

CABINET

Minutes of a meeting held on 04 July, 2016.

Present: Councillor L. Burnett (Chairman); Councillors: B.E. Brooks, P. G. King and G. John.

Apologies: Councillor N. Moore.

C3223 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 20 June, 2016 be approved as a correct record.

C3224 DECLARATIONS OF INTEREST –

The following declarations were received.

Councillor L Burnett	<p>Agenda Item 6 – Reshaping Services Programme Update</p> <p>Reason for Declaration – Member of Penarth Town Council, however, she had dispensation from the Standards Committee to speak and vote on this matter.</p>
Councillor B Brooks	<p>Agenda Item 6 – Reshaping Services Programme Update</p> <p>Reason for Declaration – Member of Barry Town Council, however, she had dispensation from the Standards Committee to speak and vote on this matter.</p>
Councillor P King	<p>Agenda Item 6 – Reshaping Services Programme Update</p> <p>Reason for Declaration – Member of Llandough Community Council, however, he had dispensation</p>

	from the Standards Committee to speak and vote on this matter.
Councillor G John	<p>Agenda Item 6 – Reshaping Services Programme Update</p> <p>Reason for Declaration – Member of Llantwit Major Town Council, however, he had dispensation from the Standards Committee to speak and vote on this matter.</p>

C3225 REVENUE AND CAPITAL MONITORING FOR THE PERIOD 1ST APRIL TO 30TH APRIL 2016 (REF) -

The Scrutiny Committee Healthy Living and Social Care on 13 June, 2016 considered the above report of the Director of Social Services.

The Operational Manager – Accountancy presented the report, the purpose of which was to present revenue and capital expenditure for the period 1st to 30th April, 2016.

On 2nd March, 2016, Council had approved the Revenue and Capital Budgets for 2016/17. The report advised that in setting the Social Services Budget for 2016/17, the use of £970,000 from the Social Services Fund had been approved.

As it was very early in the financial year, the forecast for Social Services was for a balanced budget. However, there would be great pressure on the service in the coming year and this position may not be achieved. A table and graph setting out the variance between profiled budget and actual expenditure to date and the projected position at year end was attached at Appendix 1 to the report.

With regard to Children and Young People Services, the major issue concerning this service area for the coming year would be the continued pressure on the children's placements budgets. Work would continue to ensure that children were placed in the most appropriate and cost effective placements. However, it should be noted that, due to the potential high cost of each placement, the outturn position could fluctuate with a change in the number of Looked After Children.

In terms of Adult Services, the major issue concerning the service for the coming year would be continued pressure on Community Care Packages budget. This budget was extremely volatile and was influenced by legislative changes such as the

National Living Wage and the Social Services and Well-being (Wales) Act 2014, which both came into force in April 2016. It was considered that this budget would overspend by year end but, at this early stage of the year, the level was difficult to predict. Final negotiations regarding fee levels had yet to be concluded with some service providers, but proposed increases were already above the level of inflation provided for within the budget. The service also continued to be affected by the pressures of continued demographic growth and the Community Care Packages budget would have to achieve savings this year of £300,000. The service would strive to manage growing demand and some of these initiatives may be funded via regional grants in the current financial year. However, the level of grant funding for the year had yet to be fully determined and it was not necessarily guaranteed on an ongoing basis.

The Social Services and Well-being (Wales) Act 2014 came into effect on 6th April 2016 and set a whole range of new challenges and service user entitlements. With no additional resources from the Welsh Government, apart from £420,000 Delivery Transformation grant for transitional / transformational funding, there would be increased financial pressures on the service. The implications of the Act would be closely monitored during the year to assess the full financial impact of these changes.

The report advised that the Directorate would again this year bid to receive funding for joint initiatives. Revenue funding of £6.4m and capital funding of £1.2m had been allocated to the University Health Board for the Intermediate Care Fund (ICF). Funding for individual schemes to be undertaken by the Vale of Glamorgan Council was currently being finalised. If successful, the 2016/17 funding would continue to support initiatives in relation to supporting older people to maintain their independence and remain at home, avoiding unnecessary hospital admissions and delayed discharges. In addition, Welsh Government had extended the scope of the integration agenda this year in order to develop integrated services for people with learning disabilities, an integrated autism service in Wales and an integrated service for children with complex needs.

With respect to Leisure Services, as it was early in the financial year, it was projected the service would outturn within budget at year end.

In relation to the 2016/17 savings targets, attached at Appendix 2 was a full list of savings to be monitored by the Committee, which now included Leisure Services.

The Directorate was currently required to find savings totalling £2.257m by the end of 2019/20. Current calculations indicated a surplus of £186,000 which was a result

of the Foster Carer Recruitment Project, which was being developed in addition to the required savings targets. This surplus could be used to mitigate any increase in savings to be found in future years.

Year	Savings Required £000	Savings Identified £000	In Year Surplus / (Shortfall) £000	Cumulative Surplus / (Shortfall) £000
Savings Brought Forward		110	110	110
2016/17	1,002	1,078	76	186
2017/18	605	605	0	186
2018/19	320	320	0	186
2019/20	330	330	0	186
TOTAL	2,257	2,443		

The report informed that the savings of £270,000, due to be achieved in 2016/17 through changes in the procurement of Domiciliary Care, had been deferred to 2017/18.

For Children's Services, it was now proposed that the £100,000 Staff Review savings would be saved through a Managed Budget Reduction process and it was proposed that C16 would be moved into C12.

For Adult Services, there was £100,000 of the full year saving generated from the Hafod Homes transfer to offset against the £300,000 saving for Residential Savings shown at A6. Currently, there were no other formalised plans in place to find the remaining £200,000 of savings. Further consideration would have to be given to the way in which the saving could be achieved during the year. With regard to the Care Package Budget Reduction at A3, while there was significant pressure on this budget, schemes had been put in place to deliver savings in this area by transferring domiciliary care clients to direct payments, by putting in place additional reablement capacity and by establishing a review team.

Appendix 3 provided an update on the individual areas of savings within the Social Services Budget Programme. Included in Appendix 3 was a Reshaping Services logo, shown against specific projects which had a specific alignment with the objectives of the Reshaping Services strategy. The whole of the Social Services Budget Programme reported into the Reshaping Services governance arrangements.

With regard to capital expenditure, Appendix 4 detailed financial progress on the Capital Programme as at 30th April, 2016. Members were asked to note that Appendix 4 did not include requests for unspent committed expenditure to be slipped from 2015/16 into 2016/17. A request for this slippage would be included in the Closing Down report to be presented to a future Cabinet meeting.

Delegated Authority had been used to allocate the £200,000 Asset Renewal budget to schemes and they were now fully detailed in Appendix 4.

Concern was raised by the Committee at the end of the last financial year that progress had not been made on several capital schemes. Appendix 5 provided non-financial information on capital construction schemes. From this Appendix, it could be seen that most of the previous year's schemes had now commenced. Start dates had also been provided for new schemes for this financial year and these would be monitored closely to identify if capital schemes started to slip and to identify if further actions needed to be taken.

The Chairman queried the £300,000 savings in relation to residential services as shown under saving target A6. In reply, the Head of Adult Services advised that this was very challenging and that £100,000 of savings had been generated from the Hafod Homes transfer. Further work on the structure of residential services was still ongoing and it was planned that this could be progressed through the Reshaping Services Strategy.

In answer to a query on the capital project for St. Paul's Church, the Operational Manager for Leisure explained that the Project Board was still discussing the strategy for this but a report on options would be presented to Cabinet shortly.

With regard to the monitoring of capital projects which had slipped, the Head of Adult Services stated that there were now better arrangements in place with Building Services. Specifically in relation to Hen Goleg, contract workers were currently on site.

A Committee Member queried the savings target related to residential placements for Looked After Children. In reply, the Head of Children and Young People Services advised that the target was equivalent to the cost of one residential placement a year. A report on the Children and Young People Annual Placement Review due for the next Scrutiny Committee in July would provide Members with more detailed information with regard to the challenges and the progress achieved.

In reply to a query regarding the number of savings targets that were currently categorised as red, the Director of Social Services explained that this was due to a recalibration of the savings targets undertaken at the start of each financial year. Because savings were difficult to achieve in the face of growing demand for services, the Service must be cautious in categorising the risk of not achieving them and it helped to ensure appropriate monitoring.

RECOMMENDED –

- (1) T H A T the position with regard to the 2016/17 revenue and capital monitoring be noted.
- (2) T H A T the progress made in delivering the Social Services Budget Programme be noted and be referred to Cabinet for consideration.
- (3) T H A T the proposed changes to the 2016/17 programme be endorsed and referred to Cabinet for approval.

Reasons for recommendations

- (1) That Members are aware of the position with regard to the 2016/17 revenue and capital monitoring relevant to this Scrutiny Committee.
- (2) That Members are aware of the progress made to date on the Social Services Budget Programme.
- (3) That the proposed amendments to the programme are approved.

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Cabinet, having considered the recommendations of the Scrutiny Committee Healthy Living and Social Care

RESOLVED –

- (1) T H A T the contents of the report be noted.
- (2) T H A T the proposed changes to the 2016/17 programme as indicated in the report be approved.

Reasons for decisions

- (1) To note the contents of the report.
- (2) To approve the proposed amendments to the 2016/17 programme.

**C3226 THE VALE OF GLAMORGAN COUNCIL FOSTERING SERVICE
(REF) –**

The Scrutiny Committee Healthy Living and Social Care on 13 June, 2016 considered the above report of the Director of Social Services.

The Operational Manager, Children and Young People Services, presented the report, the purpose of which was to update Members on implementation of the Foster Carer Recruitment Strategy 2015/16 and to provide an overview of the Care and Social Services Inspectorate Wales (CSSIW) Annual Inspection 2015/16 along with the Review of Quality of Care Report for 2015/16 produced by the Council.

As a background summary, the report advised that where children and young people were unable to live within their own families, the Vale of Glamorgan Council aimed to provide high quality alternative family placements which would promote the child's wellbeing and development. This was achieved primarily by using approved in-house foster carers.

The Vale of Glamorgan Fostering Service was provided by the Placements and Permanency Team. It was responsible for recruiting, assessing, preparing, training and supporting mainstream and relative (or "kinship") foster carers. Mainstream foster carers were those who provided placements for any child subject to the age approval criteria, whereas relative foster carers had been approved specifically for a named child or children.

Under the provisions of the Care Standards Act 2000 and associated Regulations, the CSSIW was required to undertake an annual inspection of Local Authorities which provided a Fostering Service. The inspection for the Vale of Glamorgan took place during early March 2016 and the Inspection Report was attached at Appendix 1.

There was also a requirement to complete an Annual Review of the Quality of Care provided by the Fostering Service. The Review Report followed a format prescribed by the CSSIW. The Report for 2015/16 was attached as Appendix 2.

The Children and Young People Services Commissioning Strategy 2013-18 identified that, where children and young people could not be supported to remain with their birth families, they would be placed with foster carers within the Vale of Glamorgan. Where demand for placements exceeded that available within the Council service, placements were procured from Independent Fostering Agencies (IFAs) at significant additional cost and sometimes at some distance from the area. A key priority for the Division was to recruit additional in-house carers in order to reduce reliance on IFA placements and to reduce the costs associated with providing services to Looked After Children.

A Fostering Service Recruitment Strategy had been updated in March 2015. The Strategy identified four key recruitment priorities:

- Placements for young people aged 11-16 years who presented challenging and often aggressive behaviour, who may be non-school attendees and who may have difficulties with alcohol and substance misuse
- Foster carers able to provide placements for sibling groups of two or more children
- Respite / short breaks placements to support children to remain living at home
- Foster carers who were willing to make a commitment to provide accommodation for young people for as long as they may require, which was in keeping with the new "When I am Ready" requirements which were likely to be introduced under the Social Services and Well-being Act.

To achieve these priorities, the Service aimed to:

- Increase enquiry rates to the service to 100 per year, using local and regional advertising campaigns
- Increase the enquiries to assessments conversion rate by 15%
- Increase the number of carers offering placements for sibling groups by a minimum of two per year
- Increase the number of carers offering teenage placements by a minimum of two per year
- Increase the number of carers offering respite / short break placements by a minimum of two per year
- Reduce the demand for IFA placements by 25%.

The Committee was updated with the outcomes following the Council's review of the Foster Carer Recruitment Strategy 2015/16 and also a Review of the Quality of Care 2015/16. The report outlined that the Fostering Service had been working hard to complete the actions set out in the Recruitment Strategy and in the CSSIW's

Inspection Report from 2014/15. It had been a challenging year for the Fostering Service with several new staff appointments and a new team manager appointed in September 2015. There had been a significant increase in the number of kinship assessments that the Service was being asked to complete during care proceedings within the Court arena. These were required within very tight timescales. 34 kinship assessments were allocated compared with 11 the previous year and 15 new kinship carers approved compared with 4 last year. This increased demand had affected the Service's ability to meet targets in regard to mainstream foster carers for the current year. Although the number of kinship assessments was difficult to predict, it was recognised that this form of care could provide positive outcomes where it enabled children to remain within their wider families. It was important for the Fostering Service, therefore, to be able to respond to both areas of demand for assessment. Maintaining the Service's ability to do this successfully remained a priority for the Children and Young People Services.

During the past year, there had been a national decline in the number of initial enquiries experienced by all Fostering Services. From 1st April 2015 to 31st March 2016, the Service received 55 registrations of interest. This was one less than the previous year. Initial visits to prospective applicants had also been fewer, reducing from 32 during 2014/15 to 22 for 2015/16. The drop in initial enquiries would be addressed by developing a new advertising campaign. For the first time, it would involve television advertising, then using this advert on social media and at local events.

The Recruitment Strategy was critical to increasing the number of foster carers in the Vale of Glamorgan. The Council was also engaged in helping develop a National Fostering Framework, one of the four major workstreams within the programme which had been established by the Strategic Steering Group set up by Welsh Government with the task of improving outcomes for children. The aims of the National Fostering Framework were to improve permanency planning for children and the quality of placement provision, making consistent use of best practice models for the recruitment and support of carers, and to support an increase in collaboration and co-operation by all stakeholders.

In terms of the CSSIW Annual Inspection of the Fostering Service, the report advised that at the time of the Inspection in March 2016, the Fostering Service was supporting 57 mainstream and 31 relative (kinship) foster carers, providing placements for 114 Looked After Children. At that time, 195 children and young people were Looked After by the Council.

The CSSIW Inspection concluded that the Fostering Service:

- Was effectively managed and a new manager was in place
- Was child centred with motivated staff
- Had good systems for consultation and quality assurance
- Provided good support and guidance to foster carers
- Was responsive to addressing issues raised by inspections and audits.

A number of improvements made since the 2015 Inspection were validated. These included the appointment of a manager, improved monitoring systems, better training and up to date reviews. The Inspectors identified two areas of compliance, together with a few areas for improvement. The first related to failing to notify the CSSIW of a change in the manager of the Fostering Service. This was immediately rectified and written notification given. The second area related to ensuring that the reasons for placements ending with foster carers were fully recorded and on the “record of placements” template. This was immediately rectified and the template updated. Improvement areas around foster carers’ supervision, agreements and delegated agreements had been noted and would be implemented.

The Chairman queried the plans around the National Fostering Framework and whether this would impact on the quality of service in the Vale. In reply, the Director of Social Services stated that, on behalf of Welsh Government and local government, he was leading on this project. He reassured Members that any proposals would be grounded strongly in the need for local services and local determination, as this was the most effective form when it came to service delivery. It was therefore important to maintain this, particularly when it came to having proper accountability. However, he went onto comment that there were some areas that may best be tackled on a national or regional basis. For example, the one third of Foster Services provided by the Independent Sector appeared to cost the same as the remaining two thirds provided by the Public Sector.

In terms of the regional model, the Director explained that the aim was to look at those areas where things could be improved. This included marketing, a strategy on fees and support to foster carers, such as joint arrangements for training. In the first instance, any footprint for tackling issues on a regional basis is likely to involve using the Cardiff and Vale UHB footprint but this might include other regional partners. With regard to the timeframe for this, the Director advised that a 3 year programme was being put before Welsh Government and a Phase 1 update report would be provided to the Committee.

A Committee Member stated that he would like to praise the staff for their efforts. He also queried the reasons for de-registering foster carers. In reply, the Operational Manager for Children and Young People Services stated that for mainstream foster carers the reasons for de-registrations last year remained similar to previous years. So for 2015/16, the number of de-registrations included: two due to retirements, one due to a change in circumstances and one following a complaint or allegation. She also advised that the service had seen an increase in the age of its foster carers and that this was also being reported across Wales. As a follow on question, the Member queried whether exit interviews would be conducted. In reply, the Committee was advised that this would depend on the circumstances.

The Chairman commented that it appeared that recruitment of new foster carers had become more difficult. In answer to this, the Operational Manager for Children and Young People Services stated that 'yes' it was more difficult and that across Wales the number of initial enquires had decreased. This was why it was important to have a national marketing programme to attract prospective foster carers.

RECOMMENDED -

- (1) T H A T the Scrutiny Committee notes the progress made to date in implementing the Foster Carer Recruitment Strategy.
- (2) T H A T the Scrutiny Committee notes the content of the quality of care report and the positive findings of the CSSIW Annual Inspection.
- (3) T H A T the Scrutiny Committee's thanks and congratulations be passed on to staff.
- (4) T H A T the report be referred to Cabinet to highlight the positive work being undertaken.

Reasons for recommendations

(1&2) To enable the Scrutiny Committee to exercise effective oversight of this key activity within the Children and Young Peoples Services and to ensure that the Council's Statutory functions in relation to providing a regulated fostering service are fully met.

- (3) In order to pass on the Committee's thanks and appreciation.

(4) In order to update Cabinet on the findings following the CSSIW Annual Inspection.

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Cabinet, having considered the recommendations of the Scrutiny Committee Healthy Living and Social Care

RESOLVED –

- (1) T H A T the contents of the report be noted.
- (2) T H A T staff be thanked and congratulated for all their positive work that had been undertaken on this matter.

Reasons for decisions

- (1) To note the contents of the report.
- (2) To pass on the Cabinet's thanks and appreciation.

C3227 RESHAPING SERVICES PROGRAMME UPDATE (L) (SCRUTINY COMMITTEE – CORPORATE PERFORMANCE AND RESOURCES) -

Cabinet approved the Reshaping Services strategy on 3 November, 2014. The Strategy was developed following a programme of consultation and engagement with key stakeholder groups, including briefing sessions for elected members and officers.

The aim of the strategy was 'to reshape the Council to enable it to meet the future needs of citizens of the Vale of Glamorgan within the context of unprecedented financial challenges.' The objectives were:

- To identify alternative ways of delivering services which provided better outcomes for citizens and/or more efficient means of delivery.
- To meet the future financial challenges while mitigating the impact of cuts on service users.
- To develop the Council and its partners to ensure they were able to meet future challenges.

The Reshaping Services strategy provided a framework for the Council to work within for the next three to five years. The programme was the Council's proactive response to central government's austerity drive that had created a period of unprecedented financial pressure in the public sector. The Council's budget had been under pressure for a number of years with £35million in savings identified between 2010/11 and 2015/16. Further substantial savings had been identified as being necessary in future years. Failure to deliver the required level of savings would not be an option for the Council. According to many analysts the period of austerity was likely to continue for councils and the public sector.

The Council's traditionally low funding base (20th out of 22 local authorities in terms of funding per head of the population) meant the authority was well-versed in working together to find savings and had a long-established track record of achievement in this respect.

The scale of the challenge that now faced the Authority though meant that a "business as usual" approach, however well managed would not be enough. A strategy that consisted solely of incremental cuts to budgets would simply lead to a steady decline in the quality and availability of public services, dissatisfaction among those who used the service and poor staff morale.

The challenge was therefore to consider alternative delivery models for services across the Council. This was essential to mitigate the impact of cuts and assist in continuing to provide priority services.

Cabinet approved the proposals for the management of the Reshaping Services change programme in January 2015. Since then work had commenced in line with the process described in that report and a summary of the activity undertaken in 2015 was reported to Cabinet in December 2015 which was referenced in the background papers to the report. Where appropriate, reports had also been presented to Cabinet (and other Committees) on specific Reshaping Services activity. The report provided Members with an update on the progress of the programme as a whole.

The Reshaping Services programme comprised of three inter-related project workstreams which were identified below and were outlined in greater detail in the report:

Service Specific Workstream Projects - The Reshaping Services programme would undertake on-going reviews of Council services via a "challenge process". Each service area across the Council would be subject to challenge on a regular basis throughout the duration of the programme.

Corporate Workstream Projects - The challenge group identified a series of opportunities that would benefit from a corporate-wide response and these were being progressed as corporate workstream projects.

Programme Activity - The third element of the Reshaping Services programme was the corporate arrangements that had been put in place to manage the programme and ensure its efficient delivery.

At the Meeting the Cabinet Member for Regeneration and Education commented that this was a hugely important programme as the Council reshaped its services to meet the need of residents whilst at the same time facing unprecedented financial challenges. She further commented that she was pleased that the Council was adopting an innovative and transformational approach to service delivery.

This was a matter for Executive decision

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the contents of the report be noted.
- (2) T H A T the report be referred to the Scrutiny Committee Corporate Performance & Resources for their consideration, with particular emphasis on the administration and implementation of the programme.
- (3) T H A T a copy of the report be sent to all elected Members, Clerks of Town and Community Councils, members of the Voluntary Sector Joint Liaison Committee, Community Liaison Committee and the Public Services Board for their information and in order to provide an update on the progress being made on the Reshaping Services Programme.
- (4) T H A T the detailed service reviews described in the report be reported back as required to Cabinet for approval prior to implementation.
- (5) T H A T quarterly progress reports continue to be brought to Cabinet to provide updates on the progress of the Reshaping Services programme.

Reasons for decisions

- (1) To provide Cabinet with an update on the progress of the Reshaping Services programme.
- (2) To provide the Scrutiny Committee Corporate Performance & Resources with an opportunity to consider the progress being made on the Reshaping Services Programme as lead Committee for the programme.
- (3) To provide these Committees, groups and the Local Service Board with an update on the progress being made on the Reshaping Services programme.
- (4) To ensure Cabinet approve any proposed changes resulting from Reshaping Services projects as appropriate.
- (5) To ensure that Cabinet were kept informed of the progress being made on the programme.

C3228 ANNUAL SICKNESS ABSENCE REPORT – APRIL 2015 TO MARCH 2016 (L) (SCRUTINY COMMITTEE – CORPORATE PERFORMANCE AND RESOURCES) -

Members were provided with an update on the sickness absence outturn figures for the period 1 April, 2015 to 31 March, 2016 and general progress in relation to the management of attendance action plan.

The report set out the sickness absence information for the period 1 April, 2015 to 31 March, 2016 across all Directorates/Services, including corporate and schools employees. It also included details of sickness absence figures for the previous financial year (2014/15) for comparative purposes.

The management of attendance and the levels of sickness absence were reported to Cabinet every six months. An action plan was outlined in the report to Cabinet on 27 July, 2015 to address the issue of sickness absence given the increase in absence levels in the previous 12 months. An update on progress in respect of the action plan was set out in detail in Appendix B as attached to the report.

The overall sickness absence rates (working time lost per full time equivalent employee) for the current financial year, in comparison to the previous financial year, is set out in the table below:

	April 2014 - March 2015	April 2015 - March 2016	Target
Average days/shifts lost (per FTE)	9.44	9.56	8.9

The total absence figures for the period April 2015 to March 2016 indicated an increase on last year's figures, from 9.44 to 9.56 days lost per FTE. This represented an increase in absence of 0.12 days lost per FTE employee. This was disappointing given the intensive work programme that had taken place as outlined in the management of attendance action plan.

Appendix A attached to the report provided a summary of the absence within each Directorate.

At the meeting the Cabinet Member for Regeneration and Education commented that over the last year there had been a significant strengthening of the performance management approach to sickness absence both corporately and within each Directorate with a number of positive interventions being introduced.

The Head of Human Resources commented by highlighting paragraph 25 of the report explaining that early indications within the current financial year (2016/17), demonstrated that interventions identified within the action plan were now taking effect. He further commented that the overall sickness absence rates for April and May 2016 in comparison with those of April and May 2015, were below the pro rata target which was encouraging.

At the Meeting the Cabinet Member for Visible, Leisure and Regulatory Services highlighted paragraph 20 of the report with regards to Operations and Recovery and Musculoskeletal Disorders. He commented that within his directorate this was an issue with staff having to manually handle around 400 – 500 green waste bags per day and that often these would be overfilled or sometimes contain items that should not have been placed in them. However, he felt that the change to smaller green bags had helped with alleviating these issues.

This was a matter for Executive decision

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the report, and the sickness absence outturn provided in Appendix A attached to the report be noted.
- (2) T H A T the progress of the action plan as attached at Appendix B to the report be noted.
- (3) T H A T the report be referred to Scrutiny Committee (Corporate Performance and Resources) for consideration.

Reasons for decisions

- (1) To note sickness absence outturn in line with corporate objectives.
- (2) To note the progress in relation to the agreed management of attendance action plan.
- (3) To enable the Scrutiny Committee (Corporate Performance and Resources) to maintain a focus on the management of sickness absence across all services of the Council.

**C3229 CENTRAL SOUTH CONSORTIUM ESTYN REPORT (RE)
(SCRUTINY COMMITTEE – LEARNING AND CULTURE) -**

Cabinet was advised of the outcomes of Estyn's inspection of the Central South Consortium and the plans in place to address the recommendations.

In 2014 the five authorities in Central South Consortium launched 'The Central South Wales Challenge' which set out a school led strategy for improvement. This was designed to identify and support schools to lead improvement across the region, at a system level and at a school level.

Estyn inspected the Consortium in February/March 2016 under their new framework for Consortia published the previous autumn. It was the first of the four consortia to be inspected and the remaining three would be inspected before the end of the summer term.

The inspection took two weeks and involved 9 inspectors. More than 50 head teachers and governors were interviewed as were all Council Leaders and Cabinet Members, Chief Executives, Directors, S151 officers, the Senior team of the Consortium and many staff. The inspection was supported by a survey of all head

teachers and governors, to which more than 50% of schools responded, which was undertaken in January.

The Estyn report attached at Appendix A to the report was published on 26 May, 2016 and it was expected that all consortia would be revisited against their recommendations from the autumn of 2017 onwards. The report made five judgements within its framework with a context section on performance and outcomes. Against each areas the judgements were:

- Quality of School Improvement Service: Adequate
- Leadership: Good
- Improving quality: Good
- Strategic Partnerships: Good
- Resource Management: Adequate

The report recognised a number of areas of strength in particular the increased consistency and quality of challenge advisers and categorisation processes, the clarity of vision and strategy within the self improving school system strategy work and the strength of engagement with head teachers and authorities, also the effective use of resources.

There were four recommendations contained within the report:

- Ensure that school improvement services address the variability of performance across schools and local authorities, particularly at key stage 4
- Improve the accuracy of the evaluations of schools by challenge advisers in order to ensure a greater focus on improving teaching and leadership
- Strengthen the procedures for monitoring and evaluating the impact of school improvement work
- Evaluate progress against the regional consortium's operational plans more effectively

Set out below is a summary of the actions in the CSC business plan against each of the recommendations. This referred to the more detailed plan attached at Annex B which set out specific actions currently in the CSC business plan and further actions to be added. These plans would be used to evaluate and demonstrate progress against the recommendations in a future Estyn revisit. Progress would be monitored monthly with reports to the Advisory Board and Joint Committee each term. The Vale's Learning and Culture Scrutiny Committee would also receive an annual report which would focus on progress in relation to the recommendations.

Recommendation	What were we doing?	Impact measurement
R1 Ensure that school improvement services address the variability of performance across schools and local authorities, particularly at key stage 4	<p>Reviewed our approach to secondary support with a tight focus on impact and risks in the coming year, this included:</p> <p>Delivering subject specific support for schools to improve leadership of teaching, with a focus on vulnerable children and particularly boys;</p> <p>Supported the implementation of new qualifications and performance measures in the coming year and reviewing risks;</p> <p>Sharpened the impact of our support strategies particularly leadership support at secondary level with a focus on reducing variability;</p> <p>Tightened our approach to intervention in secondary schools with a focus on effective brokered support from other schools.</p>	<p>Improve the proportion of secondary schools achieving good or better outcomes for standards in inspection to above the national average;</p> <p>Reduce the variability in outcomes particularly for vulnerable groups across the region increasing particularly efsm boys outcomes more rapidly than national averages.</p> <p>Reduce to zero schools entering SM or SI categories and reduce secondary schools in red and amber categories.</p>
R2 Improve the accuracy of the evaluations of schools by challenge advisers in order to ensure a greater focus on improving teaching and leadership	<p>Reviewed the challenge and support framework with a view to sharper reporting, enhanced management and QA and increased capacity to effect improvement by challenge advisers in time and flexibility allocations.</p>	<p>Correlation of pre inspection and post inspection reporting demonstrates increased alignment particularly at secondary level.</p>
R3 Strengthen the procedures for monitoring and evaluating the impact of school	<p>Delivered the research and evaluation strategy, supported by researchers from Cardiff University to evaluate the impact and VfM of our key</p>	<p>School to school strategies clearly demonstrate consistent improvement in capacity across the region</p>

improvement work	strategies reporting termly to Advisory Board.	including in successful applications for leadership. Evidence clear of impact in termly reports including surveys.
R4 Evaluate progress against the regional consortium's operational plans more effectively.	The report noted a tighter process for operational planning in 2016/17. We would continue with this in year.	Effective in year self-evaluation processes demonstrate progress against business plan and identify risks and slippage rapidly.

Following the inspection, stakeholders and Directors in the region carried out a stocktake to review progress and to identify further areas where focus was needed. These included:

- A need for a focus on succession planning, recruitment of core subject staffing and leadership capacity in the region;
- A focus on developing pedagogy and joint practice development at teacher level through school to school working;
- A focus on engagement in particular with teachers, governors and elected Members about the role of the consortium and impact of school to school working;
- A focus on consistent intervention and a sharp response to schools which did not make sufficiently rapid progress;
- A need to review the role of challenge advisers with a view to increasing impact and sharpening reporting;
- A need to engage with pace on national strategies and agendas in the region in a way that builds capacity and streamlines change management.

The plan attached at Appendix B to the report set out what was already being done in these areas and additional areas where the business plan would be amended.

This was a matter for Executive decision

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the contents of the inspection report and the plans in place to address the recommendations be noted.
- (2) T H A T the inspection report be referred to the Scrutiny Committee (Learning and Culture) for consideration.

Reasons for decisions

- (1) The work of the Central South Consortium plays a vital role in the delivery of the Council's statutory responsibilities in relation to schools. Following the earlier thematic review this is the first inspection of the Consortium and provides an evaluation of the work of the Consortium and recommendations for future action.
- (2) The Scrutiny Committee would need to consider the contents of the report and the plans to address the recommendations to inform its scrutiny of the work of the Consortium.

C3230 PROPOSAL TO ESTABLISH NEW MIXED-SEX SECONDARY SCHOOLS IN BARRY (RE) (SCRUTINY COMMITTEE – LEARNING AND CULTURE) -

Approval was sought to consult stakeholders on a proposal to establish two mixed sex English medium secondary education facilities in Barry.

Following consideration of responses to a previous consultation, Cabinet decided at its meeting of 5 October 2015 to establish an Advisory Board to review options, with particular regard to the option of establishing two mixed sex English medium secondary schools as well as addressing the need to expand Welsh medium secondary school places.

Having considered feedback from engagement activity carried out with the public, pupils, staff and governors of Barry and Bryn Hafren Comprehensive schools and Ysgol Gymraeg Bro Morgannwg, the Board considered options for the future of the three schools and agreed that the preferred option was to:

- i) Expand Ysgol Gymraeg Bro Morgannwg on its current site with the provision of new entrance from Port Road
- ii) Build a new 11-18 mixed sex school on the site of Barry Comprehensive School

- iii) Create a modern, 11-18 mixed sex school by refurbishing and modernising the Bryn Hafren site with the provision of some new facilities.

There were a number of drivers for transforming the current single sex English medium secondary school provision in Barry which were detailed in the report and covered the topics of Surplus Places, Condition of School Buildings and School Standards. The Council had engaged with local children, students, parents, staff and governors on a number of occasions through formal consultation and through the recent engagement activity to inform the work of the Advisory Board. This had indicated that most people who had expressed a view favoured a move to mixed sex (co-educational) education.

A number of high level options were identified based on the premise that two mixed sex English medium secondary schools should be provided and the number of Welsh medium secondary school places would be expanded. A number of options were considered and summarised in the report with the preferred option being to Expand Ysgol Gymraeg Bro Morgannwg on its current site and establish two 11-18 mixed sex English medium secondary schools on the Barry and Bryn Hafren sites with a joint 6th form. This required the discontinuation of the current Barry and Bryn Hafren Comprehensive Schools. It was considered that this option would best meet the desired outcomes identified by the board, as listed in paragraph 38 of the report.

To this end, the report considered the future Learning Environment, Post 16 Provision, Support for Learners with Additional Learning Needs, Community Facilities, Leadership, Transition and the Statutory Process that must be followed if the proposal was approved by Cabinet.

At the meeting the Cabinet Member for Regeneration and Education commented that she was delighted to bring this report forward which she hoped would be the start of the process to bring transformational change to English Medium Secondary Education in Barry.

This was a matter for Executive decision

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the Director of Learning and Skills, in consultation with the Cabinet Member for Regeneration and Education, be authorised to undertake

consultation from 5 September, 2016 on a proposal to replace Barry and Bryn Hafren Comprehensive Schools in September 2018 with two mixed-sex, English medium secondary schools, each with 1,100 places for pupils between the ages of 11 to 18 years.

- (2) T H A T it be noted the implementation of the proposal would be subject to the consideration of responses to consultation and to the relevant statutory processes and also that investment would be subject to the availability of capital funding from Welsh Government.
- (3) T H A T the report be referred to the Scrutiny Committee Learning and Culture for consideration as part of the forthcoming consultation exercise.
- (4) T H A T a further report on the outcome of the consultation be brought to Cabinet for consideration.

Reasons for decisions

- (1) To assess the level of support for the proposal to establish two mixed sex 11-18 Comprehensive schools in Barry.
- (2) To assess the views and comments of those consulted.
- (3) To ensure the Scrutiny Committee Learning and Culture was consulted on the proposal.
- (4) To ensure Cabinet was aware of the views and comments of those consulted when deciding whether or not to publish a statutory notice in due course.

C3231 CASTLELAND RENEWAL AREA PROGRAMME OF WORKS 2016-17 (HSCH) (SCRUTINY COMMITTEE – HOUSING AND SAFE COMMUNITIES) -

Endorsement was sought for the Castleland Renewal Area programme for 2016-17 and for the services' fee structure.

On 28 April, 2010 the Castleland Renewal Area was declared for a period of 12 years (Cabinet Minute C860 refers). The Castleland Renewal Area formed an integral part of the Council's Private Sector Housing Renewal Strategy and through declaring a Renewal Area the Council was stating its intention to focus action on improving housing, the general amenities and the local environment, increasing

community and market confidence, maximising external investment in and regenerating the area.

During the last 5 years the Renewal Area works programme had been successfully developed.

The financial year 2016-17 was the final year of allocated capital funding to the Castleland Renewal Area. For the latest funding year, the budget was approximately £1.2 million consisting of £678,000 from Welsh Government Specific Capital Grant and the remaining amount from Council Capital Funding. Slippage from 2015/16 had also been sought.

To maximise the final year of funding and continue to achieve a positive impact on the community, the Castleland Renewal Area Steering Group had considered a proposed programme of work for 2016-17. The group considered that priority residential improvements had been achieved, and increased priority should be given to public realm/environment in the renewal area to deliver a rounded project. The group proposed:

- Continued improvements to upper Holton Road
- A repairs and cleaning scheme to Holton Road Primary School
- Improvements to Gladstone Park
- Review Coigne Terrace Play Area and develop a scheme to improve the community open space/ facility in this location
- Scope and carry out improvements to Hill Street Allotments

This was a matter for Executive decision

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the Castleland Renewal Area 2016-17 programme be endorsed.
- (2) T H A T a fee based on officer time be agreed and an hourly rate be charged for implementing and managing the Castleland Renewal Area programme.

Reasons for decisions

- (1) To enable the 2016-17 Castleland Renewal Area programme to be implemented.
- (2) To ensure the cost of officer time in implementing and managing the Castleland Renewal Area programme is recovered.