

Democratic Services

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Date: 24th May 2013

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To: All Members of the Early Years, Children and Youth Policy Development and Scrutiny Panel

Councillors: Sally Davis, Sarah Bevan, Liz Hardman, David Veale, Loraine Morgan-Brinkhurst MBE, Michael Evans and Dine Romero

Co-opted Voting Members: David Williams and Mrs T Daly

Co-opted Non-Voting Members: Chris Batten, Peter Mountstephen and Andrea Arlidge and Mike Fidanoglu

Cabinet Member for Early Years, Children and Youth: Councillor Dine Romero

Chief Executive and other appropriate officers
Press and Public

Dear Member

Early Years, Children and Youth Policy Development and Scrutiny Panel: Monday, 3rd June, 2013

You are invited to attend a meeting of the **Early Years, Children and Youth Policy Development and Scrutiny Panel**, to be held on **Monday, 3rd June, 2013 at 4.30 pm** in the **Council Chamber - Guildhall, Bath.**

The agenda is set out overleaf.

Yours sincerely

Mark Durnford
for Chief Executive



If you need to access this agenda or any of the supporting reports in an alternative accessible format please contact Democratic Services or the relevant report author whose details are listed at the end of each report.

This Agenda and all accompanying reports are printed on recycled paper

NOTES:

- 1. Inspection of Papers:** Any person wishing to inspect minutes, reports, or a list of the background papers relating to any item on this Agenda should contact Mark Durnford who is available by telephoning Bath 01225 394458 or by calling at The Guildhall, Bath (during normal office hours).
- 2. Public Speaking at Meetings:** The Council has a scheme to encourage the public to make their views known at meetings. They may make a statement relevant to what the meeting has power to do. They may also present a petition or a deputation on behalf of a group. Advance notice is required not less than two full working days before the meeting (this means that for meetings held on Wednesdays notice must be received in Democratic Services by 4.30pm the previous Friday)

The public may also ask a question to which a written answer will be given. Questions must be submitted in writing to Democratic Services at least two full working days in advance of the meeting (this means that for meetings held on Wednesdays, notice must be received in Democratic Services by 4.30pm the previous Friday). If an answer cannot be prepared in time for the meeting it will be sent out within five days afterwards. Further details of the scheme can be obtained by contacting Mark Durnford as above.

- 3. Details of Decisions taken at this meeting** can be found in the minutes which will be published as soon as possible after the meeting, and also circulated with the agenda for the next meeting. In the meantime details can be obtained by contacting Mark Durnford as above.

Appendices to reports are available for inspection as follows:-

Public Access points - Riverside - Keynsham, Guildhall - Bath, Hollies - Midsomer Norton, and Bath Central, Keynsham and Midsomer Norton public libraries.

For Councillors and Officers papers may be inspected via Political Group Research Assistants and Group Rooms/Members' Rooms.

- 4. Attendance Register:** Members should sign the Register which will be circulated at the meeting.
- 5. THE APPENDED SUPPORTING DOCUMENTS ARE IDENTIFIED BY AGENDA ITEM NUMBER.**
- 6. Emergency Evacuation Procedure**

When the continuous alarm sounds, you must evacuate the building by one of the designated exits and proceed to the named assembly point. The designated exits are sign-posted.

Arrangements are in place for the safe evacuation of disabled people.

**Early Years, Children and Youth Policy Development and Scrutiny Panel - Monday, 3rd
June, 2013**

at 4.30 pm in the Council Chamber - Guildhall, Bath

A G E N D A

1. WELCOME AND INTRODUCTIONS

2. EMERGENCY EVACUATION PROCEDURE

The Chair will draw attention to the emergency evacuation procedure as set out under Note 6.

3. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

4. DECLARATIONS OF INTEREST

At this point in the meeting declarations of interest are received from Members in any of the agenda items under consideration at the meeting. Members are asked to indicate:

(a) The agenda item number in which they have an interest to declare.

(b) The nature of their interest.

(c) Whether their interest is **a disclosable pecuniary interest** or an **other interest**,
(as defined in Part 2, A and B of the Code of Conduct and Rules for Registration of Interests)

Any Member who needs to clarify any matters relating to the declaration of interests is recommended to seek advice from the Council's Monitoring Officer before the meeting to expedite dealing with the item during the meeting.

5. TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

6. ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

At the time of publication no notifications had been received.

7. MINUTES - 25TH MARCH 2013 & 9TH MAY 2013 (Pages 7 - 26)

8. YOUNG PEOPLE'S PARLIAMENT FEEDBACK

The Strategic Planning Officer will give the Panel an update on outcomes resulting from last year's Parliaments and promote this year's Pupil Parliaments.

9. SKILLS & EMPLOYABILITY UPDATE (Pages 27 - 30)

This paper provides an update on the Skills & Employment report which the Panel received in May 2012. The paper sets out the progress that has been made against the key work areas outlined in the report, headlines specific outcomes achieved and provides an overview of planned activity in 2013/14.

10. RAISING THE PARTICIPATION AGE (Pages 31 - 32)

11. ARRANGEMENTS FOR THE PROTECTION OF CHILDREN - INSPECTION / IMPROVEMENT PLAN

The Panel will receive a presentation on this item from the Divisional Director of Children & Young People Specialist Services.

12. DRAFT TERMS OF REFERENCE FOR THE REVIEW OF EARLY YEARS & CHILDREN'S CENTRES (Pages 33 - 38)

At Council on 19th February the Children's Service MTSRP was agreed subject to the PDSP considering the implications of the savings proposed within Early Years and Children's Centres and to review potential alternative options. The attached Draft Proposal and Terms of Reference lay out a proposed means to carry out this piece of work (Appendix 1).

13. FUTURE BUDGET PLANS 2014 / 15 / 16 (Pages 39 - 44)

When the Medium Term Financial Plan and Budget were approved with a three year programme of budget proposals, the Panel requested a further report to look more specifically at the budget reductions proposed for 2014/15 and 2015/16.

14. CABINET MEMBER UPDATE

This item gives the Panel an opportunity to ask questions to the Cabinet Member and for her to update them on any current issues.

15. PEOPLE AND COMMUNITIES STRATEGIC DIRECTOR'S BRIEFING

The Panel will receive a verbal update on this item from the People and Communities Strategic Director.

16. PANEL WORKPLAN (Pages 45 - 48)

This report presents the latest Policy Development & Scrutiny Workplan for the Panel.

The Committee Administrator for this meeting is Mark Durnford who can be contacted on 01225 394458.

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BATH AND NORTH EAST SOMERSET COUNCIL

EARLY YEARS, CHILDREN AND YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL

Monday, 25th March, 2013

Present:- Councillors: Sally Davis (Chair), Ian Gilchrist (Vice-Chair), Liz Hardman, Mathew Blankley, David Veale, Loraine Morgan-Brinkhurst MBE and Sarah Bevan

Co-opted Voting Members:-Mrs T Daly

Co-opted Non-voting Members:-Chris Batten

Also in attendance: Ashley Ayre (Strategic Director, People and Communities), Tony Parker (Divisional Director Learning and Inclusion Service), Mike Bowden (Divisional Director - Health Commissioning and Strategic Planning), Michael Gorman (Headteacher, B&NES Virtual School for Children in Care) and Richard Baldwin (Interim Divisional Director CYP Specialist Services)

81 WELCOME AND INTRODUCTIONS

The Chairman welcomed everyone to the meeting.

82 EMERGENCY EVACUATION PROCEDURE

The Chairman drew attention to the emergency evacuation procedure.

83 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies had been received from David Williams, Sanjeev Chaddha, Peter Mountsteven and Andrea Arlidge.

Councillor Dine Romero had sent her apologies to the Panel that she would be unable to attend

84 DECLARATIONS OF INTEREST UNDER THE LOCAL GOVERNMENT ACT 1972

Councillor Sarah Bevan declared a pecuniary interest in item 8 on the agenda, since she was the parent of a child who attended St Gregory's School and was the beneficiary of home-to-school transport.

85 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

86 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF

THIS MEETING

A document [*attached to the Minutes as Appendix 1 and on the Council's website*] had been placed into the public gallery in advance of the meeting which showed a question from Councillor Eleanor Jackson and the written response from the Chair on behalf of the Panel.

87 MINUTES - JANUARY 28TH 2013

The Panel considered three requests for minor amendments to the draft minutes, all relating to paragraph 72 (home to school transport):

Councillor Sarah Bevan asked for the minutes to be amended to show that her observation had been about Roman Catholic as well as Church of England parents.

Councillor Liz Hardman asked for the minutes to be amended to show more detail of what the Panel had actually agreed; and in particular to make it clearer that the Panel had recommended option 3(c) to the Cabinet member. She provided a sheet with her proposed amendment to the minutes.

Tess Daly asked for the minutes to be amended to show that she had actually said that the local authority would retain discretionary powers, not that each school would retain such powers.

The Panel asked the Democratic Services Officer to amend the minutes; and agreed to adopt the minutes as amended.

88 HOME TO SCHOOL TRANSPORT REVIEW - CABINET MEMBER RESPONSE

The Chair introduced the item by observing that the Equality Impact Assessment had been tightened up as requested. She drew attention to her briefing note on the Focus Meeting held at St Gregory's on 20th February, which had been distributed with the agenda.

Councillor Anthony Clarke said that he appreciated that the debate was now fairly advanced. He was keen to see every penny spent properly but was concerned that front line services such as this should not be cut. He was also concerned that the effect of removing this support might be that the faith schools would draw more students from within the city and this in turn would put new pressure on other schools in the city.

The Chair referred to the Cabinet Member's response to the recommendations, which had been included with the agenda. The Panel agreed to NOTE the Cabinet Member's response.

89 VIRTUAL SCHOOLS UPDATE

Michael Gorman (Headteacher, Bath & North East Somerset Virtual School for Children in Care) introduced his report which had been circulated with the agenda. He welcomed the increase in pupil premium from 1st April and explained some recent initiatives, particularly in the area of forming relationships. He drew the Panel's attention to the list of key recommendations arising out of the two recent national

reports and said that in recommendation 2, the age range should read 16-25 (not 0-25 as printed).

He added that in a number of measures, the authority's children in care had achieved better results at KS2 than the national average, and at KS4 had attained about the same. All Year 6 pupils had achieved or surpassed their expected grades.

Councillor Ian Gilchrist asked how this compared with the B&NES average. Michael Gorman explained that compared against the B&NES averages, the KS4 English results had been about the same (71%), and the maths results were 61% (all B&NES was 65%).

Councillor Liz Hardman congratulated the team. She asked whether the advent of academies had changed the role of the virtual school.

Michael Gorman said he felt that the critical factor was the ethos of each school, not so much the organisational type. However he observed that because of the pressures on schools to demonstrate their own success, some schools might be reticent to admit a pupil with attendance or behavioural problems, depriving the pupil of opportunities.

Tony Parker (Divisional Director, Learning and Inclusion) added that early intervention by Mike and his team prevented such situations from becoming very difficult for students.

Ashley Ayre (Strategic Director, People) thanked Mike and agreed with the comments already made. He felt there was a need for a regional protocol about crossing boundaries. He pointed out that recently the House of Lords in its report "Caring Schools" had said that pupil tracking should be reintroduced into the framework. He himself felt that this would ensure rigour and would benefit vulnerable young people.

The Panel agreed to NOTE the report.

90 ACADEMIES AND SERVICES TO SCHOOLS

Mike Bowden (Divisional Director, Service Development) introduced the report which had been circulated with the agenda. He explained that the local authority had committed to provide broadly the same range of services, with the exception that schools had in the main chosen not to continue to fund the Learning Support Service. He drew attention to paragraph 3.7 in the report and to the green background paper relating to the evolving role of the local authority.

Councillor Liz Hardman referred to paragraph 3.8 in the report, relating to the authority's role in challenging schools where they are failing. She asked how this would work in practice.

Mike Bowden said that this would be the subject of a report at a future meeting of the Panel. He observed that, while the authority was not responsible for the institution, it still retained responsibility towards the pupils.

Ashley Ayre advised the Panel that he had recently been able to ask a visiting DfE Standards Advisor how systemic failure of a failing academy could be averted, and what would happen in the event of such a failure. The reply was that the responsibility for the children would fall on the authority. He explained some of the complex issues and said he felt that ministers had not been clear about this. He emphasised however that the authority continued to be proactive in support of individual children.

Councillor Ian Gilchrist referred to paragraph 3.3 and observed that he had received feedback from a school that the brochure was not helpful. Mike Bowden welcomed the feedback and explained that the brochure would be subject to regular updates.

Ashley Ayre observed that the brochure had been prepared with the involvement of 2 head teachers and a school business manager.

Councillor David Veale asked what budget savings had been achieved now that the budget for most services had passed to schools.

Mike Bowden and Ashley Ayre replied that there had been considerable budget savings. He reminded the Panel that the authority still had a major statutory role, particularly in the areas of admissions, transport, exclusion, psychology and educational welfare.

Tony Parker observed that in critical situations such as for example the death of a child, the authority would always provide all the support a school needed and would discuss the cost later.

The Panel agreed to NOTE the report.

91 SECTOR LED IMPROVEMENT

Ashley Ayre referred to his report [*attached to the Minutes as Appendix 2 and on the Council's website*] which had been placed into the public gallery in advance of the meeting. He explained that the need for sector led improvement had arisen because the CQC no longer had responsibility for adult social care. He drew the Panel's attention to the main points made in his report. The authority had asked to be peer challenged about diversion from care. He explained how the process had worked and that it had been helpful.

The next round of peer challenges would be centred on children's social care, especially safeguarding and sexual exploitation. He offered to present a further report to the Panel at that time.

Councillor David Veale said he was encouraged by the regional dialogue and was pleased that the authority had gained from the experience. He wondered if it could be done more widely. Ashley said that plans were in place for a corporate peer review in July.

Councillor Liz Hardman asked if the Panel could be shown the action plan arising out of the peer challenge. Ashley replied that each team had taken responsibility for its own action plan, but he would be happy to report back to the Panel on this at a future meeting.

The Chairman thanked Ashley for his update.

92 CABINET MEMBER UPDATE

The Cabinet Member had provided an update report [*attached to the Minutes as Appendix 3 and on the Council's website*] which had been placed into the public gallery in advance of the meeting. The Panel agreed to NOTE the report.

93 PEOPLE AND COMMUNITIES STRATEGIC DIRECTOR'S BRIEFING

Ashley Ayre introduced his report [*attached to the Minutes as Appendix 4 and on the Council's website*] which had been placed into the public gallery in advance of the

meeting. He updated the Panel on some of the senior appointments recently made, which were listed in his report. He welcomed Richard Baldwin to the meeting, who had recently been confirmed as Divisional Director, Specialist Services. He reminded the Panel that responsibility for Public Health would return to the Council on 1st April, so Dr Bruce Lawrence had been appointed as Director of Public Health. He reported that the recent Ofsted inspection (for which an hour's notice had been given) had been based on the case tracking of 119 cases. The inspection had been very rigorous. The Ofsted report had not yet been published but he would make it available to the Panel as soon as possible.

Ashley referred to Councillor Jackson's question about Children's Centres. He proposed to set some dates, starting mid-May, for briefing the Panel. He then propose to bring a paper to the June Panel for consideration.

Cllr Liz Hardman was delighted to hear that the review of Children's Centres was to be conducted but felt strongly that it must be held in advance of the February 2014 Budget process. She asked to be told the impact of the proposed cuts.

Ashley reminded the Panel that the one-off funding which had been found to save Children's Centres in 2013/14 could not necessarily be found in subsequent years; so the effect was that cuts of £500K were anticipated in 2014/15. He explained that the longer-term vision could only come out of the discussions with the Panel. There were some complex issues to be resolved in order to get where he hoped to be by April 2015.

The Chairman asked Ashley to circulate the details of the briefings to members because a great deal of interest was being expressed.

The Panel thanked Ashley for his update.

94 PANEL WORKPLAN

The Panel considered the work plan which had been circulated with the agenda. It was agreed to ask the Democratic Services Officer to add the following items to the plan:

- Children's Services Update – June 2013
- School Travel Plans (including Safer Routes to School) – July 2013
- Hot School Meals – Future Items

The meeting ended at 6.25 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

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BATH AND NORTH EAST SOMERSET COUNCIL

EARLY YEARS, CHILDREN AND YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL

Thursday, 9th May, 2013

Present:- Councillors: Sally Davis (Chair), Ian Gilchrist (Vice-Chair), Liz Hardman, Mathew Blankley, David Veale, Nathan Hartley (In place of Sarah Bevan) and Jeremy Sparks (In place of Loraine Morgan-Brinkhurst MBE)

Co-opted Voting Members:-David Williams and Peter Bradshaw (In place of Tess Daly)

Co-opted Non-voting Members:-

Also in attendance: Councillor Dine Romero (Cabinet Member – Early Years, Children and Youth) and Councillor Paul Crossley (Leader of the Council)

95 WELCOME AND INTRODUCTIONS

The Chairman welcomed everyone to the meeting.

96 EMERGENCY EVACUATION PROCEDURE

The Democratic Services Officer drew attention to the emergency evacuation procedure.

97 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received from the following Members of the Panel:

- Councillor Sarah Bevan (Councillor Nathan Hartley was her substitute)
- Councillor Loraine Morgan-Brinkhurst (Councillor Jeremy Sparks was her substitute)
- Mrs Tess Daly (Mr Peter Bradshaw was her substitute)
- Mr Chris Batten (no substitute)
- Mr Peter Mountstephen (no substitute)
- Andrea Arlidge (no substitute)

The Panel also received an apology from Ashley Ayre (Director of Children's Services).

98 DECLARATIONS OF INTEREST

There were none.

99 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

100 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

The Chairman informed the meeting that the Panel received two statements from members of the public in advance of the meeting.

Both statements are held in Democratic Services.

The Chairman advised the Panel that one of the statements, which was about the provision of the transport to Norton Hill School for some 6th formers, is not relevant for the subject of this meeting.

101 HOME TO SCHOOL TRANSPORT REVIEW 2012

The Chairman informed the Panel that the meeting will run in the following order (according to the Running Order circulated in the Council Chamber):

- Statement from the Lead Call-In Member - Councillor Gabriel Batt
- Questions from the Panel to the Lead Call-In Member
- Statement from the Cabinet Member for Early Years, Children & Youth – Councillor Dine Romero
- Questions from the Panel to Cabinet Member
- Statements from Councillors Eleanor Jackson and John Bull
- Comments and/or statements from anyone else who was in the room but didn't register to speak
- Closing statement from the Cabinet Member
- Closing statement from the Lead Call-In Member
- Members of the Panel to debate the matter
- Panel's decision. The Panel may either:
 - Dismiss the Call-In – in which case the decision shall take effect immediately, OR
 - Uphold the Call-In and refer the decision back to the decision makers for reconsideration, setting out why it has decided that the decision should be reconsidered, or
 - Refer the matter to Council to itself undertake the role of the Panel (NB: the ultimate decision still remains with the original decision maker/s).

Statement from the Lead Call-In Member - Councillor Gabriel Batt

The Chairman invited Councillor Gabriel Batt, the Lead Call-In Member, to read his statement.

Councillor Batt read out the following statement:

'Madam Chairman and Members of the Panel, I would like to declare that I am Foundation Governor of St Gregory's Catholic College. I believe that the decision taken by the Cabinet on 10th April was fraud. Your Panel was asked by then Cabinet Member for Early Years, Children and Youth, Councillor Nathan Hartley, to consider a review on home to school transport in order to make some financial reductions as part of the 2013/14 budget setting process. You Panel recognised that doing nothing was not an option and that the school transport system needs to be more effective. I would like to point to a bit of inefficiency related to the home to school transport that is happening in my Ward. Two children, both from primary school age, attend two different schools and they are taken to their schools by two different taxis, paid for by the Council. Your Panel, in 2013, almost unanimously recommended to the Cabinet to accept the recommendation 3C (of the review). This is where the denominational subsidy is kept but reduced. The Panel also confirmed their recommendation at March 2013 meeting. This recommendation was not being available to the Cabinet at their meeting in April 2013 and not at the Council's website. If the subsidy is removed it would cost the Council more. For example, if the pupil from Peasedown St John who attends St Gregory's School and pays part of the transport cost is now attending Writhlington School then Council would have to pay for the whole of the transport cost.

Your Panel asked for the cost neutral option to be investigated. I think this was considered with ambiguity on what the cost neutral option means – was it cost neutral for the Council or for the parents. My understanding is that this Panel never had the opportunity to consider cost neutral analysis.

It is also my understanding that other recommendations made by this Panel were ignored. It would seem that the options to reduce total expenditure were not explored fully and the consequences of this decision were not fully thought through.

When the Council introduced charging policy for denominational transport in 2007, the number of Catholic children attending St Gregory's School fell by approximately 100 in five years, because many Catholic families could not afford increased transport costs. Because St Gregory's is an outstanding school and with excellent reputation, these 100 places were very quickly filled with the children from Bath area and the school became oversubscribed quite quickly.

There are number of faith schools in Bath. St Gregory's School was funded some 33 years ago. It was not intended to be secondary school for Bath children but school in Bath for the children of Clifton Dioceses and the catchment area was defined by Clifton Dioceses to serve primarily Catholic Christian community.

There was a long standing contract to fund transport to faith schools because of distances involved. If this subsidy is removed then Catholic and Anglican families, who live more than three miles away would struggle to get their child to the school of first choice. This would lessen the number of children from areas out of Bath. Catholic and Anglican parents are already paying the taxes for the education of their children. All Catholic and other faith schools have to pay 10% of all capital costs which is funded by the church. That means parents have to pay for their children's education twice.

To conclude – the majority of this Panel, having looked at the all evidence, made the decision that the denomination subsidy should be retained although with the reduction in the subsidy. The Panel stated that there should be no discrimination against minorities. For the reasons I set out I recommend that the Panel should refer the decision back to the Cabinet requesting further consideration of all the options.

Thank you'

The Chairman thanked Councillor Batt for his statement.

Questions from the Panel to the Lead Call-In Member

Councillor Harding asked if Councillor Batt thinks that St Gregory's School will continue to thrive when the denominational subsidy is removed.

Councillor Batt responded that the impact would be significant. When the transport subsidy was reduced in 2007 there was 10% reduction in Catholic children attending St Gregory's School. St Gregory's continue to attract local children and places were available for the same time period. The numbers were fallen at St Mark's. Should the subsidy be removed there will be another drop in the number of Catholic children from more than three miles away from St Gregory's School, though the school will continue to attract local children to these vacant places. This will have significant impact on other schools. St Gregory's School is a school for Dioceses of Clifton to provide places for Catholic families across the large catchment area. To fulfil these purposes the subsidy is necessary for families with greater distances from the school.

Councillor Hartley said that e agreed with Councillor Batt's comment that the society should not discriminate against the minority and asked Councillor Batt if he would also agree that the Council should be subsidising Hindu, Buddhist, Jewish and Sikh children to go to their nearest schools as well.

Councillor Batt replied that he would have no objection to that suggestion.

There were no other questions for Councillor Batt at this point of the meeting.

Statement from the Cabinet Member for Early Years, Children & Youth – Councillor Dine Romero

The Chairman invited Councillor Dine Romero, Cabinet Member for Early Years, Children & Youth, to read her statement.

Councillor Romero read out the following statement:

'Thank you Madam Chairman.

The Cabinet report on 10th April 2013 gave options to the denominational transport to operate in the cost neutral basis. This was one of the options that did require details when the Cabinet made their recommendations. When I was a Member of this Panel (prior to my appointment as the Cabinet Member) I said that recommendation 3C was sensible option but we did not know what cost neutral means. The cost

neutral actually meant for the Council, not to the parents. If it was cost neutral to the parents then we would pick up whole of that cost, which would be £1,000 on average.

Both options, cost neutral basis and continued provision with increased charges, were considered by the Cabinet on 10th April. The Cabinet felt that the increased charges would not be sustainable and it would quickly lead to a cessation of services, as parents would stop using those services. It was for this reason that the recommendation of this Panel was not accepted. The denominational transport will continue to be organised by the Council on behalf of the schools. From September 2014 the size and numbers of vehicles used will gradually reduce. However, it may be possible the new entrants no longer qualify to be accepted as 'fair pay passengers' due to lack of space in the vehicles (this is the scheme that we already have in place). So, the Cabinet agreed that the charges will not increase and that the 50% reduction for the 2nd and 3rd children will remain to keep this affordable for the parents. The Cabinet was very anxious not to increase the cost to full cost in order to make it cost neutral.

The Cabinet also took the decision to give protection for transport to younger siblings of children already in the seats of denominational transport and attending the same school.

The original report indicated that the denominational transport would finish in year 2020, although we could not be precise about the sibling protection this means that transport will continue for number of years after this date. There would be no discrimination between siblings and parents would not need to send their child to different school. Low income families would not be affected by this change and under current legislation they would continue to receive assistance.

The majority of the children will still have access to local schools which will not require provision of transport. Most children will have places to local primary schools where transport is not required. As an example children in Bath and Keynsham who attend St Mary's and St John's will not require transport to their local school. Children in Paulton, Peasedown St John, Midsomer Norton and Radstock who attend St Benedict's would not require transport to their local schools. There may be a small number of children in rural areas who require transport but in most cases they will be accommodated within the existing transport. For secondary schools most children attending St Mark's will not require transport as they will have option of other schools within the statutory walking distance. In respect to St Gregory's - some children will qualify for the transport to their local school. For example, in September 2012 there were 14 children who would qualify for transport to their local school if they were not attending St Gregory's. We do not know how many children will continue to attend St Gregory's in future. We still did not take away anyone's right to choose which school they want to go to.

As it was stated St Gregory's School is not a Bath school and it is not Bath & North East Somerset School and does serve wide area, wider than Bath & North East Somerset, and children from neighbouring authorities do attend this school.

It should be noted that Bristol, South Gloucestershire and Wiltshire Councils have already taken the decision/s to remove the denominational transport. I am not

absolutely certain but I do not believe that all of these authorities have phased it out in the (gentle) way that we are planning to do it. Parents can still apply for St Gregory's and their priority under admissions criteria will not change.

The final point I want to make is on the concerns that more non-Catholic children will attend St Gregory's which will affect adversely of some other secondary schools. The forecast on the number of secondary school children in Bath & North East Somerset will increase as we already know, so there will be an impact on other schools.

Thank you.'

The Chairman thanked Councillor Romero for her statement.

Questions from the Panel to Cabinet Member

Councillor Hardman thanked Councillor Romero for idea that siblings would be not overlooked on this matter. Councillor Hardman asked Councillor Romero to explain the cost neutral analysis.

Councillor Romero responded that cost neutral means no cost to the Council so the parents would pick up the full cost of the transport provision.

Councillor Hardman commented that when the Panel had focus meetings with the members of the public, in particular at St Gregory's Catholic College, the parents were adamant that they would carry on paying for the transport. One of the recommendations from the Panel was 50% reduction and that parents would pay more for the transport. The Panel, and parents, were realistic that current situation couldn't carry on. Councillor Hardman said that she did think this was a good way to move forward and asked Councillor Romero on her thoughts on those issues.

Councillor Romero said that her concern was that any increase from £300 currently paid by parents to the full cost per place (£1,000) would quickly underline the validity of the service because it is clearly not realistic to expect parents to pay that money.

Councillor Hardman queried the figures about children going to schools like St Mark's and in case of St Gregory's there was mention of 14 children that would need to be deported to other schools. Councillor Hardman asked Councillor Romero to verify where these figures are from.

Councillor Romero responded that these figures were provided by the officers so she believed that they were accurate.

Councillor Hardman said that there were 313 children getting a subsidy in their transport to faith schools. Councillor Hardman commented that the only secondary school in North East Somerset that has any places in Somervale School, with very limited number of places. Writhlington School is full and Norton Hill is full. So, there will be much more than 14 children to move elsewhere.

Councillor Romero said that we are not talking particularly of those 14 children as they will receive the transport they currently have. The issue is that based on the

data 14 children who currently go to St Gregory's, if the arrangements in place and they are not able to have subsidised transport to St Gregory's, then they will have to go to different school.

Councillor Hardman said that there will be more children in the future so her position was that this is paper saving.

David Williams commented that at the Panel meeting on 20th January 2013 one of the recommendations, recommendation 3, was asking the Cabinet to consider exploring and implementing from September 2014 the option C, which was combination of A and B recommendations in the review. David Williams asked if that recommendation has been researched before the decision was made. David Williams also asked if there is still an option to trial option C.

Councillor Romero responded that the Cabinet was asked to consider and research that particular option. The figures that came forward showed that each of those places cost the Council £1,000 per place. Councillor Romero said that the Cabinet was not asked to trial option C.

Councillor Romero also said that if the subsidy is removed by 50% for siblings, and couple that with any increase in the payment that parents would be making, that would have a heavy burden on parents.

David Williams also asked if Councillor Romero looked in some other options that would work or just looked at the option D.

Councillor Romero responded that it would be hefty burden to ask parents to pay more and it was deemed unfeasible to continue that route. At the end of the day the Panel was asked, in the review, what savings could be made and that was what came out of the review.

Peter Bradshaw commented that there seem to be less detail in terms of the options that were explored before the decision was made. Peter Bradshaw felt that more could be done in terms of further options, especially when parents were ready to pay more. Peter Bradshaw asked if the Cabinet would be willing to explore option C more fully before making the final decision.

Councillor Romero responded that she believed that the Cabinet had sufficient information before they made their decision.

The Chairman asked Councillor Romero if the Cabinet had the same information that the Panel had before they made their decision.

Councillor Romero responded that the Cabinet absolutely had all (the same) information that the Panel had. All four recommendations and preferred recommendation from the Panel were shared with the Cabinet.

There were no other questions for Councillor Romero at this point of the meeting.

Statements from the public and Councillors

The Chairman invited Councillor Eleanor Jackson (Radstock Ward) to address the Panel.

Councillor Jackson said that the Cabinet made the wrong decision for the wrong reasons. It seems that the Cabinet may have had some information at their informal meeting which was not considered in the public debate and with other Councillors. Councillor Jackson said that she was at the Cabinet meeting when the decision on Home To School Transport was made and it seemed that the greater emphasises were placed on the importance of cycling to school rather than the children might be denied the place at the school of their parents' choice. Councillor Jackson said that the cycling is a form of a lifestyle though having education of your faith, religion, is very important. Councillor Jackson said that her son benefited of attending King David Primary School, which is for the children of Jewish faith, and children learn a lot alongside children of other cultures and faith. Councillor Jackson felt that this Panel was not treated with the degree of respect by the Cabinet as it should be. The process is flawed. Councillor Jackson said that she couldn't find Equality Impact on the Catholic community. There is a significant number of Polish people in Radstock and Westfield area and also Indian and Filipino community. St Gregory's School should be commended for the multicultural diversity. This decision will disproportionately disadvantage minority community. Councillor Jackson asked the panel to either refer back the decision to the Cabinet for the proper consideration or to the Council.

The Chairman said that any response or clarification required from Councillor Batt or Councillor Romero will be provided later at the meeting.

The Chairman invited Councillor John Bull (Paulton Ward) to address the Panel.

Councillor Bull said that the Cabinet, when they made their decision, were entitled to reject recommendations from the Panel. However, in Councillor Bull's view the Cabinet did not take those recommendations into account before they made their decision. The Panel made a number of recommendations. Recommendation number 3 started as a number of options but it developed into recommendation by the Panel. When the report of the Panel reached the Cabinet, the four options were presented as if they had equal validity. Councillor Bull also said that he didn't hear that one of these four options was preferred by the Panel. The Cabinet was effectively bypassing views of the Panel. The cost neutral analysis has been raised and it was suggested that the panel could not come to proper recommendation without having that information beforehand. If that is the case then the Cabinet should have that information ready for the Panel. Councillor Bull concluded his statement by saying that the Cabinet decision was made almost in the absence of consideration on what was the Panel's fully worked out recommendation.

The Chairman informed the meeting that she will allow any other members of the public to address the Panel at this point.

Raymond Friel (Headteacher at St Gregory's School) said that he supports statements from Councillors Batt and Jackson. Mr Friel also said that those 14 children who will need to be moved to other schools will cost the Council money as they will have to be transported to other schools. There will also be an impact across the city - Catholic families stated that if the subsidy goes ahead then they will not send their children to St Gregory's. New housing developments across and outside Bath will generate children but it will take too long before those children are old enough to go to school. In a meantime it will lead to greater decrease in pupils and eventually to school closure.

Councillor Paul Crossley (Leader of the Council) said that, contrary to what Councillor Ball said earlier, the Cabinet did not ignore the Panel's review. The Cabinet considered the report, considered all recommendations and variations, and the Cabinet reached the decision based on that evidence. Councillor Crossley stressed out that the Cabinet did not overlook at all comments, report and recommendations from the Panel. The Cabinet valued the work that this Panel did. One of the things that the Panel should be doing was to look more into the financial implications on the budget and propose the alternative ways for the Cabinet to look at. Councillor Crossley again assured the panel that the Cabinet valued the review from the Panel and did consider all the options that were set in the recommendations.

Councillor Crossley also said that the Cabinet absolutely respect the work of the Headteacher, the staff and everyone involved at St Gregory's School. Mr Friel and his staff are running a fantastic school and the Cabinet has real confidence that it will continue that way. The Cabinet feels that the children could use other ways to reach the school, other than via bus.

Councillor Crossley closed his statement by saying that the Cabinet feels that the process was duly run through and that the consultation was duly considered and all options were duly considered before the Cabinet made its decision.

Councillor Hardman thanked Councillor Crossley for the kind words about this Panel but she queried his comment that the process was not flawed. In Cabinet papers there was no any written evidence that the option 3C was Panel's favourite option. It appears that all four options were considered with an equal value. Councillor Hardman also said that the first time she heard mention of the option 3C was when the Cabinet, at its last meeting, was asked by the Chairman of this Panel to clarify the cost neutral figures. The Panel asked for an analysis of cost neutral figures which never came to the Panel for consideration.

The Chairman said that she expected to speak the last though she spoke the first at the last Cabinet meeting on that matter. The Chairman felt that she should speak the last and sum up the Panel's findings and also require for any further info from the Cabinet.

Councillor Crossley confirmed that the Chairman did attend the last Cabinet meeting and told the Cabinet what the preferred Panel options was.

The Chairman thanked everyone who participated with their statements at this part of the meeting.

The Chairman informed the meeting that she will allow any further questions or comments during the closing statements from the cabinet Member, Lead Call -In Member and also during the Panel's debate before the decision on whether or not to uphold the Call In request is made.

Closing statement from the Cabinet Member (Councillor Romero)

The Chairman invited Councillor Romero to give her closing statement.

Councillor Romero said that the Cabinet clearly heard from the Chairman that the option 3C is Panel's preferred option. The Panel also asked that the cost neutral issue be taken into account (under option 3A). Councillor Romero also said that the Equality Impact Assessment had been included in the Cabinet report (pages 47, 48 and 49). All these were considered by the Cabinet before the decision was made. Councillor Romero also stated that 93% of all parents got one of their first three options for their children's school, for this year, September 2013. Some speakers said that some schools will not be fulfilled and closed, which is not true. The Council had to increase several schools to accommodate children.

Councillor Romero's final point was that the Council cannot fund 2/3 of the cost of taking relatively small amount of children to school. In that case the majority of the residents would be paying for something that they are not receiving. In terms of the Equalities, in the Education Act it says that all children should be treated the same. Councillor Romero said that in the ideal world she would want for all children to have free, or subsidised, school transport though in the present times, in recession that we are now, it is not possible so people and children can get what they need and not what they want.

Closing statement from the Lead Call-In Member (Councillor Batt)

The Chairman invited Councillor Batt to give his closing statement.

Councillor Batt said that, according to the figures from the Council, this year there were 123 surplus spaces in Bath secondary schools. Primary schools in Bath had 66 surplus desks. Also, in North East Somerset there are surplus desks in 29 of schools.

Members of the Panel to debate and make the decision

The Chairman invited the Panel to debate the matter.

Councillor Hardman MOVED a motion to defer the decision back to the Cabinet. Councillor Hardman felt that the option 3C from the Panel's recommendation to the Cabinet has not been fully explored. Councillor Hardman also felt that there was a presumption from Councillor Romero that parents would not pay more though on page 48 of the report it was recognised that 'families, at the contributors' session, were happy to pay contribution to retain the transport' so the Panel suggested the option which would retain but may result in increased parental contribution towards it.

Councillor Hardman also said that she was not quite clear on the impact on equalities. Councillor Hardman said that Councillor Jackson made it clear that we had community groups who attend faith schools, like St Gregory's, and the only assessment made on the equality impact was that the information would be written in different languages. There is also need to assess the impact on other schools in the area and how other faith schools should organise themselves (i.e. special sessions, special classes, etc.) so children from those communities receive special care in their own languages.

Councillor Hardman concluded that in the original report presented to the Panel at January meeting, on page 37, it was said that report will be based on cost neutral analysis. The Panel asked for the cost neutral analysis to be investigated but in no way was Panel's decision made on that. The Panel wanted for the parents to pay more and not for the cost neutral analysis to be based on the decision.

David Williams **SECONDED** the motion from Councillor Hardman and said that he is not convinced that the cost neutral option was fully researched before the decision was made.

Councillor Ian Gilchrist said that he will vote against the proposal from Councillor Hardman and read out the following statement:

'When the working group of this panel started the investigation into HTST we were thoughtfully provided by our officers with some background briefing, which covered both what this Council has done previously, and what similar councils have done or are doing on the subject of support for denominational transport. In the first category, I found reference to a (joint) study done in 2005 which included amongst its recommendations, "Remove or radically reform the current discretionary policy of free transport for pupils attending denominational schools." There it was in black and white - reference to a conclusion reached 7 years previously by this Council. The thought did go through my head at the time, "Why are doing all this again?" Looking at the decisions on the same subject made by some similar councils (Gloucestershire, Cheshire, and Wiltshire) we find some similar conclusions. On the basis of the first point alone it is my belief that the Cabinet was justified in making the decision in April that it did.

But coming to the current survey, which led to the various recommendations made by the working group, we notice the consultation responses on prioritisation for subsidised transport on the grounds of religion or belief. It is immediately apparent that the great majority of responders put this bottom of the list. That is to say, of all the various criteria for continuation of subsidised HTST, the denomination factor was placed lowest. In tough economic times where savings are to be looked for in every corner, then the Cabinet has a fundamental obligation to take heed of the views of the public, the message from which is fairly loud and clear – prioritise on the basis of distance, hazardous routes, SEN, etc, but where savings need to be made then denominational needs come last. Supporters of the current subsidy will point to a lower peak putting religious affiliation first. During our discussions on the subject I ventured that this was possibly due to a campaign run by the denominational schools which distorted the findings. This was denied by some who said there was no campaign. Well, I'm sorry but I am unrepentant on this point. There was a well-run campaign, who got their supporters to respond to the consultation in a way that IMO

has distorted this. I believe the Cabinet has seen through this distortion and has rightly perceived public opinion to be behind the view that other users are more deserving of any support that may be available.

The bringers of the call-in have made (para 4) the assertion that the Cabinet should have predicated its decision on the Clifton diocese boundary rather than the boundary of the authority for which it is actually responsible. In my opinion this is silly – the Cabinet is responsible for the tax-payers of B&NES, and has no moral or other responsibility for the church-goers of the Clifton diocese. In fact I am tempted to go further and suggest that the diocese might like to take direct responsibility for running its own HTST. I understand that this was an option offered to them but they declined to take it.

I am on these grounds opposed to the proposal to refer the decision back to Cabinet.'

Councillor Hartley said that this is quite an emotional issue and one of those issues where people have very strong views on either side of the argument. It was great to be at this meeting and share the views before the proposal was put. Councillor Hartley said that he has very strong belief in equality and everyone would want that every child has free transport to school, not just one particular group. Councillor Hartley said that earlier on someone mentioned the way the education was in year 1944, though then the United Kingdom was quite a different place than it is now. Councillor Hartley also said that he is also a big supporter of minorities but he doesn't believe that any child is less equal than the other. All the children are the same and should have same access to services and rights as they are all equal. It is grossly unfair that one group of children, based on their faith, have to access to subsidised or free transport scheme.

Councillor Hartley said that there were comments on the knock-on on other schools and one thing that upset Councillor Hartley was that someone said tonight that non-Catholic children will go to St Gregory's School. For Councillor Hartley that was a good thing, to see the schools with children of all faiths, which can mix together and learn from each other. Councillor Hartley said that he doesn't believe that the state should be funding organisations that prioritise one ideology over another. This is not an attack on religion or faith. Councillor Hartley informed that the Leader of the Council appointed him to take the lead with some of the Council's work with faith groups across the authority on how to make all faiths feel welcome.

Councillor Hartley concluded that he will not support the proposal from Councillor Hardman.

Councillor Hartley asked Councillor Hardman (mover) and David Williams (seconded) if they would accept the amendment to the motion, which is to refer the decision back to the Cabinet as requested in the original motion but also for the Cabinet to look at the funding sources for people of all faiths to go to their nearest faith school, as it is grossly unfair that children of one religion have access to their school because of their faith.

Councillor Hardman and David Williams rejected the proposed amendment from Councillor Hartley.

Councillor Jeremy Sparks said that he is an atheist and as such he looks at this issue from an outside perspective and it all comes down to rights and privileges. Councillor Sparks said that he didn't like when children are labelled as Catholic children or Muslim children. They should be, in his view, addressed as children of Catholic or Muslim parents. Councillor Sparks agreed with Councillor Hartley and said it is unfair to provide one particular group of children with these privileges and deny to everyone else. It should be either for everyone or for no-one.

Councillor David Veale said that things have changed since 1944 but that we should try to retain what we have in terms of the home to school transport.

Raymond Friel said that he was grateful for the investment that the Council has made so far in the St Gregory's School. Mr Friel commented that his point was about the impact that children that go to St Gregory's School will have on small school if they don't have the transport.

Penelope Restorick (parent) says that her family lives in Peasedown St John and that her children go to St Gregory's School. It is exactly the same distance from her house to Writhlington School as it is St Gregory's and if there was no transport to St Gregory's then they would qualify to paid transport, by the Council, to Writhlington School, which would cost more. Mrs Restorick also said that all village schools are oversubscribed.

Councillor Eleanor Jackson said that Mrs Restorick made a very good point. The Cabinet will be saving the money on the subsidy but it will have to spend more to get the North East Somerset children to their nearest catchment school if they don't go to St Gregory's School.

Councillor Batt commented that currently 25% of the pupils in St Gregory's School are non-Catholics.

Councillor Romero commented that there is very detailed information in the Cabinet report (page 4) explaining how much it would cost Council to transport various number of children to various schools.

The Chairman thanked everyone who participated in the debate at the meeting. The Chairman invited the Panel to vote on the motion from Councillor Hardman.

Voting: 6 in favour and 3 against. Motion CARRIED.

It was **RESOLVED:**

To **UPHOLD** the Call In for the reasons presented by the Lead Call In Member, Councillor Gabriel Batt and refer the decision to remove subsidies for denominational schools transport to be reconsidered by the Cabinet.

Councillor Paul Crossley informed the meeting that, subject to the availability of other Cabinet Members, he will be looking to set the special meeting of the Cabinet on Monday 20th May in order to consider the Call In.

The meeting ended at 6.10 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

Skills & Employment : Update to May 2012 Report

Acting Director Regeneration, Skills & Employment

1. Introduction

- 1.1. This paper provides an update on the Skills & Employment report which the Panel received in May 2012.
- 1.2. The paper sets out the progress that has been made against the key work areas outlined in the Report, headlines specific outcomes achieved and provides an overview of planned activity in 2013/14.

2. WORKLESSNESS

- 2.1. Within B&NES there are over 8,800 benefit claimants, of which approximately 6,000 have been claiming for upwards of two years. The Worklessness Programme Team focus on two particular client groups
 - Young Care Leavers at risk of not being in Education, Training or Employment
 - Long term (2 years+) out of work benefit claimants over 25 years old
- 2.2 Two Engagement Officers have been recruited to work with the Worklessness Programme Manager to develop a programme of effective engagement with the target client groups.

Worklessness Placement Programme

- 2.3 In recognition of the particular issues faced by individuals in the client groups the Worklessness Team has developed a flexible "Whole Journey Pathway Management" Programme to provide individual clients with flexible solutions tailored to their needs and requirements.
- 2.4 The programme has two main components:
 - (i) Work Sector Pathways
 - a five stage support programme linked to specific employment sectors
 - (ii) My Base-Line Skills Workshops
 - Linked to the Work Sector Pathways these seek to develop an individuals life skills and provide relevant employability skills.

Other Initiatives

- 2.5 To support and enhance worklessness initiatives the Team has also progressed:
 - (i) Joint working on NEETS across People & Communities including the on-going delivery of Project Search
 - The percentage of 16-18 year old NEETs has dropped from 5.1% to 4.6% in the year to March 2013
 - The number of 16-18 year old NEETs moving into employment has increased during the first quarter of 2013

- (ii) A Healthy Steps to Employment Pilot
 - engaging with Sirona and the Clinical Commissioning Group on the development of a coordinated approach to clients facing health barriers to moving into or staying in employment
- (iii) A "Man, Van and Apprentice" Project
 - engaging with local SME's and sole traders, particularly in the green and elementary trades, who would benefit from access to temporary placements and would in turn provide valuable work experience.
- (iv) A Business Case for Intervention
 - a series of cost benefit case studies based on clients the Engagement Officers have worked with and progressed forward.

Outputs for 2012/13 and Targets for 2013/14

- 2.6 During the past financial year the team engaged 46 clients in individual work experiences and/or the commencement of accredited training which have led to 26 paid outcomes which have removed claimants from out of work benefits.
- 2.7 In 2013/14 the team are targeted to achieve:
 - 40 clients achieving 16 hours and weekly paid activity for 6 months+
 - 40 significant entry level work experience opportunities
 - 15+ clients progressing towards gaining relevant qualifications
 - 15 new employers/organisations engaged in the Worklessness Programme

3. SKILLS

- 3.1 Access to a skilled workforce is a key consideration for businesses. Overall B&NES has a highly skilled workforce, however there remains a significant proportion of working age residents without qualifications. In addition, there is an on-going need to ensure pupils in education have relevant workplace skills.
- 3.2 The Economy, Enterprise & Business Development (EEB) Team within Regeneration, Skills & Employment has undertaken a range of initiatives during 2012/13 to address the local skills agenda.

Data, Knowledge, Action

- 3.3 Smart Growth Analytics were commissioned to produce a comprehensive labour market analysis, including future labour market trends, needs and pressures. This is being used as the basis for developing a B&NES Employment & Skills Plan that will be produced and delivered jointly with the B&NES Learning Partnership.

Partnership Development

- 3.4 The EEB Team supports and provides funding for the B&NES Learning Partnership which bring together education providers and key labour market agencies operating in B&NES. The team also work closely with the skills team in the WoE Local Enterprise Partnership. The focus of this work is to make sure the needs of B&NES residents are met by education and job agency providers as well as being articulated through LEP economic and skills initiatives.
- 3.5 The EEB Team also link with the Learning Partnership to promote opportunities for work placements/apprenticeships/graduate internships to local companies. The “Get Hired” event in May 2013 will bring together 25+ local employers to participate in an apprentice speed dating event offering 6 minute interviews for live vacancies.
- 3.6 The emerging B&NES Employment & Skills Plan will guide the development of this partnership working including addressing the issue of graduate retention, taking forward the findings of the Scrutiny Day held by the Economic & Community Development Panel.

Development Obligations and use of Section 106 Agreements

- 3.7 The EEB Team have been successful in securing a range of targeted employment & training (TET) outcomes on the Crest Nicholson Bath Western Riverside development. To date 10 apprentices, 10 unemployed skilled trades and a total of 125 up skilling outcomes have been achieved.
- 3.8 In procuring the City Casino operators licence the EEB Team have negotiated contractually the employment of 70% of the workforce to be B&NES residents and that at least 30% of the workforce will be engaged, trained and employed through a Job Centre Plus pre-employment programme, plus the provision of three apprentices. There are also conditions in the construction phase to ensure that 95% of net new jobs will be B&NES residents and that there will be 10 apprenticeships and 10 employment opportunities for Job Centre Plus clients.
- 3.9 The EEB Team are also working closely with Planning Policy on the development of the Core Strategy and the revised Planning Contributions SPD to ensure that skills and training obligations can be progressed as part of all major developments both during the construction phase and post-construction employment.

The Council as an Employer

- 3.10 As a major employer and procurer of services the Council can make a significant contribution to skills and employability and two initiatives are currently being developed:

- (i) Value Based Commissioning
 - The EEB Team are currently leading on a project to develop a framework for council officers when procuring works, goods and services which will ensure TET outcomes. This is being driven by the Council's newly adopted strategic procurement strategy and the Social Value Act. Key resident groups will include children leaving care and those on the Work Programme.
 - In delivering the Keynsham Town Hall Regeneration scheme a range of outcomes including 3 x apprenticeships, 4 x Children Leaving Care work experience placements and 7 x JSA client employment opportunities have been achieved.
- (ii) The Council as Employer
 - The EEB Team are delivering a policy to Cabinet in June to ensure that the Council operates to a corporate standard and looks to deliver a coordinated approach to engaging apprentices, work experience placements, internships and volunteers.

Early Years/School Engagement

3.11 Engaging schools in understanding the scope and shape of future employment opportunities is an important element in the skills agenda. The EEB Team has worked with partners to engage with school students:

- (i) The B&NES "Have a Go" event organised by the B&NES Learning Partnership delivered over 4500 taster apprenticeship sessions to over 1000 B&NES school students in February 2013.
- (ii) Severn Wye Energy's 'Your Green Future' two day event in March 2013 saw school children undertake interactive education sessions to understand future careers in the low carbon/environmental goods and services sector.

Targets for 2013/14

3.12 Key skills and employability targets for 2013/14 include :

- Finalising and adopting the B&NES Employment & Skills Plan
- Developing partnership working at a B&NES and WofE level
- Ensuring role out of the corporate policy on apprentices, work experience placements, internships and volunteers and engaging with the Public Services Board to encourage wider take-up across the public sector
- Completing the Procurement & Planning Obligations Study and incorporating Employability & Skills provisions in the revised Planning Contributions SPD
- Incorporating Employability & Skills outputs into emerging major development proposals including :
 - Bath City Riverside future phases
 - MOD sites
 - Somerdale Keynsham

RPA – Report for Policy Development Panel

- *(This report should be read in conjunction with the leaflet ‘Raising the Participation Age’ September 2012.)*
- Local Authorities are expected to track the participation of young people in education and training to ensure that those who do not participate in these activities are given information, advice and guidance (IAG) to find an appropriate placement.
- The pattern of participation of Year 11 leavers in the LA over previous years is fairly constant and this is reflected in the data below for the Y11 leavers last July

- **November 2012 – Analysis of destinations of Yr 11 in 2012**

48% of young people stayed on to 6th form (Yr 12)
43% of young people went into Further Education- i.e. college
0.6% of young people went into employment with training
3.1% of young people went into work based training
0.5% of young people were not in any category above

This data is compiled by the Learning Partnership West (LPW) for the Local Authority as they track all young people post 16

- Compared with the previous two years, the only significant movement was between school and FE with more young people (5%) going to FE and 4% less moving into Y12. NB These figures do fluctuate from year to year depending upon the cohort.
- To ensure that all students are able to find a suitable place the Local Authority ensures that there are
 - Sufficient Post 16 school and college places;
 - Economic regeneration policies include apprenticeship places for young people.
 - The European Social Fund and the Youth Contract support re-engagement provision for the most vulnerable young people.
 - Work with Yr 10 and Yr 11 students to engage them to reduce the risk of them becoming NEET (not in Education, Employment or Training)
 - LPW track and engage with young people who are not participating and offer them IAG
- Challenges
 - Having the range of opportunities in places so young people can participate more easily especially where the young people live in rural communities
 - Early identification of students who are at risk of non-participation
 - Tracking students dropping out of post 16 courses part way through the year to ensure they do not become NEET
 - Identifying jobs without training
 - In 2014-15 the addition of a new cohort – tracking two year groups

MAY 2013

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Bath & North East Somerset Council	
MEETING:	Early Years, Children and Youth Policy Development and Scrutiny Panel
MEETING DATE:	3 rd June 2013
TITLE:	Re-structuring of the Early Years, Children’s Centre and Early Help (0 – 11 years) Services 2014 - 2016
WARD:	ALL
AN OPEN PUBLIC ITEM	
List of attachments to this report:	
Appendix 1 – Draft Proposal and Terms of Reference	

1 THE ISSUE

- 1.1 At Council on 19th February the Children’s Service MTSRP was agreed subject to the PDSP considering the implications of the savings proposed within Early Years and Children’s Centres and to review potential alternative options.
- 1.2 The attached Draft Proposal and Terms of Reference lay out a proposed means to carry out this piece of work (Appendix 1).

2 RECOMMENDATION

The Panel is asked to:

- 2.1 Consider and agree the Draft Proposal and Terms of Reference.
- 2.2 Establish a Task and Finish Group to carry out the detailed work as proposed.

3 FINANCIAL IMPLICATIONS

- 3.1 This process is to consider options for the delivery of £2,335k of savings from the Early Years and Children’s Centres budget within the Children’s Service over the 2014 – 15 and 2015 – 16 financial years. These savings form part of the Children’s Services MTSRP 2013 – 16.

4 THE REPORT

- 4.1 As part of the MTSRP process the Children’s Service has identified the Early Years and Children’s Centres Service for significant reductions in spending. At the Council meeting on 19th February the MTSRP was accepted subject to further consideration of the proposed reductions in Early Years and Children’s Centre Services. The attached draft proposal initiates this piece of scrutiny work as agreed by Council.

5 RISK MANAGEMENT

5.1 As the work is undertaken, appropriate risk assessments will be completed for the options developed by the PDSP Task and Finish Group.

6 EQUALITIES

6.1 An Equality Impact Assessment will be completed for the options developed by the PDSP Task and Finish Group. An Equality Impact Assessment has been completed for the overall Children’s Service MTSRP 2013 – 16.

7 CONSULTATION

7.1 Section 151 Finance Officer; Monitoring Officer.

7.2 Consultation will form part of the work of the Task and Finish Group.

8 ISSUES TO CONSIDER IN REACHING THE DECISION

8.1 Social Inclusion; Customer Focus; Sustainability; Human Resources; Property; Young People; Human Rights; Impact on Staff.

9 ADVICE SOUGHT

9.1 The Council's Monitoring Officer (Divisional Director – Legal and Democratic Services) and Section 151 Officer (Divisional Director – Finance) have had the opportunity to input to this report and have cleared it for publication.

Contact person	Ashley Ayre, Strategic Director for People and Communities 01225 394200, Ashley_Ayre@Bathnes.gov.uk
Background papers	
Please contact the report author if you need to access this report in an alternative format	

Draft Proposal and Terms of Reference

Re-structuring of the Early Years, Children's Centre and Early Help (0 – 11 years) Services 2014 – 2016

1. Background and Introduction

- i. This review flows from the development of the Medium Term Service Resource Plan 2013 – 2016 for the Children's Service. Each Department was tasked with identifying a range of areas of activity where either efficiencies or service reductions could be made. Within Children's Services the Early Years and Children's Centre Services area was identified for savings as profiled below:

2013 – 14	£ 273,000
2014 – 15	£ 228,000
2015 – 16	£1,834,000

- ii. At the meeting of Council on 19th February 2013 which agreed the budget 2013 – 2016 an amendment was agreed which deferred the implementation of budget reductions in Early Years and Children's Centre Services until 2014 – 15. The revised savings profile is set out below:

2013 – 14	£ 0
2014 – 15	£ 501,000
2015 – 16	£1,834,000

- iii. The amendment is shown as Appendix A and included an instruction to 'provide a report to the Early Years, Children and Youth Policy Development and Scrutiny Panel to allow further consideration of implications of these savings and for potential alternative options to be reviewed.' This paper is the start of that process as agreed at the Early Years, Children and Youth Policy Development and Scrutiny Panel at its meeting on 25th March 2013 (Item covered in Strategic Directors' Briefing).

2. The issue

- i. During the MTSRP process the service was clear that no definitive proposals had been developed to deliver the total saving of £2,335k. It was stated that detailed proposals would have to be brought forward to fully re-structure the Early Years and Children's Centre Service area with that work beginning in 2013 ready for complete implementation by April 2015.
- ii. This timescale was identified because of the scale of the reduction to be made; the need to ensure a continuing focus on the most vulnerable young children and their families; the critical interface

between Early Years and Children's Centre Services and the statutory social care services; the work of Connecting Families initiative and the range of community, voluntary and private sector partners, along with statutory partners with which the Council works to deliver its Early Years, Children's Centre and Early Help Services/offer.

- iii. Given the above, the issue is: How to develop a range of service delivery models for Early Years and Children's Centre Services which recognise and accommodate
- The uncertain financial climate over 2014 – 2016.
 - A focus of council resources on those young children and their families in need of effective early help and support
 - The role and 'value added' of community, voluntary and private providers in the wider Early Years and Children's Centre landscape.
 - The role of Connecting Families in addressing the needs of up to 200 of our most disadvantaged families, many of whom have young children.
 - A clarification and acceptance of the role for statutory partners particularly Health Services around early identification, help and support.
 - The 'threshold' for referral/access to statutory social care services for children deemed 'in need'.
 - A clear policy/strategy for 'Early Help' as defined in the Munro Review and the role of Early Years and Children's Centre Services in that policy.

3. Process/Timeframe

- i. Briefing and context: Three Policy, Development and Scrutiny Panel workshop sessions over May, June and July as follows:

- May – Local statistics on services, levels of need/demand, outcomes.
Local drivers for change (new Statutory Guidance on Children's Centres, new Ofsted Inspection Frameworks, LA Audits, etc.)
National drivers for change (New Inspection Frameworks, Working Together 2013, Research findings etc.)
[22nd May]
- June - Evidence base for what works (Early Intervention Foundation, C4EO, HE Research, NCH etc.)
[8th June]
- July - Initial options/models evaluated using data from local context and evidence base.
Policy Development and Scrutiny Panel to then provide a 'steer' on which options officers to develop further. Suggested maximum of three

models developed (due to service/officer capacity and timescales).

[8th July]

- ii. Task and Finish Group (PDSP). From mid-July to late September Task and Finish Group scrutinises/develops the three options/models with a report to Policy Development and Scrutiny Panel on 14th October. Dates for meetings will be circulated shortly.

Task and Finish Group sponsors (and attends) informal consultation with parents, the Children's Centre Advisory Boards and First Steps Board of Trustees; the 0-11 Multi-Agency Group, on the development of options/models. This fits with service practice for re-commissioning of services and it engages service users/customers from the initial stages of the work.

Task and Finish Group to consider how each model specifically relates to (i) Early Help and (ii) Connecting Families as part of the work on each model. Each model to have a SWOT (Strengths/Weaknesses/Opportunities/Threats) analysis and an initial Equalities Impact Assessment.

The Task and Finish Group will be open to all Panel members. The Chair will require a 'core' group which includes a representative from each political group.

- iii. Policy Development and Scrutiny Panel makes formal recommendation to Cabinet member and Cabinet for 13th November.
- iv. Service initiates formal consultation January 2014.
- v. Panel members are welcome to make informal visits to the Children's Centres during July and August in liaison with Sara Willis, Service Manager – 0-11 Outcomes, 01225 395023.

4. Outcomes

- i. 3 possible models of operation based upon an evaluation of each against Section 2 and taking into account any relevant statutory guidance from the DfE for Early Years Services and Children's Centres.
- ii. Recommended option for re-structure of service to Cabinet for consideration and future implementation.
- iii. Children's Service in a position to make initial changes from April 2014 with the aim of making savings of £501k in 2014 – 15 in alignment with final service model which will be consulted upon and implemented from 1st April 2015.

Ashley Ayre
Strategic Director: People and Communities

Early Years and Children's Centre Review

Activity	Timeline
1. Panel Briefing 1	22.05.13
2. Panel Briefing 2	10.06.13 (14) *
3. Panel Briefing 3	08.07.13 (17)
4. Task and Finish Group (4 meetings - July x1, September x3). Plus consultation	w/c 15.07.13 (5)
5. Concludes	27.09.13 (50)
6. Papers published	03.10.13
7. Additional PDSP	14.10.13 (5)
8. Informal Cabinet	25.10.13 (8)
9. Papers published	04.11.13 (5)
10. Cabinet	13.11.13 (13)
11. Formal Consultation	01.01.14

() Working days

* 4:00pm – 5:15pm (Prior to Corporate Parenting Group)

Bath & North East Somerset Council	
MEETING:	Early Years Children and Youth Policy Development and Scrutiny Panel
MEETING DATE:	3 rd June 2013
TITLE:	Children's Service budget plans for 2014/15 and 2015/16
WARD:	ALL
AN OPEN PUBLIC ITEM	
List of attachments to this report:	
None	

1 THE ISSUE

When the Medium Term Financial Plan and Budget were approved with a three year programme of budget proposals, the panel requested a further report to look more specifically at the budget reductions proposed for 2014/15 and 2015/16.

2 RECOMMENDATION

The Early Years Children and Youth Policy Development and Scrutiny Panel is asked to:-

Discuss and note the proposals which have been agreed through the main Council budget setting process.

FINANCIAL IMPLICATIONS

- 2.1 The Medium Term Financial Plan sets out reductions in the Children's Service budget during the current year and the subsequent two years as follows:
- 2013/14 £0.722m
 - 2014/15 £1.436m
 - 2015/16 £2.187m

Changes for 2013/14 have largely been achieved through management and administrative efficiency savings and reductions in uncommitted commissioning budgets, although there have been some staffing impacts and a few reductions in commissioned services.

This report has no new financial implications; it simply sets out some further detail of the proposed reductions in the latter two years.

3 THE REPORT

- 3.1 The most significant budget reductions included in the Plan for 2014/15 and 2015/16 can be summarised under the following headings:-

- a) Early Years, Children's Centres and Early Help Service
- b) Connexions Service
- c) Commissioned Services
- d) Management Savings
- e) School Improvement and Achievement Service

Each of these is described further below. In addition there are a small number of individual posts, some 'technical' changes in charging arrangements, and slightly increased income targets.

Additional savings targets are anticipated as the council receives further guidance from the DCLG and DFE on its settlement for 2014-15. The council's senior management team will consider whether any further savings will be passed to the departments including People and Communities.

a) Early Years, Children's Centres and Early Help Services (£501,000 in 2014/15 and £1,834,000 in 2015/16)

The reductions in Early Years, Children's Centres and Early Help Services require a whole-service re-structuring and consideration of new models of service delivery to be fully implemented from April 2015. This re-structuring is the subject of a separate detailed Policy Development and Scrutiny Panel process and so is not repeated in this paper.

b) Connexions Service (£480,000 in 2014/15)

Following the transfer of responsibility for careers advice and guidance to schools, we will discontinue the current Connexions Service contract with Learning Partnership West (LPW) and create an 'in house' Integrated 11-19 Young People Preventative Service combining Youth and Connexions Services. This service will maintain the current Youth Service centres and continue the process of becoming more targeted and working more closely with the voluntary sector. The Local Authority will continue to provide access for young to people to a variety of opportunities; will continue to identify (with schools) those young

people most at risk of becoming NEET and track and work with all young people aged 16 to 19 (to 21 for those young people with LDD) who are NEET.

Notice has been given to LPW that the contract will cease on 31st March 2014 and the first stages of consultation with the Youth Service and Connexions staff have begun. Formal consultation papers will be issued in September so that the consultation is completed well before 1st April 2014.

c) Commissioned services (£175,000 in 2014/15)

Provider	Reduction (£k)	Original contract (£k)	Percentage impact	Service impacted
Off The Record	10	53.9	18.5%	Young Carers Support service
Southside Family Project	34.5	586.4	6%	Specialist Family Support service
ZAP, plus small projects	10	10	100%	Anti-bullying work
BAPP/Wansdyke Play Association	33	230	14%	Community Play Rangers
KIDS	20	20	100%	Mentoring disabled young people
BAPP	8	8	100%	Short break/ respite over Christmas for disabled children
Currently the Children's Society/Off The Record but due for review/ re-commission	30	87	34%	Support for participation of children and young people
Family Information Service (internal)	9	9	100%	Removal of identified funding contribution linked to short breaks for disabled children
Commissioning efficiencies	21			Further savings to be identified through streamlining commissioning processes
Total	175.5			

d) Management Savings (£125,000 in 2015/16)

Further management and service re-structure to remove posts as some service areas reduce in size and scope. These reductions come in the latter part of the programme and details have yet to be determined.

e) School Improvement and Achievement Service (£65,000 in 2014/15)

This represents a further reduction in education service capacity as schools become more autonomous and responsible for their own operation and improvement. This is in addition to significant savings in previous years and £35,000 reduction in the current financial year. The service has just completed a formal staff consultation deleting two posts from September 2013, which will deliver the 2013/14 and 2014/15 budget reductions required.

We are continuing to work closely with schools and Teaching Schools to establish new ways of working in the light of national reforms to the education system.

Other items include increased income targets and charging of resources to capital. These items are not significant and it is anticipated that they will not cause any difficulty in achieving them

4 RISK MANAGEMENT

- 4.1 Risk management considerations were covered in the main Budget report to Council in February 2013.

The Service leadership team will be routinely monitoring progress in delivering the required budget reductions to ensure these are on track. The finance team have designed a scorecard to support this. The scorecard will concentrate on the preparation of the most ambitious savings items to ensure that preparations are developed to ensure the savings will be achievable within the timescales set.

5 EQUALITIES

Equalities issues were covered in the main Budget report to Council in February 2013.

The service will continue to consider equalities impacts as more detailed proposals for implementation of the changes are developed.

6 CONSULTATION

- 6.1 In addition to the broad consultation on budget proposals reported in the main Budget report to Council in February 2013 and the detailed process for restructure of Early Years, Children's Centres and Early Help Services, formal staff consultation will be undertaken on relevant proposals at the appropriate point in the process.

7 ISSUES TO CONSIDER IN REACHING THE DECISION

- 7.1 Social Inclusion; Customer Focus; Sustainability; Human Resources; Property; Young People; Human Rights; Corporate; Health & Safety; Impact on Staff; Other Legal Considerations

8 ADVICE SOUGHT

- 8.1 The Council's Monitoring Officer (Divisional Director – Legal and Democratic Services) and Section 151 Officer (Divisional Director - Finance) have had the opportunity to input to this report and have cleared it for publication.

Contact person	Mike Bowden, Deputy Director, Children and Young People Strategy and Commissioning (01225) 395610 mike_bowden@bathnes.gov.uk
Background papers	
Please contact the report author if you need to access this report in an alternative format	

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EARLY YEARS, CHILDREN AND YOUTH PDS FORWARD PLAN

This Forward Plan lists all the items coming to the Panel over the next few months.

Inevitably, some of the published information may change; Government guidance recognises that the plan is a best assessment, at the time of publication, of anticipated decision making. The online Forward Plan is updated regularly and can be seen on the Council's website at:

<http://democracy.bathnes.gov.uk/mgPlansHome.aspx?bcr=1>

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The Forward Plan demonstrates the Council's commitment to openness and participation in decision making. It assists the Panel in planning their input to policy formulation and development, and in reviewing the work of the Cabinet.

Should you wish to make representations, please contact the report author or Mark Dumford, Democratic Services (01225 394458). A formal agenda will be issued 5 clear working days before the meeting.

Agenda papers can be inspected on the Council's website and at the Guildhall (Bath), Hollies (Midsomer Norton), Riverside (Keynsham) and at Bath Central, Keynsham and Midsomer Norton public libraries.

Early Years, Children and Youth PDS Forward Plan

Bath & North East Somerset Council

Anticipated business at future Panel meetings

Ref Date	Decision Maker/s	Title	Report Author Contact	Strategic Director Lead
EARLY YEARS, CHILDREN & YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL - CALL IN ON 9TH MAY 2013				
10 Apr 2013	Cabinet			
9 May 2013	EYCY PDS			
20 May 2013	Cabinet	Home to School Transport Review 2012	Kevin Amos Tel: 01225 395202	Ashley Ayre
E2546				
EARLY YEARS, CHILDREN & YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL - 3RD JUNE 2013				
3 Jun 2013	EYCY PDS	Young People's Parliament Feedback	Briony Waite Tel: 01225 477834	Ashley Ayre
3 Jun 2013	EYCY PDS	Skills & Employability Update	John Cox, John Wilkinson Tel: 01225 396593	Ashley Ayre
3 Jun 2013	EYCY PDS	Raising the Participation Age	Tony Parker Tel: 01225 394197	Ashley Ayre
3 Jun 2013	EYCY PDS	Arrangements for the Protection of Children - Inspection / Improvement Plan	Richard Baldwin	Ashley Ayre

Ref Date	Decision Maker/s	Title	Report Author Contact	Strategic Director Lead
3 Jun 2013	EYCY PDS	Draft Terms of Reference for the Review of Early Years & Children's Centres	Ashley Ayre Tel: 01225 394200	Ashley Ayre
3 Jun 2013	EYCY PDS	Future Budget Plans 2014 / 15	Mike Bowden Tel: 01225 395610	Ashley Ayre
EARLY YEARS, CHILDREN & YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL - 8TH JULY 2013				
8 Jul 2013	EYCY PDS	School Travel Plans (including Safer Routes to School)	Kevin Amos, Sue Calvert Tel: 01225 395202,	Ashley Ayre
EARLY YEARS, CHILDREN & YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL - 23RD SEPTEMBER 2013				
23 Sep 2013	EYCY PDS	The Role of the Children's Services and Director of Children's Services Assurance Test	Ashley Ayre Tel: 01225 394200	Ashley Ayre
23 Sep 2013	EYCY PDS	Exclusions & Admissions	Helen Hoynes, Nigel Harrison Tel: 01225 395169, Tel: 01225 395397	Ashley Ayre
23 Sep 2013	EYCY PDS	Medium Term Service & Resource Plan Update	Ashley Ayre Tel: 01225 394200	Ashley Ayre
23 Sep 2013	EYCY PDS	Exam Results		Ashley Ayre

Ref Date	Decision Maker/s	Title	Report Author Contact	Strategic Director Lead
23 Sep 2013	EYCY PDS	Connexions Briefing		Ashley Ayre
EARLY YEARS, CHILDREN & YOUTH POLICY DEVELOPMENT AND SCRUTINY PANEL - 25TH NOVEMBER 2013				
25 Nov 2013	EYCY PDS	Exam Results		Ashley Ayre
FUTURE ITEMS				
	EYCY PDS	Primary School Place Planning	Helen Hoynes Tel: 01225 395169	Ashley Ayre
	EYCY PDS	Hot School Meals		Ashley Ayre
The Forward Plan is administered by DEMOCRATIC SERVICES : Mark Durnford 01225 394458 Democratic_Services@bathnes.gov.uk				