

**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 6th MAY 2015

DECISION WILL COME INTO EFFECT ON: 15th MAY 2015
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: CHILDREN'S SERVICES DEVELOPMENT REPORT

DIVISION//WARD AFFECTED: ALL

PURPOSE:

1. To seek additional resources to ensure that children's services are able to meet present demand and continue to develop to manage future demand more effectively
2. To update members on developments and progress in children's services

DECISION:

1. To agree to an increase in the children's services base budget of £300,000 to meet current demands as detailed within this report.
2. That Cabinet approves the establishment of 5 additional permanent posts (4.4 whole time equivalent) permanent social work posts at a full year cost of £183,000.
3. That the increase required in the base budget as a result of recommendation 2.1 and 2.2 will be included as a pressure in the MTFP from 2016/17 and that one off savings in 2015/16 will be identified and reported to Cabinet at their next meeting to mitigate the pressure in the current year.

REASONS:

1. It is apparent from discussion within Wales that demand generally is increasing alongside complexity of cases within Children's Services.

2. This is also evident from within the service that demand has continued to increase. Although this is not necessarily apparent in the number of referrals, it has been evidenced in the complexity of cases coming into Children's Services. To provide some context to this complexity, looking at referral information for the past 6 months, there are significant numbers of referrals as a result of parental substance misuse (104 referrals) and domestic violence (97 referrals). There have been increasing numbers of cases where the perpetrator of abuse is not clearly identified resulting in full assessment and investigations by Police and Children's Services. It would be unsafe to leave a child in this risky environment and if no suitable family member can be identified this child would need to become looked after, at least for the duration of the assessment period. This increased demand on the service has resulted in higher and more complex caseloads for staff.
3. Alongside complexity of cases we have seen an increase in the number of significant threats to staff. This results in a number of issues, such as, two staff working on a case, safety measures put in place to support staff, which increases costs within in the service, both financially and emotionally.
4. The main referral reasons for referrals made are currently linked to domestic violence, drug and alcohol misuse. At this time there is little evidence of referrals being made as a specific result of poverty, although it could be argued that a rise in domestic violence, drug and alcohol misuse could be linked to reduced income in families.
5. A number of key pieces of work have been commenced to establish need, demand and risks over the past 6 months. This has been developed around a number of areas, which included, Children's Services budgets, threshold in general and threshold between Joint Assessment Family Framework (JAFF) and Children's Services. In addition business cases have been developed to address areas of development to enable a proactive response from the service that is timely and meets the needs of children, young people and their families.
6. As noted above, a key focus has been on enabling Social Workers to engage children and young people effectively with a child focused approach in addition to a more effective practice approach. A review of caseloads took place in January 2015. There are two areas of case work in Children's Services these are children's cases and foster carer cases. The service currently has 28.51 FTE Social Workers. Taking children's cases first, there were 521 cases open to the service on the 28th January 2015. This area of service has 23.51 FTE Social Workers, the average of which equates to approximately 23 cases per Social Worker. Due to the increased demands of the work it is our view that caseloads should be approximately 14 cases per full time worker. It appears, therefore that in some cases workers are essentially carrying almost 1.5 caseloads and not a case load each. Caseloads are dependent on the needs of any child and their family, numbers of children in a family, social worker experience, hours worked and case complexity. In addition we currently have a number of Senior Practitioners who have increasing caseloads which in turn reduces their availability to support Social Workers effectively, which cannot be maintained long-term. On the 28th January 2015 there were 3 unallocated cases. Additional agency workers in place to cover additional demand were covering approximately 60 cases, which would otherwise have been additional unallocated cases. These cases

cannot be left unallocated as they were cases in the initial stages of referral, child protection, children in Court processes or looked after children.

It is also of note that short-term absence has risen in the past 12 months and it is evident that staff are working far in excess of their contracted hours. Monmouthshire County Council has a duty of care to its staff and increased caseloads as well as increased hours are unsustainable and can result in wrong decisions being made. This could most importantly have a negative impact on a child and their family, but also the perception of Monmouthshire County Council.

7. With regard to the Placement and Support Team. There are 5 FTE Social Workers in this area of the service currently support 47 fostering families in Monmouthshire. Their role is to assess potential generic foster carers, respond to Court demands to assess potential family members as carers for children, run skills to foster courses, support groups for foster carers and run a duty system to assist foster carers and also Social Workers when placements are needed or placements breakdown. With the plan to increase numbers of in-house foster carers this number of staff would not be able to sustain the long-term support demands effectively.
8. It is clear from the work that has been completed that Social Worker caseloads and complexity of demand are increasing. As a result we currently have 4 agency workers in Children's Services to assist with this pressure. As all work within Children's Services it is statutory and there are no tasks that can remain incomplete, therefore the Authority has no option but to provide additional staff to cover this. There is no evidence that demand will decrease and it is further evident that practice changes made to engage children appropriately takes longer than the previous approach to enable a child focussed service.

RESOURCE IMPLICATIONS:

There are insufficient resources within Children's Services to maintain an effective service. This coupled with the requirements from CSSIW to continue to develop the service in a short timeframe requires significant input from Monmouthshire County Council. We therefore are proposing that:

1. An additional £300k is required to meet the increasing cost of external placements (particularly high cost residential placements for children with complex needs). This would help fund the gap between the Month 9 forecasted over spend of £1.2m and the extra funding provided for 2015/16 of £900k.
2. **Four additional Social Workers on fixed term contracts-** to reduce costs to MCC and provide further stability to the service at a time of increasing demand. This will also enable a better understanding of whether demand will decrease and whether an increase in SGO placements will reduce the overall demand on the rest of the Service. These posts will be for 18 months, whilst further work and analysis of demand continues.

The cost of an agency Social Worker is £1295 per week (based on £35 per hour, working 37 hours per week), whilst the cost of a Social Worker employed by MCC is approximately £885 per week, including on costs for 37 hours per week. If we were to obtain agreement to go outside of our current establishment this would give the Council a saving of approximately £410 per worker, per week, depending on their pay grade with the Authority.

The cost of a fulltime Social Worker including on costs is £46,004, per worker based on band I SCP 41. The approximate cost of an agency worker working fulltime for 48 weeks (assuming the agency worker takes 4 weeks leave in a year) is £62,160.

Appointing 4 additional social workers for 18 months would cost £276,024 (compared to £372,960 pa for agency workers)

For the detailed business cases for the following posts please see Appendix 1

3. Full-time Social Worker to support Special Guardians

In some instances a Court will grant Special Guardianship Orders (SGO) to enable carers to look after children enabling a child to live outside of the care system in a suitable environment. Children's Services has seen a significant increase in the number of SGO's made. In 2011/12 there were 2, 2012/13 there were 5 and in 2013/14 there were 21. There is evidence that the number of SGO's applied for could be higher if we had a suitable support structure in place. Children placed as a result of an SGO do not require an allocated Social Worker and are not subject to the requirements of statutory visits and reviews. They can however still access services as a Child in Need should they require it. The current unit cost of a looked after child is £35,597. Breaking unit costs further, the unit cost of an in-house fostering placement is £18,171, compared to the current unit cost of an SGO placement being £8,350. Therefore, for every child entering the system via an SGO, the annual cost avoidance would be £9,821 per child. There is no capacity within the current service to support SGO carers effectively. (see appendix A for full details) The Authority is therefore unable to meet its statutory duties under The Special Guardianship (Wales) Regulations 2005.

Total cost for this post per annum is £46,004 per annum. This relates to Appendix 1, Business Case Proposal 1

4. Two new Social Work posts in the fostering team one permanent and one for a contract of 12 months

Currently the Fostering team has 2 FTE Social Workers who are focussed upon recruitment and assessment within the team. Along with other Social Workers in the team they also spend 1 day a week as duty officers. There needs to be a focus on recruitment in the areas that are the hardest to provide fostering to, from an in- house perspective e.g. children 10 years and older. Without additional dedicated resource focussed upon recruitment and assessment of foster carers for this complex area there is little likelihood of changing the current pattern of placing children in Independent Fostering Agencies (IFA) placements due to a lack of other available options. Once a child is in an IFA placement for any period of time there is little option to be able to move a child as they form attachments within their placements and moving them would have a significant detrimental effect.

The total cost of the temporary contract for 12 months is £46,004
Cost for permanent post is £46,004 per annum
This relates to Appendix 1, Business Case Proposal 2

5. **One post for Placement and Contracts Officer**

This would increase the capacity of Social Workers to complete assessments and improve compliance with Fostering Regulations with regard to contracts with placements for children and young people who are looked after by Monmouthshire County Council.

Total cost per annum is £36,967
This relates to Appendix 1, Business Case Proposal 2

6. **One post Business Support Administrator**

This post holder would work closely with assessing Social Workers to increase the efficiency of the service in relation to references, DBS checks, reports etc. This can cause significant delay in progressing work through to the Fostering Panel.

Total cost per annum is £25,231
This relates to Appendix 1, Business Case Proposal 2

7. **Employ 0.4 FTE Clinical Psychologist**

This would enable a pilot project that would work with up to 20 new foster carers involving them in a programme of training and support, coupled with individual consultations. Current involvement of clinical psychology is on a reactive basis as opposed to underpinning the work with children and young people in a planned way.

Total cost per annum is £28,478
This relates to Appendix 1, Business Case Proposal 3

8. **Summary of financial implications**

In order to fund the recommendations contained within this report it is proposed that a mix of revenue funding (to establish a sufficient base budget and employ permanent staff) and reserve funding (to fund the temporary social work posts) will be utilised as below.

Permanent resource requirement	15/16		16/17		Total
	£		£		£
External Placements	300,000				300,000
Business case staffing:					
Social Worker (Proposal 1)	30,669		15,335		46,004
Social Worker (Proposal 2)	30,669		15,335		46,004
Placement and contracts officer (proposal 2)	24,645		12,322		36,967
Business support Admin officer (proposal 2)	16,821		8,410		25,231
0.4 FTE Clinical Psychologist (proposal 3)	18,985		9,493		28,478
Base budget requirement	421,789		60,895		482,684
Temporary resource requirement					
4 X Social Workers for 18 months	122,677		153,347		276,024
Temporary Social worker (proposal 2)	30,669		15,335		46,004
Reserve funded requirement	153,347		168,681		322,028
Notes					
2015/16 figures assume that the appointments will take place by 1st August 2015					

CONSULTEES:

Senior Leadership Team
 Chief Officer Social Care and Health
 Finance
 CYP Select
 Children's Service Staff

CABINET MEMBERS PRESENT:

County Councillors P. Fox, R. Greenland, E. Hackett Pain, P. Hobson, G. Howard, B. Jones and P. Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors D. Batrouni and S.G.M. Howarth.

INTEREST DECLARED:

None

AUTHOR:

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**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 6th MAY 2015

DECISION WILL COME INTO EFFECT ON: 15th MAY 2015
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: PROPOSED FUNDING TO CALDICOT TOWN TEAM

DIVISION//WARD AFFECTED: Green Lane

PURPOSE:

To seek approval to release £25,210.00 of s106 contributions received from ASDA, to progress three town centre improvement projects to be delivered by the Caldicot Town Team

DECISION:

1. To agree the release of £25,210.00 of s106 contributions, received from ASDA, to progress three town centre improvement projects to be delivered by the Caldicot Town Team.
2. To phase the release of funding relative to progress evidenced across all proposed projects.
3. To phase the release of funding in respect of the Visioning Project 'in arrears' based upon receipt of staged invoicing.

REASONS:

1. To enable the Caldicot Town Team to progress with projects that will complement wider regeneration plans for the town – improving footfall, vibrancy and confidence.

2. To comply with requirements that applications for funding support from s106 ASDA contributions can only be recommended for approval by the Severnside Programme Board, but must be approved by Cabinet,

RESOURCE IMPLICATIONS:

1. S106 contributions to a value of £225,000.00 have been received towards 'Town Centre Partnership Promotion & Improvement'.
2. To date, projects to a value £16,500.00 have been supported under this heading. The amount requested is significantly within the remaining balance of £208,500.00

CONSULTEES:

All Cabinet Members
Leadership team
Head of Community Delivery – Debra Hill-Howells
Head of Enterprise – Peter Davies
Head of Finance – Joy Robson
Head of Legal Services – Rob Tranter
Local Members – Severnside Area

Recommendation 2.3 added following comments from Assistant Head of Finance.

Comment from Cllr A Easson, Dewstow Ward stating monies would be better spent implementing previously agreed plans – see

CABINET MEMBERS PRESENT:

County Councillors Fox, Greenland, Hacket Pain, Hobson, Howard, Jones and Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors Batrouni and Howarth.

INTEREST DECLARED:

None

AUTHOR:

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**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 6th MAY 2015

DECISION WILL COME INTO EFFECT ON: 15th MAY 2015
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: BUSINESS IMPROVEMENT DISTRICT - ABERGAVENNY

DIVISION//WARD AFFECTED: Abergavenny

PURPOSE:

To present details of the proposed Business Improvement District (BID) in Abergavenny and the associated implications for the Council should the ballot result in an absolute majority outcome.

DECISION:

1. To note the provisional boundary of the proposed Abergavenny BID as detailed in the appended Abergavenny BID Draft Summary Business Plan. Please also note that as a provisional boundary it is set to be revised such that it ends at the Abergavenny Hotel, just east of the former TIC, and will no longer include Monmouth Road and the area around the railway station. However, the project team do not yet have a map available that reflects these changes.
2. To agree that financial provision is made for the proposed BID levy in respect of the Council's estate within the BID area, exact figures are yet to be confirmed but are unlikely to be in excess of £10,000 per annum to be paid for the duration of the BID's five year operation.
3. To exercise the Council's vote to support the proposed BID ballot in respect of the Council's estate within the BID area and to delegate authority of the vote to the Head of Commercial and People Development.

4. To note that formal notice of the Ballot has been received by the Chief Executive and Returning Officer and that correspondence has been sent to the Department for Communities and Local Government to advise them of the intention to pursue a Business Improvement District in Abergavenny.
5. To note that the cost of the ballot of £2,100 will initially be borne by Monmouthshire County Council. This can be recharged to the BID however if the BID is not successful this cost will fall to the Council.
6. To agree Officers' recommendations to charge the BID delivery mechanism an annual cost (amount to be determined) for the duration of the BID to cover Council costs associated with the collection of the BID levy.
7. In the event of a „yes“ vote being secured to offer interest free, conditional up-front financial support in July 2015 to enable the BID team to mitigate the risks against start up failure by enabling them to start delivery of BID projects and services without delay. The financial support will equate to 35% of the first year's BID levy, approximately £75,000 and will be redeemed in full by the Council upon receipt of the BID levies.
8. To delegate authority to the Head of Legal Services in consultation with the Leader of the Council to sign the necessary operating agreement that will exist between the Council and the BID delivery mechanism.

REASONS:

1. Since April 2014 business consultations including open meetings, surveys and one to one meetings have taken place in Abergavenny to determine their priorities for enhancing the town centre. A BID Task Group has been formed of businesses from within the BID area. Members of the Task Group include Rob Bainham (Market Traders Association), John Bannon (Jaybee Soft Furnishings), Jonathan & Sophie Bensley (Cooks Galley), Nigel Burton (Abergavenny Food Festival), Jon Child (Kings Arms), Janis Davies (Abergavenny Business Club), Sam Dodd, Emma Goode (Goodies), David Gush (Abergavenny Business Club), Steve Davies (Homes of Elegance), Simon Elliott (Simon's Linens), William Griffiths (The Angel Hotel), Kim Waters (I Love Abergavenny), Margaret Whilding (Market Traders Association), Christine Williams (Abergavenny & District Tourism Association), Tony Konieczny (Abergavenny Civic Society), Ruth Coulthard (Brecon Beacons National Park) and James Woodcock (Monmouthshire County Council).
2. The Task Group have identified three central objectives for the Abergavenny BID as detailed in point 3.4. These objectives set the scene for the delivery priorities for the five years as detailed below which will be confirmed in the final business plan as they have since changed from the draft business plan which is appended. Although the BID funding will be ring fenced for delivery priorities the BID will also be able to seek additional financial contributions and match funding for projects to ensure businesses get even better value for money:
 - First Choice For Shoppers & Visitors
 - Event Fit Town

- Welcoming Streets
 - Out And About
 - Putting Businesses First
3. As part of the BID process the Council and other public agencies are producing baseline service statements that set out the current level of service provision within the BID area for both statutory and non-statutory provision. Statements include those from street cleansing, public conveniences, highway maintenance, car parking, events, CCTV, policing, markets, tourism and Christmas decorations (a full copy of the Baseline report will be available on request). These statements will allow the BID Company to understand the level of services currently in place to ensure that it only provides services that are additional to existing provision. Although not legally binding these statements provide an outline of the commitment to provision of services.

RESOURCE IMPLICATIONS:

1. This report seeks approval of the following in support of the BID:
 - That the Council allocate sufficient funds, anticipated to be no more than £10,000 per annum, for the Council's BID levy liability for the five year term of the BID. It is proposed that these costs are managed from within existing revenue budgets.
 - That the Council are able to advance the BID Company up to £75,000 on an interest free basis which will be returned once the BID levy is received. The resource implication principally concerns a cash flow implication for the Authority, with any treasury impact being minimal.
 - Monmouthshire County Council does not have the capacity to conduct the ballot, given that it is scheduled to take place shortly after the general election. Electoral Reform Services will therefore be asked to conduct this. This will involve a cost of £2,100 which will initially be borne by Monmouthshire County Council. This can be recharged to the BID however if the BID is not successful this cost will fall to the Council.
2. The Authority will also be looking to charge the BID delivery mechanism an annual cost (amount to be determined) for the duration of the BID to cover Council costs associated with the collection of the BID levy. These costs will include the costs of administration and the cost of implementing and running the software that allows for BID monies to be administered.

CONSULTEES:

Economy and Development Select Committee Members
Senior Leadership Team
Cabinet Members

CABINET MEMBERS PRESENT:

County Councillors Fox, Greenland, Hacket Pain, Hobson, Howard, Jones and Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors Batrouni and Howarth

INTEREST DECLARED:

None

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**CABINET
DECISION RECORDING LOG**

DECISION DETERMINED ON: 6th MAY 2015

DECISION WILL COME INTO EFFECT ON: 15th MAY 2015
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: Y PRENTIS: SHARED APPRENTICESHIP PROGRAMME FOR THE CONSTRUCTION INDUSTRY

DIVISION//WARD AFFECTED: ALL

PURPOSE:

To present an update of the Y Prentis, Shared Apprenticeship Scheme, established in September 2012.

DECISION:

To receive the contents of this report which provides an overview of the activities to date and details of future plans.

REASONS:

1. Y Prentis was initially established as a £2 million venture to create 105 apprenticeships across South East Wales in its first three years. The scheme is part of Welsh Government's commitment to embed community benefits within public sector procurement using targeted recruitment and training solutions in order to aid job creation. Welsh Government believes that apprenticeships fuel the future essential skills base of the Welsh nation helping to inspire success in the individual and to bring huge benefits to the workplace.
2. As a Shared Apprenticeship Scheme, Y Prentis offers support to small businesses to capitalise upon supply chain development opportunities. The Construction Employment Forecast (2011-2015) identified that construction based employment is set to increase by 5% to 107,500; employment growth is expected to be strong due to the increase in housing renovation and maintenance activity; and the largest increase in growth will be among wood trades, interior fit out activities and labourers.

3. As a small company, Y Prentis is managed by a Programme Manager with support from an Employer Coordinator, a CITB Apprentices Coordinator and an Administrative and Marketing Assistant. The company is governed by a small Board of Directors which comprises of two Directors from MCC namely Rob O'Dwyer Head of Property Services and Facilities and Cath Fallon Head of Economy and Enterprise and two Directors from Melin Homes namely Adrian Huckin Director of Communities, Enterprise and Care and Peter Crockett Deputy Chief Executive, Director of Finance. In addition, the CITB has a seat on the Board as an Observer, which is held by Rob Davies, Regional Delivery Manager plus there are additional advisors who represent the construction industry. In addition, there is an Advisory Panel to the Board which is comprised of representatives from South East Wales Construction companies which includes Morgan Sindall, Cowlin, Balfour Beatty, Lovel, Wilmott Dixon, Interserve, McAlpine, etc. as well as local authorities and colleges. The purpose of the Advisory Panel is to:
 - Advise Y Prentis Board members to ensure that Y Prentis is fit for purpose and meets the training requirements and needs of the construction industry;
 - Provide placements for the apprenticeships which offer a wide range of experience to enable them to gain sector specific qualifications and employment;
 - Offer advice regarding future recruitment patterns and needs; and
 - Assist in influencing Welsh Government and training providers in prioritising training provision in line with industry requirements.
4. Y Prentis is funded from the following sources: CITB Attendance and Attainment Grants; Young Recruits Programme funding; and membership payments. Membership payments are paid by construction companies who are part of Y Prentis, the purpose of the membership fee is to pay towards a personal toolkit that each of the Y Prentis apprentices need when they start work and other items such as any additional training need requirements and personal protective equipment. The fees are either paid weekly or annually dependent upon the size of the company and the number of apprentices.
5. To date 109 apprentices have started with Y Prentis and there are currently 70 apprentices who are under-going an apprenticeship programme. Ten of these are Monmouthshire residents, four of which have completed the programme and gained full time employment, two are currently working towards electrical and brickwork qualifications and four have left the scheme to go onto other positions. As a jointly owned Monmouthshire venture there are clearly plans to recruit more Monmouthshire apprentices across the scheme particularly with the impending start of the 21st Century Schools Build programme, when it is anticipated that at least a further ten apprentices will be recruited.
6. In terms of its future direction Y Prentis has now completed its second year of trading in September 2014 and repaid the £50,000 overdraft facility afforded by the Authority in February 2015. The company is now in a position whereby it has generated a surplus profit. An investment strategy is therefore being developed that will identify projects that Y Prentis can support which are likely to be capital and revenue-based and are likely to enhance training facilities or training provision to support further apprenticeship development or added value skills. In addition, the Board has taken a decision to offer wider, more technical apprenticeships such as civil engineering and quantity surveying and is anticipating that these new apprenticeships will form part of the new intake in September 2015.

7. As Y Prentis is the only CITB approved deliverer of Shared Apprenticeships in South East Wales it has special status which improves its opportunities for long term sustainability. Unlike project based funding schemes, Y Prentis is not time limited. The funding for Y Prentis comes from a wide range of sources including private sector income for wages and membership fees. The CITB grants which Y Prentis benefits from are funded via a levy paid by the construction industry rather than time limited external funding sources. All this provides Y Prentis with sustainable, core funding which will continue as long as the company is managed efficiently and effectively. In addition Y Prentis is guided by an Advisory Panel comprising of key players in the construction industry and clients offering contract opportunities. This unique relationship informs apprentice volume projections whilst providing a vehicle for training providers to match future course provision with future industry needs. This ensures that Y Prentis is driven and directed by the needs of the industry whilst also providing suitable work experience for the young people of South East Wales, as a result Y Prentis apprentices benefit from several advantages when seeking long term employment – they have a full framework qualification which is appropriate to their trade; they have wide ranging experience with several companies and they have job search support from the Y Prentis team.

RESOURCE IMPLICATIONS:

As this is an update report there is no associated resource or financial implications.

CONSULTEES:

Senior Leadership Team
Economy and Development Select Committee Members
Cabinet Members

CABINET MEMBERS PRESENT:

Councillors Fox, Greenland, Hackett Pain, Hobson, Howard, Jones and Murphy.

OTHER ELECTED MEMBERS PRESENT:

Councillors Batrouni and Howarth.

INTEREST DECLARED:

None

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DECISION DETERMINED ON: 6th MAY 2015

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

SUBJECT: MODEL PAY POLICY FOR SCHOOLS

DIVISION//WARD AFFECTED: ALL

PURPOSE:

The purpose of this report is to introduce the revised Model Pay Policy for Schools.

This pay policy provides a framework for making decisions on teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been consulted on with the recognised trade unions.

DECISION:

That the revised Model Pay Policy for Schools be accepted and commended to governing bodies for adoption as soon as possible.

REASONS:

The Model Pay Policy for schools has been developed on a collaborative basis, in consultation with four other local authorities in the SE Wales area, the Education Achievement Service, and all recognised Trade Union Regional Officers. The policy reflects and incorporates the significant changes to national legislative requirements.

The approval and adoption of this model policy seeks to assist the implementation of pay decisions for teachers for all schools in the SE Wales area, and seeks to ensure equity and fairness.

RESOURCE IMPLICATIONS:

There is a potential for disparity between funding and meeting the costs of pay decisions taken by schools.

CONSULTEES:

JAG
All recognised regional and local Trade Unions
Head teachers
Education Achievement Service (EAS)

CABINET MEMBERS PRESENT:

County Councillors Fox, Greenland, Hacket Pain, Hobson, Howard, Jones and Murphy.

OTHER ELECTED MEMBERS PRESENT:

County Councillors Batrouni and Howarth.

INTEREST DECLARED:

None

AUTHOR:

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

SUBJECT: ADOPTION OF LA POLICY ON THE USE OF REASONABLE FORCE

DIVISION//WARD AFFECTED: Countywide

PURPOSE:

To agree the adoption of the Policy on the Use of Reasonable Force.

DECISION:

It is recommended that the Policy on the Use of Reasonable Force is adopted by the Local Authority

REASONS:

This guidance enables school staff to use such force as is reasonable in the circumstances to prevent a pupil from doing, or continuing to do, any of the following

- committing any offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil);
- causing personal injury to, or damage to the property of, any person (including the pupil himself);
- prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise

RESOURCE IMPLICATIONS:

1. This policy will be implemented within existing resources of Inclusion Service.
2. Training will be charged to schools which will enable the Local Authority to maintain an appropriate team of tutors to deliver training.

CONSULTEES:

Cabinet
Joint Advisory Group
Directorate Management Team
All Monmouthshire schools
Social Service Safeguarding Unit
Additional Learning Needs
Educational Psychology Service

CABINET MEMBERS PRESENT:

County Councillors Fox, Greenland, Hacket Pain, Hobson, Howard, Jones and Murphy.

OTHER ELECTED MEMBERS PRESENT:

County Councillors Batrouni and Howarth.

INTEREST DECLARED:

None

AUTHOR:

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DECISION RECORDING LOG**

DECISION DETERMINED ON: 6th MAY 2015

DECISION WILL COME INTO EFFECT ON: 15th MAY 2015
(Subject to "Call-in" by appropriate Select Committee)

SUBJECT: WELSH CHURCH FUND WORKING GROUP

DIVISION//WARD AFFECTED: ALL

PURPOSE:

The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group meeting 7 of the 2014/15 financial year held on the 26th March 2015

DECISION:

We resolved that the following grants be awarded to:

SCHEDULE OF APPLICATIONS 2014/15 – MEETING 7.

(1) St. Arvans Church requested £2,000 to help improve the disabled access and entrance to churchyard including provision of a ramp and handrails.

Recommendation – £1,000 to assist in the provision of disabled facilities and improve access for all too religious services

(2) Abergavenny Community Trust requested £1,000 to assist in providing equipment for a kitchen / refreshments area in the Abergavenny Community Trust building formally known as Park Street Infants.

Recommendation – that £1,000 be allocated to this Community group to assist in providing a facility for social and recreational activities within the area.

(3) Tintern Festival Association requested £400 to help in meeting the cost of staging the 2015 Summer Festival

Recommendation – deferred to 2015/16 financial year as that is when the event is scheduled to be hosted.

(4) Cameron Michie requested £421 to fund attendance at the Welsh College of Music & Drama Summer School

Recommendation – deferred to obtain further information than that supplied upon application in order that a case of financial need could be established.

(5) Parochial Church Council on behalf of St. Cybil's Church, Llangybi requested £5,000 for repairs to the plastered barrel ceiling in the Nave and conservation work to 17th Century wall paintings.

Recommendation - £2,000 was awarded to assist in the renovation and restoration of historic artefacts and paintings for the benefit of the community as a whole.

(6) Henri Wheatley requested £500 to assist in the funding of a 12 month Project Trust Charity volunteer programme to Chile. The applicant will be a Language Assistant teaching English to poor and disadvantaged children in schools

Recommendation – deferred to ascertain further information in this application

It was noted that applications may be made by churches once every financial year

REASONS:

A meeting took place on Thursday, 26th March 2015 of the Welsh Church Fund Cabinet Working Group to recommend the payment of grants as detailed in the attached schedule.

County Councillors in attendance:

D. Edwards (Chairman), B. Strong and A. E. Webb

Officers in attendance:

Mrs N. Perry, Mr D. Jarrett

Apologies for absence:
D. Evans

Declarations of Interest:

County Councillor A. Webb declared an interest pursuant to the Members Code of Conduct, within the capacity of signatory of the applications from St Arvans Church and Tintern Festival Association and took no part in these decisions.

County Councillor D. Edwards declared an interest pursuant to the Members Code of Conduct, within the capacity of signatory of the applications from Abergavenny Community Trust and Cameron Michie and took no part in these decisions.

RESOURCE IMPLICATIONS:

A total of £4,000 was allocated at meeting 7 of the Welsh Church Fund Committee, Thus, the remaining budget for 2014/15 of £5,436 will be deferred and added to the budget allocation for the 2015-16 financial year.

CONSULTEES:

Senior Leadership Team
All Cabinet Members
Head of Legal Services
Head of Finance
Central Management Accountant

CABINET MEMBERS PRESENT:

County Councillors Fox, Greenland, Hacket Pain, Hobson, Howard, Jones and Murphy

OTHER ELECTED MEMBERS PRESENT:

County Councillors Batrouni and Howarth.

INTEREST DECLARED:

None

AUTHOR:

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CONTACT DETAILS

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