

**PLEASE NOTE THAT THERE WILL BE A PRE-MEETING
FOR MEMBERS OF THE CHILDREN AND YOUNG
PEOPLE SELECT COMMITTEE AT 9.30AM**

County Hall
The Rhadyr
Usk
NP15 1GA

1st October 2014

Notice of Special Meeting:

Children and Young People Select Committee

**Thursday 9th October 2014 at 10.30am
The Council Chamber, County Hall, The Rhadyr, Usk NP15 1GA**

AGENDA

The Council welcomes contributions from members of the public through the medium of Welsh or English. We respectfully ask that you provide us with adequate notice to accommodate your needs.

Item No	Item
1.	Apologies for absence.
2.	Declarations of Interest.
3.	To undertake further scrutiny of the Education Achievement Service (EAS) for South East Wales via a question and answer session with Steve Davies, Managing Director.
4.	To scrutinise the following report and to receive a presentation by the Head of Children's Services (copy attached): (i) Children's Services Update.

5.	To scrutinise a report by the Finance Manager regarding Individual School Balances (copy attached).
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**Paul Matthews,
Chief Executive**

Children and Young People Select Committee

County Councillors:

D. Blakebrough
P.R. Clarke
P.S. Farley
L. Guppy
R.G. Harris
D.W. H. Jones
P. Jones (Chairman)
M. Powell
A.E. Webb

Added Members

Voting on Education Issues Only

Revd. Dr. S. James (Church in Wales)
Vacancy (Catholic Church)
Mrs. A. Lewis (Parent Governor Representative)
Mrs. S. Ingle-Gillis (Parent Governor Representative)

Added Members

Non-Voting

Mr. G. Murphy (NAHT)
Vacancy (ASCL)
Vacancy (NUT)
Vacancy (Free Church Federal Council)
Vacancy (NASUWT)
Mr. K. Plow (Association of School Governors)

Aims and Values of Monmouthshire County Council

Sustainable and Resilient Communities

Outcomes we are working towards

Nobody Is Left Behind

- Older people are able to live their good life
- People have access to appropriate and affordable housing
- People have good access and mobility

People Are Confident, Capable and Involved

- People's lives are not affected by alcohol and drug misuse
- Families are supported
- People feel safe

Our County Thrives

- Business and enterprise
- People have access to practical and flexible learning
- People protect and enhance the environment

Our priorities

- Schools
- Protection of vulnerable people
- Supporting Business and Job Creation

Our Values

- **Openness:** we aspire to be open and honest to develop trusting relationships.
- **Fairness:** we aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.
- **Flexibility:** we aspire to be flexible in our thinking and action to become an effective and efficient organisation.
- **Teamwork:** we aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goal

SUBJECT: Children's Services Update

MEETING: Select

DATE: 9th October 2014

DIVISION/WARDS AFFECTED: All

1. **PURPOSE:** To advise Select regarding development work within Children's Services, since April 2014. The attached presentation was previously provided to Paul Matthews, Chief Executive in August 2014 and will give members the opportunity to consider and question the work recently undertaken within the service and the plans for progress.
2. **RECOMMENDATIONS:**
 - 2.1 Information only to Select at this time. Further reports and information will be provided at other CYP Select's in October 2014.
3. **KEY ISSUES:**
 - 3.1 Since April 2014, a significant amount of work has been undertaken within Children's Services to change the working culture and to refocus on children and young people. It is evident from the recent work that staff are committed to children and young people.
 - 3.2 There is a significant focus within the Council on the budget position in Children's Services; however, this is only part of the picture as effective, consistent practice is also needed to ensure that we are safeguarding children in our area.
 - 3.3 The attached presentation provides an overview of the work undertaken which has considered issues from a worker, child, family and other professionals perspective. The work has developed to encourage leadership and accountability within the service and to move from a micro- management culture to one of ownership and children and young people first, underpinned by effective practice.
 - 3.4 There have been consistent pressures on the Children's Services budget over the past three years. The work in the service has a significant statutory aspect to it, which the Local Authority needs to remain compliant with. At a recent Select meeting a budget deficit report has been requested and this will be provided to Select at the earliest opportunity.
 - 3.5 There are a number of budget areas that continue to cause concern in relation to looked after children. The prediction is that over the next three years this will continue to rise. We have seen an increase of 36% since 2010 (from 80 in 10/11 to 109 in 13/14) and at a unit cost of £41,000 this equates to approx. £1.2m of additional costs. This unit cost is below the welsh average. Any rise seen in numbers of looked after children, will also incur additional costs, for example, in relation to fostering and legal costs.
 - 3.6 Current financial pressures in the service that cause particular concern are:
 - External placements

- Internal fostering team
- YP's accommodation
- Legal costs
- Travel costs

3.7 Part of the work undertaken over the past few months has also been to reduce the number of agency staff by recruiting to vacant social worker posts. This has been achieved by a change in recruitment practices and at the time of this report all social worker posts have been recruited to, subject to recruitment processes e.g. satisfactory references. I am advised that this is the first time in a number of years that this has been the case. However, the workload demands continue to exceed the number of staff and managers within the service continue to plan to ensure that the needs of children and young people are met, within the timescales.

4. REASONS:

4.1 This work has been undertaken to develop the service in a short timescale to provide a focused and effective service.

5. RESOURCE IMPLICATIONS:

5.1 This report and presentation is for information only at this time

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

6.1 Information only at this time

7. CONSULTEES:

Director Social Care and Health

8. BACKGROUND PAPERS: Presentation attached

9. AUTHOR: Tracy Jelfs

10. CONTACT DETAILS:

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Children's Services Pathway to Change

August 2014



- Our Purpose -
- “Enabling families and communities to keep children and young people safe and to reach their full potential.”

What are the requirements?

- Child focussed
- Statutory Obligations
- Working to a prescribed framework – intervention which is compulsory
- State intervention which is compulsory and contested

Impact on Children's Services

- Time spent on making it right instead of getting it right in the first place
- Duplication of tasks
- Bad PR with other agencies, internally and Courts
- Lack of capacity to develop / lack of drive to achieve good practice
- Lack of consistent and known process
- Staff morale

Impact: Children's experience

- Feeling abandoned when case is transferred
- Loss of accessibility and continuity of social worker
- Telling their difficult story on lots of occasions & not being heard or seen
- Not understanding why we are involved and the reasons for decisions about them
- Parents Experience this too!

Views of Children's Services from others

- Loss of confidence in our service
- Limited communication
- Lack of understanding about our service
- Impact of constant change and developments within the multi-agency practice
- Perception of the service from others within MCC
- Lack of shared priorities and focus

The vortex at the beginning of 2014!

Barriers

- KPI's / Database / Tools
- Change
- “Overspend”
- Staffing



What the service wanted

- Focus on children and young people
- To be heard
- Keen to improve
- Appropriate resources to deliver the service

What are we working to solve?

- Accommodation that meets our needs
- Change in culture
- Staffing – competency, confidence, attitude
- Developing new ways of working – sabbaticals, reducing emails, focus on what matters
- IT
- Responses to external criticisms

Accommodation

- Accessible to our service users
- Contact venues that are family friendly
- Able to be together as a whole service
- Visible to the rest of the Authority
- Staff and service users valued
- Safe for our staff
- Presenting ourselves as professional service to other organisations and our service users

Culture Change

- Clear focus on our purpose and doing what matters
- One service not four teams
- Consistent policies and practices across service
- Enabling, trusting and respectful culture within a framework of high expectations
- One tea fund and stationery cupboard

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IT

- New system developed by Staff
- Experimenting with agile technology
- Direct work apps including children who are non verbal

Children and families

- Staff trained to play with children
- Re-emphasis on direct work with children and young people
- Apprenticeship scheme for care leavers
- Young women's well-being group for children and care leavers
- Football group for looking after children and care leavers
- Garden party for families with a disabled child
- Inspirational speakers from care leavers
- New IT system to record children's stories



Business Cases

- 0.5 safeguarding post
- BASE
- SGO Social Worker
- Senior Practitioner in Children with Disabilities
- Social Worker in Fostering
- Placement and Contracts Officer
- Additional administration

This is our perspective of what the best Children's Services looks like

Full of quality staff

Child first

Focused on children and young people

Interactive

On the ball

Safe, sound, fair

Reflective & learning environment

Working together to achieve the best outcomes for the child



Thank you for listening

Any Questions?

REPORT

Agenda item 5

SUBJECT: School Balances
DIRECTORATE: Children and Young People
MEETING: Children & Young People Select Committee
DATE: 9th October 2014
DIVISIONS/WARD AFFECTED: All Authority

1. PURPOSE

- 1.1 The purpose of this report is to provide Select Committee Members with information on the school balances for both the 2014/15 budget and the latest forecast at month 3 (end of June) for the financial year 2014.

2. RECOMMENDATION

- 2.1 That Select Members scrutinise the revenue budget monitoring information presented in the report.

3. KEY ISSUES

- 3.1 The key issues are shown below:

- School balances reduced last to a surplus of £988,156. The trend in balances has been that school balances have increased year on year until last financial year when the balances dropped and the value of the deficit increased this is shown in the table below.

Financial Year	Year-end Balance(Surplus)	No. School in Deficit	Value of Deficit
2010-11	£964k	10	£414,761
2011-12	£1,024k	9	£490,714
2012-13	£1,240k	5	£389,875
2013-14	£988k	6	£456,889

- For the year ended 31st March 2013 Monmouthshire held the 3rd lowest reserves per pupil at £104, the top is Conwy and the bottom is Cardiff. Monmouthshire held the lowest level of total reserves across our schools, the top being Swansea.
- Members are aware that all schools need to agree a recovery plan with the authority in an agreed timescale, this is usually within a 3 month window. The recovery plan is also over a 3 year period unless agreed, but if the timescale is extended then significant progress should be made to resolving the situation.
- Schools work on an academic year and therefore most changes will occur from the 1st September and this can cause issues in delays in savings for the financial year. Therefore it is common to see a change in the school balances for the month 6 forecasts once all staff are in place.

- The majority of the budgets for schools relate to staffing, this represents about 85% of any school budget. There is guidance from Welsh Government regarding class sizes for primary schools. This is reflected in the funding through the formula, allowing a ratio of 1:30 pupil teacher ratio for both foundation phase and key stage 2. It does require most primary schools to have mixed classes and not straight year groups.
- The foundation phase grant is allocated direct from Welsh Government, the funding is passed to MCC to distribute to schools, and current funding ratio is 1:10 in nursery and reception and 1:15 for years 1 and 2. The funding levels allow staff to be funded on the top of a level 2 or bottom of a level 3. Many staff in schools are on higher salary scales than the funding allows which results in the schools funding the difference.
- The funding for teaching staff through the formula is based on the top of the main pay scale, however if they are paid on the upper pay spine then the authority pays the actual rate.
- All the funding is delegated at the beginning of the financial year and therefore should there be any changes either in pupil numbers or staff there is no top up funding available.
- Schools are monitored quarterly in line with the corporate timetable. Schools that are in a deficit position are monitored on a monthly basis.
- The quarterly reports detail the reasons for any movement between budget and forecast and these are incorporated into a corporate document for scrutiny and cabinet. The detailed report for month 3 is shown in appendix 1.
- The monitoring reports are sent to school on a monthly basis and contain detailed information regarding the payroll of the schools. Schools should be reviewing this information on a monthly basis.
- The finance committees of the governing bodies should meet at least on a termly basis and they should be reporting into the full governing body following those meetings.
- Budgets are set during February and March, at this stage our schools are provided with one year's actual funding and the following two years is indicative funding based on pupil numbers. These budgets will allow schools to plan for the trends in their school budget and will alert them to any potential issues.
- School budgets for 14-15 were held at a standstill position as part of the budget mandate process. For the last 3 years the Welsh Government has asked local authorities to provide a minimum of 1% protection for our schools, this protection level has been met.
- Schools have the freedom to purchase goods and services independently of the authority, however internal audit provide guidance around the procurement process and will audit against this when they carry out their audits.
- There are three other main grants applicable to schools, these being the School Effectiveness Grant, Pupil Deprivation Grant and the Welsh Effectiveness Grant. These grants sit outside the main school budget and the terms of the grants include setting up sustainable intervention to support the young people, this does not always mean staffing, but some schools will use staff to support this.

4 REASONS

- 4.1 To provide greater detail around school budgets to allow greater scrutiny in the future.

5 BACKGROUND PAPERS

Appendix 1 – Movement on reserves as at 30th June 2014.

6 AUTHOR

Nikki Wellington – CYP finance manager

7 CONTACT DETAILS

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Movement in Reserves

Appendix 1

	Opening Reserves (Surplus)/Deficit 14-15	In year forecast at Month 3 (Surplus)/Deficit	Anticipated Reserves to be carried forward to 2015-16 (Surplus)/Deficit	Notes
Abergavenny cluster				
E003 King Henry VIII Comprehensive	(114,518)	187,260	72,742	
E073 Cantref Primary	(68,138)	13,388	(54,750)	Savings on staffing as costs being funded by SEG/PDG and lower scale staff used to cover maternity leave. Increase in hours of some non-teaching staff to cover planning & preparation.
E072 Deri View Primary	79,952	(2,910)	77,042	
E035 Gilwern Jnr & Inf	(41,057)	11,523	(29,534)	
E037 Goytre Fawr Jnr & Inf	(4,709)	(4,021)	(8,730)	
E041 Llanfair Kilgeddin CV Jnr & Inf	(22,611)	16,359	(6,252)	
E093 Llanfoist Fawr	(32,933)	(12,313)	(45,246)	
E044 Llantillio Pertholey Jnr & Inf	(65,340)	45,244	(20,096)	Savings on staffing as costs being funded by SEG/PDG.
E045 Llanvihangel Crocorney Jnr & Inf	40,656	(12,166)	28,490	
E090 Our Lady and St Michael's RC Primary School	(23,663)	(9,406)	(33,069)	Savings as lower scale staff are covering maternity leave, also employed lower scale teacher than what was budgeted for. Savings as teaching staff hours reducing and being replaced by lower scale staff.
E067 Ysgol Gymraeg Y Fenni	(32,161)	(7,454)	(39,615)	
Caldicot cluster				
E001 Caldicot Comprehensive	(60,620)	53,748	(6,872)	
E068 Archbishop Rowan Williams Primary	(21,991)	(3,468)	(25,459)	
E094 Castle Park	97,998	(28,613)	69,385	
E075 Dewstow Primary School	(106,113)	75,987	(30,126)	Savings on replacement caretaker as on lower scale, plus provision for the supply staff budget reduced
E034 Durand Jnr & Inf	(44,725)	29,133	(15,592)	
E048 Magor Vol Aided Jnr & Inf	(31,137)	(19,599)	(50,736)	
E056 Rogiet Jnr & Inf	(83,152)	3,298	(79,854)	Maternity cover budgeted for in Error plus resignation - head to meet with Governors in September to re-do investment plan
E063 Undy Jnr & Inf	(10,117)	(3,978)	(14,095)	
E069 Ysgol Gymraeg Y Ffin	17,914	(30,450)	(12,536)	
Chepstow cluster				
E002 Chepstow Comprehensive	214,589	137,562	352,151	
E091 New Pembroke Primary School	(79,671)	44,160	(35,511)	
E057 Shirenewton Jnr & Inf	(81,568)	18,841	(62,727)	Reserve includes £21.5k projects (MAPS & PMI). Schools projected C/f £41,180
E058 St Mary's Chepstow RC Jnr & Inf	(813)	(1,496)	(2,309)	
E060 The Dell Jnr & Inf	(50,107)	2,855	(47,252)	
E061 Thornwell Jnr & Inf	(16,136)	11,855	(4,281)	
Monmouth cluster				
E004 Monmouth Comprehensive	(130,975)	0	(130,975)	
E032 Cross Ash Jnr & Inf	(47,987)	20,381	(27,606)	Savings on staffing due to retirement, staff leaving and maternity - all being replaced by lower scale staff, also reduction in SLA costs
E092 Kymin View Primary School	(34,355)	16,976	(17,379)	
E039 Llandogo Jnr & Inf	5,780	16,531	22,311	
E074 Osbaston Church In Wales Primary	(48,712)	(4,411)	(53,123)	Savings around staffing - staffing left and replaced at a lower grade and some staff now funded by SEG/PDG - depending on september intake, an additional teacher may be employed which will reduce this surplus
E051 Overmonnow Jnr & Inf	(33,729)	4,623	(29,106)	
E055 Raglan Jnr & Inf	(41,259)	21,026	(20,233)	
E062 Trellech Jnr & Inf	(33,605)	(16,142)	(49,747)	
E064 Usk CV Jnr & Inf	(28,687)	11,249	(17,438)	
	(933,700)	585,572	(348,128)	
Special Schools				
E020 Mounton House	(18,464)	26,882	8,418	
E095 PRU	(35,992)	0	(35,992)	
	(54,456)	26,882	(27,574)	
	(988,156)	612,454	(375,702)	