Shropshire Council
Legal and Democratic Services
Shirehall
Abbey Foregate
Shrewsbury
SY2 6ND

Date: Tuesday, 9 July 2019

Committee:
People Overview Committee

Date: **Wednesday, 17 July 2019**
Time: **10.00 am**
Venue: **Shrewsbury/Oswestry Room, Shirehall, Abbey Foregate, Shrewsbury,
               Shropshire, SY2 6ND**

You are requested to attend the above meeting.
The Agenda is attached

Claire Porter
Director of Legal and Democratic Services

Members of the Committee

Peggy Mullock (Chair)	Elliott Lynch
Kevin Turley (Vice-Chair)	Cecilia Motley
Clare Aspinall	Kevin Pardy
Christian Lea	John Price
Matt Lee	David Vasmer

Co-opted Members (Voting):

Carol Morgan	Diocese of Shrewsbury (RC)
Sian Lines	Diocese of Hereford (CE)
Vacancy	Parent Governor – Secondary Schools
Vacancy	Parent Governor – Primary & Special Schools

Co-opted Members (Non-Voting):

Mark Hignett	Voluntary and Community Sector Assembly

Substitute Members:

Roy Aldcroft	Roger Hughes
Julian Dean	Claire Wild
Roger Evans	Leslie Winwood
Rob Gittins	Paul Wynn

<u>Your Committee Officer is:</u>

Tim Ward Committee Officer
Tel: 01743 257713
Email: tim.ward@shropshire.gov.uk

AGENDA

1   **Apologies and Substitutions**

To receive apologies for absence from Members of the Committee

2   **Disclosable Pecuniary Interests**

Members are reminded they must not participate in the discussion or vote on any matter in which they have a Disclosable Pecuniary Interest and should leave the room prior to the commencement of the debate.

3   **Minutes** (Pages 1 - 6)

The minutes of the last meeting, held on 5 June 2019, are attached for confirmation.

4   **Public Question Time**

To receive any public questions or petitions from the public, notice of which has been given in accordance with Procedure Rule 14. The deadline for this meeting is 10.00am on 16 July 2019

5   **Members' Question Time**

To receive any questions of which Members of the Council have given notice.

Deadline for notification: 10.00am on 16 July 2019

6   **Committee Update**

To receive updates on items not on the agenda

7   **Warmer Homes**

To receive a verbal update from the Housing Operations Manager

8   **Social Worker Recruitment and Retention** (Pages 7 - 10)

9   **School Improvement** (Pages 11 - 18)

10   Work Programme (Pages 19 - 38)

The Scrutiny Work Programme is attached

11   Date of Next Meetings

Members are advised that the next meeting of the People Overview Committee will be held on Wednesday 11 September 2019 at 10.00am and that an additional meeting of the Committee has been scheduled for Wednesday 9 October 2019 at 10.00am

PEOPLE OVERVIEW COMMITTEE

Minutes of the meeting held on 5 June 2019
10.00 am - 12.05 pm in the Shrewsbury/Oswestry Room, Shirehall, Abbey Foregate, Shrewsbury, Shropshire, SY2 6ND

Responsible Officer: Tim Ward
Email: tim.ward@shropshire.gov.uk   Tel: 01743 257713

Present
Shropshire Councillors
Councillor Peggy Mullock (Chairman)
Councillors Christian Lea, Kevin Pardy and David Vasmer

Co-Opted Members (Voting)

Co-Opted Members (Voting)

1   **Election of Chairman**

1.1   It was proposed, seconded and duly resolved:

That Councillor Peggy Mullock be elected Chair of the People Overview Committee for the forthcoming municipal year.

2   **Apologies and Substitutions**

2.1   Apologies for absence were received from Sian Lines and Councillors Kevin Turley, Cecilia Motley.

2.2   Councillor Roy Aldcroft substituted for Councillor Cecilia Motley.

3   **Appointment of Vice Chairman**

3.1   It was proposed, seconded and duly resolved:

That Councillor Kevin Turley be appointed as Vice Chair of the People Overview Committee for the forthcoming municipal year.

4   **Disclosable Pecuniary Interests**

4.1   There were no declarations of pecuniary interest made.

5   **Minutes**

5.1   The minutes of the meeting held on 27 March 2019 had been circulated.

5.2 RESOLVED

That the minutes of the People Overview Committee held on 27th March 2019 be approved as a true record and signed by the Chairman.

6 **Public Question Time**

6.1 There were no questions from members of the public.

7 **Members' Question Time**

7.1 There were no questions from Members.

8 **Committee Update**

8.1 There were no updates for the Committee.

9 **Warmer Homes**

9.1 It was agreed that this item would be deferred to a future meeting of the Committee.

10 **Empty Homes**

10.1 Members considered the Regulatory Services Operations Manager's Report and Presentation [copy of presentation attached to signed minutes] which gave an overview of the empty homes work carried out by Regulatory Services and the legal powers available.

10.2 Members noted that there were a variety of reasons that properties were left empty for periods of time and that it was not illegal to allow a property to remain unoccupied, but it was a wasted resource.   The Council had a risk led approach and would only take action where there was an identified risk to public safety, or empty properties became detrimental to the amenity of an area or caused a statutory nuisance to neighbours. Once risk was identified the Council had escalating options to address the issue.

10.3 Initially the Council would attempt to identify the owner and enter into a dialogue to offer advice. If the owner was unwilling to take action, the Council had legal authority to reduce risks through serving notices to the owner to take action, or to take action itself and recover the costs. This may include boarding up, addressing vermin issues, carrying out work where adjoining properties were being damaged. In response to a Member's question, the Regulatory Services Operations Manager advised that no action could be taken without evidence of nuisance. Neighbour's complaints formed part of the picture but had to be substantiated with independent evidence.

10.4 The owner could also be encouraged to return the property to use through the imposition of a 100% premium being added to the Council Tax while the property remained unoccupied.

10.5 The Regulatory Services Operations Manager advised that in more serious cases the Council had other options, such as enforced sales, compulsory purchase and empty dwelling management orders. None of these would be entered into lightly and all other options would be exhausted first as they involved high costs to the Council in both Officer time and resources. The Council must be certain that the action taken was in the public interest and where possible to recover the costs incurred.

10.6 In response to a Member's question, the Regulatory Services Operations Manager advised that the Council was in the process of pursuing a compulsory purchase order and a forced sale. This was the first time that the Council had resorted to this action and learning points would be taken from both cases once they were completed. She was unable to give a timescale for the completion of the cases but estimated that it should be within the next six months and agreed to update the Committee on the progress of the cases at the September meeting of the Committee. The Chairman suggested that the Portfolio should be invited to address the Committee on this matter at this meeting.

10.7 The Regulatory Services Operations Manager stressed the importance of partnership working across the Council to identify the different risks posed by empty properties and enable a complete picture of a property to be compiled and the most sustainable approach found. She agreed that the resources were not available to address the issues caused by every empty property and priority was identified based on risk. In response to a Member's query she agreed that resources were limited and more work could be undertaken with greater resources but these were not readily available and there were other calls on the departments resources.

11 **SEND inspection preparation**

11.1 Members considered the report of the Service Manager, Special Educational Needs and Disability [SEND] which outlined the approach how Shropshire Council and the Clinical Commissioning Group [CCG], working with partner agencies have reformed services for children and young people with special educational needs and disabilities and how the anticipated Ofsted and Care Quality Commission will review the impact of this work.

The Service Manager, SEND, explained that Ofsted and the CQC were undertaking inspections in all 152 local authority areas over a five-year period and was an inspection of the local are including the local authority. Education, social care, early help and public health were to be included in the inspection. The inspectors would visit a number of different settings during their inspection.

11.2 Members heard that to date ten of the inspections in the West Midlands area had been completed and four remained to be done, including Shropshire. The earliest inspections had the most positive outcomes and five authorities had received Statements of Action. The Service Manager – SEND advised that the inspectors had identified strong strategic leadership as a key issue. Members noted that Shropshire Council considered that it had a strong SEND framework with a good understanding of its strengths and weaknesses, but some of the issues that would be inspected were out of the authorities control such as the identification of children with special needs. Members noted that Shropshire was in line with a National trend in

identifying an increase percentage of children needing additional assistance, although numbers from school to school varied with some schools identifying as many as 30% of children and other schools only identifying 2% of children. It was recognised that the schools with low numbers needed support to ensure that they were not under identifying children with special needs, to ensure outcomes were improved for all children and their families.

11.3 Members discussed the role of Cams and the Director of Children's Services advised that the service was commissioned by the CCG and overseen by the Health and Wellbeing Board. She continued that weaknesses in the provision had been identified and work was being undertaken to rectify this.

11.4 Members heard that 89% of Shropshire's schools received an outstanding classification award from Ofsted and the County had a network of early year providers trained to deliver specialist support which enabled children with significant or complex needs to be identified at an earlier point.

11.5 In response to a Member's question, the Director of Children's Services advised that the county had a higher than average number of young people not in employment, education or training but this was partially caused by the geography of the county and difficulties encountered by young people in accessing transport. She continued that the Council supported a range of internships both with the Council and local employers.

11.6 **RESOLVED:**

That the progress outlined in the report be noted and that the Committee receive a further report on progress at its meeting on 20th November 2019.

12 **SEN support in specialist school hubs**

12.1 Members received a presentation from the Service Manager, Special Educational Needs and Disability [SEND]. Copy of presentation attached to the signed minutes. Members noted that the first hub provision, Kettlemere, had been established in 2014. In 2017, the Government had announced that all local Authorities in England would receive capital funding to invest in provision for children and young people with an Education Health and Care Plan [EHCP] and the age range for educational provision had been extended to 25 years old.

12.2 The Council had considered the most cost-effective use of this funding to achieve the best outcomes for children with additional needs. The Council looked to establish Special Educational Needs [SEN] Hubs in existing schools which had the building space, grounds and appetite to participate in the scheme. In total four primary schools and three secondary schools would be open by September 2019 with SEN Hubs providing specialist provision. Further funding was available to continue with the scheme.

12.3 Schools with SEN hubs received funding to provide specialist staff training packages and were able to provide therapeutic approaches for students with additional needs.

Once established it had been found that the SEN Hubs were working collaboratively and also developing their own approach to support the children using their services.

12.4 Carl Rogers, Head Teacher of Whittington Primary School was welcomed to the meeting and Members received a presentation on the work of the school as a SEN Hub. [Copy of presentation attached to signed minutes].

12.5 Mr Rogers advised Members had there had been a large increase in the numbers of children with a SEND registration, many of whom had complex needs that could not be meet in mainstream education. His Governors had welcomed the siting of the SEN Hub at Whittington Primary School provided it did not adversely affect the primary school.

12.6 Members heard that the staff and children had been enthusiastic and supportive of the SEN Hub being established, and to ensure full integration of the children attending the SEN staff had been recruited from existing staff who had the passion needed to work with children who had special needs. These staff had received extensive training and were involved in the curriculum design. He noted that he had worked closely with Julie Metcalf and relied on her support.

12.7 Mr Rogers continued that the SEN Hub had had a soft opening in January 2019 without placements but now had three children, and from September 2019 the unit would be completely teacher led. The school was looking to grow this provision. He continued that the real benefit of the SEN Hub was that it enabled the school to take a student led approach with each child's programme being designed around the needs of that child.

12.8 Mr Rogers acknowledged the excellent support of Council Officer, Gary Dean who had allowed the school autonomy to develop the provision whilst providing valuable support and advice when needed.

12.9 Members welcomed Julie Metcalf, Operational Lead of the Kettlemere Centre, to the meeting. Ms Metcalf gave a presentation [copy attached to the signed minutes].

12.10 Members noted that the Kettlemere Centre was the first SEN Hub to open and its first student was now in the process of taking his GCSEs. The Centre had provision for 16 pupils. Provision was inclusive and children from the SEN Hub attended lessons in the mainstream environment. They received additional bespoke support according to their individual needs. On entering the SEN Hub children underwent a period of assessment and did not join the mainstream classes until it was appropriate to do so. As progression was made the level of support was gradually reduced and students were prepared for adult life. Each child's progress was recorded using a tool provided by the Autism Educational Trust which took into account the four key area of difference for autistic children. Information was also collected from the child's key worker and parents to ensure a full picture. This information was fed into the intervention work for each child.

12.11 Members heard about the progress of two different children attending the SEN Hub and the progress they had made.

12.12 The Director of Children's Services observed that this was a good news story and the council was reliant on the service providers and she was grateful to them for delivering the excellent outcomes. The strategy was developing a range of provision for vulnerable young people to meet their needs.

12.13 In response to a Members question, the Director of Children's Services advised that more schools were coming forward but their ability to participate in the scheme relied on having sufficient space to accommodate the SEN Hub, and the support of staff and the governing body for the project.

13 Work programme

13.1 Members noted the items to be considered at the next meeting in July, including the item on Warmer Homes which had been deferred.

13.2 Member were reminded of the work programme session to be held on 10th July 2019 at 3pm. All Members were asked to attend.

14 Date of next Meeting

14.1 Members were reminded that the next meeting of the People Overview Committee would be held on Wednesday 17th July 2019 at 10.00am.

Signed .... (Chairman)

Date: ....

Committee and Date	Item
People Overview Committee 17 July 2019	 Public

Recruitment & Retention – Children's Social Care

Responsible Officer   Colleen Male – Assistant Director - Children's Social Care & Safeguarding

e-mail: Colleen.male@shropshire.gov.uk   Tel: 01743 254254   Fax:

1. Introduction

The recruitment and retention of social workers is a key priority for the service. A stable social work workforce is important for a number of reason's including, consistency in social workers for children and families, stable teams which improves staff morale with workers feeling supported and safe at work, skilled staff who have received training on Shropshire's systems and practice models and less of a reliance on agency social workers which come at a high cost to the local authority.

Nationally there is a shortage of social workers and like other local authorities Shropshire struggles to recruit to social work vacancies which is why the retention of social workers is as important as recruitment. Due to Shropshire's location the pool of social workers available to us is not as wide as other local authorities across the West Midlands.

Through the Workforce Strategy for Children's Social Care, there has been a commitment to ensuring Shropshire is a leading employer in the West Midlands. Shropshire have prioritised recruitment and are working on a number of work streams to improve our Market Place offer to Social Workers, including Senior Social Workers and Team Managers.

Recruitment of social workers is an on-going activity which is on the agenda of all Senior Leadership Meetings so that we can maximise all opportunities to recruit to vacant posts.

2. Current Situation

Since September 2018 we have had the following leavers;

Team Managers
Team Manager 1 – left to move to another local authority
Team Manager 2 – retired
Team Manager 3 – left for family reasons

This equates to 21% (3/14) of the Team Manager role.

All these positions were recruited to internally which is positive however this resulted in 3 Senior Social Worker positions becoming vacant, which were also recruited to internally, resulting in 3 social work positions becoming available. So, whilst social work progressions across the service is positive, it does create a lack of stability across the service.

Senior Social Worker
Senior Social Worker 1 – left to move to CAFCASS

This equates to 16% (1/12)
Again, this post was recruited to internally.

Social Workers
Social Worker 1 – Left for personal reasons
Social Worker 2 – Left to join the police
Social Worker 3 – left to work for another local authority
Social Worker 4 – left social work but remains as a Personal Advisor working with Care Leavers in Shropshire

This equates to 3.5% (4/112)

We are now seeing fewer social workers leave the local authority and we are successful at retaining social workers through either progression opportunities or through other opportunities across the service, for example additional posts that were created in Fostering and Adoption which were attractive to frontline social workers.

Although our leavers rate is relatively low, our vacancy rate due to workers moving across the service was higher than we would have liked (16%). Every vacancy is difficult to recruit to. Across the service during this period we lost a total of 7 experienced social workers. The recruitment of experienced social workers is a key challenge as we attract very few experienced workers into the local authority. This is why for Shropshire our recruitment strategy is focused on 'grow your own' social workers. We know that local social workers stay with us so we are keen to attract local students who we know will then stay with us when they qualify.

To this end Shropshire is participating in two graduate training programmes, Frontline and Step Up. This year 4 Frontline participants will be recruited as permanent social workers (August 19) and 3 Step Up students have joined the service (April 19). Going forward we are in the process of creating 8 Trainee Social Worker Posts with 8 local experienced unqualified workers having the opportunity to become qualified social workers. This will replace the Frontline scheme but Step Up will continue. This trainee programme will be in collaboration with UCS and utilises the National Apprenticeship Levy

In addition to this we have focused on the recruitment of new social workers. We have undertaken the following work to strengthen our recruitment campaign;
- Re-wording of advert
- Creating recruitment videos, including interviews with the DCS and frontline social workers
- Coverage in the Shropshire Star
- Social Media campaigns, Tweet's, Facebook, LinkedIn
- Job of the week – West Midlands Jobs
- Increasing student numbers across the service, to attract ASYE's
- Taken feedback from workers on benefits of working for Shropshire and included these in the advert.
- Published revised retention package.

This work has resulted in a significant increase in applications although again these are primarily from newly qualified social workers. Recruitment over the past 2 recruitment periods has been as follows;

March-May 19 Recruitment

During this period, we successfully recruited 15 ASYE's, Including 4 from the Front-Line programme, 2 from the Step-up programme and 7 new to Shropshire. We also recruited 1 experienced worker, seeking to relocate to Shropshire from Cardiff and 1 experienced worker reallocating from Australia, seeking to return to Shropshire. Plus we successfully converted 2 agency workers to permanent positions, both with a breadth of experience.

It is clear that our recruitment and retention strategies are working with fewer workers leaving the authority, although we have seen higher vacancies due to the amount of movement across the service which was created by Team Manager vacancies, increase in posts in adoption and fostering services and the creation of a 4th team in the Case Management Service. However despite a higher than usual vacancy rate our focus on recruitment and retention packages have enabled us to recruit more staff in comparison to previous years.

The key priority for the service is now retaining our social workers. The pay award for all Local Authority staff including social workers has made a real difference as we now have more comparative pay rates to other local authorities. We have also introduced retention payments for those teams which tend to have the highest vacancies and/or are difficult to recruit to. This includes the Assessment Teams, Case Management Teams and Looked After Children Teams. The retention payments are for workers that have been in post for two years and require them to remain with the local authority for a further 2 years. So far 22 workers have accepted this payment.

3. Conclusion

Current recruitment and retention strategies are proving successful with a reduction in social workers leaving the local authority and success in recruiting to vacant posts. However, the recruitment to any vacant social work post remains a challenge and the lack of availability of experienced workers at the point of recruitment is a risk to the local authority. We cannot run a service on newly qualified workers and this increases our reliance on agency social workers who bring the necessary experience to the service. The service is now stable and we should see less movement across the service over the next 12 months so it is hoped that we are entering into a period of stability over coming months, although with a total of 15 (13% 15/112) newly qualified social workers across the service, we will need to maintain a certain level of agency workers so that we can allocate our most complex cases.

We are confident that current strategies relating to 'grow your own' social workers will place us in a good position going forward, in the meantime the offer of a retention payment will secure key experienced workers with us for the next two years with the option to extend this further for an additional two years at the end of this period.

In conclusion we are in a strong position from both a recruitment and retention perspective, however there is always a vulnerability in the current climate with caseloads, capacity and work pressures at their highest levels. These are all factors that need to be taken into consideration when considering recruitment and retention of social workers and are areas that we are equally focused on.

	Committee and Date	Item
Shropshire Council	People Overview Committee 17th July 2019	
		Public

School Improvement

Responsible Officer   Steve Compton
e-mail: steve.compton@shropshire.gov.uk   Tel: 01743 254444

1. Summary

The Education Improvement Services were restructured in 2018 (see appendix 1). The restructure was driven by funding pressures, a review of priorities and the need to create a more flexible workforce to meet the impact of future Academisation of schools in Shropshire.

     a)   Funding

The funding available for Education Improvement is provided through the LA School Improvement Grant, the retained element of the Education Services Grant and de-delegated funds from LA maintained schools. Key changes to funding that led to the need to restructure were

- The increasing proportion of academies in Shropshire has reduced the education funding available to the local authority (LA): each conversion reduces the LA School Improvement Grant by £1,900.
- The removal of the Education Services Grant (ESG) resulting in an overall reduction in education funding for Shropshire of £1.2m (full year effect in the financial year 2018/19).

     b)   Priorities

Prior to September 2018 the service focused on statutory and non-statutory responsibilities. The non-statutory element included the provision of continuing professional development (CPD) for subject staff in schools. This included network meetings for subject leaders and school based training. The national trend as informed by DfE direction of travel is for local authorities to

withdraw from the provision of CPD and for this to be provided by other third parties or through school-to-school support (eg Teaching Schools).

Shropshire Council continues to have specific statutory responsibilities for all pupils within the county regardless of whether they attend an LA maintained school or an academy. The conversion of LA Maintained schools to Academies will not therefore reduce the responsibility of Shropshire Council to ensure sufficiency of places, and promote high standards and ensure the welfare of pupils through an effective programme of monitoring, challenge support and intervention.

These statutory roles, responsibilities and practices include:

- Whole school monitoring, challenge, support and, where necessary, intervention to secure school improvement of **LA maintained schools**. This includes issuing pre-warning or formal warning notices to secure rapid and sustained school improvement where schools do not have the capacity to become good or where they are vulnerable to requiring special measures
- Monitoring of the performance of academies through the implementation of a revised Shropshire Protocol, to identify strengths and priorities for improvement, and notification of concerns to the Regional Schools Commissioner.
- Brokering of interim leadership arrangements to secure school improvement and sustain good / better provision and outcomes for pupils in LA maintained schools
- Monitoring safeguarding and investigating safeguarding complaints in maintained schools and academies
- Implementation of statutory assessment and moderation activities
- Provision for consultation with schools leaders - currently undertaken through meetings of the Central Policy Groups (CPGs) and Maintained Schools Forum.
- Provision to ensure that school leaders are well-informed of current developments and have access to Headteacher briefings and workshops including those to address priorities for improvement including raising the achievement of disadvantaged pupils, narrowing the gaps and improving leadership and management.

When withdrawing from non-statutory provision the Education Improvement Service recognises the importance of ensuring that schools have access to high quality CPD especially for curriculum subjects. Therefore, the Education Improvement Service has built on the relationship that already existed

between Shropshire Council and University Centre Shrewsbury (UCS) and has developed a partnership that allows UCS to deliver a high quality CPD programme to Shropshire Schools at zero cost to Shropshire Council.

c) Creation of a more flexible workforce.

Prior to the restructure in 2018 the Education Improvement Service used a small pool of associate headteachers. These were typically headteachers working in Shropshire schools who were used by the service to carry out a small number of monitoring visits to schools. Following the restructure the size of the associate headteacher team has been expanded to 12. This work is funded through the de-delegation of £100,000 (2019-20) from maintained schools. The use of associate headteachers provides a flexible and cost effective approach that can be modified as and when there are changes to funding or an increase in academies in Shropshire.

2. Recommendations

Members of the People Overview Committee are asked to consider the strengths and priorities of the Education Improvement Service and make any further recommendations to regarding the effectiveness of the provision.

REPORT

3. Impact Statement

The impact of the restructure can be measured in 4 key ways:

a) Performance of statutory responsibilities

The models for meeting statutory requirements are set out in the School Performance Monitoring(SPM) policy and Shropshire's Academy Protocol. Specifically:

- SPM requires that schools are judged to require low, medium or high support and have a number of visits dependent on their level of support.

- Academies are visited annually.

Current provision has ensured that the Education Improvement team has the capacity to carry out the number of school visits required and does so with appropriately skilled and qualified staff.

Additionally, capacity allows the fulfilment of other statutory duties including investigating safeguarding complaints and ensuring that schools carry out all necessary risk assessments for off-site visits.

The current structure is allowing the Education Improvement Service to know Shropshire schools well and enable detailed conversations with agencies such as Ofsted, regional schools commissioner's office etc.

b) Ofsted outcomes

In December 2018 Ofsted reported that 85% of schools nationally were good or better[1]. This can be broken down into 87% of primary schools being good or better and 75% of secondary schools being good or better.

Shropshire outcomes remain higher than the national statistics (see appendix 2) with 88% of Shropshire schools being good or better as of 01/07/19.

There has been a slight fall in the proportion of good or better schools in Shropshire with the overall percentage falling from 89% at the end of 2017/18 to the current 88%. This still remain above the national average.

Analysis of the breakdown of inspections that have taken place since September 2018 (see appendix 2, table 2) shows that 89% maintained schools inspected since September 2018 were rated good or better. During the same period 56% of academies inspected achieved good or better. This indicates that the slight fall in Ofsted outcomes is unrelated to the changes in the Education Improvement Service.

c) Education outcomes

It is too early to draw any conclusions on whether the restructure and more specifically the removal of any CPD offer will have an impact on outcomes. The service retains the capability to identify educational priorities and take action. In some cases this action will be by local authority staff but in other cases action is limited to brokering third party support.

d) Access to CPD

Prior to September 2018 the Education Improvement Service ran a detailed programme of CPD for schools. The programme is now run by University Centre Shrewsbury (UCS). UCS employ a CPD programme co-ordinator who was previously employed by Shropshire Council. The CPD programme offered to schools can be found at

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[1]https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/790329/State_funded_schools_inspections_and_outcomes_as_at_31_December_2018_1.pdf

https://www.shropshirelg.net/training-and-development/cpd-transition/welcome-to-the-homepage-of-the-ucs-cpd-hub/

The CPD offer from UCS is:

- based on the 2017/18 model offered by Shropshire Council

- based on a self service model that has payment at the point of booking which leads to cost efficiencies

- delivered in a modern building with up-to-date technologies and therefore provides a better customer experience

- delivered by subject experts from a range of external providers

- due to be shaped in future years by a cpd board

- able to utilise wider expertise from the UCS staffing especially within the Education faculty

The restructure of the Education Improvement Service has had limited impact upon the service.

4. Risk Assessment and Opportunities Appraisal

The restructure has created a flexible workforce that focuses on statutory duties. There are 4 key risks:

1. If de-delegation from maintained schools does not continue then the requirements of School Performance Monitoring (SPM) cannot be fulfilled without another funding stream being identified.

2. If the number of maintained schools that require high or medium support increases significantly then the Education Improvement Service does not have the capacity to meet that need.

3. There is a national trend of an increased level of complaints and concerns particularly safeguarding concerns referred through Ofsted. The current structure has capacity to investigate such concerns at the current level but a continued rise in Ofsted safeguarding referrals may lead to a lack of capacity.

4. The local authority has reduced control over the quantity and quality of the CPD offered to schools.

5. Financial Implications

There are no financial implications

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)

None

Cabinet Member (Portfolio Holder)

Ed Potter

Local Member

Appendices

1. Staffing structures pre and post restructure.

2. Ofsted outcome summary

Appendix 1: Staffing structures pre and post restructure

Pre-restructure staffing (31/8/2018):

Position	FTE
Commissioner for Education Improvement and Efficiency	1.0
Principal Education Improvement Adviser	1.0
Education Improvement Advisers (Core division)	6.5
Education Improvement Advisers (Commissioned / Traded division)	3.4
Education Officer (CPD co-ordinator)	0.8
Quality Improvement and Learning Co-ordinator (Early Years)	1.0
Early Years Safeguarding Development Officer	1.0
Safeguarding Officers	1.5
Outdoor Education Officer	0.8
Forest Schools Officer	0.5
Total	**17.5**

Post-restructure staffing (1/5/2019):

Position	FTE
Principal Education Improvement Adviser	1.0
Education Improvement Advisers including: • Early Years EIA • Assessment and Moderation EIA	3.6
Outdoor education officer	0.6
Quality Improvement and Learning Co-ordinator (Early Years)	1.0
Early Years Safeguarding Development Officer	1.0
Safeguarding Officers	1.8
Total	**9.0**

Appendix 2: Ofsted outcomes

Table 1: Overall inspection outcomes for Shropshire schools (as of 1/7/2019)[2]

All schools	
% good or better	88%
Primary Schools	
% good or better	88%
Secondary schools (including Woodlands)	
% good or better	85%
Special and PRUs	
% good or better	100%

Table 2:Inspections since September 2018 (as of 1/7/2019)

All schools	
Total number of schools inspections:	27
% of inspected schools achieving good or better	78%
Academies	
Total number of academies* inspected	9
% of inspected schools achieving good or better	56%
Maintained schools	
Total number of maintained* schools inspected	18
% of inspected schools achieving good or better	89%

*status at time of inspection

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[2] Academy grades recorded as grade of previous establishment if not inspected as an academy.

Shropshire Council	People Overview Committee	Item
	17 July 2019	Public

Overview and Scrutiny Work Programme 2018 – 2019

Responsible officer
Tom Dodds, Statutory Scrutiny Officer
tom.dodds@shropshire.gov.uk
01743 258518

1.0   Summary

1.1   This paper presents Overview and Scrutiny's proposed work programme for the year ahead. The committees have based their programmes on topics from Shropshire Council's Strategic Action Plan. Committees will also
- scrutinise thematic priorities
- respond to emerging issues and
- follow up on previous work.

2.0   Recommendations

2.1   Committee members to:
- confirm the proposed work programme attached as **appendix 1.**
- suggest changes to the committee work programme and
- recommend other topics to consider

3.0   Background

3.1   Overview and Scrutiny's committees base this work programme on topics from Shropshire Council's Strategic Action Plan. They also
- scrutinise thematic priorities
- respond to emerging issues
- follow up on previous work
- carry out cross-committee work through task and finish groups.

3.2   The current work programme is attached as **appendix 1**.

4.0   Next steps

4.1   Overview and scrutiny updates this report on an ongoing basis and presents it to each overview and scrutiny committee. This will allow members the opportunity to contribute to its development at each committee meeting.

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)   None
Cabinet Member (Portfolio Holder)   All
Local Member   All
Appendices   Overview and scrutiny work programme   Overview and scrutiny task and finish groups

Appendix 1
Overview and Scrutiny work programme 2018 to 2019

Performance Management Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Asset management strategy	• To receive an update on work to produce an updated asset management strategy.	Committee overview report and presentation	Director of Place	Shropshire Council makes best use of its assets, in line with its corporate objectives.	10 July 2019
Dog welfare task and finish group	• To scrutinise how the local authority tackles o dog fouling o dog attacks o stray dogs o licenced dog breeding	Terms of reference	Committee chair	Shropshire Council minimises dog fouling and dog attacks	10 July 2019
Update of roadworks and street works task and finish group	• To scrutinise progress against the recommendations of the roadworks and street works task and finish group	committee overview report	Highways, Transport and Environment Commissioning Manager	Greater public satisfaction with the process of carrying out roadworks and street works.	September 2019

Performance Management Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Corporate Peer Challenge Report and Action Plan	• Identify the priorities for action emerging from the recent corporate peer challenge. • Scrutinise the council's progress in implementing the report action plan.	corporate peer challenge report and action plan and progress report	Chief Executive	Shropshire Council is making good progress in implementing the peer challenge action plan.	TBA
Corporate Peer Challenge Report and Action Plan – exception report	• Scrutinise progress against the action plan. • Identify areas for development and make recommendations for improvement.	action plan update report	Chief Executive	Assurance that the council is making progress in developing its action plan.	TBA

Communities Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Public rights of way	• Analyse the service's future maintenance obligations • Scrutinise the service's proposals for future income generation.	presentation to committee Great Outdoors Strategy	Shropshire Great Outdoors team	Service is adequately supported so that it is effective in maintaining public rights of way.	22 July 2019

Communities Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Youth work task and finish group – chair's update	• To receive a verbal update of the group's work from the chair.				22 July 2019
Engaging Diverse Communities	• To research and evaluate different models of engaging communities • To seek feedback from communities, Voluntary Community and Social Enterprises and Town and Parish Councils on their views of effective engagement that reaches all areas of communities • To identify where Shropshire Council reaches into households e.g. Council Tax emails or paper bills, and what opportunities exist to share messages or signpost to messages • To learn from other similar councils and from neighbouring councils in Wales about their approaches to engaging communities and their learning • To identify a preferred model for Shropshire Council • To recommend a framework for		Director of Place		From 22 July 2019

Communities Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
	engaging communities based on evidence of what works and is best for Shropshire.				
Digital Transformation Programme	• Understand how the programme is improving the council's service to its customers.	Committee overview report	Technology and Communications Manager		16 Sep 2019
Food poverty	• To receive a briefing on the nature of food poverty in Shropshire. • To understand the dimensions of food poverty, including the cost of food and access to fresh food. • To scrutinise how the council works with its partners to tackle food poverty.	Committee overview report	Director of Place	Shropshire Council is better placed to work with partners to tackle food poverty.	16 Sep 2019

Future topics for consideration:

• Rural strategy

Health and Social Care Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date

Health and Social Care Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Ambulance services (with pre-meeting briefing session)	• Understand how the service handles the most serious calls and the service's heaviest users. • Scrutinise how the service uses response times to deliver an effective service. • Provide feedback on a planned visit to the West Midlands Ambulance Service	Map of public defibrillators in Shropshire directory of ownership and maintenance WMAS performance data and quality accounts Future Fit travel and transport analysis	Shropshire Clinical Commissioning Group	Ensure that Shropshire residents receive a responsive and effective ambulance service.	20 May 2019
Shropshire Adults Board Annual Report	• Provide an overview of the Safeguarding Adults Board's work during the previous year. • Scrutinise changes to governance arrangements for the Safeguarding Children Board and Safeguarding Adults Board.	Shropshire Safeguarding Adults Board Annual Report	Independent Chair, Safeguarding Adults Board	Contribute to developing governance arrangements for safeguarding in Shropshire.	20 May 2019

Health and Social Care Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Regulatory services	• Understand how the council's regulatory services contribute to the health and wellbeing of Shropshire's communities	committee overview report presentation to committee	Director of Public Health		15 July 2019
Review of 111 commissioning	• Scrutinise progress in delivering the new arrangements for 111 services in Shropshire. • Understand how cross-border arrangements are working.	committee overview report presentation to committee	Shropshire Clinical Commissioning Group	Provide assurance that new arrangements are working well.	Sept 2019
Delivering Public Health Outcomes	• To understand how the Public Health outcomes are being delivered	committee overview report presentation to committee	Director of Public Health		Sept 2019
Better Care and Improved Better Care funds	• Consider the Improved Better Care Fund and its implications for Shropshire people. • Understand the outcomes of the fund and whether these have been achieved.	committee overview report presentation to committee	Director, Adult Services	Ensure good outcomes of the funds.	POSTPONED until ongoing funding situation is confirmed.

Health and Social Care Scrutiny Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Mental Health	Understand the level of funding and the services that are commissioned in Shropshire and for Shropshire people, and the plans for the future.				
Keeping Adults Safe in Shropshire Board Report	To receive the report and identify any topics for further consideration. To meet jointly with People Overview				Nov?

Potential future topics

- ASC Market Stewardship – Residential, Nursing and EMI
- Homelessness
- Community Catalysts including TRIBE – Micro commissioning
- Recommissioning of Equipment Services – involvement in the developing contract following commissioning
- Shropshire's STP

Joint HOSC topics

- Be 4 U (CAMHS) - Strategic Leadership
- Future Fit monitoring progress and impact
- Midwife Led Unit Review – including on the ground delivery in communities
- Cardiology
- Boarding at SaTH

- STP – scope, delivery plans and what will be transformed - have a specific single topic meeting on Care Closer to Home with STP leadership group – real planning (what will be different in the future)
- Update on Future Community Learning Disabilities Health Facilities
- Chronic Pain Services – Areas of frailty in the system – Chronic Pain Services, Primary Care Provision
- CCG Merger

People Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Warmer Homes	• To receive proposals for pilot projects to reduce fuel poverty in Shropshire	Background report and presentation	Director, Adult Services	Reduced fuel poverty in Shropshire	17 July 2019
Social worker recruitment and retention	• Scrutinise the council's work to recruit and retain social workers.	Background report and presentation	Director, Children's Services	Shropshire Council recruits and retains well-trained social workers.	17 July 2019
School improvement	• Scrutinise the impact of changes to Shropshire Council's education improvement service.	overview report presentation	Director, Children's Services	Monitor the impact of changes to the service and make any recommendations for change.	17 July 2019

People Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
County Lines	• Understand how the police and local authority work together to tackle child criminal exploitation.	overview report presentation	Director, Adult Services	Children and vulnerable adults are protected from criminal exploitation.	18 Sep 2019
Empty Homes	• Further scrutinise work to minimise the number of empty homes in Shropshire.	Presentation and overview report	Portfolio Holder for regulatory services	Provide assurance that the council minimises the number of empty homes in Shropshire, and mitigates the impact of any homes that remain empty.	9 Oct 2019
Children's services performance dashboard	• Scrutinise safeguarding and early help performance. • Identify any specific patterns or changes that need to be looked at in detail.	overview report presentation	Director, Children's Services	Ensure that Shropshire Council is targeting support where needed to improve safeguarding.	9 Oct 2019
Residential care for looked after children	• To receive a verbal update on the local authority's development of its residential care for its looked after children.	overview report presentation	Fostering and adoption manager		9 Oct 2019

People Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date
Homepoint		overview report presentation	Director, Adult Services		20 Nov 2019
SEND inspection preparation	• Scrutinise preparations for future inspection of services for SEND children.	Background report and presentation	Director, Children's Services	Ensure that the council has made good preparations for any future service inspection.	20 Nov 2019

Future topics for consideration include:

- Drug and alcohol services for young people: To scrutinise the provision of drug and alcohol support services for young people.
- Short breaks for respite care
- Post-16 transport assistance

Place Overview Committee

Topic	Intended outcomes or objectives	What output is required?	Who needs to be heard from?	Expected impact or added value	Work date

Place Overview Committee

North West Relief Road	• Scrutinise the proposed governance arrangements for the construction of the proposed Shrewsbury north-west relief road.	Overview report	Highways, Transport and Environment Commissioning Manager	Governance arrangements for the project are robust and effectively support the project.	18 Jul 2019
Local Plan	• Consider how the committee may scrutinise the draft Local Plan	Verbal discussion	Planning Policy and Strategy Manager	The committee considers the Local Plan in a way that adds value to its production.	18 Jul 2019
Review of policy on signs, boards and banners	• To scrutinise a planned consultation on A boards and its findings • To make recommendations on future policy in light of any consultation findings.	Overview report	Highways, Transport and Environment Commissioning Manager	The policies balance the needs for businesses to advertise their businesses with maximising footpath accessibility.	18 Jul 2019
Support for small and medium enterprises	• Understand how the local authority aligns it services to support small and medium enterprises looking to set up or locate to Shropshire, following a recommendation from the committee in November 2018.	Overview report	Head of Economic Growth	Provide recommendations to strengthen the council's support for small and medium enterprises.	18 Jul 2019

Place Overview Committee

Highways winter service plan	• Understand the lesson learned from the previous winter maintenance plan. • Scrutinise planning for the winter period 2019-2020.	overview report presentation	Highways, Transport and Environment Commissioning Manager	Contribute to development of a winter service plan that ensure safe highways and protects vulnerable people.	18 Jul 2019
WSP and Kier annual reports	• Scrutinise performance of our highways delivery partnerships	Annual report	Highways, Transport and Environment Commissioning Manager		5 Sep 2019
Local Economic Partnership	• Scrutinise the council's relationship with the local economic partnership	Overview report	Head of Economic Growth		5 Sep 2019
Local Transport Plan	• Consider the development of the new Local Transport Plan and how it relates to the delivery of the council's priorities.	overview report presentation	Head of Commissioning	Contribute to development of Local Transport Plan. Provide assurance that the plan contributes to housing and economic growth plans	TBA

Place Overview Committee

Topics for consideration include:

- Rural exception site grants
- Local housing company
- Communicating Highways works and repairs (September 2019)

Appendix 2
Current and proposed task and finish groups

Title	Objectives	Next reporting
Financial Strategy and Innovation and Income Generation	• To understand the process and activity stages for developing the Financial Strategy 2018/19 to 2022/23 and how these translate into the Council's annual budgets • To consider and scrutinise the proposals and emerging plans for the whole Financial Strategy and 2019/20 budget, including how they align to the four pillars. This will be through their development and their implementation, in particular for innovation and raising income. • To consider the alignment of the Financial Strategy and the new Corporate Plan being developed autumn 2018. • To consider the recommendations and areas for action identified in the Corporate Peer Challenge report relating to the Financial Strategy, and how they are being addressed. • To consider the direct and indirect impacts, including risks, of 2019/20 Budget proposals on current services and customers. • To complete specific pieces of work to identify and work up alternatives to emerging plans, including the feasibility of any alternative proposals • Make evidence based recommendations in relation to plans and approaches for innovation and income generation, and alternative proposals for future budget setting.	Performance Management Scrutiny Committee

Title	Objectives	Next reporting
Road casualty reduction	• Understand the nature of all road traffic collisions in Shropshire • Understand the impact of road traffic collisions • Understand feelings of safety when walking and cycling • Scrutinise how West Mercia Police and Shropshire Council work together to reduce road traffic collisions • Scrutinise different ways to reduce road traffic collisions, including	Place Overview Committee July 2019
Community Transport	• To understand how community transport operates in Shropshire, and the demand for community transport services. • Identify how the community transport groups, the council, and other partners can work together to provide community transport to people in Shropshire who do not have access to public or private transport.	Communities Overview Committee July 2019
Engaging Diverse Communities	• To review and propose the scope of Place Plans including their geography and subject areas • To propose options to ensure Place Plans are developed from the bottom-up • To understand how rural enterprise features in our procurement / commissioning processes. • To proposed opportunities to engage with Strategic Levels within the Council and partners in Place Planning • To engage with Town and Parish Councils on options to reset their relationship with Shropshire Council • To identify appropriate and effective mechanisms to communicate with and engage with diverse communities that can be used to inform co-design and collaboration on a range of matters • Make evidence based recommendations	Communities Overview Committee TBA

Title	Objectives	Next reporting
Brexit	- To consider the information brought together to develop a view for Shropshire of the possible implications of BREXIT for the Shropshire economy and the achievement of the Economic Growth Strategy. - To identify, with the relevant officers, the key evidence and related requirements of what Shropshire would require from a future UK funding approach. - To make evidence based recommendations to Cabinet.	Performance Management Scrutiny Committee July 2019
Section 106 and Community Infrastructure Levy	- To understand how Shropshire Council currently uses Section 106, CIL and NHB and the impact that this has had - To understand how Section 106, CIL and NHB could be used in Shropshire to enable or encourage projects or initiatives for economic growth and prosperity - To learn from other places how they have used Section 106, CIL and NHB to enable or encourage projects or initiatives for economic growth and prosperity - To make evidence based recommendations on how Section 106, CIL and NHB could be used in Shropshire to enable or encourage projects or initiatives for economic growth and prosperity	Performance Management Scrutiny July 2019
Climate Change	- To review Shropshire Council's existing work to reduce its CO_2e output. - To scrutinise existing council policy and practice and recommend policy changes that would support further carbon reduction. - To identify and evaluate opportunities to reduce spending and generate income by adopting low-carbon technology and practices.	Place Overview Committee September 2019

Title	Objectives	Next reporting
Youth Work	• To understand different models of providing Youth Services in a place like Shropshire. • To review information and evidence of need and demand for youth work in Shropshire. • To engage with Town and Parish Councils and explore their thoughts on their role in youth work. • To identify opportunities to lever in additional resources to deliver youth work • To identify how the impact of youth work should be measured and reported • To make evidence based recommendations on the options for youth work in Shropshire.	Communities Overview Committee September 2019
Dog fouling and dangerous dogs	•	

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