

CHILDREN AND YOUNG PEOPLE COMMITTEE: MINUTES

Date: Tuesday, 30 June 2015

Time: 2.00pm – 4.50pm

Present: Councillors P Ashcroft (substituting for Councillor Bywater), D Brown (Vice-Chairman), D Divine, P Downes, D Harty, G Kenney (substituting for Councillor P Brown), L Nethsingha, J Scutt (substituting for Councillor F Onasanya), S Van De Kerkhove, J Whitehead (Chairwoman), J Wisson and F Yeulett (substituting for Councillor Loynes)

Mr P Rossi (Roman Catholic diocesan representative) and Mrs P Stanton (Church of England diocesan representative)

Apologies: Councillors P Brown, S Bywater, B Chapman, M Loynes and F Onasanya

94. DECLARATIONS OF INTEREST

Mr P Rossi (Roman Catholic diocesan representative) and Mrs P Stanton (Church of England diocesan representative) declared a non-statutory disclosable interest in Item 8 on the agenda (The Establishment of Denominational Schools) in view of their close personal association with their respective Diocese.

95. MINUTES 19th MAY 2015 AND ACTION LOG

The minutes of the meeting of the Committee held on 19th May 2015 were confirmed as a correct record and signed by the Chairwoman.

The Action Log was noted. With reference to Item 79 in the log, it was reported that the letter to the Department for Education had been completed. Noting that the Action log indicated that the letter would be agreed through the spokesmen/women of the Committee and in response to a question from a Member, the Executive Director, Children, Families and Adult Services undertook to ascertain whether spokesmen/women had been consulted on the letter and whether the letter had now been despatched. **Action required.**

It was also noted that the letter to the Secretary of State for Education arising from the Motion from Councillor Onasanya was at drafting stage.

96. PETITIONS

No petitions had been received.

97. COMMISSIONING CHILDREN'S CENTRES

The Committee considered a report which advised of the current position with regard to commissioning of Children's Centres in Cambridgeshire, outlined the direction of travel for the work and drew attention to links to other structural change. The report noted that the current contract for Children's Centres expired in March 2016 and sought the Committee's approval to award a short term contract without competition. The reasoning for this proposal was set out in the report, including the Local Authority's future role as

commissioner of Health Visiting, school nursing and Family Nurse Partnership; the opportunity to consider the wider scale re-commissioning of 0-5 services and the broader approach to “Think Family” working. In the light of these factors, a procurement process for the outsourced Children’s Centres without reference to the wider changes under way was not recommended.

During the introduction, it was emphasised that the purpose of the report was not to consider future arrangements or funding levels for Children’s Centres, rather to invite the Committee to make a technical decision upon the awarding of a short term contract without competition.

During discussion, Members:

- Questioned, with reference to paragraph 2.3 of the report, whether an inadequate Children’s Centre was still better than no centre at all. In response, it was noted that Members would have the opportunity to discuss the longer term shape of the service in the future.
- Noted that there was a slight risk that a challenge would be received via the Voluntary ex-ante Transparency (VEAT)) notice, but endorsed the view that it would not be advisable to enter into a procurement process at this stage, given the need to determine the future shape of the service.

It was resolved:

to approve the application for a Voluntary ex-ante Notice in order to enable the County Council to award the contract for Children’s Centres from March 2016 for 18 – 24 months without competition, pending a wider scale commissioning process during 2017.

98. SERIOUS CASE REVIEW ACTION PLANS

The Committee received a report which outlined learning from Serious Case Reviews undertaken in Cambridgeshire and the actions that Cambridgeshire County Council Children, Families and Adults Services (CFA) had undertaken in relation to these. It was noted that actions for the County Council and the CFA Directorate had been identified for Child H and Child K, but none in the case of Child J. The Action Plan was attached at Appendix A to the report.

During discussion:

- It was noted that there had been actions identified for the Cambridgeshire Local Safeguarding Children’s Board (LSCB) in respect of Child J and that details were available on the LSCB’s website.
- It was reported that there were no Serious Case Reviews under way at present.

It was resolved:

to consider and note the Children, Families and Adults response in relation to the learning from the Serious Case Reviews.

99. VARIATION OF ORDER OF BUSINESS

The Chairman exercised her authority to vary the order of business to allow Item 9 (Recruitment Strategy Report) to be dealt with as the next item of business.

100. RECRUITMENT STRATEGY REPORT

The Committee considered a report which outlined the steps being taken by Children, Families and Adults Services to recruit and retain social care staff. The report drew attention to the challenges experienced in recruiting and retaining social care staff, both in qualified and unqualified roles, resulting in a need to rely on agency social workers. A recruitment and retention strategy was being developed for both Children's and Adults' Social Care services, as set out in Appendix A to the report. The report would also be submitted to the Adults Committee and, in view of the resource implications, to the General Purposes Committee.

In introducing the report, a verbal update was given on the average pay for a social worker in Cambridgeshire and how this compared with the regional average. It was pointed out however that pay was only one strand of the proposed new recruitment and retention strategy. It was also confirmed that further information requested by the spokesmen/women would be circulated to members of the Committee. **Action required.**

During discussion:

- Reference was made to the outturn figures for 2014/15 (as indicated in the report at item 10 on the agenda), which showed high levels of expenditure in respect of agency staff.
- It was noted a wide ranging package of measures to recruit and retain staff was required in order to achieve a reduction in the use of agency staff.
- In response to questions, it was confirmed that Cambridgeshire worked with regional authorities to achieve a more co-ordinated and strategic approach to management of agency and permanent worker supply and demand.
- It was confirmed that it would be preferable to retain permanent social care staff and that this would provide better continuity for families.

In noting that the report invited the Committee to comment on the measures proposed to improve recruitment and retention, the Chairwoman sought and received the affirmation of the Committee that it approved the direction of travel outlined in the report. It was noted that a further report would be submitted to the Committee following consideration by the Adults Committee and the General Purposes Committee.

It was duly resolved:

to note and endorse the direction of travel in respect of proposed measures to improve recruitment and retention of social care staff, including staff re-grading.

The Chairwoman remarked that this would be the last meeting of the Committee attended by Niki Clemo, Service Director, Children's Social Care, prior to her leaving the Council. The Chairwoman, on behalf of the Committee, thanked Niki for her hard work and efforts on behalf of the Council and wished her every success for the future. The Vice-Chairman added his thanks to Niki for her support. Niki thanked Members for their support and noted that this support had been received cross party.

101. CHILD AND ADOLESCENT MENTAL HEALTH SERVICES (CAMH)

The Committee considered a report which outlined current issues affecting the provision of Child and Adolescent Mental Health Services (CAMH) and action taken to address these issues. In particular, the significant demand and capacity issues within CAMH were outlined in paragraph 2.4 of the report. Paragraph 2.5 set out the actions taken thus far by the NHS Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) to address those issues, including the temporary closure of the waiting lists for Autistic Spectrum Disorders (ASD) and Attention Deficit Hyperactivity Disorder (ADHD) referrals where there was no associated urgent medical health needs. Reference was also made to the investment of additional resources into specialist CAMH services for 2015/16 (£600k recurrent and £150k non-recurrent) equivalent to a 10% increase in funding. Additionally the report highlighted the need for urgent redesign work, noting that there was potential for additional funding via NHS England for CAMH which would require the development of a local transformation plan over the coming months. Further information concerning proposals for transformation of CAMH services was set out in paragraph 2.6.

Janet Dullaghan (Head of Commissioning, Children's Health and Wellbeing Communities, Peterborough City Council) and Jo Rooney (Senior Commissioning Manager, NHS Cambridgeshire and Peterborough Clinical Commissioning Group (CCG)), were in attendance to present the report and respond to Members' questions.

During discussion:

- Councillor Nethsingha, as Chairwoman of the Children's Health Joint Commissioning Board, drew attention to the concerns expressed by that Board in relation to the current status of children's mental health services. It was pointed out that there appeared to have been long standing problems with the service.
- The proposed re-design of the service was welcomed but it was emphasised that greater investment in the service was also required.
- In response to Members' comments, reference was made to the expectation that additional Government funding might soon be available for such services. It was reported that if such funding was forthcoming, other than a caveat around funding for pre-natal services, there was a strong will from the CCG to earmark the funding for children's mental health services.
- Reference was made to concerns about the current referrals system and the need for this to be reviewed.
- The need for the closure of the waiting list for ASD and ADHD to be temporary was emphasised, noting that the demand for the services remained.
- The importance of early intervention in reducing longer term issues was stressed.
- It was confirmed that people were signposted to other service providers as appropriate.
- Councillor Van de Kerkhove referred to his work with locality teams and asked to be kept updated on any further developments with regard to children's mental health services. **Action required.**
- Following comments about whether Academies and school nurses were equipped to identify and deal with pupils presenting with possible mental health issues, it was reported that a range of training programmes with links to CAMH were available which could perhaps be offered on a wider basis.
- Reference was made to a review by the former Children and Young People

Scrutiny Committee regarding this issue and it was suggested that the report should be shared with the representatives of the partner organisations present at the meeting. **Action required.**

- In response to a question from the Chairwoman, it was reported that the CCG's aim was to re-open the waiting list by no later than 1 April 2016. In terms of the transformation of CAMH services, the new strategy would need to be in place by September 2015 in order to access Government funding.

In the light of the discussion on the item, the Chairwoman sought and gained the agreement of the Committee that a progress report should be requested upon this item. **Action required.**

It was resolved:

to note the short and long term course of action proposed to address the issues raised in the body of the report and to request the submission of a progress report to the Committee in October/November 2015.

102. CAMBRIDGESHIRE SCHOOL IMPROVEMENT BOARD

The Committee considered a report which informed the Committee of discussions which had taken place to establish a Cambridgeshire School Improvement Board and invited comment upon the proposals. A copy of the draft terms of reference for the Board was attached at Appendix 1 to the report. The report noted that the Regional Commissioner for Academies and Free Schools had announced his intention to establish a Secondary Academies Improvement Board to address the underperformance in many of Cambridgeshire's secondary schools. It had been agreed that for the life of the Secondary Academies Improvement Board, which might be no more than three or four school terms, it would lead on secondary issues, while the Cambridgeshire School Improvement Board would lead on primary, special and cross-phase issues.

During discussion on the report:

- Remarking on the underperformance of many of Cambridgeshire's secondary schools, it was suggested that whilst the Council had no powers of intervention in respect of academies, it could still seek to exert influence.
- Concern was expressed at the speed with which performance in some secondary schools appeared to have declined and it was suggested that there was a need for earlier identification of slippage in performance.
- Responding to a question as to how the Council could input into the Secondary Academies Improvement Board, it was reported that the Service Director, Learning would sit on the Board and the Regional Commissioner would sit on the Cambridgeshire School Improvement Board.
- Following a question, it was confirmed that there was no additional funding for this initiative, but that it was anticipated that working in partnership would reduce duplication, achieve greater efficiencies, increase capacity and provide the opportunity to bid jointly for funding.
- It was suggested that consideration should be given to including representatives of pupils and Anglia Ruskin University within the membership of the Cambridgeshire School Improvement Board.
- Reference was made to the emerging view that it was more difficult for Single Academies to perform successfully and that failing Academies should become part of a larger Multi Academy Trust.

- Members concurred that it would be appropriate to review the progress of the Cambridgeshire School Improvement Board in one year's time. **Action required.**

It was resolved:

1. to approve the Terms of Reference for the Cambridgeshire School Improvement Board, as set out at Appendix 1 to the report; and
2. to appoint Councillors P Downes and J Whitehead to serve on the Board.

103. THE ESTABLISHMENT OF DENOMINATIONAL SCHOOLS

The Committee considered a report which outlined the need and options for a policy on requests from faith groups to establish denominational schools in Cambridgeshire. The report indicated that a request had been received from the Roman Catholic Diocese of East Anglia to support the establishment of new Roman Catholic primary schools in the County. This had highlighted the fact that the Council did not have a policy on responding to requests from faith groups to establish new denominational schools. The proposed policy was set out for Members' consideration in paragraph 3 of the report.

Mr P Rossi (Roman Catholic Diocesan representative) and Mrs P Stanton (Church of England Diocesan representative) had declared a non-statutory disclosable interest in this item. Under the provisions of the Members' Code of Conduct, both co-opted members addressed the Committee before withdrawing from the meeting room.

Mr Rossi emphasised that the Roman Catholic Diocese wished to work with the County Council to provide school places for children in Cambridgeshire. However he challenged some interpretation of current legislation as indicated in the report, particularly in respect of paragraphs 2.1 and 3.5. Additionally, he expressed concern that the proposed policy would not address the level of unmet demand for places in Roman Catholic Schools. He confirmed that the Diocese would not expect that the first school in a community would be a Roman Catholic one.

Mrs Stanton stated that Diocese of Ely schools were not faith schools in the context of the Department for Education (DfE) definition. They were first and foremost schools to serve the local community. Religious education was taught according to the local authority syllabus and Christian worship was invitational, not prescriptive. Admission was on the basis of the catchment area, with oversubscription criteria following the current admission code. The proposed policy appeared to fit well with the way the Diocese ran its schools.

Helen Bates, Assistant Director of the Roman Catholic Diocese of East Anglia, then addressed the Committee. She indicated that the Diocese welcomed the opportunity to respond to the proposals. With reference to paragraph 2.1 she suggested that the legislation still allowed for proposals for new voluntary aided schools and that proposals for a new voluntary aided school should be considered alongside proposals received as part of the commissioning process for a new school. She believed that it was only community schools that could not be considered initially. Mrs Bates explained that new Roman Catholic schools or expansion of existing schools would not be considered unless the local authority had identified a basic need for places. Once identified, the Diocese would determine if there was a need for additional faith provision in the area. Only if both criteria were met would the Diocese seek funding for additional places. Where the creation of additional Roman Catholic places would have a detrimental effect on school places, the Diocese would not seek funding. It would also not expect the first

school in a community to be a Roman Catholic school. She concluded by highlighting that the Catholic children within or wanting a Catholic school were already local children and thus Roman Catholic schools could meet a local need for school places, as well as the need for faith places.

During discussion:

- It was suggested that options 1 and 3 appeared to be contradictory.
- A number of Members expressed a preference for option 2 on the basis of the view that schools should be inclusive and promote understanding and respect.
- An alternative view was expressed that it was important to maintain denominational schools.
- Reference was made to apparent confusion in the paper between the admissions criteria and the oversubscription criteria.
- A Member suggested that the Committee was not being invited to select one of the options and that the policy should contain all three options in paragraph 3.5, recognising that circumstances for applications might vary and the policy should not seek to pre-determine or prejudice future applications.

The Executive Director, Children, Families and Adults Services, explained that the Local Authority had a statutory responsibility to secure diversity in the provision of schools. The Council's policy should therefore be in line with that statutory duty and should not rule out specific options. The comments expressed at the meeting had been noted and it was proposed that the report should be re-worked and submitted to a future meeting.

It was resolved by a majority:

that Officers take account of the views of the Committee, particularly in respect of option 2 in the context of admissions criteria, and enter into further discussions with the Diocesan authorities, prior to bringing back a report to the Committee.

104 FINANCE AND PERFORMANCE REPORT – OUTTURN REPORT 2014/15

A report was submitted which provided the Committee with the 2014/15 Outturn Finance and Performance Report for Children, Families and Adults (CFA). The report was presented to provide Members with the opportunity to comment on the financial and performance position at the end of the 2014/15 financial year.

During discussion, Members:

- Commented that within the context of the overall budget and the volatility of the service, an overspend of £1.3m was an achievement. However there was no room for complacency and areas of overspend needed to be reviewed.
- Noted that there were some overspends of concern, including agency staff and home to school transport. With regard to the latter service, it was noted that Cambridgeshire Future Transport was reviewing the scope for integrating school transport with wider public transport.
- Noted that the scope for making significant savings from contracts was now limited.
- Acknowledged that the underspend on Adults Services partly offset the Children and Young People budget overspends.

The Committee was then invited to consider proposals for the use of CFA reserves. An updated copy of Appendix 5 was tabled at the meeting as the text in the original had not been correctly aligned. The Executive Director, Children, Families and Adults provided

further background and explanation on the proposals for use of reserves and pointed out that Officers had sought to avoid using reserves for on-going commitments.

The Executive Director also outlined the change in the procedure for use of reserves. The Chairwoman requested that further information about the new process for use of reserves should be reflected in the minutes of the meeting and a short note provided by the Chief Finance Officer is attached at Appendix A.

In response to a question, the Executive Director undertook to provide further information to a Member in connection with the item headed "Other Children Capital Reserves" on page 33 of the report and in particular the indication that contributions from Huntingdonshire District Council were to be used in future years for the ongoing Loves Farm Project. **Action required.**

It was resolved:

1. to note the report; and
2. to approve the proposals for the Children, Families and Adults (CFA) reserves as set out in Appendix 5 so they can be forwarded to the Chief Finance Officer for agreement.

105. FINANCE AND PERFORMANCE REPORT – MAY 2015

The Committee considered the Finance and Performance report for Children, Families and Adults (CFA) outlining the financial and performance position as at the end of May 2015. Members were reminded that the report was for the whole of CFA services and as such, not all the services were the responsibility of this Committee.

The Executive Director, Children, Families and Adults reported that an overspend of £4.0m was forecast at year end and that Service Directors had been instructed to review their budgets with a view to reducing expenditure. He also reported that paragraph 6.3 had been included in the report in error and could be deleted.

Members' attention was particularly drawn to Appendix 3 of the report which invited the Committee to approve four new capital schemes.

During discussion:

- A Member referred to a previous request from the Committee that the Red/Amber/Green (RAG) ratings for the proportion of pupils attending Cambridgeshire Schools judged good or outstanding by Ofsted (page 26) should be split between primary; secondary and special. **Action required.**
- A Member requested that an explanation be given, prior to the meeting of the General Purposes Committee, of why the four new capital schemes had only just been identified. The Executive Director confirmed that an explanation would be provided to the Children and Young People Committee and at the meeting of the General Purposes Committee. **Action required.**
- The Executive Director explained that temporary provision had been made for bulge classes in respect of the schools identified for capital schemes in Appendix 3. However, it was now apparent that bulge provision was no longer an option and a longer term solution was required. He responded to a question concerning discussions with the schools in respect of the proposals.
- Responding to a question, the Executive Director outlined the process for updating the Department of Education on pupil numbers for the purpose of grant

allocation.

It was resolved:

1. to note the report; and
2. to agree the proposed four new schemes contained within the revised Capital Programme prior to seeking approval for these changes from the General Purposes Committee.

106 CHILDREN AND YOUNG PEOPLE COMMITTEE AGENDA PLAN AND APPOINTMENTS TO OUTSIDE BODIES

The Committee received a report which:

- (a) presented the agenda plan for the Children and Young People Committee;
- (b) invited the Committee to confirm appointments to certain internal advisory groups and outside bodies; and
- (c) advised that the Committee's proposal that a standing item should be included on each agenda to facilitate reporting back by representatives on outside bodies had been submitted for consideration by the Constitution and Ethics Committee.

With reference to the agenda plan, it was noted that the plan needed to be updated to include Child and Adolescent Mental Health Services (CAMH) and The Establishment of Denominational Schools arising from the discussions of the Committee earlier in the meeting.

In connection with consideration of appointments to internal advisory groups and outside bodies, it was noted that the continuation of the Joint Consultative Committee (Teachers) in its current format was currently under review.

With respect to (c) above, it was reported verbally that the Constitution and Ethics Committee had not supported the proposal but had expressed a preference for Members to either request an inclusion of an item on the agenda in the usual way or for the Chairman/Chairwoman to use their discretion to take an urgent item of business where necessary. It was suggested that Members could perhaps be reminded of arrangements for requesting agenda items when meeting invitations were circulated.

Arising from reference to the Constitution and Ethics Committee, a Member reported that she had requested that the Committee review further the process for consideration of notices of motion at meetings of the full Council.

It was resolved:

- 1) to note the agenda plan;
- 2) to confirm the appointment of:-
 - (a) Councillor P Brown to serve on the Adoption Panel;
 - (b) Councillors D Brown, J Whitehead, P Downes, D Divine, F Onasanya and S Van De Kerkhove to serve on the Corporate Parenting Panel;
 - (c) Councillors Whitehead, D Brown, F Onasanya, P Downes, D Divine and S Van de Kerkhove to serve on the Joint Consultative Committee (Teachers)
- 3) to note the position with regard to the proposed inclusion of a standing item on each agenda to enable reporting back by representatives on outside bodies.

107 COMMITTEE TRAINING PLAN

The Committee received a report which invited the Committee to note progress on the development of a training plan for the Committee. A form had been sent to all members of the Committee inviting them to select which topics they felt should be subject of further development and to indicate preferred days and times for attendance at training events. To date responses remained outstanding from 8 members of the Committee.

Members were requested to complete and return their forms by 3 July 2015 in order that a plan could be developed over the summer in order to meet Members' needs.

It was resolved:

to agree that a full training plan be developed to be presented to the next meeting and that all Members' contributions are received by the Executive Director's Office for Children, Families and Adults Services by 3 July 2015.

Chairwoman

APPENDIX A

Treatment of Reserves (Minute No. 104 refers)

In July 2014, a proposal was agreed by the General Purposes Committee, and then Council, to change the Constitution in respect to the treatment of reserves. It was agreed that to ensure the effective use of resources and to provide some ability for reinvestment in service delivery, the basic premise of the Directorate Reserves should be retained and that any underspend against the original cash limit for the year should be retained within a Directorate Reserve. The significant change was that any planned utilisation of the Directorate Reserve should be recommended by the Executive Director to the Service Committee for approval and then be agreed by the Chief Finance Officer, and any element of the reserve not supported by an agreed programme will be transferred to the General Reserve at that point.