

CABINET MEMBER FOR COMMUNITIES AND COHESION

**Venue: Town Hall, Moorgate
Street, Rotherham. S60
2TH**

Date: Wednesday, 2nd October, 2013

Time: 11.00 a.m.

A G E N D A

1. To determine if the matters are to be considered under the categories suggested, in accordance with Part 1 (as amended March 2006) of Schedule 12A to the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered later in the agenda as a matter of urgency.
3. Apologies for absence.
4. Declarations of Interest.
5. Minutes of the previous meeting held on 16th September, 2013. (Pages 1 - 4)
6. Update on the Integrated Youth Support Service. (Pages 5 - 26)
 - Head of the Rotherham Integrated Youth Support Service (Schools and Lifelong Learning, Children and Young People's Services), to report.
7. Date and time of the next meeting: -
 - Monday 21st October, 2013, to start at 12.00 noon in the Rotherham Town Hall.

CABINET MEMBER FOR COMMUNITIES AND COHESION
Monday, 16th September, 2013

Present:- Councillor Hussain (in the Chair) and Councillor Wallis.

Apologies for absence had been received from Councillor Burton.

E12. DECLARATIONS OF INTEREST.

There were no declarations of interest to record.

E13. MINUTES OF THE PREVIOUS MEETING HELD ON 22ND JULY, 2013.

The minutes of the previous meeting held on Monday 22nd July, 2013, were considered.

Resolved: - That the minutes of the previous meeting be agreed as an accurate record for signature by the Cabinet Member.

E14. UPDATE ON THE ROTHERHAM INTEGRATED YOUTH SUPPORT SERVICE, SCHOOLS AND LIFELONG LEARNING, CHILDREN AND YOUNG PEOPLE'S SERVICES.

Resolved: - That consideration of the matter be deferred until the next meeting of the Cabinet Member for Communities and Cohesion to be held on Wednesday 2nd October, 2013.

E15. WOMEN'S STRATEGY UPDATE.

Consideration was given to the presentation of the Community Engagement Manager (Community Engagement, Housing and Neighbourhood Services, Neighbourhood and Adult Services Directorate) relating to the Council's Women's Strategy.

The presentation provided an overview of the Strategy, the achievements made, areas for improvement and the progress from a stakeholder seminar that had taken place. The presentation ended by opening the area up for discussion about future developments.

The information shared included: -

- **Context: -**
 - Many policies and frameworks were 'gender blind' and did not include an assessment of the different needs of men and women;
 - Issues including the Government's Welfare Reform programme were expected to have implications for women and children;

- The Women's Strategy was a framework devised to guide and influence the Council's Partners;
 - It was intended that the Women's Strategy would add value to existing policies and frameworks;
 - The EoC report (2006) stated that: 'Women are frequently disadvantaged by policies and practices that do not recognise their greater caring responsibilities, the different pattern of their working lives, their more limited access to resources and their greater vulnerability to domestic violence and sexual assault.'
- **Achievements: -**
 - Events championing women;
 - Bespoke support for women to facilitate business and entrepreneur opportunities, pre-employment advice and training to help women to access employment opportunities;
 - Financial inclusion;
 - The annual International Women's Day conference;
 - Rotherham Women's Network, including maternity provision and town centre accessibility;
 - Support to make environments safer;
 - Contribution to Adult Safeguarding policies and procedures;
 - Training in relation to Domestic Abuse;
 - RMBC policies now included the following provisions where appropriate: - the facility to access the same gender interpreter, women-only sessions for major consultation sessions and mandatory training/e-learning.
- **Areas for improvement: -**
 - Working with the Private Sector to encourage adoption of policies within the Women's Strategy;
 - On-going work on adoption of safety enhancing measures;
 - Existence of some information gaps, including baseline and impact measurements;
 - Funding for projects;
 - Communication of the project and securing ownership by all partners.
- **Three priorities of the Women's Strategy: -**
 1. Provide opportunities for women to participate in learning and employment;
 2. Make Rotherham a place where women feel safe and are safe in all situations;
 3. Providing opportunities for women to achieve a healthy lifestyle and physical and mental well-being.

- **Five cross-cutting actions: -**
 1. Ensuring women's voice and influence in local decision making;
 2. Promoting equality for all women;
 3. Building women's self-esteem and self-confidence;
 4. Providing women only space and events;
 5. Improving communications and information.
- **Next steps: -**
 - Follow-up actions from the working-group held as part of the International Women's Day Conference;
 - Continue to pursue funding streams to support the aims of the Women's Strategy;
 - Continue with the Women's Network to create an action plan.

Discussion ensued on the information presented: -

- Councillors had attended events arranged by the Women's Network;
- Engaging with all members of the community;
- Utilising existing networks within Rotherham, including sporting networks.

Resolved: - (1) That the presentation be received and the information noted.

(2) That the actions of the working group held as part of the International Women's Day conference be followed- up.

(3) That funding streams be pursued in support of the aims of the Women's Strategy.

(4) That an action plan be produced to inform the next steps of the Women's Strategy.

E16. WORK PROGRAMME FOR 2013/2014 MUNICIPAL YEAR.

Discussion was undertaken around the priorities for the 2013/2014 work programme for the Communities and Cohesion portfolio.

- Single Infrastructure Grant (Voluntary Action Rotherham);
- Community Leadership Fund;

- Deprived Neighbourhoods Update;
- Community Engagement: Community First and Big Local;
- Vulnerable Persons' Unit – six-month progress update;
- Overview of the PREVENT workstream (South Yorkshire Police);
- Welcome Pack;
- Update on work with Parish Councils and Streetpride;
- Selective Licensing;
- Parish Council Charter update;
- One Town One Community update;
- Asylum / Migration update;
- Youth Services – standing updates.

Resolved: - That the above items be considered at future meetings of the Cabinet Member for Communities and Cohesion in the 2013/2014 Municipal Year.

E17. DATE AND TIME OF THE NEXT MEETING: -

Resolved: - That the next meeting of the Cabinet Member for Communities and Cohesion take place on Wednesday 2nd October, 2013, to start at 11.00 a.m. in the Rotherham Town Hall.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:-	Cabinet Members for Communities and Cohesion.
2.	Date:-	16th September, 2013
3.	Title:-	Update on the Integrated Youth Support Service.
4.	Directorate:-	Schools and Lifelong Learning, Children and Young People's Services

5. Summary

This report provides an update on the implementation of the Rotherham Integrated Youth Support Service and an overview of current key pieces of work.

It also refers to the development of Service Specification and planning and the IYSS performance framework.

6. Recommendations

That Members note the contents of this report for information.

7. Proposals and Details.

7.1 IYSS Restructure.

The IYSS restructure has been fully implemented with the completion of the soft launch and the fully roll out of the new structure on September 2nd.

The new structure is in place; however there are a number of vacant Youth Support Worker posts both part and full time equating to 3.5 FTE.

Interviews for these posts will take place during the week beginning September 9th.

There are also a significant numbers of Sessional Youth Work vacancies; interviews for these posts are also being undertaken during the same week. These vacancies have been left unfilled up until now because they could not be advertised during the restructure due to HR issues.

It is highly likely that there will still be outstanding JNC level one Sessional vacancies at the conclusion of this recruitment process. An external recruitment process to fill any outstanding posts will begin on the week beginning the 23rd of September.

7.2 Youth Offending Short Quality Assessment action plan.

Following the SQA feedback from Ofsted an action plan was initiated with the aim of addressing issues raised by the Inspectors. The key issues were concerned with listening to and implementing the voice of the young person and compliance with timescales on case recordings. A range of interventions were undertaken.

The Head of IYSS also asked the CYPS Performance Management team to undertake a Quality Audit on the YOS Case Management files this was undertaken in July 2013.

The Performance Management team reported back to the Safer Rotherham Partnership Executive Board YOS Board on August 26th. The action plan was accepted as completed and the feedback from the Audit was strong. The Performance Management team are supporting YOS in creating a Performance suite which will be reported on to SRP on a regular basis.

7.3 Commissioning update.

As part of the IYSS Specification there is provision for developing pieces of provision to join up and improve provision or to provide new work where none exists. The first tender was recently advertised, it concerns work regarding young people and Domestic Abuse, and staff training and support in this area of work. The Rotherham refuge was the successful organisation. The next pieces of work under development are concerned with teenage parents and also young people's money management and young people's Credit Union development.

7.4 Outdoor Learning.

Following the Youth Hostel Association's withdrawal from the partnership to run Crowden Outdoor Learning Centre work is on schedule for an ordered dissolution of the partnership.

The Centre will come under the sole remit of IYSS in April 2014.

An improvement action plan has been developed in relation to the Habershon House Outdoor Learning Centre including alterations to the provision to enable it to be used for self catering.

All the improvement plan work has been completed with the exception of painting the building which will commence in November.

7.5

IYSS are using the Rotherham Show to promote the new Service. Four Mobiles will be in attendance staffed by a range of workers from all parts of IYSS including the Voluntary and Community Sector and the CSE Service.

7.6. Building issues.

- **Bramley Bill Chafer Youth Centre.**

A meeting has been arranged for the 16th of September where the Deed Of Surrender handing over the building to Bramley Parish Council, will be signed and sealed. This will result in BPC taking over complete responsibility for the building and meeting all its costs. In return IYSS will provide a Youth Club facility at the Centre.

- **The former Dinnington Youth centre.**

The Jade Project has been successful in gaining funding of £300,000 for delivery in Dinnington. Plans are being progressed for the former Youth Centre at the rear of Dinnington Comprehensive School to be resurrected as a Young People's Centre. Rob Holsey is leading on this piece of work for the Council and IYSS have been asked to become a partner in delivery of provision for young people in Dinnington. The Service is keen to pursue this opportunity.

- **The Eric Manns building.**

As planned a detailed review of this building and its use, is nearing completion. A number of changes in order to improve the way the building is used are proposed. These include moving some staff to Riverside and some small alterations to the building layout and the way it is used.

This work is part of the Town Centre Review which is being undertaken to ensure the best use of resources in terms of buildings, including MyPlace, and staff in the Town Centre.

7.6 PYPPOs.

IYSS is currently working with South Yorkshire Police to review the role of the Police Young People's Partnership Officers in order to ensure maximum effectiveness within the Integrated Youth Support Service. It is anticipated that a consultation paper will be available within the next few weeks.

7.7 Service planning and performance management.

Following the publication of the IYSS Service Specification a Service planning proforma has been created and is being piloted across the whole of the Service. Each IYSS Team will produce a detailed area delivery plan which will run until March 31st 2014. There will be a review before the end of this period with learning from the pilot fed into next year's planning process. The planning proforma uses the Service Specification to underpin a clear expected set of activity; Team staff are also expected to create new pieces of work based on local need. Teams have also been allocated a budget for activity and are also able to build into a pot of Police and Crime Commissioner funding for additional activity based around PCC objectives.

The seven key objectives within the plan are those of the Early Help Strategy. **(See attached Appendix 1 for a copy of the Pilot Service planning pro forma).**

The Service is working closely with the RMBC Performance Management team on the development of a detailed Performance Management Framework for the Service. This is based upon the Service Specification and will be used to populate a set of key performance indicators which will form a performance "Dashboard" which can be regularly

updated and reported upon. It is anticipated that this work will be completed in the next few weeks.

7.8 Good news.

The IYSS Lesbian, Gay, Bisexual and Transgendered Group have been nominated for the Community Project Category of the European Diversity Awards and have been successful in reaching the final of this prestigious award. The final outcome will be known on September 26th.

8. Finance

There are no financial implications re this report. The IYSS Budget is on profile.

9. Risks and Uncertainties

There are no specific risks and or uncertainties appertaining to this report other than a failure to deliver effectively on these areas of work would diminish the Councils ability to meet the needs of local young people.

10. Policy and Performance Agenda Implications

The work outlined within this report is underpinned by the RMBC Corporate Planning framework and by the RMBC Early Help Strategy. A failure to deliver effectively could jeopardise key targets including those relating to NEET young people, Youth Justice related targets and targets contained within the Positive for Youth Strategy.

11. Background Papers and Consultation

“Positive for Youth” D of E January 2012.
Crime and Disorder Act 1998.
42A to Part 7 of the Education Act 1997

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Appendix one.

Integrated Youth Support Service.

TEAM PLAN.

September 2013- March 2014.

Team:

Manager:

Team Leader:

Integrated Youth Support Service.

Team Plan.

1. Introduction.

This document has been created to help you to plan the provision that your Team will offer to young people in your area of work.

It provides a context for the work of the IYSS, it defines our areas of concern and it specifies a baseline for work that must be undertaken consistently across the whole of the Borough.

The planning process also gives scope for your Team to develop specific pieces of work based upon local need.

You are encouraged to be creative and innovative in the work you do. Try out new initiatives and approaches; work out for yourselves the best ways to meet the needs of your young people.

This plan is the responsibility of the whole team to deliver. Clearly Youth Support Workers will have their own specific areas of responsibility, however it is expected that staff will routinely work together to develop and deliver provision.

There are two key pieces of work that you will need to use to underpin the planning process; these are the IYSS Service Specification and the IYSS Needs Assessment.

The Service Specification lays down, in detail, exactly what we are about as a Service and what we are expected to do.

The Needs Assessment was undertaken by the IYSS Project Group and there is a range of relevant information within it. However the onus is on your Team to become knowledgeable about the specific needs in your area of work and to add to and develop the Needs assessment in order to inform your planning.

As part of the development of this plan you are expected to work with young people and other community stakeholders including local CYPS and multi agency provision and also Voluntary and Community Sector colleagues.

You also expected to place significant emphasis on partnership and joint working.

Each team will have an activities budget and also an opportunity to bid in for additional funding to support work re: the delivery of the Police and Crime Commissioners planning objectives. In our case the most relevant ones will be ASB and CSE.

This first Plan will cover September 2013 to March 2014. Future plans will be on an annual basis.

2. Context.

The following must underpin our planning.

Our Vision.

“We will offer a range of good quality provision ranging from open access to specialised support, enabling young people to access what they need, when they need it.”

Our Pledge to young people.

We will:

- Believe in you and treat you with respect
- Be open and honest and treat you fairly
- Listen to you
- Talk to you in a way you understand
- Challenge discrimination in any form
- Try to understand the issues you face and help you get the right support at the right time to make the changes you want to make
- Work with other organisations to get the best service for you.

We offer:

- Positive activities and opportunities that are fun, safe, interesting, challenging and open to all.
- Opportunities to have real voice and influence by being involved in making decisions and creating change in communities.
- A chance to take part in volunteering
- Information, guidance, help and support.
- Residential, adventure and outdoor opportunities
- Help and support if you are worried or scared.

With additional support if you:

- Need someone to speak up on your behalf.
- Are involved in crime.
- Wish to get back into learning or employment
- If you have a learning disability and are moving on from school
- Would like information on choices and opportunities.

3. What we are aiming to achieve.

There are a number of key objectives that we will work to achieve.

These are:

- Young people are engaged in the management, design, delivery and evaluation of the Service
- There is effective management and workforce development across the Service.
- Young people are financially able
- Young people keep themselves healthy
- Young people attend school and achieve a good standard of education
- Young people are not involved in crime or at risk of exploitation
- Young people live in a safe and decent home
- Young people engage with their local community and local services
- Young people are able to stay safe

These Objectives will be looked at in more detail later in this document

4. Baseline delivery.

There is a range of activity that is expected from all area teams. These form a common baseline for Youth Support provision Borough wide.

These activities are non negotiable and must be delivered in full across all local Teams.

These are:

- Each IYSS centre to provide four nights per week Senior Open Access sessions which will consist of three hours face to face time and will commence after 6.30 in the evening and will include Fridays and weekend work.
- Four nights per week Detached work which will consist of 3 hours face to face time and will commence after 6.30 in the evening and will include Fridays and weekend work.
- Four nights per week Mobile based provision which will consist of three hours face to face provision including Fridays and Weekend work.
- Each Area team will provide a detailed Offer of informal Curriculum based learning for young people. The learning will be planned, sustained and progressive and relating to the needs of local young people. The Offer will be appropriate and will enable young people to engage in enjoyable and stimulating learning experiences. Programmes will be uploaded onto the IYSS website a minimum of six weeks ahead of delivery. This does not preclude necessary urgent reactive work.

Specific areas of work to be included:

- Equalities, Diversity and Community Cohesion, including at least one Rewind programme a year.
- All aspects of Health and Well being including working with Youth Start in delivering localised Health and Wellbeing provision e.g. Girls and young Women's work, Drop ins and Clinics. All staff to be Hardware trained.
- Voice and Influence. Area Teams will be responsible for the ongoing operational delivery of Voice and Influence activity in their Area including the development and support of local V&I infrastructure and its interface with Borough wide activity.
- Work on personal safety, healthy and safe relationships, Domestic Abuse, and awareness and support re CSE. Including Online Bullying and risk of grooming.
- Each team will deliver on Operation Stay Safe according to local need.
- Each Team will deliver specific and ongoing Programmes of learning for Young Offenders throughout the year.

- Each Area team to provide individual casework management for young people referred for early intervention/prevention.
- Each team to provide Case management: Assessment, Planning and Intervention related to individual need.
- Offending and reoffending. Each Team will deliver programmes of preventative work in this area.
- Work on the acquisition of skills enabling young people to move towards independence, including work on money, rights and Services.
- Clearly engagement in learning and transitions into training and employment is a key, substantial and vital part of our work. Objective 5 has been pre populated with the key expectations in this area.
- Young people will have access to educational visits and residential experiences.

5. Additional required staff related activity.

- Workers will be offered and engage in PDR and Supervision processes.
- Workers will be offered and will engage in opportunities for Workforce Development. These will include specific workforce wide IYSS training and training identified via PDR.
- There is a clear expectation that workers will apply all relevant assessment, planning and performance measurement processes and that corresponding Management Information will be completed in a timely and appropriately detailed manner.

6. Completing the Plan.

The next part of this document is the pro-forma which will enable you to break down the Service Objectives into actions.

The normal practice with the planning process will be to undertake a detailed Voice and Influence process and a stakeholder consultation. There is recognition that due to timescales this may not be as rigorous as we would wish. However please make an effort to take any opportunities you can to do so.

Your team will need to work together and think carefully about how you will deliver the areas described in Section 4 (Baseline) delivery **and any additional work that you feel is needed in your Area.**

You will then need to break this work down under the headings indicated of the framework.

Be realistic and be practical. Make sure your aims are achievable but meaningful.

Above all make sure that your plan becomes a day to day working document that enables you to be clear about your work.

Completed Team Plans will be submitted to Paul Grimwood, Kerry Byrne or Collette Bailey, as appropriate, copied in to Chris Brodhurst-Brown by 5pm Monday 16th September.

Integrated Youth Support Service

Objective 1: Young people are engaged in the management, design, delivery and evaluation of the Service

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to Achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

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Integrated Youth Support Service

Objective 2: There is effective management and workforce development across the Service

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

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Integrated Youth Support Service

Objective 3: Young people are financially able

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

Integrated Youth Support Service

Objective 4: Young people keep themselves healthy

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

Objective 5 Young people attend school & achieve a good standard of education

Activity	Time frame	Outcome	Who
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Work with 13-19 Learning providers to implement Raising Participation Age

<ul style="list-style-type: none"> Negotiate Partnership Agreement with schools/colleges for IYSS activity and paid careers guidance 	September.	Partnership agreement completed Plan of delivery activity for each school	Area Manager
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All young people of compulsory school age outside of learning or who are not attending school identified as vulnerable through the RONI , are provided with information advice and support to enter into learning (education or training)

<ul style="list-style-type: none"> Assessment information and guidance and action plan completed for all young people on priority list with schools as Risk of NEET (RONI) 	September to January	Improved transition for young people at RONI	YSW learning
<ul style="list-style-type: none"> Intended destinations of all year 11 students entered on IO 	By March	September guarantee achieved	Schools and YSW
<ul style="list-style-type: none"> Ensure that all year 11 and NEET year 12 have an offer of learning 	April to June	September guarantee achieved for academic age 16 and 17	YSW learning
<ul style="list-style-type: none"> Activity Survey, on-going tracking and follow up of all leavers from Years 11, 12 and support them into 	July to September	RPA 100% in learning target met for year 11 leavers	Team

positive destinations			
Support young people with LDD, to prepare for transitions at 16,17 ,18 and 19, overcome barriers and engage in and stay in learning, and where necessary make a successful transition to adult services			
<ul style="list-style-type: none"> Section 139a learning disability assessments completed in all schools 	By December each year	Improved % of young people with LDD in learning	YSW learning In mainstream SEN special schools
<ul style="list-style-type: none"> Review of Learning disability Assessment in post 16 provision in borough and Independent specialist colleges 	October to March	Improved % of young people with LDD in learning	YSW SEN and SEN Manager
Activity	Time frame	Outcome	Who
Targeted support is provided to young people NEET to re-engage in learning			
<ul style="list-style-type: none"> Promote, and provide individualised targeted support to young people aged 16 and 17 NEET to participate in learning 	All year	<ul style="list-style-type: none"> Increase in learning rate at 16 Increase in leaning rate at 17 	Locality Team
<ul style="list-style-type: none"> Actively engage with young people who are NEET and not available to the Labour Market and work with them to overcome barriers and move into learning 	All year	<ul style="list-style-type: none"> Increase percentage of young people actively taking steps towards learning and employment 	Locality team and YSW Specialist
<ul style="list-style-type: none"> Refer eligible young people NEET aged 16-18 to access youth contract and ESF. 	All year	<ul style="list-style-type: none"> Meet contract targets for youth contract -20 starts per month 	Locality team and YSW Specialist
<ul style="list-style-type: none"> Provide Careers guidance and place and mentor young people eligible for the Youth contract 	All year	<ul style="list-style-type: none"> Meet contract targets for youth contract – progressions and retention 	Central NEET team
Young people aged 10-19 in the Borough who are known to IYSS are recorded and tracked on the IO and Careworks systems			
<ul style="list-style-type: none"> Timely recording of accurate case notes for all 	On-going every month	<ul style="list-style-type: none"> Meet quality standards for 	All YSW and Youth workers

young people		assessments and case notes	
<ul style="list-style-type: none"> Contact is maintained with Young people aged 16-18 to update destinations and offer on-going support if they are NEET 	Weekly contact caseload 3 monthly contact for all 16-19 year olds	<ul style="list-style-type: none"> Reduction in NEET in accordance with locality and borough targets 	Locality team
<ul style="list-style-type: none"> Follow up young people with lapsed destinations from Education employment and training aged 16-19 	On-going every month	< 5% Not Known	Locality team
<ul style="list-style-type: none"> Follow up of not knowns 	On-going every month	< 5% Not Known	Locality team

Integrated Youth Support Service

Objective 6: Young people are not involved in crime or the risks of exploitation either as perpetrators or victims.

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

Integrated Youth Support Service						
Objective 7: Young people live in a safe and decent home						
Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

Integrated Youth Support Service

Objective 8: Young people positively engage with their community and local services

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)

Integrated Youth Support Service

Objective 9: Young people are kept safe

Need identified	Brief description of the work to be undertaken	Lead worker	What do we want to achieve? (Outcome)	How will we do this?	How will we measure our success (Be specific)	Timescale (Inc review and evaluation)
