

Legal and Regulatory Services /  
**Gwasanaethau Cyfreithiol a Rheoleiddiol**  
Direct line / Deialu uniongyrchol: 01656 643147  
Ask for / Gofynnwch am: Andrew Rees

Our ref / Ein cyf:  
Your ref / Eich cyf:

**Date / Dyddiad:** 7 Mehefin 2014

Dear Councillor,

**CHILDREN & YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE**

A meeting of the Children & Young People Overview & Scrutiny Committee will be held in The Council Chamber, Civic Offices, Angel Street, Bridgend on **Dydd Mawrth, 10 Mehefin 2014 at 2.00 pm.**

**AGENDA**

1. Ymddiheuriadau am absenoldeb
2. Datganiadau o fuddiant  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 01 September 2008. (Including whipping declarations)
3. Cymeradwyaeth Cofnodion 5 - 24  
To receive for approval, the minutes of the meetings of Children & Young People Overview and Scrutiny Committee held on the 17<sup>th</sup> March and 28<sup>th</sup> April 2014.
4. Youth Offending Service 25 - 32  
Appendix A: Youth Offending Service  
  
*In attendance for this item:*  
Cllr Huw David, Cabinet Member - Children & Young People;  
Deborah McMillan, Corporate Director – Children;  
Colin Turner, Head of Safeguarding and Family Support;  
Caroline Dyer, YOT Manager;
5. Youth Service Review 33 - 40  
Appendix A: Youth Service Review  
  
*In attendance for this item:*  
Cllr Huw David, Cabinet Member Children & Young People;

Deborah McMillan, Corporate Director – Children;  
Nicola Echanis, Head of Strategy, Partnerships and Commissioning;  
Melonie Davies, Principal Youth Officer

6. Youth Engagement and Progression Framework 41 - 66  
Appendix A: Youth Engagement and Progression Framework  
Appendix 1: Youth Engagement and Progression Framework Implementation Plan – Action Plan 2013 – 15  
Appendix 2: Youth Engagement and Progression Model.
- In attendance for this item:*  
Cllr Huw David, Cabinet Member Children & Young People;  
Deborah McMillan, Corporate Director – Children;  
Nicola Echanis, Head of Strategy, Partnerships and Commissioning;  
Mark Lewis, Group Manager – Integrated Working
7. Annual Forward Work Programme 2014-15 67 - 72
8. Corporate Parenting Champion Update 73 - 80
9. Corporate Parenting Champion Nomination 81 - 84
10. Nomination to Standing Budget Research and Evaluation Panel 85 - 88
11. Appointment of a Co-opted Member to the Children and Young People Overview and Scrutiny Committee 89 - 92
12. Forward Work Programme Update 93 - 96
13. Materion Brys  
To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Yours faithfully

**P A Jolley**

Assistant Chief Executive Legal and Regulatory Services

**Distribution:**

Councillors:

DK Edwards  
EP Foley  
CA Green  
DM Hughes  
PN John

Councillors

M Jones  
DG Owen  
G Phillips  
CE Rees  
RL Thomas

Councillors

HJ Townsend  
C Westwood  
DBF White  
RE Young

MINUTES OF A MEETING OF THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE HELD IN THE COUNCIL CHAMBER, CIVIC OFFICES, ANGEL STREET, BRIDGEND ON MONDAY, 17 MARCH 2014 AT 2.00PM

Present:

Councillor E P Foley – Chairperson

D K Edwards	M Jones	H J Townsend
C A Green	G Phillips	C Westwood
R M James	C E Rees	D B F White
P N John	R Thomas	R E Young

Registered Representatives & Co-opted Members:

Reverend Canon E J Evans (Church in Wales)  
Mr T Cahalane (Roman Catholic Church)  
Mr G Isaac (Secondary School Parent Governor)  
Mr R Thomas (Primary School Parent Governor)  
Mr W Bond (Special School Parent Governor)  
Miss S O'Halloran (NAHT)  
Mr J Hopkin Thomas (NAS/UWT)  
Mr K Pascoe

Officers:

W Kirby - Scrutiny Officer  
L Griffiths - Legal Officer  
J Monks - Democratic Services Officer - Committees

Invitees:

Councillor H J David - Cabinet Member – Children and Young People  
D McMillan - Corporate Director – Children  
C Turner - Head of Safeguarding and Family Support  
D Beeke - HR Business Partner  
N Echanis - Group Manager - Integrated Working & Family Support  
D Davies - Principal Officer Business Systems and QA  
S Roberts - Lead Officer for School Improvement  
A Norman - Finance Manager - Service Management

94 APOLOGIES FOR ABSENCE

Apologies were received from Councillor D G Owen due to work commitments.

95 DECLARATIONS OF INTEREST

The following declarations of interest were received from Members:

Councillor G Phillips - Agenda Item 5 – Council's Performance against its Commitments for 2013-14 – Councillor Phillips declared a personal interest as his wife is employed in the catering section of the Council providing school meals.

Ms S O'Halloran - Urgent Agenda Item – Nursery Education Policy – Headteacher of Nottage Primary School – Ms O'Halloran declared a

prejudicial interest as it affects the budget and staffing at her school.

The Chairperson welcomed Councillor Christina Rees to her first meeting of the Committee.

The Chairperson announced that Estyn Inspectors were present to observe the meeting.

The Chairperson further announced that this would be the last meeting attended by Mr J Hopkin Thomas as he was due to retire. On behalf of the Committee, he thanked Mr Thomas for his input as a union representative during his time as a member. Mr Thomas then introduced Mr Howell Daniel, as the NAS/UWT Union's proposed nomination to sit on the Committee. Mr Daniel, who was observing the meeting, is a teacher at Porthcawl Comprehensive School.

#### 96 WORK PLACEMENTS, TRAINEESHIPS AND APPRENTICESHIPS PROJECT

The Corporate Director – Children provided a report to update the Committee on the progress made on the Work Placements, Traineeships and Apprenticeships Project, and the specific provision for young people who are looked after children (LAC) or care leavers. A Project Board was set up, and an overall project update was presented to Cabinet and the Corporate Resources Overview and Scrutiny Committee. Further annual reports would ensure that Members are advised on the progress made against the project objectives.

Alongside new arrangements for work placements in the Council, it was agreed that there will also be a need to develop specific work placements for care leavers, which will form part of an accredited programme with the National Open College (NOCN). A Project Group is currently working with the Just@sk Plus team, targeting some LAC and care leavers who are Not in Education Employment or Training (NEETS).

The Corporate Director – Children explained that the report specifically outlines the range of opportunities the Project Group would look at, from developing work placements to creating additional apprenticeship posts, to match the LAC and care leavers, within existing resources and existing vacancies in the Authority. The key achievements to date are detailed under paragraph 4.12 of the report.

**One Member pointed out that the number of young people who had secured employment seemed low, compared to other local authorities, and two of the placements were just seasonal.**

The HR Business Partner advised that there were also a small number of apprenticeships, and the provision, albeit limited, is meeting individual needs.

**A Member queried why the Committee had not been kept up to date with information on Studio 34 as requested, with particular reference to LAC.**

The Corporate Director – Children explained that the building was jointly owned with Bridgend College, working collaboratively to ensure that space was maximised daily in order to generate income, as the building was costly to maintain. The funding was available for the next financial year and during that period; the Partnership Steering Group (PSG) were tasked to double the number of children attending Studio 34.

The Cabinet Member – Children and Young People advised that the Management Board which he sits on takes a close interest in Studio 34, and he had witnessed first-hand the difference it makes to vulnerable young people. He was currently working with Comprehensive School Headteachers to ensure the provision is expanded to help even more young people, alongside flexibility to meet their individual needs so that those young people are able to return to school instead of having to attend long courses at Studio 34.

**Members asked whether there were any elected Members or young people on the Management Board.**

The HR Business Partner advised that two Officers from the Children's Directorate were Board members in order to ensure proper linkage. However, as structures and Officers have changed over time, the Board would need to be reviewed.

The Cabinet Member – Children and Young People advised that consideration could be given to a young person becoming a member of the Board. He explained that the youngsters who benefitted from Studio 34 were vulnerable and therefore it may not be appropriate for them to be involved in Board meetings. However, he commented that on the other hand it could improve their confidence as an individual.

**A Member asked what happened to those young people who needed to attend Studio 34, but did not attend.**

The Corporate Director – Children advised that the projects were only available to around 30 young people in each academic year, as the costs per head were extensive. The Project Group had been tasked to double that number.

**Conclusions:**

The Committee:

1. Welcomed work placements for LAC; however it was noted that the numbers are low and therefore the Committee would welcome more effort being made to provide suitable apprenticeships for LAC, geared towards the need of the young person.
2. Welcomed the fact that the Corporate Director – Children is aiming to double the number of young people who will access Studio 34 in recognition of the added value this service provides.
3. Suggested that it would be beneficial to have the voice of a young person on the Studio 34 Board and recommended that this option is explored further.
4. Recommended that consideration be given to a member of this Committee to sit on the Project Board to take this work forward.
5. Requested retention of the Forward Work Programme and for an update report to be provided on an annual basis.

97 **NURSERY EDUCATION POLICY**

The Chairperson accepted this item as urgent in accordance with part 4 (paragraph 4) of the Council Procedure rules, due to the importance of the Children and Young People Overview and Scrutiny Committee being able to consider the outcomes of this consultation prior to a decision being made by Cabinet. The closing date of the consultation and the time needed to compile the report could not achieve the deadline for the usual publication of the report.

Members adjourned for 30 minutes to afford them time to read the report, due to its late arrival.

The Corporate Director – Children presented the report to inform the Committee of the outcome of the consultation on proposals to review the Nursery Education Policy and present the findings of the consultation in a detailed Consultation Report. The report would be presented to Cabinet

at its meeting on the 1<sup>st</sup> April 2014 to make a decision regarding which option to implement now that the consultation process had been finalised.

She reported that there had been an excellent response to the consultation, with over 2,000 replies, all of which had been read and acknowledged, detailed at Appendix 1. Also, a number of responses by telephone, letters and e-mails had been received, listed at Appendix 3 to the report. The overall majority of responses expressed a preference for Option 1, to retain the current provision. She advised that the report had clearly set out under paragraph 4 the statutory duty for local authorities, and the current arrangements. She advised that it was important to note that if Options 2a, 2b or 3 were to be implemented, any amendments to the current admission arrangements were required by the 15<sup>th</sup> April 2014, which was the reason for Cabinet having to make its decision at its meeting on the 1<sup>st</sup> April 2014.

She stressed that if there is no change to the current provision, the recurrent annual savings of £1.5m would have to be realised from elsewhere within the Children's Directorate budget.

**One Member enquired whether it would be feasible to make cuts from elsewhere in the budget, should the Committee be mindful to go for Option 1.**

The Corporate Director – Children explained that the Children's Directorate is required to make savings in excess of £8m over the next three years. Difficult decisions had to be made, with some involving staffing and service delivery. In order to make further reductions of £1.5m, this would inevitably result in a severe impact on the facilities children currently received. The Youth Service and Education budgets would need to be looked at again, as well as some wider safeguarding budgets.

**A Member asked why the Trade Unions had not been afforded the same offer of consultation as the other groups. He further asked whether any work had been carried out on the level of top slicing, as he was concerned that cuts in secondary schools could result in displacing redundancies from one area to another, specifically the Post 16 service. Another Member was also concerned that Trade Unions had not been consulted and asked why they were not included, as they represented professionals who worked in frontline services and in classrooms; and would hold valuable views and information on this process.**

The Corporate Director – Children apologised and advised that it had not been a conscious decision to exclude Trade Unions from the consultation. She suggested holding a meeting shortly with the Trade Unions' representatives.

**One Member referred to the amount of money some schools held over in earmarked reserves and asked whether those funds could be diverted for the nursery education provision. She advised that as some schools had not been using their full budget allocation, over a number of years the amount of money increased in earmarked reserves and she wondered whether budgets could in fact be lower.**

The Finance Manager - Service Management advised that the earmarked reserves are a one-off saving and not an ongoing budget saving.

The Cabinet Member – Children and Young People advised that the level of some school balances had caused some concern in recent years, and this year the Directorate collected back a number of excess balances from schools that have over and above the maximum levels set. Therefore the money had already been recycled back into the system and action was being taken against any schools holding excess balances.

**One Member asked the Director what her preferred option would be.**

The Legal Officer advised that the Director could state her preferred option, but ultimately it was a Cabinet decision.

The Corporate Director – Children advised that each of the options had the potential in terms of impact and it was about managing the risk, as each option carried a risk. It is a fact that the Directorate has a reduced budget and she advised that her focus was on ensuring vulnerable children continue to be supported; therefore Option 3 would be her preferred option. However, she commented that Option 3 would be extremely difficult to deliver and cause substantial difficulties for schools and Officers in implementing it. She added that the Cabinet decision would be based on the facts presented to them.

**A Member asked how the Directorate would ensure that local authority provision would be protected, and whether it would be achieved in areas where that provision was inadequate.**

The Corporate Director – Children advised that parents would have a choice of either privately run care or a local authority nursery, and if Option 4 was implemented, parents would still have that choice.

### **Conclusions:**

Following discussion the Committee concluded that:

1. Option 1 was not a viable option due to the impact it would have on other service areas within the Directorate. The Committee further noted that in its view, the implications of choosing Option 1 were not made sufficiently clear during the consultation process.
2. As Option 1 was not considered viable, the Committee's preferred option was Option 4. However, the Committee still has a number of concerns regarding the sustainability of this option and the impact it could have across all schools. Therefore the Committee recommends that £750k (i.e. half the £1.5 million savings necessary) should be top sliced from schools budgets and the remaining £750k should be identified from other sources.
3. The Committee also noted that, as recommended at its meeting on the 30<sup>th</sup> September 2013, Members were of the view that Option 4 should be amended to include the removal of parental choice of maintained versus non-maintained settings, to ensure that public money is directed towards the maintained sector, (i.e. schools), and is not used for private sector provision.
4. The Committee also expressed its concerns that Trade Unions had not been included in the consultation process. The Committee accepts that this was not a deliberate attempt at exclusion but recommends that Trade Unions are included in any future consultations in relation to educational issues.

### **Additional Information:**

- Clarification on who will meet the costs for redundancies, for those affected in Voluntary Aided Schools, should option 2, 3 or 4 be chosen by Cabinet.

## 98 OVERVIEW OF QUARTER THREE PERFORMANCE 2013-14

The Corporate Director – Children submitted a report to provide the Committee with an overview of the Council's progress in delivering its improvement priorities identified by the Corporate Plan 2013-17 relevant to this Committee's areas of responsibility regarding:

- Performance against national and local performance indicators;

- Key service actions;
- Financial performance.

There are 61 commitments which had been identified for this financial year, attached at Appendix 1 to the report, 16 of which are relevant to this Committee. The tables detailed in the report, set out the performance of the commitments by improvement priority with results from Quarter 2 shown for comparison purposes.

**One Member referred to the level of sickness absence within the Children’s Directorate, as it had gone from green in Quarter 2, to red in Quarter 3. She asked what the financial implication of these sickness absences had on the Directorate.**

The Corporate Director – Children advised that the target for the Directorate for the whole year is 9.1 full time equivalent days. Although the percentage was 7.6% in Quarter 2, overall the Directorate was still on target and she was confident that strategies were in place to tackle sickness absence and were starting to have an effect.

**A Member referred to the overspend of £1.1m on LAC and asked whether this figure had included independent fostering and other institutes. Another Member asked what efforts were being made to keep on achieving those underspends on out of county placements.**

The Head of Safeguarding and Family Support advised that the Committee would be aware of the reliance the Authority had on the independent fostering agencies, and despite Officers attempts to reduce the number of children coming into the care system, LAC continued to place pressure on the budget. With regard to out of county independent residential placements, other agencies such as the Health Authority were being encouraged to contribute to the cost, but it remained a formidable challenge. Also included in the overspend was an element of fees paid to adoption agency placements, as some children had been identified as needing to be placed out of the county.

With regard to achieving underspends, he advised that every effort was made to ensure a robust strategic overview of high costs, but some children had to be placed in establishments far away from the Borough for their own protection. He advised that he chairs a monthly Panel which scrutinises placements of children who are placed out of county, in order to look at alternative establishments for them closer to Bridgend. He referred to the in-house provision and specialist unit for the most vulnerable children with the most complex needs, which was set up approximately four years ago. Since it opened, they had been able to return three children to the Borough. Also the Intensive Family Support Service was starting to show results, with the potential to reunite those children with complex needs back into their families.

**One Member referred to the Performance Indicator SCC/037 (NSI) on page 38 of Appendix 1, which relates to 16 year old LAC in relation to their educational achievements, and asked how they would address this**

The Head of Safeguarding and Family Support explained that this particular performance indicator only takes into account a small number of children with complex multi-faceted needs, and there are frequently difficulties in getting those children into a classroom. He advised that it only takes a small number of the LAC population, who may either be in Youth Offender Units or secure establishments, to affect the results. In such cases, a personal plan is put in place, involving Education and a Social Worker to monitor those children so that they receive the best education.

**A Member asked whether the Authority was failing to recruit in special needs schools, and how those primary schools would manage if those vacant posts are not filled.**



The Corporate Director – Children explained that one of the major pieces of work in the Inclusion Service is to review all learning resources centres to meet additional learning needs, and a recent review had concluded that those vacancies would need to be realigned.

**One Member asked for more detail on the commitment to ensure that the Authority supports those more able children and young people who were currently underperforming. He further asked how the ICT strategy would assist in replacing pupil trackers.**

The Corporate Director – Children explained that the consortia had decided to discontinue the pupil tracker. However this Authority already had a number of tracking tools in place to track pupil performance, as required by all schools. If a school does not have a tracking tool in place, that school would then be challenged by System Leaders and the appropriate advice given. Also it was shown in red to implement the consortia wide categorisation for schools superseded by Welsh Government on the 14<sup>th</sup> September which were the two main reasons why that is red.

The Principal Officer Business Systems and QA advised that tools such as the Basic and Key Skills Builder can be used for individual pupil assessment and enable teachers to track capability and performance for individual pupils. The current licence costs had been funded. This kind of development links to the ICT strategy by promoting access to systems that support learning.

**A Member was concerned at the sharp increase in the number of pupils from 3 to 13 who had been permanently excluded from school.**

The Corporate Director – Children explained that in this academic year it was clear that a number of exclusions were unacceptably high, with six exclusions from two secondary schools. A Task and Finish Group was set up, involving a range of professionals, to question those exclusions and establish whether the Authority could have intervened earlier to prevent them. That work was ongoing; however the early indication was that earlier intervention when those children were younger could have prevented those exclusions and the Task and Finish Group was to make sure that those lessons are learned.

**One Member referred to the backlog of special needs statements, due to long term sickness absences, which had since improved. He asked whether those sickness absences had been resolved, or if the Authority were required to bring in specialists to clear the backlog.**

The Corporate Director – Children advised that as part of the Directorate's restructure, this area underwent a review. Two members of staff who previously carried out that role had been made redundant and a more economical and effective procedure was now in place to achieve this.

#### **Conclusions:**

The Committee:

1. Recommended that the SCC/037 NS target is revised downwards, as the target appears to be set too high and Members felt that the Directorate is setting themselves up to fail.
2. Recommended the inclusion of the Impact of the Pupil Deprivation Grant as a topic on the Forward Work Programme, particularly focussing on how the £1.5m grant is being invested, and to show the positive outcomes.

#### **Additional Information:**

- The annual cost of sickness within the Children's Directorate.

99 DIRECTORATE BUSINESS PLAN – CHILDREN

The Scrutiny Officer presented a report to introduce the draft Business Plan for the Children's Directorate, attached at Appendix A, for the Committee to consider appropriate lines of enquiry to follow, or comments it may have, to be included in the Community Safety and Governance Overview and Scrutiny Committee's report to Cabinet. The Business Plan, which had been developed to implement the Council's Corporate Plan 2013-17, had identified 17 commitments which were pertinent to the Children's Directorate. These commitments are broken down into Improvement Priorities, detailed in table form under paragraph 4.1 of the report.

**One Member referred to the aforementioned table of Improvement Priorities and asked why there were no commitments identified under Improvement Priority 1 – Working together to develop the local economy. She commented that the report had stated that if educational attainment does not improve, it will affect the local economy.**

The Corporate Director – Children explained that the table referred to the number of commitments within each Improvement Priority, and the Directorate did not have any commitments under Improvement Priority 1.

In response to a question from Members, the Head of Safeguarding and Family Support advised that there was a continued strategy to recruit foster carers. However the reality was that there was still a strong reliance on independent foster agencies and it was for that reason that Bridgend foster care was promoted in order to protect that brand.

**A Member asked why there was no budget going forward for post 14. She further asked why there was no budget shown for sickness absence.**

The Corporate Director – Children advised that the grant for post 14 comes through the Authority and is then distributed to schools to dispense. She would find out detailed information and report back to the Committee. With regard to sickness absence, she explained that if a member of staff within a team went sick, then that team would be expected to manage and back fill that post from within its allocated budget.

**The same Member asked for an explanation as to why the number of looked after children (LAC) was increasing, yet the budget was decreasing.**

The Corporate Director – Children explained that when the Medium Term Financial Strategy (MTFS) was set, it was clear that there would not be sufficient funds to support an increase in the number of LAC. The other Directorates had agreed to mitigate the potential for overspend with an extra £950k, on the premise that the preventative early intervention programme, supported through the development of the Connecting Families Programme, would be worked on and start to show a decrease in the number of LAC. He reassured Members that every area had been considered in an attempt to make savings, and this had already been achieved in out of county placements, with fewer children being placed in higher cost placements. He commented that this had proved to be a success story for the Resolutions Foster Service, a collaborative fostering project with Caerphilly, Merthyr Tydfil and the Vale of Glamorgan Councils, and the scheme had seen 19 out of 22 foster carers choosing to transfer to Bridgend.

The Cabinet Member – Children and Young People informed Members that the Authority's Foster Panel had recently approved one foster carer from Merthyr Tydfil and another from the Vale of Glamorgan, enabling some troubled teenagers to be able to make a fresh start in a different Borough.

**Conclusions:**

The Committee:

1. Noted that there are no commitments identified under Improvement Priority 1 – Working together to develop the local economy – and recommended that this is reconsidered, as the impact of Not in Education Employment or Training (NEETS) may well have an impact on the local economy.
2. Noted that Foster Care had not been included within the Business Plan and recommended that it be included in future versions of the current Business Plan.
3. Requested an explanation to the £0 spend on the Post 14 budget going forward.

**Additional Information:**

- Members requested that they be provided with a structure of the Children’s Directorate to include names and contact details of Senior Officers.

100 **FORWARD WORK PROGRAMME UPDATE**

The Scrutiny Officer presented a report outlining the items due to be considered at the meeting of the Committee on the 3<sup>rd</sup> February 2014, and further sought confirmation of the information required for the subsequent scheduled meeting to be held on the 17<sup>th</sup> March 2014.

**Conclusions:**

The Committee noted the topics due to be considered at the meeting of the Committee scheduled for the 28<sup>th</sup> April 2014 and acknowledged the invitees to attend the subsequent meeting on the 10<sup>th</sup> June 2014.

The meeting closed at 6.00pm.

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MINUTES OF A MEETING OF THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE HELD IN THE COUNCIL CHAMBER, CIVIC OFFICES, ANGEL STREET, BRIDGEND ON MONDAY, 28 APRIL 2014 AT 2.00PM

Present:

Councillor E P Foley – Chairperson

D K Edwards	D G Owen	C Westwood
R M James	C E Rees	D B F White
P N John	R Thomas	

Registered Representatives & Co-opted Members:

Mr T Cahalane (Roman Catholic Church)  
Mr R Thomas (Primary School Parent Governor)  
Mr W Bond (Special School Parent Governor)  
Mr K Pascoe  
Mr I Davies (ATL)  
Mr H Daniel (NAS/UWT)

Officers:

R Harries - Senior Democratic Services Officer – Scrutiny  
J Monks - Democratic Services Officer - Committees

Invitees:

Councillor H J David - Cabinet Member – Children and Young People  
D McMillan - Corporate Director – Children  
C Turner - Head of Safeguarding and Family Support  
N Echanis - Group Manager - Integrated Working & Family Support  
S Roberts - Group Manager - School Improvement  
M Hatcher - Group Manager – Inclusion  
R Hopkins - Representative - Central South Consortium  
S Tozer - Representative - Central South Consortium

101 APOLOGIES FOR ABSENCE

Apologies were received from the following Members:

Councillor C A Green - Other Council Business  
Councillor M Jones - Holiday  
Councillor G Phillips - Hospital Appointment

102 DECLARATIONS OF INTEREST

None.

103 APPOINTMENT OF CO-OPTED MEMBER TO THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

The Assistant Chief Executive – Legal and Regulatory Services submitted a report to inform the Committee that Mr H Daniel has been nominated for appointment as a Co-opted Member of the

Children and Young People Overview and Scrutiny Committee, representing the national Association of Schoolmasters/Union of Women Teachers (NAS.UWT). The vacancy has arisen for a representative of the NAS/UWT union due to the retirement of the former representative, Mr H Thomas, and Mr Daniel has been nominated by the NAS/UWT for appointment as their Co-opted Member representative. It was therefore proposed that he be appointed to the Committee as a non-voting Co-opted Member.

**Recommendation:**

That the Committee would recommend to Council the appointment of Mr H Daniel as a Co-opted Member representing the National Association of School Masters/Union of Women Teachers to the Children and Young People Overview and Scrutiny Committee for a term of four years.

104 **LOCAL AUTHORITY AND SCHOOL PERFORMANCE 2013**

The Corporate Director – Children provided a report to inform the Committee of the overall school performance at the end of Foundation Phase and key stages (KS) 2-4 for the school year 2012-13 covering the following key issues:

- Trends and current performance at the end of Foundation Phase (7 year olds) and National Curriculum (NC) assessments at KS2-3 (11 and 14 year olds) and KS4 (16 year olds);
- Results from the national reading and numeracy tests;
- Performance of vulnerable groups including those pupils entitled to free school meals;
- Comparisons with Welsh averages and other LAs;
- The outcomes of Estyn school inspection reports within the current inspection cycle;
- The Welsh Government (WG) School Standards Unit's (SSU) 'banding' of secondary schools;
- Comparisons at KS4 with Central South Consortium (CSC) trajectories;
- Category of school effectiveness based on Central South Consortium's challenge and support framework;
- School attendance and exclusions.

She outlined the report for Members and highlighted the fact that the new National Model for Regional Working clearly states that the delivery of school improvement functions now sits with the Central South Consortium (CSC), with staff no longer being retained by the LA to deliver those functions. BCBC stopped employing school improvement advisory staff last September. Furthermore, unlike some of the other consortia colleagues in the CSC, the LA do not have any school improvement advisors within their teams.

She informed the Committee that the Welsh Government stipulated that work carried out through the CSC should be on a commissioned basis, to provide school improvement services on behalf of the Authority, and the aim was for each consortium across Wales to deliver the same functions by April 2015. The Authority currently delivers Governor services and HR for schools, as well as the 14-19 functions, and over the next 12 months part of those functions will be passed to the consortium to deliver on our behalf. She advised that the Authority has an agreement as to what it expects from the consortium and also on what it delivers, with clarity over the role of the Authority. The role of the Director of Education is to intervene to use statutory powers when necessary.

**One Member referred to the maths table on page 30 of Appendix 5 and queried the low target shown for Llangynwyd Primary School, which contradicted the data provided on page 52 of Appendix A.**

The Representative - Central South Consortium (RH) explained that this was an area of some contradiction nationally and the situation was currently under discussion, with one suggestion of

providing data at schools where there is a significant proportion of children who had Special Educational Needs (SEN).

The Representative - Central South Consortium (ST) advised that the System Leader attached to the school would have an understanding of the cohort at the school and therefore would set the targets to ensure they are properly in line with the ability of the children. She informed Members that the context of this would be explained in the Annual Report. She continued by saying that the schools with lower numbers of pupils would send two sets of targets to make the data more meaningful, and in such circumstances the reason they would be included in the table would be to compare the differences between the targets and the actual scores, with schools being set aspirational targets to send the message that they are capable of reaching their targets. She agreed that the target for Llangynwyd Primary School did seem very low, and there appeared to be a lack of challenge at that school.

The Cabinet Member – Children and Young People commented that it was noticeable how two schools with the largest percentage difference are two of the smaller schools in the Borough with a cohort of just seven or eight pupils which meant that one child doing better could affect the average, which was in contrast to other schools with around 400 pupils where a difference would be expected.

**Another Member referred to the fact that boys' attainment lagged behind that of girls in core subjects, and asked whether any steps were being taken to separate the boys from the girls during the teaching of those key subjects and if there were any examples of this form of teaching working elsewhere.**

The Corporate Director – Children advised that secondary schools in Gloucestershire provided a number of single sex schools, and the outcome for boys had proved to be better as a result. She suggested that although the Authority may not wish to move to that system, there could be an argument for teaching more subjects separately.

The Representative - Central South Consortium (RH) advised that the gap between boys' and girls' achievements did vary and generally girls did outperform boys across the board, particularly in Key Stage 3 and 4. The gap in achieving in literacy based subjects, particularly English is widest with boys performing less well; however the gap between them in maths was much narrower.

**A Member asked if there were any active strategies to combat the differences, particularly in primary schools where there was a lack of male teachers.**

The Representative - Central South Consortium (ST) advised that it would be down to the quality of teaching. She commented that a lot of schools use School Governors as male role models, where there is a lack of male teachers and advised that small strategies could be quite proactive.

The Group Manager - School Improvement advised that in her experience, separating the girls from the boys, particularly in English lessons, does show an improvement in results for boys; however at the same time the girls also further improved and therefore it did not alter the gap between the two sets.

**A Member asked whether the use of School Governors as role models is openly shared across all schools.**

The Representative – Central South Consortium (ST) advised that as the schools in the Borough now worked in school improvement groups, that best practice would be at the forefront, and is

one of the priorities for the Welsh Government. However, it would be the decision of individual Head Teachers to make that decision.

The Cabinet Member – Children and Young People informed Members that schools in the Borough had a good cluster arrangement; however improvement was still needed to shape best practice more quickly through school improvement groups.

Another Member referred to the target setting and tracking process and was concerned that the individual schools name in the report had actually achieved far greater than their targets. It was his belief that their knowledge of using data in the process was inadequate had affected the results. He gave Garth Comprehensive School as an example where pupil tracking showed an increase of 11% in targets in a cohort of 30 children at KS2 with just three pupils. He stated that they could have been targeted because of the data setting and knowledge to achieve that level, and believed that schools should be congratulated, and it should not be presumed that they were not up to speed with the data processing.

The Group Manager – School Improvement advised that the performance was to show the target setting to emphasise that fact that it was a different process. Most schools in the Borough had been challenged on their target setting as they had previously not been challenging enough, albeit that the cohort of the school had been taken into account. She informed Members that the information had been included to demonstrate that the majority of schools had made great strides in performing their target setting, and stressed that it was not an exact science.

**The same Member referred to paragraph 3.4 of the report, regarding the reservations concerning the reliability and accuracy of the NC assessment reporting across schools and local authorities. He questioned that if the assessments were accurate then it would show valuable data at KS3 and if not, banding would go down. He asked what action was being taken regarding the possibility of external examinations at KS2 with the move towards outside bodies undertaking the marking. He believed that schools were continually playing catch up to KS4, and the report identified that this did affect the school banding.**

The Representative – Central South Consortium (RH) explained that the data was an expression of high expectations for every school, for every child and the core of any school's work was to provide pupils with the opportunity to achieve their very best. He advised that the data was also being used to compare performance both locally and nationally, and he explained that although the only complete data in Wales was for KS4. Last year data on the first year of national testing for reading and numeracy was introduced and would be repeated this year. The Welsh Government had set up working groups to redefine it, and although there would be more objections to a national testing regime, it would be a year or two before schools would come to rely on it, with reading and numeracy tests for every year group. He advised that there were no assessments for teachers.

**A Member asked what degree of confidence Officers had that schools would get back on track in the coming year, and what actions were being put in place to achieve this.**

The Group Manager – School Improvement advised that the previous Corporate Director – Children had put in place a review of teacher assessments across primary schools. This demonstrated that confidence had been restored in the science subjects, with some advice being given to Primary Schools from external consultants. The System Leaders had looked at the assessments in the schools, challenging them on science subjects, and if the results in those subjects appeared low, the school would be questioned as to what was wrong in order to ensure the appropriate intervention was put in place. The current measures were on numeracy and literacy.



**One Member asked if Officers were confident that Bridgend was in a better position in terms of making progress now that the consortium had taken over school improvement, and whether there were adequate scrutiny arrangements in place between this Authority and the consortium.**

The Corporate Director – Children advised that it was about working closely together to deliver the new Consortia Business Plan in line with the national model. Staff had a close working relationship and the Senior System Leader was regarded as a member of staff supporting school improvement in the County Borough. She was confident that schools were now in a better position. KS4 was already showing an improvement in line with targets and early intervention and support for children and their families was in place, with schools working alongside other agencies to ensure that the children from those families came to school ready to learn.

**A Member asked what changes had been made to enhance the work of Social Workers in the community.**

The Head of Safeguarding and Family Support advised that the most fundamental change came approximately 18 months ago when the strategic decision was taken to move to generic safeguarding teams within Bridgend. The teams work from hubs with the same core of professionals, including health visitors and midwives. He informed Members that the intention was to move three teams out into local communities, with the first one being set up at the beginning of June in the Pyle Life Centre. A further team will be established in Y Dderwen Comprehensive School during the summer and they were looking for yet another venue towards the north of the Borough. He advised that practitioners were already using these facilities.

The Cabinet Member – Children and Young People commented that he had every confidence in the project due to the Post Inspection Action Plan (PIAP) following the Estyn inspection which had recognised that progress was being made. Although the consortium now governed school performance, it is the Authority who commissions it, chaired by the Leader, alongside senior staff from the Authority. Behind that the changes made will strengthen those arrangements even further. He advised that the most exciting development is Central South Consortium, as it recognised that the key to school improvement lay with the schools themselves. He reported that school improvement had proved successful in London and Manchester under far more difficult circumstances than Bridgend experienced, and it was that model which had been adopted here. He stated that he was confident it would succeed, particularly as it had not been imposed on schools, and the model had been co-constructed with Head Teachers. He added that Bridgend did have good schools and school improvement was about the support provided through access inclusion.

**One Member asked whether the accountability put in place was adequate, given that a large part of the service to schools, previously delivered by the Authority was now provided by the consortium.**

The Cabinet Member – Children and Young People explained that this would need to be developed; however ultimately the Cabinet would be held to account for school performance and if Member felt that the consortium was not delivering and not taking steps to address any weaknesses. This arrangement would also be held to account by Estyn and the Welsh Government.

The Representative – Central South Consortium (RH) advised that it was intended to have robust scrutiny arrangements in place, with more contact through committees like this one in the future.

**Conclusions:**

Following discussion on the ways in which data is collected, and how this takes account of the number of pupils within a school who have Additional Learning Needs or Special Educational Needs, the Committee welcomed the news that debate was taking place on this issue at a national level. The Committee expressed the hope that this debate would lead to the development of a more sophisticated method of assessing school performance that takes into account the number of pupils with SEN or ALN, and does not therefore appear to penalise those schools with a high number of such pupils.

Due to the persistent gap in boys' and girls' achievement, the Committee recommends that the Central South Consortium examines the evidence regarding segregating boys and girls for specific lessons, and the impact this has on achievement, with a view to piloting this, depending on the results of the evidence.

The Committee is concerned that the Authority, and implicitly our primary schools, were not adequately prioritising attainment in the science subject area at KS2. Based on the Committee's discussions around KS2 CSI outcomes and the rapid deterioration of Bridgend's rank position in Wales (from 6th authority in 2011 to 18th in 2013) the Committee would want Cabinet to instruct the Central South Consortium to ensure an equal priority is given in our schools to science alongside literacy and numeracy at KS2.

The Committee raised concerns regarding the reliability of KS2 assessment as it remains a teacher assessment that is ultimately subjective. The Committee welcomed the introduction of a national, objective assessment at KS3 but accepted that it would need to be in place for a few more years before robust analysis of the data over time could occur.

With regard to those schools whose targets were significantly over or under actual performance, the Committee noted that in smaller schools, a seemingly significant percentage difference could relate to a very small number of actual pupils. For this reason, the Committee consider that in future, figures should be expressed as both a percentage difference and as an actual number.

The Committee recognise that there are many areas of good practice within the County Borough and welcome those arrangements and processes, such as the use of the school cluster fora, which allows schools to share good practice.

#### 105 LOCAL AUTHORITY ESTYN INSPECTION – POST INSPECTION ACTION PLAN

The Corporate Director – Children presented a report to update Members on the progress regarding the implementation of the Post Inspection Action Plan (PIAP), which was required following the Estyn inspection on the quality of Bridgend Council's education services for children and young people. The PIAP sits within the wider Council planning and monitoring processes and addresses the five recommendations in the inspection report, detailed under Appendix 1. Related actions are also identified in the Directorate Business Plan, corporate programmes and the Single Integrated Partnership Plan.

**Discussion took place on the proposed action to impose fixed penalties on parents who took their children on holiday during term time, and one Member suggested that some families had no choice but to take their children out of school during term time, as this was often due to work or financial reasons.**

The Corporate Director – Children advised that on the run up to the school Easter break, some schools found that a percentage of pupils were absent and took 3 extra days off on the approach to the Bank Holidays. She described how one school in particular struggled on Fridays and Mondays during the summer due to families taking caravan breaks over a 'long weekend', and commented that these missed days added up over the school year. She informed Members that there was a clear link between missing school and achievement and a report was being

presented to Cabinet tomorrow to introduce the Welsh Government's new proposals around fixed penalty notices to parents who took their children out of school during term time. She advised that if Cabinet agreed this proposal, it would then be considered as part of the improvement attendance using a fixed penalty of £60 when parents are not supporting the school in helping children to attend. She informed Members that she would be asking Cabinet to agree a local policy that schools do not routinely authorise absence during term time for family holidays. Head Teachers agree with this revised policy and are keen that the Authority implements it.

The Group Manager – School Improvement advised that it was usually those children who were taken out of school during term time who were the most vulnerable with regards to achievement. Head Teachers could sanction up to 10 days in one school year; however teachers had welcomed the community leadership role in this, as schools had a duty to ensure pupils are proactive right up until the last day of term.

The Cabinet Member – Children and Young People advised that although Cabinet had not yet made a decision, the attendance rate in Wales was still lower than England, despite some improvement. In response to a suggestion from Members on flexibility, he advised that it would be difficult to highlight certain times in the school year that were less important, as he believed that every day in school was important. He advised that the Penalty Notice would be issued for just one day of absence and the Family Engagement Officer would try to work with families to prevent such absences. The report would outline all the different initiatives to tackle absence rather than focusing on just one aspect.

**The Chairperson drew the Committee's attention to the low turn-out for training sessions by Members.**

The Cabinet Member – Children and Young People informed Members that verbal feedback from Estyn had intimated the poor attendance by Members of this Committee which he advised would need to be addressed. He added that the dates and timings of sessions would be considered and in future, Members would be given plenty of notice.

**A Member asked whether all the Youth Support Services were using the QES database or similar, and if so how the outcomes would be developed.**

The Corporate Director – Children confirmed that it was being used as a tool as it was the perfect database the Directorate would want to use, and had the potential to be more broadly adopted as part of planning. The intention was to collate all the Childrens Services onto one database and to ensure that the QES database does not become a stand-alone. She informed Members that Estyn had highlighted the fact that Directorate had made good progress in linking them all together since the last inspection.

The Chairperson thanked the invitees for their attendance.

**Conclusions:**

The Committee noted the importance of training for Members in support of Estyn's Recommendation 4 (Improve the quality of information provided to elected members so that they can challenge the performance of the Authority's services and schools more robustly). The Committee noted that registered representatives and co-opted members of the Children and Young People Overview and Scrutiny Committee should also be invited to attend any training activities. However, the Committee considered that four hours (as has been the case for some training events in the past) was too long, and training events should last no longer than two hours.

The Committee agreed with the importance of improving school attendance; however it considered that the uncompromising tone of letters being sent to parents regarding the importance of not taking children out of school during term time risked damaging the relationship between parents and schools. The Committee considered that the letters could be more constructively worded in order to emphasise those times of the academic year when it was particularly essential that children attended, thereby focusing on positive behaviour rather than anticipating negative behaviour.

The Committee also questioned the effectiveness of fining parents who took children out of school during term time. The Committee considered that this would not be an effective deterrent, especially to wealthier parents, and could be perceived as a local authority revenue raising exercise.

The Committee welcomed the news that levels of NEETS had improved and noted that they would be receiving a report on this topic at their next meeting. The Committee noted the importance of intervening early, even at primary school age, to address the needs of pupils at risk of becoming NEETS.

The Committee expressed particular interest in the RoNEETS programme and noted the importance of establishing the sustainability of intervention/ prevention programmes.

#### 106 UPDATE OF INCLUSION PROGRAMME BOARD AND THE INCLUSION SERVICE

The Corporate Director – Children and Young People presented a report to provide the Committee with:

- An update on the position of the Inclusion Programme Board
- An update on the restructure of the Inclusion Service

The Inclusion Programme Board was established in 2009. The membership of the Board included amongst others the Corporate Director – Children; Head of Learning; Head of Strategy, Partnership and Commissioning; Group Manager Inclusion; Principal Educational Psychologist and an ALN Champion. The Board oversaw the development of the Learning Resource centres. The work of that Board is now concluded with the realignment of the LRCs being complete.

A consultation regarding the proposed restructure of the Inclusion Service and Educational Psychology Service was undertaken between November 2013 and January 2014. All changes were based on consideration of the impact they would have on service users and their families and the changing needs of those children, rather than on financial considerations. The focus of the restructure was to ensure that children were getting the help they needed at the time they needed them. It also sought to ensure that frontline services were providing the support needed.

The Corporate Director – Children advised that the Inclusion Programme Board no longer exists and has since been integrated into the Children's Change Programme Board, as it was more beneficial to work closely with colleagues across the Directorate, and it was imperative to drive forward together as a Directorate rather than in isolation. She assured Members that inclusion was foremost on the agenda. The new structure for the Inclusion Service commenced at the beginning April 2014 and was now fully functioning, with schools already commenting on improvement. She explained that the revised structure would enable the delivery of more open, positive and flexible inclusion services, such as support for autism, as there had been high incidents of children suffering from autistic spectrum disorders. As well as providing children with the support they need, at the same time the restructure was realising financial savings. She advised that by actively bringing together the whole area of behaviour and wellbeing, this would ensure a more holistic approach for a diversity of need in different settings.

Discussion took place and the Committee nominated Councillor D B F White to sit on the Inclusion Programme Board as ALN Champion.

The Corporate Director – Children pointed out that whilst she welcomed an ALN Champion, the Board was a broader setting, focusing on bespoke pieces of work in order to drive the agenda forward, covering transport and developing nursery education policy, and therefore it may not be relevant for a Member to sit on that Board. She suggested that it would be more appropriate to have an ALN Champion the Board could provide reports to and for that Champion to be invited along to a meeting when discussing relevant reports. She therefore requested that the Committee consult the Legal Department on nominating an elected Member to the Board, as there may be a conflict of interests.

The Chairperson requested that the Corporate Director – Children report Councillor White's expression of interest and report back to the Committee on this matter.

The Cabinet Member – Children and Young People suggested that it would be more appropriate for him in his role as Cabinet Member to sit on the Board and hold regular meetings with the ALN Champion. He congratulated Michelle on her appointment to Group Manager – Inclusion and advised that he had received excellent feedback from teachers on her performance. He informed Members that she had managed to deliver on a restructure that had saved a significant amount of money whilst enhancing some of the services provided to children and young people, which he remarked had been no mean feat. The Chairperson echoed those remarks.

**Conclusions:**

The Committee noted and welcomed the changes to the Inclusion Service which had allowed the Directorate to adopt a more holistic approach to inclusion.

The Committee nominated Cllr D White as its ALN Champion and agreed that it would await the outcome of further legal advice regarding whether it would be appropriate for the ALN Champion to sit on the Children's Change Programme Board, as the Inclusion Programme Board has ceased to exist as a separate entity.

The Committee noted that the role of the ALN Champion could potentially be effectively discharged by means of regular meetings with the Group Manager, Head of Service, Corporate Director and Cabinet Member, with regular reports back to the Committee.

107 **MEMBER AND SCHOOL ENGAGEMENT PANEL ANNUAL REPORT 2013-14**

The Senior Democratic Services Officer – Scrutiny presented a report to inform the Committee of the work of the Member and School Engagement Panel during 2013-14. The Committee had previously agreed that the Panel would consider the published Estyn report for each secondary school

**Conclusions:**

The Committee noted the report and suggested that in the future, schools who had taken part should be approached to establish whether they had found the experience beneficial.

108 **SOCIAL SERVICES ANNUAL REPORTING FRAMEWORK – NOMINATIONS FOR JOINT RESEARCH AND EVALUATION PANEL**

The Senior Democratic Service Officer - Scrutiny presented a report to request the Committee to nominate four Members to sit on the Joint Research and Evaluation Panel (REP) to consider the Social Services Annual Reporting Framework. Members had agreed at a previous meeting of

the Committee that this work should be undertaken through a REP established jointly with the Health and Wellbeing Overview and Scrutiny Committee, which had also agreed to this. It was suggested that a total of eight Members would be suitable for a joint Panel, four from each Scrutiny Committee.

It was proposed that the same procedure without amendment is followed this year in order for the Annual Report to be reported to Cabinet.

**Recommendation:**

That the Committee appointed the following four Members to sit on the Joint Research and Evaluation Panel to consider the Social Services Annual Reporting Framework:

Mr W Bond	Mr K Pascoe
Councillor C Westwood	Councillor D B F White

109 **FORWARD WORK PROGRAMME UPDATE**

The Scrutiny Officer presented a report outlining the items due to be considered at the meeting of the Committee to be held on the 10<sup>th</sup> June 2014, subject to this meeting date being approved at the Annual Meeting of Council.

**Conclusions:**

The Committee noted the topics due to be considered at the meeting of the Committee scheduled for the 10<sup>th</sup> June 2014.

The meeting closed at 5.20pm.

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

#### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### UPDATE ON “ANNUAL LOCAL SAFEGUARDING CHILDREN BOARD REPORT AND UPDATE ON SERIOUS CASE REVIEWS” REPORT PRESENTED IN FEBRUARY 2013.

#### 1. Purpose of Report

- 1.1 To summarise the findings of research commissioned by the Youth Offending Service (YOS) in response to a series of serious incidents throughout 2012.

#### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities.

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 3 April 2013 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

#### 3. Background.

- 3.1 At its meeting on the 11 February 2013, the Committee received the Annual Report of the Local Safeguarding Children Board, which also incorporated an update on Serious Case Reviews.
- 3.2 During the meeting, the Committee was advised of the intention to commission research into the factors and patterns relating to serious incidents involving young people known to the Youth Offending Service. The Committee asked to be informed of the outcomes of the research in due course.

#### 4. Current Situation / proposal.

- 4.1 The officers' report is attached at Appendix A. It sets out the key findings of the research as well as the actions undertaken as a result of the findings.
- 4.2 When considering the report, the Committee may wish to bear the following points in mind:

- i. *How were the key risk areas chosen by the researcher identified? (para 3.3 Apx A)*
- ii. *Is the Committee satisfied that the key findings set out in paragraph 3.4 are addressed by the actions set out in paragraph 4.1?*
- iii. *To what extent has the decision to reduce the number of CAHMS nurses available to the Youth Offending Service affected the service's ability to improve its practice?*

**5. Effect upon Policy Framework and Procedure Rules.**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

**6. Equality Impact Assessment**

- 6.1 The equality implications are outlined in the officer's report attached as Appendix A.

**7. Financial Implications**

- 7.1 The financial implications are outlined in the officer's report attached as Appendix A.

**8. Recommendation**

The Committee is asked to:

- i. Consider and discuss the information within the attached report;
- ii. Explore issues consistent with its challenge and support role;
- iii. determine whether it wishes to make any comments or recommendations relating to these reports.

**Andrew Jolley,  
Assistant Chief Executive – Legal & Regulatory Services  
2014**



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**Background Documents:**

None

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**BRIDGEND COUNTY BOROUGH COUNCIL****REPORT TO OVERVIEW AND SCRUTINY****10 JUNE 2014****REPORT OF THE CORPORATE DIRECTOR, CHILDRENS****Update on “Annual Local Safeguarding Children Board Report and Update on Serious Case Reviews” report presented in February 2013.****1. Purpose of Report**

- 1.1 To summarise the findings of research commissioned by the Youth Offending Service (YOS) in response to a series of serious incidents throughout 2012 involving young people putting their lives at risk through overdose.

**2. Connection to Corporate Improvement Plan / Other Corporate Priority**

- 2.1 This report links to the following improvement priorities in the corporate plan:
- Working with children and families to tackle problems early.
  - Working together to tackle health issues and encourage healthy lifestyles.

**3. Background**

- 3.1 Bridgend YOS had been concerned about the number of young people they were working with (mainly 16 and 17 year old males) who had taken overdoses following e.g. arguments with their girlfriends. The young people involved had either admitted to trying to end their lives or stated that they did not care if they lived or died. In line with national Youth Justice Board (YJB) guidance and procedures the YOS reported the incidents to the YJB and Local Safeguarding Children Board and completed detailed Local Management Reports analysing the assessment processes and levels of supervision in place. The YOS identified areas where practise could be improved but in none of the cases was it considered by the YOS or YJB that the YOS could have prevented this very risky behaviour. The YOS wanted to be proactive and approached the YJB regarding possible research and further analysis into the behaviours being reported as it seemed that these individuals did not value their own lives. It was important to identify any possible improvements or gaps in practise and be able to identify any others who may be at risk of displaying the same behaviours at the earliest opportunity. The initial intention was to engage a PhD student through the YJB Effective Practise Panel however this was not the course of action taken partly due to the length of time such a study would take and the urgency the YOS felt to identify any lessons to be learnt in order to effectively safeguard young people in the future.
- 3.2 On advice from the YJB and YOS colleagues Pam Hibbert OBE, an independent researcher with a keen interest in this field, was commissioned to specifically

analyse the Local Management Reports mentioned above on seven self-harm or suicide attempts by young people reported in 2012. The aim of the analysis was to produce a short report identifying any themes or patterns that may emerge and assist the YOS to develop practise to respond to the findings.

3.3 The researcher chose to look at key risk areas likely to impact on YOS practitioners assessing risk of self-harm. These were: the assessment quality and the assessment tools used; young person's mental health; loss and bereavement; domestic abuse; parental substance misuse; parental mental health and parental history of self-harm; social services involvement; young person's substance misuse and the influence of substance misuse coupled with other issues in the young person's life.

3.4 The potential areas of learning identified were as follows:

Within the sample three key themes were evident, the existence of domestic violence in the family home, experience of bereavement of a close friend or family member and the young person's involvement in substance misuse.

- It was suggested that the YOS may wish to consider reviewing vulnerability assessments when in particular both substance misuse and bereavement are identified. The relationship of substance misuse as a response to loss and bereavement should be seen as an indicator of higher vulnerability.
- It was unclear to the researcher to what extent the Child and Adolescent Mental Health Service (CAMHS) nurse provided an input and support to staff rather than directly to young people. Therefore it was suggested that the YOS may wish to consider whether more effective use could be made of mental health resources to educate, advise and support front line staff.
- There were some inconsistencies found in the quality of assessments of vulnerability and risk of harm to others.
- Observations were also made regarding the existing processes in place for the effective analysis of practice and self-assessment provided by the YJB itself. This was particularly timely as the YJB were reviewing practices and consulting Youth Offending Services in order to improve the process.

The report referred to two main documents from England to support the observations made.

*'Children First: the child protection system in England'*. House of Commons Education Committee. Fourth report of session 2012-2013. Volume 1

*'I think I must have been born bad: Emotional well-being and mental health of children and young people in the youth justice system'* Office of the Children's Commissioner for England. 2012

#### **4. Current Situation**

4.1 The observations made by Pam Hibbert informed the development of practise within the YOS alongside the action plans already put in place from the YOS's own self assessments for improvement.

- All young people who present factors highlighted by the researcher as key to heightened levels of vulnerability are automatically referred for multi-agency discussion in the YOS Vulnerability Management Meetings. This is to ensure that vulnerability is managed effectively through internal and external controls, all appropriate referrals in place and protective factors supported.
- There has been a reduction in CAMHS input in the YOS unfortunately due to initially long term sickness of the YOS CAMHS nurse followed by the decision to reduce the number of nurses available to the Youth Offending Services across Western Bay. This will be discussed further by the Western Bay Youth Justice and Early Intervention Service Management Board.
- Good practise workshops have been well attended by staff in relation to improving levels of consistency in assessments and audits completed by the YOS Operational Manager to ensure improvements are maintained

4.2 In addition a revised system has been introduced by the YJB enabling YOTs to notify, review and learn from safeguarding and public protection incidents more effectively. The process is now more aligned with the new arrangements for Child Practise Reviews in Wales.

4.3 No serious incidents have been reported to the YJB from Bridgend YOS since February 2013. This is believed to be the result of a combination of factors. The reduction in numbers of young people entering the Youth Justice System as a result of successful diversion and early intervention work, the revised reporting arrangements combined with the focus gained from the research on those key indicators of heightened risk. The YOS have also been concentrating on developing opportunities for young people to gain a sense of achievement and long term goals in life something that was lacking for those young people who had taken such risks with their very young lives.

#### **5. Effect on the Policy Framework and Procedure Rules.**

5.1 There is no impact on the Policy and Procedural rules.

#### **6. Equality Impact Assessment**

6.1 There is no negative impact in relation to any equality group arising from the research undertaken.

**7. Financial Implications**

- 7.1 There were no financial implications for the Council as the research was financed through the Youth Justice Board Effective Practise Grant

**8. Recommendations**

- 8.1 That Committee note the content of this report and provide any necessary feedback

**Deborah MacMillan**  
**Corporate Director - Children**

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### YOUTH SERVICE REVIEW

#### 1. Purpose of Report

- 1.1 To inform the Committee of the review of the youth service and associated consultation.

#### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities.

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 3 April 2013 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

#### 3. Background.

- 3.1 Members will be aware through their consideration of the budget proposals for 2014-15 onwards that funding for Youth Services has been reduced. In light of this reduction, the authority is seeking to review its provision.
- 3.2 Prior to undertaking the review, the Youth Service intends to undertake a consultation process, the findings of which will inform the review.

#### 4. Current Situation / proposal.

- 4.1 The officers' report is attached at Appendix A and sets out the current situation in terms of the planned consultation, the subsequent review and the need for provision to meet Welsh Government guidelines.
- 4.2 When considering the report, the Committee may wish to bear the following points in mind:

*i. Who will be consulted and how?*

- ii. What are the potential/ expected outcomes from the consultation?*
- iii. What evidence is there to suggest that there is capacity within communities to deliver youth services?*
- iv. Other than the consultation results, what other factors or sources of evidence will influence the review?*
- v. Who will conduct the review?*
- vi. What will be the impact on staff?*

**5. Effect upon Policy Framework and Procedure Rules.**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

**6. Equality Impact Assessment**

- 6.1 The equality implications are outlined in the officer's report attached as Appendix A.

**7. Financial Implications**

- 7.1 The financial implications are outlined in the officer's report attached as Appendix A.

**8. Recommendation**

The Committee is asked to:

- i. Consider and discuss the information within the attached report;
- ii. Explore issues consistent with its challenge and support role;
- iii. determine whether it wishes to make any comments or recommendations relating to these reports.

**Andrew Jolley,**  
**Assistant Chief Executive – Legal & Regulatory Services**



**2014**

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**Background Documents:**

None

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**BRIDGEND COUNTY BOROUGH COUNCIL****REPORT TO OVERVIEW AND SCRUTINY****10 JUNE 2014****REPORT OF THE CORPORATE DIRECTOR - CHILDREN****YOUTH SERVICE REVIEW****1. Purpose of Report**

- 1.1 The purpose of this report is to provide relevant information and a current overview in relation to the consultation regarding the youth service review
- 1.2 The purpose of the review will be to :
- Identify ways in which the Welsh Governments vision for young people's services can be achieved.
  - Establish how communities and voluntary organisations could be supported to better engage in developing universal provision, ensuring that it becomes more locally relevant and available.
  - Identify how the statutory youth service can provide support to communities and third sector organisations

**2. Connection to Corporate Improvement Plan / Other Corporate Priority**

- 2.1 This report links to the following improvement priorities in the corporate plan:
- Working together to raise ambitions and drive up educational attainment
  - Working with children and families to tackle problems early
  - Working together to help vulnerable people stay independent
  - Working together to tackle health issues and encourage healthy lifestyles

**3. Background**

- 3.1 BCBC Youth Service has made temporary operational decisions which have seen the transitory closure of sixteen open access youth provisions across the county borough. These decisions have been made pending the outcome of the consultation on the youth service review.
- 3.2 The Welsh Government is looking to local authorities to increasingly target resources towards the most vulnerable young people within local communities and the youth offer has been revised to ensure that it is in line with the steers set by Welsh Government. Through the Medium Term Financial Strategy (MTFS), funding for young people's services has been reduced, the consultation process will ensure statistically relevant data is analysed and collated and will provide the basis of the youth review.

- 3.3 As a council, we want to develop engagement of local communities and the voluntary sector in the delivery of services within geographical locations across the borough. Although there is a substantial involvement for these groups there is a need to develop youth work opportunities through additional models of delivery ensuring integrated working. We would also look investigate and develop the use of social media as an engagement tool for young people.
- 3.4 The reduction of funding has steered attention to developing new techniques of delivering specific provision and working more closely with a range of partner organisations.
- 3.5 A key element of current youth work delivery is the targeted work with vulnerable young people, this will be an element considered in the youth review. The youth service works with a range of individuals who have a breadth of issues including, substance misuse, sexual health, involvement in crime, not accessing education, employment or training, homelessness and those with emotional and physical needs. These services require qualified professionals who are appropriately trained to deliver these specialist services. The review will additionally consider programmes which include earning outside the classroom and outdoor education opportunities and the degree to which BCBC youth service is best placed to deliver these services or examine alternative possibilities for future delivery.

#### **4. Current Situation**

- 4.1 BCBC youth service have initiated a service mapping exercise of provision within local communities to ensure all current provision is captured.
- 4.2 A scheduled timeline for the
- May – June 2014. Liaise with BCBC marketing team to seek advisement on options for consultation.
  - June – September 2014. Develop a series of questions that will provide statistically relevant data. Develop an on line survey with support via BCBC marketing team.
  - June – September 2014. Set out focus groups in all areas, to include: young people, schools, youth council, third sector organisations, council members and police.
  - Autumn 2014 40 day formal consultation
  - November- December 2014. Analyse data and prepare consultation report.
  - January 2015 Compile report and present to cabinet
  - March – April 2015. Implementation

#### **5. Effect on the Policy Framework and Procedure Rules.**

- 5.1 None

#### **6. Equality Impact Assessment**

- 6.1 As part of the scheduled consultation period, an Equalities Impact Assessment will be undertaken. It will be available with the final cabinet report that will be presented pending the outcomes of the consultation.

## **7. Financial Implications**

- 7.1 The youth review will provide analytical statistical data that will inform the council, this may impact on services provided and may give call for the need to reassess the relocation of resources following the MTFS and the reduction in youth services funding.

## **8. Recommendations**

- 8.1 That Committee note the content of this report and provide any necessary feedback

**Deborah MacMillan**  
**Corporate Director - Children**

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## **Attachment**

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

#### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### YOUTH ENGAGEMENT AND PROGRESSION FRAMEWORK

#### 1. Purpose of Report

- 1.1 To inform the Committee of the progress being made regarding the implementation of the Youth Engagement and Progression (YE&P) Framework, which has superseded the NEETs Strategy.

#### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities.

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 3 April 2013 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

#### 3. Background.

- 3.1 At its meeting on 10 October 2011, the Committee considered an agenda item on 14 – 19 year olds not in Education, Employment or Training (NEET). At that time the NEET Strategy for 2011-14 was in draft form.
- 3.2 At the October 2011 meeting, the Committee made a number of comments, including concerns about financial sustainability and concerns regarding whether the NEET Strategy was sufficiently integrated with other strategies and projects covering various age groups.
- 3.3 Since that time, the NEET Strategy is no longer produced as a separate document and has been superseded by the Youth Engagement and Progression (YE&P) Framework.

#### 4. Current Situation / proposal.

- 4.1 The officers' report is attached at Appendix A. The Youth Engagement and Progression Framework Implementation and Action Plan is attached at Appendix 1.
- 4.2 When considering the report, the Committee may wish to bear the following points in mind:
- i. What were the outcomes of the workshop held on 28 November 2013? (paragraph 3.1 of Appendix A refers).*
  - ii. What is the membership of the strategic multi agency group that will develop a more focused action plan? (paragraph 4.4 Appendix A)*
  - iii. Has the Plan (Appendix 1) been shared with WG? If so, has BCBC received any feedback?*
  - iv. How will timescales associated with each of the actions be agreed?*
  - v. When will the Employment and Progression Coordinator be appointed?*

## **5. Effect upon Policy Framework and Procedure Rules.**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

## **6. Equality Impact Assessment**

- 6.1 The equality implications are outlined in the officer's report attached as Appendix A.

## **7. Financial Implications**

- 7.1 The financial implications are outlined in the officer's report attached as Appendix A.

## **8. Recommendation**



The Committee is asked to:

- i. Consider and discuss the information within the attached report;
- ii. Explore issues consistent with its challenge and support role;
- iii. determine whether it wishes to make any comments or recommendations relating to these reports.

**Andrew Jolley,**  
**Assistant Chief Executive – Legal & Regulatory Services**  
**2014**

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**Background Documents:**

None

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**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CHILDREN & YOUNG PEOPLE OVERVIEW AND SCRUTINY**  
**COMMITTEE**

**10<sup>th</sup> JUNE 2014**

**REPORT OF THE CORPORATE DIRECTOR CHILDREN**  
**YOUTH ENGAGEMENT AND PROGRESSION FRAMEWORK**

**1. Purpose of the Report**

- 1.1 To provide the Committee with an update on progress with implementation of the Youth Engagement and Progression (YE&P) Framework in Bridgend.

**2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

- 2.1 The implementation of the YE&P Framework will be key in reducing the number of young people in the county who are not in education, employment and training (NEET) which is a key priority for the Council and its partners.

**3. Background**

- 3.1 A multi-agency workshop was held on the 28<sup>th</sup> November 2013 to review progress and next steps with Bridgend's 2011-2014 NEETS strategy. At the same time, Welsh Government developed and published the YE&P Framework and models of good practice. Topics for the workshop were developed with implementation of the Framework in mind as it was clear that this would be the best vehicle to replace the NEETS strategy moving forward.
- 3.2 The workshop was well attended with over 40 delegates from a range of partner agencies including the Department of Work and Pensions, Careers Wales, Families First, Communities First, Work Based Learning Providers, Voluntary Sector and Bridgend College.
- 3.3 The overarching aim of the Framework is twofold: to prevent young people becoming NEET in the first instance and to re-engage those who find, for whatever reason at a particular point in time, that education, training or work is not for them.
- 3.4 The six key elements of the YE&P Framework are:
- Earlier identification of young people most at risk of disengagement
  - Better brokerage and co-ordination of support
  - Stronger tracking and transition of young people through the system

- Ensuring provision meets the needs of young people
- Strengthening employability skills and opportunities for employment
- Greater accountability for better outcomes for young people

3.5 There are also two new offers to young people through the Framework:

- the first is an allocation of a single point of contact (a lead worker) to the most at-risk young people to help ensure that support is delivered in a joined up and coordinated way that works to meet their needs
- the second is the development of a Youth Guarantee to ensure every young person has access to a suitable place in learning post-16

#### 4. Current Position / Proposal

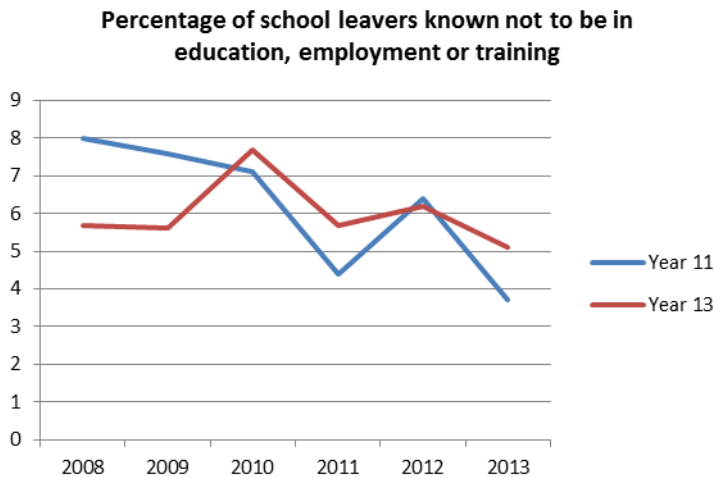
4.1 As part of the Framework, Welsh Government requested each local authority to complete an action plan by the 14<sup>th</sup> March 2014 (the actions of which were pre-populated by Welsh Government) outlining how they were going to take forward implementation of the Framework. In Bridgend, this was developed by a multi-agency task and finish group and is attached as **Appendix 1** to this report.

4.2 **Appendix 2** to this report outlines the basis of the Youth Engagement and Progression model with a full version of Welsh Government's guidance available at [www.wales.gov.uk/educationandskills](http://www.wales.gov.uk/educationandskills)

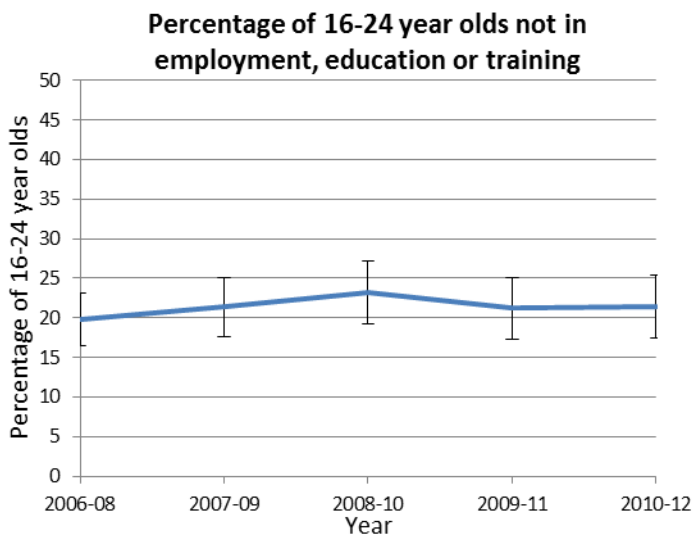
4.3 To assist with implementation of the Framework Welsh Government have allocated £50,000 to each local authority. The guidance suggests that each local authority should develop the role of an Engagement and Progression Co-ordinator to improve the co-ordination of services which contribute to the implementation of the Framework. The funding will be used to create this position, initially on a fixed term basis.

4.4 Work to develop a more focussed implementation plan will continue via a strategic multi-agency group which met for the first time on the 22<sup>nd</sup> May 2014.

4.5 To put the challenge into context for the Committee some of the more recent performance linked with NEETs in Bridgend is outlined in the graphs that follow. Whilst this is an improving position, more work needs to continue to reduce the number of young people not in education, employment or training.



Source: Careers Wales



Source: Annual Population Survey

- In Bridgend the percentage of Year 11 school leavers known to be NEET was 3.7% in 2013. This is in line with the Wales average.
- The percentage of Year 13 school leavers known to be NEET is 5.1% in 2013. This is higher than the Wales average of 4.7%.

- Indicators of NEET are gained from annual population surveys and from Job Seekers Allowance (JSA) data.
- The latest data from the annual population survey suggests that in the period 2010-2012 21.4% of 16-24 year olds in Bridgend were NEET.
- In March 2014, 795 18-24 year olds in Bridgend County were claiming JSA. This is less than in March 2013 when the number of 18-24 year old claimants was 1,035. This suggests a reduction in NEETs.

## 5. Effect upon Policy Framework and Procedure Rules.

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

## 6. Equality Impact Assessment

- 6.1 No equality impact assessment has been completed at this point as some of the specifics linked with the implementation of the Youth Engagement and Progression Framework are still being considered nationally.

## 7. Financial Implications

- 7.1 The £50,000 Welsh Government grant will be used to employ an Engagement and Progression Co-ordinator on a fixed term/secondment basis to improve the co-ordination of services which contribute to the implementation of the Framework.

## **8. Recommendations**

- 8.1. It is recommended that the Committee note the content of this report.

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Llywodraeth Cymru  
Welsh Government

## **Youth Engagement and Progression Framework Implementation Plan – Action Plan 2013- 2015**

**Local Authority: Bridgend County Borough Council**

## **Youth Engagement and Progression Framework Implementation Plan**

### **What is the framework?**

On the 1<sup>st</sup> October, the Deputy Minister for Skills and Technology launched the Youth Engagement and Progression Framework Implementation Plan setting out clearly the Welsh Government's expectations for youth engagement and progression on the delivery chain in Wales at a local, national and regional level.

The six areas of the framework are:

- Identifying young people most at risk of disengagement;
- Better brokerage and coordination of support;
- Stronger tracking and transitions of young people through the system;
- Ensuring provision meets the needs of young people;
- Strengthening employability skills and opportunities for employment;
- Greater accountability for better outcomes for young people.

### **What is this Action Plan?**

We want you to develop and share with us how you are going to take forward implementation of the Youth Engagement and Progression Framework by 14<sup>th</sup> March 2014. This action plan should be developed in the context of other Local Authority plans and strategies such as your NEET's strategy, Children and Young People's Plans and Single Integrated Plans, this is not an exhaustive list. Strong strategic leadership from local authorities has been a critical part of successful implementation in those areas which have been successful at reducing the numbers of young people who are not in education, employment or training. The Welsh Government will allocate a key contact to each LA to discuss with their LA nominated accountable officer the LA plan for implementation of the Framework and review their progress.

### **Link to Tackling Poverty Action Plan**

Welsh Government set out its on-going commitment to Tackling Poverty by prioritising the needs of the poorest and protecting those most at risk of poverty and exclusion in the 'Tackling Poverty Action Plan 2012-2016'. A key part of that plan was a



commitment to reduce the number of young people who are not in education, employment and training (NEET). New targets were set out in the plan and re-affirmed in the Youth Engagement and Progression Framework to:

- Reduce the numbers of NEETs aged 16-18 to 9% by 2017
- Reduce the proportion of young people aged 19-24 who are NEET in Wales relative to the UK as a whole by 2017

The Deputy Minister for Tackling Poverty wrote to all Local Authority Anti-Poverty Champions on the 7<sup>th</sup> October asking them to focus on two priorities of the refreshed Tackling Poverty Action Plan. The letter was copied to Local Authority Chief Executives and included a priority to focus on reducing the number of young people who are not in education, employment or training aged 16-18. This fits with the completion of the action plan.

### **Evaluating implementation of the Framework**

We are committed to undertaking an evaluation of the Youth Engagement and Progression Framework (YE&PF) in order to understand the effectiveness of the implementation of the plan both at national and local level. We will develop and share detailed proposals for the evaluation but we expect to commission independent research at an early stage to evaluate the effectiveness of the implementation of the plan and delivery of the milestones and later, to evaluate the impact of the framework following the two year implementation process. This will help to ensure lessons from the evaluation will be used to improve the implementation of the plan throughout its life. We would also like to explore with local authorities how they can best support the evaluation that we will be commissioning and how it will link into any LA - planned evaluations.

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	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
	Develop an approach to early identification of young people at risk of disengagement including what indicators, thresholds and data to use, when to start and who else needs to be involved by March 2014.	<p>Communities First have appointed a Keeping in Touch Officer whose remit has been to develop a Vulnerability Assessment Profiling (VAP) tool to aid in the early identification of young people at risk of disengagement.</p> <p>The VAP has been populated and is currently being used to identify Year 11 pupils in need of support.</p> <p>Bridgend College operates an assessment tool (BRAVO) which has the potential to contribute to the early identification of young people at risk of disengagement.</p> <p>The Youth Offending Service has a well established “asset” assessment tool which identifies the employment, education and training needs of young people (8-18 years).</p>	Ensuring there is an effective interface in place between our approach to the early identification of young people with other projects, initiatives and services such as the work of the Youth Offending Service.	<p>Evaluate VAP Pilot.</p> <p>Identify and review other best practice.</p> <p>Agree and roll out an effective county wide approach to the early identification of vulnerable young people.</p>
2	Discuss outcomes from pre-16 early identification with schools to agree levels of risk and inform identification of needs.	All secondary and special schools are engaged in the development of an early identification tool pre and post 16 and are using the outcomes of the Pilot VAP projects to inform their deployment of services for young people.	Embed these new approaches into the policies and practices of schools.	Continue to work in partnership with headteachers via existing networks in order to identify and share best practice across all schools.

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3	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
	Determine how pre-16 early identification outcomes are shared with post-16 providers.	Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.	Ensuring all relevant exchanges of data are identified and included within the ISP prior to its ratification by WASPI.	Complete the work that is currently underway of the existing ISP.  Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.
4	Develop local proposals for allocating lead workers, including consideration of existing funding and resources, in partnership with local stakeholders by December 2013. Identify whether you intend to start in first wave (April 2014) or second wave (September 2014).	BCBC Youth Service has recently undergone a full restructure which has allowed for all roles to be reconfigured in line with the Youth Engagement and Progression Framework (YE&PF).  In addition, external grant applications have been tailored to meet the six core components of the Framework.	Embedding the guidance in the Framework into the roles and functions of the newly restructured Youth Service.  Build on the progress made in relation to Bridgend's strategic approach to Youth Support Services as detailed in the Youth Support Services Strategy.  Continue to work in partnership with the Third Sector and support initiatives such as the Youth Options Consortium.  Manage the close down of the ESF funded Pre-VENT 14-19	Agree and set out a clear specification for the Lead Worker role.  Explore opportunities for the employment of additional Lead Workers as part of a project within the next round of ESF funding.

Page 52			<p>Project which will result in a reduction of Learning Coach support for some vulnerable learners.</p> <p>Compliment the implementation of the YE&amp;PF.</p>	
5	<p>Develop and agree plans for identifying and operating lead workers with Welsh Government and Careers Wales (for those in the first wave) by the end of February 2014. If in second wave, proposals need to be in place by July 2014.</p>	<p>Invested resources in to the development of good models of delivery in relation to the Learning Coach role.</p> <p>Completing the restructure of the Youth Service.</p> <p>Managing the Pre-VENT 14-19 Project across five local authorities.</p> <p>Restructuring roles and responsibilities within the Children's Directorate to ensure appropriate responsibilities in relation to the strategic management of NEETs in the county.</p> <p>Published specifications for the Bridgend's Families First Family Learning and Engagement Programme 2014-2017 have been developed to compliment the implementation of the YE&amp;PF.</p>	<p>Developing and agreeing plans with Careers Wales and Welsh Government within the published timescales.</p>	<p>Develop and agree a plan relating to the identification and operation of Lead Workers by the end of July 2014.</p>

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6	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
	Develop appropriate data sharing arrangements to ensure that information about young people is appropriately safeguarded and managed between delivery and support partners.	<p>Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.</p> <p>An ISP writing group has been established to meet all the information sharing requirement within the YE&amp;PF.</p>	Ensuring that appropriate ISP arrangements are in place to ensure that information about young people is appropriately safeguarded and managed.	<p>Complete the work that is currently underway of the existing ISP.</p> <p>Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.</p>
7	Local Authorities and schools join up school level tracking with early identification processes by September 2014.	<p>The early identification tool (VAP) has been piloted in secondary schools.</p> <p>We are working with schools to join up school level tracking processes with the outcomes of the VAP Pilot and the guidance contained within the YE&amp;PF.</p>	Ensuring effective coherence between schools based systems and a county wide early identification tool/approach.	Roll out a consistent approach and set of arrangements in all schools in the county.
8	Ensure that the Engagement and Progression Coordinator works with schools, reviews the progress being made by students on a termly basis and ensure an effective system is in place for tracking young people with an unknown status.	Very good links already exist with all schools in the county. Tracking systems are in place to monitor pupils' progress. Work is underway to link these systems to the early identification tool as it is fully implemented / rolled out.	<p>There is a need to appoint an Employment &amp; Progression Coordinator in order to implement this action.</p> <p>Managing this new appointment against a backdrop of budget constraints.</p>	Appointment of an Employment & Progression Coordinator who will drive this work forward via the introduction of appropriate systems.

	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
	Produce a baseline map of education, training and re-engagement provision mapped against the Careers Wales five tier model by March 2014 and update the provision map annually.	A substantial amount of work has been done to 'map' the provision available for 14–19 year olds and for 18–24 year olds. This work has included the 14–19 Annual Prospectus and a directory of opportunities specifically aimed at NEETs aged 18+.	<p>Significant duplication of provision for the 16 – 19 age group but a lack of appropriate provision for pre 16 and post 19 cohorts. Mapping the provision against the Careers Wales Five Tier model is still in the early stages.</p> <p>One of the major barriers is keeping any audit or directory current, relevant and up to date.</p> <p>Ensuring that all provision is captured, not only schools, further education and work based learning.</p>	<p>Align 14-19 Learning Pathways resources more closely to the implementation of the YE&amp;PF.</p> <p>Ensure the baseline map is appropriately linked to the common application process.</p>
10	Engage with all providers to ensure they are developing and delivering an appropriate mix and balance of provision.	There are currently a number of networks of providers e.g. 14–19 Network, Bridgend Employer Liaison Partnership (BELP) which have good representation from providers. These networks work well and often result in good partnership working and changes to provision and delivery methods.	<p>There is not sufficient data available to reliably inform commissioners, including Welsh Government, of the appropriate mix and balance of provision.</p> <p>To ensure synergy between ESF and other funded programmes with local planning and provision.</p>	Develop appropriate network arrangements to include all providers of pre and post 16 provision.

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	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
11	Work with a range of local organisations to support an effective implementation of the youth guarantee (across a number of LA's by September 2014 with a full national roll out from September 2015).	Work is not fully underway in respect of a 'Youth Guarantee Scheme. Bridgend continues to liaise with and monitor the work of pilot areas.  Arrangements for training partners and providers are in the early stages of organisation.	Ensuring that all partners who need to play their part in terms of delivering the Youth Guarantee do so within published timescales.  Ensuring that the Youth Guarantee Prospectus and Common Application Process are live on line by September 2015.	Agree and implement arrangements locally for the effective implementation of the Youth Guarantee.
12	Engage with organisations tendering to deliver traineeships to ensure that their planned provision meets local needs by April 2014.	Ensuring that links with Careers Wales and Work Based Learning providers, including Bridgend College, are strong.	Meeting the April 2014 deadline.	The Local Authority will work closely with Welsh Government and local and national providers to establish methods of engagement and communication to ensure provision meets the local needs identified through the mapping exercise.
13	Analyse existing provision against need to identify gaps, unmet provision and duplication and influence providers based on this.	Curriculum mapping work is on-going in a variety of settings/age ranges. Schools and Bridgend College work effectively in partnership to deliver an efficient curriculum offer which is designed to eradicate duplication.	Mapping learning provision in a more comprehensive fashion which includes all providers.	The methods of engagement and communication established will be used to identify gaps in provision and unmet needs of young people. This data will be used to influence providers. The Local Authority will work closely with Welsh

Page 56				Government to ensure this information is used to inform allocation of provision in line with learner demand and labour market information.
14	Ensure effective provision for different groups of young people.	As per sections 12 and 13 above.	Meeting the needs of young people in terms of impartial advice and guidance given the changing role of Careers Wales.	Complete the curriculum mapping exercise against the Careers Wales Five Tier Model.  Analyse and evaluate the curriculum map against learner need and labour market information.
15	Take a strategic approach to workforce planning and tackling youth employment making use of programmes where available.	Bridgend is delivering a number of projects and programmes locally aimed at tackling youth employment locally including Communities First Jobs Growth Wales Project, the LSB work experience programme and the YOS Police and Crime Commissioner project for 18 – 21 year olds.	Developing a single coordinated approach to strategic workforce planning.	Establishing a co-ordinated strategic approach to implementing this aspect of the YE&PF.
16	Engage bi-annually with Welsh Government.	Already in discussion with Welsh Government officials and a number of meetings have taken place.	--	Officers will continue to engage with Welsh Government officials.
17	Allocate a senior leader to take overall responsibility for the Framework by November 2013 and Engagement and Progression Co-ordinator.	The Corporate Director – Children has assumed strategic responsibility for the Framework.  Appropriate arrangements are in place to implement this on a strategic level.	An Engagement and Progression Co-ordinator not in place at this time.	Plans are in place to appoint to the Engagement and Progression Coordinator role as soon as possible.



Page 57	Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?
18	How will you ensure that young people have a strong influence on your plans?	The LSB Citizen Engagement Steering group brings together those involved across consultation and engagement activity in LSB member organisations to minimise duplication and ensure that consultation is effective. Other consultation mechanisms available to consult with young people include the youth council, school councils and the Youth Service.	Challenges include timescales and the need to consult with young people in the given timescale, risk of over consulting with young people in a climate where budget cuts mean increased consultation and limited resource and capacity to undertake as detailed consultation as might be required.	Map out the existing consultation and engagement events that are planned for or involve young people to look at whether there is a possibility of linking with these e.g. youth service events, valleys to coast roadshow events. Discussions will also take place with other key services e.g. youth council, Voluntary Sector, school councils, college, Careers Wales, learning providers, to find out what scope there is for gathering the views of their members/service users to inform the work.
19	Are you taking forward a consortia approach to implementation of the Framework and if so how?	Bridgend is leading on regional working for 14 – 19 across the five Local Authority areas of the South Central Consortium.  A 14-19 Managers group is in place.	Bridgend continuing to have the available resources to coordinate consortium working.  Managing different approaches in ESF and non ESF areas.	Sharing best practice across the five local authorities.

Page 20 58	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
	Do you have any plans to evaluate the impact of your action plan and if so how?	<p>Yes, self-evaluation and review takes place within the Local Authority on a regular basis.</p> <p>The YE&amp;PF will be evaluated via the LSB partnership structure and monitored via the Council's Scrutiny arrangements.</p>	Ensuring frequent and appropriate scrutiny arrangements are put in place.	<p>A multi-agency group has been established to develop a collaborative, inclusive response to this action plan and agree future monitoring arrangements.</p> <p>Once we develop a more detailed action plan appropriate output indicators will be identified and data collection mechanisms developed. These will be reviewed on a regular basis to identify the impact of the action plan.</p>
21	The Welsh Government is going to be undertaking an evaluation on processes, engagement and implementation. Do you have any questions that you would like included in the Welsh Government evaluation?	Arrangements are in place to identify questions for inclusion in the evaluation.	To ensure that we engage appropriately with the external evaluators and Welsh Government throughout the evaluation exercise.	Bridgend will ensure that the implementation arrangements that it sets up will pay due attention to evaluation.

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	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
22	How do you intend to share learning from the implementation of the Framework with other Local Authorities?	There is a network of Local Authority Families First, LSB and 14-19 Network officers that meet on a regular basis to discuss Best Practice.	Ensure that best practice is disseminated appropriately from these networks to all partners.	These networks plan to continue to meet and provide an opportunity to share knowledge and advice on the work of the YE&PF.
23	How will you ensure that the right strategic and operational leadership is in place?	<p>The issue of young people not in education, employment or training remains a strategic priority for the Council and the LSB.</p> <p>The Corporate Director, Children is overseeing implementation of the Framework and ensuring appropriate leadership at all levels is in place.</p>	Capacity and timescales.	Progress on the implementation of the YE&PF will be reported through the LSB partnership structure.
24	How do you intend to join up with your Local Authorities anti-poverty champion?	The Cabinet Member for Communities has been designated as Bridgend's anti-poverty champion. At officer level the Head of Regeneration and Development is the anti-poverty champion and is a member of both the LSB Communities Board and the People's Board and acts as the link officer between the two Boards.	Ensuring that at strategic and operational level the YE&PF is joined up appropriately with the wider tackling poverty agenda in Bridgend.	Dialogue with appropriate elected members and officers to ensure a joined up approach is in place.

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	<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>
25	How will you consider the importance of Welsh language needs of young people in implementing the Framework?	Implementing the relevant outcome targets for pre and post 16 provision of the Welsh Education Strategic Scheme.	Recruiting staff who can work with young people through the medium of Welsh.	Continue to work in partnership with colleagues at Menter Bro Ogwr to ensure the Welsh Language needs of young people are identified and implemented through the Framework  Align Welsh medium 14-19 activities to YE&PF priorities.
26	How will you sustain this work beyond the implementation plan?	--	Resources.	Embed best practice throughout all stages of the project.  Build capacity locally and work regionally as appropriate.

Completed by: Kath Durbin  
Position: Group Manager Post 14 Education, Training and Development  
Approved by: Deborah McMillan  
Position: Corporate Director - Children  
Date: 14<sup>th</sup> March 2014

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### Youth Engagement and Progression Model

Tier	Current Definition	Potential Definition
<b>Tier 5</b>  <b>Young People Sustaining Education, Employment or Training (EET)</b>	<ul style="list-style-type: none"> <li>Sustaining education, employment or Training (EET)</li> <li>Working or studying part time over 16 hours</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining education, employment or training</li> <li>Voluntary Work – (formal offer of volunteering)</li> </ul>
<b>Tier 4</b>  <b>Young People at risk of dropping out of EET</b>	<ul style="list-style-type: none"> <li>Those who have been identified as at risk of disengagement pre- 16 and/or were judged as at risk of not making a positive transition who are subsequently in FE sixth form or training</li> </ul>	<ul style="list-style-type: none"> <li>Engaged in EET but at risk of dropping out of EET (provider managed)</li> </ul>
		<ul style="list-style-type: none"> <li>Engaged in EET but at risk of dropping out of EET (Provider/other organisation managed i.e. CW)</li> </ul>
<b>Tier 3</b>  <b>Young People not in EET, either ready to enter EET or requiring career management support</b>	<ul style="list-style-type: none"> <li>Engaged with CW and/or known to be actively seeking EET; either ready EET; or assessed as requiring career management or employability skills support to enter EET</li> <li>This tier should also include those known to CW, actively seeking EET but not requiring CW enhanced support i.e. accessing support via CW.com, awaiting a college start date etc.</li> </ul>	<ul style="list-style-type: none"> <li>Not engaged in EET but ready to enter</li> </ul>
		<ul style="list-style-type: none"> <li>Not engaged in EET but ready to enter following support</li> </ul>
<b>Tier 2</b>  <b>Young people not in EET – unable to enter EET or requiring intensive personal support</b>	<ul style="list-style-type: none"> <li>Young person not available/unable to seek EET (sickness, young carers, pregnancy, custody)</li> <li>Young people with significant or multiple barriers requiring intensive personal support</li> </ul>	<ul style="list-style-type: none"> <li>Not engaged in EET and not ready to enter</li> </ul>
		<ul style="list-style-type: none"> <li>Not engaged in EET and unable to enter</li> </ul>
<b>Tier 1</b>  <b>Unknown status on leaving Careers Wales services</b>	<ul style="list-style-type: none"> <li>Young people unknown to Careers Wales</li> </ul>	<ul style="list-style-type: none"> <li>Young people unknown</li> </ul>

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### FORWARD WORK PROGRAMME 2014-15

##### **1. Purpose of Report.**

- 1.1 To present the Committee with suggested topics for consideration in the development of its Forward Work Programme for 2014-15.

##### **2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 3 April 2013 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

##### **3. Background.**

- 3.1 Under the terms of Bridgend County Borough Council's Constitution, each Overview and Scrutiny Committee must publish a Forward Work Programme (FWP) as far as it is known. Forward Work Programmes of Overview and Scrutiny Committees are designed to be flexible, and the Committee may decide to amend or alter it throughout the year. This Forward Work Programme period runs from May 2014 – May 2015.

##### **4. Current situation / proposal.**

- 4.1 An effective Forward Work Programme will identify the issues that the Committee wishes to focus on during the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted; i.e. will the Committee be undertaking a policy review/ development role ("Overview") or performance management approach ("Scrutiny")? Will the work be undertaken by the whole Committee or through a smaller Research and Evaluation Panel?
- 4.2 Work programming should be a continuous process, as it is important that the Committee does not commit itself to a piece of work that becomes less relevant as circumstances change throughout the year, or finds itself unable to respond to new issues that arise during the course of the year due to its existing commitments.

- 4.3 However, given the finite resources available to the local authority, it is sensible to set time aside at the beginning of the civic year in order to plan ahead and ensure that key issues are identified in good time.
- 4.4 During March and April, Scrutiny Officers developed a longlist of potential items for inclusion on the Forward Work Programme, using the criteria set out below, which emphasise the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation.

**Examples of Issues to Consider when Selecting Areas for Scrutiny:**

***Initial Reasons:***

1. Is the subject within the Committee's terms of reference?
2. How can Members add value in their representative role?
3. Is the subject being/been/due to be dealt with elsewhere in the Authority/partner agencies?
4. What would be the purpose of conducting a review of this area?
5. To what extent does the subject impact upon the Council's ability to achieve its key priorities?

***Risk:***

6. Is the subject a high-risk area? How does it relate to the Authority's risk management framework?

***Performance Measures:***

7. Has the Council demonstrated poor performance in this area?
8. To what extent is there scope to improve service delivery in this area?

***Community Perception:***

9. Has any consultation with stakeholders taken place in this area? If so, how robust was the consultation process?
10. Does the local community rank the subject as important?
11. How does the subject impact upon the Council's Community Leadership role?
12. Is the subject of public interest highlighted in the local media?

***External Factors:***

13. Has the matter been the subject of external/internal review or inspection? If so, what were the findings of the review?
14. Is there any recent/upcoming legislation that will affect the Council's approach to this subject?
15. Is the subject a Local Service Board priority?

**Budget:**

16. Is there a high level of budgetary commitment to the subject? Is there a pattern of budgetary overspends?

4.5 Officers also used the following sources in order to select items for inclusion on the long list:

- *Committee Requests for Scrutiny from previous Forward Work Programmes;*
- *Wales Audit Office Assessment Letters (August and November 2013)*
- *Corporate Risk Assessment*
- *Directorate Business Plans;*
- *Performance Reports to Scrutiny Committees;*
- *Annual business planning and budget setting process;*
- *Commission of Public Service Governance and Delivery (the Williams Report)*

4.6 Following the development of the longlist, Scrutiny Chairs and officers took part in a work planning exercise in order to develop a shortlist of items and provisionally allocate each item to a meeting date. The shortlist is set out in the following paragraphs.

**4.7 Directorate Performance**

Performance reports will be presented twice a year. In November/December, Members will receive the performance data from quarter 2 and in February/March the Committees will be provided with the performance data from quarter 3. The purpose of Members receiving these reports is to ensure Committees are able to provide a critical overview of Directorate performance based on timely and relevant financial and performance data. In addition to this, Members will also receive end of year performance data for quarter 4 for information purposes only.

**4.8 Business Plans**

Business plans are provided to the Committee annually in order to give Members the opportunity to scrutinise the Plans and for the comments to be reported to Cabinet as part of the ongoing business planning and budget process.

**4.9 Corporate Plan**

It has been proposed that each Overview and Scrutiny Committee should have the opportunity to consider those priorities within the Corporate Plan that are relevant to their remit, in order to form a view on whether the priorities are the correct ones, and whether the actions being taken in order to deliver the priorities are effective.

Once each Scrutiny Committee has offered comments and recommendations, these are co-ordinated by the Community Safety and Governance Overview and Scrutiny Committee and sent to Cabinet to assist continuous improvement in this area.

#### **4.10 Budget Setting Process**

The Committee has an important role in considering the draft budget proposals as they relate to the Children's Directorate relating to the identification and implementation of savings, explanation for potential growth areas within the Directorate budget and proposals for funding any such growth areas. The Committee then has the responsibility to make its recommendations to the Corporate Resources and Improvement Overview & Scrutiny Committee who combine the findings from all Scrutiny Committees and submit them in a report to Cabinet.

#### **4.11 Young People Not in Education, Employment or Training (NEETS)**

This issue has links to Educational Attainment, which scores 16 on the corporate risk register. It is scheduled as an item on the agenda for the Committee meeting on 10 June.

#### **4.12 Youth Offending Service**

Following its meeting on 11 February 2013, the Committee has requested a report on the outcomes of research regarding patters relating to serious incidents involving young people known to the Youth Offending Service.

#### **4.13 Youth Service Review**

The Committee has previously requested a report in order to inform them of changes to the Youth Service in light of the savings requirements set out in the Medium Term Financial Strategy.

#### **4.14 Looked After Children Strategy**

The Committee has been monitoring this during 2013-14 and has resolved this it would continue to monitor its progress and implementation. This links to issues around early intervention and prevention, which are priorities for the Directorate.

#### **4.15 Looked After Children Budget Overspend**

This has been raised as an issue by the Corporate Resources and Improvement Overview and Scrutiny Committee as part of its budget monitoring role as the budget is consistently overspent. This issue links to early intervention and prevention strategies and their effectiveness as well as other performance issues within Safeguarding.

#### **4.16 Social Services Workforce Plan**

Due to ongoing issues with the recruitment and retention of experienced social workers, the Committee has requested that they see the Workforce Plan that is being developed. It is understood that the plan will address recruitment and retention issues, including an analysis of reasons given for leaving the employment of BCBC.

#### **4.17 Early Intervention and Prevention**

“Supporting vulnerable children, young people and their families” scores 16 on the corporate risk register. The risk register notes that failure to develop high quality early intervention and preventative services, including multi-agency locally based support, may lead to an increase in the number of children at risk/ Looked After. It may also lead to more complex and severe needs amongst children and young people and their families. It will also have an impact on the Safeguarding budget, which is consistently overspent. It is suggested that the Committee request a report on the current early intervention and prevention strategies in place and the impact they are having on numbers of children becoming looked after/ at risk.

#### **4.18 Serious Case Reviews**

The Committee received a report on this subject in July 2013. The Committee has asked to consider the subject again in greater depth, focusing on the processes regarding data capture and the protocols regarding sharing information between agencies. The report should also focus on the methods by which compliance with the agreed processes and protocols is ensured.

#### **4.19 Regionalisation of the Safeguarding Children Board.**

The Committee has previously requested a report on this issue and the potential impact on BCBC.

#### **4.20 Statements of Special Educational Needs.**

Due to the poor performance in this area, the Committee has suggested that the current policy/ model should be reviewed. It is suggested that the Committee request a report outlining the reasons for poor performance and the measures being undertaken to improve.

#### **4.21 Annual School Performance Report 2013 – 14**

Educational Attainment scores 16 on the corporate risk register. The School Performance report 2012 – 13 shows that on a number of indicators, BCBC is at or below the Welsh average. There are a smaller number of indicators which show BCBC at slightly above the Welsh Average. Estyn have graded the local authority as Adequate and have emphasized the need to increase Members’ knowledge of school data, amongst other recommendations. The Joint Education consortium is tasked with improving performance; however these arrangements are relatively recent and have been subject to change in order to fit in with the newly prescribed national model.

### **5. Effect upon Policy Framework& Procedure Rules.**

5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

### **6. Equality Impact Assessment**

6.1 There are no equality impacts arising directly from this report.

**7. Financial Implications.**

7.1 The implementation of the Forward Work Programme will be met from within existing resources for Overview and Scrutiny support.

**8. Recommendation.**

8.1 The Committee is asked to:

- i. Consider the suggested topics for inclusion on the Committee's Forward Work Programme 2014-15
- ii. Determine if it wishes the Overview and Scrutiny Unit to undertake scoping exercises with regard to any additional topics that it wishes to be considered for inclusion on its Forward Work Programme.

**Andrew Jolley**  
**Assistant Chief Executive – Legal and Regulatory Services**  
**2014**

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**Background documents**

Wales Audit Office Assessment Letters (August and November 2013)  
Corporate Risk Assessment  
Directorate Business Plans;  
Commission of Public Service Governance and Delivery (the Williams Report)  
Minutes of Overview and Scrutiny Committees May 2013 –May 2014

## REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### CORPORATE PARENTING CABINET- COMMITTEE CHAMPION UPDATE

##### 1. Purpose of Report

- 1.1 To provide the Members with an update from the Committee's Corporate Parenting Champion on the work being undertaken by the Corporate Parenting Cabinet-Committee.

##### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 19 February 2014 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

##### 3. Background

- 3.1 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent' therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.<sup>1</sup>
- 3.2 In order to further develop and enhance the Council's corporate parenting role with its partners, a Corporate Parenting Cabinet Committee comprising all Members of Cabinet was established by Cabinet on 4 November 2008.

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<sup>1</sup> Welsh Assembly Government and Welsh Local Government Association 'If this were my child... A councillor's guide to being a good corporate parent to children in care and care leavers', June 2009

- 3.3 The inaugural meeting of the Cabinet Committee was held on 27 November 2008. It has been agreed that the Cabinet Committee will meet bi-monthly. The terms of reference for the Cabinet Committee are:
- to ensure that looked after children are seen as a priority by the whole of the Authority and by the Children and Young People's Partnership;
  - to seek the views of children and young people in shaping and influencing the parenting they receive;
  - to ensure that appropriate policies, opportunities and procedures are in place;
  - to monitor and evaluate the effectiveness of the Authority in its role as corporate parent against Welsh Government guidance.
- 3.4 At its inaugural meeting, the Cabinet Committee requested that a Corporate Parenting "Champion" be nominated from each of the Overview and Scrutiny Committees to become permanent invitees to the Cabinet Committee.

#### **4. Current Situation**

- 4.1 The role of the Scrutiny Champion is to represent their relevant Overview and Scrutiny Committee, partaking in discussions with Cabinet over items relating to children in care and care leavers.
- 4.2 In this role, it is also suggested that Champions provide regular updates to their Committees to ensure that Members are informed of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.
- 4.3 It is also proposed that Members consider how the services within the remit of their Committee affects children in care and care leavers, and in what way can the Committee can therefore assist in these areas.
- 4.4 Provided below from paragraph 4.5 to paragraph 4.34, is a brief update from Cllr David White who is the nominated Corporate Parenting Champion for the Children and Young People Overview and Scrutiny Committee.

#### **Adoption Service**

- 4.5 Although it is disappointing that Bridgend Local Authority has missed out in the appointment of the host authority within Western Bay in regards to adoption. It is this reports understanding that plans to create a new Western Bay Regional Adoption Service are well established and are on track to be in place by this autumn.
- 4.6 The regional arrangements will form part of a brand new National Adoption Service for Wales, which aims to improve services for both adopters and children who are seeking adoption. The adoption collaboration also is in line with the Welsh Government's aim to see more partnership working within local government
- 4.7 The three councils that form the Western Bay Regional Adoption Service all have relatively high numbers of looked after children and each face similar significant challenges in recruiting suitable adopters to meet demand.



- 4.8 Those challenges will continue in the new collaboration, but the three authorities are going into the new arrangement from a strong position as their current services are highly regarded. With Bridgend County Borough Council's adoption service recently achieving a positive inspection from the Care and Social Services Inspectorate Wales (CSSIW). It should be no surprise that Bridgend employee, Val Jones has been seconded to oversee the transition stage of the Western Bay Regional Adoption Service
- 4.9 The intention is to make the adoption process more consistent across Wales, build on best practice that Bridgend and other local authorities in Wales currently have in place, reduce bureaucracy, costs and more importantly address any weaknesses in practices that have may have been identified in the current provision.
- 4.10 It is the writer's view in this report, based on personal experiences and on Swansea's latest inspection in 2014. There should be no concern with Swansea being the host and as with Bridgend Local Authority, the adoption team in Swansea have strong leadership from the senior management in place and members of staff are enthusiastic, motivated, experienced in their role and are committed to achieving good outcomes for children and potential adopters.
- 4.11 This said, there should be firm mechanism in place that ensures that Bridgend Members and other Co Opted Members of the CYP Committee can continue to hold the decision-makers to account, to examine services provided and to ask questions on how decisions have been made. This will then enable the members of committee to consider whether service improvements can be put in place and then to make recommendations to Officers, Cabinet or Council to consider.

**Statutory Independent Professional Advocacy And Independent Visiting Services.**

- 4.12 In April 2011 the Children's Commissioner for Wales announced his intention to review independent and professional advocacy services for looked after children and young people, care leavers and children in need. The review aimed to ascertain whether, and to what extent, arrangements for independent professional advocacy services made by Welsh Ministers and all local authorities in Wales, are safeguarding and promoting the rights and welfare of these children and young people.
- 4.13 In accordance with various statutory requirements included in the Children Act 1989 (Sec 26A); Children Leaving Care Act 2002 and the Adoption and Children Act 2002. It places a statutory duty for Local Authorities to commission and make available independent professional advocacy for children in our care, Children In Need and Care Leavers.
- 4.14 As a result of The Children's Commissioner's published review, in 22 March 2012 (Missing Voices) The report set out 29 key recommendations of which 11 were directed to the Welsh Government. The remaining 18 were directed to local authorities, which was heavily critical of Local Authorities in Wales and

Welsh Government in concluding that authorities were failing in their duties in relation to independent professional advocacy for the vulnerable groups.

- 4.15 Following an audit by Bridgend Local Authority it identified a number of gaps in current service at the time of the audit, demonstrated that the Council was not meeting all of its statutory duties to children and young people in relation to independent professional advocacy.
- 4.16 In light of the above a procurement exercise for a new contract commenced in December 2013, where one tender was received and evaluated on price and quality by a panel of three officers from the Council.
- 4.17 Following a successful evaluation of the tender, the contract has been awarded to Tros Gynnai Plant. The independent Professional Advocacy and independent Visiting contract will be in place for two years with an option to extend for up to 12 months following successful evaluation during year 2. With the contract service commencement, date was the 1<sup>st</sup> April 2014.
- 4.18 The new service has been widened to include all children and young people aged 0-25, who is engaged with children's social services in Bridgend. This includes all Looked After Children (including those placed for adoption), Care Leavers and Children in Need as per the Children Act 1989 definition.
- 4.19 These are the children who require the support from local authority children's social care teams, including those on, or being considered for entry onto the child protection register and disabled children and young people
- 4.20 The Bridgend Borough Council is arranging for processes to be put in place to ensure that children and young people in our care are aware of their rights to access advocacy, should they ever need it. This includes developing and implementing protocols that ensure that an automatic offer of advocacy is made to all children and young people at the point at which they become involved with Children's Social Services teams and that this offer is repeated at regular intervals.
- 4.21 Good advocacy can have a profound effect on the lives of children and young people and the CYP Committee should continue to do all we can to ensure that the provision. I have no cause for concern that Tros Gynnal Plant will not meet the Bridgend Local Authorities statutory obligations and the expectations of the Children's Commissioners of Wales in relation to independent professional advocacy and visiting service.
- 4.22 Tros Gynnal Plant was founded in 2002 and has vast experiences in advocacy and children's rights. Tros Gynnal is Wales leading based Children's Rights Charity, which supports and represents vulnerable children and young people through a range of projects, training and campaigning. Already they are commissioned by a number of other local authorities in Wales to carry out advocacy service.

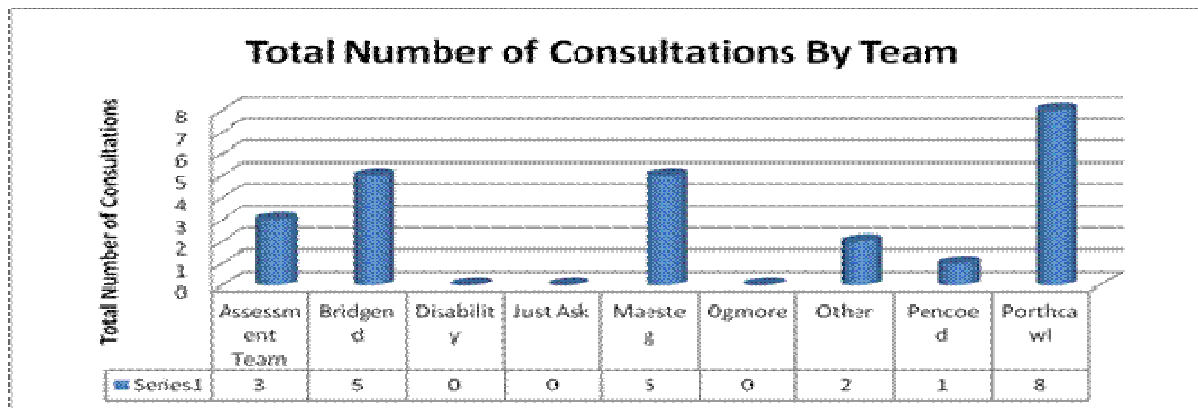
- 4.23 With appropriate values in place they believe that every child and young person has the right to have their views and wishes considered when decisions are being made that affect their lives.

### **Awards and Celebrations**

- 4.24 In my role in the Corporate Parenting representative, I have recently attended The LAC Awards and One Year Celebration of IFSS.
- 4.25 It was a pleasure to be invited to the LAC awards which recognises the skills, talent and hard work of looked after children and young people. The awards afforded an opportunity for the young people to have their successes and achievements recognised. Various awards included Academic Improvement awards was given to youngsters for committing to school attendance, improving in certain subjects and for making progress in other areas.
- 4.26 It would be wrong if the LAC awards failed to recognise the work of our foster carers commitment to providing a solid and stable environment for a child or young person to grow and feel valued. With the child's well-being and best interest is always their top priority
- 4.27 Furthermore, acknowledgement was also offered to members of staff and without their enthusiasm commitment, hard work and skills which enable them to make a difference in the lives of young people and their carers. The achievements noted at the awards, could not have been achieved without these skills and dedication, demonstrated by the members of staff and foster carers.
- 4.28 In regards to the IFSS One Year Celebration, we read and hear many reports by the officers of the success achieved by the local authority and the members of staff who are involved with families.
- 4.29 The one year celebration offered the opportunity to meet with the families involved with IFSS and to hear first-hand about their experiences. The positive difference made when support is offered from a highly skilled team of multi-agency professionals who work intensively with children and families.
- 4.30 This process helps family members to understand and recognise the impact of their behaviour and to identify how it could be improved. Furthermore to take the practical steps needed to make and sustain those changes when overcoming the difficulties of parental substance and alcohol misuse.
- 4.31 It can be easily be observed from speaking to and hearing from the families, IFSS are making a positive difference to some of the most vulnerable families in our communities, who were drifting and making no improvement after extensive support from the local authority. This resulted in the children of these families having lengthy periods on the Child Protection Register or being looked after by the local authority, at a significant cost to the budget.
- 4.32 In 2013 the IFSS predicted to work with 100 families per year across the region which would equate to approximately 30 families within BCBC. To date

Western Bay IFSS have completed a total of 130 Consultations during the period 01.04.13 to 30.04.14 with Bridgend accounting for 24 of the consultations.

- 4.33 Below is a graph detailing the teams and areas within the Borough that have participated in Consultations with IFSS.



- 4.34 Rather than me make further comment it has been agreed that I can show a short DVD made by IFSS and the families who have been referred to the service. Who will be able to inform what the service as meant to them and how this service has reduced the lac population and children on the child protection register. Therefore saving costs to the budget and more importantly making positive changes to the families who are in extreme crisis as a result of or a factor involving parental substance misuse..
- 4.35 It is the role of the Committee to ask the Champion any questions or raise any queries with Cllr White to be fed back to the Cabinet-Committee.

**5. Effect upon Policy Framework and Procedure Rules**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

**6. Equality Impact Assessment**

- 6.1 The attached report has been provided as an update and therefore does not relate to a specific decision or Equality Impact Assessment.

**7. Financial Implications**

- 7.1 There are no financial implications.

**8. Recommendations**

- 8.1 The Committee is asked to consider and note the Corporate Parenting Champion's update and to decide whether or not to raise any queries with Cllr David White in his capacity as Corporate Parenting Champion for the Children and Young People Overview & Scrutiny Committee, in order they be communicated to the Corporate Parenting Cabinet-Committee.

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**Background Documents**

None

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

#### REPORT OF THE ASSISTANT CHIEF EXECUTIVE LEGAL & REGULATORY SERVICES

#### NOMINATION OF A CORPORATE PARENTING CHAMPION

##### 1. Purpose of the Report.

- 1.1 To request the Committee to nominate one Member as its Corporate Parenting Champion to represent the Committee as an Invitee to meetings of the Cabinet Committee – Corporate Parenting.

##### 2. Connection to Corporate Improvement Objectives

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 19 February 2014 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

##### 3. Background.

- 3.1 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent' therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.<sup>1</sup>
- 3.2 In order to further develop and enhance the Council's corporate parenting role with its partners, a Corporate Parenting Cabinet Committee comprising all Members of Cabinet was established by Cabinet on 4 November 2008.
- 3.3 The inaugural meeting of the Cabinet Committee was held on 27 November 2008. It has been agreed that the Cabinet Committee will meet bi-monthly. The terms of reference for the Cabinet Committee are:

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<sup>1</sup> Welsh Assembly Government and Welsh Local Government Association 'If this were my child... A councillor's guide to being a good corporate parent to children in care and care leavers', June 2009

- to ensure that looked after children are seen as a priority by the whole of the Authority and by the Children and Young People's Partnership;
- to seek the views of children and young people in shaping and influencing the parenting they receive;
- to ensure that appropriate policies, opportunities and procedures are in place;
- to monitor and evaluate the effectiveness of the Authority in its role as corporate parent against Welsh Government guidance.

3.4 At its inaugural meeting, the Cabinet Committee requested that a Corporate Parenting "Champion" be nominated from each of the Overview and Scrutiny Committees to become permanent invitees to the Cabinet Committee.

3.5 At its meeting on 27 May 2014, Cabinet agreed that the Chairperson of the Children and Young People Overview and Scrutiny Committee be appointed as an invitee to the Cabinet Committee – Corporate Parenting, in addition to the Corporate Parenting Champion.

#### **4. Current Situation / Proposal.**

4.1 The Committee is requested to nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Cabinet Committee - Corporate Parenting.

4.2 The role of the Scrutiny Champion is to represent their Overview and Scrutiny Committee, partaking in discussions with Cabinet over items relating to children in care and care leavers.

4.3 In this role, it is also suggested that Champions provide six monthly updates to their Committees to ensure that Members are informed of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

4.4 It is also proposed that Members consider how the services within the remit of their Committee affects children in care and care leavers, and in what way can the Committee therefore assist in these areas.

#### **5. Effect upon Policy Framework and Procedure Rules.**

5.1 The work of the Community Safety and Governance Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

#### **6. Equality Impact Assessment.**



6.1 There are no equality impacts arising from this report.

## 7. Financial Implications

7.1 None.

## 8. Recommendation.

The Committee is asked to:

- i. Nominate one Member of the Committee as its Corporate Parenting Champion to represent the Committee at meetings of the Cabinet Committee – Corporate Parenting;
- ii. Note the appointment of the Chairperson of the Children and Young People Overview and Scrutiny Committee as an additional invitee.

**P A Jolley,**  
**Assistant Chief Executive – Legal & Regulatory Services**  
**1 June 2012**

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## Background Documents

Bridgend County Borough Council Constitution

Part II of the Local Government Act 2000: Executive Arrangements

Report of the Corporate Director – Children to Cabinet, 4 November 2008: Establishment of a Corporate Parenting Cabinet Committee

Report of the Corporate Director – Children to the Inaugural Meeting of the Corporate Parenting Cabinet Committee, 27 November 2008

Report of the Assistant Chief Executive – Corporate Development & Partnerships to  
Corporate Resources and Improvement Overview & Scrutiny Committee, 30 January 2009

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

10 JUNE 2014

### REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL & REGULATORY SERVICES

#### NOMINATION TO STANDING BUDGET RESEARCH AND EVALUATION PANEL

##### **1. Purpose of the Report**

- 1.1 The purpose of the report is to seek nominations for the Budget Research and Evaluation Panel in line with the Corporate Resources & Improvement Overview & Scrutiny Committee's recommendations made as part of the 2014/15 budget setting process.

##### **2. Connection to the Corporate Improvement Objectives / Other Corporate Priorities**

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 19 February 2014 and formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

##### **3. Background**

- 3.1 In considering the challenges associated with continued budget reductions, Members of the 2014 /15 Budget Research and Evaluation Panel (BREP) recognised the need for a 'whole Council' response to be adopted in managing anticipated cuts to services against a backdrop of increasing demand, public sector reform and the challenging financial outlook.
- 3.2 It was consequently recommended that the BREP continue in its current form as a standing working group to enable Members to feed in community intelligence gained from their representative role and engage in shaping future service provision.

##### **4. Current Situation**

- 4.1 The BREP has previously been set up on an annual basis and focussed on examining the annual draft budget proposals to aid the scrutiny process. In contrast, the standing BREP whilst examining annual draft budget proposals, also undertakes informal consideration of proposals related to medium and longer term reviews linked with the Council's Strategic Change Management Programme. It seeks to assist management in the delivery of the plans to support change and the Medium Term Financial Strategy by fully utilising its community representational role to inform policy changes and provide challenge and the BREP will develop its terms of reference and methodology within that function.

**Membership and Relationship to Overview and Scrutiny Committees**

- 4.2 The Standing BREP will be constituted from the membership of the Corporate Resources and Improvement Overview & Scrutiny Committee, with the Chair and one other nominated Member from each Overview and Scrutiny Committee. In order to achieve the necessary focus and analytical depth, good practice would recommend that the total membership of the Panel be no more than 10 Members. The Chair of the BREP should be nominated by the members of the BREP itself at its first meeting.
- 4.3 The standing Panel's Forward Work Programme (FWP) should be informed by the Council's Medium Term Financial Strategy and Strategic Change Management Programme.

**5. Effect upon Policy Framework and Procedure Rules**

- 5.1 The report has no direct effect but seeks to broadly support the Authority in the development of future services.

**6. Equalities Impact**

- 6.1 There are no implications in this report.

**7. Financial Implications**

- 7.1 None

**8. Recommendations**

The Committee is asked to:

- Nominate the Chair and one other Member of the Committee onto the standing Budget Research & Evaluation Panel.

**Andrew Jolley,**  
**Assistant Chief Executive – Legal and Democratic Services**

**Contact Officer:** Rachel Harries  
Scrutiny Officer

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**Background Documents:**

Bridgend County Borough Council Constitution  
Part II of the Local Government Act 2000: Executive Arrangements

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**BRIDGEND COUNTY BOROUGH COUNCIL****REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE****10 JUNE 2014****REPORT OF THE ASSISTANT CHIEF EXECUTIVE –  
LEGAL & REGULATORY SERVICES****APPOINTMENT OF A CO-OPTED MEMBER TO THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE****1. Purpose of Report**

- 1.1 The purpose of the report is to propose the re-appointment of Mr Kevin Pascoe as a Co-opted Member on the Children and Young People Overview and Scrutiny Committee.

**2. Connection to Corporate Improvement Objectives / Other Corporate Priorities.**

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 3 April 2013 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

**3. Background.**

- 3.1 The Overview and Scrutiny Procedure Rules at Part 4 of the Constitution, state at Rule 3 that each Overview and Scrutiny Committee shall be entitled to recommend to the Council the appointment of a number of people as non-voting co-optees.
- 3.2 In addition to this, under section 76 of the Local Government (Wales) Measure 2011, it encourages public engagement and co-option to Scrutiny Committees. This statutory guidance is issued under section 76 of the Measure, and co-option to Overview and Scrutiny Committees stating that: *'The evidence from overview and scrutiny committees in Wales is that the contribution of co-opted members on committees can significantly strengthen their effectiveness.'*
- 3.3 At its meeting on 5 August 2013, Members of the Children and Young People Overview and Scrutiny Committee agreed to recommend to Council that Mr Kevin Pascoe be appointed as a non-voting co-opted member of the Committee until May 2014, due to the length of time that Mr Pascoe has sat on

the Committee as a registered representative, his knowledge of and contribution to the work of the Committee. This was agreed by Council at its meeting on 18 September 2013.

**4. Current Situation / proposal.**

- 4.1 As part of the original decision to co-opt Mr Pascoe, it was agreed that the arrangement would be reconsidered after May 2014.
- 4.2 During that time Mr Pascoe has continued to be an active member of the Committee and has confirmed that he is willing to continue in his role as a co-opted member of the Committee.
- 4.3 It is proposed that this arrangement should continue until the next local government elections, after which point it can be reviewed.

**5. Effect upon Policy Framework and Procedure Rules.**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

**6. Equality Impact Assessment**

- 6.1 There are no equality impacts relating to this report.

**7. Financial Implications**

- 7.1 This report has no direct financial consequences.

**8. Recommendation**

That the Committee recommends to Council the appointment Mr Kevin Pascoe as a Co-opted Member on the Children and Young People Overview and Scrutiny Committee.

**Andrew Jolley,  
Assistant Chief Executive – Legal & Regulatory Services  
2014**

**Contact Officer:** Rachel Harries  
Scrutiny Officer



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**Background Documents:**

Parent Governor Representatives and Church Representatives (Wales) Regulations 2001

Bridgend County Borough Council Constitution

Report to the Children and Young People Overview and Scrutiny Committee 5 August 2013

Report to Council 18 September 2013.

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**BRIDGEND COUNTY BOROUGH COUNCIL****REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE****10 JUNE 2014****REPORT OF THE ASSISTANT CHIEF EXECUTIVE –  
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- 4.3 It is proposed that this arrangement should continue until the next local government elections, after which point it can be reviewed.

**5. Effect upon Policy Framework and Procedure Rules.**

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

**6. Equality Impact Assessment**

- 6.1 There are no equality impacts relating to this report.

**7. Financial Implications**

- 7.1 This report has no direct financial consequences.

**8. Recommendation**

That the Committee recommends to Council the appointment Mr Kevin Pascoe as a Co-opted Member on the Children and Young People Overview and Scrutiny Committee.

**Andrew Jolley,  
Assistant Chief Executive – Legal & Regulatory Services  
2014**

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