

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 15th APRIL 2014

DECISION WILL COME INTO EFFECT ON: 24th APRIL 2014
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: ADDITIONAL LEARNING NEEDS

DIVISION//WARD AFFECTED: AII

PURPOSE:

To advise Members of the next stage of the proposed strategy for the transformation of ALN service provision across the authority.

DECISION:

To accept the next stage of the ALN strategy:

- (i) To provide an effective and coherent inclusion package to schools which will support the identification of children with special educational needs and the most appropriate pathway of intervention.
- (ii) To establish a regional north and south provision model managed by a central management team in order to facilitate an effective joint planning and cross disciplinary working based on need.
- (iii) To introduce a Service Level Agreement for non-statutory services to seek a contribution from schools towards the cost of this provision.

REASONS:

- There is a requirement for an effective and coherent inclusion package to schools which supports the identification of children with Special Education Needs and a pathway of intervention.
- The strategic approach which is being proposed will reduce the silo effect of services being responsible for their own referrals and will be designed on and Inclusion Profile and therefore being needs led.
- This approach will support the resilience of the whole education system and will tie in with Welsh Government policies for delegation of funding and services to schools. It is felt that by delegating the resources it will enable joint planning and cross disciplinary learning with the schools being at the centre of the structure.
- It is proposed that schools will fund this proposal through a SLA. With a cost ranging from £2,000 - £6000 that is calculated on through the funding formula.

RESOURCE IMPLICATIONS:

- The Service Level Agreement will be paid from School budgets and the remainder of the costs will be met by the Local Authority. This will realise £120,000 in directorate savings in line with Mandate 35 but will not result in a reduction in services
- There are potential cost implications for the authority if not all schools choose to buy into the Service Level Agreement.

CONSULTEES:

- The Senior Management Team, the Departmental Management Team of the Children and Young People Directorate,
- The Schools Funding Forum (1 school response to-date)
- The North and South Clusters of Headteachers
- Monmouthshire Association of Primary Headteachers.

CABINET MEMBERS PRESENT:

County Councillors: G.C. Burrows, R.J.W. Greenland, E.J. Hacket Pain, P. Hobson, G. Howard, S.B. Jones, P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

County Councillor P.A. Fox declared a personal and prejudicial interest pursuant to the Members' Code of Conduct as a family member works within the ALN Service. He therefore left the meeting taking no part in the discussion or voting thereon.

AUTHOR:

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DECISION RECORDING LOG**

DECISION DETERMINED ON: 15th APRIL 2015

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SUBJECT: REVIEW OF CHILDREN AND YOUNG PEOPLE'S DIRECTORATE SUITE OF PERFORMANCE MEASURES

DIVISION//WARD AFFECTED: All

PURPOSE:

To propose a rationalised suite of performance measures for CYP, focusing on the key areas of performance, to sit within the Authority's performance management framework.

DECISION:

- (i) To approve the proposed suite of performance measures as shown in appendix A.
- (ii) To monitor the number of schools performing above the median at all Key Stages.

REASONS:

To ensure that Members are able to understand and scrutinise performance and hold officers to account.

RESOURCE IMPLICATIONS:

None

CONSULTEES:

CYP Select Committee
CYP Directorate Management Team

CABINET MEMBERS PRESENT:

County Councillors: G.C. Burrows, P.A. Fox, R.J.W. Greenland, E.J. Hackett Pain, P. Hobson, G. Howard, S.B. Jones, P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

None

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DECISION DETERMINED ON: 15th APRIL 2015

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SUBJECT: Community Coordination and Small Local Enterprise: Interim Evaluation

DIVISION//WARD AFFECTED: Countywide

PURPOSE:

- To provide an interim evaluation of the business case agreed by Cabinet in October 2013 to develop community co-ordination and small local enterprises (micro enterprises) in two pilots sites (Abergavenny and Caldicot).
- To remind Cabinet of the actions that will be taken forward during the second year of the pilot.

DECISION:

To receive the report for information only.

REASONS:

Community Coordination and Small Local Enterprises are part of the whole service transformation taking place in Adult Services. They will contribute to earlier intervention ensuring that more people are supported within their community which reduces dependency on statutory services and meeting the demographic pressures of an ageing population within the context of our medium term financial plan. Cabinet have already agreed to fund a pilot phase and this report provides an interim evaluation of the programme.

RESOURCE IMPLICATIONS:

Cabinet have already identified funding for this project. There are no new resource requirements as a result of the interim evaluation.

CONSULTEES:

Cabinet Members
SLT

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OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

None

AUTHORS:

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DECISION RECORDING LOG**

DECISION DETERMINED ON: 15th APRIL 2015

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(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: Disciplinary and Dismissal Procedures for School Staff, including a Model Disciplinary Policy for Schools – Revision

DIVISION//WARD AFFECTED: All

PURPOSE:

The purpose of this report is to advise school governing bodies of the changes required to the existing schools Disciplinary Policy as a result of the Staffing of Maintained Schools (Wales) (Amendment) Regulations 2014, and also as a result of the revised statutory guidance Safeguarding Children in Education: Handling Allegations of Abuse against Teachers and Other Staff which was published by the Welsh Government in April 2014.

DECISION:

To accept the revised Disciplinary and Dismissal Procedures for School Staff (schools Disciplinary Policy) and commended to governing bodies for adoption as soon as possible.

REASONS:

The statutory guidance makes one change to the existing schools Disciplinary Policy which previously advised that all allegations related to child protection that were likely to amount to gross misconduct should be independently investigated.

Under the Staffing of Maintained Schools (Wales) (Amendment) Regulations 2014, however, the appointment of an independent investigator will no longer be required where the person has admitted the allegation or has been convicted of a criminal offence relating to the allegation. In such circumstances there should be sufficient information and evidence available from the police and/or social services that could be shared with the school for it to complete the disciplinary process.

Where the case is being dealt under the schools Disciplinary policy the process must be completed even if the alleged perpetrator resigns or ceases to provide their services. Where the allegation is substantiated and the alleged perpetrator is dismissed or would have been dismissed if they had not resigned or ceased to provide their services the case manager and (LCPO) with advice from HR must decide whether to refer the case to the Disclosure and Barring Service for consideration and inclusion on the barred list for children and young people. This is a legal requirement where it is considered that the person has engaged in conduct that harmed or was likely to harm a child or poses a risk of harm to a child.

Changes to the Schools Disciplinary Procedure

Changes required to the existing schools Disciplinary Policy are in relation to Section 10 and specifically 10.14 Referral for independent investigation and are as follows:

'The requirement in education law is that the governing body must refer child protection allegations for independent investigation. However, the appointment of an independent investigator is not required where the person has admitted the allegation or has been convicted of a criminal offence relating to the allegation. In such circumstances there should be sufficient information and evidence available from the police and/or social services that could be shared with school for it to complete the disciplinary process. In order to make the process easier this task has been delegated to the (Chair of Governors) and the governing body's decision to this effect has been minuted. This must be done prior to the hearing of any disciplinary proceedings. The independent investigator's contact in relation to the running of the investigation will be with the governing body e.g. the (Chair of Governors) and not the Local Authority or Head-teacher. The purpose of an independent investigation is to enable the governing body to comply with the law and to provide members of the (Staff Discipline & Dismissal Committee) with a thorough and unbiased investigation report, produced by persons with appropriate skills and training, to enable them to reach fair and balanced decisions.'

RESOURCE IMPLICATIONS:

None

CONSULTEES:

All recognised trade unions
JAG

CABINET MEMBERS PRESENT:

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OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

None

AUTHOR:

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SUBJECT: SHARED PARENTAL LEAVE POLICY

DIVISION//WARD AFFECTED: All

PURPOSE:

To introduce the Shared Parental Leave Policy. The Policy will apply to all employees, including school based employees

DECISION:

To accept the Shared Parental Leave Policy.

REASONS:

The Shared Parental Leave regulations provide an opportunity for parents to take advantage of additional flexibility in the way they choose to care for a new arrival.

The Shared Parental Policy ensures consistency in making and responding to notifications regarding shared parental leave

RESOURCE IMPLICATIONS:

Cover costs during shared parental leave absences from work.

CONSULTEES:

All recognised trade unions
JAG

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INTEREST DECLARED:

None

AUTHOR:

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SUBJECT: INVEST TO REDESIGN BUSINESS CASE 2015/16-2016/17

DIVISION//WARD AFFECTED: All

PURPOSE:

To set out a business case on behalf of Senior Leadership team for strategic deployment of Invest to Redesign funds to support whole-authority budget and outcomes delivery in 2015/16 and 2016/17.

DECISION:

To approve a draw on the Invest to Redesign fund of £210,000 in 2015/16 and £210,000 in 2016/17 to create and enhance the capacity, skills and specific expertise to supplement and support delivery of challenging financial and outcome targets.

To agree in particular, the specific areas and priorities to which this investment will be directed:

- Marketing support in respect of income generation targets;
- Volunteer co-ordination to add value to service redesign and enhance support for community initiatives that build sustainability and resilience;
- Levering in new external strategic investment to build opportunities to develop the local economy and ensure Monmouthshire is well placed to take advantage of regional and national growth programmes; and,

- Specialist programme management to facilitate effective monitoring and implementation of the budget mandates and service re-modelling in CYP

To oversee and gauge the effectiveness of the investment and the way in which it supports delivery of budget programmes via the quarterly reports to Cabinet on Budget Mandate preparedness, implementation and monitoring.

REASONS:

Evidence demonstrates that in order to create the conditions for successful delivery of the budget in 2015/16 & 2016/17 and associated service redesign and income levels in line with ‘what matters’; investment in the specialist skillsets and expertise is critical to driving and sustaining progress.

RESOURCE IMPLICATIONS:

The major resource implication associated with this report is an investment of £210k in both 15/16 and 16/17, broken down as follows:

Role	£ in 15/16	£ in 16/17
Marketing	45,000	45,000
Volunteer Co-ordination	40,000	40,000
External Investment	25,000	25,000
Programme Management		
i) Budget Mandates	40,000	40,000
ii) CYP	60,000	60,000
Totals	210,000	210,000

As one off funding is required it is proposed to use the Invest to Re-design reserve. This reserve is expected to hold a balance of £688,000 at the end of 2014/15 and this investment will reduce the balance to £268,000.

CONSULTEES:

SLT
Cabinet
SMT

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INTEREST DECLARED:

None

AUTHOR:

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SUBJECT:

Housing & Communities Medium Term Financial Plan Project Mandate: Joint Housing Solutions Service – Memorandum of Understanding

DIVISION//WARD AFFECTED: All

PURPOSE:

To approve the proposed Memorandum of Understanding between the Council and Torfaen County Borough Council to underpin the delivery of the new joint Housing Solutions Service for Monmouthshire and Torfaen. The Memorandum of Understanding supports the implementation of the Housing & Communities Medium Term Financial Plan project, as agreed by Cabinet on 1st October 2014.

DECISION:

To approve the Memorandum of Understanding as outlined in Appendix 1 of the report.

REASONS:

The project contributes towards the Council's Medium Term Financial Plan. It also helps to prepare for the impending duty to prevent homelessness in April 2015 arising from the Housing (Wales) Act 2014. Key requirements include the ensuring the provision of 'reasonable

steps' to prevent anyone becoming homeless within 56 days and the power to discharge duty using private housing. A key purpose of the legislation is better and more targeted prevention and fewer households experiencing the trauma of homelessness.

RESOURCE IMPLICATIONS:

As part of this agreement, the Council has given notice on the existing housing options IT system and has been provided with access to Torfaen's system. The Council will be recharged £10,000 per annum for this provision. This will provide a net saving of approximately £4,000 per annum. The project as a whole will save £55,000 for last year and the forthcoming 2 years.

There may be some burden and potential costs impacting upon finance staff. This is currently being assessed, but may be a potential consequence.

CONSULTEES:

Cabinet; Senior Leadership Team; Chair Adults Select Committee; Head of Housing – Torfaen County Borough Council.

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OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

None

AUTHOR:

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DECISION DETERMINED ON: 15th APRIL 2015

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(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: 3rd Annual Report on the Council's Strategic Equality Plan

DIVISION//WARD AFFECTED: All

PURPOSE:

The Equality Act 2010 was introduced in April 2011. Within the Specific duties is the requirement to publish an annual report on the progress made by the Council in its compliance with its Strategic Equality Plan, equality objectives and action Plan. The Act's principles and processes ensure that the Council remains true to its corporate values of Openness, Fairness, Flexibility and Teamwork.

DECISION:

To endorse the progress made by the Council in the third year of the Strategic Equality Plan as detailed in its third annual monitoring report.

REASONS:

Whilst the Objectives and Plan fundamentally build on the existing culture and values of the Council, the Annual Report highlights not only many examples of good practice but also some outstanding actions and issues that need addressing.

RESOURCE IMPLICATIONS:

The Annual Report does not highlight any requirement for additional financial resources.

CONSULTEES:

Corporate Equality Network, MEDG.

CABINET MEMBERS PRESENT:

County Councillors: P.A. Fox, R.J.W. Greenland, E.J. Hacket Pain, P. Hobson, G. Howard, S.B. Jones, P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors: D. Batrouni, R.G. Harris, S.G.M. Howarth

INTEREST DECLARED:

None

AUTHOR:

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