

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: STRONG COMMUNITIES CALL-IN 30TH APRIL 2014 –SALE OF LAND AT MYNYDDBACH TO MHA

DIVISION//WARD AFFECTED: SHIRENEWTON

PURPOSE:

To seek approval for the sale of approximately 0.12 hectares of Council owned land at Mynyddbach at less than best consideration to enable the provision of affordable housing.

DECISION:

To agree to the sale of land at Mynyddbach to Monmouthshire Housing Association at full value.

REASONS:

1. The Sale of Land at Mynyddbach to MHA was considered by Cabinet on 2nd April 2014 and the decision 'to agree to the sale of land at Mynyddbach to Monmouthshire Housing at less than best consideration, using the powers provided via the General Disposal Consent Order (Wales) 2003'.

2. The decision was called-in by the Strong Communities Select Committee and scrutinised at a meeting held on 30th April 2014. The committee resolved to refer the matter back to Cabinet for re-consideration as the reasons within the Cabinet Log did not adequately explain why the land was to be sold at less than best value.
3. There are currently 3479 households on Monmouthshire's Housing Register. In 2012/13 63 affordable homes were provided and this year's total currently stands at 23.
4. Peter Davies, Sustainable Futures Commissioner for Wales has been looking for an RSL to undertake a pilot project using a Welsh timber frame construction and has been talking to Rural Housing Enablers around Wales to identify a suitable site. The Senior Strategy & Policy Officer in Housing and Regeneration put forward the Mynyddbach site and this has been supported by WAG.
5. The sale of this land will enable the provision of a small number of sympathetically designed affordable homes in a rural area of Monmouthshire.

RESOURCE IMPLICATIONS:

The loss of a part capital receipt in the region of 20k to support affordable housing instead of achieving a full receipt which would then be invested in 21st century schools.

CONSULTEES:

All Cabinet Members
Leadership Team
Head of Finance
Head of Legal Services
Monitoring Officer
Cllr Down

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Blakebrough, G. Down, D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHOR:

Debra Hill-Howells Estates & Sustainability Manager
Shirley Wiggam Senior Strategy & Policy Officer

CONTACT DETAILS:

Tel: 01633 644281

E-mail: debrahill-howells@monmouthshire.gov.uk

Tel: 01633 644474

E-mail: shirleywiggam@monmouthshire.gov.uk

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: RESTORATIVE APPROACHES IN MONMOUTHSHIRE

DIVISION//WARD AFFECTED: ALL OF COUNTY

PURPOSE:

The purpose of this paper is to seek Cabinet's agreement to support a Monmouthshire wide development of the 'Making Connections' Restorative Approaches project currently modelled in Monmouth Comprehensive School.

DECISION:

To agree to support the funding of the Restorative Approaches project in Monmouthshire for the remainder of 2014-15 and 2015-16, funding the costs of £61,000 per annum from the priority investment reserve.

REASONS:

Through the Local Service Board (LSB) and the Single Integrated Plan Monmouthshire County Council has agreed to work with its partners to build 'sustainable and resilient communities'; a key part of this ambition is that communities work together and that people are 'capable, confident and involved'. The restorative approach that has been developed in Monmouth Comprehensive School under the leadership of Andy

Williams the Deputy Head has proved itself to be a significant positive intervention in promoting well-being and enhancing cohesion in the broader community.

The evidence that restorative approaches promote well-being and improved attainment is growing and the Restorative Justice Council supports the development of evidence-based practice to help practitioners and Head teachers to learn from the growing body of research from around the country. Key findings from recent evaluations include:

- *The use and effectiveness of anti-bullying strategies in schools*, a report by Goldsmiths, University of London, published by the Department for Education (April 2011) found that "developing a restorative ethos and culture that supports the development of social and emotional skills and the adult modelling of positive relationships and communication were given the highest rating of effectiveness [in preventing bullying]."
- The 2002 - 2005 national evaluation of Restorative Justice in Schools enabled Head teachers to adopt the approach based on strong qualitative and quantitative research. Since this evaluation numerous Head teachers have chosen to implement its use in their schools.
- In Barnet, sixteen primary schools were trained in restorative justice. A 2008 evaluation by the local authority compared these schools with non-practicing schools and found a reduction in exclusions of 51% in RJ trained schools; compared to a 65% increase in exclusions in the thirty two Barnet schools that have received no RJ training. They also found increased confidence among school staff to deal with bullying and conflicts in the school.
- An independent evaluation of Restorative Justice in Bristol schools found that restorative justice improved school attendance and reduced exclusion rates. For example, the Orchard School in Bristol used to have around 300 permanent exclusions every year. Since introducing restorative justice a few years ago this has fallen year on year – to this year being just one permanent exclusion.
- In Hull, a two-year Restorative Justice pilot involved all professionals in Children's Services in the Riverside area. Over 3,500 staff from the Children's Workforce were trained, including staff from twelve primary and two secondary schools. Evaluation of the schools revealed 73% fewer classroom exclusions, 81% fewer fixed term exclusion days, a reduction in verbal abuse between pupils and verbal abuse towards staff of over 70%.

This evidence alongside the strong alignment to the aspirations of the single integrated plan and the areas of improvement required by Estyn suggest that this intervention is strongly in the interests of Monmouthshire County Council. The project will be subject to on-going monitoring and evaluation to ensure that it is making the impact that is envisaged at this stage.

RESOURCE IMPLICATIONS:

The costs associated with this project are £94,000 per year for this year and prospectively £61,000 for the next year 2015/16. Monmouthshire County Council's contribution will be supported by the priority investment reserve.

The costs of Andy Williams are £45,000 (including on-costs) for 0.5 of his timetable, £10,000 for support within the school and £6,000 to continue to use the Monmouth Comprehensive School as base for the project and an exemplar site.

The Police and Crime Commissioner has committed £33,000 to this project to support specifically further training across Monmouthshire.

CONSULTEES:

Cabinet
Senior Leadership Team

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Blakebrough, D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHOR:

Will McLean, Head of Policy and Partnerships, Monmouthshire County Council

CONTACT DETAILS:

Tel: 07834435934

E-mail: willmclean@monmouthshire.gov.uk

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: STRATEGIC PROGRAMME MANAGEMENT

DIVISION//WARD AFFECTED: NONE

PURPOSE:

To introduce a revised strategic programme management structure

DECISION:

To agree the revised programme structure.
To review the structure for effectiveness in 6 months.

REASONS:

1. Though this structure provides a robust governance umbrella the hierarchical structure and frequency of meetings meant that decision making and scrutiny via the strategic board has some practical limitations. This has a knock on effect for speedy decision making and makes the co-ordination and alignment of programmes difficult.

2. Additionally, there are cross cutting, themes that run through all boards, such as Digitisation, People Management, Organisational Development and Community Engagement. Separating these themes and running them in parallel to the overall programme structure instead of being a thread that runs through all of them has not assisted synchronisation and consistency within the board activities.
3. In essence the structure is cumbersome, and this outweighs the practical added value. In order to simplify and flatten the structure and to make it effective, a complete re-think of the structure is suggested as follows:
 - The Strategic Board be removed as an unnecessary extra layer with little added value
 - The Futures board be removed from the structure. This board was to oversee potential projects and programmes arising from horizon scanning and external sources. However, on a practical basis it added little value.
 - The ICT board will be renamed the digital Board, and will support the implementation of the iCounty strategy
 - The purpose and scope of the boards that remain, the Place, People and Digital Boards, be revised to align and co-ordinate all projects to ensure effective outcomes for the organisation.
 - Scrutiny and cabinet decision making is undertaken at individual project and programme level not at board level.

These boards will interlock and work together to provide Whole Place supported by Organisation Development and Design services.

4. It is suggested that this structure be reviewed in 6 months to ensure it is effective and adds value to the organisation.
5. The revised purpose, scope, terms of reference and membership of the boards are appended to the report.

RESOURCE IMPLICATIONS:

There are no resource implications as a result of this report.

CONSULTEES:

Strategic Leadership Team, Cabinet members

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Blakebrough, D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHOR:

Sian Hayward

CONTACT DETAILS:

E-mail: sianhayward@monmouthshire.gov.uk

Tel: 07971893998

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: LOCAL GOVERNMENT PENSION SCHEME 2014 DISCRETIONS POLICY

DIVISION//WARD AFFECTED: ALL

PURPOSE:

1. To inform Cabinet of changes following implementation of the Local Government Pension Scheme (LGPS) 2014.
2. For Cabinet to approve the proposed discretions detailed in Appendix I.

DECISION:

To agree the proposed discretions as outlined in Appendix I.

REASONS:

It is a requirement of the LGPS Regulations that the Council publishes and keeps under review a written policy statement on how they will apply their discretionary powers in relation to certain provisions of the scheme.

RESOURCE IMPLICATIONS:

There are no financial implications if Cabinet adopts the proposed discretions, however should Cabinet choose to amend these proposals there is by default further financial implications especially with regard to waiving actuarial reductions, paying into Additional Pension Contributions, switching on the 'Rule of 85' and granting an additional pension.

CONSULTEES:

Senior Leadership Team
Trades Unions
Head of Legal Services
People Services Manager
Head of Finance/151 Officer

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Blakebrough, D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHORS:

David Bartlett and Sue Caswell – People Services Team

CONTACT DETAILS:

E-mail: davidbartlett@monmouthshire.gov.uk 01633 644636
suecaswell@monmouthshire.gov.uk 01633 644187:

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: ICOUNTY AND DIGITAL ROADMAP

DIVISION//WARD AFFECTED: ALL

PURPOSE:

To set out Monmouthshire's ambitions for digital advancement, enterprise and inclusion via the new iCounty Strategy and accompanying Digital Roadmap.

DECISION:

1. To approve iCounty as the Council's digital policy centre-piece and key means of ensuring technology contributes to the county-wide vision for building sustainable and resilient communities.
2. To endorse and promote the Digital Roadmap as Monmouthshire's living, ever-evolving and dynamic progress tracker and action plan.

REASONS:

1. iCounty conveys the contribution of technology to supporting sustainable and resilient communities. Monmouthshire has started to make great strides on the digital front in recent years and the creative industry sector continues to grow as a result. However, we must not stand still. Recent projections suggest that even after the roll-out of Superfast Cymru, a significant proportion of Monmouthshire households will still be without adequate connectivity. It is also well understood that as a nation, Wales does not turn out nearly enough qualified computer science graduates - a key industry of the future. Sitting within a region within which cyber-security is one of the major growth sectors, Monmouthshire must make its contribution. In addition, in order to fulfill our commitment to working with communities to co-design and deliver services, we have to optimize use of our data to drive better decision-making and services. In relation to SRS in particular, it is important that our purpose and priorities are clear in order to ensure the collaborative entity responds to our changing needs and priorities.
2. It has never been more important to invest in our digital future and there are significant opportunities for us to explore from infrastructure and connectivity, to STEM, big data and a smarter public service. Technology thrives on ideas, innovation, great skills and inherent assets. Monmouthshire is blessed with all these things in abundance. It is crucial that Monmouthshire County continues to prioritize digital growth and development in partnership with our creative and thriving local communities, services and businesses

RESOURCE IMPLICATIONS:

1. There are no direct resource implications associated with iCounty at this early stage. The next priority is to begin a conversation with community, businesses and SRS and other partners about how we demonstrate clear returns for the resources currently invested in technology in the county. Rather than focusing on new and more investment, this will give us a clear picture of how existing investment is performing and will enable decisions to be made about best use of funds in the future.
2. The next round of RDP funding (beginning 2015) will afford significant opportunities to support digital innovation in our rural communities, as will maximizing the potential of Superfast Cymru roll-out, renewal of Public Sector Broadband Aggregation; and Section 106 funds and Community Infrastructure Levy. In addition, there are real opportunities to optimize our technology capabilities to potentially generate new income streams. Any decisions around re-prioritising investment streams; re-diverting or re-purposing funds and/ or, generating and securing new revenue streams will be subject to the approval of the S151 Officer and Cabinet Members for Resources and Innovation and Enterprise and where appropriate, be brought in front of Cabinet for decision.

CONSULTEES:

All Cabinet Members
Leadership Team
SRS COO
Cath Fallon CMC2
IT Review Group

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Blakebrough, D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHOR:

Kellie Beirne, Chief Officer Enterprise
Peter Davies, Head of Commercial and People Development

CONTACT DETAILS:

Tel: 01633 644041
Email: kelliebeirne@monmouthshire.gov.uk
Email: peterdavies@monmouthshire.gov.uk

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 17th JUNE 2014

DECISION WILL COME INTO EFFECT ON: 26th JUNE 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: STAFFING MATTER – MONMOUTHSHIRE ENTERPRISE

DIVISION//WARD AFFECTED: ALL

PURPOSE:

To agree the deletion of posts and the provision of redundancy payments for Monmouthshire Enterprise staff following the closure of the current Rural Development Programme (RDP)

DECISION:

In the event that redeployment is unsuccessful that the posts are deleted from the current structure and resultant redundancy costs be met from earmarked reserves to the extent that they cannot be managed within existing budgets.

REASONS:

1. The proposal to delete these roles will aid preparations in the closure of the existing RDP programme in readiness for the development of the new RDP activities due to start in the early part of 2015.
2. Whilst a new bid for RDP funds will be submitted to Welsh Government in autumn 2014, the Authority has been informed that there is no transition funding available at present to continue any of the current posts into the new funding programme. The new funding round will run from 1st January 2015 to the end of 2020. However, there remains uncertainty as to when in early 2015 WG will provide notification

for successful bids. As a result there will be a need to delete the current Project Officer posts from the Monmouthshire Enterprise structure resulting in potential redundancy payments for the Authority.

RESOURCE IMPLICATIONS:

In line with Policy, redeployment will be sought for these individuals. However, if redeployment is not secured the resultant redundancy costs will be £95,616 in 2014/15 and £25,097 in 2015/16. This is very much seen as a worst case scenario.

CONSULTEES:

Cabinet Members
Senior Leadership Team
Unison Branch Secretary

CABINET MEMBERS PRESENT:

County Councillors P.A. Fox, P. Hobson, G. Howard and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Batrouni, S. Howarth and M. Powell

INTEREST DECLARED:

None

AUTHOR:

Peter Davies – Head of Commercial and People Development

CONTACT DETAILS:

Tel: 01633 644294 / 07768 466632

E-mail: peterdavies@monmouthshire.gov.uk