

MINUTES OF A MEETING OF BRIDGEND COUNTY BOROUGH COUNCIL HELD IN THE COUNCIL CHAMBER, CIVIC OFFICES, ANGEL STREET, BRIDGEND ON WEDNESDAY, 24 JULY 2013 AT 3.00PM

Present:-

Councillor C J James - Mayor and Chairperson

<u>Councillors</u>	<u>Councillors</u>	<u>Councillors</u>	<u>Councillors</u>
S Aspey	D M Hughes	J R McCarthy	G Thomas
H J David	E M Hughes	L C Morgan	R Thomas
G Davies	P James	M E J Nott OBE	J H Tildesley MBE
G W Davies MBE	R M James	A D Owen	H J Townsend
P A Davies	P John	D G Owen	K J Watts
D K Edwards	B Jones	C Rees	C Westwood
L Ellis	R C Jones	C L Reeves	D B F White
E P Foley	C L Jones	M Reeves	P J White
C A Green	M Jones	D Sage	R Williams
M Gregory	J E Lewis	J C Spanswick	R E Young

Officers:-

D Mepham	-	Chief Executive
S Brindle	-	Corporate Director - Wellbeing
M Shepherd	-	Interim Corporate Director - Communities
N Young	-	Corporate Director - Resources and Section 151 Officer
P A Jolley	-	Assistant Chief Executive - Legal and Regulatory Services and Monitoring Officer
C Turner	-	Head of Safeguarding and Family Support
R Pearce	-	Manager Regeneration and Economic Development
G P Jones	-	Democratic Service Manager (Electronic back-up)
A Rees	-	Senior Democratic Services Officer - Committees

213 MINUTES OF THE PREVIOUS MEETING

RESOLVED: (1) That the minutes of the ordinary meeting of Council of 3 July 2013 be approved as a true and accurate record.

214 APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members and Officers for the reasons so stated:-

Councillor M Butcher	-	Personal commitment
Councillor N Clarke	-	Holiday
Councillor E Dodd	-	Holiday
Councillor D R W Lewis	-	Other Council business
Councillor H E Morgan	-	Other Council business
Councillor G Phillips	-	Holiday
Councillor D Pugh	-	Other Council business
Councillor C E Smith	-	Work commitment
Councillor M Thomas	-	Other Council business
Councillor H M Williams	-	Work commitment
Councillor M Winter	-	Unwell
H Anthony	-	Corporate Director Children - Annual Leave

215 DECLARATIONS OF INTEREST

The following Declarations of Interest were made:-

- Councillor C L Jones - Agenda Item 7(b) – Appointment of Members to the Joint Overview and Scrutiny Education Committee - Councillor Jones declared a personal interest as a Member of the Board of the Central South Consortium as the lead Lay Representative for the GMB.
- Councillor R M James - Agenda Item 7(a)(ii) - Wales Audit Office Annual Improvement report - Councillor James declared a personal interest as his wife is employed by the Wales Audit Office.
- S Brindle, Corporate Director - Wellbeing and M Shepherd - Interim Corporate Director Communities - Agenda Item 7(c) - Appointment Process and change of establishment - Simon Brindle and Mark Shepherd - Declared a prejudicial interest as the post holders named in the report and withdrew from the meeting during consideration of the item.

216 MAYORAL ANNOUNCEMENTS

The Mayor announced with great sadness of the recent death of former Mayor and fellow Councillor Huw Morris last week. He stated that Mr Morris had served as both a Town and Borough Councillor as well as the Borough's Mayor in 2002/2003. He was also an active member of the Charity Committee and he was known for his unstinting work for the Westward Community Centre in Cefn Glas. The funeral will take place on 29 July at 2.45pm at Coychurch Crematorium followed by a wake at the Westward Community Centre.

All present stood in silence as a mark of respect.

The Mayor announced that he had recently attended the Bridgend County Show, the 30 anniversary celebration of Ysgol y Ferch o'r Sger, the Royal Welsh Show and his charity's strawberry tea in Heronsbridge School. He thanked Members who supported the tea and who had given generously. He had also attended the launch of a new community directory for older people which had been reported in the latest edition of Bridgemembers.

The Mayor also announced that he had the pleasure of meeting two retiring Head Teachers, Mr Clive Evans from Trelales and Mr Steve O'Callaghan from Ysgol Bryn Castell. He had enjoyed welcoming them to the Parlour and thanked them for their hard work during the years. He also thanked all teachers, Heads and support staff for their hard work over the last year and sent his good wishes to all those pupils leaving primary and secondary schools for the next stage of their education.

The Mayor drew Members' attention to the big blue tub in the Members Lounge which was for the collection of items for the food bank.

The Mayor also reminded Members of the Eye Spy event taking place on 11 August 2013, which is a new event in the charity calendar.

The Mayor also announced that presentations were underway for the Civic Service to be held on 8 September 2013 and that a diary marker had been put into Members calendars with formal invitations to follow.

The Mayor requested that Members inform the Mayoral office of any events both formal and informal taking place in their Wards which they feel he could or should attend. He also drew Members' attention to the new feature in Bridgemembers which looks at Councillors roles outside the Chamber and asked Members to contact the Communications Team should they wish to be featured in future editions.

The Mayor informed Members that he had also written to the Duke and Duchess of Cambridge to convey the good wishes of the County Borough following the birth of their new son and an heir to the throne.

The Mayor also announced that he had received a residents' campaign petition from Councillor G W Davies MBE regarding concerns about the state of the roads in Humphreys and Glanafon Terrace, Caerau, following the erection of two housing estates in the area and requesting surface level and relaying. He stated that the petition would be passed to the appropriate Officer for action.

217 CABINET MEMBER ANNOUCEMENTS

1. Deputy Leader

The Deputy Leader announced that the Council had been given a further £121k under the Local Investment Fund to award to local businesses together with a six month extension to its period of operation. He stated that the Local Investment Fund commenced operation in April 2009 and provided financial support to encourage businesses to undertake capital investments and create jobs, funded primarily through the European Convergence Programme. The scheme was designed and operated as a collaborative project between the six authorities in South East Wales within the Convergence area. The Local Investment Fund was originally scheduled to conclude at the end of December this year but would now run until June 2014. With the extra money, the scheme has had £1.3m to award to good investment proposals by local small and medium sized business. So far 200 grants had been approved amounting to a commitment of £1.165m, of this £1.102m had been paid out.

The Deputy Leader stated that with just one year left the Local Investment Fund team had achieved all but one of its targets and was working hard on the last one. The target for job creation was 205 full time equivalent jobs and so far Bridgend had helped nearly 300 jobs in local businesses. The target for the number of businesses given support was 121 and so far 120 businesses had been supported. The Deputy Leader informed Council that the one target the Local Investment Fund Team was still working on is new business start-ups, with the target being 47 and so far, 37 had been claimed, there would now be a big effort in the last year to secure the last 10 business start-ups. This target had been particularly difficult for all six authorities to meet and Bridgend is the only local authority which had any prospect of achieving its target on this measure. He informed Members that the Local Investment Fund had been fantastic value for money, with the cost per job working out at £3,706 for Bridgend compared with the recent figures for the Welsh Government Economic Growth Fund showing the cost by job at £21,188.

The Deputy Leader requested Members read the brochure which highlighted some Local Investment Fund recipient cases and the report which summarised progress from the start of the project up to the end of 2012/13 financial year. The Deputy Leader highlighted quotes from businesses who had been recipients of the Local Investment Fund.

He placed on record his thanks to the Council's Economic Development Team on its success in supporting new and existing businesses through the Local Investment Fund.

The Deputy Leader also announced that anticipation was building amongst the County Borough's business community, as the shortlist for Bridgend Business Forum's inaugural awards had been announced. Over 40 businesses had entered the Bridgend Business Forum awards 2013, with categories including Best Start up Business, Entrepreneur of the Year, Best Manufacturing and Exporter, Best Retail Business, Business Student and Business Services of the Year. The awards had generated considerable interest from local businesses with backing from a range of business support organisations, including Business in Focus, Chwaraeteg, Bridgend Business against Crime, Local Investment Fund, KK Solutions and United Graphic Design. The main sponsors for the awards are Berry Smith Lawyers who had been invited to take part in a rigorous judging process, which led to a shortlist of exceptional finalists being selected last week. He stated that the winners would be showcased at Gala Dinner and Awards Ceremony hosted by BBC TV Presenter and Broadcaster Sian Lloyd, with entertainment from James Williams at the Coed y Mwstwr Hotel, Coychurch on 20 September 2013.

2. Cabinet Member - Resources

The Cabinet Member - Resources announced the following pre-Council presentations:-

<u>Date</u>	<u>Subject</u>
18 September 2013	Private Rented Sector
16 October 2013	Advocacy for Children or Private Rented Sector

He also announced the following training sessions planned for July:-

<u>Date</u>	<u>Subject</u>
25 July 2013	Rota Visit Training
30 July 2013	Code of Conduct

The Cabinet Member - Resources also announced that the WLGA had been invited to undertake an independent evaluation of the Member Induction Programme and a selection of elected Members participated in a focus group to consider the effectiveness of the induction. The report had now been received and would be circulated to all Members and he thanked all Members who had participated in the focus group.

The Cabinet Member - Resources informed Council that 26 Members had submitted their annual reports for the period May 2012 - April 2013, which would then be formatted and placed on the Council's website by September 2013. He requested that Members submit their annual reports to Democratic Services as soon as possible to ensure the September publication deadline was met.

The Cabinet Member - Resources informed Members that many Personal Development Reviews had now been completed or scheduled and requested that completed forms be passed to the Head of Democratic Services as soon as possible following the review discussions.

The Cabinet Member - Resources also announced that the Council had been the first Council in Wales to be awarded the WLGA Good Practice and Innovation

Award for the development of elected Member annual reports. This Award recognised the leading role which the Council has taken in the development and sharing of its model and practices for the introduction of elected Member annual reports which had benefited all local authorities in Wales. He stated that the formal presentation of the Award would be made to Council in October and he thanked Ron Peverley, Training and Development Officer who had developed the processes and delivered the training and to all Members who had participated in the pilot.

3. Cabinet Member - Communities

The Cabinet Member - Communities announced that Ty Ogwr is a new 16 bed space project in Coity Road, Bridgend providing supported temporary accommodation to single vulnerable homeless clients towards whom the Council had a duty to house. Many of the clients would previously have been accommodated in Bed and Breakfast accommodation and not only would this project provide much better accommodation with support and provide enhanced outcomes for service users, but would also substantially reduce the annual cost of bed and breakfast and help the Council achieve its eventual aim of minimal or zero use of B&B. There would eventually be 24 units of floating support (rising from eight at the start of the project) provided to enable a successful move-on into more independent living. The Council's partners would be Hafod Housing who would own and manage the building and a support provider would shortly be confirmed. He stated that there would be an open day to which Members would be invited following the handover of the building.

The Cabinet Member - Communities also announced that the Council had signed a contract with Gwalia Care and Support to act as support provider on a new six bed space supported housing project based in the centre of Bridgend, the accommodation provider would be Valleys 2 Coast housing. This project will provide accommodation with a high level of support on a 24 hour basis for the most vulnerable and chaotic clients who present to the Council and who have previously required regular input from Housing, Mental Health, Children's and Adult Care and Probation and Health Services. There would be an emphasis on engaging with clients before admission to the project and after discharge to move-on accommodation there would be continuity of support from the 12 units of floating support which are part of the new service. The project was named after Martin Kerrigan, Group Manager in Mental Health Services who passed away suddenly last year and who worked on the planning of this project through the Supporting People Planning Group.

The Cabinet Member - Communities also announced that the Council had been successful in securing an additional £820,000 of social housing grant from the Welsh Government under the Smaller Properties Initiative. This initiative was designed to help Council's provide new smaller one and two bedroom properties to assist people who are affected by the bedroom tax. This figure represents half as much again of the amount already allocated to the Council of £1.5m, making a total so far £2.3m. This additional funding would enable the start of a development of approximately 13 units of new affordable accommodation in the County Borough.

4. Cabinet Member - Children and Young People

The Cabinet Member - Children and Young People informed Council that he had asked that local Members be invited for a tour of the world class facilities for pupils at the community of Coleg Cymynedol y Dderwen. Members would receive later this week information of details of when the tour will be taking place.

The Cabinet Member - Children and Young People congratulated Louise Kerton, the Council's Catering Services Manager for achieving both the Welsh Award for Outstanding Achievement and the very prestigious National Local Authority Catering Association's Roger Davis Award for Outstanding Achievement. He stated that Louise Kerton leads a catering service which delivers a high standard of nutritious, good quality meals in the Council's Primary, Secondary and Special Schools as well as in day centres and provides meals on wheels for homes. He congratulated Louise Kerton and her staff on their success.

The Cabinet Member - Children and Young People announced that the free community playschemes run in partnership with Town and Community Councils will commence on 29 July and run until 23 August for youngsters aged 8 to 13, with the activities on offer ranging from arts and crafts to water play, sport and messy play. The free play for life initiative also encourages children aged 8 to 11 to have fun trying a variety of new sports and craft activities including circus skills at Council run venues and leisure centres across the Borough. He stated that the mini play for life scheme was also returning for children aged 3 - 7. The Council was also running a summer reading challenge in its libraries for primary aged children, whilst love to walk activities for the families and events at Bryngarw Park and the Grand Pavilion were planned with details available on the Council's website.

218 ANNOUNCEMENT BY THE MONITORING OFFICER

The Monitoring Officer announced that it had been necessary to change the date of the next scheduled meeting on the Health and Wellbeing Overview and Scrutiny Committee from 16 September to 12 September 2013 commencing at 10.00am and of the postponement of the meeting of the Community Safety and Governance Overview and Scrutiny Committee scheduled to take place on 9 September 2013.

219 LEADER'S REPORT

The Leader informed Members of the implications of the Government's recent Comprehensive Spending Review in order that they prepare themselves and their communities for the impact it would have on the funding the Council receives from the Welsh Government. He stated that the poorly performing economy meant the Chancellor was pressing ahead with his damaging austerity drive and that Members and Officers had spent the last few weeks looking at this in detail and are forced to conclude that this could only result in a painful knock on effect for the Welsh Government's budget and for local authorities. He stated that the Welsh Government received a share of the UK pot which was set to reduce by 2% in real terms over the next two years. The Welsh Ministers had stated that the budgets for the NHS, schools and universal benefits such as free prescriptions must continue to be protected despite the cuts. Whilst this was welcomed, the result of the protections was a much bigger than expected reduction to the Council's budget. The Leader stated that the Local Government Minister had recently warned councils to expect English style reductions to its settlement in 2014-15 and 2015-16, which would mean around a 4% drop in the Council's cash funding in each of those years, which was equal to a 6% cut in real terms.

Although the Welsh Government's budget was yet to be finalised and the Council may not be advised of the provisional settlement until well into the Autumn, it was essential that immediate action be taken to mitigate the effect of a -4% settlement in April 2014, with the Council only being seven months away from this cut and what was being described as a new financial reality.

He stated that for some time services had been asked to look at where they can make further savings and although several million pounds had been identified, there was still a

significant shortfall. The Council needed to deliver £13.3m of recurrent savings to deliver a balanced budget in 2014-15 and new models of service delivery was being considered as well as minimum statutory standards being looked at. All Directorates were being challenged to question every penny of their budget as the Council could no longer afford to be as generous as in previous years. He stated that the cuts would hurt the Council's communities as the Council was legally required to set a balanced budget.

The Leader informed Council that the Council was bracing itself for unprecedented shortfalls and unpalatable decisions, due to the cuts being imposed on the Council. He assured Members that no stone would be left unturned when it came to efficiency savings and the Council would always seek to protect critical front line services. He stated that the Council was facing a new era of cuts and it must recognise that it would become a very different organisation over the next few years with less staff in order to reduce the wage bill, which would commence with an immediate recruitment freeze. He stated that Bridgend had an outstanding record of collaboration which will stand the Council in good stead for working with partners especially in considering sharing or outsourcing more services.

He requested Members assistance in managing a difficult budget and citizens would need to understand that £13.3m of recurrent savings were needed to be made by 1 April 2014 and to work in order to find solutions. He stated that this was a new era of local government and one where the Council would have to provide less but engage with citizens more to deliver new ways of working. The Council remained ambitious for regeneration, passionate about education, determined about protecting the most vulnerable, but it would need to think of different ways to get there.

The Leader thanked all Members who had helped spread the word about the recent hospital consultation and in raising awareness and operating desks to give out consultation forms which was really appreciated as the South Wales programme proposals concern the future of a number of South Wales hospitals, including the Princess of Wales in Bridgend. He stated that consultation had now closed and Members would be informed of the results of the consultation when known. He also thanked Councillor D B F White and his wife for operating the desk at the Rhiw Shopping Centre on the last Saturday of the consultation.

The Leader informed Members that he was pleased that progress towards the signing of the Armed Forces Community Covenant was going well. He stated that a really positive event had recently been held in the Council Chamber to understand how the local armed forces family can feel better supported by the Council and its partners. An invitation had been made to the Royal British Legion, Army Veterans and local organisations and charities to discuss issues such as improving understanding of the number of forces personnel locally, housing issues affecting veterans and how to signpost servicemen and women and those who have left the forces to better support. He stated that he would share more information on the Community Covenant as the Council worked towards making a real and meaningful difference to the armed forces community.

The Leader announced that he was delighted to attend the official ceremony marking the end of the first phase of the construction of the new £34m Coleg Cymunedol y Dderwen last week. He stated that it had been fantastic to see the first class campus come together and the Council had delivered one of the finest, most sustainable school buildings in the UK and pupils and citizens will be impressed when the September term commenced. Contractors would now start work on the next phase of the project, which would involve the demolition of the neighbouring Ynysawdre School building and preparing the site for Coleg Cymunedol y Dderwen's new car park and outdoor sports areas, which would include a three g pitch. He congratulated the officers who had played such a key role in getting the project to this important stage.

The Leader announced that Michelle Bower, Corporate Communications Manager was shortly leaving the Authority to take up the post of Head of Communications at the Wales Probation Service. He stated that the Council had faced a number of challenges and during this time Michelle Bower had been at the centre in protecting the reputation of the Council. The Leader stated that he was grateful for her service and wished her well in her future career.

220 ELECTED MEMBER LEARNING AND DEVELOPMENT STRATEGY

The Monitoring Officer presented for approval the draft Elected Member Learning and Development Strategy which set out the structure of Learning and Development for Elected Members from their election and during their term of office. He stated that the proposed strategy was divided into five phases, namely Administration; the Essentials; the Core Functions; Identifying the needs of the individual Councillors and Continuing Development. He stated that a key component in the successful delivery of the strategy was to encourage every individual Member to engage with the various Member Development processes, which included identifying appropriate learning and development opportunities; active participation in the Member Development activities such as personal development reviews and learning events and involvement in the evaluation of the strategy.

The Monitoring Officer reported that there would be support for individual Member training activities with the attendance at any individual activity being agreed by group leaders and co-ordinated by the Head of Democratic Services. The Democratic Services Committee would provide direction for Member development activities that need to be undertaken and to ensure that the development needs of elected Members are met. The Democratic Services Committee would also receive updates regarding the Member Development Budget and any evaluation of the strategy that was undertaken.

The Monitoring Officer informed Council that the Democratic Services Committee had considered the draft Elected Member Learning and Development Strategy at its meeting on 11 July 2013 recommending that it be endorsed for approval by Council.

RESOLVED: That Council approved the Elected Member Learning and Development Strategy.

221 REVISED CAPITAL PROGRAMME 2013-14 TO 2022-23

The Corporate Director - Resources sought approval from Council for a revised capital programme for 2013-14 to 2022-23 due to the re-profiling of spend across financial years following slippage in 2012-13; changes to funding profiles for various schemes, in that the Welsh Government had released additional grant funding of £2.5m late in 2012-13 from its 2013-3014 allocation for the Gateways to the Valleys Scheme. There was also the need to revise the capital programme due to revised approvals for existing schemes such as Flying Start and additional external funding, Section 106 funding for Coychurch Primary School, health authority funding for Pyle Life Centre hub. Further changes to the capital programme were due to the allocation of the minor works capital budget and an increase in the cost of proposed highways infrastructure works in relation to the Seven Bays Project in Porthcawl.

The Corporate Director - Resources reported that Council had approved a change to the capital programme at its meeting on 19 September 2012 to include an allocation of £4.7m towards the cost of highways infrastructure works, to be undertaken prior to the development of a food retail outlet. A tender exercise had recently been undertaken and bids received based on a number of options for works to be included in the programme. Given the increased scope of the works there was a requirement to increase the budget for the infrastructure works to £5.7m, with this additional funding being met from the capital receipts generated from the sale of the retail site.

A Member of Council questioned the proposed expenditure of £156k on Bryngarw House in 2013-14. The Corporate Director - Wellbeing informed Members that the sum related to the receipts from the sale of the Lodge at Bryngarw which had been ring fenced for marketing Bryngarw House in order to generate conference sales and for the provision of infrastructure improvements to allow for wifi connections.

A Member of Council questioned the increase in the cost of highways infrastructure works and the reference in the report to Cabinet on 23 July 2013 the implications of owners selling sites which had the benefit of these infrastructure works. The Corporate Director – Resources clarified that the owners’ agreement covered a number of sites within the defined Porthcawl Regeneration Project. The site of the retail development was the first phase of the overall project. Other defined sites within the overall project would benefit from the highways infrastructure and this would be reflected in the owners’ agreement. The Corporate Director – Resources also clarified that the additional infrastructure costs related to the Promenade and Square and that tenders for the highway infrastructure works were being evaluated. The Deputy Leader informed Members that the Council was still in negotiation with various parties with negotiations at a sensitive stage, however Morrisons had been announced as the preferred developer for the retail site.

RESOLVED: That Council approved the revised Capital Programme.

222 WALES AUDIT OFFICE – ANNUAL IMPROVEMENT REPORT

The Corporate Director - Resources introduced the Wales Audit Office Annual Improvement report which informs the work undertaken by the WAO in testing the basis of the Council’s improvement objectives and how they support the Council in securing continuous improvement. Each year, the WAO on behalf of the Auditor General, carries out an improvement assessment for each improvement authority in Wales, with the assessment consisting of two parts, namely a corporate assessment that reviewed the Council’s likelihood to comply with its duty to make arrangements to secure continuous improvement; and a performance assessment which reviews the previous financial year’s progress of planned improvements as set out in the Council’s Corporate Plan 2010-13.

The Corporate Director - Resources reported that the overall conclusion made by the Wales Audit Office was positive, acknowledging that the Council continued to enhance its arrangements to deliver improvement, developing a more robust and balanced approach to evaluate and report its performance. It also recognised the good progress the Council had made in delivering its improvement objectives in 2011-12 and that the Council was improving the way in which it evaluates performance and aligns service improvement with financial planning.

The Corporate Director - Resources informed Council that the Wales Audit Office recognised the challenges the Council faced, including improving the standard of educational attainment at both primary and secondary schools; addressing some operational weaknesses within Children’s services; large-scale regeneration and improving information management processes. The report set out the Auditor General’s view on how well the Council was planning for and making arrangements to support improvement, which the Auditor General had concluded as sound, although the Council faced a period of change within its senior management. The report had not made any statutory recommendations for the Council to consider, not specific proposals for improvement.

RESOLVED: That Council noted the Annual Improvement Report produced by the Wales Audit Office.

223 APPOINTMENT OF MEMBERS TO THE JOINT OVERVIEW AND SCRUTINY EDUCATION COMMITTEE

The Monitoring Officer reported on proposals for the development for a Joint Overview and Scrutiny Committee to provide strategic overview and accountability for the Central South Consortium and sought approval for two Members from the Children and Young People Overview and Scrutiny Committee to sit in the joint committee. He stated that under Section 58 of part 6 of the Local Government Wales Measure 2011, there was provision to enable two or more local authorities to form joint Overview and Scrutiny Committees, with the aim of strengthening arrangements through the promotion of collaboration and the sharing of best practice.

The Monitoring Officer reported that the Children and Young People Overview and Scrutiny Committee at its meeting on 8 April 2013 had received a joint report updating them on the work of Central South Joint Education Service and on proposals to take forward a joint Scrutiny Committee with the other four local authorities involved in the consortium, namely Cardiff, Merthyr Tydfil, Rhondda Cynon Taff and the Vale of Glamorgan and also to formulate methods of accountability for the Joint Education Consortium. He stated that a series of meetings had been held amongst the Scrutiny Officers from the five participating Councils which had been facilitated by a representative of the Centre for Public Scrutiny to discuss the proposed establishment of a Joint Overview and Scrutiny Education Committee, and as a result of those discussions a way forward had been developed.

The Monitoring Officer outlined the role of the Joint Overview and Scrutiny Education Committee which was focussed primarily on holding the Consortium to account for the effective delivery of school improvement services. It would not have the responsibility of scrutinising the performance of individual local education authorities within the Consortium area or the performance of individual schools. He outlined the Terms of Reference for the Joint Overview and Scrutiny Education Committee which had been developed by the five participating Councils and facilitated by a representative of the CfPS. Terms of Reference were being considered by each of the five participating local authorities for approval. The composition of the Committee would mirror the Central South Joint Education Committee in that each of the five authorities will nominate two (non-executive) member representatives from their Overview and Scrutiny Committee which had education as part of its remit. Following discussions with the other four local authorities, it was proposed that the two Members nominated include the Chair of the relevant Scrutiny Committee and one other Member. The Committee when formally established would appoint a Chairperson from amongst its membership with a view to appointing a Vice-Chairperson from a different local authority. He stated that the Independent Remuneration Panel had issued draft supplementary guidance that stated that any Chair of a Joint Overview and Scrutiny Committee should be a paid position, paid as a senior salary by the host council, additional to the maximum number of senior salaries a local authority can pay.

The Monitoring Officer also reported that a bid for funding had been sought by the five local authorities under the Welsh Government's Scrutiny Development Fund, to cover the cost of a Joint Education Scrutiny Co-ordinator and the Joint Scrutiny Committee costs for two years. It had also been proposed that Bridgend be the host authority for the Joint Overview and Scrutiny Education Committee and the associated costs are being incorporated into the SDF bid.

RESOLVED: That Council noted the report and approved the appointment of Councillor E P Foley and Councillor G Phillips as the Council's representatives to sit on the Joint Overview and Scrutiny Education Committee.

224 APPOINTMENT PROCESS AND CHANGE OF ESTABLISHMENT

The Chief Executive sought interim arrangements pending appointments to the corporate director roles - namely Children, Wellbeing and Communities. He stated that Council at its meeting on 3 July 2013 had resolved to make permanent appointments to the management structure of the Authority and to undertake a full and challenging recruitment process for the aforementioned posts. It was likely that the recruitment process and notice period of successful candidates would take some months to complete and it was therefore necessary to ensure the continuity of service by effecting interim arrangements for this period.

The Chief Executive reported that given the imminent departure of existing staff and the very temporary nature of the changes to be made requested authorisation to undertake such interim changes to management functions and interim appointments whilst the full Chief Officer recruitment and selection processes are completed and posts filled.

The Cabinet Member Children and Young People in commending the report placed on record his thanks to Hilary Anthony who had been a director at Bridgend County Borough Council since 2005. He stated that when Hilary Anthony took over her role as Director, Children's Social Services were in special measures with the services to the most vulnerable of children in the Borough being judged as poor and not good enough. He stated that it had been a very long hard journey but due to sustained improvement in performance, the serious protocol was lifted, which was due to the staff in the Directorate's credit and also due to the leadership of Hilary Anthony.

The Cabinet Member - Children and Young People also informed the Council that Hilary Anthony had also championed the inclusion of pupils with additional learning needs into mainstream schools. He stated that when Hilary Anthony had started her role, the Council did not have a school modernisation programme and that most of the County Borough Schools were now rated good to excellent. He stated that she could be very proud of her record in Bridgend and wished her well in her retirement.

RESOLVED: That the Chief Executive in consultation with the Leader undertake interim changes to management functions and interim appointments while the full Chief Officer recruitment and selection processes are completed and posts filled.

The meeting closed at 4.20pm.