

Children and Young People Overview and Scrutiny Committee

6 January 2015

Agenda

A meeting of the Children and Young People Overview and Scrutiny Committee will be held in **Committee Room 2, Shire Hall, Warwick** on **6 January 2015 at 10.00 a.m.**

1. General

(1) Apologies

(2) Members' Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election or appointment to the Council. A member attending a meeting where a matter arises in which s/he has a disclosable pecuniary interest must (unless s/he has a dispensation):

- Declare the interest if s/he has not already registered it
- Not participate in any discussion or vote
- Must leave the meeting room until the matter has been dealt with.
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

Non-pecuniary interests must still be declared in accordance with the new Code of Conduct. These should be declared at the commencement of the meeting.

(3) Minutes of the meeting held on 4th November 2014

2. Public Question Time (Standing Order 37)

Up to 30 minutes of the meeting is available for members of the public to ask questions on any matters relevant to the business of the Overview and Scrutiny Committee. Questioners may ask two questions and can speak for up to three minutes each. To be sure of receiving an answer to an appropriate question, please contact Ben Patel-Sadler at least 3 working days before the meeting. Otherwise, please arrive at least 15 minutes before the start of the meeting and ensure that Council representatives are aware of the matter on which you wish to speak.

3. Questions to the Portfolio Holder

Up to 30 minutes of the meeting are available for members of the Committee to put questions to the Portfolio Holder on any matters relevant to the remit of the Committee.

4. Performance of the Independent Reviewing Service

To consider a report on the impact on young people of the performance of the Independent Reviewing Service and the application for a Market Forces Supplement for IRO (Independent Reviewing Officers) salaries.

5. Proposed Changes to Home to School Transport Policy

To consider a report detailing the consultation exercise proposals in relation to the proposed changes to the Council's Home to School Transport Policy.

6. Achievement of Warwickshire Children and Young People in National Tests in 2014

To consider a report detailing the GCSE results achieved by children in Warwickshire.

7. Work Programme 2014/15

To consider the Committee's updated Work Programme and future areas of scrutiny activity.

8. Multi-Agency Safeguarding

To receive a verbal update on the progress of arranging/facilitating a Multi-Agency Safeguarding event around CSE (Child Sexual Exploitation).

9. One Organisational Plan (OOP) Mid- Year Performance Report

To receive the OOP Mid – Year Performance report that was considered at Cabinet on 13th November 2014.

10. Any Urgent Items

At the discretion of the Chair, items may be raised which are considered urgent (please notify Democratic Services in advance of the meeting).

11. Date of Next Meeting

The next meeting has been scheduled for 7th April 2015, commencing 10.00 a.m. in Committee Room 2, Shire Hall, Warwick.

Children and Young People Overview and Scrutiny Committee Membership

Councillors:

Mike Brain, Jonathan Chilvers, Bob Hicks, Julie Jackson, Dave Parsons, Dave Shilton, Jenny St. John, Angela Warner, Chris Williams, John Whitehouse

Co-opted members for Education matters:

Joseph Cannon and Dr Rex Pogson, Church representatives
John McRoberts – Parent Governor representative*
(*currently there is one vacancy for a Parent Governor representative)

Non-Voting Representatives:

Max Hyde, Chris Smart, Diana Turner

Portfolio Holders relevant to the remit of the Overview and Scrutiny Committee

Councillor Colin Hayfield, Portfolio Holder for Education and Learning
Councillor Bob Stevens, Portfolio Holder for Health

Contact Details

For queries regarding this agenda, please contact:
Ben Patel-Sadler, Democratic Services Officer
Tel: (01926) 736 118, e-mail: benpatelsadler@warwickshire.gov.uk

JIM GRAHAM
Chief Executive
Shire Hall
Warwick

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

Present

Members:

Councillor Mike Brain
Councillor Jonathan Chilvers
Councillor Bob Hicks (Chair)
Councillor Julie Jackson (Vice-Chair)
Councillor Dave Parsons
Councillor Dave Shilton
Councillor Jenny St. John
Councillor Angela Warner
Councillor John Whitehouse
Councillor Chris Williams

Other Councillors:

Councillor Colin Hayfield, Portfolio Holder, Education and Learning
Councillor Clive Rickhards
Councillor Bob Stevens, Portfolio Holder, Health

Officers:

Elizabeth Abbott, Business Partner (Planning, Performance and Improvement)
Georgina Atkinson, Democratic Services Team Leader
Hugh Disley, Head of Early Help and Targeted Support
Wendy Fabbro, Strategic Director, People Group
Cornelia Heaney, WSCB Development Manager
Chris Lewington, Head of Service, Strategic Commissioning
Lisa Lissaman, Commissioner Mental Health and Autism
Nigel Minns, Head of Learning and Achievement
Ben Patel-Sadler, Democratic Services Officer
Steve Pendleton, Head of Vulnerable Groups and the Virtual School
Karen Smith, Customer Relations Manager

Other representatives:

Joseph Cannon, Church representative
John McRoberts, Parent Governor representative
Diana Turner, Warwickshire Governors Association

Members of the public:

Rebecca Page, Family Voice Warwickshire

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

1. General

(1) Apologies

Apologies for absence were received on behalf of Chris Smart.

(2) Members' Disclosures of Pecuniary and Non-Pecuniary Interest

Councillor Whitehouse declared a non-pecuniary interest; the nature of the interest being that he was a Governor at St. John's Nursery and Primary School in Kenilworth and Chair of Trustees of the Kenilworth Centres.

Councillor Jackson declared a non-pecuniary interest; the nature of the interest being that she was a governor at Oakwood Academy which has a nursery; that she was a trustee for the Nicholas Chamberlaine Schools Foundation. She also had a relative with a disability.

Councillor Hicks declared a non-pecuniary interest; the nature of the interest being that his daughter was employed at St Michael's School and that this daughter-in-law was employed at Stockingford School. He was also a lifetime Vice President of MENCAP.

Councillor Parsons declared a non-pecuniary interest; the nature of the interest being that he was a governor at Nethersoles Church of England Academy, Polesworth, and that his son was a teacher at The Croft Primary School.

Councillor Dave Shilton declared a non-pecuniary interest; the nature of the interest being that he was a member of Warwick District Council.

Councillor Angela Warner declared a non-pecuniary interest; the nature of the interest being that she was a non-executive director of the South Warwickshire Foundation NHS Trust.

Councillor Brain declared a non-pecuniary interest; the nature of the interest being that he was a Governor of Quinton Primary School.

Councillor Bob Stevens declared an interest; the nature of the interest being that he was governor of Southam College.

(3) Minutes of the meeting held on 2 September 2014

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

The Committee agreed that the minutes of the previous meeting held on 2nd September 2014 be signed by the Chair as a true and accurate record, subject to the following amendment:

Item 8 – Academies and Free Schools Scrutiny Action Plan: That there was no additional funding provided for the scrutiny of academies. This was confirmed by the Head of Learning and Achievement

Regarding the same item, the Committee requested an update in relation to the Briefing Notes that were due to be provided to them on the findings of the Review of School Improvement and the role of the Regional Schools Commissioner respectively. Members were assured by the Head of Learning and Achievement that the Briefing Notes would be provided to them as soon as possible.

2. Public Question Time

Two written questions had been put to the Committee by Rebecca Page from Family Voice, Warwickshire. The questions and information related to them had been provided to members and officers in advance of the meeting.

Ms Page put both of her questions to the Committee:

1.) Are the current budget conditions in IDS (Integrated Disability Service) conflicting with the financial principles surrounding Warwickshire's Early Help Policy- in effect blocking children with disabilities and their families from accessing Early Intervention and thus allowing disability care issues to escalate to a level requiring more expensive services?

2.) Taking account of the changed proposals for the re-organisation of IDS and the fact that service has already changed for some families, is it necessary to request a new impact statement as soon as possible so that a debate about the original budget reduction can happen over the next few months and appropriate decisions can be made?

Wendy Fabbro, Strategic Director, People Group explained that services were allocated to be appropriate and proportionate to the families who require them. Some families who received services from the IDS may have had their respite care night's allocation adjusted whilst the current consultation around the service was being carried out. It was the Council's opinion that wherever possible, the best environment for a disabled child was always within a family environment, rather than within an institutionalised one.

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

The Council was seeking to deliver a better service for the County's children, but the need to consult on how services will be delivered in the future was partly due to current budget pressures on the service. It would be difficult to compare past figures in relation to IDS as the future service model had neither been decided or implemented- the Council was still at the consultation stage with users of the service and no final decisions had been made.

The Committee expressed concern that there had been a number of cases where children had received a cut in their services. Hugh Disley, Head of Early Help and Targeted Support assured members that if there were urgent needs for service users, there was a process in place where priority was given to them. The Council encouraged families to ask for an impact statement to be taken from them as soon as possible. This would enable their needs to be assessed by the Council at an early stage; with appropriate plans put in place should any urgent issues be identified.

The Committee supported the way in which impact statements were used to determine the appropriate levels of service given to children and their families- informed decision making would be crucial to deliver appropriate levels of service for children and young people.

Wendy Fabbro assured the Committee that the Council was compliant with current legislation and that services were run on a needs based level.

Members were assured further that the Council was proactive when services were withdrawn and would work with parents and carers to provide appropriate levels of care. The Council always had to look at providing best value and were duty bound to look at all of the options available. Providing for the needs of children and young people with disabilities was always at the forefront of any final decisions taken by the service providers.

Throughout the current consultation period which would be ending on 23rd November 2014, the Council was working with Family Voice, other local support organisations and service users to gather as much information and as many views as possible. The final report would be written throughout December and would be presented to the Children and Young People Overview and Scrutiny Committee for consideration at its meeting on the 6th January 2015 before its submission to Cabinet.

Members wished to place on record their thanks to Rebecca for delivering a recent training session on autism which had been very well received by all who attended.

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

3. Questions to Cabinet and Portfolio Holders

A question was raised in relation to the Schools Sufficiency Strategy- specifically the Kenilworth school funding lag issue.

Nigel Minns, Head of Learning and Achievement informed the Committee that no final decisions had been taken at this stage. Discussions were ongoing with the Kenilworth school, with all funding arrangements being provisional at present. Council officers would be meeting with the EFA (Education Funding Agency) to see if funding from central government might be available.

Discussions were also taking place with schools across the county regarding school places and the potential for some schools being expanded and/or new schools built to accommodate an increased number of pupils.

It was the Council's preferred option to expand both Myton and Campion schools instead of building a new school.

A further question was raised in relation to School Admission Arrangements 2016/17, specifically on the revised admission arrangements to nursery schools. At the present time there were instances where a child could be offered a nursery place, only then to experience a delay in starting. The revised policy would seek to address this issue by enabling Council-run establishments to compete with private nursery providers (where if a space is available, a child can start almost immediately). The Council was seeking to ensure that a child could start at nursery immediately after a place had been offered to them.

4. Warwickshire All Age Autism Strategy (2014-17) and Delivery Plan

Chris Lewington, Head of Strategic Commissioning, introduced the report and provided the Committee with an update on its progress. The ability to identify individuals who have undiagnosed autism would be very challenging. The Council was working with members of the Autism Partnership Board (APB) to determine how this data could be recorded and captured. People attending and registering at Job Centre Plus centres were now being encouraged to declare their autism so that they could be tracked to find out how they access employment. The first meeting of the APB was due to take place in December 2014. After the first meeting of the Board, the Committee would receive regular updates on the delivery and progress of the Strategy.

The Committee acknowledged that it was sometimes difficult for adults with autism to secure permanent employment. Although the Strategy

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

looked at very specific areas such as this, the entire county would be analysed, with any potential patterns being identified.

Chris Lewington informed members that it was important for the All Age Autism Strategy to be presented at this Committee so that members could be updated on how young people with autism could be tracked as they grow into adulthood to ensure they are being provided with appropriate support and guidance.

In response to a question raised, members were advised that this work linked closely with the Warwickshire SEND (Special Educational Needs and Disabilities)- the aim of the strategy was to provide young people with a positive destination.

Hugh Disley informed the Committee that the SEND regulations now covered the 0-25 age range; hence why it would be useful for the Committee to consider the report.

The Children and Young People Overview and Scrutiny Committee agreed to:

- 1.) Note the content of this report and agree that an update on the implementation of the Delivery Plan and Strategy progress be brought to the April 2015 meeting of the Committee.
- 2.) Appoint Councillor Bob Hicks as the representative on the Autism Partnership Board.
- 3.) Schedule the Scrutiny Action Plan for the April 2015 meeting.

5. Work Programme 2014/15

The Chair presented the Committee with the proposed Work Programme for 2014/15.

The Children and Young People Overview and Scrutiny Committee agreed to:

- 1) Approve the Work Programme for 2014/15;
- 2) Note the update on the Transition of Mental Health Services Task and Finish Group.
- 3) Note the arrangements for attendance at the Skills Show on 14th November 2014.
- 4) Request clarification on the membership of the Transition of

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

Mental Health Services Task and Finish Group.

- 5) Request a Briefing Note on the transition of children's services from the NHS to Public Health.
- 6) Request that a report be presented on a six monthly basis to update members on any safeguarding issues.
- 7) Defer the Priority Families Programme report to the 7th April 2015 meeting by which time the Priority Families Outcomes Plan will have been completed.
- 8) Extend an invitation to the two independent providers of Children's Centres to attend the April 2015 meeting of the Committee.
- 9) Note the update on the recommendations and actions previously agreed.

6. Warwickshire Safeguarding Children Board Annual Report 2014

Cornelia Heaney, WSCB Development Manager introduced the report and highlighted the key messages contained within. Pages nine and ten of the report listed the members of the Board and its sub-committees. Members were informed that it was a requirement for the report to be provided to the Police and Crime Commissioner (PCC), the Chief Executive of Warwickshire County Council (WCC), the Leader of WCC and the Chair of the Health and Wellbeing Board.

The Committee considered the report and noted that there had been an increase in safeguarding activity, with more referrals being made to social workers. It was an encouraging sign that there had been an increase in early interventions. The recording of the numbers of vulnerable disabled children and vulnerable children from an ethnic minority background had improved. As a result, it was demonstrated that both groups were under-represented in safeguarding activity, raising the issue that their safeguarding needs were not being identified.

The Board hoped that the Police would be able to provide them with information in the future around the number of investigations being undertaken in relation to vulnerable children. The Police were hoping to increase the conviction rate of perpetrators, with discussions ongoing between partners on how best to increase the speed and quality of the response when safeguarding concerns are raised.

In future reports, members wanted to see figures on FGM (Female Genital Mutilation) included in the WSCB Annual Report.

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

Although the focus nationally and in Rotherham had been around organised networks abusing young children, members were informed that abuse also occurs within localities on a much smaller scale.

Members recognised the need for them to be proactive in this area of work and endorsed the recommendations put forward from the Leaders Liaison Group.

Wendy Fabbro would provide members with a link to Warwickshire's CSE (Child Sexual Exploitation) Strategy. She also informed the Committee that the Regional Directors of Children's Services had met to share ideas and examples of best practice. After attending the meeting, she was satisfied that Warwickshire had the appropriate safeguards in place.

The Committee noted that the contributors to the final report had been varied and it had been extremely helpful for Cornelia Healy to have been present to outline the key areas and messages from the report.

Wendy Fabbro informed the Committee that she was working on a pilot to develop the MASH (Multi Agency Safeguarding Hub) and would be meeting with the Assistant Chief Constable of Warwickshire Police to determine how this area of work would progress. The formation of the MASH would be completed in a careful and considered way.

The Children and Young People Overview and Scrutiny Committee agreed:

- 1) To note the Warwickshire Safeguarding Children Board 2014.
- 2) That the Warwickshire Safeguarding Children Board Annual Report be considered at a single item Select Committee meeting.
- 3) That a Task and Finish Group be established to consider the lessons learnt and outcomes of the pilot and to help shape any future direction of the MASH. The Task and Finish Group would likely begin its work in the New Year/the spring of 2015.

7. SEND Local Offer Consultation

The Committee received a verbal update from Hugh Disley, Head of Early Help and Targeted Support on the progress of the SEND Local Offer Consultation.

The Committee noted that representatives from education, health and social care were involved at all stages of the consultation. All parents had received the written information in relation to the consultation- a

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

freepost envelope was included with the enclosed questionnaire so that completed documents could be returned easily to the Council.

There were currently two parents sitting on the SEND Board. The key aim of the consultation was to work with families and community organisations in order that the right decisions were made when the needs of a family and child had been assessed, to ensure that the needs of all children were met. The consultation process also included foster carers and mainstream and special schools.

Young People's organisations were working together to capture the views and opinions of children aged 16+. Consultations were being conducted on a 1:1 basis within schools and colleges between young people and their immediate peers- these children were able to articulate to the Council what they required on a personal basis. The consultation process would end on 23rd November 2014.

The Committee commended the work of all involved with the consultation process.

Hugh Disley informed members that the consultation had taken place at a good time- it was giving the Council a clear picture of the needs of young people and meant that budgets could be allocated more resourcefully to meet the needs of young people. The SEND Local Offer would need to be open, fair and transparent across the entire county.

Members expressed the opinion that it was important to be receptive to external organisations and to work with and alongside them on consultations such as this one to achieve the best possible outcomes for the county's children and young people.

The Children and Young People Overview and Scrutiny Committee agreed to note the verbal update on the progress of the SEND Local Offer Consultation

8. Children's Social Care Complaints

Karen Smith, Customer Relations Manager introduced the report and presented the Committee with the key themes emanating from it. She advised that Children's Social Care Complaints was a difficult and sensitive area of Council business- the Council always aimed to show compassion and understanding when looking into the public's concerns and complaints.

Karen Smith advised that it was always a top priority for the department to respond to complaints in timely fashion- keeping complainants fully

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

informed throughout the process. The Council always aimed to resolve a complaint within the formative stages in an attempt to avoid the complainant feeling that they needed to go through the entire, formal complaints procedure. The Committee expressed a view that the Council must always ensure that the correct processes are in place so that customers can access the information they require if they do wish to make a complaint. Karen Smith once again reassured members that all customers would be provided with the information they needed/requested with the aim that people would be satisfied with the initial response from the Council- negating the need or want to make a formal complaint.

Members were advised that there were currently low numbers of children and young people utilising the complaints process- the Council was undertaking work to find out why this was the case (95% of customers using the service were adults; either parents/carers or other members of the family). The Council was looking at ways of simplifying the complaints process- it could prove difficult within the current multi-agency environment for customers to know definitively, exactly who to contact in order to make a complaint.

At the present time, the Department for Education (DfE) were reviewing the complaints procedures, which the Council was monitoring to gauge possible implications.

The Committee noted that the Council did receive some excellent compliments from members of the public and from other agencies.

Looking in detail at the report, members were pleased that social workers were seen to be listening to the concerns of young people when they were expressed to them.

Wendy Fabbro informed the Committee that social workers were duty bound to complete a form to indicate that that a conversation had taken place with a young person in the absence of their parent/carer. This enabled young people to raise their concerns with a professional on a 1:1 basis. Currently, 95% of the completed forms indicated that these 1:1 conversations had taken place between a social worker and a young person.

The Committee was assured that processes within a governance system were in place to ensure social workers were fulfilling their duties. If a member of staff was found to be making a mistake or not fulfilling their duties correctly, then training and guidance would be provided to them.

The Committee requested additional clarification on the triaging of complaints. Karen Smith advised members that there was a statutory three stage process in operation. 96% of complaints were resolved

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

locally at stage one by operational managers, with 4% moving on to stage two. Only 2% of complaints were escalated to stage three. The Committee was further advised by Karen that when complaints cases were initially risk assessed, 25% of the cases were identified as requiring careful handling and support for a variety of reasons. Despite this, the majority of complaints submitted to the Council were dealt with locally at stage one, which demonstrated a commitment to resolve complex and sensitive issues as soon as possible.

All complaints were considered individually and were risk assessed. Complaints were only escalated to senior management if high levels of risk were identified during the initial stages of the complaints process. If complaints were received via an operational team or had perhaps been sent directly to a Head of Service, the receiver of the complaint was expected to undertake an initial risk triage. This was to ensure that any risks were identified as soon as possible and acted upon in a timely and correct manner.

The Children and Young People Overview and Scrutiny Committee agreed:

- 1) To support the 2014/2015 Customer Feedback Action Plan and remain mindful of the potential impact of anticipated changes in future service delivery on customer feedback performance.
- 2) That Wendy Fabbro would recirculate a Briefing Note that had previously been issued to members which highlighted an example of where a complaint had been escalated to stage three.

9. School Improvement and Performance

Nigel Minns introduced the report and drew members' attention to the vision of the Education and Learning Business Unit at 1.1 of the report. The Committee expressed a view that this was a good, aspirational vision.

The Committee was informed that the DfE was now expecting Councils to become more interventionist when dealing with underperforming schools. Once the Council had analysed the data of schools located within the county, it was expected that more warnings about potential and current underperforming schools will be confirmed.

Mr Minns informed the Committee that the Council remained legally responsible for the performance of schools (including academies). He also advised members that the Warwickshire School Improvement Policy had been improved significantly in order to meet the Council's statutory responsibilities and to meet the requirements of the Statutory

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

Guidance on Schools Causing Concern. Members were pleased that the Council still had a role in the scrutiny of schools.

There had been a significant increase in the number of Learning Improvement Officers working for the Council. However, they worked on an associate basis which meant they could be accommodated within the current budget.

There was still a split between the north and south of the county-overall, schools in the south were performing better than those in the north. All special schools in the county, bar one, had been rated as being 'good' or 'outstanding' by OFSTED. The School Improvement Board now provided evidence of initiatives that have been implemented in an attempt to get all schools to reach a 'good' or 'outstanding' rating.

A discussion took place regarding the significant challenges ahead to narrow the north, south divide in school performance and educational achievement. All members would embrace the vision outlined at 1.1 of the report. The School Improvement Consortia had also been refocused to achieve the vision of the Council and were required to adhere to this vision to justify the funding provided to them by the Council.

Nigel Minns informed members that underperforming schools were issued with a notice, requiring them to improve within two years of the notification being served. Mr Minns was confident that underperforming schools could be improved due to working closely with the Consortia and School Improvement Officers. Mr Minns' teams were not currently requesting additional resource to tackle the north, south divide, as recent figures within the report had shown that the divide was narrowing. There was capacity for an increase in the workforce should it be required.

Members formed the opinion that the Education Team were achieving good results with the resources available to them (like many departments, they had received a large cut in their funding).

The Committee were pleased that two schools in the north of the county had recently achieved an OFSTED 'outstanding' rating (Birchwood and the Polesworth school).

The Children and Young People Overview and Scrutiny Committee commented on the draft School Improvement Strategy and agreed to:

- 1) Endorse the proposed vision for education.
- 2) Note the current capacity of the School improvement team; and

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

3) Note the outcomes of inspections and the latest Ofsted judgements of Warwickshire schools.

10. Achievement of Warwickshire Children and Young People in National Tests in 2014

Nigel Minns introduced the report. Members noted that more detailed information around the GCSE outcomes would be made available in a report to the Committee at its meeting on 6th January 2015.

Nigel Minns informed the Committee that a sharp drop in GCSE results was expected nationally. As an early headline figure, members noted that the national pass rate was 56%, in Warwickshire the figure was 60%. On average, Warwickshire was 3% above its statistical neighbours. Progress in Warwickshire in English and maths achievement had been good- 73% of pupils achieved an A*-C grade. The national average stood at 69%.

Because of the way in which the data was presented and published by the DfE, the Committee found it difficult to judge if there had been a significant improvement in the county's GCSE performance. A suggestion was made by the Committee that in future, it would be useful for performance data to be presented by locality- it would then be easier to compare the results across the county. Mr Minns explained to members that it would now be more difficult for schools to meet their GCSE performance targets because of the way in which performance was measured by the DfE.

Within the early years results, Nigel Minns drew the Committee's attention to several points including:

- 1) Every district had seen an improvement in year 1 phonics.
- 2) Within Key Stage 1, improvements had been recorded in all areas of the county.
- 3) Pupils in Key Stage 2 were performing above the national average.
- 4) The performance of disadvantaged children had risen significantly, although the Council was committed to closing the results gap between the county's disadvantaged children compared to other pupils.

The Committee noted that the Vulnerable Learners Strategy would update members on how the Council was performing in terms of "narrowing the gap" between disadvantaged and other children. This report would be presented to the Committee's April 2015 meeting.

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

The Children and Young People Overview and Scrutiny Committee:

- 1) Noted the performance of children and young people in Warwickshire schools in national tests.
- 2) Requested further detail on the achievements of children by locality.

11. Referral from the Regulatory Committee (Schools Places)

Steve Pendleton, Head of Vulnerable Groups and the Virtual School introduced the report and informed the Committee that because an alternative arrangement had not been made in a timely manner, one parent had been awarded compensation because their child had not been receiving an appropriate education.

For this academic year, the new Fair Access protocol had been operating successfully- there had been no delays in allocating a school place to vulnerable pupils. The Council had received positive feedback from its own schools and academies in relation to the implementation of the new protocol and all were complying with it.

The Committee agreed:

- 1) To note the report and to receive a further report in June 2015 to consider the effectiveness of the protocol over an extended period of time.
- 2) To respond to the Regulatory Committee that members were reassured that the new protocol which is now in place is working effectively and that the impact of the protocol will be considered at a future meeting of the Committee.

12. Area Behaviour Partnerships

Steve Pendleton introduced the report and made the Committee aware that the data contained within related to secondary schools only.

The Committee noted that there had been a lower percentage of permanent exclusions in Warwickshire during 2012/13 than in previous years. The four Area Behaviour Partnerships (ABPs) were having a positive impact, with schools now focusing on preventative measures before pupils had to be permanently excluded.

The Committee acknowledged that although it was good news that the number of pupils being permanently excluded had decreased, there

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 4 November 2014**

was a concern that disruptive pupils remaining within the classroom environment had the potential to affect the performance of other pupils within the classroom.

Members were pleased with the way in which funding was allocated to schools. Each institution had the flexibility to spend capital how they best saw fit to provide the best outcomes for their pupils.

The Children and Young People Overview and Scrutiny Committee considered the report and noted the update provided on the Four Area Behaviour Partnerships operating within Warwickshire.

13. Any Urgent Items

Elizabeth Abbott, Business Partner (Planning, Performance and Improvement) introduced the report which provided the Committee with an update on the One Organisational Plan (OOP) Quarter 1 performance. This report will be tabled at future meetings of the Committee.

Members of the Committee expressed concern regarding previous instances of underspends. Elizabeth Abbott advised that more details of potential future underspends would be included in OOP performance reports brought before the Committee.

14. Date of Next Meeting

The Committee noted that the next meeting had been scheduled for 6th January 2015, commencing 10.00am in Committee Room 2, Shire Hall, Warwick

The Committee rose at 2.00 p.m.

.....
Chair

Children and Young People Overview and Scrutiny Committee

6th January 2015

Questions to Cabinet and Portfolio Holder

Recommendations

That the Children and Young People Overview and Scrutiny Committee consider the forthcoming Cabinet and Portfolio Holder decisions relevant to its remit, asking any relevant questions and considering areas for further scrutiny, where appropriate.

1.0 Cabinet and Portfolio Holder Decisions

- 1.1 The decisions relevant to the remit of the Committee are listed below. Members are encouraged to seek updates on decisions and identify topics for pre-decision scrutiny. The Portfolio Holder for Education and Learning may be in attendance at the meeting to answer any questions from the Committee.
- 1.2 The list was last updated from the Forward Plan on 17th December 2014.
(*Key decision)

Decision	Description	Date due	Cabinet / PfH
Education and Learning Capital Programme*	Report detailing proposed changes to the Education and Learning Capital Programme.	27 th Jan 2015	Cabinet
School Admission Arrangements 2016/17 (Including Admission to Nursery Classes)	Cabinet is asked to approve the Council's admission arrangements for entry to schools and nursery classes in 2016/17.	12 th March 2015	Cabinet

Children and Young People Overview and Scrutiny Committee

6th January 2015

Performance of the Independent Reviewing Service in Warwickshire – Update

Recommendation

That the Children and Young People Overview and Scrutiny Committee note the performance of the Independent Reviewing Service (IRS) in Warwickshire and the actions being taken to address the recruitment difficulties.

1.0 Background

- 1.1 The Committee received a report in January 2014 that provided a detailed summary of the statutory functions of the role of the Independent Reviewing Officer (IRO). This report provided an update on the performance of the service and the actions being taken to address the recruitment difficulties.

2.0 The IRO Service

- 2.1 The team currently consists of a group of nine full- time Independent Reviewing Officers (IRO), one Operations Manager who are all social work qualified and registered with the Health and Care Professions Council (HCPC) and a team of administrative support. There are currently two full- time IRO vacancies. The team are based in Warwick and have responsibility for chairing all child protection conferences and the statutory reviews for all looked after children who are the responsibility of Warwickshire County Council.
- 2.2 The statutory guidance requires that the service is line managed separately from operational teams in order to maintain independence from the case management decision making and resource allocation processes. The team were recently transferred to the Professional Practice and Governance Business Unit which supports this requirement.
- 2.3 Whilst staff retention is good, recruitment to additional posts has been difficult. One IRO left earlier in the year to take up an equivalent post in an authority where the salary is greater and another has retired.

- 2.4 Reviewing Officers continue to have particular areas of specialism i.e. adoption, leaving care. In this way they can contribute towards service developments in key areas and also act as a source of specialist knowledge and advice for colleagues, other agencies and social workers.
- 2.5 The reviews of children placed in residential care specifically to meet their educational needs, are now undertaken across the team due to the previous IRO who specialised in this area, leaving employment with the county council.
- 2.6 The service is represented on a number of departmental service development groups and fully contributes to the strategic objectives of Warwickshire Safeguarding Children Board (WSCB).

3.0 Contribution to Business Unit and Group Objectives

- 3.1 The overall purpose of the Independent Reviewing Service is to contribute to improved outcomes for looked after children on a case by case basis but also to contribute towards People Group objectives aimed at improving outcomes for looked after children.
- 3.2 The work of the Service over the current year has continued to focus on the following areas in support of these objectives.
 - 1. To keep children safe from harm
 - 2. To safely reduce the numbers of looked after children and children subject to child protection plans by evidenced based programmes of intervention
 - 3. The continuous professional development of staff through an MA programme with Birmingham University.
 - 4. Scrutiny of care plans and child protection plans including the introduction of a RAG system for child protection planning which identifies and seeks resolution to blocks in individual child protection plans.

4.0 Regional and National Developments

- 4.1 The team continues to actively contribute to the work plan of the regional IRO group, with the Operations Manager in the role of Chair.
- 4.2 A post-qualifying programme of study with Birmingham University specifically tailored to Independent Reviewing Officers, is now in its second year with two members of the team on the programme. This will inform national developments in this area.
- 4.3 The regional IRO group continues to feed directly into the national group with a reciprocity and synergy of work programmes aimed at raising standards in

the service generally and acting as a direct consultative group for the Department for Education.

- 4.4 The team participated in a research study undertaken by the National Children's Bureau regarding the effectiveness of the role of the IRO. This has assisted in the identification of areas of good practice already in place and areas for further development.

5.0 Children and Families Court Advisory Service (CAFCASS)

- 5.1 There are two distinct areas in which the IRO is expected to work in conjunction with CAFCASS:
1. As part of family proceedings when the child is looked after; and
 2. When an IRO makes a referral to CAFCASS as part of the formal escalation process.
- 5.2 This is underpinned by a joint protocol between Warwickshire and Coventry IRO services and both legal departments to ensure consistency of approach within the local shared family court system, which continues to work well.

6.0 Quantitative information about the IRO Service

- 6.1 The guidance specifies caseloads of 50 - 70 looked after children per IRO. This has not been achieved in Warwickshire due to the number of children who are looked after. The service has focused on developing systems, processes and interrelationships that enable implementation of the guidance within current resources.
- 6.2 Whilst there has been an overall decrease in the numbers of children requiring a formal plan at the end of the year, the in-year activity has increased. The table below shows a comparison of verified data which is only available at the end of the financial year.

	31 March 2012	31 March 2013	31 March 2014
Children subject to CP plans	534	550	528
Looked after children	681	698	690
Total	1215	1284	1218

- 6.3 The team is also responsible for the continuing reviews of all children who are 16/17 and were previously looked after children. At 31st March 2014 this amounted to **20** children.

- 6.4 The team is also responsible for chairing the annual reviews of all children placed in Residential schools (**28**) to ensure their educational provision remains appropriate and to ensure their care arrangements are appropriate to the child's needs.
- 6.5 This requires the team to facilitate as a minimum 2,600 meetings in a year.
- 6.6 The location of placements varies as does the type of placement. There is therefore a significant team pressure in terms of travel and costs given the overall size of the county and the number of young people placed out of county.
- 6.7 If combined numbers of children are calculated (CP and LAC) each IRO is currently responsible for on average 140 children subject to either a care plan or protection plan or sometimes both. If both vacant posts could be recruited to total numbers would still average out at 115 per IRO. The statutory guidance recommends an average of 70 looked after children per IRO.
- 6.8 Whilst performance in relation to the numbers of child protection conferences held within the statutory timescale remains good this can be seen to mask the difficulties in practice. There is a decrease in performance of the minutes from the child protection conference being distributed to parents and agencies within the required timeframes and sometimes an inability to respond to an operational request to bring a conference forward as a result of changed circumstances or a need to dispense with a child protection plan early. This results in children possibly remaining subject to a plan for longer than is appropriate.
- 6.9 Given the overall caseloads, rising numbers of both Looked After Children and child protection work and the vacancies, it has not been possible to fully meet all of the requirements of the regulatory guidance.
- 6.10 The area of work within the statutory reviewing processes that are most affected is the ability to produce minutes within the required timeframes and the availability of time to meet young people separately if they choose not to attend their reviews.

7.0 Qualitative information about the IRO service

- 7.1 Despite the team carrying vacancies for two IRO full-time equivalent posts performance in key areas has remained good in comparison with national data. Some highlights are listed below and relate to data at March 31st 2014:

		2013	2014	England Average 2014
CP	% of Child protection reviews held within timeframes	99.3%	97.8%	94.6%
LAC	% of Statutory reviews held within timeframes	91.40%	92.6%	Not published by DfE
CP	% of Conferences held within 15 days of the strategy meeting	93.3%	100%	69.3%
CP	% of children subject to a second or third child protection plan	13.30%	16.8%	15.8%
LAC	% of looked after children who participated in their review	98%	97.9%	Not published by DfE

8.0 Dispute resolution and scrutiny of Care Plans

- 8.1 One of the key functions of the Independent Reviewing Officer is to resolve any problems arising out of the care planning process that may impact on the progression of the care plan for the child.
- 8.2 All authorities are therefore required to have in place formal dispute resolution processes to ensure that resolutions are reached in a timely way. These processes should also enable the service to evidence its impact on improved outcomes for looked after children young people.
- 8.3 In order for this function to be undertaken effectively, it is important that the IRO service is able to demonstrate high standards of practice and performance in the undertaking of its functions.

9.0 Areas for Further Development

- 9.1 The IRO service in Warwickshire contributed to a national research project with the National Children's Bureau to test the effectiveness of the IRO role. The outcome of this research is helping to inform future service developments.
- 9.2 The research project identified areas of good practice but also that Warwickshire pays comparably less than other local authorities.

10.0 Key Challenges

- 10.1 The ongoing challenges to the service have been the ability to meet the full requirements of the regulations in the face of current workloads. Increased responsibilities for the IRO in ensuring the effective care planning within new timescales introduced by the Children and Families Act 2014 and increasing activity within the looked after children and child protection populations will exacerbate this issue. These considerable challenges will be addressed within existing resources

11.0 Conclusions

- 11.1 Despite recruitment challenges, the Independent Reviewing Service in Warwickshire has maintained good performance in key areas of work over the last year and also made significant developments within the service.
- 11.2 The statutory guidance has been implemented with integrity in the context of current resources. Full compliance with the guidance has not been fully achieved due to the rising numbers of statutory cases.

12.0 Update on work undertaken to improve the grading and salary issues

- 12.1 Following the report in January 2014, further analysis was undertaken to understand the likely effectiveness of the market supplement. In collaboration with Human Resources work focused on maximising the effectiveness of the recruitment campaigns and to identify the pay differentials across the region. This work was also required as part of the application for a market supplement.
- 12.2 Whilst this was ongoing, recruitment campaigns continued, resulting in an internal recruitment to one post. However, during this period, a member of the team took up employment as an IRO role in a neighbouring authority, with a salary increase.
- 12.3 At this juncture, a market forces application is being prepared whilst longer-term options are explored as a market supplement is not a permanent option. It is anticipated that the application will be completed by the end of January 2015.
- 12.4 The policy states that "Market supplements will normally be applied for a period of two years. However they will be reviewed after 18 months has elapsed and consequently will be withdrawn should the review demonstrate that current evidence does not justify a supplementary payment continuing." And: "Market supplements should be clearly indicated in job adverts and the employment terms to prospective or current employees."
- 12.5 In order to permanently resolve the recruitment issues for the IRO service, further work is being undertaken between the Professional Practice and Governance Business Unit and Human Resources to consider ways in which to achieve this as swiftly as possible.

Background papers:

Performance of the IRO Service January 2014

	Name	Contact Information
Report Author	Jenny Butlin-Moran	jenny butlinmoran@warwickshire.gov.uk Tel: 01926 742514
Head of Service	Marie Seaton	marieseaton@warwickshire.gov.uk
Strategic Director	Jim Graham (Chief Executive)	jimgraham@warwickshire.gov.uk
Portfolio Holder	Councillor Bob Stevens	cllrstevens@warwickshire.gov.uk

**Children and Young People
Overview and Scrutiny Committee**

6th January 2015

Home to School Transport: Update on Review of Provision

Recommendations

That the Children and Young People Overview and Scrutiny Committee:

1. Notes the Council's legal obligations to provide home to school transport;
2. Notes and comments on the non - statutory elements of home to school transport provision which could be revised or withdrawn;
3. Notes the indicative savings which could be made by withdrawing the various elements.

1.0 Background

- 1.1 The Council's legal obligations for home to school transport are set out in the Education Act 1996 (as amended by the Education and Inspections Act 2006) and accompanying statutory guidance. The Council is required to have regard to this guidance.
- 1.2 Free home to school transport must be provided to all students attending their nearest qualifying school where the distance from home to school by the shortest available walking route exceeds:
 1. Two miles for children under the age of 8 years; and
 2. Three miles for children aged 8 – 16.
- 1.3 Where a student is considered to be from a low income family, free home to school transport must be provided:
 1. To primary school children aged 8 – 11 attending the nearest qualifying school, if more than two miles from their home by the shortest available walking route;

2. To secondary school children aged 11 – 16 attending one of the three nearest qualifying schools, if more than two miles from their home by the shortest available walking route but not more than 6 miles by motorised route; and

3. To secondary school children aged 11 – 16 attending the nearest qualifying school which accords with the parents' religion or belief, if more than two miles from their home by the shortest available walking route but not more than 15 miles by motorised route.

- 1.4 Free home to school transport must also be provided for students living within the statutory walking distance but who cannot reasonably be expected to walk to school because of special educational needs, disability or mobility problems.
- 1.5 The Council currently provides a range of home to school transport in accordance with the statutory guidance outlined above. However, some non-statutory transport is also provided. In order to ensure the maximum possible level of savings, changes will need to be made to both the Council's mainstream and SEN transport policies; reducing non-statutory transport and minimising the cost of transport which is required to be provided.
- 1.6 In the One Organisation Plan, savings were allocated as follows:

Summary of transport budgets	Total Budget	DSG Budget	Core Budget	Savings
SEN Transport	£4,919,438		£4,919,438	£1,500,000
Transport Admin	£174,449	£30,613	£143,836	
Mainstream Transport	£7,622,025		£7,622,025	£4,800,000
LAC Transport	£1,003,019		£1,003,019	
Crossing Patrols	£379,588		£379,588	
Total E&L	£14,098,519	£30,613	£14,067,906	£6,300,000

- 1.7 Cabinet subsequently decided to remove crossing patrols from the savings plan and the savings target was reduced to £6,300K.
- 1.8 At the time of the creation of the Education and Learning Business Unit, it was agreed that the budget of £1,003,019 for Looked After Children (LAC) transport would transfer to the Safeguarding Business Unit in the People Group as the social workers who agreed the transport were best placed to make decisions and savings. The saving of £600,000 allocated to LAC transport was also transferred. As a result of this change, the Education and Learning saving is £5,700,000.
- 1.9 For the purpose of this report mainstream transport includes transport to schools for students aged 4-16 with a legal entitlement to assistance and students travelling to school under the Vacant Seats Scheme. It also includes transport to schools and colleges for students aged 16-19, respite transport, and transport for students aged 16-25 with SEN / LDD.

2.0 Savings made in 2014/15

2.1 Amendments to the existing transport network.

2.2 Transport Operations has continued to look at all operational savings opportunities on the current home to school transport network. Work on the current phase of savings has now been completed which has reduced costs by a little over £500,000. This has been carried out as follows:-

1. Revising, retendering and auctioning twenty mainstream school transport routes. This has resulted in some longer journeys for students but these remain within recommended guidelines and were successfully introduced on 2 June 2014. This will result in full year savings of £181,000.
2. Closure of the in house home to school transport service "School Links". Due to increasingly competitive prices in the private sector, this service was no longer cost effective and was subsequently withdrawn at the end of the summer term. This required five compulsory redundancies and the bus services being transferred back into the private sector. This will result in full year savings of £200,000.
3. Around 150 students with special needs, including some looked children were transferred from taxis to larger vehicles, thus reducing overall demand. New and revised services were introduced over the spring term. This will result in a full year saving of £121,000.

2.3 It should be noted that although these savings have been achieved; they have been offset by increased demand.

3.0 Non-statutory transport

3.1 The Local Authority provides a range of transport which is not statutory. Officers have analysed this transport to consider whether it could cease to provide this transport and whether there are potential savings to be made.

3.2 Transport to grammar schools.

1. Under the current transport policy, for students resident in the Eastern and Southern areas of Warwickshire, successful in obtaining a place in a selective school, this may be considered the nearest qualifying school. This additional qualification could be removed. A proportion of students would continue to be entitled to transport. However, if all non-entitled students purchased a vacant seat, this would result in a saving of approximately £280,000 per annum.

3.3 Exam year move transport.

1. Students moving address in Years 10 or 11 currently have transport provided to their current school. Following consultation, the policy could be revised to remove this entitlement. The change would apply to new applicants with immediate effect. Maximum eventual savings would be £45,000 per annum.

3.4 Emergency address change transport.

1. Students moving address for short periods of time due to circumstances beyond their control could no longer continue to receive free transport. Following consultation the revised policy would apply to new applicants with immediate effect. This transport has the potential to be very expensive and this change in policy would ensure there is no future expenditure.

3.5 Review of charging policy.

1. The Council currently charges £660 per annum for Post 16 and Vacant Seats. The charge could be increased from £660 - £700. The reduced rate Vacant Seats charge (students travelling less than three miles) could increase from £330 to £350. The low-income family subsidy for Vacant Seats / Post 16 transport (currently provides a 50% discount) could be removed.
2. Following consultation the revised charges would apply to all applications for transport from September 2015. Based on current traveller numbers total full year savings would be approximately £150,000 per annum from mainstream transport.
3. One local County Council has recently agreed a five year phased increase (5% per year) in the cost of Vacant Seats, ensuring that parents understand that the cost will be rising on an annual basis. This approach could be applied in Warwickshire.

3.6 Review of dangerous routes.

1. A revised policy has now been produced to assess the safety of walking routes to schools / pick-up points. A pilot group of eight routes currently considered dangerous have been reviewed by the Transport and Highways team in order to assess the new policy.
2. Once finalised and following consultation the policy could be used to assess all new applications for transport on dangerous route grounds. It could also be retrospectively applied to all routes currently considered dangerous. The Transport and Highways Team would be commissioned to carry out these assessments.

3. Capital funding has been allocated to help meet the Council's responsibility to provide safe routes to schools. The effective use of this funding would be the key determiner in generating additional savings.
4. Total savings are very difficult to predict as each route would need to be individually considered. However, based on estimates from the pilot, an investment of approximately £3,700,000 would enable transport savings of approximately £500,000 per annum.

3.7 16-19 medical transport.

1. Students attending post 16 provision could no longer qualify for free transport due to short or long-term medical conditions. For some students support may still be available if they have Education, Health and Social Care Plans or are under the Council's 16-25 transport policy.
2. Following consultation the revised policy could apply to all new applicants with immediate effect. Dedicated transport costs for the current year are around £10,000 with the change in policy ensuring there is no future expenditure.

3.8 Respite transport.

1. There are currently 90 pupils receiving transport for short term respite at a cost of £100,000 per annum. This is provided to students with Statements of Special Educational Needs but is funded from the mainstream transport budget.
2. This is a complex subject with the transport issues of disabled children and young people already considered during consultation held in the summer of 2013 regarding the Integrated Disability Service. The report to Cabinet on 12 September 2013 proposed that transport to short break activities would no longer be provided unless there were exceptional circumstances. However, families accessing residential provision would be exempt from the changes.
3. A decision to cease respite transport would seem to be at odds with the decision already taken by Cabinet.

3.9 Specialist Nursery Provision

1. The Local Authority provides transport for pupils attending Nursery classes at maintained special schools. There are currently 55 pupils receiving transport on this basis.
2. This transport is provided at the beginning and end of the school day and may, in some circumstances, be shared with other pupils. However, attendance is for half days so this transport is also required at lunchtimes for the end of the morning session and start of the afternoon session.

3. The provision of nursery transport is not statutory and could be withdrawn for new applicants following consultation, saving approximately £260,000 per annum. However, it should be noted that this transport may be (although not always) provided for some of Warwickshire's most vulnerable children and that special schools have concerns about the viability of their nurseries if this change comes into effect.

3.10 Special School Transport

1. Pupils with a statement of special educational needs attending mainstream schools are considered against the usual home to school transport policy and only receive transport when they meet the agreed criteria.
2. All pupils attending a special school receive free transport regardless of the distance from home or their assessed need.
3. Warwickshire's policy is not in line with most neighbouring Local Authorities who assess students attending special schools in the same way as other pupils.
4. It is recognised that it will not be appropriate for all pupils attending special schools to travel independently, but often, as the student moves through secondary school, developing independence is a specific objective for pupils.
5. The Council could implement a revised policy for new applicants and / or for pupils moving from Key Stage 2 to Key Stage 3 (i.e. primary to secondary). The maximum total savings available would be approximately £600,000.

4.0 Personalised Travel Allowances

- 4.1 A number of local authorities have promoted the use of personalised travel allowances to provide flexibility for parents in how their children get to and from school, with a mileage rate being paid termly in advance. Travel allowances already form part of the Council's transport policy but no fixed rate is listed.
- 4.2 The cost of taxis is significant. For example, the 39 highest costing single occupancy taxis to special schools cost approximately £600,000 per year.
- 4.3 Where it would be financially advantageous to the Council, parents with children travelling on high cost, single or dual occupancy taxis could be offered the option of a personal budget to make their own arrangements for their children's transport to and from school. The Council could actively promote this option; including writing to all parents and asking if they would be willing to consider transporting their child to school. An increased rate of 40 pence per mile could be more attractive to parents than the current rate of 25 pence per mile.

- 4.4 It should be noted that parents of children who already receive a travel allowance of 25 pence per mile would also need to be offered the higher rate with the additional cost taken into account.
- 4.5 If the response from parents were positive enough to achieve savings the new and revised allowances could be paid from September 2015 or before.
- 4.6 Total savings are difficult to calculate as they would be dependent on the response from parents. However, previous estimates have identified that if 33% of the parents with a child travelling on one of 50 most expensive single or dual occupancy taxis accepted a travel allowance the total savings would be around £120,000 from mainstream transport. A similar calculation for the high cost users of SEN transport means that the total potential saving could be £500,000.

5.0 Savings Shortfall

- 5.1 The mainstream and SEN transport savings identified and quantified in this report and based on policy changes total £1,943,000. These are broken down as follows:

Proposal	Savings
Exam year move	£45,000
Review of charging policy	£150,000
Review of dangerous routes	£500,000
16 – 19 medical transport	£10,000
Respite transport	£100,000
Grammar School transport	£280,000
Ending special school nursery transport	£260,000
Applying transport policies to special schools	£600,000
Total	£1,945,000

- 5.2 In addition, it is possible that savings from the promotion of personal travel allowances at a higher rate could amount to a further £500,000.

6.0 Additional Proposals

- 6.1 Development of Resource Base provision

1. Warwickshire County Council has issued statements of SEN for a higher than average proportion of students – currently 3.3% of all pupils have statements compared with 2.8% nationally. The number and proportion of Statements has increased steeply in the past few years. The rate of increase is three times faster than statistical neighbours. As a result, the number of students in receipt of special needs transport has risen sharply.
2. Warwickshire has comparable levels of special school places to statistical neighbours in terms of the proportion of pupils placed in these settings.

However there are currently major challenges in making placements in special schools due to lack of space and lack of ability to accommodate pupils with complex needs.

3. WCC has very little designated specialist provision or SEN units attached to mainstream schools (0.57%). This is in stark contrast to the national average (5.75% of all pupils with statements with SEN are placed in this type of provision nationally) or the Statistical Neighbour average (6.9%).
4. As a result of the higher than average number of students with statements and lower than average levels of provision, of those pupils with Statements of SEN a significantly higher than average proportion are placed with high-cost, non-maintained Independent Specialist Providers (ISPs). In January 2014, there were 259 students placed in ISPs, compared to 127 in January 2010.
5. The vast majority of these students qualify for SEN transport and transport to ISPs, many of which are located at some distance from the student's home, makes up a significant proportion of the highest cost transport.
6. The development of resource base provision on mainstream school sites, whether managed by the mainstream school or as satellite provision from a special school, would reduce the need for out of county placements and would enable students to be placed in appropriate provision closer to their home.
7. These proposals would be in line with the actions proposed to reduce the overspend on the Dedicated Schools Grant.

6.2 Deploying appropriate commissioning support

1. In order to make significant further savings to mainstream transport, it may be necessary to focus on provision. This includes the place planning work which is currently being developed through the Sufficiency Strategy, but also includes a review of the match between sufficiency of school places and transport needs; and the relationship between priority areas and transport entitlement.
2. It is also possible that there are further approaches to reducing transport costs which have been successfully implemented by other Local Authorities, particularly those outside the West Midlands.
3. There is not currently sufficient capacity or expertise to explore these options in depth. It is proposed, therefore, to engage a specialist Educational Commissioner to carry out detailed research and analysis.

7.0 Implementation Timescales

7.1 There are a range of approaches to the implementation of the potential changes to policy outlined above. The associated timescales are summarised below.

1. All changes could be introduced with effect from 1 September 2015 for new and existing users. In this case, 7/12 savings could be achieved in 2015/16 and full year savings from 2016. However, it is likely that there would be a challenge to the implementation on this timescale as parents made school choices on the existing policies and a further year group will have done so ahead of consultation.
2. Changes could be introduced for new users in 2015 (or 2016) and for existing users at transfer points. If this policy is adopted, the full effect of changes will only come into effect in five years time.
3. Changes could be phased in so that children who start under a set of transport arrangements continue to benefit from them until they either conclude their education or choose to move to another school. In this case, the full effect of savings may not be felt for at least ten years.
4. Changes could be introduced for new users only. In this case, the full effect of savings will not be felt for at least ten years and some changes may not be completed until 2028.

8.0 Impact on equality

8.1 Should any of the proposed changes outlined above be approved for consultation the existing Equality Impact Assessment will be updated to ensure that the Council continues to comply with its equality duties.

Background Papers:

None

Appendices:

None

	Name	Contact Information
Report author	Nigel Minns	nigelminns@warwickshire.gov.uk 01926 742588
Head of Service	Nigel Minns	nigelminns@warwickshire.gov.uk 01926 742588
Strategic Director	Monica Fogarty	monicafogarty@warwickshire.gov.uk 01926 412514
Portfolio Holder	Cllr Colin Hayfield	cllrhayfield@warwickshire.gov.uk

Children and Young People Overview and Scrutiny Committee

6th January 2015

Achievement of Warwickshire Children and Young People in National Tests in 2014

Recommendation

That the Children and Young People Overview and Scrutiny Committee note the performance of children and young people in Warwickshire schools in national tests.

1.0 Background

- 1.1 This paper sets out the provisional data for the performance of pupils at Warwickshire secondary schools in national tests.
- 1.2 This data cannot be directly compared with previous years' results as a result of two major reforms which have affected the calculation of the 2014/15 GCSE data.
- 1.3 In 2014, the Department for Education (DfE) changed the reporting arrangements for GCSEs, including changing accountability measures, so that only the first entry for each GCSE or equivalent for each student counted towards school and Local Authority performance.
- 1.4 Following Professor Alison Wolf's Review of Vocational Education, the DfE also reduced the number and type of qualifications which could be included in the headline measure of at least five good GCSEs including English and mathematics by:
 1. Restricting the qualifications counted;
 2. Preventing any qualification from counting as larger than one GCSE;
 3. Capping the number of non-GCSEs included in performance measures at two per pupil.
- 1.5 It is useful to bear in mind that 2014 data reflects school level performance and not all of the qualifications achieved by individual pupils. Many will leave Year 11 with more qualifications than will be included against their schools performance as a result of these national reforms.

- 1.6 The GCSE outcomes were reported at Local Authority level on 23 October 2014, with an expectation that final results at school level would be published in January 2015. There will be some minor changes to the data reported here at that point.
- 1.7 Schools will be deemed to be underperforming by the DfE if their performance on the 2013/14 data is below the 'floor standard'. A school is below this minimum expected level if:
1. Less than 40 per cent of pupils at the end of key stage 4 achieve 5 or more GCSEs or equivalent at grade A* to C, including English and mathematics GCSEs; and
 2. The proportion of pupils making expected progress in English and mathematics is below the median percentage for all state-funded mainstream schools.
- 1.8 Provisional data shows that Warwickshire has two Secondary schools below the national floor standards in 2014. This data is based on 'proxy' national information and may be subject to change in January 2015 once the Secondary School Performance Tables are published.

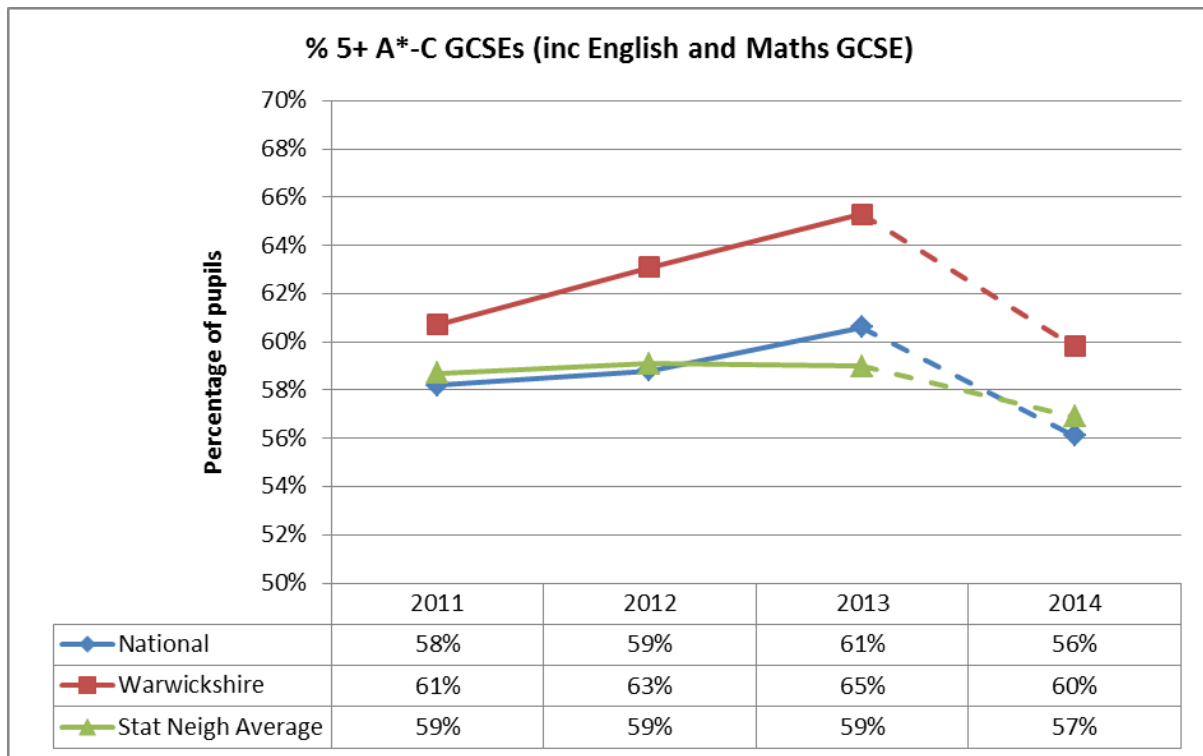
2.0 Summary

- 2.1 The percentage achieving five or more good GCSEs (A*-C) including English and Mathematics in Warwickshire is 60%. This is seven percentage points above the national average (56%) and three percentage points above our statistical neighbours (57%).
- 2.2 The average capped GCSE and equivalents point score per pupil in Warwickshire is 326.0, higher than the national average (310.3) and our statistical neighbours (313.5).
- 2.3 26% of pupils achieved the English Baccalaureate (EBacc) in Warwickshire compared to 24% nationally and 23% in our statistical neighbour authorities.
- 2.4 73% of pupils in Warwickshire made expected progress in English compared to 71% of pupils nationally and 70% by our statistical neighbours.
- 2.5 69% of pupils in Warwickshire made expected progress in Maths compared to 65% of pupils nationally and 66% by our statistical neighbours.

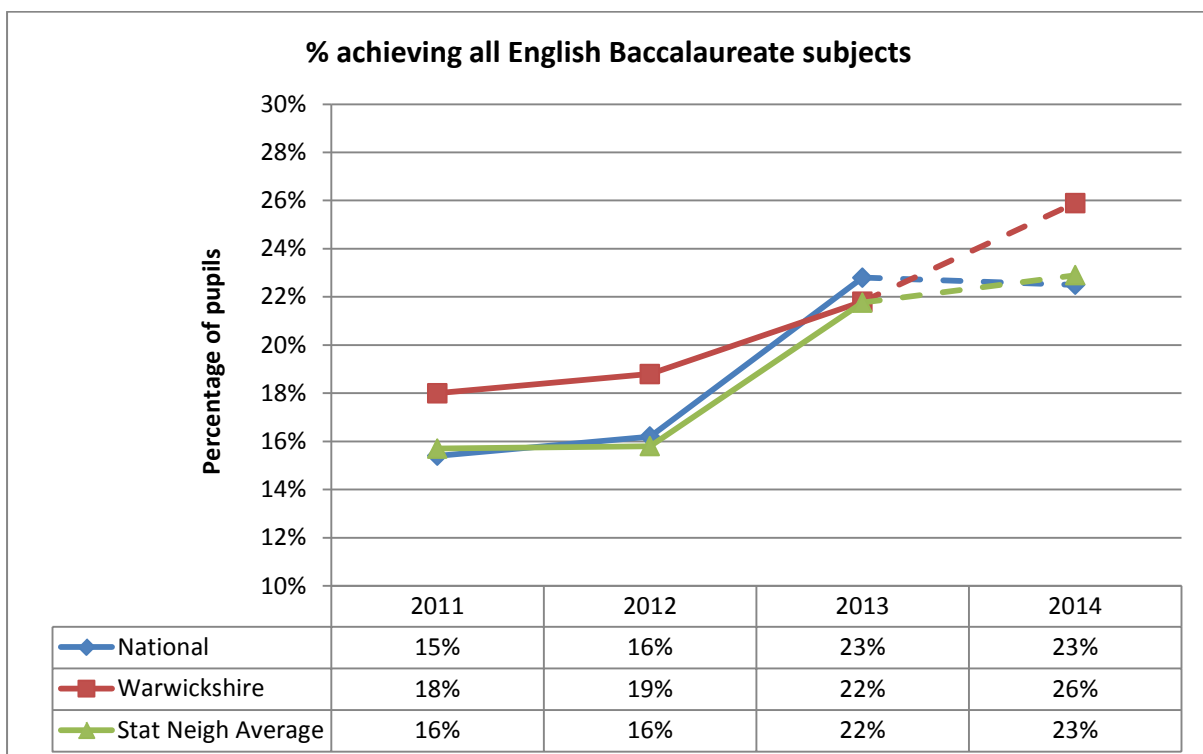
3.0 Key Stage 4

- 3.1 The percentage achieving five or more good GCSEs (A*-C) including English & mathematics in Warwickshire is 60%. This is 7 percentage points above the national average (56%) and 3 percentage points above our statistical

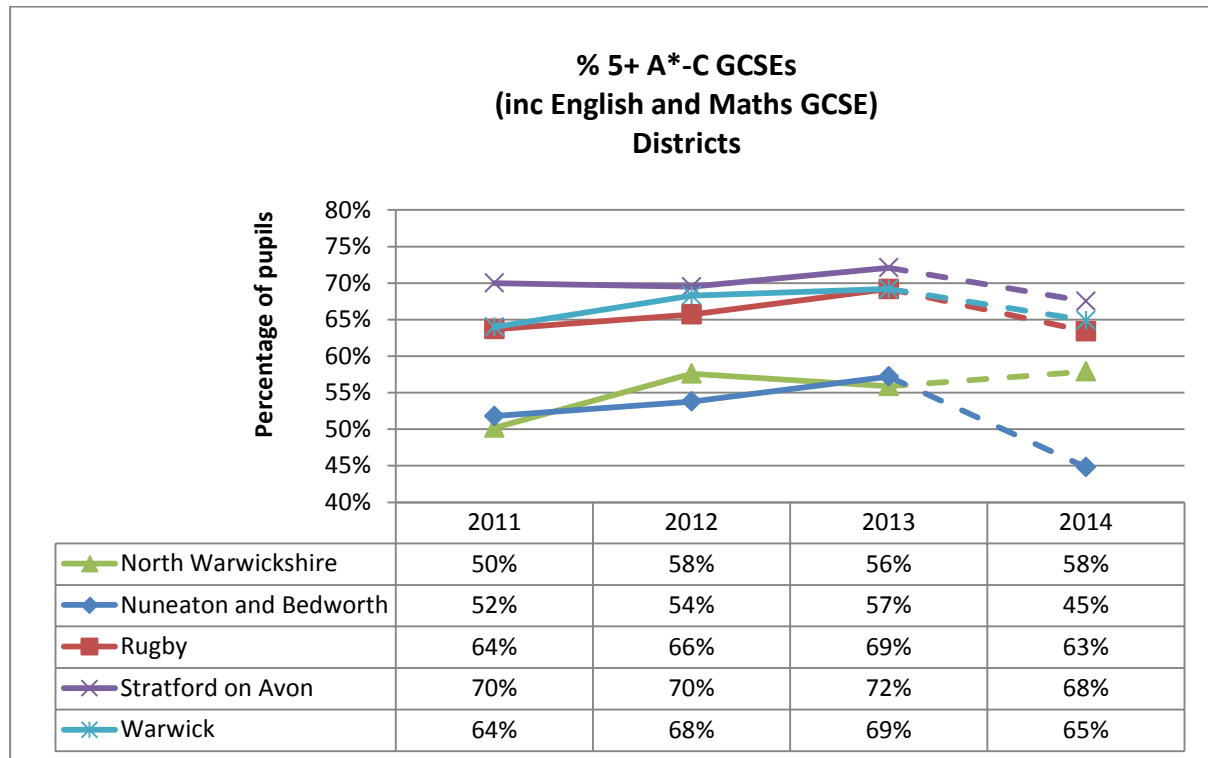
neighbours (57%). Compared to our statistical neighbours, Warwickshire are ranked second only to Cheshire East (61%).



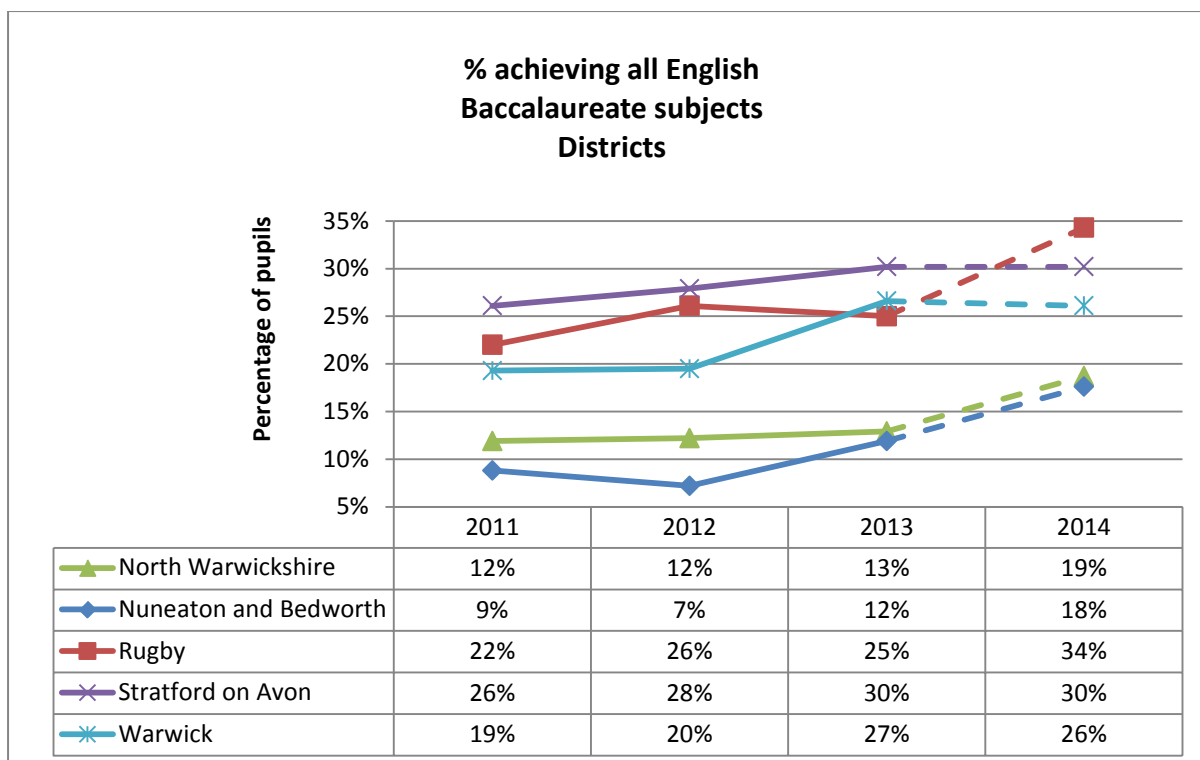
3.2 26% of pupils achieved the English Baccalaureate (EBacc) in Warwickshire compared to 24% nationally and 23% in our statistical neighbour authorities. This is encouraging compared to last year when 22% of Warwickshire pupils achieved the EBacc.



- 3.3 The gap between the performance of secondary schools in the different districts of Warwickshire has reduced with the exception of Nuneaton and Bedworth which is particularly affected by one school.
- 3.4 The narrowing of this gap particularly reflects the performance of schools in North Warwickshire which improved the headline figure despite the changes to methodology.

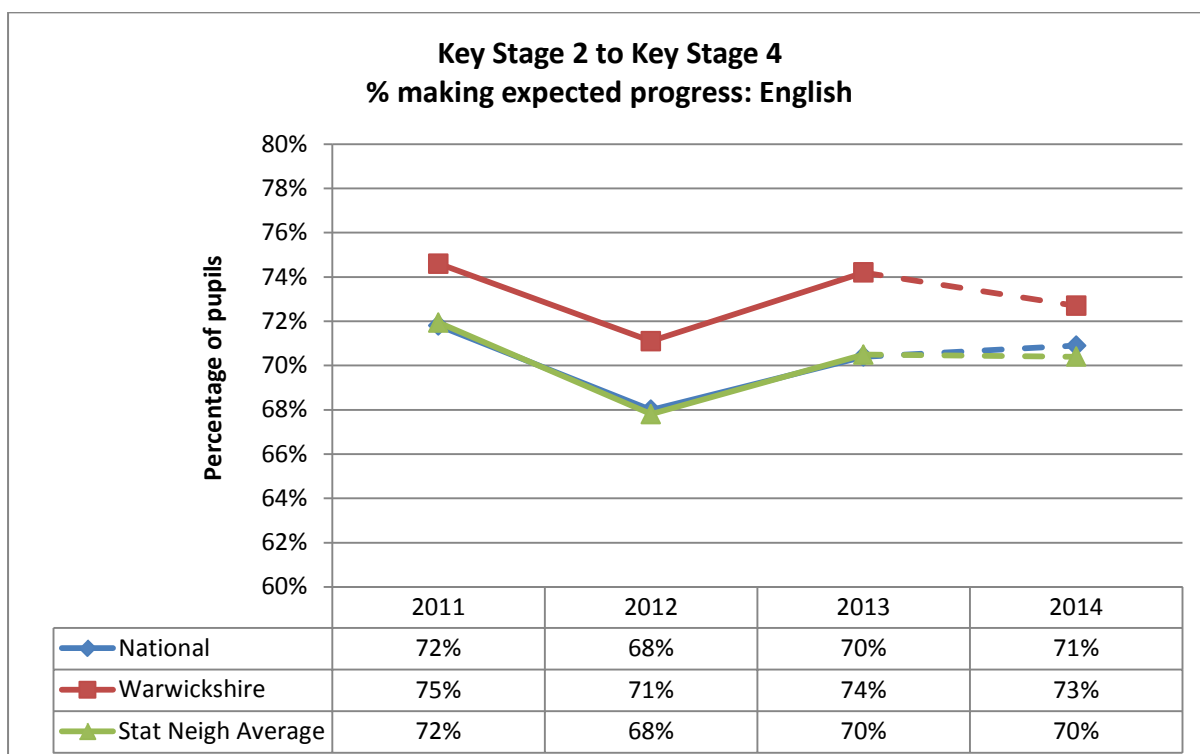


- 3.5 In terms of the students achieving all of the EBacc subjects, the gap narrowed slightly with the strongest improvements in Rugby, North Warwickshire and Nuneaton and Bedworth.
- 3.6 Rugby is now the highest performing District in terms of the EBacc with 34% achieving all of the subjects.

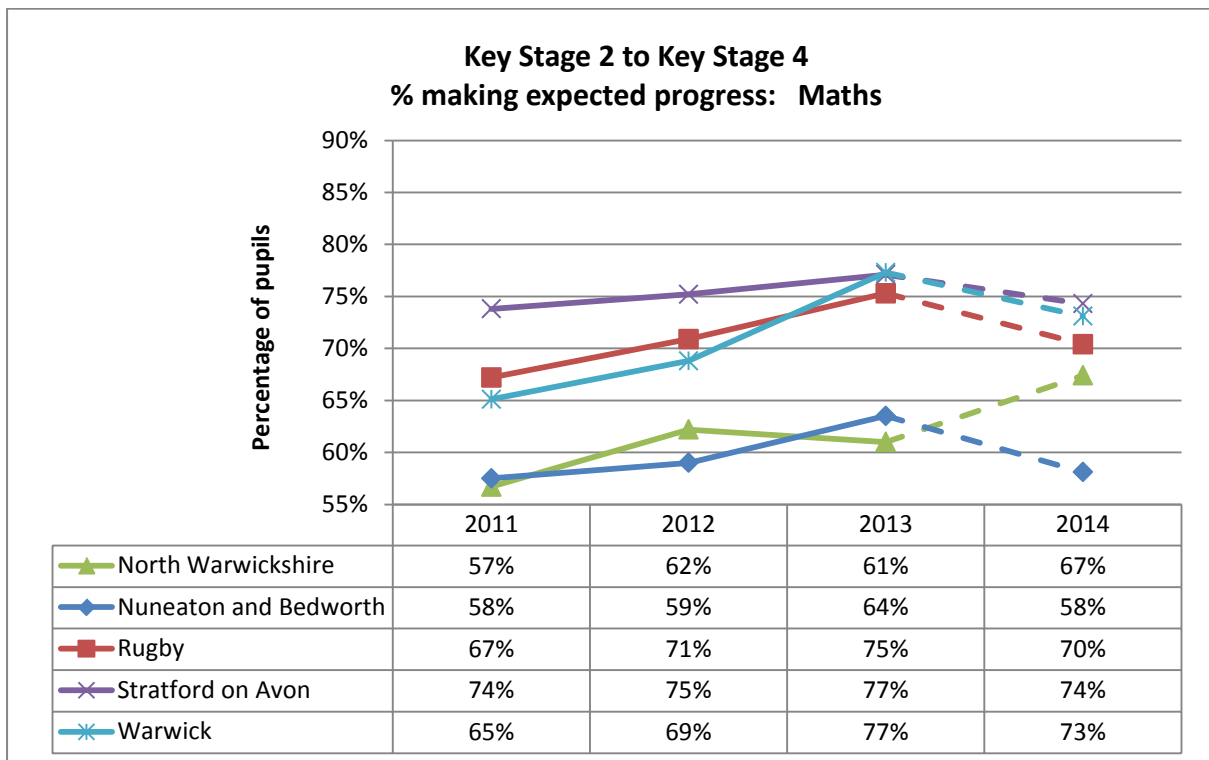


4.0 Progress between Key Stage 2 and Key Stage 4

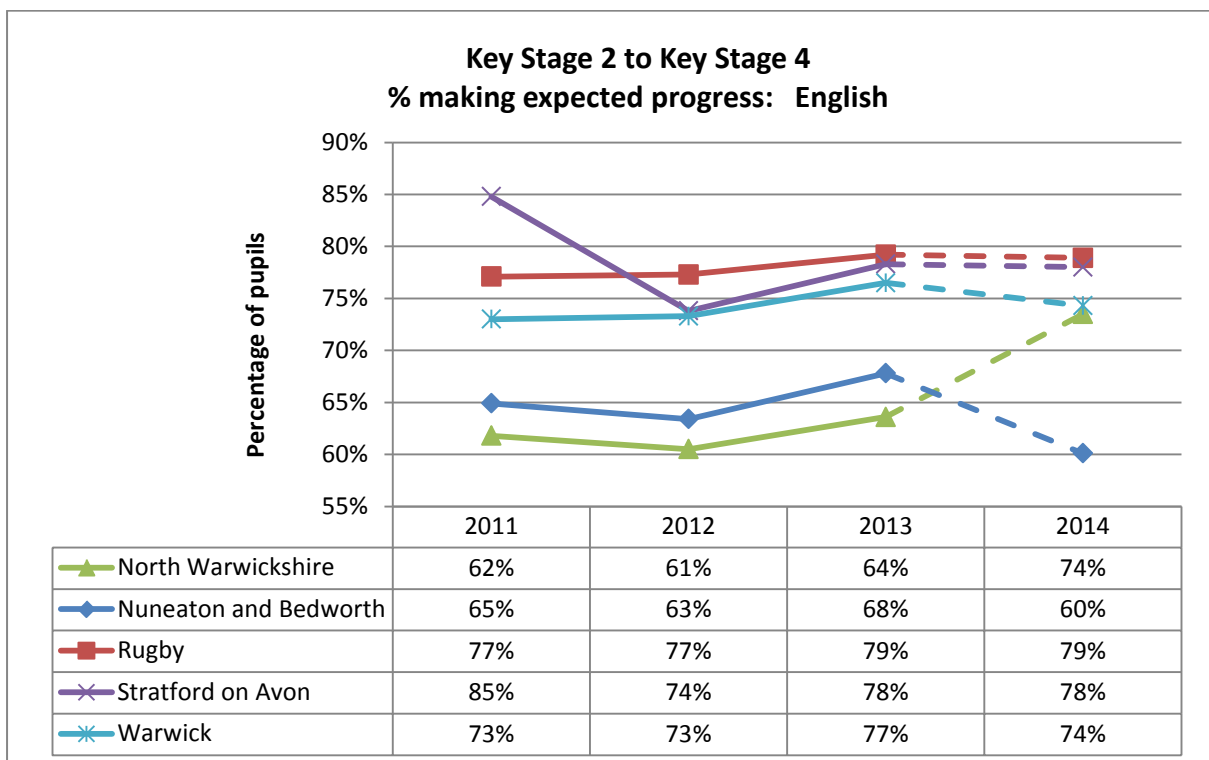
4.1 73% of pupils in Warwickshire made expected progress in English compared to 71% of pupils nationally and 70% by our statistical neighbours.

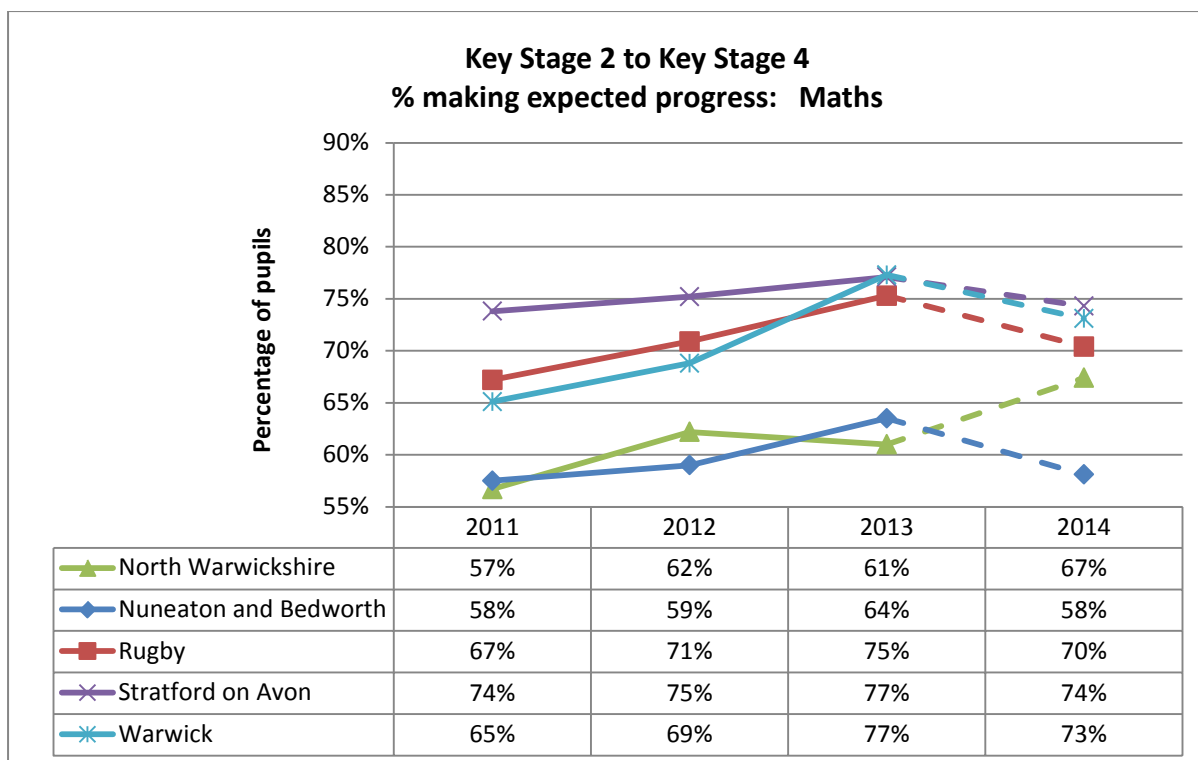


4.2 69% of pupils in Warwickshire made expected progress in Mathematics compared to 65% of pupils nationally and 66% by our statistical neighbours.



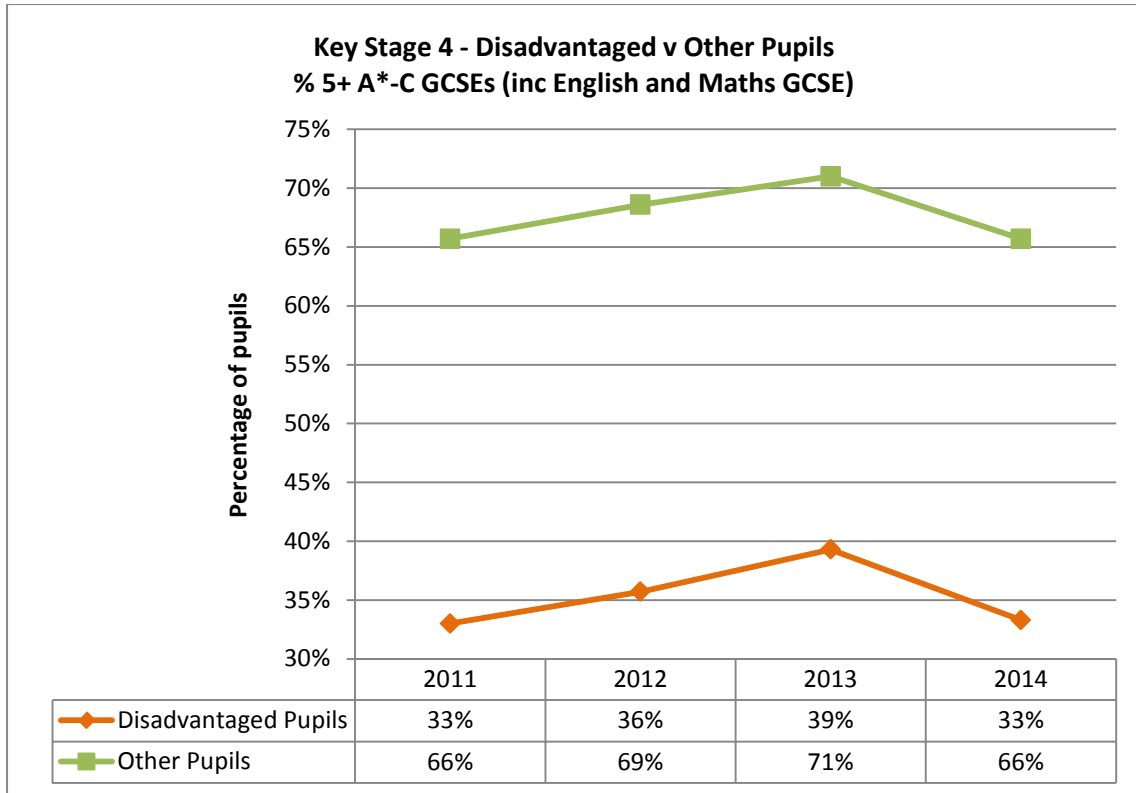
4.3 The proportion of pupils making expected progress in English in North Warwickshire improved by 10 percentage points, while progress in mathematics improved by 6 percentage points, narrowing the gap with the other districts.



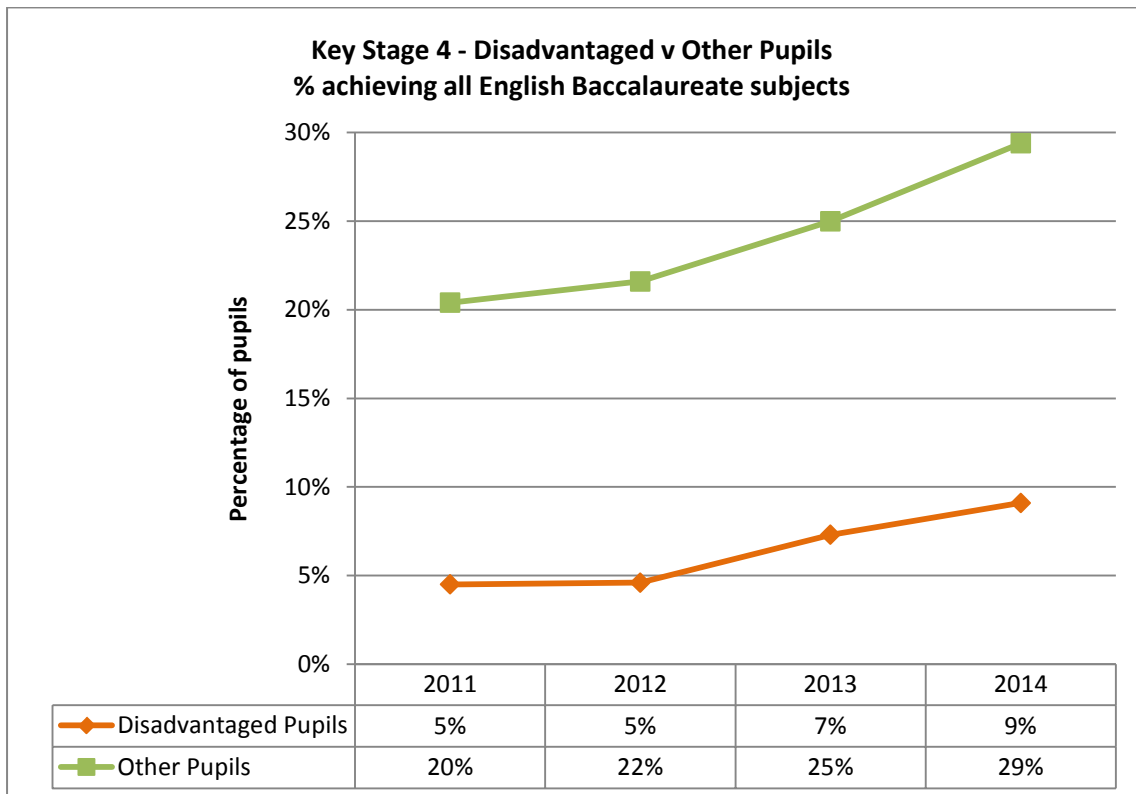


5.0 The Achievement of Disadvantaged Pupils

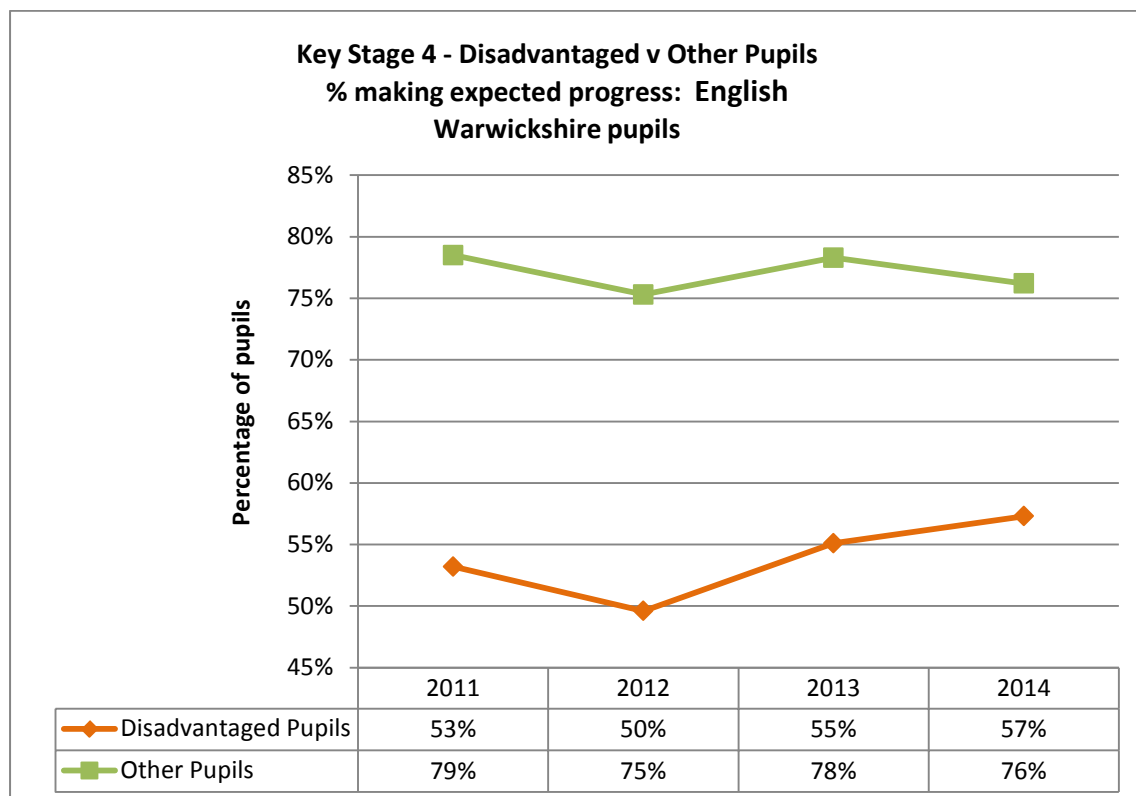
- 5.1 The DfE defines disadvantaged pupils as those in receipt of the pupil premium at any time during the last six years. This includes those entitled to free school meals and looked after children.
- 5.2 The proportion of disadvantaged pupils achieving 5 or more good GCSEs including English and Mathematics fell by slightly more than the proportion of other pupils and as a result the gap widened from 32 to 33 percentage points.
- 5.3 The attainment of disadvantaged pupils by District is set out in Appendix A. The proportion of disadvantaged pupils achieving five or more good GCSEs ranged from 26% in Nuneaton and Bedworth to 39% in Rugby.
- 5.4 On this headline measure, the gap between disadvantaged pupils and other pupils ranged from 24% in Nuneaton and Bedworth to 41% in Stratford.
- 5.5 The proportion of disadvantaged pupils achieving the EBacc increased to 9%. However, this increase was smaller than the increase for other pupils and the gap widened to 20 percentage points.
- 5.6 The performance of disadvantaged pupils on the EBacc measure ranged from 6 % in Nuneaton and Bedworth to 14% in Rugby.



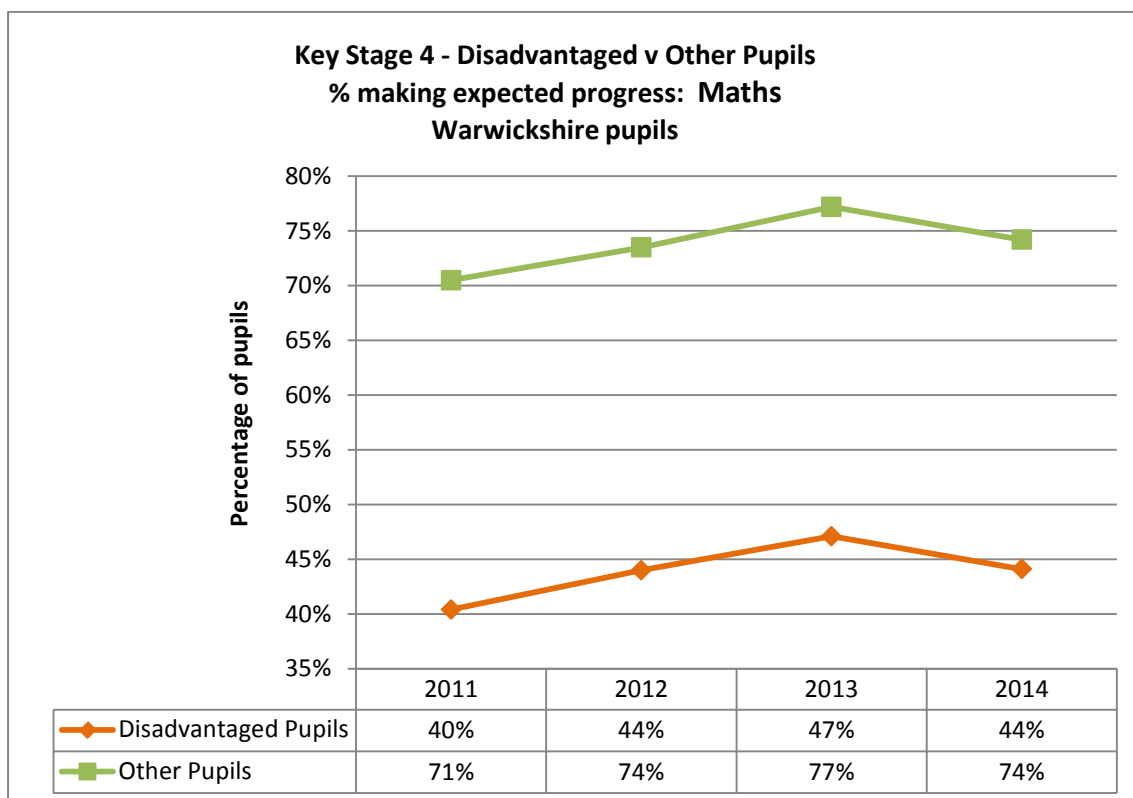
5.7 The gap between the proportion of disadvantaged pupils and other pupils achieving the EBacc ranged from 10% in North Warwickshire to 25% in Stratford.



- 5.8 The proportion of disadvantaged pupils making expected progress in English increased by 2 percentage points, while the proportion of other pupils fell by 2 percentage points. As a result, the gap narrowed from 23% to 19%.
- 5.9 The progress of disadvantaged pupils in English by District is set out in Appendix B. Performance ranged from 49% in Nuneaton and Bedworth to 66% in Rugby.
- 5.10 The gap between disadvantaged and other pupils ranged from 11% in North Warwickshire to 26% in Stratford.



- 5.11 The proportion of disadvantaged pupils and the proportion of other pupils making expected progress in Mathematics both fell by 3 percentage points. As a result, the gap remains at 30%.
- 5.12 The progress of disadvantaged pupils in English by District is set out in Appendix B. Performance ranged from 38% in Nuneaton and Bedworth to 50% in Warwick.
- 5.13 The gap between disadvantaged and other pupils ranged from 25% in Nuneaton and Bedworth to 37% in Stratford. Other than Stratford, the gap is more consistent in Mathematics than in English, ranging from 25% to 29% in the other four Districts.

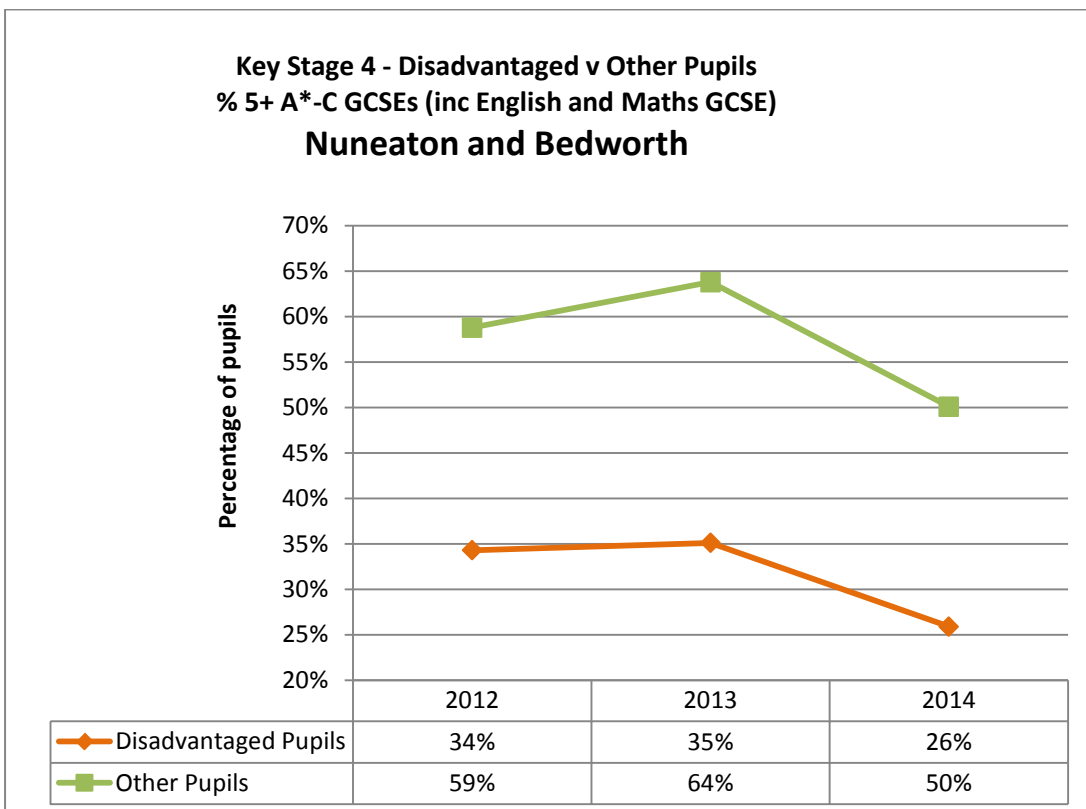
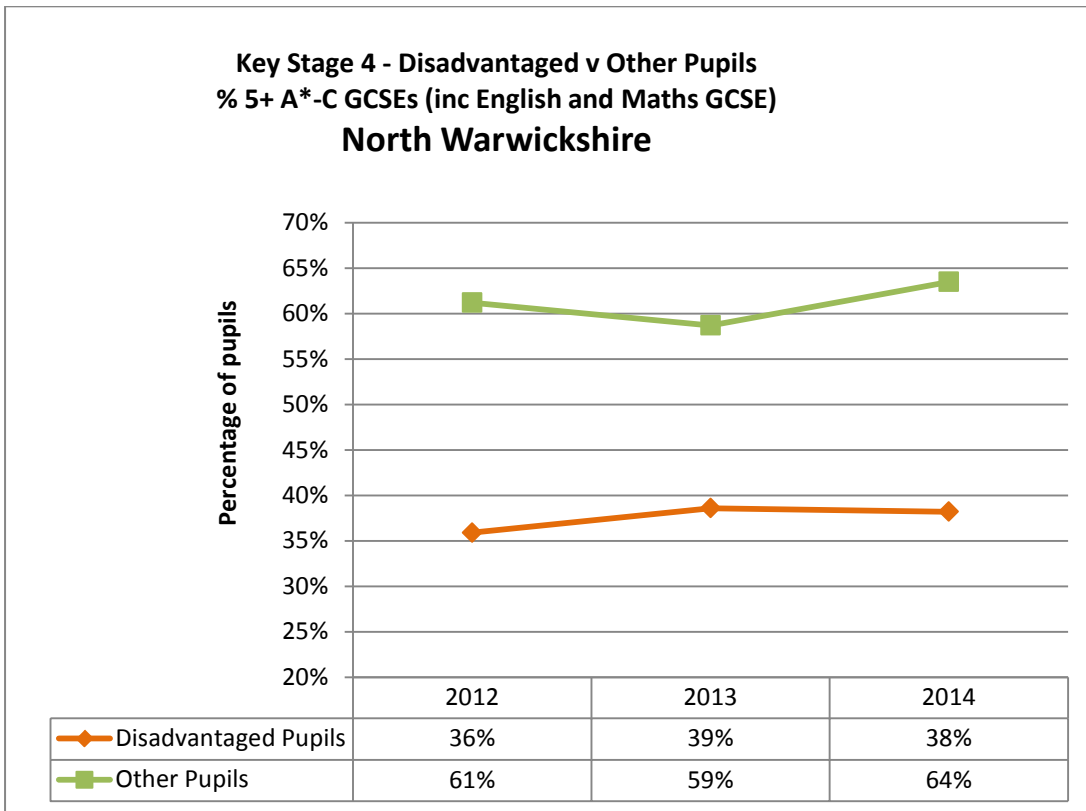


Recommendation

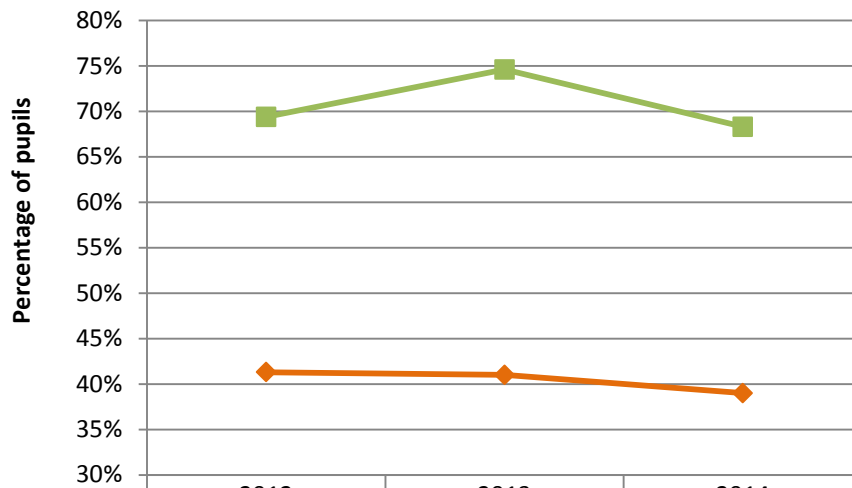
To note the performance of children and young people in Warwickshire schools in national tests.

	Name	Contact Information
Report Author	Nigel Minns	nigelminns@warwickshire.gov.uk 01926 742588
Head of Service	Nigel Minns	nigelminns@warwickshire.gov.uk 01926 742588
Strategic Director	Monica Fogarty	monicafogarty@warwickshire.gov.uk 01926 412514
Portfolio Holder	Cllr Colin Hayfield	cllrhayfield@warwickshire.gov.uk

Performance of Disadvantaged Pupils by District – Attainment

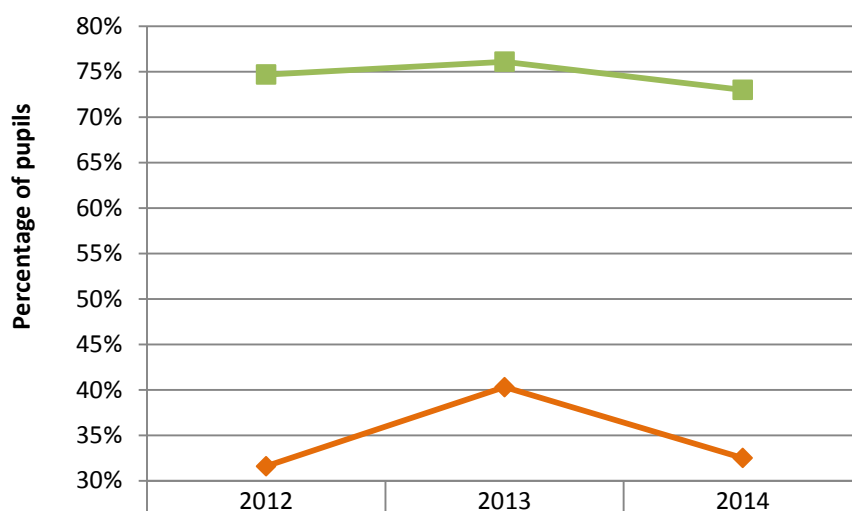


**Key Stage 4 - Disadvantaged v Other Pupils
% 5+ A*-C GCSEs (inc English and Maths GCSE)
Rugby**



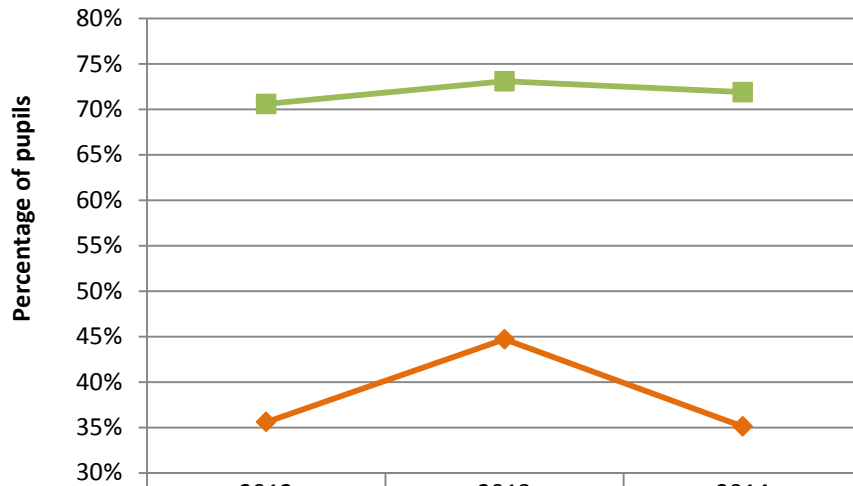
	2012	2013	2014
Disadvantaged Pupils	41%	41%	39%
Other Pupils	69%	75%	68%

**Key Stage 4 - Disadvantaged v Other Pupils
% 5+ A*-C GCSEs (inc English and Maths GCSE)
Stratford on Avon**



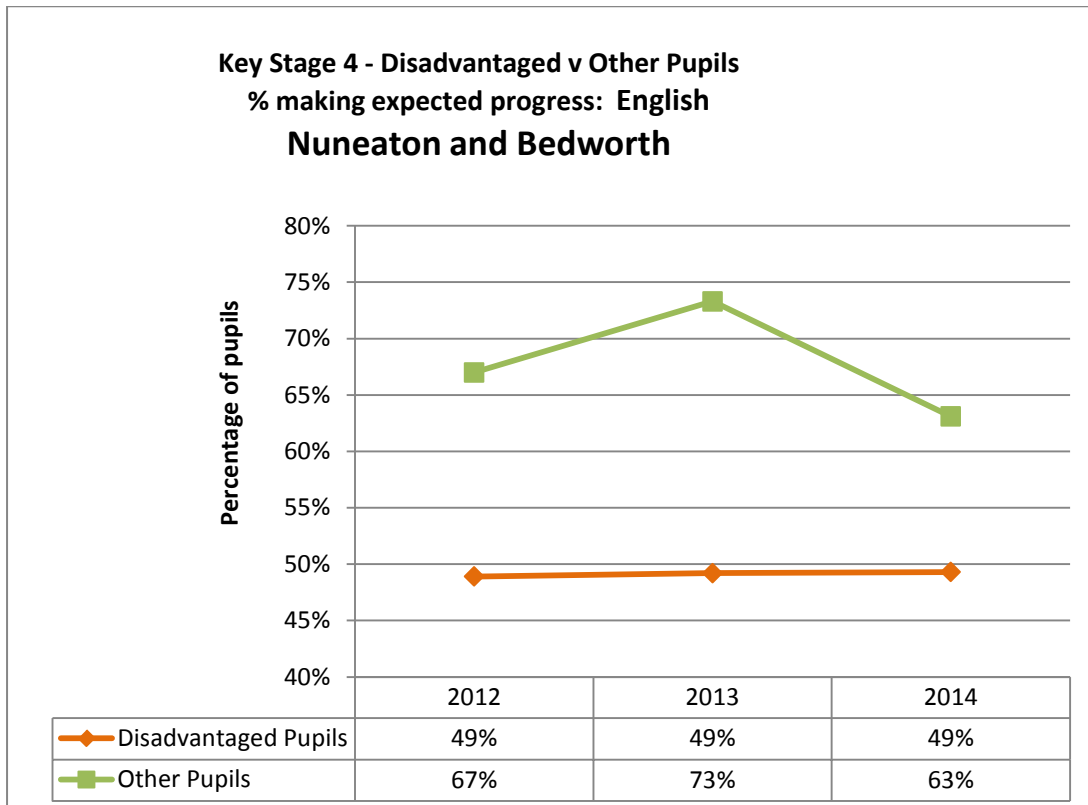
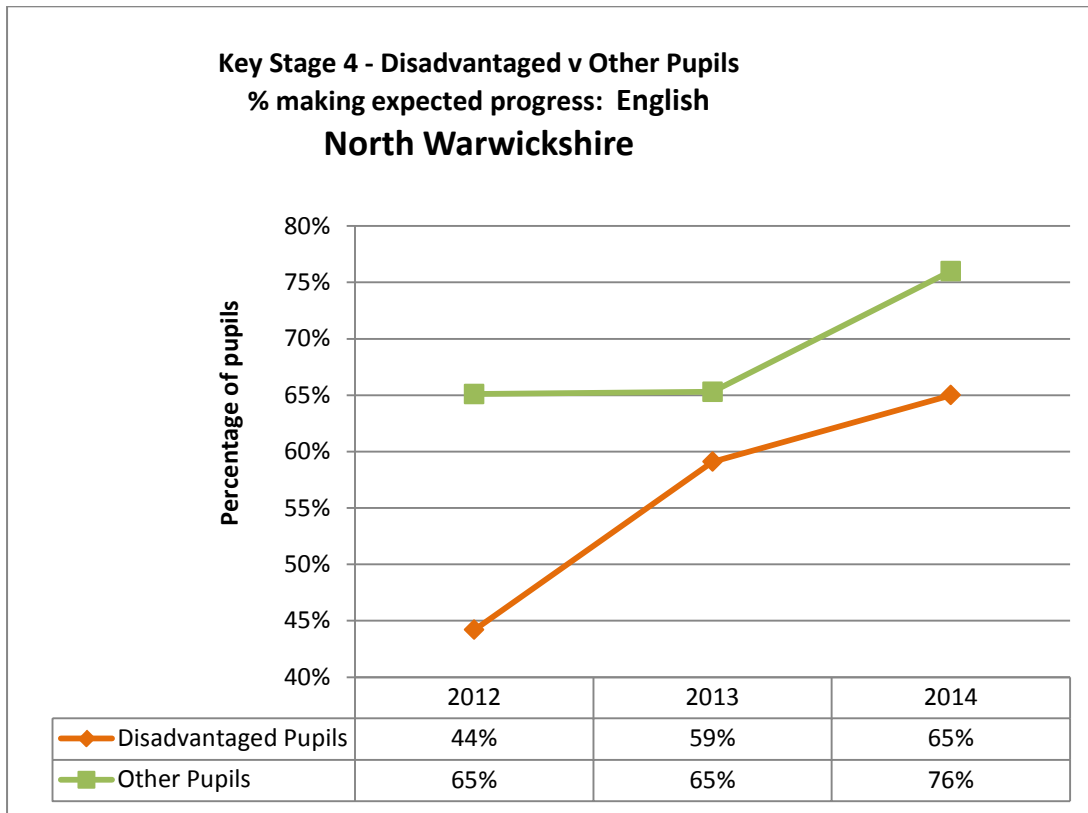
	2012	2013	2014
Disadvantaged Pupils	32%	40%	33%
Other Pupils	75%	76%	73%

**Key Stage 4 - Disadvantaged v Other Pupils
% 5+ A*-C GCSEs (inc English and Maths GCSE)
Warwick**

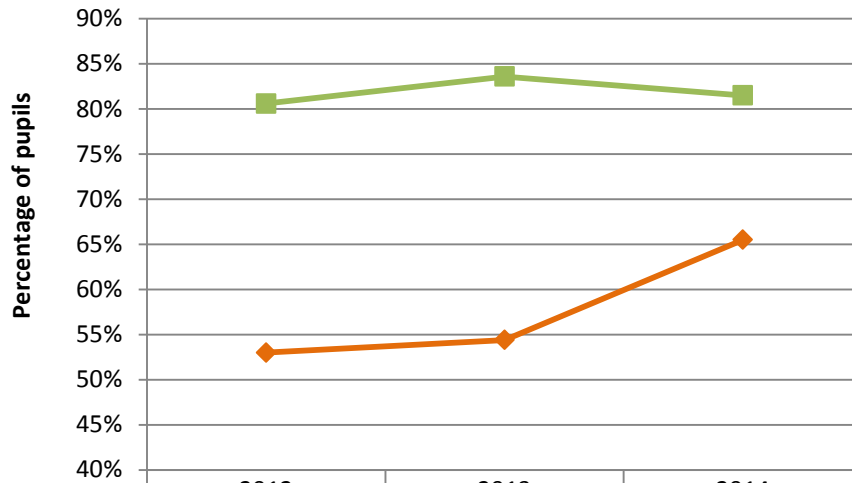


	2012	2013	2014
Disadvantaged Pupils	36%	45%	35%
Other Pupils	71%	73%	72%

Performance of Disadvantaged Pupils by District – Progress in English

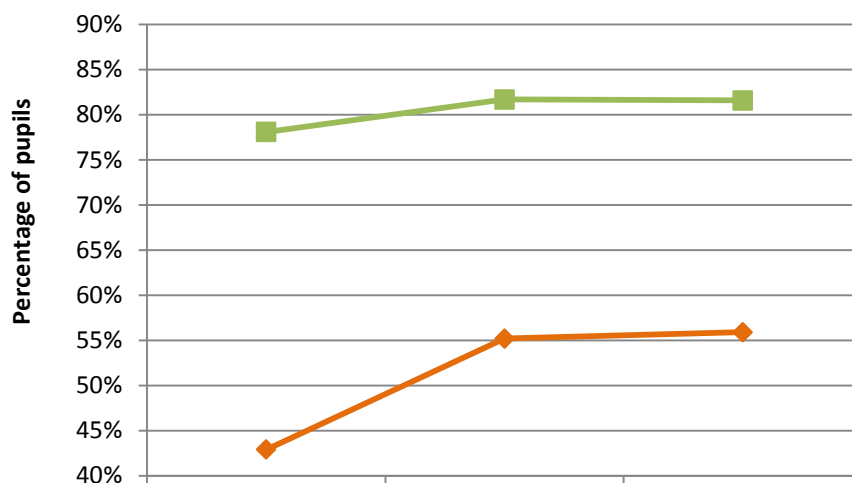


Key Stage 4 - Disadvantaged v Other Pupils
% making expected progress: English
Rugby



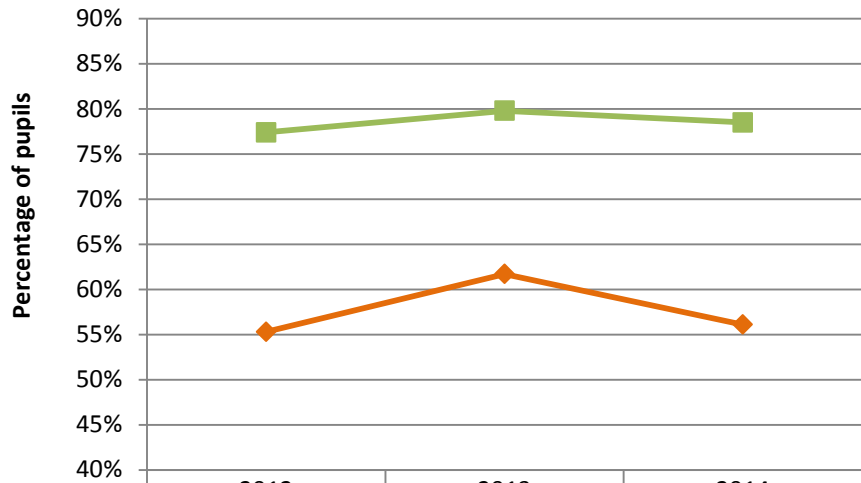
	2012	2013	2014
Disadvantaged Pupils	53%	54%	66%
Other Pupils	81%	84%	82%

Key Stage 4 - Disadvantaged v Other Pupils
% making expected progress: English
Stratford on Avon



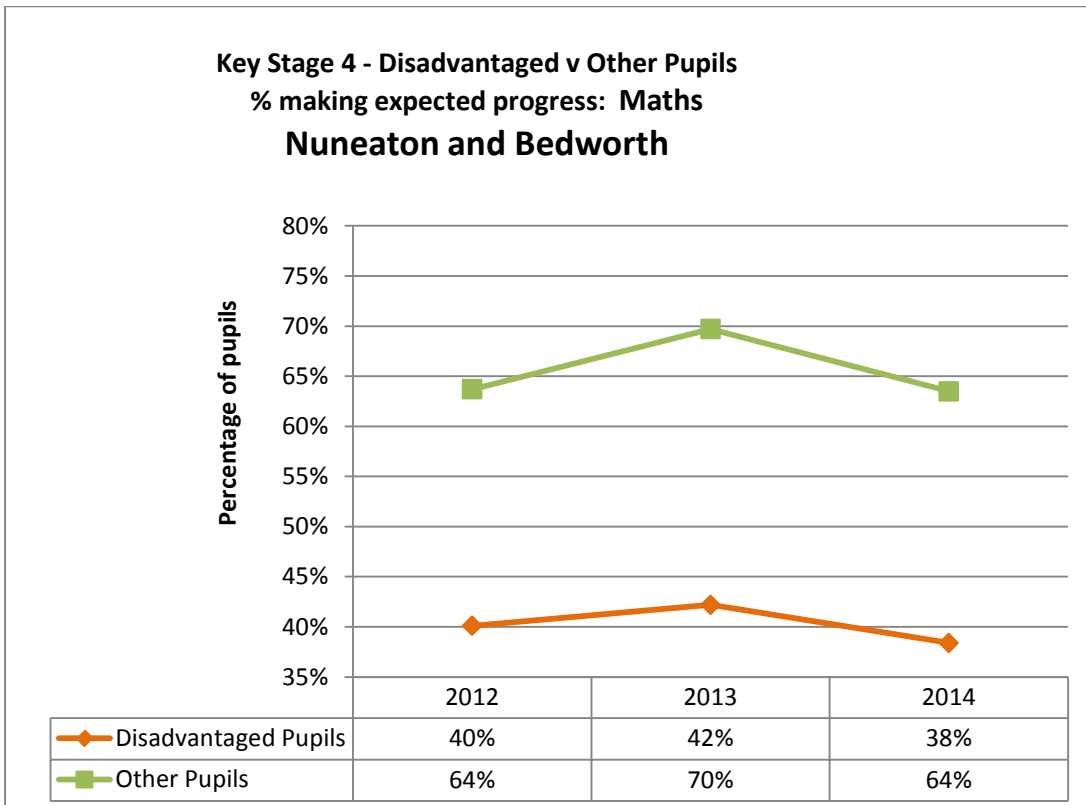
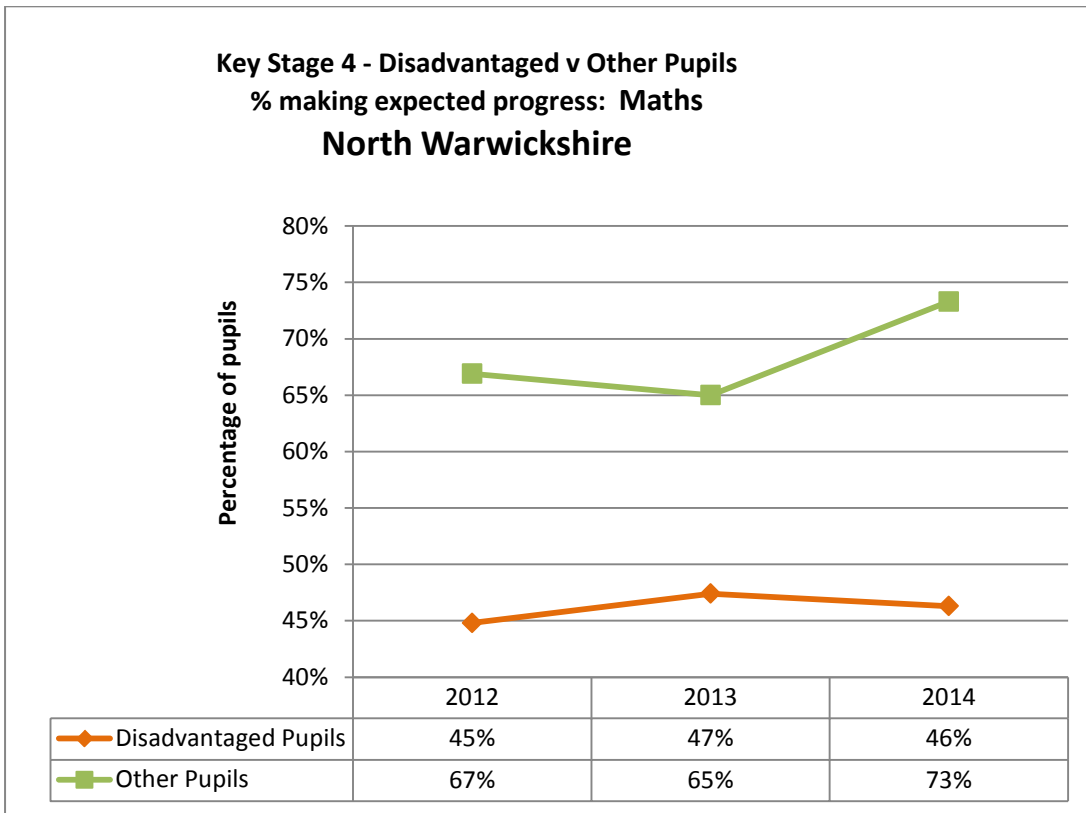
	2012	2013	2014
Disadvantaged Pupils	43%	55%	56%
Other Pupils	78%	82%	82%

**Key Stage 4 - Disadvantaged v Other Pupils
 % making expected progress: English
 Warwick**

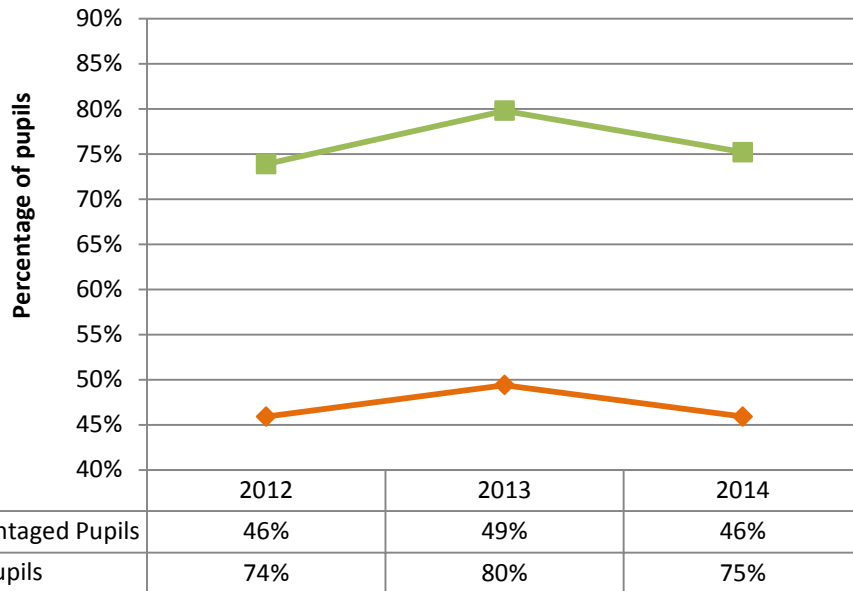


	2012	2013	2014
—◆— Disadvantaged Pupils	55%	62%	56%
—■— Other Pupils	77%	80%	79%

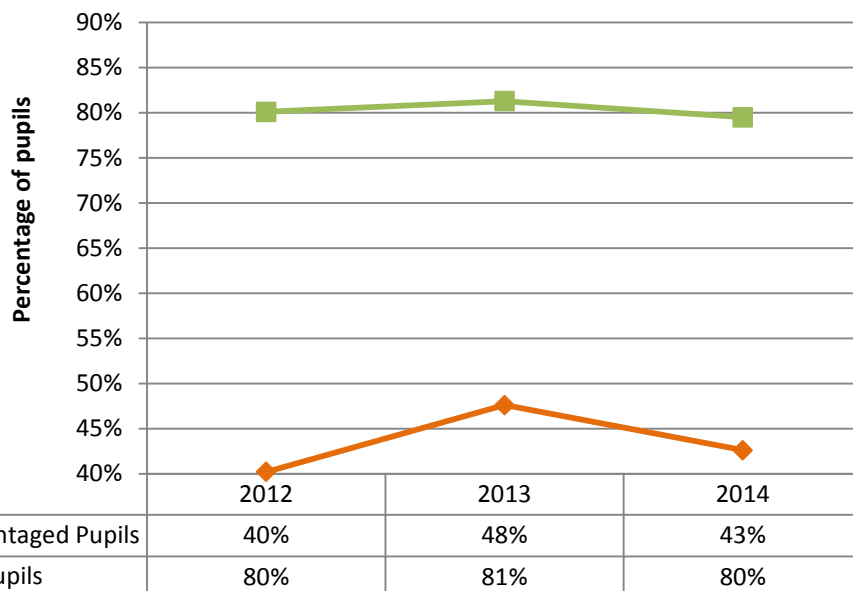
Performance of Disadvantaged Pupils by District – Progress in mathematics



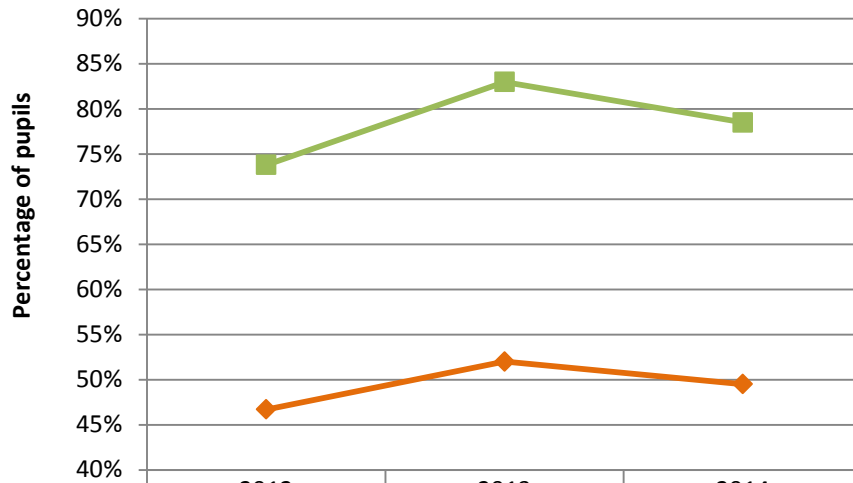
Key Stage 4 - Disadvantaged v Other Pupils
% making expected progress: Maths
Rugby



Key Stage 4 - Disadvantaged v Other Pupils
% making expected progress: Maths
Stratford on Avon



**Key Stage 4 - Disadvantaged v Other Pupils
% making expected progress: Maths
Warwick**



	2012	2013	2014
Disadvantaged Pupils	47%	52%	50%
Other Pupils	74%	83%	79%

Children and Young People Overview and Scrutiny Committee

6th January 2015

Work Programme 2014/15

Recommendations

That the Children and Young People Overview and Scrutiny Committee:

- 1) Approves the updated Work Programme 2014/15;
- 2) Notes the summary document which has been produced following a visit by members to the Skills Show on 14th November 2014
- 3) Notes the update on recommendations and actions previously agreed.

1.0 Work Programme 2014/15

- 1.1 The updated Committee Work Programme for 2014/15 is attached at **Appendix A**.
- 1.2 A summary document following member attendance at the Skills Show on 14th November 2014 is attached at **Appendix B**.

2.0 Briefing Notes

- 2.1 The following Briefing Notes have been circulated since the last meeting of the Committee:
 - Children's Centre Providers – 13th November 2014
 - Referral from the Regulatory Committee (Schools Places) – 13th November 2014
 - Work Programme (membership of the Mental Health Task and Finish Group) – 18th November 2014
 - Work Programme (members to be provided with a link to the Warwickshire CSE Strategy) – 18th November 2014

2.2 Members are asked to consider whether they wish to undertake further scrutiny of any of the above topics.

3.0 Recommendations and Action Plan

3.1 Attached at **Appendix C** is the document which helps the Committee to keep track of recommendations and requests that it has made. The document is regularly updated and presented to each Committee meeting, so that members can track progress and determine whether any further action is required.

4.0 Dates of Future Meetings

4.1 Future meetings of the Committee have been scheduled for 10.00 a.m. on the following dates:

- 7th April 2015
- 2nd June 2015
- 22nd September 2015
- 17th November 2015
- 12th January 2016
- 1st March 2016

Appendices:

Appendix A – Work Programme 2014/15

Appendix B – Skills Show 2014 Summary Document

Appendix C – Recommendations and Actions 2014/15

	Name	Contact details
Report Author	Ben Patel-Sadler	benpatelsadler@warwickshire.gov.uk
Head of Service	Sarah Duxbury	sarahduxbury@warwickshire.gov.uk
Strategic Director	David Carter	davidcarter@warwickshire.gov.uk
Portfolio Holder	Councillor Kam Kaur	cllrkamkaur@warwickshire.gov.uk

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Item	Report detail	Date of last report	Date of next report
Questions to the Portfolio Holders / Forward Plan	Report which includes Forward Plan decisions relevant to the remit of the Committee. (Ben Patel-Sadler)	N/a	* Standing item for every meeting
Joint Strategic Needs Assessment	There will be a full review of the JSNA in 2015, focusing on the last three years work/products. The update is to be presented to the Health and Wellbeing Board in May (2014) and will cover the current 5 themes and 10 topics. It is recommended that a joint meeting with the ASC&HOSC is held towards the end of the year (October/November) to consider the review. (Ben Patel-Sadler / Ann Mawdsley)	N/a	It is anticipated that consultation will begin in March 2015, with a joint meeting taking place in March 2016 to consider the final report and the recommendations of the Task and Finish Group.
Transition of Children to Adult Mental Health Services	Report of the joint Task and Finish Group with the OSC, Adult Social Care and Health OSC and Health Watch to review the transition of children to adult mental health services. Possible joint OSC meeting to approve. (Ann Mawdsley)	Agreed by OSC – 22 nd January 2015	Joint meeting with ASC&HOSC – TBC. T&F Group is taking place on 12.11.14. Review should be completed before the end of 2014.
Performance of the Independent	To consider a report on the impact on young people of the performance of the Independent Reviewing Service and the application for a Market Forces Supplement	22 nd January 2014	6 th January 2015

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Item	Report detail	Date of last report	Date of next report
Reviewing Service	for IRO salaries. (Jenny Butlin-Moran)		
Proposed Changes to Home to School Transport Policy	Members noted the verbal update and requested that a report detailing the consultation exercise proposals be presented, once available. (June Maw)	2 nd September 2014	6 th January 2015
Achievement of Warwickshire Children and Young People in National Tests in 2014.	A report was tabled at the meeting of the C&YP OSC on 4 th November 2014 which did not include the GCSE outcomes because of the results not being received until the 23 rd October 2014. This report will provide members with more detailed information on the GCSE outcomes. (Nigel Minns)	4 th November 2014	6 th January 2015
SEND Development Plan Following Consultation	The Committee to receive an update on the results of the consultation around the proposed reorganisation of the IDS which ended on 23 rd November 2014. The report will also outline the future direction of travel after the consultation results have been analysed. (Hugh Disley) Please note that this report will also cover the SEND Local Offer which was due to be brought to the Committee as a separate item at the April 2015 meeting of the C&YP OSC. <i>Do members still wish to consider the SEND Local Offer at the April 2015 meeting of the C&YP OSC (it was originally due to be considered on this date in any case?)</i>	N/A	6 th January 2015 <i>PULLED DUE TO JUDICIAL REVIEW TAKING PLACE. ITEM NOW GOING TO FEBRUARY 2015 MEETING OF CABINET.</i>
One Organisational Plan (OOP) Mid- Year Performance Report	The Committee to receive the report that went to Cabinet on 13th November 2014. (Elizabeth Abbott). No CMIS workflow required.	4 th November 2014	6 th January 2015
Multi-Agency	The Committee to receive a verbal update on the progress of arranging/facilitating a	N/A	6 th January 2015

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Item	Report detail	Date of last report	Date of next report
Safeguarding	Multi-Agency Safeguarding event around CSE		
Priority Families Programme	To receive an update on the Programme, refreshed criteria and expenditure of the surplus DCLG funding. (Nick Gower-Johnson)	3 rd June 2014	7 th April 2015
Child Poverty Strategy	To consider the shortlist of proposed priorities, and the anticipated outcomes, for inclusion in the refreshed Strategy. (Bill Basra)	3 rd June 2014	7 th April 2015
Strategy for Vulnerable Learners	The Committee requested that the post-consultation version of the Strategy be presented, once available. (Pat Tate)	2 nd September 2014	7 th April 2015
Adoption Process and Scorecards	To receive an update on the implementation of changes to the adoption process, including the impact of the Government Adoption Action Plan. (Brenda Vincent)	2 nd April 2014	7 th April 2015
Primary Inclusion Support Groups	The Committee to consider an annual report on the Primary Inclusion Support Groups to include the experience gained of transport issues and how these have been resolved. (Pat Tate / Graham Pirt)	2 nd April 2014	7 th April 2015
Childcare Sufficiency Assessment	To consider the annual report (prior to approval at Cabinet) on how the Council is meeting its duty to secure sufficient childcare. (Diana Spragg). BPS e-mailed Nigel Minns on 27.11.14 to ask if this report could be made available to members of the Committee in the New Year. By doing this, members would have an opportunity to read the report, highlight any concerns and then make a decisions if they feel it is necessary to formally bring the report to the Committee in April.	N/a	7 th April 2015

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Item	Report detail	Date of last report	Date of next report
Children's Centres Providers	<p>To receive a presentation from Barnardo Services Ltd and The Parenting Group to include detail on the impact of the transition and the delivery of the five outcomes, together with an update on the Children's Centres Scrutiny Action Plan, at the meeting scheduled for 7th April 2015.</p> <p>To undertake the Committee's previous recommendation for the Children's Centres Select Committee: That the Children and Young People Overview and Scrutiny Committee and the Health and Wellbeing Board monitors the key service delivery outcomes, as defined by the Learning and Achievement service, and the extent to which these are achieved by the Children's Centre providers.</p> <p>The Committee to receive a performance report in order to monitor outcomes. First update to include detail regarding the award of the contract and the key service delivery outcomes that have been set. (Barbara Wallace)</p>	2 nd September 2014	7 th April 2015
Warwickshire All Age Autism Strategy (2014-17) and Delivery Plan Update	<p>The Committee to receive an update on the delivery and progress of the Strategy following the initial meeting of the Autism Partnership Board which took place in December 2014. (Chris Lewington/Lisa Lissaman) DEFERRED AT 26.11.14 MEETING OF THE CHAIR AND SPOKES. WILL REVIEW AT A LATER DATE. NOTE THAT DELIVERY PLAN TO BE UPDATED ONCE A NEW DATE HAS BEEN DETERMINED.</p>	4 th November 2014	7 th April 2015
One Organisational Plan (OOP) Q3 Performance Report	<p>The Committee to receive the report that went to Cabinet on 27 January 2015. (Elizabeth Abbott)</p>	6 th January 2015	7 th April 2015
Academies and Free	<p>The Committee to receive an update on recommendations previously submitted and</p>	2 nd September	7 th April 2015

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Item	Report detail	Date of last report	Date of next report
Schools Scrutiny Action Plan	subsequently agreed (or noted) by Cabinet in respect of the following: Academies and Free Schools (NO WORKFLOW ON CMIS)	2014	
NEETs Update Report	The next annual report on the number of NEET young people be presented in June 2015. (Sarah Bradwell)	2 nd September 2014	2 nd June 2015
Fair Access Protocol Update	The Committee to receive an update on the effectiveness of the Fair Access Protocol over an extended period of time.	4 th November 2014	2 nd June 2015
One Organisational Plan (OOP) End of Year Performance Report	The Committee to receive the report that went to Cabinet on 11 th June 2015. (Elizabeth Abbott)	7 th April 2015	22 nd September 2015
Mental Health Service Provision for Children in Schools	Possible joint Task and Finish Group with Adult Social Care and Health – needs further discussion with Chair and Wendy Fabbro. Request that School Governor representatives be invited to participate in that review. (Ben Patel-Sadler)	Raised by OSC – 22 nd January 2015	TBC
Local Offer	To consider the outcome of the consultation regarding the Local Offer for social care, education and health for children with disabilities. (Hugh Disley / Adrian Wells) *Need confirmation of when this will be available	16 th July 2014	TBC

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Briefing Notes

Item	Briefing Note detail	Date requested	Date circulated
Role of the Director of Children's Services	To assess the robustness of arrangements in place for the dual role of the Director of Children's and Adult Services. To include minutes of the Warwickshire Safeguarding Boards who also monitor this arrangement. (Wendy Fabbro) Assigned to Chris Lewington in Wendy's absence (e-mail request sent to Chris on 13.11.14)	13 th January 2014	
Children & Families Bill 2013 and SEND Reforms	To consider an update on the implications and changes arising from the implementation of the Children and Families Bill 2013 and the Special Educational Needs and Disability (SEND) reforms. (Adrian Wells)	2 nd May 2014	6 th January 2015. This item will be covered under the SEND Development Plan Following Consultation Item. <i>PULLED FROM 6TH JAN 2015 MEETING. WILL THIS NOW BE CONSIDERED AT THE APRIL 2015 MEETING?</i>
School Improvement Team	To consider the findings of the internal audit review of the School Improvement team. (Claudia Wade to confirm)	27 th January 2014	See Academies & Frees Schools Scrutiny Action Plan
Warwickshire Education Services (WES) – Trading	To assess the progress of WES and the competitiveness of the LA's offer to schools. (Pate Tate / Janice Ogden)	27 th May 2014	28 th August 2014

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Update			
Schools Dashboard Report	Includes KPIs for schools, i.e. number of children attending 'good' schools. (Wendy Fabbro)	2 nd May 2014	21 st May 2014
Review of Threshold Document	Briefing note regarding the review of the document which focuses on the threshold for children and/or families requiring social care support. (Sue Ross)	2 nd May 2014	BPS e-mailed Sue Ross on 18.11.14 requesting an update.
Universal Free School Meals	First briefing note provided in January 2014 – request update on the latest position, particularly around the County Caterers Implementation Plan, the readiness of schools for September and arrangements for those schools who do not have any catering provision.	2 nd May 2014	30 th May 2014
Coventry & Warwickshire Partnership Trust	Briefing notes regarding the recent Care Quality Commission report.	2 nd May 2014	7 th May 2014
Adoption Performance	Briefing note on the County Council's performance in respect of adoption targets and process times. Last update received April 2101 – 6 month update due October 2014. (Brenda Vincent)	3 rd June 2014	Briefing note circulated by BPS on 15 October 2014.
16-19 Year Old NEETs (Not in Education, Employment or Training)	The Committee requested a Briefing Note outlining the next round of Department for Education NEETs data be provided in February 2015. (Sarah Bradwell)	2 nd September 2014	Sarah responded on 11.09.14 stating that the BN would be provided in February 2015.

**Children and Young People Overview and Scrutiny Committee
Work Programme 2014/15**

Children's Centre Commissioning	The Committee requested a Briefing Note on the provision of the Health Visiting service in Children's Centres once national guidance had been made available. (Rachael Leslie, Public Health)	2 nd September 2014	
The Review of School Improvement	The Committee requested a Briefing Note which would outline the findings of the Review of School Improvement. (Nigel Minns)	N/A	
The Regional Schools Commissioner	The Committee requested a Briefing Note which would outline the role of the Regional Schools Commissioner. (Nigel Minns)	N/A	
The Transition of Children's Services	The Committee requested a Briefing Note which would outline the transition of children's services from the NHS to Public Health (Nicola Wright)	N/A	Nicola Wright has delegated this to Helen Kind and Rachael Leslie. BPS awaiting a response as of 18.11.14. EXPECTED AFTER JANUARY 2015.
Child Poverty Strategy	Bill Basra informed BPS on 08.12.14 that he would provide C&YP OSC members with a Briefing Note in mid to late January 2015. The Note will outline the direction of travel for the Child Poverty Strategy that is being presented to the Committee in April 2015.	N/A	Mid to late January 2015

Children and Young People Overview and Scrutiny Committee

Summary of visit to the Skills Show held at the NEC Birmingham on 14th November 2014

1.0 Background to the event

- 1.1 The Skills Show is the nation's largest skills and careers event that attracts over 75,000 people each year. The show provides hands-on experiences that inspire young people to explore further education, skills and Apprenticeships.
- 1.2 At the 2014 event there were a range of exhibitors present covering industries and sectors from television and radio, heavy industry, through to colleges, the military and IT.
- 1.3 The staff and elected members visiting the show on Friday 14th November 2014 were Councillor Bob Hicks (Chair of the Children and Young People OSC), Councillor Dave Parsons, Councillor John Whitehouse, Councillor Jenny St. John, Councillor Peter Fowler and Ben Patel-Sadler (Democratic Services Officer).

2.0 Outline of the visit

- 2.1 After being provided with a map of the event, the delegation planned to visit each of the four halls throughout the day. The exhibition space was divided into defined, separate areas named 'The Street', 'The Studio', 'The Business', 'The Works' and 'The Building'. Each area housed exhibitors from specific industries/sectors. For example, within The Studio, delegates could find exhibitors from the world of fashion and retail and creative media, etc. The Street housed exhibitors from the cooking, floristry and hairdressing sectors, etc, whereas The Works played host to exhibitors from the engineering, robotics and welding industries.
- 2.2 The delegation visited each hall in turn, observing some of the live demonstrations, competitions and current apprentices from across all sectors showcasing their work. As the day progressed, members engaged with a variety of exhibitors- in particular, lengthy discussions took place between members and colleagues from Birmingham City Council, representatives from HS2 Rail and with staff from the European Social Fund in England.

3.0 Visits to specific exhibitors

3.1 Due to the time constraints placed on members (because of only being able to visit for one day), it was difficult to devote the time to have extended conversations with a number of the exhibitors. However, where detailed discussions did take place, a summary can be found below.

3.2 **Birmingham City Council** were exhibiting at the show for the specific purpose of launching 'The B1 mobile phone app'. This was a joint partnership between the Council and Trinity Mirror Midlands which aimed to help Birmingham's young people connect with appropriate jobs, courses and Apprenticeship opportunities.

Users of the app could be notified when an appropriate opportunity became available, immediately after a training provider/employer had uploaded a vacancy. Individual profiles could also be created by the app users themselves so that they could showcase their skills directly to employers.

Members were particularly interested in the Council's 'Youth Promise' which aimed to provide specialist mentoring and one-to-one support if a young person was not in education, employment or training and access to Birmingham Careers Service who would provide information, advice and guidance to a young person aged 16-19 who was not in education, training or employment. The Council would also be working with transport providers to make opportunities more accessible through better connectivity.

The above information relating to the app launch was conveyed to members by Shilpi Akbar (Assistant Director for Employment Development Directorate, Birmingham City Council). The delegation were informed that Councillor Penny Holbrook was the lead member for this area of work and would be happy to speak about it with Warwickshire members if they so wished.

3.3 **HS2 Rail** were exhibiting at the show, showcasing the planned routes of the proposed high speed national rail network. Staff from HS2 were also there to offer opportunities to the young people in attendance. When the project begins, it will require a huge number of new engineers and staff to facilitate the building and expansion of the network. Members held discussions with the stand staff, particularly as the route of HS2 will cut through vast swathes of the Warwickshire county.

3.4 **The European Social Fund (ESF)** stand was also visited by the delegation. Members were particularly interested in how the ESF was distributing its funds. Staff from the ESF were not able to provide members with all the information required, but explained that it was the role of a variety of public agencies to distribute the funds. If members wished to find out who was responsible for distributing funds at a local level and which projects were prioritised, further enquiries would need to be made.

4.0 Conclusion

4.1 The general consensus from members was that the visit to the Skills Show had been a worthwhile exercise and a good use of their time.

Over the course of the day, a variety of discussions took place between colleagues which can be summarised as follows:

1. It would be useful to know how many schools/academies in Warwickshire had sent their children and young people to the show.
2. Members would like to be reassured that children in care/vulnerable children had an opportunity to attend the Show- collectively or individually.
3. The delegation wanted to find out if the Council had any involvement in the show.

Other comments made were that all of the children and young people in attendance seemed to be engaged and interested. If certain schools were having problems with the low aspirations of some pupils, then a visit to the show could provide students with a break from their routine, giving them numerous career/study options to contemplate.

Members believed it would be a useful exercise for councillors to attend a future Skills Show to see for themselves what is on offer for today's children and young people. In future years, Members would want to plan a visit in more detail. It transpired that a number of speakers/lectures that the delegation would have like to have attended, had taken place on the previous day. If a larger delegation was to attend in the future, then members could attend workshops/lectures/events which they had a specific interest in.

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

Date raised by the OSC	Recommendation / Action	Lead Member / Officer	OSC Update	Progress Notes
2 nd April 2014	Early Years Commissioning – Chris Lewington undertook to circulate a briefing she had prepared to members of the Committee, which would include details of future savings plans.	Chris Lewington	3 rd June 2014	COMPLETED Briefing notes circulated to members 12 th May 2014
2 nd April 2014	Warwick Super Priority Area – June Maw undertook to check whether a response to the consultation had been received from the Warwick Transport Strategy Group.	June Maw	3 rd June 2014	COMPLETED June Maw has confirmed that no consultation response was received from this group.
22 nd January 2014	Hugh Disley, Head of Early Intervention, agreed that the page would be amended to include the full list of youth and community centres, with web links to the full youth other in each area.	Hugh Disley	2 nd April 2014	COMPLETED Briefing note circulated to the OSC – 19 th June 2014
22 nd January 2014	Request that the Committee have sight of the County Council's response to the letter that was submitted to the Chief Executive and the Leader of the Council by the Chair of Governors at Kenilworth Children's Centre and Nursery.	Hugh Disley / Claudia Wade	2 nd April 2014	Letter circulated to the Committee by email – 13 th March 2013. <u>Further request for clarification raised by Cllr Whitehouse re:</u> 1) Informal comments raised by some providers; 2) A clear statement of WCC's own policy position? Do we "value the

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

				<p>expertise of EYTCs" or not?; and</p> <p>3) What is WCC doing to utilise Nursery schools/classes to the full for the benefit of the whole of early years education across the county, and to ensure the sustainability of the EYTCs for the future?</p> <p>Issue referred to Cllr Hayfield – 6th June 2014.</p> <p>COMPLETED Councillor Hayfield responded to Cllr Whitehouse at the C&YP OSC on 4th November 2014.</p>
3 rd June 2014	<p>Early Years Commissioning:</p> <ol style="list-style-type: none"> 1) A list of the Children's Centres to be transferred under each tranche. 2) Information on the rationale for the selection of Barnardo Services Ltd (once no longer commercially sensitive). 3) Clarification on whether, and to what extent, the Social Value Fund had been considered as part of the procurement process. 	Chris Lewington	2 nd Sept 2014	<p>COMPLETED</p> <p>Briefing note circulated to the OSC – 11th August 2014</p>
3 rd June 2014	Members briefing be arranged to provide information and assurances on: the County Council's approach to commissioning to ensure that micro enterprises were being positively	Chris Lewington	2 nd Sept 2014	Request sent to CL – 5th June 2014

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

	engaged; the consideration of Social Value; the balance of transparency against commercial sensitivity; and the parameters for commissioning to ensure that locally experienced providers could be captured.			
3 rd June 2014	The Committee to give consideration to the invitation of community groups, partners and services users to present their views on key topics included in the Committee's Work Programme.	Georgina Atkinson / Chair & Spokes		COMPLETED – discussed at the Chair & Spokes meeting, 1 st August 2014, no further action required.
3 rd June 2014	That a written version of Nigel Minns' vision for the Leaning and Achievement service be circulated to all elected members.	Nigel Minns	2 nd Sept 2014	Request sent to NM – 5th June 2014
3 rd June 2014	<p>Educational Provision:</p> <ol style="list-style-type: none"> 1) Clarification on the reasons for the 20 per cent decrease in responses to the annual pupil survey in 2013. 2) Information on the County Council's 34 apprenticeship placements. 	Sarah Bradwell		<p>COMPLETED</p> <p>1) The survey was offered free to all schools, but is not compulsory for schools to take part in. Many undertake their own consultations/surveys with pupils and parents and tailor them to meet their own needs accordingly.</p> <p>The annual pupil survey was commissioned by the Children's Trust (CT) and when the need for each LA to have a CT became 'non statutory', priorities shifted away from the CT agenda, the survey has not been commissioned this year.</p> <p>2) For information this has now increased to</p>

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

				47 in total with 44 still with us working in the following areas of the council: Information Assets, Forestry (County wide), CFM Warwick, CFM Coleshill, Waste Projects, Trading Standards, Rural Services (Kingsbury Water Park), Business Support, Pension Services, HR Service Centre, Heritage & Culture, Transport and Highways, HR Business Partnership, Strategic Procurement,, Finance, Regeneration & Special Projects, Library and Information Service (Across all districts), Pension Services, Exchequer Services, Localities and Partnerships (North, East, Central & South), Physical Assets, Public Health, Targeted Youth Support, Service Development and Assurance, Payroll Services, Assets Strategy, Regeneration & Special Projects (Nuneaton), Customer Relations, Rural Services (Ryton Pools Country Park).
3 rd June 2014	<p>Priority Families Programme:</p> <p>1) Data regarding Priority Families in each electoral division be circulated,</p> <p>2) Information about the partnership event scheduled for 14th July 2014 be circulated, with an invitation for up to three members to attend.</p>	Nick Gower-Johnson	2 nd Sept 2014	<p>Request sent to NGJ – 5th June 2014</p> <p>1) BPS informed by NGJ that this data should be available by May/June 2015.</p> <p>2) COMPLETED - Cllrs Williams, Parsons, Chilvers and Whitehouse attended the event.</p>
2 nd September 2014	<p>Questions to Cabinet and Portfolio Holders</p> <p>1) The C&YP OSC requested that further detail</p>	Wendy Fabbro	4 th Nov 2014	<p>1) COMPLETED – Wendy Fabbro circulated a Briefing Note via e-mail to Members of the Committee on 8th September 2014.</p>

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

	<p>on the risk of CSE in Warwickshire be provided as a Briefing Note.</p> <p>2.) The Committee asked to be informed whether the CSE e-learning module was also available to foster parents/carers.</p>			
2 nd September 2014	<p>Children’s Centre Providers</p> <p>1) The Committee requested Member involvement in the evaluation exercise regarding the commissioning process, which was scheduled for the end of September 2014.</p> <p>2) The Briefing Note provided on 11 August 2014 did not address the question raised by Cllr St John on 3rd June 2014, re: whether, and to what extent, the Social Value Fund had been considered as part of the procurement process.</p>	Chris Lewington	<p>By end of Sept 2014</p> <p>4th Nov 2014</p>	<p>COMPLETED – Briefing note provided and circulated by BPS on 13.11.14</p> <p>2) Cllr St John to advise if she has received a satisfactory response.</p>
2 nd September 2014	<p>Work Programme 2014/15</p> <p>1) The Committee note the arrangements for the Skills Show on 14th November 2014 and extend the invitation to all Members of the County Council</p>	Ben Patel-Sadler	4 th Nov 2014	<p>COMPLETED – Several members, plus BPS attended the Skills Show on the 14th November. Summary document to be provided at the 6th January 2015 meeting of the C&YP OSC.</p>
2 nd September 2014	<p>16-19 Year Old NEETs (Not in Education, Employment or Training)</p> <p>1) The Committee requested comparison data from previous years, re: numbers of young people identified as RONI in years seven and ten. A request was also made for the identification of which risk indicators were prevalent in certain</p>	Sarah Bradwell	4 th Nov 2014	<p>1.) COMPLETED – Sarah Bradwell provided the information that was requested by Members in points 1.) and 2.). The information was circulated by BPS via an e-mail sent on 17.09.2014.</p>

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

	<p>areas of the county.</p> <p>2) The Committee requested data which would outline the correlation between the number of NEETs and unemployment rates for under-24 years.</p>			
2 nd September 2014	<p>Academies and Free Schools Scrutiny Action Plan</p> <p>1) The Committee requested that the Portfolio Holder makes Cabinet aware of the delay in the implementation of the nine recommendations and asks Cabinet to provide assurances that the issue would be addressed</p>	Cllr Bob Stevens		Ask the Chair if he is content to close this action- Cllr Hayfield read out a response at the C&YP OSC on 4.11.14. Apparently this was done before Cllr Hayfield's and Mr Minns' time?
2 nd September 2014	<p>Draft Schools Sufficiency Strategy</p> <p>1) The Committee agreed to submit the following recommendation to Cabinet on 18th September 2014: <i>That Cabinet ensures that the consultation exercise for the draft Schools Sufficiency Strategy is well planned, robust and as inclusive as possible.</i></p>	June Maw	18 th Sept 2014	1.) COMPLETED – This was included in June Maw's report to Cabinet for 18 September 2014

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

4 th November 2014	<p>Work Programme</p> <p>The Committee requested clarification on the membership of the Transition of Mental Health Task and Finish Group</p>	Ben Patel-Sadler	ASAP	COMPLETED – BPS circulated the membership via an e-mail sent on 18.11.14.
4 th November 2014	<p>School Improvement and Performance</p> <p>1) The Committee requested that in future reports around School Improvement and Performance, there would be an agreed approach to how the data would be presented (BPS awaiting clarification from Nigel Minns as at 12.11.14)</p>	Nigel Minns	6 th Jan 2015	There is not a report on School Improvement and Performance due at the 06.01.15 meeting. This item to stay open until members have seen a report in the new requested format.
4 th November 2014	<p>Achievement of Warwickshire Children and Young People in National Tests in 2014.</p> <p>1) The Committee suggested that in the future, it would be useful for performance data to be presented by locality- it would then be easier to compare the results across the county.</p>	Nigel Minns	6 th Jan 2015	Members to advise if they are content with the format of the report at the 6 th January 2015 meeting.

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

4 th November 2014	<p>The One Organisational Plan (OOP) performance reports.</p> <p>Members requested that instances of potential underspends be included in all future OOP reports to the Committee.</p>	Elizabeth Abbott	6 th Jan 2014	1.) Item to remain open until members are content that instances of potential underspends are being included in future OOP reports to the Committee.
4 th November 2014	<p>The Warwickshire Safeguarding Children Board Annual Report</p> <p>The Committee requested that in future, FGM (Female Genital Mutilation) figures are included in the Warwickshire Safeguarding Children Board Annual Report</p>	Cornelia Heaney	Autumn 2015	
4 th November 2014	<p>Work Programme 2014/15</p> <p>Wendy Fabbro agreed to provide members with a link to the Warwickshire CSE Strategy</p>	Wendy Fabbro	ASAP	COMPLETE – BPS circulated the information to members via an e-mail sent on 18.11.14.

**Recommendations and Actions raised by
Children and Young People Overview and Scrutiny Committee 2014/15**

4 th November 2014	<p>Work Programme 2014/15</p> <p>Wendy Fabbro agreed to re-issue a Briefing Note that had previously been circulated which outlined an example of where a complaint had reached stage three.</p>	Wendy Fabbro	ASAP	Awaiting a reply from Julie Quinn. We definitely do not have a copy of the Briefing Note at this end.
4 th November 2014	<p>Referral from the Regulatory Committee (Schools Places)</p> <p>Members of the C&YP OSC wanted to reassure the Regulatory Committee that they were reassured that the new protocol that was now in place was working effectively.</p>	Ben Patel-Sadler	ASAP	COMPLETED – BPS circulated an e-mail to the Regulatory Committee on 13.11.14.

**Children and Young People
Overview and Scrutiny Committee**

6th January 2015

Multi – Agency Safeguarding

Recommendation

That the Children and Young People Overview and Scrutiny Committee receive a verbal update from Sheila Meakin (Service Manager).

1.0 Summary

- 1.1 At the full Council meeting which took place on 25th September 2014, the following resolution was agreed in relation to CSE:
- 1.) To ensure that Warwickshire’s own local safeguarding board and members have all the means necessary to monitor and challenge the practices within the council; and
 - 2) calls on all other local agencies working with vulnerable children to ensure similar co-operation with the political and professional scrutiny necessary to guarantee Warwickshire’s protection of every one of its children from the experiences detailed in Professor Jay’s report.
- 1.2 Following the resolution being agreed at full Council, the Children and Young People OSC agreed to set up a Select Committee to undertake a focussed scrutiny exercise of the WSCB, taking the above two points into consideration.
- 1.3 The Committee is asked to note the verbal update from Sheila Meakin.

Children & Young People Overview & Scrutiny Committee

6th January 2015

One Organisational Plan Mid-Year Progress Report:

April – September 2014

Recommendations

That the Children & Young People Overview and Scrutiny Committee

- 1.) Consider the OOP Mid-Year Progress Report and background information relevant to its remit.
- 2.) Considers and comments on the additional commentary provided in section 3 of the report and the detailed performance information for children & young people.
- 3.) Considers and comments on areas where performance is positive or falling short of target and the remedial action that is being undertaken in areas of underperformance in relation to children & young people.

1.0 Background

- 1.1 This report presents the Children and Young People Overview and Scrutiny Committee with the summary of performance in relation to both the delivery of the One Organisational Plan and the delivery of Children and Young People's services at the mid-year point. Wider commentary is also provided against the key themes in Children and Young People's services.

2.0 Overall Delivery of the One Organisational Plan

- 2.1 The One Organisational Plan Quarterly Progress Report for April – September 2014 (Mid-Year) was considered by Cabinet on 13th November 2014 and a full copy of the report to Cabinet is attached to this report.
- 2.2 The following Business Unit Background Information relevant to the remit of this Committee previously presented in each of the Group Rooms in support of the Cabinet report is also attached and covers the following services and areas:

- Strategic Commissioning
- Early Help & Targeted Support
- Safeguarding
- Education & Learning

3.0 Children & Young People – Additional Commentary

3.1 This section provides specific commentary on current performance issues relating to Children & Young People's services.

3.2 **Support for Looked After young people to remain in placement** - in the first half of 2014-15 Targeted Support for Young People has successfully closed three cases for Looked After young people following intensive support to maintain a stable placement. At the end of the first half of 2014-15 Targeted Support for Young People continued to work with eighteen Looked After young people and thirty one young people At Risk of being Looked After. It is anticipated that a number of those young people will benefit from a placement move and therefore the overall forecast for the year end has been reduced to 75% against an initial target of 80%.

3.3 **Number of CAFs initiated per 10,000 children (0-17)** - with an increased focus on Early Help a new measure has been introduced this year to understand the take up of the Common Assessment Framework. A high target rate of 84.4 per 10,000 children has been set to maintain the usage level against the baseline for 2013/14. Although the year to date is showing a cumulative figure of 29.8, which is below half of the year end target, this was expected due to the typically low initiation rates during the school summer holidays. Quarter 3 is historically busier and it is fully expected that the target will be reached or potentially exceeded by year end.

3.4 **Children's Centres Ofsted inspection** - an ambitious target of 100% of centres rated 'good' or 'outstanding' was set for Warwickshire's Children's Centres against a baseline of 87.5%. Although this improved slightly in quarter one, an inspection of Rugby Rural group in quarter 2 received a judgement of 'requires improvement'. This has dropped the current position to 85.2%. It is therefore projected that the year end figure will be 86.9% against the target of 100%. Due to the remodelling of the management of Children's Centres into groups from November 2014, future inspections are likely to be group inspections. It will therefore be necessary to revisit the targets to reflect the new group structure.

3.5 **Initial assessments for disabled children** - timescales for undertaking initial assessments for disabled children are not being met in the majority of cases and we are currently forecast to miss our year end target (forecast 50% against a target of 65% within timescales). This has been affected by a significant restructure within the Integrated Disability Service Social Care team during the first half of 2014/15. The proportion of assessments within timescale is improving and it is expected that this will continue to improve throughout the second half of the year.

- 3.6 **Number of Looked After Children per 10,000 population** is currently forecast to be a rate of 62 per 10,000 children, which is the same as 2013/14, against the target for this year of 57. This equates to approximately 56 more looked after children than was targeted. The trend was for reducing numbers of looked after children between October 2013 and April 2014 but since April we have seen the numbers begin to rise again. Some of the increase is due to young children coming into care through the courts, arising from safeguarding concerns.
- 3.7 **Number of children who are subject of a Child Protection Plan (CPP) per 10,000 population** is currently forecast on target with a rate of 45 per 10,000 children compared to 47 in 2013/14. This reflects the increased focus on reducing the numbers of children with Child Protection Plans by investing in evidence based early intervention programmes and revising our systems and processes to support families more effectively.
- 3.8 **Percentage of Looked After Children (LAC) aged under 16 who have been looked after continuously for at least 2.5 years, who were living in the same placement for a least 2 years, or are placed for adoption** is an indicator that measures placement stability. We are currently forecast to be under the target, with 63% of children living in the same placement for at least two years, which is the same as the 2013/14 outturn, against a target of 65%. The pressure on availability of foster care placements remains a limiting factor on making progress overall in placement stability.
- 3.9 **Children in Need rate per 10,000 CYP population (including Children in Care and Children Protection)** is currently forecast to be on target. We have been undertaking work on our front door and thresholds and have revised our "Thresholds for Services" document which we anticipate will help to ensure only children who need to become a CiN case receive services.

Background Papers:

None

Appendices:

Appendix A: One Organisational Plan Quarterly Progress Report
April – September 2014 (submitted to Cabinet on 13th November 2014).

Author:	Elizabeth Abbott, Business Partner, Planning, Performance & Business Improvement elizabethabbott@warwickshire.gov.uk 01926 416 885
	Ben Larard, Commissioning Intelligence Team Manager benlarard@warwickshire.gov.uk 01926 745 616
	Elaine Coates, Specialist Practitioner, Early Help & Targeted

	<p>Support</p> <p>elainecoates@warwickshire.gov.uk</p> <p>01926 742 237</p>
Head of Service	<p>Tricia Morrison, Acting Head of Service Improvement & Change Management</p> <p>triciamorrison@warwickshire.gov.uk</p> <p>01926 476 994</p>
	<p>Sue Ross, Interim Head of Safeguarding</p> <p>sueross@warwickshire.gov.uk</p> <p>01926 742 577</p>
	<p>Hugh Disley, Head of Early Help & Targeted Support</p> <p>hughdisley@warwickshire.gov.uk</p> <p>01926 742 589</p>
Strategic Director	<p>David Carter, Strategic Director, Resources Group</p> <p>davidcarter@warwickshire.gov.uk</p> <p>01926 412 564</p>
Portfolio Holder	<p>Cllr Jose Compton</p> <p>cllrcompton@warwickshire.gov.uk</p>
	<p>Cllr Bob Stevens</p> <p>cllrstevens@warwickshire.gov.uk</p>

Cabinet

13 November 2014

One Organisational Plan Quarterly Progress Report April – September 2014










Recommendations

Cabinet are recommended to:

- a) Note the detailed progress on the delivery of the One Organisational Plan as at the end of September 2014 as set out in Appendix A
- b) Note the overall progress on the delivery of the One Organisational Plan as summarised in section 1 – 3 of the covering report.
- c) Approve the transfer of £9.796 million from 2014/15 budgets to Business Unit reserves to support the delivery of services in future years, as outlined in paragraph 3.2.1.
- d) Approve the use of £1.785 million of reserves to support plans for the delivery of services in 2014/15, as outlined in paragraph 3.2.2.
- e) Approve the revised capital payments totals and the revised financing of the 2014/15 capital programme as detailed in the table in paragraph 3.3.4.
- f) Request that Corporate Board report back on proposals for how the position for those Business Units in deficit can be resolved both in the current and future years as part of the Quarter 3 One Organisational Plan Progress Report.

1. Progress on the Overall Delivery of the One Organisational Plan

1.1 The table below presents pictorially the overall progress on the delivery of the key elements that make up the One Organisational Plan and further detail in relation to these areas is set out in the appendix to this report.

OOP: Outcomes	Organisational Health	Revenue (Variance)	Savings
 Amber	 Amber	 Red	 Green
Capital Spend & Slippage in to future Years	Strategic Risks	Workforce	 Overall Delivery
 Green	 Amber	 Amber	 Amber

2. Performance Commentary

2.1. Overall, we are forecasting that at the end of the September, we are within tolerance (Amber) to deliver all of the high level Outcomes as set out in the One Organisational Plan.

2.2. Only under the Outcome, “Warwickshire's communities are supported by excellent communications & transport infrastructure” are we reporting an overall Red status for the supporting theme “Our planning infrastructure delivers strategic solutions for partners and ourselves”.

2.3. Supporting the delivery of the One Organisation Plan Outcomes, are specific key business outcomes and key business measures that contribute to the successful delivery of the One Organisational Plan. These are being closely managed to ensure that any areas of concern are resolved and brought to Members attention as required as the year progresses.

2.4. Overall, of the Key Business Outcomes that support the delivery of the Outcomes in the plan, 48% of all the supporting key business outcomes are forecasting that they will achieve the targets set (Green).



2.5. In Quarter 1 we reported that there was one area that could potentially remain below target and this was the outcome “Our Communities & Individuals are safe from harm and are able to remain independent for longer”. At the Mid Year point, this position has changed and themes under this category are all now forecasting to be delivered or are within tolerance.

2.6. The successful delivery of the One Organisational Plan, is dependent on the staff that work for WCC to deliver it, and whilst the overall delivery of the Plan remains on track, there are a number of specific workforce areas that are being looked at more closely to ensure that WCC has a fit for purpose workforce.

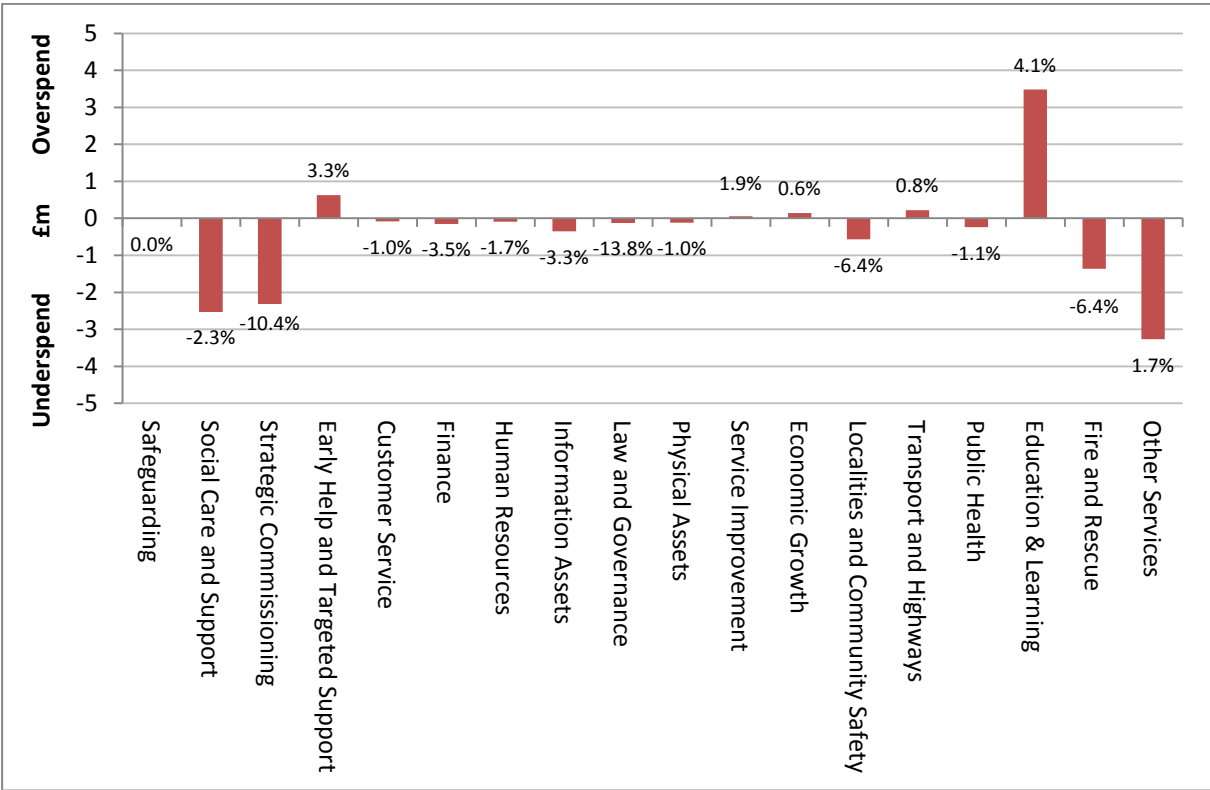
2.7. Since the beginning of the financial year there has been a reduction of 223 posts representing 4% of the workforce. However, what is becoming apparent is that of the remaining workforce, the age profile is relatively high. Efforts to increase the younger representation continues and positively, the apprenticeship programme now supports 41 Apprentices across the County Council.

2.8. At the mid year point, WCC continues to performance manage the number of significant risks to the organisation, and there is only one net red risk which is is “Safeguarding Children & Vulnerable Adults in our community and WCC inability to take action to avoid abuse, injury or death”. This risk has been set at a constant red risk level because of the nature of the risk.

3. Financial Commentary

3.1. Revenue Budget

- 3.1.1. The approved controllable revenue budget for 2014/15 is £227.987 million. Against this, at Quarter 2, an underspend of £6.704 million or -2.9% is forecast. This contrasts to the underspend position of £0.970 million, or -0.4% against a budget of £229.429 million at Quarter 1.
- 3.1.2. The agreed tolerance for underspends is 2% which means the forecast falls outside of this tolerance. Some Business Units are requesting to transfer a proportion their underspends to reserves, which if approved by members, will bring the overall underspend below the 2% tolerance.
- 3.1.3. The following table shows the forecast position for each Business Unit and those which are outside of the agreed tolerance. To supplement the assessment of financial performance against these tolerance levels monthly forecasting reports are considered by Group Leadership Teams and forecasting is a standing item on all Corporate Board agendas to allow issues of concern to be escalated quickly. Any issues raised through this process will be reported to Members as part of these quarterly reports.



- 3.1.4. At Quarter 2 five Business Units are forecasting that they will overspend and a further seven are forecasting underspends greater than the revised -2% tolerance agreed in the 2014-18 Plan. The main reasons and the proposed management action to rectify the position is set out below. The analysis is split between those Business Units overspending and those underspending. The

size of the variation (in cash terms) is also included to allow Members to reflect on the materiality of the issues raised.

Overspends

- Early Help and Targeted Support – The forecast overspend of £0.624 million is as a result of continued slippage in the delivery of, and transition costs (consultation, notice and transition costs etc.) in relation to, delivery of both the IDS and Children Centres savings. These costs can only partially be covered by the Business Unit's contingency for demand-led pressures and the overall financial position is unlikely to be fully corrected by the end of 2014/15. The Business Unit has insufficient reserves to cover this overspend and therefore an alternative source of funding will need to be identified.
- Service Improvement – The forecast overspend of £0.057 million relates to additional spending on transformation projects and will, subject to Cabinet's approval, be funded from a drawdown from the Resources Group transformation reserve.
- Economic Growth – The forecast overspend of 0.139 million relates to an overspend on the Rural Growth Network Project. The grant money for this pilot project is held in reserves and any shortfall in funding will be drawn down at Quarter 3 when there should be more certainty about the expected spend for the year.
- Transport and Highways – The forecast overspend of £0.222 million relates to additional spending on Road Safety and Traffic Projects which will be covered, subject to Cabinet's approval, from a drawdown from the Speed Awareness Workshop reserve.
- Education and Learning – The forecast overspend of £3.478 million. In particular out-of-county placements is forecasting to overspend by £5.357 million and SEN transport by £0.681 million. These demand-led pressures can only partially be covered by the Business Unit's contingency for such eventualities. Both areas are undergoing fundamental services reviews at present but these are unlikely to deliver a turnaround sufficient to rectify the budget position in 2014/15 and SEN transport also has a large savings target from next year as well. Neither the Business Unit reserves nor the DSG reserve for County Council responsibilities for schools and pupils have sufficient funds to cover this overspend and therefore an alternative source of funding will need to be identified.

Underspends

- Social Care and Support – The underspend of £2.534 million is mainly due to delays in the implementation of the Care Act and will need to meet implementation costs in future years.
- Strategic Commissioning – The majority of the £2.317 million underspend is due to the funding set aside for the implementation of the new care system which is now not expected to be fully utilised in 2014/15. Instead the unused funding will be needed to complete the implementation in 2015/16 and, subject to Cabinet's approval, £1.685 million will be transferred to reserves to meet future year's expenditure to ensure the capacity is not lost.

- Localities and Community Safety – The forecast underspend of £0.567 million relates to Priority Families reward funding received from DCLG together with anticipated pressures on the Drug and Alcohol Action Team not materialising this financial year. Subject to Cabinet’s approval a number of this Business Unit’s forecast underspends will be transferred to reserves to support future pressures.
- Finance – The underspend of £0.148 million is mainly as a result of maintaining on-going vacancies that will contribute towards future savings targets. Subject to Cabinet approval it is proposed to transfer £0.095 million of this underspend to a Finance Training reserve in order to increase the proportion of finance staff who are professionally qualified and to offer training to other staff to help them meet their financial responsibilities.
- Information Assets – This underspend of £0.354 million is due to the re-phasing of spend on the BDUK project over future years which was agreed by Cabinet on 5 June 2014.
- Law and Governance – The £0.125 million underspend has arisen because of additional income generated from external customers.
- Fire and Rescue – The majority of the £1.364 million underspend relates to the Fire Control project. The Service made a decision to draw upon all of the grant reserves in 2014/15. However, it is likely the project will continue into 2015/16 and, subject to Cabinet’s approval, the underspend will be transferred to the specific reserve for this purpose.

3.1.5. Whilst overall the financial position of the authority remains healthy, when considering these forecasts alongside the progress reported in Appendix A on the delivery of savings, the authority is facing an increase in financial risk from children’s services, in particular the Education & Learning and Early Help & Targeted Support Business Units. These Business Units do not have sufficient reserves to cover the level of overspends being forecast or the delays in the delivery of savings by almost £3.8 million. There has been no material change to the financial position of these Business Units over the last quarter. Even with concerted management action it appears unlikely there will be a sufficient turnaround in the financial position to bring their balances back on an even keel. As a result Corporate Board are considering what action is needed to put these services on a sustainable financial footing in future years.

3.2. Reserves

3.2.1. In light of the revenue position reported above, Business Units are seeking Members’ approval to put £9.796 million into reserves to support the delivery of services in future years. The specific proposals Members are asked to approve are:

- £2.044 million to support the implementation of the Care Act in future years from Social Care and Support.
- £1.310 million to meet the implementation of the Care Information System in future years costs.
- £0.375 million to meet uncertainty around funding for the Care Act requirements in future years from Strategic Commissioning.

- £0.095 million unspent grant on the Warwickshire Local Welfare Scheme.
- £0.095 million to fund finance staff attaining professional qualifications which span more than one year and to offer training to other staff to help them meet their financial responsibilities.
- £0.565 million for spending on the BDUK Project from now until 2017/18.
- £0.190 million to support the implementation of the One Organisational plan over years 2, 3 and 4 for Service Improvement & Change Management.
- £0.025 million into Communities accommodation reserve to ensure premises continue to meet minimum standards.
- £0.088 million of DEFRA grant relating to our Sustainable Urban Drainage Approval Body role which will now be spent in future years.
- £0.200 million which had previously been brought forward from last year to fund Drug and Alcohol initiatives which will now take place next year.
- £0.139 million unspent reward funding from DCLG which will be used to support Priority Families Phase 2.
- £0.078 which had previously been brought forward from last year but will now be spent in later years to support the Family Intervention Project.
- £0.093 million to fund future secure remand costs which has demand volatility.
- £0.581 million for transition costs and service expansion of the Family Nurse Partnership in 2015/16.
- £0.680 million of Special Educational Needs and Disabilities grant to support spending on qualifying activities over the current medium term financial plan.
- £0.075 million to the Fire Pensions Reserve due to less early ill health retirements and injury awards than expected.
- £0.788 million for the Fire Control Project spending in future years.
- £0.400 million to support the delivery of the Fire and Rescue Service savings targets in future years.
- £1.530 million in anticipation of interest rates rising next year allowing any increase in the of cost of borrowing not to impact on the integrity of the 2014-18 Plan.
- £0.247 million to support County Council elections in 2017.
- £0.198 million to Resources Group reserves which is the saving from repaying debt last year.

3.2.2. Business Units are also seeking approval to drawdown £1.785 million from reserves to support the delivery of their plans in the current financial year:

- £0.300 million to replace the Wide Area Network.
- £0.839 million from the Speed Awareness Workshop reserve which partners have agreed to cap at £0.920 million. Half of this money is due to be paid to Warwickshire Police.
- £0.341 million to support Public Health spending in 2014/15.
- £0.305 million from the Resources Group Transformation Fund to aid improvements to corporate systems and support.

- 3.2.3. At 1 July 2014 the authority held reserves of £108.540 million. The proposed drawdown of reserves outlined above, combined with the effect of the forecast outturn would increase the level of reserves to £113.459 million. Of this funding about half is held for specific purposes and cannot be used to support the budget more generally. Financially this continues to place us in a strong position as we face the challenge of delivering the 2014-18 Plan.
- 3.2.4. However, as already mentioned above, one emerging area of concern is the level of the DSG reserve for the local authority's spending on DSG funded services. At the end of 2013/14 the reserve had £1.395 million in hand. The net forecast overspend on DSG funded services of £4.487 million is greater than can be accommodated from the reserve. If this is not resolved, making good the overall financial position of centrally managed DSG services will need to form part of members' deliberations on the 2015/16 budget as well as how to resolve the in-year financial position.

3.3. Capital Programme

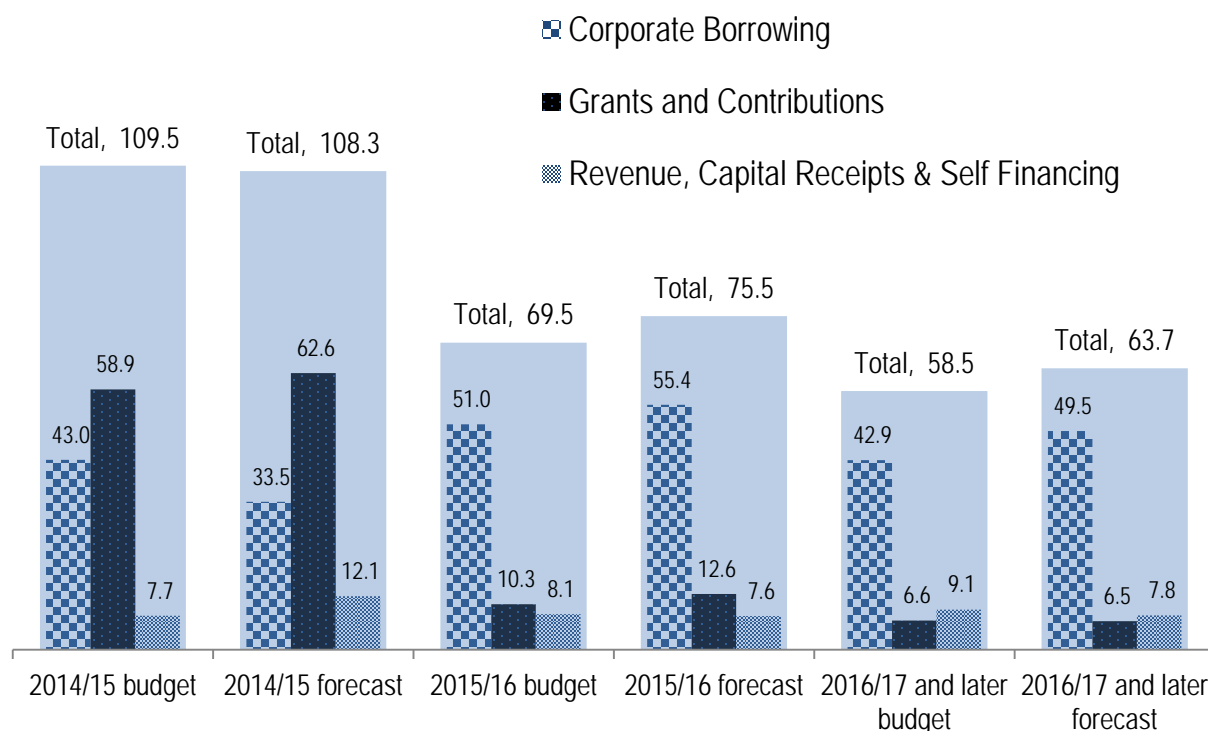
- 3.3.1. The total forecasted level of capital payments is £100.416 million in 2014/15, with a further £113.009 million of payments over the medium term. In addition, the remaining Capital Growth fund allocation is £7.876 million for 2014/15 with a further £26.169 million over the medium term. Of this £34,045 million, £3.202 million was approved at Council on 28th October 2014 for allocation to the Bermuda Connectivity Project within Transport and Highways. This allocation will be reflected within the Quarter 3 report.
- 3.3.2. Managers forecasts indicate that £8.782 million of the spend planned for 2014/15 is now expected to slip into future years. This brings the total slippage in the year to date to £9.863 million. But overall the total spend across the programme remains on target.
- 3.3.3. The main reasons for the £8.782 million slippage compared to the approved budget are:
- Fire and Rescue – There has been slippage of £6.407 million from 2014/15 into future years on the Leamington Spa Fire and Rescue Centre project. The options for this project are still being considered and as at Quarter 2 it is considered unlikely that any expenditure will take place in 2014/15.
 - Education and Learning – There has been slippage of £0.430 million from 2014/15 into future years across various school projects. For two basic need projects at Milverton and Welcombe Hills Schools, this has been due to problems meeting the terms of the grant following recent OfSTED reports. For the St Michaels School extension project, Sport England has made an objection to the proposed works resulting in the scheme being delayed until such time as the issue can be resolved.
 - Physical Assets – There has been slippage of £0.259 million from 2014/15 into future years on the Renewable Energy Projects as some schemes originally hoped to commence in 2014/15 will not now progress until 2015/16. There has also been slippage of £0.250 million on the

Tysoe/Hopkins farm project. This is due to a delay in gaining building regulations approval.

- Transport – There has been slippage of £1.343 million from 2014/15 into future years across various transport projects. £0.586 million is due to a delay in the receipt of developer funding. £0.700 million is due to awaiting Member agreement on how to spend the allocation for safer routes to schools. The balance of £0.057 million is made up of minor changes across various schemes.

3.3.4. As well as approving the revised spending in the capital programme, the County Council must also ensure it has sufficient funding available to meet its capital payments in each financial year. The chart below shows how the planned and forecast capital expenditure is to be financed. These figures include the remaining growth fund allocation of £34.045 million before the £3.202 million allocation approved by Council on 28th October 2014.

Estimated Financing to 2016/17 & Later Years (£m)



	2014/15 Budget	2014/15 Forecast	2015/16 Budget	2015/16 Forecast	2016/17 and later Budget	2016/17 and later Forecast
	£'000	£'000	£'000	£'000	£'000	£'000
Total	109,549	108,292	69,504	75,453	58,496	63,725
Corporate Borrowing	42,980	33,543	51,042	55,363	42,873	49,504
Self Financed Borrowing	1,442	5,210	1,622	2,272	6,068	6,068
Grants and Contributions	58,892	62,629	10,300	12,551	6,555	6,497
Capital Receipts	3,556	3,395	6,144	4,896	3,000	1,656
Revenue Contribution	2,679	3,516	396	371	0	0

- 3.3.5. The overall level of borrowing remains within the envelope approved in February. Although the borrowing figures are above the £20 million limit this is due to slippage on schemes originally approved to take place in earlier years. Therefore there is no impact on the Medium Term Financial Plan.
- 3.3.6. Financial Regulations require Cabinet to approve changes to schemes where the figures have a variance of more than 10% or are greater than £25,000 on any individual scheme. These schemes are included in all tables and figures within this report and are identified in the background documentation, with reasons for the variations provided. All of these changes are fully funded and do not require any additional use of corporate capital resources.

4. Background Papers

- 4.1. The detailed background information supporting this report is available on the Council's website. Hard copies of the information have also been placed in the Group rooms.

Authors: Elizabeth Abbott, Ext 47 6885, elizabethabbott@warwickshire.gov.uk,
Neill Butler, Ext 41 2860, neillbutler@warwickshire.gov.uk
Sandra Beard, Ext 41 2092, sandrabeardss@warwickshire.gov.uk
Garry Rollason, Ext 41 2679, garryrollason@warwickshire.gov.uk

Head of Service:

John Betts, Ext 41 2441, johnbetts@warwickshrie.gov.uk,
Sarah Duxbury Ext 41 2090, sarahduxbury@warwickshire.gov.uk
Tricia Morrison, Ext 47 6994, triciamorrison@warwickshire.gov.uk
Sue Evans, Ext 41 2314 , sueevans@warwickshire.gov.uk

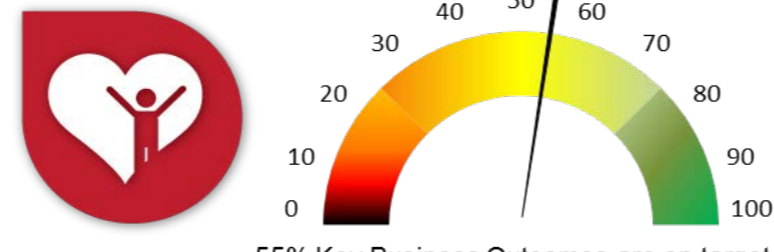
Strategic Director: David Carter, Ext 41 2564 davidcarter@warwickshrie.gov.uk,
Portfolio Holder: Cllr Alan Cockburn, Cllr Kam Kaur

One Organisational Plan Quarterly Progress Report: Delivery of One Organisational Plan Outcomes Mid Year April–Sept 2014



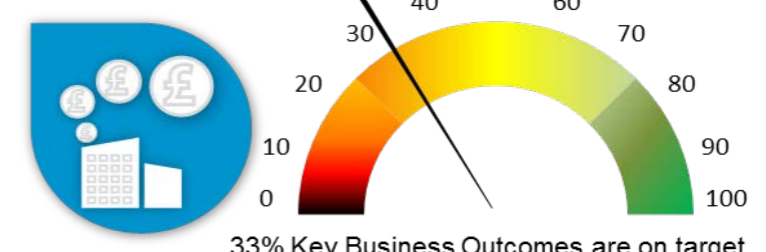
Our communities & individuals are safe from harm & are able to remain independent for longer

- Our vulnerable individuals are safe, protected from harm & independent for longer
- Our children live in safe and supportive families
- Our communities & individuals are encouraged to help themselves & feel safe & secure
- Our voluntary sector provide a strong offer of targeted support
- Our Councillors are strong community leaders (Information not yet available)



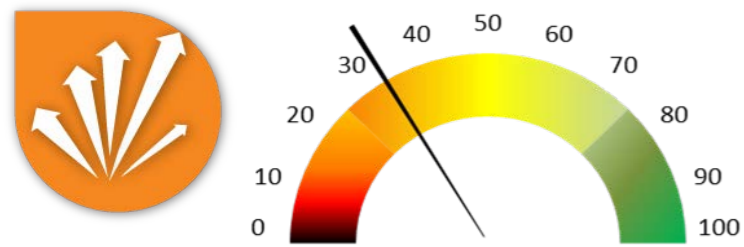
The health & well being of all in Warwickshire is protected

- Improved health & wellbeing for everyone
- Our residents have choice & exercise maximum control over their health & social care regardless of where they live
- Our residents are happy & have good levels of mental & physical health
- Young people understand the choice available to lead healthy lives
- Our residents enjoy an enhanced quality of life



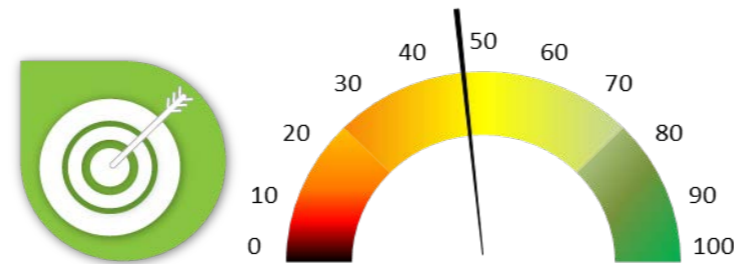
Our Economy is vibrant; residents have access to jobs, training & skills development

- Warwickshire is the business centre of choice for the region
- Our economy provides quality jobs and unlocks entrepreneurship
- Our young people are supported to meet their needs & aspirations
- Our residents learn throughout their lives, are skilled & ready for employment & fulfil their potential



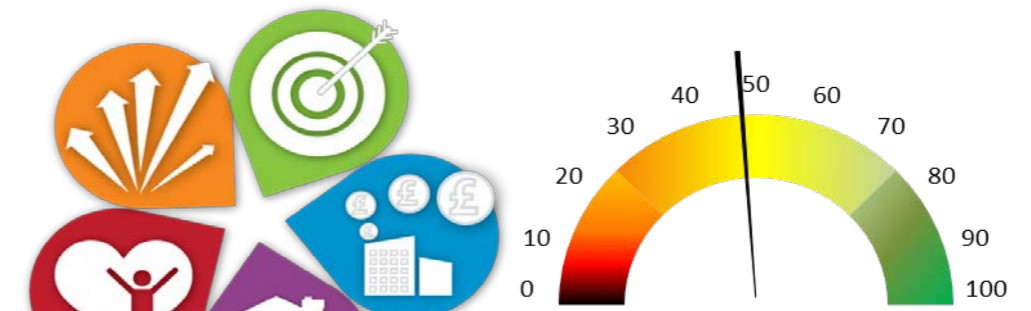
Warwickshire's communities are supported by excellent communications & transport infrastructure

- Our planning infrastructure delivers strategic solutions for partners & ourselves
- Our integrated sustainable transport networks are fit for the future & meet the needs of residents and businesses
- The digital divide in Warwickshire is addressed and opportunities from new technologies are maximised



Resources & services are targeted effectively & efficiently whether delivered by the local authority, commissioned or delivered in partnership

- The council's budget remains balanced & resources are managed effectively
- High quality needs based public services are deployed effectively & efficiently no matter how they are provided
- Customers access information through multiple channels and demand for council services is effectively managed
- Our staff are highly skilled and supported
- Risk & change is managed effectively



Overall, 48% Key Business Outcomes are on target

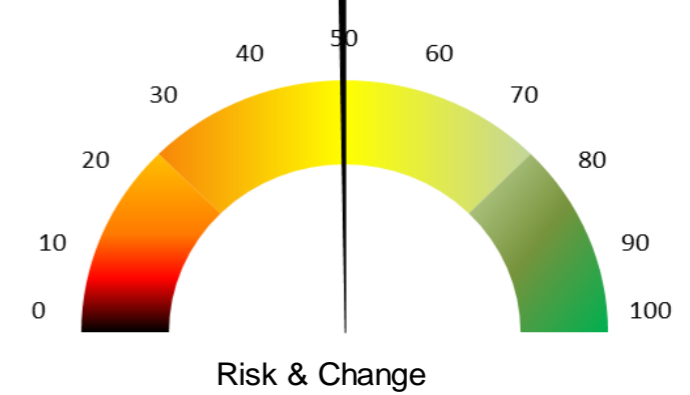
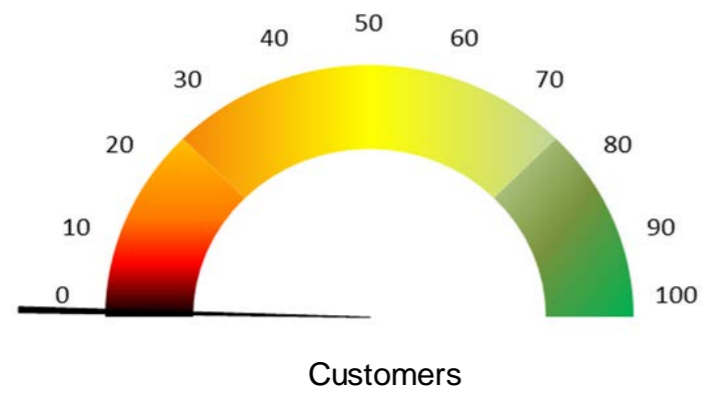
Delivery of the One Organisational Plan: Forecast at the Mid Year point for 2014/15

- Key**
- Outcomes are not on target and are outside the tolerance set
 - Outcomes whilst not on target are within the agreed tolerance set
 - Outcomes are being achieved
 - Year end forecast information not currently available and will be reported in year

Speedo Charts indicate the overall performance of all the key business outcomes that support the delivery of the OOP Outcomes. The further the dial is in the Green, the more key business outcomes are being delivered

One Organisational Plan Quarterly Progress Report: Delivery of Organisational Health Outcomes

Mid Year April – Sept 2014



Customers expectations are managed and they are satisfied with the services they receive

Services are delivered within the agreed budgets* excludes other services

The Council adopts a commissioning approach to service delivery

Decision makers have access to the information they need to make effective decisions

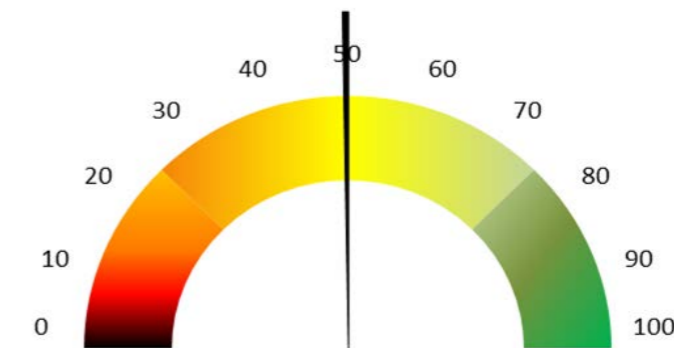
Savings are delivered to plan

The Council operates within the law



Staff are satisfied with the Council as an employer

Staff have access to resources and information which allow them to do their job



Delivery of the One Organisational Health Outcomes: Forecast at the end of Mid Year for 2014/15

- Key**
- Outcomes are not on target and are outside the tolerance set
 - Outcomes are not on target but within the agreed tolerance set
 - Outcomes are being achieved
 - Year end forecast information not currently available and will be reported in year

Speedo Charts indicate the overall performance of all the key business outcomes that support the delivery of the OOP Outcomes. The further the dial is in the Green, the more key business outcomes are being delivered

One Organisational Plan: Use of Financial Resources: Quarter 2 July - September 2014
Savings Plan Position by Business Unit

Service	2014/15 Target	2014/15 Actual to Date	2014/15 Forecast	Comments	Implementation Status
Early Help & Targeted Support	1,017	422	929	The relatively minor shortfall in the delivery of savings is due to a number of small individual projects not yet commencing. The service has insufficient reserves to offset the shortfall, even on a temporary basis.	Yellow
Safeguarding	896	306	864	There is a shortfall in the level of savings planned from reducing the number of Looked After Children. This is almost fully offset by the restructure of the Leaving Care and Asylum Teams delivering more than planned, leaving a small shortfall.	Yellow
Social Care & Support	8,648	1,564	8,672	A shortfall in the delivery of savings from reablement is being more than offset by increased savings from increasing the range of reasonable cost services, for example, assistive technologies. There are a number of other minor variations which the Business Unit has sufficient reserves to manage.	Red
Strategic Commissioning	1,646	1,068	1,318	The shortfall in reducing the cost of adult transport provision will extend into next year with savings only deliverable over the medium term. The other major shortfall is caused by a double counting identified during implementation. Alternative savings are being developed and the service has sufficient reserves to manage in the short term.	Yellow
Total People Group	12,207	3,360	11,783	The Group shortfall equates to 4% of the expected savings. Across the Group there are sufficient reserves to manage any timing delays but concerns remain where there are shortfalls on projects where targets increase further in 2015/16. These areas will be subject to enhanced scrutiny from Corporate Board as part of the 2015/16 refresh.	Yellow
Economic Growth	725	819	819		Green
Education & Learning	281	1,206	1,281	Early delivery of savings from restructuring will provide some cover for the continued delays in the delivery of the 2011-13 savings in relation to reconfiguring services for vulnerable children (learning difficulties and disabilities).	Yellow
Localities & Communities	240	240	240		Yellow
Public Health	0	0	0		Grey
Transport	1,174	1,074	1,074	Still awaiting information to determine whether plans to reduce the amount paid out in highways claims have been successful. The service has sufficient reserves to cover any shortfall.	Yellow
Total Communities Group	2,420	3,339	3,414		Yellow

Service	2014/15 Target	2014/15 Actual to Date	2014/15 Forecast	Comments	Implementation Status
Customer Service	420	420	420		Green
Finance	251	241	241	Restructuring completed later than planned which will result in a marginal shortfall in 2014/15. This will be covered by underspends elsewhere across the service.	Yellow
Human Resources & Organisational Development	296	152	296		Green
Information Assets	559	559	559		Yellow
Law & Governance	19	9	19		Green
Physical Assets	406	166	406		Green
Service Improvement & Change Management	247	247	247		Green
Total Resources Group	2,198	1,794	2,188		Yellow
Fire & Rescue	505	381	505		Green
Other Services	1,050	1,050	1,050		Grey
Total Whole Authority	18,380	9,924	18,940		Yellow

Key
If a business unit's savings are forecast to be fully delivered in year it is shown as Green.
If savings are forecast to be less than fully delivered it is shown as Red.

One Organisational Plan: Use of Financial Resources: Quarter 2 July - September 2014 Revenue Position by Business Unit

Service	2014/15 Budget £'000	2014/15 Forecast £'000	Revenue Variance # £'000	Retained Reserves £'000	Financial Standing £'000
Early Help & Targeted Support	18,717	19,341	624	(305)	319
Safeguarding	39,004	38,987	(17)	0	(17)
Social Care & Support	111,124	108,590	(2,534)	(6,925)	(9,459)
Strategic Commissioning	22,266	19,949	(2,317)	(3,912)	(6,229)
Total People Group	191,111	186,867	(4,244)	(11,142)	(15,386)
Economic Growth	22,764	22,903	139	(4,015)	(3,876)
Education & Learning	84,155	87,633	3,478	0	3,478
Localities & Communities	8,799	8,232	(567)	(2,332)	(2,899)
Public Health	22,233	21,993	(240)	(1,746)	(1,986)
Transport	28,270	28,492	222	(2,393)	(2,171)
Total Communities Group	166,221	169,253	3,032	(10,486)	(7,454)

Service	2014/15 Budget £'000	2014/15 Forecast £'000	Revenue Variance £'000	Retained Reserves £'000	Financial Standing £'000
Customer Service	8,580	8,494	(86)	(663)	(749)
Finance	4,266	4,118	(148)	0	(148)
Human Resources & Organisational Development	5,290	5,201	(89)	(633)	(722)
Information Assets	10,871	10,517	(354)	(1,253)	(1,607)
Law & Governance	907	782	(125)	0	(125)
Physical Assets	11,527	11,412	(115)	(901)	(1,016)
Service Improvement and Change Management	2,967	3,024	57	0	57
Total Resources Group	44,408	43,548	(860)	(6,119)*	(6,979)
Fire & Rescue	21,158	19,794	(1,364)	(966)	(2,330)
Other Services	(194,911)	(198,179)	(3,268)	(3,361)	(6,629)
Total Whole Authority	227,987	221,283	(6,704)	(32,074)	(38,778)

Notes

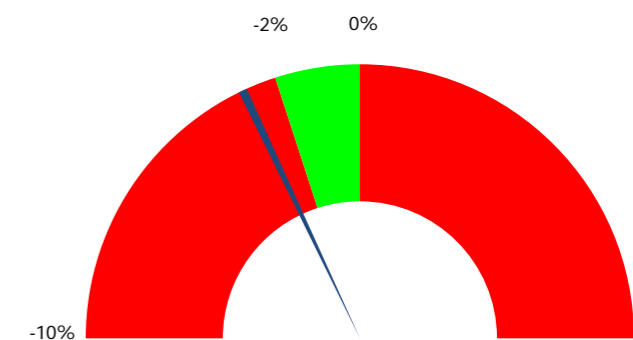
All positive revenue variances (i.e. overspends) are shown as Red. Also if a negative revenue variance represents an underspending of more than 2%, which is outside of the corporate tolerance, then it is also shown as Red. All other underspends are shown as Green.

Financial Standing is the level of reserves a business unit is forecast to have at the end of the financial year. Any overdrawn position is shown as Red.

* Resources Group has retained reserves which are held at the Group level and are drawn down by services periodically to fund new initiatives and invest to save schemes. This is why the total is different to the sum of the individual business unit positions.

If an element of a business units variance relates to DSG funded services this is excluded from the calculation of financial standing. This affects Strategic Commissioning (£27,000 of their underspend), and Education & Learning (£4,514,000 overspend, with a £1,036,000 underspend on core funded services).

Revenue Variance for the Whole Authority



One Organisational Plan: Use of Financial Resources: Quarter 2 July - September 2014
Capital Position by Business Unit

Service	All Current and Future Years Approved Budget £'000	New Approved Funding / Schemes £'000	All Current and Future Years Forecast £'000	Slippage from 2014/15 into Future Years	Comments
Customer Service	3,785	0	3,785	0	
Early Help & Targeted Support	1,176	0	1,176	0	
Economic Growth	1,818	(388)	1,436	(50)	The split between capital and revenue and the timing of the spending has changed since the original application for Rural Growth Network funding was made.
Finance	0	200	200	0	New Scheme for the procurement of a share in a local finance company
Fire & Rescue	14,218	(199)	14,019	(6,407)	Slippage relates to the new fire headquarters project. The project continues to progress in line with the development and release of Fire & Rescues 'Shaping the Future' proposals. With the agreement for years 1 and 2 the Service is now turning its attention to years 3 and 4. Officers are now considering the wider impacts on property in the fire estate and will develop plans to meet the requirement of the response model.
Information Assets	16,847	114	16,961	0	

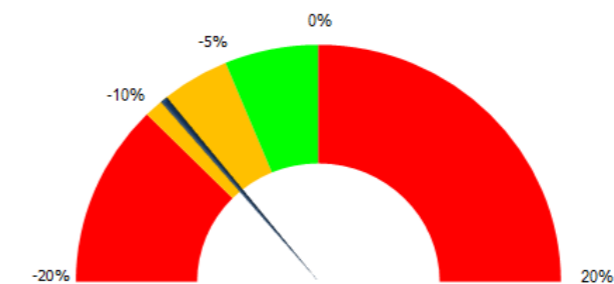
Service	All Current and Future Years Approved Budget £'000	New Approved Funding / Schemes £'000	All Current and Future Years Forecast £'000	Slippage from 2014/15 into Future Years	Comments
Education & Learning	42,443	71	42,515	(430)	
Localities & Communities	689	100	789	0	
Physical Assets	45,878	4,575	50,453	(509)	
Safeguarding	253	0	253	(19)	A £10k repayment of grant from a foster carer was made because grant conditions had not been met. Fewer requests for adaptations to foster carer properties were received than expected.
Social Care & Support	72	(1)	71	(1)	
Strategic Commissioning	2,749	0	2,749	(24)	
Transport	71,624	7,391	79,015	(1,343)	

Key

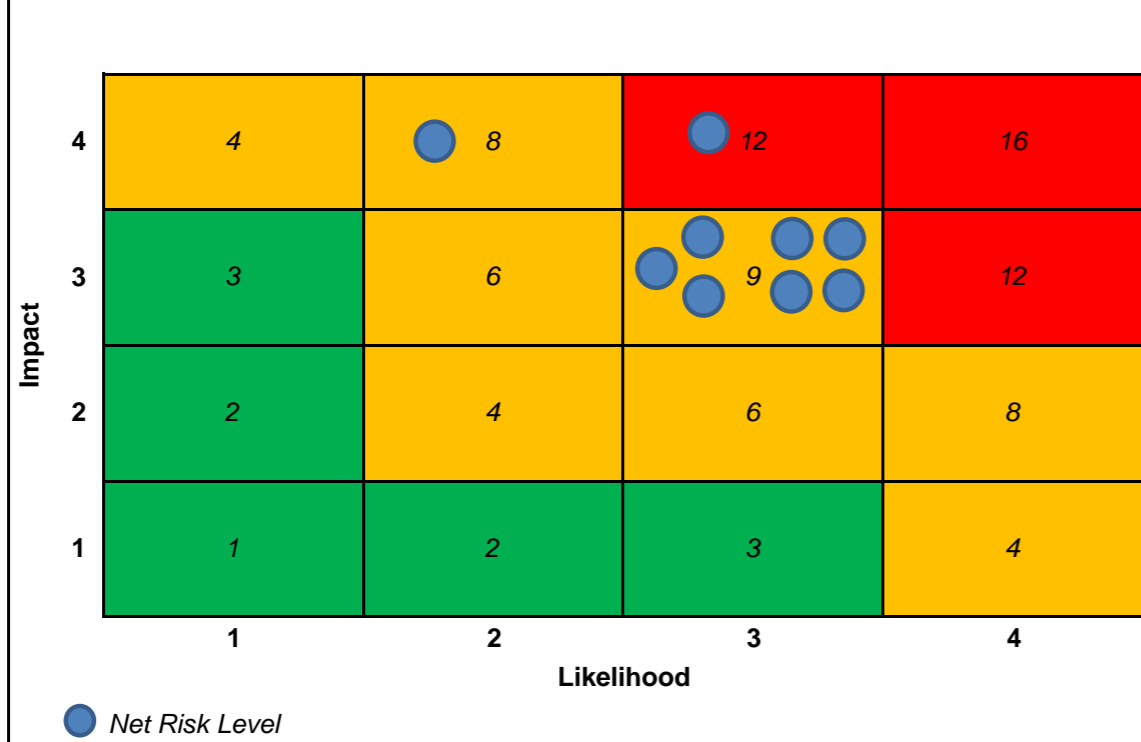
For all current and future years forecast are slippage from 2014/15 into future years the following tolerances have been used:

- 0% to 5% underspend/slippage is shown as Green
- 5% to 10% underspend/slippage is shown as Amber
- over 10% underspend/slippage is shown as Red
- any overspend is shown as Red

Slippage from 2014/15 into Future Years - Total



WCC Strategic Risks - Mid Year Performance Update 2014 - 15



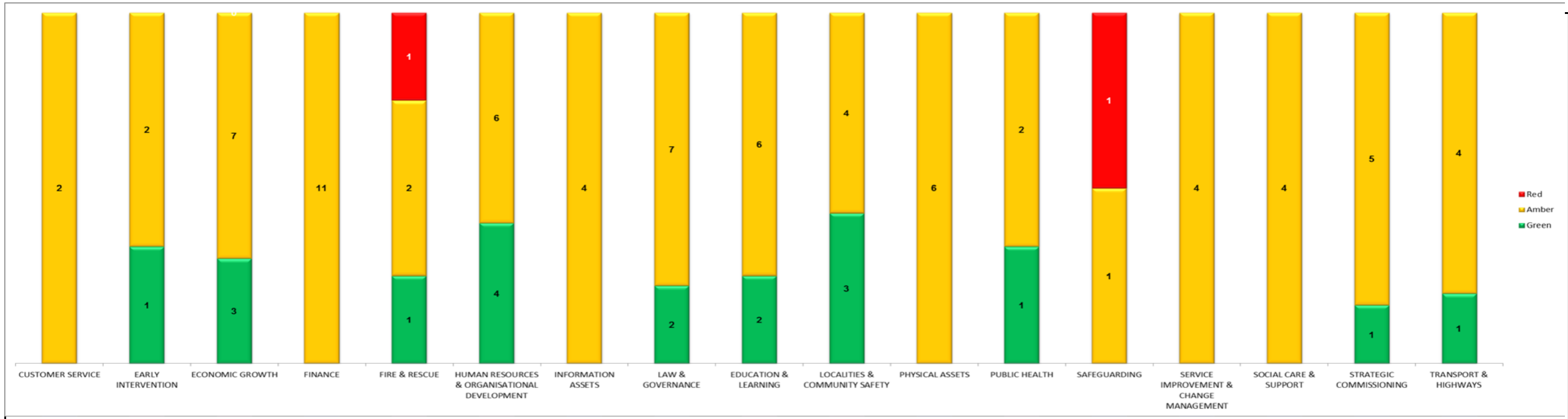
Net Amber Risks

- R001** Government policies, new legislation and sustained austerity measures present immediate challenges and further significant imposed savings over the medium term
- R002** Continuing pressure on Adult Social Services Resources
- R004** Loss or corruption of personal or protected data held by the Council
- R005** C&W LEP & City Deal arrangements fail to achieve optimum funding levels and economic benefits
- R006** Future delivery of Warwickshire Fire & Rescue Service
- R007** Development of Business Continuity Plans and procedures
- R008** Inability to meet statutory requirements to drive improvement across all schools in the County
- R009** Inability to manage or influence the impact of HS2 on Warwickshire

Gross Risk	Net Risk Level
16 (R)	8 (A)
16 (R)	9 (A)
12 (R)	9 (A)
12 (R)	9 (A)
12 (R)	9 (A)
12 (R)	9 (A)
9 (A)	9 (A)
16 (R)	9 (A)
16 (R)	12 (R)

Net Red Risk

- R003** Safeguarding Children & Vulnerable Adults in our community - inability to take action to avoid abuse, injury or death



Commentary - Action to reduce the likelihood and Impact of Net Red Risks:

Safeguarding Children & Vulnerable Adults in our community - inability to take action to avoid abuse, injury or death. Risk Owner: Sue Ingram (Interim Head of Safeguarding)
 The risk of this type of incident happening will always remain regardless of any controls in place which are under constant review. Continue to implement all recommendations arising from the Serious Case Review. (Escalated to Strategic Risk Register from the Business Unit Risk Register)

Industrial action by operational firefighters, service control staff or support staff. Risk Owner: Gary Phillips (Deputy Chief Fire Officer)
 The latest strike action is scheduled to begin at 19.00 on Friday 31st October 2014 and end at 18.00 on Tuesday 4th November. This will cause significant problems for the Service before, during and after the 96 hour period. Management and project staff that are currently engaged with the delivery of strategic transformation work have to be redirected into planning for and supporting operational response. Impacts include attendance to life-risk emergencies only and longer response times.

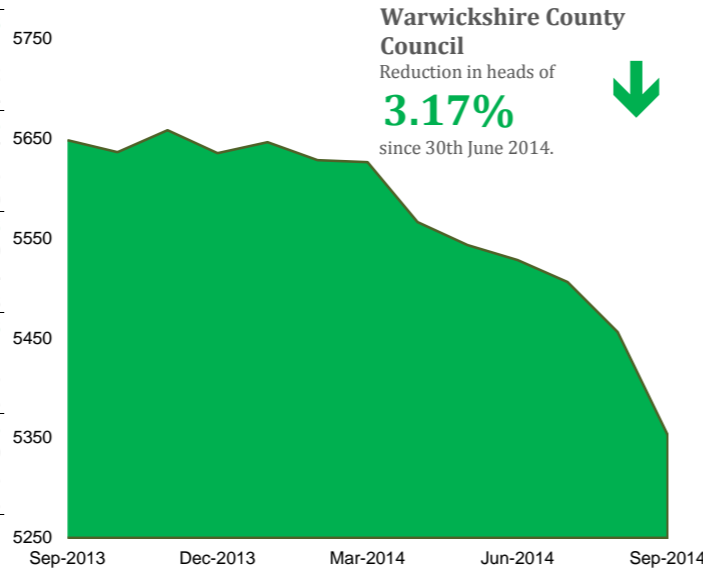
Definitions taken from WCC Risk Management Strategy:

Gross Risk Level - Risk level on the basis that there is no action being taken to manage the identified risk and/or any existing actions are not operating effectively. In other words, the worst case scenario if the risk were to occur.
Net Risk Level - Risk level taking into consideration the effectiveness of the identified existing actions. In other words, the reality if the risk were to occur in the immediate future.



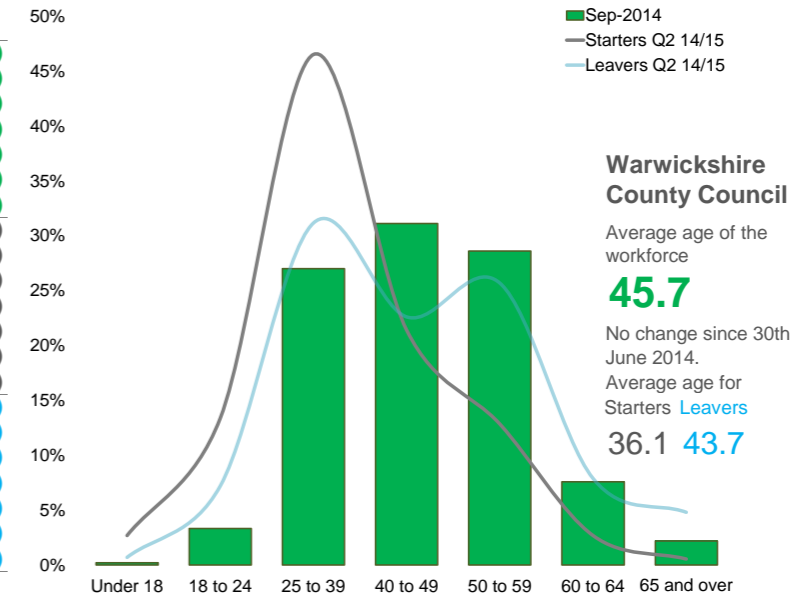
Number of employees

Date	Heads	Full Time Equivalents	Whole Time Equivalents	Posts
30th September 2013.	5648	4355.1	4286.2	5984
31st December 2013.	5635	4354.7	4286.5	5959
31st March 2014.	5626	4339.0	4269.4	5938
30th June 2014.	5528	4268.1	4199.3	5845
30th September 2014.	5353	4145.0	4077.5	5643



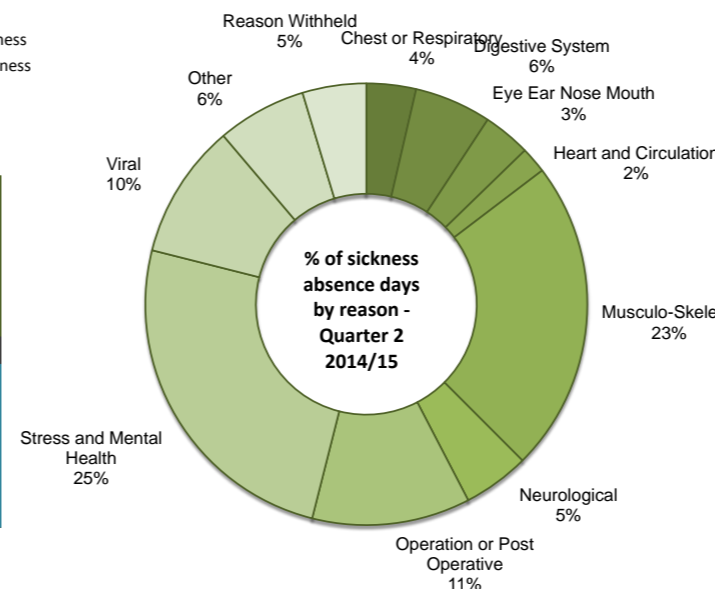
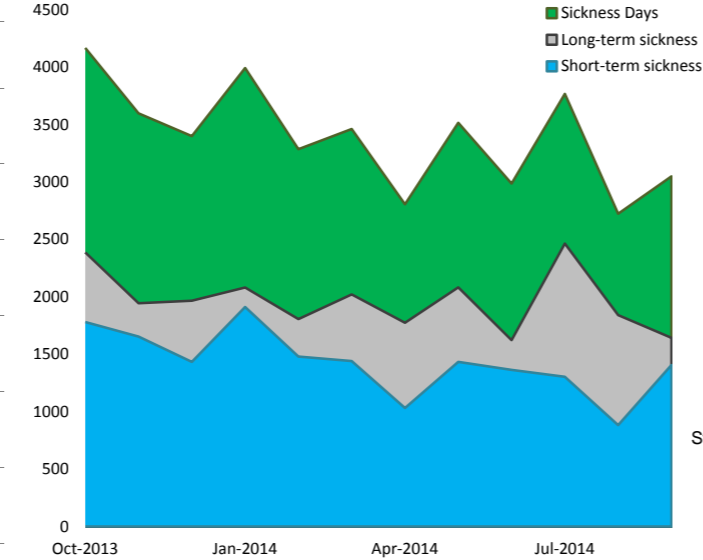
Age profile (heads)

Age Group	Current profile as at 30th September 2014	Profile of new starters between 1st July 2014 and 31st August 2014	Profile of leavers between 1st July 2014 and 31st August 2014
Under 18	11 (0.2%)	2 (2.7%)	2 (0.7%)
18 to 24	177 (3.3%)	24 (13.4%)	18 (7.2%)
25 to 39	1446 (27.0%)	40 (46.5%)	77 (31.2%)
40 to 49	1666 (31.1%)	13 (21.4%)	54 (22.6%)
50 to 59	1531 (28.6%)	14 (12.8%)	74 (25.7%)
60 to 64	405 (7.6%)	2 (2.7%)	19 (7.9%)
65 and over	117 (2.2%)	1 (0.5%)	13 (4.8%)



Sickness absence days

Period	Days lost through sickness of which short-term	Days lost through sickness of which long-term	Total Days Lost
Quarter 2 2013/14	3,698.7 (37.6%)	6,125.3 (62.4%)	9,824.0
Quarter 3 2013/14	4,868.0 (43.6%)	6,297.5 (56.4%)	11,165.5
Quarter 4 2013/14	4,832.3 (45.0%)	5,908.5 (55.0%)	10,740.8
Quarter 1 2014/15	3,829.3 (41.1%)	5,479.3 (58.9%)	9,308.6
Quarter 2 2014/15	3,592.6 (37.7%)	5,948.1 (62.3%)	9,540.7
Rolling 12 months 30th September 2013 to 28th September	17,122.2 (42.0%)	23,633.4 (58.0%)	40,755.6
Financial year to date 28th September 2014	7,421.9 (39.4%)	11,427.4 (60.6%)	18,849.3



Warwickshire County Council Sickness headline statistics

12 months ending September 2014
9.47 days sickness per FTE
 which equates to **4.18%** of time lost due to sickness

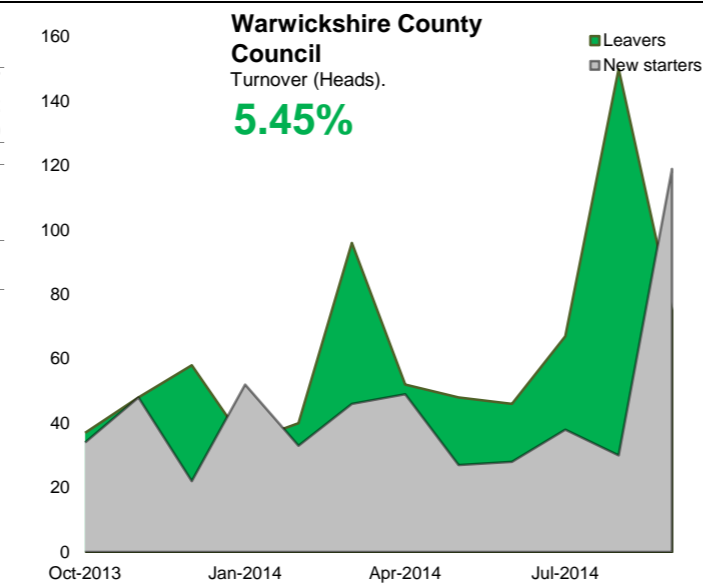
Financial year to date 2014/15
4.42
1.95%

Top 5 reasons for absence (days lost)

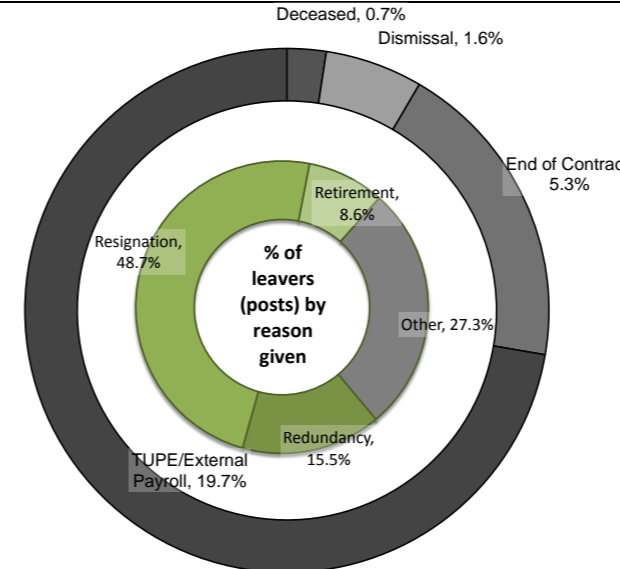
- 1 **Stress and Mental Health** 9,941.7 days (24.4%)
- 2 **Musculo-Skeletal** 7,399.2 days (18.2%)
- 3 **Operation or Post Operative** 4,369.4 days (10.7%)
- 4 **Viral** 5,397.3 days (13.2%)
- 5 **Other** 2,808.9 days (6.9%)

Turnover of workforce 1st July 2014 to 30th September 2014.

Category	Heads	Full Time Equivalents	Posts
New Starters	187	107.2	191.0
Leavers (% turnover)	292 (5.5%)	204.2 (4.9%)	304 (5.4%)



Reason for leaving	Number of posts	Percentage
By mutual agreement	0	0.0%
Deceased	2	0.7%
Did not start	0	0.0%
Dismissal	5	1.6%
End of Contract	16	5.3%
Not Recorded	0	0.0%
Redundancy	47	15.5%
Resignation	148	48.7%
Retirement	26	8.6%
Sickness	0	0.0%
TUPE/External Payroll	60	19.7%
Unsuccessful probation	0	0.0%



Comments

Headcount continues to decline, Q2 saw a further reduction of 168 posts. Since the beginning of the financial year there has been a reduction of 223 posts which represents 4 % of the workforce.

Age profile remains high. Efforts to increase the younger representation continue with the Apprenticeship programme now supporting 41 Apprentices across the County Council.

Turnover is steady with the significant majority leaving WCC within 5 years of service. A review of the Exit Interview process has been undertaken and the new process will provide valuable information to better understand our lever profile.

Absence management remains a priority. The last financial year saw a reduction in absence of 1.14 days per fte

Safeguarding - Sue Ross (Interim Head of Service)
Strategic Director - Wendy Fabbro
Portfolio Holder - Councillor Stevens (Education & Learning)

2014/15 Revenue Budget

Service	Agreed Budget £'000	Agreed Changes £'000	Latest Budget £'000	Forecast Outturn £'000	Variation Over/ (Under) £'000	Reason for Variation and Management Action
Safeguarding - Head of Service	4,822	254	5,076	4,049	(1,027)	This is a planned underspend being held in part to provide a contingency to support demand led budget pressures in the Business Unit and in part to cover one off costs relating to the delivery of savings plans within the children's service.
Social Care Teams - North	13,495	487	13,982	15,369	1,387	Residential care is currently predicting a £375,000 overspend which is a reduction on the previous quarter of £296,000. This is due to activity changes of 1 additional placement and the securing of further funding from 3rd parties for 4 placements. There is also an overall overspend predicted against external Foster care of £897,000 and internal Foster care of £51,000. Numbers have see-sawed with internal Foster care seeing a decrease of 22 placements but external Foster care with an increase of 14. There is also a £209,000 predicted overspend on Special Allowances (Special Guardianship Orders, Adoption/ Residential orders). This is again not, in the main, due to number increases but is an on-going structural overspend which is being addressed throughout the year and the following years budget setting process.
Social Care Teams - East	5,087	97	5,184	5,388	204	
Social Care Teams - South	12,958	153	13,111	12,662	(449)	Residential Foster care is currently predicting a £65,000 underspend due to decrease in numbers (1) during the previous quarter. There is also an overall underspend predicted against both internal & External Foster care placements totalling £206,000 with internal numbers decreasing by 3 although external numbers have increased by 1. The underspend has also been achieved due to overall price reduction on the fostering framework. Similar to the North there is also a predicted overspend (£88,000) on Special Allowances (Special Guardianship Orders Adoption/ Residential orders). This is again not, in the main, due to number increases but is an on-going structural overspend.
County Wide Child Protection	1,651	0	1,651	1,541	(110)	
County Wide Child Protection - WES Traded Services	0	0	0	(22)	(22)	
Net Service Spending	38,013	991	39,004	38,987	(17)	
				Non DSG	(17)	
				DSG	0	

2014/15 Reserves Position

Reserve	Opening Balance 01.04.14 £'000	Movement in Year £'000	Effect of Outturn £'000	Closing Balance 31.03.15 £'000	Request for (Use of/ Transfer to Reserves £'000	Reason for Request
Savings	0	0	17	17		
Total	0	0	17	17	0	

A Safeguarding

2014/15 to 2017/18 Savings Plan (Years 1 and 2 Only)

OOP Reference as per Service Estimate Report	Savings Proposal Title	2014/15			2015/16			Reason for financial variation and any associated management action
		Target £'000	Actual to Date £'000	Forecast Outturn £'000	Target £'000	Actual to Date £'000	Forecast Outturn £'000	
OOP/SG-A	Develop a specialist single placement foster care scheme to reduce the need for residential care	30	0	24	80	0	80	This project is being developed within existing resources. To date as no placements have been made there has been no quantifiable savings to highlight.
OOP/SG-B	Reducing the number of looked after children by using evidence based interventions as recommended by the Dartington Project.	420	0	285	835	0	418	The £835,000 savings target will not be fully delivered. Any shortfall will be met from the over recovery of legal costs which are shown against the forecast savings for years 2, 3 and 4 of Project (OOP/SG-C) Child Court Costs. It has been agreed with the Group Leadership Team a Safeguarding Programme will be set up on the register with five individual project lines, to enable greater transparency and control. The Programme Board met on 8th October 2014 to apportion the savings targets across the individual projects. Outline Business Cases are being developed, including options for achieving the additional savings required for Programme Board, Heads of Service and GLT to agree the best course of action.
OOP/SG-C	Recent legislative changes have imposed a time limit on child care cases before the court which should help to reduce the legal costs associated with child protection. The processes that are necessary to support such cases are also to be reviewed.	200	100	200	300	100	550	Project is over recovering and forecasts have been revised to reflect this.
OOP/SG-D	Review and redesign the Sexually Inappropriate Behaviours Service.	6	6	6	6	6	6	Project delivered and now closed.
OOP/SG-E	Restructure of the Leaving Care and Asylum teams with a view to reducing posts.	90	111	210	90	111	300	The required savings have been made via the posts that have already been lost.
OOP/SG-F	Reduction in court ordered contact arrangements.	100	0	50	200	0	50	At this stage we are trying to identify how to capture the savings that we anticipate we will make. As this project is closely aligned to another project re reducing expenditure on the legal budget, we need to ensure that we are not double counting. We are undertaking an exercise to check this. We are also seeing an overall trajectory on expenditure on sessional work for contact, but at this stage we are not seeing a month on month decrease, making a forecast uncertain at this point.
OOP/SG-G	Renegotiate contractual arrangements for the Individual Personal Advisor Service for care leavers	50	50	50	50	50	50	Project delivered and now closed.
OOP/SG-H	Improved information and signposting and use of early intervention work to avoid the necessity for more complex social care assessment.	0	39	39	70	39	124	Savings from service efficiencies have generated £100k to meet costs for years 1 and 2 and achieve savings identified. The primary purpose of the restructure of North Children's Teams is to improve service delivery and consistency of team structure across Safeguarding. There will be some posts reduced in the North as part of the restructure and this will produce financial savings of £39k this financial year and £124 in subsequent years. The posts reduced will be one Ops Manager, one Practice Leader and one part time Team Administrator (with all of these posts already saved via natural turnover of staff).
OOP/SG-I	Review of all kinship care placements.	0	0	0	30	0	0	All existing arrangements where an additional needs payment has been paid have been reviewed. Proposals to revise the financial basis for payments and the process for completing the financial assessments have been developed and now require approval.
Total		896	306	864	1,661	306	1,578	
Target			896	896		1,661	1,661	
Remaining Shortfall/(Over Achievement)			590	32		1,355	83	

A Safeguarding

2014/15 to 2017/18 Capital Programme

Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
11114000	Fostercare Adaptations 2012-13	48	3	0	0	51	48	3	0	0	51	0	0	
11115000	Fostercare Adaptations 2013-14	0	50	0	0	50	0	40	10	0	50	(10)	0	
11116000	Fostercare Adaptations 2014-15	0	9	41	0	50	0	0	50	0	50	(9)	0	
11294000	Fostercare Adaptations 2015-16	0	0	20	30	50	0	0	10	40	50	0	0	
11295000	Fostercare Adaptations 2016-17	0	0	0	50	50	0	0	0	50	50	0	0	
11296000	Fostercare Adaptations 2017-18	0	0	0	50	50	0	0	0	50	50	0	0	
		48	62	61	130	301	48	43	70	140	301	(19)	0	

Results for Key Business Performance Measures July 2014 to Sept 2014

Measure	Polarity	Frequency	2013/14 Baseline	2014/15 Target	2014/15 Year-End Forecast	Status	Commentary Q2
Percentage of Looked After Children (LAC) aged under 16 who have been looked after continuously for at least 2.5 years, who were living in the same placement for a least 2 years, or are placed for adoption	High is good	Quarterly	63%	65%	63%		This shows a small drop in placements stability that is most likely attributed to planned changes for YP, or placement disruption. Some children in care for less than this period have permanency placements secured also
Number of Looked After Children per 10,000 population	Low is good	Monthly	62	57	62		The summer months have seen an increase in Looked After Children (LAC), Each new LAC is considered at Children's Panel. Some increase due legal action arising from safeguarding concerns. Will need to monitor the impact of Child Sexual Exploitation cases post Rotherham.
Number of children who are subject of a CPP per 10,000 population	Low is good	Monthly	47	46	45		This reflects the increased focus upon reducing numbers in this area.
CiN rate per 10,000 CYP population (including CiC and CPP)	Low is good	Quarterly	338	360	360		This reflects the increased focus upon reducing numbers in this area.

Net Red Risks extracted from the Business Unit Risk Register

Business Unit	Risk Title	Risk Owner	Net Risk Level	Comments / Further actions being taken
Safeguarding	Children and Young people and vulnerable adults suffer injury or death	Sue Ross (Interim Head of Service)	12 (R)	The risk of this type of incident happening will always remain regardless of any controls in place which are under constant review Continue to implement all recommendations arising from the Serious Case Review.

Strategic Commissioning - Chris Lewington
Strategic Director - Wendy Fabbro
Portfolio Holders - Councillor Compton (Adult Social Care) & Councillor Hayfield (Education & Learning)

2014/15 Revenue Budget

Service	Agreed Budget £'000	Agreed Changes £'000	Latest Budget £'000	Forecast Outturn £'000	Variation Over/ (Under) £'000	Reason for Variation and Management Action
Strategic Commissioning - Head of Service	1,058	(75)	983	864	(119)	Holding additional resources and awaiting further guidance on the Care Act implications for commissioning and provider services. Additional resources are also required for the national conditions of the Better Care Fund and its preparation for full implementation from April 2015. There have also been delays in recruiting to commissioning posts due to national and local skills shortage.
All Age Disabilities	1,779	700	2,479	2,430	(49)	
Commissioning & Business Intelligence	740	75	815	709	(106)	This underspend relates to vacancies which are being actively recruited too.
Integrated Elderly Care	12,090	0	12,090	11,685	(405)	£374k is currently an underspend for Discharge to Assess in the south of the county. This is due in part to the underutilisation of the beds, however we anticipate that this will change over the winter period. Work is being undertaken to ensure that all projects related to D2A are fully spent by year end.
Market Management & Quality	718	0	718	728	10	
Children's Commissioning	549	0	549	513	(36)	
Service Development and Assurance	4,632	0	4,632	3,020	(1,612)	The major underspend here is due to the timing of the cost impacts of the systems review project to replace the care management system. Now that the system has been procured and detailed implementation plans have been drawn up, it is clear that a lot of the costs will be in the next financial year. The funds for this will be transferred back to reserves to be used next year. The rest of the under spend represents early delivery of staff restructure to achieve year two savings and difficulties recruiting project resource to support change.
Net Service Spending	21,566	700	22,266	19,949	(2,317)	
				Non DSG	(2,290)	
				DSG	(27)	

2014/15 Reserves Position

Reserve	Opening Balance 01.04.14 £'000	Movement in Year £'000	Effect of Outturn £'000	Closing Balance 31.03.15 £'000	Request for (Use of)/ Transfer to Reserves £'000	Reason for Request
Savings	3,912	0	2,290	6,202	1,685	£1,310k - This is funding for the project to replace the care information systems. Now that the system has been procured there is greater clarity about the phasing of the project costs, a significant amount of which will be in 2015/16. £375k relates to funding drawn down for projects and to manage changes coming from amended reporting requirements. Due to the levels of uncertainty around the Care Act and the refocusing of some projects, some of this funding needs to be taken forward to next financial year.
Total	3,912	0	2,290	6,202	1,685	

2014/15 to 2017/18 Savings Plan (Years 1 and 2 Only)

OOP Reference as per Service Estimate Report	Savings Proposal Title	2014/15			2015/16			Reason for financial variation and any associated management action
		Target £'000	Actual to Date £'000	Forecast Outturn £'000	Target £'000	Actual to Date £'000	Forecast Outturn £'000	
OOP/STC-A	Review of the necessary staffing levels to support the commissioning functions across the business unit with a view to reducing posts	79	79	79	79	79	79	Project delivered and now closed. Savings Delivered.
OOP/STC-B	Reducing the cost of transport provision to adults with Fair Access to Care Services based on review of current contractual arrangements with providers and review of the robustness with which eligibility criteria are applied	400	228	228	500	228	228	Year 1 and 2 savings will not be fully realised - projected at £228K. Financial modelling to be completed in 2014/15 but confidence in ability to meet savings long term in year 3 and 4.
OOP/STC-C	Reduced spend on centrally recharged services. This is based on the assumption that the Business Unit will have less staff and therefore lower central recharge cost for IT, telephones etc.	510	303	303	510	303	378	Year one savings achieved. Year 2 relies on a reduction in demand in line with anticipated forecasts. Quarter one reporting indicates this is achievable.
OOP/STC-D	Review of the staffing levels to provide the data intelligence functions across the business unit with a view to reducing posts	77	77	77	77	77	77	Project delivered and now closed. Savings Delivered.
OOP/STC-E	Changes to System Support Service achieved by a reduction in OLM (computer system) support contract costs and consultancy, a deletion of a vacant post and other staff reductions	95	77	77	154	77	195	Overall projected outturn from the saving line indicates an over recovery of the saving although the yearly outturn has been rephased across three years.
OOP/STC-F	Significant reduction to flexible resource budget which supports projects such as Adult Transformation Programme and the deletion of a management post	200	425	425	400	425	566	The project is currently forecasting an over recovery during the projects lifespan due to the full year effect of the Business management decommissioning and under recovery of other BM saving lines leading to the rephasing of the saving proposals.
OOP/STC-G	Reductions to the Learning, Development and Training budget	250	0	250	373	0	373	Project on schedule to deliver for year 1 and 2.
OOP/STC-H	Reduction in support to the Heads of Service including staff reductions	5	5	5	79	5	5	Year one savings achieved. Year two planned savings are now not expected to be delivered until year 3 of the savings program for two reasons: a double counting of IT budgets and the impact a reduction of Personal Assistant capacity will have on Heads of Service and their strategic leadership role.
OOP/STC-I	Reduce the internal communications work programme and staff reductions	30	35	35	94	35	64	We are seeing an increase in demand for the current internal communication role that had been identified for deletion as part of the saving. Alternate savings are anticipated by reducing further the flexible marketing resource.
OOP/STC-J	Review, redesign and reduce a series of community based contracts	0	0	0	240	0	240	Savings targets predicated on re-design of community and voluntary sector contracts and alignment with health to deliver a joint commissioning model for Warwickshire.
OOP/STC-K	Supporting People Programme Review of contracts with a view to reducing costs/services. This will include decommissioning some specialist services and re-modelling and recommissioning generic housing related support services to incorporate critical elements of decommissioned services.	0	(161)	(161)	1,230	(161)	1,230	There is a cost pressure for Year 1 which will be carried forward to year 2 and will form part of the savings programme. Current projections indicate that all savings will be achieved within the timelines - (April 2015 - March 2016)
	Total	1,646	1,068	1,318	3,736	1,068	3,434	
	Target		1,646	1,646		3,736	3,736	
	Remaining Shortfall/(Over Achievement)		579	329		2,669	302	

2014/15 to 2017/18 Capital Programme

Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
10030000	CYPF ICT Upgrade	157	18	0	0	175	157	0	0	0	157	(18)	(18)	Project closed, no further spend to come. Surplus funding of £18,306 to be returned to People Group Transformation Fund (Project Code 11021000 Adult Social Care Modernisation & Capacity 2012-13).
10614000	Care Homes Fire Regulations	397	0	0	0	397	397	0	0	0	397	0	0	
11021000	Adult Social Care Modernisation & Capacity 2012-13	0	0	942	0	942	0	0	965	0	965	0	23	£18,306 remaining funds from completed CYPF ICT Upgrade Project (10030000) vired here to support the Transformation Fund. Also, £4,844 forecasted underspend on Main Project 11317000 Dementia Friendly Environments has been vired here.
11310000	Client Information Systems Review	0	1,360	0	0	1,360	0	1,360	0	0	1,360	0	0	
11314000	Community Access for Disabled People	0	105	105	0	210	0	105	105	0	210	0	0	
11315000	Assistive Technology Smart Flat	0	13	6	0	19	0	13	6	0	19	0	0	
11316000	Complex Needs Service Building Adaptations and Equipment	0	101	0	0	101	0	101	0	0	101	0	0	
11317000	Dementia Friendly Environments Capital Funds	0	100	0	0	100	0	95	0	0	95	(5)	(5)	
		554	1,697	1,053	0	3,303	554	1,673	1,076	0	3,303	(23)	0	

Mid Year Performance Results for Key Business Performance Measures 2014/15

Key Business Measure	Polarity	Frequency	2013/14 Baseline	2014/15 Target	2014/15 Year- End Forecast	Status	Commentary Q2
Proportion of adults in contact with secondary mental health services in employment ASCOF 1F (All)	High is good	Quarterly	17.3%	17.3%	16.5%		There has been a transformation in the support that Coventry and Warwickshire Partnership Trust offer meaning that they are now focussing on customers with severe and enduring needs. These customers are less likely to be appropriate for paid employment resulting in a reduction in the indicator outturn. Despite the reduced outturn we are forecast to be in the top quartile of our comparator group.
Overall satisfaction of people who use services with their care and support ASCOF 3A	High is good	Annually	62.6%	64.0%	64.0%		This comes from the Adult Social Care Survey and will be available in Q4
Carer reported quality of life ASCOF 1D (BCF)	High is good	Annually	8.1	8.4	8.4		This comes from the Carers Survey and will be available in Q4
Proportion of people who are feeling supported to manage their condition (BCF)	High is good	Annually	66.2%	68.7%	N/A		Figure comes from GP survey, so no forecast exists as yet
Percentage of Children's Centres judged by Ofsted to be good or outstanding	High is good	Quarterly	87.5%	100%	86.9%		There has only been one inspection in quarter 2 (Rugby Rural) which received a judgement of "requires improvement" This has reduced the overall percentage of good or outstanding judgements. As stated in Q1 comments, future OFSTED inspections are likely to be group inspections as opposed to individual Centre inspections as the structure for Children's centre delivery in Warwickshire is changing to the group model from November 2014. It will be necessary at this time to revisit the targets to reflect the new group structure
Proportion of older people (65+) who are still at home 91 days following discharge from hospital into rehabilitation services ASCOF 2B Part 1 (percentage success rate)	High is good	Annually	87.9%	85.2%	85.2%		Annual measure, only available in Q4
Delayed transfers of care (delayed days) from hospital per 100,000 population (average per month) BCF	Low is good	Monthly	293.6	280	320		Latest DTOC data will not be available until 25th October which will provide a more detailed view of status. Initial improvement plan has been developed to improve the situation. Strategic Commissioning are developing a response to the market challenges to timely discharge, which will be incorporated subsequently.
Permanent admissions of older people (aged 65 and over) to residential and nursing care homes, per 100,000 population - ASCOF 2A Part 2 / Better Care Fund	Low is good	Monthly	554.7	616.4	525		Slight increase from Q1. Increase has been seen in more complex frail 75+ presenting at A&E. This has resulted in more residential and nursing placements made.

Early Help & Targeted Support - Hugh Disley
Strategic Director - Wendy Fabbro
Portfolio Holders - Councillor Compton (Adult Social Care) & Councillor Hayfield (Education & Learning)

2014/15 Revenue Budget

Service	Agreed Budget £'000	Agreed Changes £'000	Latest Budget £'000	Forecast Outturn £'000	Variation Over/ (Under) £'000	Reason for Variation and Management Action
Early Help & Targeted Support - Head of Service	688	1,548	2,236	1,625	(611)	This is a planned underspend being held in part to provide a contingency to support demand led budget pressures in the Business Unit and in part to cover one off costs relating to the delivery of savings plans within the children's service.
Early Help & Targeted Support - Head of Service - Non WES Traded	100	(124)	(24)	82	106	This includes the County Music Service and Outdoor Education Service - both subject to Project Boards.
Adult Well Being	5,321	(260)	5,061	5,250	189	This is the savings plan for reablement subject to a Project Board and reporting to the Adult Customer Board. The main reason is a slow down in referrals at a time when we expected expansion of the service.
Transition Support	1,006	0	1,006	1,024	18	
Family Support, Children's Centres & IDS	9,954	484	10,438	11,360	922	This relates to savings plan slippage & transition costs (consultation, notice, etc.) for the both the Integrated Disability Service and Children Centres savings plan. These costs have been regularly reported to the Transformation Board.
Net Service Spending	17,069	1,648	18,717	19,341	624	
				Non DSG	624	
				DSG	0	

2014/15 Reserves Position

Reserve	Opening Balance 01.04.14 £'000	Movement in Year £'000	Effect of Outturn £'000	Closing Balance 31.03.15 £'000	Request for (Use of/ Transfer to Reserves £'000	Reason for Request
Savings	305		(624)	(319)		
Total	305	0	(624)	(319)	0	

2013/14 to 2014/15 Savings Plan (Savings that slipped into 2014/15)

Reference	Savings Proposal Title	2013/14		2014/15			Reason for financial variation and any associated management action
		Target £'000	Actual to Date £'000	Target £'000	Actual to Date £'000	Forecast Outturn £'000	
	Targeted Youth Support - Reduction in service	1,900	1,758	1,900	1,758	1,900	
	Voluntary and community sector to run outdoor education centres	60	27	60	27	60	
	Total	1,960	1,785	1,960	1,785	1,960	
	Target		1,960		1,960	1,960	
	Remaining Shortfall/(Over Achievement)		175		175	0	

E Early Help & Targeted Support

2014/15 to 2017/18 Savings Plan (Years 1 and 2 Only)

OOP Reference as per Service Estimate Report	Savings Proposal Title	2014/15			2015/16			
		Target £'000	Actual to Date £'000	Forecast Outturn £'000	Target £'000	Actual to Date £'000	Forecast Outturn £'000	
OOP/EH-A	Using the Common Assessment Framework (CAF) as a tool to ensure early intervention services are provided to prevent escalation into specialist services or step down from specialist services and increased use of the CAF by practitioners reducing the need for training	34	0	0	67	0	0	Budget remains Red as there is a fundamental issue with the savings being made against a climate where workload is increasing. Savings target forecast not to be met this year, as Head of Service has agreed a one off contribution to cover deficit. If budget reduction over remaining years continues then we will need to redesign service as appropriate and the service will not be fit for taking more cases from Social Care as part of their savings plan
OOP/EH-C	Proposed Savings is based on charging Academy Schools for the coordination of educational visits.	3	0	0	8	0	0	
OOP/EH-D	Duke of Edinburgh Award Scheme: More effective marketing of the scheme to schools as part of raising the participation age	26	0	26	26	0	26	
OOP/EH-E	Target Support Young People - Teenagers in Care Programme: Moving to a commissioning model based on evidence of practice to reduce the number of teenagers either moving into or remaining in care for longer than necessary (Dartington Project)	25	0	(25)	75	0	(375)	With one off funding provided through Heads of Service to contribute towards the shortfall and increased income generation through Centres and to cover none priority projects the current forecast is £25,000 overspend for Yr1
OOP/EH-F	Identification of efficiency savings across the Business Unit (Heads of Service Management Overheads)	160	0	160	160	0	160	Project Completed.
OOP/EH-G	Additional savings from the current restructuring of the management of the Children's Centres	42	42	42	42	42	42	Project Completed.
OOP/EH-H	Family Information Service - consultation with the contact centre to transfer appropriate activity and greater use of electronic directory for signposting and information about the local offer.	100	100	100	200	100	125	Savings for 2014/15 have been achieved. Plans are in place to meet the required savings for 2015/16 and beyond. Head of Service has agreed a reduction in the cut for 2015/16.
OOP/EH-I	Further development of Reablement and Supporting Independence service to improve access, efficiency and capacity, thus reducing need for more costly forms of social care.	372	0	372	372	0	372	SIS is being amalgamated into the Complex Needs and is subject to being tendered out of the Local Authority.
OOP/EH-J	Family group conferencing - a reduction in the service, with consideration to be given to combining services within Early Intervention or in Communities as part of Priority Families Programme	0	25	25	50	25	25	In preparation for savings we have moved the FGC Family Support Worker to a vacancy in CAF Family support and not replaced in FGC.
OOP/SCS-H	Increase the range of reasonable cost services (e.g. Assistive Technology) to continue personalised approach to meeting needs within resources available to reduce the need for more expensive forms of care	255	255	255	527	255	527	Savings to date = Year 1 savings target achieved
	Total	1,017	422	955	1,527	422	902	
	Target		1,017	1,017		1,527	1,527	
	Remaining Shortfall(Over Achievement)		595	62		1,105	625	

2014/15 to 2017/18 Capital Programme

Agresso Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
10964000	CAF Development Team - Social Care IT 2010/11	0	1,176	0	0	1,176	0	1,176	0	0	1,176	0	0	
11163000	CAF - Trusted Assessments application	476	0	0	0	476	476	0	0	0	476	0	0	
		476	1,176	0	0	1,652	476	1,176	0	0	1,652	0	0	

Results for the Key Business Performance Measures 2014-15

Measure	Polarity	Frequency	2013/14 Baseline	2014/15 Target	2014/15 Year-End Forecast	Status	Commentary Q2
Percentage of initial assessments for disabled children completed within 10 working days	High is good	Quarterly	63.7%	65.0%	50.0%		Progress is steady this quarter but will improve as the new teams settle and processes are embedded. Previously there were 3 teams which are now arranged as IDS Social Care North and IDS Social Care South.
Percentage of people living independently in their own homes at the completion of reablement	High is good	Quarterly	61%	76%	76%		Q2 figures are showing an increase to 65% from 2013/14 actuals of 61% which is positive. Still hoping with opening new referral pathways to increase the figure further.
Proportion of people who have had a previous reablement referral in the previous 12 months	Low is good	Quarterly	39%	39%	36%		Produced new forms to measure achieved outcomes. Q3 should show increase to year end forecast.
Percentage of families no longer in care, subject to care proceedings or child protection following Family Group Conferencing (FGC)	High is good	Quarterly	45%	60%	60%		Q2 was atypical in terms of referrals with a greater than average proportion from Common Assessment Framework (CAF) rather than social care. A number of families were also unwilling to engage in the process. It is expected that this will return to normal levels next quarter.
Percentage of Triple P participants with reduced parental laxness after completing the programme	High is good	Annually	78.8%	80%	80%		As this is an annual figure, there is nothing to provide for Qtr. 2. The year end forecast is based on historical trends
Percentage of Children's Centres judged by Ofsted to be good or outstanding	High is good	Quarterly	87.5%	100%	86.9%		There has only been one inspection in quarter 2 (Rugby Rural) which received a judgement of "requires improvement" This has reduced the overall percentage of good or outstanding judgements. As stated in Q1 comments, future OFSTED inspections are likely to be group inspections, as opposed to individual Centre inspections as the structure for Children's centre delivery in Warwickshire is changing to the group model from November 2014. It will be necessary at this time to revisit the targets to reflect the new group structure.
Number of CAFs initiated per 10,000 of the 0-17 child population	High is good	Quarterly	84.8	84.8	84.8		On track. Low figure over school summer holiday is typical. Cumulative figure to date is 29.8
Percentage of CAFs with positive impact that affects emotional well being	High is good	Quarterly	82.7%	80%	80%		Emotional well being is on track and supported well by Mental Health Interventions for School Children (MHISC).
Percentage of Looked After young people who are able to remain in their placement following intensive TS4YP intervention	High is good	Quarterly	N/A	80%	75%		Last quarter included a number of young people that needed to be moved from current residence thereby resulting in lower percentage - though high success against need). amended forecast to reflect this.
Percentage of young people who engage with TS4YP who are no longer NEET following intensive intervention	High is good	Quarterly	N/A	75%	75%		Never been measured before so 2013/14 baseline not applicable

Education and Learning - Nigel Minns
Strategic Director - Monica Fogarty
Portfolio Holder - Councillor Hayfield (Education & Learning)

2014/15 Revenue Budget

Service	Agreed Budget £'000	Agreed Changes £'000	Latest Budget £'000	Forecast Outturn £'000	Variation Over/ (Under) £'000	Reason for Variation and Management Action
Head of Service	1,005	145	1,150	1,125	(25)	
Head of Service - Education & Learning Service Support (Non-Teaching)	2,439	0	2,439	500	(1,939)	This is a planned underspend being held in part to provide a contingency to support demand led budget pressures in the Business Unit and in part to cover one off costs relating to the delivery of savings plans within children's service.
Head of Service - DSG	58	0	58	58	0	
Head of Service - Total	3,502	145	3,647	1,683	(1,964)	
School Organisation & Planning	9,445	(1,164)	8,281	8,835	554	This consists of a Non DSG over-spend on Mainstream Transport which is forecasting a £0.355m overspend due to increased numbers of pupils and greater than average school days. There is an officers' Transport group which is investigating the practices and policies which can be changed in order to bring costs down to within budget as well as to contribute to OOP savings in future years. The DSG budget for 3/4 year old Nursery Provision is forecasting a £0.3m over-spend due to additional pupil uptake while the newer provision for 2 year old provision is under-spending (£0.9m) as take up of the offer has not been as high as the DSG funding. Both of these variances from budget will be taken into account by the DSG officers group which, in collaboration with the School Forum, is reviewing the services funded by DSG.
School Organisation & Planning - WES Traded	0	0	0	(22)	(22)	
School Organisation & Planning - DSG	19,094	(579)	18,515	17,857	(658)	
School Organisation & Planning - Total	28,539	(1,743)	26,796	26,670	(126)	
Vulnerable Learners	8,978	667	9,645	9,655	10	SEN Transport is forecasting to overspend by £0.681m; this has reduced by approximately £0.1m since Q1, There are demand pressures on SEN Transport as a result of the increase in statemented pupils in Warwickshire. A project board has been established to reduce overall transport costs across pupils' transport and to align transport services with the personalisation and supporting independence agendas. However this continued overspend is of great concern since additional council funding was obtained this year (£1.7m) but will be decreasing over next few years. This pressure is added to by a large OOP savings target from next year as well. A one off non earmarked grant of £1m was provided by the DfE for the introduction and implementation of the changes due to the SEND legislation. Although the grant is un-earmarked it is expected to be used over the full 3 year length of the implementation period. As a result it is planned to spend just £0.343m in 2014/15 and request that the remainder as at Q2 be transferred to a an earmarked reserve for SEND implementation over the next few years.
Vulnerable Learners - DSG	27,886	5,889	33,775	39,132	5,357	SEN Out of Authority Placements is forecasting to overspend by £4.779m, an increase of £0.664m since Q1. This pressure is well documented and the various initiatives to alleviate the issues are being put in place but most of these will not achieve savings in this financial year. The High Needs Placement Panel continues to review new cases and challenge the placing of Children Out of Authority. There is a £290,000 overspend predicted for mainstream top ups and a £236,000 forecast overspend on special school top ups which is consistent with the increase in statemented pupils. This is one of the priority areas for the in-depth review of the DSG that is taking place and progress will be reported via the DSG Review Board.
Vulnerable Learners - WES Traded	0	0	0	(16)	(16)	
Vulnerable Learners - Total	36,864	6,556	43,420	48,771	5,351	
Learning & Performance	2,208	16	2,224	2,216	(8)	
Learning & Performance - DSG	6,980	(3,942)	3,038	2,909	(129)	
Learning & Performance - Total	9,188	(3,926)	5,262	5,125	(137)	
Adult Community Learning	(83)	0	(83)	(83)	0	
Schools related residual	3,853	(1,355)	2,498	2,908	410	This is the result of higher than anticipated school redundancies.
Schools related residual - DSG	2,710	(95)	2,615	2,559	(56)	
Schools related residual - Total	6,563	(1,450)	5,113	5,467	354	
Net Service Spending	84,573	(418)	84,155	87,633	3,478	
Non DSG	27,845	(1,691)	26,154	25,118	(1,036)	
DSG	56,728	1,273	58,001	62,515	4,514	

2014/15 Reserves Position

Reserve	Opening Balance 01.04.14 £'000	Movement in Year £'000	Effect of Outturn £'000	Closing Balance 31.03.15 £'000	Request for (Use of)/ Transfer to Reserves £'000	Reason for Request
Savings	0	0	1,036	1,036	680	This transfer to an earmarked SEND reserve acknowledges that the grant received was for the duration of the SEND implementation which is for the term of the current MTFP.
Total	0	0	1,036	1,036	680	

2014/15 to 2017/18 Savings Plan (Years 1 and 2 Only)

OOP Reference as per Service Estimate Report	Savings Proposal Title	2014/15			2015/16			Reason for financial variation and any associated management action
		Target £'000	Actual to Date £'000	Forecast Outturn £'000	Target £'000	Actual to Date £'000	Forecast Outturn £'000	
OOP/LA-A	Review of the School Planning Service with a view to reduction in staffing	75	75	75	75	75	75	Completed
OOP/LA-B	Review of the Schools Complaints Service with a view to reduction in staffing	75	75	75	75	75	75	Completed
OOP/LA-C	Education Psychology Service: This service delivers core funded and traded services. The proposal would see the trading target increased.	100	25	100	100	25	100	Completed
OOP/EH-B	Attendance, Compliance & Enforcement Service (ACE): Reduce the number of cases that require intervention and therefore use funding from the priority families programme rather than core funding as children with these difficulties are often part of a wider problem and being identified as part of the priority families programme and increase trading with academy schools outside Warwickshire	31	31	31	47	31	47	Completed
OOP/LA-D	Restructure the current Assessment, Statementing and Review Service in line with the greater flexibility offered by the new SEN funding formula in schools.	0	0	0	250	0	170	
OOP/LA-E	The provision of a team of teachers to support the education of looked after children in schools would cease. The LA would continue to have a Virtual Head Teacher for Looked After Children in line with statutory responsibilities.	0	0	0	275	0	0	Alternative savings plan submitted through Savings Plan Refresh Form. The alternative savings plan meets all of the savings target.
OOP/LA-F	Transfer responsibility to the early years sector to monitor and drive its own improvement, including a restructure of links with Health Visitors and the prioritisation of children for free childcare.	0	0	0	446	0	0	Alternative savings plan submitted through Savings Plan Refresh Form
OOP/LA-G	Reduction in Transport Budget. This significant proposed reduction in the transport budget (including special needs transport) will require a change in policy and full consultation to inform changes. Provision for school crossing patrols to be retained.	0	0	0	2,300	0	0	Separate report requested by Corporate Board. Consultation will be required on savings to be made.
OOP/LA-H	Review of general support budget in line with the changes in services across the Business Unit	0	1,000	1,000	0	1,000	1,000	Alternative savings plan submitted through Savings Plan Refresh Form introduces a £1m target bot from 2016/17.
Total		281	1,206	1,281	3,568	1,206	1,467	
Target			281	281		3,568	3,568	
Remaining Shortfall/(Over Achievement)			(925)	(1,000)		2,362	2,101	

2014/15 to 2017/18 Capital Programme

Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
10027000	Stratford Primary Places Alveston	1311	0	0	0	1,311	1,311	2	0	0	1,313	2	2	
10031000	Kenilworth Burton Green Primary Temp Classroom Replacement	385	16	0	0	401	385	0	0	0	385	(16)	(16)	
10033000	Wellesbourne Library Phase 3 Children's Centre	498	12	0	0	510	498	12	0	0	510	0	0	
10044000	Warwick Newburgh Primary Extension	2,630	45	105	0	2,780	2,630	0	0	0	2,630	(45)	(150)	Budget increase transferred to separate project 11331000, Newburgh Primary School Play Area (see below).
10047000	Stratford Thomas Jolyffe Primary School Phase 3 Children's Centre	305	12	0	0	317	305	12	0	0	317	0	0	
10051000	Stratford Primary Places The Willows Extension	703	1	0	0	704	703	1	0	0	704	0	0	
10056000	Shipston Primary School Phase 3 Children's Centre	522	16	0	0	538	522	16	0	0	538	0	0	
10062000	Nuneaton Alderman Smith Artificial Turf Pitch 09/10	610	16	0	0	626	610	16	0	0	626	0	0	
10069000	Wolston Library Phase 3 Children's Centre	178	4	0	0	182	178	4	0	0	182	0	0	
10075000	Atherstone Arden Hill Infant and Oakfield Junior Amalgamation	611	39	0	0	650	611	39	0	0	650	0	0	
10225000	Rugby, Boughton Leigh (Ph. 2) Children's Centre	(36)	12	0	0	(24)	(36)	12	0	0	(24)	0	0	
10233000	Kingsbury Primary (Ph2) Children's Centre	(4)	4	0	0	0	(4)	4	0	0	0	0	0	
10238000	Rugby, Oakfield (Ph2) Children's Centre	(5)	5	0	0	0	(5)	5	0	0	0	0	0	
10251000	Stratford High School Extension	4,641	20	0	0	4,661	4,641	20	0	0	4,661	0	0	
10254000	Leek Wootton, St John's (Ph2) Children's Centre	(12)	12	0	0	0	(12)	12	0	0	0	0	0	
10300000	Minor Works Unallocated DFC Fund	190	7	0	0	197	190	7	0	0	197	0	0	
10357000	Rugby Paddox Primary Amalgamation	1,772	79	0	0	1,850	1,772	79	0	0	1,850	0	0	
10442000	Warwick Woodloes Junior and Infant Amalgamation	9,902	173	0	0	10,075	9,902	173	0	0	10,075	0	0	
10513000	Education Capital - Earmarked Capital Receipts	0	0	550	0	550	0	0	550	0	550	0	0	
10554000	Devolved/School Level Budgets 2010/11 (Self-financed)	31,934	3,260	0	0	35,194	31,934	3,260	0	0	35,194	0	0	
10970000	CYPF Capital Minor Projects	617	10	0	0	627	617	11	0	0	628	0	0	
11013000	Education Capital - Unallocated Contributions	0	350	0	0	350	0	350	0	0	350	0	0	
11064000	The Willows Primary Extension (Pupil Places)	3,093	6	0	0	3,099	3,093	6	0	0	3,099	0	0	
11065000	Boughton Leigh Junior Refurbishment (Pupil Places)	274	1	0	0	275	274	1	0	0	275	0	0	
11066000	St Michaels Primary Extension (Pupil Places)	559	2	0	0	561	559	2	0	0	561	0	0	
11067000	Camp Hill Primary Extension (Pupil Places)	1,316	12	0	0	1,328	1,316	12	0	0	1,328	0	0	
11068000	Wembrook Primary Reorganisation (Pupil Places)	377	2	0	0	379	377	2	0	0	379	0	0	
11069000	Sydenham Primary Extension (Pupil Places)	1,745	14	0	0	1,760	1,745	14	0	0	1,760	0	0	
11070000	Emscote Infants Extension (Pupil Places)	682	31	0	0	713	682	31	0	0	713	0	0	
11071000	Shipston Primary Alterations (Pupil Places)	464	11	0	0	476	464	16	0	0	481	5	5	
11073000	All Saints Junior Extension (Pupil Places)	79	685	186	0	950	79	727	144	0	950	42	0	
11074000	School Modernisation Block Header: Repairs and Maintenance	1,709	1	0	0	1,710	1,709	1	0	0	1,710	0	0	
11076000	Schools Access Initiative Block Header	402	573	0	0	975	402	593	0	0	995	20	20	
11102000	Newdigate Primary (Pupil Places)	878	25	0	0	903	878	25	0	0	903	0	0	
11103000	Long Lawford Primary (pupil places)	1,073	4	0	0	1,077	1,073	7	0	0	1,081	4	4	

F Education & Learning

Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
11105000	Lillington Primary (Pupil Places)	843	982	0	0	1,825	843	982	0	0	1,825	0	0	
11106000	Amalgamation of Gun Hill and Herbert Fowler Schools	3,731	18	0	0	3,749	3,731	18	0	0	3,749	0	0	
11108000	Oakfield Primary	2,844	16	0	0	2,860	2,844	20	0	0	2,864	4	4	
11173000	Wolston St Margarets extension (pupil places)	81	604	15	0	700	81	629	15	0	725	25	25	Roosting bats meant redesign of some elements of the scheme was necessary.
11174000	Kingsway Pri extension and reorg (pupil places)	602	419	0	0	1,021	602	419	0	0	1,021	0	0	
11175000	Newburgh Primary additional hall / studio space	465				465	465	10	0	0	475	10	10	
11177000	Schools Access Initiative 2012/13 block header	696	6	0	0	702	696	6	0	0	702	0	0	
11180000	Welcombe Hills vehicle access alterations	8	442	0	0	450	8	137	305	0	450	(305)	0	
11181000	Temporary classroom replacement	0	82	0	0	82	0	82	0	0	82	0	0	
11183000	Clifton upon Dunsmore replace temporary classrooms	609	531	0	0	1,140	609	531	0	0	1,140	0	0	
11184000	Oakfield Primary School Alterations To Existing Key Stage 2	507	3	0	0	510	507	3	0	0	510	0	0	
11202000	Quinton Pri expansion (pupil places)	283	958	0	0	1,241	283	958	0	0	1,241	0	0	
11204000	Tysoe temporary classroom replacement	45	229	0	0	274	45	237	0	0	282	8	8	
11205000	Water Orton temporary classroom replacement	7	247	0	0	253	7	247	0	0	253	0	0	
11206000	Telford Infants temporary classroom replacement	262	26	0	0	288	262	26	0	0	288	0	0	
11207000	Telford Junior temporary classroom replacement	213	31	0	0	244	213	31	0	0	244	0	0	
11209000	Wembrook Primary additional studio hall space	418	7	0	0	425	418	7	0	0	425	0	0	
11210000	Exhall Cedars Inf temporary classroom replacement	272	18	0	0	290	272	18	0	0	290	0	0	
11211000	Coten End Primary expansion (pupil places)	601	2,169	115	0	2,884	601	2,169	115	0	2,884	0	0	
11247000	2 Year Old Offer - Capital Funding	246	440	0	0	686	246	440	0	0	686	0	0	
11249000	Bishopton School extension - targeted basic need	6	870	1,624	0	2,500	6	870	1,624	0	2,500	0	0	
11250000	Brooke School extension - targeted basic need	3	918	29	0	950	3	918	29	0	950	0	0	
11252000	Henry Hinde Infant School extension - targeted basic need	9	523	418	0	950	9	523	418	0	950	0	0	
11253000	Lapworth School extension - targeted basic need	8	332	310	0	650	8	332	310	0	650	0	0	
11255000	Paddox School extension - targeted basic need	7	1,028	1,345	0	2,380	7	1,028	1,345	0	2,380	0	0	
11256000	St Michael's CE School extension - targeted basic need	0	488	762	0	1,250	0	262	988	0	1,250	(226)	0	
11257000	Welcombe Hills School extension - targeted basic need	2	368	580	0	950	2	368	580	0	950	0	0	
11258000	New AED School - targeted basic need	8	2,742	3,750	0	6,500	8	2,742	3,750	0	6,500	0	0	
11260000	St Marys Southam Fire damage	4	196	0	0	200	4	196	0	0	200	0	0	
11261000	Shipston High extension (pupil places)	4	1,421	158	17	1,600	4	1,191	383	23	1,600	(230)	0	
11262000	Cawston Grange extension (pupil places)	4	1,246	1,250	0	2,500	4	1,813	684	0	2,500	567	0	
11263000	Long Lawford extension (pupil places)	3	494	478	0	975	3	494	478	0	975	0	0	
11264000	Henry Hinde Junior School extension (pupil places)	0	0	0	0	0	0	0	0	0	0	0	0	
11265000	Milby Primary extension (pupil places)	3	972	925	0	1,900	3	112	1,785	0	1,900	(860)	0	
11266000	St Benedict's extension (pupil places)	142	25	0	0	167	142	25	0	0	167	0	0	
11267000	2013-14 Schools Disability Access block header	0	100	466	0	566	0	468	109	0	576	368	10	
11268000	Queen Elizabeth - contribution to PSBP re extra pupil place	0	0	0	0	0	0	0	0	0	0	0	0	
11269000	Woodlands Special School (pupil places)	10	385	0	0	395	10	385	0	0	395	0	0	
11270000	Shipston Primary extension	1	89	0	0	90	1	89	0	0	90	0	0	

Project Code	Description	Approved Budget					Forecast					Variation		Reasons for Variation and Management Action
		Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Earlier Years	2014/15 £ 000's	2015/16 £ 000's	2016/17 and later £'000	Total £ 000's	Variance in Year £ 000's	Total Variance £ 000's	
11271000	Alcester St Nicholas Academy extension	6	314	0	0	320	6	314	0	0	320	0	0	
11313000	New primary provision at Aylesford school - TBN	0	620	2,130	0	2,750	0	620	2,130	0	2,750	0	0	
11319000	Eastlands Primary temporary classroom	0	30	70	0	100	0	40	30	30	100	10	0	
11320000	Shipston High temporary classroom	0	54	126	0	180	0	105	75	0	180	51	0	
11321000	Long Lawford Pri temporary classroom	0	54	126	0	180	0	105	75	0	180	51	0	
11322000	Whitnash primary basic need provision	0	195	455	0	650	0	195	455	0	650	0	0	
11323000	Boughton Leigh Jnr basic need provision	0	90	210	0	300	0	105	195	0	300	15	0	
11331000	Newburgh Primary School - New Play Area	0	0	0	0	0	0	143	8	0	150	143	150	New project approved 28th July 2014.
		82,354	26,242	16,184	17	124,797	82,354	25,883	16,579	53	124,868	(359)	71	

Key Business Performance Measures for 2014/15

Measure	Polarity	Frequency	2013/14 Baseline	2014/15 Target	2014/15 Year End Forecast	Status	Commentary Q2
Percentage of EIS subscribing schools judged to be good or outstanding by Ofsted for Behaviour	High is good	Quarterly	82%	85%	83%	Orange	The data for this is collected in summer term and relates to the number of schools that are supported by EIS who receive good or better for behaviour from OFSTED. During the summer term only 16 schools that EIS support had an OFSTED inspection and 14 of these received good or better. The small number of schools meant that any change would result in a swing of 6% either way in the reported KPI with the result that it could not meet exactly the target on this occasion (i.e. if 13 schools received good the percentage would be 81%) Over the course of the year the increasing numbers will mean that each new inspection will represent a smaller variation on the KPI.
Percentage of 16 to 19 year olds who are not in education, employment or training (NEET)	Low is good	Annually	3.6%	3.0%	5.5%	Red	NEET figures are the average of NEETs at the ends of November, December and January. Early indication of the figure is available from CSWP in February, official published figures are from the DfE available from the following May/June. Baseline refers to AY 12/13, Target refers to AY 13/14. Q2: Forecast is higher than the target (low is good) as the LA has set challenging targets in order to move towards RPA (Raising the Participation Age) of 100% participation by 2015. Budget savings and changes to the LA duties have all impacted on progress towards reducing NEETs.Q2 5.5% represents the average NEETs at the end of Nov 13, Dec 13 and Jan 14.
Closing the Gap - Attainment Key Stage 2 (Primary) percentage gap between the achievement of disadvantaged pupils and non-disadvantaged pupils: percentage achieving level 4 or above in reading, writing and maths	Low is good	Annually	23%	18%	18%	Green	Provisional data normally becomes available in October from LA but is not finalised until January. Published data is available in the DfE Statistical First Release. Baseline refers to AY 12/13, Target refers to AY 13/14. Q2: Forecast currently reflects target, more accurate forecast can be made after early indications of summer examination results are received.
Percentage of pupils attending schools (including nurseries) judged good or outstanding by Ofsted	High is good	Quarterly	72%	75%	75%	Green	Q2 data has been delayed being published by Ofsted, August 2014 figures will be available in December 2014. The latest figure remains at 75% for March 2014 as reported at Q1.
Closing the Gap - Attainment: Key Stage 4 (Secondary) percentage gap between the achievement of disadvantaged pupils and non-disadvantaged pupils: percentage achieving 5 or more A*-C grades including English & Maths	Low is good	Annually	32%	25%	25%	Green	Provisional data normally becomes available in October from LA but is not finalised until January. Published data is available in the DfE Statistical First Release. Baseline refers to AY 12/13, Target refers to AY 13/14. Q2: Forecast currently reflects target, more accurate forecast can be made after early indications of summer examination results are received.