual risk mitigations. The proposed closing balance enables short to medium-term plans to smooth transition to a sustainable budget, assuming a high-level of confidence in deliverability of plans.

6. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

- 6.1. Not applicable.

7. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

- 7.1. Not applicable.

8. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

- 8.1. Not applicable.

9. RECOMMENDATIONS

- 9.1. To note the financial position set out in the report.
- 9.2. To note the budget adjustments approved under delegated powers and the revised budget position for 2023/24.
- 9.3. To approve the revised capital investment programme 2023/27.
- 9.4. To note the progress against the approved Treasury Management Strategy and prudential code indicators.

DIRECTOR: OUTCOMES

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DN15 6NL

Author: Louise Allison/Mark Kitching
Date: March 2024

Background Papers used in the preparation of this report.

Reports to Full Council:

- Financial Strategy, Budget 2023/24 and Medium-Term Financial Plan 2023-26
- Capital Investment Strategy and Capital Programme 2023-26
- Treasury Management and Investment Strategy 2023/24
- Financial Strategy, Budget 2024/25 and Medium-Term Financial Plan 2024-27
- Capital Investment Strategy and Capital Programme 2024-27
- Treasury Management and Investment Strategy 2024/25

Other background papers:

- Local Government Finance Settlement 2024 (DHLUC, 5 February 2024)

Analysis of Revenue 2023/24

1. The Council's Net Operating Expenditure represents the day-to-day costs of council service delivery. For 2023/24, the Council has a net revenue budget of £192.5m (updated from the original approved budget of £191.5m to reflect core grant funding and a one-off distribution of NNDR surplus relating to renewable energy).
2. The Council has a track record of managing financial risk, with continuous improvement and implementation of delivery models focused on achieving the best outcomes. Financial sustainability remains a key aim of the Council, which requires continuous improvement in how it generates and utilises resources. This relies upon robust financial management processes which enable it to identify emergent risk and opportunities which could impact delivery of the approved financial plan early, giving the potential to develop solutions and achieve a different financial outcome. The Council conducts an organisation wide financial management exercise that seeks to monitor progress against approved financial plans on a quarterly basis, with targeted monitoring occurring during intervening periods and focussing on high-risk and volatile areas.
3. As summarised in tables 1-4 below the current forecast indicates net operating expenditure will be £187.4m by the end of 2023/24, while spending power (funding) is forecast to be £191.9m. This would result in an underspend of £4.5m, of which £4.7m is from core funded budgets and £0.2m additional costs met through DSG funding. In response to the significant financial challenges facing the Council in the medium term any underspend on core budgets at year end will be transferred to the Transformation Reserve support financial resilience in future years.
4. Within the overall forecast are several notable variances across the Council:
 - **Employee costs –£3.7m underspend** forecast due to vacancies across the Council(off-set partially by enhancements and agency staff costs to maintain priority services during absence/sickness). The forecasts now include the anticipated full year effect of the 2023/24 pay award and the central pay contingency budget has been released on this basis.
 - **Transport - £1.3m overspend** – primarily due to the costs of **fleet maintenance (£0.5m)** and continued high levels of demand for **SEN and fostering transport (£0.4m)**.
 - **Supplies & Services £3.0m overspend** - This is largely due to increased demand pressures in the Adults and Health and Childrens. However, these pressures will be largely offset by customer and client receipts, grants, and the underspend in third party payments.
 - **Third party payments £2.1m underspend** – the underspend in mainly offset by associated costs in supplies and services.
 - **Income - overachievement of £4.6m** Council-wide income levels – driven mainly by investment income (from higher interest rates and cash balances) and additional demand within leisure alongside grant changes. These are partially offset by income pressures commercial rents, planning and building control. Additional

income from client contributions is offsetting additional demand pressures within Adults and Health.

- **Funding – £0.6m lower than budget** due to lower than anticipated government funded business rate reliefs granted in year (£0.8m to be offset by distribution of a related surplus on the Collection Fund in 2024/25). Additional £0.3m distribution of national NNDR levy surplus in 2023/24 announced alongside the Final Local Government Finance Settlement in February 2024.

5. The forecast at quarter 3 reflects proactive financial management activity in year, including the initiation of a 'maintaining financial discipline' protocol by the Chief Finance Officer. These actions have increased the forecast underspend position in 2023/24, with the intention of transferring the 2023/24 underspend to the Transformation Reserve at outturn, in line with the Medium-Term Financial Plan, to maintain financial resilience. This includes supporting the development and implementation of a fundamental transformation programme that will move the Council forward while realising efficiencies that will enable it to operate within increasing tight financial constraints.

Table 1 – Revenue Net Operating Expenditure Forecast Management Accountability (based on Q3 financial management reporting) *

| BY ACCOUNTABILITY | Budget £000 | Forecast £000 | Core Variance £000 | DSG Variance £000 |
|-----------------------------------|----------------|------------------|--------------------------|-------------------------|
| Adults & Health | | | | |
| Adult Social Services | 27,440 | 27,453 | 13 | |
| Adults Early Help & Prevention | 30,369 | 30,054 | (315) | |
| Integrated Health & Care | 5,341 | 5,793 | 452 | |
| Childrens & Families | | | | |
| Education | 5,038 | 5,814 | 542 | 234 |
| Children's Help & Protection | 11,325 | 9,951 | (1,374) | |
| Children's Standards & Regulation | 11,659 | 11,428 | (231) | |
| Communities | | | | |
| Community Enablement | 5,759 | 5,118 | (641) | |
| Community Resilience Place | 3,897 | 3,741 | (156) | |
| Public Protection | 43,137 | 43,899 | 762 | |
| | 2,672 | 3,088 | 416 | |
| Outcomes | | | | |
| Governance & Partnerships | 5,703 | 5,618 | (85) | |
| Resources & Performance | 10,331 | 8,626 | (1,705) | |
| Organisational Development | 8,367 | 7,652 | (715) | |
| Public Health | | | | |
| Public Health | 7,564 | 6,883 | (681) | |
| Central and Technical | | | | |
| Central and Technical | 13,872 | 12,259 | (1,613) | |
| Net Operating Expenditure | 192,474 | 187,378 | (5,330) | 234 |

Table 2 – Revenue Net Operating Expenditure Forecast – Council Priority (based on Q3 financial management reporting)*

| BY PRIORITY | Budget £'000 | Forecast £'000 | Core Variance £'000 | DSG Variance £'000 |
|--|-------------------------|---------------------------|------------------------------------|-----------------------------------|
| Keeping People Safe and Well | 98,668 | 96,421 | (2,247) | |
| Enabling Resilient & Flourishing Communities | 42,788 | 41,704 | (1,083) | |
| Enabling Economic Growth & Renewal | 8,569 | 10,060 | 1,257 | 234 |
| Total Allocated to Priorities | 150,025 | 148,186 | (2,073) | |
| Running the Business Well | 42,448 | 39,192 | (3,256) | |
| Net Operating Expenditure | 192,474 | 187,378 | (5,330) | 234 |

Table 3 – Spending Power Forecast (based on Q3 financial management reporting)*

| SPENDING POWER | Budget £000 | Forecast £000 | Variance £000 |
|------------------------------|------------------------|--------------------------|--------------------------|
| Council Tax & Business Rates | (142,929) | (142,097) | 832 |
| Government Grants | (41,978) | (42,256) | (278) |
| Reserves | (7,567) | (7,567) | 0 |
| Total Spending Power | (192,474) | (191,920) | 554 |

**Table 4 – Revenue Net Operating Expenditure Forecast Subjective Analysis
(based on Q3 financial management reporting) ***

| | Subjective Area | Budget £000's | Forecast £000's | Variance £000's |
|--------------------|--|--------------------------|----------------------------|----------------------------|
| EXPENDITURE | Employee Costs | 119,525 | 115,803 | (3,722) |
| | Premises Related Expenditure | 10,312 | 10,944 | 632 |
| | Transport Related Expenditure | 8,914 | 10,198 | 1,284 |
| | Supplies & Services | 27,916 | 31,005 | 3,089 |
| | Third Party Payments | 101,799 | 99,715 | (2,084) |
| | Transfer Payments | 42,906 | 42,285 | (621) |
| | Support Services | 12,897 | 13,266 | 369 |
| | Capital Financing Costs | 11,268 | 11,867 | 599 |
| | Total (Expenditure) | 335,537 | 335,082 | (455) |
| INCOME | Government Grants | (83,162) | (81,842) | 1,320 |
| | Other Grants, Reimbursements & Contributions | (16,873) | (17,192) | (319) |
| | Customer & Client Receipts – Sales | (3,724) | (3,837) | (113) |
| | Customer & Client Receipts – Fees & Charges | (23,726) | (27,866) | (4,140) |
| | Customer & Client Receipts – Rents | (5,338) | (5,126) | 212 |
| | Interest | (525) | (1,704) | (1,179) |
| | Recharges | (9,715) | (10,138) | (423) |
| | | Total (Income) | (143,063) | (147,704) |
| | Net Operating Expenditure | 192,474 | 187,378 | (5,096) |

*Subject to rounding's & excludes school's

Analysis of Capital 2023/24

6. The Council plans to invest £208.9m of capital resource by 2026/27 to support delivery of the Council plan. Approval is sought for the latest capital investment plan set out in appendix 2 (table 1), with adjustments to the current approved programme contained in appendix 2 tables 2 and 3. The adjustments refine the programme and ensures it remains in alignment with current delivery profiles.

Table 5 – Capital position 2023/24 forecast at Quarter 3 - Priority

| CAPITAL – outturn forecast at Q3; budget reflects rephasing and additional funding included in Appendix 3 | Budget £000's | Forecast Spend £000's | Year to Date Spend £000's | Year to Date Spend £000's |
|--|--------------------------|--------------------------------------|--|--|
| EXPENDITURE | | | | |
| Keeping People Safe and Well | 6,616 | 6,687 | 4,872 | 74% |
| Enabling Resilient and Flourishing Communities | 6,128 | 6,113 | 4,524 | 74% |
| Enabling Economic Growth and Renewal | 26,199 | 28,058 | 22,144 | 85% |
| Providing Value for Money for Local Taxpayers | 7,009 | 6,971 | 3,201 | 46% |
| Capital Investment Allocation | 156 | 156 | 0 | 0% |
| Total Investment | 46,108 | 47,984 | 34,741 | 75% |
| CAPITAL FINANCING | | | | |
| External & Grant Funding | 31,939 | 33,841 | | |
| Council Resources | 14,169 | 14,143 | | |
| Total Resources | 46,108 | 47,984 | | |

- As detailed in table 5 above, at quarter 3 the forecast in year outturn in 2023/24 is £48.0m (£1.9m variance against the revised budget). The main reason for the variance is funding adjustments required to reflect the latest funding allocations and phasing agreements. This includes revised funding allocation for Future High Street Fund to reflect ongoing costs of projects (£1.8m).
7. Due to the nature of capital investment, there are likely to be further adjustments needed during the remainder of the financial year to ensure investment resource remains aligned to latest delivery timescales. These will be reported to Cabinet at outturn.

CAPITAL INVESTMENT PROGRAMME 2023/27**Table 1 – Programme Summary 2023/27 (reflects rephasing in tables 2 and 3)**

| Proposed Programme | 2023/24 £000's | 2024/25 £000's | 2025/26 £000's | 2026/27 £000's | Total £000's |
|--|-------------------|-------------------|-------------------|-------------------|-----------------|
| Investment in Priority | | | | | |
| Keeping People Safe and Well | 6,616 | 3,540 | 2,600 | 2,500 | 15,256 |
| Enabling Resilient and Flourishing Communities | 6,128 | 11,391 | 6,119 | 4,779 | 28,417 |
| Enabling Economic Growth and Renewal | 26,199 | 49,224 | 29,796 | 20,242 | 125,461 |
| Providing Value for Money for Local Taxpayers | 7,009 | 9,929 | 5,947 | 5,727 | 28,612 |
| Total Investment | 45,952 | 74,084 | 44,462 | 33,248 | 197,746 |
| Capital Investment Allocation | 156 | 3,500 | 3,500 | 4,000 | 11,156 |
| Capital Investment Limit | 46,108 | 77,584 | 47,962 | 37,248 | 208,902 |
| Funding Analysis | | | | | |
| External & Grant Funding | 31,939 | 59,456 | 32,763 | 25,097 | 149,255 |
| Council Resources | 14,169 | 18,128 | 15,199 | 12,151 | 59,647 |
| Total | 46,108 | 77,584 | 47,962 | 37,248 | 208,902 |

Table 2 – Externally Funded Schemes rephasing and net additional investment

| Capital Investment Scheme | 2023/24 £000's | 2024/25 £000's | 2025/26 £000's | 2026/27 £000's | Total £000's |
|--|-------------------|-------------------|-------------------|-------------------|-----------------|
| Approved externally funded budget at Q2 | 35,585 | 39,644 | 14,708 | 0 | 89,937 |
| Capital Minor Works - Family Hub design | 52 | 50 | 0 | 0 | 102 |
| Community Asset Investment | 0 | 2,000 | 2,000 | 2,000 | 6,000 |
| Community Equipment | 0 | 0 | 0 | 600 | 600 |
| Digital & IT Infrastructure | 239 | 200 | 200 | 0 | 639 |
| Disabled Facilities Grants | 0 | 0 | 0 | 1,800 | 1,800 |
| Dragonby Energy Efficiency | 0 | 0 | 0 | 24 | 24 |
| Early Years Childcare Expansion | 0 | 319 | 0 | 0 | 319 |
| Electric Vehicle Charging Points | (25) | 256 | 231 | 231 | 693 |
| Formula Capital Devolved To Schools | (369) | 100 | 0 | 700 | 431 |
| Green Homes | 87 | 0 | 0 | 0 | 87 |
| Home Assistance/RHHA Loan | (63) | 0 | 0 | 0 | (63) |
| Household Waste & Recycling | 0 | 1,300 | 0 | 0 | 1,300 |
| Infrastructure Schemes | (708) | (1,102) | 5,460 | 7,642 | 11,292 |
| Levelling Up - Infrastructure Schemes | (3,434) | 3,985 | 0 | 0 | 551 |
| North Lincolnshire Northern Forest | (449) | (67) | 0 | 0 | (516) |
| Schools Investment Programme | (2,736) | 1,250 | 1,000 | 3,100 | 2,614 |
| Scunthorpe Town Centre Vibrancy | 0 | 5,000 | 5,000 | 5,900 | 15,900 |
| Social Care Management System | 70 | 442 | 0 | 0 | 512 |
| Telecare Investment | (173) | 85 | 0 | 100 | 12 |
| Town Centre Regeneration - Car Parking | (133) | 83 | 0 | 0 | (50) |
| Towns Fund | 4,143 | 5,911 | 4,016 | 3,000 | 17,070 |
| Winterton Artificial Pitch | (148) | 0 | 148 | 0 | 0 |
| Total rephasing and additional investment | (3,646) | 19,812 | 18,055 | 25,097 | 59,318 |
| Revised investment approved by Council - Feb 24 | 31,939 | 59,456 | 32,763 | 25,097 | 149,255 |

Table 3 – Internally Funded Schemes rephasing and net additional investment

| Capital Investment Scheme | 2023/24 £000's | 2024/25 £000's | 2025/26 £000's | 2026/27 £000's | Total £000's |
|--|---------------------------|---------------------------|---------------------------|---------------------------|-------------------------|
| Approved internally funded budget at Q2 | 18,531 | 17,640 | 13,128 | 0 | 49,299 |
| Capital Investment Allocation | (1,399) | (1,500) | 300 | 4,000 | 1,401 |
| Capital Minor Works | (45) | 0 | 20 | 500 | 475 |
| Capital Receipts Flexibility | (300) | 290 | (800) | 0 | (810) |
| Communities in Bloom | 0 | 50 | 50 | 50 | 150 |
| Community Buildings Investment - Community Hubs | 350 | 0 | 0 | 0 | 350 |
| Community Capital Grants | (115) | (35) | 150 | 150 | 150 |
| Complex Care (Disability) | 50 | 400 | 0 | 0 | 450 |
| Digital & IT Infrastructure | 0 | 0 | 0 | 520 | 520 |
| Enhancing North Lincolnshire | (169) | 1,050 | 1,071 | 298 | 2,250 |
| Fleet Asset Management Programme | (276) | (724) | 500 | 3,500 | 3,000 |
| Flood and Drainage | 0 | 500 | 500 | 700 | 1,700 |
| Formula Capital Devolved To Schools | 345 | 0 | 0 | 0 | 345 |
| Household Waste & Recycling | 0 | 0 | 0 | 150 | 150 |
| Infrastructure Schemes | (1,422) | (222) | (323) | 1,000 | (967) |
| Leisure Equipment Replacement | 0 | 0 | 0 | 100 | 100 |
| Normanby Enterprise Phase 7 | 25 | 0 | 0 | 0 | 25 |
| North Lincolnshire Northern Forest | (70) | 50 | 20 | 0 | 0 |
| Schools Investment Programme | (598) | 150 | 0 | 0 | (448) |
| Social Care Management System | (500) | 340 | 483 | 1,183 | 1,506 |
| Town Centre Regeneration - Car Parking | (80) | 80 | 0 | 0 | 0 |
| Winterton Artificial Pitch | (100) | 0 | 100 | 0 | 0 |
| Total rephasing and additional investment | (4,304) | 429 | 2,071 | 12,151 | 10,347 |
| Revised investment approved by Council - Feb 24 | 14,228 | 18,069 | 15,199 | 12,151 | 59,647 |
| Capital Minor Works | (59) | 59 | | | 0 |
| Additional rephasing | (59) | 59 | 0 | 0 | 0 |
| Revised internally funded budget | 14,169 | 18,128 | 15,199 | 12,151 | 59,647 |

LATEST APPROVED 2023/24 REVENUE BUDGET**Table 1 – Revenue Investment (Accountability Structure)**

| 2023/24 REVENUE INVESTMENT: BY SERVICE | Q2 Approved Budget £000's | Technical Budget Transfers £000's | Revised Approved Budget £000's |
|---|----------------------------------|--|---------------------------------------|
| Adults & Health | 62,050 | 1,100 | 63,150 |
| Children & Families | 27,185 | 837 | 28,022 |
| Outcomes | 23,555 | 1,028 | 24,583 |
| Communities | 51,815 | 3,499 | 55,314 |
| Public Health | 7,393 | 171 | 7,564 |
| SERVICE TOTAL | 171,998 | 6,635 | 178,602 |
| Central & Technical | 19,610 | (5,769) | 13,841 |
| NET OPERATING EXPENDITURE | 191,608 | 866 | 192,474 |

Table 2 – Revenue Investment (Council Plan Priority)

| 2023/24 REVENUE INVESTMENT: BY PRIORITY | Revised Budget £000's |
|--|------------------------------|
| Keeping People Safe and Well | 98,458 |
| Enabling Resilient and Flourishing Communities | 42,844 |
| Enabling Economic Growth and Renewal | 8,759 |
| Providing Value for Money for Local Taxpayers | 42,412 |
| NET OPERATING EXPENDITURE | 192,474 |

| | 2023/24 | |
|--|-----------------------------|------------------|
| | Budget (Feb 2023) | Forecast (Q3) |
| Estimates of capital expenditure | £M 46.4 | £M 46.4 |
| General Fund ratio of financing costs to the net revenue stream % (Based on Prudential Code 2013) | % 6.80 | % 6.80 |
| An estimate of the capital financing requirement | £M 258.9 | £M 258.6 |
| The authorised limit for external debt: borrowing other long-term liabilities total | £M 188.9 0 188.9 | £M no change |
| The operational boundary for external debt: borrowing other long-term liabilities total | £M 178.9 0.0 178.9 | £M no change |
| maturity structure of fixed interest rate borrowing 2023/24 | Upper % | Upper % |
| under 12 months | 30.0 | |
| 12 months to 2 years | 30.0 | |
| 2 years to 5 years | 40.0 | |
| 5 years to 10 years | 45.0 | no change |
| 10 years to 20 years | 50.0 | |
| 20 years to 30 years | 75.0 | |
| 30 years to 40 years | 60.0 | |
| 40 years to 50 years | 25.0 | |
| maturity structure of variable interest rate borrowing 2023/24 | % | % |
| under 12 months | 100.0 | |
| 12 months to 2 years | 90.0 | |
| 2 years to 5 years | 90.0 | |
| 5 years to 10 years | 90.0 | no change |
| 10 years to 20 years | 50.0 | |
| 20 years to 30 years | 20.0 | |
| 30 years to 40 years | 10.0 | |
| 40 years to 50 years | 10.0 | |
| Total principal sums invested for periods longer than 364 days | £M 0 | £M no change |

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NORTH LINCOLNSHIRE COUNCIL

CABINET

OUTCOME OF THE OFSTED FOCUSED VISIT TO NORTH LINCOLNSHIRE IN RELATION TO CARE LEAVERS

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 This report provides an update in relation to the outcome of the recent Ofsted Focused Visit to North Lincolnshire in relation to Care Leavers, which was completed in line with the inspection of local authority children's services (ILACS) framework.

2. BACKGROUND INFORMATION

- 2.1 On 16th January 2023, Ofsted announced their intention to complete a Focused Visit within North Lincolnshire in line with the Inspecting Local Authority Children's (ILACS) Framework on the 23rd and 24th January 2024. The scope of this visit was Care Leavers aged 18-25 years with a specific focus on:
- Quality and suitability of accommodation available to care leavers.
 - Support offered to care leavers to prepare them for adulthood - pathway plans/ info to history/ relationships/ info re decisions/ life journey work.
 - Care leavers with specific needs, including care leavers who are parents, in custody and unaccompanied asylum-seeking young people.
 - The impact of leaders, including consideration of the recent changes in leaderships
- 2.2 Between the notification on the 16th January and inspectors physically arriving on the 23rd a wealth of data and information in regards our offer for Care Leavers was requested and reviewed by the inspectors. In addition, interviews were held with several leaders.
- 2.3 During the inspection, Inspectors looked at a range of evidence in young people's case records, including pathway plans and case supervision records. Inspectors met with and spoke to care leavers and held case discussions with personal advisers and managers. Inspectors also looked at the organisation's performance management and quality assurance information.

2.4 **Headline Findings**

The overall findings concluded the following –

- Care leavers in North Lincolnshire receive comprehensive and timely support, which helps them to make progress in their lives. They benefit from suitable and stable accommodation and a range of creative interventions that meet their needs, reduce risks and help them to achieve.
- Care leavers have meaningful and trusted relationships with their workers, which endure into adulthood.
- Senior leaders and personal advisers embrace their corporate parenting role and go the extra mile for care leavers, constantly developing services that enhance young people's experiences and result in positive outcomes.
- The quality of young people's relationships with their personal advisors is a real strength within North Lincolnshire
- One care leaver described their adviser as, 'On point. They get things done. They meet my needs and are good at recognising when I need help'.
- Pathway plans are detailed and personalised and created with young people's participation and views.
- Care Leavers receive help to learn skills that promote independent living.
- North Lincolnshire's one family approach features strongly in work with care leavers who are parents or parents to be. Support is offered at different stages of parenthood and helps to alleviate worries care leavers have about parenting. Care Leavers told inspectors that personal advisers have faith in them, and this motivates them to make good decisions for their children and to be the best parents that they can be.
- Unaccompanied asylum-seeking young people receive sensitive support from personal advisers who skilfully adapt their approach and intervention to meet the young people's needs.
- Council Leaders are extremely committed corporate parents and focused on providing the highest quality services to care leavers.
- Personal advisers describe managers and senior leaders as visible and approachable. They say that they enjoy working in the North Lincolnshire care leaver service. One worker said, 'It feels like a big family; we all bring something to our work with young people and we share the learning.'
- Overall, managers in the care leavers' service have a good grip on practice and understand the individual young people's circumstances.

Areas identified for improvement.

Inspectors identified the following as areas for improvement -

- The frequency and recording of personal advisers' supervision, particularly when they joint work young people's cases.
- The recording of management oversight and decision-making in young people's records.

2.5 During the course of the inspection, steps were taken to review the process of supervision where cases are co worked across functions to further strengthen

recording of oversight and decision making. We will continually review the quality of supervision and strengthen this area of practice.

3 OPTIONS FOR CONSIDERATION

- 3.1 This report sets out the outcome of the Ofsted Focused Visit in regard to Care Leavers. Cabinet is requested to note the findings of the inspection. Overall, the findings within the inspection demonstrate the effectiveness of our offer for our Care Leavers and the outcomes we are supporting them to achieve, and we would want Cabinet member to note the findings of the Ofsted Inspection.

4. ANALYSIS OF OPTIONS

- 4.1 Not applicable.

5. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

- 5.1 Not applicable.

6. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

- 6.1 Not applicable.

7. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

- 7.1 Not applicable.

8. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

- 8.1 No conflicts of interests declared.

9. RECOMMENDATIONS

- 9.1 That Cabinet welcomes the outcome of the Ofsted Focused Visit to North Lincolnshire in relation to Care Leavers

DIRECTOR OF CHILDREN AND FAMILIES

Church Square House
SCUNTHORPE
North Lincolnshire
Author: Roxanne Kirby
Director Children and Families: Rachel Smith
Date: 03.03.24

**Background Papers used in the preparation of this report – Inspection Letter
Care Leavers Focused Visit**

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NORTH LINCOLNSHIRE COUNCIL

CABINET

LOCAL SAFEGUARDING ADULTS BOARD - ANNUAL REPORT FOR THE YEAR 2022 - 2023

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To note the publication of the Local Safeguarding Adults Board (LSAB) Annual Report outlining the work of the board and its members to carry out and deliver the objectives of the strategic plan. The report includes how partners have contributed to the work of the board to promote effective adult safeguarding during the last year.
- 1.2 The contents of the report should be considered in relation to planning, commissioning and budget setting.
- 1.3 The report demonstrates that the LSAB:
 - Listens and responds to the voices of people with care and support needs, and people with a lived experience.
 - Is effective in providing help and protection to adults with care and support needs.
 - Effectively meets statutory duties.
 - Benefits from strong and consistent leadership.
 - Has made good progress on delivering the strategic objectives laid out within the strategic plan.

2. BACKGROUND INFORMATION

- 2.1 In North Lincolnshire people remain at the heart of everything we do. The council is committed to everyone in North Lincolnshire achieving better outcomes so that they can be safe, well, prosperous and connected.
- 2.2 The Care Act 2014 places the council's duties in respect of safeguarding adults with care needs who are at risk of abuse or neglect on a statutory basis.
- 2.3 The LSAB has a statutory requirement to publish an annual report, which offers assurance that local safeguarding arrangements and partnerships help and protect adults with care and support needs in its area. The

annual report details the work of the LSAB during the year to achieve its main objectives, and deliver the strategic plan, as well as detailing the findings of any Safeguarding Adult Reviews (SARs) that may have been undertaken.

- 2.4 The annual report has been agreed by SAB Executive Leads and board partners. The annual report was presented to the Health and Wellbeing Board on 11 March 2024 and published on the NLSAB website.
- 2.5 The annual report is required to be distributed through relevant governance routes across safeguarding partner organisations. The contents of the report should be considered in relation to planning, commissioning and budget setting. Organisations should fully consider the contents of the annual report how they can improve their contributions to both safeguarding throughout their own organisation, and to the joint work of the board.
- 2.6 The Care Act 2014 also requires the report to be submitted to the Local Police and Crime Commissioner, Chief Constable, and Healthwatch via LSAB board members.
- 2.7 The annual report provides details of progress in relation to the boards strategic plan, and the six strategic priorities, which are – prevention, proportionality, partnership, empowerment, protection and accountability.
- 2.8 Some of the key achievements, and the positive impacts for adults with care and support needs and their families highlighted within the report are:
 - The Board hosted the ‘Experts Together – Safeguarding Together’ conference in February 2023, co-designed and co-delivered with people with lived experience, with a focus on listening to people with lived experience and improving communication and launching the new Board Strategy.
 - There is a strong focus on engaging with and listening to adults, and their families to understand their views and experiences. Several policies and key documents have been co-produced with people who have a lived experience of safeguarding.
 - Adults and their families are empowered to keep themselves and others safe - several easy read documents in relation to recognising the signs of abuse have been co-produced and are now available on the website.
 - There is a demonstrated clear commitment to safeguard adults across the area, through representation and attendance by senior managers of all partner agencies at Executive level and board meetings.

- There are strong relationships with the other key partnerships such as the Children’s Multi-agency and Resilience Safeguarding, Experts Together Partnership, and the Community Safety Partnership.
- In partnership with people who have a lived experience, communications on the board’s website have been enhanced as a means of sharing information and publicising key documents, tools, and resources.
- The safeguarding data is regularly scrutinised by the board and shows the voices of the adult, and their families are being listened to.
- The board have been actively working to engage with local community groups and voluntary sector to raise awareness and understanding of safeguarding adults and deliver joint training and education, with a focus on diverse, isolated and under-represented communities.
- Monthly communications are shared and disseminated to a large safeguarding network which provides information and tools, such as – updates to national policy and legislation, key safeguarding themes, resources aimed at practitioners and training opportunities.

Future priorities

The board recognise the importance of ensuring that the focus remains on the issues which are going to make the greatest difference to safeguarding people in North Lincolnshire. The following key themes have been identified by board partners as areas of future focus –

- Strengthening the voice of carers within the safeguarding partnership.
- Continuing to understand the real-life experiences of people who have been through the safeguarding journey to better understand the difference it has made, and how we can develop our future practice.
- Working together to enhance and strengthen mechanisms, ensuring information sharing is not a barrier.
- Continuing to analyse all available data and intelligence to help recognise emerging safeguarding themes and trends, including considering hidden harm and harm categories where there are low reports of concerns, and ensure action is taken when needed.
- Continuing to build on the success of the interactive data dashboard, enhancing data around people’s voice and experiences.
- Continuing to promote a positive learning culture where partners continually reflect on practice and learn from local, regional and national reviews and identify ways to prevent and reduce harm.

- Continuing to ensure that policies, procedures and guidance are effective, flexible and adapt in response to learning.
- Working with other partnership boards to avoid duplication and ensure a collaborative and effective approach is taken to safeguarding adults.
- Building on the established relationships and enhancing engagement with local community groups, and the voluntary sector to raise awareness and understanding of safeguarding adults, with a focus on diverse, isolated and under-represented communities.

3. OPTIONS FOR CONSIDERATION

3.1 To note the publication of the LSAB annual report.

3.2 The contents of the report should be considered in relation to planning, commissioning and budget setting.

4. ANALYSIS OF OPTIONS

4.1 None, for information only

5. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

5.1 None, for information only.

6. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

6.1 None, for information only.

7. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

7.1 None, for information only.

8. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

8.1 There has been wide ranging consultation with people who have care and support needs, people with lived experience, as well as safeguarding partners and relevant agencies in the work of the NLSAB, and implementation of the strategic plan. There will be further engagement opportunities as we continue to listen, learn, adapt, and review.

9. **RECOMMENDATIONS**

- 9.1 To receive and note the publication of the LSAB Annual Report 2022 - 2023 and consider this where relevant in relation to planning, commissioning and budgets setting processes.

DIRECTOR: ADULTS AND HEALTH

Church Square House
Scunthorpe
North Lincolnshire
Author: Helen Rose
Date: 12 February 2024

Background Papers used in the preparation of this report – Nil

Care Act 2014
LSAB Annual Report 2022 - 2023

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North Lincolnshire Safeguarding Adults Board

Annual Report 2022 - 2023



Foreword

I am very pleased to introduce the 2022-3 annual report. I would particularly like to thank our Experts Together group, and all the people who have given up their time to share their experience and knowledge to help us shape our plans as well as challenging and supporting the day-to-day work of the Board and its sub-groups. I would also like to thank Board members, and the Executive for the commitment and hard work throughout the year as well as the services, staff and everyone who works to ensure residents of North Lincolnshire can be empowered and supported to stay safe and live well.

The three sub-groups have continued to play an essential role in supporting the Board, with involvement from wider partners to support oversight of safeguarding activity, providing both mutual challenge and shared solutions. This report includes information on the work they have undertaken, including identifying themes and trends in safeguarding, informing areas for future development, innovation, and improvement.

This year we completed the review of our strategic plan and set out our new plan for the next three years. We increased our engagement with local community groups, with a new, fixed term post to support training and development. We continue to look for opportunities to share learning, locally, regionally and nationally and have strong links to other partnership boards in North Lincolnshire, through shared Executive Leads.

The joint self-assessment process which offers assurance from partners on their approach and performance, with regard to safeguarding children and adults, has been undertaken with honesty and a willingness to identify areas for improvement. Regulator inspections indicate we have strong or improving services working in North Lincolnshire. As partners we will continue to learn and reflect on how we can work together to improve safeguarding practice within North Lincolnshire, raising awareness on how we all play a part in keeping people safe and making sure that the voices of people with lived experience are heard in everything we do.

Kamy Clark – Independent Chair

Introduction

This Annual Report details the work carried out by the North Lincolnshire Safeguarding Adults Board (NLSAB), to fulfil its statutory responsibilities for strategic development and oversight of adult safeguarding across the North Lincolnshire area. The report covers the one-year period (1 April 2022 – 31 March 2023) highlighting the board's progress and achievements.

The report includes how partners have contributed to the work of the board to promote effective adult safeguarding during the last year.

The report evidences that the NLSAB has made good progress in delivering the priorities and objectives laid out within our Strategic Plan and is testament to the commitment and strong partnership arrangements in North Lincolnshire.

Partnership Key achievements

- Partners have made good progress delivering against the priorities and objectives identified within the strategic plan for example: engaging with adults with a lived experience to contribute towards policy, practice and awareness raising, enhancing understanding of safeguarding adults within the local community, voluntary sector and with partner agencies and ensuring that our partners are clear as to their roles, responsibilities and expectations.
- The Board hosted a conference in February 2023, co-designed and co-delivered with people with lived experience, with a focus on listening to people with lived experience and improving communication and launching the new Board Strategy.
- There is a demonstrated clear commitment to safeguard adults across the area, through representation and attendance by senior managers of all partner agencies at Executive level and board meetings.
- The council have been developing safeguarding focused case audit including feedback forms for people and their families to feedback on their safeguarding journey. This enhances mechanisms to capture and clearly evidence that safeguarding practice is person-centred and outcome-focussed and that any action taken in line with the person's views and wishes.
- In line with the government change in legislation and the formal establishment of Integrated Care Systems (ICS), the board has ensured that safeguarding arrangements continued to remain a priority locally whilst strengthening working arrangements with colleagues across the regional Humber Partnership and the Humber and North Yorkshire Integrated Care System.



Partnership Key achievements

- NLAG have enhanced the safeguarding referral form and added it to the WebV system, this enables staff to refer concerns in a timelier manner, and also improved the quality of safeguarding concerns.
- Followed through the recommendation in Adult A SAR in 2020, regarding the absence of a forensic service nationally and locally. North Lincolnshire Health and Care Partnership Board, in collaboration with the North Lincolnshire and East Riding SAB (supported by NHS England and the Faculty of Forensic and Legal Medicine), have developed a Forensic Medical Examination pilot service. The pilot is now live and is being independently evaluated by the Hull University.
- An Independent Domestic Violence Advocate (IDVA) is co-located within the council safeguarding team providing specialist advice and guidance.
- A new online safeguarding concern form has been created which allows referrers to raise concerns quickly and efficiently.
- Rotherham, Doncaster and South Humber NHS Foundation Trust have developed bespoke safeguarding training in relation to international recruitment.
- Humberside Fire and Rescue Services have held a number of fire safety campaigns to increase community understanding and raise awareness.
- Humberside Police have strengthened the training offer to frontline officers in relation to Mental Capacity and Adult Safeguarding.



About the North Lincolnshire Safeguarding Adults Board

The NLSAB brings together partner agencies to work together to on priorities to respond to and reduce the risks for adults with care and support needs in respect of abuse and neglect.

The board is a statutory partnership with specific duties and functions as set out within the Care Act 2014. The overarching purpose of the board is to ensure effective co-ordination of response and services to safeguard and promote the welfare of local adults who may be at risk of abuse and harm.

It does this by:

- Assuring itself that local safeguarding arrangements are in place as defined within the Care Act 2014.
- Assuring itself that practice is person-centred, and outcome focussed.
- Working collaboratively to prevent abuse and neglect where possible.
- Ensuring that agencies and practitioners give timely and proportionate responses when abuse or neglect have occurred.
- Assuring itself that safeguarding practice is continuously improving and enhancing the quality of life of adults in its area.

The duties of the board as set out within the Care Act 2014 include:

- The publication of a strategic plan, outlining how the board will meet its objectives and how partner agencies will support the delivery of the plan.
- The publication of an annual report, providing details of the work of the partnership to implement the strategy and achieve its objectives during the previous year.
- The commissioning of Safeguarding Adult Reviews (SARs) under section 44 of the Care Act 2014.

The NLSAB is made up of senior officers nominated by each member agency. Members have sufficient delegated authority to effectively represent their agency and make decisions on their agency's behalf, and, if they are unable to attend board meetings for any reason, they send a nominated representative of sufficient seniority.

The board is funded by the core statutory partners - North Lincolnshire Council, North Lincolnshire Health and Care Partnership and Humberside Police. This funding enables the board to commission an Independent Chair and a board Business Unit to help carry out its duties and functions.

Board membership

Core statutory members:

- North Lincolnshire Council
- Humber and North Yorkshire ICS: North Lincolnshire Health and Care Partnership
- Humberside Police

Additional members:

- Regulated health and social care provider representative
- Humberside Fire and Rescue Service
- Northern Lincolnshire and Goole NHS Foundation Trust
- Rotherham, Doncaster and South Humber NHS Foundation Trust
- Primary care
- National Probation Service
- East Midlands Ambulance Service
- ONGO (housing provider)

Advisory members:

- Cabinet Member for Adults and Health
- North Lincolnshire Council Principal Social Worker
- Care Quality Commission
- Healthwatch North Lincolnshire
- NHS England



Strategic Plan 2023 - 2025

In February 2023, the NLSAB launched its new Strategic Plan. The plan covers a 3-year period as recommended within the Care Act Statutory Guidance 2015.

Partners wanted the plan to be clear about intentions and priorities, so that the partnership had the best chance to work well together.

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In developing the new strategic plan, the NLSAB have:

Worked with people with a lived experience, with carers and with the workforce to hear what is important to them, including holding a development event, co-designed with people with lived experience, and the dissemination of surveys.

- Reviewed how the board were able to meet the commitments made in the previous three-year strategic plan, looking at what had worked well and what could be better.
- Considered the available data and information about performance and outcomes in North Lincolnshire, and -
- Reviewed local and national learning about best practice and areas for improvement.

North Lincolnshire
Safeguarding Adults Board

Strategic Plan

2023 - 2025



Strategic Plan 2023 - 2025

The Strategic Plan is intended to ensure the safeguarding principles and making safeguarding personal outcomes can be delivered in North Lincolnshire. The objectives are aligned to the six safeguarding principles.

Six strategic priorities have been identified, which are underpinned by thirteen strategic objectives. Business plans have been developed which describe the activities and outcomes the NLAB will achieve to deliver its objectives.

The business plans are designed to enable implementation and monitoring of actions in a clear and concise way, including clear timescales, measures of success and progress. The business plans are monitored, and progress is reviewed by both the Executive Group and Board on a regular basis.

Listening to the voice of people with a lived experience continues to remain at the heart of the plan - embracing the ethos of 'Experts Together'

Empowerment

Our plans will focus on –

Working directly with adults with care and support needs to enhance our communications, policies and procedures so that people are empowered to make their own decisions to live free from harm and abuse.

Strengthening the voice of carers, recognising the importance of their own personal wellbeing and resilience alongside those of the person they care for.

Partnership

Our plans will focus on –

Engaging with local community groups and voluntary sector to raise awareness and understanding of safeguarding adults, with a focus on diverse, isolated and under-represented communities.

Working with other partnership boards in North Lincolnshire and in the region to ensure a collaborative approach is taken to safeguarding.

Prevention

Our plans will focus on -

Continuing to raise awareness of safeguarding adults in a variety of formats to help people understand what abuse is, recognise the signs and know how to seek help.

Continuing to promote a positive learning and improvement culture where we continually reflect on our practice and learn from local, regional and national reviews and identify ways to prevent and reduce harm.

Proportionality

Our plans will focus on -

Delivering multi-agency and bespoke training and education where awareness and understanding needs to be enhanced.

Ensuring people are signposted to independent support, advice and advocacy to reduce risk and build future resilience.

Protection

Our plans will focus on -

Ensuring our policy, procedures and guidance are effective, flexible and adapt in response to learning.

Strengthening practice particularly around professional curiosity, carer awareness, legal literacy and trauma informed responses.

Using all available data and intelligence to help recognise emerging safeguarding themes and trends, including considering hidden harm and ensure action is taken when needed.

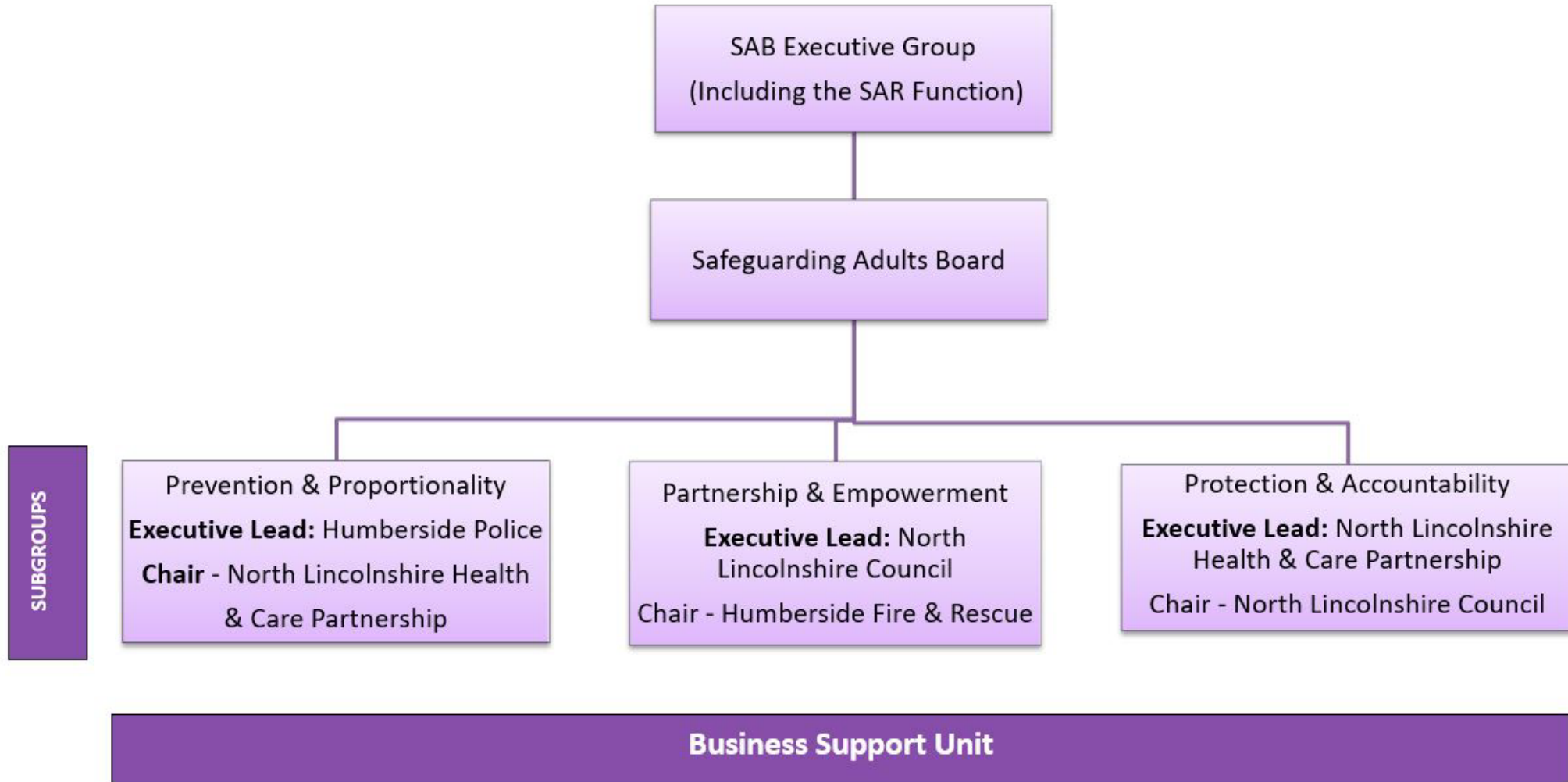
Accountability

Our plans will focus on -

Holding partners to account and ensuring effective system oversight of safeguarding adult arrangements, functions and performance.

Ensuring there are effective mechanisms in place to ensure information sharing is not a barrier.

Delivery Framework



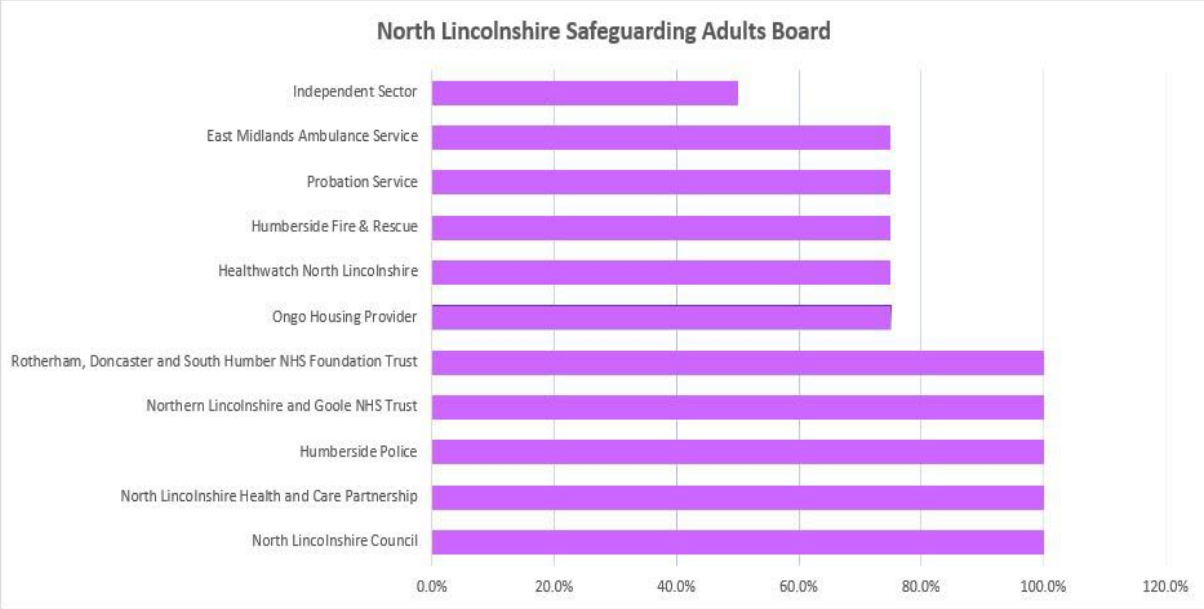
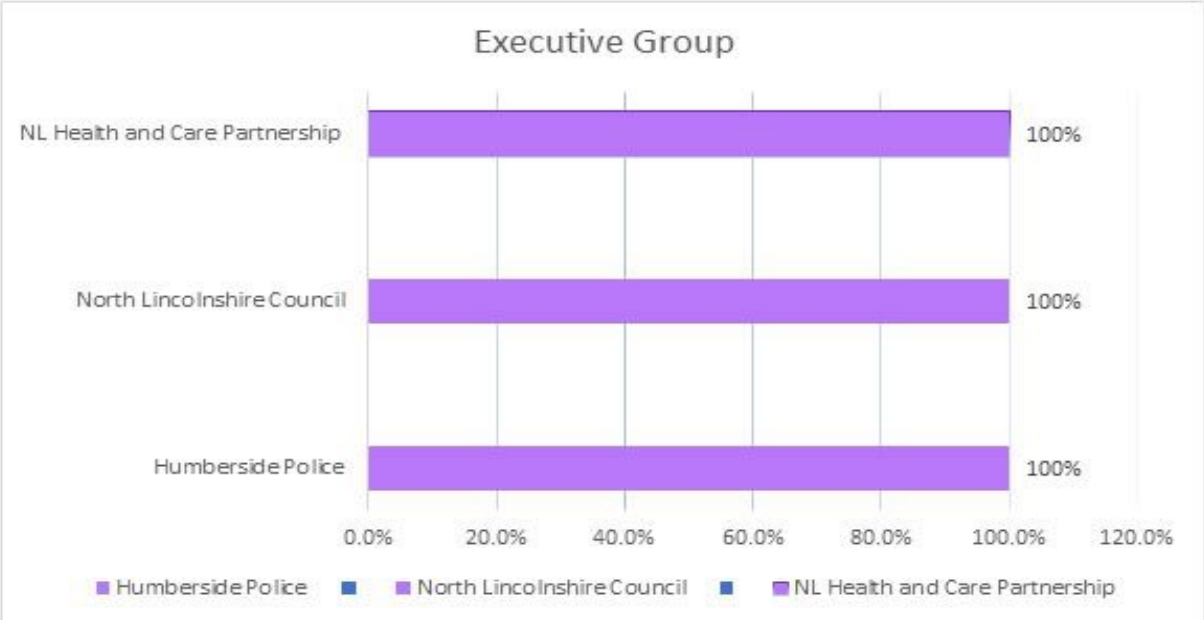
Board attendance

Throughout 2022 and 2023 the Executive group and the full board met quarterly. In the intervening periods the subgroups (Protection & Accountability, Prevention & Proportionality, and the Partnership & Empowerment) regularly met and carried out safeguarding activity as outlined within the strategic plan, reporting progress and outcomes directly to both the Executive group and the board.

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The NLSAB continues to demonstrate a sustained level of attendance and participation from members. There is a clear commitment to safeguard adults across the area, through representation by senior managers of all partner agencies that have an investment in good safeguarding practice.

Mechanisms are in place to ensure partners unable to attend meetings due to operational and logistical reasons can - and do contribute to delivering the board's objectives. Partnership contributions to the work of the board are also monitored via the agency self-assessments and one-to-one meetings with the Independent Chair.



Actions completed by the subgroups to meet board objectives

Partnership & Empowerment subgroup

The Partnership and Empowerment subgroup consists of adults with a lived experience, partners from Humberside Police, Humberside Fire and Rescue, Healthwatch, North Lincolnshire Health and Care Partnership, North Lincolnshire Council, ONGO, and Advocacy Services. The group is chaired by Watch Manager, Humberside Fire and Rescue Services. Engagement and commitment within the partnership remains strong.

The group understand the value of working together with partner agencies and other professionals to get the best result for adults with care and support needs who are at risk of abuse and neglect. The group also recognise the importance of ensuring that the voice of adults who have a lived experience is heard, listed to, and that this directly informs the work of the partnership.

The group meet quarterly, its aims are –

- ✓ To continue to promote awareness and understanding of safeguarding adults within the local community, voluntary sector and with partner agencies.
- ✓ To make sure that safeguarding information is available to adults in an easily accessible format, jargon free and easy to understand.
- ✓ To support adults and their families / carers to be empowered and feel involved in their safeguarding journey, making sure their views and wishes directly inform what happens.
- ✓ To co-produce key strategies, information and leaflets with adults who have a lived experience, carers and other partner agencies.

Partnership & Empowerment subgroup

The **'Experts Together- Safeguarding Together'** conference took place in February 2023, the event was led by people with lived experience of adult safeguarding along with professionals across partner agencies, it provided an opportunity for reflection, learning & feedback.

The event was well attended with over 230 professionals and frontline practitioners, from various agencies taking part. Attendees heard directly from people who shared their experiences and spoke about their safeguarding journeys.

Members of Starlight Arts (a local charity providing opportunities for disabled people to engage with music therapy, Makaton and drama) spoke about the importance of communication, they shared their own personal experiences of why communicating with people at the right time, in the right way is integral to safeguarding practice, they gave examples of how communication impacted their lives.

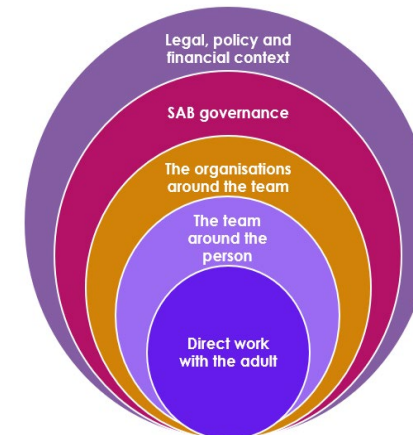


Unpaid carers shared their experiences of being involved in safeguarding, talking about what worked well, and the things that mattered to them.

'Carol' shared her experiences of self-neglect; speaking about the difficulties she faced and how the multi-agency safeguarding response made her feel.

Professor Michael Preston-Shoot spoke about the challenges when working with self-neglect, he spoke about learning from reviews and shared best practice principles 'the five domains' when working across the multi-agency partnership. Professor Preston-Shoot congratulated North Lincolnshire, recognising that partners were thinking creatively, and understood the importance of escalating concerns, and were working hard to ensure all voices were listened to.

The analytic framework: five domains





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Partnership & Empowerment subgroup

The ‘Experts Together- Safeguarding Together’ conference saw the formal launch of the newly updated NLSAB Strategic Plan, and the Experts Together Workforce tool.

The tool was designed by people with care and support needs and aims to support practitioners in having strengths-based and person-centred conversations. The tool stimulates thinking and encourages conversation around how adults may perceive risks, supports positive risk taking and helps to ensure people are empowered to live the lives they want to live.

The tool outlines the things that matter to people the most and that should be at the heart of adult safeguarding practice:

- Communicating in the right way, at the right time
- Listening
- Taking time to build trust
- Giving people choices
- Giving people control

Things that matter to me.....

- Communicating with me in the right way, at the right time
- Listening to me
- Knowing I can trust you
- Giving me choice
- Giving me control



In addition to utilising the workforce tool, partners were also encouraged to sign-up and commit to the pledge of ‘ask, listen and act’.

Partnership & Empowerment subgroup

Feedback from practitioners and people with a lived experience, was how moving and impactful the event was.

Attendees were asked to comment on how the information and experiences shared at the event would impact on their future practice, and the difference it would make.

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The conference was great, the overall message, the voices of people and the networking opportunity was really beneficial

I will definitely be more reflective – remembering who the expert actually is!! The use of language and the way we communicate is so important. The littlest of things can have the biggest of impacts.

The experts were obviously so involved with co-production, and this made it so much more real for me

I pledge to train the workforce champions in Makaton. Making the effort to communicate with people in the way they want will make the biggest difference – how would you feel if someone spoke to you, and you didn't understand!

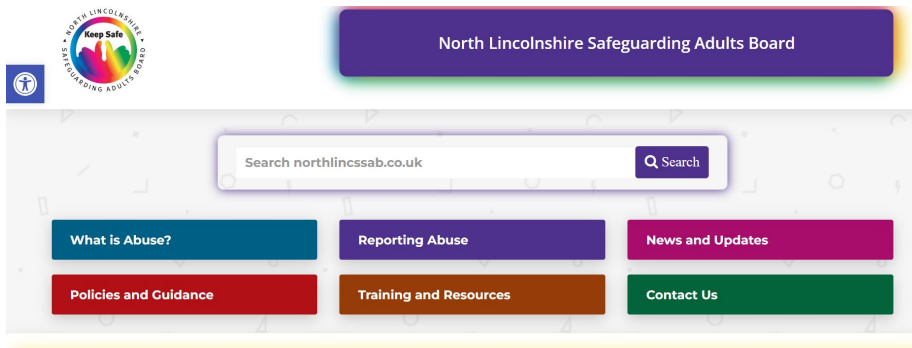
I wanted to make a difference, and I felt I was able to do that – so thank you

It's made me think about safeguarding in a totally different way – I am not the expert, the person is. We should always listen to people's voice and that should guide us

Partnership & Empowerment subgroup

During the last year, the group have worked with adults who have a lived experience, and their families to help them recognise the signs of abuse, know how to report concerns and seek help to keep themselves and others safe. The group have refreshed the information in relation to the categories of abuse on the NLSAB website, ensuring that each section is explained in a way which is clear, concise and easy to understand.

In partnership with people who have experience of safeguarding and Healthwatch North Lincolnshire, feedback forms have been developed. The forms will be going live soon, and will enhance the mechanisms to capture and evidence that safeguarding practice is person-centred and outcome-focussed, as well as ensuring that action taken is in line with people's views and wishes. The feedback will help shape and enhance our safeguarding partnership and inform our policies and strategies moving forward.



The group have worked with the Experts Together partnership to review and update various sections on the NLSAB website. An accessibility tool has now been added which allows the user to automatically increase font sizes, change text and background colours and contrast, and also provides readable fonts. In addition, a number of key areas have been added and enhanced such as –

- Links to the Livewell North Lincolnshire website – an online information hub to help people find support groups, community groups and activities to help people to live their best lives.
- Information, guidance and tools in relation to Autism.
- Guidance on keeping safe online and information relating to e-safety and fraud.
- Information on appropriate advocacy and links to local and national services.



The group will continue ensure relevant information is shared, and the NLSAB website is regularly updated and continues to be a valuable source of information and guidance for partner agencies and people within the community.

Prevention & Proportionality subgroup

The subgroup understands it is important that a proportionate response is given to any safeguarding situation, and that partner agencies work in the best interests of adults who have care and support needs within North Lincolnshire.

The subgroup consists of representatives from North Lincolnshire Council, ONGO, Cloverleaf Advocacy Services, Humberside Police, independent provider sector, Northern Lincolnshire & Goole Hospitals NHS Trust, North Lincolnshire & Rotherham Doncaster and South Humber NHS Foundation Trust, North Lincolnshire Council and is chaired by the Designated Safeguarding Nurse, North Lincolnshire Health and Care Partnership.

Safeguarding data evidenced that between 1 April 2021 and 31 March 2022 a total of 2285 safeguarding concerns were received in North Lincolnshire which was a 37% increase from 2020/21, compared to a 9% increase across all local authorities. Alongside insight from multi-agency case reviews, this led the subgroup to review the safeguarding threshold guidance, which gives guidance in relation to when a safeguarding concern should be submitted, ensuring a consistent approach is taken across the partnership.

The threshold also supports decision making around the kinds of incidents that may be addressed through alternative processes (lower-level concerns where no harm has occurred).

The SAB threshold document has been expanded and enhanced following research from other SABs, feedback from providers and partners. The threshold covers all categories of abuse as defined within the Care and Support Statutory Guidance 2015 and includes guidance on additional themes such as pressure ulcers, falls, and maladministration of medication.

The document has been shared with all partners and care providers and awareness raising sessions have been held via Microsoft Teams to promote and support the implementation.

Feedback for the updated document has been overwhelmingly positive with comments including: -

“It’s great - self-explanatory”

“Clear guidance on what is nonreportable and reportable”

“Great guidance”.

| SAFEGUARDING THRESHOLDS | | | |
|--|--|---|--|
| TYPE OF ABUSE: PHYSICAL | NON - REPORTABLE, NO HARM OR ABUSE, LOW RISK / NO IMPACT | REPORTABLE, SOME HARM OR RISK OF HARM, MEDIUM RISK | REPORTABLE, SIGNIFICANT HARM OR RISK OF HARM, HIGH RISK |
| <p>The act of causing physical harm to someone else.</p> <p>Can include, but not exhaustive:</p> <ul style="list-style-type: none"> - Hitting - Spitting - Pushing - Restraint - Intentional or reckless injury including Female Genital Mutilation (FGM) <p>Examples:</p> <ul style="list-style-type: none"> - Isolated incident, simply resolved - Minor events that still meet the criteria for incident reporting - No harm or abuse intended - Appropriate moving and handling procedures not followed on one occasion - not resulting in harm - Error by staff causing little / no harm - Robust recording - Risk assessments / action plans in place - Incident not caused by a Person in Position of Trust (PiPoT) | <p>Lower level concern where threshold for a safeguarding enquiry is unlikely to be met.</p> <p>Agencies should keep a written internal record of what happened and what action was taken (based on internal processes and procedures).</p> <p>Where there are a number of low - level concerns, consider whether the threshold is met for a safeguarding enquiry due to increased risk.</p> | <p>Incidents should be reported to the Safeguarding Adults Team within the council, where a decision whether to progress the concern to a S42 enquiry will be made.</p> <p>Examples:</p> <ul style="list-style-type: none"> - Unexplained minor marking or lesions, cuts or grip marks found on a number of occasions, or on a number of adults with care and support needs cared for by the same team / carer - Inappropriate restraint that caused marks but no external medical treatment / consultation required - Repeated incidents / patterns of similar concerns - Incident not caused by a Person in Position of Trust (PiPoT) | <p>Incidents at this level must be reported to the Safeguarding Adults Team within the council, where a decision whether to progress the concern to a S42 enquiry will be made.</p> <p>You may need to contact the police / emergency services.</p> <p>Examples:</p> <ul style="list-style-type: none"> - Unexplained significant injuries - Intended harm towards an adult with care and support needs - Deliberately withholding food, drinks or aids to independence - Physical actions that result in significant harm or where there is ongoing distress for the adult with care and support needs - Predictable and preventable incident between adults with care and support needs, where injuries have been sustained or emotional distress caused - Inappropriate restraint that requires medical treatment - Assault or act resulting in serious injury / death (covers manslaughter where there was a reckless element rather than deliberate) - Incident caused by a Person in Position of Trust (PiPoT) |
| ACTIONS / OUTCOMES TO CONSIDER AT EVERY STAGE | <ul style="list-style-type: none"> - Advice and information - Review of care plans - Risk management planning - Staff training - Review of needs / services - Signposting - Complaints - Disciplinary process - Provider performance review form (PPRF) | <ul style="list-style-type: none"> - Raise a safeguarding concern - Safeguarding plan - Care Act Assessment - CP appointment re/unexplained bruising / marks - Referral to Occupational Therapy | <ul style="list-style-type: none"> - Raise a safeguarding concern - If there is an indication a criminal act has occurred, the police must be informed and consulted - CP appointment re/unexplained bruising / marks - Referral to Occupational Therapy - Immediate safeguarding plans must be implemented - Follow your organisation's PiPoT policy |

Prevention & Proportionality subgroup

The subgroup seeks to support partner agencies in keeping up to date with their safeguarding knowledge and skills, a wide range of training and education sessions have been co-ordinated and delivered to over 400 professionals and practitioners. The training has included -

- Safeguarding adults' awareness delivered to local solicitor's firms
- Domestic abuse – the impacts of elder abuse, delivered by specialist services
- People in a Position of Trust (PiPoT) - an overview of organisational responsibilities
- Introduction and overview to the enhanced threshold document
- Motivational interviewing
- Legal literacy and adult safeguarding
- A partnership approach to self-neglect
- Adult safeguarding and homelessness

Feedback from the training shows that all training delivered and coordinated by the NLSAB was rated as either good, or excellent.

95% of attendees felt what they had learnt would make a positive difference to their future safeguarding practice.

The board has been assured by its partners that their workforce in North Lincolnshire have sufficient training at the right level to discharge its safeguarding responsibilities. The following training courses were available to the workforce through partner agencies during the year:

- Safeguarding Adults Tier 1 (eLearning) – providing an overview of what is meant by abuse and neglect, the duty to safeguard adults with care and support needs, ensuring immediate safety, and how to report concerns.
- Safeguarding Children Tier 1 (eLearning) – providing an overview of what is meant by safeguarding children, the duty to protect children and how to report concerns.
 - Safeguarding Adults Tier 2 – aimed at frontline practitioners. Providing an overview of safeguarding concerns and enquiries, making safeguarding personal, decision making in relation to safeguarding concerns and ensuring that staff can apply their own organisational procedures and processes for reporting and documenting safeguarding adult concerns.
 - Safeguarding Adults Tier 3 – aimed at frontline practitioners and managers. Staff are trained in how to undertake effective safeguarding enquiries, ensuring that enquiries are person centred, and outcome focussed, in line with the Care Act 2014 and best practice.
 - Mental Capacity Act & DOLs in Practice - Levels 1 and 2 – Staff are trained in the application of the Mental Capacity 2005 and have an understanding of the Deprivation of Liberty Safeguards.

Prevention & Proportionality subgroup

The group regularly review key messages from published regional and national reviews and investigations such as - Safeguarding Adult Reviews (SARs), Serious Case Reviews (SCRs) and Domestic Homicide Reviews (DHRs) ensuring that any learning relevant to North Lincolnshire is appropriately shared and implemented.

Regular 'learning from safeguarding adults reviews (SARs) briefing' have been developed by the subgroup - each briefing is based on a published, regional or national SAR, and it aims to provoke critical thinking among various professions, with emphasis on prevention and early intervention. Partners are encouraged to use these briefings to stimulate thinking and reflect on how the learning could be relevant within their organisations.

Briefings developed and disseminated include –

- Paul (homelessness and substance misuse)
- Michael (cuckooing and exploitation)
- James (transitions from child to adulthood)
- Mrs Webster (organisational abuse, neglect and acts of omission)



The group have created several seven-minute briefings – these briefings are based on research, which suggests that seven minutes is an ideal time span to concentrate and learn. The briefings have been designed as learning aids which can be used within team meetings, supervisions or as simple reminders of the key issues around key safeguarding themes and current issues including –

- Information sharing
- Record keeping
- Adult criminal exploitation
- Adult sexual exploitation
- Learning Disability and Mortality Review (LeDeR)
- Forensic examinations in adult safeguarding



There continues to be close links across all the NLSAB subgroups, and other partnership boards (Community Safety Partnership, Children's Multi-agency Resilience and Safeguarding) ensuring that any relevant information and cross-cutting learning from practice is shared with all partners, enabling them to make changes or improvements that will keep adults with care and support needs in North Lincolnshire safer in the future.

Prevention & Proportionality subgroup

In addition to the wide range of training and education offered to partners, the information and guidance published on the NLSAB website is regularly reviewed and refreshed and includes a range of tools to support practitioners.

Monthly communications are shared and disseminated to a large safeguarding network which provides information and tools in respect to national policy, legislation update, international / national key themes, campaigns, resources available to practitioners, training opportunities and services available.

Data collated from the NLSAB website analytics evidence that after communications are circulated traffic to the website increases by at least 20% (within 2 days).

The subgroup has been actively working to engage with local community groups and voluntary sector to raise awareness and understanding of safeguarding adults and deliver joint training and education, with a focus on diverse, isolated and under-represented communities. The NLSAB Training and Development Officer has been integral to this work and driving it forward.

The group are currently working closely with the Humberside Police Community Cohesion Officer, who has well-established relationships with a wide range of communities across North Lincolnshire. The group has been able to link in with various community groups and partnerships including - Humberside Violence Against Women and Girls Independent Advisory Group (VAWG IAG), the Modern Slavery Partnership, the Sikh Temple in the town centre and the Central Mosque.

We are utilising the knowledge and expertise of our community hubs and have linked with the 'Crosby Collective' - a non-profit organisation which aims to develop our local communities and offers a platform for collaboration.

The group have also established links with the Voluntary Action North Lincolnshire (VANL) who works closely with a wide range of Voluntary, Community and Social Enterprise (VCSE) sector organisations, running regular safeguarding forums for our local VCSE sector organisations. There are plans for the NLSAB to present at the VANL's annual safeguarding event taking place later in the year, and the group are now represented on the subgroup.



Protection & Accountability subgroup

The board is committed to ensuring that safeguarding arrangements, and partner agencies of the board act to help and protect adults who may be at risk in North Lincolnshire.

The Protection & Accountability subgroup consists of representatives from Humberside Police, North Lincolnshire Health and Care Partnership, Northern Lincolnshire & Goole NHS Trust, Humberside Fire & Rescue, independent provider sector, Rotherham, Doncaster and South Humber NHS Foundation Trust, Healthwatch, ONGO and is chaired by the Assistant Director, Adult Social Services for North Lincolnshire Council.

The NLSAB has an established multi-agency scrutiny and assurance framework in place which is overseen by the subgroup. The framework provides assurance to partners in relation to safeguarding practice and ensure that policies and procedures are effective.

Within the framework there are a number of mechanisms which provide opportunities to work in partnership to learn and to improve practice across the multi-agency safeguarding system.

- Joint self-assessments – undertaken in partnership with the Childrens Multi-Agency and Resilience Safeguarding Board (CMARS), completed annually by all partners to provide assurance that adults with care and support needs are safeguarded effectively.
- Case specific audits – multi-agency audits relating to emerging themes or multi-agency practice.
- Line of sight to practice events – led by a member of the subgroup to consider a number of safeguarding cases in relation to a particular theme, or a specific case.
- Agency specific assurance events – undertaken in partnership with the CMARS, providing an opportunity for safeguarding partners to visit specific agencies to meet and talk to practitioners. It is an opportunity to showcase good practice.

The Scrutiny & Assurance Framework enables partners to –

- Talk with, and receive direct feedback from adults at risk, adults with lived experience and their families.
- Have assurance of whether partner agencies are fulfilling their responsibilities to safeguarding adults who are at risk of abuse or neglect.
- Have assurance of whether partner agencies are joined up and working together to safeguard and promote the wellbeing of adults at risk across the safeguarding system.
- Have a direct line of sight to frontline practice.
- Have live conversations with frontline practitioners.

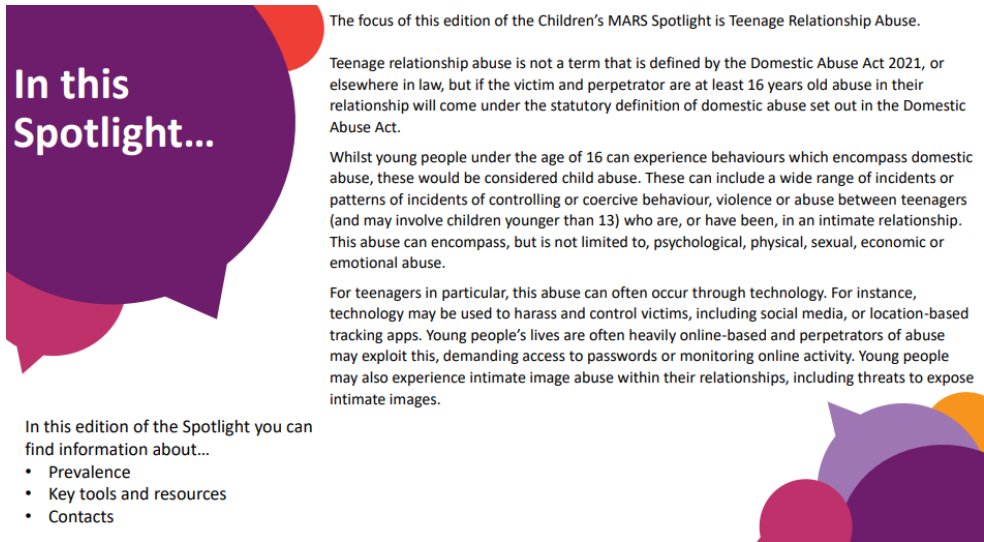
Protection & Accountability subgroup

The NLSAB and its subgroups have strong links with other key partnerships where appropriate, including the Domestic Abuse Partnership Board, Community Safety Partnership and the CMARS.

A joint board approach is taken to areas of shared focus such as domestic abuse and risk outside the home.

In February 2023 a joint CMARS and NLSAB multi-agency line of sight to practice event took place in relation to two cases, the aim of the event was to increase learning regarding domestic abuse within teenage relationships.

Following on from the event a 'Spotlight Briefing' was developed, providing useful tools and effective approaches to working with teenagers and young adults who are experiencing abusive relationships.



In this Spotlight...

The focus of this edition of the Children's MARS Spotlight is Teenage Relationship Abuse.

Teenage relationship abuse is not a term that is defined by the Domestic Abuse Act 2021, or elsewhere in law, but if the victim and perpetrator are at least 16 years old abuse in their relationship will come under the statutory definition of domestic abuse set out in the Domestic Abuse Act.

Whilst young people under the age of 16 can experience behaviours which encompass domestic abuse, these would be considered child abuse. These can include a wide range of incidents or patterns of incidents of controlling or coercive behaviour, violence or abuse between teenagers (and may involve children younger than 13) who are, or have been, in an intimate relationship. This abuse can encompass, but is not limited to, psychological, physical, sexual, economic or emotional abuse.

For teenagers in particular, this abuse can often occur through technology. For instance, technology may be used to harass and control victims, including social media, or location-based tracking apps. Young people's lives are often heavily online-based and perpetrators of abuse may exploit this, demanding access to passwords or monitoring online activity. Young people may also experience intimate image abuse within their relationships, including threats to expose intimate images.

In this edition of the Spotlight you can find information about...

- Prevalence
- Key tools and resources
- Contacts

Good practice –

- Practitioners were tenacious and were willing to deal with difficult subjects and have difficult conversations.
- Practitioners were confident and celebrated the periods of stability for the family.
- Communication between agencies was strong. All practitioners knew the family and were aware of the dynamics.
- Professionals were quick to recognise Adverse Childhood Experiences (ACEs) and the need to do things differently when working with past trauma.
- Both cases evidenced professional curiosity.
- The communication and joint working between Adults and Children's Services was positive and led to good outcomes.
- The use of fewest best interventions was evident.
- Practitioners had a good level of knowledge of the impact of loss and grief.

Top actions -

- Ensuring that practitioners and partners understand the offer from local domestic abuse specialists and what specific interventions can be accessed.
- Work with partnership boards to strengthen tools and resources across the partnership to address emerging risk and to ensure work can be done early with perpetrators so that they do not go on to repeat the behaviour.
- Ensure people know how to access specialist bereavement support.

Protection & Accountability subgroup

The subgroup act as a reference group and utilise the specialist knowledge of partners, including people with a lived experience to support with the review and updating of safeguarding policies, procedures, guidance, and tools.

The NLSAB suite of documents are regularly reviewed by the subgroup to ensure they are reflective of legislation and case law, and to ensure they also adapt in response to learning from case audits, learning reviews and people's experiences.

Over the course of the year the subgroup have refreshed and updated a number of policies – including the People in a Position of Trust (PiPoT).

The purpose of this policy is to provide a framework for managing cases where allegations have been made against a person in a position of trust (PiPoT) and is focussed on the management of risk. It provides guidance to ensure appropriate actions are taken to manage allegations against people who work, either in a paid or unpaid capacity, with adults with care and support needs.

This policy is based on the Care Act 2014 which requires that partner agencies and their commissioners of services should have clear recordings and information sharing guidance, set explicit timescales for action and are aware of the need to preserve evidence.

The policy builds upon existing relevant statutory provision. The guidance for 'managing allegations against people in a position of trust' is contained within section 14 of the Care and Support Statutory Guidance 2015.

Each partner agency is required to provide assurance to the NLSAB that arrangements to deal with allegations against a person in a position of trust, within their organisation are adequate and are functioning effectively. The subgroup have developed an electronic form which enables partner agencies to provide quarterly updates in relation to referrals received and outcomes.

The subgroup maintains oversight of learning to ensure PiPoT arrangements are working effectively between, and across partner agencies. Appropriate cross organisational challenge is an important part of this process.

Protection & Accountability subgroup

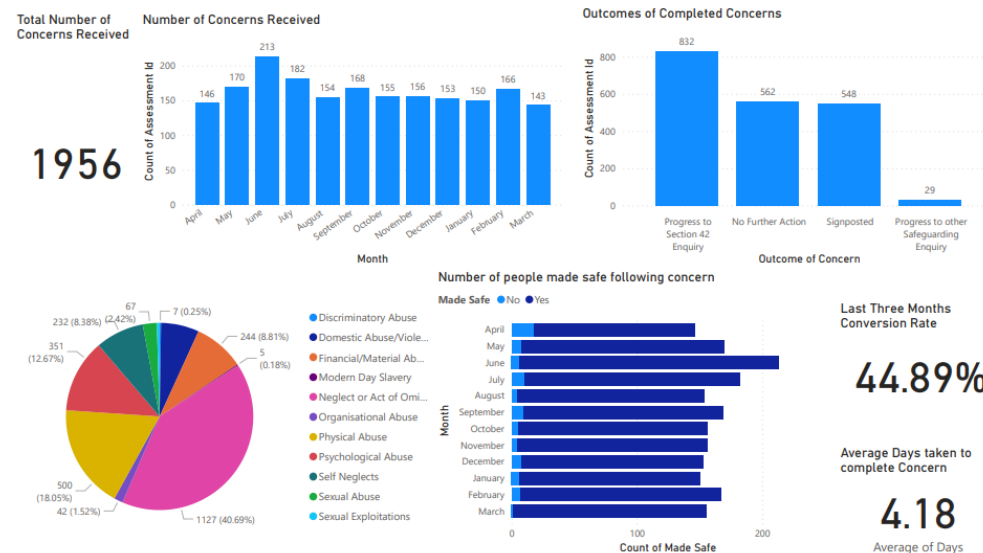
The NLSAB and its partners have continued to work together to prevent and reduce the risk of harm to people with care and support needs.

The subgroup regularly analyses and monitor the effectiveness of safeguarding activity, at each meeting they review and scrutinise available data and intelligence to identify themes and trends, informing areas for development, innovation and improvement.

The available intelligence includes:

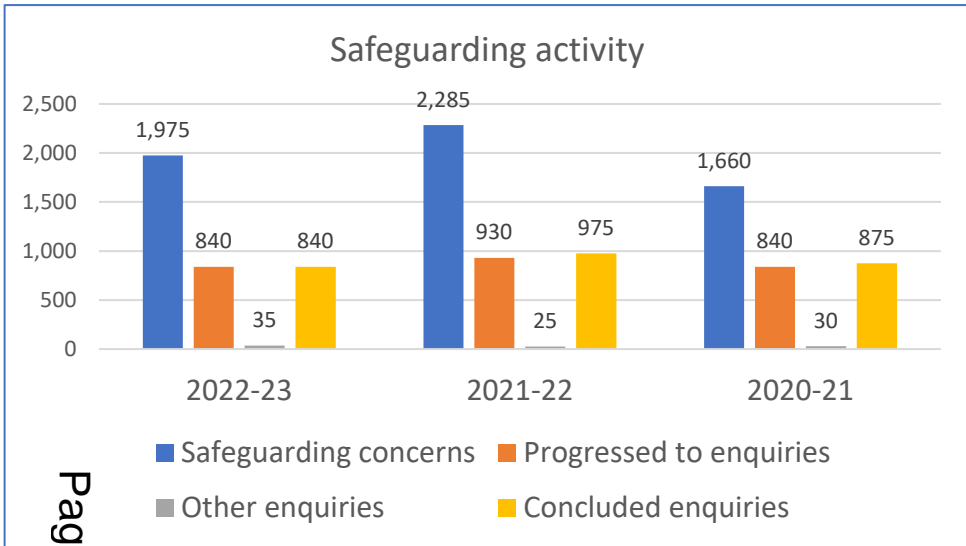
- Page 56 NLSAB data dashboard
- Page 56 CQC report information including analysis of the five domain levels
- Page 56 Information from reviews such as Safeguarding Adult Reviews (SARs), Learning Disability (LeDeR) Reviews, Domestic Homicide Reviews (DHRs)
 - Relevant datasets from other agencies / organisations
 - Learning from mechanisms within the Scrutiny & Assurance Framework

Over the last 12 months the subgroup have developed an interactive Power BI data dashboard, the dashboard allows partners to have oversight on key safeguarding categories and demographics and includes real-time data in relation to timescales and ongoing enquiries. The dashboard includes key areas such as concerns, enquiries, geographical location, timescales and outcomes. In addition to the dashboard a quarterly story board is also shared, this gives context and triangulates the data – the story board provides an overview of our local picture and how it compares, themes and trends that could be improved, ‘what good looks like’ and what needs to happen next.



During 2023 and 2024 the subgroup are working on further enhancing the dashboard, to include information in relation to which agencies are completing enquiries and enhanced information in relation to the voice of the person at risk and their families.

Safeguarding adults data in 2022/23



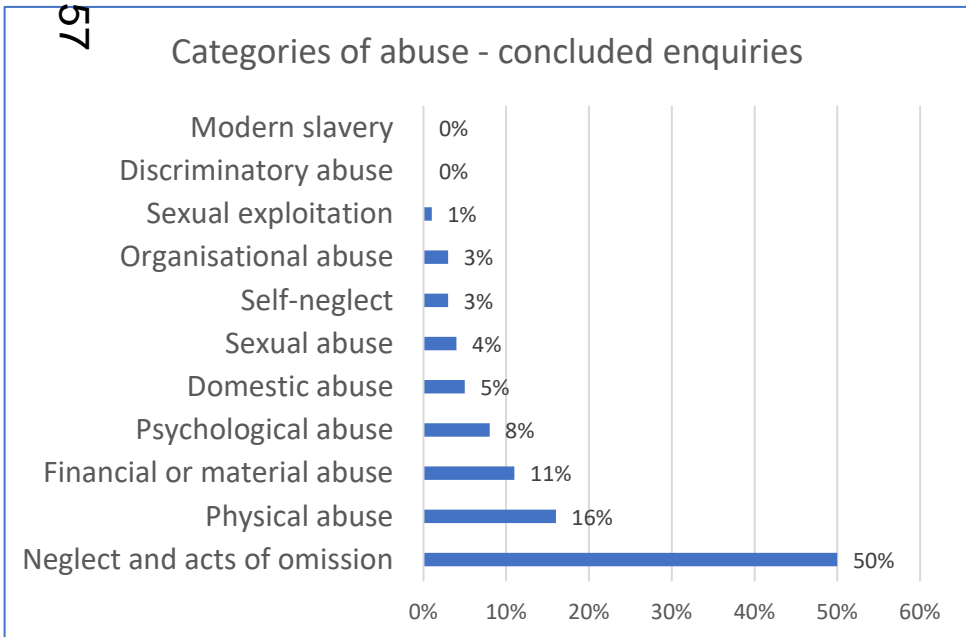
During 2022-23 a total 1,975 safeguarding concerns were received, which is a decrease of 14% in comparison to the previous year. The decrease could be attributed to the preventative and educational work undertaken around the re-launch of the enhanced safeguarding threshold document.

Of those 1,975 safeguarding concerns, 840 became safeguarding enquiries, and a total of 840 safeguarding enquiries were completed during the year.

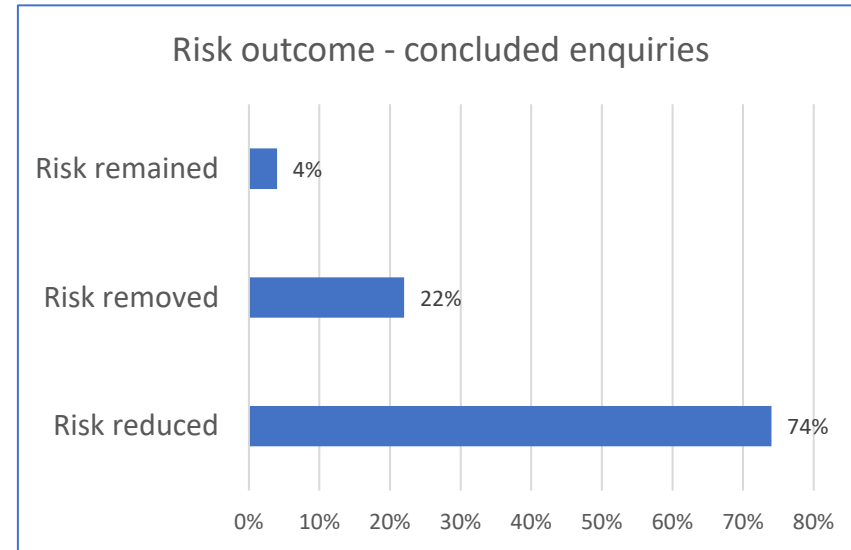
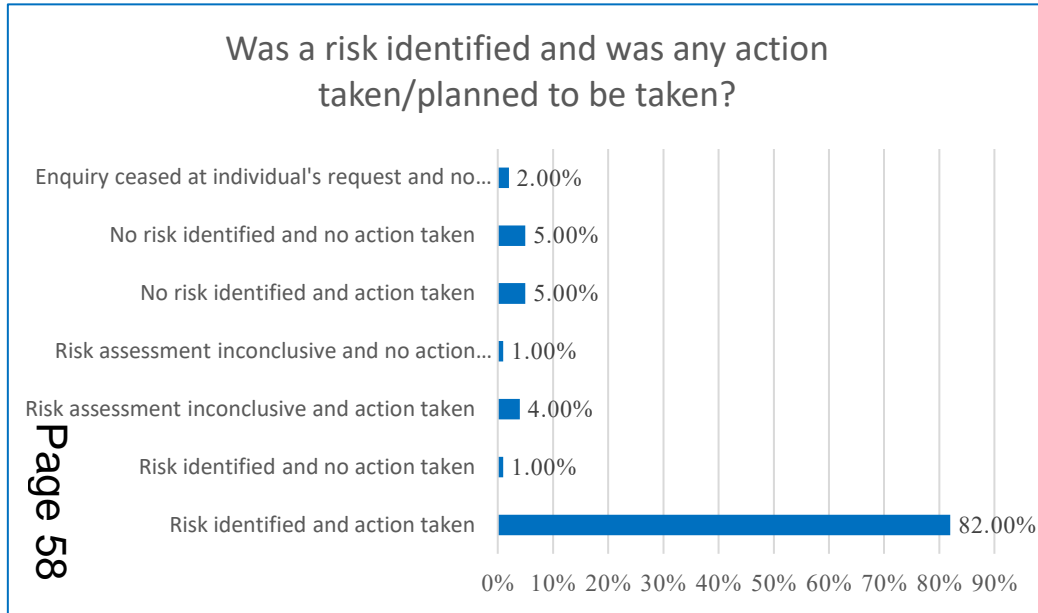
As in previous years, a large proportion of safeguarding concerns (48%) received were from care providers as is the case in many local authorities. In North Lincolnshire this is seen as positive and provides assurance that our providers have a good understanding of their safeguarding responsibilities and our local operating procedures.

On occasions when a safeguarding enquiry was not required, other forms of support, advice and guidance, or other services will have been provided, dependent on the adults' views, wishes and needs.

In line with previous years data and trends, neglect & acts of omission, physical and financial abuse continue to be the highest categories of abuse. It is important to note, however that a person may experience more than one type of abuse.



Safeguarding adults data in 2022/23

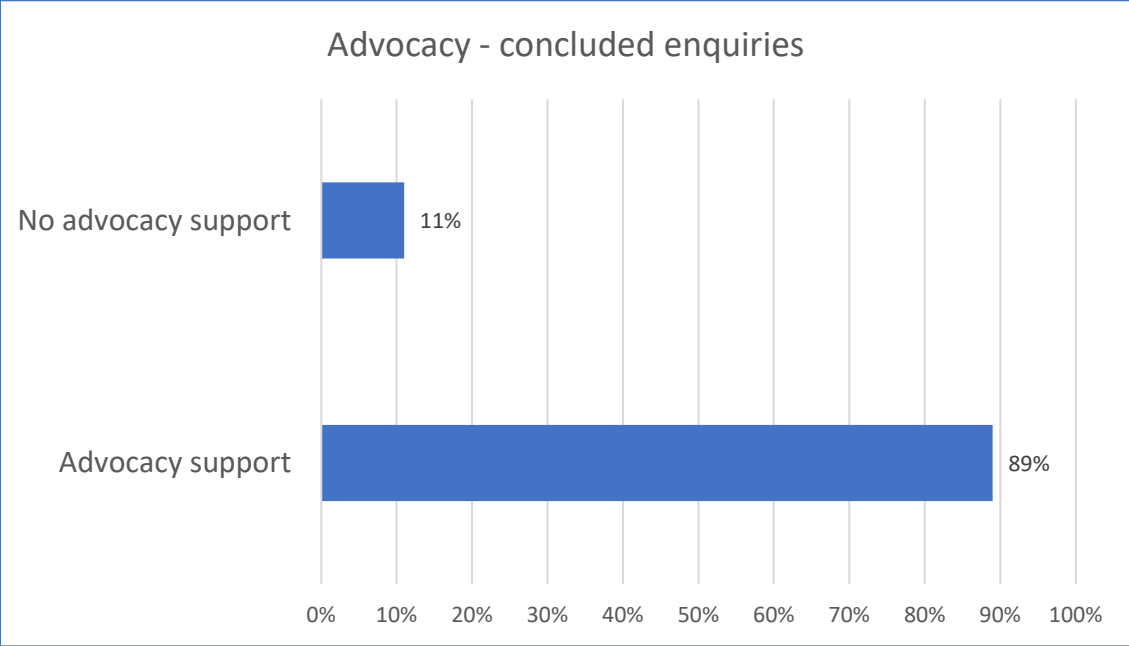
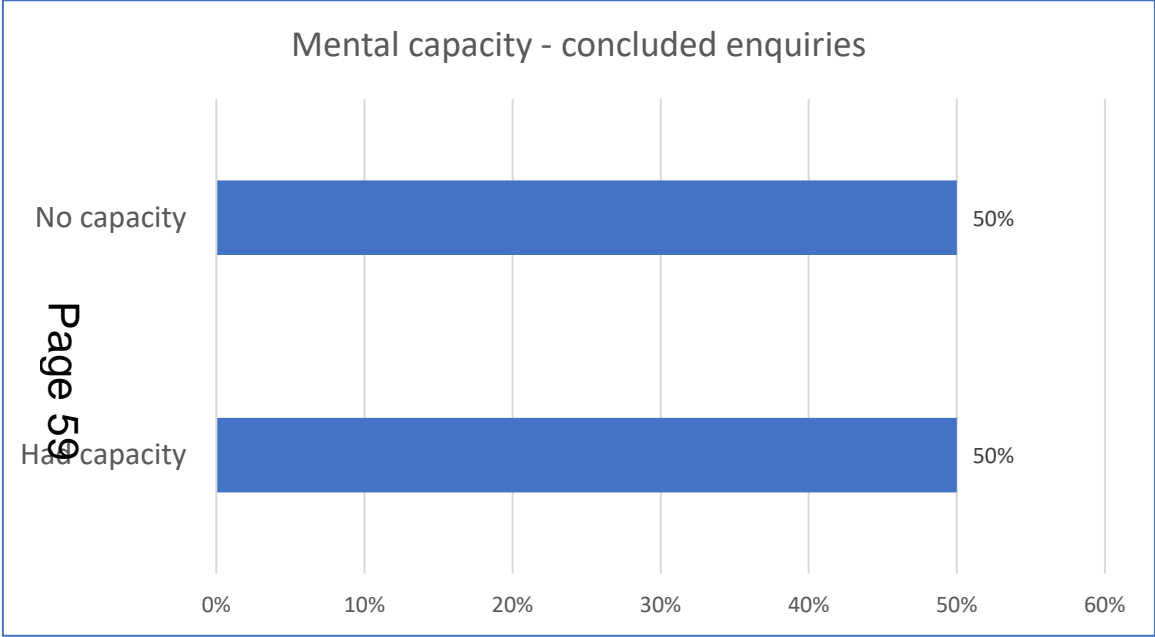


At 82% risk identified and action taken remains the highest outcome of concluded S42 enquiries, indicating that a correct threshold for S42 enquiries is in place.

In 96% of enquiries identified risks were either removed or reduced.

It is important to recognise, that sometimes people may choose to live with risk, or it may remain with safeguarding plans and strategies in place.

Safeguarding adults data in 2022/23



The number of individuals who lacked capacity in relation to the safeguarding concern was 50%.

89% of adults were supported by an advocate.

Safeguarding adults data in 2022 / 23

Making Safeguarding Personal (MSP)

MSP is about having conversations with people about how to respond in safeguarding situations in a way that enhances involvement, choice and control as well as improving quality of life, well-being, and safety. The Care Act 2014 advocates a person-centred, rather than a process driven approach.

Making someone safe doesn't always lead to making someone happy. In effective safeguarding practice it is important to understand there is a balance between rights and risks.

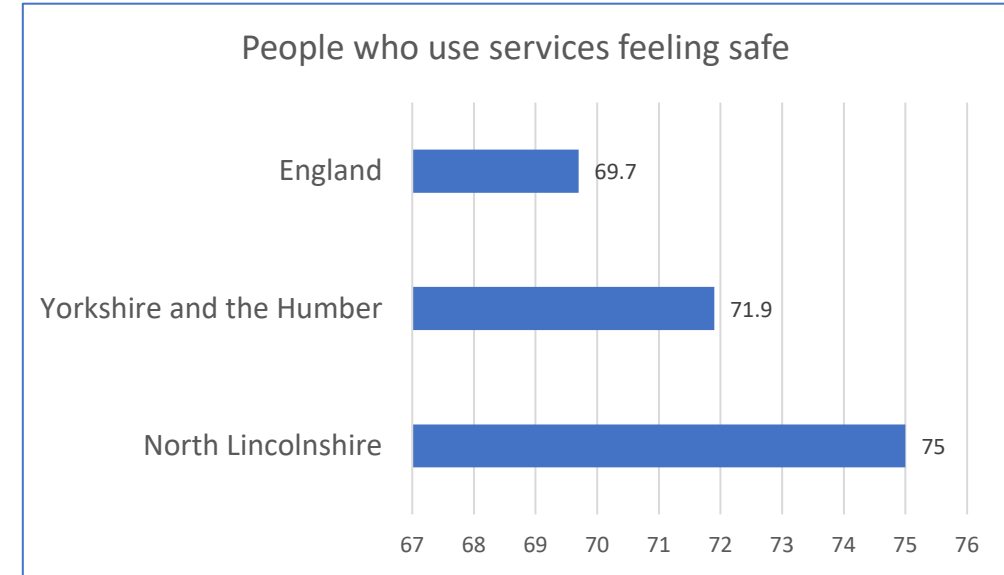
MSP questions in the dataset comply with the standards set by NHS digital, ensuring they are comparable with all other authorities across England.

92%

of individuals and / or their representatives were asked their views and wishes in relation to the S42 enquiry

97%

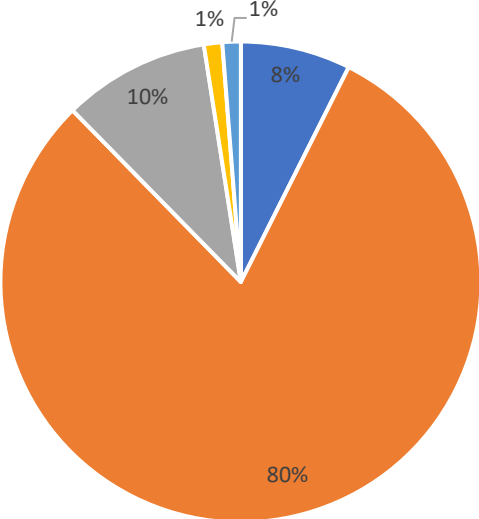
of individuals and / or their representatives felt their views and wishes had either been partially or fully met



In North Lincolnshire, the score for people using services who they felt safe is 75% - this is 3.1% higher than the regional average, and 5.3% higher than the England average. This data was drawn from section 4A of the Adult Social Care Outcomes Framework (ASCOF) in England for the period 1 April 2022 to 31 March 2023. The data measures how well care and support services achieve the outcomes that matter most to people.

Safeguarding adults data in 2022 / 23

Care Quality Commission ratings North Lincolnshire
Care Homes and Home Care



■ Outstanding ■ Good ■ Requires Improvement ■ Inadequate ■ Not Yet Inspected

This information relates to the quality assurance of registered care providers following Care Quality Commission (CQC) inspections. The data indicates a high-quality care sector in North Lincolnshire with 88% of providers being inspected as either good or outstanding.

Where a provider has been rated as inadequate or requires improvement, board partners work closely together with the provider to offer support and guidance and to seek assurances that people are safe.

Safeguarding data and intelligence is also utilised to enable partner agencies to work with providers, taking an early intervention and prevention approach to safeguarding. The development of the interactive data dashboard allows themes and trends relating to care providers to be identified quickly.

Safeguarding Adult Reviews

What is a Safeguarding Adult Review (SAR)?

A SAR takes place when agencies who worked with an adult who suffered abuse or neglect, come together to find out and think about how they could have done things differently.

The aim of a SAR is to promote effective learning and improvement. SARs should be used to explore examples of good practice, as well as those not so good, and should identify learning which can be applied to future cases.

The law says Safeguarding Adults Boards must arrange a SAR when:

There is reasonable cause for concern about how NLSAB, its partners or others worked together to safeguard the adult
AND

The adult died and NLSAB suspects the death resulted from abuse or neglect

OR

The adult is alive and NLSAB suspects the adult has experienced abuse or neglect.

SARs are overseen by NLSAB Executive SAR Group, consisting of representatives from the board's statutory partners (North Lincolnshire Council, North Lincolnshire Health and Care Partnership and Humberside Police). The group has been chaired by Chief Superintendent Darren Wildbore of Humberside Police.

During the year, the SAR Executive Group received one new SAR referral and an author has been identified.

The subgroup continues to track recommendations identified in previous SARs to ensure learning is embedded.

Following the publication of Adult A SAR in 2020, in the absence of a forensic service nationally and locally, North Lincolnshire Health and Care Partnership, in collaboration with the NLSAB commenced a pilot, supported by NHS England and the Faculty of Forensic and Legal Medicine, to develop a Forensic Medical Examination service. The pilot went live in May 2022 and in April 2023 an independent evaluation into the pilot will commence by Hull University. Due to the success of the pilot and positive outcomes achieved for vulnerable adults, funding is being sought to enable the pilot to continue for a further 12 months.

The NLSAB has maintained links and reporting relationships with the Community Safety Partnership (CSP) who manage Domestic Homicide Reviews (where they involve adults with care and support needs).

Areas of future focus

As evidenced within this Annual Report, the board have made considerable progress this year in relation to delivering the priorities and strategic objectives outlined within the Strategic Plan.

We recognise the importance of ensuring that our focus remains on the issues which are going to make the greatest difference to safeguarding people in North Lincolnshire. The following key themes have been identified by board partners as areas of future focus -

- Seeking to strengthen the voice of carers within the safeguarding partnership.
- Continuing to understand the real-life experiences of people who have been through the safeguarding journey to better understand the difference it has made, and how we can develop our future practice.
- Partners working together to enhance and strengthen mechanisms, ensuring information sharing is not a barrier.
- Continuing to analyse all available data and intelligence to help recognise emerging safeguarding themes and trends, including considering hidden harm and harm categories where there are low reports of concerns, and ensure action is taken when needed.

- Continuing to build on the success of the interactive data dashboard, enhancing data around people's voice and experiences.
- Continuing to promote a positive learning culture where partners continually reflect on practice and learn from local, regional and national reviews and identify ways to prevent and reduce harm.
- Continuing to ensure that policies, procedures and guidance are effective, flexible and adapt in response to learning.
- Working with other partnership boards to avoid duplication and ensure a collaborative and effective approach is taken to safeguarding adults.
- Building on the established relationships and enhancing engagement with local community groups, and the voluntary sector to raise awareness and understanding of safeguarding adults, with a focus on diverse, isolated and under-represented communities.

The Care Quality Commission (CQC) have now started their assessments of how local authorities are meeting their Care Act responsibilities, in order to provide independent assurance to the public. The new assurance framework will shine a light on adult safeguarding, the NLSAB welcomes this assessment looks forward to the further opportunities for collaboration.

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NORTH LINCOLNSHIRE COUNCIL

CABINET

EQUALITY DIVERSITY AND INCLUSION STRATEGY

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 The objective of this report is to recommend to Cabinet the adoption and publication of a Council Equality Diversity and Inclusion strategy.
- 1.2 The headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

2. BACKGROUND INFORMATION

- 2.1 We continue to be ambitious for the people and place of North Lincolnshire- our published values support equality of opportunity, self-responsibility, integrity and excellence- this strategy supports us to deliver on our values and the Council priorities whilst furthering our ambition for a fairer society and stronger economy
- 2.2 The **Equality Act 2010** applies to all local authorities and includes a general duty for all organisations to take steps to:
 - Eliminate discrimination, harassment and victimisation.
 - Advance equal opportunities for all.
 - Foster good relations between all individuals.
- 2.3 The act requires us to have Equality Objectives, which are monitored and refreshed every four years. The general equality duty requires us to have due regard to the need to:
 - Eliminate discrimination, harassment and victimisation, and any other conduct that is prohibited by or under the Act.
 - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
 - And foster good relations between people who share a relevant protected characteristic and those who do not share it.

2.4 The overall approach the council takes to ensure that equalities is at the heart of decision making and promotes equal opportunities for everyone in the area to achieve their full potential. Ensure that our employees feel equal and included and more comfortable. That employees are supported to reach their potential, are not subject to any unfair disadvantages regardless of their background and/or characteristics and are representative of the communities that they serve. Take action to support the creation of a place where everyone feels that they belong, are understood, feel safe and can fully participate in and contribute to the economic, social and civic life of North Lincs. And to ensure that all our services are designed in an accessible and an inclusive way including co-production with local people and organisations. This includes an approach to procurement and commissioning that values equality and diversity and everyone in North Lincs has the information they need to access our services.

2.5 **Our Key Themes**

The strategy identifies our ambitions under themes as follows.

Leadership and Organisational Commitment

Workforce

Community and

Service Design

3. **OPTIONS FOR CONSIDERATION**

3.1 Option 1: Cabinet is asked to adopt and publish this Council Equality Diversity and Inclusion strategy.

3.2 Option 2: Reconsider an alternative framework.

4. **ANALYSIS OF OPTIONS**

4.1 Option 1: Adopt this strategy.

The framework for developing our strategy supports the priorities within the Council plan and supports us to deliver on our values.

Our Equality Objectives and Equality Plan set out both how we will meet our statutory obligations under this duty and how we plan to go further than those obligations. Creating a successful inclusive place also means recognising that inequality is complex and there are other causes of inequality and exclusion than just those characteristics protected by law..

4.2 Option 2: Reconsider an alternative strategy.

Our headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

5. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

5.1 The Council staff networks are an active component of our approach to workforce diversity and will continue to be heard and develop our delivery plans for the Council and Place

5.2 We will establish an area wide Equality, Diversity and Inclusion Network to support the delivery of our strategy for the community.

6. **OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)**

6.1 Promoting diversity, preventing inequality and tackling discrimination is not solely the responsibility of the Council. Our approach will also consider the wider partnerships we operate in. Whether this is with other public sector bodies, such as the NHS /Police/Fire services, our community and faith sector partners, our partners in the Education Sector and our business community.

6.2 The Health and Wellbeing Board, will bring together a multi-agency, equality partnership that will work to promote an equal and inclusive fairer society for the whole of North Lincolnshire.

7. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

7.1 This strategy must be included as part of all future commissioning and developments the council is party to ensure our ambition for place and our leadership commitment is fulfilled.

8. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

8.1 No conflicts of interest have been identified.

9. **RECOMMENDATIONS**

9.1 That Cabinet adopt and publish this Council Equality Diversity and Inclusion Strategy.

9.2 That Cabinet can expect to receive further reports on specific actions supporting this strategy and the council plan.

EXECUTIVE DIRECTOR PEOPLE

Church Square House
SCUNTHORPE
North Lincolnshire
Post Code
Author: Karen Pavey
Date: March 2024

Background Papers used in the preparation of this report: None

Equality, Diversity & Inclusion strategy

Inclusive growth for prosperous communities

**North
Lincolnshire
Council**



Enabling everyone to achieve their potential



Cllr. Rob Waltham
Leader of the Council
Portfolio holder for diversity

Enabling every resident to achieve their potential is at the heart of everything the Council does.

We are highly ambitious for residents and we support our communities – as diverse and varied as they are - to be vibrant and to develop and grow.

We want to see people empowered and we want them to demand the best from their communities – being able to think big and be big is essential so everyone can have the very best life possible. Mutual respect is critical to this, so too making informed choices for themselves and their families.

This strategy is designed to ensure a consistent approach, to ensure that equality of opportunity is built into decision making so everyone can achieve their full potential.

We will enable local services, schools and the business community to be accountable for enabling inclusivity across the workforce to ensure everyone has the opportunity and the means to be an active and involved part of their community.



1. Our values

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By living and values and being true to them, we raise the standards which set expectations for others.

OUR KEY THEMES

Our headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

OUR EQUALITIES THEMES

LEADERSHIP AND ORGANISATIONAL COMMITMENT

The overall approach the council takes to ensure that equalities is at the heart of decision making and promotes equal opportunities for everyone in the area to achieve their full potential.

WORKFORCE

Ensure that our employees feel equal and enabled to feel a sense of belonging. That employees are supported to reach their potential, are not subject to any unfair disadvantages regardless of their background and/or characteristics and are representative of the communities that they serve.

COMMUNITY

Action to support the creation of a place where everyone feels that they belong, are understood, feel safe and can fully participate in and contribute to the economic, social and civic life of North Lincs.

SERVICE DESIGN

Ensure that all our services are designed in an accessible and inclusive way including co-production with local people and organisations. This includes an approach to procurement and commissioning that values equality and diversity and everyone in North Lincs has the information they need to access our services.

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2. Place

Promoting diversity, preventing inequality and tackling discrimination is not solely the responsibility of the council.

Our approach will also consider the wider partnerships we operate in. Whether this is with other public sector bodies, such as the NHS or police, our community and faith sector partners, our partners in the education sector or the business community.

3. Our Leadership ambition

That we are a council with compassionate leadership that invites challenge and creates an environment and culture where people support each other to enable everyone to reach their full potential.

Everyone must all be active in creating this if we are to deliver change; everyone has a part to play and only by creating a respectful environment will everyone feel supported.

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4. Theme 1 Leadership

| | |
|-------------------------------|---|
| <p>Outcomes/Impact</p> | <ul style="list-style-type: none"> • Transparent and accountable leadership. • Enabling cultures of belonging by building trust, so that people can feel safe to speak, visible and heard, they can feel valued and see diverse representation at all levels. • A workforce that understand the five locality populations and champions equality, rights and responsibility. • Ensuring there is zero tolerance for bullying and harassment and related (unlawful) discriminatory behaviours. • Co produce plans and strategies and ensures decision making is informed by residents and supported by evidence. • Actively supportive and respectful of everyone. |
| <p>Intent</p> | <p>Promotes North Lincolnshire as the #BestplacetoLive work, visit and invest with people who share the same and different aspirations, with people who have a common identity and hold different identities, as a place with unique individuals and communities who share many of the same values.</p> |
| <p>Offer</p> | <ul style="list-style-type: none"> • We will have an open, visible and accountable leadership on the issues of equality and diversity across the council and widely across the area. • We will nurture a sense of belonging for staff and encourage an environment where people feel comfortable being themselves at work . • Ensure we are open with empowered residents who can be confident, who can offer their opinions and raise concerns in a safe, neutral environment. • Have a workforce that understands the area and the communities and champions equality. • Our Corporate Parenting offer extends to all age people in care. |

5. Our workforce ambition

We want to develop our workforce, supporting and encouraging our employees to share their lived experience through staff engagement sessions and periodic surveys.

We will listen, and act to remove barriers to success and create an environment that supports our workforce to flourish.

We want all employees to feel a sense of belonging, to support each other and to know, understand, and appropriately contribute to achieving our equality objectives.



6. Theme 2 Workforce

| | |
|------------------------|---|
| Outcomes/Impact | <ul style="list-style-type: none"> • Our employees have the best experience • We invest in our people • Our people are diverse and engaged • All employees feel safe and are enabled to be themselves at work |
| Intent | <p>Leaders and managers will be positive role models who motivate, inspire and empower to achieve organisational outcomes.</p> <p>We will listen, engage and respond with feedback and have a continuing dialogue which enables trust.</p> <p>We will maintain a high performing workforce, we will create safe working environments and cultures where people feel valued, they collaborate and seek to understand, listen and learn from a variety of perspectives and experiences to support each other.</p> <p>Reward and recognise our workforce contribution to the running of the Council services and functions, and prioritise our vulnerable populations.</p> |
| Offer | <ul style="list-style-type: none"> • An understanding of and working with our communities • Leadership at all levels, partnerships and organisational commitment • Responsive functions and customer care • We will ensure we are diverse by design • Well and healthy • Extensive programmes to enable staff to be supportive of each other • Strong network of staff interest groups • Best awards recognising our workforce |

7. Our Community Ambition

We work closely with and for our communities, in a way that has the greatest possible impact, given our resources and influence in tackling inequalities, challenging all forms of discrimination.

We will up skill our workforce to do this better, utilising local and community expertise where we have it.

We will work with communities to build their confidence to take more active roles in the life of North Lincolnshire.



8. Theme 3 Community

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| | |
|-------------------------------|---|
| <p>Outcomes/Impact</p> | <ul style="list-style-type: none"> • People feel a sense of belonging to their local community. • Communities have enabled strong and diverse social networks improving social and economic outcomes for residents. • Communities have an enabled and sustainable civic structure. • Community groups are diverse and inclusive where everyone has a voice. • Communities feel safe and are safe. • Sustainable and enabled Community infrastructure. • Enabled, connected and networked communities. |
| <p>Intent</p> | <p>Shared basics: clarity of purpose, values, and roles built on shared understanding, knowledge and a commitment to partnership working through community investment and inclusion.</p> <p>Anti-discriminatory behaviours and ways of working that enable the power of the whole community to flourish, with all parts giving generously to the process and being open to receiving feedback.</p> <p>Structures: systems, mechanisms and processes that are fit for purpose and enable innovation and sustain long-term commitment to all communities.</p> <p>Capacity and resources: having the wherewithal to act at a locality and neighbourhood level.</p> |
| <p>Offer</p> | <ul style="list-style-type: none"> • Fewest best interventions. • Enabling the workforce to empower communities to support at the lowest level. • Removing duplication and boosting utilisation across communities – one community, one team through one intervention. • Community First Approach for One Family. • A common language to enable more effective communities. • Empower and support communities to deliver neighbourhood and locality assets. • An evidenced based community specification. |

9. Our Service design ambition

We will use our knowledge of North Lincolnshire and our communities in conjunction with engaging with stakeholders to create the best outcomes possible within our resources.

We will provide information about our offer in a range of accessible formats targeted at the locality they serve, so that all our communities and residents have the information they need to find and access the support available to them and to 'give back' to strengthen the resilience of people and place.

We will use our social value act levers to drive inclusivity in all public sector services.








10. Theme 4 Service design

| | |
|-------------------------------|---|
| <p>Outcomes/Impact</p> | <ul style="list-style-type: none"> • Adopt the Accessible Information Standard across the whole of the Council. • Ensure our website is accessible and test it with experts. • Commission only from suppliers and commissioned providers of services who comply with equality regulations. • Our suppliers and commissioned providers of services, as far as possible, will reflect our communities and will be in North Lincolnshire or close by whenever possible. • Current and future service customers will co-produce the service specification and be part of the quality monitoring regardless of their protected characteristic or income. |
| <p>Intent</p> | <p>We aim to provide services, both face to face and digital, that meet the needs and are accessible to individuals across all our communities. Regardless of whether we provide these services directly or procure them through contracts and commissions, by involving stakeholders in their design and commissioning through co-productive mechanisms.</p> <p>We will actively consider the needs of children and vulnerable people in the design and delivery of our services by encouraging direct input, where appropriate, from future and current customers in the design. We will consider how barriers that prevent people from accessing services can be removed in the design and delivery of services.</p> |
| <p>Offer</p> | <ul style="list-style-type: none"> • We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. • We will provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them. • We will aim to contract and commission locally wherever possible so that we can support our local economy. • This will help us build a local supply chain connected to its wider social responsibilities and offer high-quality employment and training opportunities to local people, while delivering equitable services that are value for money. |

The **Equality Act 2010** applies to all local authorities and includes a general duty for all organisations to take steps to:

- Eliminate discrimination, harassment and victimisation.
- Advance equal opportunities for all.
- Foster good relations between all individuals.

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**North
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Council**

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NORTH LINCOLNSHIRE COUNCIL

CABINET

LOCAL TRANSPORT FUND

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 This update Cabinet on the Local Transport Fund Allocation for North Lincolnshire.

2. BACKGROUND INFORMATION

- 2.1 Government through the Department of Transport announced additional funding for North Lincolnshire Council from the new Local Transport Fund of an *additional* £118,189,000 in Local Transport Funding from 2025-2032.
- 2.2 The funding will be mostly capital funding, with a limited amount of revenue funding to ensure we can deliver our plans.
- 2.3 The new funds will fund infrastructure for North Lincolnshire communities that achieves the priority outcomes:
- Keeping people safe and well
 - Enabling resilient and flourishing communities
 - Enabling Economic Growth and Renewal
- 2.4 This could include improving access to schools, work and leisure for our residents, investment in green infrastructure, improving our existing network and active travel.
- 2.5 North Lincolnshire Council will need to create a deliver plan, for submission in Autumn 2024, further detailed guidance is expected soon.

3. OPTIONS FOR CONSIDERATION

- 3.1 N/A report for information.

4. **ANALYSIS OF OPTIONS**

4.1 N/A

5. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

5.1 The additional funding will be paid to the local authority in the first instance unless a Combined Authority is in place and where this is in place the funding will be paid through the Combined Authority.

5.2 The financial implications associated with the additional funding are outlined in 2.1 of the report.

5.3 There are no policy implications related to this report.

6. **OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)**

6.1 The additional funding will support the priorities outlined in the Council Plan. Any projects within the delivery plan will be subject to full business assessment.

7. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

7.1 As best practice, an Integrated Impact Assessment Stage 1 will be undertaken once the delivery plan has been agreed.

8. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

8.1 No conflicts of interest have been identified.

9. **RECOMMENDATIONS**

9.1 That Cabinet note the £118m allocation to North Lincolnshire through the Local Transport Fund.

9.2 That Cabinet receive a further report outlining the priorities and schemes within the delivery plan.

DIRECTOR: COMMUNITIES

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30-40 High Street
SCUNTHORPE
North Lincolnshire
DN15 6NL
Author: LP
Date: 06 March 2024

Background Papers used in the preparation of this report – N/A

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NORTH LINCOLNSHIRE COUNCIL

CABINET

NORTH LINCOLNSHIRE IMAGINATION LIBRARY

1. OBJECT & KEY FINDINGS IN THE REPORT

- 1.1 To note and endorse the outcomes achieved in relation to the Imagination Library in North Lincolnshire (Annual Report attached).
- 1.2 To brief Cabinet on the imminent gifting of the one millionth Imagination Library book in North Lincolnshire.
- 1.3 The impact of the Imagination Library is evidenced through the educational outcomes achieved by children and young people across North Lincolnshire.

2. BACKGROUND INFORMATION

- 2.1 In March 2024, North Lincolnshire is celebrating 11 years of investment in the Imagination Library.
- 2.2 The Imagination Library is a universal intervention as part of the council's approach to prevention, enabling local children to have the best start in life through access to a high quality home learning environment.
- 2.3 The universal intervention is aligned to the council operating model 'One Council, One Family, One Place and achieves positive outcomes for children, families, carers, community groups, early years settings and schools.
- 2.4 Currently there are 6891 children registered with the Imagination Library in North Lincolnshire. This equates to nine out of ten children under the age of 5 who are receiving a free book every month. Overall, 17,681 children have graduated from the scheme, since it launched in 2013.
- 2.5 North Lincolnshire Council is recognised as a leader in its approach to maximising the investment. The bespoke programme enables parents and carers to access a wide range of home learning and community activities developed to enhance children's early development, health and wellbeing, communication and language skills.
- 2.6 During the last 11 years, the council's investment and commitment to children's literacy has had a proven impact on children and young people's learning and wellbeing outcomes.
- 2.7 By March 2024, over 940,000 books will have been provided to children across North Lincolnshire. It is projected that by December 2024, the one millionth Imagination Library book will have been accessed.

- 2.8** The Imagination Library programme is more than a free book through the door, it supports the council's NL One Family Approach by working directly with families and children in targeted communities through modelling book engagement, quality dialogue and activity around books. One example is 'Book Chatter', which takes place in family and community hubs and schools and provides resources for parents to enhance the use of books in the home learning environment. In addition to this, weekly 'Library Explorers' sessions for families are delivered in community hubs and 'Reading Together' workshops and courses are delivered in schools. In 2024 all staff delivering these sessions have completed the PEEP 'Learning Together' training, which coaches early years practitioners on how they can further support families by guiding parents/carers on how they can develop child's learning, from birth to starting school. This intervention focuses on strategies for parents to develop their child's communication, language and literacy skills.
- 2.9** By working in partnership and embedding the NL One Family Approach, a pathway of expertise and easily accessible resources are in place to enable families to build and extend their children's home learning environment. The North Lincolnshire Imagination monthly newsletter is accessed by 4,600 residents to share ideas and inspiration. Professional development and training opportunities are also provided to support and upskill the current and future early years workforce to maximise learning, attachment and engagement opportunities related to reading. Examples include utilising book resources, training on literacy themes such as Songs & Rhymes, and developing support and intervention strategies. All these examples are designed as part of a place based approach in partnership with stakeholders across North Lincolnshire (such as North Lincolnshire Children's Literacy Trust, North Lindsey College, UCNL and including businesses and charities such as Wrendale Designs, The Rotary Club, Tesco, Asda & Morrisons), which continues to build a legacy of reading once children have graduated from the Imagination Library.
- 2.10** The success of the Imagination Library programme is achieved through close collaborative working with key partners, including early years settings, schools, and health professionals, to ensure that every child can participate in the Imagination Library.
- 2.11** Through the work across the system, parents are made aware of the Imagination Library scheme and the added value the books can provide. As a result, parents have access to further information on themes such as health and wellbeing, good hygiene, school readiness, family matters, bereavement and diversity.
- 2.12** In 2024, the monthly Imagination Library ideas sheets will be more localised in terms of their content to enable local initiatives and campaigns to be communicated, such as those linked to Public Health messaging.
- 2.13** It is well evidenced that book ownership is important, but in North Lincolnshire we know that it is how books are used in the home learning environment that has the greatest impact on outcomes for children. The wider work around each book is invaluable in maximising the learning opportunities made possible by children receiving high quality books into the family home. Sharing books means so much more than a love of reading. Time together enjoying books promotes secure attachment which encourages confidence and self-esteem, promotes positive health and wellbeing, supports communication and early development, alongside laying the foundations of good literacy, including health literacy.
- 2.14** From January 2023 to January 2024, the success of the North Lincolnshire Imagination Library has been celebrated by facilitating a local 'Year of Reading'. The year started with

a Dollywood UK 10th Birthday conference at Normanby Hall. This was followed up with over 100 reading/book themed events, activities and projects held across North Lincolnshire, inspiring children, young people, and families to take part and enjoy reading for pleasure. The North Lincolnshire 'Year of Reading' has reached over 20,000 beneficiaries.

Some of the highlights of the year included:

- Imagination Library Extravaganzas in each locality with local families.
- Early Years Nature Trail Workshops with poet Benjamin Zephaniah
- Draw along workshops with IL author Nick Sharratt
- Author workshops with IL authors Rachel Morrisroe and Louise Yates.
- Plus numerous free family theatre and storytelling sessions.

Funding from external partners including The Foyle Foundation, Bookmark, Booktrust, Wrendale Designs, SSE Windfarm and SSE Sustainable, Tesco, Rotary, Morrisons and many more has enabled the delivery of high-quality diverse literacy opportunities for local children and families.

2.15 In 2023/2024 North Lincolnshire was also invited to participate in the Imagination Library Parliamentary Briefing at Westminster and the Imagination Library 2024 Book Launch at Penguin Random House, providing opportunities to share successes.

2.16 Plans are being developed to celebrate the delivery of the one millionth Imagination Library book, expected in December 2024 and encourage future sign-up. Proposals include a promotional advertising campaign in the Spring edition of 'News Direct' raising awareness that the one millionth book is expected within the year and to encourage all eligible children and families to sign up to Imagination Library in North Lincolnshire. Incentives such as prizes will be publicised to further encourage engagement and access. Throughout the Summer, plans are in place to facilitate Imagination Library author visits to North Lincolnshire to further promote sign-up and positive engagement. In addition to this and in the lead up to the one millionth book delivery, the physical book will be tracked from packaging to delivery to the child, capturing the process and the journey.

3. OPTIONS FOR CONSIDERATION

3.1 For Cabinet Member to recognise the impact and success of the North Lincolnshire Imagination Library programme.



Imagination Library
Annual Report 2023_2

3.2 A link to the report can be found

4. ANALYSIS OF OPTIONS

4.1 The report demonstrates the impact of North Lincolnshire's investment in the Imagination Library universal intervention in achieving positive outcomes for children and families in North Lincolnshire.

4.2 National research identifies the importance of enabling parents to support their children's early learning and providing the best start in life. North Lincolnshire's Imagination Library Programme has long-lasting impact and is achieving positive outcomes health & wellbeing and educational attainment.

- 4.3 Children in the initial cohort who registered with the Imagination Library when it was launched in 2013 reached the end of the Early Years Foundation Stage (EYFS) in 2016.
- 4.4 Since 2016, data has been collated and analysed and demonstrates that children registered with the Imagination Library outperform their unregistered counterparts each year. In 2023, 68.2% of children who registered with the Imagination Library achieved a good level of development at the end of the EYFS, compared to 58.1% of children who were not registered.
- 4.5 The impact of the Imagination Library is not confined to the EYFS and continues to evidence itself on a child's journey throughout school. Children registered with the Imagination Library have achieved higher Key Stage 1 outcomes in 2019, *, 2022 & 2023 for reading, writing and maths. This is evidenced further as children who were registered achieved a higher standard/ greater depth of understanding for the core subjects of reading, writing and maths than their unregistered peers. This trend is mirrored for Key Stage 2 outcomes, both for achieving the expected standard, and for achieving a higher standard/ greater depth of understanding. (*Standard assessments did not take place in 2020/2021 due to the Covid pandemic)
- 4.6 The extensive reach of the Imagination Library across North Lincolnshire makes the biggest impact on some of our most vulnerable families and young children. In North Lincolnshire the Imagination Library makes a real difference to our children who do not have the same opportunities as their peers or are at risk of underachieving - most notably for summer born children (boys in particular), children with special educational needs, children whose first home language is not English and children who live in the 30% most deprived SOA. A plan is in place to ensure that all children in North Lincolnshire access our Imagination Library scheme.

5. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g., LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

- 5.1 The investment in the Imagination Library equates to £26 per child per year for a high quality book through the door each month from birth to age five. The universal offer forms part of the Council's community literacy offer with levels of investment for 2023-2024 expected to be £221k delivered through the Public Health Grant.

6. OTHER RELEVANT IMPLICATIONS (e.g., CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

- 6.1 Equalities issues under the Equalities Act 2010 are considered as part of the book selection process. The UK Imagination Library Book Selection committee, use the CLPE '**Reflecting Realities**' research study to support showing and selecting diversity in books.
- 6.2 The Imagination Library investment is supporting council priorities and is aligned to North Lincolnshire's 'One Family Approach' (OFA). OFA, as endorsed by the Integrated Children's Trust, underpins the values, principles and how we collectively respond to the needs of Children and Families in North Lincolnshire. Working together, to create a system that works for all children and families to achieve our ambition for children to thrive in their families, achieve in their schools and flourish in their communities. This ensures that support is provided at the right level by the right person using the fewest, best interventions.

- 6.3** Contributing to the NL A Green Future Strategy, Imagination Library North Lincolnshire, Dollywood UK, and Central Mailing Service (CMS) continue to look to ways to reducing the environmental impact of programme delivery. The Imagination Library book delivery packaging is now fully carbon neutral and fully compostable. In addition to this, local awareness of the importance of book recycling is promoted via the Love Your Books campaign.
- 6.4** Over recent years the IL book selection committee have ensured books are included in the programme which raise awareness of improving the environment, reinforcing messages for children about the importance of reducing waste and helping create a greener environment.
- 6.5** The programme is underpinned by the strong North Lincolnshire Public Health enhanced population health and prevention approach. This enables public health messages to be delivered through partnership working, resulting in better outcomes for North Lincolnshire residents. The 2022 Imagination Library Impact report showed an improvement in the following outcomes of families who accessed the Imagination Library: -
- Improved health
 - Improved wellbeing
 - Improved skills and education
 - Improved employment opportunities and prosperity
 - Improved overall life chances

7. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

7.1 N/A

8. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

8.1 No conflicts of interest have been identified.

9. RECOMMENDATIONS

9.1 That Cabinet note and endorse the impact and success of the North Lincolnshire Imagination Library programme.

DIRECTOR: COMMUNITIES

Church Square House
SCUNTHORPE
North Lincolnshire
DN15 6NL
Author: Jane Laws
Date: 01.03.2024

Background Papers used in the preparation of this report

1) Impact of the Imagination Library 2023 Data Report

<https://northlincsgovuk.sharepoint.com/:w:/s/ImaginationLibrary/EaVBeJXobqdEsYT8x5KX9U8BJq4mzLsVLFMhSV9qZ7po4w?e=WjKcp1>

2) **BBC News Report January 2024** – Children’s Laureate Urgent Call for Investment in Reading
[Michael Morpurgo leads call for urgent children's reading investment - BBC News](#)

3) **Booktrust UK Report** – Call for investment in Early Years Reading
[Reading Together: BookTrust teams up with all 12 Children's Laureates to call for investment in early years reading | BookTrust](#)

4) **Children’s Reading Habits in the Early Years**
[Family Survey Briefing: Reading in the Early Years \(booktrust.org.uk\)](#)

5) **IL Parent/Carer Feedback** Survey Sample Summary
<https://northlincsgovuk.sharepoint.com/:w:/s/ImaginationLibrary/EcUaENFyPrVEg0AjeMKDEAQB81CxQoL9959CIXLG8bMlKA?e=VIJ8eQ>

6) **IL Ideas Sheet** – Sample February 2024
https://northlincsgovuk.sharepoint.com/:b:/s/ImaginationLibrary/Ed-9KtQudYNIjFMQVMZ5yd0BU2-WvAT-z0nuZKn1M_UOAQ?e=6faotT

7) **IL Monthly Report Power BI** – Sample January 2024
https://northlincsgovuk.sharepoint.com/:b:/s/ImaginationLibrary/EWS51q21ke5IkPqTsLp6xscBIBNE_1h9fZ6img55tPhrJg?e=8kSlqz

8) **Getting the Best Start Plan 2021:** NL Family Approach to improving outcomes for children in their early years
[Strategy & Insight Sharepoint Documents - Getting the Best Start Plan 2021.pdf - All Documents](#)

9) **NLC Green Strategy**
[Strategy & Insight Sharepoint Documents - A Green Future 2021-30.pdf - All Documents](#)

10) **Central Mailing Service** – Sustainability Report PPT
<https://northlincsgovuk.sharepoint.com/:p:/s/ImaginationLibrary/Eaa2MLFNyLdAkUYTq6x6tFwBJUdVWuuTrQawYsjYHAV60g?e=A0A4rH>

11) **CLPE Reflecting Realities** Research Study
[Reflecting Realities Research | Centre for Literacy in Primary Education \(clpe.org.uk\)](#)

12) **North Lincolnshire ‘Year of Reading’** Capturing the Best Bits PPT & Video
https://northlincsgovuk.sharepoint.com/:p:/s/NorthLincolnshire-YearofReading2023/EXnLyAJtUoRMsNo_vyMlfdMBiV_LIUc-Ut8sqVJX0-PbNw?e=RWUIPK

North Lincolnshire Imagination Library Annual Report 2023/2024

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March 2024



NL Family

North
Lincolnshire
Council

**North
Lincolnshire
Council**

www.northlincs.gov.uk

Welcome to our report on The North Lincolnshire Imagination Library.

North Lincolnshire Council is passionate about giving all our children the best start. A love of reading is critical to the effective development of a child's educational future. Our own research into the impact of the North Lincolnshire Imagination Library shows the significant benefit that registering with the programme has on children's achievement in the Early Years Foundation Stage and beyond.

The North Lincolnshire Imagination Library continues to go from strength to strength and is promoted as a model of international excellence. North Lincolnshire's Imagination Library is the highest achieving UK programme since its launch in 2013. Nine out of ten children under the age of 5 in North Lincolnshire are registered with the Imagination Library, which means that currently **6981** children are receiving a free book every month. Families have told us what the North Lincolnshire Imagination Library and reading together means to them and their children.

Every child aged 0 to 5 can register and is eligible to receive a free book each month giving fair and equal access to all families. Children tell us they love it and rush to the doorstep to collect their gift which is often the very first thing to come through the letter box addressed to them. I have recently registered my first grandchild following a visit from one of our Imagination Library champions whilst we were in the special baby care unit and am rediscovering the joy of sharing books with her. Children can build their own "at home libraries" and of course use the County library offer as well to access a wealth of knowledge, fun and opportunity to share special family time. We aim to get every single one of our North Lincolnshire Children signed up to this great scheme and look forward to hearing from you.

We know sharing books in the home supports so much more than a love of reading. Time together enjoying books promotes secure attachments that support the development of confidence, self-esteem, health, and well-being. Having those special times together builds communication, listening, understanding, and talking skills, and of course helps to lay the foundations of good literacy skills.

This report is a celebration of the North Lincolnshire Imagination Library and the many achievements that have been enabled for children and families, since 2013.



Councillor Julie Reed
Cabinet Member for
Children and
Families

Celebrating over 10 years of the North Lincolnshire Imagination Library

North Lincolnshire's Imagination Library is the highest achieving UK programme since its launch in 2013 and is fully funded by North Lincolnshire Council.

Our own research into the impact of the Imagination Library shows the benefits that registering with the programme has on children's achievement in the Early Years Foundation Stage and beyond.

We are hugely passionate about this scheme. It has provided a fantastic platform for literacy across our locality and inspiring the North Lincolnshire Year of Reading, as part of our recent 10th Birthday celebrations.

The leaders of our council see this as an invaluable tool to promote a love of reading and learning, which has proven significant benefits later in life including improved health and wellbeing, employment, skills and prosperity.



"I'm so excited to help celebrate 10 years of Imagination Library in North Lincolnshire next year! Thank you so much for helping put books in the hands of children and families in your community. Congratulations, and here's to another 10 years of success!" ~Dolly Parton

DOLLYWOOD FOUNDATION UK

Invites You to Join Us as We Celebrate
NORTH LINCOLNSHIRE COUNCIL'S

10th
ten year

- BIRTHDAY CELEBRATION -
of Delivering Dolly Parton's Imagination Library!

20 January 2023
2-4 pm
Refreshments from 1:30 pm

Contact Helen Hastle
hhastle@imaginationlibrary.co.uk
for questions or further information

North Lincolnshire Council
www.northlincs.gov.uk

Wordscount

The North Lincolnshire Imagination Library – Latest Data (January 2024)

85%

- of children under the age of 5 in North Lincolnshire are currently registered with the Imagination Library

934,000

- books have been gifted since the launch in 2013

26,280

- children registered since the launch of the Imagination library in 2013

6,981

- children are currently registered with the Imagination Library in North Lincolnshire

17,681

- children have graduated from the Imagination Library in North Lincolnshire since 2013

4,626

- families and professionals are signed up to the monthly IL newsletter, encouraging home learning

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Dollywood UK regularly ask us to share our Imagination Library journey. We are held as an exemplar of best practice and we are recognised as **the most successful of its kind in the world**. In 2023 & 2024 we were asked to share our story at the **Westminster Parliamentary Briefing** and the **UK IL Book Launch at Penguin Random House Publishers**.



NEW FOR 2024!! - The Data Dashboard

North Lincolnshire Council
Imagination Library

Number of Registered Children by Age

| Total Years | Count of child_id |
|-------------|-------------------|
| 5 | 33 |
| 4 | 1538 |
| 3 | 1427 |
| 2 | 1490 |
| 1 | 1433 |
| 0 | 1228 |

| Ward | Registered Children | Possible Registrations (nhs OCT-2023) | Percentage |
|-----------------------------------|---------------------|---------------------------------------|------------|
| Messingham | 24 | Infinity | |
| Burringham and Gunness | 103 | 105 | 98% |
| Axholme South | 165 | 162 | 102% |
| Ridge | 219 | 253 | 87% |
| Broughton and Scawby | 217 | 271 | 80% |
| Axholme Central | 262 | 281 | 93% |
| Axholme North | 250 | 296 | 84% |
| Kingsway with Lincoln Gardens | 347 | 361 | 96% |
| Bottesford | 346 | 385 | 90% |
| Burton upon Stather and Winterton | 365 | 396 | 92% |
| Ashby Central | 396 | 423 | 94% |
| Brigg and Wolds | 365 | 441 | 83% |
| Ferry | 414 | 447 | 93% |
| Barton | 397 | 457 | 87% |
| Frodingham | 503 | 535 | 94% |
| Ashby Lakeside | 451 | 551 | 82% |
| Town | 493 | 590 | 84% |
| Brumby | 443 | 631 | 70% |
| Crosby and Park | 588 | 710 | 83% |
| Crosby and Park | 633 | 950 | 67% |
| Total | 6981 | | 85% |

Children registered this month

144

Children graduated this month

122

Children registered since launce (2013)

26.28K

Total books mailed

934K

Children currently registered

6981

Children currently registered (within 30% SOA)

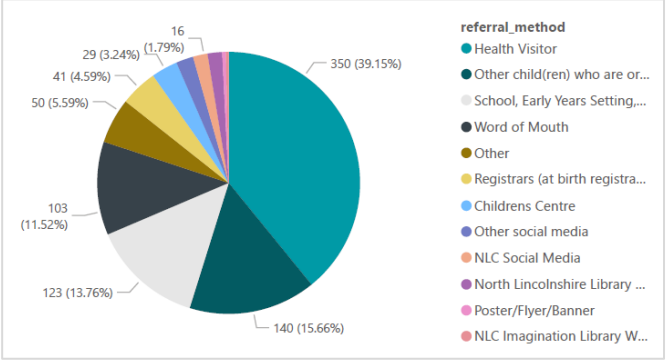
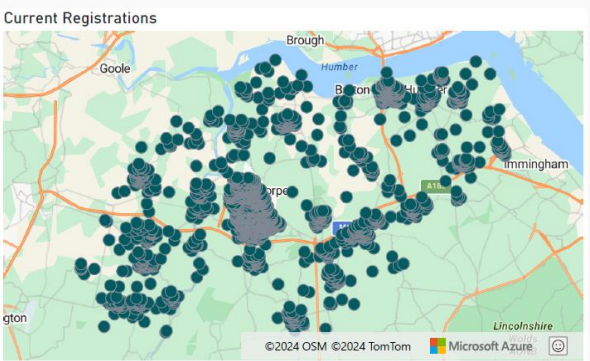
2397

Current childrens centre registrations

4477

Registered Children, Possible Registrations and Percentage by Year and Month

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We have been working closely with Innovation and Data Technology to create a Power BI dashboard for Imagination Library. This automated system is able to pull information from the many different sources that we have used historically to create our monthly reports, such as the North Lincolnshire Imagination Library web page and the Microsoft feedback forms.

With the recent ward changes, this system has also enabled us to match all our registered children into the correct wards thus allowing us to continue to carefully monitor where registrations are high or low.

This system can identify duplicated registrations and can therefore show more accurately how many children have benefitted from the scheme. We are also hoping that we can use this in conjunction with the Capita system to more closely analyse the take up rate of our 4 – 5 year old children.



2013

The launch of Imagination Library in North Lincolnshire with events across all localities for children and families. All 'Looked After' children are included in the Imagination Library scheme. Imagination Library Champions are created, and Book Chatter training is provided. Data is collected to measure the engagement with and the impact of the scheme.



2014

Imagination Library celebrates its First Birthday in North Lincolnshire & we host the IL UK Conference. The 'Top Tips' for parents is developed, Booknics are launched (a picnic with a book!) and schools and early years providers are given the option to buy the yearly offer of Imagination Library Book. Gift of Books supported by 2 Year Funding grant and Weekly portage family sessions launched



2015

Literacy Gardens Project takes place on the Isle, 'Book Chatter' sessions are provided for young parents and parent and toddler groups are supported and developed, Words Count is launched and the North Lincolnshire Children's Literacy Trust. Work with Scunthorpe Rotary includes developing roles as Lead Champions and a Bagful of Stars Performance.



2016

Imagination Library and Words Count governor delivery goes live. The SLACK forum is established for Lead Champions and practitioners to share good practise. The Raising Attainment Family Literacy and Fathers Read Every Day Projects are launched, and North Lincolnshire are invited to speak at the Imagination Library UK Conference in Nottingham.



2017

Sensory Story Telling workshops take place and Book Trust sessions. The Neonatal Book Gifting scheme is launched and Words Count hold the 'More Than Words' conference. North Lincolnshire are invited to speak at the Homecoming Event at Dollywood, Tennessee and to brief and train the early Years Sector in Doncaster.



2018

Imagination Library celebrates 5 years with extravaganzas across all localities, Book Chatter is launched in libraries, and the Great North Lincolnshire Rhyme Challenge. The Power of Words Festival brings authors and illustrators to visit. Schools and settings take part in 'A Place Called Home'. North Lincolnshire speak at the UK imagination Library Conference in Doncaster.



2019

The 500,000th book is delivered in North Lincolnshire. The 'Books for Life' campaign is launched, and Parent Partnership Book Chatter Training is provided. The Intergenerational Rhyme Challenge project takes place with settings and care homes. Book Start Corner pilot is targeted in schools in areas of deprivation, Infant mental health and Communication Counts messages embedded in training offer.



2020

The Bookstart Corner Targeted Programme is launched, and Book Trust hold a Pyjamarama event. The story of 'Room on the Broom' come to life outside, Rhyme Challenge workshops are delivered, 'A Place Called Home' activity packs developed and delivered during the pandemic. North Lincolnshire's Ideas Sheets are shared with 40,000 children in the UK to support families in lock-down.



2021

Imagination Library author Ed Vere visits for the Power of Words Festival and Words Counts holds a Reading Conference, NLC are chosen to be part of the Swansea University & IL UK PhD Research Study. Launch of the newly designed ideas sheets supports the use of the books in the home. With over 350 IL Champions now trained, support visits continue through the Early Years Sector.



2022

New business cards with QR Codes are created and registration tracking is developed. Author Rashmi Sirdeshpande comes to visit as part of POW. Co-delivery of Antenatal Parent Workshops begins. Book Chatter Family Courses are offered in targeted communities as well as Pre-School Book Chatter Transition Sessions. Knit and Knatter groups produce IL bunnies. The 'Register Today' posters are translated into ten key languages.



2023

10 Years of Imagination Library in North Lincolnshire launches the Year of Reading. The Dollywood UK Conference is held at Normanby Park, followed by extravaganza events in all localities. Book Chatter Week launches and we receive visits from IL authors Nick Sharratt & Rachel Morrisroe. IL links with the new Family Hubs Start for Life offer and North Lincs visit Westminster for their Parliamentary event.



2024

IL author Louise Yates visits schools to mark the end of the Year of Reading. NLC staff attend the first ever UK Book Launch at Penguin Random House. Peep training given for staff across the wider team. The ideas sheets are brought in house to provide a local context. Over 4600 people are now subscribed to the IL Newsletter. Power BI helps us to identify target wards. We are now looking forward to celebrating the delivery of our 1000,000th book in North Lincolnshire.

Impact of the Imagination Library in North Lincolnshire

Collecting & Analysing Data

- Since 2016 we have tracked our children, collected data and analysed the impact of the IL on children's outcomes at all key stages

Children registered with IL continually out-perform their peers

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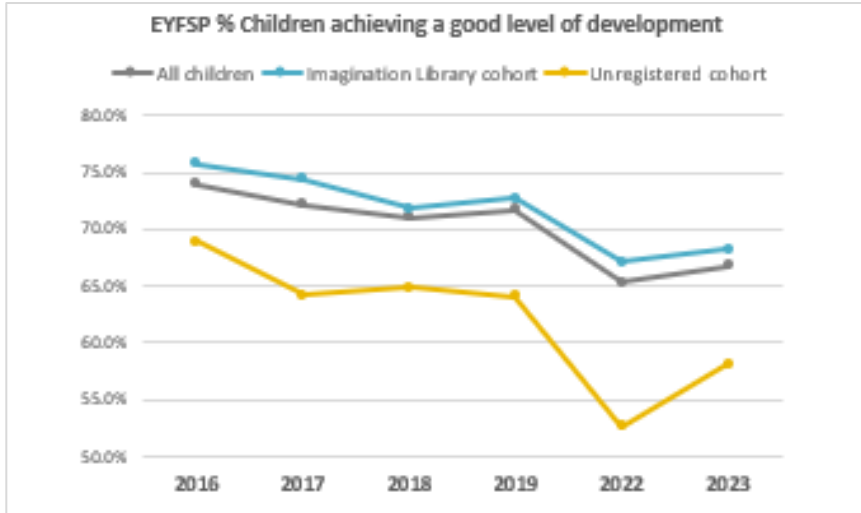
- Since 2016 our data consistently shows us that children who are registered with the IL generally outperform their peers at all the key stages – EYFS, Phonics, KS1 & KS2

Making a difference to key groups of children

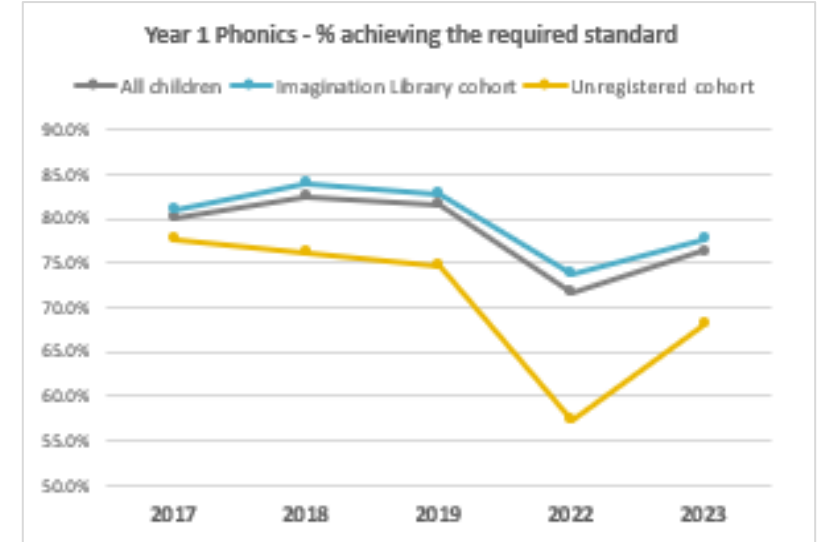
- Our data shows us that the IL makes a real difference to children who don't always have the same opportunities as some of their peers or are at risk of underachieving, notably summer born boys, SEN and children who are not British

Children perform better in other subjects too

- The impact is not just confined to better results in communication, language and literacy. Children who receive the IL books, all generally get better outcomes in maths & writing!



Our research shows that **children registered with the Imagination Library achieve better outcomes than those children who are not registered – at age 5, age 6 and at age 7.**

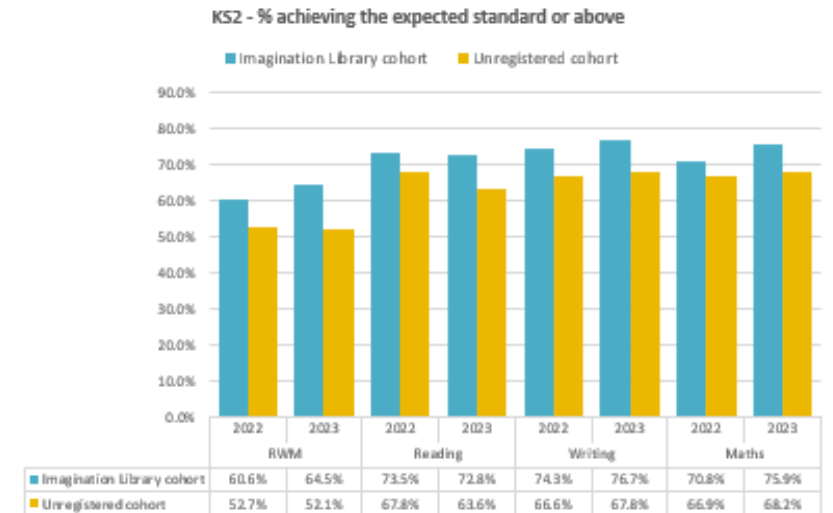
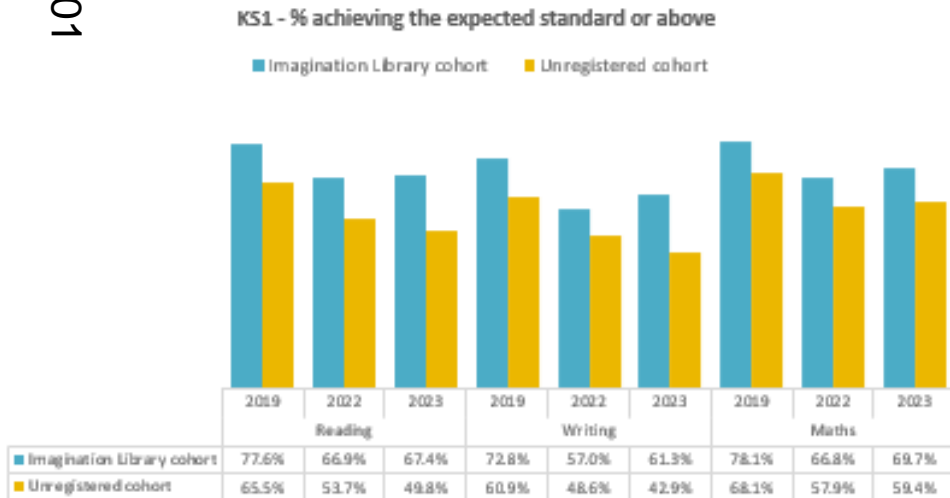


Current picture – In 2023, children registered to the Imagination Library outperformed their non-registered counterparts by 9.5 percentage points

Current picture – in 2023 children registered to the Imagination Library outperformed their non-registered counterparts by 10.1 percentage points.

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The evidence continues to show that **this impact can be seen at the end of KS2** where children registered with the scheme continue to outperform their peers at age 11.

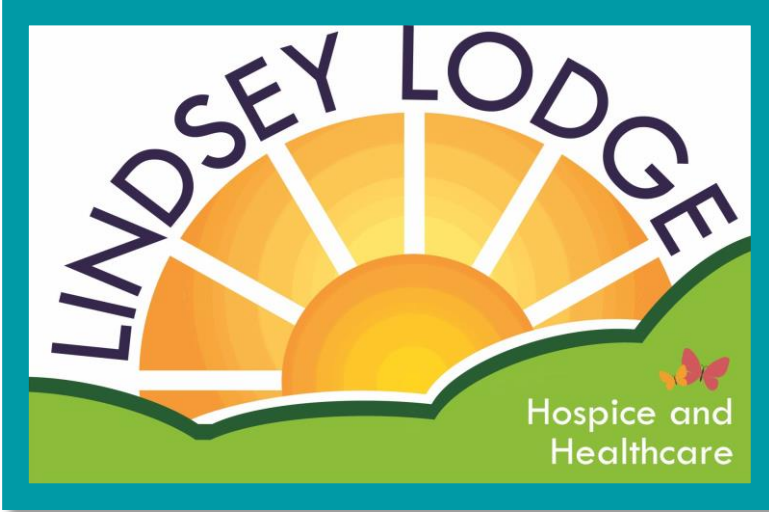


Imagination Library – A Green Future

Contributing to the NLC **A Green Future Strategy**, Imagination Library North Lincolnshire, Dollywood UK, and Central Mailing Service (CMS) continue to look to ways to reducing the environmental impact of our programme delivery.

The Imagination Library book delivery packaging is now fully **carbon neutral and fully compostable**. Some of the ways CMS has reduced their carbon footprint is through; reducing packaging, using recycled materials; using vegan glue, better logistical planning, 100% recycling of book waste and use of solar power at the manufacturing site.

We also frequently remind our families of our 'Books For Life Campaign' encouraging recycling and repurposing of their unwanted books, including donating to schools, pre-schools & charities.



Books for life

All children under five in North Lincolnshire can receive a free book every month from the Imagination Library.

Sign your child up from birth and they'll receive 60 books in total to help start a lifelong love of books and reading.

Once your child has graduated from the scheme, continue sharing stories together through your local library.

Find out more at www.northlincs.gov.uk/booksforlife

The book titles chosen by the Book Selection Committee cover a range of titles and topics and include fiction and nonfiction books. The committee use the CLPE Reflecting Realities Research to help ensure that the themes and concepts in the books are age appropriate, reflect emerging themes and that children can see their own experience reflected in the stories.

Examples of books to support the green agenda from 2023 - 2024



Examples of books to show diversity from 2023 - 2024



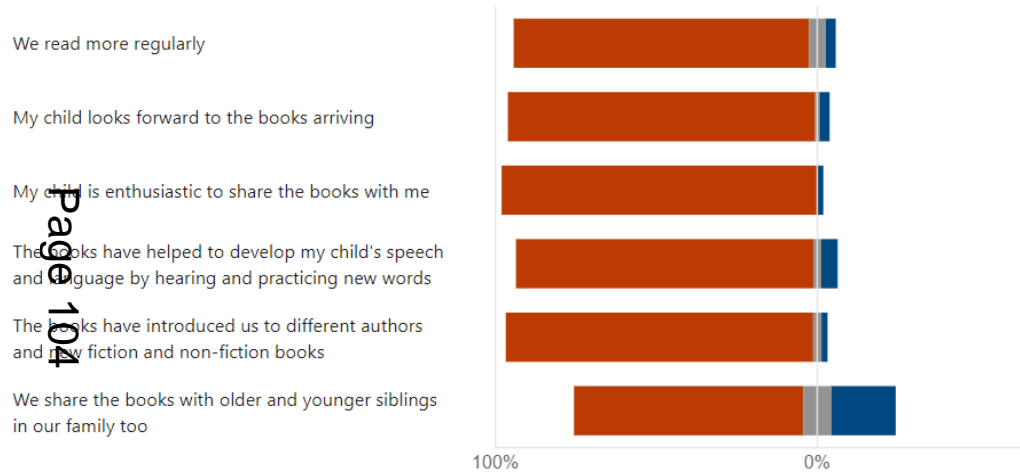
Examples of books focusing on healthy lifestyles from 2023 - 2024



1. What difference does receiving a book regularly through the door make to the enjoyment you and your child have reading at home?

[More Details](#)

Yes No Not Applicable



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My son has learning disabilities and ASD, my daughter has a communication delay - these books have been vital for their education.

Rectangular

It makes my daughter feel very special when the book arrives and creates an opportunity for us to put down what we are doing and spend time together with her new book.

3. What do you think about the books you receive from the Imagination Library?

[More Details](#)

| | |
|---------------|-----|
| Excellent | 157 |
| Very good | 41 |
| Good | 8 |
| Okay | 2 |
| Not very good | 0 |



Parents frequently comment about how lucky they feel that North Lincolnshire supports the Imagination Library programme. Comments include how much they value the way the book arrives addressed to the child making it feel a really positive and unique approach to valuing the joy of sharing books. They comment on the quality and variety of the books and how it motivates them to make reading part of the home routine.



In feedback parents tell us that they read more regularly with their children because they receive the books every month. They tell us that their children are excited to receive and share their books with them. Families tell us that the books bring their family together for quality time with many older siblings enjoying sharing the books with younger siblings.



Parents are very aware of the value and importance of sharing books with their children from a young age, in terms of future attainment, wellbeing and skills for life, this message continues to be reinforced by the work of the **North Lincolnshire Children's Literacy Trust and the Words Count Campaign.**



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Such an amazing service, both my children have enjoyed receiving and reading the books and will do for many years to come. Thank you so much 😊



The books have been brilliant for me and my child to sit together, bond, talk about new things and discuss what's happening in the books which has really helped his development



Bedtime routine of bath, book and then bed.

We have loved receiving these books, they made a great impact on bonding time and have assisted in creating an even greater love of reading. **** was able to share books via FaceTime with family because he was so excited about these coming to him with his own name on.

Reading the books through the post made my son feel special, he loved getting post like mum and dad, and it made us have more variety in our little book collection, which helped us with a bedtime/play routine.



Getting us closer and having family time whilst reading

GROUP 3 Born 2019
Book: March 2021

SSBC COMMUNITY FUND North Lincolnshire Council West Berkshire Council

THE VERY HUNGRY CATERPILLAR
by Eric Carle

This story is great for learning early counting skills.
Point to the food as you read the words and count along with the pictures.

one two three

Children love role play!
Get out some bowls, saucepans and spoons and let them be a chef.
Can they make you a meal? Talk to them and join in with what they say.

Finger painting is great for having fun and getting messy.
You can also introduce new words like 'slippery' and 'sticky' and discuss the colours your child is using.
Can they make a hand print butterfly?

1,2,3,4,5 Once I Caught a Fish Alive
1,2,3,4,5,
Once I caught a fish alive,
6,7,8,9,10
Then I let it go again,
Why did you let it go?
Because it bit my finger so.
Which finger did it bite?
This little finger on my right

Small Steps Big Changes - giving every child the best start in life

Latest Development:
North Lincolnshire Council, will bring the ideas sheets creation in house from June 2024. This will allow us to offer our families a more localised approach and allow us to promote local campaigns and key public health messages. For example, promotion of the 'NHS Healthy Start Scheme'. These sheets are sent to over 4600 local residents, every month.
In addition to these we send all our key partners a monthly 'Books delivered' poster, so that they know which books local children will be getting.

Marion Gillooly, Executive Director of The Dollywood UK said
'We are very grateful to our partners in North Lincolnshire Council for their generosity in sharing their ideas sheets. These informative, uplifting resources are packed full of hints, tips and suggestions for parents, which are much appreciated, particularly during this difficult time. We've had some fantastic feedback from families that demonstrates that the sheets have enriched the experience of sharing the Imagination Library books their children have received.' The sheets are shared with over 5500 children in care across the UK.

The ideas sheets contain simple activities, information, songs and rhymes to help parents and carers develop communication and language skills for their children birth to 5 yrs. These skills are vital for future learning, health and wellbeing." - Councillor Rob Waltham, Leader of North Lincolnshire Council

Books delivered in JANUARY 2024

Group 4 - Born in 2021: 100 Birds
Jail bird, snail bird, showing off his tail bird...find 100 feathered friends packed into the pages of this laugh-out-loud picture book. Look closely at the different birds on each page and use different words to describe them as you share the book with your child.

Group 5 - Born in 2020: Bumps in the Night
An adventure story about a family of skeletons and their dog. Can your child join in with the dark, dark' repeated parts of the story?

Group 6 - Born in 2019: Clean Up!
When you work as a team, you can change the world... Rocket can't wait to visit her grandparents on their beautiful island, but she soon sees how plastic pollution is spoiling the beaches and endangering sea creatures.

To regularly receive information about the books subscribe to the Imagination Library monthly E-Newsletter by visiting:
www.northlincs.gov.uk/imagination-library

Again and Again!
It's good to share favourite books again and again. Repetition helps children to understand and remember the language they hear.

North Lincolnshire Council
www.northlincs.gov.uk

BOOKS, BABIES & BONDING – IL PhD Report Findings

The North Lincolnshire scheme is so successful it was selected to help carry out international research on Imagination Library books and how families use them. Research was carried out by Caroline Zwierzchowska-Dod PhD researcher and supervised by Dr Janet Goodall from the School of Education, Swansea University.



The key report findings include:

- Frequent reading was common in the respondent group, but higher in families receiving Imagination Library books.
- Parents identified a ‘nudge’ factor through the monthly book arrival.
- Bonding was the key benefit of book-sharing that parents identified for themselves and their child.
- Receiving Imagination Library books for 12 months or more correlated with improved academic outcomes at age 5.
- The curated book selection introduced new authors into the home and was highly valued by parents.
- Participation in the Imagination Library strengthened parent-child bonds through frequent reading, and by helping parents learn more about their child. Participation in the Imagination Library supported improved parental self-image and their attitudes towards sharing books with their children. **Read the full report here:**

<https://cronfa.swan.ac.uk/Record/cronfa60121>



Cllr Rob Waltham, Leader of North Lincolnshire Council, said:

“This proves what we knew all along – the Imagination Library is a fantastic way of giving children a love of reading. I would encourage every parent of young children to sign up.”

Imagination Library REGISTER TODAY
North Lincolnshire is working in partnership with the **Dollywood Foundation**

The Imagination Library offers **FREE BOOKS FOR CHILDREN 0-5 YEARS** to inspire and promote pleasure for reading with you at home.

Once you have a completed the registration form your child will receive a **FREE BOOK EACH MONTH*** delivered to your home address.
*until their 5th Birthday

All 0-5 year olds in North Lincolnshire are eligible to register. You can register on our website **Imagination Library - North Lincolnshire Council northlincs.gov.uk** or you can ask your local children's centre, local library, health visitor, schools, or early years providers about how to register.

To find out more call **01724 296652** or email: earlyyears@northlincs.gov.uk

North Lincolnshire Council | NHS North Lincolnshire Clinical Commissioning Group

Vaizduotės biblioteka REGISTRUOKIS ŠIANDIEN
Šiaurės Linkolšyras dirba bendradarbiaudamas su "Dollywood Foundation"

Biblioteca de Imaginação REGISTE-SE HOJE
North Lincolnshire está a trabalhar em parceria com a Fundação Dollywood

امیجینیشن لائبریری آج ہی رجسٹر کریں۔
نورٹھ لینکلن شائر ڈالی ووڈ فاؤنڈیشن کے ساتھ شراکت میں کام کر رہے ہیں۔










Todos as crianças de 0 a 5 anos em North Lincolnshire podem registrar-se.
Pode registrar-se no nosso site Imagination Library - North Lincolnshire Council northlincs.gov.uk ou pode perguntar no centro infantil local, biblioteca, visitante de saúde, escolas ou provedores de educação infantil sobre como se registrar.

North Lincolnshire Council | NHS North Lincolnshire Clinical Commissioning Group

- Our 'Register Today' poster has already been translated into ten key languages:
- Arabic
 - Bengali
 - Kurdish
 - Lithuanian
 - Polish
 - Portuguese
 - Romanian
 - Slovak
 - Turkish
 - Urdu

- And coming soon...
- Pashto
 - Russian
 - Malayalam
 - Latvian
 - Panjabi
 - Tamil
 - Ukranian

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|---|--|---|---|---|---|---|---|--|
| Imagination Library | Words Count | Children's Library | Study United | NL Family | Children's Literacy Trust | AECL | Best Start CC + | Community Partnerships |
| Universal Book Gifting Data Collection & Analysis Raising Awareness, Promotions, Ideas Sheets & Newsletters Campaigns IL Book Chatter Training IL Support Visits IL engagements events IL Termly Updates | Reading Champion Training Reading Workshops Reading Mentor/Buddy Training Words Count Conference Reading engagement events CPD/Training i.e. Songs & Rhymes Book Talk Training for NLC staff | Children's Promise Universal Library Explorers Library Visits Summer Reading Challenge Library Engagements events Chatter Books Book Start StoryTime Breakfast & Books | Scunthorpe United Reding Stars Supporter to Reporter Game of Two Halves Lego Workshops Sphero Workshops Fuelled Multiply Community Engagement events | Baby Massage Baby Sign Baby Yoga Baby Reflexology Toddler Time Book Chatter PEEP Let's Get Ready for Baby Antenatal Sessions Easy Peasy App Promotion | Making Big Memories with Little Babie's Year of Reading Events Fundraising activities Grants for specific projects i.e. Morrisons, Asda & Tesco B&B Rotary/SSE Story Caravan Severn Trent – Epworth Library Creating Calm | Getting into Working in the Early Years Developing Children's Mental Health in the Early Years L2 EY Mental Health Qual Supporting Your Child's Anxiety Anxiety Forum Super Slow Cookers (Multiply/UKSPF Funded) | Schools Readiness Communcation Counts Sprinkling Solihull Sprinkling PEEP Sprinkling EY Cluster Meetings EY Training Offer | The Rabbit Hole Rotary Club Local authors & creatives Schools & EY settings across North Lincs NHS 0-19 service Other NLC teams inc: Corporate Prenting, Fostering & Adoption, Healthy Lifestyles, Carers Support, Armed Forces hub etc |

Developing the home family learning offer

We recognise that book ownership is important, but in North Lincolnshire we know that it is how the book is used in the home learning environment that has the most impact on outcomes for children. The wider workaround each book is invaluable in maximising the learning opportunities made possible by children receiving high quality books into the family home. Therefore we....

- Work directly with families and children in targeted communities modelling book engagement, quality dialogue and activity around the books, e.g. Book Chatter & Reading Together courses and workshops for parents/carers.
- Producing and distributing ideas sheets to enhance the use of the books in the home learning environment, increasing the number of families and professionals that access these.
- Delivering CPD and training opportunities to support and upskill the current and future workforce in maximising the learning, attachment and engagement opportunities utilising the book resources, as well as training on a range of literacy themes, support and interventions.
- Work closely with our key partners and multi agencies, including early years settings, schools, and health professionals to support awareness and pathways to encourage parental sign-up to the Imagination Library scheme and to use the books as tools for engagement and support on a range of themes, e.g. health & hygiene, school readiness, family, bereavement, diversity
- Work with partners to identify target groups of families that need our support and where needed develop bespoke courses to meet their needs e.g. PEEP

Families who attended our IL Book Chatter course at Oasis Parkwood made boats out of scrap paper. They used their props to sing Row, Row, Row your boat, linked to the IL book Mr Gumpy!



Delivering the family learning offer

NL Family

North
Lincolnshire
Council

peep
supporting parents and
children to learn together

Imagination Library books and information about the importance of the books, communication language and literacy and reading for pleasure feeds into all of our NL Family Hubs sessions, which includes:

- Baby Massage
- Baby Sign Language
- Baby Yoga
- Baby Reflexology
- Book Chatter
- Toddler Time
- PEEP 20-week programme & sprinkling

These sessions are delivered in Family Hubs, Community Hubs, Schools and other targeted venues.

Baby Sign Language
Developing early communication and language skills through songs, singing and sign. This session focused on the IL Book Baby Touch Farm with families learning to sign different animals.



peep

supporting parents and children to learn together



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PEEP is an evidence-based intervention that supports parents and children to learn together. **Peep sessions help parents find out how the little things they do make a big difference to their child's development by training practitioners to support the home learning environment through Peep Programmes delivered to families.**



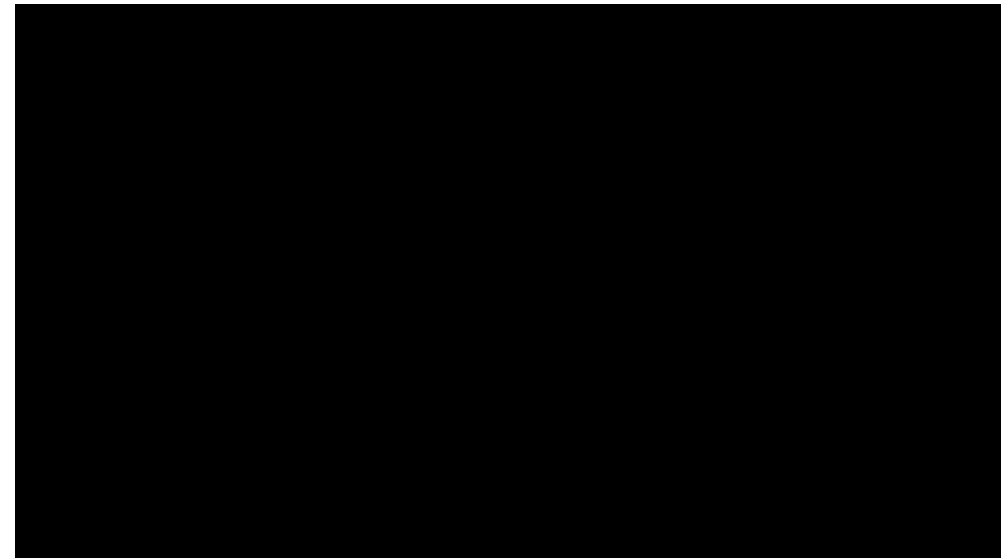
In January and February 34 members of staff from across the Community and Family Engagement team, the Voluntary Sector, the 0-19 Service, Schools, PVI's, North Lincs Early Years team and Family Workers from the Family Hubs completed two days intensive training in the Peep Learning Together Programme.

Peep has been chosen to be used within the Home Learning Environment strand of the Family Hubs offer. It will be delivered in discreet sessions by practitioners - Oasis Academy Henderson Avenue will be offering a 20-week course to targeted families which will be co-delivered by the Community and Family Engagement Team. Elements of Peep will also be used throughout sessions that are being delivered by partners across all the services that have received the training, such as Family Workers in Hubs and in family homes, the 0-19 Service and the Community and Family Engagement Team through family sessions such as Baby Massage and Toddler Time.

North Lincolnshire Year of Reading

In 2023, we marked 10 years of the Imagination Library with a Year of Reading. The year brought over 100 events and activities across North Lincolnshire, linked to reading for pleasure, including:

- Author Tours i.e. Patrice Lawrence
- Illustration Workshops i.e. Nick Sharratt
- Poet Workshops i.e. Benjamin Zephaniya
- Draw Along Workshops i.e. Korky Paul
- Storytelling Sessions i.e. A Bagful of Stars
- Outdoor family theatre i.e. Bad Dad
- Indoor Family Theatre i.e. Pirate Bonnie
- 90,000 Books Gifted
- Competitions i.e. Book Themed Cake Off
- Book Themed Arts & Crafts
- Festivals i.e. POW & No Limits
- Summer Reading Challenge
- Community & YOR School Grants x 15
- Reading Conference & Training and more



Words Count & Study United

Linked to the NL Health & Wellbeing board strategic plan. Words Count raises awareness of the importance of literacy and supports the development and delivery of literacy-based training and programmes for children, young people and adults. It provides an offer beyond 5 - when the IL stops being delivered.

The Words Count offer includes:

- Firefighter/Police/Community Reading Champions and Volunteers
- Parent Reading Workshops
- Reading Buddy/Mentor training
- CPD for parents and professionals I.e. Our Brilliant Boys and Songs & Rhymes Training
- Scunthorpe United Reading Stars
- Supporter to Reporter
- Game of Two Halves
- Lego Story Maker Sessions i.e. Limitless Lego & Lego & Lunch
- Words Count – Reading Conferences
- Time to Read (now linked to Imagination Library Books)



Our local children's charity provides access to funding and resources to further support children, young people and families across North Lincolnshire.

- In 2023 we celebrated over 5 years of our Making Big Memories with little babies' project, which has gifted over 600 Guess How Much I Love You Packs to families with babies at Scunthorpe General Hospital. We also raised another £2500 to buy an additional 500 packs.
- Grant funding from SSE Thermal supporting gifting over 350 copies of the book Everest Eiles to Year 5/6 children in Axholme North, plus they had author workshops with the writer Matt Dickinson. Remaining funds were used to gift 200 books to children at Althorpe & Keadby school during their Christmas Fair.
- £5000 Funding from Wrendale Design, supported 5 secondary schools to buy books and resources to support struggling and reluctant readers within their school.
- £5000 Funding from Foyle Foundation supported thousands of children to access free book inspired events during the Year of Reading
- Funding and food donations from Morrisons, Tesco, Asda & Fuelled helped to provide breakfast and books sessions in Scunthorpe, Riddings and Brigg, during the key holiday periods.
- Funding from the Rotary Club, has paid for family theatre and storytelling events in community hubs and community venues.
- Thousands of free books have been gifted by local and national partners, which were gifted to children, young people and families over the year as part of projects including Summer Reading Challenge, The Dragon Project, Needle in North Lincs, Corporate Parenting month.



www.childrensliteracytrust.co.uk

Supporting family's health & wellbeing through books and partnership working

Mindfulness Morning – Family Learning Festival 2023

Over 300 people attended this year's Mindfulness Morning at Ashby Hub. A partnership event including NLC teams, Health teams, local charities and local community partners, authors and more. The event provides families with an opportunity to take part in activities that support managing their health & wellbeing, seek support/advice from local professionals, find out about the Reading Well – Shelf Help collection of books in libraries and listen to stories that support your child's mental health and wellbeing.



Mindfulness Morning
 Calling all Families!
 Come and take some time out with us this halfterm.
Wed 26th Oct
9.30am – 12.30pm

- Breathing buddies
- Mindfulness (colouring)
- Positive activities & Positive thinking
- Calming crafts
- Worry dolls
- Yoga & relaxation room
- Free healthy snacks & drinks
- Wellbeing techniques with Mel Holliday author of *Breathe with Bruce*
- Support services available to talk to, i.e. school nurses, CAMHS & Mind

Bring a sock to create your own sock buddy!

@ Ashby Community Hub
 Ashby High Street
 Scunthorpe
 DN16 2UT

ADULT EDUCATION & COMMUNITY LEARNING
 Ofsted Good Provider

North Lincolnshire Council
Family Learning Festival 2022
15-30 October

NHS Rotherham Doncaster and South Humber Health Foundation Trust
Creative Therapy
 For Children & Young People

Our hubs and libraries provide universal literacy-based activities for children, young people and families, including:

- The Children's Promise
 - Library Explorers
 - Chatter Books
 - Sensory Storytelling Packs e.g. Rhyme Challenge & Reading Sparks & Ready, Set Read Loan Bags
 - Summer Reading Challenge
 - Author/Illustrator/Poet visits and workshops
 - Storytelling events and activities
 - Book themed events and activities
 - Shelf Help – Reading Well Books
 - School/Nursery Library visits
 - Breakfast & Books
 - BookStart Storytime
 - Reading based projects e.g. Tremendous Transitions
- Children's Library staff are communication counts and PEEP trained and are able to advise and refer families where they can access support with communication, language and literacy.

**North Lincolnshire
Libraries**



The key to our success is working as a multi-agency partnership approach

North Lincolnshire's approach to the delivery and development of the IL programme is foremost about working in partnership with health practitioners, speech and language, family hubs, early years settings, schools, colleges community groups to provide a One Family Approach enabling parents and carers to have a wide variety of opportunities to come together and feel supported and confident in supporting their Childrens early development, health and well-being. IL forms a core strand of the work around Communication Counts, health and nutrition advice and information and how to support transitions into school.

National recognition of how Imagination Library provides a core foundation for supporting a One Council, One Community One Family approach



In North Lincolnshire we are fully invested in the belief that...

Our future will be shaped by what we do today. Science tells us that a child's experiences from conception through their first five years will go on to shape their next 50. It tells us that the kind of children we raise today, will reflect the kind of world we will live in tomorrow. It tells us that investing in the start of life is not an indulgence, but economically, socially and psychologically vital to a prosperous society

We know that gaps in achievement at school entry make up a sizable share of later achievement gaps; just one of the lifelong generational inequalities that could be avoided with the right intervention.

“The only thing more important than what we do for our children today is what we will do for them tomorrow. We are so fortunate to have the forward-thinking folks at North Lincolnshire paving the way to teach us all how to best sustain our efforts for decades to come. I bet the Children’s Literacy Trust will be going strong 100 years from now, so I am making my plans to celebrate that milestone!”

- Dolly Parton -

www.northlincs.gov.uk/schools-libraries-and-learning/imagination-library/

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North Lincolnshire Council

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Useful links:

- [Dolly Parton's Imagination Library](#)
- [Booktrust – tips on how to read with your child](#)
- [Hungry Little Minds – fun activities for you and your children](#)
- [Words for Life – fun stuff to do together](#)
- [Talking Point – information on children's communication](#)
- [BBC Tiny Happy People – here to help you develop your child's communication skills](#)
- Save the Children Research – [Read On. Get On](#), [Boost your baby or toddler's brain by playing this summer](#), [Too many boys in England fall behind before starting school](#)
- Literary Trust [Research Reports](#)
- Oxford University Press – [Help to Close the Word Gap](#)



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