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County Hall
Rhadyr
Usk
NP15 1GA

Wednesday, 10 October 2018

Notice of meeting

Children and Young People Select Committee

Thursday, 18th October, 2018 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 Wales Audit Office Whole Authority Review of Children's Safeguarding report and the Council's Management Response.	1 - 34
5.	Scrutiny of Project 5: Proposal to develop a joint multi-disciplinary intensive therapeutic fostering service for Looked After Children and young people.	35 - 56
6.	Scrutiny of 2018 End of Key Stage Teacher Assessment Outcomes and National Test results - Monmouthshire.	57 - 66
7.	To confirm the minutes of the previous meeting.	67 - 74
8.	Children and Young People Select Committee Forward Work Programme.	75 - 78
9.	Council and Cabinet Business Forward Work Programme.	79 - 100
10.	To confirm the date and time of the next meeting as being 29th November 2018 at 10.00am.	

Paul Matthews,

Chief Executive

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillors:

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

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

Dr. A. Daly (Church in Wales)
M. Fowler (Parent Governor Representative)
Vacancy (Parent Governor Representative)
Vacancy (Catholic Church)

**Added Members
Non Voting**

L. Wakerley (Association of School
Governors)
Vacancy (NAHT)
Vacancy (ASCL)
Vacancy (NUT)
Vacancy (Free Church Federal Council)
Vacancy (NASUWT)

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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?



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU

Archwilydd Cyffredinol Cymru
Auditor General for Wales

Whole Authority review of children's safeguarding – **Monmouthshire County Council**

Audit year: 2017-18

Date issued: August 2018

Document reference: 582A2018-19

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Mae'r ddogfen hon hefyd ar gael yn Gymraeg. This document is also available in Welsh.

The team who delivered the work comprised Lisa McCarthy and Ron Price from the Wales Audit Office, in conjunction with Gerard Kerlake and Farrukh Khan from Her Majesty's Inspectorate of Education and Training in Wales (Estyn) and Duncan Marshall from Care Inspectorate Wales (CIW), managed by Non Jenkins and David Wilson under the direction of Huw Rees.

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Summary report

- 1 The Auditor General for Wales' 'Review of Corporate Safeguarding Arrangements in Welsh Councils' national report in 2015 concluded that **Welsh councils' corporate assurance arrangements for overseeing the safeguarding of children were of variable quality.**
- 2 This national report drew on local work the Wales Audit Office undertook at each of the 22 Welsh Councils during 2014. The national report identified weaknesses in safeguarding arrangements and made nine national recommendations, seven of which were directed at all councils across Wales and these are set out in [Appendix 1](#).
- 3 The local work at Monmouthshire County Council for the review concluded in August 2014 that **the governance, accountability and management arrangements for overseeing whether Monmouthshire Council was meeting its safeguarding responsibilities to children had some weaknesses which the Council must address.** The local report made three specific proposals for improvement for the Council and these are also set out in [Appendix 1](#).
- 4 In February 2017, the Wales Audit Office reported further weaknesses in the Council's safeguarding arrangements in its 'Safeguarding arrangements – Kerbcraft scheme' local report. The report concluded that **children were being put at risk because of continuing weaknesses in safeguarding arrangements for the Kerbcraft scheme that the Council had not adequately addressed.**
- 5 The report included three statutory formal recommendations made under Section 25 of the Public Audit (Wales) Act 2004 which are set out in [Appendix 2](#).
- 6 The focus of this local Whole Authority Review of Children's Safeguarding was to assess whether the Council has adequate arrangements to safeguard children, and assurance that these arrangements operate effectively across all areas of activity and interactions with children. We examined progress against the previous recommendations made to the Council, and also considered some areas of enhanced risk, such as the Council's approach to looked after children, and some areas where services provided by the Council interact with children.
- 7 We concluded that **children's safeguarding policy and procedures have recently improved, but there are shortcomings in some critical areas of policy and operation.** We say this because:
 - the Council's framework and arrangements for safeguarding children have recently improved; and
 - there are shortcomings in some critical areas of policy and operation.

Proposals for improvement

Exhibit 1: the table below contains our proposals for ways in which the Council could further improve

Proposals for improvement	
P1	<p>Integrate safeguarding across the Council's policy framework. In particular:</p> <ul style="list-style-type: none"> a. Produce a 'project plan' identifying the underpinning work required and associated timescales to fully incorporate the Council's approach to integrating child and adult safeguarding. b. Re-frame the strategic risk register, to enable a SMART-er approach to measuring impact of actions taken in mitigation of identified risk. c. Strengthen safeguarding policy and guidance in the areas identified in this report. Including: <ul style="list-style-type: none"> – data protection arrangements and guidance linked to safeguarding; – embed whistleblowing policy arrangements through training and awareness raising; and – revise taxi licensing arrangements strengthening health and safety requirements.
P2	<p>Embed all aspects of safe recruitment, induction and training consistently. In particular:</p> <ul style="list-style-type: none"> a. Improve training records on safeguarding to show why the person received that particular level of training, when the training was received, and when it needs to be reviewed. b. Ensure all people who have a specific role in safeguarding undertake appropriate training. c. Clarify when enhanced DBS checks are required and ensure these are obtained in line with guidance.
P3	<p>Ensure control arrangements are consistently applied and improve performance monitoring arrangements around safeguarding to include all areas of service operation to address all gaps in accountability. This should include issuing clear guidance to managers on information on safeguarding that should be included in reports to Members.</p>
P4	<p>Improve the Council's commissioning and contracting arrangements in relation to safeguarding children by finalising guidance on commissioning, contracting and volunteering from a safeguarding perspective.</p>

Detailed report

The Council's framework and arrangements for safeguarding children have recently improved

Leadership, strategic direction and accountability arrangements have improved for safeguarding children, particularly in education and social services

- 8 The Council's arrangements for children's safeguarding have been strengthened over the last two years. The Council has improved leadership and accountability arrangements for safeguarding children with policies and guidance having been refreshed, safeguarding being linked into Service Improvement Plans (SIPs), and improved risk and mitigation arrangements in place. We also find that the Council is self-aware in relation to the improvement needed in its safeguarding arrangements. The Council provided us with a position statement before we undertook our fieldwork, and it was positive to see that the Council acknowledged where it needed to strengthen its safeguarding framework.
- 9 The Council's position statement recognises that risks and mitigations around safeguarding are ever changing, and that the Council needs to be ever vigilant to identify and mitigate against new risks. Senior staff expressed to us that they want to instil a culture across the organisation that has a clear focus on safeguarding that proactively seeks to mitigate potential risks. We also found a good understanding of the issue of proportionality in regard to children's safeguarding across the Council, with officers and councillors expressing a sense of differing risk factors in differing circumstances.
- 10 The Council's overall approach to children's safeguarding has been strengthened by a new Safeguarding Policy that supports a clearer strategic direction for safeguarding children across council services. There are four cornerstones to the policy:
 - Safe services
 - Safe workforce
 - Robust protection
 - Preventative approachesThese are related to and link into Service Improvement Plans (SIPs) and the Council's Safeguarding Audit Framework for Evaluation (SAFE) guidance.
- 11 The Council has strengthened accountability arrangements for safeguarding by extending the Safeguarding Audit Framework for Evaluation (SAFE) process from Education and Social services to 'all Council services' during 2017. The SAFE process is used to gather information and monitor compliance with the Safeguarding policy by all Departmental Management Teams, schools and other settings working with children, young people and adults at risk. The audit is

undertaken on a bi-annual basis and information is used to improve safeguarding arrangements.

- 12 The service areas of education and social services demonstrate a stronger ethos around safeguarding than others. It is in these areas that we see a focus on improving arrangements being led by senior officers and some examples where accountability arrangements have improved. The Council recognises that it needs to promote this strong ethos and focus on improvement across all services.
- 13 The Chief Officer for children and young people has a strong awareness of safeguarding issues in the directorate and is able to point to secure systems in place to address safeguarding issues.
- 14 Within schools, head teachers express a great deal of confidence in the support provided to them by the Council with regards to safeguarding. Safeguarding is always included in half-termly meetings between head teachers and the Chief officer for children and young people. The Council monitors those schools that have an external provider for Human Resource functions to ensure safeguarding is covered appropriately, and that the Welsh Government's statutory 'Keeping Learners Safe'¹ guidance is collectively followed and monitored.
- 15 The Council's report to Cabinet on 6 December 2017 on 'Delivering Excellence in Children's Services: Multi-agency Early Support and Prevention Referral and Intervention Pathway Including the Realignment of the Team around the Family (TAF)', helpfully includes elements of safeguarding, extending the consideration of the subject across a number of Council areas.
- 16 The Council's safeguarding policy sets out the roles of Councillors and the Leader, and are generally well understood by those postholders as identified through our interviews. Cabinet members and Councillors pay considerable attention to safeguarding and this helps to establish a high corporate importance and awareness. During our interviews we found there to be a clear understanding about the importance of safeguarding and the prominence which it has in corporate policy.
- 17 The Council's Whole Authority Safeguarding Group (WASG) which is an officer group formed in July 2014, is helping to improve safeguarding arrangements across the Council. The WASG has clear terms of reference, and the Statutory Director of Social Services is the chair. The Council's learning and development strategy describes the role of WASG in the context of extending the learning and development associated with safeguarding across the Council.
- 18 The Council's senior social services and education officer leads are very clear about extending safeguarding responsibilities across all services, and were able to give specific examples of the Council addressing concerns and putting additional controls in place. Senior officers confirmed that safeguarding was a standard

¹ Welsh Government, 2015, Keeping learners safe, The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002

agenda item at departmental management team meetings, and lead officers were very positive about safeguarding across departments. They were very positive about the way in which the WASG has strengthened connections between departments, in particular the working relationships between education and children's services.

The Council has made progress in responding to recommendations made by the Wales Audit Office in relation to the Kerbcraft service, and in responding to ESTYN and CIW reports

- 19 The Council discussed the Wales Audit Office's Kerbcraft report of February 2017² at its meeting on 20 March 2017³. It was also presented to the Council's Audit Committee and Children's and Young People Select Committee. The Council's response to the recommendations made in our Kerbcraft report are set out in the Council's Safeguarding Service Improvement Plan, and have also been considered by the WASG.
- 20 The Council is continuing to provide updates on progress made in relation to its Kerbcraft service with a further Cabinet report at the end of February 2018, following the completion of an independent external investigation.
- 21 In response to our Kerbcraft report, Disclosure and Barring Service (DBS) checks have been undertaken in participating schools for all volunteers and the Council's Internal Audit service has verified this. The Council has strengthened its safeguarding arrangements in its school setting, following its own internal investigation and the external independent investigation it also commissioned. Volunteering practices and compliance monitoring have been made more rigorous, and better controls are now in place. The Council has put in place a new system for centrally recording volunteer DBS and health and safety information.
- 22 The Council has also addressed issues identified in ESTYN's local authority inspection report in November 2012 and follow up monitoring visits between February 2014 and November 2015.
- 23 Also, CIW are of the view that the Council has generally responded positively to its recent feedback. However, the effectiveness and impact of some aspects of this response have yet to be tested in practice.
- 24 The Council's SAFE evaluation process, set up across all services as a response to deficits identified within external regulatory reports, is a strong and well

² In February 2017, the Wales Audit Office in its 'Safeguarding arrangements – Kerbcraft scheme' local report highlighted concerns in the scheme. The report concluded that children were being put at risk because of continuing weaknesses in the Kerbcraft scheme that the Council had not adequately addressed.

³ [Agenda and minutes of Monmouthshire County Council](#)

administered process to help the Council drive further improvements in safeguarding its children.

- 25 The Council's Safeguarding Service Improvement Plan (SIP) appears to be appropriate and covers the relevant areas with actions identified for all parts of the Council. There is a strong link between the safeguarding SIP and the Children's Services and CYP SIPs which are informed by inspection and regulatory reports from CIW and ESTYN.
- 26 Service planning appears to have taken account of both internal and external evaluations. The actions and priorities for improvement in the Safeguarding SIP are drawn from the analysis of performance within the Director of Social Services' safeguarding evaluation report which is reported to members on a bi-annual basis.
- 27 In addition, an Early Intervention paper reported to Cabinet on 6 December is proposing that the focus of the team on 'team Around the Family' (TAF) be retained, as per Welsh Government policy, but that the activity be re-aligned so that the work of the team focusses more on working directly with vulnerable families on the cusp of statutory intervention to prevent them requiring statutory support. The team will be tasked with and supported to delivery brief interventions that are outcomes focussed around what matters to children and families in line with the Social Services and Well-Being Act 2014. The Council anticipates that working in this way should increase productivity from engaging with 60 families a year to 150 families a year.
- 28 The Council has put in place suitable programmes to address areas of early intervention and prevention identified in the Council's position statement. For example, programmes have been put in place to encourage resilience in young people. In addition, the Chief Officer for Children and Young People meets regularly with youth council to identify issues of concern to them.

The Council's safeguarding policy is comprehensive and is supported by Directorate Safeguarding Leads and arrangements

- 29 The Council's new Corporate Safeguarding Policy, which covers both children and adult safeguarding, was approved by the Council in July 2017. The Policy clarifies the relationship between services and the Safeguarding and Quality Assurance Unit. The Council's SAFE Evaluative progress reports confirm the cornerstones that the Council is using to keep people safe in Monmouthshire. The policy and other key strategic documents, such as the volunteering policy, service improvement plans and the Safeguarding Assessment Framework for Evaluation (SAFE) provide a sound hierarchy of policy documents to support the framework of children's safeguarding arrangements in the Council.
- 30 The new Policy makes it clear from the outset that 'safeguarding children and adults from abuse is everybody's responsibility.' It includes a definition of 'children and young people' which is anyone who has not yet reached their 18th birthday.

- 31 The Council's safeguarding policy clearly sets out roles and responsibilities and the underpinning arrangements. It includes:
- a. the principles that underpin its actions around safeguarding and the legislative context;
 - b. its underpinning governance arrangements, and the roles of regional boards, chief officers, statutory Director of Social Services, Cabinet members designated lead managers, Directorate Safeguarding leads and heads of service across all Council services;
 - c. broad outline procedures for safe recruitment and training; and
 - d. suitable references to radicalisation, child sexual exploitation, self-harm, trafficking and domestic abuse.
- 32 As well as setting out the arrangements in place, the policy clearly sets out the services and personnel covered by it, including:
- a. those engaged by the Council, including permanent and temporary employees, students, volunteers, workers employed by employment agencies, contractors and consultants;
 - b. commissioned services meeting Monmouthshire's safeguarding standards; and
 - c. external providers, partners and stakeholders.
- 33 An important underpinning of any safeguarding policy is the arrangements for reporting of any concerns in a safe and supported way. The Council has made improvements to its Public Interest Disclosure Arrangements (PIDA), commonly known as whistleblowing. The Council approved a new whistleblowing policy in June 2017 and held a briefing session for senior managers in December 2017. The policy sets out the legislative context of PIDA, covers roles and responsibilities, who can report concerns, and includes where contractors are used. It is similar to a number of other whistle blowing policies, and is broadly comprehensive and clear. The Council has identified that it now needs to produce further guidance to managers on the implementation of the policy.

Safe recruitment of staff and volunteers is improving and increasing resilience through additional controls and awareness raising

- 34 The Council has strengthened safe recruiting arrangements in recent years. The Council's new Safeguarding policy (2017) includes safe recruitment standards and is supported by a safe recruitment process on which recruiting managers are trained. The Council's SAFE evaluation reports set out its progress on safe recruiting, and provide updates on specific areas of recruitment.
- 35 The Council's Volunteering Policy, which was approved by Cabinet in November 2017, sets out standards for safe recruitment of the volunteer workforce. Each service area that intends to use volunteers must appoint a volunteer coordinator

and this person must attend initial 'leading volunteering training'. This 'leading volunteering training' outlines safe recruitment requirements for volunteers. Volunteer recruitment has been strengthened since the Council recognised that gaps existed following the Kerbcraft report and subsequent internal audit reviews.

- 36 The Council has introduced more rigorous controls to monitor compliance with Volunteering policy and practice. There is now a new system in place for centrally recording volunteer DBS and health and safety information.
- 37 In advance of the introduction of this new system, the Council carried out a full review of compliance of volunteers, aiming to achieve 100% compliance with all aspects of the standards for a safe workforce. These requirements are set out in the newly adopted Volunteering Policy and strengthen the previous volunteering arrangements and controls. A supportive but comprehensive induction will be provided to all volunteers and each Service area must provide a volunteer coordinator. The role of the coordinator has been clearly defined and set out. Guidance indicates that under no circumstances should a volunteer be engaged without the necessary checks being undertaken prior to the commencement of the volunteering activity. This will provide greater clarity and assurance about the role of volunteers in the future.
- 38 Policy and control arrangements around DBS processes have been strengthened. The Council approved an updated DBS policy in December 2017 that clearly sets out expectations of procedures to be followed. The Council's People's service send DBS exception reports for staff and volunteers, including school governors, to Directorate DBS champions for follow up. Their role is to review, check and alert the necessary managers to take action.
- 39 The Council has acted to strengthen controls in schools. All school governors have now undergone DBS checks. School Head teachers are positive about arrangements for ensuring taxi drivers and bus drivers are suitably checked. Schools have suitable processes in place to monitor these and ensure that the correct people are involved in picking up children in the school setting.
- 40 The Educational Achievement Service (EAS)⁴ supports safe recruitment of staff. EAS makes sure that their staff, for example, challenge advisers, have undertaken suitable training and undergone the relevant checks. EAS also provides safeguarding training for school governors and keeps records.
- 41 Between April and October 2017, 49 of the Council's managers were trained on safe recruiting. The Council works to obtain 100% safe recruitment compliance for all employees. People's Service notify the recruitment manager of any potential breaches and any exceptions would be reported as a significant event via the SBAR system. Within Children's Services, all the managers we spoke with were aware of how to recruit safely.

⁴ The five local authorities of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen have formed a regional education consortium – the Education Achievement Service (EAS) – which is designed to raise education standards in South East Wales.

- 42 Sufficient information is provided to challenge job applicants at an early stage in the recruitment process. The Council's Safe recruitment protocol is clear that recruitment managers should 'Ensure candidate knows appointment is subject to 2 satisfactory references; medical and a DBS check (where applicable) BEFORE their start date with MCC'. If the post requires a DBS check People's Services ensure the successful candidate receives a DBS application form and returns it as soon as possible in order that identity can be checked, and information passed to People Services Support Team for processing.
- 43 Our discussions with the Council's team managers in Social Services clearly identified that they understood how allegations against professionals are handled. Sound arrangements are in place across the Council to deal with allegations against professionals and services follow internal guidance.
- 44 Training arrangements have been improved. Safeguarding basic awareness training has been expanded to include both adults and children at risk and is part of all corporate induction days. The Council has made efforts to raise the profile of safeguarding in a variety of ways. It has, for example, produced a Monmouthshire specific basic awareness raising film for safeguarding. The Council's Learning and development strategy provides a high level corporate framework for taking forward training and development on safeguarding. It sets out the roles of the various groups including WASG, safeguarding leads and the safeguarding unit.
- 45 All members of the workforce are responsible for their own Continuous Professional Development and to ensure that their safeguarding training is current and up to date. Each Directorate is required to keep a record of workforce safeguarding training using a template provided.
- 46 The training standards set in the July 2017 Corporate Safeguarding Policy cover the whole Council workforce duty to report and safeguard children and adults at risk in line with the Social Services and Wellbeing (Wales) Act and all safeguarding training records are now in one place.
- 47 There are well developed arrangements in public protection. Safeguarding training is a requirement for licensed taxi hackney cab drivers and private hire drivers. Voluntary safeguarding training is offered to alcohol and entertainment and late night refreshment licensees, but it is not a mandatory requirement.
- 48 All the teams and managers we spoke to were positive about both their own experience of induction and ongoing training in relation to safeguarding, and also that of colleagues and others recruited to work as part of their teams.
- 49 The more experienced staff we spoke with mentioned that they felt safeguarding procedures in general, and safeguarding training in particular, have become more embedded and robust, following ESTYN's 2012 inspection report and the establishment of the Council's WASG. Policy and guidance have been strengthened further since the Wales Audit Office report on Kerbcraft in 2016.

The Council engages effectively with external partners and the Regional Safeguarding Board

- 50 The regional structure for safeguarding in South East Wales is well articulated in the Council's corporate safeguarding policy documents. The South East Wales Safeguarding Children Board (SEWSCB) has the statutory responsibility to provide the strategic lead in the region in relation to the safeguarding of children and promotion of their welfare. The SEWSCB has replaced the five former Local Safeguarding Children Boards (LSCBs) in the region.
- 51 It is evident from the SEWSCB strategic plan, annual report, and through interviews and focus groups that Monmouthshire Council plays a full and active role on the Safeguarding Board, alongside other partner councils across the region. Senior managers from Monmouthshire are well represented on the Board with both the Head of Adult and Head of Children's services representing the Council, with the presence of Monmouthshire's Head of Housing reflecting both their level of commitment, and appreciation that its safeguarding responsibilities extend across the Council.
- 52 External partners are generally very supportive of the direction of travel taken regarding safeguarding, as evidenced via the SEWSCB. An example of regional action and collaboration identified from our focus groups with external partners was Operation Quartz, previously piloted in Newport, and now being rolled out across Monmouthshire and other South East Wales authorities, linked to Multi-Agency Child Sexual Exploitation group (MASE) and aimed at increasing multi-agency awareness and information-sharing and response to Child Sexual Exploitation and related risks.
- 53 There is substantial dissemination of information across the Gwent regional safeguarding partners and examination of lessons learnt from recent child practice reviews. The need to ensure that child protection overrides any concerns relating to Data Protection was particularly emphasised. The Council has played a key role in the formation of the Missing Children's Hub. The Hub is an initiative of Gwent Police and was formed in 2014 and includes The Missing Children's Team. This team incorporates the Police and representatives of health, education and social services and not only provides an extensive and comprehensive risk assessment for missing children, but also conducts debriefs with those children who have been missing, in order to understand why they went missing in order to prevent recurrence. In addition, the recent Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Act has resulted in local 'champions', leading to greater awareness of and response to these issues.
- 54 Each constituent council of the SEWSCB has its own Local safeguarding network. Monmouthshire's is chaired by the safeguarding service manager, and has progressed well to date. The network is a useful forum to raise group members' awareness of developments in different aspects of safeguarding which they can then share with their service areas and teams. Impact of this group has been for

example to develop a new multi-agency referral form and to help ensure consistency in interpretation of safeguarding protocols and procedures.

- 55 Estyn's view was that the system for processing and following-up Multi-Agency Referral Forms was seen to be effective, undertaken by staff who were clearly competent and confident in their work, with back up on hand to support and inform decision-making when necessary.
- 56 The position statement provided by the Council indicates its willingness to play a full role across regional arrangements for safeguarding and it recognises the importance and statutory role of the Regional Safeguarding Boards. The Council recognises that 'more work is required to strengthen the links between national, regional and local safeguarding activity, and ensure the learning from the regional boards and sub groups is embedded in practice and operations in Monmouthshire'.

Arrangements to monitor, scrutinise and manage performance and risk are generally sound

- 57 The Council's Safeguarding and Quality Assurance Unit supports the Council and its partners in achieving best safeguarding practice. The unit was established in Autumn 2012 and has a workforce comprising of the Safeguarding Manager, Lead Officer for Safeguarding In Education (LOSIE), Child Protection Coordinator, Independent Reviewing Officer, and 2 Child Protection Administrators. The Council intends that the unit will ensure that safeguarding is strongly aligned with operational children's and adult's services as well as providing an effective link to the activities of the multi-agency regional safeguarding boards.
- 58 The Unit is the lead on the implementation of the corporate safeguarding strategy and implementation of safeguarding policy. The unit will commence the joining of both adults and children's safeguarding service as well as the wider responsibility for safeguarding Monmouthshire citizens. It is intended to be an active partner on South East Wales Safeguarding boards and Groups in order to ensure national and regional guidance is implemented.
- 59 The Safeguarding Audit Framework for Evaluation (SAFE) process is used by the Council to monitor compliance with the Safeguarding policy by all Departmental Management Teams, schools and other settings working with children, young people and adults at risk. The audit is undertaken on a bi-annual basis and information is used to improve safeguarding arrangements. The SAFE process was extended from Education and Social Services to 'all Council services' during 2017. The extended SAFE methodology was included in the 2017 safeguarding policy. The deadline for completion of SAFEs across all council services was 31 July 2017.
- 60 The Strategic risk register reflects ownership of, and responsibility for, risk at an appropriately senior management and cabinet level. Safeguarding in general, and children's in particular, is given an appropriately high profile, embedded alongside good governance, preventative approach, and a safe workforce.

- 61 Potential breaches of the safeguarding policy are managed as significant events via the Council's Situation Background Analysis Recommendation (SBAR) process. This process produces a structured report setting out the issues, risk and circumstances. SBARs are only closed down once there are adequate assurances in place that the risks are being managed in a sustainable way. Eight SBARs have been completed since the system was introduced between April 2017 and September 2017. An example of an SBAR could include where there was a breach of policy regulation around the requirement for an enhanced DBS check, or a failure to comply with policy by an employee starting employment without appropriate checks being in place. The Council's SBAR guidance note provides useful support to managers for reporting significant events where a service area has acted in a manner that is outside of the Council's own policy and standards for safeguarding.
- 62 There is sound evidence of auditing of Safeguarding information, identification of trends, and emerging themes and issues in relation to Children and Young People on the Child Protection Register. Reference is made to Safeguarding strengths and areas for improvement in formal reporting, including recognition of the need to address the issue of rising Child Protection Register numbers.
- 63 A Child Protection Register (CPR) audit is undertaken on a six-monthly basis, aimed at identifying patterns and trends, which includes recommendations on improving practice to the Children and Young People Select Committee. This acts as quality assurance in relation to rates of referrals to the CPR and the need to increase elements of early intervention and prevention work (approved by cabinet in December 2017) in order to reverse the trend of increasing referrals. It is too early as yet to test the effectiveness of this approach and response.
- 64 The Council's Multi-Agency Referral Form (MARF), and the referral and decision-making flow chart observed in use by the Early Help, Duty and Assessment team are effective in supporting and evaluating the decision-making process linked to safeguarding referrals made in to the Child Safeguarding team.
- 65 The Council has put information technology systems in place to support retention of data on children in need of prevention and child protection. The Council's PLANT system is a comprehensive database that usefully allows case management and record keeping, and can be accessed securely by relevant staff including head teachers.
- 66 The Council's new Corporate Safeguarding policy 2017 states that safeguarding is considered as an integral part of all reports requiring decisions. The Council's standard report template for all committee reports includes a specific section detailing any 'safeguarding implications'.
- 67 Proposals for having a 'dashboard' of performance information were made to WASG on 24 January 2018. This is basic information with a mix of 'contextual' and performance measures, but will enable a better degree of overall control. Senior managers and staff spoke positively about the quality and range of information

available to inform their work, citing the dashboard and the PLANT database as examples.

- 68 The role of the Council's Internal Audit function in relation to children's safeguarding is set out on page 10 of the Corporate Safeguarding Policy. The 2018-19 Internal Audit plan is currently being developed. However, early information indicates that it will include reviews of safer recruitment, volunteering, primary schools, and DBS and agency staff. Internal audit and the Safeguarding and QA unit will also be testing the links between action plans and SAFE during 2018-19. The Internal Audit plan for 2018-19 was considered by the Council's Audit Committee on 8 March 2018.

There are shortcomings in some critical areas of policy and operation

Safeguarding policy is not yet sufficiently integrated across the Council's policy framework

- 69 Children's safeguarding arrangements are stronger, more systematic and well embedded in services that have had a more defined structure relating to safeguarding for many years such as education and children and young people social services. Safeguarding is less well embedded in other areas such as housing, transport and corporate services.
- 70 Service improvement planning processes have been in place for many years at the Council, and safeguarding risks should be embedded in that process. There are variances in how prominent safeguarding features in the service improvement planning process.
- 71 The Council's Service Improvement Plans (SIPs) are not sufficiently SMART⁵ or set out resource implications in all areas. For example, in some cases there is an over-emphasis on stating that specific items are 'Core budget'. The plans would benefit from a clearer breakdown of cost information. SIPs are variable in quality and content, and the consistency of the SIPs is not uniform. There is an absence of a systemic baseline position for each service area on what standards and controls are in place on commissioned services. The safeguarding Service Improvement Plan does not bring safeguarding together in one place.
- 72 The Council has not systematically tracked SIPs or audited the content to ensure risks are universally mitigated and that gaps, in particular services' approach to children's safeguarding, are not present. This is an important area for improvement so that the Council can demonstrate that it has a clear strategic overview of

⁵ Specific, measurable, agreed upon, realistic and time-bound

safeguarding across all its service improvement plans. During 2018-19 Internal Audit intend to test the effectiveness of links between SIPs and the corporate plan.

- 73 Some of the identified mitigating actions in SIPs are high level, unspecific and difficult to measure. For example, 'Continually monitor and evaluate process and practice and review accountability for safeguarding and implement actions identified particularly better use of information'. It is not clear how this may be implemented, or its effectiveness measured.
- 74 Issues related to housing should be considered as part of an integrated approach to safeguarding. For example:
- living in unsettled or unsuitable accommodation can have an effect on children's health, wellbeing and safety;
 - prioritising access to adaptations through Disabled Facilities Grants (DFGs) for those that need them can significantly improve a child's welfare; and
 - checks on bed and breakfast accommodation for families with children should consider safeguarding.
- 75 Whilst the Council at the time of our review did not have a housing strategy in place which sets an overarching framework for housing in Monmouthshire, it has advised us that it intends to produce a Local Housing Strategy and has included this as an action in the forthcoming three-year Service Business Plan 2018-2021.
- 76 There is limited guidance to managers on information on safeguarding that should be included in reports to members. Additional guidance would help to ensure the prominence of safeguarding through all the Council's reporting routes. In addition, some aspects of guidance are dated and require renewal. For example, guidance provided to managers on the completion of Equality Impact assessments is weak and appears out of date.
- 77 There is very limited information within policy guidance about how anonymous complaints about inappropriate actions against children would be recorded, monitored or performance managed.
- 78 The Council's senior staff we spoke with identified that the integration of aspects of their adult and children's safeguarding arrangements was 'work in progress'.
- 79 The whole landscape of DBS checks is complex for all Councils and public bodies. In Monmouthshire the policy is that it rechecks DBS only for professionals who require a recheck for the purpose of their registration who renew their DBS. We identified differing requirements in the Council's different services. These differences relate to double checking and renewing arrangements, a lack of clarity about checking of overseas identification information, and on checking where people have been absent from the UK for extended periods. Within home to school transport, drivers can go longer than three years without rechecking, whilst certain bus drivers on public routes do not have a requirement to have a DBS check at all.
- 80 Data protection is not given sufficient coverage in the Council's safeguarding policy documents. This makes it hard for everyone to be clear about how the Council expects its staff and members to use and protect personal data in relation to

safeguarding. The Council's Corporate Safeguarding Policy 2017 does not reference data protection arrangements. Although staff that we interviewed mentioned WASPI (Wales Accord on the Sharing of Personal Information), WASPI is not referred to in the Council's Safeguarding policy, or in other key documents. The General Data Protection Regulation (GDPR), which became enforceable in May 2018, significantly affects data protection requirements. In particular, the Council will need to meet the accountability principle of the GDPR; it will need to maintain proper documentation of its arrangements for processing personal information, including policies and staff training. Failure to comply with these requirements could expose the Council to significant financial penalties, as well as reputational harm.

- 81 Despite the Council being clear that safeguarding is everyone's responsibility, many job descriptions do not mention it, and the senior officers that we spoke to do not know which job descriptions include safeguarding and which do not. Therefore, specific responsibilities such as the duty to report concerns, may or may not be in a person's job description despite its particular relevance to their role. Specifically, Directorate Safeguarding Leads do not have safeguarding lead arrangements included in their job descriptions. Whilst the Corporate Safeguarding policy mentions all staff having a duty of care, and a duty to report, it is not covered equally in Job Descriptions. This potentially creates confusion among staff, and could be a barrier to effectively challenging awareness of children's safeguarding issues.
- 82 There are some administrative and technical improvements that could be made to the Council's documents and policies. For example, whilst the safeguarding policy makes suitable references to other relevant council documents, for example the volunteering policy and DBS policy, not all links work, and the connections, dates and references are not always consistent. This restricts clarity about the comprehensive nature of children's safeguarding arrangements that the Council is seeking to achieve.
- 83 The prominence of guidance could be enhanced in some areas. For example, the link on the Council's website to safeguarding information is placed under the heading of 'social services'. This is at odds with the Council's whole authority approach to safeguarding, and the notion that safeguarding is everyone's responsibility. In addition the 'Monmouthshire leaflet' includes the Council's referral process set out in a flowchart but which does not give guidance on what to do if you have a referral or concern about the Council's safeguarding lead.

Not all aspects of safe recruitment, induction and training are consistently embedded

- 84 The Council acknowledges in its position statement that it completed prior to our review that there are gaps in safeguarding children's training strategies and plans, and that a whole authority system to record training is needed. Senior officers we

spoke with were unable to confirm the level of training undertaken across all departments. Whilst a central database is being created, at present, the responsibility rests with each department within the Council rather than training administration being centrally controlled, monitored and managed. This limits the extent to which the Council can ensure that a high level of training on safeguarding is maintained.

- 85 The Council's approach to the provision of safeguarding training has the potential to result in variable levels of take up. General details about training requirements are set out in the Council's Safeguarding policy for differing parts of the workforce, but as it is not specific the level of safeguarding training is left at the discretion of individual managers.
- 86 The 'my view' training system provides a list of job titles and the level of safeguarding training received. However, it is not clear why the person received that particular level of training, when the training was received, and when it needs to be reviewed. In addition, there are a few gaps where people have received no training at all and no commentary as to the reasons behind this or when it will be addressed.
- 87 The Council does not have a mechanism of sample checking to determine if a person's circumstances has changed where they have held a DBS certificate over a number of years. For example, in taxi licensing the Council's guidance is that it is the taxi driver's responsibility to say if circumstances change, rather than the Council proactively checking on an individual.
- 88 There are some inconsistencies in the Council's use of the Government's online DBS checking tool, and some gaps in the Council's guidance on information about what constitutes a 'regulated activity' that requires an enhanced DBS check. This has led to one Situation Background Analysis Recommendation (SBAR) where the online tool says that a person does not need an enhanced DBS check, but policy and guidance says they do. The Council would benefit from clarifying its policy and guidance about what constitutes a 'regulated activity' that requires an enhanced DBS check.
- 89 The Council's volunteering policy and other documents need a full and clearer definition of regulated activity, what 'Working towards Safeguarding Level 1 Training' means in practice and what volunteers should do if they have concerns regarding their supervisor.
- 90 It was clear in the interviews we held as part of this review that staff give the DBS check significant prominence as the primary control mechanism for safe recruiting and risk mitigation. Staff were less able to articulate that they had actively considered the full extent of risk in the area of children's safeguarding, for example references and health checks.

Control arrangements are inconsistently applied exposing some gaps in accountability

- 91 Whilst the Council has a corporate safeguarding children's framework, there are gaps in its application, implementation and control in some areas, and some other arrangements are not yet consistently embedded in practice.
- 92 Performance management arrangements are in the process of being strengthened. The Council has the relevant information to manage its safeguarding performance, but this is not yet set out in a clear and transparent way.
- 93 Some aspects of performance management in relation to children's safeguarding have yet to be developed and implemented. For example, measuring the impact of preventative activity has still to be defined and developed. Target setting on some safeguarding measures have not been fully established with the group yet to agree the full range of core data performance measures and reporting cycles.
- 94 Information management on safeguarding may be a barrier to improvement. Senior Officers do not have an 'overarching' means to assess performance impact and outcomes around safeguarding that is easily accessible or all 'in one place'.
- 95 The Council does not always demonstrate how safeguarding is an inherent and ongoing part of its activity. The Council has not done a 'root and branch' examination of every point at which a child interacts with it to establish what information may be required to assess whether potential risks exist. This limits the overall effectiveness of performance monitoring arrangements to mitigate risk.

Weaknesses exist in the Council's commissioning and contracting arrangements for safeguarding children

- 96 Commissioning or contracting arrangements are where services are provided on behalf of councils by other organisations, such as private companies or voluntary sector organisations. The Council will enter into an agreement or contract with the organisation, with the terms of the agreement set out in contract or commissioning documents.
- 97 Additional clarity and safeguards are required in the area of commissioning and contract procurement to ensure that risks are mitigated wherever possible. The Council recognises this and for the past 12 months has been focussed on commissioned services, and making improvements in arrangements which it had identified needed strengthening. Our review found some weaknesses that the Council will need to incorporate within their work in strengthening safeguarding arrangements.
- 98 The Council has not yet finalised the minimum safeguarding standards for commissioning, contracting and volunteering. A draft of a minimum standards document was tabled at a meeting of WASG in January 2018. However, it does not contain specific guidance on data sharing and data use and protection.

- 99 In the last year the Council has identified safeguarding weaknesses in commissioning arrangements for external placements of children. The Council put in place an action plan in response to an internal audit report on the issue. The action plan was also presented to WASG in January 2018 but has not yet been formally agreed. However, most of the weaknesses have now been addressed, but a number of other actions in the plan remain incomplete.
- 100 Currently the Council does not require partners, commissioned or contracted, to use the SAFE process of self-evaluation. Establishing a similar regime for these other arrangements could be part of contract procedures which would give a common structure for safeguarding evaluation and assurance.
- 101 Further clarity around checking that safe recruitment practices are being fully complied with by contractors is required. For example, in the Council's safeguarding policy it states that 'All contractors, sub-contractors or other organisations funded by the Council are responsible for arranging checks through the safe recruitment process and for ensuring that staff comply with regulatory and contractual arrangements relating to their safeguarding responsibilities'. However, it is not clear who in the Council has responsibility for monitoring that this is complied with. In addition, the role and responsibilities for Employment agencies need further clarity and risk mitigation by monitoring that they undertake the relevant safe recruitment checks and references on any staff members offered employment and placements within the Council.
- 102 The Council recognises the need for an in-depth understanding of the baseline position across the whole of the Council in respect of commissioning. It has been agreed that internal audit will undertake work in this area during their 2017-18 audit programme.
- 103 The Council's Taxi licensing guidance and policy indicate that each case will be considered on its merits, and based partially on interviews held with the applicant to decide on individuals' cases. The Council will need to assure itself that it has appropriate and adequate arrangements to safeguard children being transported from their homes to/from school in taxis. This includes proactively reviewing its policy, and auditing and checking disclosures, reviewing cases where disclosures have been made and where taxis are being used to transport children.
- 104 The Council does not have a system of proactively checking drivers' DBS certificates at regular intervals, but does ask for independent operators to sign up to the government DBS 'update service'. We understand that spot checks used to be done on taxi firms' compliance, but are no longer carried out. However, it is positive that all internal staff are trained to level one in the Passenger Transport Unit and will provide training to level one for all external contractors.
- 105 Training is offered to external contractors, specifically taxi firms, but Safeguarding level one training is not a requirement in contractual arrangements for taxi drivers being used by the Council. Escorts are employed by the taxi firms and the Council rely on the taxi firms to decide on the suitability of the escort. Responsibility for checking the DBS criteria at taxi firms rests with the taxi firm itself.

- 106 In addition to arrangements for normal operation, the Council would need to assure itself that it has adequate contingency arrangements in place to protect children using taxis for home to school transport. Given the rural context and lack of mobile phone coverage in some areas, we believe that contingency arrangements need to be considered and procedures documented.
- 107 Actions to provide additional protection to children using home to school transport are not comprehensive. Senior Officers told us that the Council issues a 'Passenger rule book' to parents. However, the Passenger rule book is out of date and contains references to Criminal Record Bureau checks, not the Disclosure and Barring Service, is undated and gives inconsistent information.

Appendix 1

Recommendations: Auditor General for Wales' Review of Corporate Safeguarding Arrangements in Welsh Councils, 2015

Exhibit 2: National recommendations from the Auditor General for Wales' Review of Corporate Safeguarding Arrangements in Welsh Councils 2015 report relevant to all councils in Wales

Recommendations	
R1	<p>Improve corporate leadership and comply with Welsh Government policy on safeguarding through:</p> <ul style="list-style-type: none">• the appointment of a senior lead officer who is accountable for safeguarding and protecting children and young people with corporate responsibilities for planning improvements;• the appointment of a lead member for safeguarding; and• regularly disseminating and updating information on these appointments to all staff and stakeholders.
R2	<p>Ensure there is a corporate-wide policy on safeguarding covering all council services to provide a clear strategic direction and clear lines of accountability across the council.</p>
R3	<p>Strengthen safe recruitment of staff and volunteers by:</p> <ul style="list-style-type: none">• ensuring that Disclosure and Barring Service (DBS) checks and compliance with safe recruitment policies cover all services that come into contact with children;• creating an integrated corporate compliance system to record and monitor compliance levels on DBS checks; and• requiring safe recruitment practices amongst partners in the third sector and for volunteers who provide services commissioned and/or used by the council which are underpinned by a contract or service level agreement.
R4	<p>Ensure all relevant staff, members and partners understand their safeguarding responsibilities by:</p> <ul style="list-style-type: none">• ensuring safeguarding training is mandated and coverage extended to all relevant council service areas, and is included as standard on induction programmes;• creating a corporate-wide system to identify, track and monitor compliance on attending safeguarding training in all council departments, elected members, schools, governors and volunteers; and• requiring relevant staff in partner organisations who are commissioned to work for the council in delivering services to children and young people to undertake safeguarding training.

Recommendations

- R5 Improve accountability for corporate safeguarding by regularly reporting safeguarding issues and assurances to scrutiny committee(s) against a balanced and council-wide set of performance information covering:
- benchmarking and comparisons with others;
 - conclusions of internal and external audit/inspection reviews;
 - service-based performance data;
 - key personnel data such as safeguarding training, and DBS recruitment checks; and
 - the performance of contractors and commissioned services on compliance with council safeguarding responsibilities.
- R6 Establish a rolling programme of internal audit reviews to undertake systems testing and compliance reviews on the council's safeguarding practices.
- R7 Ensure the risks associated with safeguarding are considered at both a corporate and service level in developing and agreeing risk management plans across the council.

Exhibit 3: Local proposals for improvement for Monmouthshire County Council from the Auditor General for Wales' 2015 Review of Corporate Safeguarding Arrangements in Welsh Councils.

Proposals for improvement

- P1 Review the Safeguarding and Child Protection Policy to ensure it adequately covers all Council services.
- P2 Ensure development of the Safeguarding and Quality Assurance Unit enables it to deliver its planned objectives.
- P3 Improve the range, quality and coverage of safeguarding performance reporting to provide adequate assurance that systems are working effectively.

Appendix 2

Statutory recommendations: Auditor General for Wales' Safeguarding arrangements – Kerbcraft scheme local report, 2017

Exhibit 4: Statutory recommendations

Recommendations	
R1	The Council should keep complete records in relation to volunteers, including evidence of DBS checks, occupational health questionnaires, safeguarding training, and reference details.
R2	The Council should develop specific internal guidance and procedures for the operation of its Kerbcraft scheme so that staff are clear about how the scheme should operate.
R3	The Council should establish effective performance management and scrutiny arrangements for the Kerbcraft scheme, and clarify the roles of the Safeguarding and Quality Assurance Unit and Internal Audit in those arrangements.

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Management response

Report title: Whole Authority review of children's safeguarding – Monmouthshire County Council

Completion date: August 2018

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Proposals for improvement

Ref	Proposal for improvement	Intended outcome/ benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
P1	<p>Integrate safeguarding across the Council's policy framework. In particular:</p> <p>a. Produce a 'project plan' identifying the underpinning work required and associated timescales to fully incorporate the Council's approach to integrating child and adult safeguarding.</p> <p>b. Re-frame the strategic risk register, to enable a SMART-er approach to measuring impact of actions taken in mitigation of identified risk.</p>	Consistent policies that reflect the Council's corporate commitment to Safeguarding	Y	Yes	<p>a. Integration of the service management responsibility for Adult and Children's safeguarding has been completed. At present there are no plan to further integrate the teams operating functions.</p> <p>b. The format of the strategic risk register has been updated to include timescales and responsibility holders for each mitigating action and includes an update on the progress and impact of implementing each action identified. Any other amendments to the strategic risk register will be considered based on any further feedback received.</p>		<p>Head of Childrens Services Jane Rodgers</p> <p>Performance Manager Richard Jones</p>

Ref	Proposal for improvement	Intended outcome/benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
	<p>c. Strengthen safeguarding policy and guidance in the areas identified in this report. Including:</p> <ul style="list-style-type: none"> – data protection arrangements and guidance linked to safeguarding; – embed whistleblowing policy arrangements through training and awareness raising; and – revise taxi licensing arrangements strengthening health and safety requirements. 			Yes	<p>c. The Corporate Safeguarding Policy established in 2017 is to be reviewed and updated annually this work is underway and will conclude in November. This will include new responsibilities and guidance for GDPR and its links to safeguarding. Any actions will form part of the Whole Authority action plan.</p> <p>The Whistleblowing Policy 2017 is available on the People Services hub where all HR policies are accessed. HR business partner meetings with all managers now include awareness raising around all new policies, including Whistleblowing policy.</p> <p>The Taxi Driver Policy was last amended, and approved by Licensing Committee, on 12th June 2018. This provided more stringent requirements on the suitability of taxi drivers and operators, in line with Institute of Licensing national guidance.</p>	November 2018	<p>Chief Officer Social Care Safeguarding and Health Julie Boothroyd</p> <p>Human Resources lead Sally Thomas</p> <p>Head of Public Protection Dave Jones</p>

Ref	Proposal for improvement	Intended outcome/ benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
P2	<p>Embed all aspects of safe recruitment, induction and training consistently.</p> <p>In particular:</p> <p>a. improve training records on safeguarding to show why the person received that particular level of training, when the training was received, and when it needs to be reviewed;</p> <p>b. ensure all people who have a specific role in safeguarding undertake appropriate training; and</p> <p>c. clarify when enhanced DBS checks are required and ensure these are obtained in line with guidance.</p>	An appropriately vetted workforce that understands its safeguarding responsibilities.	Y	Yes	<p>a/b. As a minimum each employee is required to undertake basic safeguarding training. This is now recorded as part of the My View System. We are currently updating this system via each departments designated safeguarding lead and HR. This will include assignment of the appropriate level of training required to each role across the authority including the ability to report. The capability to enable review prompts is also being explored.</p> <p>We are currently working towards recruiting all of our volunteers through the Volunteer Kinetic digital management system. 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.</p>	Oct to December 2018	Designated Safeguarding leads- all Directorate

Ref	Proposal for improvement	Intended outcome/ benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
					c. Training on safe recruitment runs quarterly, DBS policy incorporates up to date legislation and is available on People Services hub.		
P3	Ensure control arrangements are consistently applied and improve performance monitoring arrangements around safeguarding to include all areas of service operation to address all gaps in accountability. This should include issuing clear guidance to managers on information on safeguarding that should be included in reports to Members.	Corporate assurance that safeguarding arrangements are implemented across the Council.	Y	Yes	<p>Service safeguarding arrangements remain part of the principles of Service Business Planning 2018/2021 which all services must apply in their plans.</p> <p>The Performance team are completing an appraisal of the quality of service business plans developed for 2018/21 to inform and help shape the plans, this includes a specific section assessing the appropriate inclusion of activity related to safeguarding.</p> <p>Further improvements to the report writing process and guidance for reports to members is being made, this will include reviewing the section on safeguarding information. This will be supported with training for managers on report writing as part of the training pathway delivered through Talent Lab.</p>	<p>November 2018</p> <p>November 2018</p>	<p>Performance Manager Richard Jones</p> <p>Head of Policy and Governance Matt Gatehouse</p>

Ref	Proposal for improvement	Intended outcome/ benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
P4	Improve the Council's commissioning and contracting arrangements in relation to safeguarding children by finalising guidance on commissioning, contracting and volunteering from a safeguarding perspective.	Assurance that children are safeguarded irrespective of the service provider being in house or external to the Council.	Y	Yes	<p>The Self – assessment template has been developed and will be piloted by SCH.</p> <p>Following this the minimum standard and assessment template will be agreed by Senior Leadership Team.</p> <p>Each Directorate will then assess performance against the standards and further action identified.</p> <p>Each Directorate to undertake actions identified via assessment tool and performance reported to Whole Authority Safeguarding Group (WASG)</p>	<p>End Oct 2018</p> <p>Nov 2018</p> <p>December 2018</p> <p>March 2019</p>	<p>Service Manager Commission SCH Ceri York</p> <p>Chief Officer Social Care Safeguarding and health</p> <p>Julie Boothroyd</p> <p>Chief Officers/Hea ds of Service</p>

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SUBJECT: Project 5: Proposal to develop a joint multi-disciplinary intensive therapeutic fostering service for Looked After Children and young people

MEETING: CYP Select

DATE:

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

To apprise Members of a proposal to develop **PROJECT 5: A Multi-disciplinary Intensive Therapeutic Fostering Service for Looked After Children and Young People**. The project is proposed as a partnership with Blaenau Gwent County Borough Council, under the governance of the Regional Children and Families Partnership Board and initially funded by the Integrated Care Fund (ICF).

2. RECOMMENDATIONS:

For scrutiny members to support the proposal of developing a multi-disciplinary intensive therapeutic fostering service for Looked After children and young people between Blaenau Gwent and Monmouthshire County Borough Councils, including **establishing the posts required for the operational delivery of the project**.

3. KEY ISSUES:

3.1 Local Context

In April 2016 Children's Services established Delivering Excellence a 3 year improvement plan. Workstream 3 of this programme concerned the development of services to ensure the right service offer is in place for all children and families needing support. A key element of workstream 3 is to increase the number of Monmouthshire foster carers available to provide high quality foster placements for Monmouthshire children. Project 5 supports the delivery of Workstream 3 to **support in-house carers to meet the needs of the most complex and troubled children**.

3.2 Now in year 3 of the overall improvement programme, Children's Services has achieved a stronger position regarding attracting in-house carers and retaining a stable, permanent workforce within children's services. This means that there is a firmer foundation on which to build further, more specialised services including an intensive therapeutic fostering service through Project 5.

3.3 Project 5 has the potential to promote and support our aims **to deliver against the Medium Term Financial Plan** regarding returning children from high cost residential placements, and preventing high cost residential placements (cost avoidance).

- 3.4 Operationally the project aligns to the development of the overall suite of Family Support Services including the recently implemented Edge of Care Team and BASE.
- 3.5 The project is based on firm evidence of similar projects (MIST) within Gwent (and elsewhere). The MIST model has a proven track record of achieving better outcomes for children whilst also delivering financial savings (see appendix 1). Project 5 is developed from the MIST model.
- 3.6 Project 5 is proposed within a context of increasing numbers of Looked After children and increasing numbers of children presenting with complex needs. It is part of planning for the future sustainability of the service through building the capacity to respond locally to these challenges, rather than remaining reliant on the external market.
- 3.7 Project 5 delivers to the objectives with in the Corporate Plan by seeking to provide our most vulnerable children and young people with local services, that best meets their immediate and longer term needs and strengthens their connections with family and community.
- 3.8 Project 5 is intrinsically aligned with the strategic intentions of the Regional Partnership. The Gwent Children and Family Partnership seeks to improve outcomes and services for children with complex needs. The development of Project 5 within Gwent is seen as a cornerstone of this and there was a successful bid for ICF money to support its implementation. The aim is to develop a Gwent wide multi-disciplinary approach to delivering an intensive therapeutic fostering service for children and young people with challenging and complex needs. As Torfaen and Caerphilly already have a joint multi-disciplinary intensive therapeutic fostering service in place the partnership agreed the ICF grant money which has been secured, should be used to roll out the development of a joint multi-disciplinary intensive therapeutic fostering service to Blaenau Gwent and Monmouthshire.
- 3.9 Case for Change
Looked After Children and young people with the most complex needs tend to experience multiple foster care placement breakdowns. Their risk taking behaviours and significant emotional needs often exceed the resources of Local Authority Foster Carers and due to the frequent placement moves, their needs are often unable to be addressed by core Child and Adolescent Mental Health Services (CAMHS). Consequently, many of these most troubled young people are placed in residential care out of area, with poor clinical outcomes and at great expense.
- 3.10 In addition to the high cost, the outcomes for young people in these placements are not always positive. Contact with family can be challenging because of the distance, their relationships with their peers and communities are severed and the standards of education provision are often poor or unable to be evidenced.
- 3.11 Blaenau Gwent currently has 17 young people placed in residential care. 10 of these young people are troubled teenagers who have broken down multiple foster care and residential placements. The full year cost of these 10 placements is **£2,144,705.77**. Similarly, Monmouthshire currently has 8 young people placed in residential care who could benefit from this new therapeutic fostering service. The full year cost of these 8 placements is **£2,086,916**.

3.12 Service Design

The service works in partnership with carers by forming and maintaining an integrated multi-disciplinary team around the young person and family, so that the complex system around the looked after young person pulls in the same direction and creates a shared understanding of the young person's risks and needs. It is highly intensive working with up to 15 young people at a time, with daily activity on every case and 24/7 out of hours on call.

3.13 Project 5 will comprise 3 regional posts:

- Programme Director (employed and hosted by Caerphilly)
- Clinical Director (employed and hosted by ABUHB)
- Administrator (employed and hosted by Caerphilly)

The ABUHB have made a bid to fund the regional posts from the Health Transformation Fund.

3.14 At a local delivery level the team will comprise:

- Team Manager (employed and hosted by Monmouthshire)
- Clinical Psychologist (employed and hosted by ABUHB)
- Therapeutic Practitioners x3 (employed and hosted by Monmouthshire)
- Young Persons Practitioners x2 (employed and hosted by Monmouthshire)

3.15 As the proposal is for a joint collaboration between Blaenau Gwent and Monmouthshire a Service Level Agreement will be required to ensure equity between the 2 Local Authorities in terms of potential risks and benefits and to ensure that our children, young people and carers are both getting the same access to the service. **The proposal is for Monmouthshire to employ and host the local Project 5 Team, and therefore posts will need to be established.**

3.16 Monitoring Arrangements

The Project will be governed at a regional level through the Children and Family Partnership Board who report to the Regional Partnership Board at Director level. The Regional Programme Lead and Clinical Director of Project 5 will report into the Children and Family Partnership Board and locally to the Heads Of Service. Operationally there will be a Delivery Group established between Blaenau Gwent and Monmouthshire. Locally Project 5 will come within Family Support Services line managed initially through the current Service Manager for Early Help and Family Support Services.

4. OPTIONS APPRAISAL

	Description	Costs	Benefits	Disbenefits/risks	Recommended
Option 1	Do nothing	Cost neutral		<ul style="list-style-type: none"> The opportunity to improve outcomes for children and young people presenting with complex needs would be lost Opportunity to develop a Gwent wide approach to delivering a multi-disciplinary intensive therapeutic fostering service within Monmouthshire which would mirror approaches already adopted by Torfaen and Caerphilly would be lost 	No
Option 2	For Monmouthshire to develop a joint multi-disciplinary intensive therapeutic fostering service for Looked After Children and young people as a single Local Authority.	£375,753 per annum initial investment (note service cannot be scaled down)		<ul style="list-style-type: none"> Loss of Partnership Support and investment through the ICF grant (full or part) requiring up-front investment from the Council The future sustainability of the Project would be predicated on a greater reduction of children placed in residential care and the risks of not achieving this would fall to Monmouthshire alone. 	No
Option 3	To develop a joint multi-disciplinary intensive therapeutic fostering service for Looked After Children and young people between	No cost for initial 18 months then £187,876.50 per annum diverted from the	<ul style="list-style-type: none"> The opportunity to improve outcomes for children and young people presenting with complex needs at a local level using an 		YES

	<p>Blaenau Gwent and Monmouthshire County Borough Councils, using an ICF to establish the service over the first 18 months.</p>	<p>external placement budget</p>	<p>initial grant is maximised</p> <ul style="list-style-type: none"> • Opportunity to develop a Gwent wide approach to delivering a joint multi-disciplinary intensive therapeutic fostering service in close partnership with Health is maximised. • Opportunity to develop a financially sustainable service that reduces the reliance on the external market (and potentially saves money longer-term) is maximised. 		
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5. EVALUATION CRITERIA

The regional administrator / data analyst will be responsible for gathering performance data to evidence the success of Project 5. This will include:

- Number of children referred into project
- Number of children bought back into foster care from residential care
- The savings attributed to these children moving back to alternative provision
- Number of children diverted from going out to residential placements and the cost avoidance attributed
- Increased placement stability
- Improved school attendance
- Improved emotional wellbeing
- Views and feedback from the children and young people receiving a service from the Project including number of children placed closer to home, quality of family and friendships, access to employment / education / training.

6. REASONS:

- Project 5 supports the delivery of the next stage of the Children's Services improvement journey regarding ensuring the right service offer is in place for children in receipt of statutory social work services.
- Project 5 accords with the work within the fostering project regarding the development of Monmouthshire carers for Monmouthshire children, extending this to supporting in-house carers to meet the needs of the most complex and troubled children.
- It promotes and supports our aims to deliver against the Medium Term Financial Plan regarding returning children from high costs residential carers, and preventing high cost residential placements (cost avoidance).
- The project is based on a firm evidence of a similar project within Gwent (and elsewhere) with a proven track record of achieving financial savings and delivering better outcomes for children.
- The Local Authority is now in a stronger position regarding attracting in-house carers, and retaining a stable workforce within children's services, so has a stronger platform for building, including the development of family support intervention services.
- The Local Authority will share risks with Blaenau Gwent County Borough Council.
- The project will be supported through grants for the initial 18months to reach financial sustainability.

7. RESOURCE IMPLICATIONS:

- 7.1 The Gwent Children and Families Partnership Board have **secured ICF grant money to fund the local posts at £309,538 for 2018/19 and £397,873 2019/20.**
- 7.2 Full year operational costs for the project have been calculated as £375,753 (plus ongoing pay awards from 1st April 2019 onwards). See appendix 2
- 7.3 The ICF grant funding will sustain the local team for 18 months. It is expected that the intensive therapeutic fostering service becomes self-sustaining after a period of 18 months. To achieve this the local authority funds coming back from high cost placements needs to be diverted to meet the costs of the local team. The running costs (post-ICF funding) will be split on a simple 50:50 basis. Therefore, both Blaenau Gwent and Monmouthshire will need to fund the local team to the amount of £187,876.50 per annum once the 18 month ICF funding period has ended (anticipated to be from either 1st October 2020 or 1st April 2021 depending on when the team is operational with a suitable building sourced as its base).
- 7.4 Across Blaenau Gwent and Monmouthshire the current full year cost of residential /high cost placements is £4,231,621.77. **Reducing or preventing out of area placements by a minimum of four placements across both authorities will ensure the service covers its own costs within each local authority area.**
- 7.5 It is important to note that the full savings of a child returning to the local authority from a residential/high cost placement may not be achieved in total as existing funds will still be required to fund their local placements, all be it at a much reduced rate. So whilst the team costs are able to be predicted, the costs associated with the foster care/ alternative local are yet to be fully determined, including potentially higher rates of fees to therapeutic carers. However, the prediction of costs being covered on the basis of four placements has taken this into account.
- 7.6 Based on the success of the Torfaen and Caerphilly models and on the premise of the information provided within this report and the projected success of the Blaenau Gwent/Monmouthshire project, we will reduce the external placements budget in order to fund the annual costs of the new team (50%) once ICF funding has ceased.
- 7.7 After the initial 18-months, the intention is for the grant money to transfer to Newport to enable them to set up their multi-disciplinary intensive therapeutic fostering service after this. (However there is scope for the ICF money to remain longer with the Blaenau Gwent / Monmouthshire local team if the team is not fully sustainable at that time.)
- 7.8 The Children and Families Partnership Board recognise the need for the local and regional element of the Project 5 team to have suitable accessible accommodation to deliver regional training, therapeutic interventions and activities for the children and young people. Therefore an ICF main capital grant has been secured to purchase / refurbish accommodation to house the Project 5. It will act as the regional base for the service, where the regional directors and administration will be located as well as providing the local, community-based hub premises for the Monmouthshire and Blaenau Gwent team.

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

- 8.1 This project is aimed at building sustainable services that reduce reliance on external providers often located outside of Monmouthshire borders. It is based on a close partnership approach with Health and is a collaborative enterprise on behalf of ABUHB and the 5 Local Authority partners of the Children and Family Partnership Board.
- 8.2 The development of the service is aimed at enhancing and improving services for looked after children and young people in the longer term. It is preventative in focus and explicitly aims to keep Monmouthshire young people closer to home. As part of the ongoing service development and monitoring there will be consultation with the children and young people receiving a service.
- 8.3 Project 5 will improve outcomes for children who have experienced multiple ACEs (Adverse Childhood Experiences) and who have the most complex and challenging needs. This will reduce the use of expensive and often ineffective and/or out of area placements. It will work in close alignment with the Gwent-wide Attachment Service to achieve psychologically-informed environments, including an ACEs-informed workforce.

9. CONSULTEES:

- Directorate Management Team - 12th September 2018. The meeting supported the development of the project and its stated aims. It was suggested that the link to the current improvement programme within Children's Services should be made explicit.
- SLT – 16th September 2018
- CYP Select – 18th September 2018
- Children and Families Partnership Board – Full support given to the project moving forward in Monmouthshire and Blaenau Gwent
- Project 5 Reference Group

10. BACKGROUND PAPERS:

None

11. AUTHOR:

Jane Rodgers, Head of Children's Services

12. CONTACT DETAILS:

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E-mail: janerodgers@monmouthshire.gov.uk

Appendix 1

EVIDENCE BASE

Torfaen County Borough Council have commissioned a **therapeutic fostering service** called MIST (Multi-disciplinary Intervention Service Torfaen) which has been running for 12 years. MIST provides intensive support to a small number of specially recruited and trained therapeutic foster carers to repatriate young people placed in out of area residential care and to prevent young people who may be at risk of residential care from moving out of area. Caerphilly County Borough Council has also recently developed a MIST type service due to the success of the Torfaen MIST which is outlined below.

MIST's clinical approach is rooted in Bronfenbrenner's ecological model of child development and is in line with the Welsh Government strategy 'Together for Mental Health'. It is multi systemic; providing a variety of different types and styles of intervention simultaneously at many different points in the young persons' system. The approach places particular emphasis on four psychological models; attachment, family systems, person-centred and social learning approaches.

Equally important is MIST's approach to working with risk which recognises the necessity both of safeguarding and of tolerating well understood and managed risks, which are both inevitable and provide essential opportunity for young people to build resilience and trust and to learn new skills.

The model effectively creates a team around the young person, where the staff members have good relationships, communicate well, hold a shared understanding, act consistently and provide mutual support. The team works with well understood and managed risks to keep young people safe whilst building their skills and resilience which, over time, leads to a reduction in their risk taking behaviours.

The team around the young person can provide a buffer against the disruption caused by changes in professional personnel and can hold in mind the young person's life story and make sense of the present in light of this. This helps to counter the problems of disruption that often prevent progress in the care of looked after young people.

The MIST service in Torfaen has been independently evaluated twice; in 2008 and 2011. Both evaluation reports were positive. The 2011 evaluation was a 'Social Return on Investment Study' which concluded that for every £1 spent on MIST, a saving of £5.20 is made across statutory services.

For the Local Authority the benefits have been:

- Residential placements have reduced from an average of 15 at any time to being consistently below 5, despite a rise in the overall number of LAC
- Significant financial savings as a result
- Placement stability averages at 93% for MIST young people
- 85% of MIST young people are engaged in education or training
- Shared learning and benefits for foster care recruitment and training
- Provision of clinical advice and consultation to wider staff groups.

Appendix 2

OPERATIONAL COSTS

The predicted management costs of the **local posts** (at 2018/19 Monmouthshire pay rates) are as follows

Role	wte	Total
Team Manager	1.0	59,626
Clinical Psychologist	0.6	43,661
Total costs for local team management		103,287

The predicted staffing costs for the local posts are as follows

Role	wte	Total
Therapeutic Practitioners (Social Workers)	3.0	147,948
Young Person's Practitioners (Support Workers)	2.0	60,598
On Call Cost		12,520
Total costs for local team staffing		221,066

The predicted Non-staffing costs for the **local team**

Cost area	Cost £ - annual unless stated
Training – £10,000 in the year 1 for accredited training in team teach and DDP (all other training will be provided by regional leads)	10,000 (year one only)

Cost area	Cost £ - annual unless stated
Premises – including utilities and maintenance	20,000
IT, including furniture and set up costs	10,700
Telephones, mobiles, stationery etc	5,700
Recruitment costs	To be absorbed by LA
Mileage	10,000
Therapeutic resources/activity	5,000
TOTAL YEAR 1 PER TEAM	61,400
TOTAL YEAR 2 + PER TEAM	51,400

Therefore the total running costs of the local team for a full year will be **£375,753** (plus ongoing pay awards from 1st April 2019 onwards) which will be fully met by the ICF grant money initially.

Appendix 3

Risk Assessment

Risk	Level	Mitigation	Level with mitigation
1. Not recruiting the calibre of staff to deliver the project	Medium	<ul style="list-style-type: none"> • Robust recruitment and induction processes will be put in place • The posts will be recruited to on a permanent basis increasing the likelihood of quality staff applying. 	Medium
2. Inability to identify local alternative foster placements for the children and young people to return to.	Medium	<ul style="list-style-type: none"> • Blaenau Gwent has already agreed to develop a professional foster carer scheme. • Monmouthshire is actively recruiting new carers and has the potential to recruit current carers in the project. • The recruitment of therapeutic carers in to the scheme is integral to the delivery model of the service. • The model is not wholly dependent on the specific recruitment of therapeutic carers as it works equally with family / kinship carers and generic carers. 	Medium
3. Inability to achieve the financial release from children and young people returning from residential placements to enable the team to become sustainable without the ICF grant.	Low	<ul style="list-style-type: none"> • Children who might benefit from the Project are already identified within the service • We already have skilled carers within the service who would respond well to working with Project 5 • The additional support provided to carers to enable them to look after children with complex needs costs less than alternative options • Project 5 builds on an existing evidence base and practice knowledge base • It is the responsibility of the regional Project 5 Programme Director and Clinical Directors to unblock issues that might prevent this project from being a success • The Children and families 	Low

		<p>Partnership will be monitoring progress and support the Project to succeed.</p> <ul style="list-style-type: none"> The project 5 administrator/data analyst will provide regular activity data to enable close scrutiny by the heads of service and partnership board 	
4. Redundancy costs should the project not be sustainable	Low	<ul style="list-style-type: none"> There is commitment within the partnership and between the Heads of Service that HR issues would be dealt with collectively. There are vacancies across the Local Authorities for qualified social workers, reducing the potential for redundancy costs to be an issue. There is recent history of services being disaggregated and staff being re-absorbed into local authorities (IFST). 	Low
5. Capital bid may not be successful leaving the regional team and the local Blaenau Gwent and Monmouthshire Team without a base or a suitable accommodation might not be found	Medium	<ul style="list-style-type: none"> Blaenau Gwent and Monmouthshire councils will look to house the team within existing accommodation to meet the needs of the Project. 	Medium
6. One council may not agree to the development of a joint team	Low	<ul style="list-style-type: none"> Blaenau Gwent has already given approval for the Project. 	Low

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Name of the Officer completing the evaluation Jane Rodgers Phone no: 01633 644054 E-mail: Jane Rodgers	Please give a brief description of the aims of the proposal To develop a multi-agency intensive therapeutic service for children and young people with complex needs
Name of Service Project 5 (MYST)	Date Future Generations Evaluation form completed 2 nd Oct 2018

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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Q1. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Reduces the reliance on external expensive provider agencies to provide services to Monmouthshire children and young people	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral contribution	

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	Supports children and young people with complex needs to increase their emotional well-being and resilience.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Supports children and young people to remain close to their homes and communities	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral contribution	
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	Supports children and young people to remain close to their homes and communities	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Supports children and young people with complex needs and vulnerabilities to reach their potential	

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>Balancing short term need with long term and planning for the future</p>	Builds sustainable services for the longer term	
 <p>Working together with other partners to deliver objectives</p>	Fully collaborative project between Health and other LAs	
 <p>Involving those with an interest and seeking their views</p>	Children and young people have been consulted as part of the development of the project. The project is built on an evidence base of outcomes achieved by existing services.	
 <p>Putting resources into preventing problems occurring or getting worse</p>	The project is preventative in focus, with the aim of preventing escalation of need.	
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	The project targets well-being goals (emotional, psychological and physical well-being) for some of the most vulnerable children and young people in the county.	

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	Age 8 – 18 plus		
Disability	The project works with children who are vulnerable through their experiences of a range of ACEs and disadvantage		
Gender reassignment	As Above		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	The project will support children and young people to develop positive self-identity		
Religion or Belief	As above		
Sex	As Above		
Sexual Orientation	As Above		
Welsh Language	Service Users will be supported to access the service through the Welsh Medium if this is their preferred language		

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	Safeguarding children and young people is a core aim of the project		
Corporate Parenting	The project works in accordance with the aims of the corporate parenting strategy – Monmouthshire Carers for Monmouthshire children		

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

This is set out in Appendix 1 of the main report

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?

This is set out in section 3 of the main report

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

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:	Continual monitoring through the first 12 – 18 months of the project
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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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

2018 End of Key Stage Teacher Assessment Outcomes and National Test results Monmouthshire

All schools are subject to rigorous reporting and monitoring of standards each year, with the principal focus in key stages 2 and 3 being on English/Welsh first language, mathematics and science, and the percentage of pupils achieving the expected level in all three core subjects – the core subject indicator (CSI).

In the Foundation Phase schools report on the performance of 7 year olds in language, literacy and communication (English or Welsh language) (LLC), mathematical development (MD), and personal and social development, wellbeing and cultural development (PSDWCD). The foundation phase indicator (FPI) measures the percentage achieving the expected outcome in all three areas of learning.

Whilst assessment of LLC and MD is broadly comparable to performance in English/Welsh and mathematics at KS2 and KS3, PSDWCD is not the same as science. Instead it provides a holistic assessment of pupils' wellbeing and the extent to which they are able to inter-relate appropriately with those around them. It also reflects a growing awareness of culture and diversity and of the environment in which they live. As such, it is an important measure of their overall 'readiness' for learning. Achievement in each of LLC, MD and PSDWCD is measured in relation to one of six 'outcome' descriptors.

Expected levels of achievement at the end of foundation phase, key stage 2 and key stage 3:

The 'average' pupil is expected to achieve outcome 5 by the end of the foundation phase (formerly national curriculum level 2), with more able pupils achieving outcome 6 (formerly level 3).

At the end of key stages 2 and 3, the 'average' pupil is expected to achieve level 4 and above and level 5 and above respectively and more able pupils are expected to achieve level 5 and 6 respectively.

In addition to performance at the expected level, it is important also to analyse performance at the Expected Level + 1 at each stage.

This report contains aggregate data for the Local Authority as whole, aggregated from data submitted by schools as part of the National Data Collection process in June 2018.

Update on changes in accountability frameworks using Teacher Assessment Data (Foundation Phase, key stage 2 and 3)

In agreement with LA Directors the EAS offered a series of workshops for elected members in each LA, in September 2018. These described changes to key documents and regional approaches for the academic year 2018/2019, in relation to national changes to assessment and accountability arrangements. A summary is provided below.

The written statement from the Cabinet Secretary (17 May 2018) includes the following comment on the use of both Teacher Assessment and National Test data for accountability purposes:

“We have consulted on ceasing the publication of Teacher Assessment data below the national level. This will help shift focus back to pupil assessment rather than data wrongly being used as part of a high stakes accountability system. We have consulted on the use of National Reading and Numeracy test data. I want to make it clear that data from these tests are not used as part of the accountability system.”

Summary of key items for schools that will cease:

- School Comparative Report (including National Tests)
- All Wales Core Data Sets (AWCDS) – Foundation Phase, Key Stage 2, Key Stage 3 performance packs
- National Categorisation – primary and secondary Step 1 data
- My local school updates – FP, KS2, KS3

Summary of key items for schools that will continue:

For 2018/2019 the EAS will continue to provide a slightly reduced EAS School Data Profile to assist with internal school level self-evaluation activity only. This will continue to include a National Test summary for school level information only. These will be available for schools on School Secure from the second week in September.

Implications for Local authorities

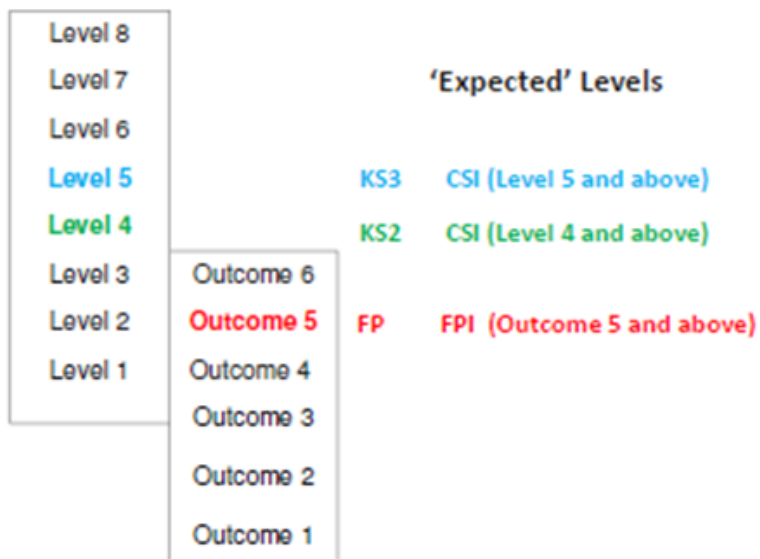
For 2018/2019 the EAS will provide a reduced scrutiny report. The main changes are:

- No comparison with other LAs (rank positions)
- No school level data
- No benchmark summaries

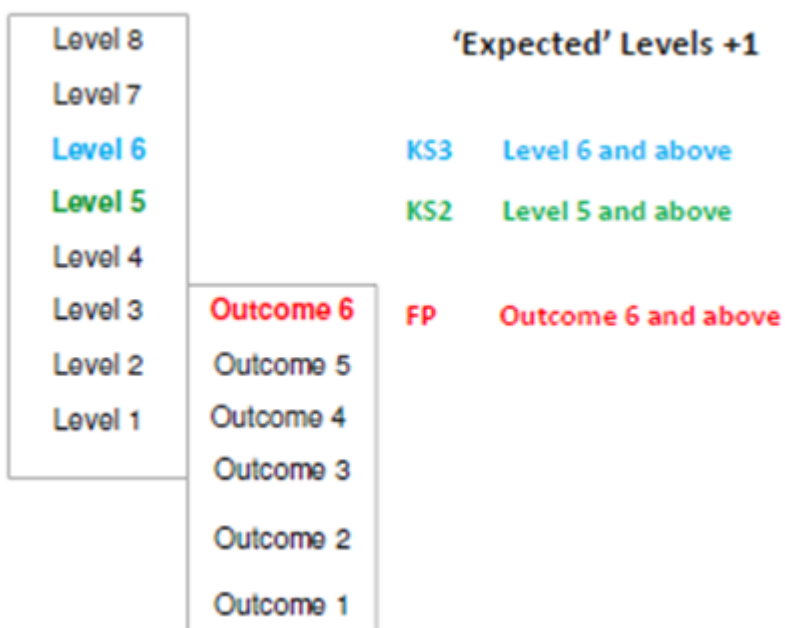
Information on National Tests:

As noted above in the statement from the Cabinet Secretary for 2018/2019 information from the National Tests will not be included in Scrutiny papers.

Expected Levels



Expected Levels + 1 (Higher Levels)



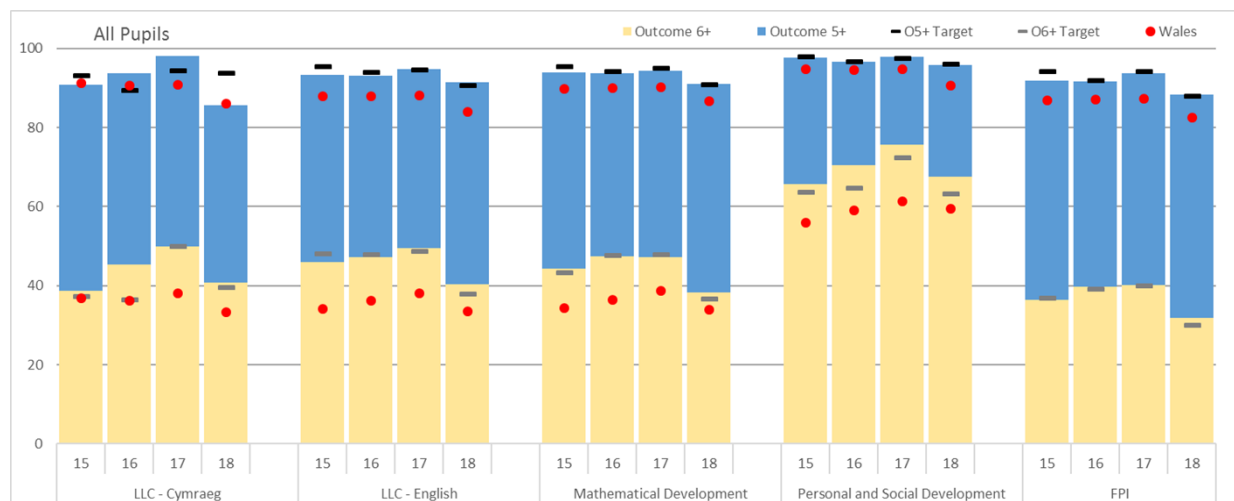
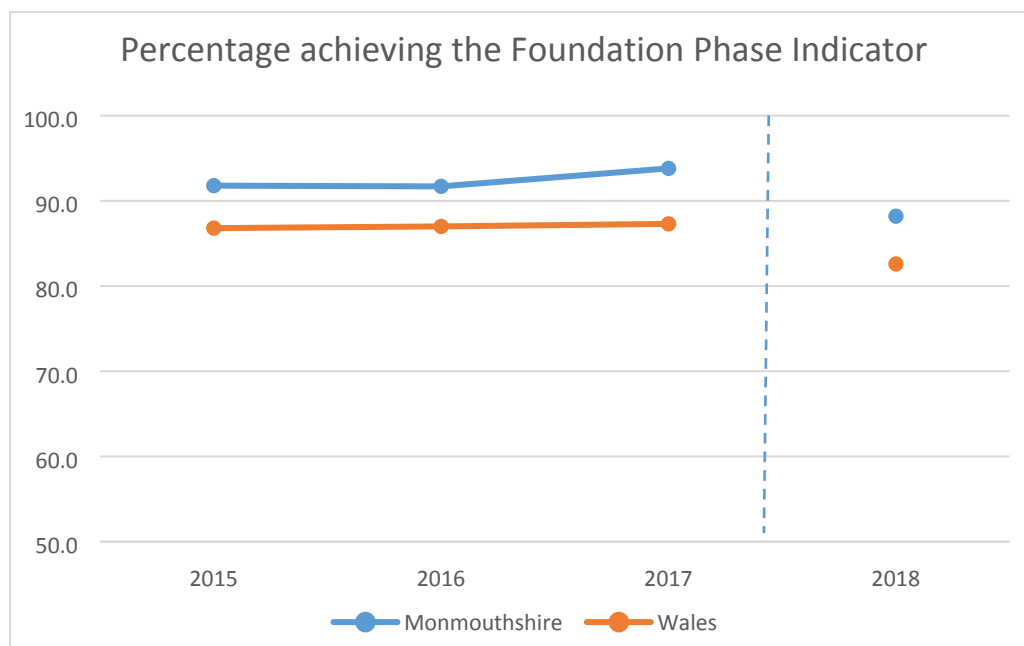
Cohort sizes	Number of pupils	1 pupil represents
Foundation Phase	901	0.11%
Key Stage 2	899	0.11%
Key Stage 3	814	0.12%

Foundation Phase

In October 2014 the Foundation Phase Areas of Learning (AoL) were revised to align them with the National Literacy and Numeracy Framework, as well as make them more demanding. They were introduced on a statutory basis from September 2015. This means that the cohort of children that started Reception in September 2015 were the first children to be formally assessed against the revised outcomes at the end of the Foundation Phase in the summer of 2018.

Comparisons of Foundation Phase outcomes with previous years should, therefore, be avoided as they are not measured on a comparable basis.

In the foundation phase 88.2% pupils achieved the foundation phase indicator (FPI) in 2018.



Percentage of pupils achieving Outcome 5+:

	FPI	LLC English	LLC Welsh	Mathematical Development	PSD
Monmouthshire 2018	88.2 ↓	91.4 ↓	85.7 ↓	91.0 ↓	95.9 ↓
Target	88.0	90.6	93.8	90.9	95.9
Monmouthshire 2017	93.8	94.7	98.1	94.4	97.9
Wales 2018	82.6	84.0	86.1	86.6	93.4

Percentage of pupils achieving Outcome 6+:

	LLC English	LLC Welsh	Mathematical Development	PSD
Monmouthshire 2018	40.4 ↓	40.8 ↓	38.3 ↓	67.6 ↓
Target	37.9	39.6	36.7	63.3
Monmouthshire 2017	49.6	50.0	47.3	75.7
Wales 2018	33.5	33.2	33.9	59.4

Performance in the Foundation Phase Indicator was 88.2%.

Performance in LLC English was 91.4% at O5+ and 40.4% at O6+.

Performance in LLC Welsh was 85.7% at O5+ and 40.8% at O6+.

Performance in mathematical development was 91.0% at O5+ and 38.3% at O6+.

Performance in PSD was 95.9% at O5+ and 67.6% at O6+.

Gender differences at outcome 5+ (boys' performance – girls' performance):

	FPI		LLC English		LLC Welsh		Mathematical Development		PSD	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-2.6	-6.8	-2.4	-5.4	3.3	-12.9	-1.4	-4.4	-0.8	-2.8
Wales	-7.1	-8.5	-7.2	-8.3	-6.0	-8.9	-4.1	-4.8	-5.0	-5.7

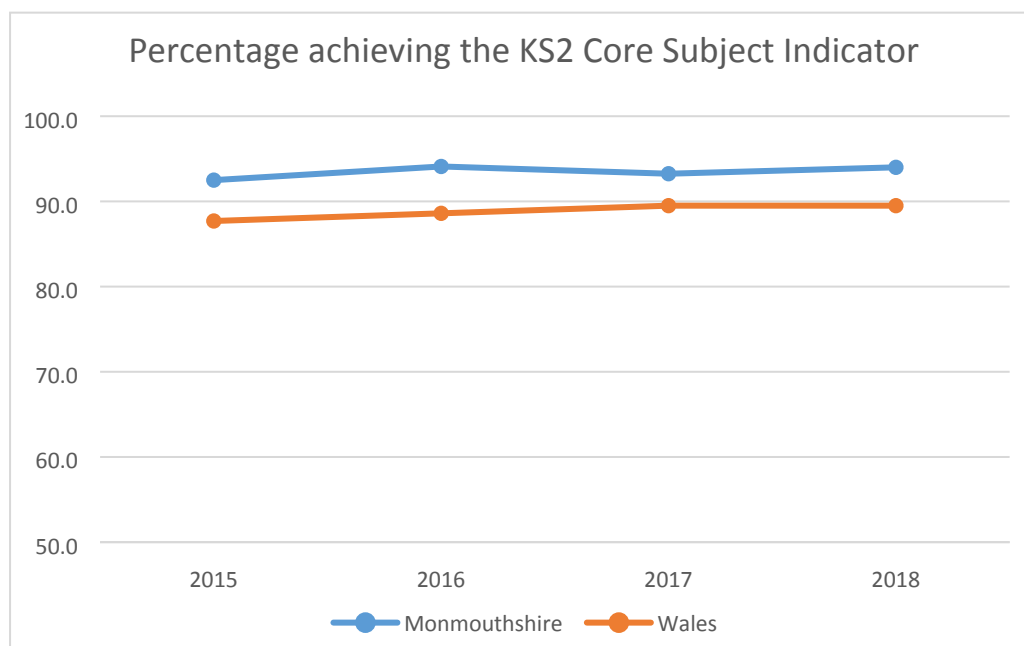
Gender differences at outcome 6 (boys' performance – girls' performance):

	LLC English		LLC Welsh		Mathematical Development		PSD	
	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-16.4	-11.5	-7.5	-18.6	-5.1	-1.3	-15.6	-18.6
Wales	-12.7	-10.8	-13.7	-13.6	-0.9	0.3	-18.0	-18.5

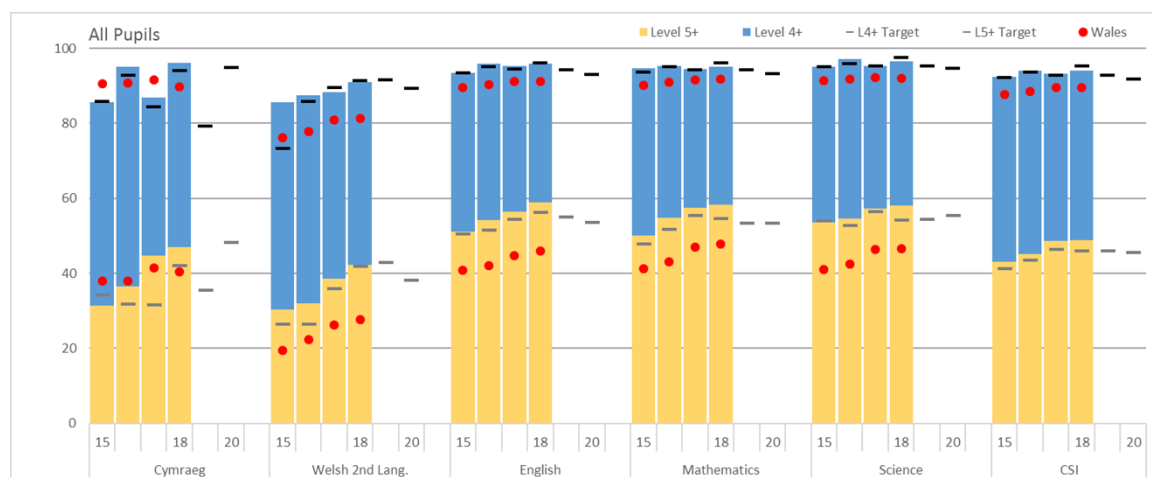
At outcomes 5+ and 6+ gender differences LLC have increased in all indicators except LLC English and mathematical development O6+. The gender gaps are narrower than that across Wales at O5+ except for LLC Welsh, but are wider for all subjects at O6+.

Key Stage 2

Performance improved in 2018, with 94.0% pupils achieving the core subject indicator (CSI), 0.8 percentage points above 93.2% in 2017.



There have been increases in all areas at both the expected level (level 4+) and the higher level (level 5+).



Percentage of pupils achieving level 4+:

	CSI	English	Welsh (First Language)	Mathematics	Science
Monmouthshire 2018	94.0 ↑	96.0 ↑	96.1 ↑	95.0 ↑	96.4 ↑
Target	95.1	96.1	94.0	96.0	97.4
Monmouthshire 2017	93.2	95.3	86.8	94.5	95.3
Wales 2018	89.5	91.1	89.7	91.8	92.1

Percentage of pupils achieving level 5+:

	English	Welsh (First Language)	Mathematics	Science
Monmouthshire 2018	59.0	47.1	58.3	58.1
Target	56.2	42.0	54.7	54.1
Monmouthshire 2017	56.4	44.7	57.4	57.3
Wales 2018	45.9	40.4	47.8	46.5

Performance in the CSI has improved by 0.8 percentage points.

Performance in English at the expected level 4+ has improved by 0.7 percentage points.

Performance at the higher level 5+ has improved by 2.6 percentage points.

Performance in Welsh (first language) at the expected level 4+ has improved by 9.3 percentage points. Performance in Welsh (first language) at the higher level 5+ has improved by 2.4 percentage points.

Performance in mathematics at the expected level 4+ has improved by 0.5 percentage points. Performance in mathematics at the higher level 5+ has improved by 0.9 percentage points.

Performance in science at the expected level 4+ has improved by 1.1 percentage points.

Performance in science at the higher level 5+ has improved by 0.8 percentage points.

Gender differences at level 4+ (boys' performance – girls' performance):

	CSI		English		Welsh (First Language)		Mathematics		Science	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	0.6	-2.7	-0.4	-3.2	-20.5	-8.0	1.7	-2.1	-0.4	-2.7
Wales	-4.5	-5.2	-5.0	-5.7	-6.0	-6.5	-2.8	-3.0	-3.4	-4.1

At level 4+ gender differences have increased in each subject area except Welsh. Gender differences are narrower than the national gender differences in all subjects except Welsh.

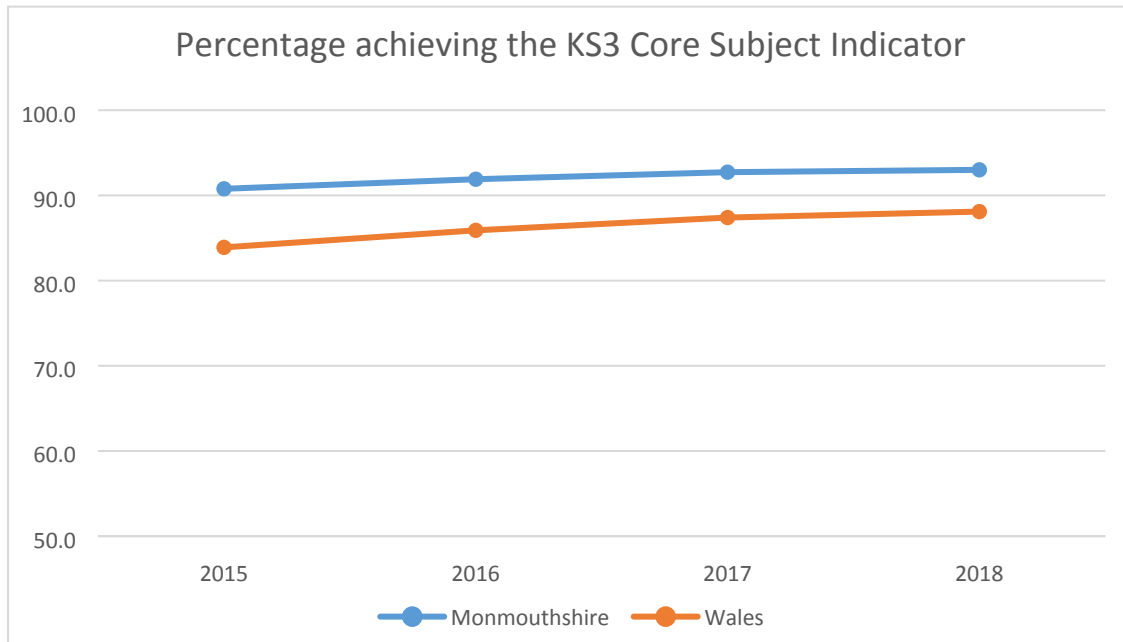
Gender differences at level 5+ (boys' performance – girls' performance):

	English		Welsh (First Language)		Mathematics		Science	
	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-15.0	-14.9	-1.7	-37.4	-4.3	-0.2	-4.1	-3.8
Wales	-12.9	-13.3	-17.3	-14.3	-0.8	0.1	-5.2	-5.4

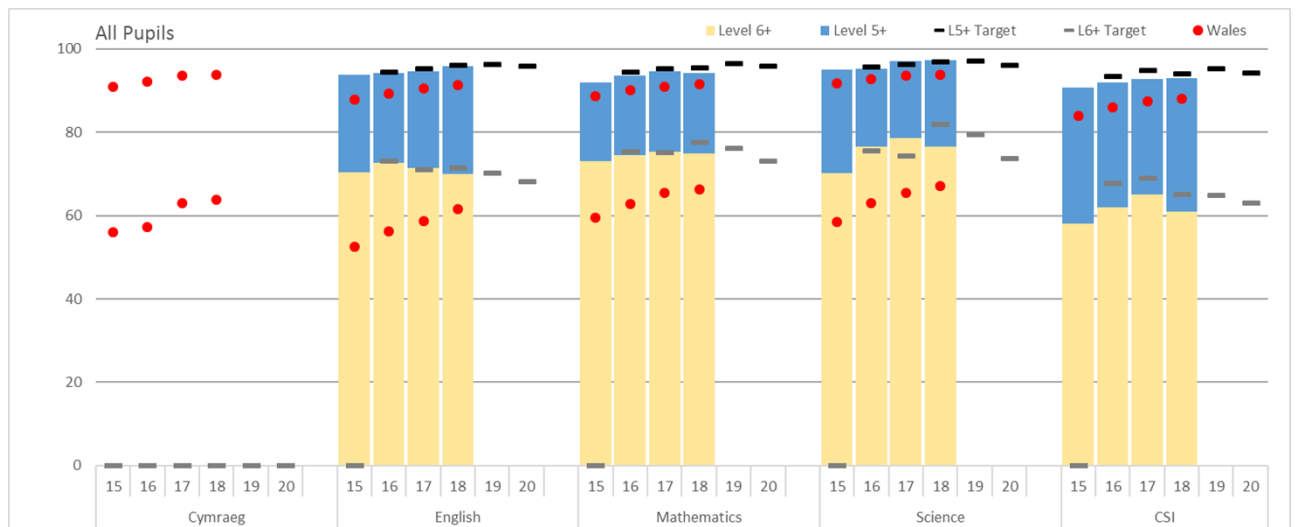
At level 5+ gender differences have decreased for all subjects except Welsh, which has increased significantly. The gender gaps are narrower than the national averages in all subjects except Welsh

Key Stage 3

Performance continues to improve, with 93.0% pupils achieving the core subject indicator (CSI), an increase of 0.3 percentage points from 92.7% in 2017.



Performance has improved across all indicators at expected level 5+, except for maths. At level 6+ and level 7+ performance has declined in all subjects, except for maths L7+. There is no Welsh medium secondary school in Monmouthshire, so there are no Welsh first language results to report.



Percentage of pupils achieving level 5+

	CSI	English	Welsh (First Language)	Mathematics	Science
Monmouthshire 2018	93.0	95.8	#DIV/0!	94.1	97.3
Target	93.9	96.0	#N/A	95.5	96.8
Monmouthshire 2017	92.7	94.5	#DIV/0!	94.5	97.0
Wales 2018	88.1	91.2	93.8	91.6	93.7

Percentage of pupils achieving level 6+

	English	Welsh (First Language)	Maths	Science
Monmouthshire 2018	69.9	-	74.8	76.5
Target	71.5	#N/A	77.6	81.8
Monmouthshire 2017	71.4	-	75.3	78.7
Wales 2018	61.6	61.6	66.3	67.1

Percentage of pupils achieving level 7+

	English	Welsh (First Language)	Maths	Science
Monmouthshire 2018	30.0	-	44.5	37.7
Monmouthshire 2017	31.9	-	40.5	39.9
Wales 2018	23.4	23.4	32.7	28.0

Performance in the CSI has improved slightly by 0.3 percentage points.

Performance in English at the expected level 5+ has improved by 1.3 percentage points. Performance in English at level 6+ and level 7+ has declined by 1.5 and 1.9 percentage points respectively.

Performance in mathematics at the expected level 5+ has declined by 0.4 percentage points. Performance in mathematics at level 6+ has declined by 0.5 percentage points, but at level 7+ performance has improved by 4.0 percentage points.

Performance in science at the expected level 5+ has improved slightly by 0.3 percentage points. Performance in science at level 6+ and level 7+ have both declined by 2.2 percentage points.

Gender differences at level 5+ (boys' performance – girls' performance):

	CSI		English		Welsh (First Language)		Mathematics		Science	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-3.4	-4.2	-2.8	-2.9	-	-	-1.4	-2.6	-1.5	-3.1
Wales	-7.4	-7.1	-7.2	-7.0	-4.8	-5.6	-4.4	-4.2	-4.4	-4.6

Gender differences have increased for all indicators, but are narrower than the Wales average gender difference.

Gender differences at level 6+ (boys' performance – girls' performance):

	English		Welsh (First Language)		Mathematics		Science	
	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-9.4	-15.8	-	-	-4.3	-4.7	-8.9	-10.8
Wales	-18.5	-18.4	-19.1	-20.3	-7.2	-6.3	-12.1	-12.0

Gender differences have increased for all subjects, but are narrower than the Wales average gender difference.

Gender differences at level 7+ (boys' performance – girls' performance):

	English		Welsh (First Language)		Mathematics		Science	
	2017	2018	2017	2018	2017	2018	2017	2018
Monmouthshire	-14.3	-18.0	-	-	4.3	-4.2	-12.4	-13.4
Wales	-12.6	-14.1	-11.9	-13.2	-4.0	-4.7	-8.0	-9.2

Gender differences have increased for English and science. The gender gaps are wider than the Wales average gender difference for English and science.

Public Document Pack Agenda Item 7

MONMOUTHSHIRE COUNTY COUNCIL

Minutes of the meeting of Children and Young People Select Committee held at Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA on Thursday, 6th September, 2018 at 10.00 am

PRESENT: County Councillor M.Groucutt (Chairman)
County Councillor L.Jones (Vice Chairman)

County Councillors: L.Brown, D. Jones, M.Lane, M. Powell,
J.Watkins, S. Woodhouse,
M Fowler (Parent Governor Representative) and R. Harris

OFFICERS IN ATTENDANCE:

Will McLean	Chief Officer for Children and Young People
Mark Howcroft	Assistant Head of Finance
Nikki Wellington	Finance Manager
Paula Harris	Acting Scrutiny Officer
Wendy Barnard	Democratic Services Officer
Chris Robinson	Lead Commissioner - Quality Assurance
Julie Boothroyd	Chief Officer Social Care, Safeguarding and Health

ALSO IN ATTENDANCE:

Ed Pryce	Interim Strategic and Policy Lead, EAS
Helen Power	Principal Challenge Adviser (Monmouthshire), EAS

APOLOGIES:

County Councillor T.Thomas

1. Declarations of Interest

No declarations of interest were made.

2. Public Open Forum

No members of the public were present.

3. Confirmation of Minutes

The minutes of the previous meeting held on the 28th June 2018 were confirmed and signed as a true record.

The Committee recognised the contribution of Mr. K. Plow who had resigned as representative of the Monmouthshire Association of School Governors. Members requested that a letter of thanks is sent and look forward to welcoming his successor, Mrs. Leanne Wakerley.

4. Supporting People Programme Grant - Service Update

Purpose:

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Whilst the Supporting People (SP) programme is predominately focused on adults, a significant number of younger people (16-25) are also supported. For consideration are:

1. The proposal to extend Supporting People contracts for a year from 1 April 2019 whilst whatever future funding arrangements Welsh Government makes are implemented.
2. Whether sufficient positive action is being taken in consideration of this protected characteristic (young age) through the age-specific services.

Recommendations:

1. To approve the proposal to extend contracts due for renewal on 1 April 2019 for a year whilst the implications of Welsh Government's decisions on future funding, to be made later in this financial year, are worked through and implemented.
2. To agree that the positive action in terms of funding and people supported reflects the Authority's objectives sufficiently.

Key Issues:

Current Programme

SP is a service providing housing-based support to people in Monmouthshire. The purpose of the support is to help vulnerable people to either live independently or to achieve the greatest degree of independence that their personal challenges will allow, with a significant focus on the prevention of homelessness.

In 2017, the services supported 2,550 people and contributed to the costs of circa 2,000 community based alarms (as in sheltered housing).

Monmouthshire's SP funding is £2.039m per annum, approximately 10% of the Gwent provision of £21m. Our service funding is approximately broken down into 14% accommodation based services (e.g. refuge, hostels and alarms), 10% Gateway assessment, intervention and brokerage service and 76% floating support.

The SP programme comprises 33 contracts and/or service level agreements with 12 providers. These contracts are due for renewal and/or extension on 1 April 2019, with the exception of 3 small contracts with a total value of circa £70k. Of these contracts, 3 are regional contracts managed by other Authorities on behalf of MCC and 2 are regional managed by MCC on behalf

of other Gwent Authorities. SP outcomes are measured across a range of 11 outcomes, each of which can be assessed as relevant to the individual and assessed and recorded on a 5 step model. On average, over a year individuals make 5 positive steps of progress or the equivalent of achieving one outcome to full independence. The average cost of achieving this progress is circa £1,500, or £300 per positive step. The £1,500 is equivalent to 1.54 hours of weekly support. Welsh Government feedback confirms this to be a value for money provision, with at least two examples of best practice – the Gateway intervention, assessment and brokerage service and the place-based service delivery model.

SP provides support across the full range of outcomes, however, incidence of support relating to mental health demonstrates the complex nature of the vulnerabilities supported (44% of service users achieve positive progress in this area). Of the support issues that are traditionally considered housing support issues, 36% of service users achieve positive progress in respect

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of managing their money, 34% in respect of managing their accommodation and 30% in feeling safer.

In terms of basic demographics, 12.8% of those supported are "Younger" (<25yrs), 36.4% are "Older" (>55 yrs.), 47% (between 25 and 55yrs) and 3.8% not recorded. 58.2% are women, 41.3% are men and 0.5% not recorded.

The age specific services for younger people, including the hostels, the CHYPS and Emphasis programmes, Young Person's accommodation officer and the Youth Transition worker and account for £280,000 of the £2.04m SPPG funding i.e. 13.7%.

Thus the effective positive action in respect of this client group is +32% based on population (16-24 yr olds are 9.7% of Monmouthshire population) and +41% based on the funding allocation.

Member Scrutiny

The Lead Commissioner Quality Assurance & Supporting People Lead, provided a presentation, and the Chief Officer, Social Care, Safeguarding and Health provided an overview. Members were invited to ask questions as follows:

- **Adolescent Mental Health:** The Chair queried how to make the best use of resources working in partnership with the Health Board. It was explained that the relationship with the Health Board is strong. Recently an Adult Service Manager has been working across Children's Services, and recently a Child and Adolescent Mental Health Services (CAMHS) worker has been based in Children Services: a great addition linked to supporting people and an opportunity to join these services.
- **Grants criteria:** A Member asked for clarification of outcomes, information about alarms and expressed the view that grants should be based on need not separated for adults or young person. In view of the reduction in grants to over 55s, it was queried if there were other grants available to support this age group.

The move to a generic worker to cover all aspects of support was welcomed. It was advised that the outcomes covered areas such as feeling safe at home and in the community, having appropriate accommodation, ability to manage money, maintaining physical and mental health, providing help for employment and training and tackling loneliness. Help to maintain mental health and the impact on accommodation are identified as the main areas of support.

In terms of alarm calls, 92% have no connection with housing support and there is no need for a support worker to attend, consequently many providers have withdrawn. The view was expressed that there are better ways to support a young person.

It was confirmed that services are moving forward based more on need and that are often provided in accommodation and refuges. If specific support is required a referral is made to floating support providers. There is a move away from funding specific groups to more generic support based on need.

- **Accommodation:** A Member asked if some young people are unwilling to accept support from family members and also support to target those young people at risk of suicide. It was responded that, with partners in the housing team, mediation is being provided for 9 or 10 young people between them and their family. There is also a separate mediation service funded by Welsh Government. There is no specific aspect in

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this programme in relation to suicide as it is not a housing issue, but services would be provided by Health. Select Committee Members were reminded that supporting people is about housing related support. Loneliness is covered by a social inclusion worker for young and elderly people.

- **Funding:** A Select Committee Member questioned why Monmouthshire receives only 10% of the Gwent funding. It was responded that there is a funding allocation formula that has been challenged under the Equalities Act and Welsh Government has been asked to reconsider. Monmouthshire appears affluent in comparison with other areas in the region and total support needs aren't well represented. Monmouthshire has a higher amount of older people but not single older people and this is having a fundamental impact on funding allocation. It was reported that the Public Accounts Committee and Wales Audit Office have been asked to relook at the formula.
- **Extension of contracts:** It was commented that this should not cause progress to be slowed down and reassurance was sought on this point. The proposal to use one-stop support workers was commended. With regard to extension to contracts, the move to a one stop support worker will be in incremental steps. All services to young people are being reviewed to combine posts and alter some roles next year to work better together.
- **Measures:** A Member questioned if there was a significant difference in cohorts between 2012 and 2018. It was responded that the number of people being supported by the programme is constant with approximately 1200 being supported with an additional community alarms for approximately 1800 people.

Committee Conclusion

The Chair praised the work carried out in communities in challenging circumstances. He acknowledged the difficulties in the provision of effective services. He recognised the relationships between local authority services and how they relate to housing, health and other agencies that also support this group of people.

The Officer was invited to return to the Children and Young People Select Committee and the Chair referred to the high quality of questioning and responses provided.

The Select Committee Members expressed the wish to be involved in the future provision of services acknowledging that the increased complexity of the work combined with reducing resources was a political issue indicating a greater role for politicians to help frame the way the service operates in future.

The Committee noted that the authority is responsible for how the money should be used, and welcomed a larger role in improving links between organisations.

The recommendations as follows were agreed:

1. To approve the proposal to extend contracts due for renewal on 1 April 2019 for a year whilst the implications of Welsh Government's decisions on future funding, to be made later in this financial year, are worked through and implemented.
2. To agree that the positive action in terms of funding and people supported reflects the Authority's objectives sufficiently.

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Minutes of the meeting of Children and Young People Select Committee held at Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA on Thursday, 6th September, 2018 at 10.00 am

Context:

The Select Committee received a presentation explaining changes to the education accountability framework from Helen Power, Principal Challenge Adviser (Monmouthshire) and Ed Pryce, Challenge Adviser and Interim Service Strategic and Policy Lead, SE Wales Education Achievement Service (EAS).

Key Issues:

To receive information regarding Curriculum Reform and the EAS Support Programmes.

Member Scrutiny:

Following the presentation, Select Committee Members asked questions:

- In response to a question, it was confirmed that Part 1 and Part 2 of the education reform support programme will be starting in the Autumn through to Spring. Schools not engaging will be encouraged to do so and the relevant authority also advised.
- A Member referred to a decline in numbers of students choosing Modern Foreign Languages (MFL). It was responded that MFL are included in the Language, Literacy and Communication section of the curriculum.
- It was not known if there will be a formal consultation to allow parents and others to comment on the draft curriculum in April 2019. More information will be sought.
- A Member referred to "What Matters" statements and an Estyn report in relation to Religious Education. It was mentioned that Welsh Government sponsored international research found for RE being separate from humanities. Concern was expressed about proposed secularisation of RE and the Member asked if the curriculum would follow the international research instead. It was noted that the EAS has no influence on curriculum content which is being considered by separate groups.
- In terms of data, it was commented that the move to divide schools into thirds will be helpful when looking at outcomes. It is recognised that often the better performing pupils do very well but it is not necessarily the same for Free School Meal (FSM) pupils so this change will assist effective scrutiny in the future. The Chief Officer for Children and Young People referred to this period as one of constant change; it will be a challenge when reporting on outcomes without comparative data. The change to the assessment of teaching and learning aligned to the new professional standards, and how judgements are made, will be very important. That FSM pupils appear not to do well does not reflect that they often do well according to their own potential. There is a need to better explain such achievement and progress to the Committee.
- A Member referred to the new GCSEs and to curriculum change. It was confirmed that there will be a new range of GCSEs by 2025 for children following the new curriculum.
- A Member queried the KS4 measures and the capped point score equating to core subjects, and asked if the EAS had any influence to have a wider based curriculum and measure as there is a risk of the Baccalaureate being devalued. It was confirmed that the capped point score can be a range of other subjects but that the Welsh Government proposals are that there will be only three restricted subjects (literacy, numeracy and science) and six other open subjects.
- A Committee Member expressed concern that one of the main means of checking progress is categorisation for Foundation Phase, Key Stages 2 and 3 and asked if the EAS will be investing more Challenge Adviser's time in schools. It was responded that there will be more structured and intense peer reviews to look closely at children's work. There will be a group of headteachers and two challenge advisers looking at samples of work and undertaking a comprehensive learning walk. Categorisations may change due to this more rigorous monitoring. Reports will be prepared for governing bodies to

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consider. Additionally, the way support plans are written are changing to add support directly to the school development plan for all categories of schools.

- A Member was concerned that whereas governors will be aided by the process of peer assessment, the LA will find it difficult to have a role in monitoring performance due to non-publication of 11-14 data. Information was also requested about the review of the role of Estyn. It was confirmed that whilst KS3 data is not being published, the data profile will still be available for GBs and LAs. Regarding the review of Estyn, it was noted that there is no information available currently.
- The Chief Officer, Children and Young People noted that the divergence from the system in England will present challenges such as moving away from transparency of publication and GCSE outcome differences so it will be important for the authority and EAS to keep members abreast of standards.

Committee Conclusions:

The Chair emphasised the importance of the need for all Committee Members to fully understand the new approaches to accountability to enable effective scrutiny.

The Chair implored all Members who are Governors to ensure that they are able to provide interpretation and understanding at Governing Body meetings, and recommended that Committee Members read the information provided by the EAS.

The representatives of the EAS were thanked for their input to the meeting.

6. Revenue and Capital Monitoring 2018/19: Outturn Statement

Purpose

The purpose of this report is to provide Members with information on the revenue and capital outturn position of the Authority at the end of reporting period 1 which represents the financial outturn position for the 2018/19 financial year based on May inclusive activities.

This report will also be considered by Select Committees as part of their responsibility to,

- assess whether effective budget monitoring is taking place,
- monitor the extent to which budgets are spent in accordance with agreed budget and policy framework,
- challenge the reasonableness of projected over or underspends, and
- monitor the achievement of predicted efficiency gains or progress in relation to savings proposals.

Recommendations proposed to Cabinet:

1. That Members consider a net revenue forecast of £471,000 overspend.
2. Members consider a capital outturn spend of £35.7m, which accords with budget provision for the year, after proposed slippage of £75,000. This describes a breakeven position not uncommon for this early in the year, although there is a potential for additional 21c schools costs in respect of additional asbestos removal and treatment costs not anticipated, which colleagues indicate could be the order of £350,000.
3. Considers the use of reserves proposed in para 3.8.1,
4. Members note that the low level of earmarked reserves will notably reduce the flexibility the Council has in meeting the challenges of scarce resources going forward.

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5. Members note the extent of movements in individual budgeted draws on school balances, and acknowledge a reported net forecast deficit of £622k resulting, and support the amendments to MCC's Fairer Funding Regulations as described in para 3.8.13 for onward engagement with schools forum and governing bodies

Member Scrutiny

The Assistant Head of Finance/Section 151 Officer and the CYP Finance Manager introduced the report. Select Committee Members took the opportunity to ask questions, as follows:

- **ALN Review:** A Member referred to the deficit projected for Mounon House School and the income from other authorities and asked if the status quo could be maintained to attract more pupils external to Monmouthshire to ensure that the income source continues. The Chief Officer explained that following the publication of the proposals earlier in the year, there has been no reduction in pupils at the school. Cabinet was advised that the proposal for change will not proceed but the authority will work with the school and others to understand the need for that type of provision in Monmouthshire. The capacity is for 55 pupils, currently there are 28 on roll. Next year there will only be 1 Monmouthshire pupil on roll. The Chair looked forward to updates regarding proposals.
- **Funding Formula:** The Chair referred to the funding formula noting that 3 of the 4 secondary schools are in deficit, with the fourth in surplus but being closely monitored. With 17 schools forecasting deficits, it was questioned if the authority had the resources to monitor individual schools and commented that some schools are finding it very difficult. It was questioned if there is a need to fundamentally review the funding formula. The Committee were reminded that last year the authority invested in secondary schools in terms of exam fees. It was added that the formula is not the issue, but the reducing amount of funding available. Committee Members were advised that there is discussion about a Gwent wide formula.

Committee Conclusion:

The Chair thanked the officers for the report and for their attendance at the meeting.

7. Action arising from previous meeting

Eligibility Criteria for Free School Meals (FSM)

With the Chair's permission, an urgent addition was made to the agenda: Consultation on changes to the eligibility criteria for FSM, arising from the roll out of Universal Credit.

The CYP Finance Manager provided a verbal report and requested that Committee Members provide responses to the consultation document. The Clerk was asked to circulate the e mail containing the consultation document to Committee Members requesting responses by the 14th September 2018.

Actions arising from the previous meeting:

- Apprenticeships within the authority: This is being encouraged and progressed.
- ALN Review: A one month extension to the ALN review has been agreed. In response to a query, it was confirmed that the most recent Cabinet paper updates the current position clearly identifying the changes to the original proposals and identifying aspects that will be subject to further consultation. Such consultation will take place in the

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Autumn term. The report will be distributed to parents at the schools concerned. The matter will be returned to this Committee and then to Cabinet in December 2018.

8. Children and Young People Select Committee Work Programme

The work programme was noted.

A Member mentioned that there were some suggestions for topics in the last minutes. It was also suggested that Pioneer schools could be invited to a future meeting to give their impression of curriculum reform and development. The Chair will follow this matter up with the Scrutiny Manager.

9. Cabinet and Council Forward Planner

The Cabinet and Council Forward Planner was noted.

10. To confirm the date and time of the next meeting

The meeting ended at 12.30 pm

Monmouthshire's Scrutiny Forward Work Programme 2018

Children and Young People's Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
18th October 2018	Wales Audit Office Safeguarding Report	Presentation of the recent inspection report and scrutiny of the proposals to meet the report's recommendations. Invite Audit Committee Chair.	Julie Boothroyd Wales Audit Office Richard Jones	Performance Monitoring
	Project 5	Scrutiny of proposals for PROJECT 5 - a Multi-agency resource hub to provide therapeutic fostering for children and young people with complex needs.	Jane Rodgers	Policy Development
	Foundation Phase Key Stage 3	School attainment performance reporting.	Will Mclean	Performance Monitoring
29th November 2018	Support for Refugee Children	Presentation: An evaluation of the support and provided by schools for refugee children.	Will Mclean	Performance Monitoring
	(Invite to Strong Communities Members)	King Henry Comprehensive, Deri View Primary and Gwent Ethnic Minority Service invited.		
	Play Action Plan and Play Sufficiency Assessment	Progress on delivery of the current plan (including the summer play schemes etc.) and proposals for the new Play Action Plan and Play Sufficiency Assessment for completion by March 2019.	Matthew Lewis	Pre-decision Scrutiny
	Partnership Agreement		Cath Saunders	
	South East Wales Adoption Service	Report on performance 17/18 and briefing on regional financial policy.	Susan Radford, Blaenau Gwent CBC	Performance Monitoring

Monmouthshire's Scrutiny Forward Work Programme 2018

Children and Young People's Select Committee				
Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
Special Select Committee Meeting November/December 2018 ~ Date TBC	Budget Scrutiny	Pre-decision Scrutiny of the draft budget proposals for 2019-20.	Mark Howcroft Peter Davies	Budget Scrutiny
24 th January 2019	Future options for Mounton House School		Cath Saunders	

Future Agreed Work Programme Items: Dates to be determined

- **2nd Phase Family Support Review**
- **School Placement Capacity** ~ numbers in the south of the county considering the new housing developments planned.
- **Nursery provision** - the plans for welsh government to give 30 hours free childcare for nursery age - report back when the remit of delivery has been finalised by Welsh Government.
- **Verbal update report on Free School Meal assessment (via the Benefits Team).**
- **Additional Learning Needs** - Review and provision/ALN Bill/Readiness and training
- **Schools in terms of outcomes** - quality indicators from new inspection framework/how categorisation works and actions taken to support improvement/EIB and Intervention Monitoring/ Donaldson Report on Successful Futures. Review of 21st Century Schools.
- **Service Pressures** for the council and schools.
- **Inclusion updates** - wellbeing/attitudes to learning/supporting the pupil voice
- **Non-maintained/Early Years** - provision/outcomes/childcare offer
- **National Categorisation/Estyn outcomes** -Progress towards addressing recommendations
- **Post 16 education provision/Apprenticeships/Engagement and progression**
- **Welsh Education Strategic Plan** - annual update
- **Childcare sufficiency** - annual update

Monmouthshire's Scrutiny Forward Work Programme 2018

- **Children's Mental Health and Counselling Services**
- **Well-being reporting (obesity, eating disorders etc)**
- **Young Carers Strategy ~ Implementation of the first year**
- **Flying Start ~ presentation for information**

Joint Scrutiny with Children and Young People's Select Committee:

- ✓ **"Information, Advice and Assistance Service ~ responsibility of the Social Services and Well-being Act 2014 ~ (January/February 2018)**
- ✓ **The implementation of the Social Services and Well-being Act 2014 ~ (October 2017)**
- ✓ **Mental Health and Learning Disabilities ~ linked to implications of the DOLS (Deprivation Liberty Safeguards) Grant**
- ✓ **Well-being ~ responsibilities of the Social Services and Well-being Act 2014 around connected communities and meeting needs**

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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
Cabinet - Special	20/02/19	Final Revenue and Capital Budget Proposals		Peter Davies	20/09/18	
Cabinet	06/06/19	Budget Monitoring report - month 12 (period 3) - 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 2018/19 financial year.	Joy Robson/Mark Howcroft	17/04/18	
Cabinet	03/04/19	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 9 held on the 7th March 2019.	Dave Jarrett	17/04/18	
Council	07/03/19	Final Budget Proposals		Joy Robson	11/09/18	
Council	07/03/19	Treasury Management Strategy 2019/20	To accept the annual treasury Management	Joy Robson	11/09/18	
Council	07/03/19	Council Tax Resolution 2019/20	To set budget and Council tax for 2019/20	Ruth Donovan	11/09/18	
Cabinet	06/03/19	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	17/04/18	

Cabinet	06/02/19	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 8 held on the 17th January 2019.	Dave Jarrett	17/04/18	
Council	17/01/19	Council Tax Reduction Scheme 2018/19		Ruth Donovan	11/09/18	
Cabinet	09/01/19	Final Draft Budget Proposals or recommendation to Council.		Joy Robson	17/04/18	
Cabinet	09/01/19	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 7 held on the 13th December 2018.	Dave Jarrett	17/04/18	
Cabinet	09/01/19	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 2018/19 financial year.	Joy Robson/Mark Howcroft	17/04/18	
Cabinet	19/12/18	Draft Revenue and Capital Budget Proposals		Peter Davies	19/09/18	
Council	13/12/18	Capital Budget Report on 3rd Lane on Wye Bridge	Defer to December	Paul Keeble	20/09/18	
Council	13/12/18	Final approval of MonLife and MonLife Plus		Tracey Thomas	09/08/18	
Cabinet	05/12/18	LA and Schools Partnership Agreement		Cath Saunders	26/09/18	

Cabinet	05/12/18	Reorganisation of ALN and Inclusion Services update	Cabinet consider objections received on the Reorganis	Debbie Morgan	25/05/18	
Cabinet	05/12/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 6 held on the 25th October 2018.	Dave Jarrett	17/04/18	
Cabinet	05/12/18	Council Tax Base 2019/20 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 2019/20 and to make other necessary related statutory decisions	Sue Deacy/Ruth Donovan	17/04/18	
Cabinet	05/12/18	Reviews of Fees and Charges	To review all fees and charges made for services across the Council and identify proposals for increasing them in 2019/20	Mark Howcroft	17/04/18	
ICMD	14/11/18	Proposal to extend supporting people contracts in 2019/20		Chris Robinson	10/09/18	
Cabinet	07/11/18	Cadetship Programme		Tracey Harry	20/09/18	
Cabinet	07/11/18	Structure Report		Roger Hoggins	20/09/18	
Cabinet	07/11/18	Project 5: Development of a Therapeutic Foster Care Service for Complex Young People		Jane Rodgers	30/08/18	
Cabinet	07/11/18	Corporate Plan: Progress Report		Matthew Gatehouse	10/07/18	
Cabinet	07/11/18	MTFP and Budget Proposals for 2019/20	To provide Cabinet with Revenue Budget proposals for 2019/20 for consultation purposes	Joy Robson	17/04/18	

Cabinet	07/11/18	Capital Budget Proposals	To outline the proposed capital budget for 2019/20 and indicative capital budgets for the 3 years 2020/21 to 2022/23	Joy Robson	17/04/18	
Cabinet	05/12/18	Implementation of NJC revised payspine April 2019			09/10/18	
Council	25/10/18	Statement of Gambling Policy and proposals for Casinos		Linda O'Gorman	10/09/18	
Council	25/10/18	Proposal to create a development company		Deb Hill-Howells		
Council	25/10/18	County Hall Accommodation	Seeking approval to undertake borrowing to fund the refurbishment works to County Hall	Deb Hill-Howells	17/07/18	
ICMD	24/10/18	Additional Service Offer at Usk Hub	To seek approval for the development of a business case to site a Post Office within Usk Hub following the announcement of the planned closure of the current facility on Bridge Street	Matt Gatehouse / Richard Drinkwater	04/10/18	
ICMD	10/10/18	Register of Priority Services		Ian Hardman	18/09/18	
ICMD	10/10/18	Joint Heritage Services with Torfaen		Mark Hand	05/09/18	
ICMD	10/10/18	Extension of Lease for Gilwern Library	To seek approval to extend the council's lease of space within Gilwern Community Centre for the continued provision of a library service beyond the end of the current agreement which expires in March 2019	Matthew Gatehouse	03/08/18	
Cabinet	03/10/18	Welsh Church Funding Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of applications 2018/19, Meeting 5 held on the 20th September 2018.	Dave Jarrett	17/04/18	

ICMD	26/09/18	Joint Heritage Services with Torfaen	DEFERRED TO 10 OCTOBER	Mark Hand	05/09/18	
ICMD	26/09/18	Amendments to cemeteries management practice to withdraw burial plot reservations.		Deb Hill-Howells	17/07/18	12/09/18
Council	20/09/18	Abergavenny Hub	Final business case to proceed with the creation of a Hub at Abergavenny Town Hall	Deb Hill Howells	17/07/18	
Council	20/09/18	A40 Wyebridge Highway Improvement Scheme		Paul Keeble	12/07/18	
Council	20/09/18	Well-being Objectives and Statement Annual Report 2017/18	For Council to approve the Annual Report 2107/18 on MCCs wellbeing objectives and statement	Richard Jones	30/05/18	
Council	20/09/18	Fairtrade		Hazel Clatworthy	24/05/18	
Council	20/09/18	MCC Audited Accounts 2017/18 (formal approval)	To present the audited Statement of Accounts for 2017/18 for approval by Council	Joy Robson/Mark Howcroft		
Council	20/09/18	ISA 260 report - MCC Accounts - attachment above	To provide external audits report on the Statement of Accounts 2017/18	WAO		
Council	20/09/18	J Block Proposals		Deb Hill-Howells		
Council	17/09/18	Monmouthshire Citizen Advice Bureau Annual Report	To provide members with an opportunity to discuss the work and ask questions of the Chief Executive of CAB Monmouthshire which provides advice to local people and its contribution to the council's purpose of building sustainable and resilient communities.	Matt Gatehouse	05/10/18	

ICMD	12/09/18	Colleague Volunteering Pilot	To seek approval to establish a Colleague Volunteering Pilot for 30 staff across directorates.	Owen Wilce		
Cabinet	05/09/18	NEET		Hannah Jones	09/08/18	
Cabinet	05/09/18	Management of obstructions in the public highway	For Cabinet to approve recommendations made by Strong Communities Select on 30th July	Roger Hoggins	09/08/18	
Cabinet	05/09/18	ICM Phase 2 Implementation of Family Support Services - post statutory threshold		Jane Rodgers	01/08/18	
Cabinet	05/09/18	Targeted Regeneration Investment - South Monmouthshire		Cath Fallon	13/07/18	
Cabinet	05/09/18	Childcare Offer		Rebecca Davis	12/06/18	
Cabinet	05/09/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 4 held on the 26th July 2018	Dave Jarrett	17/04/18	
Cabinet	05/09/18	Recommendations on the review of ALN & Inclusion Services	Cabinet to receive recommendations based on the con	Debbie Morgan	25/05/01	
Cabinet	05/09/18	Regional Safeguarding Board Annual Report	Deferred	Claire Marchant		
Cabinet	05/09/18	S106 Procedure Note and S106 Guidance Note	DEFERRED from May	Mark Hand		

ICMD	22/08/18	Anti-Social Behaviour, Crime and Policing Act 2014		Andrew Mason	03/08/18	
ICMD	08/08/18	Children's Services – Supporting First Years in Practice		Jane Rodgers	19/07/18	
ICMD	08/08/18	Safeguarding Business Support Update		Diane Corrister	19/07/18	
ICMD	08/08/18	Financial Systems support team - change of role and job description		Ruth Donovan	03/07/18	
Council	26/07/18	Shadow Board recruitment for the ADM		Cath Fallon	15/06/18	
Council	26/07/18	Stock Transfer – Promises Kept/Missed & Added Value	PRESENTATION ONLY	Ian Bakewell	08/06/18	
Council	26/07/18	Audit Committee Annual Report		Wendy Barnard	24/05/18	
Council	26/07/18	Strategic Development Plan (SDP) Responsibility Audit	DEFERRED	Mark Hand	09/05/18	
Council	26/07/18	Chief Officer Annual Report		Claire Marchant		
Council	26/07/18	Safeguarding Evaluative Report		Claire Marchant		

ICMD	25/07/18	Private Sector Housing Loan Schemes - Change of Terms.		Steve Griffiths	21/06/18	
Cabinet	25/07/18	Youth Enterprise			20/06/18	
Cabinet	25/07/18	Borough Theatre			20/06/18	
Cabinet	25/07/18	Events			20/06/18	
Cabinet	25/07/18	Month 2 Budget Report			20/06/18	
ICMD	25/07/18	Housing Renewal Policy		Ian Bakewell	17/05/18	
ICMD	25/07/18	B&B Policy		Ian Bakewell	17/05/18	
ICMD	25/07/18	'Disposal of land adjacent to A40 at Monmouth for highway improvements'	DEFERRED from June	Gareth King/Cllr P Murphy	03/05/18	13/06/18
Cabinet	25/07/18	Resource Strategy	To comprise Commercial; Procurement; People; Digital; Financial strategies	Peter Davies	23/04/18	
Cabinet	25/07/18	Budget Monitoring report - Month 2 (period 1)	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 2018/19 financial year.	Joy Robson/Mark Howcroft	17/04/18	

Cabinet	25/07/18	The delivery of budget savings for 2018/19.	To provide Cabinet with a level of comfort and reassurance around the delivery of Budget savings for 2108/19	Peter Davies	15/04/18	
ICMD	25/07/18	Care Homes Fees – Fair Rate for Care Exercise	Cllr P Jones	Nicola Venus- Balgobin		
ICMD	11/07/18	FLOOD and Water Management Act 2010 - Schedule 3 IMPLEMENTATION of the Sustainable Drainage Systems (SuDS) Approving Body (SAB)		Paul Keeble	22/06/18	
ICMD	11/07/18	RECRUITMENT OF BSSG ADMIN OFFICER		Christian Schmidt	22/06/18	
ICMD	11/07/18	Workforce Update Report - Children's Services	DEFERRED	Claire Robins	07/06/18	
Cabinet	04/07/18	Disposal of Land between Llanishen and Trellech	To declare approx 36 acres of land between Llanishen and Trellech surplus to requirements and to seek consent for its disposal	Gareth King	15/06/18	
Cabinet	04/07/18	Care Leavers Report		Ruth Donovan	07/06/18	
Cabinet	04/07/18	Restructure of attractions services in TLCY		Tracey Thomas	07/06/18	
Cabinet	04/07/18	Review of ALN & Inclusion Services	Cabinet to consider the results of the statutory consulta	Debbie Morgan	25/05/18	
Cabinet	04/07/18	School Meal Debt Management		Roger Hoggins	17/05/18	

Cabinet	04/07/18	Draft NEET Reduction Strategy		Hannah Jones	08/05/18	
Cabinet	04/07/18	Inspire Programmes (Inspire2Achieve and Inspire2W	DEFERRED	Hannah Jones	08/05/18	
Cabinet	04/07/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 3 held on the 21st June 2018.	Dave Jarrett	17/04/2018	
Cabinet	04/07/18	Crick Road Business Case	ITEM DEFERRED	Colin Richings		
Cabinet	04/07/18	The Knoll, Section 106 funding, Abergavenny	DEFERRED from June	Mike Moran		07/03/18
Cabinet	04/07/18	Chippenham Mead Play Area	DEFERRED from 6/6/18	Mike Moran		
ICMD	27/06/18	REALLOCATION OF SECTION 106 FUNDING, MONMOUTH		Mike Moran	08/06/18	
ICMD	27/06/18	Definitive Map Modification Order Section 53 (C) (i) Wildlife & Countryside Act 1981 Restricted Byway (53-16) Great Panta Devauden		Paul Keeble/Cllr B Jones	31/05/18	
ICMD	27/06/18	Planning advice charges for LDP candidate sites.		Mark Hand	24/05/18	Report deleted from Planner 7/6/18
ICMD	27/06/18	Early help Duty and Assessment – Hierarchy Update – Service Manager		Claire Robins	24/05/18	

Council	21/06/18	Corporate Parenting Strategy		Claire Marchant	07/06/18	
Council	21/06/18	Plastic Free County		Hazel Clatworthy	24/05/18	
Council	21/06/18	Joint Scrutiny of the City Deal		Hazel Ilett	30/04/18	
ICMD	13/06/18	Housing Restructure		Ian Bakewell	17/05/18	
ICMD	13/06/18	Re-fit Cymru programme	To seek approval to enter into a contract with Local Partnerships to utilise their framework to access energy efficient technologies.	Deb Hill Howells/Phil Murphy	10/05/18	
ICMD	13/06/18	Supporting People contract procurement exemptions		Chris Robinson	10/04/18	
ICMD	13/06/18	Children with Disability - Hierachy Update		Claire Robins	05/03/18	15/02/2018 Report deleted from planner
Cabinet	06/06/18	Twr Mihangel Section 106 Funding		Mike Moran	18/05/18	
Cabinet	06/06/18	Section 106 Off-Site Play Contributions		Mike Moran	18/05/18	
Cabinet	06/06/18	ADM Update		Tracey Thomas	18/05/18	

Cabinet	06/06/18	Proposed 25 year lease of Former Park Primary , Abergavenny, to Abergavenny Community Trust		Nicola Howells	15/05/18	
Cabinet	06/06/18	Council Response to the LGR Green Paper		Matt Gatehouse	14/05/18	
Cabinet	06/06/18	Revenue and Capital Monitoring 2017/18 Outturn Forecast Statement	To provide Members with information on the outturn position of the Authority for the 2017/18 year.	Mark Howcroft	17/04/18	09/03/18
Cabinet	06/06/18	Welsh Church Fund Working Group	The purpose of this combined report is to make recommendations to Cabinet on the Schedule of Applications 2018/19, meeting 1 held on 19th April and meeting 2 held on 10th May 2018	Dave Jarrett	17/04/18	
Cabinet	06/06/18	Corporate Parenting Strategy		Jane Rodgers	22/03/18	
Cabinet	06/06/18	Welsh Language Monitoring Report	Moved to Strong Communities Select	Alan Burkitt		07/03/18
Cabinet	06/06/18	Kerbcraft Update	DEFERRED from May			
ICMD	23/05/18	Creation of an Asset Officer Post, Estates		Deb Hill Howells/Cllr P Murphy	03/05/18	
ICMD	23/05/18	Letting of Penarth Farm, Llanishen		Gareth King/Cllr P Murphy	03/05/18	
ICMD	23/05/18	High Street Rate Relief Scheme for 2018/19	To adopt the scheme of 2018/19 in accordance with Welsh Government Guidance	Ruth Donovan	26/04/18	07/03/18

ICMD	23/05/18	Proposed 30mph Speed Limit, Llandeenny Road, Llandeenny, Mill		Paul Keeble/Cllr B Jones	25/04/18	
ICMD	23/05/18	Transfer to Torfaen - Assessment of free school meal entitlement for MCC		Nikki Wellington/Cllr Murphy	10/04/18	
Council	10/05/18	Strategic Asset Management Plan		Peter Davies	23/04/18	
Council	10/05/18	To agree update on the Safeguarding Policy		Cath Sheen	16/04/18	
Council	10/05/18	Local Development Plan Delivery Agreement		Mark Hand	11/04/18	
Council	10/05/18	Boundary Review		John Pearson		
ICMD	09/05/18	Rural Programmes Team – ICT and Finance Apprentice Post		Michael Powell	23/04/18	
ICMD	09/05/18	GDPR Data Protection Policy		Rachel Trusler	20/04/18	
ICMD	09/05/18	Trellech Speed Limits		Paul Keeble	18/04/18	
ICMD	09/05/18	Civil Parking Enforcements	Moved from Cabinet 11/04/18	Paul Keeble	13/04/18	

ICMD	09/05/18	PROHIBITION OF WAITING AT ANY TIME (CHAPEL ROAD, STANHOPE STREET, CANTREF ROAD, AVENUE ROAD, HAROLD ROAD) ABERGAVENNY		Paul Keeble/Cllr B Jones	13/04/18	
ICMD	09/05/18	Creation of fixed term Senior Planning Policy Officer Post for 3.5 years		Mark Hand/Cllr Greenland	12/04/18	
ICMD	09/05/18	Amendment to existing fixed term Senior Landscape and Urban Design Officer post to make it a permanent post;		Mark Hand/Cllr Greenland	12/04/18	
ICMD	09/05/18	Creation of fixed term Apprentice Planner post (exact job title tbc)		Mark Hand/Cllr Greenland	12/04/18	
ICMD	09/05/18	Re-evaluation of Post of Lead - Community Improvement Supervisor		Nigel Leaworthy	10/04/18	
ICMD	09/05/18	Supporting People contract procurement exemptions	DEFERRED TO 13 JUNE	Chris Robinson	15/02/18	
ICMD	09/05/18	Adoption of highway management plan including appointment of Highway Asset inspector and changes to Asset Planning Officer posts		Paul Keeble		09/03/18
Cabinet	02/05/18	Adoption of Road Safety Strategy		Paul Keeble		
Cabinet	02/05/18	Social Justice Strategy		Cath Fallon		
Council	19/04/18	Bryn Y Cwm Change of name		Matt Gatehouse	21/03/18	

Council	19/04/18	Council Diary 2018/19		John Pearson	12/03/18	12/03/18
Council	19/04/18	Sale of old County Hall Site		Roger Hoggins	16/02/18	
Council	19/04/18	Chief Officer Report CYP		Will Mclean	25/01/18	
ICMD	18/04/18	Communities for Work		Hannah Jones	22/03/18	
ICMD	18/04/18	Disposal of easement at Wonastow Road		Ben Winstanley	14/03/18	
Cabinet	11/04/18	Tree Policy		Roger Hoggins	19/02/18	
Cabinet	11/04/18	VAWDASV		Joe Skidmore	08/02/18	
Cabinet	11/04/18	Disposal of County Hall		Roger Hoggins		
Cabinet	11/04/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2017/18, meeting 6 held on the 22nd February 2018	Dave Jarrett		
ICMD	28/03/18	Property Maintenance Framework Agreement		Phil Kenney/P Murphy	06/03/18	

ICMD	28/03/18	Children's Services Business Support Team - Hierachy Update		Claire Robins	05/03/18	
ICMD	28/03/18	Social Care & Health - Business Support Post		Claire Robins	05/03/18	
ICMD	28/03/18	Staffing Restructure of SCH Workforce Development Team		Sian Sexton	05/03/18	
ICMD	28/03/18	Operational Changes to Trading Standards		Gareth Walters/Sara Jones	27/02/18	
ICMD	28/03/18	Section 106 Major Maintenance Capital for the repairs to the footbridge over the Gavenny at Penyval,		Nigel Leaworthy		
Council	19/03/18	City Deal Business Plan		Paul Matthews		
Council	19/03/18	LDP		Mark Hand		
ICMD	14/03/18	Future of Melin Private Leasing Scheme		Ian Bakewell	15/02/18	
ICMD	14/03/18	2nd Phase Families Support Review		Claire Marchant		
ICMD	14/03/18	Award Garden Waste Contract		Carl Touhig		

ICMD	14/03/18	S106 Transport Projects		Richard Cope		
Cabinet	07/03/18	2018/19 Education and Welsh Church Trust Funds Investment and Fund strategies	To present to Cabinet for approval the 2018/19 Investment Fund Strategy for Trust Funds for which the authority acts as sole or custodian trustee for adoption and to approve the 2017/18 grant allocation to LA beneficiaries of the Welsh Church Fund	Dave Jarrett		
Cabinet	07/03/18	Corporate Parenting Strategy		Claire Marchant		
Cabinet	07/03/18	EAS Business Plan		Will Mclean		
Cabinet	07/03/18	Proposed changes to the schools mfunding formulafor the funding of building maintenance costs	To seek approval to reduce the funding of building maintenance costs for our new schools	Nikki Wellington		
Cabinet	07/03/18	Replacement document management system for revenues		Ruth Donovan		
Cabinet	07/03/18	Review of Additional Learning Needs and inclusion services	To seek cabinet approval to commence the statutory consultation process associated with proposed changes to ALN and Inclusion Services	Matthew Jones		
Cabinet	07/03/18	Turning the World Upside Down	DEFERRED	Claire Marchant		
Cabinet	07/03/18	Whole Authority Risk Assessment		Richard Jones		
Council	01/03/18	Treasury Strategy		Peter Davies	08/02/18	

Council	01/03/18	Approval of public service board well-being plan		Matt Gatehouse		
Council	01/03/18	Area Plan - Population Needs Assessment		Claire Marchant		
Council	01/03/18	Council Tax Resolution 2018/19		Ruth Donovan		
Council	01/03/18	Pooled fund for care homes		Claire Marchant		
Council	01/03/18	Social Justice Policy	ITEM DEFERRED	Cath Fallon		
Cabinet	28/02/18	Borough Theatre		Tracey Thomas	19/02/18	
ICMD	28/02/18	Recruitment for Maternity Cover: Development Management Team		Phil Thomas	08/02/18	
ICMD	28/02/18	Restructure of Mental health Social Work Staffing		John Woods	08/02/18	
ICMD	28/02/18	Staffing Restructure of Adult Disability Service		John Woods	08/02/18	
Cabinet	28/02/18	Final Budget Proposals		Peter Davies		

ICMD	28/02/18	Charges in relation to the delivery of the auths private water supply responsibilities		Huw Owen		
ICMD	28/02/18	Fixed Penalty Notice charges for fly tipping offences		Huw Owen/Sara Jones		
ICMD	28/02/18	Gypsy and Traveller Pitch allocation policy report		Steve Griffiths		
ICMD	28/02/18	Re-designation of Shared Housing		Ian Bakewell/Greenland		
ICMD	28/02/18	Removal of under 18 burial charges		Deb Hill Howells		
Council	15/02/18	Active Travel Plan and Civil Parking Enforcement		Roger Hoggins		
Council	15/02/18	Corporate Plan		Kellie Beirne		
Council	15/02/18	Pay Policy		Sally Thomas		
ICMD	14/02/18	All Wales Play opportunities grant		Matthew Lewis/Cllr Greenland		
ICMD	14/02/18	Development Management Enhanced Services proposals		Phil Thomas		

ICMD	14/02/18	Loan to Foster Carers		Jane Rodgers		
ICMD	14/02/18	Personal Transport Budgets		Roger Hoggins		
ICMD	14/02/18	Public Health Wales Act - Intimate Piercing		David Jones		
ICMD	14/02/18	Residents only parking permit scheme Usk View, Merthyr Road, Abergavenny		Paul Keeble		
ICMD	14/02/18	Usk in Bloom		Cath Fallon		
ICMD	08/02/18	Fixed Penalty Notice charges for fly tipping offences		Huw Owen		03/01/18
Cabinet	06/02/18	Future Options for Mounton House School		Will Mclean	27/09/18	
ICMD	31/01/18	Seasonal Garden Waste Collections		Carl Touhig		
ICMD	31/01/18	Staffing changes in Policy and Governance		Matt Gatehouse		
Cabinet	29/01/18	ADM		Kellie Beirne		

Cabinet	29/01/18	Corporate Plan		Kellie Beirne		
Council	18/01/18	Council Tax Reduction Scheme 2018/19		Ruth Donovan		
Council	18/01/18	Response to Older Adults Mental Health Consultation		Claire Marchant		
ICMD	17/01/18	Local Government (Wales) Act 1994 The Local Authorities (Precepts) (Wales) Regulations 1995		Joy Robson/Mark Howcroft		
ICMD	17/01/18	Supporting People Programme Grant Spendplan 2018-19		Chris Robinson		03/01/18
ICMD	17/01/18	Trainee Accountant Regrade		Tyrone Stokes		
Cabinet	10/01/18	Budget Monitoring Report	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 2016/17 financial year	Joy Robson/Mark Howcroft		
Cabinet	10/01/18	Chepstow Cluster - proposed distribution of Section 106 monies	To agree the distribution of section 106 to the cluster	Nikki Wellington		
Cabinet	10/01/18	Re-Use Shop at Ilanfoist Household Recycling Centre		Roger Hoggins		
Cabinet	10/01/18	Management of obstructions in the public highway		Roger Hoggins		
Cabinet	10/01/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2017/18, meeting 5 held on the 14th December 2017	Dave Jarrett		
