BATH AND NORTH EAST SOMERSET

CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY PANEL

Tuesday, 10th July, 2018

Present:- Councillors Alison Millar (Chair), Matt Cochrane (Vice-Chair), Sally Davis, Liz Hardman, Michelle O'Doherty, Peter Turner and Lizzie Gladwyn

Co-opted Members (Non-Voting): Chris Batten and Kevin Burnett

Also in attendance: Robert Lake (LSCB and LSAB Independent Chair), Lesley Hutchinson (Director of Safeguarding and Quality Assurance), Margaret Simmons-Bird (Director of Education Transformation), Sarah Watts (Complaints & Data Protection Team Manager), Melanie Argles (Deputy Head of CYP Safeguarding and Quality Assurance), Dami Howard (Safeguarding Children & Adults Boards Business Support Manager) and Sarah McCluskey (Strategic Commissioning Officer)

13 WELCOME AND INTRODUCTIONS

The Chair welcomed everyone to the meeting.

14 EMERGENCY EVACUATION PROCEDURE

The Chair drew attention to the emergency evacuation procedure.

15 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

David Williams, Co-opted Panel Member gave his apologies to the Panel.

16 DECLARATIONS OF INTEREST

There were none.

17 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

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

There were none.

19 MINUTES - 15TH MAY 2018

The Panel confirmed the minutes of the previous meeting as a true record and they were duly signed by the Chairman.

20 PRIMARY & YOUNG PEOPLE PARLIAMENT FEEDBACK

The Strategic Commissioning Officer introduced this item to the Panel. She explained that this is the sixth year the Primary and Secondary Parliaments have taken place. She said that they give children and young people from across B&NES the valuable opportunity to meet and debate a chosen theme, and present their workshop discussions. She informed the Panel that the broad focus for both Parliaments was about being healthy, both physically and mentally.

She stated that the theme links with the bi annual School Health Education Unit (SHEU) Health and Wellbeing survey undertaken by schools. The Secondary Parliament 'Health and Equality' was held at Hayesfield Academy in February and the Primary Parliament 'Feel Good, Live Well' was held at Somerdale Conference Centre in June.

She said that the Parliaments provide an opportunity for engagement with a wide range of children and young people, help to inform possible commissioning intentions and identify future priorities for the Children and Young People's Plan (CYPP).

Hannah Powell, MYP for B&NES addressed the Panel to talk about both Parliament events.

She informed the Panel that 35 schools and 157 students took part.

Primary Parliament

'Feel Good, Live Well' - Health and Equalities

- Little things make a BIG difference KS1
- Food Glorious Food
- Don't Worry Be Happy
- Challenging Discrimination

She said that she was so impressed with how mature the pupils were throughout the whole day especially when discussing discrimination which included the topics of sexual orientation and being transgender.

Secondary Parliament

Health and Equality

- Dealing with Discrimination
- Gender and Mental Health
- Sugar Smart

Wellbeing

The pupils discussed topics such as gender neutral school uniforms and toilets within Dealing with Discrimination and sleep, diet and exercise within Wellbeing.

Parliaments - What are the benefits?

- Students feel confident in their abilities to create change
- Enables discussion between schools creating a feeling of community for B&NES
- Highlights the importance of E-teams and school councils
- Leadership opportunities
- Ideas can be shared on how schools tackle issues
- Raises awareness on issues that go unmentioned in schools
- Starts important conversations for Primary schools eg Mental Health, but in an age appropriate manner

My Experience

When I was in Year 3 at Newbridge Primary school I attended a Primary Parliament day. I remember speaking about the importance of Art Walls and Adventure trails to my peers, and how pleased I was when everyone clapped. I was very shy at school, as I had just moved to Bath the year before, and this day made me feel really special, and allowed me to return to my Primary School with a renewed sense of confidence. At the next school council election, I put myself forward and got to work with other students to create Newbridge's own 'Adventure Trail'.

Hannah said that she was obviously aware of current funding issues but asked Panel members to do what they could to enable the Parliament Days to continue as they are so important to schools and pupils across the Council.

Pupils from St Michaels, Twerton E – Team addressed the Panel. They spoke of how they hosted the event and did presentations during the day. They explained that in their workshops they discussed the topics of being sugar smart and bullying.

The Chair thanked them all for attending on behalf of the Panel and said that she felt the days were important events.

Councillor Peter Turner asked what changes they would like to see in the future.

Hannah Powell replied that she would like more opportunities for Young People to be involved in politics, a boost to be given to the apprenticeships programme and a review of university tuition fees as she felt they are an outrage.

She added that she would like to see Local Governments enable more pupils to explore and develop skills within Music, Drama and Art.

Councillor Liz Hardman asked how Councillors can encourage more schools to attend.

The Strategic Commissioning Officer replied that they should promote how important the days are to the young people and pupils that attend them.

Councillor Sally Davis commented that the Panel should give its support to resourcing future Parliament Days.

The Panel **RESOLVED** to:

- i) Note the reports from the Primary and Young Parliaments 2018 held in academic year 2017/2018.
- ii) Support the resourcing of future Parliament Days.

21 QUALITY ASSURANCE FRAMEWORK FOR CHILDREN & SOCIAL CARE

The Director for Safeguarding and Quality Assurance introduced this report. She explained that whilst the Council's Children's Services were reassured by its rating of 'GOOD' from OfSTED following the thorough inspection in 2017 it is important to note that we continue to strive to improve services for children and young people in B&NES.

She informed the Panel that the Safeguarding and Quality Assurance team within the Council work across children and adult services and that a significant focus of the team's work is to ensure that children who transition into adult services and children whose parents are supported by adult services work together effectively and that all services 'Think Family.'

She stated that the Service Improvement Framework sets out the assurance arrangements which enable the Council to demonstrate that Children Social Care Services are meeting its vision and plans for children and young people. The Framework therefore enables the Members to be satisfied about the evidence the Council has to demonstrate this.

She said that the Framework also refers to the LSCB Board Assurance Framework as this looks at assurance for the 'whole' support system for children and families of which the Council Services are key but only one part. She added that by including this Council Services are able to better understand and respond to pressures / practice improvements across other Services and how these impact.

Councillor Liz Hardman commented that the report and plan were very thorough. She asked what action was being taken to respond to the rising number of fixed-term exclusions for looked after children so that they are reduced effectively.

The Director for Safeguarding and Quality Assurance replied that reducing exclusions of children in care is a key priority within the Virtual School Improvement Plan. She added that the Head of the Virtual School has developed a flow chart that will be presented to the School Standards Board in September. She added that all exclusions within this remit are now being challenged.

Councillor Hardman asked for further information on the 'Mystery shopping' mentioned within the Framework.

The Director for Safeguarding and Quality Assurance replied that the LSCB/LSAB Business Support Manager undertakes this to work ascertain whether partner agencies understand the policies in place.

The LSCB/LSAB Business Support Manager added that agencies are selected to be contacted by phone and are asked if they are aware of the work of the Board, its policies, whether they have any of their own and what they would do if they were made aware of a child in need. She said that she informs them of her role at the start of the conversation.

Councillor Peter Turner asked if the Framework was mirrored across all Local Authorities.

The Director for Safeguarding and Quality Assurance replied that all Local Authorities would have their own Quality Assurance mechanisms they will be broadly similar but will vary depending on their local priorities.

Kevin Burnett asked for clarification regarding the third bullet point within the 'Five Outcomes' and requested the Board consider strengthening this.

 LSCB is assured that safeguarding is embedded; is delivered to a high standard and is effective across all partner agencies

The Director for Safeguarding and Quality Assurance replied that the Board could reflect on the wording at its next Board meeting. She added that she wished to assure the Panel that the Board understands the importance of the agencies effectively working together.

The Panel **RESOLVED** to:

- i) Note and support the content of the report and the attached Service Improvement Framework.
- ii) Bring an annual update report on the work undertaken by the Children Services Improvement Board.

22 LOCAL SAFEGUARDING CHILDREN'S BOARD ANNUAL REPORT

Robert Lake, LSCB and LSAB Independent Chair introduced this item to the Panel. He said that credit for the production of the report should go to Dami Howard and Lesley Hutchinson.

He stated that the main purpose of the Board was to ensure that partner agencies work together and it was his role to oversee this on behalf of the Board.

Councillor Liz Hardman asked what the implications of the LSCB being abolished are. She asked for assurances about funding as the phrase 'hopefully more proportionate contributions from the two additional statutory partners' (para 3.2) doesn't sound terribly reassuring. She asked how negotiations with these partners were going.

Robert Lake replied that the guidance on Working Together had only been published last week. He added that discussions were ongoing with partners in relation to both future arrangements to replace the existing LSCB and funding.

The Director of Safeguarding & Quality Assurance added that Officers recognise the need to maintain local oversight and also understood that some agencies / partners may need to attend multiple Boards. She said that a plan for the new arrangements must be submitted within 12 months and that a further 3 months will be given to allow these arrangements to be implemented.

Robert Lake stated that the role of the Board will remain while the new arrangements are developed.

Councillor Liz Hardman asked if a shared electronic management system for Early Help would make a difference.

Robert Lake replied that he was not sure that there was an easy solution, but he would take the comment to the Early Help Board.

Councillor Matt Cochrane asked about the increase in LADO referrals and whether we should we be surprised by this. He asked is there the capacity to respond to these increases or does the Panel need to recommend more resources to deal with this.

The Safeguarding Children & Adults Boards Business Support Manager replied that there had been an increase and this was due to historical football abuse allegations which had led to raised awareness locally.

They also said that the increase is a national trend alongside a rise in the complexity of cases. Already in 2018-19 the numbers are not showing such an increase. She added that locally additional capacity had been added to the LADO function.

The Chair commented on the success of Connecting Families within B&NES and asked if the work would be able to continue after 2020.

Councillor Paul May replied that there has been no indication from the Government as to whether the initiative will continue. He added that B&NES should be very proud of its work as it had been recently benchmarked as 6th in England out of 152 Local Authorities and the best performing authority in the South West.

He said that the passion from the staff involved is stunning and that their interventions really are key.

The Director of Safeguarding & Quality Assurance added that the model has been led by staff within the Council and also include our partner agencies.

The Chair asked is there the capacity to work with more families.

The Director of Safeguarding & Quality Assurance replied that she believed there was as and when they are identified however this needed to be clarified.

Councillor Liz Hardman, on behalf of the Panel called for Councillor May to address the Cabinet on this matter and to correspond with the Government to seek that the initiative should continue.

She stated that it was good to hear about the work that has been done relating to Youth Connect and asked if there were any assurances about the future of the service that could be given.

Councillor Paul May replied that the potential was exciting and that he would address the matter in more detail within his Cabinet Member Update.

The Chair asked for any additional comments regarding the outcomes for Looked After Children.

The Director of Safeguarding & Quality Assurance replied that the Director for Children & Young People was clear on the work required.

The Chair asked for the Panel to be updated on this issue in six months' time.

The Director of Safeguarding & Quality Assurance agreed.

Councillor Liz Hardman said that the statistics about young people's mental health are alarming. She asked if more preventative work can be done and what are we doing in schools.

The Director of Education Transformation replied that mental health work is carried out in all schools. She said that from the autumn term there will be a significant amount of information available on the website. She added that the outcomes of the SHEU survey affect what information is provided to schools. She said that the current level of support was as much as could be provided in the context of the current resources.

The Safeguarding Children & Adults Boards Business Support Manager added that the Section 175 Education Audit goes to every school and that questions relating to mental health have been added following feedback from the Youth Forum. She added that nine schools were visited following the Audit and that lessons in PSHE had now been reintroduced to all schools. She said that she felt that schools were aware of their role regarding mental health, including self-harm and suicide awareness.

Kevin Burnett asked how many referrals for Early Help had been made over the past year and how many of those referrals were allocated help.

The Director of Safeguarding & Quality Assurance replied that she would find out this information for the Panel.

Kevin Burnett commented that the primary concern for Head Teachers is the welfare of their pupils as if they are not happy or safe they will not learn as well.

Councillor Paul May said that he is assured through the work of the LSCB and said that the Health & Wellbeing Board has acknowledged the need to look into the subjects of mental health and SEND further.

Robert Lake stated that the work carried out by the Board's Sub-Committees was so important and that he was confident of the mechanisms they have in place throughout the Board.

Councillor Peter Turner asked how involved are the parents in any of the work mentioned.

Robert Lake replied that 'Think Family' is key throughout all work of both Boards.

Councillor Liz Hardman asked how the role of the Independent Chair will be affected by the proposed changes.

Robert Lake said that he will continue in his role as long as he is required to and will produce an Annual Report containing information from this point going forward until the Board ends. He added that some form of independent scrutiny is recommended even if there no longer is an actual Board.

The Chair asked for the Panel to be updated as and when any proposals regarding the LSCB are made.

The Director of Safeguarding & Quality Assurance agreed.

The Panel **RESOLVED** to note the Annual Report, Executive Summary, completed 2015-18 Business Plan and the new Strategic Plan on a Page for 2018-21.

23 CHILDREN'S SERVICE COMPLAINTS AND REPRESENTATIONS PROCEDURE ANNUAL REPORT

The Complaints & Data Protection Team Manager introduced this item to the Panel. She informed them that the total number of complaints received across the service had increased during the year having decreased the previous year. She added that the increase in the number of complaints reflects the increase in the number of contacts received.

She said that the service recognises the importance in learning through this process and acknowledged that members of staff throughout the service have also received compliments from young people and their families and also from colleagues working in a variety of different agencies.

Councillor Liz Hardman asked what needs to change to meet the timescales within the complaints procedure.

The Complaints & Data Protection Team Manager replied that some teams such as Duty and Child Protection receive more complaints than others due to the nature of their work. She added that where possible these are scoped out across the team and that delays can happen if the response is detailed to avoid the complaint progressing to further stages.

Councillor Hardman asked if any specific training was required with regard to attitude and behaviour of staff.

The Complaints & Data Protection Team Manager replied that supervision of staff is regularly carried out. She said that some staff do work in difficult and challenging situations and that there will be occasions that no matter how you say something people will not like to hear it.

The Chair asked for assurance in addressing issues in the future with the imminent departure of the Director for Children & Young People in mind.

The Director for Safeguarding & Quality Assurance replied that a clear induction programme will be given to his replacement and this will be included.

The Panel **RESOLVED** that the content of the report is noted.

24 INDEPENDENT REVIEWING OFFICER'S ANNUAL REPORT

The Deputy Head of CYP Safeguarding and Quality Assurance introduced this report. She explained that the B&NES IRO Service operates within the context of B&NES Council as 'Corporate Parent' for all of the children and young people in its care.

She stated that placement stability is strongly correlated to the progress that children and young people make in care, as compound moves can negatively impact on a young persons sense of worth, emotional resilience and is disruptive to developing friendship and support networks and educational achievement. Therefore a key role of the IRO is to support placement stability through scrutiny of placement plans. The service raised the concern in the last financial year that there had been an increase in placement breakdowns and multiple moves. She said that she was pleased to report that the actions undertaken appears to be showing signs that this issue is being addressed through a fall in placement moves.

She said that it is important to note that 93% of children over the age of four took part in their Child in Care review and that 100% of them felt that they were being listened to.

She informed the Panel that although the timeliness of reviews has decreased it remains above the target figure of 87%. This is in part due to a high increase in children accommodated during the end of Q.3 and beginning of Q.4, which coincided with a change in staffing arrangements. Due to the high pressure of increased numbers of children in care and the complexity of our children's circumstances, this has been a real achievement for the team to ensure so many reviews are held within timescales.

She explained that an Audit of IRO Challenge has been carried out and amongst its findings it was identified that there is an issue in relation to suitable placements for the most complex young people.

She said that the IRO team plan for 2018/2019 identifies a number of key development areas:

- Continue to use the feedback from children, parents and foster carers to change and influence practice.
- Further develop risk assessment framework to inform care planning.
- Continue to focus on improving the quality of needs assessments informing pathway planning for post 16's.
- Key audit to understand the rise in request for therapeutic intervention/ support.
- Implement the recommendation from the placement stability audit.
- Seek Assurance that improvements in Care Plans are embedded consistently across the service.
- Development of service for Unaccompanied Asylum seeking Children and Trafficked Children.
- Support and facilitate Children's requests for who attends their review.

Kevin Burnett asked if the recommendations within the annual report dovetailed with other work across the Council.

The Deputy Head of CYP Safeguarding and Quality Assurance replied that it does.

The Director for Safeguarding & Quality Assurance added that the Service Improvement Board shares information across the Service and that the LSCB also receives the annual report.

Councillor Liz Hardman asked if any further comment could made regarding the figure that 10 out of the 23 children (57 %) had an instance of their CIC review being held within 20 working days of placement moves on one or more occasion.

The Deputy Head of CYP Safeguarding and Quality Assurance replied that a review was one part of the process and is discretionary. She added that in all cases the IRO is involved on an ongoing basis. She added that in some cases it is deemed that a child would not be able to cope with a review.

Councillor Hardman thanked her for the explanation and suggested that a similar narrative be included in future reports.

The Chair asked how we can find a solution to finding permanent homes for our children with complex issues.

The Deputy Head of CYP Safeguarding and Quality Assurance replied that we need to think of different solutions and assure that children are given the right placements. She added that there was a need for good residential placements and that in all cases we should be looking to improve the life and outcomes for the children concerned.

The Director for Safeguarding & Quality Assurance added that Ian Tomlinson (Commissioning Manager) could address the Panel at a future meeting to discuss

our Sufficiency Statement which looks at the numbers and variety of placements we have.

The Chair on behalf of the Panel agreed to that proposal.

The Panel **RESOLVED** to;

- Note the areas of positive performance referred to within the Annual Report, particularly the evidence that the Service are directly contributing to improving outcomes for Children and Young People in Care.
- ii) Note and support the IRO service's commitment to ensure that the Local Authority delivers its statutory responsibilities to children and young people in care and their parents and carers, in particular ensuring the robustness of the issues resolution process to quickly resolve issues for children and young people.
- iii) Use the annual reporting requirement of the Service to inform the ongoing work of the Local Authority in raising the outcomes for the children and young people in B&NES.

25 POLICY STATEMENT ON ACADEMIES & FREE SCHOOLS

The Director of Education Transformation introduced this report to the Panel. She explained that the school landscape in Bath and North East Somerset is changing rapidly and that from the 1 September 2018, 70% of schools will be academies and 79% of children and young people will be taught in academy schools.

She stated that the current Council policy on Academies and Free Schools, established in 2014, no longer reflects the current school landscape and that with a further 10 primary schools expressing a desire to join a Multi Academy Trust (MAT) as soon as it is possible, it is vital that the current policy is reviewed to reflect a new relationship with local schools in the future while making sure the Council meets its statutory duties as set out in education legislation.

She informed the Panel that nine schools (8 primary and 1 secondary) have not yet made a decision to join a MAT.

She said that the Policy Statement has been discussed at Informal Cabinet, Senior Management Team (SMT), with Head Teachers and Chairs of Governors.

Councillor Liz Hardman said that she felt that the Local Authority was abandoning schools that do not want to become academies and that enough of a service was still available to be provided.

She informed them that she had recently read an article from the LGA (Local Government Association) that showed that MATs are not delivering as planned and that maintained schools were improving more than MATs.

She queried the logic of encouraging schools to join a MAT at a time when schools are experiencing huge pressure on their budgets knowing that they will be top sliced

to support the pay of chief executives who will be earning more than the Director of Education of B&NES would ever have been paid.

She said that the B&NES School Standards Board has a vast amount of responsibility, but no power and no money.

Councillor Michelle O'Doherty said that she shared the views of Councillor Hardman and was concerned by the content of the report as she believed she had previously been given assurances that support for schools that do not want to become academies would be retained.

Councillor Paul May said that he agreed with the comments made but the Council has to work within the policy set down by the Government. He added that he would be happy to receive additional recommendations from the Panel.

The Chair stated that the Panel were not being critical of the Director of Education Transformation and that she applauded schools that do not want to convert.

The Director of Education Transformation commented that at the meeting with Head Teachers they proposed that the following bullet point be removed from the statement.

 Encourage the remaining state maintained schools to join a MAT of their choice at the earliest possible opportunity.

She added that from September 2018 there will be three local Teaching Schools whose remit is to provide high quality professional development for school staff including governance; strengthening school to school support and building capacity within the school system.

She said that the Department for Education (DfE) supports a 'dual system' (mix of LA controlled and academy school) and diversity in education provision going forward and reassurance that good and outstanding schools will not be forced to join a MAT.

Kevin Burnett commented that in his experience the majority of Head Teachers were being encouraged to convert and that this was seen as the least worst option to take by many of them. He said that the Local Authority should be able to support those schools that wish to remain maintained and that this message should be sent back to the Government.

Councillor Paul May said that he personally felt that too many MATs existed and that it was important to remember that it is the outcomes for the children that matter the most. He added that he would like the existing MATs to be contacted and that the Council expresses how it wants to interact with them in the future.

Councillor Liz Hardman stated that more accountability must exist to hold academies to account.

The Director of Education Transformation said that she welcomes the Panel's input into this process and acknowledged the need to develop relationships with our

MATs. She gave the Panel a personal guarantee that the Council will continue to support its maintained schools.

Kevin Burnett commented that if the Panel were to accept the new 'B&NES Draft Academies Policy 2018' the 5th bullet point of the Policy Statement should be replaced with the following wording;

 Acknowledge the freedom schools have to join a MAT or remain as a maintained school under the Local Authority

Councillor Liz Hardman proposed that the Panel recommends Proposal 2 from within the report and that no changes are made to the current Policy for Academies and Free Schools.

The Panel **RESOLVED** to recommend;

- i) There are no changes to the current Policy for Academies and Free Schools. The Local Authority maintains a neutral position as the strategic commissioner of education services and champion of all children and young people including the most vulnerable.
- ii) That is acknowledged the freedom schools have to join a MAT or remain as a maintained school under the Local Authority.

26 CABINET MEMBER UPDATE

Councillor Paul May, Cabinet Member for Children & Young People addressed the Panel, a summary is set out below.

Youth Connect

The proposals to consider a staff mutual are progressing well and are at the business plan stage addressing VAT and other issues. The maintenance of Southside centre still needs careful consideration and an asset transfer may be too premature for the group at this stage.

The Peasedown St. John discussions are progressing subject to the school adjacent to the site having to be extended and how the main hall is let after an asset transfer takes place.

The Riverside agreement now includes a 3 year tenancy to resolve the asset transfer issues subject to the stated aim to make this a long term commitment to the community.

Southside Community Project, Bath

The team operating from Curo premises quite near the Youth Connect site are actively working with the community in a whole range of inspiring support services. They are part funded by the Council and their contract comes up for renewal soon.

Ofsted

The inspection system has changed this year. We were one of the last authorities to be inspected under the Single Inspection Framework (SIF) and now they are moving much more towards an interactive model inspection of Local Authority Children's Services. This year we were asked to prepare a self-assessment of progress made since the SIF and experts spent a whole morning having discussions with officers. It was the first time a lead member had been involved and once again I learnt a considerable amount about the detailed work necessary to deliver effective services. The officers were open, constructive and highly impressive.

School Places

Following on from the issue of school places in Bath this year officers have met the independent schools to assess their role moving forward - a very progressive step.

Councillor Liz Hardman asked for further information relating to school places.

Councillor May replied that the discussion centred on understanding the role they play within local provision and to gain an understanding of how many pupils attend them and if there are specific reasons for making their choice.

The Director of Education Transformation added that the schools concerned have agreed to send to the Council their expected figures so that they can be taken into account in planning for places in the future.

The Chair thanked Councillor May for his update on behalf of the Panel.

27 CORPORATE DIRECTOR (PEOPLE) BRIEFING

Councillor Liz Hardman asked if any further comments were required following school inspections that have seen two local schools receive 'Inadequate' gradings from Ofsted. She said that she was particularly concerned with the safeguarding issues raised relating to Beechen Cliff.

The Director of Education Transformation replied that she, alongside the Director for Safeguarding & Quality Assurance and the Director for Children & Young People had met with Beechen Cliff prior to its inspection and that they continue to do so.

She added that discussions have also taken place between the school and SARI (Stand Against Racism & Inequality).

She said that the Regional Schools Commissioner was primarily responsible for Beechen Cliff and that they were expecting them to make a statement soon.

The Chair commented that the school historically had been held in high regard so these findings will surely be giving parents some concerns.

At this point in the meeting the Chair on behalf of the Panel thanked the Director for Children & Young People for all his work whilst at B&NES and wished him the very best of luck in the future in his new job.

The Panel noted the written briefing that had been supplied by the Corporate Director (People).

28 PANEL WORKPLAN

The Chair introduced this item to the Panel. She said that they would add to their workplan the topics of Children's Mental Health, Sufficiency Statement and an LSCB Arrangements Update.

She suggested that the items Bath Community Academy and Elective Home Education be scheduled for September 2018.

Prepared by Democratic Services	
Date Confirmed and Signed	
Chair(person)	
The meeting ended at 12.55	pm