

CHILDREN AND YOUNG PEOPLE'S SERVICES SCRUTINY PANEL

Venue: Town Hall, Moorgate
Street, Rotherham

Date: Friday, 4 September 2009

Time: 9.30 a.m.

A G E N D A

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies for Absence
4. Declarations of Interest
5. Questions from the press and public
6. Matters Referred from the Youth Cabinet
7. Communications

PRESENTATION

8. Children and Young People's Services - Comprehensive Area Assessment
presentation to be made at the meeting

FOR DISCUSSION

9. Children and Young People's Services Workforce Development Strategy (report attached) (Pages 1 - 42)
10. Primary School Lifestyle Survey 2008 (report attached) (Pages 43 - 59)
11. Persistent Absence in Schools (report attached) (Pages 60 - 65)

FOR MONITORING

12. Scrutiny Review of Newly Arrived Children - Action Plan (report attached) (Pages 66 - 76)
13. Scrutiny Review of Road Safety Outside Schools - Action Plan (report attached) (Pages 77 - 83)

MINUTES

14. Minutes of a meeting of the Children and Young People's Scrutiny Panel held on 24th July, 2009 (copy attached) (Pages 84 - 87)
15. Minutes of a meeting of the Looked After Children Scrutiny Sub-Panel held on 8th July, 2009 (copy attached) (Pages 88 - 93)
16. Minutes of a meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 15th July, 2009 (copy attached) (Pages 94 - 99)
17. Minutes of a meeting of the Children's Board held on 14th July, 2009 (copy attached) (Pages 100 - 104)
18. Minutes of meetings of the Performance and Scrutiny Overview Committee held on 10th July, 2009 and 24th July, 2009 (copies attached) (Pages 105 - 115)

**Date of Next Meeting:-
Friday, 2 October 2009**

Membership:-

Chairman – Councillor G. A. Russell
Vice-Chairman – Councillor License
Councillors:- The Mayor (Councillor S Ali), Burton, Dodson, Donaldson, Fenoughty, Hughes, Kaye, Rushforth, Sharp and Sims

Co-optees:-

J. Blanch-Nicholson, Ms. T. Guest, Mrs. L. Pitchley
Mr. M. Hall, Father A. Hayne, Mr. C. A. Marvin,
Mrs. K. Muscroft and Parish Councillor P. Wade.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Children and Young People’s Scrutiny Panel
2.	Date:	Friday 4 th September 2009
3.	Title:	Children and Young Peoples Services Workforce Development Strategy
4.	Directorate:	Children & Young People’s Services

5. Summary:

In line with DCSF requirements and guidance from the Children’s Workforce Development Council, this Workforce Development Strategy has been authored to represent the strategic aims of the One Children’s Workforce in Rotherham in regards to workforce development over the next three years, 2009 – 2012. The Strategy can be found at Appendix A.

6. Recommendations:

(a) That Scrutiny Panel receive this strategy and covering report for information.

7. Proposals and Details:

This Organisational Development and Workforce Planning Strategy, together with its supporting action plan, form part of the delivery vehicle which we are using to realise our vision and improve outcomes for children and young people in Rotherham.

The key local driver is our Children and Young People’s Plan and this is supported by individual service plans. The overall direction is determined through Every Child Matters, Change for Children. In order to deliver against our vision, high impact priorities and core values, we need to transform our workforce to ensure we can meet the needs of today and be fit for the future.

The Children and Young People’s Plan pulls together our shared vision, identity and purpose, through the use of common values and language.

We need to focus our activity under three broad headings; organisational development, workforce planning and workforce development. This strategy deals with the first two issues, and the detailed action plan contains the workforce development activity to support the delivery of the strategy. This strategy will also reflect how Rotherham will meet the requirements of the CWDC’s One Children’s Workforce Framework, as well as integrating the wider Corporate Strategies of RMBC and partners.

8. Finance:

There are no overt financial implications beyond the commitment of existing Workforce Development budgets mentioned within this strategy to be focused on the activity outlined in the plan.

Further investment may be made available either directly from the DCSF or via the CWDC, resulting from the recommendations from Lord Laming's report: The Protection of Children In England: A progress Report. However, the nature of any investment has been postponed until after the findings of the Social Work Taskforce in autumn 2009.

9. Risks and Uncertainties:

The risks associated with the workforce strategy are those which threaten it's implementation. Financial resources are increasingly grant related rather than mainstream funding, in order to fulfil specific purpose. As we now have a great deal of this funding in Area Based Grants there is a risk of this being utilised for other things. This puts the whole strategy at risk but also has policy and performance implications which are detailed below.

10. Policy and Performance Agenda Implications:

There are a number of conflicting policy drivers which we have to consider in the development of any multi agency strategy and plan and these issues impact on our workforce, their practice and the learning and development that they receive. These are at a National and local level.

In addition, the increased emphasis on performance and unannounced inspections means that our workforce need robust learning, development and change management to underpin new ways of working and improved practice.

11. Background Papers and Consultation:

- CYPS Multi Agency Workforce Strategy Group
- Children and Young People – Feedback from Lifestyle Survey, Tell us Survey and Children's Rights Director
- Youth Cabinet – 11m Takeover
- Rotherham CYPS Teams
- RMBC Strategic HR
- RMBC Corporate Workforce Strategy
- Building Brighter Futures (DCSF Children's Plan)
- 2020 Workforce Strategy (DCSF)
- CYPS Children and Young People's Single Plan

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Rotherham Children & Young People's Services

Workforce Development Strategy

2009-2012

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Foreword

This Organisational Development and Workforce Planning Strategy, together with its supporting action plan, form part of the delivery vehicle which we are using to realise our vision and improve outcomes for children and young people in Rotherham.

The key local driver is our Children and Young People's Plan and this is supported by individual service plans. The overall direction is determined through Every Child Matters, Change for Children. In order to deliver against our vision, high impact priorities and core values, we need to transform our workforce to ensure we can meet the needs of today and be fit for the future.

The Children and Young People's Plan pulls together our shared vision, identity and purpose, through the use of common values and language.

We need to focus our activity under three broad headings; organisational development, workforce planning and workforce development. This strategy deals with the first two issues, and the detailed action plan contains the workforce development activity to support the delivery of the strategy. This strategy will also reflect how Rotherham will meet the requirements of the CWDC's One Children's Workforce Framework¹, as well as integrating the wider Corporate Strategies of RMBC and partners.

Organisational development is concerned with the following components:

- Organisational Health
- Effectiveness
- Capacity to solve problems
- Ability to adapt and change
- Ability to create a high quality of life for employees

Organisational development uses a number of strategies to intervene, in order to facilitate learning. These steps include:

- Needs assessment
- Diagnosis
- Design
- Implementation
- Evaluation

Beyond this, any and all Learning & Development interventions will be underpinned by Harrison's Eight-stage approach to facilitate planned learning events².

The Every Child Matters agenda is challenging but in Rotherham we have been implementing our change programme for a number of years. We believe we now have the firm foundations in place and it is time to implement the reform that is needed to further embed our integrated working across all our partner organisations.

¹ Appendix C

² Appendix D

This document details our work so far, as well as the next steps in both our organisational development and planning in relation to our workforce.

We will develop a world class workforce to deliver our vision:

Changing lives – working together to build a brighter future for all children and young people in Rotherham

We know that in order to realise this vision it is essential that we have the **right people**, with the **right skills** in the **right place** at the **right time**.

This strategy sets out the opportunities and challenges for the partnership in Rotherham. Facilitating workforce reform will enable us to support every member of the children's workforce to demonstrate with confidence that they provide a support service that's right for each child and young person in Rotherham.

Our workforce really are our strongest asset and we must invest in planning and developing them to work in new ways, actually managing the change that is needed to meet the exciting challenges of working in an integrated partnership. Their skills and qualities are vital to the success of facing up to the challenges that some of our communities and individuals face, and we will equip them to the best of our ability throughout this journey. We will achieve this by reviewing business processes, and by identifying core and specialist skills. Our strength lies in the diversity of professions we are bringing together and whilst we will identify a core set of generic skills for everyone, we will guard against diluting the specialisms that are the key to high quality work. The emphasis on professional and vocational qualifications will assist in preventing such a dilution and enhance our expertise across the range of professions involved in our partnership work. We also recognise that there are varying skill sets required at different levels in the partnership, for example, leadership, middle management and front-line staff.

Rotherham Children and Young People's Partnership

We began our journey when Every Child Matters first came to the fore and we introduced a Children's Development Team to start to plan for the future. Our next major step forward was to be one of the first local authorities to appoint a Director and Lead Member for Children and Young People's Services and our visionary leadership has been fundamental to our great achievements to date.

We have a well established Children & Young People's Board which is chaired by the Cabinet Member for Children and Young People. Chief Executives from NHS Rotherham, Voluntary Action Rotherham, and the Council form part of the Board, with the Police Borough Commander and a non executive member.

The Children & Young People's Board is supported by the Partnership, which is made up of a broad range of executive level officers, including the LSC, Schools, Colleges, Probation, Local Authority, NHS and Voluntary Sector as well as other agencies.

The Children and Young People's Joint Leadership Team supports all the activity through day to day management and service delivery. We were among the first in

the country to embrace true partnership working and this multi agency team meets fortnightly. Membership includes Directors within the Council's Children and Young People's Service, NHS Rotherham, The Rotherham NHS Foundation Trust, Police, Fire & Rescue Service, and Voluntary Sector. We have a close alliance with our Culture and Leisure Department across a number of strands.

Our workforce strategy therefore spans the entire workforce and overlaps with the workforce strategies within each of these discreet organisations.

Our early integration involved the merger of the former Education department and children's Social Care. This brought together the workforce across inclusion, education welfare, youth services and social care. We were the first local authority to bring youth offending under our management structure.

We have further refined this integration and have now embarked on our co-location with health. We have four key provider strands: Health Services; Safeguarding & Corporate Parenting; Schools & Lifelong Learning, and CYPS Community Services. These are supported by the transformational departments of Building Schools for the Future and Resources, Planning & Performance.

Our strategy covers the entire workforce, which as outlined above, covers direct service provision. However our Business and Commissioning services are also vital to the organisation and the transformation includes these staff, from Early Years and the School Effectiveness Services, the latter of which is well established and has carried out highly regarded work related to the modernisation of the schools' workforce. We aim to utilise our experience and learning when establishing and embedding the change management required for the whole of the children's workforce.

In developing our strategy we have involved staff and the public. We pride ourselves in relation to our true voice and influence work with children and young people and they actively influence in so many ways, including consultation, commissioning, peer evaluation and recruitment and selection.

This strategy sets out our plans for the next two years. It will be reviewed and refreshed using the same timeline as for our Children and Young People's Plan, which currently runs until 2010.

We are confident that together we can and will make a difference.

Joyce Thacker
Strategic Director of Children and Young People's Services

1. Organisational Development

There are many tools that we can use to determine how our organisation has developed and is continuing to develop, in order to deliver improved outcomes for children and young people.

Our health is checked on a regular basis through a wide range of statutory and regulatory reviews and inspections.

We are never complacent and we are aware of areas where we need to further build on our capacity to improve, primarily Staying Safe, with a focus on Foster Care; and Enjoy and Achieve, with continued effort to improve attainment across all phases.

We have utilised the Children's Workforce Development Council's self assessment during the Summer of 2008, and during the development of this strategy we have used the toolkit released in the Autumn. This, together with other data, has given us a baseline position from which to plan more effectively for the future. We already have mechanisms in place at leadership level where we use case studies to improve our learning and to share good practice. This has been recognised at a national level.

We are a very lean service, and despite early investment and good foundation development, there is much to do in transforming the way we work. Resources are finite and diminishing, so our capacity is being continually stretched, but our strength is in our ability and willingness to work together to solve problems and our ability to make changes to bring about the necessary improvements.

We carry out bi-annual surveys across the workforce, and our 2008 survey has been analysed in order to feed into this strategy and action plan.

We have a Strategic Workforce Planning Group which drives forward the directional planning and monitors progress against targets in the action plan. Routine reports are made to the Joint Leadership Team and an annual update is made to the Cabinet Member for Children and Young People and to the Children & Young People's Board.

2. Workforce Reform

The Government's aim is to make our country the best place in the world to grow up and their commitment is made clear in the Children's Plan. In making these commitments they have recognised that the workforce is critical to the success. They have developed five key principles which include:

- Parenting
- Potential to succeed
- Enjoy childhood and prepare for adult life
- Responsive services shaped to meet needs
- Prevention and early intervention

There is no one agency or organisation that can deliver against these and so working in partnership has to be the cornerstone. However, this is not without its challenges.

To mark its commitment the Government has a number of mechanisms and bodies to oversee workforce reform. These will be referred to throughout the strategy and in a glossary at the end of the document.

One of the major challenges we face is the need to integrate our workforce and reduce duplication, but at the same time preserve the professional expertise in order to maintain the high standards of health, care, and attainment. Our strength will be in our diversity. By creating the "Team around the Child" we aim to reduce the number of separate interventions by multiple agencies, where these are overlapping and duplicating. In doing this we will be able to release resources and target specialist interventions much more effectively and efficiently, ensuring access to the right services at the right time. This will enable the shift to be made from crisis intervention, to early intervention and prevention. We have already seen the impact of this in our pilot of multi agency work and we are rolling out the learning in the new Locality Teams. We have also introduced multi agency panels which are focussed on problem solving between multi agencies at the front line.

Information and Communications Technology (ICT) is a vital tool to the success of our transformation, but ICT is very often mistaken as the key driver, rather than the business process. Practice changes are taking place and being embedded across assessments and information sharing across the workforce. Examples of practice and process include the Common Assessment Framework, Integrated Children's System and ContactPoint, supported by Electronic Social Care Records. This volume of practice change and the need to retrain staff in different ways of working, as well as utilising multiple electronic systems, is not without major challenges whilst at the same time maintaining a focus on the day to day work demands.

We also need to apply our strategic needs analysis to all our work. This is vital to planning our services and to the world of commissioning, but we need to develop future projections against our population in order to anticipate in advance, those areas where demands are likely to increase and decrease in relation to our

professional spheres and to ensure that our workforce is responsive to these changing needs.

Major investment is promised from Central Government, in order to help us achieve our goals. This includes:

- Investing in a package of proposals to improve training, recruitment and professional development of social workers
- Investing in Level 3 qualifications for play workers
- Investing in early years to provide graduate leadership in child care
- Investing in youth workforce reform to improve information, advice and guidance

In addition to the reform needed at the front line, everyone is facing the challenge of new ways of working. The increased emphasis on commissioning means that we have to develop new skills for our staff. The NHS, for example, is already directed by World Class Commissioning and are judged against competence criteria. It is essential that we identify through this strategy all of the areas where we need to develop and where we can, pool our resources and learn from each other to achieve our common goals. Similarly, we also need to consider how we work with other sectors such as Police, Fire & Rescue, and aligning our practices with those of the 3rd Sector, to ensure we have a consistent approach across the board whilst optimising the finite resources we share.

We must also examine the profile of our current workforce, in order to plan effectively for the future. Identifying skills and gaps is a key element of this profiling, but we need to be informed by volumes of human resource information, including sickness absence, qualifications and the age profile. An ageing workforce means that as they plan to retire, essential skills and experience can be lost and this can have an immobilising effect on the organisation. We must implement effective succession planning in a timely fashion, in order to maintain the high quality of professionalism and service provision. Other issues include those detailed below but this list is not exhaustive:

- Work-life balance
- Flexible working
- Worksmart (Agile working)
- Secondments
- Work placements and apprenticeships
- Trainees
- Specialist Qualifications
- Management Qualifications
- Use of agency staff
- Trade union issues – re-profiling of work, TUPE transfers, changes to terms and conditions
- Capability issues
- Disciplinary issues
- Health and Safety issues

The National Workforce Strategy is informed by local government white paper Strong and Prosperous Communities and the Comprehensive Spending Review. Key factors to the aspiration for transformation are:

- Partnering
- Business transformation
- Commissioning
- Skills analysis
- Succession planning
- Profile-raising of the public sector

The NHS Next Stage Review (2008) argues that workforce development should be focussed on the development of:

- Future practitioners
- An architecture for workforce planning
- Co-ordinated approach to funding and commissioning learning

The Department for Children, Schools and Families (DCSF) has established its objective to create a world-class workforce for Children Young People and their Families promoting a new approach to improve the quality of workforce planning.

Furthermore, they have developed a model descriptor to illustrate the qualities of a fragmented workforce versus those of one that is reformed and integrated. What integrated working means for people in the workforce is illustrated in the table in Appendix A.

3. Scope and Scale of the Reform in Rotherham

Our local authority front line children's workforce is made up of the following components and staff numbers:

Service Area	Agency	Number
Community Learning & Well-Being	Child Minders	315
	Children's Centre Staff	268
	Independent Child Care	12
	Private Child Care	750
	Lead Teachers	20
	Family Support/Outreach	40
	Family Intervention Project Officers	4
	Parent Support Advisors	9
	Extended Services	10
	Community Learning & Well-Being - Adult Family Learning - Children	94
	Early Years & Childcare	44
Schools		
	Teachers	2737
	Support Staff	1913
	Admin Staff	2852
Locality and Borough Wide		
	Social Care	842
	Health Visitors	70
	School Nurses	40
	Education Welfare	40
Targeted		
	Youth Workers	186
	Youth Offending Officers	7
	Social Care (LAC)	113
	Family Support	33
	Parenting	18
Inclusion		
	SEN/Disability	16
	Children & Families Special Needs Services	134
Culture and Leisure		
	Play workers	4
	Green Space Urban	11
	Country Park Rangers	6 (+ 6 RVCP)

Although these figures reflect staffing levels at the time of writing, these are subject to change on an almost daily basis, and therefore these figures are representative of the general staffing levels in the aforementioned service areas.

Skills audits for existing qualifications are being carried out corporately across RMBC as part of Strategic HR's devolvement of HR responsibilities to line managers, and a new ICT application – an extension to the existing "Yourself" tool - will be implemented in 2009/10 to capture this data.

A piece of work has also been commissioned by the Local Authority to carry out a skills audit of the 3rd sector in Rotherham, specifically those organisations working with Young People (aged 13-19), and the report which will be the primary outcome of this piece of work will be used to inform and prioritise future workforce development plans across this sector, to ensure practice is in line with the local authority and other partners.

4. Resources

Our resources can be broken down into several categories and the vast majority is ring fenced for a particular purpose. We have attempted here to capture the resources for the spectrum of the children's workforce across the partnership. However, it is recognised that more work needs to be done in this area as some partner organisations do not break down their finances in the same way.

In terms of the Local Authority, our resources (2009/10) are funded from:

- £82,810 - Core Learning and Development Budget for CYPS
- £198,828 - WPD Team Budget (Staffing)
- £103,962 - Social Care Grant Fund
- £375,000 - Early Years Funding
- £103,400 - TDA Grant for School Workforce Modernisation
- 105,800 - TDA Grant for School Support Staff Qualifications
- £223,100 - TDA Grant for "Golden Hellos"
- 103,666 - Standards Fund for School Support Staff
- £6,500 - TDA Grant Money for Project Work (09/10)
- £ 41,250 - CWDC Capacity Building Funds – regulation ring fenced for 2 years from 2009/10

The budgets available for staff development – where not specifically aimed at bespoke activities if indicated above – are used for the following:

- Higher Education Qualifications, including vocational progression.
- Team Development Activities
- Corporate Learning & Development activities
- CPD events and programmes
- Short Courses and Conferences
- e-Learning
- NVQ accreditation
- Distance Learning

It is acknowledge that budget pooling related to workforce development with partner organisations is virtually non-existent at present, with the NHS being the obvious partner to work more closely with in terms of financial resourcing for workforce development. The groundwork for establishing these links has been made with the formation of the Workforce Planning Group, which invites participation from NHS Rotherham and other Workforce Development leads and interested parties across the partnership, including the 3rd Sector.

Other positive work in commissioning joint services for development of the children's workforce is exemplified by the joint venture currently under way between the Voluntary and Community Sector Consortium and the Local Authority to invest in an e-Learning platform to help increase capacity and plug skills gaps in the 3rd Sector in Rotherham. This resource will be a vital tool in helping to develop small

organisations who struggle to release staff for development activity, or who cannot afford to access formal training events.

The development of a common CYPS Induction – open to the whole partnership – is also something that is being developed, based around the Common Core of Skills and Knowledge, but also personal to the needs of the workforce in Rotherham.

Team resource: The Workforce Planning and Development Team in Children and Young People's Services consists of:

Role	Employment Type
Workforce Strategy, Planning and Development Manager	Permanent Full Time
Central Learning & Development Coordinator	Permanent Full Time
Practice Learning Advisor	Permanent Full Time (Post under review)
Placements and Programmes Coordinator	Permanent Part Time (18.5 hours)
Senior Workforce Development Officer	Permanent Full Time
Worksmart and Integrated Working Project Manager	2 Year Secondment Part time (30 hours)
Training & Development Coordinator – Residential	Permanent Full Time
Training & Development Coordinator – Fostering	Permanent Full Time
Administrative Worker	Permanent Part Time (30 hours)

There are dedicated officers in other services and teams and this resource is illustrated below:

Job Role	Employer	Employment Type
Voluntary Sector Workforce Development Worker	VCS	Full Time
Community Learning and Well-Being Workforce Planning & Staff Development Team	RMBC	Varied
School Effectiveness Service	RMBC	Varied
Learning & Development Department	NHS Rotherham	Varied
Youth Services Development	RMBC	Varied – not a singular role; embedded in team practices.

5. Responding to Local Needs

In 2005/6 we carried out our Audit of Need and in turn this has informed a number of activities (currently being updated in 2009/10). It played a key role in shaping our Children and Young People's Plan and helped us design our integrated workforce structure. Rotherham has 7 Area Assemblies each of which contains both diverse and common characteristics. The Council's neighbourhood management and Safer Neighbourhood Teams (including the Police, Health Visitors and School Nurses) are already configured to deliver services to these localities.

Within each Area Assembly there are multiple neighbourhoods and communities. Some are affluent, whilst many suffer from severe multiple deprivations. In 2007 Rotherham improved its score against the index of multiple deprivation, meaning that we no longer qualified for SRB and NRF. When assessed in the Child Well being Index, Rotherham has the highest deprivation in the country. As an illustration, in Rotherham we have 65,000+ children and young people, where at KS1 level:

- 27% of which live in one of the 10% most disadvantaged areas nationally
- 44% of which live in one of the 20% most disadvantaged areas nationally
- 57% of which live in one of the 30% most disadvantaged areas nationally.

This impact's on their life chances and increases the challenges we face in ensuring the workforce are sufficiently able to meet their needs.

Our response was to create 7 multi agency locality teams to bring children and young people's workers together. Each of these seven areas has a Locality Manager, and a multi agency team aimed at pulling together as many universal services as possible under that umbrella.

Many of our children and young people are vulnerable and have specific needs and we have responded to this by developing Targeted Services, for example Fostering, Adoption, Looked After Children, Youth Offending, Youth Work.

A number of services do not fit into either of these models and some teams are so specialist or small that the sensible approach was to group them together as Borough Wide Services.

We have developed Locality Plans for each of these areas which pull together the activity and targets specific to each locality and to translate the higher level priorities in the Children and Young People's Plan into practical issues to tackle, based on the prevalence of for the target priority within that locality. For example, some areas have a higher incidence of teenage conception or youth crime.

Many of our National drivers have been translated into particular local focus. For example, School performance and pupil attainment, attendance and exclusions: A great deal of attention is focussed on progress as measured by contextual value added indicators and in closing the gaps between pupil attainment in Rotherham and

the National Average. Work has been underway for some time in relation to school workforce reform, to support the attainment agenda, and to improve the skills of other members of the school workforce. These changes are designed to allow teachers to focus on their teaching.

In addition, our Annual Performance Assessment and Inspections have informed the need for greater activity in some areas to ensure our workforce can respond appropriately. We have a shortage of Foster Carers and despite intensive recruitment campaigns we have not been able to significantly increase the number. In part this is due to our concurrent drive to improve the quality, and so some foster carers have been de-registered as a consequence. It is also due to the age profile of our foster carers and retiring from the service. In addition, we have a number of children from large sibling groups, and this has resulted in us placing more children within a foster family, over and above prescribed numbers. Even though we feel this was still in the best interests of the child we have had to reduce these placements and in order to alleviate this problem in the short term we have had to increase our out of authority placements. In addition, our foster carers must meet stringent standards and we have responded by increasing the drive on National Vocational Qualifications as well as marketing and recruitment. To support this work we have a dedicated Training & Development Coordinator as part of our Workforce Planning & Development Team, who works within the Fostering unit and is establishing the role and raising awareness amongst our Foster Carers of the training and development requirements of their role.

There are a number of common issues to tackle across the workforce, and yet again many of these are driven by different organisational requirements. Some are related to development and some are related to HR requirements. The following serve to illustrate:

- World Class Commissioning – competencies and upskilling for the whole cycle, including responding to tenders and ensuring contractors meet workforce skill requirements
- Procurement
- Leadership and Management
- ICT – Skill and capacity issues related to Electronic Social Care Records, Integrated Children's System, eCAF (Common Assessment Framework), Contact Point/eGovernment for RMBC, and SystmOne and ESR for Health.
- Information Security/Governance and Data Protection
- Multi agency safeguarding
- CPD & Qualifications
- Cultural Barriers
- Organisational Development
- CRB/List 99 requirement
- Worksmart/Agile/Flexible/Home/Hot Desking/Work life balance
- Employee Survey responses
- Terms and Conditions
- Succession Planning, secondments, mentoring, coaching
- PDRs
- Performance Measures

- Shared systems
- HR Policies, procedures, supervision.
- Mapping against the new criteria for teaching in the adult learning sector.

Beyond these skills, there is also a requirement for all staff working in a Children’s Trust to develop a Common Core of Skills and Knowledge. This Common Core underpins the content of this Workforce Strategy, and is an intrinsic part of the future development plans for the workforce as a whole. A debilitating factor at present is that the Common Core is currently being reviewed by the CWDC, and therefore will be updated by the end of 2009. However; Rotherham’s Workforce Strategy will still strive to meet the current outline Common Core of Skills and Knowledge, namely:

1. Effective communication and engagement with children, young people and families.
2. Child and young person development
3. Safeguarding and promoting the welfare of the child
4. Supporting transitions
5. Multi-agency working
6. Sharing Information

Nationally, the TDA has embedded the Common Core in its revised professional standards for teachers and higher level teaching assistants and in the new occupational standards for supporting teaching and learning. Skills for Health have also mapped the Common Core to the NHS Knowledge & Skills Framework.

However, this Common Core has yet to be fully embedded at Rotherham, and the Workforce Plan herein indicates where each activity will help further this.

In addition, there are specific areas which need our focussed attention:

ECM Area	Issue
<u>Be Healthy</u>	Skills for Health
	Child Health Promotion Programme – Health Visitors, School Nurses, Midwives GPs, Sure Start
	CAMHS
	NSFs – Obesity, Teenage Pregnancy, Sexual Health
	Complex Care – Pallative Care, End of Life, Continuing Care, Aiming High for Disabled Children
	DH Next Steps – Darzi
	Vital Signs
	Health & Safety

	Food Hygiene
<u>Stay Safe</u>	<p>Fast track work based social work route</p> <p>Standards and competency framework</p> <p>Public Law Outline</p> <p>Common Assessment Framework Multi agency teams – need for qualified social worker/lead worker</p> <p>Quality Standards</p> <p>Foster Carer NVQs</p> <p>Residential Care Worker NVQs</p> <p>Supervision</p> <p>Thresholds</p> <p>MARAC</p> <p>IMR/SCR</p> <p>Child Protection</p> <p>Risk Assessment</p>
<u>Enjoy and Achieve</u>	<p>A lead practitioner to Early Years Professional Status (EYPs) in children centres by 2010 and also an EYP in full day care settings by 2015.</p> <p>70% of staff in Early Years settings to Level 3 by 2010.</p> <p>TDA requirements for teaching/learning and pastoral – NPQ for headship, CPD</p> <p>FE – Qualifications for teachers and Principals – QTLS and PQP</p> <p>Parenting /NAPP</p> <p>Family and Community Learning?</p> <p>School organisation and planning</p> <p>Aiming High</p> <p>EWB in PSHE curriculum</p>
<u>Positive Contribution</u>	Young People's workforce reform

	Information advice and guidance
	Youth Justice/Police
<u>Achieve Economic Well Being</u>	LSC Transfer
	Work based learning
	Apprenticeships
	Skills for Life
	Adult Tutor Qualifications

6. Future Skill Development

The ever evolving society in which we live in means that change is a necessary constant for the services we provide; change in the way we deliver, to meet the changing needs of the children, young people and families we interact with. However, change is not solely led by the needs of the service user: As a region with the highest aspirations possible for the services we provide, those members of the Children's Trust in Rotherham need to ensure there is the right thought put into those skills needed to allow us to be our own agents of change. Ongoing national projects (such as the Youth Taskforce, Socialwork Taskforce, CWDC related initiatives and ongoing school modernisation), means that the requirement for future skills development has the potential to come from many different areas, driven by numerous agencies beyond the local area.

In our ambition for being a national leader in Building Schools for the Future, there will be specific skills needed to help facilitate the cultural change this bold new direction will need. The advent of "World Class Commissioning" in the NHS is an indicator for the future of all commissioning of services in the Public Sector, and there is a huge need in Local Authority and across the partnership for a modernised approach to commissioning, so that all commissioners have the skills to guarantee optimal value for money is achieved.

Having a flexible workforce which has sound work-life balance and is happy and productive is at the heart of the Worksmart programme, and building leadership and management skills to allow effective practice at a distance is another challenge for the future.

In response to the government white paper 'Raising Expectations, enabling the system to deliver' (DCSF, DIUS 2008), some of the responsibilities of the soon to be dissolved Learning & Skills Council will be devolved to Local Authorities by 2010, principally 16-19 funding. These "Machinery of Government" changes will require new skill development within the local authority, as new relationships will be built and new methods of operating will be established.

Co-located teams and shared services across the Children's Trust is now commonplace in Rotherham, though the potential to build on this will continue to be explored. The pooling of resources – both in terms of finance and human capital – is an agenda which needs to be driven by senior management, but is nonetheless something which will impact on all leaders and managers in the organisation, and the culture change which comes with this cannot be ignored.

Both "Big Lottery Fund" and the DCSF are keen to see Play worker training elevated to level 3, a target also supported by Play England. Whilst no plans have been specifically made in this strategy to undertake this workforce development, it is also another consideration for future skills development.

Finally, the ICT revolution we are currently experiencing shows no sign of abating, and therefore it is anticipated that future skills development will always be intrinsically linked to the development and availability of new, emergent ICT

solutions. The recent report “Digital Britain” (June 2009) explicitly states the Government’s ambition to have universal broadband access investment by 2012, and with a high reliance already on such ICT systems as SWIFT, ICS, Yourself (RMBC only) and others, the constant development of these skills remains a priority for the Children’s workforce in Rotherham.

7. Linking the agendas together.

At a regional level we will continue to actively participate in the Children’s Service Network, Children’s Workforce Development Council, Training and Development Agency etc.

At a local level we have Strategic Workforce Planning Group which involves partner agencies coming together to discuss workforce issues and to inform the strategy. The leadership is given by the Director for Commissioning, Policy and Performance, who is a member of the Joint Leadership Team. This enables strategic issues to feed into the wider partnership and the Children’s Board. This is supported by operational groups which oversee requests for training and development activity, considering whether they are in line with strategic requirements and areas identified in individual or group performance and development reviews. Further support is gained from a core development group which focuses on integrating appropriate human resource policies, terms and conditions and business processes, to align the work activity within our Provider Services.

We are exploring the possibilities of adapting the model of the schools’ Local Social Partnership Working to effectively engage all stakeholders. This model has been established in relation to the modernisation of the schools’ workforce, and has proved to be beneficial. There is also a charter for workforce development which encourages schools to work towards and gain accreditation, and this could be adapted for the partners of the wider children’s workforce.

Links are made between a range of organisational strategies including (but not exclusive to) the Council’s Workforce Strategy and the NHS Organisational Development Plan.

8.Priorities for Workforce Planning

Year	Priority
2008/9	<p>Introduce and implement the planning tools being introduced by CWDC</p> <p>Take a snapshot to baseline where we are against the framework.</p> <p>Identify where additional support is needed using the OCW Summary Report.</p> <p>Utilise the report to inform updates to this workforce strategy and CWS 2020 requirements (to be published Autumn 2008)</p> <p>Ensure we are in a position to complete the 2008/9 Integrated Working Self Assessment.</p> <p>Ensure that participation mechanisms are in place to enable children, young people, parents, carers and staff are further developed and refined to enable informed influence on workforce planning.</p>
2009/10	<p>Develop a workforce reform planning cycle linking to other planning cycles.</p> <p>Embed integrated working practices and workforce planning within a reforming approach using information generated in 2008/9.</p>
2010/11	<p>Continue to embed reform mechanisms established in 2008/9 and 2009/10.</p>

9. The Plan

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
Establish a leadership and management programme for all current and future leaders across the OCW.	To ensure we have capable and competent leaders driving the service forward	Autumn 2009	Workforce Planning & Development Team	1 - 6	Commissioning of an in-house programme externally accredited by a HE Institution which is part of a broader development pathway.
Establish a Post Qualifying framework for Social Workers to provide clear progression routes and support CPD	PQ is a key recruitment and retention tool for social work, and the DCSF have already stated their intention to review the expected qualification standard of practising social workers.	To commence September 2009	Workforce Planning & Development Team	1, 3	Local Universities will be piloted in 09/10 academic year, with stakeholder evaluation feeding into a commissioned provider(s) for 2010 onwards.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
Roll out a CYPS Induction programme across the partnership, bringing the diverse workforce to a shared learning environment	To ensure that from day one in the service, new staff are aware of how far reaching the OCW is, irrespective of employer or professional role.	Autumn 2009	Workforce Planning & Development Team	1-6	An in-house Induction programme will be authored with input from lead officers representing all partners, and will be delivered on a multi-agency basis.
Development of Locality Team working	To help deconstruct professional barriers within multi-agency teams and enhance partnership working	Ongoing	Workforce Planning & Development Team	1, 5, 6	Targeted development events at each of the 7 Locality teams, specific to the individual needs of that team.
Roll out of Safeguarding e-Learning package across the partnership	To ensure existing resources are optimised across the partnership and a consistent training	Spring 2010	Safeguarding Operational Unit, NHS Rotherham, Workforce Planning & Development Team	3, 5	Rotherham NHS to assess relevance of this for NHS staff. Model of Safeguarding training to be revised by Strategic

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
	message is being delivered.				Safeguarding Manager.
Evaluation of "Team around the Child" working	To evaluate working practices and establish strengths and weaknesses of methodology	Spring 2010	Workforce Planning & Development Team	2, 5	Worksmart & Integrated Working Project Manager to work with teams to evaluate real life benefits of "Team Around the Child" working.
Establish a programme of work placements for Young People in Rotherham to experience CYPS from an employee perspective.	To provide long-term workforce planning and ensure that the Young People in Rotherham are fully engaged in shaping service provision.	Autumn 2010	Workforce Planning & Development Team	2, 4	Work with local colleges in Rotherham and Sixth Forms to look at taking work placements for students interested in working in any area of CYPS.
Evaluate issues with Social Work recruitment and retention specific to Rotherham	Rising vacancy factors are having a perpetuating effect for stress on caseloads and demands on	Summer 2009	HR Manager Workforce Planning & Development Team Locality Services SLT	1-6	Event planned in July 09 for consultation with staff.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
	remaining staff.				
Complete phase three of the workforce development project plan of the VCS	To increase capacity in the 3 rd Sector in Rotherham and include all VCS partners in the wider workforce reforms.	Spring 2010	Voluntary Sector Workforce Development Worker	1-6	Ensure CWDC funding is invested appropriately by completing project plan year 3 activities.
Continue reforms of the Young People's workforce within the LA.	To carry out government led modernisation plans for the Young People's Workforce	Ongoing	Workforce Planning & Development Team	1-6	CWDC grant money already being used to provide development activity. Development group to be established to focus specifically on the needs of the whole Young People's Workforce.
Complete skills audit of the Young People's workforce in the 3 rd sector.	To ensure holistic view of Young People's workforce is included in LA workforce reforms.	Winter 2009	Workforce Planning & Development Team (via external contractor)	5	Contract already agreed with Independent Local Solutions to work with 3 rd sectors orgs to collate this information.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
Jointly commission an e-Learning system between the LA and 3 rd Sector	To help increase partnership working and allow for manageable costs whilst also increasing capacity in 3 rd sector.	Summer 2009	Voluntary Sector Workforce Development Worker	1 – 6	e-Learning platform to be provided by identified business and packages to be developed “in-house” by nominated leads in both 3 rd Sector and LA.
Establish a formal and centrally coordinated work shadowing scheme	To support staff from across the OCW to engage with colleagues and other professionals.	Spring 2010	Workforce Planning & Development Team	5, 6	WPD Team to structure a system of centrally coordinating a shadowing scheme across the Children’s Trust, in partnership with appropriate area lead.
Workforce Planning Matrix to be completed annually by all CYPS managers employed in the LA and for these plans to be embedded in annual	To meet requirements of Investor in People’s Award and to ensure robust workforce plans are in place for each	Annually	Workforce Planning & Development Team	5,6	WPD Team to work with service and team managers to ensure CYPS has 100% return rate for Workforce Planning Matrices and that these are embedded

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
service plans.	service area.				into annual service plans by working in partnership to author these.
Implementation of Worksmart across LA and co-located teams	To ensure work practices are in line with RMBC policies towards working styles.	Rolling	Workforce Planning & Development Team, RBT	5	Appointment of Worksmart & Integrated Working Project Manager is first step to having a dedicated resource for this. Consultation with teams will be carried out across the service with transition to Worksmart being made incrementally.
Establish a mentoring scheme to allow for more effective succession planning.	To ensure that skills are not lost as staff leave or retire from the service.	Summer 2010	Workforce Planning & Development Team, Strategic HR	4, 6	Consultation will take place with service managers and staff groups to identify best way forward in implementing this scheme.
Increase the number of Foster Carers	To ensure children are placed in care	Ongoing	Fostering Recruitment Team	1-6	Through advertising campaigns and engagement with

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
	within the local area.				families in Rotherham.
Increase the development of Foster Carers in Rotherham	To ensure that existing and newly recruited Foster Carers have the capacity and skills to provide Gold Standard care for the children and young people in their care.	Ongoing	Workforce Planning & Development Team, Fostering Team	1, 2, 3, 4	Work already underway, with appointment of Training & Development Coordinator for Foster Care. Establishment of a calendar of learning & development events and responses to training requests are already happening in practice. Needs to be embedded into a formalised review process for Foster Carers. Use of CWDC Induction workbooks is already underway.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
Ensure all staff across CYPS are operating in line with best practice in relation to Equality & Diversity.	To ensure government targets are met as set out in the Equality Bill 2009	Ongoing	Workforce Planning & Development Team, Strategic HR	1-6	Through targeted learning interventions and support materials.
Implement the changes led by the TDA in regards to school modernisation and development of teaching and support staff professions.	To ensure that the schooling service children and young people receive is of the highest possible standard, meeting the five outcomes of ECM	Ongoing	School Effectiveness Service	1-6	Through ongoing investment in the development of Heads, teachers and support staff.
Ensure at least one graduate Early Years Professional is leading the learning and development of children in every full day care setting.	To further up-skill the early years workforce and make it a profession of choice.	2015	Early Years Workforce Development Team	1-3	Ongoing work of area lead.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
Development of Play workforce, including having a service led by professionally trained graduates.	To help ensure the outcomes of ECM are achieved in Play, as this is integrally important to a child's quality of life.	Ongoing	Area Lead	1-3	Through guidance from the CWDC and Skills Active.
Provision of key Health related interventions for frontline staff.	To ensure staff working directly with children and young people have appropriate awareness and knowledge of Health related topics.	Winter 2009	Workforce Planning & Development Team, NHS Rotherham	1,2,3,5	Through the development of a programme of study for front line staff offering awareness on Health areas such as Sexual Health, Teenage Pregnancy, CAMHS, Alcohol Drug and Substance misuse etc.
Roll out awareness across the LA of the "Prevent" Agenda.	To ensure that extremism is identified at the earliest stage possible, and the appropriate	Winter 2009	Prevent Gold, Silver and Bronze Groups.	3, 5, 6	Through national and local resources tailored appropriately to the target audience.

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
	referrals can be made.				
Implementation of Aiming High for Disabled Children strategy.	To ensure government requirements are met and the outcomes of ECM are achievable for all children.	2012	Children & Families Special Needs Service	1-3	Through the publication of the AHDC Strategy and the subsequent actions coming from this.
Upskilling of voluntary Play workers	An appropriately trained and supported community workforce will add great value to the overall play agenda.	Ongoing	Principal Project Development Officer	1-4	Through changes in recruitment methods, only appointing staff with a level 3 NVQ qualification or above into paid Play worker roles, to incentivise attainment of qualifications.
Work towards pooling of budgets.	To help enhance partnership working and deliver consistent workforce	2011	Senior Managers from LA, NHS, 3 rd Sector and other partners	1-6	Through agreement of development priorities and joint commissioning ventures where aligned budgets lead

What action is to taken	Why is this action being taken	When is the deadline for this	Who has lead responsibility for this	Where does this map to the Common Core	How will this be achieved
	development across the OCW.				to value for money for all.

10. Communications

Communication of this strategy will be widespread. Following submission to Cabinet and subsequent approval, this strategy will be made available on both the intranet and internet of RMBC, NHS Rotherham and other partners. The communication e-bulletin "Outcomes" will carry notification of the strategy's publication to the children's workforce employed by the Local Authority, and NHS Rotherham's own communication e-bulletin will be used to cascade awareness to Health colleagues. The 3rd Sector will be engaged directly via the Voluntary Sector Workforce Development Worker, for dissemination of this strategy to all interested parties in the 3rd sector.

As lead officer for this strategy, the Workforce Strategy, Planning & Development Manager will also ensure it is referenced in any and all development events where appropriate, to ensure that word of mouth publicity is being carried out parallel to e-based methods.

11. Capacity to deliver the strategy

As with any initiative during an economic recession, the greatest risk to the successful implementation of this strategy is diminishing resources and budgets: With a general election due in the next 12 months and the potential for Public Sector funding to be cut by 10%, the corporate pressures on Children's Services within the Local Authority and NHS could lead to re-allocation of funding to more immediate concerns, at the expense of long-term development initiatives. High vacancy factors in crucial service areas such as social work and health visiting mean that availability of time and engagement in development could be marginalised significantly, feeding the vicious circle of low retention figures and barren recruitment periods. Clear engagement with all stakeholders and a cycle of evaluation and evidence based commissioning of services is of paramount importance if resources are to be prioritised corporately during times of budgetary pressure.

Emergent government initiatives, in response to such reports as the Laming Review (2009), also have the potential to shift the playing field of organisational development, as reflexive demands have the potential to supersede the priorities identified herein, and this could therefore impact on our capacity to deliver this strategy.

Failing to pool/align budgets has the potential to limit investment in holistic workforce development, and the maintaining and building upon of existing relationships across the partnership is a vital part of the achievement of pooled or aligned resources becoming a reality.

Maintaining active participation in the workforce planning group is an imperative as a failure of full representation by partners at this forum poses a significantly high risk to active input and influence from the diverse sectors of the children's workforce in ongoing workforce development.

Ongoing consultation with children, young people and families should underpin the services we provide across the partnership and a failure to continue with this would result in a high risk of service provision departing from the needs and wants of service users.

Effective annual budget management and forecasting will help manage any unidentified risks within a finite financial sphere, and the use of systems such as Risgen (RMBC) will help prioritise risk to the service and manage this on an ongoing basis.

Review and Evaluation

This strategy will be reviewed periodically by the strategic workforce group. The group will take account of changing legislation and regulation, community needs and will monitor progress against the action plan. We have developed a suite of indicators to measure the success of integration and many of these are national indicators that require partnership working. Two indicators are local perception based measures and we are collecting baseline information about these during 2009. We are also working with staff, parents and young people to determine the questions to be included in the surveys.

For more information on this strategy, please contact Warren Carratt, Workforce Strategy Planning & Development Manager on 01709823203 or warren.carratt@rotherham.gov.uk

Notes:

CWN Members

General Social Care Council (GSCC)
General Teaching Council (GTC)
Nursing and Midwifery Council (NMC)

Sector Skills Council – established CWDC

TDA – Training and Development Agency for Schools

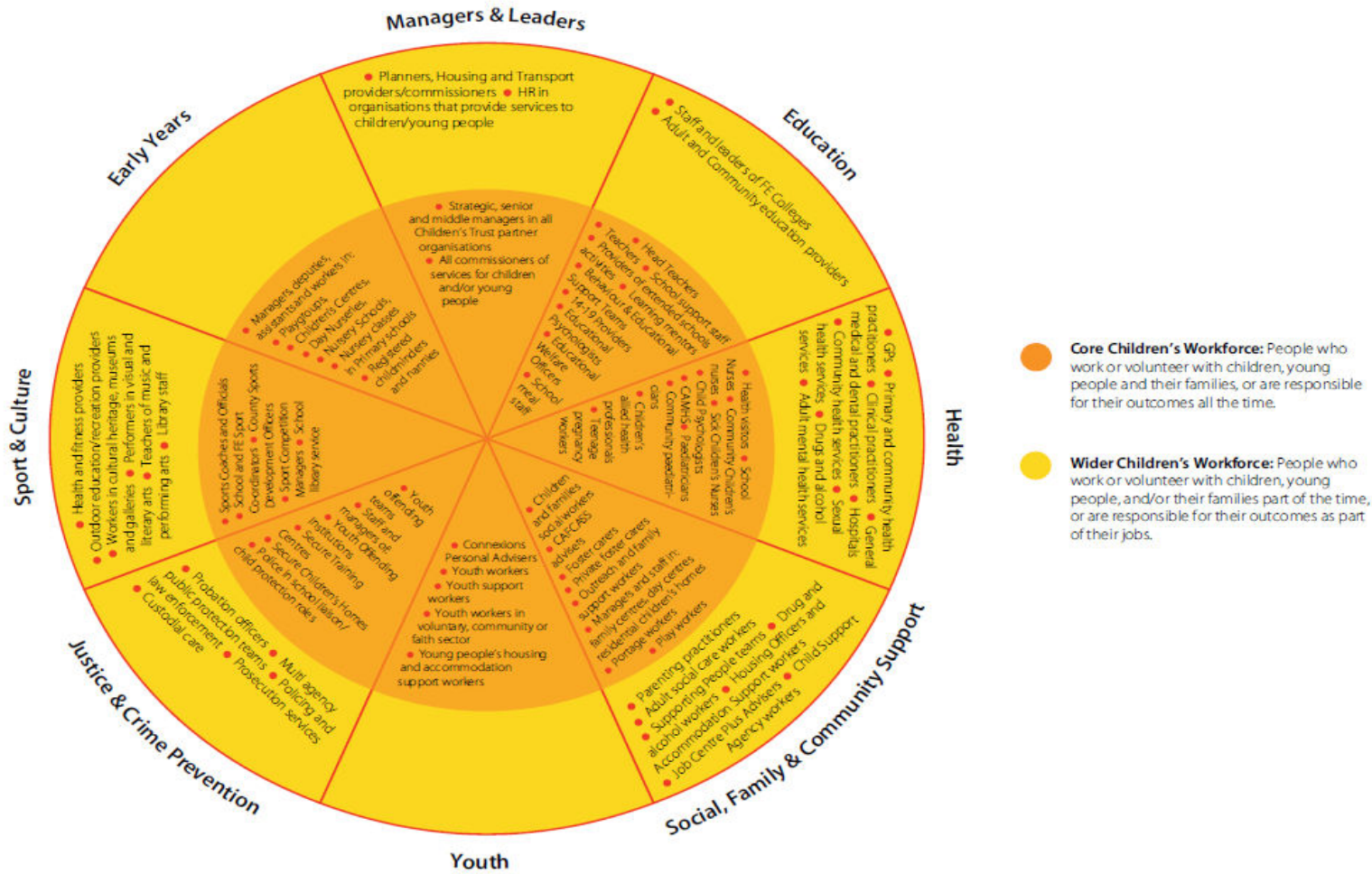
Appendices

Appendix A - Integrated Working – What it means for people in the workforce

Who I work with	I work with both adults and children	I work in a universal service (e.g. a school, FE college, youth club, hospital, GP practice, playgroup, after-school club)	I work in a universal service, but have specific responsibility for, or have a lot of contact with, children and young people with additional needs	I work in a specialist role with children and young people with additional needs (e.g. children in care, children and young people with disabilities, teenage parents, young offenders)	I work closely with others to deliver a defined integrated service (e.g. targeted youth support; Sure Start children's centre; extended school) or to support a locality or group of children and young people	I lead or manage a team or service	I am a senior strategic leader in my organisation
What I need to do	<p>To do the best for children, young people and their families, I need to</p> <ul style="list-style-type: none"> ● Feel part of a children's workforce, and that my contribution is valued ● Understand the roles and responsibilities of others in the workforce ● Share with the rest of the workforce a common core of skills and knowledge relevant to working with children and young people, including how to work in partnership with parents/carers ● Share with the rest of the workforce common values and a common language ● Understand and fulfil my statutory duties and responsibilities in relation to safeguarding and promoting the welfare of children and young people ● Have an understanding of the local community and their needs ● Understand my role in relation to corporate parenting 						
I may need to	<ul style="list-style-type: none"> ● Be able to identify a child with additional needs or a Child in Need (Children Act 1989) ● Know how to raise a concern about a child's welfare, and who to do it with – and have the space and support to do this ● Know how and when to share information ● Know broadly what support and services are available in my area and what I need to do to access them for a child or young person ● Understand the common approach to assessment of need used in my local area 	<ul style="list-style-type: none"> ● Contribute to a Common Assessment Framework or pre-CAF ● Contribute to assessment, planning, intervention and review for a child in need 	<ul style="list-style-type: none"> ● Use ContactPoint ● Initiate, or contribute to, a Common Assessment Framework or pre-CAF ● Take part in multi-agency panels/meetings to assess need, agree a support package and monitor/review progress ● Be part of a virtual team around the child ● Understand when it is appropriate for me to act as a Lead Professional and what action this entails 	<ul style="list-style-type: none"> ● Know how to raise a concern about a child, and who to do it with – and have the space and support to do this ● Know how and when to share information ● Use ContactPoint ● Complete and assessment using the relevant framework ● Have a clear understanding of my role in multi-agency panels/meetings to assess need, agree a support package and monitor/review progress; be able to negotiate resources from my own organisation to contribute to this package ● Influence people for whom I do not have line management responsibility ● Understand when it is appropriate for me to act as a Lead Professional and what action this entails 	<ul style="list-style-type: none"> ● Create a culture that supports integrated working ● Make space and time for my staff to understand and use integrated working approaches and tools ● Support and encourage multi-agency training and development ● Understand and manage the professional supervision and management requirements of different professions 	<ul style="list-style-type: none"> ● Create an organisational culture that supports integrated working ● Ensure my Children's Trust assesses its progress in integrated working, monitors the impact on outcomes and develops and implements a plan to address challenges ● Set shared priorities with partners and agree allocation of resources 	
Some of the tools that help me do this are	<ul style="list-style-type: none"> ● Common core of skills and knowledge ● Children's Workforce Network statement of values for integrated working for children and young people ● A common approach to induction ● Multi-agency training and development opportunities, including those focused specifically on skills for integrated working ● Legislation and regulatory frameworks ● Working Together To Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children (HM Government, 2006) ● What to do if you are worried that a child is being abused 						
I might be a (these lists give examples of job roles and are not intended to be comprehensive)	<ul style="list-style-type: none"> ● Adult mental health worker ● Allied Health Professional; FE lecturer; GP ● Housing officer ● Nurse ● Police officer ● Sports coach 	<ul style="list-style-type: none"> ● Early years/childcare worker ● Health visitor ● Playgroup worker ● Teacher ● Teaching assistant ● Youth worker 	<ul style="list-style-type: none"> ● Allied Health Professional Designated teacher for looked after children ● Health visitor; Midwife ● School nurse ● SENCO ● Teaching assistant ● Youth worker 	<ul style="list-style-type: none"> ● Allied Health Professional CAMHS worker; Drugs and alcohol worker; Educational Psychologist; Learning Mentor ● Midwife; Paediatric nurse ● Social worker; Virtual School Head; YOT worker 	<ul style="list-style-type: none"> ● Drugs and alcohol worker ● Educational Psychologist ● Education Welfare Officer ● Social worker ● YOT worker ● Youth worker 	<ul style="list-style-type: none"> ● Head of children's centre ● Head teacher; Local authority manager; Local authority head of service; Health service manager ● Senior clinician; Senior police officer ● Social Worker 	<ul style="list-style-type: none"> ● Children's workforce reform framework and toolkit ● Commissioning support programme ● Working Together to Safeguard Children ● Information Sharing Guidance for Managers

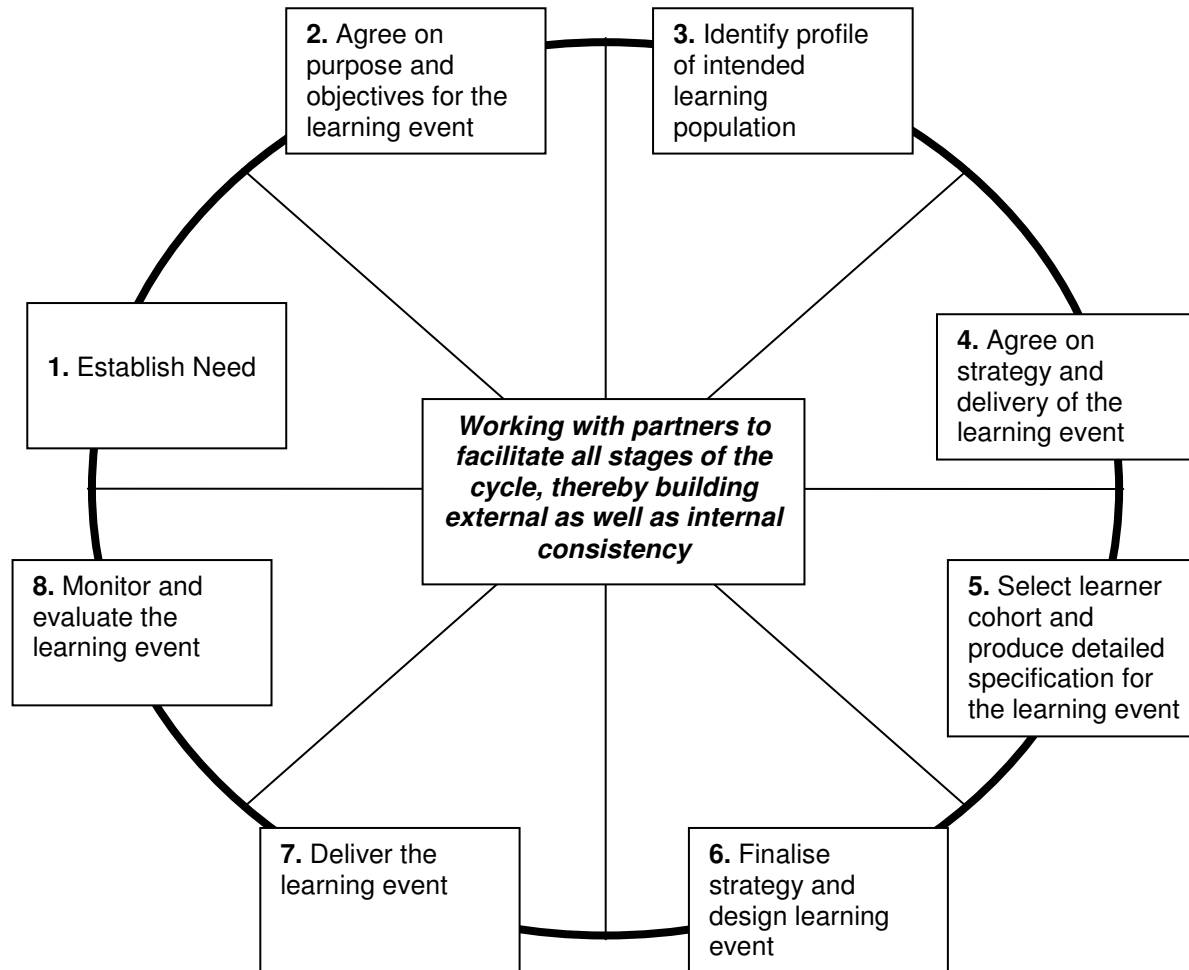
Appendix B - Children's Workforce Diagram – Circular

The Children's Workforce





Appendix D - Harrison's Eight-stage approach to facilitate planned learning



ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Children and Young People’s Cabinet Member and Advisers
2.	Date:	1st July 2009
3.	Title:	Primary School Lifestyle Survey 2008 (Borough Wide). Appendix A – Summary analysis of results of 2008 survey
4.	Directorate:	Children and Young People’s Services

5. Summary:

The Lifestyle Survey is an annual survey, undertaken with both Primary and Secondary school pupils. Questions cover a range of issues, such as health, how pupils feel about school, how safe they feel, how pupils feel about the area in which they live, bullying, and how often they may smoke, drink or take drugs.

This report covers the Primary Survey 2008 and the attached Summary at Appendix A provides a brief analysis of the results of this survey.

The borough wide report, which includes the findings from the 2008 Primary School Lifestyle Survey and the relevant data tables are available on the intranet. A summary version of the report is available on the Council website.

6. Recommendations:

That Cabinet Member receives this report.

7. **Proposals and Details:**

Purpose

The purpose of the Lifestyle Survey is to fill existing gaps in information, and to enable the Children and Young People's Service to identify what matters to the young people of Rotherham.

Additionally, the 2008 survey enables the impact of actions taken as a result of the previous year's findings to be monitored. The results can be used to inform further service developments and improvements in the Children and Young People's Service, NHS Rotherham and schools.

Questionnaire Design and Methodology

The Lifestyle Survey 2008 was open to all Rotherham's primary schools. The survey was designed online by RBT. A project group consisting of representatives from Children and Young People's Services, NHS Rotherham and Healthy Schools organised the design and implementation of the survey.

The primary survey period commenced on the 20th October and concluded on 19th December 2008.

22 schools took part and 748 pupils undertook the survey, an increase in the number of pupils compared to 2007. Individual school reports and summaries are accessible to each school. The borough wide report, and the relevant data tables are available on the intranet. A summary version of the report is available on the Council website.

Next Steps

- The Lifestyle project group will identify and act on what worked well and what did not work organisationally. In addition, a detailed study will be made of whether all the questions were asked in the best way and after consultation any changes will be fed into the next survey.
- All schools that have participated in the survey will be provided with a report which will highlight their results individually and in comparison to the Rotherham average. This will provide them with an overview of how well they are performing in particular areas and whether or not they need to target resources to address particular areas of concern.
- The Healthy Schools Team will be working with schools to look at the results of the survey and include them in their action plans. A proforma is currently being developed to capture evidence of how information is used in schools. This will be used to contribute to the Comprehensive Area Assessment and the Customer Excellence Standard.
- A newsletter has been produced to thank students for taking part and to feedback the main headline results

- A poster has been produced to promote the Lifestyle Survey and to highlight significant issues
- The summary report will be placed on the intranet and widely circulated and the findings will be promoted across all partner agencies and actions taken as a result of the findings will be reported on.
- With the schools permission the information will be used for locality planning.
- We will monitor developments and results for national surveys such as Tellus 4 and Teen LifeCheck to enable us to compare and contrast data.

8. Finance

The financial costs for producing the primary survey for 2008 are:-

Cost Description	Amount
Development of Survey Online	£1092.50
RBT Maintenance (both secondary and primary, included in Secondary Report)	£ 0.00
RBT Database (both secondary and primary included in the Secondary Report)	£ 0.00
Printing Costs: Newsletters for pupils	£ 286.36
Posters	£ 141.17
Total	£1,520.03

Costs are to be split between PCT (40%) and CYPS (60%). These figures do not include staff time in analysis and writing the reports, which is considerable.

9. Risks and Uncertainties

The number of surveys each school is asked to complete needs to be monitored in order to ensure there is no duplication and that schools are benefiting from the surveys they take part in.

10. Policy and Performance Agenda Implications

There is a need to ensure that the results are used to monitor or improve services for children and young people.

11. Background Papers and Consultation

Primary Lifestyle Survey Report 2008.

Contact Name: Ruth Bastin, Policy and Planning Team Manager
 Children and Young People's Services,
 Telephone: (82) 2511
 E-mail: ruth.bastin@rotherham.gov.uk

Brief Analysis of the Results of the 2008 Primary Lifestyle Survey

This Appendix provides analysis of the results of the Primary Lifestyle Survey 2008 and has been set out in the context of the Children and Young People's Plan priorities. Comparisons have been made to the 2007 survey where applicable.

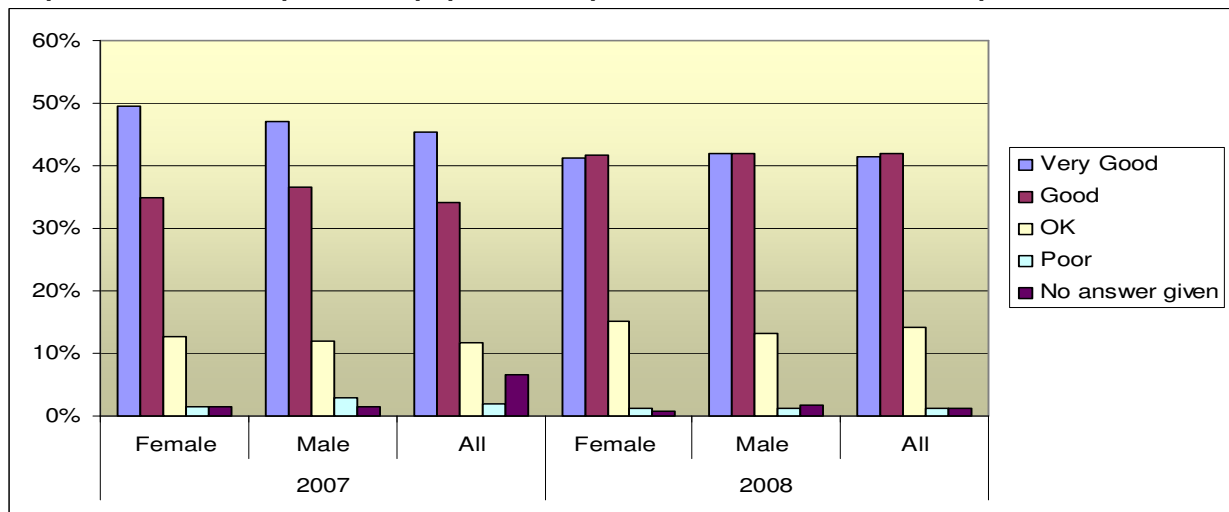
748 Year 5 pupils took part in the survey in 2008. 53% were female pupils and 47% male.

The majority of pupils who took part in the survey considered themselves to be from a White British ethnic group (73%), followed by 8% from an Asian or Asian British background.

To ensure that all Children and Young People have the opportunity to live healthy lifestyles (Children and Young People Plan Priority)

84% of pupils considered their health to be 'very good' or 'good' compared to 79% in 2007.

Graph to show the responses of pupils to the question on health in 2008 compared to 2007



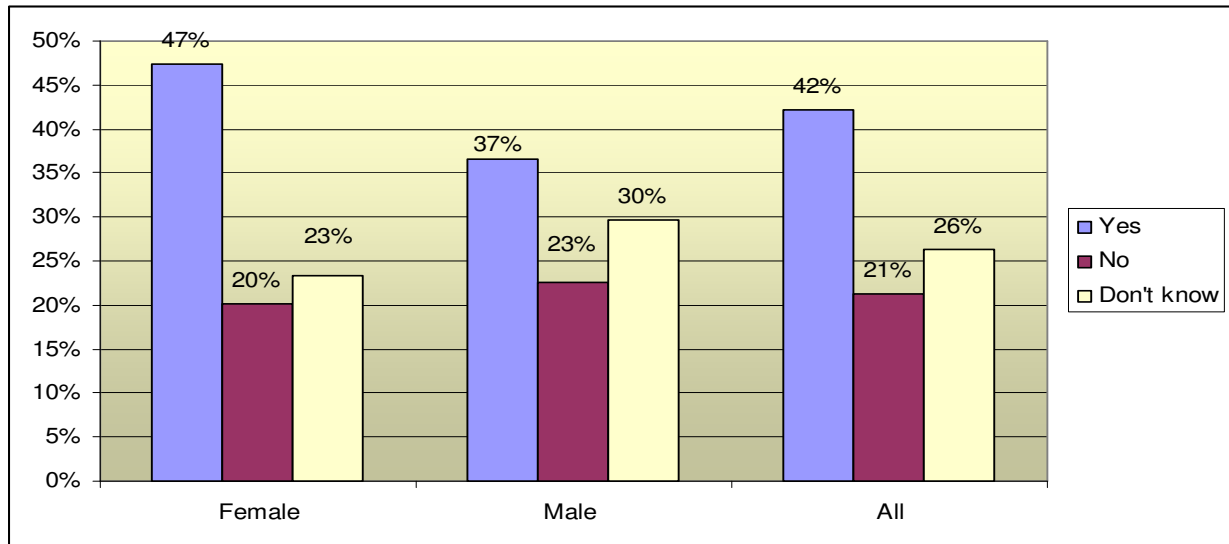
The percentage of pupils eating the recommended five portions of fruit and vegetables every day in 2008 is 42%.

26% of pupils 'don't know' if they are eating the recommended portions of fruit and vegetables every day.

47% of female pupils eat the recommendation portions, 10% more than male pupils.

This question was not asked in the same way in 2007 therefore a comparison can not be made this year.

Graph to show the percentage of pupils who have 5 portions of fruit and vegetables per day in 2008

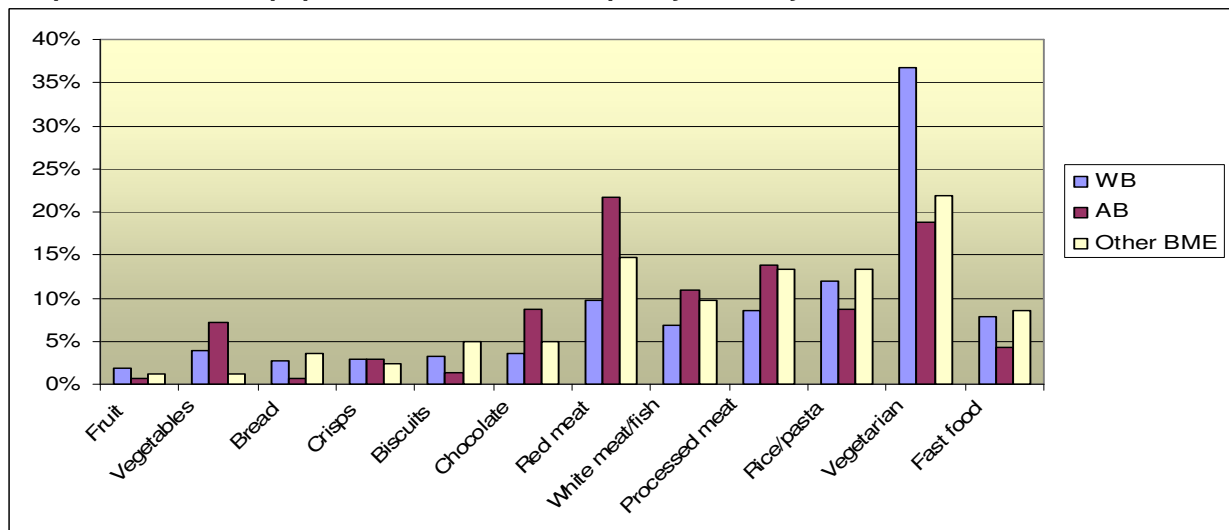


Young people were asked to identify how often they consumed a range of foods.

Analysis of the 2008 results show that young people's eating patterns have not changed significantly in any of the categories from the 2007 analysis. Fruit, bread and vegetables are still the top three types of food eaten every, or most days by pupils.

When this data was split by ethnicity there was a clear difference as more White British (WB) pupils indicated that they 'never' eat vegetarian food whereas more Asian British (AB) pupils 'never' eat red meat.

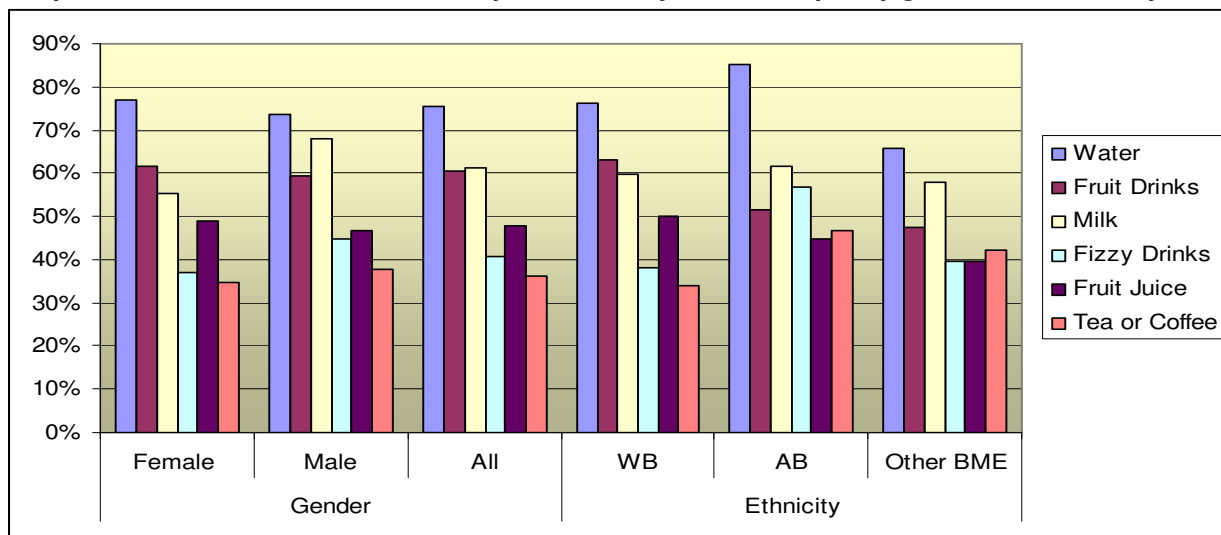
Graph to show what pupils 'never' eat in 2008 split by ethnicity



75% of pupils drink water every day compared to 68% in last year's survey. The number drinking no glasses of water has improved slightly in 2008, falling to 5% (compared to 6% in 2007).

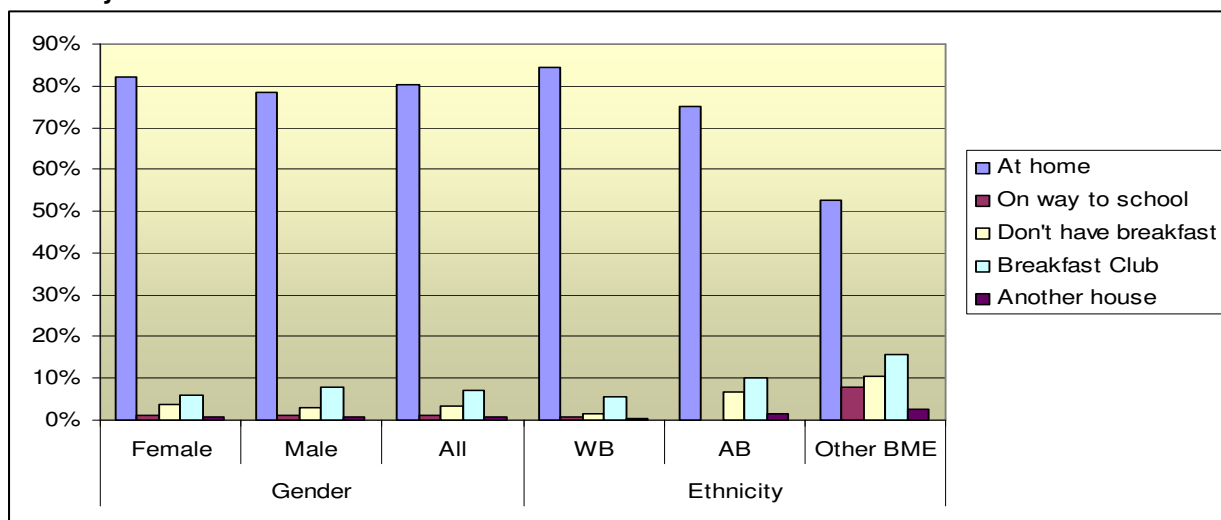
More pupils said that they drank tea or coffee and fruit juice every day in 2008 compared to 2007. Fewer female pupils put that they drank milk every, or most days compared to 2007, whereas this remained the same for male pupils. For both genders consumption of fruit drinks/squash every day increased in 2008.

Graph to show drinks consumed 'every, or most days' in 2008 split by gender and ethnicity



Pupils were asked where they had their breakfast on a school day and 80% of pupils stated that they eat breakfast at home, a 1% increase on 2007. The second most popular option was at a breakfast club and, again, the percentage of pupils choosing this option in 2008 has increased compared to 2007.

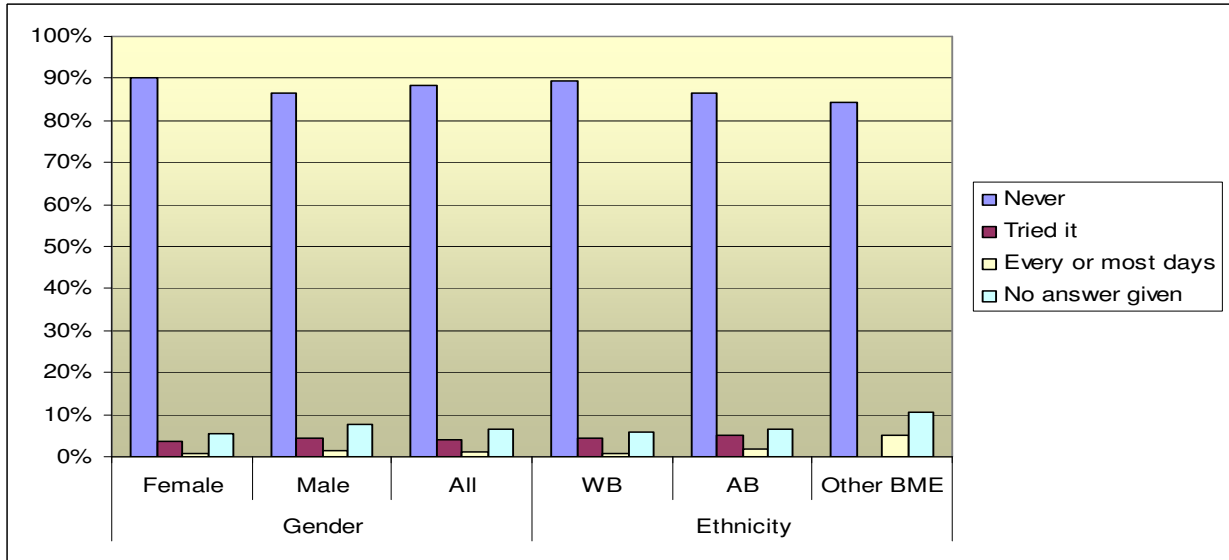
Graph to show where pupils had their breakfast on a school day in 2008 split by gender and ethnicity



Reduce the misuse of alcohol and drugs, supporting children and young people who want to give up smoking.

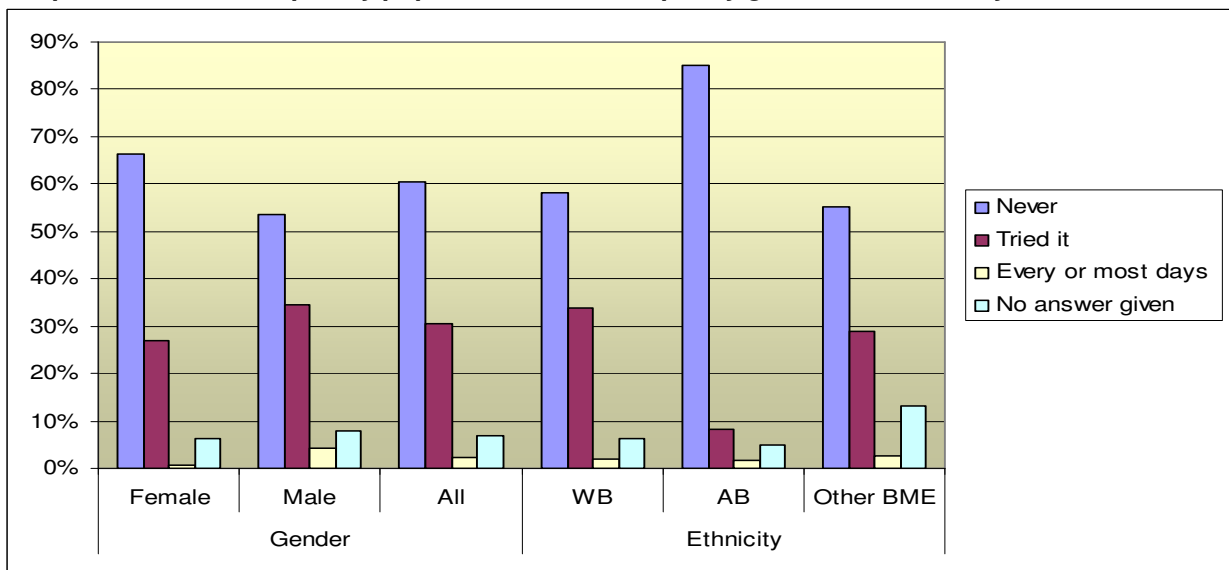
The percentage of pupils who have 'never' tried cigarettes has increased in 2008 to 88% (compared to 85% in 2007). More female than male pupils have never tried cigarettes. 30 pupils said they had tried smoking and 8 pupils said they smoked every, or most days.

Graph to show the frequency pupils smoked in 2008 split by gender and ethnicity

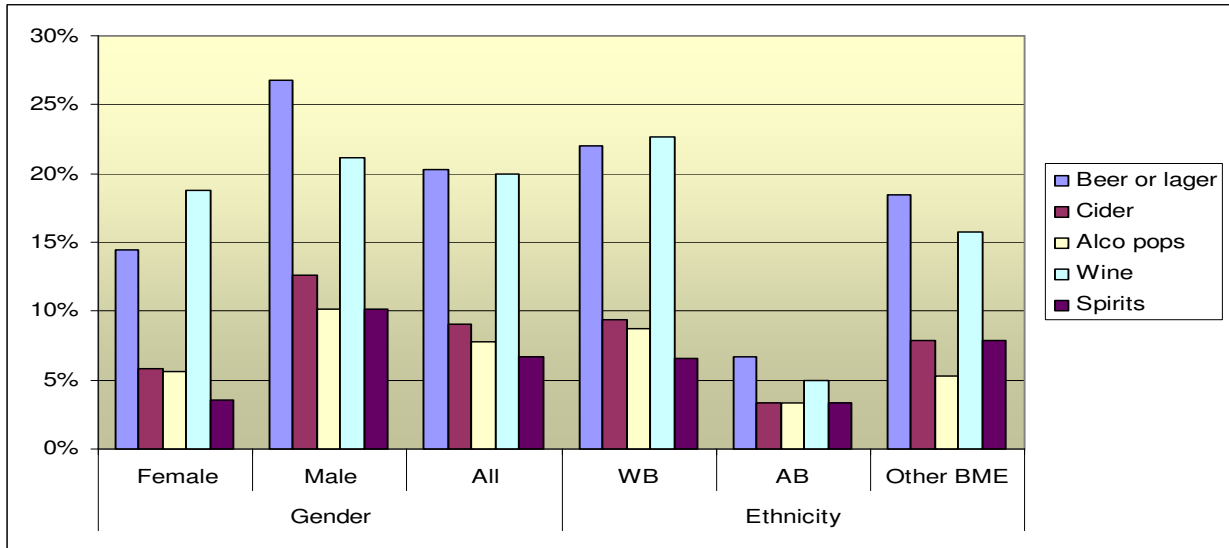


The pupils taking part in the survey were asked if they had tried alcohol. 60% had never tried alcohol compared to 53% in 2007. 30% had tried it once compared to 34% in 2007. 17 pupils said that they drink every, or most days. 90% of AB females had never tried alcohol.

Graph to show the frequency pupils drank in 2008 split by gender and ethnicity



Graph to show what alcoholic drinks pupils have tried in 2008 split by gender and ethnicity

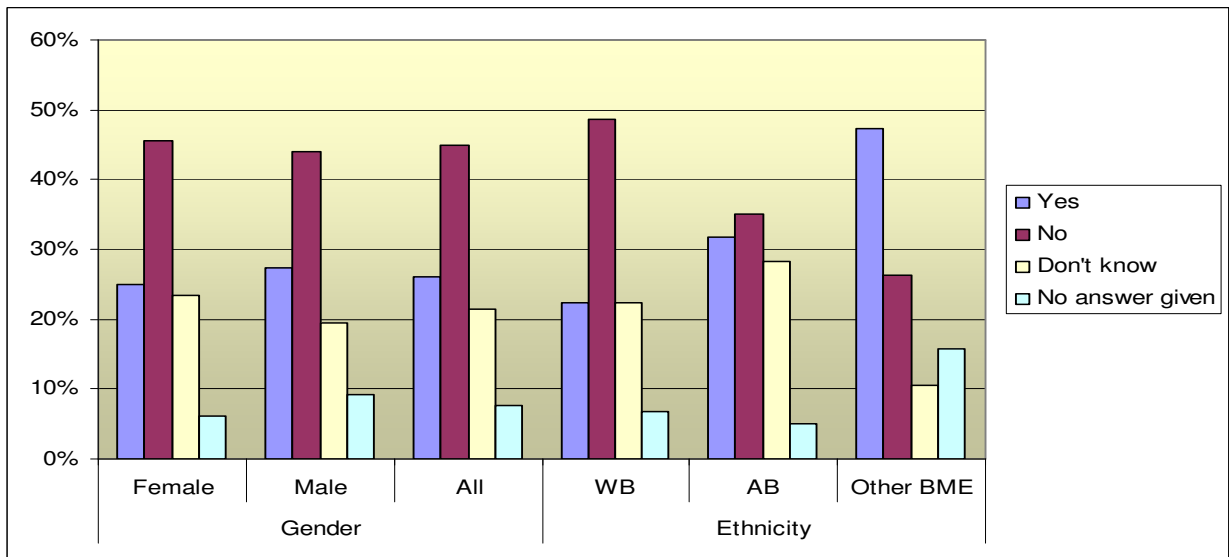


The majority of pupils completing the survey had never tried or seen an illegal drug.

26% of pupils stated that they had seen an illegal drug in the area where they live compared to 24% in 2007 and there were no differences in responses between male and female pupils. A higher percentage of Other BME pupils said that they had seen an illegal drug in the area where they live.

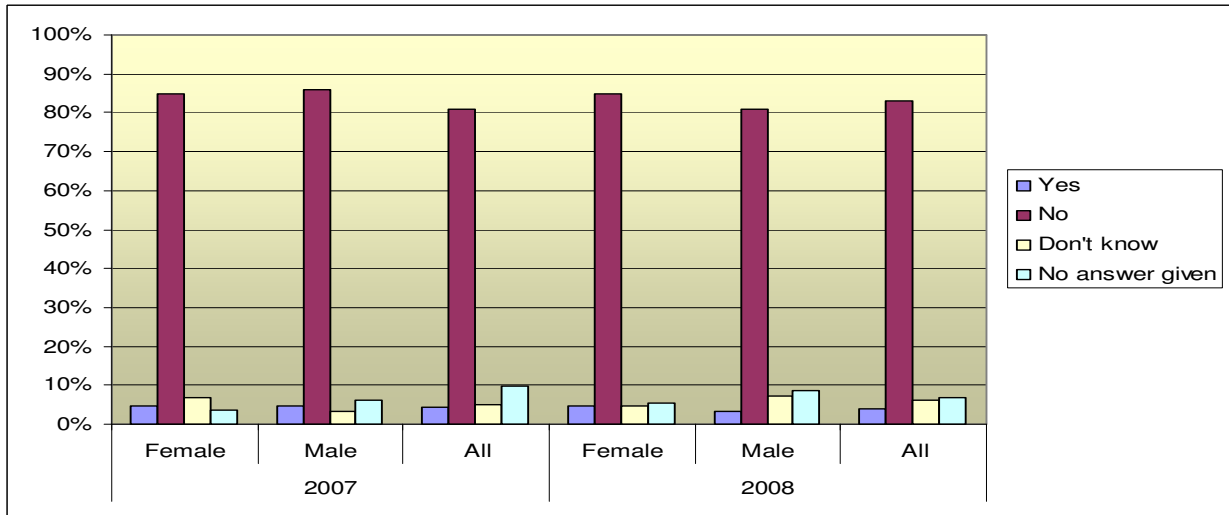
It should be noted that there is a high percentage of 'don't know' answers to this question.

Graph to show if pupils had ever seen an illegal drug in the area where they live in 2008 split by gender and ethnicity



4% of pupils stated that they had tried an illegal drug which is exactly the same as in 2007 and there were no differences in responses between male and female pupils.

Graph to show the percentage of pupils that have tried an illegal drug in 2008 split by gender and ethnicity



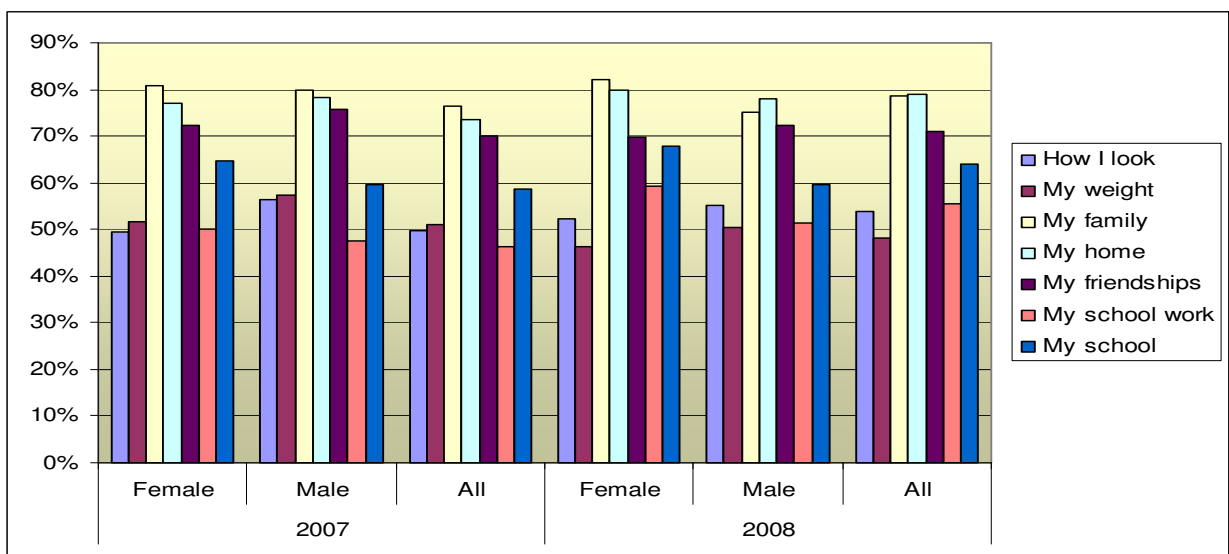
Provide timely and accessible mental health support to children and young people, particularly in young people’s settings.

The questions in the survey ask how pupils feel and not specifically about mental health support. Pupils were asked to comment on how they felt about various aspects of their life. The main results are shown below

- 79% of pupils feel good about their home (compared to 73% in 2007),
- 79% feel good about their family (76% in 2007),
- 71% feel good about their friendships (70% in 2007),
- 64% feel good about their school (59% in 2007),
- 55% feel good about school work (46% in 2007),
- 54% feel good about how they look (50% in 2007),
- 48% feel good about their weight (51% in 2007).

There is little variance when this information is split by gender.

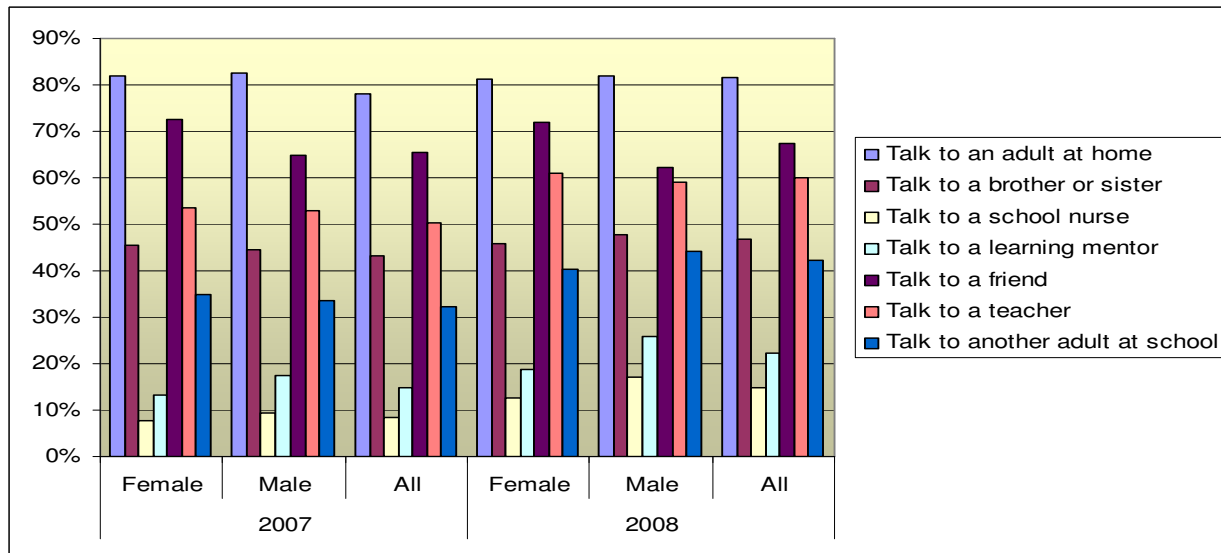
Graph to show the percentage of pupils who feel ‘good’ about the following in 2008 compared to 2007



82% of pupils felt they could talk problems over with an adult at home (compared to 78% in 2007). 67% would talk to a friend (66% in 2007), 60% a teacher (50% in 2007), 47% a sibling (43% in 2007), 42% another adult at school (32% in 2007), 22% a learning mentor (15% in 2007) and 15% a school nurse (8% in 2007).

Apart from female pupils being more likely to talk to a friend than male pupils, there are no significant differences in responses to this question when analysed by gender.

Graph to show who pupils felt they could talk problems over with in 2008 compared to 2007



To improve the safety and security of vulnerable children and young people (Children and Young People's Plan Priority)

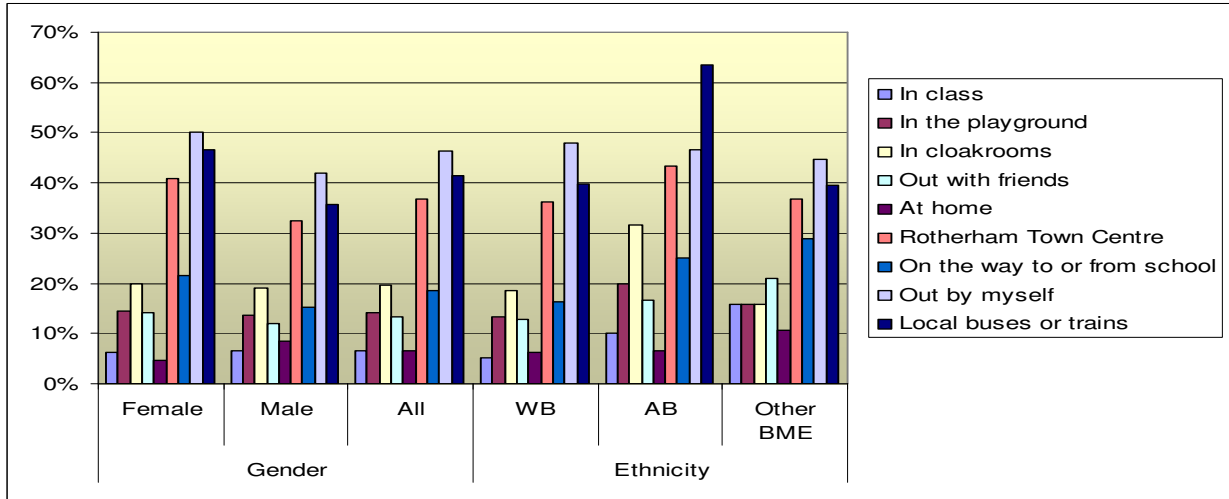
In the survey, questions were asked in relation to how safe or unsafe the pupils felt in a number of given situations.

The percentage of pupils who 'never' feel safe in the following places are;

- 46% of pupils never feel safe when out by themselves (40% in 2007),
- 41% on local buses or trains (35% in 2007),
- 37% in Rotherham Town Centre (34% in 2007),
- 20% in cloakroom (21% in 2007),
- 19% on the way to or from school (16% in 2007),
- 14% in the playground (same in 2007),
- 13% out with friends (12% in 2007),
- 6% in class (8% in 2007), and;
- 6% at home (8% in 2007).

There were some slight differences in terms of gender with a higher percentage of female pupils never feeling safe on local buses or trains, in Rotherham Town Centre or out by themselves.

Graph to show where pupils 'never' feel safe in 2008 split by gender and ethnicity



To reduce bullying by implementing robust protocols, systems and through sharing good practice (Children and Young People’s Plan Priority)

The survey asked about different types of bullying. The following definition was included in the questionnaire to help young people accurately identify situations where bullying had occurred:

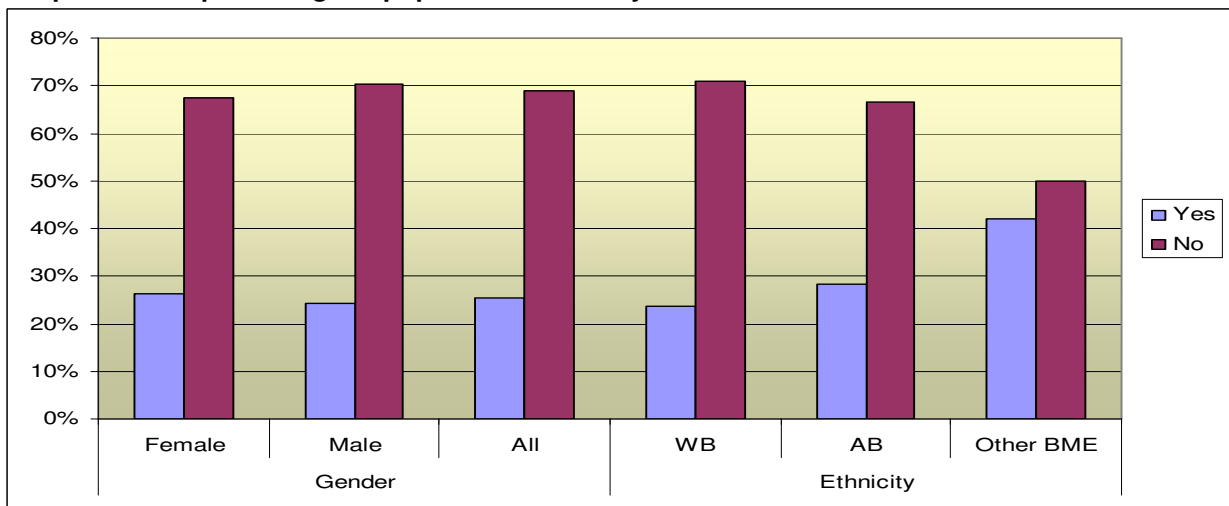
“deliberate hurtful behaviour which is repeated often over a period of time and is difficult for the person being bullied to stop it.”

This year pupils were asked if they had been bullied in the previous 4 weeks, which was different to the question in 2007 which asked if they had been bullied in the previous 12 months, therefore comparisons cannot be made.

(It should be noted that some of the numbers are so small in the ethnicity data that it is difficult to draw conclusions just from looking at the graphs; therefore we recommend that the data tables are looked at in conjunction with this section).

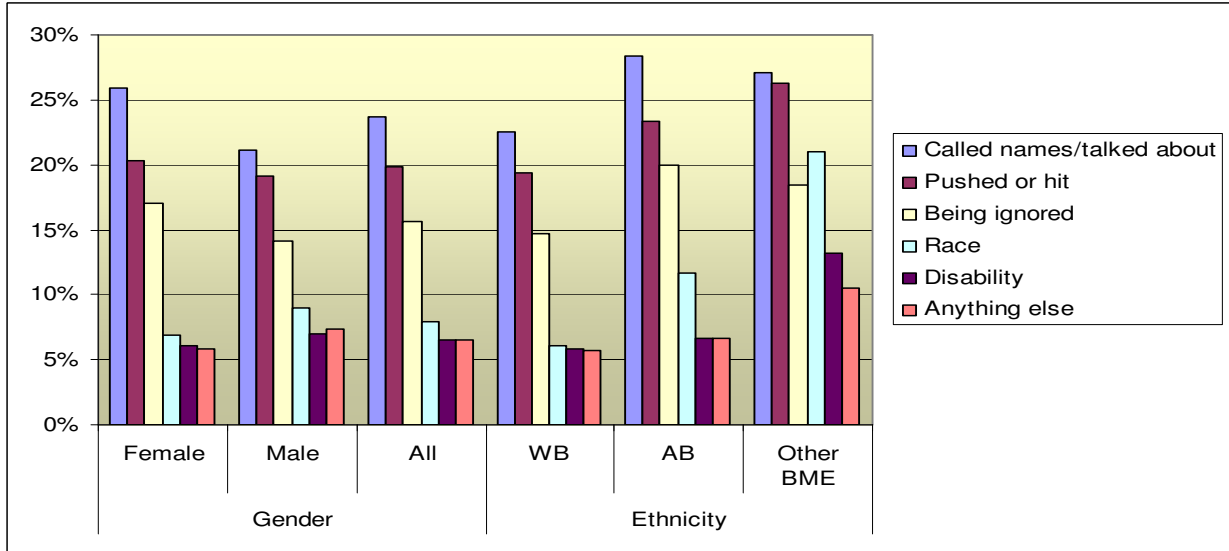
25% of pupils said that they had been bullied in the past 4 weeks and 69% said they had not. There was no significant difference in responses for male and female pupils but Other BME pupils had a higher percentage of pupils answering “yes” to this question.

Graph to show percentage of pupils who said they had been bullied in the last 4 weeks in 2008



Overall, 24% of all pupils said they had been bullied by being called names or being talked about, 20% had been pushed or hit, 16% had been bullied by being ignored, 8% said they had been bullied because of their race, 7% because of a disability and 7% for anything else. There was no difference in response by gender to these questions.

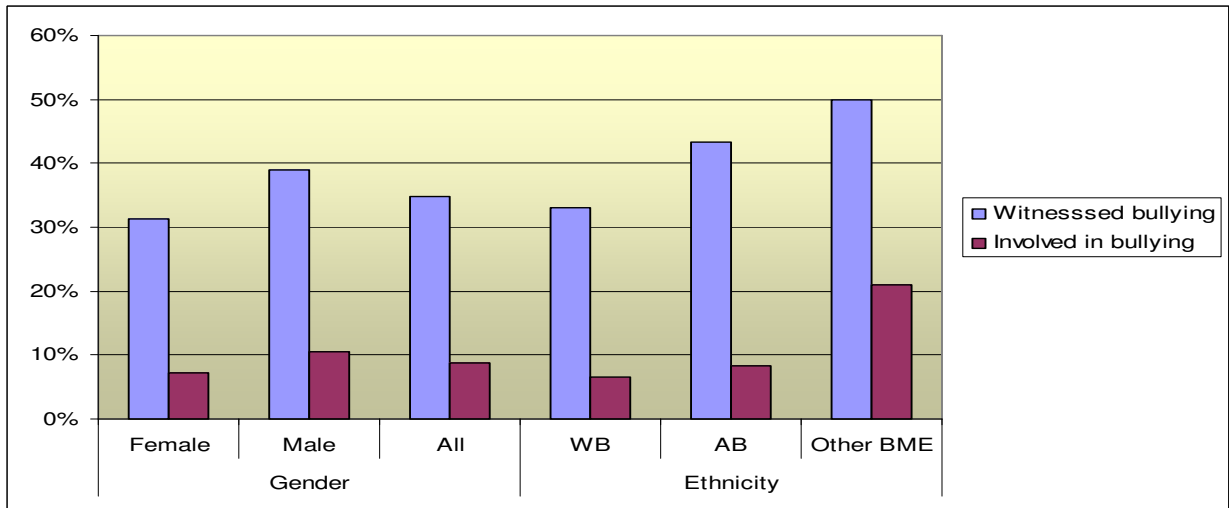
Graph to show percentage of pupils that experienced different types of bullying in 2008 split by gender and ethnicity



35% of pupils said they had witnessed someone being bullied in the last 4 weeks. A higher percentage of male Other BME pupils said they had witnessed someone being bullied in this period.

9% of pupils said they had been involved in bullying someone in the last 4 weeks. A higher percentage of Other BME pupils said they had been involved in bullying someone in this period.

Graph to show the percentage of pupils who had witnessed or been involved in bullying in 2008 split by gender and ethnicity



Ensuring higher quality education/learning for all children and young people (Children and Young People’s Plan Priority)

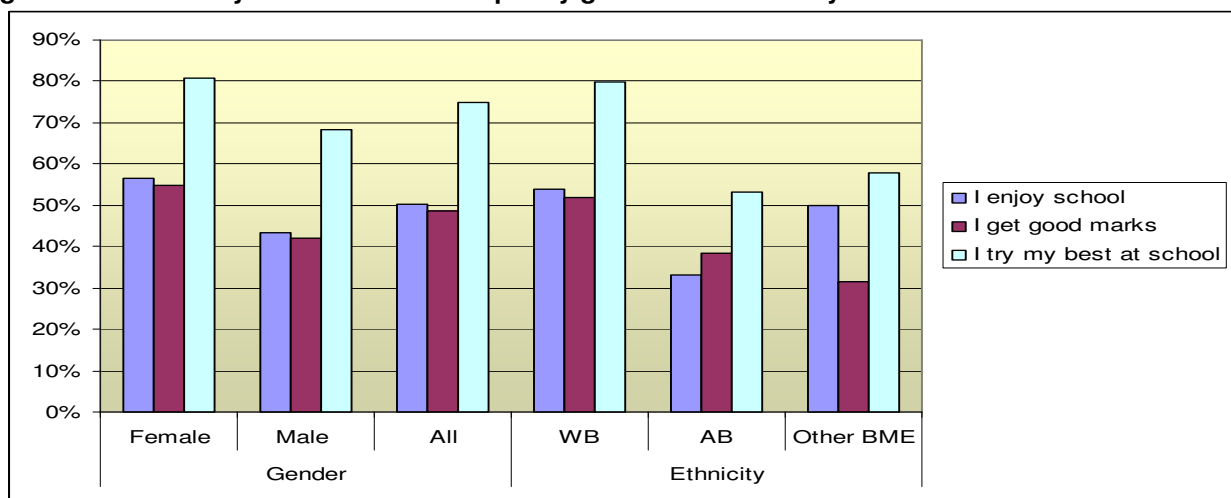
50% of pupils said they enjoy school most of the time which is an increase on 2007 (48%). 38% sometimes enjoy school (34% in 2007) which gives an overall percentage

of 88% who enjoy school most or some of the time. In terms of gender this year, as in 2007, more female pupils enjoy school than male pupils (56% compared to 43%) and 4% of female pupils compared to 9% of male pupils never enjoy school.

49% of pupils get good marks most of the time (46% in 2007) and 40% sometimes get good marks (36% in 2007). In More female pupils (55%) felt that they got good marks most of the time than male pupils (42%) and female Other BME pupils had a higher percentage who felt that they never get good marks.

75% of pupils (74% in 2007) said that they try their best at school most of the time, 16% sometimes (13% in 2007), 2% never try their best which is the same as in 2007. There is a higher percentage of female pupils who try their best most of the time (81% compared to 68% for male pupils).

Graph to show the percentage of pupils who stated that ‘most of the time’ they enjoy school, get good marks and try their best in 2008 split by gender and ethnicity

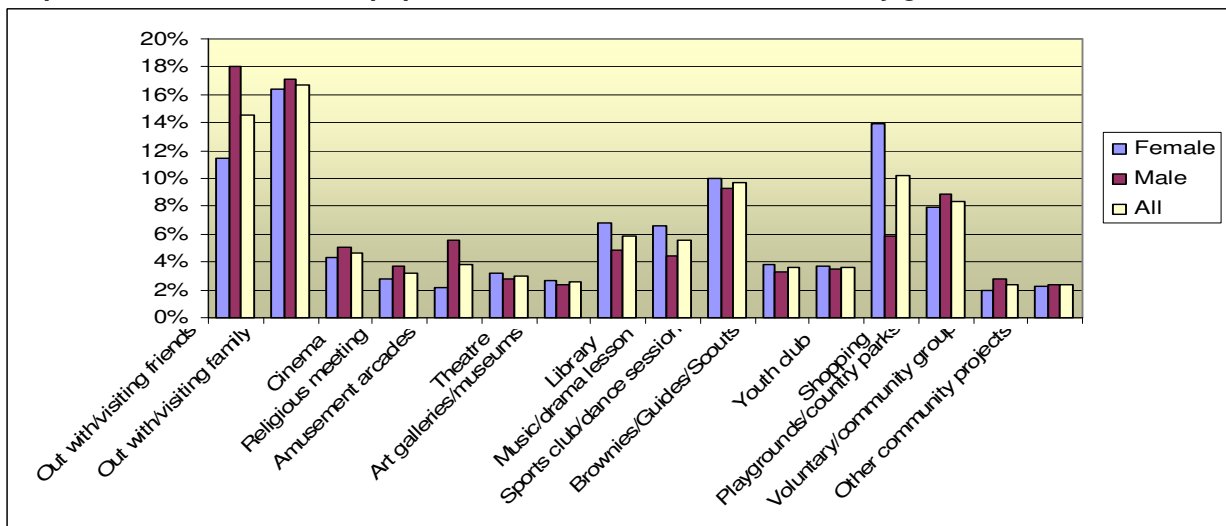


To improve children and young people’s chances of taking part in sporting and cultural activities (Children and Young People’s Plan Priority)

The pupils who undertook the survey were asked how they spent their time out of school and to indicate how often they took part in the activities i.e. most days or every day, sometimes or never.

The most popular activity on ‘most or every days’ is going out with or visiting family (17% compared to 18% in 2007) followed by going out with or visiting friends (15% compared to 16% in 2007) and shopping (10% in 2007 and 2008). More males than females went out with or visited friends on ‘most or every days’ and more female pupils went shopping daily than male pupils.

Graph to show activities that pupils undertake out of school in 2008 by gender

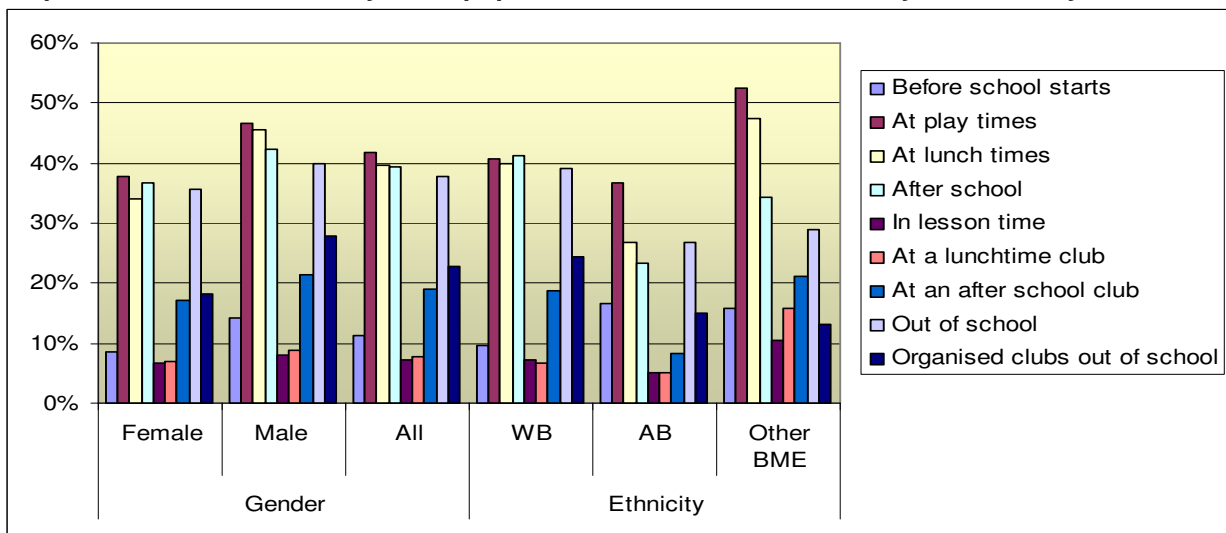


Pupils were asked about the types of physical activity they were involved in and when they took part in the activities.

In 2008 the top three activities undertaken on a weekly basis are the same as in 2007 and are as follows: playground games, riding a bike and playing out with friends. In 2007 the fourth choice was football and in 2008 this changed to swimming.

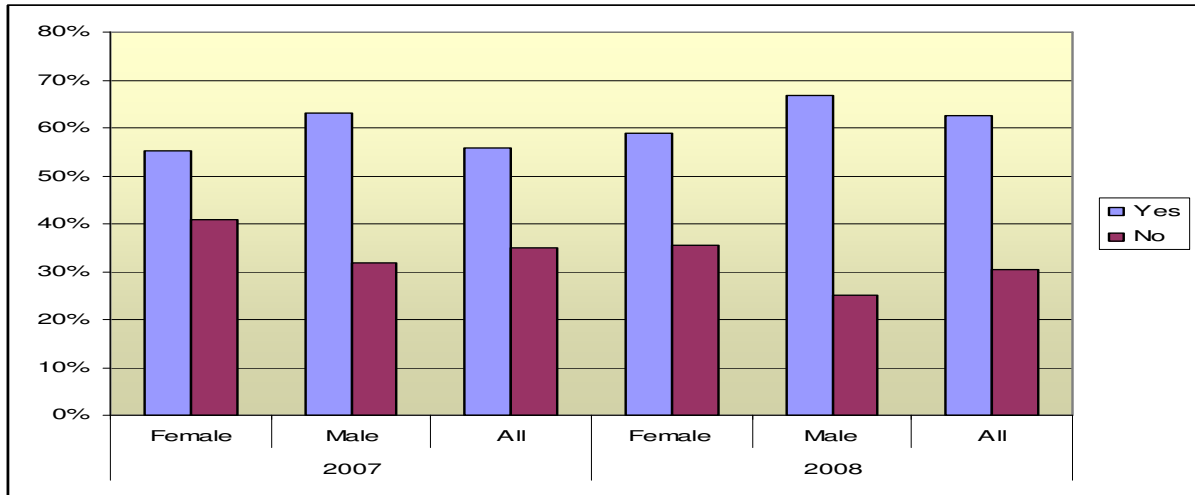
The most popular time for pupils to take part in physical activity is at playtimes and the least popular is at a lunchtime club and in lesson time.

Graph to show the time of day when pupils undertake exercise on 'every, or most days' in 2008



There has been an increase in the percentage of pupils who do sport and exercise with an adult from their family, 63% in 2008 compared to 56% in 2007. A slightly higher percentage of male pupils do sport and exercise with an adult from their family and a smaller percentage of AB pupils when compared to the overall percentage.

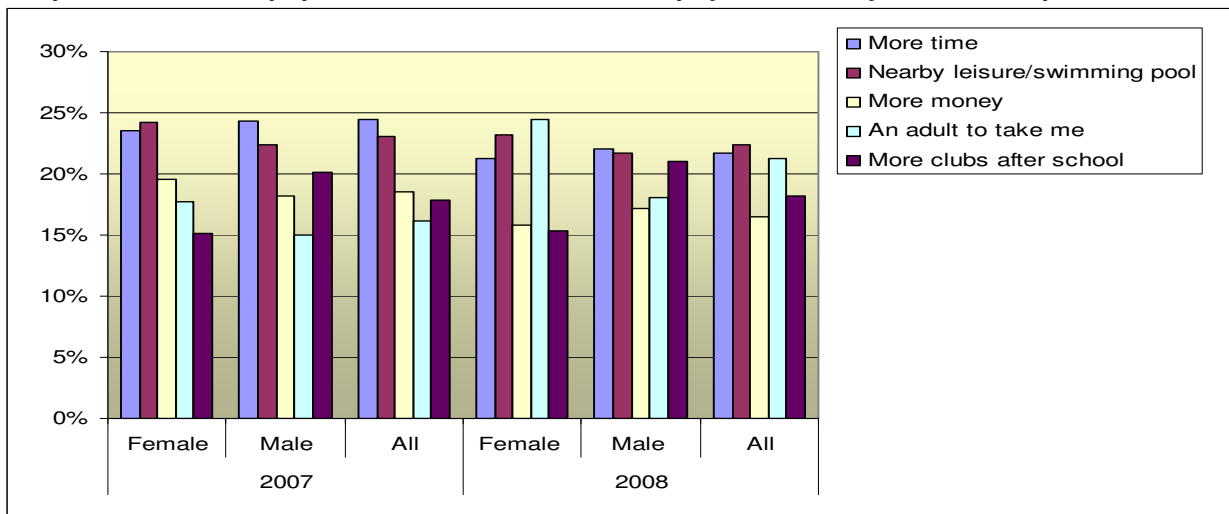
Graph to show the percentage of pupils who said they do sport or exercise with an adult from their family in 2008 compared to 2007



More money is not top of the list of things pupils needed in order to do more physical activity. Overall, facilities nearby, more time and an adult to take them were more important. More clubs after school was also high on the list for Other BME pupils.

The percentage of female pupils who put that they would need an adult to take them in order for them to increase their physical activity has increased in 2008 compared to 2007.

Graph to show what pupils need in order to do more physical activity in 2008 compared to 2007



56% of pupils watch television for 1 to 2 hours per day and more female pupils than male pupils watch television for this period of time. 3% never watch television, 19% watch for 3 to 4 hours and 11% watch for 5 to 6 hours.

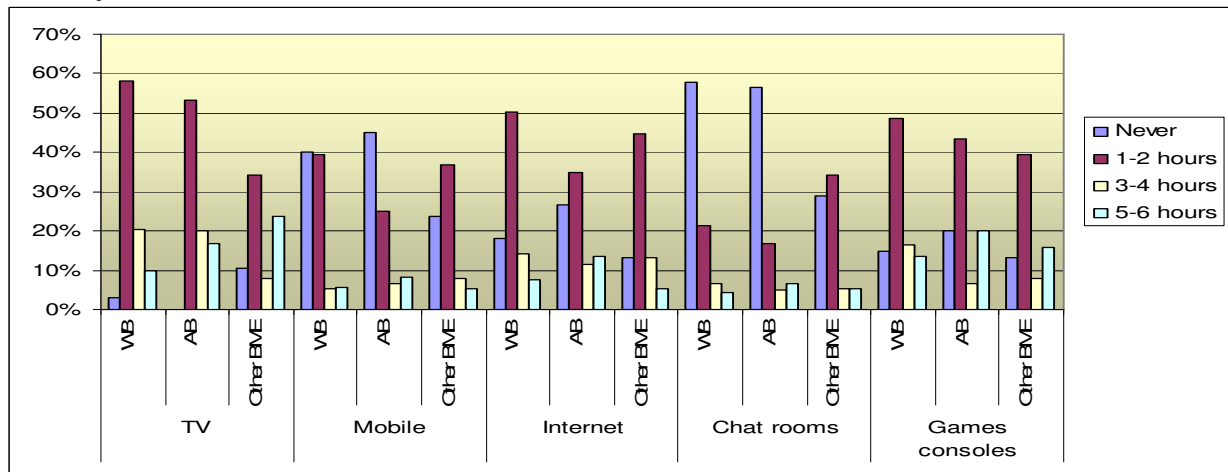
38% of pupils never use a mobile phone. 37% use a phone for 1 to 2 hours per day and 6% use a phone for 3 to 4 hours and 5 to 6 hours per day. Over half of the female AB pupils who answered this question never use a mobile phone.

18% of pupils never use the internet on a daily basis. 47% use it for 1 to 2 hours, 14% for 3 to 4 hours and 9% for 5 to 6 hours.

54% of pupils never use chat rooms. 22% use chat rooms for 1 to 2 hours, 6% for 3 to 4 hours and 6% for 5 to 6 hours. A higher percentage of female Other BME pupils use chat rooms for between 1 to 2 hours than other groups.

14% of pupils never play on games consoles, 45% play on them for 1 to 2 hours, 15% for 3 to 4 hours and 15% for 5 to 6 hours. A higher percentage of WB male pupils play on games consoles for 1 to 6 hours per day (86%).

Graph to show time spent by pupils on a daily basis on the following activities in 2008 split by ethnicity



Young Carers

In the survey this section asked who young people cared for, if they knew about and had attended the Young Carer's Service and who they would talk to about being a young carer.

50% of pupils said they never looked after an ill or disabled brother or sister, compared to 52% in 2007. 29% said they sometimes looked after someone and 15% said they looked after someone every, or most days which is an increase on 2007 (24% and 12% respectively). A higher percentage of Other BME female pupils said they looked after a brother or sister every, or most days than other groups.

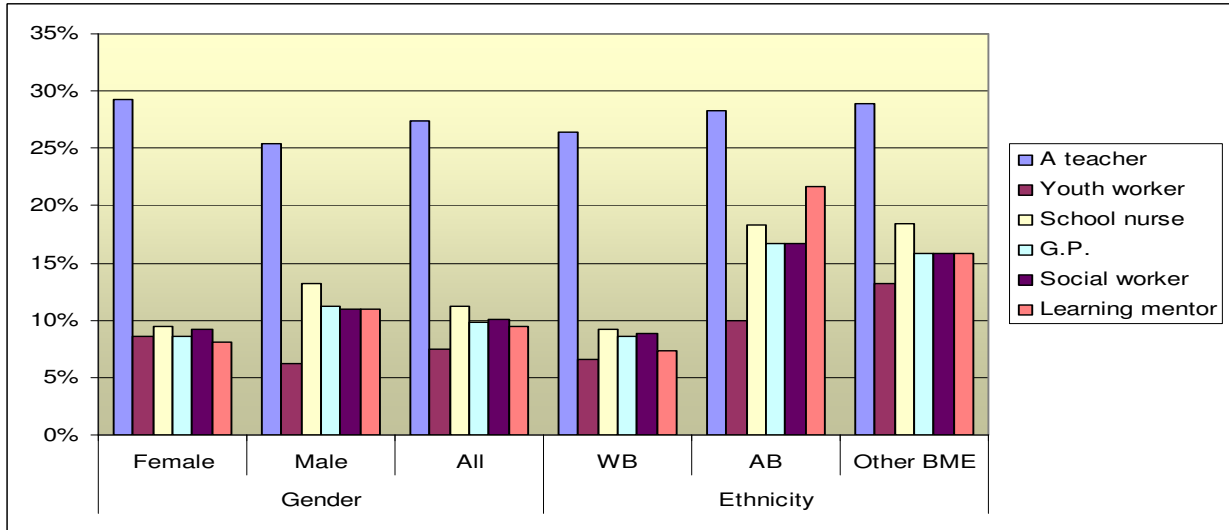
50% of pupils said they never looked after an ill or disabled older person, compared to 48% in 2007. 28% said they sometimes looked after someone and 14% said they looked after someone every, or most days which is an increase on 2007 (25% and 12%). A higher percentage of AB and Other BME female pupils said they looked after someone sometimes or every, or most days, than in other groups.

In terms of who pupils look after, 33% of pupils look after a sibling (24% in 2007), 30% looked after their mother (21% in 2007), 28% a family member (22% in 2007), 26% their father (18% in 2007) and 21% friend of the family (17% in 2007).

71 pupils knew about the Young Carer's Service compared to 30 in 2007 and 34 had attended the Young Carer's Service (this last question was not asked in 2007).

When pupils were asked which adult they would prefer to talk to about being a young carer a teacher came top of the choices with 27%. A school nurse was next with 11%, social worker and G.P. with 10%, learning mentor 9% and youth worker 7%.

Graph to show who pupils would talk to about being a young carer split by gender and ethnicity



ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Children and Young People’s Scrutiny Panel
2.	Date:	Friday 4th September 2009
3.	Title	Persistent Absence in Schools
4.	Directorate:	Children and Young People’s Services

5. Summary

The Department for Children Schools and Families (DCSF) introduced the designation “Persistent Absence” in 2006/07. In determining the criteria for designation as “Persistent Absence” they used data from the previous (2005/06) autumn and Spring Terms.

A Persistent Absentee (PA) is any pupil with 20% or more absence, this includes all absences whether authorised, unauthorised or medical.

In 2006/07:

- any secondary school with 10% or more of the school population in PA category was designated as a Persistent Absence (PA) School and;
- Any Local Authority with 5 or more schools in PA category was designated as a PA Authority.

In 2007/08 the criteria for designating a PA school reduced to 9% of PA pupils and in 2008/09 the criteria reduced further to 7%.

The Government has a target that all secondary schools reduce their PA pupils to 5% by 2010/11.

Persistent Absence was introduced to the primary sector in 2008/09. The criteria for primary schools was any school with above 2.4% (National Average) of its cohort as PA pupils.

A school placed in PA category has to complete an Attendance Self Assessment Form and produce an action plan. Every student designated as PA must have an individual action plan. In Rotherham Self Assessment and Attendance Action Planning support was offered to all schools.

Similarly, the Local Authority has to complete an assessment and action plan to address PA in its schools.

6. Recommendations

- **That the report be received.**
- **That the focus on Persistent Absence from the Central Attendance Team is maintained.**
- **That the recommendations from the review of the Children and Young People’s Services, relating to attendance, be implemented.**

7. Proposals and Details

a) Persistent Absence

The Department for Children Schools and Families (DCSF) introduced the designation "Persistent Absence" in 2006/07. Initially, the designation referred only to secondary schools. In determining the criteria for designation as "Persistent Absence" they used data from the previous (2005/06) autumn and spring terms.

A Persistent Absentee (PA) is any pupil with 20% or more absence, this includes all absences whether authorised, unauthorised or medical.

In 2006/07:

- any secondary school with 10% or more of the school population in PA category was designated as a Persistent Absence (PA) School and;
- Any Local Authority with 5 or more schools in PA category was designated as a PA Authority.

At that time Rotherham had 6 PA secondary schools and was, therefore, designated as a PA Authority. This meant that Rotherham became subject to further scrutiny from DCSF.

In 2007/08 the criteria for designating a PA school reduced to 9% of PA pupils and in 2008/09 the criteria reduced further to 7%. Rotherham had 5 PA schools in 07/08 and 10 in 2008/09 and was identified as one of 42 Local Authorities to receive intensive support from DCSF.

The Government has a target that all secondary schools reach 5% PA by 2010/11.

Secondary schools must submit their attendance data to the Local Authority each half term and a report then goes from the Local Authority to the DCSF.

Persistent Absence was introduced to primary sector in 2008/09. The criteria for primary schools was any school above 2.4% (National Average) of its cohort as PA pupils. Rotherham had 38 primary schools identified as PA schools. The overall percentage PA in Rotherham primary schools was 2.3% which was 0.1% better than the national average.

A school placed in PA category has to complete an Attendance Self Assessment Form and produce an action plan. Every student designated as a PA must have an individual action plan. In Rotherham Self Assessment and Attendance Action Planning support was offered to all schools. The Local Authority also has to complete an assessment and action plan to address PA.

Although primary schools have now come into the PA agenda, these are viewed by the DCSF as requiring a light touch to try to move the agenda. However, this emphasis is different for secondary schools. A PA secondary school has received intense interventions from the Central Attendance Team to improve their PA profile. This has resulted in a 40% improvement in PA in secondary.

The current PA at secondary is 5.37% (0.37% above the target for 2010/11). Rotherham has been identified as the 5th most improved Local Authority out of the 42 Local Authorities in intensive support. At primary school level the improvement this year has been 64%.

Appendix A shows the figures for PA in Rotherham secondary schools.

The resource to ensure good attendance is split into two delivery areas. The Education Welfare Officers (EWO) are based in the Locality Teams and managed by the Locality Managers. Their role is to work with schools to ensure good attendance by all pupils, thus preventing schools becoming PA schools. There is also a Central Attendance Team, managed in Learning Services, that is an intervention resource aimed at reducing/removing the PA designation once a school falls in to this category. The Central Attendance Team is also responsible for developing the attendance policy and working procedures. Additionally they support the Locality and Team Managers in the recruitment and training of EWOs.

The Children's First review of the Children and Young People's Services made two recommendations relating to attendance. These were:

- The present dislocation between the strategic activities of the Central Attendance Team and the day to day work of locality team based Education Welfare Officers with pupils, schools and families must be resolved by December 2009.
- The new Attendance Strategy should be used to re-launch and reintroduce the concerted and seamless action on pupil absence so valued by schools in the past. A 'lead professional' approach could be adopted to ensure that the seven locality teams, and their designated EWOs in particular, benefit from regular information exchange with the Central Team and participation in relevant development opportunities by December 2009.

Actions are already in place to address both these recommendations (see Children's First Review Action Plan)

b) School Absence due to Holidays in Term Time

There is a general mis-conception that parents have an allocation of 10 days to allow them to take their child(ren) out of school for family holidays. This is not the case, although Headteachers do have the discretion to authorise, up to 10 days, term time leave in exceptional circumstances. Such circumstances might be, for example, where a parent is employed in a company that closes for a specific period during the year requiring employees to take holidays at this set time. Headteachers are within their statutory rights to refuse to authorise time term absence for holidays.

Regardless of whether the Headteacher determines to authorise this leave, or not, it is counted as absence for the "Persistent Absence" agenda. It has been recognised that 17 days absence for a child can have a significant impact on their levels of attainment which can mean up to one national curriculum level of attainment.

Appendix B shows the levels of term time absence in Rotherham for the autumn term 2008 and spring term 2009 (unvalidated data). A school day equals two sessions. Over these two terms, the equivalent of 36,867 days were lost to education by parents taking holidays in term time.

8. Finance

The EWOs are funded from the base budget.

The Central Attendance Team is funded from the base budget and the Behaviour Improvement Programme (Standards Fund Grant).

9. Risk and Uncertainties

School Attendance is a volatile indicator and often subject to external factors. For example, the snow in February 2009 resulted in school closures or part closures. Schools that closed were allowed to mark registers as Enforced Closure and therefore absence in those schools did not contribute to the PA figures. Schools that tried to stay open were required to mark pupils as either authorised or unauthorised absence, which contributed to PA figures. Through analysis we know that 48,904 days of education were lost during this period.

Similarly, in the previous academic years, many pupils and staff were affected by a winter vomiting and flu virus. The Central Attendance Team ensures that data is collected in such circumstances and informs DCSF and the National Strategic regional adviser of these particular circumstances.

10. Policy and Performance Agenda Implications

Much of the team's work to address the Persistent Absence agenda has been directly with schools, supporting them in the implementation of strategies to address attendance. There have been 82 targeted visits to secondary schools from September 2008 to May 2009.

Support has focused on ensuring that all staff in schools are aware of the importance of attendance. Ensuring that registers are marked correctly using the relevant absence codes and supporting schools in segmenting data so that they address the main issues affecting attendance.

The Local Authority has established processes and procedures to address school attendance in line with the Education Act 1996.

11. Background and Consultation

Children's Services Review – report to Cabinet – July 2009

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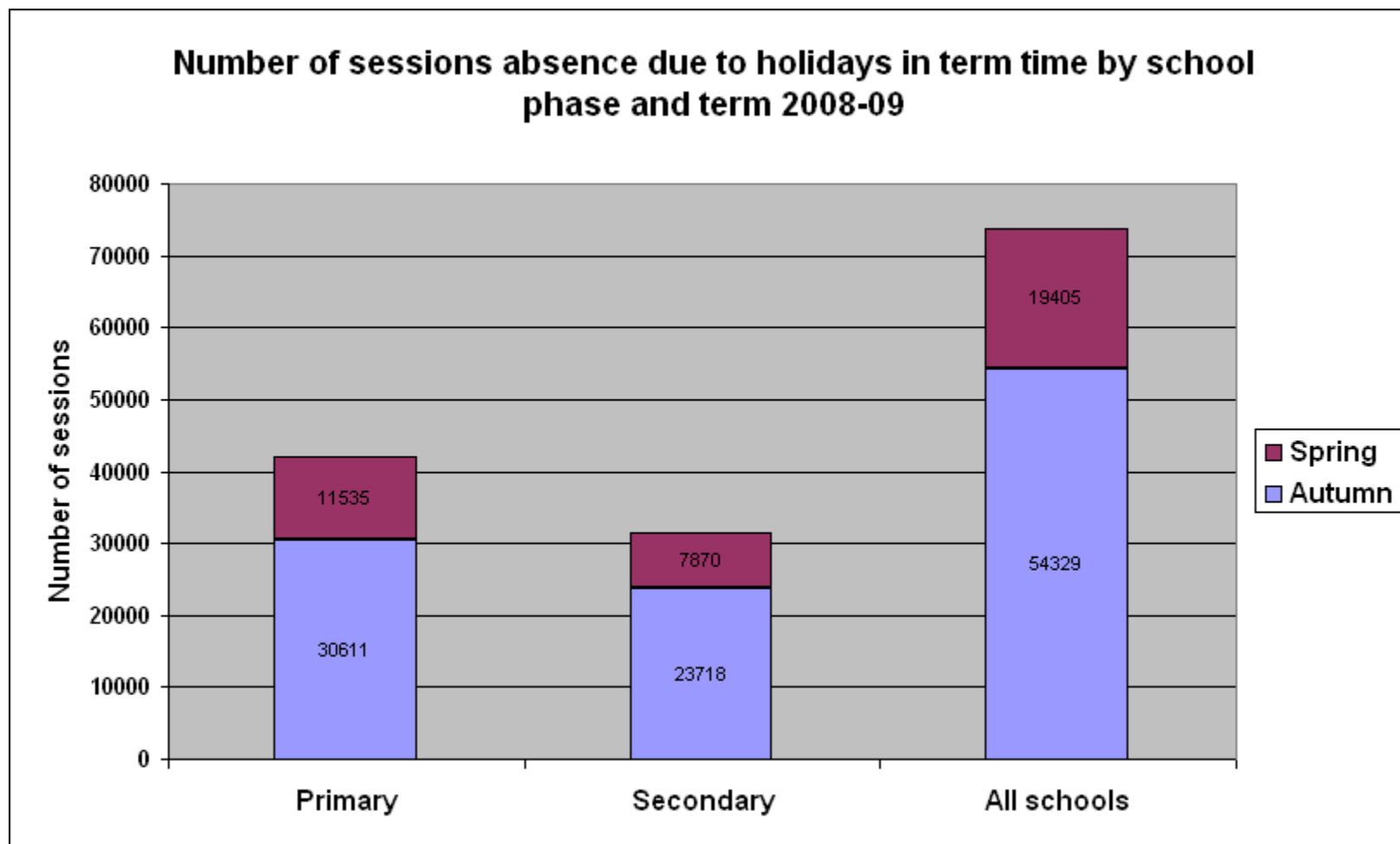
Appendix A

School	% Persistent Absence 2006-2007	2007-2008			2008-2009											
		No of pupil enrolments 2007-08	No of PA Pupils	% PA	Half Term 1		Half Term 2		Half Term 3		Half Term 4		Half Term 5			
					No of pupil enrolments 2008-09	No of PA Pupils	% PA	No of PA Pupils	% PA	No of PA Pupils	% PA	No of PA Pupils	% PA *	No of PA Pupils	% PA *	
Aston	6.72	1519	118	7.8	1482	118	8.03	66	4.49	54	3.67	39	2.63	40	2.70	
Brinsworth	7.81	1275	103	8.1	1233	113	9.30	83	6.83	74	6.09	64	5.19	55	4.46	
Clifton	13.77	1325	159	12.0	1298	123	9.76	109	8.65	94	7.46	90	6.93	90	6.93	
Dinnington	10.47	1259	119	9.5	1244	140	11.46	117	9.58	115	9.39	104	8.36	113	9.08	
Maltby	10.40	1127	131	11.6	1095	126	11.53	123	11.26	95	8.69	88	8.04	81	7.40	
Oakwood	7.64	1092	94	8.6	1076	78	7.47	72	6.90	63	6.04	55	5.11	56	5.20	
Saint Pius	6.79	667	52	7.8	656	51	7.82	35	5.35	27	4.12	25	3.81	23	3.51	
Swinton	8.22	946	105	11.1	867	86	10.08	84	9.84	66	7.73	66	7.61	70	8.07	
Thrybergh	15.01	618	72	11.7	608	104	17.53	77	12.91	69	11.50	64	10.53	66	10.86	
Winterhill	6.98	1585	131	8.3	1472	107	7.40	71	4.89	56	3.84	56	3.80	52	3.53	
TOTALS		11413	1084	9.7	11031	1046	9.16	837	7.33	713	6.25	651	5.90	646	5.86	

* %PA for HT4 and HT5 is based on percentage of pupil enrolments 2008-09 (Column F)

39.94% improvement
on 07/08

40.41%
improvement
on
07/08



ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Children and Young People’s Scrutiny Panel
2.	Date:	Friday 4th September 2009
3.	Title:	Scrutiny Review of Newly Arrived Children (May 2009) – Action Plan
4.	Directorate:	Children and Young People’s Services

5. Summary:

A report was presented to the Children and Young People’s Scrutiny Panel on 3rd April 2009 detailing the outcomes of the Scrutiny Panel’s review on Newly Arrived Children.

The Scrutiny Review report was then submitted to the Corporate Management Team to draw up an action plan to address the recommendations arising from the Scrutiny review. The action plan was then submitted to Cabinet for approval.

This details the actions that will be taken in response to the recommendations arising from the Scrutiny review.

6. Recommendations:

- **That the proposed actions be welcomed.**
- **That a report on the progress of the Action Plan be submitted to the Children and Young People’s Scrutiny Panel every six months.**

7. Proposals and Details:

A report was presented to the Children and Young People’s Scrutiny Panel on 3rd April 2009 detailing the outcomes of the Scrutiny Panel’s review on Newly Arrived Children.

Annex 1 gives details of the actions to be taken in response to the recommendations arising from the report.

8. Finance:

The level of activity to support newly arrived children is determined by the current level of funding.

Additional funding was identified by the schools to support the recruitment of three Slovakian speaking young people who support the Welcome Offer and work with families.

The Scrutiny Review contains some recommendations (4 and 5) relating to financial resources. Actions to address these recommendations are detailed in the action plan.

9. Risks and Uncertainties:

Significant numbers of European migrant children are registering for education within Rotherham. The majority of these children and their families do not speak any English. The families exercise a preference for their children to attend one of five secondary schools and the primary schools within these clusters.

The numbers of non English speaking children arriving in Rotherham are putting pressure on a small, but significant, number of schools. This creates risks for both the schools and the children in that:

- current resources are very stretched, both within central services and schools, to meet the needs of these newly arrived children without compromising the education of the current pupil cohort
- attendance of the newly arrived children is often poor, particularly in the secondary sector, placing the schools at risk of being designated a “Persistent Absence” (PA) school
- families often move quite quickly without giving a forwarding address. The children remain on a school’s roll for a period of time and are then moved to the “Missing from Education” list until they have been located – this creates both a safeguarding risk for the child and again puts schools at risk of being designated a PA school
- the combination of limited English and spasmodic attendance can result in low levels of attainment for these children. This has the potential to impact significantly on the test and examination results of schools

10. Policy and Performance Agenda Implications:

The Scrutiny Review Report Action Plan on newly arrived children should be consistent with the Community Strategy, the Corporate Plan and the Children and Young People’s Single Plan. The improvement actions should address the Corporate Priorities for:

- | | |
|-----------|---|
| Learning | - to raise the attainment for all children and young people; |
| | - to ensure a high quality education for all children and young people |
| | - to increase the number of young people in education, employment and training |
| | - to ensure that vulnerable groups of children and young people receive an education that meets their needs |
| Achieving | - to develop Rotherham as a prosperous place; |
| | - to minimise inequalities |

11. Background Papers and Consultation:

- Scrutiny Review - Support for Newly Arrived Children in Schools – Children and Young People’s Scrutiny Panel – April 2009
- Scrutiny Review of Newly Arrived Children (May 2009) – Action Plan – Corporate management Team - July 2009
- Scrutiny Review - Support for Newly Arrived Children in Schools – Cabinet - July 2009

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Cabinet's Response to Scrutiny Review : Newly Arrived Children

Recommendation	Cabinet Decision (Accepted/ Rejected/ Deferred)	Current Position (action taken since the review was reported)	Cabinet Response (detailing proposed action if accepted, rationale for rejection, and why and when issue will be reconsidered if deferred)	Officer Responsible	Action by (Date)
<p>1. That the authority hosts a meeting with other local authorities (including across the sub-region) to highlight good practice and the challenges of supporting EU new arrivals, particularly in relation of attainment targets. Using the office of our local MPs, invite relevant Government Ministers, Civil Servants and OFSTED inspectors.</p>	Accepted	<ul style="list-style-type: none"> The Council has been proactive in working with other LAs across the region and sub-region to share expertise, best practice, and to learn from others. A cross authority event - facilitated by RMBC, Sheffield CC, and NE Derbyshire DC - took place at Sheffield Town Hall on 28th January 2009. Delegates attended from across South Yorkshire, Derbyshire, and Nottinghamshire. A regional migration conference took place on 28th April 2009 at the Unity Centre. In both events the council delivered presentations on our local approach to managing EU migration. 	That the authority hosts a meeting with other local authorities to highlight good practice and the challenges of supporting EU new arrivals, particularly in relation of attainment targets.	Zafar Saleem, Community Engagement & Cohesion Manager	November 2009
<p>2. The review group welcomed the EAL Strategy or 'Welcome Offer' but given that future numbers of new arrivals are difficult to predict, recommends that it is subject to regular evaluation (initially every six months) to ensure that:</p> <ul style="list-style-type: none"> the needs of the newly arrived pupils and the existing school population are met; those schools facing the greatest pressure have the opportunity to influence the strategy and highlight potential problems in its implementation; 	Accepted	<ul style="list-style-type: none"> The Welcome Centre has been closed as a physical resource and the staff, with their agreement, deployed to schools, principally in the primary phase in the Clifton Education Action Zone area. A complementary support programme, with the help of the National Strategies lead EAL officer, is currently based at St Anne's to build capacity in EAL 	<ul style="list-style-type: none"> Full review in October of the impact of the deployment programme and the developing 'Welcome Offer'. Lessons from the work at St Anne's will be shared with leadership teams in other high profile primary schools during June/July. 	David Light/Martin Fittes	<p>Started Easter 2009; review in October;</p> <p>June/July 2009</p> <p>Renewal of programme from Sept</p>

<ul style="list-style-type: none"> schools who may not have great experience of receiving new arrivals are supported ; that resources allocated to the 'Welcome Offer' are sufficient to meet need; 		<p>work, specifically with EU migrant children. This programme has been designed with the Headteacher of St Anne's PS.</p> <ul style="list-style-type: none"> Resources will be more efficiently used in this provision. However, demand continues to grow and there are capacity issues in relation both to the size of the available resource and its expertise. For example, the Welcome Centre had a very limited secondary workforce. It is essential the position is monitored closely and that other services within RMBC also adapt to the challenges 	<p>See below for the secondary initiative –recommendation 7</p>		<p>2009</p> <p>Termly reviews throughout 2009/10.</p>
<p>3. Consideration should be given at a strategic level to the allocation policy to ensure that in the allocation of school places for new arrivals, we avoid placing disproportionate pressure on those schools with existing high numbers of EAL (English as an Additional Language) learners.</p>	<p>Rejected</p>	<ul style="list-style-type: none"> New Admissions Code strengthens the Fair Access arrangements for newly arrived children. To be written and consulted upon with schools Pre Admissions Register will mitigate against persistent absence risk alongside support from new Welcome Offer, whilst keeping children safe. 	<p>Fair Access Policy and Admissions Policy mean that children will attend those schools nearest their homes, concentrating on provision in central Rotherham</p>	<p>David Hill</p> <p>Cath Ratcliffe Martin Fittes David Hill</p>	<p>Sept 2009 for policy</p> <p>June 2009</p>
<p>4. Acknowledging the difficulties with funding based on 'census' day, explore the feasibility of introducing a flexible system of funding for schools experiencing greatest numbers of mobile pupils.</p>	<p>Accepted</p>	<p>Funding for New Arrivals comes from different pots, including DSG and EMAG. School Formula incorporates additional funding for 10%+ eth min pupils and mob factor within SEN delegation</p>	<ul style="list-style-type: none"> Analyse funding for new arrivals Analyse funding methodology with proposals to JLT, Cabinet Member and Schools Forum 	<p>David Ashmore Joanne Robertson</p>	<p>July 2009 Dec 2009</p>

<p>5. Using the model developed by Derby City Council, explore the feasibility with the School Forum of re-distributing money from Direct Schools Grant to those schools experiencing the greatest pressure.</p>	<p>Accepted</p>	<p>As for 4 above</p>	<p>As for 4 above</p>	<p>David Ashmore Joanne Robertson</p>	<p>July 2009 Dec 2009</p>
<p>6. Identify a strategic lead in Children and Young People's Services to link with other Council/partner bodies (housing, health etc) to ensure that there is effective interagency working.</p>	<p>Accepted</p>	<p>Currently, various personnel respond to the different needs of newly arrived children and their families. The focus has been largely in education until now.</p>	<p>Whilst it is important that different sections of C&YPS "own" meeting the needs of newly arrived children and their families, one lead officer needs to be the point of contact for key partner agencies to avoid duplication. At this point this role is carried out by the Head of Inclusion, but will need to be reconsidered.</p>	<p>Tom Kelly</p>	<p>September 2009</p>
<p>7. Explore the feasibility of recruiting 'Advanced' EAL teachers within 'priority' or 'hub' schools to oversee the development of EAL support within schools.</p>	<p>Accepted</p>	<p>Each of the five hub Secondary schools (Brinsworth, Clifton, Oakwood, Thrybergh and Winterhill) has identified an EAL Champion teacher on 0.2FTE remission to lead this work in their school. A network of lead teachers will be established and be coordinated by the Secondary EAL Curriculum Adviser – appointed full time from September 2009 (currently 0.4FTE secondment). This programme is funded by a reallocation of Excellence in Cities resources sanctioned by the Learning Without Limits Partnership.</p>	<p>The Curriculum Adviser will develop the team of 5 Champions as a core network for the dissemination of good practice in EAL and as an 'expert' group within the LA to drive secondary strategy and practice in the field.</p>	<p>David Light/Martin Fittes</p>	<p>Network live from September 2009. Review termly from December 2009.</p>

<p>8. Explore the feasibility of developing links with Slovakian Universities (in the first instance) to train teaching, non-teaching staff and social care staff.</p>	<p>Accepted</p>	<p>Initial contact made with Slovakian Director of Social Services in Kosice.</p> <p>The School Effectiveness Service has had no contact to date with a Slovakian University. Through the established relationships enjoyed by Wales HS, we have discussed the secondment of primary and secondary phase teachers with a Rumanian education authority – positive potential.</p>	<p>Follow through with further links in Universities</p> <p>Potential secondment needs firming up for September 2010 start. Dependent on Council financial support and partnership with Sheffield Hallam Univ to provide professional development opportunities and, potentially, accommodation – already discussed with SHU and agreed in principle.</p>	<p>Pam Allen</p> <p>David Light</p>	<p>September – December 2009</p> <p>Agree proposal with RMBC and SHU, if achievable, early Autumn 2009.</p>
<p>9. The review group welcomes the proposals to develop a 'central admissions register' until attendance patterns are established for secondary-aged pupils. However, it recommends that options to address poor attendance for those primary schools in greatest need are developed.</p>	<p>Accepted</p>	<ul style="list-style-type: none"> • Pre Admissions Register (PAR) active from 1/6/09 in secondary phase. • Supported by educational and attendance teams, including Slovakian speaker. • Welcomed by secondary Headteachers. • Additional staffing of Slovakian speaking Teaching Assistant desirable but subject to funding. 	<p>PAR will be trialled and reviewed by end October 2009 for potential to extend to primary phase</p> <p>NB Considerable resource implications.</p>	<p>David Light/Martin Fittes/Cath Ratcliffe</p>	<p>First phase to be reviewed by October 2009.</p>
<p>10. Evaluate the impact of the RCAT provision to assess whether the outcomes are appropriate and provide value for money.</p>	<p>Accepted</p>	<p>Designated Y11 students are currently attending RCAT : successful placements overall but College indicates capacity and funding issues as a constraint</p>	<p>Discussions due with RCAT re provision from September 2009 which should, if possible, include appropriate Y10 as well as Y11.</p>	<p>David Light/Martin Fittes</p>	<p>Review of provision and planning for 2009/10 secured by end of June 2009.</p>

<p>11. Evaluate whether existing Young People's Service provision is meeting the current needs of newly arrived groups and is flexible enough to meet future needs, particularly in light of the potential rise in numbers of young people not in Education, Employment or Training.</p>	<p>Accepted</p>	<ul style="list-style-type: none"> • There is anecdotal evidence that some 'newly arrived young people' are accessing youth service provision in a number of situations across Rotherham. • This has been enhanced by the secondment of a member of staff to the Welcome Offer. • She has enabled and supported young people to make their own links. • When reviewed at a Youth Officers meeting on the 21 May, it was agreed, that like other marginalised groups, there needed to be a more systematic approach to ensure 'newly arrived young people' were made aware of, able to access or were referred to youth services. 	<ul style="list-style-type: none"> • Youth Officers to check their local situations with regard to 'newly arrived young people' and include in area plans. • Using list of 'newly arrived young people', interrogate eYS to find baseline contact figures. • Use this information to inform universal and targeted planning. • Review the relationship between seconded Youth Officer and provision across the Youth Service. • Ensure that local planning, service planning and the Youth Offer are accessible to 'newly arrived young people'. • Ensure that targeted provision is accessible to 'newly arrived young people'. • Consider how best to give voice and influence to 'newly arrived young people'. • Review how/where the Youth Service fits in services for 'newly arrived young people'. <p>Note: The majority of Youth Service provision is targeted at young people 13 to 19 years of age. (with a wider brief for young people 11 to 25 years of age who have special needs).</p>	<p>George Simpson/Chris Brodhurst Brown</p>	<p>Immediate</p> <p>August 2009</p> <p>September 2009</p> <p>Immediate</p> <p>Ongoing</p> <p>Ongoing</p> <p>September 2009</p> <p>September 2009</p>
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12. Ensure that there is a consistent and timely approach to recording information on children missing from education that is shared across schools, Admissions and Safeguarding Teams. Given the sub-regional movement of families, protocols should also be developed with other authorities.	Accepted	Some protocols are in place and require updating	New Children Missing Education (CME) officer appointment to be made who will prioritise information sharing protocols	Annie Redmond	September 2009
13. Revisit protocols to ensure that schools are able to link with locality teams and share information or concerns about children on a consistent and timely basis.	Accepted	Some protocols in place, further work required and updating and dissemination of existing protocols	New CME officer and Assistant Safeguard Manager	Annie Redmond	September 2009
LOCAL AUTHORITY AND PARTNERS					
14. Working with other directorates and partners, develop a 'bank' of translators/interpreters for all agencies to use. Ensure that relevant teams (eg Admissions) have appropriate access to language support.	Accepted	<ul style="list-style-type: none"> • The council currently uses Language Line Services (LLS) for immediate telephone interpretation. • In addition appointments for face to face interpretation and translation of documents are provided by the Translation and Interpretation Co-ordinator in Neighbourhood and Adult Services (NAS). This service is available to the whole the authority including CYPS and schools should they wish to purchase the service. • The Co-ordinator - Translation and Interpretation, NAS, holds a list of local and regional interpreters and translators which is available for use by Directorates and Partners should they wish to purchase the service. 	<ul style="list-style-type: none"> • Promote and market the list of local and regional interpreters and translators held by the Co-ordinator - Translation and Interpretation, NAS. • Promote LLS within the council. 	Zafar Saleem, Community Engagement & Cohesion Manager	September 2009 September 2009

		<ul style="list-style-type: none"> Other statutory partners have similar provision in place for their specific needs, e.g. the Police, Courts Service, the Hospital Foundation Trust, and NHS Rotherham. 			
15. That the 'welcome pack' is introduced and work undertaken to increase access to ESOL courses for newly arrived communities, particularly Roma, as a matter of urgency. Links should be made with employers via the Chamber of Commerce and other for , eg Works and Skills Board and Trade Unions to see whether English Language classes can be introduced at work places.	Accepted	<ul style="list-style-type: none"> A "Welcome Pack" has been produced on a multi-agency basis and comprises a folder with various inserts from statutory and voluntary sector service providers. It is being distributed via the Unity Centre, Roma Khamoro project. The Roma Khamoro project was re-established from September 2008. This is a community led and managed service. Roma workers provide signposting and interpretation to assist with integration and access to services. 1446 contacts have been recorded at drop-in sessions from Sep 08 to Mar 09 – main areas of support are tax credits, benefits, school places, GP referrals, NI no. and Worker Registration Scheme registrations. Expanded provision agreed from May 2009 provides 12 hours of drop-in sessions per week and 16 hours per week Roma link worker support for partner agencies. The Council's Community Learning and Well-Being Service, provide 10-week "Living in my community" 	<ul style="list-style-type: none"> The findings from the Scrutiny Report should be submitted to the Works and Skills Board to consider the feasibility of providing English Language classes in work places. Funding to continue ESOL provision be explored by the Community Learning and Well-Being Service and the Chief Executive's Directorate. 	<p>Jeff Wharfe, Achieving Theme Board Manager</p> <p>Zafar Saleem, Community Engagement Manager, and Helen Shaw, Strategic Leader, Community Learning and Well Being</p>	<p>September 2009</p> <p>September 2009</p>

		<p>courses to help new migrants integrate and to build stronger communities in targeted localities, by:</p> <ul style="list-style-type: none"> - helping new migrants to learn basic English language skills; - providing opportunities for new neighbours to get to know each other; - introducing service providers and partner agencies to pass on information, such as recycling, health, cultural expectation & norms, local history and leisure facilities; - supporting progression to full ESOL courses. <ul style="list-style-type: none"> • 80 people from diverse ethnic backgrounds have attended and learned together on eight courses, delivered in community venues between Sep 08 and March 09. • 45%- 50% of learners have progressed to further ESOL language courses. • In a recent OFSTED review The 'Living in My Community' project was recognised as very good practice, and the inspector strongly recommended that the course should be rolled out to wider areas of Rotherham. • The project contributed to the RMBC Community Learning and Wellbeing service retaining OFSTED <i>Grade 1</i> for Equality and Diversity. 			
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<p>16. That the learning from the Cluj-Napoca visit (outlined in section 4.9) is explored and an action plan developed to apply appropriate measures.</p>	<p>Accepted</p>	<p>The learning from Cluj re Roma integration confirmed the approach we are taking in Rotherham by employing Roma workers and Roma community organisations as a means of engaging Roma communities, for example: Roma teaching assistants; Roma language speaking Education Welfare Officer and; Roma Khamoro project funded by Community Cohesion funding.</p> <p>Actions to assist the integration of new communities are already part of community cohesion project plans and regular update reports are made to the Cabinet Member for Community Engagement and Development and LSP Chief Exec Officers Group.</p>	<ul style="list-style-type: none"> • Actions to assist the integration of new communities are already part of community cohesion project plans • Regular update reports are made to the Cabinet Member for Community Engagement and Development and LSP Chief Exec Officers Group. • The majority of Roma people in Rotherham are Slovakian and the (Education) Welcome Offer has made links with Slovakia • There are reports of a small number of newly arrived Romanian Roma people so the opportunities for future links may prove useful. • There is a corporate partnership agreement between RMBC and Cluj council and so good contacts are in place if future collaboration around Roma issues is to be explored. 	<p>Deborah Fellowes, Policy, External & Regional Affairs Manager</p>	
<p>17. Identify a Cabinet Member with lead responsibility for co-ordinating services for new arrivals.</p>	<p>Rejected</p>		<p>There already exists a “Newly Arrived” working party, chaired by Cllr Sharman</p>	<p>Matt Gladstone</p>	

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Children and Young People’s Scrutiny Panel
2.	Date:	Friday 4 September 2009
3.	Title:	Joint Children and Young People/Regeneration Scrutiny Review into Road Safety outside Schools
4.	Programme Area:	Environment and Development Services

5. Summary

This report and Appendix 1 outlines the response by Cabinet to the above review by dealing with each of the recommendations in order.

6. Recommendations

The Scrutiny panel is asked to:-

- **Note the Cabinet’s response to the joint Children and Young People/Regeneration Scrutiny Review into Road Safety outside Schools**
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7. Proposals and Details

This report sets out the response to the joint review by the Children and Young People and Regeneration Scrutiny Panels into Road Safety outside schools which began in January 2009 and reported in early June 09. The main concerns related primarily to issues of congestion, speed and inappropriate parking around local schools.

The review made 12 recommendations in total and these have been discussed by relevant officers and comments given about each one. Each recommendation is listed in Appendix 1 with a response which sets out whether the recommendation is accepted (along with any caveats) or is partially or not accepted with reasons why this is the case.

8. Finance

This report has no direct financial implications. The financial implications of the joint Scrutiny Review are outlined in Appendix 1

9. Risks and Uncertainties

The risks associated with the Review recommendations are outlined in Appendix 1.

10. Policy and Performance Agenda Implications

The recommendations of the review are in line with the objectives set out in the South Yorkshire Local Transport Plan, and the associated Road Safety and Casualty Reduction Strategy, for improving road safety. In addition, the proposal is in line with the Councils' main themes of Safe and Achieving.

11. Background Papers and Consultation

See Appendix 1

A Scrutiny Review into Road Safety outside Schools – May 2009.

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Appendix 1 - Cabinet's Response to Scrutiny Review of Road Safety outside Schools

Recommendation	Cabinet Decision <i>(Accepted/ Rejected/ Deferred)</i>	Cabinet Response <i>(detailing proposed action if accepted, rationale for rejection, and why and when issue will be reconsidered if deferred)</i>	Officer Responsible	Action by (Date)
1 That the findings and recommendations from this review be taken into consideration as part of the response to the Department for Transport "A Safer Way: Making Britain's Roads the Safest in the World".	Accept the recommendation	This will be taken into consideration in the South Yorkshire response to the DfT consultation being coordinated by the SY Casualty Reduction Partnership	K Wheat/ S.Savage	July 2009
2 That a comprehensive risk assessment of road safety issues is carried out at all schools in the borough. Following this, an appropriate system for prioritising risks to identify the schools in greatest need of road safety measures and education be developed. All risk assessments to be carried out by April 2010.	Recommend that this be phased and managed from within existing resources based on a programme to be determined and prioritised in conjunction with each Area Assembly	It is acknowledged that this is a very worthwhile thing to do. However there will be a significant impact on resources given that there are 102 Primary, 16 Secondary and 6 Special schools in the Borough. The suggested timescale will be challenging in view of our other workload.	K Wheat/ S.Savage	April 2010

<p>3 That a minimum requirement of road markings, signing, barriers and anything else deemed appropriate for improving road safety outside schools be determined and implemented ensuring that these meet the minimum standards required by the introduction of School Keep Clear TROs.</p>	<p>Accept the recommendation and acknowledge the need for risk assessments but recommend that this be phased and managed from within existing resources based on an a programme to be determined and prioritised in conjunction with each Area Assembly</p>	<p>It is not clear what a 'minimum requirement' and 'anything else' means as each school is different and will have its own needs. However it is relatively easy to find out what is currently in place outside each school as this is recorded on a MapInfo overlay. It is suggested that this audit, including what, if anything, needs changing, is linked to the Risk Assessment referred to in 2 above</p>	<p>K Wheat/ S.Savage/ T Finnegan-Smith</p>	<p>Linked to Recommendation 2 above</p>
<p>4 That the current speed review of all A and B class roads be extended to include all roads outside schools in the borough. In line with the Government's Department for Transport's consultation paper, support should be given to a speed limit of 20mph outside schools, wherever possible. Where this cannot be implemented, the speed limit outside schools does not exceed 30mph.</p>	<p>Acknowledge the need for a speed limit review but recommend that this must be with the Police and be phased and managed from within existing resources based on an a programme to be determined and prioritised in conjunction with each Area Assembly</p>	<p>It is sensible to extend the speed limit review to other roads once we have completed our duty to review speed limits on all A and B class roads [and introduce any changes arising] by the end of 2010 as required by the DfT and in accordance with the approved SY Speed Management Plan. [This document has been prepared by the SY Casualty Reduction Partnership which includes the South Yorkshire Police]. There is unease about 20mph limits outside schools without supporting traffic calming measures [which has funding implications and may not be universally popular] as this could create a false sense of security amongst some. The Police support this view and have a policy document based on ACPO Guidance. Similarly, there may be instances where a 30mph limit may not be appropriate and is unlikely to receive the support of the Police, an example being the A631 dual carriageway at Wickersley</p>	<p>K Wheat/ S.Savage/ T Finnegan-Smith</p>	<p>No target date is suggested but it is not possible to achieve a review of all speed limits outside schools in the same timescales as the A/B class roads speed limit review</p>

5 That work is undertaken with South Yorkshire Police to ensure that revised speed restrictions outside schools are enforceable.	Accept the recommendation but note the comments about the need for any revisions to be in accordance with national and local policy.	Any changes to speed limits that are not in accordance with the SY Speed Management Plan and Circular Roads 1/2006 will not receive the support of the Police	K Wheat/ S.Savage/ South Yorkshire Police	Ongoing
6 That the impact of the Traffic Regulation Order to be rolled out to Rotherham Schools is monitored and reported appropriately.	Accept the recommendation	Steps are currently being taken to extend 'School Keep Clear' TROs to other areas of Rotherham with schools in the Wath area to be targeted first [as agreed by Cabinet Member for R&DS earlier this year]. Because of resources this has to be approached on a phased basis	K Wheat/ S.Savage/ T Finnegan-Smith	Ongoing
7 That the Cabinet Member for Regeneration and Development Services identifies a specific budget for schools road safety measures from the Highways Capital Programme.	Accept the recommendation to put a report to Cabinet Member for consideration.	A report will be prepared for Cabinet Member for Economic Development, Planning and Transportation. There is no such budget line in the current or past highways capital programmes and it is inevitable that it will take money away from other schemes that have proven benefits.	K Wheat/ S.Savage/ T Finnegan-Smith	April 2010 as part of consideration of next year's Highways Capital Programme
8 That the Cabinet Member for Children and Young People's Services works with schools and school governing bodies to ensure that the impact of School Travel Plans is monitored and reviewed annually and that STPs and initiatives to improve road safety (including walking buses, safer cycling and use of cycle helmets), are promoted to each new intake of pupils and parents. The effectiveness of STPs to be reported to the appropriate Scrutiny	Accept the recommendation	This generally happens but the processes will be reinforced. The School Travel Planning Advisor in the Transportation Unit in EDS has been asked to report to CYPS Scrutiny on the effectiveness of STPs	K Wheat/ G Sinclair	No target date given but the intention is to report bi-annually to CYPS Scrutiny

Panel.				
9 That the RMBC website be improved to provide clear and user-friendly information regarding current and planned road safety schemes, outlining the criteria by which decisions are taken.	Accept the recommendation	We already make a limited use of the Council's website as part of the consultation processes for proposed schemes but it is acknowledged that this could be expanded	K Wheat/ S.Savage	Ongoing
10 That proposals are developed to ensure that road traffic safety work in schools is sustainable once DfT/DCSF funding for the School Travel Adviser post ends in 2010. This should include consideration to 'mainstream' the funding for the post as appropriate.	Accept the recommendation	Road Safety Education, Training and Publicity work in Rotherham is generally under resourced when benchmarked against other local authorities and compared to Government Best Practice Guidelines. This will be considered as part of the 2010/11 budget round.	K Wheat/ G Sinclair	April 2010
11 That each Area Assembly be approached to financially support the distribution of the Wentworth South Area Assembly produced Road Safety DVD to each school pupil in the borough.	Accept the recommendation	The DVD covers parking issues etc. so it fits well with the aims of this Scrutiny Review. It is suggested that the DVD could also be put on the Council's website	G Sinclair	No target date given but suggest September 2009

12 That a progress update on the implementation of these recommendations be submitted to the CYP/Regeneration scrutiny panels as part of their planned work programme.	Accept the recommendation	Noted and supported providing the update is twice per year as per the earlier recommendation	K Wheat/ S Savage/ G Sinclair	Biannual update to CYPs and Regeneration Scrutiny Panels
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CHILDREN AND YOUNG PEOPLE'S SERVICES SCRUTINY PANEL
24th July, 2009

Present:- Councillor G. A. Russell (in the Chair); The Mayor (Councillor S Ali), Burton, Donaldson, Fenoughty, Hughes, Kaye and Sims.

Also in attendance were:- Mr. M. Hall and Father A. Hayne (Diocese of Hallam), Mrs. D. Booth (co-opted member); together with Councillors Austen, McNeely and Whelbourn.

Apologies for absence were received from:- Councillors Dodson, License, Sharp and Mr. C. A. Marvin.

28. DECLARATIONS OF INTEREST

There were no declarations of interest made at this meeting.

29. QUESTIONS FROM THE PRESS AND PUBLIC

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

30. MATTERS REFERRED FROM THE YOUTH CABINET

The members of the Youth Cabinet had requested a joint scrutiny review, with members of this Scrutiny Panel, to investigate the way in which the Personal Health and Social Education curriculum is delivered in schools.

Resolved:- That the Chair and Councillor Fenoughty be appointed to this scrutiny review group.

31. AIMING HIGH FOR DISABLED CHILDREN - SHORT BREAKS SERVICES

Consideration was given to a report presented by the Head of Inclusion Services and the Children and Families Special Needs Manager concerning Aiming High for Disabled Children (AHDC), the Government's transformation programme for disabled children's services in England. The report identified the key purposes of AHDC and its implications for families of disabled children in Rotherham. The AHDC programme focused on four areas:-

- : improving short break services;
- : providing accessible child care;
- : ensuring transition support for children and young people;
- : establishing parent forums.

The report stated that whilst work has been undertaken in all of the four areas, it is the transformation of Short Break services that has received the most attention. Short Break services have been targeted by the Department for Children, Schools and Families and the Department of

Health with significant funding and timescales for completion. The report identified the work undertaken to ensure that the readiness criteria for receiving AHDC funding for Short Breaks were met and also proposals to improve Short Break services for families and children with disabilities in Rotherham.

The Scrutiny Panel's discussion of this subject included the following matters:-

- delivery of services in association with a range of partners;
- provision of improved services using the funding provided (nb: funding confirmed for 2009/2010 and further funding anticipated to be available until 31st March, 2011);
- consultation with families of disabled children and young people;
- publication of newsletter (copies to be made available for members of this Scrutiny Panel);
- development of the short break centre on part of the campus of the former Kimberworth Comprehensive School;
- preparation of an exit strategy for the end of the funding period.

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

(2) That a progress report about Aiming High for Disabled Children and the Short Break services be submitted to a meeting of this Scrutiny Panel in twelve months' time.

32. REVIEW OF CHILDREN AND YOUNG PEOPLE'S SERVICES

Further to Minute No. 50 of the meeting of the Cabinet held on 15th July, 2009, the Strategic Director for Children and Young People's Services presented a report of the Chief Executive which explained that, after the publication of the 2008 Annual Performance Assessment letter and the subsequent deterioration in the overall judgement for Children and Young People's Services, the Council and NHS Rotherham had commissioned an in-depth independent assessment of Children and Young People's Services. This assessment and review had been conducted by Children First Mouchel.

The findings of the assessment and review had now been reported and an action plan developed to assist in addressing the recommendations from the review. Copies of the review report and of the action plan were both appended to the report submitted.

CHILDREN AND YOUNG PEOPLE'S SERVICES SCRUTINY PANEL - 24/07/09 3C

The report detailed the background and scope to the review, the review findings and the way forward and was supplemented by a presentation by the Strategic Director, which focused on:-

- Review Rationale
- Review Findings
- Senior Management
- Resource Management
- Safeguarding
- Performance Management

- Future Direction of the Service
- Next Steps
- The Year Ahead

The report made reference to a resource benchmarking activity, undertaken as part of the review. The findings from this activity were referred to in the review recommendations and the action plan.

The presentation and the Scrutiny Panel's discussion of this item included reference to the following issues:-

- during the period since the initial assessment, improvements had already begun to be made to Children and Young People's Services;
- the role of scrutiny in monitoring the provision and delivery of services; reporting of information to Elected Members;
- performance indicators and performance monitoring; self- assessment and frequency of inspection of services;
- the interrelationships of and joint working between children's social services, education services and the health services; the co-location of the staff of the different services and their supervision;
- recruitment and retention of social workers; use of agency staff and comparative rates of pay;
- use of computer systems and inputting/recording of data and case notes;
- the role of the local authority as corporate parent of children and young people;
- the assessment of and the funding of services for pupils with special educational needs;
- school budgets and the retention of financial balances;

- recruitment and retention of health visitors;
- the Fostering Service had achieved an improved assessment rating of "Adequate" (previously "Inadequate") and aimed to achieve a "Good" rating at the next inspection;
- implementing the recommendations of the assessment and review, as detailed in the report and within the timescales shown.

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

(2) That the findings of the assessment and review and the proposals in relation to the subsequent action plan be noted.

(3) That this Scrutiny Panel supports the action being taken to make improvements to this Council's Children and Young People's Services.

(4) That a progress report be submitted to a meeting of this Scrutiny Panel in four months' time.

33. MINUTES OF A MEETING OF THE CHILDREN AND YOUNG PEOPLE'S SCRUTINY PANEL HELD ON 3RD JULY, 2009

Resolved:- That the minutes of the meeting of the Children and Young People's Scrutiny Panel held on 3rd July, 2009 be approved as a correct record for signature by the Chairman.

34. MINUTES OF A MEETING OF THE LOOKED AFTER CHILDREN SCRUTINY SUB-PANEL HELD ON 25TH MARCH 2009

Resolved:- That the contents of the minutes of the meeting of the Looked After Children Scrutiny Sub-Panel held on 25th March, 2009 be noted.

35. MINUTES OF A MEETING OF THE PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE HELD ON 26TH JUNE 2009

Resolved:- That the contents of the minutes of the meeting of the Performance and Scrutiny Overview Committee held on 26th June, 2009, be noted.

LOOKED AFTER CHILDREN SCRUTINY SUB-PANEL
Wednesday, 8th July, 2009

Present:- Councillor G. A. Russell (in the Chair); Councillors Austen, Barron, Dodson, Gosling, J. Hamilton and McNeely; Mr. P. Owen (co-opted member).

Apologies for absence were received from Councillors Burton, Jack and P. A. Russell and from co-opted members Mrs. A. Lidster and Mr. D. Trickett.

1. DECLARATIONS OF INTEREST

There were no declarations of interest made.

2. MINUTES OF THE PREVIOUS MEETING HELD ON 25TH MARCH, 2009

Agreed:- (1) That the minutes of the previous meeting of the Looked After Children Scrutiny Sub-Panel, held on 25th March, 2009, be approved as a correct record.

(2) That, with regard to Minute No. 23 (Progress against Fostering Inspection Action Plan (Ofsted Monitoring) – the Scrutiny Sub-Panel noted that the outcome of the Ofsted re-inspection during May, 2009 was that Rotherham's fostering services are now at a satisfactory standard overall (further details and the updated action plan would be reported to the next meeting of the Looked After Children Scrutiny Sub-Panel).

3. LOOKED AFTER CHILDREN COUNCIL

Consideration was given to a report presented by the Looked After Children Support Team Manager outlining the duties placed upon local authorities within the Care Matters agenda to put into place new processes to hear the voice of the looked after child and to ensure that their needs are listened to and responded to. The report also detailed the progress made towards these requirements, in Rotherham.

The report stated that the Looked After Children Council has met with Elected Members on three occasions. The minutes of each meeting were appended to the report submitted. Their work has included:-

- work on the Borough Council and LAC Council's 'pledge' to Looked after Children;

- development of a magazine for Looked after Children; and

- work towards a full 'fun' day for a larger group of Looked After Children, which will enable wider consultation with young people.

Agreed:- That the report be received and the good progress of the Looked

After Children Council be noted.

4. LOOKED AFTER CHILDREN SCRUTINY SUB-PANEL - DRAFT WORK PROGRAMME 2009/2010

Further to Minute No. 28 of the meeting of the Looked After Children Scrutiny Sub-Panel held on 25th March, 2009, consideration was given to a report submitted by the Senior Scrutiny Adviser concerning the Sub-Panel's terms of reference and suggesting an outline work programme for the 2009/10 Municipal Year that includes the key matters for scrutiny known to date and incorporating those areas identified by the Sub-Panel at previous meetings.

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

(2) That the 2009/2010 work programme of the Looked After Children Scrutiny Sub-Panel, as now submitted, be approved.

5. OFFENDING BY LOOKED AFTER CHILDREN

Consideration was given to a report presented by the Operations Manager, Youth Offending Service, stating that reports about offending by looked after children were first requested in 2005 due to local and national concerns that 'Looked After' children and young people were at significantly greater risk of offending than the general population. There was a particular concern, which had been commented upon by local Magistrates, that those who were accommodated in the residential sector were most likely to become involved in the criminal justice system. Specifically the focus was on 'violent and disorder' offences within local authority children's homes. The data for the most recent year, 2008/09, was included in the report submitted.

The report described the more general picture of offending by young people who have been looked after for at least 12 months on 31st March 2009 and covered offences committed between 1st April 2008 and 31st March 2009. It is acknowledged that previous reports have covered other periods of the year, but there is nothing to suggest that this would have any significant impact on general trends or patterns. Reference was made to the age of criminal responsibility being 10 years, so the numbers of looked after children under consideration are those who have met the time factor of being looked after as above, and who are between 10 and 17 years of age.

The Sub-Panel discussed the joint working arrangements with Area Assemblies and with the Safer Neighbourhood Teams in respect of crime reduction generally.

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

(2) That the Looked After Children Scrutiny Sub-Panel supports the

actions, outlined in the report submitted, to reduce further offending by looked after children.

(3) That a progress report on offending by looked after children be reported to a future meeting of the Looked After Children Scrutiny Sub-Panel in twelve months' time.

6. OUTCOMES FOR CHILDREN AND YOUNG PEOPLE PLACED ON CARE ORDERS WITH FAMILY MEMBERS OR AT HOME

Consideration was given to a report presented by the Service Manager, Operational Safeguarding Children Unit, stating that as at 31st March, 2009, there were 406 Looked After Children in the Rotherham Borough area. There are 33 children subject to Care Orders placed at home with their parents and subject to the necessary regulations. These 33 children and young people have access to the same support and resources as other Looked After Children who are in either foster care or residential care.

The report stated that the Performance Indicators relevant to Looked After Children are equally as applicable to those in placements, in foster care and residential care and in family placements.

The challenge for the Service is to support parents in maintaining school attendance, health assessments and diverting these young people away from anti-social behaviour and crime.

Placement agreements are developed where a looked after child returns home and parents are made aware of what is expected from them. It was noted that, on occasions, this objective is difficult to achieve.

The Scrutiny Sub-Panel debated the process leading to applications for the discharge of Care Orders and the importance of supporting Looked After Children towards independent living.

Agreed:- That the report be received and its contents noted.

7. FOSTERING FORTNIGHT / RECRUITMENT UPDATE (INCLUDING BME RECRUITMENT)

Further to Minute No. 24 of the meeting of the Looked After Children Scrutiny Sub-Panel held on 25th March, 2009, consideration was given to a report presented by the Looked After Children Service Manager concerning the fostering recruitment and retention plan which has been successful in increasing the numbers of prospective foster carers under assessment.

The report stated that the recruitment process has included fostering fortnight and specialist events such as meetings with representatives from the black and minority ethnic communities and attendance at Aiming

Higher consultation events.

Reference was made to the recruitment of foster carers by neighbouring local authorities and by the independent sector.

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

(2) That a progress report about the recruitment of foster carers be submitted to the next meeting of the Looked After Children Scrutiny Sub-Panel.

8. LOOKED AFTER CHILDREN PROFILE

The Looked After Children Service Manager submitted a report providing the quarterly statistics and profile of the number of looked after children and young people in Rotherham. The report stated that, as at 31st May 2009, there were 409 looked after children, 29 of whom were supported by the children's disability team. This number was an increase from 353 children in June 2008, 387 in December 2008 and 391 in March, 2009.

Statistics were included in the report of the type of care received by looked after children and young people, their age range, type of care order and ethnic backgrounds.

Agreed:- That the report be received and its contents noted.

9. LOOKED AFTER CHILDREN - PERCENTAGE OF LOOKED AFTER CHILDREN MISSING SCHOOL 2008/09

Further to Minute No. 26 of the meeting of the Looked After Children Scrutiny Sub-Panel held on 25th March, 2009, consideration was given to a report presented by Martin Smith, Manager of the Get Real Team, outlining the role of the Get Real Team in raising the attainment, achievement and aspirations of young people in care in Rotherham, mainly via short term intervention work, in addition to monitoring and supporting attendance at school across all key stages.

The report stated that by 22nd May, 2009, out of 212 young people of school age looked after by this Council, 13.25% have reached 25 days or more missing from school. (28 students in total) compared to 8.79% (19 students) reported to this Sub-Panel in March 2009. Details of the type of placement for these young people were also listed in the report.

Reference was made to the preparation of personal education plans for the looked after children and young people in Rotherham. The Sub-Panel noted that the role of Designated Teachers would have a statutory basis from September 2009 and would therefore have an effect upon looked after children in the future. Further reference was made to the training of school governors responsible for looked after children.

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

(2) That a further report be submitted to the next meeting of the Looked After Children Scrutiny Sub-Panel detailing the progress being made in raising the attainment, achievement and aspirations of young people in care in Rotherham, with particular reference to the training for school governors.

10. ISSUES EMERGING FROM REGULATION 33 REPORTS ON RESIDENTIAL HOMES

Consideration was given to a report presented by the Looked After Children Service Manager containing a summary of the main issues and events occurring in Children's Homes during the period March to June 2009. The report referred to the mainstream Children's Homes which are:

- Goodwin Crescent Children's Home at Swinton;
- St. Edmunds Avenue Children's Home at Thurcroft;
- Silverwood Children's Home, East Herringthorpe;
- Woodview Children's Home, Kimberworth Park.

The report provided information about the visits and reports made under Regulation 33 of the Children's Homes Regulations 2001. This regulation states that:-

"Where the registered provider is an individual, but is not in day to day charge of the children's home, he shall visit the home in accordance with this regulation". In Rotherham, the Manager of Operations, Looked After Children Resources performs this function.

Specific reference was made to the proposed improvements to the Children's Home at Goodwin Crescent, Swinton.

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

(2) That it be noted that the Manager of Operations, Looked After Children Resources shall continue to undertake the visits and reports in accordance with Regulation 33 of the Children's Homes Regulations 2001 and submit reports to meetings of this Scrutiny Sub-Panel.

11. PERFORMANCE AGAINST KEY INDICATORS

Consideration was given to a report presented by the Performance Manager (Children and Young People's Services) outlining performance at the end of 2008/09 against targets for national indicators relating to services for Looked After Children.

Members noted that the format of the report had changed to provide more analysis and assessment of comparison and direction of travel, which will be valuable to managers, Directors and Elected Members under the Comprehensive Area Assessment regime.

Discussion took place on the range of the performance indicators, with Members noting the various areas of improvement and of under-performance and also the arrangements for performance clinics.

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

(2) That the Performance Report and accompanying Assessment (appendix A to the report submitted) be received and the performance relating to services for Looked After Children be noted.

(3) That the recommendations regarding performance clinics (as detailed within appendix A to the report submitted) be noted and arrangements be made for Members of the Looked After Children Scrutiny Sub-Panel to attend the performance clinics.

**CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES
15th July, 2009**

Present:- Councillor S. Wright (in the Chair); and Councillor Currie.

Apologies for absence were received from Councillors Havenhand and Tweed.

27. MINUTES OF THE PREVIOUS MEETING HELD ON 1ST JULY 2009

Resolved:- That the minutes of the previous meeting held on 1st July, 2009 be approved as a correct record.

28. CHILDREN AND YOUNG PEOPLE'S SERVICES - WORKFORCE DEVELOPMENT STRATEGY

Consideration was given to a report, presented by the Workforce Strategy, Planning and Development Manager, stating that in line with Department for Children, Schools and Families requirements and guidance from the Children's Workforce Development Council, the Workforce Development Strategy had been produced to represent the strategic aims of the One Children's Workforce in Rotherham and with regard to workforce development over the next three years, 2009 to 2012. A copy of the Workforce Development Strategy, 2009 to 2012, was appended to the report submitted.

The report stated that the key local driver is the Children and Young People's Plan, supported by individual Service plans. The overall direction is determined through Every Child Matters and the Change for Children agenda. In order to deliver against the Council's vision, high impact priorities and core values, the workforce needed to be transformed to ensure the needs of today are met and fitness for the future. The Children and Young People's Plan brings together the Council's shared vision, identity and purpose, through the use of common values and language.

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

(2) That the Workforce Development Strategy 2009 to 2012, as now submitted, be approved.

(3) That the Cabinet Member and Advisers for Children and Young People's Services be informed of:-

- the possibility of earlier completion of the actions listed in the Strategy;
and

- the membership of the Workforce Planning Group.

(4) That the report and strategy be submitted to the Children's Board.

29. CHILDREN AND YOUNG PEOPLE'S SERVICES - REVENUE BUDGET MONITORING REPORT 2009/2010

Consideration was given to a report presented by the Director of Resources and Access detailing the expenditure, income and the net budget position for Children and Young People's Services, compared to the profiled budgets, for the period 1st April until 31st May 2009 and the projected year end (2009/2010) outturn position. The report stated that, currently, the Directorate is forecasting an overspend of £2,444,000.

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

(2) That the current 2009/2010 forecast outturn position for the Children and Young People's Services Directorate, based on actual costs and income to 31st May 2009 and forecast costs and income to 31st March 2010 be noted.

30. SCHOOL BALANCES OUTTURN 2008/2009

Consideration was given to a report presented by the Senior Manager, Resources and Access, summarising the 2008/09 position on schools' surplus balances and proposing that approval be granted to follow the procedure as described in Rotherham's Fair Funding Scheme

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

(2) That the overall position in Rotherham of school balances, as now reported, be noted.

(3) That the Director of Resources and Access convene a sub-group of the Schools Forum to review surplus balances and report back to the Cabinet Member and Advisers for Children and Young People's Services during the Autumn 2009.

31. SCHOOL ADMISSIONS CONSULTATION FOR ENTRY IN THE 2011/2012 ACADEMIC YEAR

Consideration was given to a report presented by the School Organisation, Planning and Development Manager stating that all admission Authorities must consult by 1st March, in the determination year, on the admission arrangements for those schools for which they are responsible. The consultation must take place for a minimum of eight weeks between 1st November and 1st March and a final determination made by 15th April. The report advised on the proposed admission policy/coordinated scheme for the admission year 2011/2012, which is in

relation to the criteria used where a school is oversubscribed and any changes required as a consequence of requirements arising under the new Admissions Code of Practice published by the Department for Children, Schools and Families (DCSF).

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

(2) That the changes to the admission policy/coordinated scheme for the admission year 2011/2012, as detailed in the report submitted, be approved.

(3) That the report be forwarded to the Local Admissions Forum for information/comment.

(4) That the appropriate consultation with School Governing Bodies/other Local Authorities shall take place, as usual, mainly in the Autumn Term, 2009 and up to 1st March, 2010.

(5) That a further report be presented to the Cabinet Member and Advisers for Children and Young People's Services on any feedback from the annual admissions consultation, during March, 2010.

32. GOVERNMENT RESPONSE TO THE LORD LAMING REPORT

Further to Minute No. 163 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 8th April, 2009, consideration was given to a report presented by the Strategic Director of Children and Young People's Services on the implications of the findings of the Lord Laming report about the protection of children from harm. Appended to the report was a copy of this Authority's action plan, prepared in response to the findings of the report.

Resolved:- (1) That the report and action plan be received and their contents noted.

(2) That the following actions be endorsed:-

(a) that the Safeguarding Board Members shall undertake to consider their Agency's required actions following an assessment of the current position;

(b) that the Safeguarding Board Manager undertakes to collate the Action Plan and monitor the process accordingly; and

(c) that the Safeguarding Board Manager shall update the Cabinet Member for Children and Young People's Services, at quarterly intervals, of progress to date.

33. 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 3 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended (information relating to financial or business affairs).

34. DEPARTMENT FOR CHILDREN, SCHOOLS AND FAMILIES - QUALITY AND ACCESS CAPITAL GRANT 2009 TO 2011 - CRITERIA

Consideration was given to a report presented by the Capital Projects Officer (Early Years and Childcare Service) concerning proposed criteria for the distribution of the Department for Children, Schools and Families Quality and Access Capital Grant funding to private, voluntary and independent (PVI) early years and childcare providers. The report referred in particular to the need for a decision on the funding of fixed capital equipment, such as canopies.

The Quality and Access Capital Grant is provided to local authorities to improve the quality of the environment in private, voluntary and independent (PVI) early years and childcare settings, both to support higher quality experiences for young children and to ensure that all children can access services and benefit fully from them. The grant is time limited and all purchases must be made by 31st March, 2011. The proposal is to implement an application process to enable providers to apply for the grant within the stated aims of the scheme.

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

(2) That settings on non-Borough Council land and/or property must have a current lease, if applying for fixed capital equipment (for example: canopies).

(3) That, subject to (4) below, approval be granted for an allocation of a maximum sum of £5,000 for each Affiliated Childminder (where application approved) with an agreement to support 'exceptional' applications above £5,000 to a maximum of £12,000, where recommended by the project manager and the grant assessment panel.

(4) That each setting and each Affiliated Childminder in receipt of a Quality and Access Capital Grant shall be required to continue as a setting and/or as an Affiliated Childminder for a period of three continuous years beginning on the date of receipt of the grant; if they do not comply with this condition, the full amount of the grant shall be repayable.

(5) That a report be submitted to the Cabinet Member and Advisers for Children and Young People's Services, during the Autumn, 2009, detailing the allocation criteria of the Quality and Access Capital Grant scheme and such criteria shall endeavour to target grants at the most

disadvantaged areas of the Rotherham Borough.

(6) That an appropriate press release be issued about the allocation of these grants.

35. PROVISION OF MODULAR UNIT FOR EXTENSION TO ROCKINGHAM CHILDREN'S CENTRE

Consideration was given to a report presented by the Senior Building Surveyor concerning the tenders received for the construction of a new brick clad, pitched tiled roofed Modular Unit within grounds of the Rockingham Junior and Infant School, as an extension to Rockingham Children's Centre. The report stated that the contract had been awarded to Henry Boot Construction (UK) Ltd, from within the team of the Rotherham Construction Partnership's strategic contractor partners, in accordance with the agreed criteria. The contractor has been an integral member of the project team and has agreed the target price and guaranteed maximum price based on the approved design.

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

(2) That the tender submitted by Henry Boot Construction (UK) Ltd., dated 27th May, 2009, in the sum of £530,818.58, be accepted in respect of the construction of a new brick clad, pitched tiled roofed Modular Unit within grounds of the Rockingham Junior and Infant School.

(3) That an appropriate press release be issued about this construction project.

36. CHILDREN AND YOUNG PEOPLE'S HEALTH, EMOTIONAL WELL BEING AND SHORT BREAK CENTRE - DEVELOPMENT OF KIMBERWORTH CAMPUS

Further to Minute No. 144 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 25th March, 2009, consideration was given to a report presented by the Director of Resources and Access concerning the proposal to create a Children and Young People's Health, Emotional Well Being and Short Break Centre on the site of the former Kimberworth Comprehensive School. The report stated that the project was being delivered and funded in partnership with Rotherham NHS.

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

(2) That the proposal to refurbish the former Kimberworth Comprehensive School to provide multi-agency co-located services, as described in the report now submitted and in partnership with Rotherham NHS, be

supported.

37. BUILDING SCHOOLS FOR THE FUTURE - TRANSFORMING ROTHERHAM LEARNING - STRATEGY FOR CHANGE PART 2

The Director of Resources and Access submitted the revised document 'Transforming Rotherham Learning – Strategy for Change Part', which had to be submitted to the Department for Children, Schools and families by 25th August, 2009, in accordance with the timetable for Building Schools for the Future.

Resolved:- That the contents of the revised document be approved.

38. CHILDREN AND YOUNG PEOPLE'S SERVICES - RESTRUCTURING

The Strategic Director, Children and Young People's Services and the Human Resources Manager reported on proposals for a revised organisational staffing structure for Children and Young People's Services.

Resolved:- That the revised organisational staffing structure for the Children and Young People's Services Directorate, as now submitted, be approved.

**CHILDREN'S BOARD
TUESDAY, 14TH JULY, 2009**

Present:- Councillor S. Wright (in the Chair); Andy Buck, Mike Cuff, Ann Lawrence, Janet Wheatley, Richard Tweed, and Joyce Thacker.

An apology for absence was submitted from Matt Jukes.

8. MINUTES OF THE PREVIOUS MEETING OF THE CHILDREN'S BOARD HELD ON 10TH JUNE, 2009

The minutes of the previous meeting of the Children's Board, held on 10th June, 2009, were approved as a correct record.

9. CURRENT ISSUES/CONCERNS

An update was provided on Swine Flu and police and voluntary sector activity.

10. GOVERNMENT RESPONSE TO LORD LAMING REPORT

Consideration was given to a report presented by Joyce Thacker concerning the Government's response to the Lord Laming Report.

On 12th March, 2009, Lord Laming's report, 'The Protection of Children in England: A Progress Report', was published. The Government published an immediate response to Lord Laming's Report on the same day. They accepted all his recommendations and announced some immediate actions and were committed to developing a more detailed response and Action Plan to drive forward implementation.

The attached Action Plan had been given an 'RAG Status' (Red, Amber, Green) based on an initial assessment of Rotherham's current position.

To date, the Government has not released any specific ring-fenced grants or additional budgets for implementation of the Laming Plan.

The Board reviewed the Action Plan, particularly those with RED risk status.

The key responsibilities and action points were noted.

Reference was made to the need to do further work on a "joined up strategy" for recruiting staff, to include Social Workers, Health Visitors and Foster Parents. Joyce Thacker to follow up.

It was suggested that there may be benefit in holding a meeting of either Children's Board Members or Cabinet Members in South Yorkshire to discuss matters of mutual interest.

Agreed:- (1) That the overall activity be noted.

(2) That regular reports on meeting the Action Plan targets be submitted to this Board.

(3) That a report on the "joined up recruitment strategy" including job numbers be submitted to a future meeting of this Board.

(4) That consideration be given to holding a joint meeting of relevant Board Members in South Yorkshire.

11. CHILDREN AND YOUNG PEOPLE'S PLAN 2007-2010

Consideration was given to a report presented by Clare Bailey which summarised progress against the commitments within the Children and Young People's Plan 2007-2010.

Quarterly progress reports are collated for each commitment outlined in the Children and Young People's Plan 2007-2010. Previous progress reports (April and October 2008, and February 2009) showed significant progress had been achieved across the Children and Young People's Service, and with partners, in relation to the commitments agreed within the Children and Young People's Plan. The latest update (May 2009, covering the period January – March 2009) shows that this progress continues.

Appendix A provides the details of the current progress, supporting data, and the status of each of the commitments within the Children and Young People's Plan as at the end of March 2009.

It is clear that good progress is being made against most commitments, for example, increasing the number of young people with enterprise skills and work around anti-bullying. Additionally, some commitments have been completed such as establishing an integrated SEN and Disability Team, and updating the sexual exploitation action plan. However, some commitments remain priorities for action, such as reducing the rate of teenage conceptions, attainment at Key Stage 2 and the development of Communication, Language and Literacy (0-19).

For the first time, an attempt has been made to agree the status of individual commitments using Red, Green and Amber to describe progress. This has not been appropriate for all commitments, as a number do not have a set target, but are being monitored on an "ongoing" basis. Additionally, where commitments are deemed to be completed, it is proposed that they will not appear on future updates.

A summary of the status of the Children and Young People's Service commitments was contained within the report submitted.

Sources of funding for the Children and Young People's Plan commitments have already been identified within the plan.

The Board reviewed the Action Plan, particularly those with RED risk status.

It was suggested that more focus be made on the "outcome" based targets rather than the "process" based targets.

Agreed:- That the report be received and progress be noted.

12. PRIMARY SCHOOL LIFESTYLE SURVEY 2008

Consideration was given to a report presented by Clare Bailey, on a Summary analysis of results of the Primary School Lifestyle Survey 2008 (Borough wide).

The Lifestyle Survey is an annual survey, undertaken with both Primary and Secondary school pupils. Questions cover a range of issues, such as health, how pupils feel about school, how safe they feel, how pupils feel about the area in which they live, bullying, and how often they may smoke, drink or take drugs.

The report covered the Primary Survey 2008 and the attached Summary at Appendix A provided a brief analysis of the results of this survey.

The borough wide report, which included the findings from the 2008 Primary School Lifestyle Survey and the relevant data tables are available on the intranet.

In addition, a summary version of the report was available on the Council website.

The Board welcomed the information provided and the build up of data from this third annual survey.

Agreed:- That the report be received.

13. KS2 AND KS4

Consideration was given to a detailed report presented by Will Ryan and Claire Sneath on the performance in Rotherham primary schools, at the end of Key Stage 2, in 2008.

In addition, a report was submitted on Comparative Information relating to the GCSE Examination Results, 2008. The purpose of this report was to inform the Children's Board of the confirmed examination results for 2008 and how they compare to previous years, to the national average and to the results of statistical neighbours. The report also provided a more detailed summary of the progress of individual secondary schools in

relation to their contexts over a 4 year period, and the impact of the Local Authority's (LA) school effectiveness strategies on the performance of the sector.

All schools must conduct a form of statutory assessment at the end of each Key Stage (ages 5, 7, 11, 14 and 16). At the end of Key Stage 2 (age 11) pupils undertake the externally marked Statutory Assessment Tests (SATs).

Priorities for improvement included:-

- Further improve standards in both English and mathematics so that they are more closely aligned to statutory targets for 2009
- Further reduce the number of schools below floor targets of 55% in English and mathematics combined
- Improve conversion rates in both English and mathematics so that a higher proportion of pupils make at least 2 National Curriculum levels progress during key stage 2
- Improve the performance of more able pupils therefore increasing the proportion of pupils reaching level 5 in all subjects
- Improve the achievement and standards of vulnerable groups (boys, BME, children taking free school meals (FSM), 30% Supper Output Areas (SOA))

The report set out a number of development activities, actions taken and next steps.

Resources to drive the school improvement agenda are a combination of core budget, DCSF grant through the Standards Fund and Area Based Grants and income generation.

Schools also receive additional funding, through Standards Fund, to address the national strategies for raising standards.

The Board welcomed the many examples of success within schools and the significant efforts being made to improve, but acknowledged that performance was not at the same level as neighbouring or similar local authorities.

Agreed:- (1) That the report be received.

(2) That all possible options be reviewed to achieve a step up in performance.

14. OUTCOME OF ASSESSMENT - FOSTERING INSPECTION

Joyce Thacker reported that the recent inspection had achieved a "satisfactory" category from an "inadequate" category with the intention of being "Good" at the next Inspection.

Agreed:- That the report be received.

15. CHILDREN'S REVIEW ACTION PLAN

Joyce Thacker circulated copies of the Review Document, the latest Action Plan and the appendices of detailed information.

This was to be considered in detail at the Review Event to be held on 16th July.

16. RMBC CYPS LEADERSHIP TEAM

Joyce Thacker reported that the RMBC CYPS Leadership Team would have a new structure with effect from September, 2009 to best focus on safeguarding children and raising attainment.

17. MIKE CUFF

The Board placed on record their appreciation of the work undertaken by Mike on behalf of Children and Young People's Service.

Agreed:- That Mike be wished a long and happy retirement.

18. DATE AND TIME OF NEXT MEETING

Agreed:- That the next meeting be held on Wednesday, 16th September, 2009 at 5.00 p.m.

PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE
10th July, 2009

Present:- Councillor Whelbourn (in the Chair); Councillors Austen, Barron, Gilding, J. Hamilton, Jack, License, McNeely, G. A. Russell, P. A. Russell and Swift.

An apology for absence was received from Councillor Boyes.

24. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at this meeting.

25. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

26. HEALTH ISSUES

Andy Buck, Chief Executive of NHS Rotherham, gave a presentation on health issues.

The presentation covered the following matters:-

- Role of the local NHS
- Vision and values
- Corporate success 2008/09
- Achievements 2008/09
- Corporate challenges 2008/09
- Priorities and outcomes
- High level outcomes 'Quilt'
- Trend in admissions
- Coronary Health Disease trends

A copy of the Strategic Plan Summary 2008 – 2012 was circulated.

Andy answered a range of questions, including some on the following issues :-

- Opening hours of Doctors' surgeries and pharmacies
- Safeguarding children
- Number of health visitors
- Safeguarding adults
- Ambulance service performance
- Hospital infections
- Cleaning of hospitals by contractors
- Hospital staff uniform policy
- Breastfeeding
- Governance and accountability
- Annual health check

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- Surestart/Pre-School provision
- Impact of deprivation
- General practitioners – targets/performance/recording of information
- Good performance on coronary health disease
- NHS operating framework
- Partnership working/comprehensive area assessment
- Breast Screening

Resolved:- (1) That the presentation and the replies to the questions be noted.

(2) That consideration be given to having a regular update on health activity.

(3) That consideration be given to a scrutiny review of the health visiting service.

(4) That details of the hospital uniform policy be circulated to Members.

(5) That the action being taken to support breastfeeding and breast screening be welcomed.

27. CORPORATE RISK REGISTER

Colin Earl, Director of Internal Audit and Governance, outlined the matters set out in the report circulated.

This was a regular report on the Corporate Risk Register and gave the latest position on how the Council's most significant risks were being managed. The report gave the red/amber/green position on each risk.

There was a question and answer session on a number of the matters set out in the report.

Members considered the need for more detailed scrutiny of management actions.

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

(2) That consideration be given to how individual scrutiny panels could review risk management.

28. QUARTER 4 PERFORMANCE REPORT 2008/09

Tim Littlewood, Performance and Quality Manager, outlined the matters set out in the report circulated.

This was a regular report which focussed on the new National Indicator Set and Key Local Indicators.

The position at the end of Quarter 4 was that 64.06% of the corporate plan indicators that could be rated hit their target and 71.43% had improved or maintained their best score.

The performance against the LAA 2008-11 as at Quarter 4 was that 66.67% of them were on target and 87.5% had improved.

A question and answer session took place.

It was noted that performance clinics would be held to review matters of concern.

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

(2) That each scrutiny panel continue to review performance matters.

29. RBT QUARTER 4 PERFORMANCE

Mark Gannon, Transformation and Strategic Partnerships Manager, outlined the matters set out in the report circulated.

This report summarised RBT's performance against contractual measures and key service delivery issues for year end 2008/09 across the areas of Customer Access, Human Resources and Payroll, ICT, Procurement and Revenues and Benefits.

Members asked a range of questions and suggested changes to future reports and the information provided to assist the scrutiny of services provided by RBT. This included the need to clarify the issues relating to housing benefit overpayment collection.

Members emphasised the importance of being consulted and involved in the development of the website and the customer services provisions.

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

(2) That future reports take account of comments made at this meeting.

30. MINUTES

Resolved:- That the minutes of the meeting held on 26th June, 2009 be approved as a correct record for signature by the Chairman.

31. WORK IN PROGRESS

Members gave details of work in progress including the following:-

- Revised staffing arrangements within the scrutiny section
- Adult Services and Health –

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- Ambulance service performance
- Innovation team
- Supported living
- VAR
- Regeneration – recent flooding – need for review
- Children and Young People –
 - Key Stage 2
 - Revenue Budget
 - Capital Budget

32. CALL-IN ISSUES

There were no formal call-in requests.

33. 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 Paragraphs 1 and 3 of Part I of Schedule 12A to the Local Government Act 1972 (staffing and financial/business affairs).

34. 2010/11 BUDGET AND BEYOND

Andrew Bedford, Strategic Director of Finance, presented a series of slides which outlined the position relating to the 2009/10 budget and the proposed 2010/11 budget.

He highlighted the general financial position and gave background information to various issues leading to a projection for the budget figures for 2010/11.

The presentation included reference to the following :-

- Financial outlook
- Revising the budget process
- Credit Crunch
- Inflation
- Spending pressures
- Budget issues
 - ✦ Demographic Change
 - Adults
 - Children & Young People
 - ✦ Energy Prices
 - ✦ Development Control Fee Income
 - ✦ Fostering
 - ✦ Adult Services residential care & direct payments
 - ✦ Independent Wardens Service

- ✦ Benefits
- ✦ Job Evaluation & Equal Pay
- ✦ Waste Management & Carbon Trading
- ✦ Capital Investments
- ✦ Efficiency targets 4% for 2010/11

Capital Investments – Revenue Impact

Service Spend 2006/07 to 2009/10

Budget changes 2006/07 to 2009/10

Resources

General Fund Balances

Council Tax

The Challenge

Savings Targets 2010/11

Corporate/Cross Cutting Issues

Process Review

Budget Timetable

Next Steps

The challenge for 2010/11 was considered. Reference was made to the national political scene and to the increasing pressures on Local Government funding over the next few years.

A question and answer session took place, which covered the following issues:-

- Housing revenue account
- Council house rents
- Need for social housing
- Need to minimise Council Tax increases
- Credit crunch – to support individuals
- Safeguarding children
- Safeguarding adults
- Likely changes to government spending levels
- Corporate and cross cutting issues
- Need to protect front line services
- Importance of consultation and support of the Trades Unions

Resolved:- That the position be noted.

**PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE
24th July, 2009**

Present:- Councillor Whelbourn (in the Chair); Councillors Austen, Barron, Jack, License, McNeely, G. A. Russell and Swift.

Also in attendance was Councillor St. John, Cabinet Member, Cultural Services and Sport for Item 39 below.

Apologies for absence were received from Councillors Boyes, J. Hamilton and P. A. Russell.

35. DECLARATIONS OF INTEREST

There were no Declarations of Interest made at this meeting.

36. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

37. YEAR AHEAD 2009/10

Julie Slatter gave a presentation setting out the 2009/10 Year Ahead Statement – Shaping the Future.

The annual Year Ahead Statement provided a summary of key priorities for the year. The Year Ahead Statement was not a comprehensive list of all that the council needed to do over the year nor a set of new policies or substitute for other plans – it was drawn from existing plans and was a means of providing focus and tracking progress.

In many ways, 2009/10 would be a year of transition for the Council and its key partners in the Rotherham Partnership. The year would see the introduction of the new Comprehensive Area Assessment (replacing CPA), which would bring fresh challenges to the authority, and this in turn would be accompanied by new performance regimes for some of our key services. Changes too were taking place as a result of the economic downturn and the dual need for the Council to do what it could to soften the adverse impacts of this in Rotherham whilst planning for the upturn and the inevitable challenges for public service finances that would follow.

The Year Ahead Statement for 2009/10 was entitled ‘Shaping the Future’. This theme reflected the Council’s commitment to take the next steps towards achieving the improvements we need to bring about and to help shape the future for our community and Borough.

Risks in not meeting the commitments would be mitigated through monitoring the risk register, performance management and taking necessary action. A mid year report of progress would be produced in November / December 2009.

The Year Ahead stems from the Corporate Plan and reflected service plans and contributed to the achievement of the Community Strategy, LAA and Our Future recommendations.

Members specifically referred to the role of Scrutiny in considering the operation of the Council and its partners, particularly relating to the following:-

- Corporate Area Assessment
- Medium Term Financial Strategy and Budgeting
- Corporate Policy Issues
- Performance Communications and Reputation
- Organisation, Development and Governance
- Partnerships including 2010
- Efficiency Matters
- Role of the Leader
- Localisation
- Integration
- Value for Money/Efficiency Savings

Members referred to Council activity at the present time including the following:-

- Accommodation Strategy and Worksmart
- Town Hall/Eric Manns Building/Doncaster Gate
- MYSPACE
- The Place Survey
- Use of Plain English
- Policy Refresh
- Children's Services Review
- Support for the Olympic Games

Resolved:- (1) That the proposals set out in the Statement be noted.

(2) That the development of the Statement be scrutinised as appropriate.

(3) That the role of Scrutiny in reviewing the overall activity of the Council and its partners be noted.

(4) That information on the office moves and changes in telephone numbers be circulated to all Members of the Council.

(5) That relevant reports continue to come to this meeting and the Scrutiny Panels on a wide range of issues including the following:-

- The Corporate Plan
- Localisation
- Integration
- Medium Term Financial Strategy

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- Quarterly Performance

38. REVIEW OF CHOICE BASED LETTINGS - IMPROVING THE SERVICE FROM A CUSTOMER PERSPECTIVE

Councillor McNeely presented a report which set out the findings and recommendations of the scrutiny review into Choice Based Lettings – improving the service from a customer perspective. The report was endorsed by Sustainable Communities Scrutiny Panel at their meeting of 16 July 2009.

Members welcomed the report and recommendations and made a number of suggestions and comments on the proposals.

It was noted that John Healey, M.P., was to attend a meeting of the Sustainable Community Scrutiny Panel on 17th September, 2009 to talk about housing generally.

Resolved:- (1) That the proposals set out in the report be supported.

(2) That everyone involved be thanked for their contribution.

(3) That the report be forwarded to the Cabinet for consideration.

(4) That the comments from this meeting be included in a Briefing Note to support the presentation to the Cabinet.

(5) That the response of Cabinet be fed back to the Sustainable Community Scrutiny Panel.

39. PROGRESS TOWARDS TRANSFER OF BAR PARK, THORPE HESLEY

Phil Gill, Greenspaces Manager, gave an update on efforts to transfer Bar Park, Thorpe Hesley from Sheffield to Rotherham.

The report updated Members on efforts to transfer Bar Park from Sheffield to Rotherham. This matter had been under consideration over a long period, and was most previously reported to Cabinet Member for Lifelong Learning, Culture and Leisure on 23rd May 2006. At that time efforts to negotiate a transfer failed when Sheffield City Council stated that they would require Rotherham MBC to pay full market value for the site.

Following representations by the Thorpe Hesley Forum, further steps had been taken this year to progress the matter; Rotherham's Green Spaces Manager met with Sheffield's Director of Parks and Countryside who proposed that agreement be sought from their Cabinet Member to transfer the park subject to Rotherham first considering and agreeing to pay Sheffield's legal and related costs.

Sheffield City Council advised Rotherham of their legal and other professional costs on 29th June 2009.

Should the land be transferred to Rotherham, then it was proposed that we explore the possibility of self-management of the park by a local interested group in the medium term. It was suggested that this might be by way of a 10 year renewable lease to allow Rotherham MBC to periodically review its interest in the site.

Overall costs for the transfer would include Sheffield City Council's professional fees, Rotherham Council's own legal costs. There would be initial one-off costs to make good liabilities on the site, and Rotherham Council would also have to fund annual maintenance costs for the site unless the self management by another group can be agreed.

Sheffield City Council had invited a response from Rotherham MBC to their proposed terms for transfer of the park. However, it was not known at this stage whether Sheffield City Council would formally agree to the transfer, even if Rotherham indicated its acceptance of their proposed terms.

Costs for making good liabilities on site and for on-going maintenance were based on surveys undertaken in 2001. These may have changed since then depending on how well Sheffield City Council have managed and maintained the site in the mean time.

It was not known at this stage whether any group within Thorpe Hesley would be willing or able to take on responsibility for the management of the maintenance of the park.

Councillor St. John reported that this matter was to be considered at his Cabinet Member meeting shortly when it was hoped that action could be taken to finalise this transfer.

Members supported the local residents in hoping that this matter could be progressed quickly.

Members also referred to areas, such as Woodhouse Mill Recreation Ground, which had similar organisational difficulties and required consideration.

Members also asked if Greenspaces had a list of land and property either side of the Council's boundaries which needed consideration as part of an overall plan and strategy.

Resolved:- (1) That the position on Bar Park be noted.

(2) That a further report be submitted to this Committee in due course.

(3) That Greenspaces be asked to review the following:-

- The management of similar areas in the Borough
- The formation of a plan and strategy for land and property either side of the boundary with similar issues to Bar Park

40. SCRUTINY REVIEW OF DEBT RECOVERY

Councillor Austen presented this Scrutiny Review.

The Democratic Renewal Scrutiny Panel first undertook a Scrutiny Review of Debt Recovery chaired by Cllr Paul Lakin in October 2002. With the current financial climate remaining very uncertain Members took the decision to revisit this review and examine what the impact of the credit crunch has actually meant for individual residents within Rotherham. This report was a summary of the review groups findings and recommendations.

Members emphasised the importance of supporting people with financial difficulties by making them aware of the wide range of support and assistance available to them.

The review had included consideration of communications issues and links between the different internal and external organisations.

Reference was also made to the use of bailiffs.

Resolved:- (1) That the proposals set out in the report be supported.

(2) That everyone involved be thanked for their contribution.

(3) That the report be forwarded to the Cabinet for consideration.

(4) That the comments from this meeting be included in a Briefing Note to support the presentation to the Cabinet.

(5) That the response of Cabinet be fed back to the Democratic Renewal Scrutiny Panel.

41. SCRUTINY REVIEW- SUPPORT FOR NEWLY ARRIVED CHILDREN IN SCHOOLS - FEEDBACK FROM CABINET

Cath Saltis reported that the response to this Scrutiny Review had been well received at the Cabinet meeting held on 15th July, 2009.

Resolved:- That the review response be referred to the Children and Young People's Scrutiny Panel.

42. MINUTES

Resolved:- (1) That the minutes of the meeting held on 10th July, 2009 be approved as a correct record for signature by the Chairman.

(2) That representatives of the various utilities be invited to attend a meeting of this Committee to be held shortly to outline their activity and also their involvement with Flood Prevention.

(3) That a review of Health Issues be undertaken by this Committee every six months and the Chief Executive of the Hospital Trust be invited to attend.

43. WORK IN PROGRESS

Members gave details of work in progress including the following:-

- The appointment of Councillor Gosling to replace Councillor Doyle on the Yorkshire South Tourism Scrutiny Panel
- Review of Children's Services
- Scrutiny review of "Empty Homes"
- Crime and disorder
- Westminster Briefings
- Scrutiny Review of Participatory budgeting
- Scrutiny staffing

44. CALL-IN ISSUES

There were no formal call-in requests.

45. CHIEF EXECUTIVE

Members referred to the retirement of Mike Cuff and to his excellent commitment and contribution to the role of Scrutiny during his time in Rotherham.

Resolved:- That Mike Cuff be wished a long and happy retirement.