

ORANGE BOOK FOR INFORMATION

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

Date: Wednesday, 25th July, 2018

Time: 2.00 p.m.

A G E N D A

1. Health Select Commission (Pages 1 - 10)
2. Improving Lives Select Commission (Pages 11 - 21)
3. Improving Places Select Commission (Pages 22 - 26)
4. Overview and Scrutiny Management Board (Pages 27 - 96)
5. Reports for Information (Pages 97 - 100)

HEALTH SELECT COMMISSION
14th June, 2018

Present:- Councillor Evans (in the Chair); Councillors Albiston, Andrews, Bird, Cooksey, R. Elliott, Jarvis, Marriott and Rushford, Vicky Farnsworth and Robert Parkin (Rotherham SpeakUp).

Apologies for absence:- Apologies were received from Short, Taylor and Williams.

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

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

1. NEW MEMBERS

The Chair welcomed Councillors Albiston and Cooksey to their first meeting of the Select Commission. Councillor Taylor was also a new Member but had submitted his apologies for the meeting.

2. VICKY FARNSWORTH

The Chair reported that this would be Vicky's last meeting of the Select Commission.

The Chair thanked Vicky for her valuable contributions to the meetings.

3. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at the meeting.

4. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no members of the public and press present at the meeting.

5. MINUTES OF THE PREVIOUS MEETING

Consideration was given to the minutes of the previous meeting of the Health Select Commission held on 12th April, 2018.

Resolved:- That the minutes of the previous meeting held on 12th April, 2018, be approved as a correct record.

Arising from Minute No. 84 (Urgent and Emergency Care Centre Update), it was noted that the Chief Officer had confirmed that Care UK had had the contract for 5 years but had chosen not to renew it as the company was looking to refocus their business. There had not been any financial penalties.

Arising from Minute No. 86 (South Yorkshire, Derbyshire, Nottinghamshire and Wakefield Joint Health Overview and Scrutiny Committee Update), it was noted that the Committee had met on 12th June at which updates had been submitted on Hyper Acute Stroke Care and the implementation of changes to Children's Surgery and Anaesthesia.

Although planning was continuing for the changes to Hyper Acute Stroke agreed by the Joint Committee of Clinical Commissioning Groups last year, the outcome of an appeal hearing on 25th June to have a Judicial Review was awaited.

Designation visits to ensure hospitals would meet the required specification for Children's Surgery and Anaesthesia had been completed. Hospitals had action plans they were working on. Implementation of the changes should have commenced in quarter one but would now be from quarter 3. Clinical Working Groups had been developing the care pathways and most had now been signed off. Further information had been requested from the NHS.

The update from the JHOSC on the Hospital Services Review would be considered under Minute Nos. 99 and 100.

Councillor Roche, Cabinet Member, Adult Social Care and Health, reported that, with regard to the Hyper Acute Stroke Unit, he had formally complained to the Clinical Commissioning Group and Sir Andrew Cash with regard to the lack of formal consultation.

6. DIRECTOR OF PUBLIC HEALTH ANNUAL REPORT "THE HEALTH AND WELLBEING OF THE WORKING AGE POPULATION"

Terri Roche, Director of Public Health, introduced the 2017 independent annual report with the aid of a powerpoint presentation together with Gill Harrison, Public Health Specialist.

The 2015 and 2016 annual reports had been the first 2 in a series of 3 planned annual reports that worked through the life course, focussing on key health issues at different stages of life.

Living well was important for individuals and the population as a whole to ensure a good quality of life throughout the life course. Living a healthy life could increase life expectancy and making the right life choices could reduce the likelihood of premature death and suffering certain long term conditions.

The 2017 annual report focussed on living and working well and was broken down into chapters on:-

- Mental Health, Wellbeing and Loneliness
- Dealing with Drug and Alcohol Misuse

- Tackling the Issue of Domestic Abuse
- Looking after Sexual Health
- Towards a Smoke-free Generation
- Addressing Obesity
- Physical Activity
- Long Term Conditions
- Environments and Health
- Cancer Screening
- Flu Vaccination
- Making Every Contact Count
- Work and Health

The key recommendations in the report were:-

- Work and health in partnership – to help more people back into work with stronger health and employment connectivity with links to emotional wellbeing. Continue to deliver the Workplace Wellbeing Charter for those in work
- Making Every Contact Count (MECC) – working with partners to deliver MECC (Healthy Chats) which was a key component of the Rotherham Integrated Health and Social Care Strategy
- Mental Health – Public Health to lead on the implementation of the Better Mental Health For All Strategy with a specific focus in year one on Suicide Prevention and Five Ways to Wellbeing
- Physical Activity – Public Health will work with the Team Rotherham Partnership to increase physical activity across Rotherham using opportunities such as the Authority's award winning parks (green spaces), promoting active travel and working the Planning Department to develop obesogenic environments
- Continue to deliver on South Yorkshire and Bassetlaw wider partnership to deliver on the Health and Social Care Plan

Discussion ensued on the report and presentation with the following issues raised/clarified:-

- Possible correlation between the loss of heavy industry and the increase in men's life expectancy
- Decline in women's healthy life expectancy
- Lack of control over online gambling
- Clarification required as to whether the 27.2% not in work referred to those who had illnesses or those who were long term unemployed

- Other reasons for numbers of domestic abuse incidents increasing besides more reporting and changes to recording
- Intention to work with Children's Services and partners to look at Adverse Childhood Events – it was known that events such as domestic abuse and neglect in children's early years had a massive impact on them not just physically but also psychologically
- The measure for healthy life expectancy was based on a national annual survey where a number of the population were asked whether they were in good or bad health. It was the same questions across the whole country
- Although not perfect the BMI (Body Mass Index) measure was the most accurate and acceptable one to the population
- There was still research to take place as to the effects of e-cigarettes and there was no legislative control over them as there was for passive smoking
- Work was being carried out on perinatal mental health. There was emerging research about the stress affecting the development of the unborn baby
- Addressing long-term methadone use as in the past the Drug Strategy had focussed on maintenance but work was now taking place on persuading users the best thing for them was to be drug free
- The Specialist Misuse Service had been commissioned to deal with any drugs and not just opiate based drugs
- Children's Services did a lot of work identifying domestic abuse and work was taking place with Housing Officers
- Although an excellent service, early access to the Abortion Service was low by all age groups. Work was to take place to ascertain the reasons why and speak to Service users. There were 2 Abortion Services commissioned in Rotherham one of which also provided the service in Doncaster. There was a marked difference between the access in Doncaster to that of Rotherham
- Speakup worked with a number of women with learning difficulties who did not fully understand sexual health and contraception. The Sexual health Strategy Group did acknowledge this point and agreed that more work needed to be done with this particular cohort of the population

- Access through GPs to help stop smoking in pregnancy needs more work but the midwife should offer smoking cessation products or support
- Although it was felt that vaping had been responsible for a significant dip in the number of people smoking, reducing tobacco dependency would be the priority due to the other carcinogenic substances in cigarettes not just the nicotine. Currently it was not recorded how many people vaped.
- There was no regulation on take-away foods to include sugar, salt and fat content although work had been done elsewhere with restaurants to produce healthier dishes
- More work was needed with regard to parent education but it came down to funding and prioritisation. Training was carried out with Health Visitors about weaning and there was a Childhood Weight Management Programme for the whole family
- There was no powers under Planning Legislation with regard to fast food take-aways. The professional body of Directors of Public Health had lobbied the Government on this issue
- The Plan dealt with the symptoms but there was insufficient focus on prevention including Adverse Childhood Events
- Statistics to be provided with regard to treatment and recovery from cancers compared to the national average as well as at what point in the disease cycle people accessed care
- Until recently GPs had delivered the NHS Health Check Service. The Service had now been moved into Get Healthy Rotherham in an attempt to target the population groups most at risk
- Clarification sought as to whether adults with learning disabilities were still offered the flu vaccination
- MECC was being evaluated up and down the country. Every time training was carried out trainee contact details were taken and they were told they would be contacted on a regular basis and asked to submit an anonymised case study in terms of how MECC had been used and received. All the information submitted would be captured
- During the training it was made very clear that they were not expected to approach a member of the public and start asking them questions; if they brought up a health issue during conversation that was an opportunity to be taken advantage of

- MECC website included simple signposting with a location view of where services were located (national or local) in addition to self-care information.
- MECC training could be offered to Members
- The recommissioned Lifestyle Service focussed on the most deprived 5 areas – Rotherham East, Rotherham West, Boston Castle, Rawmarsh, Maltby and Wingfield Valley. It was acknowledged that there were significant areas of deprivation in other Wards but it was hoped that they would be picked up through the work of Thriving Communities and work with Members

The Chair thanked Terri and Gill for their presentation.

Resolved:- (1) That the annual report of the Director of Public Health be noted.

(2) That the recommendations within the report be supported with further feedback on the progress made on the detailed action plan submitted in due course.

(3) That illegal highs, in particular spice, be included within the Substance Abuse section of the Plan as a specific element.

(4) That the Select Commission ensures that Services take account of the Director of Public Health Annual Report in Service Planning and Delivery

(5) That the Sexual Health Strategy be submitted to the Select Commission in due course.

(6) That the Sexual Health Strategy include a specific element regarding education and communication to people with learning disabilities and those with barriers to communication.

(7) That the Director of Public Health discuss with colleagues in Children's Services the issue and impact of Adverse Childhood Events and health interventions as part of the Public Health agenda.

7. NOTES FROM HEALTH VILLAGE EVALUATION WORKSHOP

Janet Spurling, Scrutiny Officer, reported that a sub-group of 4 Members (Councillors Evans, Elliott, Jarvis and Short) had met to discuss the key findings and challenges from the final evaluation of the Health Village Pilot.

The aim of the sessions was to feed into the discussions about the best way of rolling out the integrated model across the rest of the Borough,

across localities with differing demographic profiles and health needs.

Arising from the notes of the meetings the following issues were raised that it was felt should be included in the outcome measures for the wider rollout:-

- Qualitative information
- Staff perception of how it was working in the multi-disciplinary teams
- Liaison and communication with carers
- Carer feedback
- Patient experience and catching user feedback

Resolved:- (1) That the report be noted.

(2) That the issues highlighted above be conveyed to the relevant officers.

(3) That the Select Commission continue to monitor progress on developing the Health Village and the roll out to the first Partnership Area during its work programme in 2018/19.

(4) That Members be included in the field trip visit to the Health Village, Care Co-ordination Centre and Single Point of Access.

8. IDEAS FOR HSC WORK PROGRAMME 2018-19

Janet Spurling, Scrutiny Officer, gave the following powerpoint presentation on the suggested 2018/19 work programme:-

Recap 2017/18 – “Big Five”

- Rotherham Integrated Health and Social Care Place Plan (IHSCP)
- Adult Social Care (development programme and performance)
- Learning Disability
- Mental Health (child and adolescent)
- Joint health scrutiny – NHS reconfiguration

Rotherham Integrated Health and Social Care Plan

- Prevention, self-management, education and early intervention
- Rolling out integrated locality working model – ‘The Village’ pilot
- New Integrated Urgent and Emergency Care Centre (July 2017)
- Further development 24/7 Care Co-ordination Centre
- Building a Specialist Re-ablement Centre

Plus

- Drug and Alcohol spotlight
- Refresh of Health and Wellbeing Strategy
- CCG Commissioning Plan and IHSCP refreshes
- Carers Strategy
- Access to GPs

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- Care Homes
- NHS Trust quality accounts (annual) x 3
- Adult and Older People Mental Health Transformation
- Delayed Transfers of Care

Continuing from 2017/18

- “Big Five”
- Director of Public health – annual report
- Carers – links Adult Social Care Programme
- Monitoring reports past reviews
- Social and Emotional Mental Strategy
- Child and Adolescent Mental Health
- Joint Health Scrutiny – new proposals and implementation of service changes

Other Suggestions

- Autism Strategy
- Health and Wellbeing Strategy implementation
- Primary Care and implementation of GP Forward View
- RDaSH Estate – links to locality working
- Breathing Space – Respiratory Services
- Space for a couple of spotlight reviews on key issues that emerge through the year

Methods – for example

- Reports
 - Initial and HSC to decide if more work needed
 - Information/progress monitoring
- Presentations
- Reviews – spotlight or full
- Sub-groups
- Visits
- Service user/patient experience – case study or direct

A further suggestion made in terms of addressing health inequalities was to look at whether any specific targeted work was being undertaken in the Borough's most disadvantaged areas, geographic or communities of interest.

Resolved:- (1) That the final draft work programme be submitted to the July Select Commission meeting subject to endorsement by the Overview and Scrutiny Management Board.

(2) That sub-groups continue to scrutinise the Quality Accounts and performance of 3 NHS Trusts.

(3) That a sub-group be established to scrutinise Adult Social Care performance data.

9. STAKEHOLDER BRIEFING FOR HOSPITAL SERVICES REVIEW

The Chair reported on the recent JHOSC meeting held on 12th June, 2018, at which the key points discussed included:-

- The Hospital Services Review was an independent review. The final report and recommendations would be discussed by the Clinical Commissioning Groups individually at their Governing Body meetings during June and July who may or may not accept the recommendations
- The focus was on sustainable acute hospital services and covered the 5 specialities that had emerged as ones where most impact could be made
- Challenges:
 - Workforce shortages
 - To remove clinical variations in care so that whichever hospital a patient attended they would receive the same care
 - To make more of IT and new technology
- It was reiterated that there were no plans to close any hospitals and for most patients to continue having most of their hospital care in their local hospital
- Not expected to have any redundancies but possibly some new ways of working for some staff and the trade unions were involved
- The focus was on achieving change through greater collaboration between the hospitals in the first instance before thinking about service reconfiguration
- Review looked at options for each of the 5 specialities, tested them against set criteria and came up with recommendations
- A new Transport Reference Group was being set up to include a range of stakeholders including both ambulance services and the public
- A public leaflet would be out soon on the Hospital Services Review and they were developing easy read documents
- The review report, technical annexes and supporting papers were all available on the website at www.healthandcaretogethersyb.co.uk including details of consultation and public involvement to date
- Further update at the July meeting

This item would be included on future agendas.

10. HOSPITAL SERVICES REVIEW Q&A SHEET

Please see Minute No. 99.

11. REMEMBERING GRENFELL

The Select Commission observed a minute's silence in remembrance of those that lost their lives and the many others affected by the Grenfell tower fire last year.

12. ROTHERHAM HEALTHCARE RECORD

The Select Commission noted the leaflet, submitted for information, with regard to the Rotherham Healthcare Record.

13. DATE AND TIME OF NEXT MEETING

Resolved:- That a further meeting be held on Thursday, 19th July, 2018, commencing at 10.00 a.m.

IMPROVING LIVES SELECT COMMISSION
5th June, 2018

Present:- Councillor Cusworth (in the Chair); Councillors Allcock, Brookes, Clark, Elliot, Ireland, Jarvis, Khan, Marles, Pitchley, Price, Senior, Short and Julie Turner.

Councillor Watson was in attendance at the invitation of the Chair.

Apologies for absence were received from Councillors Beaumont, Hague and Jones (GROW).

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

1. DECLARATIONS OF INTEREST

Councillor Senior declared a non-pecuniary interest in Minute No. 137 (manager of a charity that works with post-abuse survivors and their families).

2. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no members of the public present at the meeting. The member of the press did not wish to ask any questions.

3. COMMUNICATIONS

Councillor Clark

The Chair wished to place on record the Select Commission's thanks to Councillor Clark for her work as Chair for the past 2 years and also her personal thanks for her help, support and mentoring.

New Members

The Chair welcomed Councillors Alcock and Price to their first meeting of the Select Commission.

Performance Sub-Group

Select Commission Members would be emailed seeking expressions of interest to be part of the newly established Performance Sub-Group.

Member Development

A training session was being held on Thursday, 7th June 9.30 a.m.-12.30 p.m. on Domestic Abuse Awareness a subject that the Commission had taken a great interest in in terms of its previous work programme.

Corporate Parenting Panel

It was noted that Councillor Jarvis was now a member of the above Panel and would be reporting back to the Select Commission.

4. MINUTES OF THE PREVIOUS MEETING HELD ON 24TH APRIL, 2018

Consideration was given to the minutes of the previous meeting of the Improving Lives Select Commission, held on 24th April, 2018 and matters arising from those minutes.

Arising from Minute No. 129 (Ofsted Single Inspection Framework Recommendations), it was noted that a copy of the 8 specific additional actions for the Looked After Children Service had not been circulated to the Select Commission as agreed.

Resolved:- (1) That the minutes of the previous meeting of the Improving Lives Select Commission, held on 24th April, 2018, be approved as a correct record, for signature by the Chairman.

(2) That the Assistant Director Early Help & Family Engagement ensure that the Select Commission was provided with the 8 specific additional actions for the Looked After Children Service had not been circulated to the Select Commission as agreed at the previous meeting.

5. BARNARDO'S REACHOUT SERVICE UPDATE

In accordance with Minute No. 62 of the meeting held on 4th July, 2017, an update was submitted of the key areas of service delivery and responses to the recommendations of the meeting. The full ReachOut report March 2018 was submitted as Appendix 1 together with the summary report of the Year 2 evaluation of the Service undertaken by the University of Bedfordshire (Appendix 2).

Marie Harris, Barnardos, and Di McLeish, Independent Evaluator, was also present to answer any questions.

The report highlighted:-

- The number of individual referrals
- Train the Trainer, 'Real Love Rocks' (RLR)
- Work with Schools
- Outreach
- Taxi Driver Training
- Lesbian, Gay, Bisexual, Transgender Queer (LGBTQ) – Safe Zone
- Engagement with Children from Black, Asian, Minority Ethnic and

Di McLeish gave a brief resume of the evaluation work that had taken place capturing the outcomes for/the feedback from young people which had resulted in a database of over 1,000 participants. ReachOut was delivered in most of Rotherham's primary and secondary schools with very positive feedback from both students and teachers. The Train the Trainer programme had been developed in order to support staff within schools to deliver the programme themselves and make the project more

sustainable. The recent evaluation had shown that approximately 50 members of staff had participated in the training.

Discussion ensued with the following issues raised:-

- There was no waiting list of schools as all schools who had requested Train the Trainer training had been addressed. The schools not engaged with the initiative had chosen not to participate. The majority of schools had been visited over the last 2 years and all those that were interested in taking part had completed it
- There had been a decrease in referrals from the Education sector from 24% in 2016 to 17% in 2017. Nationally there were quite low levels of referrals from schools which would suggest that parents went to their GP, CYPS or may be referred as part of a multi-agency arrangement. When Barnardos carried out the Real Love Rocks work in schools in Year 1 greater number of referrals had been received; what was being seen now was the expected level of referrals as well as the impact of the work by Early Help
- There was a lack of referrals from health providers but Rotherham was not unique in this situation
- It was hoped to include a CAMHS Worker in the Barnardo's building
- 2 members of the Commissioning Team would be based within the CCG one day a week
- A Community Engagement Worker had been employed to work with the Black, Asian, Minority Ethnic and Refugee (BAMER) community and supporting efforts to forge links between the community and Barnardo's. It was also planned to apply for internal funding from Barnardo's to develop the work further
- ReachOut had carried out a lot of work with the Roma community which had been identified as a key priority earlier on
- The roll out of the Real Love Rocks initiative was very work intensive so there had not been opportunity to pursue or ascertain why a school had not engaged with the initiative
- The lack of engagement by some schools could be looked at in the next phase of evaluation
- There had been relatively few self-referrals and referrals from family members but it was difficult to ascertain the reasons for this

- ReachOut had attempted to address the issue of self-referrals by maintaining a presence in the community and undertaking outreach work (via a bus). Whilst the engagement had been successful it had not resulted in greater number of self-referrals
- Part of the issue was the definition of a self-referral which required 1:1 work. There were many young people who had informal support from ReachOut which was not counted as 1:1 support
- If Ward Members were notified of where the bus was going to be they could encourage families to visit
- Generic publicity material had been produced and displayed in the first year. In the second year efforts had been more targeted
- Barnardos were very clear from the outset when they spoke to children that the information may be shared as appropriate. Multi-agency meetings took place to share information and intelligence
- Managers and practitioners were part of the Police Intelligence Meeting as well as 2 ReachOut Workers based within the Evolve Team

Resolved:- (1) That the Barnardo's ReachOut Service update be noted.

(2) That a further update be submitted in 6 months including the University of Bedfordshire's independent evaluation of the project.

(3) That the full evaluation be submitted to the December 2018/January 2019 meeting of the Select Commission.

(4) That discussions take place with the Young Inspectors with a view to them carrying out work on the areas where the profiles and awareness were not as good as others or where the engagement with schools had not been as effective.

(5) That discussions take place with the Assistant Director for Schools with regard to including information within the newsletters about the Service

(6) That the lower levels of engagement with Health colleagues be raised at the Children and Young People and Families Partnership where Health colleagues attended.

6. CSE POST ABUSE SERVICES UPDATE

In accordance with Minute No. 62 of 4th July, 2017, Sean Hill, Commissioning Officer, Children and Young People's Services, and Rebecca McAlister, Strategic Commissioning Manager, submitted the actions taken to address the recommendations made at that meeting.

The Services had been commissioned in 2016 based on a 2015 Multi-Agency Needs Analysis. The contracts were let in 2016 and mirrored that analysis. 3 voluntary sector providers bid and were successful for those services.

In July 2017, an update was provided to the Select Commission on the commissioned services. A Service Review had been undertaken by Children's Commissioning Team between October and December, 2017, to quantify and understand the pressures on the services. These services were open to anyone who was a victim or survivor of CSE. It had demonstrated that joint work with the Adult Social Care Commissioning Team was vital to understand the broader context of service provision. The key findings were set out in the report submitted.

Victims and survivors had been directly engaged with and their views listened to as part of the Service Review with informal meetings held at GROW and Rotherham Abuse Counselling Service (RACS) to seek their views on the impact of the services and quality of support.

The CYPS Leadership Team had agreed the following longer term recommendations:-

- A whole system approach to commissioning support services be developed with partners (including the National Crime Agency, the Police and Crime Commissioner's Office and the Rotherham Clinical Commissioning Group) to avoid duplication, maximise resources and improve the Service user experience
- A needs analysis be undertaken to help inform the future commissioning of Services and to inform bids for external funding opportunities. The needs analysis will take an asset/strength based approach to find out "what matters" to victims and survivors to victims and survivors instead of "what's the matter". It would consider the accessibility of current support services (from all sections of the community) and draw together evidence and first-hand accounts of what works in helping victims and survivors begin to recover and build resilience. The needs analysis will help identify trends for support over the next 5 years
- Contracts for the post-CSE commissioned services were extended from 1st April 2019 to 30th September 2019 to allow for commissioning of a different service offer following the findings of the needs analysis and whole system mapping

There were some real significant funding pressures on the services and it was a very difficult situation for the service providers to manage. Without the funding to commission the services it was very difficult to address the need. A Service Improvement Partnership had been established to discuss the pressures as well as discussions with Adult Commissioning colleagues with regard to managing throughput.

The Chair commended the report but expressed disappointment that the mapping of all the provision across Rotherham, as requested last July by the Select Commission, was still missing.

Councillor Watson stated that it would have been hoped that the mapping of provision would have been carried out but again it was a question of capacity and the associated cost of post-abuse support which had not been met by Central Government.

It was noted that Sarah Champion MP had issued a press release demanding that the Government commit funding to support survivors of child sexual exploitation in the town.

The Chair also stated that the Commission had raised strong concerns with regard to the needs analysis being updated when the previous update was submitted in July, 2017. It was disappointing that it was still not in place.

Discussion ensued with the following issues raised:-

- There had been a delay in commissioning the needs analysis due to funding. Discussions were taking place as to whether it could be carried out inhouse or whether it should be an independent evaluation
- Consideration had not been given to bringing together not only the commissioned services but the identified non-commissioned services to submit a consortium bid although providers working together would be welcomed. The Service Improvement Partnership had been established with the current 3 commissioned services but would be willing to extend it to other providers
- There was concern of the anecdotal evidence of gaps in the post-trial support. Flexibility of service had been discussed with providers and what they could do with the funding that was available. However, if most emphasis was given on post-trial support then something would be lost elsewhere
- Acknowledgement that the situation may be vastly different from that currently known as the only data collected was from the 3 commissioned services
- Partners were now meeting and discussing the commissioned services

- Within a commissioning cycle a needs analysis would be carried out and a service recommissioned 12-18 months before a contract ended. The contract extension was to give extra capacity and time for questions and queries given the subject matter was very sensitive and highly political
- The commissioning timeline for the awarding of a tender for the needs analysis had slipped. Discussions were still taking place regarding the right method of conducting the analysis and whether it was felt the response from victims and survivors would be better if it came from a third party
- Acknowledgement that the 2015 needs analysis, completed with the involvement of a research partner, had been done as well as it could at the time with the information known. It had been unprecedented times with nothing to draw on in terms of best practice or guidance of what services might be required
- The recently established Commissioning Sub-Group came under the auspices of the Safer Rotherham Partnership and consisted of representatives from RMBC Adults Commissioning, Children's Commissioning, NHS CCG, Adult Safeguarding, Children Safeguarding, Safer Rotherham Partnership, Police and Crime Commissioner's Office and the National Crime Agency. Member involvement would be welcomed
- There had been no direct involvement in attempting to get other commissioning bodies around the table

Resolved:- (1) That the update on CSE Post-Abuse Services be noted.

(2) That a further update be submitted in 6 months' outlining the impact of the remedial actions and the progress made on the proposed joint commissioning of CSE Post-Abuse Services with representatives of the Rotherham Clinical Commissioning Group and RDaSH in attendance.

(3) That clarification be provided with regard to what action was to be taken with regard to the gaps around the post-trial support acknowledging that there were limits to the funding available.

(4) That Rotherham Council continues to lobby Central Government for some joined up funding.

(5) That an update be provided with regard to support for the wider family of victims and survivors.

(6) That the possibility of a consortium funding bid be explored.

7. CHILDREN & YOUNG PEOPLE'S SERVICES EDGE OF CARE PROVISION

In accordance with Minute No. 117 of the Cabinet/Commissioners' Decision Making Meeting held on 14th November, 2016, Jenny Lingrell, Acting Head of Service, Early Help, presented an update on the implementation of Edge of Care Services by the Children and Young Peoples' Services Directorate as follows:-

Family Group Conferencing (FGC)

- Launched in April 2017 and consisted of a FGC Co-ordinator and 3 Family Group Conference Practitioners. The size of the team was dictated by the funding that was made available. An additional practitioner was added to the team in December 2017
- The focus of the team was to work with families who had a Child in Need (CIN) plan particularly if risks were escalating. During the initial year following the service launch it had been necessary to be flexible and test work with families with a Child Protection Plan (CPP), families who were already in a Public Law Outline process and with Looked After Children where there may be an opportunity for a child or young person to return home
- 61 FGCs took place in the last financial year
- 25% of FGCs that did not take place during the 6 week timescale. These were families who required a longer period of time due to family dynamics and availability of family members when arranging a conference date
- Only 38% of referrals were allocated within 3 days

Edge of Care Team

- Was a multi-disciplinary team made up of practitioners who had complementary skills and experience developed through working with adults with complex needs as well as with families
- The Team had the skills to address behaviours linked to adult trauma and its impact and has, at its core weekly group, supervision with a consultant clinical psychologist
- In addition the Team Co-ordinator had monthly personal systemic supervision, the Team took part in monthly group supervision and an ongoing programme of systemic training
- The Team consisted of a Consultant Clinical Psychologist, a Team Co-ordinator (skilled in systemic family therapy), a Parenting Practitioner (who could deliver 1:1 outreach support), a Level 3 Social Worker and 3 Family Intervention Workers
- All referrals were made through the new Edge of Care Panel, a multi-agency Panel chaired by a Head of Service from Social Care, which met on a weekly basis
- 79 families were referred to the Panel between 26th September 2017 and the end of the financial year
- The Team was currently at full capacity

- It was estimated that the average cost for a child in care was £50,000
- 5 children had successfully moved home from foster care following an intervention by the Edge of Care Team with 2 more on caseload representing a full year saving of £350,000

Multi-Systemic Therapy (MST)

- MST was a shared service delivered in partnership by Rotherham and Barnsley Councils to support families where there was a risk that a child or young person would become looked after or go into custody
- The pilot arrangement had commenced in July 2014 for 10 young people. A formal agreement had been in place since April 2015
- All MST referrals were now allocated via the Edge of Care Panel
- MST was an evidence based programme and routine outcome measures recorded for each case
- Consistently difficult to achieve a positive outcome for education for young people on the MST caseload
- Learning from MST embedded in all Edge of Care work with close joint working with the lead Social Worker a requirement

Pause Rotherham

- Funding identified from the Early Help budget to set up a Pause Practice for a minimum of 18 months
- Each Pause Practice comprised a Pause Practice Lead, 3 Pause Practitioners and a Pause Co-ordinator
- The Team had capacity to work with between 20 and 24 women during the pilot phase
- The planning and implementation phase had been successful to date
- Pause Rotherham Board established and included broad multi-agency representation as well as a Rotherham Councillor

Discussion ensued with the following issues raised:-

- Multi-Systematic Therapy was separate intervention to Edge of Care but the principles of joint working was exactly the same between the 2. Much of the work would be completed by the Edge of Care practitioner; they were part of Early Help but had the additional layer of therapeutic intervention. There would be joint supervision whenever the Edge of Care Team worked with the Family Team Manager from the Edge of Care Team and Social Worker who would plan their work jointly so it was clear who was doing what within the timescales prescribed by the CPP
- The work fell into 2 categories with constant review to ensure the model responded appropriately:-

Adolescents - often these were situations where there may have been historical issues and, on becoming adolescents their behaviour prevented in a more challenging way. It was also known through “Right Child, Right Care” approach that the outcomes for a child that

went into the care system after the age of 14 years was very negative. The Edge of Care Panel would make a decision on how to proceed safely

Neglect – large sibling groups whose parents who had their own issues around mental health, drugs, alcohol and domestic abuse. This involved a more family intervention model

Work of the Edge of Care Team - often the work needed with the adolescent cohort was more therapeutic in nature. Family therapy work talked much more about the family dynamics and patterns of behaviour that developed over time

- As part of the Family Group Conference the child was very much part of the process. A specific resource was allocated to advocate and capture the child's voice and wishes. As part of the preparation work the views of everyone who would be attending the conference were captured. It was very much part of the Edge of Care Team's intervention work and the voice of the child was very much apparent. The voice of the child has its own section on the form
- The Routine Outcome Measures and Score 15 captured the levels of depression, anxiety and stress. The Edge of Care Team would record it on every visit to a family. In the future graphs could be submitted which would show how high it was at point of referral and the impact the Service had had
- Multi-Systematic Therapy offer had been available in Rotherham since 2014. Approximately 20 Rotherham children were worked with annually aged between 11-16 years of age
- The Pause Rotherham Team was now fully staffed
- The Pause Rotherham Board was Chaired by the Assistant Director of Safeguarding, the Chief Executive of the Pause national charity, South Yorkshire Police, the Community Rehabilitation Company, Adult Services, Domestic Abuse Service, Sexual Health, Housing, CAFCASS, Councillor Clark, Drug and Alcohol Services
- The established model was the same as that delivered in other authorities
- Pause was really active and engaged in terms of making every Pause practice successful

- Although Pause was targeted at women it was about positive relationships. Sometimes the relationships were not positive but women may still want to remain in that relationship; Pause would continue to work with them to make it as good as it could be. If it was a positive relationship Pause would embrace that positivity so there was no reason why they would not involve the father in that
- It was quite difficult to benchmark some of the work taking place. MST was reported in the national framework.

Resolved:- (1) That it be noted that Family Group Conferencing and Edge of Care Teams were fully operational.

(2) That the Select Commission scrutinises the performance outcomes to date.

(3) That the launch of Rotherham's Pause Practice in July, 2018 be noted.

(4) That the frequency of updates be determined once the 2018/19 work programme had been agreed.

(5) That the Select Commission suggest that the scorecards be submitted on a quarterly basis as part of the performance report.

8. DATE AND TIME OF THE NEXT MEETING

Resolved:- That the next meeting of the Improving Lives Select Commission take place at the Town Hall, Rotherham on Tuesday, 17th July, 2018, commencing at 5.30 p.m.

IMPROVING PLACES SELECT COMMISSION**Thursday, 7th June, 2018**

Present:- Councillor Mallinder (in the Chair); Councillors Atkin, Elliot, Fenwick-Green, Jepson, Jones, Khan, McNeely, Reeder, Sansome, Sheppard, Julie Turner, Vjestica, Walsh and Whysall.

Apologies for absence were received from The Mayor (Councillor Buckley) and Councillors B. Cutts and Wyatt.

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

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

1. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

2. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

3. COMMUNICATIONS

The Chair welcomed Ella Webster, Joe Fothergill, Sophie Emery, Young Tenants, and Sue from Target Housing to the meeting, along with new Members and introduced the new Vice-Chair, Councillor Sansome. Councillor Sheppard, former Vice-Chair, was thanked for his services to the Commission.

The Chair also wished to report that the meeting of Improving Places scheduled for 31st January, 2019 would be moving to the 14th February, 2019 at the same time.

4. MINUTES OF THE PREVIOUS MEETING HELD ON 18TH APRIL, 2018

Resolved:- That the minutes of the previous meeting of the Improving Places Select Commission, held on 18th April, 2018, be approved as a correct record.

Reference was made to Minute No. 124 and the resolution and an update provided on:-

- (3) The commissioning and processing of reports was for operational staff only and Member involvement was not required.
- (4) A letter had been distributed to Asset Management regarding the need to consult with Ward Members on proposals for community buildings.

- (5) A response had been provided for Councillor Cutts' with regard to his query about the temporary bus interchange.
- (6) Councillor McNeely was now a member of the Town Centre Marketing Sub-Group.

With regards to Minute No. 125(2) (Homelessness in Rotherham) it was confirmed that there were two guest bedrooms located in Shaftsbury House, only one of which was used on a regular basis. In terms of the number of properties in the private rented sector in Rotherham it was noted that as a result of the last survey undertaken in late 2015/early 2016 there were 14,562. This number was expected to rise in the next housing survey which would be undertaken in late 2018/early 2019. This information would be shared with the Improving Places Select Commission once this had been finalised.

5. YOUNG TENANTS HOUSING SCRUTINY REVIEW ACTION PLAN - PROGRESS UPDATE

Further to Minute No. 89 of the meeting of the Improving Places Select Commission held on 15th November, 2017, consideration was given to the latest update introduced by Asim Munir, Tenant Involvement Co-ordinator, detailing progress against the recommendations. The latest progress update against the recommendations was set out in detail in the Action Plan at Appendix 1.

This report identified how the engagement with younger tenants had improved and how some of the young tenants were in attendance today to provide evidence of the work undertaken as part of meeting the recommendations.

It was noted that all of the recommendations were on track with some key achievements identified:-

- Development of the Younger Tenants Forum.
- Young tenants having input into key policies such as the Housing Strategy and HRA Business Plan.
- Areas of work such as the pre-tenancy workshops and customer care training.

The Action Plan showed that all the recommendations were in progress with many already being achieved and the progress against the actions demonstrated that the Council were involving young tenants in key areas of work such as informing the customer care training with staff, pre tenancy workshops and Welfare Reform.

The Chair was pleased to welcome Ella Webster, Joe Fothergill, Sophie Emery, Young Tenants, and Sue from Target Housing, and for them to share their experiences with the Commission.

Ella Webster expressed her initial reservations and lack of understanding around young tenants and housing, but welcomed the progress made to date, how her own involvement had boosted her confidence, the greater awareness and support for young tenants and the value.

The Commission noted that Ella had been shortlisted for the Young Tenant of the Year Award and was a great ambassador for young tenants and actually featured on the front cover of the previous edition of Home Matters.

Joe Fothergill and Sophie Emery also shared their own experiences having only joined the Young Tenants Forum recently, the progress to date and what they would like to see more involvement with in the future. This included more youth clubs, information and awareness raising via social media and for the voices of young tenants to be heard, even if this was a plea for support.

It was proposed that information should be regularly shared about the dates/times that meetings were taking place where young tenants could become involved and what support mechanisms there were for young tenants. Even sharing information for basic maintenance would have a positive effect on some tenants who lacked confidence to seek out help or assistances.

Sue from Target Housing outlined her own role and her own involvement to removing barriers with young housing tenants and signposting them to relevant services.

Mrs. Shears from Rotherfed congratulated the young people for their courage and the positive impact they were making which had resulted in en-suite bathrooms being provided for shared accommodation and the recycling initiative using cans.

The Council was also working with the young tenants to inform the menu of options of tenant involvement and the digital inclusion agenda.

The Select Commission welcomed the positive input and invited Members to ask any questions or comments:-

- The young tenants support should be encouraged and consideration given to a young person on the Rotherfed Board.
- Any recommendations within the Action Plan thought to be slipping should be reported back to this Select Commission.
- Consideration on whether a young tenant should become a Co-opted Member with a standing invitation to attend the Improving Places meetings.

- Numbers of young people involved in the Young Tenants' Forum and its publication of the work.
- Proportion of younger tenants to tenants overall which was confirmed as 17.5% of primary tenants were under 35 (3,512 out of 20,125).
- Involvement in customer care training packages and the progress made to date and for this to continue and include conferences in the future.
- How young tenants were supported to have an equal partner involvement.
- Any concerns could immediately be shared with Rotherfed.

The Chair thanked the young tenants for being part of the meeting and advised that should any concerns arise in the future these should be fed back to the Improving Places Select Commission.

Moving forward the Commission asked further if there was any other supportive mechanisms that the young tenants would benefit from.

Discussion ensued on the promotion and publicising of involvement to date, whether or not some consideration could be given to some kind of decorating/gardening scheme, furniture or small item donation scheme, or tool loaning service for those young people who had no support or finance to set up a tenancy from scratch. This would provide a positive message to young tenants and not put up any barriers.

It was suggested that a sub-group be arranged involving members of the Young Tenants Forum to look at furniture or tool donation schemes and to share information on other avenues in this area, including transportation options, criteria for the Rother Card and the free cycle network.

The young tenants also pointed out that there was little information available about the democratic process or the role of the Town Hall and Members. These were areas of support which were not identified or signposted.

Asim Munir pointed out to the Commission that most young tenants faced many challenges especially around Welfare Reform and as part of the action plan monitoring involvement with the tenancy support team was included. This would ensure that a proactive approach was being taken with a new tenancy with personal budgeting to avoid some of the pitfalls that some tenants have experienced.

Resolved:- (1) That the progress made to date against the Action Plan be noted.

(2) That a further update report be submitted to the Improving Places Select Commission in November, 2018.

(3) That consideration be given to the inclusion of a young tenant on the Rotherfed Board.

(4) That a sub-group of this Commission be arranged with the representatives of the Young Tenants to explore various options around furniture and tool donation schemes.

(5) That further information be shared with Elected Members on the role of the Young Tenants Forum.

6. DATE AND TIME OF THE NEXT MEETING

Resolved:- That the next meeting of the Improving Places Select Commission take place on Thursday, 26th July, 2018 at 1.30 p.m.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
31st January, 2018

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

Apologies for absence:- Councillor Napper.

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

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

83. DECLARATIONS OF INTEREST

Councillor Cusworth declared a personal interest in agenda item 6 (High Needs Finance Update and Budget Sustainability) on the basis that she was Chair of Governors at a primary school.

Councillor Sheppard declared a personal interest in agenda item 6 (High Needs Finance Update and Budget Sustainability) on the basis that he was a governor at Rawmarsh Children's Centre.

84. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

85. TO CONSIDER WHETHER THE PRESS AND PUBLIC SHOULD BE EXCLUDED FROM THE MEETING DURING CONSIDERATION OF ANY PART OF THE AGENDA.

The Chair reported that there were no items of business requiring the exclusion of the press or public from the meeting.

86. REVIEW OF RESPONSE TO PETITION - TRUTHFULNESS IN COMMUNICATIONS WITH REPRESENTATIVES AND ADVOCATES OF VICTIMS & SURVIVORS OF CHILD SEXUAL EXPLOITATION (CSE)

Consideration was given to a report which set out a request to review the response received to a petition in respect of 'Truthfulness in Communications with Representatives and Advocates of Victims and Survivors of Child Sexual Exploitation (CSE)'.

Under the petition scheme, a lead petitioner may request a review of the Council's response by the Overview and Scrutiny Management Board. On 13 September 2017, the Council received a petition containing 22 signatures requesting the Chief Executive to write a letter to all employees of RMBC about the importance of truthfulness in their communications with representatives and advocates of victims and survivors of CSE in Rotherham. As the petition had more than 20 signatures, the lead petitioner addressed the Council meeting and, in accordance with the scheme, the petition was referred to the relevant officer for response. On 29 September 2017, a response was sent by the Strategic Director of Finance and Customer Services on behalf of the Chief Executive to the lead petitioner.

In setting out the reasons for the request to review the petition, Mr. Liam Harron explained that his petition was simple and had asked for the council's Chief Executive to write to all employees about the importance of truthfulness in all communications. The Chief Executive had declined to do so and Mr. Harron asked Members to re-visit that response and recommend that the Chief Executive write to all employees about the importance of truthfulness.

Mr. Harron provided his recollection of events in respect of discussions and the publication of the Jay Report and actions that had been taken that he had been involved with since that time to support victims and survivors. He also referred to the need to protect the image of the town and the borough and expressed a view that council officials had let down the people of Rotherham. He made reference to a meeting that he had held with the Chief Executive and Councillor Mallinder, who was one of his ward councillors, to argue for the investigation of the actions of officers appointed since the publication of the Jay Report in August 2014. He also reflected on the comments of a survivor at the meeting held on 6 September 2017 where the Council received six investigation reports and cited this as an example, in his view, of council officers not listening or acting on the needs of victims and survivors and not being truthful. In conclusion, he implored Members to agree with his view and recommend that the Chief Executive write to all employees to reiterate the importance of truthfulness in communications with representatives and advocates of victims and survivors of CSE.

Members sought to clarify exactly what the lead petitioner sought from the meeting. Mr Harron confirmed that he wished to see a letter or email sent to all staff reminding them of the importance of truthfulness, as it was important that this was put on record. Following on, Members sought to understand what the anticipated benefit of this on the value and behaviours of employees. Mr. Harron indicated that it would be helpful to him when in communication with officers that he could reiterate the importance of truthfulness based on the Chief Executive's direction. He added that victims and survivors of CSE needed to feel that truthfulness was a value that councillors endorsed.

Members sought an explanation from the lead petitioner of his experience, knowledge or qualifications that enabled him to speak on the subject so that his representations had credibility. In response, Mr. Harron provided a brief resume of his professional background as a teacher and his work in authoring the publication 'Voices of Despair, Voices of Hope'.

Reflecting on the values and behaviours expected of employees of the Council, Members observed that these were standard values across a wide range of businesses and organisations and sought clarity as to whether the lead petitioner considered the response to undermine those values. In response, Mr. Harron explained that it was unlikely that every employee in any organisation followed its values and behaviours and the issue should focus on how an organisation or its leaders respond when someone did not follow those values. He added that he considered the response to the petition to be inadequate and profoundly shocking. The Chair reminded Mr. Harron that was a matter of opinion and that the response provided by officers was professional.

Members sought to understand if the intention of the lead petitioner was to use the proposed communication from the Chief Executive in disciplinary proceedings for employees. In response, Mr. Harron confirmed that it was not and that the request related to a very specific issue concerning adult survivors of CSE and getting the truth from officers. Following on, Members expressed confusion as to whether the lead petitioner was referring to issues concerning victims and survivors of CSE or whether it was principally to do with the 'Voices of Despair, Voices of Hope' publication. Mr. Harron explained that the two issues were not separate, especially as victims and survivors were beginning to approach him to deal with issues on their behalf. Following on, Members queried whether Mr. Harron was speaking on behalf of all victims and survivors or a small group. In response, the lead petitioner indicated that he was speaking on behalf of a small group, but did not claim to represent any other than one survivor who had asked him to represent her.

In response to Mr. Harron's comments, Members indicated that there had been an awful lot of investment in services for victims and survivors of CSE since the publication of the Jay and Casey reports. A number of adult survivors had found their voice and were speaking out publicly on their experiences and were fully respected and supported for doing so. It was noted that the representations made by the lead petitioner were focused on what he wanted, not necessarily what victims and survivors were asking for. In response to that observation, Mr. Harron explained that there were people who felt that they had not be listened to and their voices had not been heard, which is why the petition had been initiated.

The Chair invited the Assistant Chief Executive to comment on the response provided to the lead petitioner. He explained that the Chief Executive agreed with the importance of truthfulness and all of the values and behaviours of the organisation, in discussion and correspondence with customers and the public. He explained that the Chief Executive had reinforced the importance of the values and behaviours through a range of staff briefings and roadshows with the Leader of the Council. He also referred to the regular newsletter to employees from the Chief Executive emphasising the importance of values and behaviours. It was explained that if there were an incident or event, there would be due HR processes to follow, but the Assistant Chief Executive was confident that the workforce understood the importance of all values and behaviours.

In his concluding remarks, Mr. Harron indicated that victims and survivors approached him and a colleague and asked them to make their voices public. Since that time, he had started a campaign, where others had come forward with their experiences. Mr. Harron stated that it had been a very humbling process to have victims and survivors approach him and put their trust in him. He wanted a situation where they had the same level of trust in the Council and its officers.

Members debated the points raised by the lead petitioner and the information available to them. In conclusion, Members considered that the response to the petition by the Strategic Director of Finance and Customer Services was appropriate and the lead petitioner should be advised that no further action would be taken in respect of the petition.

Resolved:-

1. That the lead petitioner be advised that the Board considered the response of the Strategic Director of Finance and Customer Services to the petition 'Truthfulness in Communications with Representatives and Advocates of Victims and Survivors of Child Sexual Exploitation' to be appropriate.
2. That the Chair of the Overview and Scrutiny Management Board write to the lead petitioner to communicate the outcome of the review request.
3. That no further action be required.

87. HIGH NEEDS FINANCE UPDATE AND BUDGET SUSTAINABILITY

Consideration was given to a report which paper outlined the financial position in 2017/18 of the High Needs Block of the Dedicated Schools Grant (DSG). The report evidenced the recent growth in demand for special educational places and the impact on cost compared to previous years. It also set out options to bring the High Needs Budget to a sustainable level which had been explored in light of the changes to the High Needs Fair Funding Formula, National Schools Funding Formula and the Council's SEND Sufficiency Strategy.

Members sought clarification in respect of the current position and what work was being done with academies to reduce the number of exclusions from those institutions to focus on improved outcomes. In response, the Strategic Director confirmed that the local authority had historically picked up the costs and were not receiving from either the health or schools sector. Funding was now agreed and in place from the start of any new placement to ensure that the costs were shared. and weren't getting contributions from health and schools sector, so now get funding agreed in place from start of placement.

Members also queried whether any work had been undertaken to identify if the increase was due to underlying conditions or diagnosis inflation, and if it were the latter what the driving factors were. In response, it was confirmed assertive action was required to address behaviours and work was being undertaken to better understand the complexity of the issue and its impact.

Resolved:-

1. That the in-year High Needs forecast of expenditure at December 2017 be noted.
2. That the growth in demand for Education and Health Care Plans in Rotherham be noted.
3. That the options to provide future budget sustainability, the outcome of consultation with schools and the recommendation of Schools Forum be noted.

88. BUDGET SCRUTINY FOLLOW UP - ROTHERHAM YOUTH ENTERPRISE (RYE) SERVICE

Consideration was given to a report which detailed further information in relation to the element of the budget option that was initially referred to as School Improvement was now titled 'Rotherham Youth Enterprise Service'.

It was reported that the Council had broad duties to encourage, enable and assist young people to participate in education or training, particularly vulnerable young people with Special Educational Needs (SEND), Looked After Children (LAC) and young people in Pupil Referral Units (PRUs). One of the duties in particular, was to make available to all young people aged 13-19 and to those between 20 and 25 with SEND, support (careers advice and guidance) that would encourage, enable or assist them to participate in education or training under the Education and Skills Act 2008.

It was reported that the revised budget proposal was to reduce the amount of revenue investment and maintain a reduced staffing profile in the Rotherham Youth Enterprise Service. Members noted that this would enable the local authority to continue to develop careers guidance under the 'Statutory Guidance on the Participation of Young People in Education, Employment or Training' and would support the necessary change which had to take place in careers guidance across the borough, as outlined in the governments careers strategy published in December 2017. The revenue budget saving from the proposal would be £132.5k in the 2018/19 financial year.

Members reflected on the outcomes on signposting and engagement and noted that the tangible return from the service was not large and did not seem to have a high impact. In response, the Strategic Director confirmed that it would be disingenuous to say with any certainty what could be achieved if the budget proposal were implemented, but he remained hopeful that the alignment with RIDO would ensure that outcomes were achieved.

Concerns were also expressed on behalf of young people and reference was made to the forthcoming Children's Commissioner Takeover Challenge where the focus was to be on work experience and enabling young people to get into the jobs market. In response, the Strategic Director advised that even with the implementation of the proposal, the Council would still be exceeding the statutory requirement in this regard.

In probing alternative approaches, Members queried whether it was feasible for RIDO to undertake the work itself. The Strategic Director confirmed that service did not have the capacity to undertake the function.

Resolved:-

That the budget proposal be supported.

89. RELATIONSHIP BETWEEN AUDIT COMMITTEE AND SCRUTINY

Consideration was given to a report which set out the nature of the relationship and highlights potential areas for improving working practices between the Audit Committee and the Scrutiny function.

It was noted that whilst the Audit Committee's work programme was driven largely by statute and the governance and financial reporting cycle, a potential overlap existed between the work of the Audit Committee and the Overview and Scrutiny Management Board. The co-ordination of work programmes was considered to be desirable to avoid duplication of work and to ensure that resources are used effectively. It was for this reason that the Chair and Vice-Chair of the Audit Committee were appointed as members of the Overview and Scrutiny Management Board.

It was reported that current practice could continue, but this had not been recommended as a greater awareness of the respective Audit and Overview & Scrutiny work programmes would avoid duplication and bring about more efficient and effective use of resources. It was recommended that the adoption of a protocol for the referral of issues between the Audit Committee and Overview and Scrutiny Management Board would help clarify the reasons for the referral and inform the subsequent debate. The Audit Committee had been consulted and supported the adoption of a protocol.

Members welcomed the report and expressed the view that there was a good working relationship between the two functions. The recommended approach of establishing a concise protocol was supported by the Board.

Resolved:-

1. That the report be noted.
2. That a concise protocol be adopted governing referrals between the Audit Committee and the Overview and Scrutiny Management Board.

90. YOUTH CABINET/YOUNG PEOPLE'S ISSUES

The Chair reported that he, along with Councillors Cusworth, Evans and Sheppard, had held a positive meeting with Youth Cabinet Members in mid-January to discuss the Children's Commissioner Takeover Challenge. The Youth Cabinet had summarised their research findings to date and proposed to add further information from students with SEND when received.

He further reported that preparations were going well with young people developing their key lines of enquiry and questions. The Scrutiny Team were in discussion with other council officers and partners to identify and invite witnesses to the meeting on 1 March 2018.

Resolved:-

That the update be noted.

91. WORK IN PROGRESS

Health Select Commission

Councillor Evans reported that the Health Select Commission had met on three occasions recently and had focused on transformation projects with RDaSH, the implementation of the Carers' Strategy and had input on the refresh of the Health and Wellbeing Plan and Integrated Place Plan. Looking to the future, work was underway to organise a visit to Carlton House.

Improving Lives Select Commission

Councillor Clark reported that the most recent meeting had focused on the Voice of the Child and children missing from education. It was proposed that the next meeting in March would focus on the complex abuse process and that meeting would be open to all Members to attend. Furthermore, in April, the Commission proposed to receive updates on Edge of Care, Family Conferencing and the Medium Term Financial Strategy for Children and Young People's Services.

Improving Places Select Commission

Councillor Mallinder reported that the Commission had received Kingdom in respect of the 'Time for Action' Initiative and discussed contracts with them. In addition, the Commission had requested more information on Selective Licensing. Furthermore, arrangements were being made for a meeting in April 2018 to focus on homelessness.

Overview and Scrutiny Management Board

Councillor Steele reported that the work was continuing on the review of agency, interim and consultancy staff and meetings had taken place with the Assistant Chief Executive and Head of Human Resources.

92. CALL-IN ISSUES

The Chair reported that there were no call-in issues.

93. TO DETERMINE ANY ITEM WHICH THE CHAIRMAN IS OF THE OPINION SHOULD BE CONSIDERED AS A MATTER OF URGENCY.

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

94. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Overview and Scrutiny Management Board be held on Wednesday 14 February 2018 commencing at 11.00 a.m. in Rotherham Town Hall.

**OVERVIEW AND SCRUTINY MANAGEMENT BOARD
21st February, 2018**

Present:- Councillor Steele (in the Chair); Councillors Cowles, Clark, Cusworth, Evans, Mallinder, Napper, Sheppard, Short and Walsh.

Apologies for absence:- Councillors Brookes and Wyatt.

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

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

104. MINUTES OF THE PREVIOUS MEETINGS HELD ON 22 NOVEMBER, 7 DECEMBER, 14 DECEMBER AND 20 DECEMBER 2017

Resolved:- That the minutes of the meetings of the Overview and Scrutiny Management Board, held on the following dates and as now submitted, be approved as correct records for signature by the Chairman:-

22nd November, 2017

7th December, 2017

14th December, 2017

20th December, 2017

105. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at this meeting.

106. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

107. CUSTOMER ACCESS STRATEGY AND SUPPORT FOR ALL CUSTOMERS

Consideration of this item was deferred until a future meeting of the Overview and Scrutiny Management Board.

108. SCRUTINY REVIEW OF AGENCY, INTERIM AND CONSULTANCY USE

Further to Minute No. 92(5) of the meeting of the Overview and Scrutiny Management Board held on 17th February, 2017, consideration was given to a report, presented by the Senior Adviser (Scrutiny and Member Development) concerning the outcome of the cross-party scrutiny review of the Council's use of agency, interim and consultancy staff. The purpose of the review was to seek 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 spending within acceptable

OVERVIEW AND SCRUTINY MANAGEMENT BOARD - 21/02/18

limits. The recommendations of the scrutiny review group were based on information and evidence collated during the course of the review and the review group's challenge of existing practices and developing protocols.

The full report of the scrutiny review of agency, interim and consultancy use, including its recommendations, was included with the agenda for this meeting.

Members discussed the following salient issues:-

: the need for more clarity in the reporting of spending on agencies and consultants;

: the intention of the Overview and Scrutiny Management Board to review progress twice per year to ensure that progress is being maintained in reducing expenditure on the use of agencies and consultants;

: learning from the contributions of agencies and consultants in order to increase capacity within the Council;

: the impact on working hours, employees 'multi-skilling' and employee remuneration;

: the reporting of the outcome of the audit of the number of agency staff who are in post for a continual period of twelve months or longer.

It was also noted that this scrutiny review had coincided with the inception of the Council's Workforce Development Board and the review group had undertaken the challenge of that Board's work as the scrutiny review progressed. Many of the scrutiny review groups findings had been implemented prior to completion of the report of this review. The twice-yearly review, referred to above, will include the role of the Workforce Development Board.

Resolved:- (1) That the report be received and its contents noted.

(2) That the report and recommendations of the scrutiny review of agency, interim and consultancy use, as now submitted, be approved and forwarded to a meeting of the full Council for its consideration.

(3) That the Cabinet also be requested to consider the report and recommendations of this scrutiny review and to report its response and action plan to a future meeting of the Overview and Scrutiny Management Board.

109. DCLG SELECT COMMITTEE - EFFECTIVENESS OF SCRUTINY

Consideration was given to a report, presented by the Senior Adviser (Scrutiny and Member Development) stating that the House of Commons Communities and Local Government Select Committee had conducted a review of the effectiveness of local authority overview and scrutiny committees and had published its report in December, 2017. A copy of the Select Committee's full report was included with the agenda.

The Select Committee's report discussed the role of scrutiny, party politics and organisational culture, accessing information, resources, Members' training and skills, the role of the public, the scrutiny of public services provided by external bodies and the scrutiny of combined authorities.

In considering the Select Committee's various recommendations in respect of increasing the effectiveness and profile of scrutiny in local authorities, Members noted that a number of the recommendations were already in practice in this Council:-

- scrutiny committees reporting to full Council, rather than to the Executive of the Council;
- scrutiny committees having access to financial and performance data held by the local authority, including commercially sensitive information;
- Members of the Executive attend scrutiny committee meetings only when invited to do so as witnesses.

Members also discussed the following salient issues:-

- : there should be scrutiny of the procurement processes, especially in cases where the Council enters into high-value contracts for periods of several years;
- : ensuring parity of esteem between Scrutiny and the Executive;
- : the continuing improvements being made to this Council's scrutiny processes.

Resolved:- (1) That the report be received and its contents noted.

(2) That the Chair of the House of Commons Communities and Local Government Select Committee, Clive Betts M.P. be invited to attend a future meeting of the Overview and Scrutiny Management Board for discussion of the improvements being made to scrutiny processes in this Council.

(3) That the Overview and Scrutiny Management Board shall build into its work programme consideration of the involvement of scrutiny in major procurement/commissioning exercises to ensure that democratic oversight is maintained.

110. YOUTH CABINET/YOUNG PEOPLE'S ISSUES

Discussion took place on the arrangements for the Children's Commissioner's Take-over Day meeting, to be held at the Town Hall, Rotherham on Thursday, 1st March, 2018, commencing at 5.00 p.m. All Members of the Overview and Scrutiny Management Board are to be invited to attend and it was confirmed that representatives of a number of schools will also be present. The meeting would include consideration of the work experience arrangements for secondary school pupils.

Resolved:- That the information be noted.

111. WORK IN PROGRESS

Health Select Commission:-

The Chair reported on the recent activities of the Health Select Commission:-

: Members of the Health Select Commission had recently attended an interesting and informative visit to Carnson House, Moorgate Road, Rotherham, a facility which offers a confidential service for adults in Rotherham aged 18 years or older, who are tackling or recovering from problematic alcohol use;

: the agenda for this Select Commission's next meeting will include an item about the Council's Carers' Strategy.

Improving Lives Select Commission:-

The Chair reported on the recent activities of the Improving Lives Select Commission:-

: the Select Commission continues to engage with issues involving the voice of the child; the Lifestyle Survey 2017 (a survey of Year 7 and Year 10 pupils attending secondary school in Rotherham) had recently been considered;

: the Select Commission has also just considered issues concerning children who are missing from education;

: this Select Commission has two sub-groups considering (i) adult education/learning; and (ii) performance issues;

: future agenda items for this Select Commission will include

- complex abuse processes;
- this Council's child-friendly Borough initiative;
- the recommendations and accompanying action plan arising from the recent inspection of this Council's Children and Young People's Services by the Office for Standards in Education (Ofsted);
- an update on the following initiatives : 'edge of care', family group conferencing and multi-systemic therapy.

Improving Places Select Commission:-

The Chair reported on the recent activities of the Improving Places Select Commission:-

: recent consideration of the forthcoming use of the temporary bus station on the Forge island site within the Rotherham town centre (whilst the interchange is being refurbished), including passenger facilities and safety on the temporary site and the possibility of traffic congestion at Corporation Street, Rotherham, which will accommodate temporary bus stops;

: consideration of the repairs and investment contract for public sector housing in the Rotherham Borough area; issues include : the role of the contractors Mears and Fortem; performance indicators; the calculation of the value for money achieved by the contracts; safeguarding on site; apprenticeships for women in the construction industry; Members of the select Commission will be making visits of inspection to view work in progress on Friday, 4th May, 2018;

: at a recent meeting, the Select Commission had welcomed an official from the office of the South Yorkshire Police and Crime Commissioner who was developing the neighbourhoods' integrated working together strategy

Overview and Scrutiny Management Board

The Chair reported that, further to Minute No. 137 of the meeting of the Council held on 24th January, 2018, the Chief Fire Officer of the South Yorkshire Fire and Rescue Service is to be invited to attend a future meeting of the Overview and Scrutiny Management Board for discussion about the reinstatement of the second pump at the Rotherham Fire Station, Fitzwilliam Road, Eastwood.

Resolved:- That the information shared in relation to the Select Commissions' activities be noted.

112. CALL-IN ISSUES

There were no formal call-in requests.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
7th March, 2018

Present:- Councillor Steele (in the Chair); Councillors Cowles, Brookes, Clark, Cusworth, Napper, Sheppard, Walsh and Wyatt.

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

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

113. DECLARATIONS OF INTEREST

Councillor Sheppard declared personal interests in item 5 (Proposals for consultation on the implementation of the Early Help Strategy: Phase Two and Phase Three) and item 6 (Fees and Charges 2018-19) in respect of his role as a school governor.

114. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no questions received from the public or press.

115. TO CONSIDER WHETHER THE PRESS AND PUBLIC SHOULD BE EXCLUDED FROM THE MEETING DURING CONSIDERATION OF ANY PART OF THE AGENDA.

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

116. PROPOSALS FOR CONSULTATION ON THE IMPLEMENTATION OF THE EARLY HELP STRATEGY: PHASE TWO & PHASE THREE

Consideration was given to a report which was due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 12 March 2018 that sought approval to consult on the proposals for the implementation of Phase Two and Phase Three of the Early Help Strategy, which would deliver savings of around £500k over the next two financial years by redesigning services and introducing a borough wide Intervention Hub to deliver a more sustainable and cost efficient service in the future.

Members expressed frustration that the report did not include a diagram outlining the structural changes expected from the implementation of the proposal. It was explained that structural charts would be made available as part of the consultation. Furthermore Members sought clarity in respect of the timescales for consultation with the public and with staff. It was explained that there would be 90 days of consultation and staff would have the same opportunity to inform proposals during the consultation

period, just as the public would. In reality, the public consultation last for 60 days and a further 30 days would follow for staff consultation.

Clarification was sought in respect of the proposal to co-produce new service specifications that would reflect the alternative approach. It was explained that the authority sought to examine the potential for greater involvement with the community and voluntary sector to identify where partnership arrangements could be strengthened and where the market could be developed. Such an approach would require a different approach to procurement and commissioning to work with partners to improve outcomes with streamlined services and co-delivery.

Members sought clarification in respect of the equalities analysis detailed within the report and suggested that the Equality Act had been misrepresented. It was recommended and accepted that the equality impact assessment required review as certain protected characteristics had been listed incorrectly or misinterpreted.

Further assurances were sought that a reduction in the number of heads of service would not impact on the quality of service provision. It was confirmed that the proposal had already been tested and proved to be manageable due to a head of service being absent from work on grounds of ill health for a period of time.

Resolved:-

1. That Cabinet be advised that the recommendations be supported, subject to the following insertion being made:

That consultation with staff be undertaken over 60 days to coincide with the period of the public consultation.

2. That, following the consultation, the final proposals be submitted to Overview and Scrutiny Management Board prior to consideration by the Commissioner.

117. FEES AND CHARGES 2018-19

Consideration was given to a report which was due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 12 March 2018 that proposing the level of fees and charges for the 2018/19 year.

It was reported that the Budget and Council Tax 2018/19 report approved by Council on 28 February 2018 had included a recommendation that all Council Fees and Charges be increased for 2018/19 by the September 2017 CPI increase of 3%, other than Fees and Charges which were set by national statute and that lists of all Fees and Charges proposed for 2018/19 are submitted to Cabinet in March for approval. It was noted that the Cabinet had already agreed Housing Revenue Account Rents and Service Charges for 2018/19 at its meeting on 15 January 2018 and

agreed Allotment Rents for 2019/20 at its meeting on 19 February 2018. It was further reported that there was a statutory requirement for the Council to notify allotment tenants of fees and charges increases a year in advance. Some specific increases to fees and charges were consulted on as part of the 2018/19 budget consultation and were included within the 2018/19 budget as specific budget savings:-

- Planning Fees
- Riverside House Café
- Civic Theatre
- Parks & Country Parks

Members raised concerns regarding pest control and made specific reference to the protection of bees, which were increasingly considered to be an endangered species due to the use of pesticides. In response, it was explained that the Council charged for the services it provides in respect of pest control, but assurances would be provided outside of the meeting in respect of the way in which bees' nests were removed.

A query was also raised in respect of the School Music Service and the reasons why the 3% increase had not been applied in this area. In response it was confirmed that the authority wished to avoid potentially pricing some families out of accessing that service.

Clarification was sought in respect of the fees and charges for town centre markets and what consideration had been giving to stall holders in the context of decreasing footfall in the town. In response, Members were reminded that the additional income from the markets service was part of the overall budget saving agreed by Council on 28 February, which had also been subject to scrutiny in December 2017. Reference was made to the long-term ambitions for the town centre and Members were reminded that the regeneration process would take time. When the bigger projects were delivered, it was anticipated that the improved town centre offer would improve footfall and business for all traders.

Members were keen to ensure that all proposed changes to fees and charges were implemented effectively and expressed a desire for a future paper outlining how income targets had been met later in the year.

Resolved:-

1. That Cabinet be advised that the recommendation be supported.
2. That a report be submitted in September 2018 outlining progress in meeting income targets arising from the increase in fees and charges as part of the budget setting process.

118. CUSTOMER ACCESS STRATEGY AND SUPPORT FOR ALL CUSTOMERS

Consideration was given to a briefing paper which provided an overview of the previous, current and future situation regarding customer access and support of all customers. This paper summarised proposed plans that were to be developed to ensure all customers were able to access services regardless of their personal circumstances.

Members noted that access to customer services would be through a digital first strategy, which meant that the Council would adopt a preference for customers to access services through a self-serve digital channel. It was confirmed that this would never exclude customers who could not or would not use that channel from receiving services. Furthermore, the Council was developing a new Customer Access Strategy, which would aim to help as many customers as possible to access services digitally and discuss with partner agencies how the Council could support those who find digital access challenging.

Concerns were expressed at how this would work with people who could not read or read well or did not have functioning English as a first language and assurances were sought in respect of how those people would be able to access services. In response it was explained that the number of people who in those categories had not been quantified, but it was a piece of work that was underway to inform the developing Customer Access Strategy. Reference was made to the potential to use translation tools online, but it required further testing before being confirmed as a route for people who did not speak English as a first language.

Reference was made to the complications of the digital application process associated with Universal Credit, which had yet to be fully rolled out across the borough by the Department of Work and Pensions. In response, it was noted that government had been working to develop digital access for a number of year and the Council was some way behind in the process and would look to learn lessons from central government and from across local government to better inform the development of digital access to services.

Members also expressed concerns regarding public access to digital services in council buildings at the present time and the need to ensure that these were always accessible to ensure that confidence could be increased in service users. In response, it was agreed that reliable equipment would be required to ensure that this could be maintained.

Further information was sought in respect of digital practice within the local voluntary and community sector. It was confirmed that there was a lot of really good work already underway in the borough with partner agencies, much of which was some way ahead of the Council's current

position and had already done a lot of work to build relationships with more vulnerable groups of people to improve digital inclusion.

In response to a query concerning practical action, it was explained that all service areas in the Council were being challenged to become more digital, more customer focused and more efficient at the same time. Members welcomed this and were pleased to learn that a large number of business cases had been developed by service areas wanting to improve their digital offer and presence.

Resolved:-

That the update be noted.

119. TO DETERMINE ANY ITEM WHICH THE CHAIRMAN IS OF THE OPINION SHOULD BE CONSIDERED AS A MATTER OF URGENCY

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

120. DATE AND TIME OF NEXT MEETING - WEDNESDAY, 21ST MARCH, 2018 AT 11.00 A.M.

Further to the resolution of the Council at its meeting on 24 January 2018, the Chair reported that the Chief Fire Officer and the Vice-Chair of the South Yorkshire Fire and Rescue Authority had been invited to attend the next meeting on 21 March 2018 to answer questions in respect of the operation of the second appliance at Rotherham Fire Station.

Resolved:-

That the next meeting of the Overview and Scrutiny Management Board be held on Wednesday 21 March 2018 commencing at 11.00 a.m. in Rotherham Town Hall.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
21st March, 2018

Present:- Councillor Steele (in the Chair); Councillors Brookes, Clark, Cusworth, Mallinder, Napper, Sheppard, Short, Walsh and Wyatt.

Apologies for absence:- Apologies were received from Councillors Cowles and Evans.

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

121. DECLARATIONS OF INTEREST

There were no declarations of interest.

122. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

- 1) A member of the public asked “How many times have the specific individual aspects of the removal of the second fire appliance in Rotherham been scrutinised at the Fire Authority and where can I find the minutes of these meetings?”

The Chair of Overview and Scrutiny Management Board indicated that he was unable to provide an answer to that, but would ask the Joint Authorities Governance Unit, which administered the South Yorkshire Fire and Rescue Authority to provide information for a response.

Response from South Yorkshire Fire and Rescue Authority below:-

Changes to the staffing of the second fire appliance at Rotherham fire station, alongside other related issues, have been considered on at least six occasions by members of the Fire Authority. Minutes of Fire Authority meetings are publicly available at www.southyorks.gov.uk.

Link to Report & Minutes	Resolution
25/03/13 – Item 11	RESOLVED – That Members approved the consultation schedule at Appendix B to the report, to begin external public consultation on the development of the IRMP and Service Plan for 2013-15.
29/07/13 – Item 11	RESOLVED – That Members:- i) Scrutinised the IRMP consultation work that took

	<p>place earlier in 2013 and provided the Authority with assurance about the process which had been followed.</p> <p>ii) Considered proposals for a second phase of consultation later this year.</p> <p>iii) Considered learning points for future consultations.</p>
02/09/13 – Item 9	<p>RESOLVED – That Members:-</p> <p>a) Noted the key proposals outlined in paragraph 17 of the report, which had been developed after listening to feedback from staff and the public:-</p> <ul style="list-style-type: none"> • To remove the Service's Response time target, but to publish its performance in attending dwelling fires within 6 minutes, to provide a clear measure of the extent to which Government cuts are affecting the Service. • To implement a risk-based approach to community safety and fire prevention work, targeted at geographical areas and individual households at highest risk of fire. • To make no further reductions to the number of fire stations or rescue pumps during the lifetime of these plans (up to 2017). • To phase out the Combined Aerial Rescue Pumps at the earliest opportunity, to be replaced by 4 rescue pumps, and 2 new dedicated Aerial Appliances, one crewed on a wholtime 24x7 basis, and the other on a retained basis • To minimise impact on the public, and ensure no

	<p>further fire station closures before 2017, the second fire appliances at the four two-pump stations, Rotherham, Doncaster, Barnsley and the new Parkway station, will be crewed on a retained basis overnight, but will continue to be crewed on a whole-time basis during the day.</p> <ul style="list-style-type: none"> • To crew the new Birley station (which replaces the ageing Mosborough Station) on a retained basis, due to the lack of a collective agreement in respect of the Authority's previous decision to implement Close Proximity Crewing (a 24x7 staffing model). • Acknowledgement that riding five on a rescue pump would be the stated intent; however, four would be the accepted absolute minimum. <p>b) Agreed to re-open public consultation for an additional six week period to 14th October 2013.</p> <p>c) Agreed to make a final decision at the November 2013 meeting of the Fire and Rescue Authority.</p> <p>d) Requested copies of Mosaic ward maps which identified high, medium, low and very low levels of risk in South Yorkshire, together with today's PowerPoint slides and the 'Super Output Area' information.</p>
<u>25/11/13 – Item 10</u>	<p>RESOLVED – That Members approved the Strategic and Operational Plans 2013-17. N.B. Councillors Satur and Richards abstained from the decision.</p>

OVERVIEW AND SCRUTINY MANAGEMENT BOARD – 21/03/18

13/02/17 – Item 15 <i>(Please see full minutes – reference made to 2nd pump at Rotherham)</i>	RESOLVED – That Members:- i) Approved the contents of the draft IRMP 2017-20. ii) Approved a six week consultation period on the proposals in the draft plan.
03/04/17 – Item 13 <i>(Please see full minutes – reference made to 2nd pump at Rotherham)</i>	RESOLVED – That Members:- i) Approved the contents of the IRMP 2017-20, and welcomed the commitment of the Service to explore opportunities around the proposal to retain the second appliance at Sheffield Fire Station. ii) Be provided with a point by point explanation correcting the factually inaccurate points raised within Councillor Cowles' letter.

- 2) A member of the public referred to a question at last full Council regarding underspends from 2006 to 2018 at the Fire Authority and queried whether the information had been supplied yet and when it would be made public?

The Chair of Overview and Scrutiny Management Board indicated that he was unable to provide an answer to that, but would ask the Joint Authorities Governance Unit, which administered the South Yorkshire Fire and Rescue Authority to provide information for a response.

Response from South Yorkshire Fire and Rescue Authority below:-

Underspend figures are available for the period 2010/11 to 2017/18 and are provided below for reference. These have previously been reported to the Fire Authority, which is a public meeting.

2010/11	£4.1m
2011/12	£3.3m
2012/13	£3.4m
2013/14	£0.4m
2014/15	£2.9m
2015/16	£0.2m
2016/17	£0.6m
2017/18	£0.7m (estimated)

Underspends against our operating budget, and the associated growth in reserves, are mainly a consequence of the retirement rate of operational staff outpacing the rate at which the service's funding has reduced, and our having no confidence to recruit new fire fighters (which are now a 40 year commitment) due to

uncertainty about the extent and duration of future cuts. A significant proportion of these reserves will now be spent over the next few years on necessary capital projects - including investments in equipment, vehicles and buildings for firefighters. This will leave a much smaller amount of other earmarked and general reserves (expected to be around £5 million), to provide for other initiatives and unexpected future costs, such as insurance and operational contingency.

- 3) A member of the public put the following question “Reference was also made at the last full Council in respect of a bleeper system to call in reserve help for Rotherham Fire Station – can you describe how this process works and has it been used yet?”

The Chair of Overview and Scrutiny Management Board indicated that he was unable to provide an answer to that, but would ask the Joint Authorities Governance Unit, which administered the South Yorkshire Fire and Rescue Authority to provide information for a response.

Response from South Yorkshire Fire and Rescue Authority below:-

Currently, when the first fire engine at Rotherham is mobilised to an incident at night time (between the hours of 7pm and 8am), the retained fire engine from Birley Moor fire station is brought across to provide cover in Rotherham area. This arrangement will remain in place until the end of the month when the ‘Night Time Cover’ model will be up and running. A similar model has been in place at Barnsley fire station for a number of months. Under this system:

- Surplus Retained Duty System (RDS) Firefighters are identified on the availability system from Dearne and Birley Moor fire stations
- When sufficient numbers allow for a full crew (1 x Officer In Charge, 1 x Driver, 2 x Firefighters minimum) they are deemed available for use
- If required (due to ongoing incidents, large scale incident in other parts of the county, etc.) Control then activate the pagers of the available crews
- The available crews respond to Rotherham fire station and staff the second appliance for as long as is required

123. TO CONSIDER WHETHER THE PRESS AND PUBLIC SHOULD BE EXCLUDED FROM THE MEETING DURING CONSIDERATION OF ANY PART OF THE AGENDA.

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.

124. OPERATION OF SECOND FIRE ENGINE AT ROTHERHAM FIRE STATION

Following the Council's resolution in respect of Rotherham Fire Station on 24 January 2018, the Chief Fire Officer for South Yorkshire, Mr. James Courtney, and the Vice-Chair of the South Yorkshire Fire and Rescue Authority, Councillor Alan Atkin, attended the meeting to provide information in respect of the reasons supporting the decision taken by the Fire and Rescue Authority in 2013 to change the operational staffing of the second fire engine at Rotherham Fire Station.

In his opening remarks, Mr Courtney reminded Members of the impact of austerity which had been felt since April 2011, with a 27% reduction in the overall operating budget since that time. This has led to inevitable reductions in the number of staff employed by the Fire and Rescue Service, but he had sought to work with Fire Authority Members to identify how to maintain the best service possible within the available budget. Part of the process involved the development of an Integrated Risk Management Plan, which required a re-evaluation of the extent of risk from fire and other circumstances across South Yorkshire and across individual areas in South Yorkshire.

Furthermore, Mr Courtney explained that whilst South Yorkshire was considered a metropolitan county, it should be regarded as lean in relation to the level of resource it had compared to the other metropolitan fire services. Regrettably the government had not taken that into account in respect of funding decisions. The extent of leanness had meant that there were already fewer fire stations across the area. In determining future levels of cover, it was explained that first pump response had been protected to provide immediate response, but this had meant that efficiency savings had to be found from the second pump provision. The government's planning criteria made it clear that resource provision should vary according to demand and a 'one size fits all' model was not considered to be appropriate or viable.

Mr Courtney raised the constant reference to underspends and build-up of financial reserves. He explained that, whilst the whole situation had been driven by reducing budget, the pace of change had been dictated by the rate at which firefighters retire. This factor had outstripped the rate by which the service's budget had reduced. The recruitment of fire fighters represented a 40 year commitment to the service because of changes made to pension scheme. The service was now operating five crewing systems, which provided the flexibility to deploy resources when required. In the context of Rotherham Fire Station, the Fire Authority had consulted extensively on proposals in run up to publication of 2014-17 Integrated Risk Management Plan. There were currently two pumps operational during day, whose focus was mainly on preventative work. During the night time, Rotherham was no worse off than 14 other fire stations in South Yorkshire, who have the same provision of one operational pump.

With respect to reserves, Mr Courtney explained that there was no capital grant and no supportive borrowing available to the authority. Therefore it was necessary to find a means to invest in infrastructure, as the need to provide the best equipment remained and the need for fire stations to be fit for purpose also remained. In addition, he commented that reserves gave no indication to the extent to which the budget had reduced and should not be used to pay overtime.

Members queried whether more fire fatalities occurred in domestic properties or at commercial/industrial premises. In response, Mr Courtney confirmed that fire fatalities were more prevalent at domestic properties. Members then sought assurances in respect of the cover provided in the borough in the view of significant housing development expected, as that could present a risk to safety under the current operational provision. Mr Courtney explained that development was occurring across the country and modern building techniques in the construction industry meant that fires at domestic properties were much less likely to happen. He outlined the current position in respect of night time cover in Rotherham and accepted that the stations providing cover were further apart, but were covered with a five person crew, rather than a four person crew. He referenced the work done with trade unions in the past year to introduce a new resourcing system which meant that fire fighters were not wedded to a single watch and this had provided a degree of flexibility.

Members queried whether the Chief Fire Officer would make the same decision as was made in 2013 regarding the removal of the second pump from Rotherham Fire Station. Mr Courtney reminded Members of his earlier comments in respect of increasing development and the government's requirements for service provision. He outlined that the future financial position was not clear and added that this could lead to further changes to the crewing of second pumps across South Yorkshire, however the risk based approach to deploying and managing resources would still require cover to be provided in Sheffield and Doncaster where there was a higher prevalence of high-rise premises. Mr Courtney explained that he had invited the new Director of Support Services to review the financial assumptions and planning to identify whether previous decisions had been correct. The outcome of the review had indicated that previous decisions in respect of budgetary management had been correct. He indicated that the Fire Authority would continue to re-evaluate the situation and if there were any opportunity to review the situation in Rotherham then this would happen. Ultimately, with circumstances being as they were, Mr Courtney indicated that he would recommend the same decision to remove the second pump from Rotherham again.

In response to a query as to how the people of Rotherham should feel about subsidising cover for other areas of South Yorkshire whilst their own cover had been reduced, Mr Courtney outlined the risks associated with providing cover across South Yorkshire, making specific reference to the requirements for Sheffield and Doncaster due to the number of high-rise buildings in those local authority areas. The reality was that there

would always be a part of the county that would feel potentially aggrieved at the way in which operational cover was arranged. Information was constantly being collated and analysed to inform operational decisions, but the reality was that the budget no longer enabled the previous level of cover provided.

Members sought clarification as to why the Fire and Rescue Service would not use its reserves to maintain the Rotherham pump. Mr Courtney confirmed that such an approach would not be financially prudent with a view to the unknown funding arrangements after 2020. Whilst the Fire and Rescue Service was fortunate to have healthy levels of reserves, that money should not be used to pay for staff and would be a financially responsible approach to adopt for the Fire Authority.

Members noted that the night time resilience plan that was due to be implemented after the loss of the second night time pump at Rotherham Fire Station had not yet occurred. Mr Courtney explained that an alternative retained appliance at Birley Fire Station was providing cover presently. Members sought clarification in respect of the response time from Birley. In response, Mr Courtney confirmed that the response time was less than five minutes into the fire station and then a further ten minutes into Rotherham, but this was to provide cover at Rotherham Fire Station rather than responding to an incident. It was explained that recruitment processes had delayed the introduction of the night time resilience plan.

Assurances were sought in respect of the process in respect of developing the Integrated Risk Management Plan. Mr Courtney explained that it was developed in accordance with the process required under the national framework, which is live document and under review constantly, irrespective of the three year period. Planning had commenced a year before the date that the plan came into effect. Consultation had taken place with the Scrutiny Committee at the South Yorkshire Fire Authority and Mr Courtney was assured that a comprehensive process had taken place to consult on the contents of the plan. Members referred to the minutes of a seminar that had taken place in Rotherham and the absence of any mention of the removal of the second appliance in Rotherham.

With reference to the ongoing financial situation, Mr Courtney confirmed the intention to contribute to reserves again as this was considered to be the most prudent approach in view of the uncertainty in respect of funding after 2020. He also remarked that had the Fire Authority been afforded the same flexibility given to the police in respect of the precept, there was a possibility that it could have been specifically invested in Rotherham. However, there was a need to look at South Yorkshire as a whole and Rotherham would be re-visited as part of the continued re-evaluation of operational requirements.

Having reflected on the information provided by the Chief Fire Officer and the Vice-Chair of the Fire Authority, OSMB:

Resolved:-

1. That the following recommendations be agreed to referral to the South Yorkshire Fire and Rescue Authority
 - (a) That the Fire Authority consider the reinstatement of the second night time pump at Rotherham Fire Station to ensure that there is equality and consistency of cover with Sheffield and Doncaster. In the meantime, priority should be given to resolving the night time resilience provision for Rotherham.
 - (b) That when the Fire and Rescue Service is consulting on future IRMPs it should be considered by the constituent authority's Scrutiny Committees to receive considered feedback.
 - (c) That future iterations of the IRMP detail crewing arrangements to provide greater public confidence in service cover.
2. That the following recommendations be agreed for submission to the Leader of the Council:-
 - (a) That the Council receives minutes of the Combined Authority and Joint Committees and a verbal update from designated spokespersons at every other meeting with effect from May 2018.
 - (b) That the Leader of the Council write to the Fire Minister expressing the concerns of this authority in respect of the continued cuts to SYFRS budgets and the detrimental impact on the level of cover provided.

125. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Overview and Scrutiny Management Board be held on Wednesday 11 April 2018 commencing at 11.00 a.m. in Rotherham Town Hall.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
11th April, 2018

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

Apologies for absence:- Apologies were received from Councillors Clark, Evans and Sheppard.

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

126. DECLARATIONS OF INTEREST

There were no declarations of interest.

127. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

128. WASTE COLLECTIONS SERVICE REVIEW

Consideration was given to a report which detailed the outcome of the waste consultation exercise that had taken place between 28 November 2017 and 26 January 2018 and proposed the introduction of changes to the Council's waste collection service.

It was reported that views of residents had been sought on the proposed changes to the waste collection and recycling service and a range of activities had been undertaken to promote the consultation as widely as possible. Feedback had been elicited from the Council's website in the main, as well as feedback received in writing and at drop-in sessions across the borough. Members noted that the majority of respondents to the consultation had indicated that the provision of regular waste collections, sufficient capacity in bins and a system that is easy to use were important factors to consider when making changes to the service.

Members sought clarification as to why consultants had been used to develop the proposals and why the work could not be undertaken by officers. In response, it was confirmed that capacity was an issue and that where a technical piece of work was required, additional expertise needed to be engaged.

Additional information was sought by Members in respect of trialling arrangements that had taken place prior to the preparation of the report. In response, it was explained that there had been a desire to get information in respect of demographics and backgrounds to work through issues and this could be supplied outside of the meeting. the Cabinet Member for Waste, Roads and Community Safety indicated that it had not

been trial, but an opportunity to get some assurance that the proposals would work. No formal evaluation had taken place, but the Cabinet Member was assured that the proposal worked.

Members queried what additional work was planned to examine the implication of the proposed changes for flats. It was acknowledged that further work was required to examine access issues with the Housing Service, which would form part of the broader implementation plan, but communal bins and the frequency of meetings were suspected to be part of the solution.

Further lines of enquiry were raised to establish how habits would be changed as concerns were expressed that the full picture of information had not been completed within the report. In response, it was advised that the report set out the policy and direction of the service for the future and was a long term project that would take over a year to implement. Members followed up with a query in respect of allocating additional resources to ensure that the project was implemented well. It was confirmed that extra resources would be required, especially in respect of engagement and customer service. It was also confirmed that the implementation plan would take account of behavioural change, education and communication.

Referring to the colour of bins, Members queried whether the proposals were consistent with other South Yorkshire authorities. It was confirmed that there was no harmonisation across South Yorkshire and the proposals were driven by the budget requirement and the desire of residents to re-use existing bins to save money.

Clarity was sought in respect of charges for replacement bins. It was confirmed that there would be a cost for a replacement residual waste bin, but recycling bins would be replaced for free. It was noted that this was the current policy, with an amendment to reflect recycling bins rather than bags and boxes.

Resolved:-

1. That Cabinet be advised that the recommendations be supported subject to the inclusion of 2) and 3) below.
2. That Cabinet be recommended:
 - a) That prior to full implementation, a trial be initiated in different types of households (terraced housing, flats, maisonettes etc) to ensure that the proposed changes are feasible and such households are not adversely affected by the proposals.
 - b) That the evaluation from the trial be reported back to scrutiny for consideration.

- c) That the feasibility of communal facilities be explored for waste disposals and recycling particularly for high density housing and new developments;
- 3. That further details of communications and engagement strategy be provided to Improving Places Select Commission for their input and monitoring.

129. HOME TO SCHOOL TRANSPORT POLICY

Consideration was given to a report which was due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 16 April 2018 in respect of the Home to School Transport Policy. The report outlined the outcome of the consultation on the Home to School Transport Policy for Rotherham, including post-16 students and children with Special Educational Needs or Disability (SEND) and provided recommendations for the service provision.

Members sought clarification as to who would provide the independent travel training. It was confirmed that the intention was to have an in-house independent travel training offer. It was confirmed that this was in place already and that some of the special schools in the borough also provided training themselves. It was noted that it could take over a year to train a young person to travel independently.

In response to a query as to whether the recommendations for personal travel budgets were sufficient given the potential for a higher budget saving, it was explained that people can have access to personal travel budgets at an earlier stage if they wished. It was noted that individual circumstances would be subject to annual review and individual conversations would be needed to evaluate need.

Members advised that the service needed to learn from buddying schemes to ensure that people with learning disabilities were enabled to have the best life that they could have and be independent. In response, it was explained that officers had worked with some people who had been the most vocal in respect of previous issues, but change was required although it was recognised that a more transitional process would be appropriate. Wyatt – Buddying scheme need to learn from. Needs to be a desire that people with Id have the best life that they can have. Need to get them out independently where they can.

Assurances were sought that young people with mobility issues would automatically qualify for home to school transport if they were in receipt of Personal Independent Payment because of a mobility issue. Officers gave an undertaking to respond on that point outside of the meeting.

Members expressed the view that the assessment matrix could be open to interpretation and queried who would decide whether a condition was moderate or mild and whether applicants would be required to supply evidence. It was confirmed that assessments were completed by the Corporate Transport Unit with information supplied from officers in Adult Care and Children's Services. It was confirmed that the matrix model had been adopted by Middlesbrough BC and this was considered the most appropriate model for the borough.

In response to a query as to whether the trial period was long enough, it was explained that the service felt that it was sufficient and it would commence from 1 May 2018.

Members were supportive of the authority delivering training in-house and queried whether any modelling had taken place in respect of the cost to the Council of providing taxi services against what the private sector cost. It was indicated that there were figures to indicate how much had been spent and that officers had been asked to review how transport was provided to identify whether a taxi was the best approach or whether a shared arrangement would be more appropriate.

Resolved:-

1. That Cabinet be advised that the recommendations be supported.
2. That Cabinet be recommended to investigate the cost/benefit feasibility of operating an in-house transport service for those requiring home to school transport rather than reliance on taxis.
3. That a further report on the policy's implementation be submitted to Improving Places Select Commission in six months' time.

130. TO DETERMINE ANY ITEM WHICH THE CHAIRMAN IS OF THE OPINION SHOULD BE CONSIDERED AS A MATTER OF URGENCY

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

131. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Overview and Scrutiny Management Board take place on Wednesday 25 April 2018 commencing at 17:00.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
25th April, 2018

Present:- Councillor Steele (in the Chair); Councillors Clark, Cusworth, Mallinder, Napper, Sheppard, Walsh and Wyatt.

Apologies for absence:- Apologies were received from Councillors Cowles, Brookes, Evans and Short.

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

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

132. WELCOME FROM COUNCILLOR STEELE, CHAIR OF THE OVERVIEW AND SCRUTINY MANAGEMENT BOARD.

Councillor Steele welcomed everyone to the special meeting of the OSMB which was once again supporting the Children's Commissioner's Takeover Challenge (CCTOC) by working with Rotherham Youth Cabinet (RYC). Brief introductions were made to assist the young people in directing questions to the most appropriate person.

Toni Paxford (Rotherham Youth Cabinet) assumed the Chair.

133. INTRODUCTION AND PRESENTATION FROM ROTHERHAM YOUTH CABINET - WORK EXPERIENCE

Emilia Ashton set the context for the choice of theme and presented the initial recommendations developed by RYC following their research to capture young people's views of work experience in Rotherham. It was recognised that these recommendations might be amended in light of the discussion and information provided during the meeting.

Images of RYC

Around 20 young people were involved in the Youth Cabinet, working on different issues that matter to children and young people and acting as their voice.

Work experience – why is it important?

- Top issue for the young people of Rotherham – 1166 votes out of 7000 in Make Your Mark consultation
- It helps young people make life choices
- It helps them become more employable

Our manifesto aim:

We want to increase opportunities for young people to take part in positive work experience and highlight where they can find existing work experience and volunteering opportunities.

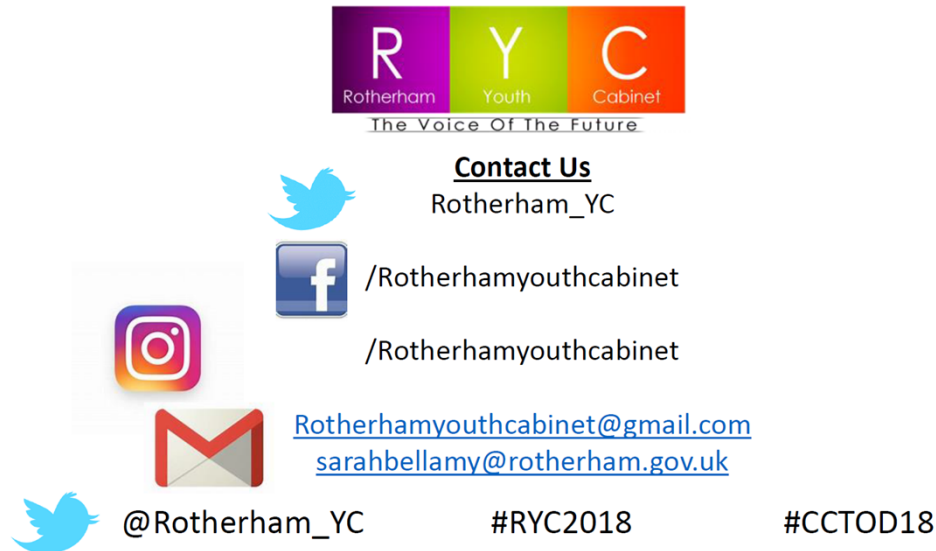
Report recommendations

- 1) Have a system so that all young people can have work experience.
- 2) Publicise available work experience in schools.
- 3) All schools to deliver work experience.
- 4) Have a quality control for work experience offered.
- 5) Make work experience count.
- 6) Wider sector of jobs included in work experience opportunities.
- 7) Support for young people doing work experience including expenses if needed.
- 8) To provide more support for young people with disabilities.
- 9) Carry out regular research to ensure young people aren't forgotten about.
- 10) To share positive practices among organisations.

In relation to developing the recommendations the following points were emphasised during the presentation:

- All young people having equal access to any opportunities that were out there, including young people with Special Educational Needs and Disability (SEND).
- Although work experience was not offered by all schools, young people did want to partake in it, so it was important to know what was available and where if people wanted to be proactive themselves.
- All schools to give young people at least one chance of taking part.
- Quality control was important as young people's ratings of their work experience revealed quite a lot of 1s (not very good) and not enough 5s (outstanding).
- Meaningful activities not just photocopying and making tea.
- Providing a real insight into the career path so people knew if it would be the right career path or sector for them.
- Research to ensure consistency within a placement over time and high standards across all sectors/industries.
- Sharing good practice between employers and from school to school.

Contact Us



134. **QUESTION AND ANSWER SESSION WITH SCHOOLS AND PARTNER AGENCIES.**

1) **Have you had work experience? Was it useful?** (Jonathan Badger)

Ian Goodall – Yes, when I was 15 I went on Trident work experience for three weeks at Herringthorpe Leisure Centre and experienced the tasks and jobs that leisure centre attendants did at the time, including supervising the courts, counting children using the slide and making tea. It was very valuable and I think every child should be doing that now more than ever.

John Barber – No and now that I am involved in it I regret not having the opportunity. Although I was lucky enough to know people who had their own businesses and was able to go in and look round for a day. But I've realised now how valuable it is and what a great opportunity it is. I recognise that a lot of young people would not know anyone or have those connections that I had but I agree that every young person should have the opportunity of a good quality work experience.

Tim O'Connell – I did not have formal arranged work experience, but delivered on a milk round when I was still at school. It was not relevant to what I wanted to do but there were useful lessons on timeliness with a 4a.m. start, attitude, work rate and aptitude towards work. It was really practical and useful and put me in good stead for work in the future, even though it was not work experience.

Kerry McGrath – I also did some Trident work experience and think anything like that is valuable to try something and learn new skills. But I think for me, and I'm probably going to be biased, I did some volunteering and found that more useful as that was the sector I wanted to go into. I

think the voluntary and community sector (VCS) gets forgotten about a little bit and we are a massive sector, a really massive employer with some really well paid jobs and opportunities. Volunteering is a great way to break into that sector as I think it's very difficult without it.

Emilia Ashton – I have been lucky enough to do two lots. The first was in primary school and that was quite useful for me because I decided that I did not want to work with small children. The second I did with the Youth Service and that was really interesting because though it was not the career path I knew that I was going to go down, all the hard work and different skills I learned were vital. I am now a university student and I know that I could have taken a completely different degree if it had not been for some of the work experience opportunities I have had. So I am very fortunate but I know other young people who have not been so lucky with their opportunities.

Cllr Yasseen - I went to Oakwood School and went on Trident and as I wanted to become a lawyer in those days I asked for experience in a law office. I remember someone saying they were not sure if that was right for me and we could put you in retail. It took many years to get the experience that I really wanted so it is about how we build up aspirations as well and respond to that.

2) Why is work experience so patchy in Rotherham? (Amaan Saqlain)

John Barber – National policy changed around six years ago, as until then every young person in the country had been entitled to work experience funded through the Government. That was withdrawn and it was really up to each school to decide what value they saw in it, so that was when it started to become patchy. Now from my perspective it seems more a decision for individual schools or academy groups.

Ewan Cumming – I think that this is a timely moment for work experience because one of the things that schools are required to do under the new guidance for schools about careers advice is that every pupil should have a range of experiences with work and this can be through work visits, work shadowing and/or work experience. It does not make it compulsory again but I think it is back for schools to strongly consider that actually this is a valuable experience, as some of the people who have experienced it have said already.

David Naisbitt – There are a couple of things I would say, one as a headteacher and one as Chair of the Schools Forum (group including teachers, headteachers and RMBC officers that discusses budgets and school budgets across the borough). As a headteacher, schools have been reticent about offering work experience because it has been patchy, so if as a child you have some influence or connection or you know somebody, you might get a half decent work experience.

Trident has been mentioned and although I did not have work experience personally, as a teacher I have gone through the experience of trying to organise Trident work experiences. To be frank a lot of children got an awful work experience that they did not value and whether it was for one, two or three weeks we as teachers spent a big chunk of that time trying to get them back in the work experience because it was so poor. So a number of schools have said it is just not fair to make children go into a work experience when it is so poor. If it can be better and if it can be centrally organised I think schools would be interested in that and some of the regulation schools have to consider around the Gatsby benchmarks is going to be interesting.

With a finance hat on, schools have less money than they have ever had; in real terms students are less valuable than they were last year and the year before. Headteachers and others working in schools are making decisions all the time based upon how the money brought in by students should be spent. A choice for headteachers could be as simple as a textbook and a teacher versus a work experience; it is not quite that stark, but sometimes you make those sorts of choices. Most headteachers would say money is tight, sorry but it is going to go into that really high-quality teacher or resources for your science or maths lesson, so it is a difficult one.

Cllr Watson – One of the issues was that you had to find a place for every single child in the year group and as time went by, and businesses had less money to look after people on work experience, it got to the stage where we could only find placements for say half the year with the other half still in school. You then had the significant issue of children saying they were not going on work experience because they would miss a lesson at school. The alternative was not having a lesson for the children staying in school who were then offered nothing. It became really problematic once schools could not find placements for every child in the year group.

A rolling programme would be one option but all schools wanted their work experience at the end of the year, resulting in schools looking for placements at the same time and there were not 1000 quality placements available. An example of a poor placement at a garden centre was given which resulted in the young person leaving on day three after the teacher visit. As quality is the issue here, if you cannot find a thousand quality placements then you have a problem and that is why it was so patchy and schools prioritised placements for the courses such as BTEC that require them. These are the real practical problems and one of the reasons why fewer schools are offering them.

Paul Silvester – From a SEND point of view a couple of figures partly address this issue - only 7% of young people and adults with a learning disability go into full time work, which means young people at Newman School have very little chance of going into full time employment, according to the statistics, so therefore work experience and work engagement is essential.

At another special school where I worked before, in 35 years before I joined not one single person had gone from the school into paid employment but when I left in three years, seven people were in full time employment. That was related to work experience, a quality work experience that was fundamentally part of the curriculum and the curriculum had led up to that work experience, not as a bolt on but integrally. We were given the opportunity as we have a different way of doing the curriculum in a special school. But for us in the special needs sector in particular, if we do not have thoroughly good work experience as part of an overall delivery in mainstream as well as in special schools, we will not change that 7% employment offer, because not only will the young people not have the skill-set nor the thought processes but the employers out there will not actually understand what needs the young people have and how easy is in a lot of cases to adapt. So work experience for us is a fundamental right and we need mainstream and special schools to have that.

Tim O'Connell - On top of talking about quality work experience and patchy work experience I was going to say quality work experience is a two way process but it is probably a three way process:

- the employer to engage properly, prepare for it and spend time to do that
- the school to engage and prepare pupils before they go to work experience and to speak to them afterwards and make sure they understand what they get out of work experience
- obligation on the young person to really buy into it and turn up

There are negative examples as mentioned but equally other examples where somebody who comes along for work experience fully embraces that and takes things on. So if we are thinking about patchiness, it is not all on the basis of businesses not responding back to work experience opportunities, although I am sure that there are real issues and difficulties that businesses have, but there are equal responsibilities on both schools and young people themselves to make work experience useful.

John Barber – I think there's also a responsibility on the parents as well to support that. There are many well-meaning employers out there but work experience is not their day job and we have employers who say they would like to take someone on work experience but do not know where to start, which is when they end up filing, making tea or being handed a spade. Small businesses in particular are busy doing the business, so a big part is the preparation of the employer and that is what we do on a small scale with employers through a “Be Prepared” course. The

managing director might be behind it but if it is a charge hand on the shop floor that is busy managing a production line who has the young person, there will be times when they cannot look after that person properly. It is about making sure that well-meaning employers, who may end up giving a poor work experience, not because they want to but because they have not been prepared, are prepared, including the person who is actually going to be looking after the young person.

We tell every employer we work with that the first thing to do is talk to the young person on the first morning and find out about them and their interests as you might be putting them on the shop floor but actually find they are really interested in accounts or finance, or they might have a hobby that you can relate to. In addition to experience of a particular job there is also experience of the world of work which involves getting up every morning and getting to work at the same time and doing menial jobs as well as really exciting jobs.

Expectations of young people from work experience, particularly those working in engineering, is an issue as you cannot put them on the shop floor in a dangerous environment working on a machine. It is not possible from a health and safety point of view or a safeguarding point of view, so it may be that they do spend time observing rather than doing, but it is important to help the employer put a good plan together for that young person and that is when you get a quality work experience rather than a young person just dumped on an employer for a couple of weeks.

Cllr Yasseen – We need to follow through on the ambitions and aspirations of young people. There is nothing that I have heard that makes me think we cannot remove these difficulties and it is as much about will and commitment on all sides. Responsibilities for making this happen and making it a good experience have been mentioned but it is also about being creative in partnerships. It is not just the business world but you have the voluntary and community sector, public sector, the Council and also things like for example the Prince's Trust.

I was with a group of young volunteers at Thrybergh Park recently who spent a couple of weeks in the awful snowy weather and laid down an amazing track there. It was a great experience working with the parks and the rangers and went beyond what we usually would count as a worthwhile experience in life.

Cllr Walsh – Work experience happens every year and we hope it is the same employers every time with a few changes here and there, just a different group of young people. An individual employer might work out what they could offer in terms of work experience, implement it one particular year and then that scheme is ready to be re-used year after year. So if we could get some employers onside to do a little bit of internal development in that respect perhaps the offer could become better from year to year as more employers became skilled at providing work experience.

Where I used to work we had science and engineering undergraduates on work experience and even though we were not tremendously organised we aimed to do a good job and they were actually doing industrial Research and Development and deciding whether it was what they wanted in addition to doing a useful job for us.

Ian Goodall – There will be no issues in engaging businesses in work experience. Speaking as an employer or owner of a small business, but also as the Chair of a board of people that come from large- and medium-sized businesses, voluntary sector and the NHS, everybody wants it to happen. If you look at the responsibility falling on three or four people for making it work, that element of it is not going to be any kind of problem. The biggest problem that businesses seem to have now is the work readiness of young people leaving education, whether at comprehensive level, further education or higher education level, and anything that helps towards solving that problem will be supported and helped.

John made a good point about businesses being really willing and happy to help and I would include our business and say we probably do not offer the best of work experiences at times because we are a small business and have to get on with what we are doing. We are happy for people to come in but I think work may be needed to say to us well could they do that, that, and that, because it is limited as to what we can do for young people. You will not struggle to get businesses to offer the places but all at the same time of year possibly is a problem but again these are not big issues that cannot be worked around with a little bit of thought and process.

3) Where are young people meant to access work experience if schools do not offer it? (Omair Kasim)

John Barber – We recognised four years ago that some schools were not offering work experience so we run a summer academy, a summer camp where we offer work experience to young people. Promotion is through schools but it is done directly with families, but it is quite small scale with 50-60 young people a year. It is something that a lot of people do take up; sometimes young people who have already had one good experience and want another. It is small pockets and there does need to be more. Some schools now say they will offer work experience but expect the student to take a week during term time and a week during their own time, so it might be the last week of term before Easter and the first week of Easter holidays because again that is less time off curriculum and less time out of the classroom. There are creative ways around it but that is down to individual schools and down to young people and it tends to be the young people with the drive to want to do that in their own time. Again it is about getting that message out there to young people.

Sharon Kemp – When I was 19 I worked for a police service and struggled to get more responsibility. I was moaning about this one day when talking to the Chief Executive of Manchester YMCA who suggested I did some voluntary work for them and they would give me pieces of work to do in a supported environment and a reference. So as Kerry was saying, sometimes if it does not necessarily present itself to you there are creative ways, particularly through the VCS where you can get experience. I think for organisations some of the things that make young people stand out are the fact that they have participated in work experience or worked within the voluntary and community sector. Where you have done something like that you really stand out as a candidate because it shows that passion, that ambition and that you have had the opportunity to learn and experience something different.

Emilia Ashton – As a university student I have been bombarded with summer placement opportunities and advised by tutors to take one as employers look for it. If schools cannot offer work experience in term time for financial reasons, why can't they proactively advertise available work experience in summer holiday time to young people?

Ian Goodall – They could if a scheme were put in place that has the backing of employers and schools, there is no reason certainly from a business point of view why that could not operate in school holidays. In terms of where can you find work experience opportunities, there is nothing out there that you are missing out on, they just do not exist hence the reason why we are probably all sitting in this room. What John does is fantastic but as he rightly says it only impacts on a very small number of people. In some ways the only option that young people have is to start approaching businesses yourself and try and generate your own work experience opportunities. We have had people approach us as we work in the video games sector so we are quite attractive for people and we get quite a few young people asking about work experience in Easter or summer holidays and we always say yes wherever possible, so at the moment it is kind of over to you.

David Naisbitt – I am reticent to talk on behalf of all schools because each school will do it differently and each school will take their responsibilities differently. I want to reassure the young people that schools take very seriously the need to lift aspirations and expectations and that is not just all about work experience but a whole plethora of things that schools do to change how young people in Rotherham think about themselves and their futures. What would drive a school day in and day out is getting the core business right, so that is the educational package, the teaching and learning and giving you the opportunities to be as successful as you can academically. As part of that I think schools accept there is a whole range of other things that we would want to offer that would make the school experience better and different and that might include being involved in some sport or some arts performance. Work experience could play a part in that but I think headteachers and schoolteachers would be apprehensive about pushing at children things that are not as good as

they could be. I do accept that if professionals were to work together to develop a programme that children could elect or buy into that might be something useful. I would not want to go down a route where I am saying to 210 children every year you have to do something that perhaps they do not really want to do and it is not as valuable for them as they might otherwise have expected.

What I would say on reflecting and listening to what people were saying, was we used to push children in probably year 9 or 10 into work experience (aged 13-15) and I'm wondering whether that is now too early. As many young people are staying in education for much longer I wonder whether we ought to be thinking about more substantial work experience packages over a period of time. So between the ages of 15 and 18 that might be more suited to what a young person needed at a given moment rather than where we have a quota and we have to push children through that in any particular timescale.

I do not think in general schools are particularly against work experience but they would absolutely be against something that was forcing children down a route or into something that they were not particularly keen on. I started by saying about schools wanting to raise aspirations and expectations because you quash aspirations and expectations if you give children or young people a poor experience, for work experience or anything else.

Paul Silvester – This is a little bit like being an employer as well as a school, as in my school we have 70+ people who support the children at Newman School. Of those 70, if they do not come in we get supply, now is a bit different to supply teachers as it is supply staff. Of those supply, we've probably got ten young people who are either in Year 13 at school or students are coming back from university in term time between semesters and they come in. I think we might need to collect those opportunities together centrally because firstly they get paid and I'd say for 99.9% of people it's a very enjoyable experience. It develops things like their communication skills and work readiness and the things that people actually do fit in with the experience of working in schools. We've got young people who volunteer. The other thing I would look at is there is something called Gig Buddies in London where young people aged 17, 18 or 19 take young people out who have special needs to gigs or concerts, or cinemas etc. whereby that sort of relationship, which is generally unpaid, builds up awareness of themselves and what they want and communication skills. So I think if you look at non-work experience opportunities, there are quite a few things where if young people want to do that then we can be part of organising that. Those experiences break down not only the work experience barrier but the barrier between mainstream and special and between young people with special needs and those without.

Cllr Clark – I used to work in a small political office and had a number of work experience students come through. Some came from recommendations from a local secondary school but the majority came with young people actually writing or e-mailing in and asking if there were opportunities, in the holidays if not in school time, or knocking on the door and saying they were looking for something. Although it was unpaid we did pay a lunch allowance and reimbursed all the travel or bought travel passes as you should try to make it as easy as you can for young people because not everybody's got spare cash to get on a bus and it soon adds up if you're doing it for nothing.

What is really important is that on personal statements when applying for university one of the things they look for, and are telling us they look for, is work experience and we should embrace that, but it is down to everybody really to open those doors.

Cllr Hoddinott – Following on from that and I think one of the recommendations from Emelia surrounding expenses I guess it is that equality aspect which is really important. So I am hearing on one hand that you should go and try and find your own work experience but there is a really important point that we saw in the presentation around equality and the equality of those opportunities. I think we know that in some sectors, like the media, it is based around internships and work experience based on who you know in asking friends or family. I am very conscious that not all young people have those connections to be able to get them into the right places for work experience and there is also the whole issue with people who can afford to take two weeks, then actually taking a job elsewhere. Yes people should go out and take their own initiative but I think there are some really important recommendations that are probably up for discussion about how we equalise the playing field and how you cover things like expenses and access into some of those more difficult sectors like the media as well.

Ewan Cumming – One potential suggestion is that every summer there is a fabulous opportunity for year 11 people to take part in volunteering activities and team building through the National Citizenship Service. Perhaps one of the suggestions that could go up is that some of this money could be separated off into more of an employment strand where there is more of an employer focus, building on what was said by my colleague behind me. There are organisations that could help do this so maybe there's something there around thinking what we already have and could some of this be diverted for those that wish it to have more an employer focus.

- 4) **In the 2018 statutory guidance for governing bodies, school leaders and school staff around careers guidance, benchmark 6 states that by the age of 16 every pupil should have had at least one experience of a workplace additional to any part-time jobs plus another experience by the age of 18. How are schools going to meet these benchmarks?** (William Brown)

David Naisbitt – You have to be careful what is in the legislation as it is not saying that every young person has to have a work experience, but rather every young person has got to have experience of work and there is a difference. Schools will take responsibility, but as I said earlier, will not be deflected from the core business which is ensuring that children get the very best teaching and learning opportunities. I think with what we have talked about here this evening in the past this was not done particularly well for all children, so to go back to a situation where we just say right every child has to have a work experience is not likely to give all children and young people a positive experience. For me it would be about the strength of an experience that was related to work rather than a work experience per se.

Cllr Cusworth – I think you've got to the crux of it there and I wonder how much of this from a school point of view is about releasing pupils to attend something that is vocational and therefore they may slip back on the academic? Having said that about the academic, people do have different abilities and what I would be conscious of, if it were an issue, was would we then be selecting the people we thought were achieving and meeting expectations to be able to be released? The thing about the summer and doing work experience in the holidays is that children have other responsibilities and whether they are young carers or carers for younger siblings the times that they are at school in term time are not an issue as that is expected by parents and anybody else. It may be not possible for them to go in the school holidays; they may have different responsibilities, so I wonder how willing are schools generally to release pupils from the academic curriculum for a set period of time?

David Naisbitt – It is a really simple question but really complicated answer. Schools, as many of you will know right now are driven by quite a narrow academic curriculum and Oakwood High School in the past, amongst lots of other secondary schools in Rotherham, offered a broad and balanced curriculum package with a guided options programme where young people were able to do a whole range of activities and a whole range of curriculum opportunities. So for example Oakwood had quite a wonderful vocational learning centre on Fitzwilliam Road. We have shut that because the qualifications and the experiences that we delivered in that building no longer added value for young people or the skills were not recognised anymore. I could say that those children could still have those opportunities one day a week but when that young person goes out into the workplace they have a qualification deficit. They have not got as many qualifications that are deemed to be acceptable and are then not able to compete toe-to-toe with children from other schools in other areas, so schools have their hands tied.

I get what you are saying about opportunities beyond the school day, or school week or term, but it is very difficult for schools to manage. I think there is a willingness in schools to give young people opportunities but how we do that beyond what we would regard as our core time is actually

really quite challenging because as rightly said in comments here, equality of opportunity is really important. What some children might be able to do beyond the school day is very different to what other children might be able to do. The truth is that those children who are able to find opportunities because of their wider experiences or wider contacts are likely to be those who would be able to do something in a holiday because somebody will get them there or somebody will facilitate it. I think what I'm hearing is that it is not about schools or employers, adults or young people but collectively if we want something to move forward then we need to work collectively over a period of time to find the solutions as there are no quick fixes here.

Cllr Beck – I've been thinking since the start of the meeting about why we have got to where we are in terms of work experience, the experience of a workplace. Seven or eight years ago all secondary schools used to receive quite a significant ring fenced grant for enterprise education. Schools right across Rotherham did so much in terms of enterprise and in the classroom with young people, which gave people the opportunity to experience what it would be like to be in a working environment, short of work experience. When I was at school we had all this and there was a lot going on that was linked to work experience as well, now as you know the government withdrew all that funding at the time and so enterprise as a concept in schools got depleted. Fortunately my experience, mainly with Wales High School and in Dinnington, is that a lot of that work was embedded within the curriculum and was not all lost. But my point here I suppose is that with this if we do still have some proper funding directed to enterprise education and business skills being taught in the classroom, all schools would probably be meeting this without having to provide work experience. I think that, coupled with the non-statutory duty for all young people to experience work, has culminated in where we are today, so I think it's a shame people in the education system now have not had the same opportunities I did.

Emilia Ashton – The benchmark says an experience of work could be an employer coming in and talking to a hall of 300 people, which to me is not very useful. I came out with qualifications, 14 GCSE's which were all A*-C, but was told by my current employer the reason I was not hired until a year after I turned 16 was because I had no experience; they did not care that I had got all these amazing qualifications. Actually the CV I got employed on did not include my qualifications; they want the real practical work skills so this might not be sending somebody on work experience but maybe schools could utilise this and having job interviews or skills that employers are looking for rather than utilising this benchmark six just for work experience.

Ian Goodall – Earlier I mentioned that I am an Enterprise Adviser and the Enterprise Advisers are trying to fulfil the role you are talking about and thereby helping to provide some kind of enterprise education within schools. We meet as a group as we have one in each school in Rotherham, special schools and comprehensives. In terms of Councillor

Cusworth's question, overall very reluctant and that is not directed at Oakwood or any school in particular but I sit in a room with 10 or 12 different Enterprise Advisers working with different schools. The major concern that most of us have is that when we go into a school we give up time, we try and give some experience and try and help them to connect with businesses but the school is not prepared to designate any time apart from 20 minutes here or 20 minutes there to employees even coming in to talk to the students. Bringing it back to Emelia's point, that is a very good one, but even that for me is difficult at times, so Trident work experience in three weeks is a complete world away from what is possible at the moment. I appreciate it has to be good and it has got to be right and maybe the schools want something back that they feel is correct but at the minute it does seem to be a straight choice between academic experience or enterprise experience and I think the bit that schools tend to miss is that an engaged student will achieve more academically. If you can inspire a student to think "wow I want to do what that person does" or who has listened to a person who works as a computer programmer or as an analyst or in finance and found out they need A levels or degrees to do whatever they need to do, for me that student becomes engaged and the battle to teach them perhaps becomes a little bit easier. It is a tough problem to solve.

Tim O'Connell – Work experience and an experience with employers needs to be positioned as part of somebody's education not perceived as something that is vocational because really it does matter if you are going to go to university not looking to go into work. Actually having work experience is really important for that, so it very much picks up on the point Emelia was saying. I really do think we need to do that and other people here know far more about our education policy but it seems to me that at a national level from my side of economic strategy I do not think it is well linked to skills nationally nor is the skills stuff really well linked to education and as a result of that when money comes down to local level it is all quite disjointed. I think this is quite a big issue that probably more than Rotherham on its own can tackle about perceptions of what the importance of work experience in somebody's education is; it is part of somebody's education not something different to academic stuff, it is vital.

Omair Kasim – Maybe in some cases it should be the people's responsibility or they should be encouraged to do so, because some people may not make the effort to do work experience while others might want to work in a certain sector and the school cannot provide that so they should not be complaining about it they should actually try to do so themselves.

Kerry McGrath – I am listening to some of the challenges around offering work placements and good quality work placements and at the risk of plugging our own service, in effect VAR has taken the job on of providing that brokerage. We have got a menu of opportunities that people can have a look at so it is not a case of you have got to go out and try to locate. They are all in one place which hopefully also levels that playing

field mentioned earlier so we have got a lot of choice for people to choose something that is right for them. I think the key difference is that we worked with our organisations to make sure that they have identified what that voluntary role looks like before someone is placed in that role. So hopefully that does mean that it is a little bit more meaningful because the key tasks are already identified within that role, they know what they need somebody to do to come in and help that organisation as that preparative work has already been done. So I think yes it could be more meaningful, the opportunities are there, people can come in and see us or apply online so it is accessible. I think we have got work to do with some of our organisations still to increase that menu and also to make sure that there are plenty of opportunities for under 16s as well, but the opportunities are there.

Cllr Watson – Coming back to Cllr Cusworth's question about how keen schools are to let students go out. Schools, well head teachers, are only one bad Ofsted away from walking the streets, so at the beginning of the year David will have a meeting with all heads of department and say he needs this many ABCs out of your department, as head of science I then say to my young teachers: "That class you've got there I need 10 As, 7 Bs and 3Cs or there's going to be a problem" and that problem for them could be not progressing up the pay spine next year. So then somebody comes in from outside and says: "Can I have three weeks of your teaching time?" which for a science teacher is 15 lessons out of the time. You want 10 As but you want three weeks out of that curriculum time, no thank you. So as willing as David might be to set this up, the people on the chalk face as we used to call it, are actually the resistant ones here because we are the ones that would get the flak if we did not get the results. We know in our heart of hearts that the work experience is what gets you the job, we know all those things, but our job is dependent on getting the results.

Cllr Mallinder - I think we all agree that work experience is the ticket here but it is how we implement it. Kerry made a good point about students having the right things and I wonder if we need to develop a pro forma - what do I want from that job? And what does that employer want from me? The other thing I have an issue about is affording it and bus fares can be prohibitive for some students, so perhaps partners could look at funding a small common pot to support students.

John Barber - I am a governor at a disadvantaged school in Sheffield and at the recent Ofsted inspection six months ago the Chair of Governors asked the Ofsted inspector "If I told you that 60% of our young people left here and went straight into a job would you be interested in that statistic" and the answer was no as only interested in the qualifications, so until there is a national policy change we cannot change that. I absolutely agree you need the qualifications to get in front of an employer but that employer is not going to then choose the person with the best qualifications. They are going to choose the person who fits their job role/person specification and that might be the most confident, the most outgoing, it might be the most dedicated, it can be many different things,

but just to get the qualifications alone is for an employer not the right answer, it has to be that all round person. The young people are to be commended for what you're doing and that puts you near the front of the queue for any future job because you are doing something over and above your academic qualifications. An employer would say: "Wow that person's taken control and done something to help themselves", so that is equally as important. Yes the qualifications to get you through the door but then it is about the person because employers go people by people not qualifications alone.

Ewan Cumming – My first point is that there is a lot of onus on schools and just to make schools aware that the authority in Rotherham along with Sheffield and Barnsley and other interested authorities are trying to bid in for some central government money to support schools in trying to meet these benchmarks. Because we do appreciate that schools have a very difficult time and they have been given a series of instructions but no additional money to do this. We are attempting to support schools to deliver these benchmarks, particularly benchmark 6. I do have some information around that bid and although it is not strictly work experience it is about meaningful engagement with employers and we are doing slightly better than the UK average on measure 6 in that we have nearly 40% of schools managing to achieve this benchmark across South Yorkshire so it's not like we're starting from the worst position ever and sadly there are places in a worse position than us.

The second point is just to feedback on something said behind me, I think that the Ofsted inspector John spoke of might soon be saying something different because Ofsted released new guidance in March around what schools should do and they say they'll be looking at how well schools prepare pupils and students for their next step, with a focus on the impact and quality of what they do around careers.

- 5) **Have there been any previous attempts to have consistent work experience across all Rotherham Secondary Schools?**
(Maks Golus)

Ian Goodall – Just Trident work experience as far as I know that was a uniform policy for all Rotherham secondaries or felt like it was at the time and it sounds like it had mixed results. For me personally I think it was a positive experience in that it showed me that I did not want to do that job but something more challenging, so it helped me to think I probably needed to work quite hard and get some qualifications.

- 6) **Do you agree work experience should be a valuable opportunity? How should we manage this?** (Hamaad Hussain)

Ian Goodall – As an employer I do feel slightly concerned by the issue of quality. I think that is something that will need a lot of thought and discussion - what quality is, what the expectation is of students, parents, teachers or schools. We've got nothing in place at the moment that says

when we do get the opportunity to take someone, whether pre-16 or 16+ nobody really tells us what we are supposed to deliver in terms of work experience so I think that's the issue for me. I think it is very valuable but there needs to be some work put into that quality aspect and make sure everyone's expectations are the same because to be honest if the expectations are way high then many employers will be quite rightly put off because they're not able to deliver that kind of thing, so there needs to be some balance in there.

Paul Silvester – From experience in the context of special education I would look at other things as well as work experience because when I said we got seven young people over three years into full-time work, when actually in 35 years nobody had got in there, we had to look at those seven young people and what was it that actually got them into that employment opportunity. They had no academic qualifications and in fact the employer changed the rules and said we no longer need entry level maths and English, we will accept the work experience that those young people undertook as validation for what they did. So they actually changed the way they worked because the experience in that work had been done but when we looked back at what made those young people ready it was two things really.

One was that the school had a really strong Duke of Edinburgh award (DoE) which we took to a different level but it gave those skills and confidence and being able to communicate and these are young people who generally often had words spoken for them or were not put in a position to do that. The DoE, which is similar to the mainstream experience of going off and doing overnights and camping and all the other bits and pieces, had actually given those young people something they could talk about, some confidence in the skills that they could do things and new experiences and they took that skill set into the work environment. Then when we look at work experience you have also got to talk about the preparedness for that experience for work. There are different ways to do that and I would definitely say things like this as already mentioned in terms of DoE and other extra bits and pieces that are out there are really valuable as well, so whilst the focus is on work experience do not forget the other bits that improve the quality of the communication skills of people.

Emilia Ashton – Referring back to something Kerry mentioned earlier, obviously VAR have a programme in place where the employer says what they are looking for in a volunteer but also the volunteer says what is interesting for them as well. Maybe that could work as a consistent way, not necessarily writing it down but maybe in a previous interview so the young person knows what they are letting themselves in for and then the employer says we're offering you this, so there is a sort of match made. Is that something that they would be interested in?

Sharon Kemp – I think you are exposing some of the different drivers from a national policy context that are creating difference or strains within the system for what you want to achieve. We talked about the schools and how the schools are driven and how that happens. We talked around the fact that national funding has changed and actually one of the things I would say to you is the work you've done really exposes that actually there is not a joined up approach that is helping local partners to do the things that we know are important. One of the things that you might want to consider from your work is being able to write to the appropriate Minister to explain to them actually how government policy at this time is not always helping partners to come together to deliver the best possible things that we can for children and young people and I think that would be extremely valuable.

Ian Goodall – It would be interesting to add details about that vote that you took as work experience came out as number one on the list.

Emilia Ashton – Make Your Mark is delivered by the UK Youth Parliament which is an organisation of elected young people who work on national campaigns across the country. The way their campaigns are decided is they hold a ballot and that has ten issues that come down to what members of Youth Parliament stood upon and that gets put across to young people every year in summertime where they get a choice of ten to vote on. Unfortunately work experience did make the top five nationally but did not get selected in the House of Commons then to become a national campaign but it was highlighted in Rotherham as the priority issue from the 7000 young people who took part.

Toni Paxford - Just to reinforce that it is the largest youth consultation in the whole of Europe with just shy of a million people who took part in that vote nationally and the Young MPs who are here as well will get to vote in the House of Commons on their top two issues, so it is kind of a big deal.

7) **Without work experience how are young people meant to implement their academic skills into the workplace?** (Edana Munnik)

John Barber – It is a challenge and I mean for us and the employers we work with, we believe that every single lesson should be related to the world of work, so whether it's a maths lesson or a history lesson, whatever it is it should end with "... and this is how you will use this learning when you get out there and in the world of work". That's a challenge in itself for it again involves employers working with schools and translating that it is really important to get your head around the maths you have just learned if you want to do this sort of engineering or work in this industry. It is about making the learning in the classroom relevant to the world of work and how you can use it in the future. I am biased but I think you know I think every young person should have that experience of the world of work not necessarily work experience.

We had a big event at Magna in Rotherham last week with 2,500 young people focused around STEM (Science, Technology, Engineering and Mathematics) and it would be interesting to know how many people knew about it. We had everybody there from McLaren to traditional industry in the region to show young people what the opportunities are, broadening people's horizons. About 150 were there I think from Oakwood so that was the school grasping the mettle and saying you know this is really important and these young people need to see this and the jobs out there.

Ian Goodall - How many Rotherham schools attended John?

John Barber - Seven Rotherham schools, well six schools and the college, so we had 51 schools there including schools from Leicester, I think two from Barnsley and most schools from Sheffield. There are different priorities in schools but for me that was disappointing and I'm sure it was about communication but you've got some schools who have taken up opportunity and young people get that experience and people there at the show had been previously themselves and got jobs as a result of it. I think that's down to communication for us all to get that message out not just to schools but to parents and to the wider community.

Kerry McGrath – It strikes me that there is a step missing before we are placing people into these work placements. I think there is a bit of work to do first and I know that our VCS partners do that, so people would apply like they would do for a job and would be taken through an application process and as John mentioned actually having that conversation with them before you even set them off doing something. Maybe we're approaching this wrongly, maybe we need to be looking at what both sides can bring to this equation rather than as looking at it like OK we've got a work placement for two to three weeks for people and this is what we want them to do. So let's turn it round and have a conversation about what both sides can offer and I think some of the organisations or companies might find that actually they can do a more meaningful role then but it's a bit of work to do beforehand which is going to be investment later on.

Cllr Cusworth – To fully endorse what Kerry just said the point I was making earlier was that if schools are too nervous to release pupils to attend any work experience then it does not matter how good the offer of the work experience is unless you are starting from what you both can agree on and take it from there.

Emilia Ashton – I think we are saying here that clearly work experience is not available to everybody and obviously VAR has some amazing opportunities that are more flexible and over a longer period of time. Perhaps the suggestion should be as possibly a short term fix that VAR works alongside schools to say these are the volunteer opportunities out here and these can work similarly.

Kerry McGrath - We do have some work to do around that as there are some challenges we need to address and a lot of our opportunities are 16+, not all of them do cater for under 16s, I think there is some work for us to do with our VCS partners about what their offer is and make that flexible for people who are in school and still studying as well, but I would love to be able to get to work more with schools on that.

Emilia Ashton – Young people have to stay in education until 18 in either an apprenticeship, school or college, so even as a first step you could work with sixth form and colleges because I know universities look in your personal statement and they want you to prove that that career is the right choice for you, so something like volunteer opportunities would work.

Ian Goodall – In terms of what can we do, don't rely on work experience or rely this system being created solely for yourselves because I suspect it's a little way off judging by the number of barriers we might have to cross to get there. It sounds like VAR have something which is great for that sector but broadening that out on a huge scale will be challenging and might take a little bit of time. But you can get a job, paid employment when you're old enough to do that and I am not suggesting that you get up at 4am like Tim did but it didn't do him any harm. I got a job at McDonald's when I was 16/17 and looking back on that now I realise that that set me on a path that showed me what hard work was. So there are many opportunities to get out into the world of work and if that means having a think about where you want to go and what you want to do then knock on some doors and send off letters and e-mails to people working in that sector, whether it is the legal profession or whether it is the health service and go find it yourself and do it that way.

David Naisbitt – Just to reflect on some of the things that have been said and maybe find a way forward. To a degree I think listening to us all this evening we've got a bit fixated on what work experience is and what I'm hearing is that young people do not necessarily want to go out and go in to a work place. For some it might be the right thing, for some it might not be. Schools are not necessarily able to offer that, employers may or may not be able to facilitate that, but there's lots of work that goes on in schools that is preparing young people for life beyond their school that is related to work readiness, to enterprise. There are a number of Oakwood pupils over there and we have just gone through a process of appointing a head boy, head girl, house captains and prefects. There is a written application process which is exactly the same format as if you're applying to come and work at the school, shortlisting and an interview process. We do not flag that up as work related activity but goodness me it is. I think maybe schools have got something they can do to share with the young people a little bit more obviously the sorts of things that they are writing into their daily activities that might prepare young people for the world of work that are not necessarily going out to work.

Emilia Ashton – This probably links into the next question but those work readiness processes like house captain and head boy or girl tend to go from what I see to the more academic students, so not necessarily the students maybe with SEND needs. How can you make sure that that work readiness is open and available to all and those that might really need it get those work readiness opportunities?

David Naisbitt – That's your experience, not necessarily the experience of young people at Oakwood as anybody can apply to be a house captain or prefect, head boy or head girl and who gets it is a different issue. I was using that as an illustrative example of a whole range of things that schools do that may be similar to that, which gives children the opportunity to have a go at practising what it might be like in the real world. We do not make it as clear as maybe we should do that that experience will prepare you for life, so engage in it.

8) What is in place to ensure that young people with SEND requirements have work experience that is accessible for them? (Molly Crossmore)

Paul Silvester – I can say that question is really important and I just want to repeat the figure that only 7% of young people with a learning disability are in paid employment and I think if you reflect on that, that's an astonishingly poor figure and behind that there are all sorts of reasons. The stuff I am going to say is for the special needs sector and you linked in special needs pupils in mainstream and I'll do that. The joy of working in a special school is that I do not have Ofsted come and say "what are your exam results and how have you done that". I left the mainstream sector because of those things but we've had Ofsted and we have data and progress but we do not have that almost grindingly difficult question to answer about the exam statistics. What we've got to do with special needs is actually embed it and what we've embedded in our curriculum is all the things that you would like to see everywhere else and it's a fantastic thing. So we start off with Ulley Country Park, if anybody wants to come down on the Monday they are welcome, you'll see our students serving cups of tea and things like that and they do that really not for the work behind but for the communication skills and confidence skills. We actually have a link with Whiston Grange, which is the old people's home and it's great because our young people talk to the residents there and get feedback, it's a good experience and both sides get something out of it which is the crucial part. I've mentioned DoE and we've got work experience.

When everybody did Trident young people with special needs did not find it easy to get a work placement because all the work placements were taken up by the mainstream schools. Although I think that's a good thing since that stopped for young people with special needs there is now quite a lot available, so it is a small silver lining, it's our silver lining and we are proud of it.

Then there is working with employers. I mentioned work earlier and the employer was NEXT in their warehouse who changed their rules across the company and said their supported internship is actually a year-long work experience but if somebody had gone through that they did not have to have that set of qualifications.

The other thing we've got especially is parents and expectations because a lot of parents have been in a situation when the child was one or two years old with a doctor or people saying "your child will never ..." or "your child will ..." and those things live for many years in the lives of their parents. What it does mean is that they over protect their young people, therefore the idea of going to that employment when they do not necessarily have to is a problem. So this area is so much easier for me in a special school but we have to work with schools and clubs in the mainstream to make sure that we link in with special needs factors. There was a lot going on but a much of the issue was trying to change that 7% figure and getting everybody else, so it's no point scoping work experience and doing all those things that are positive if they then turn up with what we think is a really broad and balanced option and then they go to an employer who does not understand e.g. autism, so we have got some work to do with regard to special needs and it's not just about ramps. It's about the way of working but I do think the doors have been opened for that so is quite positive.

Ian Goodall – How does this 7% compare with other countries?

Paul Silvester – I've been on two trips abroad last year to Sweden and to Lithuania. In Sweden they have a completely different process; all the special schools for instance are attached to mainstream schools but also their employers, and when we explain enterprise they burst out laughing saying you always talk of enterprise. Each employer has a duty to take people on work experience in the local area and so they have integrated even the special needs sector. In the classrooms I went into, the local firms had given the products that they will actually work with and then they visited. Anybody who wants a job was given one but it is a managed job, so actually the bit I saw it was 100 percent but not everybody wanted one and for anyone who did they wanted to ensure the skills were done. So that is Sweden but it's a different system with the employers government-funded to do that and it was a really good system but we can do things differently.

Emilia Ashton - So from all the work experience you've done with employers, do you think that they are now more understanding of people's needs and more likely to take on these young people in full-time employment?

Paul Silvester - You have to spend some time with employers, it does not happen overnight but I will go back to Next with whom we had a three-year relationship. It was not just the seven young people; there were 20 people with significant learning difficulties employed, including from a

severe learning difficulty school and a college. A woman came up to me at the end last time and thanked me saying we had changed the culture of work and the young people had added value to the workplace. So the thing is you can change things and I only ever liked situations where our young people don't get things just because, it is that they give and they get and that's a natural combination but it can change things. Next had an 85% target and our young people never achieved more than 60% but they appreciated what they gave was slightly different and they changed the rules with the unions and with everybody else joining in because there was an acceptance of it and that they also had the skills for the jobs that they went for. One was to look for errors along huge things and for anybody with autism who could walk down a long stretch, spot something and enjoy every single day was positive. Their attendance was fantastic, their work rate was brilliant and that shows the culture but you do have spent some time with them to start off.

John Barber – In a practical example we had a young man 14 with autism who came to us and went on work experience and I went see the employer after two days in trepidation because he'd taken a risk. He said he wanted to employ him and when could he start and I said you cannot he is only 14! He carried on going in every holiday and is now half way through his first year of apprenticeship with that company. The employer said if he had known the focus and dedication he would get, then half the workforce would be recruited from people with autism.

Mollie Crossmore – Can I ask about other schools as well not just Newman school?

Paul Silvester - You're looking at a very mixed picture but in terms of special there is the changing nature and opportunities we've got. Talking about schools where the focus is perhaps making sure that young people can communicate effectively to be independent can to do that but I do think the idea now of Ofsted and other such things is driving us to make sure we've got valid data. But the reason why only 7% of young people with learning difficulties are in employment is because the system has failed those young people across the board for many years. It is not just school itself generally and it's not just employers but it is the funding and the other bits and pieces that have led to this situation.

Cllr Yasseen – I worked for the DWP and as an ambassador for their programme that checks accessibility for employing disabled people. I think it's already been previously mentioned about policy and policy is really important because with policy comes resources and on that particular programme we worked with a plethora of businesses from all different sectors and that was across the UK. One of the big things we found was about the cultural shift and it takes time and money for cultural shifts to happen. A lot of employers are not used to working with or employing or understanding the social model of disability, so the investment from that particular programme in terms of accessibility allowed us to look at what people can do for you, it looked at different jobs working with the

employer to break those jobs down and how could they be reorganised so actually somebody then that might have a particular adaptation or a requirement actually could do that job. The job still got done but it was performed in a different way and that's a very different way of looking at employment. Now whether or not the government would ever invest that money when it comes to work experience is not known but on a wider issue about accessibility it is also things like independent living so being able to use public transport because that is also part of the world of work, about having to get somewhere on time or are having to access other things. So I think it's wider than just the employers, it is about how structurally we organise ourselves in our society and about what we think is important in terms of inequalities and fairness.

9) **How do you ensure that no young person is put off work experience for external factors e.g. financial implications?**
(Ashcon Chobeh)

Ian Goodall – Financial resources is a tough one to start with as there is a need to put some cash in from somewhere as I think we are all well aware that cash was removed, the ring fence was taken away or whatever you want to call it. It is just not there at the moment to probably even fund bus fare to make sure every young person can get to work experience, so I'm not sure the financial one is easy to solve.

In terms of how you can make sure people do not have a bad experience, I think that again is a communication issue, it is about making sure that employers know what's expected of them, making sure that students and schools have got an expectation of what's possible from different employers and then follow up after to make sure that it's done right at that whole system level. Clearly Trident was tried and it's probably looking at what was good and bad with that and coming up with something better.

Emilia Ashton – You have the book of contacts and obviously we understand that the money is not always there because of the cut backs or squeezes, then there is inflation etc. Maybe if I was based in Sheffield but you are a firm in Rotherham and I cannot afford that commute you might know a similar firm in Sheffield that is close to me but offers something similar. Perhaps it's that connection between the business world saying: "I've had someone interested in this, could you offer them ...?"

Abigail Smith – Moving on from the financial to make different point, about children with mental health issues in mainstream schools, as we talked about being in a hall and someone coming in and talking to them but for children with anxiety who were in mainstream schools they wouldn't be able to go into the hall.

John Barber – We've had some young people in that situation and it's about the support you put around them to make them feel comfortable, picking the right employer to put them with. It is about the young person

pushing themselves as well but it is about trying to find the right sort of support in the right placement and spending more time with that young person. Again that's an issue because that time is not there.

Just picking up on the financial point as well, there are some employers who will pay bus fares for young people; there are some employers we get donations from as we are a charity; or we can put in a bursary for them to go on that work experience, but it is limited. There really needs to be a bigger pot and that sort of support needs to be there because no young person should be disadvantaged by their background to get this opportunity.

Cllr Watson – The only way you can do that is by making it in the school day so that people with other responsibilities at home are not put off. You have to make sure the funding is still there like it used to be so that you do not get situations like when I taught at Maltby and we had work experience. I would ask my tutor group where they wanted to go and people said somewhere they could walk to, someone wanted to be a graphic designer but would do retail at Tesco because graphic designers were in Sheffield. So it has got to be a blanket if you are not going to exclude anybody because as soon as you make it like David said earlier about whom you know or who your parents know or what you can find out yourself, you will exclude somebody. As Cllr Hoddinott said if you are going to make it any way an equality thing, you have to fund it and that means probably nationally and you have got to make it in the school day and it has to be everybody that has got to do it.

Sharon Kemp – A really practical point I think is actually an expectation around what young people will wear and I know that it can create big anxieties for young people around how they are perceived. Certainly I would have found it very difficult to go into the world of work as my mum made my clothes when I was their age. I think the expectation is that the uniform is the uniform and actually it's thinking through some of the things that we might not think about now that are inhibitors to how people might feel walking into a workplace and the situation they might be in. So I think there's something around the more work we do with young people because there might be many things there we would not necessarily think about that could be really off-putting for young person when actually within that environment.

Emilia – Communication.

Following the Question and Answer session the Scrutiny Officer highlighted some key themes that had emerged, namely:

- Quality of experience, whether that was a traditional work placement or another opportunity
- Need for partnership and a collective approach across sectors
- Awareness that there were some competing forces at play on policy

- Young people's expectations and aspirations
- Preparation from all sides to ensure placements were successful
- An asset-based approach - what young people could bring, which linked to points raised regarding opportunities for children and young people with Special Educational Needs and Disability

Next steps would be to collate and type up all the information and produce a draft report. The Scrutiny Team would liaise with Sarah Bellamy once this was done and meet with RYC again to tweak the recommendations that would go forward to partners for a response. This would probably be towards the end of June once examinations had finished, with a view to having the final report in July. A response would be expected about September time, which would correspond with the new academic year.

Toni thanked everyone for their attendance and thanked Cllr Steele and the other Elected Members present.

135. CLOSURE OF THE MEETING

Councillor Steele thanked the partners for their contributions in answering the Youth Cabinet's questions and thanked the Youth Cabinet for their questions and input and doing an excellent job. Toni Paxford was also commended for doing an excellent job as Chair.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday, 16th May, 2018

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

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

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

136. DECLARATIONS OF INTEREST

Councillor Cusworth declared a personal interest in agenda item 6 (Enabling School Improvement) on the basis that she held the position of Chair of the Governing Body at Brookfield Academy in Swinton.

Councillor Sheppard declared a person interest in agenda item 6 (Enabling School Improvement) on the basis that he was a community governor at Rawmarsh Children's Centre.

137. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

- 1) Martin Badger representing the Rotherham branch of Unison indicated that staff had been given no outline for what new services were to be and how they would work with carers and customers in future.

In response, the Cabinet Member for Adult Social Care and Health responded to state the outline was in the case studies and vision document and there were other case studies to share. The Strategic Director of Adult Care, Housing and Public Health indicated that the model would be individually tailored to client need, rather than a building based service. She added that there would be redundancies arising from the closure of buildings as part of the service changes.

- 2) Monica Hudson, a parent and carer for someone with a learning disability, asked what alternative care provision there would be for people with learning disabilities and their carers who could not or would not use a direct payment arrangement. In response, the Cabinet Member for Adult Social Care and Health indicated that there would be no expectation that people with learning disabilities should employ a personal assistant. He added that other local authorities had done this and there would be opportunities to learn from them. The Strategic

Director of Adult Care, Housing and Public Health indicated that the Council had a statutory duty to offer a direct payment when an individual became eligible and furthermore the future service would be based on individual reassessment to promote independence.

As a supplementary question, it was asked whether people with learning disabilities would be directly consulted and have the proposals clearly explained to them as they were unable to read complex reports. In response, the Strategic Director of Adult Care, Housing and Public Health reiterated the importance of communicating in different ways to enable people to understand proposals.

A further question was asked in respect of why the views of carers and service users had been ignored regarding maintaining the current model of care. In response, the Cabinet Member for Adult Social Care and Health indicated that regard was had to feedback received in the consultation, but proposals had been developed in respect of the requirements of the Care Act 2014.

- 3) Anne McMahon asked for case studies to be shared and the Cabinet Member for Adult Social Care and Health gave an undertaking to do so.
- 4) Mary Beck indicated that her son had severe learning disabilities who attended the Addison Day Centre and believed that he would not recover from services that he is used to being taken away. She enquired what the Cabinet Member thought this would achieve. In response, the Cabinet Member for Adult Social Care and Health acknowledged the issues raised in the question, but indicated that the requirements of the Care Act and the authority's own financial position meant that change was inevitable and very difficult decisions would have to be taken.

138. TO CONSIDER WHETHER THE PRESS AND PUBLIC SHOULD BE EXCLUDED FROM THE MEETING DURING CONSIDERATION OF ANY PART OF THE AGENDA.

The Chair confirmed that there were no items on the agenda requiring the exclusion of the press or public from the meeting.

139. CUSTOMER ACCESS STRATEGY

Consideration was given to a report which was due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 21 May 2018 in respect of the Customer Access Strategy.

It was reported that a new Customer Access Strategy was required to replace the expired Customer Access Strategy, and that provided an opportunity to refresh the Council's approach by adapting to changing customer needs and expectations and advancing technology. This would therefore demonstrate a modern, efficient council that makes best use of available resources and provides value for money, customer-focused services. The refreshed strategy would seek to strengthen customer relationships, enhance experience and increase satisfaction. It also aimed to influence positive behaviour changes by encouraging engagement, involvement and increasing digital inclusion.

It was noted that the strategy would provide a framework that cut across all areas of business, placing the customer at its heart and adopting a digital first ethos that would enable greater control and independence without excluding anyone from accessing the help, information and advice they needed.

Members initially raised the absence of an equality impact assessment with the report and in response it was confirmed that this would be made available after the meeting,

Reference was made to the Customer Service and Efficiency Board, chaired by the Strategic Director of Finance and Customer Services, and Members sought clarification as to who else was on the Board. It was confirmed that it was an internal officer board with an arrangement for the Leader of the Council and Cabinet Member for Corporate Services and Finance to provide a political sense check. There was representation from every directorate on the Board. In a supplementary question, clarification was sought as to whether the membership of the board provided a true representation of what customer service was like on the front line. In response it was confirmed that was not the purpose of the Board, but more broadly it was about senior officer buy in. Reference was made to the ongoing work with individual members of the public and community groups who were happy to work with the Council to test new things as the Council developed approaches and practices.

The view was expressed that the document could have been more detailed in respect of channel strategy and it was not clear that the model was able to work in all areas of the borough. In response, it was confirmed that testing was underway to establish how it fit, but there was an awareness that it would not work for everyone. Furthermore, it was acknowledged that further work was needed in respect of the telephony service provided by the Council to ensure that the contact centre was able to handle the widest range of enquiries.

In response to an enquiry in respect of how the customer journey would be simplified, the Leader of the Council indicated that it would be on a case by case basis, but would also require a high level piece of work to review processes in customer services and across the authority.

Resolved:-

1. That Cabinet be advised that the recommendations be supported, subject to there being no negative implications from the equality impact assessment.
2. That the work programme from the Customer Access Strategy be shared with Members so that they are aware of the timeline for implementation of projects and how these will be evaluated.
3. That the Leader of the Council consider how non-executive members can become involved in the projects and work programme underpinning the Customer Access Strategy to give Members' assurance that customer experience will be good irrespective of which channel of engagement with the Council they choose.

140. ENABLING SCHOOL IMPROVEMENT

Consideration was given to a report due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 21 May 2018 which provided an overview of proposals for the future enablement of School Improvement in Rotherham and proposals to bring together key strategic partners to create a Rotherham Strategic Education Partnership Board to set and oversee education priorities.

Members recommended that the a representative of the Rotherham Youth Cabinet would add value to the suggested Partnership Board make up and ensure that the voice of the child was heard.

Clarification was sought as to whether the proposal would be open to schools and academies that did not subscribe for the school improvement service. In response, the Deputy Leader of the Council confirmed that it was open to all.

Concerns were expressed in respect of the risk implications outlined in the report concerning the possibility of drift with the virtual school moving into Children and Young People's Services. In response, the Acting Strategic Director confirmed that the proposals were designed to align education and social to mitigate risk. Members noted the assurance provided that the virtual school body would not change.

Clarification was sought in respect of the leverage that the partnership board would have with schools if they did not buy in. In response, it was explained that the expectation was for the board to be chaired by school partners as experience had shown that there was much more impact if the work was peer led. This was confirmed to be positively viewed by the schools and was in accordance with government policy.

Returning to the composition of the partnership board, concern was expressed that the function could be undertaken by the local authority's scrutiny function. In response, the Deputy Leader of the Council confirmed that the board would provide an ongoing, constant overview and was not intended to replace or duplicate the role of the scrutiny function.

Resolved:-

1. That Cabinet be advised that the recommendations be supported.
2. That the members of the Rotherham Youth Cabinet be appointed to the Rotherham Strategic Education Partnership Board to ensure that the voice of young people is heard.
3. That the governance arrangements be clarified to include provision for oversight by non-executive Members and through the relevant scrutiny body.

141. THE TRANSFORMATION OF SERVICES AND SUPPORT FOR PEOPLE WITH A LEARNING DISABILITY

Consideration was given to a report which set out the next steps in the transformation of services and support for people with a learning disability in line with the learning disability strategy, vision and the learning from the consultation with people and families.

It was reported that the needs of people with a learning disability were continuing to change and becoming more diverse. People and families have higher expectations of what it meant to have an independent life in their community, and wanted more control over their lives. It was further reported that there were a number of key steps that the Council needed to take to achieve the vision and the three year improvement journey for people with a learning disability.

Reflecting on the comments of the Cabinet Member for Adult Social Care and Health, Members observed that austerity was forcing the issue under consideration, rather than causing the issue itself. The promotion of independence was cited as a laudable aim for people with learning disabilities and it was suggested that it would be beneficial to visit other authorities who had adopted a similar approach to learn lessons from their implementation. This would help to provide some reassurance on a sensitive issue and assist in minimising disruption. In response, the Cabinet Member confirmed that opportunities to visit Wigan MBC and other places had been offered to Members and the managers of the Addison and Oaks Day Centres. He confirmed that there was no reason that further visits could not be organised.

Members queried how regularly assessments had been undertaken and it was confirmed by the Strategic Director that the service had not been strong on this historically. As part of the new strategy, a new team would be established that understood learning disabilities and the requirements of assessment. It was also confirmed that the transition from childhood to adulthood needed to be reviewed to improve the offer and it was recognised that a 'one size fits all' approach would not be appropriate.

It was confirmed that there had been five referrals to the Addison and Oaks Day Centres in the past twelve months. Responding to a supplementary question, it was explained that people did not want to go to these facilities. The Strategic Director confirmed that this had been down to individual choice and not a result of direction ahead the proposals to change the service.

Reference was made to advocacy services and Members queried the capacity of the advocacy services and whether they could manage the change. In response, the Cabinet Member confirmed that this was very important and the Council would ensure it was provided through organisations such as Speak Up. Following on, the Strategic Director

advised that advocacy services were not being used well and contracts were being looked at with an eye to the future.

Resolved:-

1. That Cabinet be advised that the recommendations be supported.
2. That monitoring reports to be submitted to Overview and Scrutiny Management Board and/or Health Select Commission six months after implementation of the strategy and underlying work streams.
3. That the Cabinet Member for Adult Social Care and Health consider how non-executive members can become involved in the evaluations of client experience in the delivery of the Learning Disability Strategy.
4. That visits to other authorities that have implemented a similar approach be arranged for Members and carers to observe the benefits outlined within the report.
5. That that prior to any decision on the future of Parkhill Lodge being made, a specific and formal consultation exercise be carried out on the proposed closure.

142. PROPOSALS FOR THE FUTURE OF ROTHERHAM INTERMEDIATE CARE CENTRE (RICC)

Consideration was given to a report due to be determined at the Cabinet and Commissioners' Decision Making Meeting on 21 May 2018 in respect of proposals for the future of Rotherham Intermediate Care Centre (RICC).

It was reported that the RICC was located on Badsley Moor Lane in the centre of Rotherham and was delivered in partnership by Rotherham Council and the Rotherham Foundation Trust and contributes to the aims, objectives and outcomes set out in the intermediate care service specification and Better Care Fund Plan 2017/19. The centre was jointly commissioned by Rotherham Clinical Commissioning Group (CCG) and the Council through a Section 75 Agreement under the Better Care Fund to provide rehabilitation and community integration facilities within a day setting for residents of Rotherham or who are registered with a Rotherham GP practice.

Members noted that the report had been through the CCG's governance and the BCF governance frameworks. The centre also accommodated therapists, specialist mental health workers and support workers who were providing services across Rotherham to promote and maximise independence following a person's recent episode in hospital, change in functional abilities or a worsening of their long-term condition.

Members were broadly supportive of the proposal and asked for regular updates on the performance of the re-designed Intermediate Care Service to be submitted to the Health Select Commission, with a specific view to gaining assurance there had been no negative implications for the client experience.

Resolved:-

1. That Cabinet be advised that the recommendations be supported.
2. That Health Select Commission receive updates on the performance of re-designed Intermediate Care Service to seek assurance that there is no negative implications for the client experience.

143. SCRUTINY REVIEW - DRUG AND ALCOHOL TREATMENT AND RECOVERY SERVICES

Consideration was given to a report which outlined the main findings and recommendations from the cross-party spotlight scrutiny review of Drug and Alcohol Treatment and Recovery Services for adults undertaken by the Health Select Commission.

Resolved:-

1. That the review report and recommendations be agreed.
2. That the report to be forwarded to Cabinet and Commissioners for their consideration and to Council for information.
3. That the response from Cabinet and Commissioners be reported back to the Health Select Commission.

144. SPOTLIGHT REVIEW FOLLOWING THE OFSTED INSPECTION OF ADULT COMMUNITY LEARNING

Consideration was given to a report which detailed the findings of a spotlight review following the Ofsted Inspection of Adult Community Learning in June 2017.

Members noted that the purpose of the review had been to seek assurance that there was a clear understanding of the issues leading to the inadequate judgement in June 2017; that the issues arising from the inspection had been addressed; and that there were clear plans in place to ensure that adult learners have pathways to secure employment or skills training.

The conclusions and recommendations made by Members were based on information gathered from the spotlight review and examination of related documentation.

Resolved:-

1. That the report and recommendations from the spotlight review following the Ofsted Inspection of Adult Community Learning be approved.
2. That the review report be forwarded to the Council for information.
3. That the response of Cabinet to the recommendations be fed back to the Overview and Scrutiny Management Board.

145. YOUTH CABINET/YOUNG PEOPLE'S ISSUES

The Chair reflected on the Children's Commissioner Takeover Challenge meeting which had taken place on 25 April 2018 and had been widely acknowledged to have been a productive meeting. He placed on record his thanks to the Youth Cabinet, Members, officers and all those who had contributed to the meeting. He paid tribute to the work that Sarah Bellamy and Janet Spurling had undertaken to prepare for the meeting. The Chair further reported that a report was to be prepared outlining the outcomes from the meeting and this would be shared with the Youth Cabinet in due course.

146. WORK IN PROGRESS (CHAIRS OF SELECT COMMISSIONS TO REPORT)

The Chair invited the Chairs of the three Select Commissions to provide an update on their activities and work planning.

Health Select Commission

Councillor Evans reported that the commission were currently preparing a work programme for the 2018-19 municipal year. The work programme for 2017-18 had been delivered and he looked forward to working with new and returning members in the new municipal year.

Improving Lives Select Commission

Councillor Cusworth, Vice-Chair, provided an update and reported that a couple of items (Children Missing From Home and Improvement Plan following the Ofsted Inspection) would be carried forward into the 2018-19 municipal year. Annual Reports were expected from the Local Adults Safeguarding Board and Local Children's Safeguarding Board. It was noted that the commission would avoid duplicating the work of the Corporate Parenting Panel.

Improving Places Select Commission

Councillor Mallinder reported that work planning for the new municipal year was underway and items were lined up for the next meeting, specifically meeting with tenants and the emerging cultural strategy.

Overview and Scrutiny Management Board

The Chair reported that the final report of the review into the use of agency staff, interims and consultants would be submitted to Council in May. He paid tribute to the work of those who had been involved in the review and the contribution of officers.

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

The Chair reported that there were no call-in requests for the Board to consider.

148. TO DETERMINE ANY ITEM WHICH THE CHAIRMAN IS OF THE OPINION SHOULD BE CONSIDERED AS A MATTER OF URGENCY.

The Chair reported that there were not items of business that required urgent consideration.

As it was the final meeting of the municipal year, the Chair took the opportunity to thank Councillor Sheppard for his service on Overview and Scrutiny Management Board during the past year.

Furthermore, the Chair paid an emotional tribute to Councillor Clark, who was standing down as Chair of Improving Lives Select Commission and would no longer be a member of the Overview and Scrutiny Management Board in the new municipal year. The Chair thanked both members and wished them well for their new roles in the 2018-19 municipal year.

149. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Overview and Scrutiny Management Board be held on Wednesday 20 June 2018 at 11.00 a.m. in Rotherham Town Hall.

APPEAL PANEL
21st June, 2018

Present:- Councillor Alam (in the Chair); Councillors Cowles and McNeely.

EXCLUSION OF THE PRESS AND PUBLIC.

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 (information relating to an individual).

APPEAL HEARING D1/06/18 - REGENERATION AND ENVIRONMENT

The Panel considered the appeal by D1/06/18 against her non-confirmation of employment. She was not represented at the hearing.

The Panel confirmed the finding of the probationary review meeting and rejected the appeal against her non-confirmation of employment.

Resolved:- That the appeal be not upheld.

EARLY RELEASE/FLEXIBLE RETIREMENTS PANEL
27th June, 2018

Present:- Councillor Alam (in the Chair); Councillors Cowles, Roche and Watson.

An apology for absence was received from Councillor Read.

EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 (information relating to an individual).

EARLY RELEASE OF PENSION ON COMPASSIONATE GROUNDS - CHILDREN AND YOUNG PEOPLE'S SERVICES

The Panel considered an application for early release of pension on compassionate grounds due to the ill health of the applicant's husband causing financial hardship from a former employee of Children and Young People's Services.

The financial implications associated with the request were considered and discussed.

Resolved:- That the application be approved.

FLEXIBLE RETIREMENT REQUEST - ADULT CARE, HOUSING & PUBLIC HEALTH

The Panel considered an application for flexible retirement from an employee in Adult Care and Housing and Public Health.

Resolved:- That the application be approved.

FLEXIBLE RETIREMENT REQUEST - ADULT CARE, HOUSING & PUBLIC HEALTH

The Panel considered an application for flexible retirement from an employee in Adult Care and Housing and Public Health.

Resolved:- That the application be approved.

FLEXIBLE RETIREMENT REQUEST - ADULT CARE, HOUSING & PUBLIC HEALTH

The Panel considered an application for flexible retirement from an employee in Adult Care and Housing and Public Health.

Resolved:- That the application be approved.

**APPEAL PANEL
6th July, 2018**

Present:- Councillor Wyatt (in the Chair); Councillors Atkin and Elliot.

EXCLUSION OF THE PRESS AND PUBLIC.

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 (information relating to an individual).

APPEAL HEARING - CHILDREN AND YOUNG PEOPLE'S SERVICES

The Panel considered the appeal by D1/07/18 against his earlier dismissal. He was represented at the hearing.

The Panel confirmed the finding of the disciplinary hearing and rejected the appeal against dismissal.

Resolved:- That the appeal be not upheld.