

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Date and Time :- Wednesday, 17 October 2018 at 11.00 a.m.
Venue:- Town Hall, Moorgate Street, Rotherham.
Membership:- Councillors Brookes, Cowles, Cusworth, Evans, Keenan, Mallinder, Napper, Sansome, Short, Steele (Chair) Walsh and Wyatt.

This meeting will be webcast live and will be available to view [via the Council's website](#). The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Democratic Services Officer of their intentions prior to the meeting.

AGENDA

1. Apologies for Absence

To receive the apologies of any Member who is unable to attend the meeting.

2. Minutes of the previous meetings held on 12 September and 3 October 2018 (Pages 1 - 17)

To approve the minutes of the previous meetings of the Overview and Scrutiny Management Board held on 12 September and 3 October 2018 as true and correct records of the proceedings.

3. Declarations of Interest

To receive declarations of interest from Members in respect of items listed on the agenda.

4. Questions from Members of the Public and the Press

To receive questions from members of the public or press who are present at the meeting.

5. Exclusion of the Press and Public

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda. There are no exempt items at the time of preparing the agenda.

6. Petition - Installation of a CCTV Camera at the Memorial Garden, Clifton Park (Pages 18 - 23)

To consider a petition referred by Council calling for the installation of a CCTV Camera at the Memorial Garden, Clifton Park

Items for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on 22 October 2018. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

7. Implementation of the Early Help Strategy 2016-2019: 'Phase Two & Phase Three' (Pages 24 - 99)

Cabinet Portfolio: Deputy Leader – Children's Services and Neighbourhood Working

Strategic Directorate: Children and Young People's Services

8. Modern Slavery Update and Transparency Statement (Pages 100 - 110)

Cabinet Portfolio: Waste, Roads and Community Safety

Strategic Directorate: Regeneration and Environment

For Discussion/Decision:-

9. Government Consultation - Planning Process and Shale Gas (Pages 111 - 126)

Cabinet Portfolio: Jobs and the Local Economy

Strategic Directorate: Regeneration and Environment

10. Outcomes from the Improving Lives Select Commission Workshop Session - Complex Abuse Investigation (Pages 127 - 134)

To consider the outcomes of the Improving Lives Workshop Session regarding the Complex Abuse investigation.

For Information/Monitoring:-

11. Forward Plan of Key Decisions - October to December 2018 (Pages 135 - 143)

To receive the current Forward Plan of Key Decisions covering the period from 1 October to 31 December 2018.

12. Urgent Business

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.

13. Date and time of next meeting

The next meeting of the Overview and Scrutiny Management Board will be held on Wednesday 24 October 2018 at 10.00 a.m. in Rotherham Town Hall.

A handwritten signature in black ink that reads "Sharon Kemp." The signature is written in a cursive style with a trailing dot at the end.

SHARON KEMP,
Chief Executive.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday, 12th September, 2018

Present:- Councillor Steele (in the Chair); Councillors Brookes, Cowles, Cusworth, Evans, Keenan, Mallinder, Napper, Sansome, Short, Walsh and Wyatt.

The webcast of the Council Meeting can be viewed at:-

<https://rotherham.public-i.tv/core/portal/home>

56. MINUTES OF THE PREVIOUS MEETING - 1 AUGUST 2018

Resolved:-

That the minutes of the meeting held on 1 August 2018 be approved as a true and correct record of the proceedings.

57. DECLARATIONS OF INTEREST

There were no declarations of interest.

58. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no questions from members of the public or press.

59. EXCLUSION OF THE PRESS AND PUBLIC

The Chair reported that there were no items of business on the agenda which would require the exclusion of the press or public from the meeting.

60. REFUSE AND RECYCLING COLLECTIONS SERVICE CHANGES - IMPLEMENTATION, COMMUNICATIONS, ENGAGEMENT APPROACH AND FLATS PROJECT

Consideration was given to a report which was submitted by the Strategic Director of Regeneration and Environment to provide an update on the implementation of new waste and recycling services across Rotherham, and provide information on the key implementation activities, communications, engagement approach and flats project.

Members queried what progress had been made in respect of the communications strategy supporting the service changes and whether information could be forwarded to all councillors. Officers confirmed that they would share the information outside of the meeting. Furthermore, engagement had already commenced at the Rotherham Show on the previous weekend, where there had been positive feedback. Officers had also attended the Parish Council Liaison Group to discuss the service changes and the process that would be followed. It was also explained that a lot of engagement had taken place online through the Council's website and social media platforms. In addition, every household in the

borough would receive a letter notifying residents of the changes.

Focusing on arrangements for apartment blocks, Members queried whether there would be exceptions to the proposed recycling process where everything would go into general waste. In response it was confirmed that the approach was to introduce recycling to all flats and that work was ongoing with colleagues in Housing Services to offer recycling opportunities for all residents.

Clarification was sought as to how low recycling areas had been identified and it was explained that records and experience of delivering the service were used. The service had started to look at how that impacted on anti-social behaviour and working with colleagues in Community Safety and other teams across the Council to engage with local groups. Following on from a question concerning engagement with staff across the authority, assurances were provided that there had been significant cross directorate working with involvement from Customer Services, Communications and Housing Services. The trial projects had included Housing Officers who had helped to select areas for trial. Their understanding of localities and the issues on the ground had proved very helpful in developing the approach to implementation.

Members sought assurances that the letter to be sent to all households would be user friendly. It was explained that the same approach had been used for communicating as had been adopted for the consultation. It was further explained that the communications approach had been tested with an older people's group who had fed back that it needed to be much simpler. This was taken into account and the content changed accordingly.

Clarification was sought as to whether negotiations with BDR Waste Partnership would end on a positive note. In response, it was confirmed that discussions had been positive to date and that a resolution was expected in November 2018.

Members welcomed the update and the progress that had been made to date. Recognising the importance of getting the service changes right and ensuring wider oversight of the changes, the Board

Resolved:–

1. That the update be noted.
2. That a further report be submitted in February 2019 to provide an update on implementation of the first stage of the service change.
3. That further update reports and the final review of the implementation of the service changes after February 2019 be submitted to the Improving Places Select Commission.

61. FORGE ISLAND DEVELOPMENT

Consideration was given to a report which provided a progress update on the appointment of a development partner for the Forge Island development site in Rotherham town centre. Members noted that the Forge Island development was the flagship scheme in the Town Centre Masterplan and central to the Council's plans to regenerate the town centre. The Masterplan indicated that Forge Island should be redeveloped with a range of leisure-led uses to strengthen and diversify the town centre. The intended beneficiaries of the development were not restricted to local residents living within close proximity, but also spread to the wider borough and City Region level.

Members sought further information on the type of leisure and business outlets that were anticipated to be part of the development. In response, and being conscious of commercial sensitivities, it was confirmed that the detail on the make up of the offer would be subject to the planning process, but it was anticipated that a cinema operator, a number of food and drink outlets and a quality hotel operator would be interested to the development. In addition, there would an improved range of public realm.

Assurances were sought that there would be guarantees in respect of wage levels for those working on the development. In response, the Board were advised that no contracts had been signed to date, but officers would work with colleagues in Procurement to ensure that it was included in the contract prior to confirmation.

Turning to the risks associated with the development, Members queried what risk there would be to the authority. In response, officers confirmed that Finance and Legal Services were working through the risks and mitigations. Members noted that there would always be a risk with speculative development as it is at the mercy of market forces, however they also reflected on the risk of doing nothing given the potentially reduced town centre offer, which was a national issue for town centres and not bespoke to Rotherham.

Members queried whether the detail of the winning bid could be shared with the Board. It was explained that the information was commercially sensitive and that it would be appropriate to give further consideration as to how that could be shared. Members felt a workshop would be the most appropriate method, but agreed that the Chair would discuss separately with the Cabinet Member for Jobs and the Local Economy and officers.

In response to a question on the key milestones for the contract, it was confirmed that the agreement for the lease was expected by the end of 2018. Following that the developer would be able to appoint a development team. A planning application for the development was expected to be submitted at the beginning of 2019, with work starting later in the year. Present projections were that the first phase of the development would be open in 2020, but at these were only indicative dates at this stage.

Resolved:-

1. That the update be noted.
2. That, subject to discussions between the Chair and the Cabinet Member for Jobs and the Local Economy, a workshop be arranged with scrutiny members.

62. ADULT SOCIAL CARE IMPROVEMENT PLAN AND BUDGET MONITORING

As part of the Board's ongoing oversight of the Adult Social Care Improvement Plan and Budget Monitoring, the Strategic Director of Adult Care, Housing and Public Health submitted an update on progress and the current position. In presenting the report, the Strategic Director reflected on the significant challenges facing adult care in Rotherham and the broader challenges arising from pressures which were common across the country. These challenges had arisen from the need to change approaches to service delivery and government driven austerity through the ongoing reductions to the Revenue Support Grant, which was impacting on all Council services.

Of the 19 key areas of accountability that were contained within the improvement plan, Members noted that:-

- 8 had progressed onto become routine activity
- 9 now formed part of the MTFS project plans either directly or as an enabler to delivery
- 2 had become the focus of additional input
- All actions had been captured within routine activity or form part of the new Medium Term Financial Strategy project plans.

Having received an overview of the current position of the service, Members asked for an outline of the critical milestones to successfully deliver the savings required and how they would be managed. In response, the Strategic Director explained that she chaired a Project Assurance meeting on a fortnightly basis where all programmes were reported to. Furthermore, daily reports on progress were monitored to ensure that there would be no slippage in meeting the required savings.

Members further sought assurances that plans were in place to get the adult social care workforce in a place where they could deal with complexities in service delivery. In response, the Strategic Director confirmed that there had been a number of very positive sessions with frontline staff. Furthermore she reiterated the importance of understanding and applying the law in adult social care, which meant there were multiple areas that social workers had to be mindful of in discharging their responsibilities. The focus on this, coupled with increasing confidence to manage challenge, would be ongoing in further sessions with managers and social workers. However, it would take time to embed the changes and it was anticipated that it would likely take up to two years.

Members referred to the market shaping role that the Council has through the Care Act and the current mixed approach to service delivery in the borough. The Strategic Director explained that the authority engaged with the private sector in a formal setting already, albeit on a regulatory basis. It was noted that there were a lot of national providers operating in Rotherham who brought a lot of good practice with them. The service was working with national experts and Voluntary Action Rotherham to facilitate an understanding of what is required from market locally and how to start a conversation on shaping the offer to meet the requirement.

Members referred back to the Council's role in providing training and the significant investment that the authority had made and continued to make to develop the wider market. Noting the need to review the provision of that training, Members queried the risk of care homes closing if staff had not received appropriate training. It was explained that the amount of training provided was far too high and was a legacy of decisions in the past, but ultimately responsibility was with the employer to train staff, not the authority. The Strategic Director confirmed that she would be happy to come back to Members on this when a review had been undertaken.

The transition from Children's Social Care to Adult Social Care remained a priority for Members and clarification was sought in respect of when further transitions would be projected to occur. The Strategic Director confirmed that officers were currently working on that.

Reviewing the budget position, Members queried how many interims were in post within the service. The Strategic Director confirmed that there were interims who had been covering fully funded vacancies. Discussions were ongoing to transition those interim staff as permanent employees of the authority. In addition, there were also agency social workers, which had been funded through the Better Care Fund, which was not a guaranteed source of future funding and it would not be prudent to appoint permanently for such roles.

The Chair thanked the Strategic Director for her attendance and the frank responses provided to Members questions.

Resolved:-

1. That the report be noted.
2. That the Principal Social Worker be invited to attend a future meeting where the Improvement Plan is being reviewed.
3. That mitigations against risks associated with the cessation of training for care homes be identified prior to any decision to cease the provision of training.

63. SCRUTINY WORKSHOP: ADULT RESIDENTIAL AND NURSING CARE HOMES

Consideration was given to a report which set out the main findings and recommendations from the scrutiny workshop undertaken by the Health Select Commission to consider residential and nursing care home for adults aged over 65. The purpose of the workshop was to consider progress in bringing about improvements to safety, quality and effectiveness in the sector.

Resolved:-

1. That the report, conclusions and recommendations be noted. 2
2. That the report be forwarded to Cabinet for their consideration of the recommendations and to Council for information.
3. That the response to the recommendations be reported back to the Health Select Commission.

64. ARCHIVES ACCREDITATION - POLICY APPROVAL

Consideration was given to a report submitted by the Strategic Director of Regeneration and Environment which was due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 17 September 2018 concerning the approval of a policy for Archives Accreditation.

Members noted that the authority's application for Archives Accreditation was scheduled to be discussed at the Archive Service Accreditation Panel meeting on 21 November 2018. The National Archives had confirmed the Forward Plan and supporting policies should be approved by 'an appropriate delegated authority', which is why Cabinet approval was sought. Supporting policies included:-

- Heritage Service Forward Plan 2018-22, which set out the core purpose and vision for the Service and includes a detailed action plan

- Collections development policy, which examines the background and history to Rotherham Archives and Local Studies; the profile and scope of the collections identifying current limitations; priorities for future collections development and the Service's approach to appraisal and disposal
- Collections information policy, which documents Rotherham Archives and Local Studies' approach to maintaining and providing accurate documentation of collection
- Care and Conservation Policy, which covers the Service's strategic approach to conservation including the principles of collections care; ethics, legislation and standards; premises and storage; conservation assessment and treatment; environmental monitoring and control; housekeeping; access; training; security; emergency planning; and environmental awareness
- Access Policy, which details Rotherham Archives and Local Studies' approach to access (physical and intellectual, onsite, remote and through wider engagement) to the collections under its care

Members broadly welcomed the proposal, the way in which the service was being delivered to a high standard and indicated their full support for the recommendations to be considered by the Cabinet on 17 September 2018.

Resolved:-

1. That Cabinet be advised that the recommendations be supported.

65. FORWARD PLAN OF KEY DECISIONS - SEPTEMBER TO NOVEMBER 2018

Consideration was given the current publication of the Forward Plan of Key Decisions and Members identified items for pre-decision scrutiny:

Resolved:-

That the following items listed on the Forward Plan of Key Decisions be submitted for pre-decision scrutiny:-

- South Yorkshire Regional Adoption Agency
- Early Help Strategy Phase 2 & 3 Implementation
- Sex Establishment Policy
- Modern Day Slavery Transparency Statement
- Community Energy Switching Scheme
- Submission of the Clean Air Zone Outline Business Case to the Joint Air Quality Unit Clean Air Zones (by Improving Places Select Commission)
- A new delivery model for Intermediate Care and Council Residential Care Homes (by Health Select Commission)

66. YOUTH CABINET/YOUNG PEOPLE'S ISSUES

It was reported that the Rotherham Youth Cabinet would be holding their Manifesto Launch event on 13 November 2018 and Members would receive an invitation to attend this in due course. It was further reported that the Cabinet was currently considering its response to the recommendations from the Children's Commissioner Takeover Challenge and these would be reported back in due course.

Resolved:-

That the update be noted.

67. WORK IN PROGRESS - SELECT COMMISSIONS

The Chairs of the Select Commissions reported on recent and forthcoming activities:-

Health Select Commission

Councillor Evans reported that the Commission had met on 6 September 2018 where the following reports had been discussed:-

- Update on Health Village and Implementation of Integrated Locality Working
- RDaSH Estate Strategy
- Response to Recommendations from Scrutiny Review- Drug and Alcohol Treatment and Recovery Services
- The Rotherham Foundation Trust Quality Priorities 2019-20
- South Yorkshire, Derbyshire, Nottinghamshire and Wakefield Joint Health Overview and Scrutiny Committee Update

Improving Lives Select Commission

Councillor Cusworth reported that the next meeting would be held on 18 September 2018 with the following items listed for consideration:-

- Children Missing Education
- Update on Special Educational Needs and Disability (SEND)
- Outcomes from the Improving Lives Select Commission Workshop Session - Complex Abuse Investigation
- Feedback from Improving Lives Select Commission Performance Sub-Group

Improving Places Select Commission

Councillor Mallinder reported back on the previous meeting of the Improving Places Select Commission, which had taken place at the end of July. During that meeting, an update had been received on the development of the Cultural Strategy and representatives from Dignity, the provider of bereavement services, had attended to deliver their annual report to the Council. The next meeting was due to take place on 20 September 2018, where the following agenda items were due to be considered:-

- Rother Valley Caravan Park
- Thriving Neighbourhoods
- Housing Strategy Refresh - 2019-2022

Overview and Scrutiny Management Board

The Chair of Overview and Scrutiny Management Board reported that he would be meeting the Cabinet Member for Corporate Services and Finance and officers in due course to discuss the budget setting process and when proposals would be brought forward for scrutiny. He further reported that a working group had been established to review the operation of Rothercard. Furthermore, he reminded Members of the visit to Voluntary Action Rotherham that had been arranged for Chairs of the Select Commissions on 3 October 2018 to discuss how scrutiny works in Rotherham.

Resolved:-

That the update be noted.

68. CALL-IN ISSUES

The Chair reported that there had been no call-in requests received in respect of recent Cabinet decisions.

69. URGENT BUSINESS

The Chair reported that there were no items of business requiring urgent consideration by the Board.

70. DATE AND TIME OF NEXT MEETING**Resolved:-**

That the next meeting of the Overview and Scrutiny Management Board be held on Wednesday 3 October 2018 commencing at 11.00 a.m. in Rotherham Town Hall.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday, 3rd October, 2018

Present:- Councillor Steele (in the Chair); Councillors Brookes, Cowles, Keenan, Napper, Sansome, Short, Walsh and Wyatt.

Councillors Alam, Allen, Lelliott and Read, Cabinet Members, were also in attendance.

Apologies for absence:- Apologies were received from Councillors Cusworth, Evans and Mallinder.

The webcast of the Council Meeting can be viewed at:-
<https://rotherham.public-i.tv/core/portal/home>

71. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

72. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no questions from members of the public or the press.

73. EXCLUSION OF THE PRESS AND PUBLIC

The Chair reported that there were no items of business on the agenda which would require the exclusion of the press or public from the meeting.

74. JULY 2018/19 FINANCIAL MONITORING REPORT

Consideration was given to the report which set out the financial position as at the end of July 2018 and was based on actual costs and income for the four months April to July, 2018 with forecasts for the remaining eight months of the financial year.

This report was part of a series of financial monitoring reports presented to the Cabinet for 2018/19, setting out the projected year-end revenue budget financial position in light of actual costs and income for the first four months of the financial year and included revenue forecasts, details of capital spending and the projected capital outturn position.

The current revenue position after four months showed a forecast balanced revenue budget after taking account of the £10m budget contingency approved within the 2018/19 budget. Work continued to identify further savings to improve this position further by the financial year end.

The report set out by Directorate, the summary forecast revenue outturn position after management actions which have already been quantified and implemented and these were highlighted.

However, to achieve this position a number of mitigating savings actions have been required and further spending reductions had to be identified and implemented across all Council services, in order to offset the impact of a range of cost and demand pressures impacting on the Council's budgets.

The overspending against budget in Children's and Young People's Services Directorate was continuing in the current financial year as a result of demand for services outstripping budget capacity. The number of children in care continued to increase this financial year.

The increased number of Looked after Children also placed significant pressure on Legal Services within the Finance and Customer Services Directorate. The current forecasted overspend for Legal Services was £1.230m. The Finance and Customer Services Directorate overall was forecasting to outturn within budget after putting into place a range of mitigating actions to compensate for the Legal Service forecast overspend.

The Adult Care Services Directorate were forecasting an overall overspend of £6.221m. A combination of increased client numbers, the rising cost of care packages, and delays in delivery of savings plans have led to pressure on budgets across all client groups. A recovery plan has been developed to address previously undelivered savings and project plans are currently being finalised with the expectation that further savings will be identified from this activity.

Regeneration and Environment Directorate was forecasting a balanced budget, although it was facing challenges from a combination of declining business from the school meals service and challenges with delivery of budget savings.

Discussion ensued on the ability to balance the budget and maintain statutory services and whether there was any flexibility within the Capital Programme once funds had been allocated. It was pointed out the Council had not reached the stage where it could not fulfil its legal responsibilities and that the Capital Programme was continually monitored for areas of slippage and different financial decision making.

Members also referred to the major pressures facing Regeneration and Environment Services and whether the reviews had been concluded and delivered upon. In addition, whether the pressure on Licensing, as a result of the more robust regime, with the additional legal costs and Counsel fees, could have been mitigated against with permanent staff. Members were advised that recruitment remained ongoing in Legal Services and the locum capacity reviewed regularly. A partnership

arrangement was in place with Sheffield's in-house Legal Services to assist with child care cases.

The position in Legal Services would be closely monitored and cases profiled to identify any early trends which may impact even further on the overspend. Indications were that the demand in Children and Young People's Services was beginning to plateau and balance out.

The situation with regards to traded services for schools was also subject to review as this was linked to potential income.

Since the report had been written a number of savings, particularly in Customer Information and Digital Services were yet to be delivered at the current time, but it was anticipated this would be achieved by the end of the year.

The ability of Legal Services and Children and Young People's Services to achieve a balanced budget was questioned further by Members and whether the forecasted figures were accurate, especially when savings proposals had been approved and additional pressures had then arisen, thus cancelling each other out.

Members were advised that the figures contained within the report were for Quarter 1 only (three months of information) and whilst known cost pressures could be identified, assessments based on performance allowed forecasts to be projected forwards. Services were reasonably confident savings could be delivered, more so with achieved and exceeded income targets from areas such as the theatre, museum and parks etc. and holding vacant posts where this could be done without significantly impacting on service delivery.

Members were mindful of judicial review pressures impacting on the Council and the NHS due to the need for services to change and the risks associated with this.

Reference was also made to the recent application of a parking charge at Rotherham Show and whether there had been any learning as a result. Members were advised that charges had to be priced sensibly. There had been several complaints on social media and comments made by the public all of which had been taken on board. This would feed into the Rotherham Show debrief. Members of the public appreciated the need for such a charge being implemented in order for the show to be delivered and remain free to access by members of the public.

Members sought clarification on alternative strategies should the income targets not be achieved given the pressures on Regeneration and Environment Services.

It was noted that all controllable spend was being strictly monitored across all Directorates. Any strands for additional income, such as

building consultancy, were being explored for where this could bring some surplus.

Whilst it was noted that the non-filling of vacant posts may be seen as an easier option with smarter working, this did have an impact and placed more strain on existing staff. Members were advised there was no intention to increase pressure on employees especially where demand was still great like in Corporate Services. A longer term review of efficiencies was to take place in some areas which may result in some being reshaped.

The Workforce Management Board had oversight of all vacant posts being held and whilst there was a need for some priority posts to be filled, by holding posts vacant this enabled some existing staff to develop into other areas.

Members again referred to the implementation of a number of historical savings which had led to cost pressures in Customer Information and Digital Services and the action to resolve some of the savings alongside a review of management and staffing structures.

It was pointed out that the costs pressures in the current year were being reviewed on a month by month basis. The review of the staffing structures was ongoing and discussions with the Trades Unions was imminent.

Clarification was sought on the recruitment to posts for employees who were on maternity leave and Members were advised that each post was considered on a case by case basis.

It was also confirmed to Members that the financial forecasts had an included assumption amount against claims for CSE and this was reviewed annually.

Resolved:- (1) That the forecast General Fund balanced budget position after use of the budget contingency be noted.

(2) That the management actions continue to address areas of overspend, provide enhanced controls over all spend and to identify alternative and additional savings.

(3) That the alternative budget savings proposals for Regeneration and Environment, and Finance and Customer Services as referenced in paragraph 3.4.3 and 3.6.7 as recommended for approval to Cabinet be noted.

(4) That the updated Capital Programme be noted.

(5) That financial monitoring in relation to Children and Young People's Services and Adult Services be submitted to future meetings.

75. COUNCIL PLAN QUARTER 1 PERFORMANCE REPORT

Consideration was given to the report which confirmed how the Council Plan represented the core document that underpinned the Council's overall vision, setting out headline priorities, indicators and measures that would demonstrate its delivery. Alongside it sat the Council's Performance Management Framework which explained to all Council staff how robust performance monitoring and management arrangements were required to ensure effective implementation.

The Performance Report and Performance Dashboard/Scorecard (Appendices A and B) provided an analysis of the Council's current performance against fourteen key delivery outcomes and seventy-two measures. This report was based on the current position of available data, along with an overview of progress on key projects and activities which also contributed towards the delivery of the Council Plan.

At the end of the fourth and final quarter (January to March 2018) twenty-five measures had either met or had exceeded the target set in the Council Plan. This represented 43.9% of the total number of indicators where data was available or where targets have been set. The direction of travel was positive for thirty-two (49.2%) of the indicators measured in this quarter. The Priority area with the highest proportion of targets met was Priority 4 (Extending Opportunity and Prosperity).

Reference was made to areas that were performing well or improving and those that were off target for the five Priorities, but in general the performance was positive and improving in the right direction.

Members sought information on how workforce capacity and skills could be developed and how the workforce could be sustained. It was pointed out that the Skills Strategy had been delayed, but was currently being worked through by the Investment and Skills Sub-Group. This linked into the Sheffield City Region's strategy and policies, but from a Rotherham perspective. Work was also taking place with the new university campus.

Members welcomed the new style format for the report. In noting the detail asked about the number of complaints and performance data collated for the call centre and more specifically if data was collated for call abandonment.

Performance data was collated for the call centre and there had been some complaints about waiting times. However, staff numbers in the call centre were due to increase over the next few weeks. There had been an increase in calls more recently due to the changes in the waste collection service, but as this service became embedded the number of calls should decrease.

Given the aims of Priority 5 of becoming a modern, efficient Council it was asked if consideration had been given to the early involvement of scrutiny members in the development stages and review of policies which would confirm that Cabinet were taking this priority seriously.

Early engagement with scrutiny members was key and there was a huge amount of scrutiny activity now taking place with scrutiny colleagues.

Online digital services were being rolled out more with the implementation of new software which was working well. This had confirmed that more than 85% of those wanting a green waste service had signed up online. There was more to do over the coming months.

Members had noted that fixed penalty notices being issued had decreased. There had been a gap between the pilot ending and the new contract arrangements, but performance in this area should soon improve and be evidenced in the next quarter. Due to the court system in Sheffield some of the case prosecutions were taking time to be processed.

Further information was sought on whether the enforcement contract extended to more than just Rotherham Town Centre and actually branched out into wards. Members were advised that two weeks into the contract enforcement officers had been across fifteen of the twenty-one wards and provided a visible presence and would be more prevalent once the full staffing resource was achieved.

Members questioned why there had been an apparent increase in complaints for street cleaning and grounds maintenance and were advised huge challenges faced grounds maintenance with the initial snow at the start of the season, torrential rain and then drought conditions with the warmer weather. Performance relating to waste management had improved.

It was also noted that anti-social behaviour incidents and hate crime figures had reduced. The reduction in the percentage of positive outcomes for reported hate crime incidents was lower than last year. South Yorkshire Police had seen an increase, however, in the satisfaction levels for how hate crime was dealt, but a reduction in the number of repeat victims of anti-social behaviour. The Police were to continue delivering a programme of awareness and embed this as part of the CAT meetings and Police resourcing.

Clarification was sought on how the creation of a rich and diverse cultural offer and thriving town centre would be measured (Ref. 3.A6). Members were advised that 38% of the target had already been achieved in Quarter 1 as a result of the increase in visits to the Council's culture and leisure facilities and libraries. This was measured by attendance figures at various organised activities by individuals, groups and schools. Specific examples were provided.

Comparison figures were sought on the Council's performance from last year to this and it was reported that 50% of the actions were on target and 50% were off target. Performance was being closely monitored and actions driven forward for continuous improvement. There was regular liaison between Cabinet Members and Strategic Directors on a weekly basis and reports provided to scrutiny and the Cabinet on a quarterly basis.

The Chairman thanked Members and officers for their attendance and input and welcomed early sight of performance in relation to Children and Young People's Services and Adult Services in due course.

Resolved:- (1) That the overall position and direction of travel in relation to performance be noted.

(2) That consideration be given to measures which have not progressed in accordance with the target set and the actions required to improve performance, including future performance clinics.

(3) That the performance reporting timetable for 2018/19 be noted.

**76. RESPONSE TO OVERVIEW AND SCRUTINY RECOMMENDATIONS -
USE OF INTERIMS, AGENCY AND CONSULTANCY STAFF**

Further to Minute No. 33 of the meeting of the Cabinet held on 17th September, 2018, consideration was given to the report which detailed the outcome of the review following concerns by the Overview and Scrutiny Management Board at the increasing and significant forecast of in-year agency and consultancy overspend.

The review sought assurance that the Council measured performance and value for money in its use of agency staff and consultants and was taking appropriate action to maintain spend within acceptable limits. The recommendations made by Members were based on information and evidence collated during the course of the review and their challenge of existing practices and developing protocols.

The Cabinet accepted all twelve broad recommendations arising from the scrutiny review. Progress would continue to be closely monitored and would be led by the Assistant Director for Human Resources and Organisational Development.

Resolved:- (1) That the Cabinet's response to the scrutiny review on the Use of Agency, Interim and Consultancy Staff be noted.

(2) That a report be provided to the Overview and Scrutiny Management Board in January, 2019 for an update on progress.

77. YOUTH CABINET/YOUNG PEOPLE'S ISSUES

There were no issues to report.

78. WORK IN PROGRESS - SELECT COMMISSIONS

The Chairs of the Select Commissions provided the following updates on work undertaken and planned activities:-

Improving Places Select Commission

Councillor Sansome confirmed all activity/reporting would be monitored through the work programme.

Improving Lives Select Commission

Councillor Brookes reported the Performance Sub-Group had discussed a number of issues relating to Safeguarding and Early Help, which Councillor Watson had provided an update on.

Challenges were also made to dips in performance and reassurances were provided.

Health Select Commission

Councillor Short had nothing further to report.

Overview and Scrutiny Management Board

The Chair confirmed a meeting was to take place with Voluntary Action Rotherham and two additional budget meetings were to be scheduled shortly.

Resolved:- That the update be noted.

79. CALL-IN ISSUES - TO CONSIDER ANY ISSUES REFERRED FOR CALL-IN

There were no call-in issues to report.

80. URGENT BUSINESS

There were no matters or urgent business to report.

81. DATE AND TIME OF NEXT MEETING

Resolved:- That the next meeting of the Overview and Scrutiny Management Board take place on Wednesday, 17th October, 2018 at 11.00 a.m.

Summary Sheet

Committee Name and Date of Committee Meeting

Overview and Scrutiny Management Board – 17 October 2018

Report Title

Petition – Installation of a CCTV Camera at the Memorial Garden, Clifton Park

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Shokat Lal, Assistant Chief Executive

Report Author(s)

James McLaughlin, Head of Democratic Services
01709 822477 or james.mclaughlin@rotherham.gov.uk

Ward(s) Affected

Rotherham East

Summary

At the Council meeting on 5 September 2018, it was noted that a petition had been received in respect of a request to install a CCTV Camera in the Memorial Garden, Clifton Park, Rotherham. As the petition had 1,921 valid signatures under the Council's petition scheme, it has been referred to Overview and Scrutiny Management Board for review.

This report sets the process that the Board should follow in considering the call for action contained within the petition.

Recommendations

1. That the petition be considered according to the procedure set out in paragraph 4.2.
2. That consideration be given to whether the call for action in the petition should be supported or not.
3. That the Chair of Overview and Scrutiny Management Board report back to Council on the outcome of deliberations on the petition.

List of Appendices Included

Appendix 1 Petition Front Sheet "Let's Get CCTV in the Memorial Gardens (Clifton Park)

Background Papers

Minutes of Council – 5 September 2018 – Minute 55– Petitions

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Petition – Installation of CCTV Camera at the Memorial Garden, Clifton Park

1. Recommendations

- 1.1 That the petition be considered according to the procedure set out in paragraph 4.2.
- 1.2 That consideration be given to whether the call for action in the petition should be supported or not.
- 1.3 That the Chair of Overview and Scrutiny Management Board report back to Council on the outcome of deliberations on the petition.

2. Background

- 2.1 At the Council meeting held on 5 September 2018, a petition to request the installation of a CCTV Camera in the Memorial Garden, Clifton Park, Rotherham was formally received. The petition contained 1,921 valid signatures under the Council's Petition Scheme and was accordingly referred to the Overview and Scrutiny Management Board for review. The 'front sheet' the petition is enclosed as Appendix 1 to this report.
- 2.2 Councillor Cooksey addressed the Council on behalf of the Spafford Family who were seeking CCTV to prevent further vandalism and make safe the quiet area of the memorial garden
- 2.3 The text of the request is as follows:

"My son's memorial bench is situated in the Soldiers' Memorial Garden in Clifton Park and sadly keeps getting vandalised on an almost weekly basis. Family members and members of the public have expressed concerns of being too afraid to visit the garden because of youths hanging around being a nuisance and intimidating people. We regularly remove evidence of drug taking from this garden in a bid to make it safe for children visiting there.

The garden is the most secluded part of Clifton Park, yet seems to be the only place out of view from any CCTV cameras. Hopefully with enough signatures and support we will be able to change this and get just one camera in there so people don't have to feel afraid and can visit when they like without intimidation."

3. Key Issues

- 3.1 The petition requests that the Council considers the installation of a CCTV camera to prevent further vandalism and make the memorial garden safer.
- 3.2 The Council has referred the petition to the Overview and Scrutiny Management Board to review
- 3.2 The lead petitioner has been invited to attend the Board and may make verbal representations for up to five minutes. The Board then has the opportunity to seek further information from the lead petitioner through questions.

- 3.3 In considering the request to review the response to the petition, Members may seek and have regard to additional information to inform the review.

4. Options considered and recommended proposal

- 4.1 A petition is a call for action and the role of the Overview and Scrutiny Management Board in reviewing the petition is to ensure that consideration is given to that call for action and to review any associated decision making processes. In this particular case, the Board should consider the merits of the case made by the petitioners and determine whether recommendations should be made to give effect to the call for action.
- 4.2 In considering the petition, the following procedure, subject to the Chair's discretion, will be followed in accordance with the Council's Petition Scheme:
1. The Chair will welcome attendees to the meeting and explain the procedure that will be followed at the meeting.
 2. The Lead Petitioner will have the opportunity to present the call for action in the petition for a period of up to fifteen minutes.
 3. Members may ask questions of the Lead Petitioner in respect of the presentation for a period of up to fifteen minutes.
 4. The relevant Cabinet Member and/or officers will present the background to the issue and respond to the issues raised in the petition and the statement by the Lead Petitioner.
 5. The Lead Petitioner may put questions to the Cabinet Member and/or officers for the purposes of clarification for a period of up to five minutes.
 6. Members may ask questions of the Cabinet Member and/or officers.
 7. Following the conclusion of questions, Members may debate the merits of the petition and the Council's position.
 8. The Chair will invite Members to propose a recommendation(s) on petition, which will either support or reject the petition. In recommending either, the Board may make further recommendations to Council or Cabinet on any lessons learned from the petition or decision making process.
- 4.3 At the conclusion of the discussion, the Chair will advise the Lead Petitioner that formal notification of the Board's recommendation will be provided in writing within ten working days and published on the Council's website as part of the minutes of the meeting.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Overview and Scrutiny Management Board is responsible for considering the request to review the petition and communicating the outcome of the review within ten working days to the lead petitioner.
- 5.2 If Members determine that the request is valid and requires further investigation, then Overview and Scrutiny Management Board will provide direction on whether it requires further consideration by an officer, the Cabinet or whether the response should be considered by the Council. The petition scheme does not provide a timescale for this to be completed, but where consideration is required by either Cabinet or Council this will be listed on the agenda for the next available meeting.

- 5.3 No further will action will be required if Overview and Scrutiny Management Board do not support the petition.

6. Financial and Procurement Implications

- 6.1 If the Overview and Scrutiny Management Board were minded to agree with the call for action in the petition and make a recommendation to Council to install a CCTV camera, there would be further financial and procurement implications relating to the installation and maintenance of the CCTV camera.

7. Legal Implications

- 7.1 There are no legal implications directly associated with this report.

8. Human Resources Implications

- 8.1 There are no human resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 In considering the petition, Members should seek assurances that the implications for children and young people and vulnerable adults have been addressed.

10. Equalities and Human Rights Implications

- 10.1 Members should be mindful of equalities when considering the call for action within the petition. Section 149 of the Equality Act 2010 in particular imposes an obligation on Members to have due regard to protecting and promoting the welfare and interests of persons who share a relevant protected characteristic (such as: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation).

11. Implications for Partners

- 11.1 The call for action within the petition does not directly impact on partners.

12. Risks and Mitigation

- 12.1 As above, the call for action within the petition does not directly present any risks to the Council.

Lets get CCTV in the memorial garden (Clifton Park)

Person's name and background

My sons memorial bench is situated in the Soldiers memorial garden at Clifton Park and sadly keeps getting vandalized on an almost weekly basis. Family members and members of the public have expressed concerns of being too afraid to visit the garden because of youths hanging around being a nuisance and intimidating people, we regularly remove evidence of drug taking from this garden in a bid to make it safe for children visiting there.

This garden is the most secluded part of Clifton Park, yet seems to be the only place out of view from any CCTV cameras. Hopefully with enough signatures and support we will be able to change this and get just 1 camera in there so people don't have to feel afraid and can visit when they like without intimidation..

THANK YOU FOR YOUR SUPPORT....Nancy and family

Added mentioned for

Installation of 1 CCTV camera

Printed Name	Signature	Address	Comment	Date
JOAN NOZLEY		5-GENUS DRIVE		
DIANE E. PARWET		202 Bodys moor	fine something aecting Don	11/4/2018
ALLEN				
ADAM FINKLER				
CAMERON ADAMS		24 Burns Drive		2/10/18.
E. NEWBY		865 218.	Good Cause ^{needs} Doing	2/4/18.
M. ALISON		882 210		

6

Summary Sheet

Committee Name and Date of Committee Meeting

Cabinet – 22 October 2018

Report Title

Implementation of the Early Help Strategy 2016-2019: 'Phase Two & Phase Three'

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Jon Stonehouse, Strategic Director of Children and Young People's Services

Report Author(s)

David McWilliams, Assistant Director of Early Help & Family Engagement Services
01709 823880 or david.mcwilliams@rotherham.gov.uk

Ward(s) Affected

All

Summary

This report is concerned with the proposals for the implementation of Phase Two & Phase Three of the Early Help Strategy 2016-2019, following the 90 day public, partner, staff and young people's consultations which began in April 2018 (following 12 March 2018 Cabinet report) and which concluded in July 2018.

The report provides a summary of the ninety day consultation activity, feedback on the proposals from staff, service users and partners and an overview of how the responses have informed the final proposals. The report also covers the approved savings considered at the Overview and Scrutiny Management Board on 14 December 2017.

Recommendations

1. That Cabinet agree to the implementation of Phases Two and Three of the Early Help Strategy incorporating;
 - (a) The development of locality Family Hubs, (Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer).

- (b) The introduction of a borough wide Intervention Hub which will expand upon the current evidenced based programmes used by Early Help practitioners across the borough.
 - (c) An expansion of the Family Group Conferencing (FGC) provision to ensure that children and families receive high quality, cost effective interventions.
 - (d) A reduction in the number of Heads of Service posts from four to three.
 - (e) The creation of Early Help Service Manager Posts.
 - (f) Greater integration of the Youth Offending Team (YOT), bringing interventions into localities so that young offenders are integrated more effectively into their communities and enhancing the multi-agency response from Education, Schools and social care.
2. That Cabinet agree to continue to deliver a targeted youth offer for young people in localities and relocate staff, surrendering leases at;
- Herringthorpe (Central Locality)
 - Treeton (South Locality)
 - Kiveton (South Locality)
 - Maltby Linx (South Locality)
 - Swinton (North Locality)
3. That Cabinet agree to de-register the three Children's Centres whilst ensuring the Children Centre offer is provided to families within the designated locality.
- Park View
 - Broom Valley
 - Wath Victoria

List of Appendices Included

- Appendix A Analysis and key findings from responses to the Public, Partner, Staff and young people's 90 day consultation
- Appendix B Final buildings recommendations
- Appendix C Equality Impact Analysis
- Appendix D Guiding Principles
- Appendix E Children Centre Offer

Background Papers

- Cabinet Report: Early Help Strategy: Phase Two, Whole Service Review: 10th July 2017.
- Cabinet Report: Proposals for consultation on the implementation of Phase Two & Three the Early Help Strategy: 12th March 2018.
- Rotherham's Early Help Strategy: 2016-2019.
- Rotherham Plan, A New Perspective 2025.
- What do good early help services look like? 2016.
- The Children and Young People's Plan, 2016-2019.
- Family Hubs, A Discussion Paper, The Children's Commissioner, 2016.
- Childcare Act 2006.
- DfE Sure Start Children's Centre Statutory Guidance (April 2013).

- Early Intervention: The Next Steps, 2011.
- Working Together to Safeguard Children 2018.
- Ofsted re-inspection of Services for children in need of help and protection, children looked after and care leavers, January 2018.

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Overview and Scrutiny Management Board – 17 October 2018

Council Approval Required

No

Exempt from the Press and Public

No

Implementation of the Early Help Strategy 2016-2019: 'Phase Two & Phase Three'

1. Recommendation

- 1.1 That Cabinet agree to the implementation of Phases Two and Three of the Early Help Strategy incorporating;
- (a) The development of locality Family Hubs, (Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer).
 - (b) The introduction of a borough wide Intervention Hub which will expand upon the current evidenced based programmes used by Early Help practitioners across the borough.
 - (c) An expansion of the Family Group Conferencing (FGC) provision to ensure that children and families receive high quality, cost effective interventions.
 - (d) A reduction in the number of Heads of Service posts from four to three.
 - (e) The creation of Early Help Service Manager Posts.
 - (f) Greater integration of the Youth Offending Team (YOT), bringing interventions into localities so that young offenders are integrated more effectively into their communities and enhancing the multi-agency response from Education, Schools and social care.
- 1.2 That Cabinet agree to continue to deliver a targeted youth offer for young people in localities and relocate staff, surrendering leases at;
- Herringthorpe (Central Locality)
 - Treeton (South Locality)
 - Kiveton (South Locality)
 - Maltby Linx (South Locality)
 - Swinton (North Locality)
- 1.3 Deregister three Children's Centres whilst ensuring the Children Centre offer is provided to families within the designated locality.
- Park View
 - Broom Valley
 - Wath Victoria

2 Background

- 2.1 The revised statutory guidance, Working Together to Safeguard Children (2018) sets out the requirements for Early Help Services, stating that;

The provision of early help services should form part of a continuum of support to respond to the different levels of need of individual children and families.

Local areas should have a comprehensive range of effective, evidence-based services in place to address assessed needs early. The early help on offer should draw upon any local assessment of need, including the Joint Strategic Needs Analysis (JSNA) and the latest evidence of the effectiveness of early help programmes.

In addition to high quality support in universal services, specific local early help services will typically include family and parenting programmes, assistance with health issues, including mental health, responses to emerging thematic concerns in extra-familial contexts, and help for emerging problems relating to domestic abuse, drug or alcohol misuse by an adult or a child.

Services may also focus on improving family functioning and building the family's own capability to solve problems. This should be done within a structured, evidence-based framework involving regular review to ensure that real progress is being made. Some of these services may be delivered to parents but should always be evaluated to demonstrate the impact they are having on the outcomes for the child.

2.2 The statutory guidance makes it clear that; *all local agencies should work together to support children and families.*

2.3 The Rotherham Early Help Offer was launched in January 2016.

2.4 The vision for Early Help in Rotherham was co-produced alongside staff and partners. The vision describes;

“All agencies working together to ensure children, young people and families have their needs identified early so that they can receive swift access to targeted help and support.”

2.5 The Early Help Strategy 2016-19 is aligned to the Rotherham locality and neighbourhood based approach captured in;

- The Rotherham Plan; A New Perspective 2025.
- The Building Stronger Communities Strategy.
- The Council's Thriving Neighbourhoods Programme.
- The Safer Rotherham Partnership (SRP); Building Confident and Cohesive Communities work stream.
- South Yorkshire Police (SYP) Neighbourhood Policing Model.
- The Rotherham Place Plan.
- The Rotherham Children, Young People & Families Transformation Plan.
- The Rotherham Health & Wellbeing Strategy.

2.6 The development of Rotherham's Early Help Offer has been intrinsically linked to the Children's Services improvement journey, which has coincided with the delivery of a three year savings and efficiencies programme to contribute to the Council's approved savings.

2.7 Phase One of the Early Help Strategy introduced;

New governance through:

- The Children and Young People's Partnership and Transformation Board
- The Local Safeguarding Children Board (LSCB)
- The Member-led Early Help Review Board
- The partner-led Early Help Steering Group
- The multi-agency Early Help Practice Improvement Group

2.8 In addition, new systems, practice and processes were introduced to ensure that there is swift access to support through the Request for Support process, the Early Help Assessment and Plan (EHA) and evidence based interventions. The introduction of integrated Early Help Locality Teams followed the initial amalgamation of previously separate professional disciplines and services.

2.9 The Early Help Strategy (2016-19) describes how phase two and three will:

"We will build on our achievements made in 'Phase One' and refine our Early Help Offer through further integration and service redesign with our partners and stakeholders."

"In Phase Two we will undertake a whole service delivery redesign; developing new job roles and more efficient and effective ways of working to further embed a shared responsibility across the partnership for meeting the needs of families earlier."

"In Phase three, to ensure that our early help offer is sustainable, the Council will work in partnership to explore the potential for all-age family integrated services and look at innovative ways to reshape our existing buildings and centres into all-age delivery points in localities and communities. The Local Authority will review its staffing structures and seek to reduce management capacity as the Early Help offer becomes further embedded across the wider early help partnership."

2.10 Building upon an effective Early Help Offer:

2.11 Clear progress illustrating sustained improvements and better outcomes for Rotherham's children and families can be tracked and evidenced through performance data, service user feedback (Exit Surveys) as well as embedded quality assurance and audit activity, which is now well established since the launch of the Early Help Offer.

2.12 In January 2018 the Ofsted re-inspection of Services for children in need of help and protection, children looked after and care leavers report noted;

- *Services to children in need of help and protection are now good.*

- *The early help offer has undergone considerable transformation so that there is now a shared strategic ownership and ambition with partners. The local authority, with its partners, revised and relaunched its new early help assessment, and has worked to support partners in completing these.*
- *Families benefit from a broad range of early help services, which are becoming more integrated with social care. This facilitates an improved and seamless delivery of services to children and their families.*
- *There are a wide range of accessible and good-quality early help services delivered through locality teams, youth services, children's centres and the troubled families offer.*
- *Early help locality teams are now co-located with social care and partners across the borough. This is improving communication and the delivery of responsive interventions and services in local communities.*
- *Resources and interventions delivered are informed by intelligence gathered from the top five issues identified from referrals to social care. For example, help is appropriately focused to provide parenting support and targeted help such as counselling, attachment based family therapy and multi-systemic therapy.*
- *Feedback from families, schools and partners of the local authority demonstrates that early help is making a difference, and that families feel supported at this lower level.*
- *Partner agencies are now undertaking assessments, demonstrating their growing confidence in the arrangements.*
- *Inspectors saw some very effective work with children and families.*
- *Partners have grown in confidence in completing early help assessments.*
- *Arrangements for stepping cases up to social care or down to early help are robust, and are supported through weekly management meetings.*

2.13 The Consultation Proposals

- 2.14 The Early Help Offer is currently delivered through a range of universal, targeted and outreach work, with staff based in locality bases across a range of sites in Rotherham. Service delivery takes place in Youth Centres, Children's Centres, Schools, Community buildings and through the early Help Detached teams and Mobile Units; Streets, parks and intelligence led 'hot spots.'
- 2.15 The consultation proposed, that in the future (Phase Two & Phase Three), the Early Help Offer needs to be delivered in a way that; strengthens existing partnerships and neighbourhood working, develops new and innovative joint working arrangements and is targeted effectively to support the most vulnerable children, young people and families in the town.

2.16 The key proposals consulted upon included;

2.17 The development of locality Family Hubs, (Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer). The commitment to explore the development of Family Hubs is an objective within Phase Three of the Early Help Strategy and is informed by the rationale contained within; Family Hubs, A Discussion Paper, The Children's Commissioner, October 2016.

2.18 The introduction of a borough wide Intervention Hub. This will expand upon the current evidenced based programmes used by Early Help practitioners across the borough to achieve better and more sustained outcomes for children, young people and families in Rotherham.

2.19 An expansion of the Family Group Conferencing (FGC) provision to ensure that children and families receive high quality, cost effective interventions.

2.20 A reduction in the number of Heads of Service posts from four to three.

2.21 The creation of Early Help Service Manager Posts.

2.22 Greater integration of the Youth Offending Team, bringing interventions into localities so that young offenders are integrated more effectively into their communities and enhancing the multi-agency response from Education, Schools and social care. This is in line with the recommendations of the Taylor Review of the Youth Justice System in England & Wales December 2016.

2.23 A proposed reduction in the number of registered Children Centres from 12 to 9, whilst ensuring the Children Centre Offer within the locality is retained by delivering universal and targeted services from a range of sites better suited to the needs of families.

2.24 A proposed reduction in the number of local authority maintained Youth Centres and Early Help Team bases from eleven to six.

2.25 The proposals incorporated the approved savings to be achieved through the rationalisation of a range of properties. The buildings that have been identified are subject to a current operational property review being undertaken by the Asset Management Service.

2.26 The proposals were informed by;

- 'The Guiding Principles' (Appendix D) which were co-produced with staff in July 2017.

- Detailed analysis of workflow and demand since the Early Help Offer was launched in January 2016, deprivation data, performance data, thresholds, volume and feedback from Exit Surveys (completed by families after receiving an Early Help intervention).
- Feedback from Peer Reviews and Ofsted Monitoring and Inspection Visits.

3 Key Issues arising from the consultation activity

- 3.1 The consultation commenced on April 9th and was conducted in line with statutory requirements, with the vision and objectives set out in; the Early Help Strategy 2016-2019; the co-produced Guiding Principles and the Cabinet Report; 'Early Help Strategy, Phase Two, Whole Service Review: 10th July 2017.'

3.2 Public & Partner consultation

- 3.2.1 The consultation was delivered through 17 public and partner events across the borough, including bespoke sessions based in the centres and buildings that are in scope. Presentations to Strategic Boards throughout the consultation period were also delivered. A summary of findings from these events are outlined in Appendix A.

All Rotherham schools were informed by email of the events and children, young people and families were offered the opportunity to attend an event or engage in the online consultation.

- 3.2.2 Trade Unions have been briefed on a monthly basis regarding the implementation of the three phases of the Early Help Strategy since the launch of the Early Help Offer in January 2016 and were invited and represented at all the consultation events throughout the 90 days.
- 3.2.3 Ward Councillors were engaged throughout the process with a number of bespoke meetings and visits convened in specific Wards.
- 3.2.4 An online survey was made available on the Rotherham Council website for public and partners, and a separate 'youth' consultation was conducted and led by the Rotherham Youth Cabinet.
- 3.2.5 A dedicated Twitter account [#earlyhelpconsultation2018](#) and an email account earlyhelpconsultation@rotherham.gov.uk was established for Frequently Asked Questions (FAQs) for partners and the public.

3.3 Staff Consultation

- 3.3.1 A 30-day staff consultation commenced on the 8th June 2018 and concluded on the 8th July 2018. All Early Help staff received formal written communication detailing the consultation events and was offered individual support as required through Human Resources (HR) and Early Help Managers and the Early Help Leadership Team. Trade unions were regularly updated through meetings with the Assistant Director and Heads of Service for Early Help and were present throughout each staff consultation meeting.
- 3.3.2 To ensure that staff had appropriate information during the consultation an additional three informal 'talk back' sessions were held with Early Help staff in April 2018. Eight formal staff consultation meetings were subsequently held in June 2018 to discuss the proposals in more detail to maximise contributions from the workforce. See Appendix A.
- 3.3.3 A bespoke email account EH-StaffConsult@rotherham.gov.uk was provided for questions, comments and suggestions from staff throughout the consultation.

3.4 Consultation Analytics

- 3.4.1 In total, 276 individuals or agencies participated in the Public and Partner consultation process through the following methods:

Partner /Public Activity	Numbers Participating
On-line consultation	164
Young People's consultation	47
Public events	65
Total	276
Existing Fora / Boards	4 meetings were attended by Early Help Senior Leadership Team members
Email	4 partner responses
Correspondence from MP's	1

3.5 Online Consultation(s)

- 3.5.1 There were 164 respondents to the online consultation. Of these; 42 were children and young people (25 years and under) and the remainder (122) were adults over 26. Of the 122 adults aged 26-plus, 113 were parents and carers of children and there were also five parents within the 25 and under age range.
- 3.5.2 As well as the main online consultation, an additional Youth Survey was carried out by members of the Rotherham Youth Cabinet. There were 47 young people that responded to the survey, aged between 9 years and 26 years.
- 3.5.3 Findings from the children and young people who responded to the Young People's Survey indicated that;
- 18 (38%) were aware of services offered.

- 29 (62%) were not aware of services provided.
- 11 (24%) said that they were accessing youth provision.
- 21 (44%) of young people said that they had never accessed any RMBC youth provision.

3.5.4 Some of the responses from young people included:

- *'More information [required] spread in colleges about the different activities that youth groups hold'*
- *'Outreach to young people in schools and newspapers about activities and opportunities that are available to them'*
- *'It's a fun and enjoyable place to be and you can make lots of friends; I would highly recommend'*
- *'It's really fun and has helped me with my social skills'*
- *'It's amazing'*
- *I would not like the Kiveton youth club to close down they help people that need help they keep them safe and every person that come to the Youthi (*Youth Centre) enjoys being there because you have so much to do and they make it fun for everybody they talk to u if you have a problem and sort it out for you.*

3.5.5 Findings from the adult/parent consultation (122 adults and 113 parents) who responded indicated that:

- 116 (95%) were Rotherham residents.
- 13 (10.6%) had a disability.
- 77 parents (63%) said that they would travel between one and ten miles to access provision for 0-5 years.
- 35 parents (31%) said that they would travel between one and ten miles to access provision for children plus five years.
- 27 (24%) of parents said that they would be willing and able to pay to access early help services, including group programmes such as parenting.
- 70 parents (62%) said that they would be willing to pay however said that this would be dependent on cost.
- Parents expressed that they valued the Children's Centre offer with regard to weaning and feeding advice, Health Visitor weigh-in, baby clinics, health advice, drop-in sessions and parenting programmes. Some parents expressed that they wanted these local services to continue.

3.5.6 Some of the responses from adults/parents included:

- *'I didn't realise I could access other centres in the borough'*
- *'The children's centres offer a great service to the children and young people in the local community removing the local ones to more central ones makes it a longer distance to travel and the families that attend are not from the local community but a wider one'.*

- *'I hope all staff are not affected by the proposals as they do a fantastic job and are a great service to the local community.'*
- *'I don't think it's vital that the council own the buildings but do think it's vital that these services remain easily accessible for parents and babies.'*
- *'Children's centres that can be utilised and reach by foot if required are invaluable to young mums. Moving the centres further out means it is hard to gain access. But also leave a new mum more exposed and unable to reach out for help if needed.'*
- *'A youth club 5 miles away is pointless; our Kiveton kids won't be able to get there. Crime will rise. The behaviours associated with bored kids will increase. It'll just cost money in a different way.'*
- *'Youth centres are a safe space for children to go to and make lasting friendships. Please don't close them all.'*
- *'They have helped me lots of times and supported me.'*

3.6 Summary of Key Themes Emerging from the Public & Partner Consultation

- 3.6.1 Comments from the public showed strong support for locally based centres and the need for low cost, or no cost activities. Some parents indicated that they would be prepared to pay for some activities, but many thought that a 'core' of activities should be free and available to all as the people who may want or need this the most may be those that have the least money to pay.
- 3.6.2 Some respondents suggested a trial of "a pay what you can" approach to activity (although this already happens on a small scale in some centres to assist with additional activities).
- 3.6.3 The public consultation and online questionnaire highlighted the need to provide greater clarity to the public and ward councillors on the differences between a Children Centre (physical building) and the broader delivery of an Early Help Children Centre 'Offer' and the delivery of services in the community.
- 3.6.4 Schools rated the Early Help Offer highly and emphasised the quality of the service that is provided and the strength of local working relationships.
- 3.6.5 The streamlined referral process was seen as having improved access to services and schools highlighted that they feel more confident in completing Early Help Assessments.
- 3.6.6 Schools spoke highly of the support that they receive from front line staff, Integrated Working Leads, Locality Managers and senior leads.

- 3.6.7 There was strong support from young people and youth workers for retaining a discrete 'Group Work Offer' for young people from vulnerable groups such as; "Chat and Chill" (young people with autism), lesbian, gay, bisexual and trans gender young people (LGBT), young people with learning difficulties and disabilities, young people with mild mental health issues and the formal governance mechanisms such as; the Youth Cabinet, Different but Equal Board, LAC Council and the Young Inspectors.

4.0 Service Delivery

- 4.1 The consultation proposed a number of changes to the Early Help staffing structure in order to deliver phases two and three of the Early Help Strategy.
- 4.2 Proposals included services to be delivered through 0-19 Family Hubs across North, South and Central areas in Rotherham, comprising of nine Early Help Locality Teams with staff co-located alongside RMBC services, Children's Social Care and health partners. This will provide delivery points for the Early Help's early years, youth and family support functions. This change will enable a fully integrated service, with revised job roles to meet need early in the development of a problem and to prevent escalation to higher cost statutory services.
- 4.3 The introduction of a borough wide Intervention Hub will provide a small resource to coordinate evidence based programmes, such as Parenting; Sleep Programmes and Domestic Abuse Programmes. The rationale behind this development is to build central coordination, stability and expand upon the current evidenced based programmes used by Early Help practitioners across the borough, to achieve better and more sustained outcomes for children, young people and families.
- 4.4 Greater integration of the Youth Offending Team was proposed, bringing interventions into localities so that young offenders are supported with a 'whole family' focus and are integrated more effectively into their communities enabling a wider multi-agency response from Education, Schools and other VCS organisations. This transition is in line with the recommendations of the Taylor Review of the Youth Justice System in England & Wales December 2016. The Early Help Assessment will be introduced into the YOT practice to underpin all prevention work within the service area. In addition, the integration of the 'front door' for YOT prevention children will be merged with the wider Early Help Triage Service and Children's Social Care's First Response to ensure that there is a coordinated identification and a family focus for those children at risk of offending behaviour.
- 4.5 The proposals included a rationalisation and reduction in the number of job descriptions to create a set of 'core 0-19 practitioner' roles, blending previously discrete job roles and job descriptions from distinct disciplines such as; Education Welfare, Youth Work, Family Support and Early Years etc. This approach will retain existing skills and experience and provide clarity of roles to reflect the transformation that has taken place over the past three years and for the future.

- 4.6 The proposals included a revision to the current distribution of resources across localities through a greater alignment with the prevalence of vulnerability and need across the borough. This was calculated by extensive analysis of thematic data captured since the launch of the Early Help offer in 2016. This means that the number of workers in a locality will match volume and need in that area across social care and Early Help. Interventions will be targeted appropriately, i.e. where domestic abuse has a high prevalence in a locality we will apply a weighting for relational approaches and perpetrator programmes to that area. This will allow the service to ensure that children and families get the right intervention at the right time whilst maintaining consistent approaches to practice across the borough.
- 4.7 The proposed move to merge the Early Help Triage Team was highlighted within the consultation to ensure greater alignment at the front door within the MASH. This proposal will also contribute to the work to redesign the social care pathway and ensure that where appropriate and safe, Early Help strategies are exhausted prior to entry into a statutory arena.
- 4.8 The recommendation to merge the Children Missing Education (CME) post (currently within Early Help) into Education is proposed to create greater alignment of the CME function with School Admissions and education.
- 4.9 The proposal to trade the current Early Help Counselling offer was based on the potential to income generate to ensure that emotional wellbeing of children becomes sustainable and affordable in the future.

5.0 Key themes emerging from the staff consultation

- 5.1 Staff were in the main supportive of the need for a 0-19 approach to delivery and were in full agreement regarding the implementation of a more consistent and equitable pay structure. Staff have been reassured that building skills across teams will be a priority, so that all will feel confident in relation to the wider remit of 0-19 delivery. The past three years has seen much progress in this area and with the new job descriptions the service will be in a better position to embed this approach across the workforce.

6.0 Service Delivery - Buildings Proposals

6.1 Children Centres

- 6.2 The consultation proposed the deregistration of the following children's centres:

- Park View (Central Locality)
- Broom Valley (Central Locality)
- Wath Victoria (North Locality)

This would bring the number of registered centres from 12 to 9, however despite deregistration, intervention and support will be retained for children and families in the localities that the named centres serve. Deregistration of a Children's Centre means that the building will no longer be used solely for children's centre services. Children's Centre activity will continue in the area but will be delivered from a range of other suitable venues.

6.3 The three centres proposed to de-register will continue to deliver early years services and early help will still retain access to the buildings to deliver sessions for up to 10 hours per week through a Service Level Agreement (SLA).

6.4 The DfE Sure Start Children's Centre Statutory Guidance (April 2013) states that;

"A children's centre should make available universal and targeted early childhood services either by providing the services at the centre itself or by providing advice and assistance to parents (mothers and fathers) and prospective parents in accessing services provided elsewhere."

6.5 The public consultation and online questionnaire highlighted the need to provide greater clarity to the public and ward councillors on the differences between a Children Centre (physical building) and the broader delivery of an Early Help Children Centre 'Offer' and the delivery of services in the community.

The statutory definition of a children's centre states that;

"Children's Centres are as much about making appropriate and integrated services available, as it is about providing premises in particular geographical areas."

6.6 **Park View (Central Locality) Recommendation – De-Register.**

The current proposal includes the recommendation to surrender the lease (Asset Transfer) to the school to use for early years services and implement a Service Level Agreement (SLA) for 10 hours Children's Centre intervention which will enable Early Help to use this as a 'linked site.' The community can be served effectively without a physical building as services are already delivered in community venues with excellent outcomes and performance, highlighting above Rotherham target figures for registration and engagement rates achieved at the end of Q4 (see table A.) Park View was previously considered for de-registration under the last restructure. The current manager and staff are predominately based at the Central Children's Centre. Park View consists of a small community room and office space in the school site.

Table A (Park View)

Children aged 0-4	Living in 30% most deprived areas	% Living in 30% most deprived areas Registered end of Q4	% Living in 30% most deprived areas engaged end of Q4
1,176	693 (59%)	100% (17/18)	83% (17/18)

6.7 Additional information and visits to the area were facilitated at the request of Ward Councillors to understand the proposals in greater depth.

6.8 Discussions have taken place with the Head Teacher of Redscope Primary School who is supportive of the proposals if approved by Cabinet. The school would utilise the space for additional 2 and 3 year old provision, community learning and breakfast club provision. If approved the school would support health and early help in accessing the building under a 10 hour SLA.

6.9 What will change?

6.9.1 The building will be de registered as it will no longer be used solely for children's centre activities.

6.9.2 A 10 hour SLA will be implemented with Redscope School so that Early Help and 0-19 Health colleagues can continue to deliver services from the site as required, with increased use of the space by the school for wider early year's provision, breakfast club and community learning activities.

6.9.3 All families and children can visit any children's centre or a venue close to their home and in the community to access the Borough wide offer.

6.9.4 The offer of services will still be available (as outlined in Appendix E - Children Centre Offer) in this area and will be delivered from community venues such as Chislett. This will be a combination of targeted and universal provision based on local need.

6.9.5 The 0 -19 Outreach and Engagement staff will continue to deliver the core offer from the remaining registered Centres (some of which will become 0-19 Family Hubs) and in community spaces in this area to provide a Borough wide universal offer and a localised targeted offer.

6.10 Broom Valley (Central Locality) Recommendation – De-Register

The current proposal requires additional consultation with Broom Valley School Governing Body in September 2018 which will enable continued provision in the locality and result in either the school or alternatively, a PVI sector organisation to make use of the building for early years provision.

- 6.11 Broom Valley Centre is located in a 'difficult to find' location, is on a steep hill and on a private road. The centre has been delivering limited activities from the building since April 2017 due to interim management arrangements, with the reach area split between Park View/Central and Coleridge. Throughout this period and the subsequent consultation there have been no concerns raised about the proposed delivery of the offer by parents, Advisory Board members or partners.

Table B (Broom Valley)

Children aged 0-4	Living in 30% most deprived areas	% Living in 30% most deprived areas Registered end of Q4 (17/18)	% Living in 30% most deprived areas engaged end of Q4 (17/18)
1,527	879 (57%)	76%	51%

6.12 What will change?

- 6.12.1 The building will be de registered as it will no longer be used solely for children's centre activities.
- 6.12.2 A 10 hour SLA will be implemented with the approved 'tenant' so that Early Help and 0-19 Health colleagues can continue to deliver services from the site as required; with increased use of the space by the school for wider early years provision, breakfast club and community learning etc.
- 6.12.3 All families and children can visit any children's centre or a venue close to their home and in the community to access the Borough wide offer.
- 6.12.4 The offer of services will still be available (as outlined in Appendix E) in this area and will be delivered from community venues such as Clifton Park and the school community space. This will be a combination of targeted and universal provision based on local need.
- 6.12.5 The 0-19 Outreach and Engagement staff will continue to deliver the core offer from the remaining registered Centres (some of which will become 0-19 Family Hubs) and in community spaces in this area to provide a Borough wide universal offer and a localised targeted offer.

6.13 Wath Victoria (North Locality) Recommendation – De Register

The current proposal includes the recommendation to surrender the lease (Asset Transfer) to the school to use for early years services and implement a Service Level Agreement (SLA) for 10 hours Children's Centre use as a 'linked site.' Wath Victoria was previously proposed for deregistration in 2015 due to its low number of families living in deprived areas.

- 6.14 The Wath Victoria Centre already delivers most activities in the community and this will continue as part of current proposals. Performance in Q4 was good with the Rotherham wide target being met for engagement rates and just under at 90% against a 95% target for registration rates.

Table C (Wath Victoria)

Children aged 0-4	Living in 30% most deprived areas	% Living in 30% most deprived areas Registered end of Q4 (17/18)	% Living in 30% most deprived areas engaged end of Q4 (17/18)
1,375	364 (26.4%)	90%	65%

6.15 Preliminary discussions have taken place with the Head Teacher who is supportive of the proposals if approved by cabinet. The school would utilise the space for additional 2 and 3 year old provision and support health and Early Help in accessing the building under a 10 hour SLA.

6.16 What will change?

6.16.1 The building will be de registered as it will no longer be used solely for children's centre activities.

6.16.2 A 10 hour SLA will be implemented with Wath Victoria Primary School so that Early Help and 0-19 Health colleagues can continue to deliver services from the site as required, with increased use of the space by the school for wider early year's provision.

6.16.3 All families and children can visit any children's centre or a venue close to their home and in the community to access the Borough wide offer.

6.16.4 The offer of services will still be available (as outlined in Appendix E) in this area and will be delivered from community venues such as Montgomery Hall. This will be a combination of targeted and universal provision based on local need.

6.16.5 The 0 -19 Outreach and Engagement staff will continue to deliver the core offer from the remaining registered Centres (some of which will become 0-19 Family Hubs) and in community spaces in this area to provide a Borough wide universal offer and a localised targeted offer.

6.17 Youth Centres

The consultation proposed a reduction in the number of Youth Centres/Early Help Team bases from eleven to six. The proposed Youth Centres and staff team bases consulted upon were;

- Herringthorpe (Central Locality)
- Treeton (South Locality)
- Kiveton (South Locality)
- Maltby Linx (South Locality)
- Swinton (North Locality)

6.18 The Statutory Guidance, Section 507B of the Education and Inspections Act 2006. States that;

It is therefore local authorities' duty to secure, so far as is reasonably practicable, equality of access for all young people to the positive, preventative and early help they need to improve their well-being. This includes youth work and other services and activities that:

- a. Connect young people with their communities.
- b. Offer young people opportunities in safe environments.
- c. Support the personal and social development of young people.
- d. Improve young people's physical and mental health and emotional well-being.
- e. Help those young people at risk of dropping out of learning or not achieving their full potential to engage and attain in education or training.
- f. Raise young people's aspirations, build their resilience, and help them to make informed decisions.

6.19 The majority of young people surveyed who used youth provision rated the youth activities that they accessed as 'good or excellent.' Young people who responded to the consultation accessed a wide range of provision including; the Rotherham Youth Cabinet, mental health support, music activities, youth club sessions in the evenings, support sessions i.e. 'Chat 'n' Chill', sexual health services, as well as general information, advice and help.

6.20 In some instances there was a perception from the public that closing a youth centre meant that the services were also ceasing – this is not the case. The Early Help Service would continue to provide a 0-19 outreach and engagement offer. This will incorporate a targeted and detached 'youth offer' in localities based on demand and need.

6.21 A 'Youth Summit' was held with partners and young people on the 15th of August to develop, for the first time, a fully integrated youth offer for Rotherham young people. The Summit identified key priorities and opportunities for funding applications or joint approaches to delivering a coherent youth offer for Rotherham.

6.22 Kiveton (South Locality) Proposal – Staff to decant and relocate.

The Early Help Service proposes to utilise space in both Dinnington School and Kiveton Library to enable a split site presence for staff bases and intervention in the locality. The Youth Offer will be delivered via community venues and detached activity. The Kiveton Youth Centre is subject to a further Corporate Property review.

6.23 Numbers attending youth work sessions at Kiveton has declined by 52% over the last two years (329 in 2016/17 and 158 in 2017/18). The majority of youth work currently undertaken by Early Help in Kiveton is not centre based (detached); or aimed at vulnerable young people, and this focus will continue in the future at proposed alternative sites.

6.24 Current users of Kiveton Youth Centre include young people utilising 0-19 health, Red Road Community Radio Project, JADE youth club and an Adult Social Care social group would be affected by the closure of Kiveton. The Corporate Property review will work with these teams in order to make decisions on future use.

6.25 What will change?

6.25.1 The Early Help staff will transfer to another suitable building in the area. Options are being considered with Property Services including Dinnington School and Kiveton Library.

6.25.2 Families accessing family support in the area will be unaffected.

6.25.3 The 0 -19 Outreach and Engagement staff will continue to deliver targeted and detached 'youth activities' in the community spaces in this area and through detached street based work.

6.25.4 Where possible, RMBC will support other groups currently using Kiveton to seek alternative community delivery sites.

6.26 Maltby Linx Proposal – Staff to decant and relocate.

There are two coterminous RMBC buildings in Maltby; the Linx, Maltby Service Centre and the Children's Centre which is currently under-occupied. The Early Help team propose to relocate to Maltby Children's Centre and following this, the Linx Centre will be transferred to Maltby Academy with a negotiated SLA which secures access to the building for Early Help targeted youth work and the Linx Pre-School provision.

6.27 Maltby Linx provides primarily targeted youth provision two nights per week and two sessions of detached youth work. Attendance at centre based sessions has declined by 64% (384 young people in 2016/17 to 187 2017/18) due to the increasingly targeted nature of youth work. Non-centre based detached work in Maltby provides a third of all current youth activity, and this will be developed further in the future.

6.28 A weekly targeted group for young people with Autism (Chat'n'Chill) is currently delivered jointly by Early Help and the Behaviour Support Service in the Linx Centre. Young people attending this group identify strongly with the building and children, parents and carers, are anxious about the prospect of it changing.

6.29 A discrete area of the building with a separate entrance is rented to Maltby Linx Pre-School. Trustees of the Pre-School charity expressed concerns during the consultation about the future delivery of a local two to five-year-old offer if they are unable to secure a rental arrangement with Maltby Academy. The Assistant Director for Early Help has met with the Executive Head of the Maltby Academy with officers from the Corporate Property Unit and the staff from the pre-school to offer reassurances that the intention is to develop an integrated hub on the campus.

6.30 **What will change?**

6.30.1 The Building will be transferred to Maltby Academy

6.30.2 A negotiated Service Level Agreement which secures access to the building for Early Help targeted youth work (including Chat 'n' Chill) and the Linx Pre-School provision will be implemented.

6.30.3 The Early Help Staff Team will be relocated to Maltby Stepping Stones Children's Centre creating a 0-19 Family Hub.

6.30.4 Families accessing family support in the area will be unaffected.

6.30.5 The 0 -19 Outreach and Engagement staff will continue to deliver targeted and detached 'youth activities' from Maltby Linx under the terms of the SLA, in other community spaces in this area and through detached street based work.

6.31 **Treeton Proposal – Staff to decant and relocate.**

The proposal is that the Early Help Team will relocate from Treeton to site bases at Catcliffe School and Aston Service Centre. The youth offer is proposed to be provided through Catcliffe and in other appropriate community venues and detached work.

6.32 The youth work undertaken in Treeton is targeted group work or street-based. This is not proposed to change and will continue in the future.

6.33 The Enterprise Units at Treeton are still partially occupied, but tenants will make alternative arrangements once the Early Help Team has moved to Catcliffe. This is linked to a current review by Corporate Property Services. Early Help is in discussion with Treeton Parish Council regarding decommissioning the Multi-Use Games Area and moving relevant equipment to an alternative site. Once the site is fully vacated, it will be made secure by the Corporate Property Services.

6.34 Discussions are underway with Brinsworth Community Library to secure space for the delivery of group work.

6.35 What will change?

- 6.35.1 The Early Help Staff Team will transfer to Catcliffe School and Aston Service Centre, ensuring the team are co-located with Social Care. Catcliffe School will become a 0-19 Family Hub.
- 6.35.2 Families accessing family support in the area will be unaffected.
- 6.35.3 The 0 -19 Outreach and Engagement staff will continue to deliver targeted and detached 'youth activities' in the community spaces in this area and through detached street based work.

6.36 Herringthorpe (Central Locality) Proposal – Staff to decant and relocate

Herringthorpe has the lowest footfall across the youth centres in the central patch and attendance has reduced by 42% (74 attendees in 2016/17 and 43 2017/18). The centre provides targeted group work and hosts a small music studio. The small numbers of staff that are based in the centre have limited office space, and internet access is poor.

- 6.37 The staff team are proposed to relocate to the 0-19 Family Hub at the Place. The youth offer will continue to be provided through venues in the local community. The building may be used by the Pupil Referral Unit (PRU) in the future and there is potential for the music equipment to remain in this building and the project to continue there, however staff are not proposed to continue to be based at Herringthorpe.
- 6.38 The targeted youth offer, including project and detached activity will continue to be delivered at local venues in partnership with voluntary and community sector in the area (Clifton Learning Partnership, Barnardo's and Rotherham United Football Community Trust).

6.39 What will change?

- 6.39.1 The Early Help Staff Team will decant from Herringthorpe Youth Centre.
- 6.39.2 The music project and the Pupil Referral Unit (PRU) may continue to use the space.
- 6.39.3 The Early Help Team base will transfer to The Place; ensuring the team are co-located with Social Care and the Place will become a 0-19 Family Hub.
- 6.39.4 Families accessing family support in the area will be unaffected.
- 6.39.5 The 0 -19 Outreach and Engagement staff will continue to deliver targeted and detached 'youth activities' in the community spaces in this area and through detached street based work.

6.40 **Swinton Youth Centre (North Locality) Staff to decant and Relocate** from Swinton Youth Centre (which is located on the school site) to Swinton Brookfield Children's Centre and work within a service level agreement with the school to ensure that Early Help can continue to deliver targeted youth provision.

6.41 Centre attendance has declined by 48% (246 in 2017/18 in comparison to 466 in 2016/17) with an increased focus on targeted group work. Young people are keen to continue using Swinton Youth Centre and signed a petition to support ongoing provision at this site. This activity will continue despite staff relocating as a Service Level Agreement has been agreed for Early Help to continue use of the school for youth activities.

6.42 **What will change?**

6.42.1 The Building will be transferred to Swinton Academy

6.42.2 A negotiated Service Level Agreement, which secures access to the building for Early Help targeted youth work will be implemented.

6.42.3 The Early Help Staff Team will be relocated to Swinton Brookfield Children's Centre creating a 0-19 Family Hub.

6.42.4 Families accessing family support in the area will be unaffected.

6.42.5 The 0 -19 Outreach and Engagement staff will continue to deliver targeted and detached 'youth activities' from Swinton Youth Centre under the terms of the SLA, in other community spaces in this area (including potentially Swinton Library) and through detached street based work.

6.43 Appendix B provides further detail on all buildings proposals.

7. Summary of recommended proposals

7.1 Cabinet agree to the implementation of Phases Two and Three of the Early Help Strategy incorporating;

- The development of locality Family Hubs, (Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer).
- The introduction of a borough wide Intervention Hub which will expand upon the current evidenced based programmes used by Early Help practitioners across the borough.
- An expansion of the Family Group Conferencing (FGC) provision to ensure that children and families receive high quality, cost effective interventions.
- A reduction in the number of Heads of Service posts from four to three.
- The creation of Early Help Service Manager Posts.

- Greater integration of the Youth Offending Team (YOT), bringing interventions into localities so that young offenders are integrated more effectively into their communities and enhancing the multi-agency response from Education, Schools and social care.

7.2 Continue to deliver a targeted youth offer for young people in localities and relocate staff, surrendering leases at;

- Herringthorpe (Central Locality)
- Treeton (South Locality)
- Kiveton (South Locality)
- Maltby Linx (South Locality)
- Swinton (North Locality)

7.3 Deregister the three Children's Centres whilst ensuring the Children Centre offer is provided to families within the designated locality.

- Park View
- Broom Valley
- Wath Victoria

8. Consultation

8.1 Consultation on the proposed Implementation of Phase Two and Three was undertaken in line with the Vision and Objectives set out in the Early Help Strategy 2016-2019 (See Section 3 of this report), the Co-produced Guiding Principles (Appendix D), the Cabinet Report; The Early Help Strategy, Phase Two, Whole Service Review: 10th July 2017 and the Cabinet Report: 'Proposals for consultation on the implementation of the Early Help Strategy: Phase Two & Phase Three 12th March 2018.

8.2 The 90 day consultation began on the 9th April and concluded on the 8th July. The consultation included meetings with all staff as well as formal communication via letter and the offer of individual support through Human Resources (HR) and Early Help managers. The consultation involved the Trade Unions and was delivered through a combination of public meetings, online surveys and use of existing fora, such as the Children Centre Advisory Panel and the Children, Young People and Families Consortium. The consultation sought the views of; parents, young people, Members, partners, stakeholder, professionals and members of the community through a series of events and workshops across the borough. A dedicated Twitter account [#earlyhelpconsultation2018](#) and an email account earlyhelp.consultation@rotherham.gov.uk were established, along with a Frequently Asked Questions (FAQs) platform to support staff throughout the process.

9. Timetable and Accountability for Implementing this Decision

- 9.1 The table below sets out a high level timeline for the proposed final structure to be implemented by February 2019. Trade Unions have been updated monthly as a Standing Item at the Children and Young People Services Trade Union Meeting.

1.	Cabinet Report: Early Help Strategy: Phase Two & Phase Three implementation.	October 2018
2.	New structure implementation (October 2018 to February 2019)	Completion - February 2019

10. Financial and Procurement Implications

- 10.1 The Early Help service achieved savings of £501k in 2016/17 and £421k in 2017/18.
- 10.2 The Budget and Council Tax 2018-19 report approved by Cabinet on 19th February 2018 and approved by Council on 28th February included further savings from the implementation of the Early Help Strategy.
- 10.3 The full year savings to be achieved in 2019/20 from the Early Help strategy phases 2 & 3 are £498k. This covers the £380k further saving (£205k 18/19, £175k 19/20) from restructuring of the service and £118k towards previously approved savings from a corporate review of land and property, linked to service reviews and localities.
- 10.4 As the service is currently operating with a number of vacancies it is not envisaged that any redundancy costs will be incurred.
- 10.5 The de-registering of the three children's centres will not generate a capital funding clawback from the Department for Education as the sites will continue to deliver early years and 0-5 services.
- 10.6 Any delays to the timetable set out in this report would have a further impact on the timescale of delivery of the savings proposed.

11. Procurement Implications

- 11.1 There are no immediate procurement implications from the recommendations in this report. Through the implementation of the recommendations, where there is a requirement for commissioned services, early engagement with the Procurement team is required to effectively plan and procure this activity.

12. Legal Implications

- 12.1 By undertaking the consultation process described above, the Council has complied with its statutory duties detailed below.

- 12.2 It is imperative that in considering the proposals set out in this report regard is given to the need to comply with the Council's statutory duties in this area. In particular this includes the duties under the Education Act 1996, around securing sufficient educational leisure time activities and facilities for the improvement of the well-being of young persons, and the duties under Childcare Act 2006 to ensure there are sufficient Children's Centres, so far as reasonably practicable, to meet local need.
- 12.3 There is a specific statutory duty placed on local authorities under section 5D of the Childcare Act 2006, to ensure there is consultation before any significant changes are made to children's centre provision in their area. Statutory guidance makes it clear that this would include:
- Making a significant change to the range and nature of services provided through a children's centre and/or how they are delivered, including significant changes to services provided through linked sites; and
 - Closing a children's centre; or reducing the services provided to such an extent that it no longer meets the statutory definition of a children's centre.
- 12.4 In addition, as a matter of public law, any proposal to close a facility or significantly change a service will require a reasonable period of engagement and consultation with those affected by such a proposal.
- 12.5 Therefore, a robust consultation exercise on the proposals for the Early Help services is required with staff, service users and other stakeholders. The purpose of the consultation is to gather the views and preferences of those consulted on the proposals and suggested implementation, and to understand whether there are any possible unintended consequences of the proposals. The product of the consultation will then help to inform final proposals. This is properly identified and catered for in the proposed consultation exercise set out in paragraph 5.1 above.
- 12.6 In addition to the legal requirements for robust consultation, the Council must ensure it complies with its duties under the Equality Act 2010. Under Section 1 of that Act the Council must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. In addition under Section 149 of the Equality Act, the Council must comply with the public sector equality duty which requires it to have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

12.7 In dealing with this duty, the Council must have due regard in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic.
- Take steps to meet the needs of people who share a relevant protected characteristic that are different to the needs of persons who do not share it.
- Encourage persons who share a relevant characteristic to participate in public life or any other activities where their participation is disproportionately low.

12.8 Protected characteristics include disability, age, race, sex, religion or belief, gender reassignment, marriage and civil partnership, pregnancy/maternity and sexual orientation.

13. Human Resources (HR) Implications

13.1 From a HR perspective the consultation process has been highly inclusive and enabled staff to contribute in a variety of ways in order to influence the final proposals.

13.2 All recruitment into posts will follow the relevant RMBC policies and procedures in a fair and consistent manner.

13.3 Early Release may need to be considered once the recruitment process is complete should staff not be successful in securing a post either within the Early Help Review or within the talent pool.

14. Implications for Children and Young People and Vulnerable Adults

14.1 The implications for children and young people and vulnerable adults are captured in the Equality Impact Analysis (Appendix D).

14.2 Whilst the recommendations propose relocation of staff; the youth and Children Centre offer (Places to go and things to do) will be delivered from either the same sites (via SLA) or in a different site in the locality and provision will be maintained for children and families in the localities.

14.3 The Early Help Service directly contributes to a number of the Council's key strategies and objectives:

14.4 The Rotherham Plan. A New Perspective 2025;

“Contributing to this is a refreshed Early Help programme, which involves partners working together to ensure children, young people and families have their needs identified early so that they can receive swift access to targeted help and support.”

14.5 A Child Friendly Borough;

Six principles that will enable children to thrive:

- A focus on the rights and voice of the child
- keeping children safe and healthy
- Ensuring children reach their potential
- An inclusive borough
- Harnessing the resources of communities
- A sense of place.

14.6 The Children and Young People's Plan, 2016-2019;

The three main strategic outcomes to be achieved for children, young people and their families in Rotherham are:

- Children and young people are healthy and safe from harm
- Children and young people start school ready to learn for life
- Children, young people and their families are ready for the world of work

15. Equalities and Human Rights Implications

- 15.1 Decision makers are directed to Rotherham Metropolitan Borough Council's duty to promote equality and diversity in all the work it does and services it delivers. An Equality Analysis, (Appendix C) has been undertaken and revised post consultation, to inform and support the final recommendations.

16. Implications for Partners and Other Directorates

- 16.1 Key partners, stakeholders, service users and staff have been engaged in the development of the Rotherham Early Help Offer since October 2015 and were engaged throughout the 90 day consultation process.

17. Risks and Mitigation

- 17.1 The Council will need to consider emerging risks, but these are likely to be specific to individuals and their employment status, with the potential for staff to leave the authority as a result of uncertainty or anxiety related to the proposals. The overriding risks are not following statutory processes, the potential negative impact on performance and quality during the review period and implementation stage and reputational damage as a result of a reduction in buildings and services across the borough. Officers will work closely with HR and the communications team to mitigate any risks normally associated with a Whole Service Review and restructure through Legal, Financial and HR compliance.

18. Accountable Officers

Jon Stonehouse Strategic Director of Children and Young People's Services,
David McWilliams, Assistant Director of Early Help & Family Engagement

Approvals Obtained from:-

	Named Officer	Date
Strategic Director of Finance & Customer Services	Neil Hardwick	04/10/2018
Assistant Director of Legal Services	Ian Gledhill	10/08/2018
Head of Procurement (if appropriate)	Karen Middlebrook	14/08/2018
Head of Human Resources (if appropriate)	Amy Leech	20/08/2018

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Appendix A: Public, Partner and Staff Consultation Process

1. Introduction

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1.1. Background

- 1.1.1. The purpose of the 90 day consultation period (60 day public and 30 day Staff) was to seek the views of; parents, young people, Members, partners, stakeholders, professionals and members of the community on the proposed implementation of Phase Two of the Early Help Strategy 2016-2019. The consultation, which commenced on April 9th, was conducted in line with the Vision and Objectives set out in the Early Help Strategy 2016-2019, the Co-produced Guiding Principles and the Cabinet Report; Early Help Strategy, Phase Two, Whole Service Review: 10th July 2017.

1.2. Public and Partner Consultation

- 1.2.1. The initial 60 day public consultation was delivered through 17 public and partner events across the borough including bespoke sessions in the centres and buildings in scope and presentations at strategic fora. Details of meetings are outlined in this appendix. All schools were informed by email of the events and were offered the opportunity to attend an event or engage in the online consultation.
- 1.2.2. Concurrent to the face to face sessions, an online survey was made available on the Rotherham Council Website for public and partners, and a separate 'youth' consultation was conducted, led by the Rotherham Youth Cabinet.
- 1.2.3. A dedicated Twitter account #earlyhelpconsultation2018 and an email account earlyhelpconsultation@rotherham.gov.uk was established for Frequently Asked Questions (FAQs) for partners and the public.

1.3. Staff Consultation

- 1.3.1. A 30-day staff consultation commenced on the 8th June. All Early Help staff received formal communication via letter of consultation events and were offered individual support on request through Human Resources (HR) and Early Help managers. Trade Unions were regularly updated through meetings with the Senior Director for Early Help and attended all staff consultation meetings.
- 1.3.2. Three informal talk back sessions were held with Early Help staff in April in tandem with the public consultation. Eight formal staff consultation meetings were then held in June to discuss the implementation proposals in more detail.
- 1.3.3. A separate email account EH-StaffConsult@rotherham.gov.uk was provided for questions, comments and suggestions from staff.

2. Public and Partner Consultation

- 2.1. In total 276 individuals or agencies participated in the Public and Partner consultation process through the following methods:

Partner /Public Activity	Numbers Participating
On-line consultation	164
Youth consultation	47
Public events	65
Existing Fora	4 meetings attended
Email	4 partner responses
Correspondence from Sarah Champion MP	1

2.1.1. 103 staff engaged in talkback sessions and 233 attended formal staff consultation meetings. 133 questions were submitted by staff in relation to the proposals.

2.1.2. Summary of key themes arising from the Public and Partner Consultation

What's Working Well?

Earlier identification of students with needs – getting in before it becomes a problem and broadened focus to support the child and their family is positive.

Schools reported that joint working with Early Help has strengthened relationships and that, regular meetings with Early Help attending is vital to discuss and move cases forward.

The 0-19 approach and embedding the signs of safety model provides common tools and methods.

Early Help has improved communication between agencies and inter-agency working (All agencies agreed)

Closer integration between CAMHS and Early Help has been developed.

Sufficient trained staff to work with students to provide early help around emerging mental health issues below CAMHS threshold to prevent escalation of needs. Consultancy support from experts for schools, i.e. CAMHS would be helpful.

What are we worried about?

If counselling services become traded children may not be able to access this service, would benefit from Early Help locality based delivery.

Schools were uncertain around future roles of staff, e.g. Education Welfare and how attendance issues would be addressed moving forward.

Overwhelmed Service - need to ensure that there is enough staff in Early Help to meet demand and consistency and effectiveness of support provided the service.

Many students go to youth club, and school can communicate with youth centre staff about any concerns they have for young people.

The proposed changes at Maltby Linx Youth centre is of great concern to the future of Linx Preschool.

- *“RMBC needs to support the pre-school to negotiate a suitable arrangement moving forward in the lease is passed on to Maltby Academy needs to be during this proposal.*

Kiveton is not fit for purpose, but no other local venue for groups and many group use the building.

2.2. Online Public Consultation

- 2.2.1. There were 164 respondents to the online consultation. Of these; 42 were children and young people (25 years and under) and the remainder (122) were adults over 26. Of the 122 adults aged 26-plus, 113 were parents and carers of children and there were also five parents within the 25 and under age range.

As well as the main online consultation, an additional Youth Survey was carried out by members of the Rotherham Youth Cabinet. There were 47 young people that responded to the survey, aged between 9 years and 26 years. (Seven young people responded despite the targeted age range being children and young people up to the age of 25.)

2.2.2. Breakdown of online survey respondents:

78.05% (128 people) were female, 21.12% (33 people) were male, one no response and two 'prefer not to say'

68.90% (113 people) are parents/carers of children and young people.

93.90% (154 people) of respondents were Rotherham residents.

10.6% (13) had a disability.

2.2.3. Online Consultation results

Findings from the adults/parents (122 adults/113 parents) who responded indicated that:

- **116 (95%)** were Rotherham residents.
- **13 (10.6%)** had a disability.
- **77 parents (63%)** said that they would travel between one and ten miles to access provision for 0-5 years.
- **35 parents (31%)** said that they would travel between one and ten miles to access provision for children plus five years.
- **27 (24%)** of parents said that they would be willing and able to pay to access early help services, including group programmes such as parenting.
- **70 parents (62%)** said that they would be willing to pay however said that this would be dependent on cost.

2.2.4. Summary of Key Themes arising from the Online Public Consultation

What's Working Well?

- Parents expressed that they valued the Children's Centre offer with regard to weaning and feeding advice, Health Visitor weigh-in, baby clinics, health advice, drop-in sessions and parenting programmes. Some parents expressed that they wanted these local services to continue.
- Schools rated the Early Help offer highly in terms of the quality of the service provided and the strength of local relationships.
- The streamlined referral process has improved access to services and schools feel more confident in completing assessments. Schools spoke highly of the support from Integrated Working Leads and Locality Managers.
- There was strong support, moving forward, from young people and youth workers for retaining a discrete group work offer for young people from vulnerable groups; "Chat and Chill" young people with autism, lesbian, gay, bisexual and trans young people, young people with learning difficulties and disabilities, young people with mild mental health issues, Youth Cabinet.

2.2.5. Summary of Key themes arising from Public feedback about Children's Centres

What's Working Well?

- Staff are professional friendly and knowledgeable and are able to help with all child and family-related issues.
- Children's Centres allow collaborative working with the health visiting team, joining up services for parents under one roof.
- Brilliant resources and play sessions, which are cheap to access allowing every child the opportunity to socialise.
- Excellent services and support are available in relation to weaning and feeding advice; Health Visitor weigh in, Baby clinic / health advice drop in and parenting
- Local services- no need to travel
- Some parents indicated that they would pay for some activities, but many thought that core of activities should be free and available to all as the people who may want /need this most may have least money to pay. Some suggested trial of "a pay what you can" approach to activity.
- Families also identified the need for more support with regard to:
 - Benefit and Debt
 - Domestic Abuse
 - Adult Learning
 - Work and Employment

- Online resources or telephone help for those with no local centre

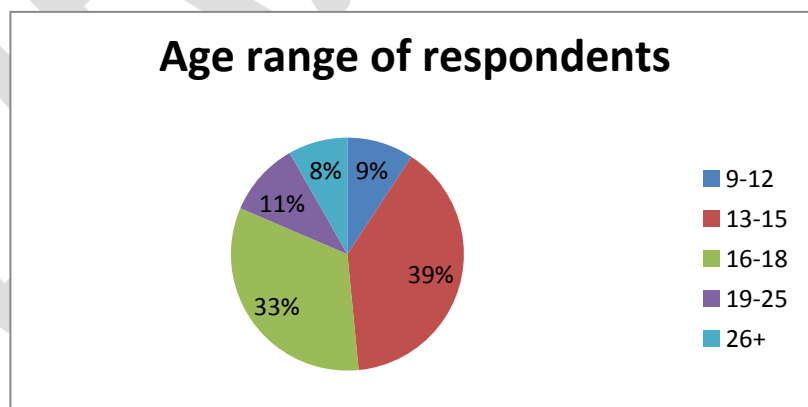
2.2.6. Comments from the Public about Children's Centres

What are we worried about?

- *"I don't think it's vital that the council own the buildings but do think it's vital that these services remain easily accessible for parents and babies."*
- *"Children's centres that can be utilised and reach by foot if required are invaluable to young mums. Moving the centres further out means it is hard to gain access. But also leave a new mum more exposed and unable to reach out for help if needed."*
- *"If things like developmental milestones for children, parenting classes, advice on toilet training, feeding, sleeping etc. health and nutrition advice for parents and children, peer support for parents are just left to chance and outreach work, - with reduced funding this would nowhere near serve the number of families."*
- *"Issues and problems wouldn't be highlighted and solved early enough. Leaving some of these things until the two-year Assessment is too late. There are smarter ways of working which doesn't involve closing these pivotal services."*

2.3 Online Youth Survey

- 47 young people responded to the online survey. The age range of participants are as follows:



- When asked "what services are you aware about" 18 out of 47 (38%) were aware of some of the services offered. 29 out of 47 (62%) said don't know / not many / none.
- 11 young people (24%) were accessing youth provision
- 21 young people (44%) had never accessed any provision

2.3.1 Summary of Key Themes arising from the Online Youth Survey

What's working well?

- Young people who responded accessed a range of services including Youth Cabinet, mental health support, music, youth club / social (i.e. Chat 'n' Chill), sexual health services, information / advice / help.
- The majority of Young people surveyed who used youth provision rated the youth activities they accessed as good or excellent.
- Young people who go to the Linx for Chat n Chill identify strongly with the building and the youth project.

What are we worried about?

- Young people who used centres were keen to retain some open access e.g.
 - *"I would not like the Kiveton youth club to close down they help people that need help, they keep them safe, and every people every person that come to the youth enjoys being there because you have so much to do and they make it fun for everybody they talk to you if you have a problem and sort it out for you"*
 - *"Youth clubs as provide a safe place to be and provide an opportunity to learn."*
- The young people from Chat and Chill, and their parents and carers are anxious about the prospect of access to Maltby Linx changing as any kind of change may create tremendous anxiety for people with autism.

2.4 Staff Consultation

2.4.1 Summary of Key themes arising from Staff Consultation

What's working well?

- Staff are supportive of the need for a 0-19 approach to delivery and are in full agreement regarding implementing an equitable pay structure.
- The range of roles within current teams provided opportunities for staff members to share skills and increase their competency in working across the age range.
- Training opportunities, e.g. Restorative Practice, Signs of Safety and parenting programmes are providing a baseline for a consistent family centred approach.
- The streamlined approach to referrals, step downs and co-working has improved the interface with children's Social Care.

- Job descriptions in the new structure were clearly differentiated, and Senior Practitioner posts provided opportunities for career progression and additional support for Locality Managers in terms of supervision and case management.
- The role of Early Help Lead Practitioners is critical moving forward as this has supported more effective working arrangements and increased the number of assessments, generated by partners and particularly schools.

What are we worried about?

- The proposed management structure appeared top heavy in terms of management

"I think that we should have one HOS for locality work to provide consistency. A Service manager PO16 could be created as the HOS deputy (or 2; one for Central, one for North and South and the HOS Transformation and the HOS EH Locality both manage a PO16. This would be good experience for staff who want to progress to HOS role in the future. To create the PO16 posts, you could reduce the number of EH locality teams by 2."

- Youth Workers identified the need to ensure that young people had access to activities and support as individuals in their own right and that detached work was vital to provide diversion of neighbourhood nuisance.

"Youth work" is not the same as outreach work - dilution of a graduate trained role."

- A number of issues were raised around grades and progression routes.

"Band F and Band G Family Support Workers job descriptions need reviewing as they are insufficiently differentiated in terms of duties and case-loads."

"Why are Band H posts included in some of the structure (Youth Offending) but not within the localities as this creates a lack of parity and limits progression."

- Concerns were also raised that specialisms being lost may restrict support to specific groups: young people not in education or training, those with learning disabilities, or Lesbian, Gay, Bisexual and Transgender young people (LGBT)
- Work bases need to be fit for purpose and in the right place (Kiveton) allocations of staff needs to reflect locality needs.

3. Conclusion

- 3.1 The range of views, comments and suggestions have informed the final proposals for Cabinet in October 2018.

Early Help Strategy Phase Two & Three Implementation Consultation Dates 2018:

Public Consultation Sessions:			
Date	Time	Venue	No Attendees:
Monday 16 th April 2018	9:30 – 11:00	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	1
Tuesday 24 th April 2018	5:00 – 6:30	Maltby Customer Service Centre, Braithwell Road, Maltby, Rotherham, S66 8JE	2
Monday 30 th April 2018	12:30 – 2:00	My Place, St Ann's Road, Rotherham, S65 1PH	
Wednesday 9 th May 2018	4:00 – 5:30	Swinton Civic Hall, Station Street, Swinton, Mexborough, S64 8PZ	4
Monday 14 th May 2018 <i>* Additional Session</i>	6:00 – 7:00	Maltby Linx Youth & Community Centre, Lilly Hall Road, Maltby, Rotherham, S66 8BE	16
Thursday 24 th May 2018 <i>* Additional Session</i>	5:30 – 6:30	Kiveton Park Youth Centre, Station Road, Kiveton Park, Sheffield, S26 6QQ	8

Partner/Stakeholder Consultation Sessions:			
Date	Time	Venue	No. Attendees:
Monday 14 th May 2018	9:30 – 11:00	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	8
Tuesday 15 th May 2018	3:30 – 5:00	Rotherham Town Hall, The Crofts, Moorgate Street, S60 2TH	4
Wednesday 23 rd May 2018	4:00 – 5:30	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	2

Staff Consultation Sessions:			
Date	Time	Venue	No. Attendees:
Friday 8 th June 2018	9:30 – 10:30	Rotherham Town Hall, The Crofts, Moorgate Street, S60 2TH	50
Friday 8 th June 2018	11:30 – 12:30	Rotherham Town Hall, The Crofts, Moorgate Street, S60 2TH	29
Friday 8 th June 2018	1:30 – 2:30	Rotherham Town Hall, The Crofts, Moorgate Street, S60 2TH	39
Tuesday 12 th June 2018	5:00 – 6:30	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	27
Thursday 14 th June 2018	2:00 – 3:30	Swinton Civic Hall, Station Street, Swinton, Mexborough, S64 8PZ	23
Tuesday 19 th June 2018	2:30 – 4:00	Rotherham Town Hall, The Crofts, Moorgate Street, S60 2TH	25
Tuesday 19 th June 2018 * Additional Session	5:00 – 6:00	Riverside House, Main Street, Rotherham, S60 1AE	14
Wednesday 20 th June 2018	9:30 – 11:00	Aston Parish Hall, Rosegarth Avenue, Aston, Sheffield, S26 2DD	26

Staff Talk Back Sessions:			
Date	Time	Venue	No. Attendees:
Wednesday 18 th April 2018	10:00 – 12:00	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	56
Wednesday 18 th April 2018	1:00 – 3:00	Rockingham Professional Development Centre, Roughwood Road, Wingfield, Rotherham, S61 4HY	30
Thursday 19 th April 2018	1:00 – 3:00	My Place, St Ann's Road, Rotherham, S65 1PH	17

Date	Time	Venue
Tuesday 17 th April 2018	12:00 – 1:00	CYPS Trade Union Meeting
Wednesday 18 th April 2018	5:30 – 7:30	Youth Cabinet
25 th April 2018	11:00 – 12:30	Education & Skills SMT
Tuesday 1 st May 2018	10:00am	Children Young People & Families Consortium
Wednesday 9 th June 2018	9:30am	Public Health SMT
Tuesday 22 nd May 2018	4:30 – 6:30	CYPS Partnership & Transformation Meeting
Monday 11 th June as an update	2:00 – 4:00	Asset Management Board
Wednesday 6 th June 2018	10:00 – 12:00	Early Help Steering Group



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Final Building Proposals' Early Help Phase Two & Phase Three Following Feedback from the 90 day Public, Partner and Staff Consultation.

1. Comments from the public illustrated strong support for locally based centres and the need for low cost or no cost activities. Some parents indicated that they would be prepared to pay for some activities, but many thought that a 'core' of activities should be free and available to all; as the people who may want /need this most may have the least money to pay. Some respondents suggested a trial of 'a pay what you can' approach to activity (this already happens in some centres).
2. The building proposals remain largely unchanged following the consultation period; however, the consultation raised some issues which required consideration and solutions from the Early Help Service and colleagues in both Corporate Property Services and Legal Services, pending Cabinet approval to progress. The key issues are listed below:

2.1 *The public consultation and online questionnaire highlighted the need for the Early Help Service to provide greater clarity to the public and ward councillors around the difference between a 'physical building' and the broader delivery of services in the community.*

- 2.1.1. Public perception was that relocating from a building meant that the services were also ceasing in that locality – this is not the case. The Early Help Service will continue to provide a 0-19 outreach and engagement offer which includes an early years 'children's centre' offer and services for those families most in need through community venues, joint delivery with health, schools and the VCI sectors. The three proposed deregistration of children's centres will continue to deliver early years services and early help will secure access to the buildings in order to deliver sessions for up to 10 hours per week through a Service Level Agreement (SLA) that meets DfE requirements (where appropriate).
- 2.1.2. Similarly, the 0-19 outreach and engagement offer will include a targeted and detached 'youth offer' in the areas required. Discussions have commenced with the VCI sector to consider their role in providing an open access universal offer across the town. Where required, a SLA will be implemented to ensure that early help can also utilise youth buildings as required.

2.2 *Consideration to be given to adequate notice periods, exit strategies and support for other agencies and members of the public using Early Help, Youth and Children's Centre buildings.*

- 2.2.1 Through public and partner consultation some concerns were raised for current tenants that share buildings with Early Help. These included the 'Chat and Chill' group, community groups; including a community radio station, pre-school, Pupil Referral Unit (PRU), a 'card club' at Kiveton, Adult Social Care, and a charity led day. Whilst the recommendation is for Early Help staff to relocate, further work is being carried out by Corporate

Property colleagues to ensure that views and needs are taken into account when agreeing the future of the building.

2.3 Requirement for robust service level agreements to; protect the assets, prevent DfE clawback on capital funding and ensure that RMBC Early Help can deliver as required and ensure minimum disruption for any remaining tenants if the buildings are to transfer to schools or academies.

2.3.1 The Early Help Service is being supported by colleagues in the Early Years team, legal services and Corporate Property Services to enable the transfer and de registration of the proposed buildings. Robust SLA's were developed and utilised in 2015 for the children's centre restructure to prevent DfE clawback on capital funding from the sure start grant and ensured the assets were utilised correctly. These will be utilised again and considered for the proposed youth buildings as required.

2.4 Clarity around the role and contracting arrangements from April 2019 for the three contacted Children's Centre Sites (Rawmarsh Nursery and Children's Centre, Aughton Early Years and The Arnold Centre) in the 0-19 proposed delivery model.

2.4.1 Preliminary discussions have taken place with the three Head Teachers at the contracted sites. They are aware of the proposals and the impact that this could have regarding funding, management costs, REACH area and staffing changes. The contracts expire in March 2019 and will require updating to incorporate final decisions following Cabinet.

2.4.2 The three schools and the Early Help Service are aware of the need to negotiate a reduced 0-19 outreach and engagement offer. It is recognised that their core business is early years and as they are nursery settings this is not transferrable to a full 0-19 model. The 'over 5' element will be incorporated into the Early Help locality model.

3. North: (children's centre data as of 30/06/18, youth data as of 01/01/18 to 30/06/18)

3.1 Wath Victoria Children's Centre – Proposal: De Register

The current proposal includes the recommendation to transfer the asset to the school to use for early years services and implement a Service Level Agreement (SLA) for 10 hours to enable Children's Centre use as a 'linked site.'

Children aged 0-4	Living in most deprived areas	30% deprived	Living in most deprived areas	10% deprived	% Registered end of Q1
1405	340 (24.2%)		109 (8%)		82%

3.1.1 **Wards affected:** Hoover Ward, Swinton Ward and Wath Ward.

3.1.2 **Reach Area:** Wath Central & Newhill, West Melton, West Brampton North, Wath North East, Wath South West, Wath North, West Melton East, Wath South East, Wath South, Brampton South, West Melton South, Wentworth & Harley

3.1.3 **Rationale:** Deprivation levels overall are average for the borough, with pockets of higher deprivation scattered across the 'reach' area. Wath

Victoria serves 364 children from the 30% most deprived areas and is accessible from Brampton and West Melton (to the West).

- 3.1.4 Wath Victoria was proposed to close in 2015 due to its low number of families living in deprived areas.
- 3.1.5 The centre currently delivers most activities in the community and this will continue under the proposals. Performance in Q4 was good with the Rotherham wide target met for engagement rates and just under at 90% against a 95% target for registration rates (see table above).
- 3.1.6 Preliminary discussions have taken place with the Head Teacher who is supportive of the proposals if approved. The school would utilise the space for additional 2 and 3 year old provision and support health and early help in accessing the building under a 10 hour SLA.
- 3.1.7 Corporate Property Services are aware that they need to provide 6 months' notice to the James Montgomery Academy Trust (JMAT) under the terms of the sublease of the intention to leave the building and hand over to the Trust. The CEO of JMAT is supportive of this proposal.
- 3.1.8 It is proposed that the youth building remains a staff base in Wath in order to develop a 0-19 'Family Hub' and a Service Level Agreement (SLA) will be implemented for 10 hours children's centre use as a 'linked site.'

3.2 Thrybergh Rainbow and Dalton Willow Tree Centre's – Proposal: Retain (with staff relocating from Thrybergh and Dalton).

Children aged 0-4	Living in 30% most deprived areas	Living in 10% most deprived areas	% Registered end of Q1
785	565 (72%)	500 (64%)	89%

- 3.2.1 **Wards affected:** Rotherham East Ward, Silverwood Ward, Valley Ward and Wickersley Ward.
- 3.2.2 **Reach Area:** East Herringthorpe North, Dalton, Thrybergh South, East Herringthorpe East, Thrybergh East, Thrybergh North & Hooton Roberts, Brecks East, Ravenfield, Ravenfield Common.
- 3.2.3 **Rationale:** Thrybergh & Dalton already serves one of the most deprived reach areas with 72% of children in the most deprived 30%. It is also accessible to the less deprived Ravenfield area, currently served by Stepping Stones, and is more accessible than Maltby. It is important that a Children's Centre remains in this area, however the current buildings arrangements are not practical and both currently provide Day Care on site. The two local school Academy Trusts have indicated an interest in the running of the Day Care and discussions have commenced regarding this.
- 3.2.4 The Dalton facility comprises of one small community room. It is proposed to relocate the staff from here to the much larger and more accessible Youth Centre (approx. 200 yards down the road). A 10 hour SLA will remain at Dalton and at Thrybergh and this will allow much closer staff integration.
- 3.2.5 Thrybergh Rainbow is located at the bottom of a very steep hill which can be an issue for families to access with prams; currently only 23% of families are seen at the centre with the remainder accessing services in the

community or through a different centre. Through consultation, families have requested that more services should be delivered in the community rather than from this centre.

- 3.2.6 Discussions regarding the transfer of the Local Authority delivered day care at both sites have taken place with the two schools both are keen to progress this and utilise the space for additional 2 and 3 year old provision. This ongoing work will be supported by the Early Years team.

3.3 Swinton Youth Centre – Proposal: Relocate staff and surrender lease to school with a negotiated SLA implemented

- 3.3.1 Early Help currently delivers two group work sessions per week at Swinton Youth Centre. More individual young people are seen through detached youth work than through centre based contact. Centre attendance has declined by 48% from 2016/17 to 2017/18 with an increased focus on targeted group work.
- 3.3.2 Staff are currently based across four sites; Swinton Youth Centre, Wath Youth Centre, Wath Victoria Children's Centre and Swinton Brookfield Children's Centre.
- 3.3.3 Young people are keen to continue using Swinton Youth Centre and signed a petition to support ongoing provision at this site; this will continue via a SLA.
- 3.3.4 The proposal, which equates to minimal disruption to youth provision, is to cease using Swinton Youth Centre (which is located on the school site) as a work base for staff, and use a negotiated SLA with the school to maintain access for centre based sessions.
- 3.3.5 Detached work will continue in the area. Early Help are in discussion with the Library Service regarding utilising space for delivery of youth activity, as the precinct nearby is a hot spot area for youth nuisance.
- 3.3.6 Discussions regarding the future use of Swinton Youth Centre are scheduled for September 2018.
- 3.3.7 The Youth Centre is part of the school site and is part of the 125 year lease when the school became an academy in September 2016. Corporate Property Services will need to negotiate with Aston Community Education Trust (ACET) for Rights Granted.

4. Central:

4.1 Broom Valley Children's Centre – Proposal: – De Register

The current proposal requires additional consultation with the School Governing Body in September 2018; the options are:-

- Surrender the lease (asset transfer) to the school to use for early years services and implement a Service Level Agreement (SLA) for 10 hours Children's Centre use as a 'linked site.'
- If school decided not to take over the building there are PVI sector organisations willing to lease this for Early Year provision.

Children aged 0-4	Living in 30% most	Living in 10% most	% Registered end
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	deprived areas	deprived areas	of Q1
1,481	874 (59%)	294 (20%)	70%

- 4.1.1 Wards affected: Boston Castle Ward, Brinsworth and Catcliffe Ward, Rotherham East Ward, Rotherham West Ward, Sitwell Ward and Valley Ward.
- 4.1.2 Reach Area: Canklow North, Town Centre, Clifton West, South Central and Boston Castle, Whiston East, Broom East, Canklow South, Broom Valley, Whiston West, Whiston South and Morthen, Moorgate West, Whiston North, Broom South, Moorgate East and Brecks South West.
- 4.1.3 Rationale: Valley Children's Centre, at Broom Valley, serves Central Rotherham and areas to the South. This is a diverse area with a large number of children and significant areas of deprivation.
- 4.1.4 The Centre has struggled to meet performance targets due to the interim arrangements and few families accessing the centre due to its location.
- 4.1.5 Broom Valley Centre is located in a difficult to find location on a steep hill and on a private road. The Centre has been running limited activities from the building since April 2017 due to interim management arrangements with the reach area split between Park View/Central and Coleridge. Throughout this period, no concerns have been raised about the delivery of the offer by parents, Advisory Board members or partners.
- 4.1.6 Preliminary discussions have taken place with the school, early help, early years and property officers. The early year's sufficiency data shows that there is a shortage of 2 year old places in this area and the building if de registered could be utilised for this purpose either by the school or a private provider.
- 4.1.7 The Head Teacher has requested further information to take to full Governing Body in September 2018, and school will consider the options regarding the building.

4.2 Park View Childrens' Centre – Proposal: De-register.

The current proposal includes the recommendation to transfer the asset to the school to use for early years services and implement a Service Level Agreement (SLA) for 10 hours Children's Centre use as a 'linked site.'

Children aged 0-4	Living in 30% most deprived areas	Living in 10% most deprived areas	% Registered end of Q1
1,176	693 (59%)	219 (19%)	86%

- 4.2.1 Wards affected: Hoover Ward, Keppel Ward, Rotherham West Ward, and Wingfield Ward.
- 4.2.2 Reach Area: Wingfield, Greasbrough South, Rockingham West, Kimberworth Park East, Kimberworth Park Roughwood, Kimberworth Park West, Kimberworth Park Central, Rockingham East, Kimberworth Park South, Kimberworth North West, Greasbrough North, Greasbrough East, Thorpe Hesley West, Kimberworth North East, Dropping Well, Thorpe Common & Scholes, Thorpe Hesley Central and Thorpe Hesley East.

- 4.2.3 **Rationale:** The existing Children's Centre at Park View serves 693 children from the 30% most deprived areas. Although there are no specific areas with very high deprivation, North West Rotherham does have pockets of moderately high deprivation spread over a wide geographical area.
- 4.2.4 Park View was previously considered for de-registration under the last restructure. The current manager and staff are predominately based at the alternate Central Children's Centre. Park View consists of a small community room and office space in the school site.
- 4.2.5 The community can be served without a physical building as services are currently delivered in community venues with excellent performance; above Rotherham target figures for registration and engagement rates achieved at the end of Q4.
- 4.2.6 Additional information and visits to the area have been facilitated at the request of Ward Councillors to understand the proposals in greater depth.
- 4.2.7 Preliminary discussions have taken place with the Head Teacher who is supportive of the proposals if approved. The school would utilise the space for additional 2 and 3 year old provision, community learning and breakfast club provision. If approved the school would agree to enable health and early help to access the building under a 10 hour SLA.
- 4.2.8 Redscope School have made an application to the DfE to convert to an Academy in early 2019. If approved the Council would include the Children Centre within the 125 year lease to the academy.
- 4.3 **Coleridge Children's Centre – Proposal: Retain and relocate staff base to The Place.**

Children aged 0-4	Living in 30% most deprived areas	Living in 10% most deprived areas	% Registered end of Q1
997	984 (89%)	740 (74%)	87%

- 4.3.1 **Wards affected:** Boston Castle Ward, Rotherham East Ward and Valley Ward.
- 4.3.2 **Reach Area:** Eastwood Village, Eastwood East, Eastwood Central, East Dene North East, East Dene North West and Clifton East.
- 4.3.3 **Rationale:** Coleridge serves a small, but densely populated reach area, which is the most deprived in Rotherham. 89% of children are from areas amongst the most deprived 30%. The local population is very diverse with a high proportion from BME communities, many large families and experiences a high population turnover.
- 4.3.4 The population has grown over the last 10 years as a result of inward migration. Child poverty and children in families with no car are almost double the Borough average and the highest of any Reach Area in Rotherham. All of these factors support the retention of Coleridge.
- 4.3.5 The proposal is to relocate the Children's Centre offer to the Place as the current centre comprises of one small community room in the middle of the school, alongside the Day Care offer. This is the current arrangement due

to the development of The Place. The staff in this area currently work from The Place as there is no office space in the Children's Centre.

- 4.3.6 The Place is a multiagency family hub next door to the school, with staff and managers from; Housing, Health, Social Care and Early Help all co-located.
- 4.3.7 Preliminary discussions have taken place with the school regarding the transfer of the Local Authority run day care at this site. The school is keen to progress this and utilise the additional Children's Centre space for early year's provision.
- 4.4 **Herringthorpe Youth Centre – Proposal: Decant and provide the youth offer through different venues and in the community**
 - 4.4.1 Herringthorpe has the lowest footfall across the youth centres in the central patch and attendance has reduced by 42% (74 attendees in 2016/17 and 43 in 2017/18).
 - 4.4.2 The centre provides targeted group work and hosts a music studio. Staff that are based at the centre have limited office space, and internet access is poor.
 - 4.4.3 The proposal is to relocate the three members of staff to the 0-19 Family Hub (The Place) where Health, Early Help and Children's Social Care are co-located and where needs can be met in one place.
 - 4.4.4 The targeted youth work offer, including project and detached activity, will continue to be delivered at local venues in partnership with voluntary and community sector in the area (Clifton Learning Partnership, Barnardo's and Rotherham United Football Community Trust.)
 - 4.4.5 Early Help can relocate musical equipment to another centre and continue to use this to support targeted group work; or alternatively relocate staff and continue to house the music equipment in there.
 - 4.4.6 Further discussions are scheduled to take place with Early Help, Property and the PRU. Until recently the PRU (Aspire) were occupying the building. Aspire still retain an interest and continue to pay 90% of the utilities.

5. South:

- 5.1 **Treeton Youth Centre – Proposals: Relocate staff to be based at Catcliffe School and Aston Service Centre and provide the youth offer through different venues and in the community.**
 - 5.1.1 The building is currently in a state of disrepair and requires significant investment to make it fit for purpose. The site includes the old school house (used as staff office space,) the youth centre and the Multi Use Games Area (MUGA).
 - 5.1.2 All of the youth work undertaken in Treeton is targeted group work or street-based. This is not proposed to change and will continue in the future.
 - 5.1.3 Staff have already been allocated an alternative base at Catcliffe School and are in the process of moving into this space which will provide a 0-19

Family Hub and provide shared delivery with the Children's Centre linked site.

- 5.1.4 Staff will hot desk from Aston Service Centre and will benefit from the colocation with social care and health at this base.
- 5.1.5 The Enterprise Units at Treeton are still partially occupied, but tenants will make alternative arrangements once the Early Help Team has moved to Catcliffe. This will be informed by work underway with Corporate Property Services.
- 5.1.6 Early Help and Property Services are in discussion with Treeton Parish Council regarding the Multi-Use Games Area.
- 5.1.7 Discussions are also underway with Brinsworth Community Library around utilising space for the delivery of group work.

5.2 Kiveton Youth Centre – Proposal: Relocate staff through different venues and in the community. Staff base to be identified and feasibility of options discussed at the Asset Management Board

- 5.2.1 Numbers attending youth work sessions at Kiveton has declined by 52% over the last two years. The majority of youth work currently undertaken in Kiveton is detached or aimed at vulnerable young people, and this focus will continue in the future.
- 5.2.2 Kiveton Youth Centre is in poor condition. The roof requires partial replacement and there is currently insufficient capital in the CYPS capital programme to refurbish / remodel this building. The report is available from Corporate Property Unit and is part of their current review.
- 5.2.3 Additional consultation sessions with the public and visits with ward members and Property officers have been conducted to consider the findings of the survey report.
- 5.2.4 Early Help requires a space to use as an office base and for delivery in this area, but the current building is not suitable due to the significant capital investment required. The service is working with Property Services to progress a split site arrangement between Dinnington School and Kiveton Library.
- 5.2.5 Current users of Kiveton Youth Centre include; young people, 0-19 health, Red Road Community Radio Project, JADE youth club and an adult social care social group who would be affected by the closure of Kiveton.
- 5.2.6 The development of Kiveton Library as a community resource or asset transfer could provide shared space for delivery of community projects.
- 5.2.7 Where possible, RMBC will support other groups currently using Kiveton to seek alternative community delivery sites.

5.3 Maltby Linx Youth Centre proposal: Relocate staff and transfer to school with a negotiated SLA implemented.

- 5.3.1 Maltby Linx provides primarily targeted youth provision two nights per week and two sessions of detached youth work.

- 5.3.2 Attendance at centre based sessions has declined by 64% (384 young people in 2016/17 to 187 2017/18) due to the increasingly targeted nature of youth work. Detached work in Maltby provides a third of all activity, and this will continue in the future. Moving forward youth provision needs to continue to deliver more targeted activity.
- 5.3.3 A weekly targeted group for young people with Autism (Chat n Chill) is currently jointly delivered by Early Help and the Behaviour Support Service. Young people attending this group identify strongly with the building.
- 5.3.4 A discrete area of the building with a separate entrance is rented to Maltby Linx Pre-School. Trustees of the Pre-School charity have expressed concerns about the future delivery of a local early years offer if they are unable to secure a rental arrangement with Maltby Academy.
- 5.3.5 Preliminary discussions have taken place with Maltby Academy who is in favour of taking over the running of the Centre under a negotiated SLA. The school currently use the Centre at lunchtime to 'manage' their dinner rota and this does have an impact on the Centre.
- 5.3.6 There are three RMBC buildings in Maltby; the Linx, Maltby Service Centre and the Children's Centre which is currently under-occupied.
- 5.3.7 It is proposed, that moving forward, the Early Help Team will be based in the Children's Centre with access to Maltby Linx to deliver targeted Early Help work.
- 5.3.8 Additional public consultation sessions have been facilitated alongside an individual meeting with the pre-school. Consideration does need to be given to the points raised by the pre-school and staff in the building in developing an SLA if approved.

Definitions:

Designated Children's Centres are expected to provide the 'core offer' and are therefore subject to inspections under the current OFSTED Framework for Children's Centres.

De-registration:

Deregistration of a Children's Centre means that the building will no longer be used solely for children's centre services. Children's Centre activity will continue in the area but will be delivered from a range of other suitable venues.

The de register process changes the building from a designated Children's Centre to a building asset which will continue to provide early years and children's centre services within the reach area and work in partnership with the designated children's centre for that area.

The building/room will no longer be funded by the Local Authority. It will be 'leased' to the school (or private provider through a tender process) on which it is sited to be used for the delivery of early years and children centre services. This continued delivery of early years and children centre services precludes any Department for Education (DfE) capital funding clawback.

Detached also known as or street work: meeting and developing purposeful relationships with young people in public spaces, such as parks, bus shelters, shopping centres or on the street.

Open access: Universal youth work, intended for all young people in an area

Targeted: Support for young people who need it most; including vulnerable groups and those open to Services.

DRAFT

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<p>Under the Equality Act 2010 Protected characteristics are age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity. Page 6 of guidance. Other areas to note see guidance appendix 1</p>	
<p>Name of policy, service or function. If a policy, list any associated policies:</p>	<p>Early Help Strategy 2016-19 Phase Two & Three implementation:</p>
<p>Name of service and Directorate</p>	<p>Early Help: Children and Young People's Services (CYPS)</p>
<p>Lead manager</p>	<p>David McWilliams: Assistant Director, Early Help & Family Engagement</p>
<p>Date of Equality Analysis (EA)</p>	<p>V1.0 January 2018. PG V1.1 June 2018. DMcW V1.2 September. DMcW 26/09/18 Community Reference Group V1.3 October 2018. DMcW</p>
<p>Names of those involved in the EA (Should include at least two other people)</p>	<p>David McWilliams Paul Grimwood Jenny Lingrell Karla Capstick Susan Claydon Anne Hawke Debi Scott</p>
<p>Aim/Scope (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>The Early Help Service is an essential component of Rotherham Metropolitan Borough Council's (RMBC) Improvement Plan. It is designed to meet the needs of children, young people and families swiftly, when they first emerge, and to prevent the requirement for statutory intervention. Since the publication of the Graham Allen report, Early Intervention: the next steps in 2011 and the subsequent creation of the Early Intervention Foundation (EIF), evidence has been collated to make the case for Early Intervention. The evidence shows that outcomes are better for children and young people if agencies intervene earlier; that working with the whole family is most effective and that the work yields cost benefits across public service, including adult social care; the criminal justice and welfare systems. (The Cost of Late Intervention, EIF, 2016).</p> <p>Early Help spans a wide age range; 0-19 years (and up to 25 years if there is a disability or special educational need). It incorporates pre-birth, early years, adolescence through to early adulthood. Early Help has a critical role to play at the key transition points in a child's journey from dependence to independence. The service brings together a range of statutory and non-statutory functions including; Family Support Services, Education Welfare, Youth Justice and Youth Support Services.</p> <p>The statutory guidance, Working Together to Safeguard Children (2018), sets out the requirements for Early Help Services, stating;</p>	

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The provision of early help services should form part of a continuum of support to respond to the different levels of need of individual children and families.

Local areas should have a comprehensive range of effective, evidence-based services in place to address assessed needs early. The early help on offer should draw upon any local assessment of need, including the Joint Strategic Needs Analysis (JSNA) and the latest evidence of the effectiveness of early help programmes.

In addition to high quality support in universal services, specific local early help services will typically include family and parenting programmes, assistance with health issues, including mental health, responses to emerging thematic concerns in extra-familial contexts, and help for emerging problems relating to domestic abuse, drug or alcohol misuse by an adult or a child.

Services may also focus on improving family functioning and building the family's own capability to solve problems. This should be done within a structured, evidence-based framework involving regular review to ensure that real progress is being made. Some of these services may be delivered to parents but should always be evaluated to demonstrate the impact they are having on the outcomes for the child.

The statutory guidance makes it clear that; ***all local agencies should work together to support children and families.***

The Early Help Strategy 2016-19 Vision is for;

“All agencies working together to ensure Children, young people and families have their needs identified early so that they can receive swift access to targeted help and support,” and articulates the ‘journey’ to put in place an effective, value for money early help offer over three phases.

This supports and directly contributes to the Children and Young People’s Services vision;

Working with children, families and our partners, for Rotherham’s Children’s Services to be rated outstanding by 2018;

Children and young people are healthy and safe from harm
Children and young people start school ready to learn for life
Children, young people and their families are ready for the world of work

This will mean our children, young people and families are proud to live and work in Rotherham.

Phase One of the Early Help Strategy was about going back to the basics. Putting effective systems and processes in place that are easy to access and simple to understand.

Phase Two is the whole service delivery redesign; developing new job roles and more efficient and effective ways of working to embed a shared responsibility across the

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partnership for meeting the needs of families earlier. We will build on our achievements in phase one and refine our early Help Offer through further integration and service redesign with our partners and stakeholders.

Phase Three will ensure that we have an effective early help offer that is sustainable and critical to the ambitions of the partnership and the council and implement more radical approaches to ensuring better outcomes for Children, young People and families in Rotherham. We will explore the potential for all-age family integrated services and reshape our existing centres into all age delivery points in localities and communities. We will review our staffing structures and seek to reduce our management capacity as the early help offer becomes further embedded.

This equality analysis concerns Phase Two and Three of the Strategy which proposes the consolidation of key skills within the workforce, an improved management structure, and a redistribution of resources to ensure the needs of the community are matched with demand and need. This includes proposals on which buildings are; Best Value, the most appropriate for direct delivery, accessible to the community, staff bases and co-location with key partners.

A summary of the key changes proposed are:

The development of locality Family Hubs, (Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer). The commitment to explore the development of Family Hubs is an objective within Phase Three of the Early Help Strategy and is informed by the rationale contained within; Family Hubs, A Discussion Paper, The Children's Commissioner, October 2016.

The introduction of a borough wide Intervention Hub. This will expand upon the current evidenced based programmes used by Early Help practitioners across the borough to achieve better and more sustained outcomes for children, young people and families in Rotherham.

An expansion of the Family Group Conferencing (FGC) and Edge of Care (EoC) provision to ensure that children and families receive high quality, cost effective interventions.

A reduction in the number of Heads of Service posts from four to three.

The creation of an Early Help Service Manager Post.

Greater integration of the Youth Offending Team, bringing interventions into localities so that young offenders are integrated more effectively into their communities and enhancing the multi-agency response from Education, Schools and social care. This is in line with the recommendations of the Taylor Review of the Youth Justice System in England & Wales December 2016.

A proposed reduction in the number of registered Children Centres from 12 to 9, whilst

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ensuring the Children Centre Offer within the locality is retained by delivering universal and targeted services from a range of sites better suited to the needs of families. DfE Sure Start Children's Centre Statutory Guidance (April 2013) states;

A children's centre should make available universal and targeted early childhood services either by providing the services at the centre itself or by providing advice and assistance to parents (mothers and fathers) and prospective parents in accessing services provided elsewhere.

The statutory definition of a children's centre states that;

Children's centres are as much about making appropriate and integrated services available, as it is about providing premises in particular geographical areas.

The proposed Children Centres in scope are;

- Park View (Central Locality)
- Broom Valley (Central Locality)
- Wath Victoria (North Locality)

A proposed reduction in the number of local authority maintained Youth Centres and Early Help Team bases from eleven to six.

The Statutory Guidance, Section 507B of the Education and Inspections Act 2006. States that;

It is therefore local authorities' duty to secure, so far is reasonably practicable, equality of access for all young people to the positive, preventative and early help they need to improve their well-being. This includes youth work and other services and activities that:

- a. Connect young people with their communities, enabling them to belong and contribute to society, including through volunteering, and supporting them to have a voice in decisions which affect their lives;
- b. Offer young people opportunities in safe environments to take part in a wide range of sports, arts, music and other activities, through which they can develop a strong sense of belonging, socialise safely with their peers, enjoy social mixing, experience spending time with older people, and develop relationships with adults they trust;
- c. Support the personal and social development of young people through which they build the capabilities they need for learning, work, and the transition to adulthood – communication, confidence and agency, creativity, managing feelings, planning and problem solving, relationships and leadership, and resilience and determination;

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- d. Improve young people's physical and mental health and emotional well-being;
- e. Help those young people at risk of dropping out of learning or not achieving their full potential to engage and attain in education or training; and
- f. Raise young people's aspirations, build their resilience, and inform their decisions – and thereby reducing teenage pregnancy, risky behaviours such as substance misuse, and involvement in crime and anti-social behaviour.

The proposed Youth Centres and Team Bases in scope are;

- Herringthorpe (Central Locality)
- Treeton (South Locality)
- Kiveton (South Locality)
- Maltby Linx (South Locality)
- Swinton (North Locality)

A set of Guiding Principles were agreed with Early Help Managers and were subsequently approved at the 10th July 2017 Cabinet Meeting.

The guiding principles of the Early Help Strategy consultation are:

- To build on what's working well
- To embed whole family working (one family, one worker, one plan)
- To address the current inequities in roles, responsibilities and remuneration
- To support integrated locality working and the Thriving Neighbourhoods programme
- To work restoratively with a culture of continuous improvement and excellence
- To deliver value for money and our approved savings
- To seek savings through reducing the management structure
- To ensure there are clear lines of responsibility and clear progression routes
- To invest in workforce development
- To enable flexible working with high quality and affordable delivery points (Places to go and things to do)

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What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? See page 7 of guidance step 2

A snapshot of the service (June 18) shows 3912 children and young people in 1757 families working with Early Help practitioners. Referrals came from a range of health providers, (including adult and children's mental health), a range of education providers (Primary, Secondary and Special). Housing, individuals, Children's and adult social care, nurseries voluntary and community agencies, refuges, police and other emergency services and other local authorities.

The bringing together of services that were previously disparate to provide a coherent and targeted offer means Early Help has an increasing detailed knowledge of the needs of individuals, families and communities.

An analysis of demand shows; Parenting (38.5%) followed by Mental Health and Emotional Wellbeing (20.5%), Family Relationships (9.7%), Attendance and School Engagement (7.2%) and Domestic Violence (3.5%) as the key presenting issues resulting in an Early Help intervention.

Ages of children within the scope of the service range from unborn to 25, with gender distributed as 47% Female and 52% Male. Disabilities account for 1.4% of those worked with.

The Ethnicity of those worked with shows different proportions to the overall ethnic population of Rotherham identified in the 2011 census. White British are a lower proportion and BME groups are higher. This will to some extent reflect further migration from European countries since the last population census, but is still larger than the predicted increase of 10% in BME groups, (Office of National Statistics) indicating a growth in need amongst these groups.

Ethnic Group	Early Help Data	PLASC 2016 Numbers	PLASC 2016 Percentages
A1 - White British	81.45%	36,442	82.6%
A2 - White Irish	7.00%	47	0.1%
A3 - Any other White background	2.62%	1,056	2.4%
A5 - Gypsy / Roma	3.95%	706	1.6%
B1 - White and Black Caribbean	1.01%	299	0.7%
B2 - White and Black African	0.59%	193	0.4%
B3 - White and Asian	1.50%	475	1.1%
B4 - Any other mixed background	0.87%	211	0.5%
C2 - Pakistani	2.72%	2,914	6.6%
C3 - Bangladeshi	7.00%	27	0.06%

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C4 - Any other Asian background	0.94%	393	0.9%
D1 - Caribbean	3.00%	26	0.06%
D2 - African	1.36%	480	1.1%
D3 - Any other Black background	0.14%	66	0.15%
E1 - Chinese	0.17%	135	0.3%
E2 - Any other ethnic group	2.41%	292	0.7%
E3 - Refused	7.00%	63	0.1%

Comparison of the 1,657 children worked with in 2017 and the 44,128 children surveyed for the 2016 school census (PLASC) shows that the White British percentage is representative of Rotherham with 84% of those known from this ethnicity.

The percentages White Irish, Bangladeshi, Caribbean and Other ethnic group are high relative to population sizes.

The percentage of Pakistani children worked with is relatively low as a proportion of the overall cohort.

In order to ensure the service maintains an effective and inclusive offer to all groups and communities, the service has a monthly dashboard which is monitored by senior managers Bi-weekly as well as scrutiny through; The Performance Board, The Children and Young People's Partnership, The Early Help Review Board, The Early Help Steering Group and the Children's Transformation Board. This ensures the service knows its target population, can monitor delivery to different groups and also in conjunction with intelligence shared by partners, (e.g. services across the council, police, schools and health), respond to trends within communities.

Engagement undertaken with customers. (date and group(s) consulted and key findings) See page 7 of guidance step 3

A team of Young Inspectors have been involved in the inspection of some Early Help services resulting in improvement action plans and the views of young people will continue to inform service transformation through the delivery of the Early Help strategy.

Children, Young People and Families who receive a service from Early Help are routinely asked to complete an 'Exit Survey' once the intervention comes to an end as part of the Early Help Quality Assurance Framework.

The total number of surveys completed, since the system was launched is 390.

- North 82
- South 70
- Central 221
- Borough wide Services 6
- Children's Disability 1

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	<ul style="list-style-type: none"> • Not provided (i.e. skipped Question 10) <p>Top three presenting needs identified through Exit Surveys are;</p> <ul style="list-style-type: none"> • Parenting support for behaviour • Low self-esteem, self-confidence, self-worth • Financial difficulties/debt <p>A summary of feedback below shows that Families value the support from Early Help Practitioners.</p> <p>97% (360 people/families who responded to this question) got support when they <u>most</u> needed it</p> <p>98% (364 people/families who responded to this question) received the service they were expecting</p> <p>97% (364 people/families) rated their overall experience of the help and support they received from the worker(s) within the Early Help Team as Good or Excellent</p> <p>81% of respondents (291 people/families who responded to this question) are still using something they have learnt from us now.</p> <p>98% (364 people/families who responded to this question) felt listened to and involved in the planning of services and support they received.</p> <p>95% (329 people/families who responded to this question) said that the support/services provided by the Early Help Team had a positive impact on their life and the life of their children.</p> <p>Through the proposals in the Early Help Review, these roles will be strengthened further with greater equity in workload and remuneration and better career development opportunities.</p> <p>In the Autumn and winter of 2016/17 a significant consultation was undertaken during with; children and young people, staff, Voluntary and Community Sector, the Children and Young People's Strategic Partnership, Health and Wellbeing Board, Local Safeguarding Board, Safer Rotherham Partnership, Early Help Steering Group, Department for Communities & Local</p>
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	<p>Government, Troubled Families Unit, Sheffield City Council, Department for Education, Practice Improvement Partner (Lincolnshire County Council) and all Rotherham Ward and Parish Councillors.</p> <p>A robust 90 day consultation (60 day Public and 30 day Staff) will involve meetings with all staff as well as formal communication via letter and the offer of individual support through Human Resources (HR) and Early Help managers. The consultation will involve the Trade Unions and will be delivered through a combination of public meetings, online surveys and use of existing fora, for example Children Centre Advisory Panel. This consultation will seek the views of; parents, young people, Members, partners, stakeholders, professionals and members of the community through a series of consultation events across the borough. There will also be a dedicated Twitter account #earlyhelpconsultation2018 and an email account earlyhelp.consultation@rotherham.gov.uk for Frequently Asked Questions (FAQs).</p> <p>Partners to be engaged in the Early Help Whole Service Redesign consultation include;</p> <p>All Early Help RMBC staff, all Ward and Parish Councillors, CYP Strategic Partnership, HWB Board, Safeguarding Board, Safer Rotherham Partnership, all school Headteachers and school Governors, Voluntary Action Rotherham, Voluntary and Community Sector, Children and Families Consortium, South Yorkshire Police, Rotherham Ethnic Minority Alliance (REMA), Health Watch, Rotherham United FC, Public Health, Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH), The Rotherham NHS Foundation Trust (TRFT), Clinical Commissioning Group (CCG), Youth Cabinet, LAC Council, Barnardo's, Community Plan.</p> <p>A 60 day Public and Partner consultation began on 9th April 2018 and ceased on 7th June 2018. This consisted of 17 public and partner events across the borough including bespoke sessions in centres and buildings in scope, and presentations via strategic fora.</p> <p>An online consultation was also available for public and partners.</p> <p>In total 276 individuals or agencies participated in the Public and Partner consultation process:</p>
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	<p>On line consultation 164 Youth consultation 47 PublicEvents 65 (including VCS)</p>
<p>Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings) See page 7 of guidance step 3</p>	<p>A 30 day staff consultation commenced on 8th June and finished 8th July. All Early Help staff received formal notification via letter of the 8 formal consultations taking place in June and was offered individual support on request through Human Resources (HR) and Early Help managers, who were also in attendance at the meetings.</p> <p>Three informal talk back sessions were also held with Early Help staff in April prior to the public consultation</p> <p>A separate email box was provided for questions, comments and suggestions from staff. (Frequently asked Questions) and these were updated during the consultation with comments and placed on the RMBC website for all to see.</p> <p>The informal talk back sessions saw a total 103 staff attending and 233 staff in all attended the 8 consultation meetings.</p> <p>The FAQ email generated 132 enquiries.</p>
The Analysis	
<p>How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 and page 8 of guidance step 4</p> <p>The Early Help Service covers a wide range of need and includes working directly with different communities and groups. However, some need is universal and not unique to protected characteristics (e.g. parenting). The proposed service will need to take account of cultural differences and strengths, and the unique circumstances of some young people and families in Rotherham.</p> <p>In order to achieve this, the service has remodelled the Early Help Assessment (EHA) process to align with the Signs of Safety (SoS) model that all staff within Early Help are being trained in.</p>	

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To date 96% of staff have been trained and are embedding the approach within their work with families. This is an innovative strengths-based, safety-organised approach to working with children and families. At the heart of the Signs of Safety process is an assessment and case planning format that integrates professional knowledge with local family and cultural knowledge, to identify and implement interventions that will benefit children, young people and families avoiding the need for further costly interventions'. Early indications of its use with Early Help families are positive.

The impact of changes across the protected characteristics groups that Early Help works with is detailed below and is most likely to be initially experienced in the form of less frequent interventions or different models of engagement.

As the service moves towards more evidenced based, outcome focussed, and targeted forms of delivery, those individuals from protected groups are likely to experience a more enhanced service.

It is of particular importance that the service is agile enough and has tools that are flexible to respond to future need and changing demographics such as the population becoming more culturally diverse.

As well as responding to need as illustrated in the snapshot, the service also takes account of the fact that those most likely to require help and support are located in areas of multiple deprivation,

31.5% of Rotherham's population live in areas which are amongst the most deprived 20% in England and the most deprived areas in Rotherham are;

In Ferham, Eastwood, East Herringthorpe and Canklow circa 60% of children are affected by income deprivation. Although there are also high pockets of deprivation in other areas e.g. Maltby. The proposals within the redesign include relocating resources both management and staff to better reflect this need and to revise job descriptions to enable a more flexible workforce that is better able to respond to changes or spikes of need and demand.

The remodelling of the service aligns with the direction of travel in the proposed Working Together Guidance 2018. This emphasises the importance of Early Help in conjunction with partners to deal with unmet or emerging need in local communities and via evidence based assessment, utilising other evidence based tools, to work with families in context taking account not just of need and protected characteristics but the social context in which families find themselves.

The proposed changes to Children's Centres are likely to offer a more appropriate service to families and those with protected characteristics. Although three centres are proposed for deregistration with two presenting difficulties with access. The capacity of the service will remain and the 'offer' within the community will remain with delivers secured through a 10 hour Service Level Agreement (SLA) with the majority of the services continuing to be delivered in the community, as is the case at present.

0-4 years Context

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- 15,675 children aged between 0 and 4 years
- 0-4 years increased by 2.5% since 2011
- Early Years numbers are projected to decrease very slowly until 2019 then stabilise
- 8361 (53%) live in areas within the most deprived 30% of England
- Rotherham South and Rotherham North have the most children
- Rother Valley South and Wentworth Valley the fewest.
- Most deprived areas in the Borough tend to have a higher proportion of children aged 0-4 (reflected in the numbers living in the most deprived 30% of areas)
- Rotherham South and Wentworth South have highest numbers living in areas of high deprivation

Park View (Central Locality)

Wards affected: Hooper Ward, Keppel Ward, Rotherham West Ward and Wingfield Ward.

Rationale: Serves 677 children from the 30% most deprived areas
No specific areas with very high deprivation.
Pockets of moderately high deprivation spread over a wide geographical area.

*Previously considered for de-registration under the last restructure.
Manager and staff are predominately based at the Central Children's Centre.
Consists of a small community room and office space in the school site.
36% of families access services at the building and 77% access services in the community
22% using other Centres.
Community can be served without a physical building.
Deprivation lower here compared to other Central Children's Centres.

Broom Valley (Central Locality)

Wards affected: Boston Castle Ward, Brinsworth and Catcliffe Ward, Rotherham East Ward, Rotherham West Ward, Sitwell Ward, Silverwood Ward, Valley Ward, Wickersley Ward.

Rationale: Serves Central Rotherham and areas to the South
Diverse area, large number of children and significant areas of deprivation

Located in a difficult location on a steep hill, and private road.
Running limited activities since April 2017.
Reach area split between Park View and Coleridge.
No concerns raised by parents, Advisory Board members or partners.
40% of families access services at the centre.
Mainly health services which could be re located to the busier Coleridge area.
62% of families currently access services within the community and a further 12% access services elsewhere.
Deprivation level lower compared to other Central Children's Centres

Wath Victoria (North Locality)

Wards affected: Hooper Ward, Swinton Ward and Wath Ward.

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Rationale: Deprivation levels average for the borough, pockets of higher deprivation scattered across the 'Reach' area.

Wath Victoria serves 364 children from the 30% most deprived areas.

Accessible from Brampton and West Melton (to the West).

Two small community rooms and a small office space attached to the school.

72% of families currently accessing services from other venues.

26% of families also accessing other Centres.

*Previously considered for de-registration under the last restructure.

It is proposed that the Youth Building remains in Wath in order to develop a 0-19 'Family Hub' and a Service Level Agreement (SLA) will be implemented for 10 hours Children's Centre use as a 'linked site.'

In addition to the dashboard and scrutiny mentioned above The service carries out frequent audits of cases and evaluates services provided to ensure we are continuing to meet the disparate needs of the population. In addition Early Help is more than just an RMBC service and works in partnership with agencies to respond to Rotherham communities. Recent examples include responses to Hate Crime and CSE.

Analysis of the actual or likely effect of the Policy or Service:

See page 8 of guidance step 4 and 5

Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics **Does the Service/Policy provide any improvements/remove barriers?** Identify by protected characteristics

Analyses of the proposals show that there will be an impact for staff in the reduction of posts within the service.

Whilst communities, families and young people are likely to feel some impact in terms different delivery models and different locations, this will be offset in the longer term by an increased skilled workforce, the increased use of evidence based interventions and assessments and Early Help interventions that build on existing strengths within the individual, family and community.

The proposed changes to the Early Help Staffing establishment would deliver a ratio of Management to frontline staff as follows;

- Management: 13%
- Frontline staff: 87%

he analysis of current need within the Early Help population and the desire to continue Rotherham's improvement journey indicates that in order to continue to provide an effective service to the needs (illustrated in the snapshot data), the service needs to upskill the workforce to provide an enhanced level of skills and support to both families and partners.

The proposed redesign of the service will also incorporate the reduction of 12 registered Children's Centres to 9 and 11 Youth Centres to 6. It is proposed that the Children

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Centres that become deregistered will continue to run from linked sites with schools providing day care.

A Summary of the Youth Centre Proposals:

- Swinton Youth Centre – Proposal: Decant & transfer to school with SLA

Rationale:

Four 'early help' buildings within close proximity in this area of the borough.

Attendance declined by 48% in two years.

Majority of youth contact associated with Swinton Centre is street based

Only 23% of youth work delivered from this centre is Universal.

77% Targeted (44% street based).

Service Level Agreement with the school to ensure current and future demand

The street based detached youth work will continue to be targeted and remain unaffected by these proposals.

- Herringthorpe Youth Centre – Proposal: Decant & provide youth offer through different venues & provide better accommodation for staff

Rationale: Lowest engagement with young people compared with the other youth centres in the Central patch.

Attendance declined 42% in two years.

Diverts young people away from the multi-agency centre (The Place) where Health, Early Help and Children's Social Care are colocated and where wider needs can be met in one place.

*Staff cannot base themselves to work due to the poor facilities.

Does not operate as a traditional 'open access' Youth Club.

Use is exclusively by invitation only (targeted).

- Treeton Youth Centre – Proposal: Decant & provide youth offer through different venues & offer better accommodation for staff

Rationale:

Majority of youth work undertaken in Treeton is 'open access' or street based.

Building in a poor state of disrepair and requires significant investment.

Youth work undertaken in Treeton is targeted group work or street-based.

Site includes the old school house (used by staff as office space).

MUGA (Multi Use Games Area) on site.

Staff have an alternative base at Catcliffe school.

Will also offer shared delivery with the Children's Centre Linked Site.

Staff 'hot desk' from Aston Service Centre and benefit from the colocation with social care and health colleagues.

Discussions underway re developments and space in Brinsworth.

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- Kiveton Youth Centre – Proposal: Decant & provide youth offer through different venues & offer better accommodation for staff

Rationale:

Centre is in a very poor condition.

Roof leaks, Damp, Structural cracks & requires replacement.

Building is not fit for purpose and inadequate for the delivery of a high quality youth offer

Not an appropriate staff base.

Insufficient capital in the CYPs capital programme to rectify.

Attendance declined 52% over last two years.

Majority of youth work undertaken in Kiveton is open access or street based.

*Also used for the delivery of adult services and a community radio station and will require an exit strategy for all services using this building.

- Maltby Linx Youth Centre – Proposal: Decant & transfer to school with SLA in place with the school for negotiated space

Rationale:

Majority of youth work is open access or street based and this will continue in the future.

Located within the school grounds.

Discussions taken place with Maltby Academy to negotiate continued use of the building in the evenings and daytime for targeted work.

Attendance declined 64% in two years.

School already use the Centre during lunchtimes.

Minimum disruption to provision as the primary focus of the proposal is regarding the staff bases and better, use of the children's centre (proposed to become a 0-19 family hub).

Delivery of some youth sessions and targeted work will move to the family hub within the children's centre.

It is anticipated that school will continue to agreed use of the building due to the good working partnerships already developed.

Minimum disruption to young people and improve working conditions for staff.

A consultation in March 2016 with young people found the majority who responded did not visit council youth centres but felt it was "important they remain open, suggesting that the current youth offer isn't attractive enough for young people, but that it is important services are re-designed in such a way that they are relevant and accessible. Under the redesign targeted outreach/detached workers will still be accessible and some buildings will become Family Hubs. (Early Help Team bases with staff co-located with social care and health partners and delivery points for the 0-19 offer).

Comparison data for Q1 2016 and Q1 2017 shows:

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- Recorded attendances at Youth Centres overall have dropped from 3381 to 1735 (Approximately a 48% reduction).
- **AGE:** In Q1 2016, 16 year olds were the largest group of attendees at 17.5%, whilst in 2017 13 year olds were the largest group at 26.4%.
- **Gender:** Males form the largest group at 59.4% for Q1 in 2016, reducing slightly for Q1 2017 to 54.4%
- **Ethnicity:** 6.5% of all attendees were BME in Q1 2016, rising slightly in Q1 2017 to 10.3%
- In Q1 2016; 27.3% of attendances were recorded as detached work (non-building based).
- In Q1 2017; 24.3% of attendances were recorded as detached work.
- In Q1 2016; 53.9% of attendances were open access sessions.
- In Q1 2017; 55.9% of attendances were open access sessions.
- In Q1 2016; 18.8% of attendances were recorded as targeted sessions.
- In Q1 2017; 19.9% of attendances were recorded as targeted sessions.

Feedback Summary: Staff

A 30-day staff consultation commenced on the 8th June. All Early Help staff received formal communication via letter of consultation events and were offered individual support on request through Human Resources (HR) and Early Help managers. Trade Unions were regularly updated through meetings with the Senior Director for Early Help and attended all staff consultation meetings.

Three informal talk back sessions were held with Early Help staff in April in tandem with the public consultation. Eight formal staff consultation meetings were then held in June to discuss the implementation proposals in more detail.

103 staff engaged in talkback sessions and 233 attended formal staff consultation meetings.

133 questions were submitted by staff in relation to the proposals.

The majority of staff were supportive of the proposals, seeking clarity on more technical issues relating to job descriptions and implementation timelines.

Some staff expressed concerns of possible 'de-skilling' of a specific specialisms, whilst others welcomed the opportunity to widen their skills and knowledge through the expanded job roles.

Feedback Summary: Service users, partners

The initial 60 day public consultation was delivered through 17 public and partner events across the borough including bespoke sessions in the centres and buildings in scope and presentations at strategic fora. Details of meetings are outlined in this appendix. All schools were informed by email of the events and were offered the opportunity to attend an event or engage in the online consultation.

In total 276 individuals or agencies participated in the Public and Partner consultation

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process through the following methods:

Partner /Public Activity	Numbers Participating
On-line consultation	164
Youth consultation	47
Public events	65
Existing Fora	4 meetings attended
Email	4 partner responses
Correspondence from MP's	1

122 adults and 113 parents

116 (95%) were Rotherham residents

13 (10.6%) had a disability

77 parents (63%) said that they would travel between one and ten miles to access provision for 0-5 years

35 parents (31%) said that they would travel between one and ten miles to access provision for children plus five years

27 (24%) of parents said they would be willing and able to pay to access early help services

70 parents (62%) said they would be willing to pay (dependent on cost)

Parents valued the Children's Centre offer particularly weaning and feeding advice, Health Visitor weigh-in, baby clinics, health advice, drop-in sessions and parenting programmes

Themes;

- Strong support for locally based centres and the need for low cost, or no cost activities
- Greater clarity required on the differences between a Children Centre (physical building) and delivery of a 'Children Centre Offer'
- Schools rated the Early Help Offer highly
- Schools spoke highly of the support that they receive from Early Help
- Strong support from young people and youth workers for retaining a discrete 'Group Work Offer' for young people from vulnerable groups

Feedback Summary: Young People

Findings from the children and young people who responded to the Youth Survey indicated that;

18 (38%) were aware of services offered

29 (62%) were not aware of services provided

11 (24%) said that they were accessing youth provision.

21 (44%) of young people said that they had never accessed any RMBC youth provision

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Does your Policy/Service present any problems or barriers to communities or Group?

Proposed move towards a more targeted service for those in need of early help, it is not envisaged that the service will present any barriers to communities and groups.

Accessibility, physical and geographical will be considered as part of the consultation process. This will continue to be carefully monitored by the service.

Does the Service/Policy provide any improvements/remove barriers?

Early Help services are not delivered in isolation and the Early Help Strategy 2016-19 emphasises the importance of developing partnerships with wider services across the Council and key partners and agencies to achieve greater synergy and further efficiencies (e.g. buildings, workforce, information sharing, systems and processes). This process began in Phase One with the co-production of the Early Help Offer, Request for Support and the Early Help Assessment.

What affect will the Policy/Service have on community relations? Identify by protected characteristics

A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

The Early Help Strategy 2016-19 will ensure that the service continues to work with the specific specified groups identified through the Protected Characteristics. Anticipated Impact will be low.

A: Staff

Early Help Workforce By Age Range: January 2018				
FTE	16 to 24	25 to 39	40 to 49	Over 50
235.10	3.65%	35.56%	29.48%	31.31%

Staff in the main were supportive of the need for a 0-19 approach to delivery and in full agreement with regarding implementing an equitable pay structure. The range of roles within teams provided opportunities for staff members to share and develop skills.

The proposed management structure was felt to be top heavy and concerns were raised about what was seen as the removal of distinct professional roles (e.g. youth work). It was felt that outreach work was not the same as detached work.

Staff queried the differentiation between Band F and Band G job descriptions and the Band H roles within the YOT.

Questions were also raised about part time working and flexible working and how this would be articulated within the new structure.

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A: Service Users

Young people are likely to experience limited or no reductions in service provision as a result of reconfiguration in 18/19 and 19/20. This is most likely to take the form of less universal (open access) youth work sessions in each locality.

The Service will maintain a commitment to the Voice and Influence of young people, and this will be a locality responsibility in future.

The Service will continue to adhere to the principles of engaging young people and is committed to ensuring young people have a say in the future of the service, as illustrated by the continuation of the young inspectors programme.

Services will still be maintained and accessible in all the locality areas of Rotherham, with the potential to increase provision by working with partners/local communities. In addition services will be local and therefore more accessible to the different community groups within Rotherham.

The service retains a statutory commitment for learning difficulties and disability up to the age of 25. Provision for this group will be more localised and targeted which may offset any reductions in frequency. The service will continue to maintain positive experiences and opportunities for those with disability.

Comments from the public consultation showed strong support for locally based services, but concerns about distance to be travelled and outreach services. Further clarification was required when concerns were raised that centres are closing rather than continuing to deliver and offer services within the community or through SLA's and alternative building management arrangements through asset transfers. More specifically, concerns were expressed about services running from Maltby Lynx and how these will continue via a service level agreement with the school.

Although only 29% of young people responding said they had accessed youth activities the majority of these rated activities as good or excellent. Concerns were also expressed about delivery from Maltby Lynx in relation to young people with Autism. The provision of youth activities in Kiveton was also raised.

Partners favoured the Early Help model. Schools reported strong working relationships with Early Help and thought the model identified students with needs sooner enabling positive support to children and families before problems developed further. All agencies agreed that interagency working and communication had improved.

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D:

8.01% of the Early Help workforce has identified themselves as having a disability.

The public and youth consultation were concerned that a service level agreement may not be sufficient to maintain sessions at Maltby Lynx for disabilities and autism. The staff consultation raised a question that a more generic working model may restrict support to

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specific groups including learning difficulties

R/E:

The total BME of the early Help workforce for January 2018 is 4.82%.

The service is committed to working with equality and diversity and the snapshot evidences this. The Service will continue to place a high priority on community cohesion and community relations. And in particular is looking to improve hate crime reporting. The service will continue to work in partnership with agencies and groups at a locality level to deliver interventions tailored to different ethnic groups, including new arrivals and refugees.

RoB:

The Service has a strong commitment to respecting religion or belief, where these do not advocate harm to others, and a proven track record, (e.g. Children's centres, youth services). In celebrating with young people and others those beliefs that are relevant to communities in

Rotherham. This will continue to be the case and will not change as a result of the proposals.

PM:

Sexual Health services and clinics for young people will continue. Young people for whom there are associated risks either to themselves or their babies, (e.g. CSE, potential neglect,

drug use), will continue to receive a service either directly from Early Help or jointly with Social Care. Where there is little or no associated risk and young people have other support in the community then services will reduce.

CPM:

Analysis suggests that there will be a low impact from Early Help services with this group.

G:

It is likely that some universal group work delivered to groups of young men and women will no longer be available. However, assessments of service users will define interventions and this will involve specific delivery (group work or individual) for identified gender needs. Project work such as sexual health clinics will continue.

GI/SO:

Young people who identify as LGBT are likely to have specific needs and to therefore fall within the remit of targeted early help provision. A service will therefore continue to be offered to this group but models of delivery may change. This group is one of those that are most likely to experience prejudice, discrimination and hate crime. Targeted provision will assist in promoting community relations.

As noted above the staff consultation raised a question that a more generic working model may restrict support to specific group, learning disabilities, those not in education or training, 0-5, and LGBT

O:

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In respect of other groups and specifically the older generation the Service does not specifically engage or target them unless it is part of an intervention (whole Family Working) within the scope of the service. Young people can often be perceived by older generations to be disrespectful and at worst engaging in antisocial behaviour Work has been done to present young people in a more positive light to older people and this will continue. The current relationships with local for and will continue to be maintained, and the service will seek to promote positive community relations between generations.

For other socio economic factors that may impact disparately on Rotherham's communities, the ambition of the service in conjunction with partners is to work to a Rotherham Family Model.

- This combines three methodological approaches; 'Signs of Safety' 'Restorative Practice' and Social Pedagogy which have common principles that are grounded in relationship based practice. This includes placing high emphasis on the nature and style of communication and promotes the importance of producing simple, solution focused plans that appropriately meet need to achieve tangible change. Both methodologies promote the value base that sustainable change is most likely to be achieved when families are empowered to find their own solutions to the issues that they face. This is reinforced by placing high support, as well as high challenge, at the centre of practice and emphasises risk, as well as strengths, to enable families to 'own' their plan and understand what is needed to produce strong outcomes for children and the wider family.

The staff consultation recognised that the training opportunities within this approach are providing a baseline for a consistent family centred approach.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

Time Period April 2018 –February 2019

Manager: David McWilliams Service Area: Early Help

Title of Equality Analysis:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
ACTION: Consultation with Children, Young People and Families. TARGET: Presentation and meetings will take place from April 2018.	All	Public consultation: 9th April – 7th June. Staff consultation: 8th June – 8th July.
ACTION: Ensure services remain accessible to those most in need. TARGET: Continue to report on performance data via early help dashboard TARGET: Development of evidence based interventions and impact measurement	All	Monthly
ACTION: Response to tensions within communities	All	March 2019

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TARGET: To ensure all agencies are proactive in supporting the work of the Early Help Service			
TARGET: Attendance at CIMs – proactive response to community issues. (e.g. operations KeepSafe and Scorpio)			
ACTION: Mitigate reductions in youth service provision / Children Centres		All	March 2019
TARGET: Early Help locality Managers to develop and explore partnership alternatives for open access provision.			
ACTION: Maintain the annual programme of events that raise awareness, and educate and bring people from different groups together.		All	March 2019
Promote community cohesion and One Town, One Community			
TARGET: Locality teams to promote specific themes			
Name Of Director who approved Plan		Date	

***A = Age, C= Carers D= Disability, S = Sex, GR Gender Reassignment, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.**

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members SLT or Directorate Management Teams

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<p>Directorate: CYPS</p> <p>Function, policy or proposal name: Early Help Strategy</p> <p>Function or policy status: New</p> <p>Name of lead officer completing the assessment:</p> <p>David McWilliams</p> <p>Date of assessment: January 2018</p>	<p>Additional information that might be added could include:</p> <ul style="list-style-type: none"> • Information on investment and resources Clarification of how Children's Centres fit into the Early Help offer • How does this link to voluntary sector? Time frames for interventions to start • How does health fit in? In particularly, are there clear links to CAMHS and End of Life Services? • How will early help support transition from children's to adult services? <p>Early Help services in Rotherham requires a shift in emphasis from open access, universal provision to targeted interventions.</p> <p>Following Public, Partner, Youth, and Staff consultations there is broad acceptance of the Early Help model</p> <p>se issues. A number of issues were identified around capacity, availability and suitability of service, changes in role and support for vulnerable young people. Within TRFT an increase in safeguarding means the service has difficulty in completing Early Help assessments</p>	<p>To ensure the Early Help offer is outcome focused and developed in partnership with partners, service users and wider services across the Council to achieve synergy and further efficiencies (e.g. buildings, workforce, partnerships, shared systems and processes).</p>
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	<p>Concerns have been expressed about specific buildings and specific groups, and the deregistration of some building has been associated with closure. Further reassurance is required on these issues.</p> <p>For partners a number of issues were identified around capacity, availability and suitability of service, changes in role and support for vulnerable young people. Within TRFT an increase in safeguarding means the service has difficulty in completing Early Help assessments</p> <p>Staff raised the issue of whether generic models may impact on specific groups and required clarification in relation to F, G, and H Banding.</p> <p>Part time/flexible working</p>	<p>Discussion with school and with specific groups to reassure or clarify continuation of provision for specific groups within the SLA</p> <p>Reassurance/explanation to specific communities regarding deregistration and how services will continue to be provided</p> <p>Reassurance to partners</p> <p>To be considered by SLT and incorporated into final document</p> <p>Will be considered by SLT/HR and incorporated into final arrangements for the process of reorganising staff.</p>
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APPENDIX D

Guiding Principles



Proud to work with Rotherham's
children • young people • families

The guiding principles of the Early Help Strategy consultation are:

- To build on what's working well
- To embed whole family working (one family, one worker, one plan)
- To address the current inequities in roles, responsibilities and remuneration
- To support integrated locality working and the Thriving Neighbourhoods programme
- To work restoratively with a culture of continuous improvement and excellence
- To deliver value for money and our approved savings
- To seek savings through reducing the management structure
- To ensure there are clear lines of responsibility and clear progression routes
- To invest in workforce development
- To enable flexible working with high quality and affordable delivery points (Places to go and things to do)

Children Centre's Offer 2018



	North Locality			Central Locality			South Locality					
	Swinton Brookfield	Rawmarsh	Thrybergh & Dalton	Rotherham Central	Coleridge	Arnold Centre	Maltby Stepping Stones	Dinnington	Aughton Early Years	Wath Victoria	Park View Kimberworth	Broom Valley
Safeguarding												
• Parenting Training	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
• Parenting Support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Improving school readiness												
• Stay & Play (0-5 years)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
• Speech & language Support	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✗
Improving breastfeeding rates and length of time breastfeeding												
• Breastfeeding Support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Improving child development												
• Baby Clinic	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
• Baby Play Group (0-1 years)	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓	✓
• Baby Massage	✓	✗	✓	✓	✗	✓	✓	✓	✓	✗	✓	✓
• Health assessments	✓	✓	✓	✓	✗	✓	✗	✓	✓	✓	✗	✗
Reduce smoking (in pregnancy & at time of delivery)												
• 1 to 1 support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reduction in excess weight in 4-5 years olds												
• Physical activities	✓	✓	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗
Improving diet												
• Introduction to solid foods	✓	✓	✓	✗	✓	✓	✓	✓	✓	✗	✗	✗
Reducing tooth decay in children aged 5 years												
• Promoting dental health	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Summary Sheet

Name of Committee and Date of Committee Meeting

Cabinet – 22 October 2018

Report Title

Modern Slavery Update and Transparency Statement

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Damien Wilson, Strategic Director of Regeneration and Environment

Report Author(s)

Sam Barstow, Head of Community Safety, Resilience and Emergency Planning
07748143370 or sam.barstow@rotherham.gov.uk

Ward(s) Affected

All

Summary

This report provides a brief overview of planned activity in relation to modern slavery for the financial year 2018/19. This report also provides a draft statement for publication in line with the requirements laid down by the Modern Slavery Act 2015.

Recommendations

1. That the report be noted.
2. That the Draft Transparency Statement at Appendix 1 be approved for publication.

List of Appendices Included

Appendix 1 Modern Slavery Act 2015 – Draft Transparency Statement

Background Papers

Transparency in Supply Chains etc a Practical Guide [Guidance issued under section 54(9) of the Modern Slavery Act 2015]

Tackling Modern Slavery – A Council Guide [Local Government Association, 2017]

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Overview and Scrutiny Management Board – 17 October 2018

Council Approval Required

No

Exempt from the Press and Public

No

Modern Slavery Update and Transparency Statement

1. Recommendations

- 1.1 That the report be noted.
- 1.2 That the Draft Transparency Statement at Appendix 1 be approved for publication.

2. Background

- 2.1 At a meeting of the Council on 25 July 2018, a motion containing the following commitments was debated and agreed by Council:

- That the Co-operative Party's Charter against Modern Slavery be adopted to ensure that the Council's practices do not support slavery.
- That the Corporate Procurement Team be trained to understand modern slavery issues through the Chartered Institute of Procurement and Supplies (CIPS) online course on Ethical Procurement and Supply.
- That contractors be required to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
- That any abnormally low-cost tenders should be challenged, to ensure that they do not rely upon the potential contractor practising modern slavery.
- That suppliers be advised that contracted workers are free to join a Trade Union and should not be treated unfairly for belonging to one.
- That the whistleblowing system, to enable staff to blow the whistle on any suspected examples of modern slavery, be publicised.
- That tendered contractors be required to adopt a whistleblowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
- That contractual spending be reviewed regularly to identify any potential issues with modern slavery.
- That suppliers be advised of any risk identified concerning modern slavery and refer them to the relevant agencies to be addressed.
- That any contractor who is identified as a cause for concern regarding modern slavery be referred for investigation via the National Crime Agency's national referral mechanism.
- That a report on the implementation of this policy be published annually

3. Transparency Statement

- 3.1 In July of 2018, the Council produced an interim statement, which was published on its website, in accordance with the Modern Slavery Act 2015. Following further internal work to strengthen process and the commitments set out above, a more detailed statement for the financial year 2018/19 has been drafted. This is attached at Appendix A.
- 3.2 This document seeks to describe the Council's commitment to transparency in its supply chain. It furthermore recognises the Council's unique role as a public body and makes further commitments in this regard. The Statement also seeks to capture the commitments made by the Council, over and above legal duties, and the Council's commitment to delivery of those ambitions. The statement also introduces the requirement for annual reporting.
- 3.3 In noting our progress so far, the document highlights: the inclusion of training during safeguarding awareness week; the start of developing a consistent training offer within the Council; the identification of at risk industries; increasing information and intelligence flow and; establishing greater links with procurement/commissioning in relation to the issue and; the inclusion of Modern Slavery explicitly with the Council's Whistleblowing Policy.

4. Key Actions

- 4.1 Training will be carried out for relevant procurement staff. A further report is being prepared for the Strategic Leadership Team in relation to awareness raising in this area.
- 4.2 To support commissioning and procurement colleagues, together with contract managers, guidance will be developed in relation to at risk industries, how to access information, what to look for and where to go for advice. Work will also be carried out to explore standard relevant clauses alongside tightening tender specifications.
- 4.3 Aside from works, goods and services, the Council will continue to develop its operational functions to be alert to this type of crime and be proactive in identifying it wherever possible.
- 4.4 Key activity will focus on highlighting key areas of risk and embedding into people's thinking in relation to broader safeguarding and into the Council's wider safeguarding activity in relation to awareness raising and regular briefings.
- 4.5 The Council will seek to continue to develop its spend analysis activity where it relates to Modern Slavery. A free tool has been identified and is being utilised which is government funded and provides relevant information at a corporate level in respect of compliance with the Modern Slavery Act.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The statement (contained at Appendix 1) will be published within 5 working days following the decision of the Cabinet.

- 5.2 Aside from the actions outlined above for further consideration, the remainder are anticipated to be completed by April 2019. This will align with an annual refresh of the statement, an annual update and the development of our actions for the year ahead, which will be captured in a further revised statement.

6. Financial and Procurement Implications

- 6.1 This report already outlines the implications for procurement, which are predominantly focussed on changes to working practices and early pre-procurement considerations. The Procurement and Community Safety Services will jointly agree and review these working practices to ensure the Council is in a position to evidence its achievements against the Charter and transparency statement. This will involve some additional training which will be contained within existing budgets.

7. Legal Implications

- 7.1 The Modern Slavery Act 2015 requires commercial organisations to prepare a slavery and human trafficking statement for each financial year. The statement must set out the steps which the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its own business, or confirm that the organisation has taken no such steps.
- 7.2 Councils currently do not appear to be covered by the definition of commercial organisations and so would be under no legal obligation to publish statements on compliance with the 2015 Act. However, the Local Government Association have reported that a growing number of councils (now approaching one in five) have demonstrated awareness and ethical leadership by having voluntarily published statements. The Modern Slavery (Transparency in Supply Chains) Bill, which had its first reading in the House of Lords in July 2017, would amend the Act to include “public authorities” as falling definitively within the scope of those organisations required to publish statements. Although that is a private members’ bill, the indications are that the government support the proposal and might introduce its own Bill on a similar basis.
- 7.3 Statements may also include information about
- 7.3.1 the organisation's structure, its business and its supply chains;
 - 7.3.2 its policies in relation to slavery and human trafficking;
 - 7.3.3 its due diligence processes in relation to slavery and human trafficking in its business and supply chains;
 - 7.3.4 the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;

7.3.5 its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate;

7.3.6 the training about slavery and human trafficking available to its staff

8. Human Resources Implications

8.1 There are no Human Resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 This work seeks to enhance the Council's current efforts in relation to the protection of vulnerable individuals where Modern Slavery is concerned.

10. Risks and Mitigation

10.1 This report and the work contained within follow a decision by Council to adopt the charter and its principles and therefore no alternatives have been considered.

11. Accountable Officer(s)

Tom Smith, Assistant Director, Community Safety and Street Scene
Sam Barstow, Head of Community Safety, Resilience and Emergency Planning

Approvals Obtained from:-

	Named Officer	Date
Strategic Director of Finance & Customer Services	Julie Copley	24.09.2018
Assistant Director of Legal Services	Dermot Pearson	02.10.2018
Head of Procurement (if appropriate)	Karen Middlebrook	21.09.2018
Head of Human Resources (if appropriate)	John Crutchley	21.09.2018

Report Author: Sam Barstow Head of Community Safety

This report is published on the Council's website or can be found at:-
<http://moderngov.rotherham.gov.uk/ieDocHome.aspx?Categories=>

Rotherham Metropolitan Borough Council

Modern Slavery Act 2015 -Transparency Statement

INTRODUCTION

This statement sets out the Council's actions to understand and respond to risks relating to modern slavery. The statement has been drafted with broad acknowledgment of the wide ranging role of the Council from front line staff regulating business or visiting homes through to our commissioning and procurement of works, goods or services and management of contracts.

Modern slavery can take many forms and present in many ways. Our approach to this issue is embedded within our safeguarding policy and practice and the Council will focus throughout the year on raising awareness, strengthening processes and improving our commissioning, procurement and contract management specifically in relation to Modern Slavery.

This is the Council's first transparency statement in relation to modern slavery and is relevant for the financial year 2018/19. An annual progress report will be published on our website, alongside a revised statement at the start of the financial year 2019/20.

OUR COMMITMENT

The Council recognises that it has a responsibility to take a robust approach to slavery and human trafficking. In addition to the Council's responsibility as an employer, it also acknowledges its duty as a Council to notify the Secretary of State of suspected victims of slavery or human trafficking as introduced by section 52 of the Modern Slavery Act 2015. In order to support this requirement, the Council will ensure all staff are suitably trained to spot the signs and pass on relevant information for referral, monitoring numbers regularly. The Council currently has processes and procedures as a part of its Safeguarding Policy and work will be undertaken to further raise awareness of these processes.

The Council is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. This is managed by officers being made aware of the potential for modern slavery risks through awareness raising and appropriate briefings, alongside establishing robust assurance. When commissioning and procuring works, goods or services, Officers will aim to ensure that, as part of developing the tender and the

ongoing monitoring and management, they consider the potential and likelihood of modern slavery. Where the potential of likelihood is deemed high, Officers will seek to develop a clear understanding of the supplier's supply chain arrangements.

The Councils clear commitment is as follows;

- That the Co-operative Party's Charter against Modern Slavery be adopted to ensure that our practices don't support slavery.
- That the Corporate Procurement Team be trained to understand modern slavery through the Chartered Institute of Procurement and Supplies (CIPS) online course on Ethical Procurement and Supply.
- That contractors be required to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
- That any abnormally low-cost tender be challenged to ensure that they do not rely upon the potential contractor practising modern slavery.
- That suppliers be advised that contracted workers are free to join a trade union and should not be treated unfairly for belonging to one.
- That the whistleblowing system for staff to blow the whistle on any suspected examples of modern slavery be publicised.
- That tendered contractors be required to adopt a whistleblowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
- That contractual spending be reviewed regularly to identify any potential issues with modern slavery.
- That suppliers be advised of any risk identified concerning modern slavery and refer them to the relevant agencies to be addressed.
- That any contractor who is identified as a cause for concern regarding modern slavery be referred for investigation via the National Crime Agency's national referral mechanism.
- That a report on the implementation of this policy be published annually

The Council has publicly committed to adopt the Co-Operative party Charter Against Modern Slavery, details of which can be found on the following link: [Modern Slavery Charter](#).

OUR BUSINESS AND SUPPLY CHAIN

The Council serves a population of 257,280 residents. It is a large employer with around 6,500 staff who undertake a wide variety of roles and have a variety of interactions with the public and businesses. Council staff are free to join trade unions.

The Council spends in excess of £240m per annum with third party suppliers on a wide scope of works, goods and services ranging from catering through to care and construction. In the main these suppliers are based in the UK, with less than 1% of suppliers based outside of the UK. The commissioning and management of contracts occur across all departments within the Council and can vary significantly in value. A central procurement team ensures professional support and advice to the process. Whilst the procurement of larger contracts is robust in respect of modern slavery, further work needs to be undertaken to strengthen work relating to contracts of small financial value.

OUR POLICIES

Modern slavery is clearly embedded within Safeguarding practice at the Council.

Copies of the relevant policy relating to adults can be found on the following link: [Modern Slavery - Safeguarding Adults](#).

The equivalent Policy in relation to Safeguarding children can be found on the following link: [Modern Slavery - Safeguarding Children](#)

The Council's whistleblowing policy is available on the following link: [RMBC Whistleblowing and Serious Misconduct Policy](#)

OUR GOVERNANCE AND DUE DILIGENCE APPROACH

As a public body the Council works with various statutory and non-statutory agencies around issues of local and national concern such as Modern Slavery. The Council will ensure that it engages with partners locally and regionally in order to strengthen

our collective understanding, and to make efforts to combat Modern Slavery in all its forms.

Internally, our Strategic Leadership Team, led by the Chief Executive, will ensure operational delivery in line with the commitments made within this statement, and further scrutiny will be provided by the Councils Political Leadership, through its Cabinet. This issue may be subject to detailed scrutiny at the direction of the Chair of the relevant Select Commission.

Raising awareness of our policies and procedures, alongside detailed training where required, will strengthen the Councils diligence in respect of Modern Slavery linked to procurement of goods and services, alongside wider contract management.

WHAT HAVE WE DONE

Efforts have been made to raise awareness not just within the Council but across wider partners and the public, through the inclusion of sessions and information as a part of Safeguarding Awareness week in 2018. Training is in place amongst safeguarding professionals. Officers are seeking to procure or develop an e-learning module aimed at raising awareness which can be offered to all staff.

A public commitment has been made, by the Council, to achieve the standards laid out within the Co-Operative party Charter against Modern Slavery.

Clear officer leadership has been assigned to this area of business and an internal task and finish group has been established to support implementation of the commitment to the charter, alongside strengthening our broader engagement with tackling Modern Slavery through direct delivery functions.

Officers have established operational links to increase the flow of intelligence, information and support to statutory partners and specialist officers. Reporting figures will also begin to be monitored and compared to areas of a similar nature to benchmark our services.

The Council has made explicit reference to Modern Slavery within our Whistleblowing Policy, which will be communicate to staff. The Council will also work with its suppliers to ensure they do the same.

WHAT DO WE NEED TO DO

Over the year ahead the Council will roll out training/briefings to staff, as appropriate, focussed on how to spot the potential signs of slavery and who to talk to. Enhanced training will continue to be made available to relevant front line and managerial staff, alongside specific training and/or briefings for procurement staff, commissioning staff and contract staff. Full compliance in respect of training needs is anticipated by the end of the financial year 2018/19.

The Council will develop detailed guidance relating to how relevant staff can identify risks within supply chains or the provision of services and know where to seek advice. The Council will also ensure support is provided to contract managers who need to continue oversight of contractors in relation to Modern Slavery and this will include information around issues such as whistleblowing policies and trade union membership.

This statement should be read in conjunction with the Modern Slavery Act 2015¹ and the National Referral Mechanism².

Signed

Leader of the Council

Chief Executive

Summary Sheet

Name of Committee and Date of Committee Meeting

Overview and Scrutiny Management Board – 17 October 2018

Report Title

Government Consultation – Planning Process and Shale Gas

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Paul Woodcock, Assistant Director of Planning, Regeneration and Transport

Report Author(s)

Chris Wilkins, Development Manager

Ward(s) Affected

Borough-wide

Summary

The Government has issued two consultation papers in respect of Shale Gas:-

- on the principle of granting planning permission for non-hydraulic shale gas exploration development through a permitted development right.
- on inclusion of shale gas production projects in the Nationally Significant Infrastructure Project (NSIP) regime

Officers have prepared responses on behalf of the authority, which are detailed in the appendices to this report. These responses were endorsed by the Planning Board its meeting on 4 October 2018 and are submitted for review by Overview and Scrutiny Management Board prior to formal submission to Government.

Recommendations

1. That Overview and Scrutiny Management Board provide comment on the proposed consultation responses

List of Appendices Included

- Appendix 1 Proposed response to consultation on views on the principle of granting planning permission for non-hydraulic shale gas exploration development through a permitted development right.
- Appendix 2 Proposed response to Consultation on inclusion of shale gas production projects in the Nationally Significant Infrastructure Project (NSIP) regime

Background Papers

Minutes of Planning Board – 4 October 2018

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Planning Board – 4 October 2018

Council Approval Required

No

Exempt from the Press and Public

No

Planning Board Report

ITEM 1

Government Consultation	Consultation on views on the principle of granting planning permission for non-hydraulic shale gas exploration development through a permitted development right.
Recommendation	That the responses set out in Appendix 1 form the Council's response to the consultation document.

Background:

A Consultation paper on proposed planning reforms for exploratory shale gas development in England has been launched by the government (see Appendix 1). The purpose of this Consultation is to seek views on the principle of whether non-hydraulic fracturing shale gas exploration development should be granted planning permission through a permitted development right, and in particular the circumstances in which it would be appropriate. This would in effect mean that the applications the Council has recently determined at Harthill and Woodsetts for exploratory drills would become permitted development, and would not require full planning permission. Any permitted development right would not apply to the appraisal and production operations of shale gas extraction. Consultation closes on 25th October 2018.

The Consultation follows the publication of a written ministerial statement on the 17 May 2018, in which the government announced a range of measures to facilitate timely decision making on shale exploration planning applications. It reiterated the Government's view that there are substantial benefits from the safe and sustainable exploration and development of onshore gas resources and that the Government expects Minerals Planning Authorities to give great weight to the benefits of mineral extraction, including to the economy.

The supporting text to the Consultation states that with the government committed to ensuring that strong safeguards are in place, any new permitted development right would have to abide by both environmental and site protection laws and would not apply to exploratory drilling in sensitive areas (such as Areas of Outstanding Natural Beauty). It adds that exploratory drilling for shale deposits are treated separately to full hydraulic shale gas extraction (fracking), and that both will remain subject to strict planning and environmental controls.

The Consultation document notes that recent decisions on shale exploration planning applications remain disappointingly slow against a statutory time frame.

The Consultation document notes that the government will also consult on whether developers should be required to undertake pre-application community engagement prior to submitting a planning application for shale gas development and that this separate consultation will be launched in autumn 2018.

Permitted development rights

Permitted development rights are a national grant of planning permission. They provide a simpler, more certain route to encourage development and speed up the planning system, and reduce the burden on developers and local planning authorities by removing the need for planning applications.

Permitted development rights are set out in the Town and Country Planning (General Permitted Development) (England) Order 2015. The Order sets out both what is allowed under each permitted development right, and any exclusions, limitations and conditions that apply to comply with the legal duty to mitigate the impact of development granted under permitted development. For example, most permitted development rights are subject to conditions that seek to minimise their impact and to protect local amenity. Others are subject to geographic exclusions to ensure environmental protections are maintained.

If a proposal falls outside permitted development rights, it requires the submission of a planning application to the local planning authority so that the authority can consider all the circumstances of the case.

Permitted development only covers the planning aspects of the development. It does not remove requirements under other regimes such as environmental licensing and permitting or requirements under environmental legislation.

In April 2016 the Town and Country (General Permitted Development)(England) Order 2015 was amended to allow for development consisting of the drilling of boreholes for the purpose of carrying out ground water monitoring and seismic monitoring which is preparatory to potential petroleum exploration (which includes shale gas). These permitted development rights are subject to restrictions and conditions. This consultation paper proposes to extend these permitted development rights to the exploratory phase of oil and gas extraction.

Finally, the House of Commons Housing Communities and Local Government Select Committee carried out an inquiry between January and June 2018 in respect of a number of issues relating to shale gas exploration and production. It concluded that: “Shale gas development of any type should not be classed as a permitted development. Given the contentious nature of fracking, local communities should be able to have a say in whether this type of development takes place, particularly as concerns about the construction, locations and cumulative impact of drill pads are yet to be assuaged by the Government.”

Response to Consultation

The recommended responses to the Consultation document is set out in Appendix 1 and concludes, in line with the House of Commons Select Committee, that shale gas exploration should not be classed as permitted development. This is primarily as it would potentially remove altogether, or if a ‘prior approval’ process is used reduce, the opportunity for local residents and other interested parties to be fully engaged in the decision making process.

Permitted development rights should only be used to free up the planning system by allowing uncontroversial and limited impact development to be granted. The Council does not consider that this should relate to shale gas exploration for the reasons given in the responses below.

APPENDIX 1 – Response to the consultation

The definition of non-hydraulic fracturing

Question 1

a) Do you agree with this definition to limit a permitted development right to non-hydraulic fracturing shale gas exploration?

NO

Note:

paragraph 20 of the Consultation document indicates that the purpose would be to allow “operations to take core samples for testing purposes” (i.e. the core samples would be tested). However, the suggested definition indicates there would be a testing period not exceeding 96 hours, with the OGA Consolidated Onshore Guidance explaining that “when testing a discrete section of the well, each section can be produced for a maximum of 96 hours but the total quantity of oil produced from all sections should not exceed 2,000 tonnes per section”. This means the suggested definition would allow for a degree of production, which seems to contradict the approach that is being taken in paragraph 20. As such, the Council does not agree with the proposed definition.

b) If No, what definition would be appropriate?

“Boring for natural gas in shale or other strata encased in shale for the purposes of searching for natural gas and associated liquids by obtaining borehole logs and taking core samples for testing purposes”

There is a fundamental difference between collecting geological information in the form of borehole logs and core samples and testing the in situ rock (either with or without fracturing). Officers are of the view that there would not be an issue with putting gas monitoring equipment on top of the borehole for 96 hours to record any ‘natural’ flows of gas due to the pressure release. To not do so would be a missed opportunity in terms of data collection.

Question 2

Should non-hydraulic fracturing shale gas exploration development be granted planning permission through a permitted development right?

NO

Note:

The Council does not consider that any such non-hydraulic fracturing exploration should be permitted development, primarily as it would remove the local level of decision making and local accountability that communities expect. Whilst exploratory drills are not for full hydraulic fracturing (fracking), they can still have a significant impact on the locality, as evidenced at Harthill and Woodsetts. The correct route for such development is through the normal planning application and, where necessary, appeal process.

Although the Government has stated that it remains fully committed to ensuring that local communities are fully involved in planning decisions that affect them, it remains to be seen how the permitted development process would enable full public involvement as the purpose of the consultation is to take shale gas exploration out of the current planning process.

In addition, paragraph 34 of the consultation document acknowledges that it is unclear how effective the proposed legislation would be (in the Government's aim to further the industry) given it envisages a range of exclusions, limitations and restrictions. This shows that these types of proposals would result in multiple and complex planning issues which require expert consideration by planning and regulatory experts with local knowledge on a case by case basis.

If the key aim of the proposal is to speed up the planning process, then full pre-application engagement is recommended between the applicant and the Council (which did not take place at two recent exploratory drill sites within the Rotherham Borough at Harthill or Woodsetts). The most recent Woodsetts application was determined within the 13 week target period, albeit it for refusal due to concerns that Members had in respect of the proposals. In addition, the applicant can refuse to extend the time period for determining the application if it is considered that the Council is taking too long to determine an application, and appeal against non-determination.

If shale gas exploration development was to be defined as permitted development the limitations list would have to be very carefully worded to cover all the possible impacts and issues which might fall to be considered in the planning arena for each any every possible site. These would then have to be enforceable which would no doubt be via an enforcement notice for unauthorised development if it fell outside those permitted. If only one aspect was breached the Council would have to consider whether it would be expedient to take enforcement action bearing in mind the undoubted public pressure the authority would be put under to act.

Development not permitted

Question 3

a) Do you agree that a permitted development right for non-hydraulic fracturing shale gas exploration development would not apply to the following?

Areas of Outstanding Natural Beauty
National Parks
The Broads
World Heritage Sites
Sites of Special Scientific Interest
Scheduled Monuments
Conservation areas
Sites of archaeological interest
Safety hazard areas
Military explosive areas
Land safeguarded for aviation or defence purposes
Protected groundwater source areas

YES

Note:

This appears to be a relatively comprehensive list and, as such, the Council agrees with the suggested list of excluded areas where permitted development rights would not apply. Additionally, if the development would be EIA development then the new rights do not apply and it is considered that it would be useful to make reference to this within this list of restrictions.

b) If No, please indicate why.

N/A

c) Are there any other types of land where a permitted development right for non-hydraulic fracturing shale gas exploration development should not apply?

NO

Development conditions and restrictions

Question 4

What conditions and restrictions would be appropriate for a permitted development right for non-hydraulic shale gas exploration development?

Notwithstanding the Council's opposition to any form of permitted development right,

such rights should not apply where an application on the site has been submitted and is being considered, or has been refused and any related appeal is either ongoing or has been dismissed.

Any permitted development should be subject to the prior approval process (see Q5 below).

Prior approval

Question 5

Do you have comments on the potential considerations that a developer should apply to the local planning authority for a determination, before beginning the development?

Similar to other prior approval categories within the General Permitted Development Order, the developer should apply to the Local Planning Authority for a determination as to whether the prior approval of the authority will be required as to (amongst others)—

- (a) transport and highways impacts
- (b) noise impacts
- (c) ecological impacts
- (d) impacts on hedgerows and trees
- (e) visual impact on landscape
- (f) archaeological impact
- (g) heritage impact
- (h) contamination risks
- (i) flooding risks
- (j) cumulative impact with other similar developments

Where prior approval is required, the development must be carried out in accordance with the details approved by the local planning authority.

Note:

Paragraph 33 of the Consultation paper states: “By way of example, the prior approval considerations might include transport and highway impact, contamination issues, air quality and noise impacts, visual impacts, proximity of occupied areas, setting in the landscape and could include elements of public consultation”. The considerations set out in the Council’s response above are very similar to those that would be covered in a planning application, but without the democratic decision making process involved in a planning application.

When dealing with the two sites at Harthill and Woodsetts, there were a significant amount of site specific issues that had to be considered as part of the planning process. The Council remains concerned about the effectiveness of generic conditions or restrictions being used to mitigate the specific impacts at different sites. This highlights why this type of development is not suitable for the permitted development regime.

In addition, it is presumed that such applications would require publicity (as other prior approval applications do) and in view of the likely significant interest that such a proposal would generate, the prior approval route is not considered appropriate for such development.

The amount of work involved (officer time and cost) would be comparable to that of a planning application, albeit with no planning application fee associated with it. It would be unreasonable to significantly increase the workload of the Council in this way without covering the associated costs for the work that would need to be undertaken and which would allow the Council to properly resource the work. It would not be practical to address this through a Planning Performance Agreement (PPA), where the applicant could agree to cover the costs generated by the Council, as it would rely on the goodwill of the applicant/developer to pay the authority, with no requirement for them to do so. Indeed, despite requests for the applicant to enter into a PPA for both the Harthill and Woodsetts sites, no such agreement was reached.

The 'shale wealth fund' provides funds to Councils for additional work generated by shale gas applications and the continuation/expansion of the shale wealth fund to guarantee funds to Councils to deal with any prior approval applications would be welcomed.

Finally, there are concerns about the amount of time that would be given to consider the issues set out under the prior approval application. Many existing prior approval subjects give a limited time period for the Council to determine the application, and if the application is not determined within the specified time period (which can be as little as 28 days) then the development is effectively granted. Such a time period would not be adequate to consider the issues listed in Paragraph 33 of the Consultation document. Some prior approval subjects allow for extensions of time to be agreed between the Council and the applicant, but if the applicant does not agree to such an extension, the Council would no doubt be forced to refuse the details, thereby slowing down the process.

Time-period for a permitted development right

Question 6

Should a permitted development right for non-hydraulic fracturing shale gas exploration development only apply for 2 years, or be made permanent?

2 years

Note:

The Council has interpreted this question as asking whether the permitted development rights should be changed permanently, or whether they should be trialled for a two year period before being made permanent. The response is based on that assumption.

Given the clear lack of understanding as to the impact that the changes would have, or how effective they would be, going ahead with permanently changing the permitted development rights would seem to be quite a risk. However, it would be less risky for the Government to make the change temporary with the option to remove the permitted development rights in two years' time, rather than permanently changing them. This two year trial would allow for a full assessment of the effectiveness of the permitted development regime for this type of development and enable Government and Councils to judge what the impacts have been and whether any exploratory development has been sufficiently controlled and its impacts properly mitigated. As such, it is considered that 2 years would be acceptable.

Public sector equality duty

Question 7

Do you have any views the potential impact of the matters raised in this consultation on people with protected characteristics as defined in section 149 of the Equalities Act 2010?

The Council has no comments in this respect.

ITEM 2

Government Consultation	Consultation on inclusion of shale gas production projects in the Nationally Significant Infrastructure Project (NSIP) regime
Recommendation	That the responses set out in Appendix 1 form the Council's response to the consultation document.

Background:

The Consultation document notes that this initial consultation seeks views on the timings and criteria for major production phase shale gas projects (where 'fracking' takes place) to be included in the Nationally Significant Infrastructure Project regime under the Planning Act 2008. Responses have to be submitted by 25th October 2018.

The Consultation document states that: "The government recognises that the development of shale gas needs to be alongside support from the local communities which could potentially benefit. Local communities must be fully involved in planning decisions and any shale planning application – whether decided by councils or government. Currently, any organisation wishing to undertake a shale gas development must submit its planning applications to local Mineral Planning Authorities under the Town and Country Planning Act 1990.

The Planning Act 2008 created a planning process for Nationally Significant Infrastructure Projects in fields of development including energy, water, waste water, road and rail transport and hazardous waste disposal. For projects falling within scope of what is defined in the Planning Act 2008 as a Nationally Significant Infrastructure Project, this becomes the only route for obtaining planning consent. The Planning Act 2008 defines the type and scale of infrastructure developments considered to be nationally significant and therefore required to obtain development consent. The final decision for granting development consent rests with the relevant Secretary of State depending on the type of infrastructure project.

If the Planning Act 2008 was amended to include major shale gas production projects as a Nationally Significant Infrastructure Project, then all future shale gas production projects that met defined threshold(s) would have to apply for development consent within the Nationally Significant Infrastructure Project regime. This would only apply to production phase projects, however, and not exploration or appraisal projects for which planning applications would continue to be considered under the Town and Country Planning Act 1990 [subject to the separate proposals to make exploratory drilling permitted development].

Automatically including eligible major shale gas production projects into the Nationally Significant Infrastructure Project regime would bring such applications into a well-defined process with clear, established governance and timelines designed for larger and more complex infrastructure projects. This would bring such shale gas production projects in line with other energy projects of national significance such as the development of wind farms and gas fired generation stations. In this case, the

final decision for granting or refusing development consent would rest with the Secretary of State for the Department of Business, Energy & Industrial Strategy (BEIS)."

The Consultation document adds that: "Under the Planning Act 2008, an operator wishing to construct a Nationally Significant Infrastructure Project must submit a development consent application to the Secretary of State. As part of this process, the operator will need to have assessed any likely significant impacts of the proposed project. For such projects, where an application is accepted, the Secretary of State will appoint an 'Examining Authority' to examine the application in accordance with any relevant National Policy Statement. The Examining Authority will be arranged by the Planning Inspectorate and will be either a single Inspector or a panel of between two and five Inspectors.

The examination will take into account any information and have regard to any local impact report submitted by the local authority as well as representations from statutory bodies, non-governmental organisations and other interested parties including the local community. Once the examination has been concluded, the Examining Authority will reach its conclusions and make a recommendation to the Secretary of State, who will make the decision on whether to grant or to refuse consent."

Finally, the House of Commons Housing Communities and Local Government Select Committee carried out an inquiry between January and June 2018 in respect of a number of issues relating to shale gas exploration and production. It concluded that: "There is little to be gained from bringing fracking planning applications at any stage under the NSIP regime; there is limited evidence that it would expedite the application process and such a move is likely to exacerbate existing mistrust between local communities and the fracking industry. We are particularly concerned that if the NSIP regime were adopted, there would be no relationship between fracking applications and Local Plans in communities. Furthermore, we note that the Government has not provided any justification or evidence for why fracking has been singled out to be included in a national planning regime in contrast to general mineral applications.

Fracking planning applications should not be brought under the NSIP regime. While we note that the NSIP regime does provide opportunities for consultation with Mineral Planning Authorities and local communities, such a move could be perceived as a significant loss to local decision-making. Mineral Planning Authorities are best placed to understand their local area and consider how fracking can best take place in their local communities.

Despite our recommendation above and the overwhelming evidence we received, if NSIP were to be used for fracking applications, it is essential that a National Policy Statement is prepared as a matter of urgency that would include suitable measures to restrict inappropriate proliferation of well-pads and unacceptable impacts on landscapes. We consider that the North Yorkshire Draft Joint Minerals and Waste Plan offers an appropriate template for such guidance. While we note that the Government stated that the issue of cumulative impact "would be addressed on a case by case basis as part of the NSIP examination process," the National Policy

Statement should ensure that it is considered automatically as part of every determination. Every decision should also be consistent with Local Plans.”

Response to Consultation

The recommended responses to the Consultation questions are set out in Appendix 1 and conclude, in line with the House of Commons Select Committee, that it is not considered that major shale gas production projects should be included in the Nationally Significant Infrastructure Project regime, primarily as the ultimate decision making process would be removed from the Council.

APPENDIX 1 – Response to consultation

Consultation questions:

Q1. Do you agree with the proposal to include major shale gas production projects in the Nationally Significant Infrastructure Project regime?

Answer:

No.

Q2. Please provide any relevant evidence to support your response to Question 1.

Answer:

The NSIP process requires people living in the vicinity of the site have to be consulted on proposed projects at the pre-application stage, and this is welcomed, and it also allows the Council and local residents etc to input into the decision making process at any subsequent Examination of the application. However, the ultimate decision is taken by the Secretary of State. The Council can see a strong argument for decisions on fracking applications remaining at a local level, i.e. by Members of the Planning Board following consideration of committee reports compiled by planning officers. This provides the most democratic method of decision making, and includes a fair and transparent process that leads to the Council's ultimate decision on any specific proposal. Objectors and supporters alike are given the opportunity to speak at Planning Board meetings and if decisions were not made at the local level this opportunity may be lost.

In addition, shale gas proposals, even at the early stages, are extremely demanding on resources, particularly professional planning, legal and support staff. The Council would continue to have a significant role in the process from the pre-application stage right through to the monitoring and enforcement of any Development Consent Order, along with the conditions attached, as well as agreeing the terms of any S106 agreement. This involvement would take up considerable time and resources with no fee being paid to the Council as the planning fee for these proposals would be paid to the Planning Inspectorate. As such, should the proposals be adopted then Councils would need to be resourced accordingly, perhaps through the continuation of the 'shale gas fund'.

Q3. If you consider that major shale gas production projects should be brought into the Nationally Significant Infrastructure Project regime, which criteria should be used to indicate a nationally significant project with regards to shale gas production?

Please select from the list below:

- a. The number of individual wells per well-site (or 'pad')
- b. The total number of well-sites within the development

Answer:

The Consultation document states that: "since shale gas is within very low permeability rock the gas does not easily flow. Therefore, to access and produce commercial amounts of natural gas multiple horizontal wells are drilled and hydraulically fractured. The number of horizontal wells will vary depending on the geology and gas properties, however, with multiple wells from one well-site and potentially multiple well-sites within a Petroleum Exploration and Development Licence this could provide criteria for when a production project is nationally significant."

It is unlikely that an individual site (or pad) would be of "national significance", irrespective of the number of wells. The point at which a multi-pad scheme would be nationally significant would differ from site to site, and there would need to be some kind of preventative measure to stop sites over a wide geographical area being bundled together as one NSIP application when they are not actually part of the same development.

- c. The estimated volume of recoverable gas from the site(s)
- d. The estimated production rate from the site(s), and how frequently (e.g. daily, monthly, annually or well lifetime)

Answer:

It is considered that the volume of resource/production is the best indicator as to whether a scheme is of national significance. However, there are serious concerns given the inherent uncertainty with 'estimated' volumes, be it recoverable volumes or production rates, which could be manipulated to be in/out of the NSIP process.

- e. Whether the well-site has/will require a connection to the local and/or national gas distribution grid.

Answer:

A well site, or sites, not connected to the grid may well have greater impacts, particularly in respect to ongoing traffic movements, although these would be local impacts and should be considered as part of the normal application planning process. Connection to the grid may indicate a larger and more significant scheme, though it might just be because there is a grid connection near to the proposed development site. It is considered that this would not be a useful criteria for determining national significance.

- f. Requirement for associated equipment on-site, such as (but not limited to) water treatment facilities and micro-generation plants.

Answer:

Once again, these are considered to be local impacts and should be considered as part of the normal application planning process. With regard to generation, there are plenty of natural gas sites (coal mine methane) within the region that include micro-generation 1-2MW per engine and up to three engines at some sites. These sites are clearly not nationally significant, so it is suggested that there would need to be a MW threshold set reasonably high, such as 50MW (although this would trigger the NSIP process itself anyway).

g. Whether multiple well-sites will be linked via shared infrastructure, such as gas pipelines, water pipelines, transport links, communications, etc.

Answer:

The likelihood of multiple sites all being linked under a single application are unlikely and each multiple site would have been assessed separately as part of the normal planning application process. If a proposed multiple site is to be linked to an already approved multiple site, then the required connection implications could be considered as part of the normal planning application process.

h. A combination of the above criteria – if so please specify which

i. Other – if so please specify

Answer:

No further comment.

Q4. Please provide any relevant evidence to support your response(s) to Question 3.

Answer:

As set out in Q3 above.

Q5. At what stage should this change be introduced? (For example, as soon as possible, ahead of the first anticipated production site, or when a critical mass of shale gas exploration and appraisal sites has been reached).

Answer:

It is not considered that the change should be introduced at all, for the reasons set out above. In addition, at this stage it is unknown whether there is economically recoverable shale gas available.

Q6. Please provide any relevant evidence to support your response to Question 5.

Answer:

No further comment.

Council Report

Overview and Scrutiny Management Board – Wednesday 17 October 2018

Title

Outcomes from the Improving Lives Select Commission Workshop Session – Complex Abuse Investigation.

Is this a Key Decision and has it been included on the Forward Plan?

No

Director Approving Submission of the Report

Assistant Chief Executive

Report author(s):

Caroline Webb, Senior Advisor (Scrutiny and Member Development)
01709 822765

Ward(s) Affected

All

Executive Summary

The briefing paper (attached as Appendix 1) outlines the outcomes and recommendations from the workshop session held by members of Improving Lives Select Commission on 24 April 2018. The purpose of the workshop was to seek assurance and further understanding of the extent to which agencies are working effectively together to address complex abuse.

The recommendations from the workshop are outlined in Paragraph 9 of Appendix 1.

Improving Lives Select Commission considered the report at its meeting on 18 September. It recommended that the report and recommendations be submitted to Overview and Scrutiny Management Board and from there, presented to a future Council meeting for information to share the findings with the wider membership. The Cabinet will be required to respond formally to the recommendations and indicate agreement or otherwise, what action, will be taken to implement the recommendations, along with details of timescales and accountabilities.

Recommendations

- 1) That the report and recommendations, as outlined in Paragraph 9 of Appendix 1, be approved.

- 2) That OSMB forwards the scrutiny review to Council for its consideration;
- 3) That the response of Cabinet and Partners to the recommendations be fed back to this Committee.

List of Appendices Included

Appendix 1: Outcomes from the Improving Lives Select Commission Workshop Session – Complex Abuse Investigation

Background Papers

None

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Improving Lives Select Commission – 18 September 2018.

Council Approval Required

No

Exempt from the Press and Public

No

Improving Lives Select Commission
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1.	Date of meeting:	18 September 2018
2.	Title:	Outcomes from the Improving Lives Select Commission Workshop Session – Complex Abuse Investigation.
3.	Directorate/Agency:	Assistant Chief Executive's Children and Young People's Services

4 Attendance

Present: Councillors Beaumont; Clark (Chair); Cooksey; Cusworth; Eliot; Jarvis; Khan; Senior and Turner, Julie.

Apologies: Councillors Brookes, Hague; Marles; Pitchley and Short

5 Purpose of this briefing

- 5.1 This briefing note outlines the outcomes of the workshop session held by members of Improving Lives Select Commission on 24 April 2018 to understand the Complex Abuse Investigation.

6 Background

- 6.1 At its meeting of 13 March 2018, the Commission considered a report on Complex Abuse Processes. The report outlined that complex abuse procedures are used in cases where there are believed to be issues of connected, organised or multiple abuse of children. There is an ongoing large scale Complex Abuse Investigation in Rotherham which commenced in early 2017.
- 6.2 Following this meeting, Cllr Maggi Clark as the chair of the Commission, requested that a workshop session be held to enable Members to seek assurance and further understanding of the extent to which agencies are working effectively together to address complex abuse. This was held on Tuesday 24 April 2018.
- 6.3 The Commission thanks the following officers for their co-operation with the planning and delivery of the workshop.
- Emma Wheatcroft, South Yorkshire Police
 - Sam Davies, Rotherham Clinical Commission Group
 - Vicky Schofield, Head of First Response, CYPS
 - Mel Meggs, Deputy Strategic Director, CYPS (Apologies received)
 - Phil Morris, Business Manager, Rotherham Local Safeguarding Children's Board (LSCB) (Apologies from Christine Cassell, Independent Chair)

7 The following key issues were discussed:

- 7.1 In what circumstances were complex abuse procedures used?
- Officers detailed that complex abuse procedures are used in cases where there are believed to be issues of connected, organised or multiple abuse of children. This may occur where multiple children (across more than one sibling group) are

abused by a single perpetrator or when multiple, connected perpetrators are involved in abusing children in some “organised” way. Complex abuse investigations are governed by the same legislative principles as all other investigations of child abuse (Section 47, Children Act 1989 and Working Together to Safeguard Children Guidance¹). The local authority therefore has a statutory duty to investigate where there are reasonable grounds to believe that children are suffering or likely to suffer significant harm, taking all necessary action to ensure their welfare as a result.

- A feature of the current investigation was the significant number of children and young people who were experiencing neglect. Examples were given of children and young people from a number of inter-related families being left hungry or dirty, without adequate clothing, health care or supervision. The neglect also extended to children being put in danger or not protected from physical, sexual or emotional harm.
- It was noted that the effects of neglect can have a wide-ranging, long term impact on the physical, psychological and emotional well-being of the child or young person. While its impact can be particularly damaging in the first 18 months of life, harm is also understood to be cumulative with poorer outcomes across a range of developmental milestones for those experiencing neglect.

7.2 Which agencies were involved and at what level?

- The inquiry was instigated following the conclusion of a related police investigation into substance misuse and suspected child sexual exploitation. It commenced in January 2017 in line with the Rotherham Local Safeguarding Children Board Complex Abuse Procedure. Colleagues from South Yorkshire Police, Rotherham CCG (Clinical Commissioning Group) and Rotherham LSCB outlined their respective responsibilities under the procedure, giving examples of how they worked together to identify and investigate this type of abuse.
- Details were given of the strategic group which was set up in late 2016. The group had high level representation from relevant agencies, with agreed parameters and terms of reference, timescales of the enquiries/investigation and routes of accountability for the investigating team.
- Members asked for further details of the Operational Group established in March 2017. It was explained that the team was established which had the necessary training, expertise and objectivity to manage and conduct on a day to day basis the criminal investigations and/or Section 47 Enquiries. The group was also responsible for the deployment of staff and resources for the investigation and the subsequent ongoing care and safeguarding of the children. The group ensures that there are clear protocols in place, including a consistent strategy for sharing information appropriately and confidentially with other agencies not represented on the strategic and operational groups. Operational briefings are issued on a weekly basis outlining key developments and issues.
- Prior to this investigation, Rotherham had already established a Multi-Agency Safeguarding Hub (MASH)² to support multi-agency information sharing, decision making and responses to child safeguarding concerns, with key staff from partner agencies co-located. The MASH operates in a secure fire-walled environment with access to their agency’s electronic data, who research, interpret and determine

¹ Since this workshop was held the refreshed Working Together to Safeguard Children guidance was published in July 2018.

² Involving staff from Rotherham Metropolitan Borough Council (RMBC), South Yorkshire Police (SYP), the Rotherham Clinical Commissioning Group (CCG), The Rotherham NHS Foundation Trust (TRFT) and Rotherham, Doncaster and South Humber NHS Trust (RdaSH)

appropriate information sharing in relation to children, young people (and vulnerable adults) at risk of immediate and / or serious harm. Having co-located staff meant that once the decision to proceed to the complex abuse investigation had been made, the response was co-ordinated quickly and efficiently.

7.3 How did other agencies/ part of the council which do not directly have safeguarding powers (e.g. housing, licensing or enforcement services) contribute to the investigations?

- Further details were provided of the bespoke social care team and the type of work undertaken to coordinate activity with relevant agencies. Links with community based workers and groups were highlighted as well as the close working with police and housing providers. The complex abuse investigations were focussed on a number of inter-related families who had moved to Rotherham in recent years. This had brought specific challenges in terms of language and cultural awareness. Examples were given how these were addressed by workers from different agencies.
- Examples were sought about how other agencies and Council services who sit outside social care were involved (e.g. housing, revenue and benefits, licensing or enforcement services). Instances were given of co-operation and information sharing which had assisted investigations positively.
- In respect of referrals, it was explained that prior to the complex abuse investigation being enacted, referrals were coming through from individual workers across different agencies (for example health visitors, schools or children centres), but the significance or connectivity of the cases had not been fully recognised. There was also 'soft' intelligence which had been taken in isolation rather as part of the wider picture and whilst a police operation had been enacted this had not led to the evidential thresholds for criminal proceedings to be met. A subsequent review into the police operation uncovered a level of childhood neglect present in their enquiries which resulted in the use of mapping process which identified the connectivity between some current casework that was being managed as individual cases and the potential of a wider group of children experiencing a similar pattern of significant harm. The partnership agreed that this constituted a complex abuse investigation. The investigation then took a proactive approach to identifying all known children who could be at risk and ensuring they were subject to child protection assessment and planning. This is significantly different to day to day practice which requires a referral for an investigation to be commenced.
- Assurance was given that there were good lines of communications and intelligence was shared appropriately. Members questioned how this worked in practice and sought examples of multi-agency working, particularly drawing on how referrals from different agencies were used and escalated. It was raised that poor dental health in children was often an indicator of parental neglect, however there had been relatively few referrals from dentist or dental health professionals.
- It was noted that links were developing with the Department for Work and Pensions and Border Agencies and Courts, to share information when children leave or return to the area. This was an emerging relationship and given there was no 'template' for this type of working, staff had to come up with innovative and flexible ways of engaging with families and agencies. Although good examples of joint working were given, the legal system face challenges to understand the wider context of the complex investigations and respond to the escalating risk of flight which may require rapid intervention. This was subject to ongoing dialogue and representations to ensure children were safeguarded.
- An overview was given of the work undertaken with other police forces in the UK and European judicial agencies to identify and track the criminal history of non-British nationals. Information sharing protocols had been developed which were

thought to be working well although these were subject to constant review and refinement. These processes would be monitored particularly in light of exiting the European Union in 2019.

7.4 What was the impact of the investigations on referrals to social care?

- As a result of the inquiry, there had been a significant rise in children experiencing a social care intervention. The volume of cases related to the investigation had placed considerable pressure on all agencies involved. There had also been a rise in the number children being taken into care or going through care proceedings and children being placed on a child protection plan. The officers also highlighted that a number of families were receiving early help services. Assurances were given that actions taken were appropriate to safeguard children and were decisions were made in the best interest of the child.
- As with other children in care, every effort was made to keep placements within the borough or within close proximity. It was outlined that there were no greater levels of placement disruption for this group of children compared with other looked after children. Foster carers were made aware of the issues experienced by the children and young people so that they could work appropriately to support them.

7.5 Engagement with Early Help Services

- Assessments of capacity to protect/achieve and sustain change were now routinely undertaken which would inform the course of action undertaken for each family. Many of the families involved in the investigation had engaged superficially with Early Help services; however despite these interventions the adults had not always demonstrated the capacity to protect their children from harm. In these instances, cases had been stepped up appropriately. In those cases where families were assessed that there was capacity to change, ongoing support was provided from early help to build resilience to improve parenting and to access education, health care, decent housing etc.
- It was noted that school attendance for the children and young people involved in the investigation had been problematic. There was greater consistency in the way that schools now followed the procedure to track attendance and report children who are missing.
- Protocols had been developed for missing alerts for transient families with examples given of joint working with the Border Agency. It was noted that there is no single system to record and share information nationally about children who go missing in place.

7.6 Will the changes to the General Data Protection Regulation (GDPR) have any impact on information sharing?

- It was reported that the changes to the Data Protection Act 2018 and GDPR should not act as a barrier to practitioners and agencies to share information appropriately if its purpose is to identify and provide appropriate services that safeguard and promote the welfare of children. As with current procedures, whilst consent should be sought wherever possible, there will be circumstances when it is not appropriate to seek consent, because the individual cannot give consent, or it is not reasonable to obtain consent, or because to gain consent would put a child's or young person's safety at risk. However, the roll-out of the new GDPR would be monitored to see if there are there is any adverse impact on agencies sharing information.

- Questions were asked about how information was shared with ward members about community engagement and disruption activities which may be taking place locally. It was suggested by the Committee that local ward members should be alerted in line with existing operational protocols and on a 'need to know' basis if these activities were taking place so they could signpost residents appropriately and ensure that information and intelligence pertaining to the investigation was passed on.

7.7 How is the voice of the child captured in these investigations?

- Examples were given of some of the difficulties attached to capturing the voice of the child, particularly in circumstances when the parents or carers were not fully or openly engaging with the process. The practice guidance reiterated the importance of correlating evidence from a variety of sources including observing the child in different settings and speaking to them on their own. In some circumstances further disclosures had been made once the child had been removed and placed in safety.

7.8 How was this work viewed in the recent OFSTED inspection?

- The recent OFSTED inspection reported positively of the work undertaken to help reduce risk, effective planning and tenacious social work practice working with families, many of whom do not want to engage. Members asked for further details of how the lessons and learning arising from the complex abuse process are implemented to improve safeguarding practice. Assurance was given that learning was shared and applied with case audits undertaken by the LSCB and as part as 'routine' improvement practice. OFSTED had flagged Rotherham as an exemplar of good practice in how it had undertaken this work.
- In particular, the learning relates to the way key agencies work with vulnerable children who move between local authority areas and across international borders. Specifically, procedures have been implemented around the sharing of information between agencies in different countries. Processes in relation to the identification of missing families have been developed (in order to address the issues about risk of flight during child protection processes), and skills and expertise in mapping large amounts of familial information (through the use of 'genograms') to aid assessment has increased significantly. More generally, the learning from this work is helping to strengthen social work assessments, in the context of accumulative information giving rise to concerns about children's safety.
- The practice guide for working with complex and mobile families was shared with Members which set out clear steps to follow to ensure a consistent approach is taken to investigation. Staff receive support and guidance through supervision to ensure that practice is embedded. This is corroborated through audits which had demonstrated consistent practice and good levels of information sharing and collaboration.

8 Conclusions

8.1 Having had the opportunity to question officers and partners, Members were assured that the Council and its partners working effectively within the prescribed policy for complex abuse investigations (CAI). In doing this, it was satisfied that:

- the powers available to investigate and address CAI and are these utilised fully;
- the support arrangements available for families at risks were adequate;
- there were good systems and processes in place, which were developing to meet changing circumstances;

- that there was good sharing of intelligence and learning within the Council and with its partners;
- the Council was working with other authorities appropriately.

8.2 Members also gained a better understanding of why OFSTED identified the work undertaken as part of the CAI as good practice in its recent inspection report.

8.3 The Chair thanked those present for the candid presentation and willingness to share this information to members of the Improving Lives Select Commission.

9 Recommendations

9.1 That this briefing be noted and the following recommendations be forwarded for consideration:

- That further investigations takes place to establish the low rate of neglect referrals from dental health services;
- That information is shared in line with existing operational protocols and on a 'need to know' basis with ward members for the purpose of signposting residents appropriately;
- That the appropriate agencies ensure that the GDPR does not act as a barrier to the appropriate sharing of information;
- That further representation is made by the LSCB to the CPS and relevant Court Services to raise the issue of how all agencies can take timely action to safeguard children at risk of flight;
- That a further update be submitted to Improving Lives Select Commission in 12 months' time.

10 Name and Contact Details

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KEY DECISIONS – FORWARD PLAN
1 October 2018 – 31 December 2018

This is formal notice under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 of Key Decisions due to be taken by the Authority and of those parts of the Cabinet meeting identified in this Forward Plan will be held in private because the agenda and reports for the meeting will contain confidential or exempt information as defined in the Local Government Act 1972.

Contact Information:-

Democratic Services
Riverside House
Main Street
Rotherham
S60 1AE

Email: james.mclaughlin@rotherham.gov.uk
Tel: 01709 822477

What is the Forward Plan?

The Forward Plan contains all the key decisions the Council expects to take over the next three months. It will be refreshed monthly and will give at least 28 days' notice of any Key Decisions and, if applicable, the Cabinet's intention to discuss an item in private. This gives you the opportunity to submit relevant documents to the decision maker concerning any individual Key Decisions and draws to your attention any relevant constitution process.

What is a Key Decision?

A Key Decision is one which is likely to:-

- relate to the capital or revenue budget framework that is reserved to the Council, or
- result in income, expenditure or savings of £400,000 or greater, or
- have a significant effect on two or more wards

A Key Decision can be made by the Cabinet. The Forward Plan also includes some matters which are not Key Decisions under the heading "Decisions which are not Key Decisions".

What does the Forward Plan tell me?

The plan gives information about:

- what key decisions are to be made in the next three months;
- the matter in respect of which the decision is to be made;
- who will make the key decisions;
- when those key decisions are likely to be made;
- what documents will be considered;
- who you can contact for further information

Who takes Key Decisions?

Under the Authority's Constitution, Key Decisions are taken by the Cabinet.

Key Decisions are taken at public meetings of the Cabinet. The Cabinet meets once a month on a Monday at 10.00am at the Town Hall, Rotherham.

Further information and Representations about items proposed to be heard in Private

Names of contact officers are included in the Plan.

If you wish to make representations that a decision which is proposed to be heard in private should instead be dealt with in public, you should contact Democratic Services by no later than five clear working days before the meeting. At the end of this document are extracts from the Local Government Act 1972 setting out the descriptions of information which may be classed as "exempt", and the definition of confidential information.

The members of the Cabinet and their areas of responsibility are:-

Councillor Chris Read	Leader
Councillor Gordon Watson	Deputy Leader and Cabinet Member for Children's Services and Neighbourhood Working
Councillor Saghir Alam	Cabinet Member for Corporate Services and Finance
Councillor Sarah Allen	Cabinet Member for Cleaner, Greener Communities
Councillor Dominic Beck	Cabinet Member for Housing
Councillor Emma Hoddinott	Cabinet Member for Waste, Roads and Community Safety
Councillor Denise Lelliott	Cabinet Member for Jobs and Local Economy
Councillor David Roche	Cabinet Member for Adult Social Care and Health

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
KEY DECISIONS TO BE TAKEN ON 22ND OCTOBER 2018								
CHILDREN AND YOUNG PEOPLE'S SERVICES								
Early Help Strategy Phase 2 & 3 Implementation	1 Aug 2018	To approve the proposals for the changes to the Early Help service following the 90 day consultation.	Children's Services and Neighbourhood Working	Relevant officers, members, stakeholders and the general public have been consulted	Report	Borough-wide	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk
DECISIONS THAT ARE NOT KEY DECISIONS TO BE TAKEN ON 22ND OCTOBER 2018								
REGENERATION AND ENVIRONMENT								
Modern Day Slavery	1 Sept 2018	To consider an update and to approve a transparency statement for the Council	Waste, Roads and Community Safety	Relevant officers, members and stakeholders	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Amendment to the General Enforcement Policy	1 Feb 2018	To amend the Council's General Enforcement Policy to include provisions relating to surveillance of social media and internet resources	Waste, Roads and Community Safety	Relevant officers and members	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
House to House Collections Policy	1 July 2018	To agree to consult on a House to House collection policy for the borough	Waste, Roads and Community Safety	Relevant officers, members	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
KEY DECISIONS TO BE TAKEN ON 19TH NOVEMBER 2018 OR LATER								
ADULT CARE, HOUSING AND PUBLIC HEALTH								
Strategic acquisition of six bungalows at Penny Piece Lane, North Anston	1 Oct 2018	To approve the HRA acquisition of six bungalows at Penny Piece Lane, North Anston	Housing	Ward Members, relevant officers, Cabinet Members	Report	Dinnington	Public report	Anne Marie Lubanski 01709 822397 annemarie.lubanski@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
ASSISTANT CHIEF EXECUTIVE								
Thriving Neighbourhoods – The Rotherham Neighbourhood Strategy 2018-2025	1 Sept 2018	To share the Thriving Neighbourhoods – The Rotherham Neighbourhood Strategy 2018-2025	Children's Services and Neighbourhood Working	Relevant officers, members and stakeholders	Report and appendices	Borough-wide	Public report	Shokat Lal 01709 822773 shokat.lal@rotherham.gov.uk
CHILDREN AND YOUNG PEOPLE'S SERVICES								
Child and Adolescent Mental Health Services (CAMHS) Section 75 Agreement (Extension)	8 Oct 2018	To renew the existing Section 75 Agreement for joint commissioning and a pooled fund for the provision of Child and Adolescent Mental Health Service (CAMHS)	Children's Services and Neighbourhood Working	Appropriate officers, Members and Stakeholders	Report	Borough-wide	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk
FINANCE AND CUSTOMER SERVICES								
September 2018/19 Financial Monitoring Report	1 Sept 2018	To note the current revenue and capital monitoring position and agree any required actions	Corporate Services and Finance	Relevant officers, members, and stakeholders	Report	Borough-wide	Public report	Judith Badger 01709 822046 judith.badger@rotherham.gov.uk
Medium Term Financial Strategy Update	1 Aug 2018	To consider the updated Medium Term Financial Strategy and recommend to Council that the update is approved	Corporate Services and Finance	Appropriate officers, Members, and Stakeholders	Report	Borough-wide	Public Report	Judith Badger 01709 822046 judith.badger@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
Rotherham Council Sex Establishment Policy	1 Sept 2018	To consider whether to recommend to Council consultation on proposals for more effective control of sexual entertainment venues through the adoption of Schedule 3 to the Local Government (Miscellaneous Provisions) Act 1982, and whether to consult on the introduction of a sex establishment policy.	Waste, Roads and Community Safety	Relevant officers, members	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
Bassingthorpe Farm: Update on Proposed Disposal of Land	1 Aug 2018	To agree the transfer of land to a Bare Trust	Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	Rotherham West, Wingfield, Rawmarsh	Public report with exempt appendices	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Swinton Town Centre redevelopment	1 Sept 2018	To consider the initial response received to the development brief, signing off of full development brief and approve requirements for the site.	Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	Swinton	Public report with exempt appendices	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
York Road, Eastwood	1 Sept 2018	To consider the initial response received to the development brief, signing off of full development brief and approve requirements for the site.	Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	Rotherham East	Public report with exempt appendices	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Submission of the Clean Air Zone Outline Business Case to the Joint Air Quality Unit	1 Sept 2018	The paper presents current information relating to the Clean Air Zone work.	Waste, Roads and Community Safety	Relevant officers, members and stakeholders	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Disposal of Land at Upper Wortley Road, Kimberworth	1 Apr 2018	To consider the recommendation to dispose of land	Jobs and the Local Economy	Relevant officers and members	Report and appendices	Keppel	Public report with exempt appendices	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
DECISIONS THAT ARE NOT KEY DECISIONS TO BE TAKEN ON 19TH NOVEMBER 2018 OR LATER								
CHILDREN AND YOUNG PEOPLE'S SERVICES								
Educational Attainment	1 Sept 2018	To share exam results (unvalidated) from summer 2018 for information	Children's Services and Neighbourhood Working	Schools, Strategic Education Board (RSEPB)	Report	Borough-wide	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk
FINANCE AND CUSTOMER SERVICES								
Business Rates Discretionary Relief Applications for Novacity Ltd. and Harthill with Woodall Community Association	1 Oct 2018	To consider the recommendations for new applications for Business Rates discretionary relief.	Corporate Services and Finance	Relevant officers, members, and stakeholders	Report	Borough-wide	Public report	Judith Badger 01709 822046 judith.badger@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
REGENERATION AND ENVIRONMENT								
Annual Food Plan and Enhanced pre inspection service offer for food businesses	1 Sept 2018	To introduce a chargeable pre-rating inspection service offer to food business	Waste, Roads and Community Safety	Relevant officers, members and stakeholders	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
KEY DECISIONS TO BE TAKEN ON 17TH DECEMBER OR LATER								
ADULT CARE, HOUSING AND PUBLIC HEALTH								
A new delivery model for Intermediate Care and Council Residential Care Homes	1 May 2018	To approve a new delivery model for intermediate care and Council residential care homes.	Adult Social Care and Health	Relevant officers, members and stakeholders	Report and appendices	Borough-wide	Public report with exempt appendices	Anne Marie Lubanski 01709 822397 annemarie.lubanski@rotherham.gov.uk
Delivery of bungalows on HRA sites using modern methods of construction	1 Oct 2018	To approve a business case to deliver MMC bungalows	Housing	Ward Members, relevant officers, Cabinet Members	Report	Hoover and Valley	Public report	Anne Marie Lubanski 01709 822397 annemarie.lubanski@rotherham.gov.uk
Housing Related Support, Children, Young People pathway tender	1 Oct 2018	Permission to tender and award a contract	Adult Social Care and Health	Relevant officers, members and stakeholders	Report	Borough-wide	Public report	Anne Marie Lubanski 01709 822397 annemarie.lubanski@rotherham.gov.uk
Review of non-residential charging policy	1 Oct 2018	To review the non-residential charging policy	Adult Social Care and Health	Relevant officers, members and stakeholders	Report	Borough-wide	Public report	Anne Marie Lubanski 01709 822397 annemarie.lubanski@rotherham.gov.uk
CHILDREN AND YOUNG PEOPLE'S SERVICES								
South Yorkshire Regional Adoption Agency	1 Aug 2018	To seek agreement to proceed with the revised Business Case for the SYRAA	Children's Services and Neighbourhood Working	Appropriate officers, Members and Stakeholders	Report	Borough-wide	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk
Proposal to make prescribed alterations to the Willows School.	1 Oct 2018	To approve a period of statutory consultation on proposed prescribed alterations to the Willows School.	Children's Services and Neighbourhood Working	All stakeholders by public notice.	Report	Borough - wide	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
Proposal to increase capacity at Aston Academy through basic need funding.	1 Oct 2018	That subject to a successful planning application, approval be granted to the proposal to allocate £3.8m capital to increase capacity by 150 places at Aston Academy by the installation of additional classroom space to accommodate future pupil numbers and to replace temporary classrooms currently on site.	Children's Services and Neighbourhood Working	Constituency MPs, Local Ward Members, Parish Councils, Governors, local schools and parents/carers have been consulted between 18 May and 29 June 2018.	Report and Appendix – summary of consultation responses.	Holderness, Brinsworth and Catcliffe.	Public report	Jon Stonehouse 01709 334162 jon.stonehouse@rotherham.gov.uk
FINANCE AND CUSTOMER SERVICES								
Review of Polling Places 2019	8 Oct 2018	To seek a recommendation to Council for approval of the commencement of a statutory review of polling districts and polling places within the borough	Corporate Services and Finance	Ward members, parish councillors, MPs, and local political parties, other interested persons or groups, including local disability groups	Report	Borough-wide	Public report	Judith Badger 01709 822046 judith.badger@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
Community Energy Switching Scheme	1 Sept 2018	To consider the development of a Community Energy Switching Scheme	Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	Borough-wide	Public report with exempt appendices	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Council Environmental and Energy Policy	1 Sept 2018	To adopt the policy	Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Statement of Licensing Principles (Licensing Act)	1 Aug 2018	To review and to recommend to Council the approval of the Statement of Licensing Principles, as required under the Licensing Act 2003	Waste, Roads and Community Safety	Relevant officers, members, stakeholders, public	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk
Statement of Licensing Principles (Gambling Act)	1 Aug 2018	To review and to recommend to Council the approval of the Statement of Licensing Principles, as required under the Gambling Act 2005)	Waste, Roads and Community Safety	Relevant officers, members, stakeholders, public	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
DECISIONS THAT ARE NOT KEY DECISIONS TO BE TAKEN ON 17TH DECEMBER 2018 OR LATER								
ASSISTANT CHIEF EXECUTIVE								
Council Plan Q2 Performance Report	1 Oct 2018	To report on the Council's performance against the Corporate Plan for quarter 2 in 2018/19.	All Portfolios, Lead Portfolio – Corporate Services and Finance	Appropriate officers, Members and Stakeholders	Report and appendices	Borough-wide	Public report	Shokat Lal 01709 822773 shokat.lal@rotherham.gov.uk
Update from Spotlight Review following the Ofsted Inspection of Adult Community Learning	1 Oct 2018	To respond to recommendations made by the Overview and Scrutiny Management Board and provide an update on the provision now being delivered by the college.	Adult Social Care and Health	Appropriate officers, Members and Stakeholders	Report and appendices	Borough-wide	Public report	Shokat Lal 01709 822773 shokat.lal@rotherham.gov.uk
Update on Children's Commissioners Takeover Challenge Scrutiny Review: Work Experience.	1 Oct 2018	To respond to recommendations made by the Overview and Scrutiny Management Board and to report back to the Overview and Scrutiny Management Board and Youth Cabinet.	Children and Young People's Services and Jobs and the Local Economy	Appropriate officers, Members and Stakeholders	Report and appendices	Borough-wide	Public report	Shokat Lal 01709 822773 shokat.lal@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
Asset transfer Lease of greenspace at School Lane, Parkgate to Rotherham United Community Sports Trust	1 Oct 2018	To agree proposed transfer of the lease of greenspaces from in zone Yorkshire to RU Community Sports Trust	Greener, Cleaner Communities	Relevant officers, members, stakeholders, public	Report	Borough-wide	Public report	Damien Wilson 01709 823815 damien.wilson@rotherham.gov.uk

LOCAL GOVERNMENT ACT 1972 SCHEDULE 12A
ACCESS TO INFORMATION: EXEMPT INFORMATION
PART 1
DESCRIPTIONS OF EXEMPT INFORMATION: ENGLAND

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes –
 - a. to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - b. to make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

PART 2
QUALIFICATIONS: ENGLAND

Paragraphs 1-8 repealed.

- 9 Information is not exempt information if it relates to proposed development for which the local planning authority may grant itself planning permission pursuant to regulation 3 of the Town and Country Planning General Regulations 1992.
- 10 Information which –
 - a. falls within any of paragraphs 1 to 7 above; and
 - b. is not prevented from being exempt by virtue of paragraph 8 or 9 above, is exempt information if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information

LOCAL GOVERNMENT ACT 1972
SECTION 100A(3) – DEFINITION OF CONFIDENTIAL INFORMATION

Confidential information means –

- a. information furnished to the council by a Government department upon terms (however expressed) which forbid the disclosure of the information to the public; and
 - b. information the disclosure of which to the public is prohibited by or under any enactment or by the order of a court;
- and, in either case, the reference to the obligation of confidence is to be construed accordingly.