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County Hall
Rhadyr
Usk
NP15 1GA

Monday, 4 November 2019

Notice of meeting

Children and Young People Select Committee

Tuesday, 12th November, 2019 at 10.00 am
The Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA

Please note that a pre meeting will be held 30 minutes prior to the start of the meeting for members of the committee.

AGENDA

Item No	Item	Pages
1.	Apologies for Absence.	
2.	Declarations of Interest.	
3.	Public Open Forum.	
4.	Scrutiny of the performance of safeguarding children.	1 - 26
5.	To scrutinise the proposed changes to the School Funding Formula as part of the formal consultation process.	27 - 42
6.	To confirm the minutes of the previous meeting.	43 - 46
7.	Children and Young People Select Committee Forward Work Plan.	47 - 50
8.	Council and Cabinet Work Plan.	51 - 56
9.	Next Meeting: Tuesday 17th December 2019 at 10.00am.	

Paul Matthews

Chief Executive

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillors:

L. Brown
M. Groucutt
L. Jones
D. Jones
M. Lane
M. Powell
T. Thomas
J. Watkins

**Added Members
Members voting on Education Issues
Only**

Annette Daly
Vacant Seat (Roman Catholic Church)
Vacant Seat (Co-optee)
Elizabeth Thomas

**Added Members
Non Voting**

Peter Strong NEU
Fay Middleton (Trade Union)
Maggie Harris

Public Information

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Welsh Language

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Aims and Values of Monmouthshire County Council

Our purpose

Building Sustainable and Resilient Communities

Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

Our Values

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

Monmouthshire Scrutiny Committee Guide

Role of the Pre-meeting

1. Why is the Committee scrutinising this? (background, key issues)
2. What is the Committee's role and what outcome do Members want to achieve?
3. Is there sufficient information to achieve this? If not, who could provide this?
 - Agree the order of questioning and which Members will lead
 - Agree questions for officers and questions for the Cabinet Member

Questions for the Meeting

Scrutinising Performance

1. How does performance compare with previous years? Is it better/worse? Why?
2. How does performance compare with other councils/other service providers? Is it better/worse? Why?
3. How does performance compare with set targets? Is it better/worse? Why?
4. How were performance targets set? Are they challenging enough/realistic?
5. How do service users/the public/partners view the performance of the service?
6. Have there been any recent audit and inspections? What were the findings?
7. How does the service contribute to the achievement of corporate objectives?
8. Is improvement/decline in performance linked to an increase/reduction in resource? What capacity is there to improve?

Scrutinising Policy

1. Who does the policy affect ~ directly and indirectly? Who will benefit most/least?
2. What is the view of service users/stakeholders? Do they believe it will achieve the desired outcome?
3. What is the view of the community as a whole - the 'taxpayer' perspective?
4. What methods were used to consult with stakeholders? Did the process enable all those with a stake to have their say?
5. What practice and options have been considered in developing/reviewing this policy? What evidence is there to inform what works?
6. Does this policy align to our corporate objectives, as defined in our corporate plan?
7. Have all relevant sustainable development, equalities and safeguarding implications been taken into consideration? For example, what are *the procedures that need to be in place to protect children*?
8. How much will this cost to implement and what funding source has been identified?
9. How will performance of the policy be measured and the impact evaluated.

Questions for the Committee to conclude...

Do we have the necessary information to form conclusions/make recommendations to the executive, council, other partners? If not, do we need to:

- (i) Investigate the issue in more detail?
- (ii) Obtain further information from other witnesses – Executive Member, independent expert, members of the local community, service users, regulatory bodies...
- (iii) Agree further actions to be undertaken within a timescale/future monitoring report...

General Questions....

Empowering Communities

- How are we involving local communities and empowering them to design and deliver services to suit local need?
- Do we have regular discussions with communities about service priorities and what level of service the council can afford to provide in the future?

Service Demands

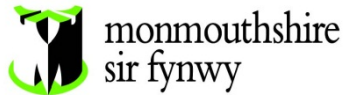
- How will policy and legislative change affect how the council operates?
- Have we considered the demographics of our council and how this will impact on service delivery and funding in the future?

Financial Planning

- Do we have robust medium and long-term financial plans in place?
- Are we linking budgets to plans and outcomes and reporting effectively on these?

Making savings and generating income

- Do we have the right structures in place to ensure that our efficiency, improvement and transformational approaches are working together to maximise savings?
- How are we maximising income? Have we compared other council's policies to maximise income and fully considered the implications on service users?
- Do we have a workforce plan that takes into account capacity, costs, and skills of the actual versus desired workforce?



SUBJECT: SAFEGUARDING EVALUATION REPORT April 2018 – March 2019

MEETING: Adult Select Committee

DATE: 5th November 2019

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

The purpose of this report is:

- To evaluate the progress of Monmouthshire County Council's key safeguarding priorities during 2018/19, highlighting progress, identifying risks and setting out clear improvement actions and priorities for further development.
- To inform Members about the effectiveness of safeguarding in Monmouthshire and the work that is in progress to support the Council's aims in protecting children and adults at risk from harm and abuse.
- To inform Members about the progress made towards meeting the standards in the Council's Corporate Safeguarding Policy approved by Council in July 2017, amended January 2019 (see appendix 4).

2. RECOMMENDATIONS:

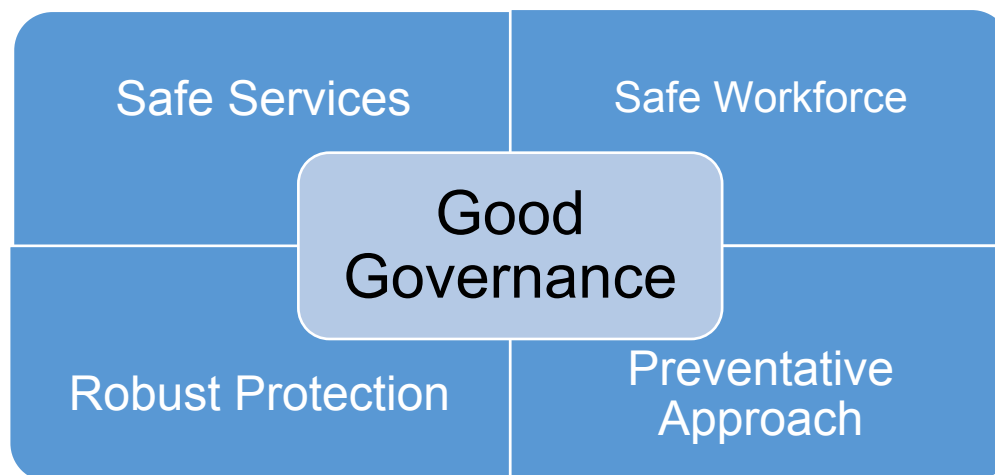
- 2.1 Following scrutiny, it is recommended that the Safeguarding Evaluation Report and Action Plan is presented to full council in December.

3. KEY ISSUES:

- 3.1 This safeguarding evaluation (see appendix 2) is based on activity and information from April 2018 to March 2019. Where relevant we have taken an 'as is' position in terms of progress, given the time lag. Following the amended policy members should now expect an annual safeguarding report (rather than 6-monthly).
- 3.2 The report is developed within the context of the approved Monmouthshire County Council's Corporate Safeguarding Policy which covers duties for both children and adults at risk in line with the Social Services and Well Being (Wales) Act (2014). The analysis within the report reflects progress against priority areas set out within the policy and draws on data and information

concerning both groups. The 5 cornerstones of safeguarding within the Corporate Safeguarding Policy are set out below (Table 1).

Table 1: The Cornerstones of safeguarding in Monmouthshire



- 3.3 Embedding and sustaining the highest standards of safeguarding is a continuous endeavor. This evaluation report forms an integral part of the improvement of safeguarding practice across the Council, and drives the work of the Whole Authority Safeguarding Group. The report tries, wherever possible, to balance qualitative and quantitative data as well as drawing in other sources of information to support the evaluation. It asks critical questions about what are we trying to achieve, how well we are doing, what is the evidence to support our analysis and what are our next steps. The report is at appendix 2.
- 3.4 The self-assessment score has been agreed by the Whole Authority Safeguarding Group on the basis of evidence reviewed to date and critical challenge. It uses the corporate scoring framework (Appendix 1) to provide an overall judgement of effectiveness. The current self-assessment is at Table 2.

Table 2: Self-assessment scores as at March 2019

<u>Cornerstone of Safeguarding</u>	<u>April 17 -Sept 17</u>	<u>Oct 17- March 18</u>	<u>April 2018 – March 2019</u>
Good Governance	4	5	5
Safe Workforce	3	4	3
Preventative Approach	3	4	4
Robust Protection	4	4	4
Safe Services	2	3	3

3.5 Priority improvement actions arising from the evaluation form the basis of the WASG action plan which is implemented and monitored through the Whole Authority Safeguarding Group (see appendix 3).

4. OPTIONS APPRAISAL

Not applicable to this report

5. EVALUATION CRITERIA

Each ‘cornerstone’ section of the report opens with descriptors of ‘what good looks like’. These descriptors provide the basis of how we measure the standard over time using both qualitative and quantitative sources.

Safeguarding progress is now reported on an annual basis to CYP and Adult Select Committees and Council.

6. REASONS:

6.1 This evaluation report is completed within the context of Monmouthshire County Council’s background and history in respect of safeguarding as set out in brief below and represents a further opportunity for Members to consider the distance travelled by the Local Authority in improving safeguarding practice.

- 6.2 Council Members will be aware that in November 2012 the Local Authority was found to have inadequate safeguarding arrangements in place. Shortcomings included a lack of safeguarding policy as well as operational weaknesses particularly within a schools based context.
- 6.3 The Safeguarding and Quality Assurance Unit was established within Children's Services in 2012 quickly extending its role to supporting the Authority's improvement journey around children's safeguarding.
- 6.4 In February 2014 an Estyn monitoring visit recognised that the council had appropriately prioritised safeguarding and 'set the foundations well for recovery' particularly at service and practitioner. However, the authority still did not have 'effective enough management information systems and processes to enable it to receive appropriate and evaluative management information about safeguarding'. This criticism was echoed by a subsequent Welsh Audit Office review of safeguarding in March 2014.
- 6.5 In response to this the council established the Whole Authority Safeguarding Group (WASG) initially chaired by the Chief Executive with a focus specifically on children. The inaugural meeting took place in July 2014.
- 6.6 The Local Authority came out of Special Measures in November 2015 when strong progress in safeguarding was recognised.
- 6.7 A recommendation was subsequently made to Cabinet and endorsed in July 2016 allowing the work of the WASG to incorporate safeguarding for adults at risk so that good practice and learning could be mutually shared, and marking the statutory basis of adult safeguarding as a consequence of the Social Services and Wellbeing (Wales) Act 2014.
- 6.8 Members will also be aware that Wales Audit Office issued statutory recommendations in respect of safeguarding in respect of the Council's Kerbcraft service in January 2017. This was followed by a Wales Audit Office led inspection which took place in January 2018, in partnership with both CIW and Estyn. The report to this was issued in August 2018 and scrutinised by CYP Select in October 2018. There were 4 main proposals within the report including further strengthening of the policy framework; further steps to ensure a safe workforce and safeguarding within commissioning.
- 6.9 The WAO conducted a follow up 'light touch' inspection to this in September 2019. To date, we have not received the written outcome.

7. RESOURCE IMPLICATIONS:

There are no resource implications to this report.

8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

This report is critically concerned with the effectiveness of safeguarding in Monmouthshire County Council.

9. CONSULTEES:

Whole Authority Safeguarding Group
Julie Boothroyd – Chief Officer
Diane Corrister – Safeguarding Manager

Consultation feedback from the Joint Select Committee will be built in to the report as it is completed ready for full Council.

10. BACKGROUND PAPERS:

Corporate Safeguarding Policy (Appendix 4)

11. AUTHOR:

Jane Rodgers, Head of Children's Services

12. CONTACT DETAILS:

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Appendix 1

The Corporate Evaluation Framework

The evaluation score from 1-6	The evaluative context
Level 6 Excellent	Excellent or outstanding
Level 5 Very Good	Good Major strengths
Level 4 Good	Important strengths with some areas for improvement
Level 3 Adequate	Strengths just outweigh weaknesses
Level 2 Weak	Important weaknesses
Level 1 Unsatisfactory	Major weakness

APPENDIX 2
The Evaluation

1). Good Governance

SELF-ASSESSED SCORE = 5

What does good look like?

In Monmouthshire County Council, we ensure that safeguarding for children and adults at risk is understood as “everyone’s responsibility”. We work effectively with regional structures including the Gwent Safeguarding Board. There is continuous focus – and aligned systems and activities – to ensure safeguarding is being culturally embedded across the Council at a “hearts and minds” level. Safeguarding is supported by policies and operating procedures which are embedded within all settings and services.

Progress and Evidence

The Corporate Safeguarding Policy was reviewed and updated in Jan 2019 to include a clearer link to Data Protection issues and Whistleblowing.

The policy will be routinely reviewed 3 yearly.

The Whole Authority Safeguarding Group meets 6-weekly, chaired by the Statutory Director (Chief Officer) and minutes are retained. Every directorate is represented.

A safeguarding ‘self-assessment’ is undertaken every other year on a directorate basis via the Safeguarding Assessment Framework for Evaluation (SAFE). This is currently underway and will be completed over the next 6 months. The key development this year, has seen directorates sharing the outcomes of their SAFEs through a work-shop approach, using real case studies from their service areas to demonstrate safeguarding in action.

There continues to be full representation at all levels of the work of the regional safeguarding board and VAWDSV board.

There is strong engagement in regional approaches to Multi-Agency Sexual Exploitation meeting (MASE) Child Sex Exploitation (CSE), Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) and Contest (PREVENT anti radicalisation).

Analysis

The work of the WASG continues to be a major strength which is reflected in our self-assessment score as 5.

The key development this year, has seen directorates sharing the outcomes of their SAFEs through a work-shop approach, using real case studies from their service areas to demonstrate safeguarding in action. This reinforces that safeguarding is part of everyone’s day job, as well as increasing cross-directorate understanding and allowing any issues regarding safeguarding practice to be emerge and promoting a learning culture.

The previous use of the SBAR to report and record risks and the management of risk has been considered by the Whole Authority Safeguarding Group and different forms of reporting and management are being developed to support a learning culture as well a safe management of risk.

There continues to be a strong Monmouthshire engagement with regional safeguarding boards and involvement in the Strategic and Operational Safeguarding groups. Across GWENT Monmouthshire is leading in terms of the development of Exploitation and Modern Day Slavery processes and training, including Criminal Exploitation and "County Lines" Drug supply.

Monmouthshire has also had an active role in the new All Wales Child and Adult Protection Procedures consultation processes, and are preparing for their launch in November 19

Key Next Steps for 2019 - 2020

Complete the SAFE process and evaluate learning and outcomes for future planning

Ensure that there is good awareness across the Council of the new All Wales Child and Adult Protection Procedures

2). Safe Workforce

SELF-ASSESSED SCORE = 3

What does good look like?

We ensure that safe recruitment and human resource practices operate effectively and are embedded across the Council for the whole workforce (on pay roll and volunteer). We ensure that the workforce working with children and adults at risk are suitable for the role they are employed to do and are focused on outcomes for people. The whole workforce is clear about their duty to report concerns and to keep children and adults at risk safe.

Progress and Evidence

Safe Recruitment

100% staff with DBS in this time period (Employee Services).

100% of volunteers undergone Safe Recruitment process

Further 4 managers undertook Safe Recruitment Training (Training Dept) this is a rolling program with new managers and is to be added to corporate induction programme

All 32 HR Business Partner school visits have been undertaken to check safe recruitment compliance. These are reporting 100% compliance.

Volunteers

In regards to volunteers, a Volunteer Kinetic digital management system is in place. This means we have a live central record of volunteer safe recruitment information and activity. The system is structured so dependent on the role the proportionate amount of safe recruitment checks are carried out and logged on the volunteers' profile, also training is logged on the system for example Safeguarding Level 1.

Training

Every Leisure Centre has appropriately trained Safeguarding Leads - 100% Compliance.

100% of volunteers recruited in this period undertook Safeguarding Training in this period.

At year end 1747 staff members had completed level 1 training and 48.21% of workforce were identified as requiring training at this level.

38 trainers within the council are trained to deliver Level 1 Safeguarding within their service areas.

Basic Awareness safeguarding training has been undertaken by 38 Council Members Level 1, 35 at Level 4, 7.

100% of schools have up to date whole school Safeguarding training plans in place

Governor specific safeguarding training is delivered each term as necessary by the Education Safeguarding Lead

Managing Professional Allegations

The Safeguarding and Quality Assurance Unit has managed the following professional allegations between April 18 and March 19:

Professional Strategy Meetings –

33 adult professionals discussed in relation to 33 children;

24 were concluded in this period.

10 Substantiated.

11 Unsubstantiated.

3 Unfounded.

In Relation to Professional Concerns in Adult Safeguarding new guidance is currently being drafted by the Protocols Group of the Safeguarding Board to support developing process.

Analysis

Safe recruitment under the Corporate Safeguarding Policy continues to be a priority. Processes to ensure that safe recruitment checks for paid and unpaid staff are undertaken prior to full employment and compliance levels around this shows a robust system, that is now thoroughly embedded. Systems are in place to support safe recruitment and an established risk assessment process is in place to review any anomalies within these processes.

The identification of role-related safeguarding training needs has informed the Safeguarding Training Plan, and processes for accessing training have been simplified and are working effectively. There is further opportunity for checking safeguarding training needs through the current SAFE process, with the Safeguarding Unit ensuring that staff appointed to the Designated Safeguarding Lead roles are trained to the correct level, and that the training plan is robust and resilient.

Monmouthshire is fully compliant with the management of Professional Concerns Guidance within Children and Adult Services. Changes to these processes are anticipated in the new Wales Adult and Children Protection Processes launched by the Welsh Assembly Government in November 19, and Monmouthshire are actively involved in the drafting of new protocols with the Gwent Safeguarding Boards.

The downward score of 3 from 4 represents the concerns of the WASG that achieving a watertight system for centrally recording and monitoring employee data regarding

safeguarding training from the point of recruitment onwards remains problematic. There is due to be a significant upgrade to the current data base, however, in the interim and during the upgrade it is an area of potential vulnerability.

Key Next Steps for 2019 – 2020

Collate training data from the outcomes of the SAFEs and revise the training plan accordingly

Implement the upgrade of the HR data base from safeguarding perspective

3). Preventative Approach

SELF-ASSESSED SCORE = 4

What does good look like?

We are working well with partners to identify emerging issues, risks and challenges to our communities. We are able to demonstrate clear multiagency approaches to developing protocols, processes and practice in how we are responding to these issues therefore reducing risks through early intervention and preventative approaches.

Progress and Evidence

Responding to Emerging Issues

Training plans are in place to ensure the right levels of training in VAWDASV and PREVENT including at staff induction.

PREVENT awareness raising has been delivered in all Monmouthshire Schools and continues to be a rolling program of training with a new Gwent funded PREVENT co-ordinator

Year end Figures March 2019 for delivery of VAWDASV level 1 training–

Enterprise -43%

Leadership 49%

Resources 79%

SC/H 55%

CYP 77%

Schools 62%

Child Sexual Exploitation, County Lines, and Modern Day Slavery is delivered as a Level 3 training, included in Level 2 training and training and included in Level 1 integrated Safeguarding training.

Working through multi-agency approaches to tackle safeguarding issues

During this period 17 children were subject to CSE Strategy Meetings and 7 made subject to Operation Quartz (45 meetings).

Local Safeguarding Networks Meetings were held in Sept 18, Jan 19 and March 19 with increased attendance from statutory and 3rd sector involvement.

Safeguarding Practitioner Forums in May 18 focused on Adult and Child Mental Health and in Nov 18 focused on Criminal Exploitation and Modern Day Slavery.

120 members of statutory and 3rd Sector services attended Practitioner Events May and November 2018.

Child Protection Co-ordinator attends monthly meetings with licencing to discuss arising regulation and community safeguarding issues.

Fortnightly MASE Meetings continue with Monmouthshire's CP Co-ordinator vice chair - (Multi Agency Sexual Exploitation meetings) with Police to identify patterns, locations and perpetrator identification.

This year has seen the Development of the Monmouthshire Exploitation Group which has representation from Safeguarding Unit, Public Protection, Partnerships, Police, Gwent Missing Children's Team, Education, Community Based teams.

This group has overseen the development of a Monmouthshire Protocol for responding to Modern Day Slavery and Exploitation. This protocol supports the links and the works of SAFER Monmouthshire Group, and the Monmouthshire Organised Crime Group. It continues to include collaborative working between Licencing and the Gwent Missing Children's team and Police in regard to Operation Make safe - CSE in Hotels, Pubs, Taxi's

The Safer Monmouthshire partnership Group now has clear lines of communication via membership and reporting lines to the newly developed Crime and Disorder Group, Serious Organised Crime Group and Monmouthshire Exploitation Group.

Providing Effective Early Help

The Information/ Advice and Assistance (IAA) facility at the front door of Children's and Adults (FISH) services are regularly monitored and reviewed.

Increase from 1515 to 1911 Adults received IAA Sept -March.

703 Children/families received IAA Sept- March.

The Early Help Panel within Children's Services has been operating since Jan 18 and continues to develop. This now includes Primary Mental Health Services and CAMHS.

Analysis

Preventative approaches remain a strong area of safeguarding practice within Monmouthshire. The score remains at 4 in recognition that there is always more to do in ensuring that all aspects of the council are equally informed about and can recognise safeguarding issues. Equally, safeguarding is an ever changing landscape and whilst there are mechanisms in place to recognise emerging issues (such as county lines) there is never room for complacency. The SAFE process this year, and the WASG meeting programme, is aimed towards supporting preventative approaches.

This period has seen the network and partnership approach embed structures and processes which identify and target vulnerabilities in our communities. Newly developed Exploitation protocols have built on the foundations of previous strengths within the authority, and the reporting and information sharing pathways between statutory services,

and operational partners have supported the early identification of concerns, and multiagency strategies to address these issues at an earlier point. Newly developing work streams will need to be monitored and adapted in order to develop baselines for reporting and working flexibly as themes and understanding evolve.

Community based resources identified previously (Community Hubs, Families First programs, and Community Wellbeing Development Officers) continue to support our communities and meet need and support information sharing in relation to risk.

Partnership working to link community safety and wellbeing to wider community based criminality has focused on the identification of persons of concern, locations and disruption activities

The Early Support Referral Pathway continues to work effectively in meeting need and outcomes for families and children, this continues to develop with new developing strands of work with health to consider early intervention with Child and Adolescent mental health.

Key Next Steps for 2019 - 2020

Support the on-going development of integrated approaches to exploitation through the MASE work

Ensure full roll-out of the Modern Day Slavery protocol

Review the outcomes from the Early Help Panel

WASG to retain oversight of the implementation of the Transport Programme board from a safeguarding perspective.

4). Robust Protection

SELF-ASSESSED SCORE = 4

What does good look like?

We operate best practice in protecting children and adults at risk and ensure that all concerns about possible abuse or neglect are recognised and responded to appropriately. Multi-agency plans and interventions reduce risks and needs for children and vulnerable adults including those at risk of significant harm.

Progress and Evidence

Within Children Services Assessments being completed within statutory timescales remain high, benefited by a more stable workforce.

In Children's services an initial decision a referral is made within 24 hours in 98.3% and 95% of assessments in children's services were completed within statutory timescales.

There is a continued upward trend in respect of both Child Protection Registrations and Children who are Looked After.

The number of children on the Child Protection Register at year end was 116.

The continued increase in children who are recorded as Looked After in Monmouthshire rose to a year end of 173.

Children's Services continues to work with partners to respond to children at risk of sexual exploitation. During this period 17 children were subject to Child Sexual Exploitation Strategy Meetings and 7 made subject to Operation Quartz (45 meetings).

76.79% (down from 84.73%) of Adult Protection enquires were completed within 7 days.

Practitioners in adult and children's services work with multi-agency partners in domestic abuse. Between Sept 2018 –March 2019 25 women, and 31 children in Monmouthshire were the subject of Multi Agency Risk Assessment Conference (MARAC) risk reduction plans.

Analysis

Overall ensuring robust protection for people at risk of harm is a strength within the Council. There is a comprehensive range of mechanisms across children and adult services that allow for a robust approach to quality assurance.

These include:

- Managers monitor through live dashboards in Children's Services with weekly workforce meetings to check case-loads
- Weekly Performance Management Oversight Group in Children's Services using an RBA approach
- Children's Services Leadership Team receive 6-monthly reports from the Independent Reviewing Officer and Child Protection Co-ordinator
- Cases are reviewed regularly within the court process
- Front-line supervision is embedded
- DMT receives regular performance updates from service areas
- Adult Social Services practice improvement meetings are held regularly

Never-the-less, the continued upward trend in numbers within both children's and adults services puts services under pressure, and the current static score line at 4 reflects this.

A Review of Adult Safeguarding team performance and structure has demonstrated the significant increase in safeguarding concerns being referred to the department and an increased Safeguarding function with the demands of the Gwent Adult Safeguarding Board, and Corporate Safeguarding. This has impacted the timescales in which the safeguarding process can be completed and has led to recommendations in relation to structure, capacity and workload in order to meet current demand and prepare for the Wales Adult Safeguarding Procedures to be launched in Nov 2019.

Similarly, over the next 12 months children services will be looking at practice approaches around risk and strengths based working to support the practitioners to manage and report risk more effectively in order to protect but also work in partnership with children and families.

Both the introduction of the new All Wales Child and Adult Protection Procedures which launch in November, together with the services preparation for the change to WCCIS present a current a significant challenge to service stability. There are plans in place to ensure smooth implementation of both.

Key Next Steps for 2019 - 2020

Ensure that plans are in place to implement new procedures and WCCIS without unnecessary disruption to operational issues / quality assurance processes

Consider capacity issues specifically for adult protection

Deliver risk assessment and strengths based practice across Children's Services

5). Safe Services – delivered through commissioning arrangements, grants, partnerships and volunteering

SELF-ASSESSED SCORE = 3

What does good look like?

We use our influence to ensure that services operating in Monmouthshire, both commissioned and those outside the direct control of the Council, do so in ways which promote the welfare and safety of children and adults at risk.

Progress and Evidence

The Corporate Safeguarding Policy has been updated to include the agreed Framework for Minimum Standards for Safeguarding Across Commissioned Services

Social Care and Health have completed Matrix for Minimum Standards and other directorate areas are to follow. This indicated that safe commissioning practice was complied with. The Internal Audit Report into commissioning of external placements (within children's services) published in June 2019 provided reasonable assurance that proper controls were in place.

There are well developed arrangements in public protection to ensure safeguarding is given due regard:

- safeguarding training is a requirement for licenced taxi /hackney and private hire.
- voluntary safeguarding training is offered to alcohol/ entertainment and late night refreshment licensees.

Monmouthshire Letting and Hiring process requires evidence of the hirer's Safeguarding processes as mandatory prior to letting council property. This is set out in the Taxi and Private Hire Policy & Conditions 2016.

During the reporting period we saw:

- 100% compliance new licences
- 100% previous licences
- 100% renewed licence

The Corporate Safeguarding Policy and Volunteering Policy set out clear guidelines and expectations for volunteers in commissioned services. This is reflected in individual service contracts.

Analysis

Progress has been made within Social Care and Health in respect of having clear operating process in place to ensure a robust approach for all social care commissioning for children and adults. A Commissioning Lead is in place and productive relationships

with commissioned providers have been established allowing any emerging concerns to be addressed through good partnership working. There has also been an improvement in statutory social work visits being undertaken (within Children's Services) and the review of placements within statutory timescales remains strong. This means that within social care there is a robust, risk-based, contract management and quality assurance process across all providers. This was recognised within the follow up review of external placements (children's services) by Internal Audit.

Initial review of the evidence from schools, and other parts of the Council for children/ adults at risk indicate there are robust arrangements in place for contracted services (including individual school contracts, transport, leisure services).

However, the evaluative score remains at 3 because of the need to complete the commissioning matrix for each directorate. This will provide a greater understanding and increased assurance of the baseline position across the Council in respect of commissioning. Commissioning has been agreed as a future area of focus for Internal Audit.

Key Next Steps for 2019 - 2020

All directorates to complete the Minimum Standards Self-Assessment Matrix, and evaluate outcomes.

Appendix 3

Safeguarding Key Actions for 2019 – 2020

Action	Responsibility	Timeframe
Complete the SAFE process and evaluate learning and outcomes for future planning	All directorate leads Chair of WASG	March 2020
Ensure that there is good awareness across the Council of the new All Wales Child and Adult Protection Procedures	Safeguarding Service Manager	March 2020
Collate training data from the outcomes of the SAFEs and revise the training plan accordingly	Safeguarding Service Manager	March 2020
Implement the upgrade of the HR data base and provide oversight from a safeguarding perspective	Head of Human Resources	March 2020
Support the on-going development of integrated approaches to exploitation through the MASE work	Safeguarding Service Manager	March 2020
Ensure full roll-out of the Modern Day Slavery protocol	Safeguarding Service Manager Head of Public Protection	March 2020
Review the initial outcomes from the Early Help Panel	Head of Children's Services	Jan 2020
WASG to retain oversight of the implementation of the Transport Programme board from a safeguarding perspective.	Chair of WASG Safeguarding Service Manager	March 2020
Ensure that plans are in place to implement new All Wales Procedures and WCCIS without unnecessary disruption to operational issues / quality assurance processes	Head of Children's and Adult's Services	Jan 2020
Consider capacity issues, specifically for adult protection	Chief Officer Health and Social Care	Jan 2020
Deliver risk assessment and strengths based practice across Children's Services	Head of Children's Services	Jan 2020
All directorates to complete the Minimum Standards Self-Assessment Matrix, and evaluate outcomes.	All directorate leads Chair of WASG	March 2020

Appendix 4



Corporate
Safeguarding Policy

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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Jane Rodgers</p> <p>Phone no: E-mail:janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>This is not a proposal, it is a statement of progress for Scrutiny</p>
<p>Name of Service: Safeguarding – Social Care and Health</p>	<p>Date Future Generations Evaluation form completed</p> <p>October 2019</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc

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Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>A Neutral Contribution</p>	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>A Neutral Contribution</p>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	A Neutral Contribution	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Safeguarding, is central to cohesive communities, in so much the Council must ensure appropriate services and processes in place to protect people as much as possible	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Safeguarding is recognised regionally and nationally as a key component to wellbeing and this report demonstrates the progress made against National, Regional and Local Policies	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	A Neutral Contribution	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Safeguarding is a key part of ensuring that people can fulfil their potential no matter what their background. Equality is at the centre of the services the Authority provide and commission.	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>This report is based on the 5 Safeguarding Priorities of the Council and demonstrates progress made within Governance, Safe Workforce, Preventative Agenda, Robust Protection and Safe Services. It details how services work in partnership with agencies from different sectors, considers involvement and collaboration with communities and details the progress made in relation to Safeguarding in Monmouthshire.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>As Above</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>As Above</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	As Above	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	As Above	

3. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Development of Safeguarding Practice and Safer Services	None	

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	Development of Safeguarding Practice and Safer Services	None	
Gender reassignment	Development of Safeguarding Practice and Safer Services	None	
Marriage or civil partnership	Development of Safeguarding Practice and Safer Services	None	
Pregnancy or maternity	Development of Safeguarding Practice and Safer Services	None	
Race	Development of Safeguarding Practice and Safer Services	None	
Religion or Belief	Development of Safeguarding Practice and Safer Services	None	
Sex	Development of Safeguarding Practice and Safer Services	None	
Sexual Orientation	Development of Safeguarding Practice and Safer Services	None	
Welsh Language	Development of Safeguarding Practice and Safer Services	None	

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance

<http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	This report is about the development of Safeguarding Practice in Monmouthshire	None	
Corporate Parenting	None	None	

5. What evidence and data has informed the development of your proposal?

Both Quantitative and Qualitative evidence presented throughout the report

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6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The Main benefit is sharing information, receiving feedback and development of the process of assuring Safeguarding Process in Monmouthshire

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
CYP & Adult Scrutiny	Nov 2019		
Council	Dec 2019		

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	Annually
--	----------

9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration

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SUBJECT:	CONSULTATION ON THE PROPOSED CHANGES SCHOOLS FUNDING FORMULA.
MEETING:	CYP SELECT COMMITTEE
DATE:	12TH NOVEMBER 2019
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

The purpose of this report is to seek the view of the CYP Select members regarding the consultation on the proposed changes to the funding formula for all schools.

2. RECOMMENDATIONS:

To scrutinise the proposal and to provide feedback for the consultation.

3. KEY ISSUES:

Background

- 3.1 The school budget forum is the statutory body that oversees and proposed changes to the funding formula for schools. At the meeting in June members asked that a working group met to discuss all elements of the formula to ensure that they were distributing in the fairest way.
- 3.2 The working group met twice and from their review they agreed to consult on the following areas:
 - Free School Meals (this does not affect any funding relating to deprivation or the Pupil Development Grant)
 - Payroll
 - Advertising
 - Administration
 - Foreign language assistants.
- 3.3 The reasons for this are outlined in Section 3 of the consultation document attached in appendix 1.
- 3.4 There is no proposal from this consultation to reduce the total funding going to schools, however given that the total budget will be distributed in a different way, should this be agreed, there will be some schools who will gain and some that will lose. The financial summary of each proposal per school is shown in appendix 2. It should be noted that this is using the pupil numbers at January 2019, but will change each year. The implementation date, if agreed, is 1st April 2020.

- 3.5 The consultation closes at noon on the 21st November 2019, all comments / responses from members of the CYP Select Committee will be recorded and included as part of the total responses.

4. OPTIONS APPRAISAL

There were three options considered:

- 4.1 Status quo to make no changes to the formula, this was disregarded as there were some elements of the formula that were not distributing funds in the fairest way.
- 4.2 To consult on all elements of the formula (excluding Additional Learning Needs). The members of the working group decided to disregard this as there were a large majority of funding streams that distributed in the fairest way.
- 4.3 To consult on the elements listed above, this is the preferred option of the working group and agreed with the School Budget Forum.

5. REASONS:

To ensure that the funding formula for schools distributes funding to all schools in the fairest way.

6. RESOURCE IMPLICATIONS:

There is no proposal through this paper to change the funding for schools. This is looking at how the funding is distributed. If agreed there will be some schools that will gain and some that will lose, this is based on the pupil numbers in January 2019. The individual schools affected are listed in appendix 2.

7. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

This report seeks approval to alter the school funding formula as per 3.2.

The report does not seek to amend or add to these policies or to services that direct the nature of service provided to the public. The report deals solely with funding matters and as such a future generations and equality assessment is not considered appropriate or of relevance in this instance.

8. CONSULTEES:

All Headteachers
Chairs of Governing Bodies
Members of the School Budget Forum
Senior Leadership Team
Departmental Management Team
Diocesan Directors
All Elected Members.

9. BACKGROUND PAPERS:

Funding formula – Monmouthshire
The Schools Budget Share (Wales) Regulations 2010
Regional formula working papers.

10. AUTHOR:

Nikki Wellington

11. CONTACT DETAILS:

Tel: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk

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MONMOUTHSHIRE LOCAL EDUCATION AUTHORITY
CHILDREN AND YOUNG PEOPLE DIRECTORATE
CONSULTATION DOCUMENT – CHANGES TO THE FUNDING
FORMULA FOR SCHOOLS.

- This document forms part of the consultation process on the proposed changes to the funding formula which delegates funding to schools within Monmouthshire.
- The relevant Welsh Government legislation that Monmouthshire Local Education Authority is bound by is:

The Schools Budget Share (Wales) Regulations 2010.

CONSULTATION DOCUMENT

**PROPOSAL TO CHANGES TO THE FORMULA FOR MONMOUTHSHIRE
SCHOOLS.**

Date of Issue: **16th October 2019**

Action Required: **Consultation closes noon on the 21st November 2019.**

Title of Document: The Review of Funding for Schools in Monmouthshire Consultation Document.

Audience: All Head teachers of Monmouthshire Schools, Chairs of Governing Bodies of Monmouthshire Schools, The Schools Budget Forum, the Senior Leadership Team, the Departmental Management Team of the Children and Young People Directorate, Diocesan Directors of Education, and All Elected Members.

Overview: This document details the background that gave rise to the review of the current consultation on Schools funding and then outlines the new proposals for the distribution of this funding.

Action Required: A proforma (Appendix 2) is enclosed for your response. The completed form should be sent to the address below by the consultation closing date of **noon on the 21st November 2019**

Responses to: Nikki Wellington

Finance Manager
Children and Young People Directorate
Monmouthshire County Council
@Innovation House
PO Box 106
Caldicot
Monmouthshire
NP26 9AN
e-mail: nicolawellington@monmouthshire.gov.uk

Further Information: Enquiries about this consultation document should be directed to **Nikki Wellington**

Nikki Wellington
Tel: 01633 644549 / 07766 504389
e-mail: nicolawellington@monmouthshire.gov.uk

Additional Copies: These can be obtained from Nikki Wellington (telephone number and e-mail address above)

Related Documents: The Schools Budget Shares (Wales) Regulations 2010

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Appendix 1 – Response Proforma

Appendix 2 – Proposed changes per school.

1. Background

- 1.1 The school budget forum reviews the funding formula for school regularly to ensure that the funding is distributed to schools in the fairest way.
- 1.2 Following a meeting of the School Budget Funding Forum on the 12th September 2019, members agreed to consult on the basis for delegating the following parts of the funding formula:
 - Free School Meals (this does not affect any funding relating to deprivation or the Pupil Development Grant).
 - Payroll
 - Advertising
 - Administration
 - Foreign language assistants.

2. Issues with current arrangements

- 2.1 The School Budget Forum requested that all parts of the formula, excluding funding for additional learning needs be reviewed. The review was to ensure that the distribution of the funding is relevant and reflects the cost drivers in the schools.
- 2.2 There is no proposal from this consultation to reduce the total funding going to schools, however given that the total budget will be distributed in a different way, should this be agreed, there will be some schools who will gain and some that will lose.
- 2.3 The School Budget Forum asked that a working group be set up of interested parties to review the current distribution and make proposals to be consulted on. This working group met twice, once in July to look at the total formula and agree areas to be review, and again in September to decide on the proposals to take forward.
- 2.4 These proposals were agreed at the School Budget Forum on the 12th September 2019.
- 2.5 The financial summary of each proposal per school is shown in appendix 2. It should be noted that this is using the pupil numbers at January 2019, but will change each year. The implementation date, if agreed is 1st April 2020.

3. Proposals.

- 3.1 **Free School Meals: (Secondary Schools Only, exc Mouton House)**
 - All secondary schools contract their own school meal service and therefore receive funding for pupils who are entitled to free school meals. This does not affect Mouton House or any of our Primary schools as the service is provided free by the Local Authority.

- Currently the funding for key stage 3 is £4.79 per pupil and this drops to £2.39 for key stage 4. It is unclear as to the reasons for the reduction and given that they are both compulsory school years the working group are proposing that the funding is £4.79 for both key stages.

3.2 Payroll:

- Currently the funding for primary schools is £3.61 per pupil and £4.53 for secondary schools. All schools currently buy into the service level agreement for payroll, however the funding per school will not always cover the cost of this. The service level agreement charges a fixed rate per school that has been inflated over a number of years. Any changes to the Service Level Agreement will not be affected by these proposed changes.
- The proposal is to fund all schools a consistent rate of £3.61 per pupil. The pupil numbers in a school will have a direct impact on the number of staff employed.

3.3 Advertising:

- The current formula funds all schools £0.85 per pupil to advertise. Schools rarely use this funding for advertising, therefore the working group felt that this funding should be distributed in a more appropriate way.
- The proposal is to move this funding to be distributed as part of the general allowances provided to schools. This would mean that the following weighting would be applied:

Nursery	1.43
Foundation Phase	1.00
Key Stage 1	1.00
Year 7	0.65
Year 8	0.90
Year 9	1.00
Years 10 & 11	1.12.

3.4 Administration (Primary Schools Only):

- The current formula has several administration elements of funding. These are split between the age weight pupil units with a top up of £4,414 for each primary school funded via the lump sum.
- The proposal is to bring all these elements together and fund as one through the age weighted pupil units. There will be no loss of total funding but the schools with larger pupil numbers will attract more funding.

3.5 Foreign Language Assistants (Secondary Schools Only):

- All our secondary schools are funded a lump sum of £11,246 to fund foreign language assistants. It has been confirmed by our schools that they no longer employ these and as such the funding is outdated.
- The proposal is to move this funding to the age weighted pupil units for secondary schools only.

4. Responses – to be received by noon on the 21st November 2019.

Please use appendix 1 below to complete your response.

APPENDIX 1 – RESPONSE PROFORMA

Formula area	I agree	I disagree	If disagree what is your proposal.
Free School Meals (ref 3.1)			
Payroll (ref 3.2)			
Advertising (ref 3.3)			
Administration (ref 3.4)			
Foreign Language Assistants (ref 3.5)			

debits = increase in funding
 credits = reduction in funding

Schools	Areas	Current 2019-20 S52						Total of Amendments compared to current S52 Funding
		Funding	FSM	Payroll	Advertising	Admin	FLA	
Caldicot School	AWPU	4,009,573	1,112	-1,048	28		16,248	16,340
	Premises & Other Factors	937,356					-11,246	-11,246
	Post 16	764,597						
	SEN	587,888						
	Total	6,299,415	1,112	-1,048	28	0	5,001	5,094
Chepstow School	AWPU	2,436,955	750	-633	26		9,814	9,957
	Premises & Other Factors	817,485					-11,246	-11,246
	Post 16	776,924						
	SEN	131,845						
	Total	4,163,210	750	-633	26	0	-1,432	-1,289
King Henry VIII	AWPU	2,864,797	750	-753	16		11,669	11,682
	Premises & Other Factors	842,198					-11,246	-11,246
	Post 16	592,144						
	SEN	358,325						
	Total	4,657,464	750	-753	16	0	422	436
Monmouth Comp	AWPU	4,482,208	1,225	-1,174	27		18,202	18,280
	Premises & Other Factors	860,994					-11,246	-11,246
	Post 16	1,169,265						
	SEN	379,003						
	Total	6,891,471	1,225	-1,174	27	0	6,955	7,033
Mounon House	AWPU	30,475		-19	2		300	282
	Premises & Other Factors	711,768					-11,246	-11,246
	SEN	517,777						
	Total	1,260,020	0	-19	2	0	-10,947	-10,964
PRU	AWPU	-						
	Premises & Other Factors	179,643						
	SEN	261,600						
	Total	441,243	0	0	0	0	0	0
ARW	AWPU	461,405			-3	4,101		4,098
	Premises & Other Factors	212,311				-4,414		-4,414
	SEN	63,709						
	Total	737,425	0	0	-3	-313	0	-316
Castle Park	AWPU	452,133			-3	4,019		4,016
	Premises & Other Factors	218,340				-4,414		-4,414
	SEN	30,187						
	Total	700,660	0	0	-3	-394	0	-398
Cantref	AWPU	511,826			-3	4,547		4,544
	Premises & Other Factors	227,557				-4,414		-4,414
	SEN	52,665						
	Total	792,048	0	0	-3	133	0	130
Cross Ash	AWPU	415,495			-3	3,695		3,692
	Premises & Other Factors	227,332				-4,414		-4,414

	SEN	38,649						
	Total	681,476	0	0	-3	-719	0	-722
Deri View	AWPU	659,161			-4	5,857		5,852
	Premises & Other Factors	370,121				-4,414		-4,414
	SEN	175,891						
	Total	1,205,173	0	0	-4	1,443	0	1,438
Dewstow	AWPU	532,531			-4	4,730		4,726
	Premises & Other Factors	260,360				-4,414		-4,414
	SEN	86,874						
	Total	879,765	0	0	-4	316	0	312
Durand	AWPU	530,295			-4	4,710		4,706
	Premises & Other Factors	209,448				-4,414		-4,414
	SEN	58,820						
	Total	798,563	0	0	-4	296	0	292
Gilwern	AWPU	463,675			-3	4,121		4,118
	Premises & Other Factors	199,782				-4,414		-4,414
	SEN	40,895						
	Total	704,352	0	0	-3	-293	0	-296
Goytre	AWPU	445,356			-3	3,959		3,956
	Premises & Other Factors	200,567				-4,414		-4,414
	SEN	35,508						
	Total	681,430	0	0	-3	-455	0	-458
Kymin View	AWPU	442,088			-3	3,928		3,925
	Premises & Other Factors	275,124				-4,414		-4,414
	SEN	93,013						
	Total	810,225	0	0	-3	-486	0	-489
Llandogo	AWPU	153,045			-1	1,360		1,359
	Premises & Other Factors	146,943				-4,414		-4,414
	SEN	8,433						
	Total	308,421	0	0	-1	-3,054	0	-3,055
Llanfoist	AWPU	479,565			-3	4,263		4,260
	Premises & Other Factors	204,154				-4,414		-4,414
	SEN	31,534						
	Total	715,253	0	0	-3	-151	0	-154
Llantilio	AWPU	458,943			-3	4,080		4,077
	Premises & Other Factors	207,123				-4,414		-4,414
	SEN	33,813						
	Total	699,880	0	0	-3	-334	0	-337
Llanvihangel	AWPU	155,251			-1	1,380		1,379
	Premises & Other Factors	141,064				-4,414		-4,414
	SEN	6,257						
	Total	302,572	0	0	-1	-3,034	0	-3,035
Magor	AWPU	717,323			-5	6,374		6,369
	Premises & Other Factors	219,518				-4,414		-4,414
	SEN	77,473						
	Total	1,014,313	0	0	-5	1,960	0	1,956
Osbaston	AWPU	458,911			-3	4,080		4,077

	Premises & Other Factors	204,218				-4,414		-4,414
	SEN	20,565						
	Total	683,694	0	0	-3	-334	0	-337
OLSM	AWPU	420,553			-3	3,634		3,631
	Premises & Other Factors	221,177				-4,414		-4,414
	SEN	34,096						
	Total	675,826	0	0	-3	-780	0	-783
Overmonnow	AWPU	764,065			-5	6,790		6,785
	Premises & Other Factors	295,504				-4,414		-4,414
	SEN	431,925						
	Total	1,491,495	0	0	-5	2,376	0	2,371
Pembroke	AWPU	517,503			-3	4,598		4,595
	Premises & Other Factors	227,630				-4,414		-4,414
	SEN	358,020						
	Total	1,103,153	0	0	-3	184	0	181
Raglan	AWPU	461,373			-3	4,101		4,098
	Premises & Other Factors	197,680				-4,414		-4,414
	SEN	40,054						
	Total	699,107	0	0	-3	-313	0	-316
Rogiet	AWPU	456,801			-3	4,060		4,057
	Premises & Other Factors	213,866				-4,414		-4,414
	SEN	60,130						
	Total	730,798	0	0	-3	-354	0	-357
Shirenewton	AWPU	456,705			-3	4,060		4,057
	Premises & Other Factors	194,255				-4,414		-4,414
	SEN	35,941						
	Total	686,901	0	0	-3	-354	0	-357
St Mary's	AWPU	376,554			-3	3,350		3,347
	Premises & Other Factors	234,931				-4,414		-4,414
	SEN	14,631						
	Total	626,116	0	0	-3	-1,064	0	-1,067
The Dell	AWPU	903,915			-6	8,039		8,033
	Premises & Other Factors	265,450				-4,414		-4,414
	SEN	45,263						
	Total	1,214,627	0	0	-6	3,625	0	3,619
Thornwell	AWPU	629,985			-4	5,593		5,588
	Premises & Other Factors	256,669				-4,414		-4,414
	SEN	43,612						
	Total	930,266	0	0	-4	1,179	0	1,175
Trellech	AWPU	401,907			-3	3,573		3,570
	Premises & Other Factors	229,232				-4,414		-4,414
	SEN	29,216						
	Total	660,355	0	0	-3	-841	0	-844
Undy	AWPU	748,353			-5	6,648		6,643
	Premises & Other Factors	299,943				-4,414		-4,414
	SEN	114,391						
	Total	1,162,687	0	0	-5	2,234	0	2,229

Usk	AWPU	596,323			-4	5,298		5,294
	Premises & Other Factors	253,390				-4,414		-4,414
	SEN	55,079						
	Total	904,792	0	0	-4	884	0	880
Ysgol y Fenni	AWPU	587,770			17	5,638		5,656
	Premises & Other Factors	234,208				-4,414		-4,414
	SEN	26,846						
	Total	848,824	0	0	17	1,224	0	1,242
Ysgol y Ffin	AWPU	268,359			8	2,579		2,587
	Premises & Other Factors	234,596				-4,414		-4,414
	SEN	15,921						
	Total	518,876	0	0	8	-1,835	0	-1,827
Total Funding		47,681,897	3,838	-3,628	31	747	-0	988

Monmouthshire Select Committee Minutes

**Meeting of Children and Young People Select Committee held
at Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA on Tuesday, 17th September, 2019
at 10.00 am**

Councillors Present

County Councillor T.Thomas (Chairman)
County Councillor (Vice Chairman)

County Councillors: L.Brown, M.Groucutt,
L.Jones, M.Lane, M. Powell and P.Pavia

Also in attendance County Councillor(s):

Officers in Attendance

Will McLean, Chief Officer for Children and Young
People

Sharon Randall-Smith, Head of Achievement and
Attainment

Matthew Gatehouse, Head of Policy and
Governance

Nikki Wellington, Finance Manager

Tyrone Stokes, Accountant

APOLOGIES: Councillors D. Jones and J.Watkins

1. Declarations of Interest

Members declared non-prejudicial interests as school governors.

2. Public Open Forum

There were no members of the public present.

3. Quarterly scrutiny of the Revenue and Capital Monitoring 2019/20 Outturn Statement

- Across the authority as a whole there is a forecast net revenue deficit of £2.4M and 88% of budget savings have been achieved. Children's social services are forecasting a £2.3m overspend.
- External placements for looked after children are significantly more expensive including increased legal costs.
- There was an overspend for the central part of the Children and Young People Directorate of £391,000 and an Additional Learning Needs overspend of £618,000. Of this £275,000 was a result of a shortfall of income for Mounton House.
- There was a shortfall of income from breakfast clubs

Members Challenge

- Members sought further detail on the reasons behind the rising costs of looked after placements. They heard that the trends reflect the picture nationally while many placements are determined by courts.
- Members queried the number of schools in deficit. They heard that 14 schools are in deficit. The pay award and pensions were fully-funded for schools and there have been no revisions to the fair funding formula for a number of years. Staff have been working with Additional Learning Needs Coordinators and Headteachers on the needs of the children to ensure that the funding has the maximum impact.
- Members questioned the position regarding the redundancy budget and what the impact of Mounton House closure could be. When the council has overseen school closures in

the past there has been central funding of redundancy costs as this is an exceptional circumstance. The budget is replenished each year.

Outcomes

- Members examined the budget report and asked a series of questions to seek assurance that appropriate actions were being taken
- The committee had concerns about the increased expenditure in childrens social care but the committee recognised that it was difficult to budget for with many factors beyond the authority's control

4. Presentation on the latest school performance outcomes for 2019

- The committee heard from the Principal Challenge Advisor and the Assistant Director of the Education Achievement Service (EAS). They heard that Teacher assessment data is longer used for accountability and is not aggregated to local authority level. Data is still available to inform teaching, learning and challenge at a school level.
- Members heard how EAS will report performance under these new arrangements comparing Monmouthshire schools against others in the EAS area. This is contextualised with the use of free school meals data
- The tables in the report enable EAS to ask questions of schools examining why there are outliers and looking at school development plans to ensure they are acting appropriately.
- The local authority work with EAS to ensure that these questions are asked and answered appropriately. Additional level of scrutiny and sanction takes place through the school development plans to ensure that they address any shortcomings.

Members Challenge

- Members challenged the validity of using free school meals data as a proxy for the impact of income levels on attainment. The committee heard that while this is not perfect it is the best available measure and is more reliable with larger cohorts.
- Members sought clarity about how EAS supports schools to ensure that teacher assessment is accurate. The challenge advisor reported that there was moderation by peers at a cluster level and throughout the year.
- Members raised concerns that the new approach makes it harder for parents and scrutiny committees to understand comparative data. Members heard that this is a Welsh Government decision and is not in the gift of the chief officer.

Outcome

- Members heard about, and took time to understand and clarify, the new way in which school data would be presented which would inform and ensure on-going scrutiny of educational attainment

5. Proposals for Mounton House School

- A report on the proposal was brought prior to consideration at Cabinet.
- The chief officer had briefed committee several times about the future direction of travel for how learners with additional learning needs would be supported.
- Officers are recommending publishing notices for the closure of Mounton House School at the end of August 2020.

- The school has capacity for 58 students and there are currently 15 students attending, 8 of these reside in Monmouthshire of which two belong to other authorities. There is very little need for this type of school in the county.
- The school cost £1.26M to run this year and the authority will be able to recover £471K. There is a net cost of £131K per pupil rising to £263K from September 2020 if the school were to remain open. This is significantly higher than the charge made to other authorities for placement. The Chief Officer reported that this recommendation not taken lightly or with any motive other than finding the right provision for the pupils. The building is no longer fit for purpose and designation no longer meets the needs of the pupils in Monmouthshire.

Members Challenge

- Members sought re-assurance on the future of staff and how provision for pupils presently at the school would be made after closure. Members heard that closure at the end of 2019-20 would allow two additional terms time to plan and identify education opportunities suitable to the needs of every pupil. Members also heard that following a decision made by Cabinet the council's Protection of Employment Policy would be used to support and seek opportunities for all staff.
- A member made reference to an alternative proposals to support the school to widen its provision to meet growing in-county ALN need on a gradual basis as a third option and indicated that the proposals had not taken adequate account of the consultation responses. Members heard that the report answered the themes that emerged from the in the consultation exercise in a clear way. They also heard that the school needs a significant amount of money spent on it and a make-do and mend approach would not be suitable. The school had previously been funded on capacity rather than the number of pupils on-roll which is how other schools are funded. The Chief Officer stated that is not the environment that would meet the needs of pupils with autistic spectrum disorder alongside the current pupils and committed to developing provision in the county for pupils aged 7 – 19 who have difficulty in learning because of a range of significant and complex additional needs.
- Members questioned whether money be spent to build provision in different schools. The committee heard that wherever possible the needs of pupils with additional or special needs should be met in mainstream provision and Monmouthshire has four resource bases and the council will continue to develop these. However some pupils with very highly specific and complex needs will need to access placements out-of-county.
- Members queried whether 21st century schools funding could be sought to build a new school. It was confirmed that there is no possibility of additional bids for Band B funding from Welsh Government.
- The committee voted on whether to recommend to Cabinet that they consider a third option, as put forward by Cllr Brown to change the type of provision offered at Mounton House to meet the growing in-county ALN need, and the vote was carried.

Outcomes

- Members examined the proposals and asked a series of questions of officers. The chair will attend Cabinet to put forward the committee's view that a third option should be considered

6. Confirmation of Minutes

The minutes of the previous meeting were recognised as a true and accurate record.

7. Children and Young People Select Committee Forward Work Plan

Members received the forward work programme.

The chair indicated that the Head at Chepstow offered to attend the committee with his deputy to give a presentation on free school meals performance. This meeting could also look at the number of Chepstow pupils crossing the border to Wyedean School.

8. Next Meeting:

Tuesday 12th November 2019 at 10.00am.

The meeting ended at 12.45 pm

Monmouthshire's Scrutiny Forward Work Programme 2019-20

Children and Young People's Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
12 th November 2019	Safeguarding Children Performance Report	Scrutiny of the performance of safeguarding children.	Jane Rodgers Diane Corrister	Performance Monitoring
	Proposal to change the funding formula for Monmouthshire schools	To scrutinise the proposed changes to the school funding formula as part of the formal consultation process.	Nikki Wellington	Consultation/Pre-decision Scrutiny
17 th December 2019	Adults and Children's social services performance reporting	Reporting of performance of Adults and Children's social services for 2019-20 (6 monthly)	Richard Jones Julie Boothroyd	Performance Monitoring
	Progress Update on Key Stage 4	An update report.	Will Mclean	Performance Monitoring
28 th January 2020	Attainment Strategies	Discussion with Chepstow Comprehensive on their success strategies for improving the performance of pupils in receipt of free school meals. Discussion on the challenges of being a school on the periphery of the Wales.	Matthew Simms, Head teacher of Chepstow Comprehensive School	Policy Development
	Budget Monitoring report - Month 7	Budget monitoring report for quarterly scrutiny.	Mark Howcroft	Budget Monitoring
17 th March 2020				
28 th April 2020				

Future Agreed Work Programme Items:

Schools items:

- **FSM performance** ~ Chair and Vice Chair to visit Chepstow Comp to discuss and report back to CYP – Will to arrange
- **Chair's School visits** ~ Ysgol Y Ffin

Monmouthshire's Scrutiny Forward Work Programme 2019-20

- **Chepstow Comp** (implications of Wyedean)
- **Welsh Medium Education ~ Welsh Education Strategic Plan** – annual update. New school in Monmouth.
- **Additional Learning Needs** and financial pressures
- **Inclusion updates** – wellbeing/attitudes to learning/supporting the pupil voice
- **Post 16 education provision/Apprenticeships/Engagement and progression**
- **EAS Business Plan 2020-2021 and the Professional Learning Offer 2020-2021 ~ 28th January 2020**
- **Looked After Children Grant ~ schools input**
- **New Curriculum Update and Pioneer schools ~ Primary and secondary to discuss from a school's perspective ~ November 2019**
- **National Categorisation/Estyn outcomes** -Progress towards addressing recommendations

Non-education issues:

- **Support for Foster Carers** ~ Edge of Care Team and BASE. Bringing in Foster Carers
- **Engage with the Youth Forum** ~ Discuss their priorities and key concerns
- **Young Carers Strategy Update**
- **Childcare sufficiency** – annual update
- **Well-being reporting (obesity, eating disorders etc)**
- **Family Support Services ~ Young People's Mental Health Support in Schools:** Chair to liaise with Chief Officer
- **Children with Complex Needs and play provision.**

Suggestions from the Chief Officer:

- **ADL Transformation** ~ new legislation and practice early next year. Regional leads to provide and input. Readiness assessments
- **Ongoing Transformation** between health board and regional partnership boards. Intermediate Care funding and in particular, supporting wellbeing needs.
- **Inclusion in schools (primary and secondary), Behaviour policy.** CAMS support ~ early presentation.
- **Risk areas, financial position and budgetary pressures,** Schools Finance Forum work
- **2 years' delivery plan for Children's Services** ~ understanding good practice and the significant drivers on schools and social services
- **Chief Officer Annual Reports and Corporate Parenting**

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Cabinet, Council and Individual Cabinet Member Decisions (ICMD) Forward Plan

Monmouthshire County Council is required to publish a forward plan of all key decisions to be taken. Council and Cabinet items will only be considered for decision if they have been included on the planner no later than the month preceding the meeting, unless the item is considered urgent.

Committee / Decision Maker	Meeting date / Decision due	Subject	Purpose	Author	Date item added to the planner	Date item originally scheduled for decision
Council	14/05/2020	LDP Preferred Strategy	Endorsement of final preferred strategy	Mark Hand	19/09/19	
Cabinet	03/06/20	Budget Monitoring report - month 12 (period3) - outturn	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2019/20 financial year	Mark Howcroft	18/04/19	
Cabinet	01/04/20	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2019/20, meeting 9 held on 5th March 2020.	Dave Jarrett	18/04/19	
Council	05/03/20	Strategic Equality Plan		Alan Burkitt	26/09/19	
Council	05/03/20	Council Tax Resolution	To set budget and Council Tax	Ruth Donovan	18/04/19	
Cabinet	04/03/20	Budget Monitoring report month 10		Mark Howcroft	18/04/19	
Cabinet	04/03/20	2019/20 Education and Welsh Church Trust Funds Investment and Fund Strategies	The purpose of this report is to present to Cabinet for approval the 2019/20 Investment and Fund Strategy for Trust Funds for which the Authority acts as sole or custodian trustee for adoption and to approve the 2018/19 grant allocation to Local Authority beneficiaries of the Welsh Church Fund	Dave Jarrett	18/04/19	
Cabinet	12/02/20	Strategic Review of Outdoor Education		Marie Bartlett	18/10/20	

Cabinet	19/02/20	Consideration of Final Revenue and Capital Budget Proposals		Peter Davies	03/10/19	
Cabinet	12/02/20	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2019/20, meeting 8 held on 23rd January 2020.	Dave Jarrett	18/04/19	
Council	23/01/20	Constitution Review		Matt Phillips	14/08/19	
Council	23/01/20	Council Tax Reduction Scheme		Ruth Donovan	18/04/19	
ICMD	15/01/20	Archaeology Planning Advice	Adoption post-guidance	Mark Hand	19/09/19	
Cabinet	08/01/20	Rights of Way Improvement Plan (ROWIP) review/ Policy Statement - Results of statutory consultation and proposed Final Plan	To seek approval of the Review of the ROWIP and associated policies	Matt Lewis	18/07/19	
Cabinet	08/01/20	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2019/20, meeting 7 held on 5th December 2019	Dave Jarrett	18/04/19	
Cabinet	08/01/20	Budget Monitoring report - month 7 (period 2)	The purpose of this report is to provide Members with information on the forecast outturn position of the Authority at end of month reporting for 2019/20 financial year.	Mark Howcroft	18/04/19	
Cabinet	18/12/19	Draft Revenue and Capital Budget Proposals		Peter Davies	26/09/19	

ICMD	18/12/19	SPG Landscape	To provide guidance on landscape character to inform planning decisions	Mark Hand/Amy Longford	02/05/19	
ICMD	18/12/19	SPG archaeology	To identify three new Archaeologically Sensitive Areas	Mark Hand/Amy Longford	01/05/19	
Cabinet	18/12/19	Council Tax Base 2020/21 and associated matters	To agree the Council Tax Base figure for submission to the Welsh Government, together with the collection rate to be applied for 2020/21 and to make other necessary related statutory decisions	Sue Deacy/Ruth Donovan	18/04/19	
Council	05/12/19	Mid Term Review of the Corporate Plan		Peter Davies	26/09/19	
Council	05/12/19	Local Development Plan Preferred Strategy		Mark Hand	06/09/19	
Council	05/12/19	Constitution Review		Matt Phillips	14/08/19	
Council	05/12/19	Safeguarding - Annual Report to Council		Jane Rodgers	20/06/19	
Council	05/12/19	Proposed Development Company		Deb Hill-Howells	16/09/19	
Cabinet	04/12/19	Primary School Places Reiview in Caldicot		Matthew Jones	02/10/19	
Cabinet	04/12/19	Conclusion of the statutory processes concerning Mounton House Special Schoo		Matthew Jones	09/10/19	

Cabinet	04/12/19	Tree management Strategy Update		Carl Touhig	16/09/19	
Cabinet	04/12/19	Green Infrastructure Strategy	To approve the Green Infrastructure Strategy	Matt Lewis	18/07/19	
Cabinet	04/12/19	Road Safety Strategy		Frances O'Brien	16/09/19	
Cabinet	04/12/19	Home to School Transport Policy		Frances O'Brien	16/09/19	
Cabinet	04/12/19	Long Term Household Recycling		Carl Touhig	29/01/19	
Cabinet	04/12/19	Statutory consultation to establish a new Welsh Medium Primary School in Monmouth		Debbie Morgan	15/08/19	
ICMD	27/11/19	New Posts within MonLife		Marie Bartlett	01/11/19	
ICMD	27/11/19	LANDSCAPE SPG		Andrew Nevill	31/10/19	
ICMD	27/11/19	Sale of land at Llanvair Discoed for use as garden land'	To seek consent to dispose of two sections of land in Llanvair Discoed to current occupiers for use as garden land'	Gareth King/Cllr P Murphy	31/10/19	
ICMD	27/11/19	SPG S106 guidance note	To clarify how S106 contributions are calculated	Mark Hand	01/05/19	

ICMD	27/11/19	Infill Development Supplementary Planning Guidance	For adoption post-consultation	Mark Hand	19/09/19	
ICMD	13/11/19	CYP staffing structure – ALN Team		Nikki Wellington		
ICMD	13/11/19	MONLIFE AMENDMENTS TO TEAM CONFIGURATIONS		Marie Bartlett		
Cabinet	06/11/19	Climate Emergency Action Plan	Deferred	Matt Gatehouse	16/09/19	
Cabinet	06/11/19	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2019/20, meeting 5 held on 19th September 2019 and meeting 6 held on 24th October 2019	Dave Jarrett	18/04/19	
Cabinet	06/11/19	Section 106 Funding – The Hill, Abergavenny		Mike Moran	20/02/19	
Cabinet	06/11/19	Caldicot Leisure Centre		Ian Saunders	16/09/19	
Cabinet	06/11/19	Economic Growth		Cath Fallon	16/09/19	
Cabinet	06/11/19	Section 106 Funding – Penperlleni		Mike Moran	20/02/19	
Cabinet	06/11/19	Croesonen S106 Off-Site Recreation Funding		Mike Moran	30/09/19	

Cabinet	06/11/19
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Monmouth S106 Off-Site Recreation Funding

	Mike Moran	30/09/19	
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