

Children and Young People Select Committee		
Title	Select Committee work programme 2017-18	
Contributor	Scrutiny Manager	Item 7
Class	Part 1 (open)	19 April 2017

1. Purpose

To ask Members to agree an annual work programme for the Children and Young People Select Committee.

2. Summary

This report:

1. Informs Members of the meeting dates for this municipal year.
2. Invites Members to agree the Committee's priorities for the 2017-18 municipal year.
3. Informs Members of the process for Business Panel approval of the work programme.
4. Outlines how the work programme can be monitored, managed and developed.
5. Provides the Committee with the scope for a review into "Recruitment and Retention of staff in Lewisham Schools" for consideration and approval.

3. Recommendations

The Select Committee is asked to:

- Note the meeting dates for the Children and Young People (CYP) Select Committee meetings for 2017/18
- Consider and agree the proposed key lines of enquiry for a review into the recruitment and retention of staff in Lewisham schools. (Appendix A).
- Note the Terms of Reference for the CYP Select Committee at Appendix B
- Consider the provisional work programme at Appendix C
- Note the key decision plan, attached at Appendix D, and consider any key decisions for further scrutiny
- Agree a work programme for the municipal year 2017/18
- Review how the work programme can be developed, managed and monitored over the coming year

4. Meeting dates

The following Committee meeting dates for the next municipal year were agreed at the Council AGM on 27 March 2017:

2017:

- 19 April
- 7 June

- 13 July
- 13 September
- 1 November
- 11 December

2018:

- 30 January
- 14 March

5. Context

- 5.1. The Committee has responsibility for carrying out the duties of the Overview and Scrutiny Committee as they relate to the social care of children and young people up to the age of 19 years of age. It can make comments and recommendations on the provision of education, training and learning by those with special educational needs up to the age of 25.
- 5.2. The Committee's terms of reference include examining issues relating to: child protection; early years provision; special needs provision; schools; youth service; young offending; leaving care services; and any other matters relating to children and young people. The Committee's terms of reference are set out in Appendix B.
- 5.3. The Committee's terms of reference also include receiving and considering referrals from Healthwatch Lewisham as they relate solely to people less than 19 years of age. Otherwise, such referrals would be made to the Healthier Communities Select Committee.

6. Provisional 2017/18 work programme

- 6.1. At its last meeting of the last municipal year, held on 28 February 2017, the CYP Select Committee considered a number of items for inclusion in the work programme.
- 6.2. At its meeting on 28 March 2017, Overview and Scrutiny Business Panel agreed that all select committees be reminded that 2017-18 is the last year of the administration, and therefore they may want to consider work done to date and also focus their attention on key policy areas going into the new municipal year.
- 6.3. The Scrutiny Manager has incorporated the comments of the Committee into a provisional work programme for the Committee to consider, which is attached at Appendix C.
- 6.4. The work programme includes:
 - suggestions from the Committee in the previous year;
 - suggestions from officers;
 - issues arising as a result of previous scrutiny;
 - issues that the Committee is required to consider by virtue of its terms of reference;
 - items requiring follow up from Committee reviews and recommendations;
 - standard reviews of policy implementation or performance, which is based on a regular schedule;
 - an in-depth review.

In-depth review

- 6.5. At its meeting on 28 February 2017, the last of the municipal year 2016/17, the Committee agreed that one of the work programme items for 2017/18 should be an in-depth review of recruitment and retention of school staff.
- 6.6. The review is expected to take four meetings to complete:
- Meeting 1 (19 April): Scoping paper - planning the review (attached at Appendix A)
 - Meetings 2 (7 June) & 3 (19 July): Evidence sessions
 - Meeting 4 (13 September): Agreeing a report and recommendations

Deciding on items for the work programme

- 6.7. When deciding on items to include in the work programme, the Committee should have regard to:
- priority areas for the council;
 - budget pressures;
 - items the Committee is required to consider by virtue of its terms of reference;
 - the criteria for selecting and prioritising topics;
 - the capacity for adding items;
 - the context for setting the work programme and advice from officers;
 - Issues of importance for local assemblies.

Priority areas for the council

- 6.8. An Ofsted inspection of 'Services for Children in Need of Help and Protection, Children Looked After and Care Leavers' in October/ November 2015 judged Lewisham's services to children who need help and protection to be in need of improvement. There has been a drive across Children's Social Care to improve standards. In line with Council priorities, the Committee may chose to focus on safeguarding.
- 6.9. Secondary school improvement is a priority for Lewisham. The Council has committed to improving outcomes at KS4 and KS5 and has, in pursuit of this aim, created a Lewisham Secondary Challenge, based loosely on the London Secondary Challenge model. The CYP Select Committee has already begun to look in depth at some aspects of secondary schooling, such as the transition from primary to secondary, and careers information, advice and guidance. It is suggested that the Committee prioritises scrutiny of issues affecting the borough's secondary schools improvement.

Budget pressures

- 6.10. The Council has already made savings of £138.4m to meet its revenue budget requirements since May 2010 and is proposing further savings of £23.2m in 2017/18. It is expected that the Council will need to identify further savings of circa £32.6m for the following two years, 2018/19 to 2019/20. This will bring the total savings in cash terms made by the Council in the decade to 2020 to just

short of £200m. Monitoring the impact of savings on service delivery and performance will continue to be of importance to scrutiny committees. Lessons learnt from this process can be used to help shape the scrutiny of future savings proposals as and when they are put forward.

- 6.11. The latest budget monitoring returns show that there are now 17 schools predicting to be in deficit at the year end. There are 52 schools who are operating an in-year deficit in 2016/17, the schools have balanced their budget by using their carry forward. There are 26 reporting a zero balance at the year end. Budget pressures are most acutely felt by secondary schools due to reduced pupil numbers. These pressures should ease as bulge classes work their way from primary to secondary schools.
- 6.12. There is a budget pressure of £1.7m in the high needs spending block as a result of increased numbers of pupils with high needs. High needs block spending will be supported by built in growth of £500,000 to the funding settlement for the dedicated schools grant. Schools face continued spending pressures. The schools forum has agreed that all schools will have some reduction in their funding.
- 6.13. There are also significant budget pressures in children's social care, amounting to £3.8m. This includes a forecast underspend of £0.2m on the no recourse to public funds budget. Overspends are forecasted in Children leaving care (£0.4m), looked after children (£2.3m), Section 17 unrelated to no recourse to public funds (£0.7m), schools transport (£0.7m), short breaks (£0.3m). There were savings proposals to put forward on Attendance and Welfare, Occupational Therapy, Education Psychologists and Multi agency planning that will not be delivered in full this year and a shortfall of £0.4m is expected.

Decisions due to be made by Mayor and Cabinet

- 6.14. Members are asked to review the most recent notice of key decisions at Appendix C and, if appropriate, suggest any additional items for further scrutiny.

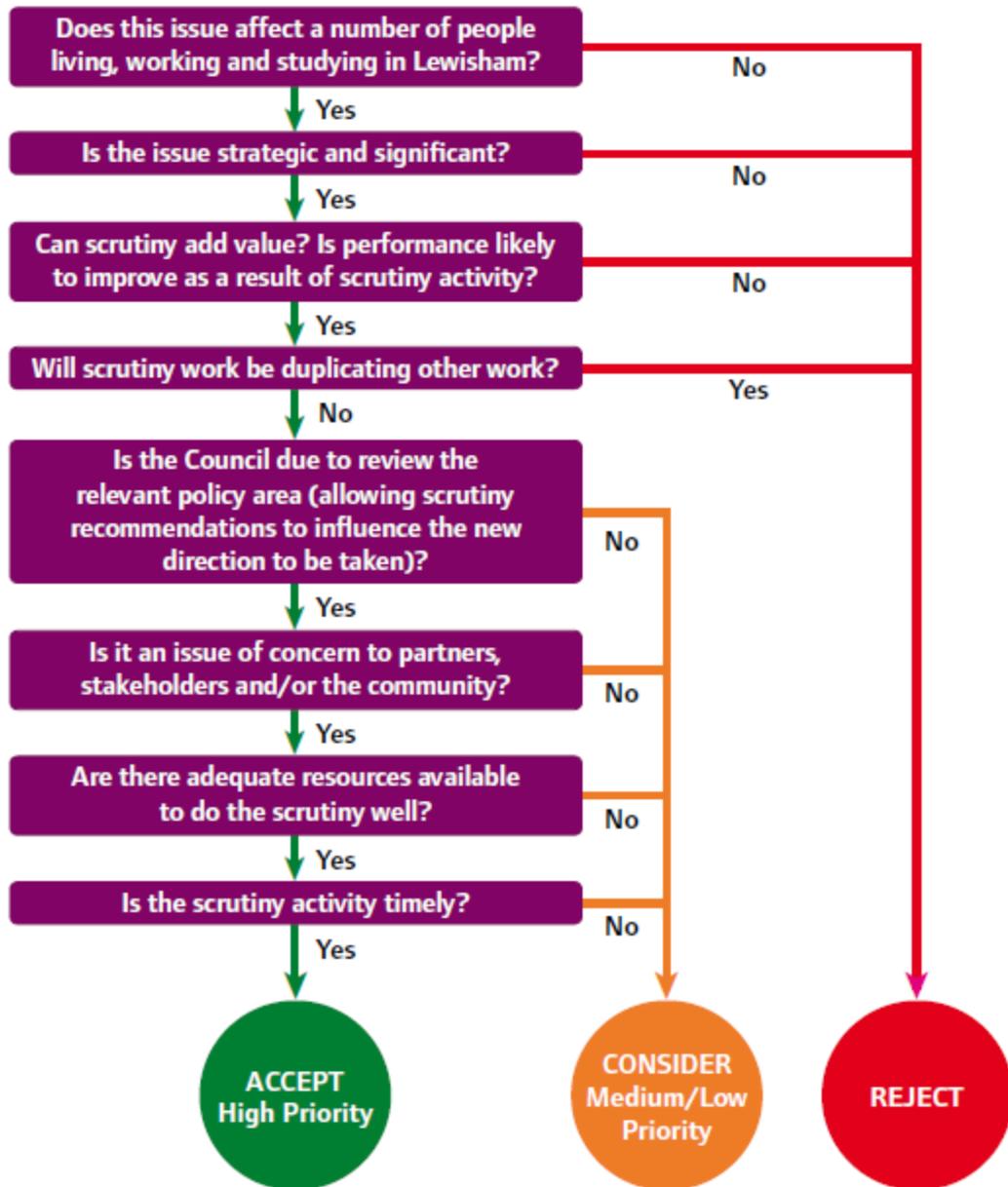
7. Different types of scrutiny

- 7.1. It is important to agree how each work programme item will be scrutinised. Some items may only require an information report to be presented to the Committee and others will require performance monitoring data or analysis to be presented. Typically, the majority of items take the form of single meeting items, where members:
 - (a) agree what information and analysis they wish to receive in order to achieve their desired outcomes;
 - (b) receive a report presenting that information and analysis;
 - (c) ask questions of the presenting officer or guest;
 - (d) agree, following discussion of the report, whether the Committee will make recommendations or receive further information or analysis before summarising its views.
- 7.2. For each item, the Committee should consider what type of scrutiny is required and whether the item is high or medium/low priority (using the prioritisation

process). Allocating priority to work programme items will enable the Committee to decide which low and medium priority items it should remove from its work programme, when it decides to add high priority issues in the course of the year.

7.3. The flow chart below, based on the Centre for Public Scrutiny (CfPS) advice for prioritising topics is designed to help Members decide which items should be added to the work programme.

Scrutiny work programme – prioritisation process



8. Approving, monitoring and managing the work programme

- 8.1. In accordance with the Overview and Scrutiny Procedure rules outlined in the Council's constitution, each select committee is required to submit its annual work programme to the Overview and Scrutiny Business Panel. The Business Panel will meet in May to consider provisional work programmes and agree a co-ordinated Overview and Scrutiny work programme, which avoids duplication of effort and which facilitates the effective conduct of business.
- 8.2. The work programme will be reviewed at each meeting of the Committee. This allows urgent items to be added and items which are no longer a priority to be removed. Each additional item added should first be considered against the criteria outlined above. If the Committee agrees to add additional items because they are high priority, it must then consider which medium/low priority items should be removed in order to create sufficient capacity. The Committee has eight scheduled meetings this municipal year and its work programme needs to be achievable in terms of the amount of meeting time available.
- 8.3. At each meeting of the Committee, there will be an item on the work programme presented by the Scrutiny Manager. When discussing this item, the Committee will be asked to consider the items programmed for the next meeting. Members will be asked to outline what information and analysis they would like in the report for each item, based on the outcomes they would like to achieve, so that officers are clear on what they need to provide.

9. Financial implications

There are no financial implications arising from the implementation of the recommendations in this report.

10. Legal implications

In accordance with the Council's Constitution, all scrutiny select committees must devise and submit a work programme to the Business Panel at the start of each municipal year.

11. Equalities implications

- 11.1. The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 11.2. In summary, the Council must, in the exercise of its functions, have due regard to the need to:
 - eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.

- 11.3. It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed at 12.2 above.
- 11.4. The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. The Mayor must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.
- 11.5. The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at: <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-codes-practice>

<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance>

- 11.6. The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
- The essential guide to the public sector equality duty
 - Meeting the equality duty in policy and decision-making
 - Engagement and the equality duty: A guide for public authorities
 - Objectives and the equality duty. A guide for public authorities
 - Equality Information and the Equality Duty: A Guide for Public Authorities
- 11.7. The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: <https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance#h1>

Background documents

Lewisham Council’s Constitution

Appendices

Appendix A – Recruitment and retention of staff in Lewisham Schools Scoping Paper

Appendix B – Committee’s terms of reference

Appendix C – Provisional work programme

Appendix D – Key decision plan