

**CREATING OPPORTUNITIES AND TACKLING INEQUALITIES
SCRUTINY COMMITTEE**

**MONDAY 14 MARCH 2016
7.00 PM**

Bourges/Viersen Room - Town Hall

AGENDA

Page No

1. Apologies for absence

2. Declarations of Interest and Whipping Declarations

At this point Members must declare whether they have a disclosable pecuniary interest, or other interest, in any of the items on the agenda, unless it is already entered in the register of members' interests or is a "pending notification" that has been disclosed to the Solicitor to the Council. Members must also declare if they are subject to their party group whip in relation to any items under consideration.

3. Minutes of the Meeting held on 18 January 2016

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4. Call In of any Cabinet, Cabinet Member or Key Officer Decisions

The decision notice for each decision will bear the date on which it is published and will specify that the decision may then be implemented on the expiry of 3 working days after the publication of the decision (not including the date of publication), unless a request for call-in of the decision is received from any two Members of a Scrutiny Committee or Scrutiny Commissions. If a request for call-in of a decision is received, implementation of the decision remains suspended for consideration by the relevant Scrutiny Committee or Commission.

5. Presentation Of 2015 Final and Validated Assessment Results By Pupil Characteristics for EYFS, Key Stage 1 and Key Stage 2

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Committee Members:

Councillors: B Saltmarsh (Chairman), D Fower (Vice Chairman), J Peach, B Rush, C Harper, J Shearman and Yonga

Substitutes: Councillors: G Nawaz, M Jamil, A Miners, Davidson and Brown

Education Co-optees: Paul Rossi, Roman Catholic Church Representative
Miranda Robinson, Church of England Representative
Stewart Francis, Parent Governor Representative
Alastair Kingsley, Independent Co-opted Member

Further information about this meeting can be obtained from Karen S Dunleavy on telephone 01733 452233 or by email – karen.dunleavy@peterborough.gov.uk



**MINUTES OF A MEETING OF THE
CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE
HELD IN THE
BOURGES/VIERSEN ROOM, TOWN HALL, PETERBOROUGH
ON MONDAY 18 JANUARY 2016**

Present:	Councillors Saltmarsh (Chair), Fower (Vice Chairman), Harper, Rush, Peach, Shearman and Yonga.	
Cabinet Members	Councillor Holdich OBE, Leader of the Council and Cabinet Member for Education, Skills and University Councillor Coles, Cabinet Member for Children's Services	
Also present	Stewart Francis Alistair Kingsley Liz Youngman	Education Co-optee Independent Co-opted Member Church of England Representative
Officers in Attendance:	Wendi Ogle Welbourn Lou Williams Terry Reynolds Gary Perkins Pat Carrington Russell Wate Karen S Dunleavy	Corporate Director, People & Communities Service Director Children's Services and Safeguarding Interim Assistant Director Education Head of School Improvement Principal/Head of Service City College Peterborough (CCP) Independent Chairman of Children and Safeguarding Board Democratic Services Officer
Also present	Tash Dalton Hazel Owen Travis Mclennon Holly Richardson	Tutor City College Peterborough Student and Access Champion City College Peterborough Student and Access Champion City College Peterborough Student and Access Champion City College Peterborough

1. Apologies

Apologies for absence was received from Mirrander Richardson (Church of England Representative), Liz Youngman was in attendance as substitute.

2. Declarations of Interest and Whipping Declarations

There were no whipping declarations.

Cllr Saltmarsh declared and interest in item 9 Corporate Parenting Annual report and advised that she would stand down from Chairing the meeting and not contribute to discussions for that item.

3. Minutes of meetings held on 16 November 2015

The minutes of the meetings held on 16 November 2015 were agreed as an accurate record, subject to the inclusion of Councillor Fower noted as in attendance at the meeting.

4. Call In of any Cabinet, Cabinet Member or Key Officer Decisions

There were no requests for Call-in to consider.

A request was received and approved to discuss agenda item 5, Service Directors Report for Education including Portfolio Progress Report for Cabinet Member for Education, Skills and University at a later point in the meeting.

5. City College Peterborough (including Apprenticeships and NEET)

The Principal/Head of Service introduced the report to Members which provided an update on City College Peterborough (CCP) and its new areas of responsibility since the last report to Scrutiny Committee in January 2015.

The Principal/Head of Service provided an update to Members on the following points:

- The outcome based measures to be introduced by the department of business skills to measure post 19 education was at a test data stage and second consultation stage, in order to ascertain its usefulness to partner organisations. It was advised that Members would receive an update on the progress for the outcome based measures in the future;
- Students were in attendance and provided a presentation on their learning experiences and the projects carried out as Access Champions; and
- The income stream for CCP had increased by 30% and percentage overheads reduced 20% whilst still emanating and improving ever further the quality of adult education services, which included apprenticeships.

Observations and questions were raised and discussed including:

- Members asked how many students currently attended CCP? *The Principal/Head of Service confirmed that there were circa 4k CPP students, which had been made up of 75% part time provision and 250 to 300 students between the ages of 16 – 18 on a fulltime provision. Members were advised that there were also 400 apprentices appointed to 300 business placements;*
- Members asked about the adult learning provision highlighted on page 30 of the report which operated in the CANdo area of the City and whether this initiative had been successful and would continue? *The Principal/Head of Service advised that CCP had been working with local organisations and Community Connectors in order to support the CANdo agenda. The college had invested £20k in 2015 and would look to increase the commitment to £65k for 2016. Learning opportunities for students had included making Peterborough bags and sewing courses, which were available through the Iqbal Centre. The initiative aimed to develop many other learning opportunities for adult students such as English for Speakers of Other Languages (ESOL) skills and parenting skills, which was in relation to the health agenda.*
- Members asked about ESOL and the Governments comments about the importance of Muslim women learning English, whilst implementing adult education funding and whether the proposed cuts would affect what courses CCP had offered? *The Principal/Head of Service confirmed that the adults education skills funding cuts had not been as severe as anticipated and that there would be a pot of funding to spend on adult education learning locally rather than what had been defined by Government.*
- Members asked whether ESOL had become disincentive for learners to apply for due to the proposed funding cuts? *The Principal/Head of Service confirmed that CCP had liaised with Community Connectors to find out what the ESOL requirement was for*

each ESOL learner so that the funding was more appropriately managed in order to meet the provision.

- Members asked about the success of the recent CCP apprenticeship programme and whether there had been competitors that had presented challenge or whether there had been teething problems experienced and if there had been significant growth? *The Principal/Head of Service confirmed that CCP had a significant growth in apprentices and that they ensured that the quality was not impacted on in fact it had improved even further. Members were also advised that to find a balance, CCP would work with the employer to map out a plan in order to incorporate a level of flexibility to allow the apprentice to grow.*
- Members asked how CCP had managed to reduce their overheads yet carried on to deliver a successful service? *The Principal/Head of Service confirmed that the overhead reduced had related to income and that the running costs had not been reduced. It was also confirmed that there had been a reduction in backroom services in order to increase resources in the classroom.*

Students presented an overview of the Access Champion project and highlighted the following key areas:

- Disability Access Champions was a role for students to provide support to other that have a disability;
- Access Champions liaised with industry experts in order to build their understating of disabled needs;
- Development of an access statement;
- Provide support to students that have a disability to access learning;
- The development of a disabled access mission statement;
- Champions had met in own time as they were passionate about progressing learning needs for the disabled community;
- Honours award recognition given to Access Champions;
- Interests in relation to the project had been received from Canada and Greece;
- Improvement ideas to enable disabled learners to access transport to education establishments;
- Access project intended to empower disabled people; and
- Current Access Champions to train future champions.

Members commented that the Access Champions presentation had been enlightening and inspiring.

- Members asked what provision had been in place for disabled adult learners within CCP? *The Principal/Head of Service confirmed that there had been a core education provision for adults with a disability over the age of 25. The CCP had also been commissioned by the Authority to take on responsibility to manage day opportunity centres and develop a model and design a service to work with adults that had learning disabilities. The services designed had met the requirements outlined within the Cabinet paper in April 15, which was subsequently approved. There would be a provision for four City Centre learning hubs for disabled adults with complex needs which hoped to encourage schemes for supported and social enterprises, such as Pretty Things Meet & Treat, Laundry Enterprises and Social Dining Experiences. There are also opportunities available through a Sure Trust contract, which would be supported by a job coach with the aim to work towards a disabled worker's transition to an employment placement in an unsupported way.*
- Members asked whether the CCP had connections with the Department of Work and Pensions (DWP) to encourage people that had been deemed unfit to work, to enter into work? *The Principal/Head of Service confirmed that a one to one service was in placed to support people with needs in order to explain what the DWP letter meant. Members were also advised that a connection was in place for CCP to work with the*

Disability Information and Advice Line (DIAL) to enable disabled job seekers to create digital CVs in order to apply for jobs in a much more accessible way.

- Members asked the Access Champions what they would like to change about disabled access on public transport? *The Access Champions advised that consideration to provide a balanced travel space for the elderly, pushchairs and disabled bus users was needed. In addition the Access Champions felt that better support to deaf and blind users should be explored in terms of the provision of information on the route being travelled.*
- Members asked whether the Access Champion Programme would be certificated so that they could be presented to potential employers? *The Principal/Head of Service confirmed that the Access Champions had undertaken the project in their own time and that CPP were working with AIM to develop a certified qualification.*
- Members asked whether CCP had experienced any issues of disturbance from the Stanley Wreck located near the College? *The Principal/Head of Service confirmed that no disturbance issues had been experienced and that CCP were aware they could contact the Authority if problems occurred in the future.*
- Members complimented the Access Champions on their brilliant work and commented that accessibility needs were going to increase in the future, and that users would benefit from the support available through the Access Champion Programme. The Access Champions commented that they were very proud of being part of a support programme for disabled people.

The Chairman thanked the Access Champions for their presentation, hard work and dedication to the Access Champion Programme.

RECOMMENDATION

The Committee recommended that the Cabinet Member for Communities and Environment Capital hold a meeting with the City College Peterborough Access Champions and Peterborough bus companies to discuss ideas with the aim to formulate an access improvement plan for disabled users to encourage independent travel in the City.

ACTION AGREED

The Committee reviewed the report and asked the Principal/Head of Service to provide figures on how many young people with disabilities had been employed by Peterborough City Council following receipt of support through City College Peterborough for employment skills.

6. Peterborough Safeguarding Children Board Annual Report (PSCB) 2014/15

The PSCB Independent Chairman introduced the report to Members, which provided an overview of the Peterborough Safeguarding Children Board Annual Report, which was brought to the attention of the Committee and the Leader of the Council under a statute requirement, Working Together 2015. The report also provided the outcomes of the Ofsted inspection.

Observations and questions were raised and discussed including:

- Members asked when the Ofsted inspection was conducted? *The PSCB Independent Chairman confirmed that the Ofsted inspection had been conducted between April to May 2015, with further questioning from Ofsted in August 2015. The Ofsted report was released in September 2015.*
- Members commented on the figures for children that go missing from home and asked what strategies were in place to reduce the issue? *The PSCB Independent Chairman confirmed that the increased figure was a result of better recording systems and that PCC had commissioned Bernardos to conduct all return interviews for children that go missing in order to ascertain the issues surrounding why they had left*

their home environment. In addition, Members were advised that the Police had historically recorded a child missing as absent, however, had changed their policy to meet national consistency.

- *Members asked what the domestic violence rate was for the Authority and how the levels compared nationally for PCC. The PSCB Independent Chairman confirmed that a benchmark exercise was to be conducted through a PSCB quality sub group in order to introduce the data with the aim to compare with other Authority boards.*
- *Members asked what the acronym QPM meant? The PSCB Independent Chairman confirmed that the acronym meant Queen's Police Medal.*
- *Members asked about the reference to incidences of Female Genital Mutilation (FGM) included on page 67 of the report and whether there were any known cases in Peterborough? The PSCB Independent Chairman advised that there had only been national cases, but no convictions.*
- *Members asked whether there had been cases of girls that had gone absent for a number of weeks in the Peterborough area and then suddenly returned which had pointed to a risk of FGM? The PSCB Independent Chairman advised that there had been some cases of FGM highlighted as a risk for some adults in Peterborough, however, no actual cases had been proven. Members were advised that training had been conducted for GPs, schools and a resource pack developed and issued nationally in order to highlight what to look out for in suspected cases of FGM.*
- *Members asked about the Ofsted recommendation 147 on page 103 of the report and whether the Committee would receive a report on the formal monitoring of the Local Authority? The PSCB Independent Chairman confirmed that the response to the Ofsted inspection in relation to the quality of social work assessments, chronologies and plans would be reported to Committee as a legislative requirement under the 2004 Children's Act.*
- *Members commented that given the report was a public document it was not easy to read in terms of some of the graphs and paragraphs included especially in regards to the risk of FGM in Peterborough. The PSCB Independent Chairman advised that work would be undertaken to improve the quality of the report.*
- *Members also commented on the statement made on the PSCB website in relation to the 60k at risk of FGM and asked what work had been undertaken to increase knowledge of the issues to a wider audience? The PSCB Independent Chairman advised that the Board was working with young ambassadors over the development of FGM awareness documentation in order to develop the information in a more readable way with the aim to reach young people at schools. Members were advised that the current FGM education available was not designed with young people in mind as it had been aimed at the professionals.*
- *Members comment on the financial figures mentioned within the report in relation to PSCB budget in terms of a £172k contribution from partner agencies towards 47% of staff salaries and asked why the report did not provide any detail of the allocation and which four partner agencies had contributed? The PSCB Independent Chairman advised that the partner contributors were NHS England, Clinical Commissioning Group and two main hospital trusts in Peterborough. Members were advised that salary information could be incorporated in future reports and there was no reason for the omission on this occasion.*

ACTIONS AGREED

The Committee commented and noted the contents of the report, considered further areas of scrutiny and agreed that the Chairman of Peterborough Safeguarding Children Board (PSCB) would:

1. Provide salaries and job role descriptions that had been omitted from the PSCB 2014/15 report and include yearly figures in future reports;
2. Produce PSCB annual reports and submit them to the Committee in a timely manner and by September of each year; and

3. Provide a PSCB clearer more readable report which would be accessible to young people.

8:00pm at this point the Committee stopped for a comfort break.

7. Service Directors Report for Education including Portfolio Progress Report for Cabinet Member for Education, Skills and University

The Interim Assistant Director Education introduced the report which provided Members with an overview of attainment outcomes in Peterborough schools and the final figures for all primary results with key stage two being provisional.

Observations and questions were raised and discussed including:

- Members asked whether the report had been produced following a consistent approach to that of statistical neighbours and whether the context included had been standard for school result benchmarking? *The Interim Assistant Director Education commented that a number of factors were taken into account such as percentage of minority ethnic groups regardless of their heritage, Income Deprivation Affecting Children Index (IDACI) data and size of the Authority.*
- Members commented that businesses looking to expand to the Peterborough area may be dismayed and disappointed with the school assessment results included within the report. Members also commented that the report had lacked any education ambition or aspirations for Peterborough. *The Interim Assistant Director Education advised that the Authority would want to include aspirations and that they would need to be reflected in future reports along with a sign up commitment from schools and teachers in Peterborough schools. Members were also advised that there also needed to be a greater level of aspirations and that a good way to incorporate these would be to correlate with statistical neighbours and aim to achieve higher outcomes in order to contribute to a dynamic economy. Members were also advised to be mindful of the change in each cohort from year to year, however the gap for Peterborough had been maintained.*
- Members commented that schools with successful governance had achieved good results.
- Members commented that there had been poor leadership in schools and asked how improvements could be made and monitored? *The Head of School Improvement advised that the School Governor Services Team had recently relocated to the school Improvement Team and that a pending recruitment campaign had hoped to identify a new group of qualified candidates to appoint to governor roles. Members were also advised that the team were aware of the issues and would work with school leaders to improve outcomes.*
- Members commented that the Council did not hold direct control over the appointment of Headteachers and that a significant amount of funding had been allocated to school building development and asked what the Council could do better to improve education outcomes? *The Interim Assistant Director Education advised Members that there had been no single thing the Authority could do to improve better education result outcomes. Members were also advised that improvements could be implemented over the leadership in schools. The Interim Assistant Director Education advised that to improve the outcomes, there needed to be a focus on learning English as an additional language to close the gap with the vulnerable groups and agree a set of priorities across all schools in a collaborative way. The Head of School Improvement advised that schools had focussed on progress, however, there also needed to be a focus on attainment in order for students to leave school with good qualifications.*
- Members commented that the Authority needed to get permanent buy in of Governors and that a Headteachers involvement had been essential to achieve educational improvements.

- Members asked about consistent and sustained improvement and whether there had been too much focus by the Authority on neighbour statistics rather than national data for education? *The Interim Assistant Director Education advised that there had been a national comparison for national GCSEs in English and Maths and that it was also important for the Authority to compare with local neighbour Authorities in order to align with all aspirations in order to close the gap.*
- Members commented that it seemed the Authority had compared poor with poor outcome education results and that there should be a comparison made against the national progress in order to improve these. *The Interim Assistant Director Education advised that there were key benchmarks for children and young people to meet in order to gain a good standard of education and to improve employment opportunities. Members were also advised that it had been important for the Authority to encourage a better motivated environment for teachers although sometimes it had been hard to teach from one school to another.*
- Members commented that global progress for education results was not enough of a comparator and that there should be a mix of references.
- Members commented that they felt education attainment targets set by school teachers were not rigorous enough for children to progress and meet the required standards. *The Head of School Improvement advised that if the education attainment levels had been set at a higher level by teachers then a child had more of a chance to achieve the required education standard and demonstrate that they had progressed.*
- Members asked about the £5m Education Support Grant (ESG) funding cut proposed by the Chancellor and how that was expected to impact on the Authority's education delivery? *The Interim Assistant Director Education advised that the Chancellor had announced ESG funding cuts, which were currently under consultation; and that it had been uncertain as to what the funding cut related to, however, there was a feeling that it could be in relation to a statutory duty such as the school improvement provision.*
- Members commented that there seemed to be similar conversations held on how to pull the leadership issues in schools together and asked how the Authority intended to take the list of improvements forward and what the benchmarks would be to hold those responsible to account? *The Interim Assistant Director Education advised that his time was limited at the Authority and that there had been challenges experienced in terms of the design of better outcomes for schools and how the schools would work towards a common goal and priorities to reach improvements in three, five to 10 years. Members were also advised that decisions needed to be made about the appointment to the Assistant Director Education post before the school leadership improvement plans could be developed.*
- Members commented that there had been many schools doing a good job in the delivery of education, however, felt that the issues in underperformance could be due to poor leadership of some Headteachers and the quality of some Governors. *The Head of School Improvement advised Members that underperformance was about holding school leaders to account, however, there were many schools that did not do this effectively.*
- Members also commented about the relationships with Headteachers and some School Governors.
- Members also commented that the School Governors' One-Stop Shop' website had advertised Governor vacancies, which had provided unreliable distance matches for the opportunity.
- Members commented that they no longer received notification about school governor vacancies. *The Leader of the Council and Cabinet Member for Education, Skills and University advised Members that the system had changed in terms of School Governor appointments in that the School Governing Body held responsibility to approve appointments. The Corporate Director, People & Communities had set up a Governor Working Group to outline the education aspirations for children. Members were also advised that a series of workshops had been organised with Headteachers*

and Governors on how to take forward the improvements and to focus on the recruitment and retention of school Headteachers and Governors.

- Members asked how the Authority intended to attract School Governor applications of a high calibre and whether there could be consideration given to the introduction of a remuneration for the role. *The Head of School Improvement advised that the use of a local communications company had been explored and that the proposals were to be presented to the Improvement Board in order to secure approval and funds. Members were also advised that the gap between schools and businesses should be closer in terms of what businesses look for when employing students. Members were also advised that a discussion had taken place with the Chamber of Commerce about how the business gap could be closed.*
- Members commented that the Authority needed to make clear what the expectation were for the appointment to a School Governor role. *The Leader of the Council and Cabinet Member for Education, Skills and University advised Members that he accepted there had been a need to commit and improve the quality of School Governors, however, the requirements were huge and that there was a fine line in terms of not wanting to put potential candidates off through bad press. The Head of School Improvement advised that Her Majesty's Chief Inspector of Schools had talked to the Government about remuneration payments to School Governors.*
- Members asked about the statement in the report at paragraph 7.4 in regards to the new Paston Ridings Free Secondary School and what the proposals were in regards to its location? *The Leader of the Council and Cabinet Member for Education, Skills and University advised that a meeting was due to be held with the Church Commissioners to discuss the location to finalise an agreement. Members were also advised that there were plans to build the primary and secondary schools at the same time.*
- The Leader of the Council and Cabinet Member for Education, Skills and University commented that at a recent Ofsted inspection, inspectors had relayed that his aspirations for Peterborough's education system were set too high. Members were also advised that recently school improvement percentages had increased from 63% to 84%, which had been testament to better performance of Peterborough Schools. Members were also advised that the Authority was not complacent about education and had taken action against the six schools that had not reached the expected performance targets.

9:18pm At this point Councillor Shearman and Stewart Francis left the meeting.

ACTION AGREED

The Committee noted the report and agreed the following actions:

That the Interim Assistant Director Education and Cabinet Member for Education, Skills and University would:

1. Outline performance of governance and accountability in relation to leadership in schools within future reports; and
2. Provide a stronger emphases to improve education attainment results rather than on education progress aspirations for the schools.

8. Placement Strategy for Children Looked After and the Implementation of the Fostering Action Plan

The Service Director Children's Services and Safeguarding introduced a report which outlined details of the updated position in terms of the overall number of children and young people in care in Peterborough, compared to the national picture and the position of the Authority Statistical Neighbours.

The Service Director Children's Services and Safeguarding also advised Members that key information in relation to the graph on page 118 of the report should have included the title 'Office of National Statistics' for the key data.

Observations and questions were raised and discussed including:

- Members asked what the expected percentage was for the placement of children in care placed with in house-foster carers? *The Service Director Children's Services and Safeguarding advised Members that once the Permanency Service was underway there had been an aspiration to decrease the reliance on external fostering agencies to 10% in the next three years.*
- Members asked about the progress of the proposed Permanency Service? *The Service Director Children's Services and Safeguarding advised that there had been soft market testing conducted in terms of inviting interests from organisations and three to four charities that had registered an interest in the service specification. Members were also advised that discussions would be held at the end of January 2016, followed by a consultation with foster carers and staff to include their comments on what types of questions should asked throughout the tender process.*
- Members asked whether the Authority had considered a joined up approach with other Authorities over foster carer placements? *The Service Director Children's Services and Safeguarding advised that there could be an issue with the number of placements available in foster carer homes and that some carers needed to be free for group placements. Members were also advised that a concern had been felt by the Authority over a joined up approach with other Authorities, as such an arrangement may dilute the relationship with foster carers.*
- Members commented that there was a danger of carers leaving the service if the foster places were not utilised more efficiently.
- Members asked what plans the Authority had in place to attract the interest of potential multiple heritage foster carers? *The Service Director Children's Services and Safeguarding confirmed that marketing material was available in different languages and that the team would need to work with a partner organisations for the proposed Permanency Services once it was established in order to improve the information currently available.*
- Members asked what the potential Human Resources and financial implications were in relation to the information outlined in paragraph 6.1 of the report for development of the proposed Permanency Service? *The Service Director Children's Services and Safeguarding advised that it had been intended for the Authority to cover TUPE arrangements as well as Human Resources and accountancy in order to monitor the services provided once in place.*
- Members asked for an example of what a soft market test had involved? *The Service Director Children's Services and Safeguarding advised that the soft marketing test had involved sending the draft tender specification, which had been attached to the Committee report, to all providers that had been registered as suppliers of children's services in order to attract potential interests from those organisations.*

The Chairman requested a congratulation from the Committee was to be noted in the minutes in regards to the recent MBE awarded to Mr and Mrs Gilbert for their services to foster care.

ACTIONS AGREED

The Committee noted the contents of the report, and in particular the changing demography of the child in care population and the overall reduction in numbers of children and young people in care and looked forward to regular updates in regards to the Placement Strategy.

At this point Councillor Saltmarsh stood down as Chairman, due to an interest declared earlier in the meeting and Councillor Fower assumed position of Chair for the next item Corporate Parenting Annual Report.

9. Report to Creating Opportunities and Tackling Inequalities Scrutiny Committee on the work of Corporate Parenting Panel

The Cabinet Member for Children's Services presented the work of Corporate Parenting Panel (CPP) report to Members. The Cabinet Member for Children's Services also thanked Members for their regular attendance at meetings and commitment to Corporate Parenting.

Observations and questions were raised and discussed including:

- Members commented on the attendance of the non-core Corporate Parent Members and asked what the plans were to encourage more CPP Members to attend the meetings? *The Cabinet Member for Children's Services advised Members that it was his intention to encourage regular attendance and explore quality training opportunities available through the Local Government Association. Members were also advised that since the recent Ofsted inspection, attendance by non-core Members had increased.*

At this point Councillor Fower stood down as Chairman and Councillor Saltmarsh resumed her Chairman position.

10. Forward Plan of Executive Decisions

The Committee received the latest version of the Council's Forward Plan of Executive Decisions, containing key decisions that the Leader of the Council anticipated the Cabinet or individual Cabinet Members would make during the course of the following four months. Members were invited to comment on the Forward Plan and where appropriate, identify any relevant areas for inclusion in the Committee's work programme.

- Members asked for clarification over the non-key decision - Delegation of Authority for Placements for Looked After Children and what this meant? *The Corporate Director, People & Communities advised that the decision was in relation to the funding placements of a child in care and that the responsibility had been delegated to Children's Services by the Cabinet Member for Children's Services.*
- *Members asked about a decision in regards to the Classroom Extension and Associated Works for Heltwate School KEY/06MAR15/01 and whether there had been demographic need for the classroom extension? The Service Director Children's Services and Safeguarding advised that the population of children with disabilities had increased over the years.*

At this point Liz Youngman left the meeting

ACTION AGREED

The Committee noted the Forward Plan of Executive Decisions.

11. Work Programme 2015-2016

Members considered the Committee's Work Programme for 2015/16 and discussed possible items for inclusion.

ACTION AGREED

The Committee confirmed the work programme for 2015/16.

The Committee also agreed a that update would be provided to Members on the progress of children centres in relation to the decision taken on the [Future of the Eight Former Play Centres - OCT14/CMDN/94\(i\)](#).

The meeting began at 7.00pm and ended at 9:40pm.

CHAIRMAN

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CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 5
14 MARCH 2016	PUBLIC REPORT

Report of the Corporate Director of People and Communities

Contact Officer(s) – Terry Reynolds – Interim Assistant Director (Education)
 Contact Details – terry.reynolds@peterborough.gov.uk / 01733 863912

PRESENTATION OF 2015 FINAL AND VALIDATED ASSESSMENT RESULTS BY PUPIL CHARACTERISTICS FOR EYFS, KEY STAGE 1 AND KEY STAGE 2

1. PURPOSE

1.1 This paper summarises the 2015 final and validated assessment results by pupil characteristics for the Early Years Foundation Stage (EYFS – Reception Year – YR), Key Stage 1 (Y1 and Y2) and Key Stage 2 (Y6). The KS4 results by pupil characteristics (validated) are not yet available (published 29th March 2016).

2. RECOMMENDATIONS

2.1 The Committee is asked to:

- Analyse the performance in the 2015 assessments;
- Scrutinise People and Communities actions to improve 2015/16 performance; and
- Support People and Communities leaders in challenging and intervening in schools where performance is inadequate.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

3.1 Single Delivery Plan - Programme 1 – Creating jobs through growth and improved skills and education.

4. BACKGROUND

4.1 On 1st March 2016, the Department for Education (DfE) published the final and validated EYFS, Key Stage 1 and Key Stage 2 outcomes, for all pupils and by pupil characteristics.

4.2 As a benchmark:

- Pupils in YR (age 5) are expected to achieve at least the “Expected” level of assessment against the Early Years Foundation Stage curriculum and to have made a “Good Level of Development” (GLD).
- Pupils in Key Stage 1 (Y1 and Y2) are expected to achieve at the level of the Phonics Screening Check;
- Pupils in Key Stage 1 (Y2 – age 7) are expected to achieve at least Level 2 (L2) or above (L2+)

of the National Curriculum; **A better benchmark, though, is performance at Level 2b and above (L2b+).**

- Pupils in Key Stage 2 (Y6 – age 11) are expected to achieve at least Level 4 (L4) or above (L4+) of the National Curriculum; **A better benchmark, though, is performance at Level 4b and above (L4b+).**
- Pupils in Key Stage 2 (Y6 – age 11) are expected to have made at least 2 national curriculum levels of progress between age 7 and age 11. **This is known as Expected Progress”.**

4.3 For Key Stage 2 outcomes, results for reading and mathematics were determined by test, and those for writing by teacher assessment. When reporting the combined subjects a pupil must achieve at least L4+ in all of the 3 subjects.

5. KEY ISSUES

5.1 The outcomes for groups by pupil characteristics are tabulated in a number of appendices.

5.2 Each appendix from appendix 1 to appendix 5 shows outcomes for groups of pupils in Peterborough in comparison to the outcomes for the similar group of pupils nationally.

5.3 Appendix 6 shows outcomes for groups of pupils in Peterborough in comparison to the national average for all pupils. This is because our aim for each group is for them to achieve at the national average level for all pupils.

5.4 Appendix 1:

Performance of Peterborough boys and girls in comparison to national boys and girls:

- There are significant gaps between the performance of both groups in Peterborough (Pb) and the similar groups nationally;
- The gaps between Pb boys and national boys are generally larger than those between Pb girls and national girls;
- The gaps between Pb boys and girls are generally larger than the gaps between national boys and girls – this is largely due to the comparatively lower performance of Pb boys;
- The gaps for both groups are wide (5%pts and 4%pts) at the earliest measure (EYFS) and do not narrow significantly as the children grow older;
- The gaps for average points scores (APS), which includes all pupils in each cohort and not just those who achieve at a certain level, becomes wider as pupils progress from KS1 to KS2. 1 point is the approximate equivalent of 1 term's progress;
- Girls are ahead of the national girls for the expected progress made between Key Stage 1 and Key Stage 2 in writing. In all other expected progress measures, both boys and girls are below the national average for the similar group, with the gap in reading being widest;
- The gaps between Pb boys and girls and national boys and girls for value added (VA) measures by the end of Key Stage 2, ranging from 0.3 to 0.6, are significant. Generally, a VA score of 99.7 or lower would be a cause for concern.

5.5 Appendix 2:

Performance of Peterborough Disadvantaged and Non-Disadvantaged Pupils in comparison to the national Disadvantaged and Non-Disadvantaged groups:

- In 10 of the 17 measures, the gap between Pb disadvantaged pupils and the national similar group is the same or less than the gap between Pb non-disadvantaged pupils and the national similar group;

- Thus, although comparative performance of disadvantaged pupils is lower than that of non-disadvantaged pupils, the gap to the national similar group is less in the majority of measures;
- The gaps between Pb disadvantaged and non-disadvantaged is generally less than that between the national similar groups. Unfortunately, this is largely because of the lower performance of the Pb non-disadvantaged group;
- The gaps for average points scores (which includes all pupils in each cohort and not just those who achieve at a certain level) becomes wider as pupils progress from KS1 to KS2. 1 point is the approximate equivalent of 1 term's progress;
- Non-disadvantaged pupils are in line with the national similar group for the expected progress made between Key Stage 1 and Key Stage 2 in writing. In all other expected progress measures, both groups are below the national average for the similar group, with the gap in reading for disadvantaged pupils being widest;
- The gaps between Pb boys and girls and national boys and girls for value added measures by the end of Key Stage 2, ranging from 0.3 to 0.6, are significant. Generally, a VA score of 99.3 or lower for disadvantaged pupils would be a cause for concern.

5.6 **Appendix 3:**

Performance of Peterborough EAL and Non-EAL pupils in comparison to the national EAL and Non-EAL groups:

- Unsurprisingly given the nature of the EAL cohort in Pb (which is largely different to that of the EAL cohort in most LAs) the gap between EAL pupils in Pb in Y1 phonics and the "similar" group nationally is very wide, at 10%pts, narrowing to 8%pts by Y2;
- Similarly, the gaps at Y2 L2b+ and APS are significantly wider for EAL than non-EAL pupils in comparison to the national similar groups. The gap for APS is particularly wide, and these pupils are already almost 1 term's worth of progress behind the national similar group, with non-EAL pupils being almost at national average;
- This APS gap grows for both groups by the end of Key Stage 2 so that by age 11, EAL pupils are more than 1 term behind the national similar group whilst non-EAL pupils are half a term behind;
- Both groups achieve at the same rate as the similar groups nationally for expected progress made in writing by the end of Y6. In reading and mathematics, though, both groups are below the national similar groups;
- Value Added progress measures show a similar gap, ranging from 0.3 to 0.6, for both groups. Whilst value added for EAL pupils is more positive than for non-EAL pupils, this would not be surprising given their lower starting points. They remain, though, significantly below the outcomes of the national similar group.

5.7 **Appendix 4:**

Performance of Peterborough SEN Support and Non-SEN pupils in comparison to the national SEN Support and Non-SEN groups:

- Outcomes for both groups are significantly below the national similar group in Y1 phonics. By Y2, in phonics, Non-SEN pupils are closer to the national similar group whilst SEN Support pupils are significantly below and the gap has widened;
- At Y2 in reading at L2b+ both groups are significantly below the national similar group. In writing and mathematics, SEN Support pupils are closer to the national similar group;
- The gap between the groups in Pb at L2b+ is similar to the gaps between the groups nationally. In writing especially, this is because of the low performance of the non-SEN pupils;
- The APS gap at KS1 is wide at 0.6 for both groups, and this becomes wider by the end of KS2;
- Both groups achieve at least as well as the national similar groups in terms of expected progress by the end of Key Stage 2 in writing and mathematics, but are below the national similar groups in reading;

- SEN Support pupils are generally in line with the national group for value added progress in all subjects combined, in writing and in mathematics. They are significantly below the national similar group in reading, however. Non-SEN pupils are slightly below the national similar group in all areas (0.2 or 0.3).

5.8 **Appendix 5:**

Performance of the largest Peterborough ethnic groups in comparison with the national similar groups:

- In attainment, the highest performing of these groups in all areas except Y2 phonics is the White British group. This is not the case, though, for the progress expected to be made by the end of Key Stage 2. This is likely to be because of the comparatively lower starting points of the other groups;
- At Key Stage 1, in all measures, the gap to the national average for the similar group is very wide and significant for the Any Other White Background (AoWB) group;
- Outcomes for White British (WB) pupils at Key Stage 1 are close to the average for the national similar group in mathematics at L2b+ and in APS for all subjects. Outcomes in reading and writing at L2b+, though, are below those of the national similar group;
- Outcomes for the Pakistani Heritage (PH) group at Key Stage 1 are low and significantly below those of the national similar group in all measures;
- At Key Stage 2, outcomes for all groups except WB in reading at L4+ are low, and well below those of the national similar groups;
- APS gaps for WB and AoWB are wider at the end of Key Stage 2 than they are at the end of Key Stage 1, with the AoWB group being almost 1.5 terms behind the national similar group. APS outcomes for PH pupils narrow by 0.1pts between the Key Stages, but they remain more than half a term behind the national similar group;
- Expected progress outcomes by the end of Key Stage 2 are below the national similar group in reading, but in line in writing and mathematics. For AoWB pupils, expected progress outcomes are in line with the national similar group in reading, but below in writing and mathematics. PH pupils are generally in line with the national similar group in all expected progress measures; and
- Value Added outcomes for WB pupils at the end of Key Stage 2 are much lower than the national similar group, with gaps of between 0.4 and 0.6. This is very low. VA for AoWB pupils is in line with the national similar group for reading and writing, but below in mathematics, which in turn lowers the VA for the subjects combined. VA for PH pupils is low in comparison to the national similar group with gaps from 0.3 to 0.5. The 0.4 gap in the subjects combined is significant because it is an indicator of where these pupils began their secondary school education.

5.9 **Appendix 6:**

Performance of Peterborough groups in comparison to the national average outcomes for all pupils:

- This table is included in order to give an indication of the differences in outcomes between all of the Pb **groups** of pupils at Key Stage 1/Key Stage 2 and the national average outcomes for **all** pupils;
- This is important because it gives an indication of the extent and direction of travel needed if we are to achieve our aspiration of all groups closing the gap. The gap which is referred to is the gap between groups of pupils and the national average outcomes for all pupils. This is the stated aim for education outcomes nationally, as well as locally and we must not lose our focus on this;
- There is a clear disparity between most groups in terms of outcomes;
- This is also true at a national level, but not to the same extent in some cases as is seen in Pb;
- The attainment gaps for the whole cohorts are wide. Given that schools refer to low levels of attainment on entry and the impact of pupils arriving from outside of the UK this may not be

surprising;

- However, that being the case, we might expect to see the rates of expected progress being made and the VA outcomes by age 11 being at least comparable to the national average, if not better than the national average. This, though, is not the case – there are no progress measures which are above the national average and VA, especially for reading and writing, is very low.

6. Key Actions to improve performance

6.1 Leadership and Management

- Continuation of the Peterborough Self Improving Schools Network (PSISN) with a very high proportion of schools successfully engaged. This initiative is now into its second year, and we are expecting to see positive outcomes in 2016 as a result of the investment made..
- Schools are commissioning their intervention at a collective level with specific programmes around reading being a priority in primary schools.
- Very high rate of take up on LA School Improvement Advisers working with Governors on the annual review of Headteacher Performance Management. Outcomes for groups are a major priority area in most of these reviews.
- Identified high priority schools which receive a structured programme of challenge and support from the LA School Improvement Team, closely tailored to need, in addition to that which is available via the PSISN. Much of this scrutiny and support focuses upon outcomes for groups.
- Monitoring and Support Partnership Groups in 6 priority schools (increased from 3 in 2014/15) with tailored key priorities in each school and an intensive support plan. This will be discussed further at the next Scrutiny and Challenge Group meeting.
- Wide range of bespoke in-school support and CPD from the School Improvement Team offered to all schools (traded). Much of this is focused upon outcomes for groups.
- Highlighting weaknesses and evaluating improvement plans in targeted primary schools with head teachers and governors.
- Working with school leaders and governors by undertaking LA reviews of whole schools or departments or focused reviews of the effectiveness of leadership and management.
- Providing advice, support, challenge and intervention around the tracking of pupil progress and the identification of target groups for whom progress has not been fast enough, including the provision of spreadsheets which highlight particular groups of pupils, which schools can individualise.
- CPD for Head teachers from the DfE National Pupil Premium Champions.
- Reviewing where a ‘sponsored’ academy or formation of a multi-academy trust might provide the necessary stimulus to a school to improve standards especially where performance is below national expectations for a significant period of time.
- Referral to the Regional Schools Commissioner where quality and/or outcomes in academy schools are a cause for concern
- CPD programme in place to support new Deputy Headteachers and those moving towards Headship.
- Strengthened the level of support and challenge across secondary schools through continuing the role of a former Headteacher to support the school to school support arrangement and creating a further role focused on outcomes for KS5 pupils.

6.2 Learning and Teaching

- Bespoke package of support offered to all schools at senior leadership and governor level to focus on areas of greatest need;
- Further development of “Closing the Gap for Disadvantaged Pupils” and “EAL Academy” strategies and expecting improved outcomes in 2016 as a result of these investments;
- Retained the skills and expertise of a Senior Primary Learning and Teaching Adviser

and Primary Learning and Teaching Advisers in EYFS, English and mathematics. This is used to provide focused, tailored support to priority schools and is traded to all schools.

6.3

Literacy Specific

- Action plan to address specific areas identified through analysis of 2015 data, with reading and phonics a key priority.
- Embedding of the National Literacy Trust work in establishing Peterborough as a Literacy Hub with a focus on improving reading attainment and progress across the city (also separate action plan linked to this); developing access to a range of NLT programmes focused on improving attainment in specific schools. Recently endorsed and highlighted by a visit to the city from the Duchess of Cornwall, national patron.
- Continuing to sustain the use of Reading Recovery Teachers in at least 12 schools through the continuing contact CPD programme.
- Continuing the development of the Phonics Counts Programme by embedding in 3 schools and training a further 5 teachers (in 4 further schools).
- Continuing the development of the Project X CODE Programme (Phonics) by embedding in 10 schools and training a further 11 teaching assistants (in 8 further schools).
- Continuing the development of the Better Reading Partnership Programme implementing BRSP in 14 schools and training at least 30 further teaching assistants.
- Delivering CPD on phonics to Early Years settings.
- Implementing and delivering CPD on phonics to Reception, KS1 and Y3 teachers and TAs.
- Introducing Reading for Inference CPD.
- Updating literacy subject leaders on phonics screening and KS1 reading outcomes and providing support for closing the gap analysis for identified groups; providing support for monitoring of the administration of the phonics screening check.
- Providing CPD on grammar for TAs and teachers.
- Providing CPD on assessment and moderation of reading and writing at end of KS1 and KS2 (including Level 6).
- Moderation of KS2 writing in 15 schools and support for assessment and moderation of reading and writing in KS1.

6.4

Mathematics Specific

- The Local Authority continues to promote opportunities available through the Mathematics Specialist Teacher Programme (MAST).
- More effective use is being made of teachers who have completed the MAST programme to support others or provide input to training events.
- Retained the employment of an Every Child Counts (ECC) Teacher Leader enabling the Local Authority to be a registered provider of the Interventions Numbers Count; 1stClass@Number, 1stClass@Number2, Success@Arithmetic and Talk for Maths. These high quality interventions are fully traded to schools in Peterborough and in neighbouring Local Authorities. Schools are able to select from programmes to support Years 1 and 2, Years 3 and 4 or Years 5 and 6 depending on need.
- Seven schools currently have an accredited Numbers Count Teacher who is a school based specialist in supporting children who experience particular difficulties in learning mathematics.
- Forty one schools have now accessed CPD for one of more of the ECC TA led Intervention Programmes.
- Providing CPD on assessment and moderation of mathematics end of KS1.

6.5

Early Years Foundation Stage specific

- EYFS Learning & Teaching Advisers are working with targeted schools on assessment and data processes and addressing identified areas of provision within areas of learning.
- Moderation of EYFS Profile judgments across the 7 areas of learning in 25 schools.
- Moderation workshops for all other schools (primary and special with EYFS provision).
- Focus on mathematics at the annual Early Years conference.
- Continuing the half termly clusters for specific groups of EYFS teachers and practitioners. This includes;
 - Phase leaders - focussing throughout the year on data, target setting, moderation, evaluating and action planning;
 - Reception teachers – Sharing of good practice across the areas of learning, SEND provision and Moderation of evidence for Communication & Language and Writing
 - New to Reception teachers – a focus on observational assessment, visits to schools to see high quality provision and practice, moderation of evidence;
 - Maintained Nurseries – sharing of good practice and data analysis;
- CPD for new to Reception teachers and teaching Assistants on the EYFS, role of the adults in supporting learning, observational assessment and groups of learners
- CPD on effective EAL strategies for Reception teachers;
- CPD for new to Reception teachers on the EYFS Profile;
- CPD for new to Year 1 teachers on continuing the learning journey, focussing on effective provision and use of the EYFS profile data;
- Joint delivery of CPD with the Early Years team for the PVI settings. This includes:
- Effective Implementation of the EYFS, focussing on the Statutory Framework, role of the adults in supporting learning, observational assessment and groups of learners; and
- Supporting Reception aged children in PVI settings.

6.6

General

- Consultation on “The Vision for the Future of Education Services”:
 - This is a critical point in time in lots of ways;
 - Opportunities have been presented by the departure of the former service director and recent announcements from central government;
 - The timing of the above means that the options available for the future shape and role for the service can take into account the likely future landscape of education over the next 5 years and also that Peterborough can be well-positioned to create a service which is fit for purpose and sustainable for at least the medium term future;
 - There are discussions currently being held with school leaders, governors, local authority staff and others which are based upon the current outcomes, the need for significant and rapid further improvement to be made and the need to shape services in a different way;
 - Three areas have been identified for discussion, debate and option-appraisal:
 - Recruitment and retention of staff in schools and the local authority;
 - Infrastructure in terms of buildings and support services; and
 - Educational outcomes.
 - In each of these areas, discussions begin with the current situation and the need for further improvement, and proceed to what is felt to be added or done

differently if our education offer is to be successful.

- Further updates and discussion with elected members and others will commence after the initial phase of this is complete – likely to be in May/June 2016 – and a further report offered to the June 2016 committee meeting.

7. IMPLICATIONS

7.1 There are no legal or financial implications to this report.

8. CONSULTATION

8.1 These outcomes will be shared locally with Council Members, schools/settings, governors and other key partners. The results will be scrutinised regionally by OfSTED and nationally by the Department for Education.

8.2 The results form a key part of consultations with partners on actual outcomes, collective action to improve outcomes further and impact of actions on future outcomes.

9. NEXT STEPS

9.1 Following feedback from the committee, all responses will be considered by the senior officers and taken to headteacher and governor group meetings.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 10.1
- LA-level Raiseonline analysis – published 1st March 2016
 - Final and validated school-level data released by the Department for Education through Raiseonline 18th February 2016

11. APPENDICES

Appendix 1: Performance of Peterborough boys and girls in comparison to national boys and girls;
Appendix 2: Performance of Peterborough disadvantaged and non-disadvantaged pupils in relation to the national disadvantaged and non-disadvantaged groups;
Appendix 3: Performance of Peterborough EAL and non-EAL pupils in relation to the national EAL and non-EAL groups;
Appendix 4: Performance of Peterborough SEN Support and non-SEN pupils in comparison to the national SEN Support and non-SEN groups;
Appendix 5: Performance of the largest Peterborough ethnic groups in comparison to the national similar groups of pupils
Appendix 6: Performance of Peterborough groups in comparison to the national average for all children

Appendix 1

Performance of Peterborough boys and girls in comparison to national boys and girls

	Boys 2015				Girls 2015		
	Peterborough	National	Gap		Peterborough	National	Gap
EYFS Good Level of Development	54	59	5		70	74	4
Y1 Phonics Screening Check	65	73	8		75	81	6
Y2 Phonics Screening Check	81	88	7		88	92	4
Y2 Reading L2b+	70	78	8		80	86	4
Y2 Writing L2b+	58	65	7		73	80	7
Y2 Mathematics L2b+	75	80	5		79	83	4
Y2 Average Points Score All Subjects	15.0	15.7	0.7		16.1	16.6	0.5
Y6 L4+ All Subjects	72	77	5		79	83	4
Y6 L4b+ All Subjects	59	68	9		64	71	7
Y6 Average Points Score All Subjects	27.7	28.6	0.9		28.2	29	0.8
Y6 Expected Progress Reading	88	90	2		89	92	3
Y6 Expected Progress Writing	92	93	1		96	95	1
Y6 Expected Progress Mathematics	89	90	1		88	89	1
Y6 Value Added All Subjects	99.7	100.1	0.4		99.5	99.8	0.3
Y6 Value Added Progress Reading	99.3	99.9	0.6		99.5	100.0	0.5
Y6 Value Added Progress Writing	99.3	99.7	0.4		100	100.3	0.3
Y6 Value Added Progress Mathematics	100.1	100.5	0.4		99.2	99.5	0.3

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Appendix 2

Disadvantaged Pupils (usually eligible for Free School Meals or are Children in Care)

Performance of Peterborough Disadvantaged and Non-Disadvantaged Pupils in comparison to the national Disadvantaged and Non-Disadvantaged groups

	Disadvantaged 2015				Non-Disadvantaged 2015		
	Peterborough	National	Gap		Peterborough	National	Gap
EYFS Good Level of Development	53	52	1		63	69	6
Y1 Phonics Screening Check	60	66	6		74	80	6
Y2 Phonics Screening Check	77	84	7		88	92	4
Y2 Reading L2b+	66	72	6		79	86	7
Y2 Writing L2b+	55	59	4		71	77	6
Y2 Mathematics L2b+	69	71	2		82	85	3
Y2 Average Points Score All Subjects	14.5	14.8	0.3		16.1	16.6	0.5
Y6 L4+ All Subjects	66	70	4		80	85	5
Y6 L4b+ All Subjects	49	56	7		68	75	8
Y6 Average Points Score All Subjects	26.5	27.2	0.7		28.8	29.5	0.7
Y6 Expected Progress Reading	84	88	4		91	92	1
Y6 Expected Progress Writing	91	92	1		95	95	0
Y6 Expected Progress Mathematics	85	86	1		90	91	1
Y6 Value Added All Subjects	99.2	99.7	0.5		99.8	100.1	0.3
Y6 Value Added Progress Reading	98.9	99.7	0.8		99.7	100.0	0.3
Y6 Value Added Progress Writing	99.5	99.8	0.3		99.8	100.0	0.2
Y6 Value Added Progress Mathematics	99.2	99.7	0.5		99.9	100.2	0.3

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Appendix 3

Pupils for whom English is an Additional Language (EAL)

Performance of Peterborough EAL and Non-EAL pupils in relation to the national EAL and Non-EAL groups

	EAL 2015				Non-EAL 2015		
	Peterborough	National	Gap		Peterborough	National	Gap
Y1 Phonics Screening Check	66	76	10		74	77	3
Y2 Phonics Screening Check	81	89	8		87	91	4
Y2 Reading L2b+	67	78	11		80	83	3
Y2 Writing L2b+	59	69	10		70	73	3
Y2 Mathematics L2b+	72	79	7		81	83	2
Y2 Average Points Score All Subjects	14.8	15.7	0.9		16.1	16.2	0.1
Y6 L4+ All Subjects	70	77	7		78	81	3
Y6 L4b+ All Subjects	55	65	10		65	70	5
Y6 Average Points Score All Subjects	27.2	28.3	1.1		28.4	28.9	0.5
Y6 Expected Progress Reading	89	91	2		88	91	3
Y6 Expected Progress Writing	94	94	0		94	94	0
Y6 Expected Progress Mathematics	90	92	2		88	89	1
Y6 Value Added All Subjects	100.2	100.7	0.5		99.3	99.8	0.5
Y6 Value Added Progress Reading	99.7	100.1	0.4		99.3	99.6	0.3
Y6 Value Added Progress Writing	100.2	100.6	0.4		99.4	99.8	0.4
Y6 Value Added Progress Mathematics	100.5	101	0.5		99.2	99.8	0.6

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Appendix 4

Special Educational Needs (SEN) - pupils who receive SEN Support but do not require an EHC Plan (Statement of SEN)

Performance of Peterborough SEN Support and Non-SEN pupils in comparison to the national SEN Support and Non-SEN groups

	SEN Support 2015				Non-SEN 2015		
	Peterborough	National	Gap		Peterborough	National	Gap
Y1 Phonics Screening Check	33	42	9		75	83	8
Y2 Phonics Screening Check	56	67	11		90	95	5
Y2 Reading L2b+	34	44	10		82	90	8
Y2 Writing L2b+	23	27	4		73	81	8
Y2 Mathematics L2b+	42	45	3		84	89	5
Y2 Average Points Score All Subjects	11.9	12.5	0.6		16.3	16.9	0.6
Y6 L4+ All Subjects	38	43	5		86	90	4
Y6 L4b+ All Subjects	24	30	6		71	79	8
Y6 Average Points Score All Subjects	24.2	25	0.8		29.2	29.9	0.7
Y6 Expected Progress Reading	81	83	2		93	94	1
Y6 Expected Progress Writing	89	88	1		97	97	0
Y6 Expected Progress Mathematics	79	79	0		93	93	0
Y6 Value Added All Subjects	99.2	99.3	0.1		99.8	100.1	0.3
Y6 Value Added Progress Reading	98.5	99.3	0.8		99.8	100.1	0.3
Y6 Value Added Progress Writing	99.6	99.3	0.3		99.9	100.1	0.2
Y6 Value Added Progress Mathematics	99.3	99.4	0.1		99.9	100.1	0.2

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Appendix 5

Performance of the largest Peterborough ethnic groups of pupils in comparison to the national similar groups of pupils

	White British 2015			Any Other White Background 2015			Pakistani Heritage 2015		
	Peterborough	National	Gap	Peterborough	National	Gap	Peterborough	National	Gap
Y1 Phonics Screening Check	74	77	3	59	73	14	69	76	7
Y2 Phonics Screening Check	86	91	5	76	87	11	86	90	4
Y2 Reading L2b+	80	83	3	60	75	15	71	79	8
Y2 Writing L2b+	70	73	3	53	66	13	61	69	8
Y2 Mathematics L2b+	82	83	1	71	79	8	72	77	5
Y2 Average Points Score All Subjects	16.1	16.2	0.1	14.4	15.5	1.1	14.8	15.5	0.7
Y6 L4+ All Subjects	79	81	2	66	73	7	74	77	3
Y6 L4b+ All Subjects	65	70	5	50	63	13	57	63	7
Y6 Average Points Score All Subjects	28.5	28.9	0.4	26.6	28	1.4	27.4	28	0.6
Y6 Expected Progress Reading	89	91	2	90	91	1	88	89	1
Y6 Expected Progress Writing	94	94	0	92	94	2	94	94	0
Y6 Expected Progress Mathematics	88	89	1	90	92	2	90	90	0
Y6 Value Added All Subjects	99.3	99.8	0.5	100.8	101	0.3	99.7	100.1	0.4
Y6 Value Added Progress Reading	99.3	99.9	0.6	100.6	100.7	0.1	99.1	99.6	0.5
Y6 Value Added Progress Writing	99.4	99.8	0.4	100.8	100.9	0.1	99.6	100.1	0.5
Y6 Value Added Progress Mathematics	99.2	99.7	0.5	100.8	101.2	0.4	100	100.3	0.3

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Appendix 6

Performance of Peterborough groups in comparison to the national average for all children.

2015	Pb All	National All	Boys	Girls	Disadv	Non-Disadv	EAL	Non-EAL	SEN Supp	Non-SEN	British	AoWB	PH
EYFS Good Level of Development	61	66	54	70	53	63							
Y1 Phonics Screening Check	65	73	65	75	60	74	66	74	33	75	74	59	69
Y2 Phonics Screening Check	81	88	81	88	77	88	81	87	56	90	86	76	86
Y2 Reading L2b+	70	78	70	80	66	79	67	80	34	82	80	60	71
Y2 Writing L2b+	58	65	58	73	55	71	59	70	23	73	70	53	61
Y2 Mathematics L2b+	75	80	75	79	69	82	72	81	42	84	82	71	72
Y2 Average Points Score All Subjects	15.0	15.7	15.0	16.1	14.5	16.1	14.8	16.1	11.9	16.3	16.1	14.4	14.8
Y6 L4+ All Subjects	72	77	72	79	66	80	70	78	38	86	79	66	74
Y6 L4b+ All Subjects	59	68	59	64	49	68	55	65	24	71	65	50	57
Y6 Average Points Score All Subjects	27.7	28.6	27.7	28.2	26.5	28.8	27.2	28.4	24.2	29.2	28.5	26.6	27.4
Y6 Expected Progress Reading	88	90	88	89	84	91	89	88	81	93	89	90	88
Y6 Expected Progress Writing	92	93	92	96	91	95	94	94	89	97	94	92	94
Y6 Expected Progress Mathematics	89	90	89	88	85	90	90	88	79	93	88	90	90
Y6 Value Added All Subjects	99.7	100.1	99.7	99.5	99.2	99.8	100.2	99.3	99.2	99.8	99.3	100.8	99.7
Y6 Value Added Progress Reading	99.3	99.9	99.3	99.5	98.9	99.7	99.7	99.3	98.5	99.8	99.3	100.6	99.1
Y6 Value Added Progress Writing	99.3	99.7	99.3	100	99.5	99.8	100.2	99.4	99.6	99.9	99.4	100.8	99.6
Y6 Value Added Progress Mathematics	100.1	100.5	100.1	99.2	99.2	99.9	100.5	99.2	99.3	99.9	99.2	100.8	100.0

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CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 6
14 MARCH 2016	PUBLIC REPORT

Report of the Corporate Director for People & Communities

Contact Officer(s) – Pat Carrington, Principal / Head of Post 16
Contact Details – 01733 761361

SKILLS STRATEGY

1. PURPOSE

- 1.1 The purpose of this report is for Scrutiny to approve the draft Peterborough Skills Strategy to recommend for approval at Cabinet.

2. RECOMMENDATIONS

- 2.1 The committee to review and ask for areas of further clarity/exploration in order to recommend approval to Cabinet.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY AND LOCAL AREA AGREEMENT

- 3.1 This skills strategy has been produced to give strategic intent and actions for developing the skills required locally to support the sustainable growth of the local economy, build stronger communities and promote social mobility.

4. BACKGROUND

- 4.1 Since October 2014 the Head of Post 16 has been working to pull together a multi-agency and organisational approach to the City's skills agenda and at the end of 2014 the Peterborough Skills Partnership Strategic Group (PSPSG) was formed which consisted of senior leaders from organisations with an interest and investment in the City's skills agenda.

The aim of the board is to help drive the skills agenda in the City and to promote and support:

- Employment and Supporting Labour Mobility
- Social Inclusion and Help Combat Poverty
- Education, Skills and Lifelong Learning

In April 2015 the group commissioned a city skills report which has informed this skills strategy. The research took into account the current situation in Peterborough's demography and economy, and projections for the medium and longer term, where available.

Research enquiries were focused by the 'three tiers of skills' set out by PSPSG, namely:

- higher level and work-based training;
- mainstream education and skills, including Apprenticeships and retraining; and
- social inclusion and combating poverty, for those furthest away from the workplace.

THE SKILLS STRATEGY

This skills strategy has been produced to give strategic intent and actions for developing the skills required locally to support the sustainable growth of the local economy, build stronger communities and promote social mobility.

4.2

The UKCES analysis of projected growth for the proportion of the workforce in the Eastern region shows a significant change in the need for higher-level qualifications: table 1 below shows there will be a strong increase in demand for people with higher-level qualifications, including those with post-graduate qualifications; and, correspondingly, those with no or low-level qualifications will find it increasingly difficult to find employment.

Qualification level	Percentage share		Forecast % change
	2012 actual	2022 projection	
QCF 7-8 (post-grad) Masters and Doctorial level	9.1	14.6	+ 73.6%
QCF 4-6 University degree level	27.6	33.1	+ 29.1%
QCF 3 A Level	19.9	17.6	- 5.0%
QCF 2 A-C GCSE level	22.1	19.9	- 3.3%
QCF 1 D-F GCSE level	15.2	11.3	- 20.3%
No qualification	6.1	3.5	- 38.4%

Table 1

In addition to this, there is a need to bring in new development opportunities to help and support individuals to make life improvements, whatever people's circumstances, by promoting social renewal, impacting on the social and economic wellbeing of individuals, families and communities, especially for people who are disadvantaged and least likely to participate, often people on low incomes with low skills. These opportunities should widen participation and transform people's destinies by supporting progression relevant to personal circumstances.

Strategic Intent

To develop a cross city post-16 targeted approach to skills development to help address the identified local need, reduce the skills gap, grow the economy, improve well-being and create strong, supportive and inclusive communities.

The targeted approach to consist of three strands:

- a) Employment and Supporting Labour Mobility
- b) Social Inclusion and Help Combat Poverty
- c) Education, Skills and Lifelong Learning

Goal

To develop a cohesive, city-wide approach to the wider skills agenda to meet the long term plans for the City and local residents and support career pathways from within schools on to sustainable long term employment with progression.

Aims

To

- a) support partnership and collaborate on the collective vision and shared purpose
- b) strengthen and build capacity
- c) align skills development to local need
- d) address business skills gaps
- e) improve the social and economic well-being of local residents
- f) improve health and well-being
- g) reduce poverty
- h) nurture aspirations

Objectives

Governance and Strategy (GS)

1. To set up appropriate governance and controls.
2. Through the already established Peterborough Skills Strategic Partnership Board (PSSPB), engage strategic partners across the City, develop strategic direction for skills in the City, working within and beyond their individual organisations to share and harness the best resources to bring about improvements, influencing thinking, policy and practice to have a positive impact.
3. To align and develop sub strategies and plans to support the strategy.
4. To develop a comprehensive data set to inform the group and set meaningful KPI's.

Employment and Supporting Labour Mobility (ESLM)

1. To take a sectorial approach to skills areas considered to be significant to Peterborough.
2. To engage with local employers to develop programmes to help fulfil current and future skills demands.
3. To provide support to local residents to enable them to meet labour market demands.

Social Inclusion and Help Combat Poverty (SIHCP) and support lifelong learning.

1. To identify need and appropriate skills interventions, including the upskilling of local residents
2. To identify and deliver cross city targeted interventions
3. To respond to local need as and when needed
4. To develop further high quality ESOL provision
5. To improve the English and maths skills of local residents

Education, Skills and Lifelong Learning (ESLL)

1. To embed skills and learning across all city strategy's and initiatives.
2. To promote and increase apprenticeships, supported internships and traineeships across the City
3. To develop a local Higher Education offer.
4. To develop a PCC 16-19 Education Plan
5. To give support, advice and guidance to Area Reviews and the devolution of the skills budgets and the wider travel to work area.

Partnership Working

In order to deliver the strategy multi agency, including health and partnership working will be imperative. The PPSG will be the driving force behind the strong partnership work that is needed to achieve the vision.

5. KEY ISSUES

- 5.1 Currently this is no city-wide strategic approach to the post 16 and adult skills agenda which is needed to take a city-wide needed to ensure a focused, targeted approach to the need to increase skills levels in the city.

6. IMPLICATIONS

- 6.1 This is a city-wide strategy that enables the City to focus attention on the need to increase skills levels in the City which will impact on the economic growth of the City.

7. CONSULTATION

- 7.1 Thirty nine individuals were approached to participate in the research that was undertaken to inform this strategy. These included members of the PSPSG and those with relevant roles in employment, education and/ or training in Peterborough, including a selection of employer contacts. One organisation from outside Peterborough was included to offer an external perspective, from the point of view of an adult skills and learning provider. A list of those approached for interview is set out at Annex A of the report commissioned (appendix 2).

Thirty two interviews were conducted as part of the said research; one respondent declined the chance to be interviewed on the grounds of being about to change employment. All those interviewed brought an individual perspective and most commented on their observation of local employment/training activity from the viewpoint of their own employment sector. Several interviewees felt unable to offer more than a global view, based on anecdote rather than data or any analysis of factual intelligence.

8. NEXT STEPS

- 8.1 Take to Cabinet for approval, including any recommendations from the Creating Opportunities and Tackling Inequalities Scrutiny Committee.

Monitoring and control of the strategy and action plan

This strategy and delivery plan will be approved and monitored as described below:

- a. Cabinet
The strategy to be approved by Cabinet.
- b. Creating Opportunities & Tackling Inequalities Scrutiny Committee
The Strategy to be scutinised annually by the committee.
- c. Health and Wellbeing Board
The action plan to be monitored by the Health and Wellbeing Programme Board.
- d. The Peterborough Skills Partnership Strategy Group
To review and update the action plan, at each meeting.

9. BACKGROUND DOCUMENTS

- 9.1 None.

10. APPENDICES

- 10.1 Appendix 1 – Peterborough Skills Strategy
Appendix 2 - OHA Ltd Report to Peterborough Skills Partnership Strategy Group

DRAFT

Peterborough Skills Strategy Plan

A strategy for post 16 and Adult skills

Pat Carrington, Head of Post 16

February 2012

The document gives the strategic intent and actions for skills required locally to support the sustainable growth of the local economy, to build stronger communities and to promote social mobility

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1. BACK GROUND

1.1 The Challenge

Peterborough is the UK's second fastest growing city with a relatively young, ethnically diverse population. Our population is predicted to increase by 20%, to 220,700, between 2011 and 2021.

1.1.1 Skills are vital for our future both in terms of economic growth and wellbeing but also for us to grow our social capital. UKCES analysis of projected growth for the proportion of the workforce in the Eastern region shows a significant change in the need for higher-level qualifications: table 1 below shows there will be a strong increase in demand for people with higher-level qualifications, including those with post-graduate qualifications; and, correspondingly, those with no or low-level qualifications will find it increasingly difficult to find employment.

Qualification level	Percentage share		Forecast % change
	2012 actual	2022 projection	
QCF 7-8 (post-grad) Masters and Doctorial level	9.1	14.6	+ 73.6%
QCF 4-6 University degree level	27.6	33.1	+ 29.1%
QCF 3 A Level	19.9	17.6	- 5.0%
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QCF 1 D-F GCSE level	15.2	11.3	- 20.3%
No qualification	6.1	3.5	- 38.4%

Table 1

1.1.2 In addition to this, there is a need to bring in new opportunities and to help and support individuals to make life improvements, whatever people's circumstances by promoting social renewal impacting on the social and economic well-being of individuals, families and communities, especially for people who are disadvantaged and least likely to participate, often people on low incomes with low skills. These opportunities should widen participation and transform people's destinies by supporting progression relevant to personal circumstances.

1.2 The Peterborough workforce

1.2.1 Peterborough had seen an increase of more than 15% in the number of economically active members of the labour market in just three years (source: NOMIS) with around 65% of the local population actually of working age (16 to 64). In 2011, Opportunity Peterborough's analysis of local demographics and economic opportunity in the *Local Economic Assessment* indicated that the working age population was set to increase by 43% between 2008 and 2031, using central government statistics, census data and NOMIS data.

1.2.2 The city has an unemployment rate that is broadly comparable to that across the UK, but compared with the UK as a whole, employment in Peterborough is more concentrated in lower level occupations in process plant and machinery; elementary occupations; care; and in sales and customer service.

1.2.3 The city also has lower comparable concentrations of skilled, professional and technical people than in the UK as a whole. The highest proportion of businesses in the city is in the banking, finance and

insurance sector.

1.2.4 Around 55% of the local workforce is qualified at level 2, with a further 20% qualified at level 4. Some 14% of the local workforce, however, has no formal qualifications. (NOMIS 2011, referenced by Roxhill Development Gateway Peterborough).

2 THE VISION

2.1 To improve the City's skills base to support economic growth and social well-being to help deliver the City's vision of "A bigger and better Peterborough that is grown the right way and through truly sustainable development and growth:

- *improves the quality of life of all its people and communities and ensures that all communities benefit from growth and the opportunities it brings*
- *creates a truly sustainable Peterborough that is:*
 - o *the urban centre of a thriving sub-regional community of villages and market towns;*
 - o *a healthy, safe and exciting place to live, work and visit*
 - o *famous as the environment capital of the UK.*

The priorities to achieving this being:

- a) Drive growth, regeneration and economic development
- b) Improve educational attainment and skills
- c) Safeguard vulnerable children and adults
- d) Implement the Environment Capital agenda
- e) Support Peterborough's culture and leisure trust Vivacity
- f) Keep all our communities safe, cohesive and healthy
- g) Achieve the best health and wellbeing for the city"

3. STRATEGIC INTENT

To develop a cross City post-16 targeted approach to skills development to help address the identified local need, reduce the skills gap, grow the economy, improve well-being and create strong, supportive and inclusive communities.

The targeted approach to consist of three strands:

- a) Employment and Supporting Labour Mobility
- b) Social Inclusion and Help Combat Poverty
- c) Education, Skills and Lifelong Learning

4. GOAL

To develop a cohesive, City wide approach to the wider skills agenda to meet the long term plans for the City and local residents and support career pathways from within schools on to sustainable long term employment with progression.

5. AIMS:

To

- a) support partnership and collaborate on the collective vision and shared purpose
- b) strengthen and build capacity
- c) align skills development to local need
- d) address business skills gaps
- e) improve the social and economic well-being of local residents
- f) improve health and well-being
- g) reduce poverty
- h) nurture aspirations

6. OBJECTIVES

6.1 Governance and Strategy (GS)

1. To set up appropriate governance and controls.
2. Through the already established Peterborough Skills Strategic Partnership Board (PSSPB), engage strategic partners across the City to develop strategic direction for skills in the City, working within and beyond their individual organisations to sharing and harnessing the best resources to bring about improvements, influencing thinking, policy and practice to have a positive impact.
3. To align and develop sub strategies and plans to support the strategy
4. To develop a comprehensive data set to inform the group and set meaningful KPI's.

6.2 Employment and Supporting Labour Mobility (ESLM)

1. To take a sectorial approach to skills areas considered to be significant to Peterborough (See table 2 below).
2. To engage with local employers to develop programmes to help fulfil current and future skills demands.
3. To provide support to local residents to enable them to meet labour market demands

Areas for the sectorial approach	
1	Advanced Engineering and Manufacturing
2	Agri-tech food and drink
3	Digital and Creative
4	Energy and Environment
5	Financial Services
6	Health and Care Sector

Table 1, as identified in the Old Hall report June 2015

6.3 Social Inclusion and Help Combat Poverty (SIHCP) and support lifelong learning.

1. To identify need and appropriate skills interventions, including the upskilling of local residents
2. To identify and deliver cross city targeted interventions
3. To respond to local need as and when needed
4. To develop further high quality ESOL provision
5. To improve the English and Maths skills of local resident

6.4 Education, Skills and Lifelong Learning (ESLL)

1. To embed skills and learning across all City Strategy's and initiatives.
2. To promote and increase apprenticeships, supported internships and traineeships across the City
3. To develop a local Higher Education offer.
4. To develop a PCC 16-19 Education Plan
5. To give support, advice and guidance to Area reviews and the devolution of the skills budgets and the wider travel to work area.

7 PARTNERSHIP WORKING

In order to deliver the strategy multi agency, including health, and partnership working will be imperative. The Peterborough Skills Partnership Board will be the driving force behind the strong partnership work that is needed to achieve the vision. The Peterborough Skills Partnership Board will be the driving force behind the strong partnership work that is needed to achieve the vision. The board already reflects the commitment of a wide range of strategic partners as evidenced by the membership below, which will be continually reviewed:

- Peterborough City Councils, Head of Service - Adult Skills (Chair)

- Peterborough Chamber of Commerce
- Disability Forum, the Chair of
- Cambridgeshire Skills Strategic Partnership, Cambridgeshire County Council, the Chair of
- City College Peterborough, Senior Manager
- Peterborough City Council, Post 16 Advisor
- Peterborough Homes Board, the Chair of
- Peterborough Local Commissioning Group (Health), Business Manager
- Peterborough Regional College, Principal
- University Centre Peterborough, Senior Manager
- JCP, Relationship Manager
- The LEP, Skills Lead
- NACRO, Senior Manager
- Opportunity Peterborough, Chief Executive
- Princes Trust, Senior Manager
- Professional Bodies, a member of
- Tackling Wordlessness in Peterborough (TWIP) Group, the Chair of
- The Voluntary Sector
- The Workbased Learning provider Network, the Chair of
- Unions, a senior member of
- YMCA, Senior manager
- Secondary Schools, Chair of the Principals forum
- The Peterborough and Cambridge Learning Partnership (Chair)

8. CONTROLS

This strategy and delivery plan will be approved and monitored as described below:

- a. *Cabinet*
The strategy to be approved by Cabinet.
- b. *Creating Opportunities & Tackling Inequalities Scrutiny Committee.*
The Strategy to be approved and monitored annually by the committee
- c. *Health and Wellbeing Board*
The action plan to be reported on at each health and Well-being Programme Board
- d. *The Peterborough Skills Partnership Strategic Group*
To review and update, at each meeting, the action plan.

9. SUPPORTING STRATEGIES AND DOCUMENTS

This Skills strategy will be the overarching post 16 and Adult skills plan. It will be further support by the following local plans.



9.1 The production of this strategy has also been informed and based on the OHA Ltd report commissioned by Peterborough City Council and The Peterborough Skills Partnership Strategy Group (appendix A).

9.2 Other strategies supported or cross referenced by this document include (but not limited to):

- The Peterborough Local Plan 2016-2036, Draft currently out for consultation
- The Joint Strategic Needs Analysis (JSNA)
- Peterborough Sustainable Communities Strategy
- Peterborough Poverty Strategy
- Peterborough Visitor Economy Strategy
- The post 16 Education and Skills Plan and associated action plan.

Peterborough Skills Strategy Plan

Draft

The document gives the strategic intent and actions for skills required locally to support the sustainable growth of the local economy, to build stronger communities and to promote social mobility

To support sustainable growth of the local economy, building stronger communities and promoting social mobility

THE PLAN

	Objective	Action	Timescale	Impact	
47	The Board and Strategy	To set up appropriate governance and controls.	To be approved by Corporate Management Team.	February 2016	
			To be approved by scrutiny and monitored annually	March 2016	
			To be approved by cabinet.	March 2016	
			Chair to report into Health and Well-Being Programme Board.	March 2016 and ongoing	
			Action plan to go to Health and Well-being Board	March 2016 and ongoing	
	To align and develop sub strategies and plans to support the strategy	Review current groups and plans and Identify any new plans, partner and sub groups as appropriate.	Ongoing		
	Through the already established Peterborough Skills Strategic Partnership Board (PSSPB), engage strategic partners across the City, develop strategic direction for skills in the City, working within and beyond their individual organisations to sharing and harness the best resources to bring about improvements, influencing thinking, policy and practice to have a positive impact.	Board to own, review and update strategy annually or as required.	March and ongoing		
Board to update and monitor action plan at each meeting		March and ongoing			
	To develop a comprehensive data set to inform the group and set meaningful KPI's.	To develop a data sub group.	September 2015		

		Sub group to identify available data.	April 2016
		Data suite to be developed.	June 2016
		KPI's to be identified and agreed.	June 2016
Employment and Supporting Labour Mobility	To take a sectorial approach to skills areas considered to be significant to Peterborough (See table 2 below).	To engage with appropriate agencies to develop this approach	December 2016
	To engage with local employers to develop programmes to help fulfil current and future skills demands.	Set up and develop a sub group for better employer development and engagement.	June 2016
		Set up an apprenticeship sub group to monitor and develop a local apprenticeship offer.	March 2016
	To provide support to local residents to enable them to meet labour market demands	To review current offer for purpose, identify gaps and develop appropriate provision as needed	September 2016
Social Inclusion and Help Combat Poverty to support lifelong learning	To identify need and appropriate skills interventions including the upskilling of local residents.	To set up appropriate task and finish group Identify what is currently being delivered and develop targeted initiatives.	April 2016 ongoing
	To identify and deliver cross city targeted interventions	As above	As above
	To respond to local need as and when needed	As above	As above
	To develop further high quality ESOL provision	To work with the appropriate boards and communities to: <ul style="list-style-type: none"> Identify provision and gaps 	May 2016 and Ongoing

		<ul style="list-style-type: none"> To develop an appropriate pathway for delivery and access To build capacity and resource across the City 	
	To improve the English and Maths skills of local resident	To use appropriate funding to increase development opportunities and to attract residents and employers to support the programme and engage with agencies to support this agenda.	March 2016 ongoing
	To embed skills and learning across all City Strategy's and initiatives.	To identify appropriate strategy groups.	Ongoing March 2016 and ongoing
Education, Skills and Lifelong Learning	To promote and increase apprenticeships, supported internships and traineeships across the City	To give supportive governance (where appropriate) and adopt and promote the City's: Apprenticeship growth plan Public sector targets for apprenticeship Support and publicise to businesses the Apprenticeship Levy.	March 2016 onwards
		Set up an apprenticeship sub group to monitor and develop a local apprenticeship offer.	March 2016
		Set up an strategic group to review Special Educational Needs for post 16 (including supported internships)	April 2016
	To develop a local Higher Education offer.	To adopt and support the plans for a City University. To give and adopt and promote Peterborough Regional Colleges plans to develop a City University.	

<p>To implement the vision articulated in the PCC 16-19 Education Plan</p>	<p>To give supportive governance (where appropriate) and adopt and promote the City's:</p> <ul style="list-style-type: none"> ○ Education plan. <p>To support the career pathways from within schools on to sustainable employment</p>	
<p>To give support, advice and guidance to Area Reviews the devolution of the skills budgets and the travel to work areas.</p>	<p>To support and undertake the mapping of post 16 College provision and area reviews by:</p> <p>Setting up a shadow board for Area reviews and localism, LA led.</p>	<p>November 2016</p> <p>March 2016</p>
<p>To support schools in ensuring that young people leave statutory education with the employability skills needed for the labour market.</p>	<p>Develop a clear understanding of what employers mean by employability and communicate this to schools and employers.</p> <p>Develop an employability curriculum for Peterborough which reflects the changing economic demands for Peterborough</p>	<p>December 2016</p> <p>February 2017</p>

Appendix 2.

OHA Ltd Report to Peterborough Skills Partnership Strategy Group

1 INTRODUCTORY

Old Hall Associates Limited (OHA), an independent consultancy, was commissioned to research and provide recommendations for a Peterborough City Post-16 Skills Strategy for the short, medium and longer term. This report is based on the findings from fieldwork during summer term 2015 and relevant background research, including interviews with members of the Peterborough Skills Partnership Strategic Group (PSPSG), their stakeholders, partners and nominees.

Research has taken account of the current situation in Peterborough's demography and economy, and projections for the medium and longer term, where available. Research enquiries were focused by the 'three tiers of skills' set out by PSPSG, namely:

- higher level and work-based training;
- mainstream education and skills, including Apprenticeships and retraining; and
- social inclusion and combating poverty, for those furthest away from the workplace.

Purpose

The research sought to present a picture of Peterborough, its opportunities and strengths, as well as a view of current provision. The research identified gaps in provision, some of which it has been possible to indicate at course, programme, qualification and/or sector level skill, and some of which are more indicative of areas to explore further.

The findings are summarised as outline recommendations to indicate where Peterborough City could target its planning for the coming period from school to HE; adult learning; adult skills and upskilling for the working population. Where feasible, the recommendations suggest who might be best placed to undertake or to oversee a planning, leadership or training activity.

The research brief did not expect us to explore the funding or financial implications of the map of provision and what might be needed in future, nor have we presented estimated costs for any recommendation, should the Group agree it should be pursued.

Methodology

39 individuals were approached to participate in the research, and sent an outline interview prompt sheet and/or briefing note. These included members of the Strategy Group and those with relevant roles in employment, education and/ or training in Peterborough, including a selection of employer contacts. One organisation from outside Peterborough was included to offer an external perspective, from the point of view of an adult skills and learning provider. A list of those approached for interview is set out at [Annex A](#).

32 interviews were conducted as part of the research; one respondent declined the chance to be interviewed on the grounds of being about to change employment. All those interviewed brought an individual perspective, and most commented on their observation of local employment/training activity from the viewpoint of their own employment sector. Several interviewees felt unable to offer more than a global view, based on anecdote rather than data or any analysis of factual intelligence.

Desk-based research for this report covered recent relevant reports and available data; web searches for information on demographics, employment prospects and on the local context; and national policy. Our reference sources, with web-links, are listed in [Annex D](#).

We additionally looked at the OFSTED inspection report database to identify FE and Skills providers in the Peterborough area currently in receipt of public funding (see [Annex B](#)): given the specialist or targeted nature of the provision so identified, we have focused our more detailed local enquiries on the provision offered by City College Peterborough and on the Peterborough Regional College (including University College Peterborough); we have not sought to make detailed examination of post-16 provision offered through schools and academies, believing this to be well covered by parallel work being undertaken by the City Council in response to an OFSTED inspection of city-wide 16-18 arrangements.

Timing

Interviews, desk research and additional research took place between late April and late June 2015.

2 THE LOCAL CONTEXT

A post-16 skills strategy for Peterborough needs to be grounded in local demographic and economic data. It will be important for the PSPSG to update and maintain the data over the period of the strategy as it is likely that the picture will change rapidly and significantly each year, not least because of the already noticeable upswing in population numbers over a relatively short time. There may well be changes to immigration and migration patterns that would have an impact on local demography.

2.1 Demography

Peterborough is a city of 188,400 people (NOMIS data, 2013 figure), reputed to be England's fastest growing city by 2025 (McKinsey Report 2011). Note that the population of Peterborough increased by 2.1% in a period of just two years between mid-2011 and mid-2013. This exceeds growth experienced in the East of England (0.8%) and England (0.7%) as a whole. The increase is attributed to natural change, more births than deaths, and migration as a further factor (source: Peterborough City Council). Demographic forecasts for the period to 2031 indicate that Peterborough's population will grow by almost 30% to 242,600. All age groups are forecast to show an absolute increase, although some age groups are predicted to grow more than others: of particular note is the projected level of growth in the school-aged population, and in all groups aged 65+. A recent Home Office report referenced during discussion highlights population churn as an additional factor: between 2001 and 2011, it is reported, for every one White resident who left the city, eight non-White people came to live in Peterborough. This increase in ethnic diversity is expected to continue, and may even be being exacerbated by various current global migration patterns.

City Council officers draw attention to deep-set historic cultural tensions in the Peterborough area with communities needing to gel more through a sense of place, reflecting pride in Peterborough and taking responsibility for making the city a better place to live and work. There are some very stark differences between parts of Greater Peterborough: for example, an average 25% of children living in poverty rises to 33% in parts of the city, while central wards have a markedly higher incidence of people with a life-limiting illness. Other discussions also emphasised, for example, concentrated areas of need for ESOL provision; "pockets" of culture-specific communities; a high incidence of homelessness/rough sleeping; and significant recent increase in the use of foodbanks. These observations all imply a need for **targeted action to address various aspects of disadvantage**.

Assumptions have been made that there will be a substantial increase in housing to accommodate the population upswing. The number of dwellings in Peterborough is predicted to grow by just over 31% by 2031: City Council officers cited a 25,000 growth target for new properties by 2026. This assumes that capital backing, town planning and construction skills are in place to begin immediately to try to accommodate population change.

By 2031, the East of England region is estimated to grow by 200,000 people (source: LEP).

2.2 Economic and workforce analysis

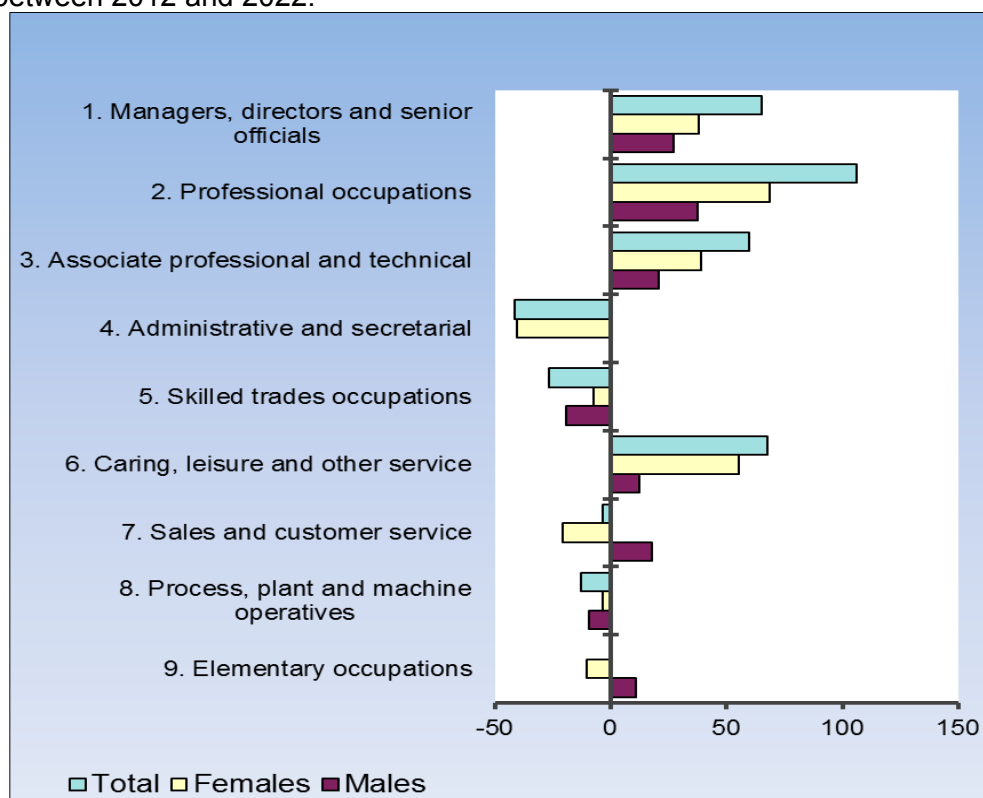
The East of England workforce

Databooks from the UKCES Working Futures programme published in February 2015 (see <https://www.gov.uk/government/statistics/labour-market-projections-for-the-east-of-england>) give detailed assessment of the workforce for the East of England from which it is possible to derive projections for the period 2012-2022. In summary, this shows percentage growth in six high-level occupational sectors as follows:

	% growth per annum
Primary sector and utilities (inc agriculture)	- 0.6%
Manufacturing (inc food production)	- 0.9%
Construction	+ 1.9%
Trade, accommodation and transport	+ 0.7%
Business and other services (inc digital and financial services)	+ 1.2%
Non-market services (inc public sector, health and social work)	+ 0.6%

Throughout this period, employment status in the region will remain fairly static: UKCES forecast a slight (1%) increase in the proportion of the workforce engaged on a part-time basis, and very slight (0.2%) drop in self-employment.

The chart below summarises data on forecast changes in occupational status in the East of England between 2012 and 2022:



This shows a strong increase in demand for those in professional occupations, those working in an associate professional and technical role, and employees with a caring, leisure or other service role. There will also be strong demand for additional managers, directors and senior officials. The region will however need fewer people working in administrative and secretarial roles, fewer skilled tradespeople, and fewer working as process, plant and machine operatives. Some of the gender-based projections are telling, and reflect traditional conceptions of the female workforce.

Given this analysis of projected growth in what may be considered higher-level occupational roles, UKCES projections for the proportion of the workforce in the region with higher-level qualifications show significant change: the table below very much supports the view of those contacted in Peterborough during our fieldwork – there will be a strong increase in demand for people with higher-level qualifications, including those with post-graduate qualifications; and, correspondingly, those with no or low-level qualifications will find it increasingly difficult to find employment.

Qualification level	Percentage share		Forecast percentage change
	2012 actual	2022 projection	
QCF 7-8 (post-grad)	9.1	14.6	+ 73.6%
QCF 4-6	27.6	33.1	+ 29.1%
QCF 3 (A levels)	19.9	17.6	- 5.0%
QCF 2 (GCSEs)	22.1	19.9	- 3.3%
QCF 1	15.2	11.3	- 20.3%
No qualification	6.1	3.5	- 38.4%

In 2014, Cambridge Policy Consultants (CPC) were commissioned by the LEP to survey local companies in order to find out their current skill requirements; potential skills gaps; and any barriers that might exist to prevent the use of training to meet future skills needs. Their survey covered all the key employment sectors in the Peterborough/Cambridge area.

There are estimated to be almost 14,000 companies in this area (source: the MANTA business listing website). CPC contacted some 7% of that total number (1,015 companies surveyed), of which a third declined to contribute. Of those who did respond, some two-thirds reported they undertook training:

these companies were more likely to be larger organisations, and based in the financial, construction and professional sectors. Lack of funding was often cited by those who did not train their staff, although some commented that they had a competent workforce that did not require training.

Skills areas where respondents to the CPC survey were most likely to identify gaps were construction, engineering and ICT. Within these sectors, specific needs were identified:

- construction – difficult to fill vacancies in areas such as digger driving and ground works
- engineering – design, mechanical, electrical control, process engineering, wood product technicians
- ICT – use of new technologies, development of responses to engage new customers.

Many of these vacancies were short-term or for immediate employment; and we also heard reference to seasonal variations in employment patterns, eg Amazon and DHL currently recruiting (during the summer) in preparation for “the Christmas rush”.

The Peterborough workforce

Peterborough had 97,500 economically active members of the labour market in 2014, reflecting an increase of more than 15% (from 82,900) in just three years (source: NOMIS). Note that around 65% of the local population is actually of working age (16 to 64). In 2011, Opportunity Peterborough's analysis of local demographics and economic opportunity in the *Local Economic Assessment* indicated that the working age population was set to increase by 43% between 2008 and 2031, using central government statistics, census data and NOMIS data.

The city has an unemployment rate that is broadly comparable to that across the UK, namely, just under 7%. Compared with the UK as a whole, employment in Peterborough is more concentrated in lower level occupations in process plant and machine; elementary occupations; care; and in sales and customer service. The city also has lower comparable concentrations of skilled, professional and technical people than in the UK as a whole. The highest proportion of businesses in the city is in the banking, finance and insurance sector.

Around 55% of the local workforce is qualified at level 2, with a further 20% qualified at level 4. Some 14% of the local workforce, however, has no formal qualifications. (NOMIS 2011, referenced by Roxhill Development Gateway Peterborough)

In terms of the supply and demand for labour in Peterborough, a 2014 analysis undertaken by Kevin Taylor, a member of the PSPSG, is helpful in illustrating the broad picture (see Annex C for data tables on which this analysis is based). Taylor found that, for example:

- there are more 'jobs' per person for the 16-64 age population in Peterborough than in the Eastern region or in Great Britain
- the unemployment rate is higher in Peterborough than in the Eastern region or Great Britain.
- there are a greater percentage of people in full time employment in Peterborough than in the Eastern region or in Great Britain.
- Peterborough has a slightly lower rate of people who are self-employed than is the case for the East of England or for the UK as a whole

Taylor's analysis of the current position in Peterborough by sector shows some marked characteristics:

- Peterborough employs 5900 more people in the financial and other business services sector compared to the Eastern region or Great Britain.
- there are a higher percentage of people employed in the manufacturing sector than in the Eastern region or Great Britain. If Peterborough employed the same percentage of people in the manufacturing sector as Great Britain does, then there would be 876 fewer manufacturing jobs in Peterborough.
- Peterborough has a lower percentage of people employed in the construction sector compared to the Eastern region or Great Britain. If Peterborough employed the same percentage of people in the construction sector as Great Britain, then there would be a further 2,000 jobs in this sector.
- Peterborough has a lower percentage of people employed in the accommodation and food services sector compared to the Eastern region or Great Britain. If Peterborough employed the same percentage of people in this sector as Great Britain, then there would be a further 1,360 jobs in the sector.
- Peterborough has lower percentage of people employed in the public administration, education and health sectors compared to the Eastern region or Great Britain. If Peterborough employed

the same percentage of people in this sector as Great Britain, then there would be a further 5240 jobs in the sector.

Peterborough job vacancies

As well as developing the potential of young people to enter the labour force and contribute to local communities and to the local economy, an examination of the local pattern of job advertisements provides, albeit in a limited way, a perspective on labour demand. Some sectors are less likely to openly advertise jobs, and there is the widely-cited anecdote saying that between a third and a half of jobs are never openly advertised but recruit by word of mouth, using existing networks to identify specific talent (see, for example, research by TheLadders online job match network, US, 2014). In the UK, the construction industry is cited as a sector where recruitment is often word of mouth, with jobs being allocated to those with a high reputation gleaned through experience, rather than evidenced in a written application form.

Notwithstanding these caveats, the LEP undertakes regular analysis of jobs advertised in local media and online, on the premise that advertised vacancies provide a snapshot of employer demand. Recent analysis by the LEP for the calendar year 2014 for the Peterborough area shows that highest numbers of advertisements were in:

- business and public service associate professionals
- science, technical, engineering and research professionals
- administration
- corporate managers and directors
- business, media and public service professionals
- health professionals
- sales
- skilled electrical and electronic trades
- teaching.

Attitudes to and information about work

Employers responding to the LEP-commissioned Cambridge Policy Consultants survey said that waiting for college courses to catch up with what they want, in terms of trained job entrants, takes too long.

They also found that some recruits lacked a willingness to work, with both poor attitude and lack of mobility being cited. 27% of respondents to the CPC survey said that young people were poorly or very poorly prepared for work, lacking preparation for the world of work during their school careers; immaturity and inadequate social skills were also highlighted as shortcomings in young job applicants.

For Peterborough, it was often suggested that Cambridge and London have a greater pull for job candidates, due to higher wages being available and more opportunities for advancement or change. An ageing working population was also cited on several occasions, particularly in engineering.

CPC found those responding to their survey were suspicious of Apprenticeships, and reported fairly limited school-employer partnership working (up to 40% of employers responding to the survey had links with schools, this usually being limited to the provision of work experience). Our own fieldwork would support these findings to an extent, in that understanding of Apprenticeships is not universal; employers think the curriculum offer does not match their needs exactly enough; and school-employer partnerships appear to be fostered by individual energetic school or employer staff who take the initiative in setting up relationships but who are not necessarily possessed of current vocational training information. In Peterborough, there appears for example to be no consistent information on numbers of Apprenticeship vacancies, and associated skills shortage areas, shared routinely with schools. Schools lack awareness of these opportunities, so they tend to stick to the 'safer options' of advising students to go to university or follow traditional paths pursued by their recent peers. Interviews suggest the School Heads Association would be happy to include PSPSG items on their agenda for discussion (they meet twice termly); they would like to see a more consultative approach, for example being asked their views on what development needs there are in the city etc.

There are however some positive indicators in this regard. The Chamber of Commerce, for example, suggests schools are "increasingly likely to look outside the box", thereby prompting businesses to be more positively engaged in education links. The Chamber has, in association with Opportunity Peterborough, reportedly facilitated over 9,000 interactions between local businesses and schools over

the past 12 months, and has plentiful anecdotal evidence of the positive outcomes from such activity. It is clear that Peterborough-based businesses – like those elsewhere – need to see a clear reason for their involvement; this is especially the case with SMEs, which form the significant majority of local enterprises, and who have difficulty in releasing staff time to give to activities that may not have an immediate impact on the bottom line.

Opportunity Peterborough also understands that young people need to be work-ready and often need help in preparing to join the workforce. For these young people, there are opportunities to familiarise themselves with business needs and the infrastructure of employers through the brokerage of the Skills Service (<http://www.theskillsservice.co.uk>) which helps connect education and training providers and business in the city. The brokerage delivered by [Opportunity Peterborough is currently](#) funded by the LEP to increase young people's knowledge of the local labour market, the opportunities available and the skills local businesses are looking for. It puts pre-16s into business settings and allows them chance to develop an understanding of the needs of that business, its functions and development opportunities. Employers including Barclays Bank, Caterpillar UK, Anglian Water, the NHS and the RAF have supported aspects of this venture by such means as providing professional input to school careers events, masterclasses, demonstrations, mock interview sessions and finance workshops. More than 1,100 named business volunteers have made themselves available to the Skills Service.

Nonetheless, the funding for this service is not secured for the medium or longer term so it is feasible that this opportunity may be lost unless it is valued by its users, sponsors and supporters. There should be scope for **employer sponsorship of aspects of the Skills Service** that could be explored if there is enough evidence that employers value the service and the opportunities it offers to enable them to develop the business understanding of young people. Engaging and utilising sponsorship is a time-consuming process, so in the meantime (probably 12 to 24 months), it would in our view be helpful to have **staged reductions in the funding and current levels of support for the Skills Service from public funds**, rather than introduce a “cliff edge”. It also seems to us that there is opportunity for **closer co-ordination between – and systematic, consistent recording of – employer/school interactions** that are offered/brokered/facilitated by the varying business networks in the city.

2.3 Economic growth opportunities in Peterborough

The 2015 report *A Century of Cities* cites Peterborough as having more than doubled its employment over the last century, ranking it second for economic growth amongst the 64 largest cities in the UK. It is deemed to have a 'replicator economy', that is, an economy where there has typically been a historical concentration in lower-knowledge industries and one which has struggled to create jobs in knowledge-based industries. Other cities in this category are mainly coastal resorts and ports, such as Hastings, Liverpool and Portsmouth. Notably, however, Oxford and York also fall into this 'replicator' category. The city is well-placed in terms of geography, with easy access to London and major motorways and traffic routes. The new distribution centre at Gateway Peterborough (J17, A1(M)) – “a prime distribution and manufacturing park in an established industrial location” according to developers Roxhill - can maximise this, as could the potential development of the site surrounding the LEP, at Alconbury. Gateway Peterborough opened in February 2014, and could have capacity for 8,000 jobs. A residential development adjacent to the distribution park is currently the subject of consultation (May 2015). If successful, it could house more than 600 residential properties and a small primary school. Our enquiries also pointed to significant planned development of new retail centres in Peterborough (Westgate Quarter, South Bank development, city centre foodcourt) which were identified as generating a range of additional employment opportunities, both during their development phase and once open for business – we were not however able to quantify projected job vacancies that may arise from these developments in the short- or medium-term.

The most recent Greater Peterborough Business Survey (findings published March 2015) indicates that almost 60% of respondents reported increased turnover over the previous year, up 12%; confidence would appear high, with 65% expecting growth in productivity and profitability in the 2015/16 period. 42% of companies responding are looking to take on more staff (up from 33% a year ago). The one area of apparent concern is the availability of skilled staff in the locality: 57% of manufacturing sector respondents, and 76% of those companies employing between 51 and 100 workers, reported worries about this, with some respondents linking the issue to the lack of mature university provision in the city, citing that as one of the reasons it was hard to attract the right calibre of staff.

Greater Cambridge Greater Peterborough Enterprise Partnership (the LEP) is supporting sub-regional initiatives to encourage improvements in the labour market through European funding. This includes encouraging those further from the labour market to regain confidence through projects supported by the European Social Fund (ESF) programme (2014-2020). The LEP is managing E35m working with, for example, DWP and the voluntary sector to promote mentoring and signposting for unemployed people. There is also support for upskilling those already in the labour market, for example funding for medium-sized enterprises to help with business planning and training staff up to level 4 qualifications. European Regional Development Fund (ERDF) and European Structural and Investment Funds (ESIF) monies are also being secured to improve specific targeted sectors such as ICT, research and innovation, and the low carbon economy.

There is also a social dimension to ESF funding, with tranches of activity targeted at those furthest away from the labour market. Discussion with the LEP – now managing European funding – indicated for example that in Peterborough, ESF monies have been used effectively to support programmes for troubled young people by equipping them with the qualifications, skills and confidence they need to get back into learning or training. Those joining the Steps2Success programme offered by NACRO want to develop new skills, gain qualifications and progress into work, or Apprenticeships in sectors including mechanics, business administration and sport. Employers like Reed Recruitment have also had access to ESF, and in Peterborough have worked successfully with Cross Keys Homes on their ESF Families Programme to transform family lives. Support includes debt advice, help finding training and help finding work.

3 TAKING A SECTORAL APPROACH

Those interviewed for this research were asked, without prompting, to suggest the skill areas they considered to be of key significance to Peterborough. Despite these suggestions being based simply on perception, local knowledge and anecdotal evidence, there is some alignment of views: the following chart summarises responses which gave sufficient specificity, and is offered for illustrative purposes.

Skill area	Interviewees				
	A	B	C	D	E
IT/digital/creative	■			■	■
Distribution/logistics	■				
Retail		■	■		
Health & social care			■		■
Finance	■	■			
Construction			■	■	
Manufacturing/engineering	■	■			
Food processing	■			■	■
Environment /bioform	■	■		■	■

These assessments, coupled with information on how the City Council is planning to respond to OFSTED findings on 16-19 provision in Peterborough, lead us to suggest **the Strategy Group is likely to benefit from adopting a sector-based approach to a strand of its work going forward.** The rest of this section of our report highlights factors which would, we feel, merit further enquiry and should be linked into by the Strategy Group, perhaps working through a series of task-and-finish groups.

3.1 **Five business sectors: an analysis of recent investment/developments**

Opportunity Peterborough has assessed the local economy as having “five high performing business sectors” where there are particular employment opportunities:

- a) advanced engineering and manufacturing

- b) agri-tech, food and drink;
- c) digital and creative;
- d) energy and environment;
- e) financial services.

We have used these five occupational sectors as a focus for our desk-based research, and to extend our interviews beyond the listing originally suggested (though it has to be said we have experienced significant difficulty in sourcing direct employer comment). The following sub-sections summarise key observations: we also direct PSPSG members to the set of Opportunity Peterborough background sheets referenced (with hyperlinks) in Annex D.

Advanced Engineering and Manufacturing

Manufacturing in Peterborough employs around 11,000 employees in organisations that include well-known companies such as Perkins Engines (a subsidiary of Caterpillar), WS Atkins, Hotpoint and Wolseley UK. Perkins Engines has invested in a Learning Centre that provides training in robotics, and also provide apprenticeships and advanced apprenticeships in mechanical and electrical engineering. Peterborough is only the third site in the Perkins global grouping that has been selected to produce the new 1106A-70TAG ElectropaK engine, a cutting-edge development in diesel engines with higher power density than formerly available.

Arthur Mellows Village College recently opened its state-of-the-art design, technology and engineering facility providing CAD/CAM, electronics and associated technical and ICT skills and qualifications for young people up to age 18.

RPC is a leading plastic products design and engineering company for packaging and non-packaging markets. The Group has 91 manufacturing sites in 24 countries and employs more than 15,000 people. The Group develops and manufactures a diverse range of consumer products for a wide variety of customers, including many household names.

In Oakham, the site nearest Peterborough, there are around 3000 employees primarily engaged in producing paint tins, food product packaging and larger plastic packaging. Since 2013, there has been an Apprenticeships Academy on-site, housing 8 Apprentices a year. Other on-site training has included local providers such as Rutland Adult Learning, although recent funding changes have meant that the Rutland provision will cease. This was primarily the provision of basic skills for factory workers. English, maths and ESOL still have reasonably buoyant demand due to a recent influx of Eastern European workers, as well as local people who are unable to read and/or write. Ms Daughy commented that applicants for factory jobs often sign the application form but have had another family member complete the form for them.

At higher levels, the polymer engineering qualifications are lacking so RPC is working in collaboration with PRC and the British Plastics Federation to create a new level 4 qualification for use from September 2016. A small UK Graduate programme also operates managed by the Oakham HR team.

STEM subjects knowledge/experience are difficult to find at all levels and recruitment from abroad is often the resolution for this.

RPC use the Skills Service and value their links with schools but are sceptical of the quality of careers advice given to local pupils: 'locally driven not strategic enough'.

In 2012, Opportunity Peterborough created a manufacturing 'cluster' to help connect businesses and their direct supply chains in order to share best practice. This initiative has been absorbed into the Peterborough Bondholder Network to foster useful networking events and business contacts for organisations taking part. Across all occupational areas, the Bondholder Network (serviced by Opportunity Peterborough) currently has 1400 businesses and all schools in the city in membership, and

attracts an average 160 people to its events. Companies sign up to the local 'Skills Vision' to underline their commitment to training and the development of their workforces.

Agri-Tech, Food and Drink

In 2013, the government responded to bids for funding for the development of the agri-tech industry in Peterborough, Cambridgeshire and Norfolk by offering £3.2m to support agriculture, food and life sciences in the sub-regional area. The bid, led by Greater Cambridge Greater Peterborough Enterprise Partnership, was backed by significant local agri-tech, food and drink companies and also attracted support from Cambridgeshire County Council, New Anglia LEP, Opportunity Peterborough, Norfolk County Council, District Authorities and business consultants WLP, with additional input from universities and specialised research centres. The funding is being disbursed as grants, with around two-thirds of the money now being committed to 24 projects. The projects include work in other parts of the sub-region, but in Peterborough itself one of the most recent grants was for £50,000 to local company Masteroast, which is one of the top five coffee roasting and packing companies in the country. Masteroast intends to use the funding to buy and install two important pieces of equipment. Part of the impact of this investment is the creation of 10 new jobs in the company, in both technical and administrative roles.

Digital and Creative

In spring 2015, Peterborough became the UK's first Gigabit City, enabling businesses to access 1000 megabits (1 gigabit) of pure fibre bandwidth, the fastest broadband connection in the UK. This gives Peterborough one of the best digital communication infrastructures available. The private investment company CityFibre has installed 90km of pure fibre network around Peterborough, linking businesses and public sector sites, including schools and Peterborough City Hospital. In terms of UK comparability, Coventry, York, Aberdeen and Edinburgh will soon have Gigabit City status, but in world-wide comparability, the recent advance is deemed to put Peterborough on a par with cities like Stockholm and Seoul for digital connectivity.

Discussion at City College Peterborough focused in part on trends in demand for ICT programmes, and the College's own contact with the digital industry. Key elements which are informing that provider's curriculum planning include the following observations:

- employers are finding it very difficult to source staff who can use social media
- there are specific shortages in app development, web design and programming (coders)
- cyber security is another area where employers are reporting acute recruitment difficulties
- even where industry recruits – eg ITM Systems – find prospective employees with appropriate training in software/system skills, they are often not current: this suggests there may well be need for adoption of approaches being promoted via the ETF “Two Way Street” initiative whereby industry-based staff are released to work with the FE system, and FE sector staff are given opportunity to work in industry to upskill
- with something like 82% of local businesses being small or micro, they are often unable to release staff
- ICT sector employers are not seeing job-readiness amongst the school-leaver cohort: the College has worked with 250 lower-level and multiply-disadvantaged 16-18 year-olds this year, but only 10 have progressed to sustainable employment
- as a provider of ICT courses, the College is itself experiencing difficulty in recruiting Assessors, in part because of its inability to offer competitive salary

The benefits of gigabit connectivity are estimated as a 2% improvement in GDP and the opportunity to create thousands of jobs. The costs of using the network are borne by businesses, typically around £450 a month, who can now interact with customers on the internet for around 15p per transaction. This appears to compare favourably with an estimated cost of £8.62 per person where customer service is delivered face to face in a local authority setting, for example.

In Peterborough, the City Council has recently (March 2015) connected its 107 public sites into a gigabit network that includes including administrative offices, data centres, schools and hospitals. Beyond this, some 1000 businesses in the locality have registered interest in using gigabit connectivity.

Environment

Peterborough is home to the UK's largest cluster of environmental businesses, almost 400, and with partners like IBM has developed the Peterborough Model, an internationally recognised system for visualising city-wide environmental performance." (LEP website 2015).

Peterborough is an environment city that attaches great pride to its sustainable credentials. It has developed an Environment Capital Action Plan that aims to provide a clear vision for how Peterborough will become UK Environment Capital and thematic headings under which this can be realised by 2050. Many initiatives have been developed as a result of Peterborough's environmental status. These include 'Peterborough DNA', formed as a result of a successful bid to the former government Technology Strategy Board (now Innovate UK) under the Future Cities competition to demonstrate how cities could take a new approach to how they run. Glasgow won first place in the competition (£24m) and three other cities were awarded smaller prizes of £3m. Each bid had to focus on growth, innovation and sustainability aiming to develop and promote a 'smarter city'. Peterborough DNA was set up in 2012 to implement ideas and new systems to help transform Peterborough through economic and environmental sustainability. One strand of the Peterborough DNA strategy aims to ensure there is the right mix of skills to meet local business demand. The offer at University Centre Peterborough is seen as an essential part of this, with bursaries and graduate opportunities being available. In addition, there is emphasis on working to grow and retain local expertise to tackle sustainability challenges. Opportunity Peterborough is a sponsor of the DNA initiative.

Further initiatives include the new Future Business Centre which will focus on a particular environmental sector within the science, technology, engineering and mathematics (STEM) fields. The Centre is being set up to draw together experts, practitioners and businesses capable of bringing to market products and services, rooted in new technologies, that will have a positive impact on environmental sustainability in the city. The Centre will form the locus for knowledge exchange across partners, facilitated through the co-location of business, research and academic innovation. A key purpose of the Centre is to generate opportunities for young people aged 16 -19 to improve their skills and knowledge within the sustainable environment sector through co-located organisations offering apprenticeships, mentoring, work experience and master classes. The launch of the new centre was announced on 3 June 2015: see <http://investinpeterborough.co.uk/allia-announces-will-opening-new-future-business-centre-peterborough-encourage-businesses-environmental-social-mission/>

Peterborough has also seen digital infrastructure investment with CityFibre who has completed the construction of its 90km Gigabit City network in Peterborough, less than 11 months from starting construction. Known as the Peterborough CORE the network connects 107 public sector sites, including administrative offices, data centres, schools and hospitals, providing a future-proofed network for Peterborough Council and its IT services provider, Serco.

Another way in which Peterborough might work further to achieve its goal to become *the* cutting-edge city of environmental performance and bioform development might be to establish an Apprenticeship Trailblazer in developing the environment and environmental management. There are around 500 Apprenticeships in the sub-region and the Skills Funding Agency consider that there is growth potential: they indicate they would in particular welcome some innovative thinking on what might best serve the local economy in terms of Apprenticeships from level 2 to higher education (HE). Such work would need to be progressed in close liaison with relevant local businesses, and be presented as an employer-led initiative.

Financial Services

Peterborough has a thriving financial services cluster made up of head offices and contact centres of insurance companies, multi-national banks and mortgage and insurance brokers. Together, these companies employ more than 27,000 people, which is 28% of the city's workforce. The sector has continued to grow in spite of the difficult economic climate (source: Opportunity Peterborough, 2015 financial sector sheet).

BGL is one of the largest insurance brokers in the UK and also one of the biggest employers in the region. It is familiar to people through the 'Compare the Meerkat' campaign. Its Peterborough

offices employ around 2,400 employees. Their HR Director of Strategy would be willing to contribute thoughts and ideas to PSPSG on an occasional basis. At interview, BGL felt that there were 3 key strategic skills priorities that would improve post-16 provision in Peterborough/problem areas for recruitment:

- consumer digital – an emerging market for people who have a marketing/creative understanding and can forward-think what consumers will need; 'search engine optimisation'; and then have the technical skills to put this into practice – end up recruiting from London; do work with their Fusion Centre staff to try to build on raw talent identified; BGL tend to recruit and train from within. Lack of HE or similar courses that embrace this skill set
- data science – BGL had to recruit a Turk from the USA to fill their latest vacancy for a person who can mine data and analyse the results in ways that might benefit and expand the business. High salaries, very small pool of talent
- leadership capacity – this can be easier to deal with and can often be solved by bespoke training courses eg through Cranfield. Internal CPD programme also available.

Other substantial local finance and finance processing sector employers include Diligenta, Handelsbanken, Travelex, Norwich and Peterborough Building Society and Aldermore Bank.

3.2 Other observations

Much of the commentary we have recorded – prompted by standard interview questions – focused on how Peterborough might benefit from greater investment in higher level technical and professional qualifications, especially in the sectoral areas identified above. Various interviewees however pointed to the need to balance any attempt to attract “high-end business” with a continued focus on maintaining a breadth and diversity in the post-16 offer. One of our contacts spoke of “a big need at the lower end of the skills gap”. Another referenced the need for programmes which “address the whole package: qualifications, literacy and numeracy support, work experience, confidence building, job search skills, digital skills, and short courses needed for job entry such as forklift driving, or the CSCS card required to access most construction sites”.

Within this context, and more generally, various interviewees also spoke to us about volunteering being seen as an important adjunct to, or outcome of, learning. The Community Rangers Scheme co-ordinated by Cross Keys Homes is a case in point. Voluntary opportunities in befriending, mentoring, counselling and care roles with local organisations including the Alzheimer's Society, Age UK, the Salvation Army and the local prison and mental health hospital are sought by people of all ages, from as young as 14 years old. There is particularly high demand from these organisations for people with digital technology skills, especially those able to manipulate social media.

Enquiries have pointed us to the Do It website (www.do-it.org) which encourages people who wish to get involved in volunteering to register for local opportunities. In Peterborough, volunteer opportunities in befriending, mentoring, counselling and care roles with local organisations including the Alzheimer's Society, Age UK, the Salvation Army and the local prison and mental health hospital are sought by people of all ages, from as young as 14 years old. The Council for Voluntary Services (PCVS) receives between 50 and 100 enquiries a week from those registering on Do It: an adviser at PCVS typically deals with around 15 to 20 prospective volunteers each week, around 75% of whom are successfully placed and take up a volunteering opportunity. Of those who are unsuccessful in being placed, the reasons that prevent placement are most likely to include lack of reading skills; inadequate spoken English skills; and some mental health issues, such as anxiety and depression. For example, reference was made to a 40 year old Englishwoman sought voluntary work to help overcome anxiety and mix with people but she could not read.

Various stakeholders highlighted specific groups as a priority target for more provision, but views on which groups were varied. Lone parents and carers on income support were identified as DWP priority groups, who also showed interest in supporting those out of work and aged 50+, including people in this age group with health conditions. Others referenced migrants living in poor conditions, while one commentator saw greatest need amongst “families who have never contributed economically”. A provider representative interviewed also highlighted a need for “more people able to support low-skilled

workers". We sense from these and other similar comments that there is no shortage of need to maintain and, where possible, expand an offer for those with no or low level qualifications, as suggested by the "second chance" concept discussed in the recent BIS *Dual Mandate* consultation paper. Rather, we consider a key task for the Strategy Group will be to **arrive at an agreed prioritisation of such programmes – rather than seek to sustain a "something for everyone" offer** – as public funding for such provision gets ever tighter. This is a task that could usefully be delegated to a working group comprising a subset of PSPSG members with a particular interest in this area.

There were conflicting views on the supply and demand for language skills, for example. English for speakers of other languages (ESOL) was considered to be in 'ample supply' by several interviewees, whilst City College's website states that '*Due to the popularity of our ESOL courses, we operate a waiting list and will contact you as soon as a place becomes available.*' Three representatives of the voluntary sector considered poor English language skills as one of the key reasons why local residents cannot find paid employment or voluntary work. Note that a lack of language skills was usually cited as one of multiple reasons for inhibiting successful employment. These barriers were common across the age range and for different genders, although there was a slightly higher likelihood of poor English language skills for migrants seeking voluntary work. For this group, being able to 'practice my English' was a predominant reason for undertaking volunteering. Examples of highly qualified people from other European countries were cited: a physics teacher from Lithuania, for example, who took English classes in the evenings and had part-time work in a packing factory also wanted to volunteer to work with English people to learn to speak English colloquially - he found voluntary work in a charity shop.

Here again, we detect no shortage of agencies active in Peterborough – including the Prince's Trust and YMCA – keen to expand skills and experience through volunteering. The Duke of Edinburgh Award Scheme was also mentioned in this context. Of particular note is a set of "Get into..." programmes offered by the Prince's Trust which include CV writing skills, basic English and maths, job-search skills, teamwork and motivation. These programmes – delivered to a national model – focus on occupational sectors (Get into retail, Get into construction, Get into health work etc) and, in cases, on a particular business (eg Get into Marks & Spencer). Given some of the new developments planned in Peterborough, **there may be scope here for greater co-ordination of volunteering under the aegis of the Strategy Group**. One interview stressed that, if low-level programmes are to be more limited in future because of funding constraint – the 'day opportunities' at City College were specifically cited – the city is likely to see an increase in the number of people seeking volunteering opportunities.

Both stakeholders and providers made specific reference to the growing importance of the care and health sectors within Peterborough, both as areas of economic growth and as necessary support services for aspects of the resident population. Service providers reported difficulties in recruiting enough care workers, and expressed concerns about the quality of candidates for job opportunities: care homes were perceived as suffering from a poor public image, and the sector portrayed as one with relatively poor pay and terms and conditions of employment. We were told that a key criterion for appointment was "a caring attitude", but childcare training providers also drew attention to the requirement of new Apprenticeship Trailblazer standards (the achievement of A*-C English and maths GCSEs) acting as a barrier to employment entry. Given that part of the Government's wider policy is to expand free-of-charge childcare for working parents, it was suggested that concentrated action may need to be taken to meet future job opportunities.

Peterborough Hospital has in the past four or five months appointed a Widening Participation Officer, a post supported by funding from Health Education England which is mirrored by similar appointments in hospitals across the Peterborough/Cambridgeshire area. This role is primarily tasked with linking with the schools and colleges in Peterborough, going in to give careers advice and brokering work experience: the current postholder has spent much of the last fortnight out of the office doing just that, visiting a school a day. She works closely with the Skills Service, and highly values her links with their local staff. A specific target is to recruit young Apprentices to work in the Hospital.

That there are some 350 job roles within the Hospital: "it's not just about nurses and doctors", but a host of other work opportunities including medically-related jobs (eg medical photographers) and those which are needed in any large organisation (admin, IT, customer/client reception, porters and cleaners, catering staff etc). One of the main roles of the Widening Participation Officer is to

make school- and college-leavers aware of this range of opportunities, and to regard the Hospital as a potential future place of work.

The Recruitment Manager in the HR section of the Hospital indicates that the primary skills shortage, and the area for a current proactive recruitment drive, is in fact nursing: “a national shortage”. We were told that it is not only difficult to recruit suitably qualified and experienced nursing staff; the Hospital has also seen a tailing off in the number of people coming through nurse training. This situation of skills shortage for nursing staff is seen as being not only current but “likely to be with us for years to come, certainly into the medium-term”.

We were also alerted to current difficulties in recruiting both health and care staff in social housing settings, and difficulties in recruitment to nurse training programmes. Although not at present as high a priority to the future Peterborough economy as the five sectors outlined above, we suggest a need for the Strategy Group to **keep an eye on health and care sector activity and maybe review its relative prioritisation in twelve months’ time**. This is underlined by Peterborough having been identified as one of eleven Challenged Health Economies nationally: the City Council are seeking to address this through service integration (“a shared front door”), which may give rise to increased demand for a multi-skilled workforce focused on both health and well-being.

4 WIDER OBSERVATIONS FROM RESEARCH

4.1 Vision for Peterborough

The economic pictures of Peterborough presented, and our research-based assessment of medium-term sectoral employment opportunities, complement the 'vision' for Peterborough as set out by the Peterborough Skills Partnership Strategy Group. The group's 'one vision for Peterborough' (August 2014) is to achieve:

A bigger and better Peterborough that grows the right way and through truly sustainable development and growth:

- *improves the quality of life or all its people and communities and ensures that all communities benefit from growth and the opportunities it brings*
- *creates a truly sustainable Peterborough, the urban centre of a thriving sub-regional community of villages and market towns; a healthy, safe and exciting place to live, work and visit; famous as the environment capital of the UK.*

One Vision for Peterborough prioritises four areas in order to achieve the vision:

1. Creating opportunities – tackling inequalities
2. Creating strong and supportive communities
3. Creating the UK's environment capital
4. Delivering substantial and truly sustainable growth.

We see no need, at this stage, for the Strategy Group to revisit this vision statement.

5 PRIORITIES AND RECOMMENDATIONS

5.1 National policy context

In summary:

- public funding for provision for 18 year-olds has already been cut by 17.5%
- EFA has announced that in-year savings will not impact on already announced funding rates for 2015/16, but there is no commitment to protection of the 16-18 budget going forward
- there is clear and strong Government commitment to expanding Apprenticeship provision, and to enhancing employer control of both content (eg Trailblazer standards, specification of final assessment) and funding.
- English and maths provision is also currently prioritised: because of policy changes introduced in 2014, post-16 providers are already experiencing a high volume increase in the number of students required to continue study in these areas, and this is expected to accelerate when further policy changes come into force in September 2015

Level 3+ provision for those aged 24+ is subject to a loans, with no direct public subsidy to providers.

The Conservative manifesto gave a clear set of commitments to devolution of responsibilities and spending powers, as evidenced by the recent “Devo Manc” agreement which gives the Greater Manchester Combined Authority “the power to reshape and re-structure the Further Education provision within Greater Manchester”. This localist approach raises the possibility of flexing what available resources for further education and skills are spent on, and looks set to roll out at some pace. Primary focus, however, is on the “core cities”, where there are combined authorities, and where local residents agree to mayoral elections (a condition of the Manchester agreement). We do not consider it likely that Peterborough will benefit from any devolution in the short- to medium-term.

In terms of quality, OFSTED will be introducing a new Common Inspection Framework from September 2015: a final version and sector-specific inspection handbooks were issued in June. The new CIF will focus on four headline judgements, and will be applied to all providers, including sixth forms in schools and academies. It contains enhanced emphasis on safeguarding, including adherence to the new Prevent duty. Even before introduction of what might reasonably be expected to be a more rigorous inspection regime, and more robust graded judgments, the current year has seen FE sector inspection grades drop nationally:

INSPECTION OUTCOMES (all England) – overall effectiveness grade				
	FE Colleges (Sept 2014 to 1 May 2015)		Community Learning and Skills (Sept 2014 to 17 June 2015)	
	<i>number</i>	<i>percentage</i>	<i>number</i>	<i>percentage</i>
Grade 1	1	2%	2	4%
Grade 2	17	35%	28	53%
Grade 3	23	48%	16	30%
Grade 4	7	15%	7	13%
Total inspected	48		53	

For Peterborough providers (City College Peterborough, and Peterborough Regional College), perhaps the most significant feature of the new inspection regime is the introduction of “short inspection” every three years for those with a Grade 2 (“good”) to ensure no drop in standards.

Discussion within and between PSPSG members has also highlighted pressures resulting from qualification reform. In the post-19 skills world the SFA is already well underway with a rationalisation of what qualifications should in future attract public funding. For those working with the 16-18 age-group, current revisions to the specification for A levels, and impending grading changes to GCSEs, would appear to be placing substantial short-term demands on provider capacity; such changes – all designed to add “rigour” to public qualifications – also seem likely to add to the difficulty of students achieving a level of attainment that qualifies them for job-entry and/or progression in their learning. This will in turn place additional pressure on the system.

Finally, in this brief review of the national policy context for post-16 skills, it is perhaps worth drawing attention to continuing BIS work (now being mirrored by DfE) to move towards a “wider basket of outcome-based success measures”, including matched data from HMRC to assess the impact of participation on earnings, together with progression into sustainable employment, and continuation with learning, in addition to qualification success rates. These wider measures are already being picked up by OFSTED, and suggest that providers will need to pay ever closer attention to the impact of participation in learning: not just a question of what is offered, and who comes, but what happens as a result.

5.2 Consultant's assessment

This research has found strong commitment to working together, in an inclusive way, on the skills agenda in Peterborough. All agencies, providers, stakeholders and individuals interviewed speak positively of the work to date of the Peterborough Skills Partnership Strategy Group.

This should provide confidence that there is whole-hearted support for development of a single city-wide strategy, posited at a level which takes account of and underpins the planning of local agencies, providers and consortia/working groups. We however advise there may be a need to develop underpinning protocols for ways of working together, written and agreed, that can be enforced.

Various voices are as yet under-represented on the Strategy Group: we suggest consideration be given to extending membership to enable schools, independent training providers, HE and business interests to more readily involve themselves in Group activity.

The Group should feel comfortable in adopting a clear leadership role, but should guide and co-ordinate – rather than manage – the work already being undertaken by various partnership groupings within the city. It will also be important to recognise and respect the autonomy of individual organisations involved. We detect strong interest in the 16-19 agenda, with many interviewees seeing (probably rightly) business/school links as a critical ingredient in raising expectations and fuelling continuing economic growth in the city. We caution, however, that there is a risk of underplaying adult skills; and in this context, we note we experienced considerable difficulty in accessing information about training in work, including that paid for (and delivered) in-company.

Greater synchronisation of available data and information is needed, and means should be found of sharing this so that common understandings of skills demand and supply can be developed, and thus facilitate agreement on priorities across the city. There is a particular concern about the lack of robust *forecasting* information: much planning is currently based on anecdote, and/or is guided by available funding, which is often short-term in nature.

Analysis of occupational sectors, their composition and growth, locally and regionally (much of this work is already being done by the LEP) needs to be shared widely in the City through a common data hub, and updated regularly. This work should create an overview of occupations within sectors; anticipated growth locally and regionally; assess local wages/salary levels and opportunities for economic security and self-sufficiency; and look at workforce retention. Such analyses, informed by regular consultation with employers on their current and future workforce needs, is needed in order to plan training and upskilling to close existing or potential skills gaps.

We additionally envisage generation of an annual map of the local education and training landscape, from schools to colleges, adult learning and HE, and believe it desirable for partner organisations on the group to provide a summary overview of provision in their sector. Such work would be facilitated by access to the SFA Data Cube, and any corresponding database on school-based provision: failure to secure such data has meant that this research has been unable to undertake anything like full analysis of what is currently offered, and has therefore compromised our ability to identify gaps in provision in Peterborough.

There is clear support that learning for all ages should be linked with practical application via work experience and volunteering. Such arrangements require greater co-ordination than exists at present, and should be monitored and reported to the Group in terms of their outcome/impact rather than simply on throughput.

Given the national funding context, the Group should avoid over-reliance on public funds to drive forward its work. There is a need to consider how to pay for needed provision in the context of austerity, and close consideration should be given to sourcing alternative funding, including sponsorship and commercialisation. Aspirations should be tempered by a realistic assessment of what resources are available.

Group planning should be couched in terms of outcomes, with targets set and timescales applied in a rigorous manner. We envisage a standard agenda item on each PSPSG meeting where progress against planned objectives and targets is reported.

ANNEX A

Interviewees

Caroline Adams, DWP
Christina Alexander, Community Investment Manager, Cross Keys Homes
Steve Bowyer, Acting CEO, Opportunity Peterborough
Janet Bristow, City College Peterborough
Pat Carrington, PSPSG Chair
Andrew Cawthorpe, Prince's Trust
Adrian Chapman, Assistant Director for Communities and Targeted Services, Peterborough City Council
Gaynor Cooper, CPL Trust
Mark Cooper, Greater Cambridge Greater Peterborough Enterprise Partnership (the LEP)
Iain Crichton, Chamber of Commerce and Industry
Gillian Daughy, RPC Plastics
Nicky Davis, Widening Participation Officer, Peterborough Hospital
Michael Gardner, Skills Funding Agency
Lynsi Hayward-Smith, Head of Adult Learning & Skills, Cambridgeshire County Council
Claire Higgins, CEO, Cross Keys Homes
Cllr John Holdich, Peterborough City Council - Deputy Leader & Cabinet Member for Education, Skills, and University [now Leader of the Council]
Steve Howard, Secondary Heads Association
Karen Kelly, Skills Funding Agency
Liz Knight, University College Peterborough
Alan McMurdo, University Technical College
Tanya Meadows, City College Peterborough
Jo Moxon, BGL Group
Wendi Ogle-Welbourn, Peterborough City Council
Helen Price, Secondary Heads Association
Karen Prince, Axiom Housing
Alan Sadler, Business Manager, NHS
Ed Saunders, BGL Group
Allison Sunley, Peterborough City Council
Kevin Taylor CMI, freelance
Liz Telford, Peterborough Council for Voluntary Services
Bryan Tyler, Project Manager, Inspire Peterborough Disability Forum
Nikki Witham, Peterborough Regional College

ANNEX B

Other publicly funded 16+ providers in Peterborough

Sense College

Sense College is an independent specialist college (ISC) and is part of the national 'Sense' parent organisation, a registered charity and company limited by guarantee, for deafblind people. The college operates from eight resource centre sites across the east Midlands and the east of England. Five of these centres currently have learners funded by the Education Funding Agency (EFA), these are Dereham, Spalding, Kettering, Luton and Peterborough. All the learners are deafblind, hearing impaired or visually impaired. A high and increasing proportion of learners have profound learning difficulties and/or disabilities affecting their communication, emotional and behavioural development. Most learners also have physical disabilities and require mobility support. Two thirds of learners are male and a small number of learners are of minority ethnic heritage.

Last inspected June 2014 – Grade 2

18 learners, all at level 1 or below

Chapman Bennett Associates Ltd (trading as easytraining)

CBA, whose training provision is called easytraining, was set up in 2009, and was given its own contract to deliver apprenticeships in business in 2013. The company offers apprenticeships throughout the east and south east of England, including London. A few more learners are enrolled on intermediate apprenticeships than advanced. All apprentices are employed, and most are over 18 years old. The apprenticeships CBA offer reflect the employment needs for intermediate and advanced level customer service, administration and management in areas they serve.

Last inspected May 2015 – Grade 2

965 learners, all Apprenticeships

Thomas Cook Group UK Limited

Thomas Cook Group UK Limited (Thomas Cook) is one of the world's largest leisure travel groups, employing around 22,000 employees. Thomas Cook offers the travel services apprenticeship to learners who work in one of its 840 Thomas Cook or Co-operative stores. Since the last inspection, Thomas Cook has brought the assessment, off-the-job training, progress reviews, internal quality assurance and certification in-house and no longer subcontracts this. The programme is managed by the contracts and funding manager. The contracts and funding manager is supported by the assessor manager, who is responsible for a team of 11 assessors.

Last inspected March 2015 – Grade 1

336 learners, all Apprenticeships

National Farriery Training Agency

The NFTA is based in Peterborough where it has an operations manager and some 30 support staff, including three college administrators. The NFTA is a division of the FRC. The FRC receives funding from the Skills Funding Agency for apprentices training throughout England, Wales, Scotland and Northern Ireland. The NFTA manages the provision of the advanced apprenticeship in farriery and is the sole provider of this qualification. By law, all practising farriers must be registered with the FRC and the apprenticeship qualification is a requirement of this registration. All apprentices are employed by ATFs who provide the on-the-job training. No assessment takes place in the workplace. Off-the-job training and assessment is carried out by three specialist colleges during block release periods of between two and four weeks, every six months throughout the apprenticeship. A field officer visits the apprentice in the workplace between college blocks.

Last inspected February 2013 – Grade 4

537 learners, all Apprenticeships

Monitoring visit (October 2013) – “At the time of the visit the NFTA was in the process of handing the provision over to three land-based colleges; Herefordshire and Ludlow College, Myerscough College and Warwickshire College, who currently act as sub-contractors for the off-the-job training. The handover is due to be formally completed on 1 November 2013.”

Vogal Industrial Training

Vogal Training (Vogal) is part of the Vogal Group Limited, a privately owned electrical and mechanical engineering installation and maintenance company. Vogal Group was established 25 years ago and Vogal was started in 1997. The training centre is in a small village on the outskirts of Peterborough. Vogal provides training in electrical and mechanical engineering. The organisation has a contract to provide advanced apprenticeships in engineering. They also provide engineering training for programme led apprentices as part of a sub-contract with West Anglia Training Association, and for Train to Gain learners as part of a sub-contract with Boston college. Additionally Vogal provide commercial training and training for excluded schoolchildren through a local partnership. This work accounts for about 25% of their provision. Neither of these programmes were inspected.

Last inspected January 2010 – Grade 2

95 learners: includes 46 on Train to Gain and 25 on Apprenticeships

All other Peterborough-based providers listed on the OFSTED FE & Skills inspection database were last inspected before 2010, and are assumed to have ceased publicly-funded provision.

ANNEX C

Supply and Demand of Labour in Peterborough 2014

The data below, used in Kevin Taylor's 2014 analysis, was been taken directly from the NOMIS data and compares Peterborough with the Eastern region and Great Britain. See <http://www.nomisweb.co.uk/reports/lmp/la/1946157202/report.aspx>

Employment and unemployment (July 2013 to June 2014)

	Peterboro' (numbers)	Peterboro' (%)	East (%)	Great Britain (%)
All people				
Economically active	91,300	79.6	80.3	77.5
In employment	85,100	74.1	75.8	72.1
Employees	76,900	67.3	64.2	61.6
Self employed	7,700	6.5	11.3	9.9
Unemployed	6,800	7.4	5.4	6.8

Employment by occupation (July 2013 to June 2014)

	Peterboro' (number)	Peterboro' (%)	East (%)	Great Britain (%)
Soc 2010 major group 1-3	31,900	37.6	45.2	44.5
1 Managers, directors and senior officials	6,400	7.5	10.6	10.2
2 Professional occupations	13,700	16.2	19.3	19.9
3 Associate professional & technical	11,700	13.8	15.2	14.2
Soc 2010 major group 4-5	17,100	20.2	22.3	21.4
4 Administrative & secretarial	9,500	11.2	11.5	10.6
5 Skilled trades occupations	7,600	9.0	10.7	10.6
Soc 2010 major group 6-7	15,900	18.7	16.0	17.0
6 Caring, leisure and other service occupations	8,200	9.6	9.1	9.1
7 Sales and customer service occupations	7,700	9.1	6.8	7.8
Soc 2010 major group 8-9	19,900	23.4	16.5	17.1
8 Process plant & machine operatives	5,800	6.8	6.5	6.3
9 Elementary occupations	14,100	16.6	10.0	10.7

Job density (2012)

	Peterboro' (jobs)	Peterboro' (density)	East (density)	Great Britain (density)
Jobs density	107,000	0.89	0.77	0.78

Source: ONS jobs density

The density figures represent the ratio of total jobs to population aged 16-64.

Total jobs includes employees, self-employed, government-supported trainees and HM Forces.

Qualifications (Jan 2013 to Dec 2013)

	Peterboro' (numbers)	Peterboro' (%)	East (%)	Great Britain (%)
Individual levels				
NVQ4 and above	32,900	29.0	33.2	35.2
NVQ3 and above	55,500	48.9	53.6	55.8
NVQ2 and above	76,200	67.1	72.7	72.5
NVQ1 and above	89,900	79.2	85.8	84.4

Other qualifications	10,000	8.8	5.8	6.3
No qualifications	13,700	12.0	8.4	9.3

Employee jobs (2013)

	Peterboro' (employee jobs)	Peterboro' (%)	East (%)	Great Britain (%)
Total employee jobs	98,000	-	-	-
Full-time	69,200	70.6	65.3	67.7
Part-time	28,800	29.4	34.7	32.3
Employee jobs by industry				
Primary Services (A-B: agriculture and mining)	100	0.1	0.3	0.3
Energy and Water (D-E)	800	0.8	0.9	1.1
Manufacturing (C)	9,500	9.7	8.8	8.5
Construction (F)	2,300	2.4	4.8	4.4
Services (G-S)	85,300	87.0	85.2	85.7
Wholesale and retail, inc motor trades (G)	18,400	18.8	17.7	15.9
Transport storage (H)	4,100	4.2	4.7	4.5
Accommodation and food services(I)	5,500	5.6	6.3	7.0
Information and communication (J)	4,300	4.4	3.5	4.0
Financial and other business services(K-N)	27,300	27.9	22.2	21.8
Public admin, education and health (O-Q)	22,200	22.7	26.6	28.0
Other Services (R-S)	3,500	3.5	4.2	4.6

Source: ONS business register and employment survey

% is a proportion of total employee jobs.

Employee jobs excludes self-employed, government-supported trainees and HM Forces.

Data excludes farm-based agriculture.

ANNEX D

Reference materials

Peterborough demographics:

<https://www.peterborough.gov.uk/council/about-peterborough/population/>

Peterborough City Council Environment Capital Action Plan 2014:

<https://www.peterborough.gov.uk/upload/www.peterborough.gov.uk/council/campaigns/EnvironmentCapital-ActionPlan.pdf>

Peterborough Economic Assessment 2011:

<http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/03/Peterborough-Local-Economic-Assessment-April-2011.pdf>

NOMIS labour market profile published data, Dec 2014: <https://Nomisweb.co.uk/reports/Imp>

Note: NOMIS data published May 2015 was made available to us late in the research: we have not had opportunity to update figures in the current report with this latest information

A Century of Cities, Swinney & Thomas, Centre for Cities (March 2015)

Business Skills Needs: a report by Cambridge Policy Consultants (June 2014)

City & County of San Francisco 2015 Citywide Workforce Strategic Development Plan, Office of Economic and Workforce Development: Workforce Strategic Plan 2013-2017

<http://www.oewd.org/modules/showdocument.aspx?documentid=83>

Peterborough DNA: http://www.brainwaveinnovations.co.uk/upload/cmspage/peterborough-dna/10-09-14_11-58-35_peterborough_dna_online.pdf and <http://www.peterboroughdna.com/skills-for-our-future/>

Peterborough Gigabit City (March 2015): <http://investinpeterborough.co.uk/peterborough-transformed-gigabit-city-core-build-complete/> and <http://www.cityfibre.com/gigabit-cities/>

Peterborough LEP and European Funding: <http://www.reedinpartnership.co.uk/latest-news/cross-keys-homes-video?isarchivenews=true> and <http://www.gcgp.co.uk/?s=masteroast>

Opportunity Peterborough background sheets:

- Advanced Engineering and Manufacturing: http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/03/Opportunity-Peterborough-Engineering-Sheet_Online.pdf
- Agri-Tech, Food and Drink: http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/03/Opportunity-Peterborough-Agri-Tech-Sheet_Online.pdf
- Digital and Creative: http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/03/Opportunity-Peterborough-Digital-Sheet_Online.pdf
- Energy and Environment: http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/03/Opportunity-Peterborough-Energy-Sheet_Online.pdf
- Financial sector : http://www.opportunitypeterborough.co.uk/wp-content/uploads/2015/05/Opportunity-Peterborough-Financial-Sheet_Online.pdf

OFSTED letter to Peterborough City Council (dated 1 September 2014) following a (pilot) review of the effectiveness of education and training provision for 16- to 19-year-olds in the city conducted May 2014: see

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/379230/Review_20_28pilot_29_20of_20the_20effectiveness_20of_20education_20and_20training_20provision_20for_2016-20to_2019-year-olds_20in_20Peterborough_20-20May_202014.pdf

UKCES Working Futures programme: databooks on the East of England workforce, published February 2015: <https://www.gov.uk/government/statistics/labour-market-projections-for-the-east-of-england>

Survey of councils on supporting 16-18 year old participation, LGA (June 2015): see

<http://www.lgcpplus.com/Journals/2015/06/04/n/s/e/Survey-of-councils-on-supporting-16-18-year-old-participation---LGA-June-2015.pdf>

Heading for the precipice: can further and higher education funding policies be sustained? by Professor Alison Wolf, published by Kings College London (June 2015) as part of its Issues and Ideas series of occasional papers: see <http://www.kcl.ac.uk/sspp/policy-institute/publications/Issuesandideas-alison-wolf-digital.pdf>

CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 7
14 MARCH 2016	PUBLIC REPORT

Report of the Corporate Director for People and Communities

Contact Officer(s) – Lou Williams

Contact Details - 864139

CHILDREN AND FAMILIES JOINT COMMISSIONING BOARD ACHIEVEMENT REPORT

1. PURPOSE

- 1.1. This report summarises the activities and achievements of the Children and Families Joint Commissioning Board during 2015/16.

2. RECOMMENDATIONS

- 2.1. Committee is asked to note the contents of the report and it is suggested that a further summary report be presented in 12 months' time.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

- 3.1. Creating Opportunities - Tackling Inequalities

- Supporting vulnerable people

4. BACKGROUND

- 4.1. The Children and Families' Joint Commissioning Board is a multi-agency partnership. It seeks to improve outcomes for children, young people and their families through combined action by partners on agreed priority areas where a joint approach to commissioning or delivery of services is indicated if success is to be achieved.
- 4.2. The Board was established in 2012 and is chaired by Claire Higgins, Chief Executive of Cross Keys Housing. The Board reports to the Health and Wellbeing Partnership and Delivery Board.
- 4.3. Until the current financial year, the Board agreed priority delivery areas on an annual basis. However, the Board has now agreed to adopt priorities for 2015 to 2017, with a review at the start of the 2016/17 financial year to ensure that they remain appropriate, and in line with the revised priorities of the Health and Wellbeing Board for 216-17. The priority areas agreed for the period 2015 – 2017 are:
 - Child Health, including emotional health and wellbeing, and children and young people who have special educational needs and disabilities;
 - Children and young people in care performance group;
 - Primary school age children: behaviour and emotional wellbeing;
 - Education and Skills post 16; and
 - Vulnerable adults as Parents.
- 4.4. Each priority theme has an associated delivery group, each with a chair. The chairs meet regularly and information on performance and relevant narrative is reported to the quarterly Children and Families' Joint Commissioning Board.

- 4.5. In addition to the above priorities, the theme of Prevention and Early Help is considered as a cross cutting one, fundamental to the activities of all the above priorities.
- 4.6. The remainder of the report will highlight some of the key activities relating to the priority areas over the current financial year, and some of the challenges that lie ahead.

Child Health and the Healthy Child Programme, including Emotional Health and Wellbeing

- 4.7. The Healthy Child Programme is the national public health programme that aims to achieve good outcomes for children through provision of evidenced based services and intervention. The aim of Government is for there to be a local focus for services that are shaped according to local need.
- 4.8. The Healthy Child Programme is multi-agency, involving input from all partners working within universal services, including midwifery, health visiting, children's centres and early support services, schools, GPs and school nursing. The Healthy Child Programme seeks to provide every family with a range of support to ensure that children are achieving their full potential. This support is provided in the form of immunisations, screenings, developmental reviews and general information and advice to support positive parenting and promote healthy choices.
- 4.9. Reductions in the Public Health Grant and an increase in the number of children in Peterborough resulting from a boundary change relating to eligibility for health services are leading to pressures on funding available to deliver services associated with the Healthy Child Programme.
- 4.10. The Cambridgeshire and Peterborough Foundation Trust is required to accept an additional 940 children as a result of moves to make health boundaries more closely aligned to local authority ones. While this makes sense in terms of service delivery, there is an additional cost in meeting the needs of these additional children. Negotiations recently concluded within the Joint Commissioning Unit and with the Clinical Commissioning Group have identified the necessary additional resources.
- 4.11. Public Health Grant reductions have resulted in a need to review the pathways available for children and young people aged 0-19 as we move into 2016/17. This review will seek to identify areas where delivering services in different ways may be more resource efficient without being detrimental to outcomes.
- 4.12. The Family Nurse Partnership [FNP] is a programme that is included in this review. This evidence-based programme was originally developed in the United States and is built on an intensive programme of support led health visitors who have received additional specialist training.
- 4.13. The programme is delivered to vulnerable parents over a two and a half year period. Delivery of the programme follows a prescribed model, and it is targeted at first time teenage parents, who must be accepted onto the scheme within a specified period of the pregnancy.
- 4.14. Although there is an evidence base supporting the FNP in America, evidence of effectiveness in this country is less clear, as research published in the UK in 2015 identified. There was no evidence of impact of the programme on key measures of performance including reducing the likelihood of a second pregnancy in this country.
- 4.15. There is a clear need for support to be offered to vulnerable first [and second] time parents, but there are questions to be asked as to whether the FNP, which works with only around 20% of eligible parents, is providing value for money, especially given the lack of clear evidence of impact in the UK. The proposal locally therefore is to explore the development of a targeted enhanced programme of support for vulnerable mothers and their partners, but one that is less prescriptive and costly as the FNP.

- 4.16. One area of focus in terms of the healthy child programme has been in respect of ensuring that children arrive ready to learn at school. One way in which children can be ready for learning in school is by attending high quality early years settings, which include child minding as well as pre-schools.
- 4.17. Peterborough has made steady and consistent progress in this area, with increasing numbers of children attending settings assessed by OfSTED to be at least good. According to data published on 24th November 2015, 88% of all settings in Peterborough are rated good or better. This performance is very impressive and represents a period of consistent improvement since 2014. We are now 3% points above the national average, and only 1% point below the top performing authority in the country.
- 4.18. A major area of focus in the current year has been the need to address waiting lists for specialist Child and Adolescent mental Health Services and for assessments of possible neurological disorders, such as Autistic Spectrum Disorder and Attention Deficit and Hyperactivity Disorder.
- 4.19. Joint action by Peterborough City Council, Cambridgeshire County Council and the Clinical Commissioning Groups through the Joint Commissioning Unit has resulted in the identification of significant additional resourcing to tackle the immediate waiting list and to meet on-going needs in this area. One-off funding, which totals £940,000 has been identified by the Clinical Commissioning Group for the current financial year to address the waiting list, while a further £900,000 of recurring funding has been identified to increase capacity in these services in order to help to prevent waiting lists building once more.
- 4.20. In addition, the national priority for addressing mental health led by the Government is resulting in a further £1.5M being allocated across Cambridgeshire and Peterborough. The key challenge for partners now is in ensuring that these funds are invested in a way that supports system change, rather than only investing in specialist services. The focus of the approach in Peterborough is to develop a sustainable model that promotes prevention and early help, leading to development of a range of evidenced based interventions that prevent emotional and mental ill-health from becoming entrenched.

Children and young people in care performance board

- 4.21. This board was established in 2015 in recognition that there was no multi-agency forum that brought key partners together to focus on improving a wide range of outcomes for children and young people in care and care leavers.
- 4.22. The board is committed to leading an ambitious service development programme for all children in care and young people leaving care, ensuring that the support is in place to enable them to achieve their full potential.
- 4.23. The board provides a forum where information about the needs of children and young people in care identified from sources including Pupil Education Plans and Initial Health Assessments can be used to inform commissioning priorities.
- 4.24. One of the key priorities for the Child in Care Board is to review the effectiveness of our arrangements to ensure that children in care and care leavers have a voice and are able to inform and participate in the design of services for them.
- 4.25. The starting point for this is to work with a representative group of children in care and care leavers to revise the Child in Care and Care Leaver's pledges. Once the group has completed this work, there will be a broader consultation with the population of care leavers and children and young people in care, which should be concluded early in the new financial year.
- 4.26. This work will then feed into revised strategies for children in care and care leavers, which we aim to present to the Corporate Parenting Panel in July 2016. These strategies will in

turn help the Panel to hold officers to account in terms of delivering a service that meets the defined aims and objectives.

- 4.27. Another key area of the work of the group is to develop health passports for care leavers – a recommendation within the Council's action plan following the OfSTED inspection. The aim is for these to be developed and in place for all care leavers by the first quarter of the 2016/17 financial year.

Primary school aged children: behaviour and emotional wellbeing

- 4.28. This priority area was agreed in 2014 in response to the increasing number of referrals to early help services from primary schools around challenging behaviours in school.
- 4.29. Funding was identified to increase capacity in supporting pupils of this age where the school is concerned about emerging emotional and mental health issues. This funding has been used to recruit Community Psychiatric Nurses, able to advise schools on developing approaches that help to build resilience and offer support to children who appear to be experiencing difficulties in this area.
- 4.30. A primary pupil behaviour panel, chaired by the Executive Head of the Pupil Referral Unit is now well established. Primary schools can present children about whom they have significant concerns about behavioural issues, and who may be at risk of exclusion as result. The panel is able to agree a programme of intervention to support the child and the school. This intervention may include support from a Community Psychiatric Nurse [in recognition of the likelihood of an emotional wellbeing element to much challenging behaviour in children of this age] as well as support from family support workers, employed through the Pupil Referral Unit through Connecting Families funding and in recognition that difficulties in school may reflect difficulties in the home environment.
- 4.31. The behaviour panel has been in operation since November 2015, and there are early indications of positive outcomes; among children presented to the panel, there have been no permanent exclusions and almost all have been maintained in their mainstream school provision.
- 4.32. Recent developments have included the development of secondary school behaviour panel, which aims to deliver similar outcomes to the ones that the primary panel is achieving.

Education and skills post 16

- 4.33. The Peterborough City Council Post 16 plan is now in place and being monitored via the Children and Families Joint Commissioning Board. The plan is designed to support pathways to sustainable employment for young people through high quality provision. The associated action plan includes performance measures and describes key areas of responsibility. Through this plan, the Council is seeking to:
- Ensure that all post 16 learning eventually leads to sustainable employment;
 - Focus on the needs of young people aged 16 and above who are in care or are care leavers;
 - The promotion of the 6 learning pathways across the authority;
 - Provide robust support and challenge to post 16 providers in the City re quality of provision and outcomes for young people;
 - Develop strategic opportunities for schools to work closely with businesses on curriculum production;
 - Ensure strong and transparent information, advice and guidance is available to all young people in the City;
 - Establish an environment that fosters great collaboration across school, FE colleges and learning providers; and

- Focus on apprenticeships and ensure young people have the employability skills to take advantage of the apprenticeship opportunities available.

- 4.34. These are challenging ambitions and while they are the responsibility of the local authority to deliver, actual delivery depends on actions by providers over whom the Council has no authority. This means that success relies on effective multi-agency partnership working.
- 4.35. Performance in relation to young people not in education, employment or training [NEET] remains very good in Peterborough. Currently on 5% of young people aged 16-19 are NEET.
- 4.36. The priority for the coming year is to focus on the groups of young people who are most vulnerable to becoming NEET – young people who have learning or other difficulties or disabilities, teenage parents, and young people who are in care or are care leavers. We will be seeking to really understand the barriers to employment and training for these groups, and taking action to ensure that these are reduced or removed as far as possible.

Vulnerable Adults as Parents

- 4.37. This group has been developing links with prevention and early help services through the Multi-Agency Support Groups [MASG], which are multiagency groups of senior officers from arrange of organisations including the police, social landlords, children’s centres and the Council and which focus on delivering intensive support to families who have complex needs that may otherwise result in them requiring support from Children’s Social Care.
- 4.38. There are three MASGs in operation across the City, each serving one of the three localities. These groups now include representation by Adult Social Care, able to provide advice and signposting support where there appears to be an adult in the home who has a learning difficulty or disability. Discussions within the panel have also resulted in parents accessing support directly from adult services, but who had not previously been referred to support as vulnerable adults in their own right. The group has also built links with adult mental health services, to improve communication with specialists in this area.
- 4.39. These achievements are positive since many parents who need high level targeted support are likely to have their own needs, which although they may not meet the criteria for services from adult services, benefit from indirect support and advice from the relevant specialists.
- 4.40. The current focus for this group is to explore how similar frameworks can be developed in respect of children who are subject to child protection or child in need plans, many of whose parents are likely to have complex difficulties of their own. A task and finish group has been set up to look at how we can better share information and learning about working effectively with vulnerable adults with children’s social care staff.

Early help

- 4.41. As has been noted in previous reports to Scrutiny, OfSTED assessed early help services in Peterborough to be an area of strength.
- 4.42. Early Help service have continued to develop since the OfSTED inspection; more and more practitioners are accessing training on the E-CAF system [which is the client record system used in Peterborough to record early help assessments and work done with children and families at an early help level.
- 4.43. The number of early help assessments completed also continues to increase in the City, indicating that more and more children and young people are benefiting from a child-centred and holistic assessment of their support needs.
- 4.44. A new project is underway jointly between Peterborough and Cambridge councils to develop a be-spoke early help assessment that will form part of the new patient record for

GPs. Because doctors have very limited time with patients, this will not be a full assessment, but will enable doctors to capture the essential needs and strengths of the child and their family. This information will pre-populate the full assessment that will be subsequently completed by the lead professional, working with the family.

- 4.45. This development will significantly improve communication between family doctors, who see large numbers of children and their families, and the broader network of early help services in the City.
- 4.46. A range of evidence-based parenting programmes are being commissioned to assist parents in developing positive parenting skills. These programmes, and information about them, will be coordinated by a Parenting Coordinator who will be employed by the Council. This officer will also be available to provide advice to children's social care services for use where contacts do not meet the threshold for children's social care assessments.

5. KEY ISSUES

5.1. Key issues arising from the above include:

- The Children and Families Joint Commissioning Board has overseen a range of activity in a number of areas that are directly related to supporting children, young people and their families;
- The board and the action groups that report to it, provide a focused forum within which multiagency partners can work together to meet areas of need;
- The work of the children in care board in particular is supporting the delivery of actions we need to take in order to address the recommendations made by OfSTED;
- The development of the action group focused on vulnerable adults as parents is an example of how the People and Communities Directorate is helping to bring services for children and adults together, enabling the sharing of skills, knowledge and resources for the benefit of children, young people and their families; and
- Early help services in Peterborough remain an area of strength and the work of our partner agencies including schools, health colleagues, the police, social landlords and other key voluntary sector partners is invaluable in this area.

6. IMPLICATIONS

- 6.1. The work of the Children and Families' Joint Commissioning Board provides a forum within which key strategic partners can combine resources and activities in order to deliver improved outcomes for children, young people and their families in the City.
- 6.2. The priorities for the Board in 2016/17 are expected to remain broadly the same as those for the current financial year, enabling partners to continue working together to ensure that outcomes continue to improve on a sustainable basis. The priorities will, however, be reviewed in line with the review of the priorities of the Health and Wellbeing Board for 2016/17. These are likely to include children's dental health, childhood obesity and teenage pregnancy. These areas all relate to the Healthy Child Programme, which may therefore be amended to ensure that appropriate focus is placed on these three areas of challenge.

7. CONSULTATION

- 7.1. Consultation has taken place with the Chairs of the Children and Families Joint Commissioning Board and the Chairs of the action groups that report to it.

8. NEXT STEPS

- 8.1. From 2016/17, the Children and Families' Joint Commissioning Board and the Adult Services Commissioning Boards will work much more closely together. This will include

developing a programme of joint meetings to focus on common areas of interest and activity.

- 8.2. This is in line with the ethos between the People and Communities Directorate; to commission and deliver services in line with the way that people live their lives – i.e. as children, young people, adults and older people, in families and communities.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985:

- 9.1. None

10. APPENDICES

- 10.1. None.

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CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 8
14 MARCH 2016	PUBLIC REPORT

Report of Wendi Ogle-Welbourn, Corporate Director: People and Communities

Contact Officer(s) – Lou Williams, Service Director Children Services and Safeguarding
Contact Details - 864139

OUTLINE CHILD POVERTY STRATEGY

1. PURPOSE

- 1.1 For the Committee to consider the outline Child Poverty Strategy, note the next steps for developing the strategy and make any initial observations or recommendations.

2. RECOMMENDATIONS

- 2.1 The Committee are recommended to approve the outline strategy in its current form and agree the plans for further development of the strategy.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

- 3.1 The draft Child Poverty strategy directly addresses priority one in the Sustainable Community Strategy of tackling inequalities. The strategy outlines the work to improve health outcomes for families living in poverty and sets out the work the Council is undertaking to improve skills and education across the city.

4. BACKGROUND

- 4.1 The Child Poverty Act 2010 sets a statutory requirement on Local Authorities to produce a child poverty strategy. The Act also prescribes the need for the Local Authority to prepare and publish a local child poverty needs assessment. Finally, the Act also states that the Local Authority must consult with organisations representing children and parents in developing its strategy.
- 4.2 The outline strategy sets out the Council's vision to tackle the underlying causes that can cause poverty to develop within a household.

5. KEY ISSUES

- 5.1 Nationally, it is estimated¹ that the cost of child poverty to the country annually is £25 billion made up of spending on services to deal with the consequences of child poverty, reduced tax receipts from parents, increased welfare benefits and loss of private income.
- 5.2 For too many children, being born in poverty often results in poor children becoming poor adults. Whilst some children born in poverty go on to thrive, the greater majority become the next generation of adults and subsequently parents facing lifelong poverty.
- 5.3 The outline strategy outlines the council's commitment to ending this cycle of disadvantage and sets out the actions that we will take over the next four years to tackle child poverty. The strategy sets out the following preliminary priorities:
- Addressing barriers to work, which includes childcare provision, skills, and using the

¹[http://www.cpag.org.uk/sites/default/files/Cost%20of%20child%20poverty%20research%20update%20\(2013\).pdf](http://www.cpag.org.uk/sites/default/files/Cost%20of%20child%20poverty%20research%20update%20(2013).pdf)

Connecting Families programme to break down barriers to work for parents.

- Improving standards in living (food poverty, affordable warmth, health etc.)
- Preventing poor children becoming poor adults through enhanced skills, education and citizenship
- Reducing family debt and improving financial resilience by reducing reliance on crisis services and support
- Recognising the connection between relationships, income and personal well-being in overcoming disadvantage and living well leading to resilience.

5.4 As detailed within the strategy, there are a number of draft themes that detail the work the Council and partners will undertake to tackle child poverty.

6. IMPLICATIONS

6.1 The child poverty strategy (once finalised and approved) will meet the statutory requirements of the Child Poverty Act 2010.

7. CONSULTATION

7.1 Following endorsement of the draft strategy by the Committee, consultation will take place with a range of voluntary and community organisations who represent children and parents. Organisations will be asked for the views on the issues identified within the needs assessment, whether they agree with the priorities and what actions they feel that the Council and partners should be taking to tackle child poverty.

7.2 The consultation will take place following the end of Purdah.

8. NEXT STEPS

8.1 Following the production of the needs assessment and the consultation as outlined above, and subject to any comments that the Scrutiny Committee may have, the strategy will be further developed. The final version of the strategy will be presented back to Scrutiny for further consideration.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

9.1 none

10. APPENDICE

10.1 *Appendix 1 Draft Child Poverty Strategy*

Peterborough's Child Poverty Strategy 2016-2020

1 Introduction

Child poverty matters. Nationally, it is estimated² that the cost of child poverty to the country annually is £25 billion made up of spending on services to deal with the consequences of child poverty, reduced tax receipts from parents, increased welfare benefits and loss of private income.

Alongside the financial cost of child poverty sits the impact of poverty upon the child and family. Poverty is strongly linked to reduced physical and mental health, a greater likelihood of domestic abuse, lower educational attainment and generally poorer living standards.

For too many children, being born in poverty often results in poor children becoming poor adults. Whilst some children born in poverty go on to thrive, the greater majority become the next generation of adults and subsequently parents facing lifelong poverty.

This strategy outlines Peterborough City Council's commitment to ending this cycle of disadvantage and sets out the actions that we will take over the next four years to tackle child poverty. One of the ways in which the council can tackle poverty both in families and across the city, is ensuring that the council continues to invest and support the economic development of Peterborough.

We recognise that one of the most important ways of tackling poverty not only in families, but for all of our citizens, is to ensure that there is broad range of employment opportunities in the city. The council, alongside Opportunity Peterborough, is continuing to invest in Peterborough to bring growth, development and skills to create more jobs and ensuring that Peterborough is a high skilled economy.

2 How do we define poverty?

For the purposes of this strategy, we are taking child poverty to mean relative poverty compared to the financial position of families in Peterborough and across the country.

Historically, the Government has used a measurement that compares household incomes and defines poverty as those households that has an income of less than 60% of the average household income. Whilst this does produce a definitive number of households, the measurement only provides a narrow view of poverty and can mask other indicators of disadvantage. In addition, when a family reaches a pound over the measurement, they are no longer defined as being in poverty, but may well still have a number of significant problems within the household.

The Government announced in the summer of 2015 that it is moving away from this method of measuring child poverty in favour of a broader range of actions that can demonstrate meaningful change to children's lives.

The Council's Child Poverty strategy will follow this approach taken by Government and aim to tackle the underlying causes that can cause poverty to develop within a household.

Our focus is to break the cycle of disadvantage by identifying families that are the most vulnerable and in need of support. We know that there are a number of factors that can (although not necessarily will) increase the chances of families being in poverty. These include:

- Long term worklessness
- A history of debt
- Addiction issues

²[http://www.cpag.org.uk/sites/default/files/Cost%20of%20child%20poverty%20research%20update%20\(2013\).pdf](http://www.cpag.org.uk/sites/default/files/Cost%20of%20child%20poverty%20research%20update%20(2013).pdf)

- Parents in work but earning low pay
- Parents lacking employment skills
- Poor educational achievement
- Fuel poverty
- Disability or long term health conditions within the family
- Poor money management skills
- Low quality housing
- Mental health (including low self-esteem and self-confidence)
- People with caring responsibilities

3 Our Approach and Vision

A life in poverty means risks to health, to life expectancy, to choices and opportunities. We want all children in Peterborough to have the chance to live a life without social and economic deprivation. To make this happen a collaborative approach is required: everyone must recognise it is their business to act to reduce child poverty, not a single agency or group of agencies.

Over the next four years, the council will work with our partners to reduce and mitigate the impact of child poverty in Peterborough. The work we will undertake will be underpinned by our Needs Assessment and consultation with organisations working with children and families across the city. We will support the most vulnerable families who are in poverty and focus on preventing families from reaching crisis situations, which can lead to poverty.

Our vision is to reduce, prevent and mitigate the effects of child poverty by:

- ***Breaking the cycle of disadvantage that sees poor children becoming poor parents.***

Children growing up in poverty and disadvantage are less likely to do well at school. This feeds into disadvantage in later life and in turn affects their children. To break this cycle we need to close the gap in education between poorer pupils and those from better off backgrounds ensuring that we raise levels of attainment and progress.

- ***Reducing the reliance on crisis services.***

Our focus is to work with individuals and communities to shift away from crisis management services to a prevention approach. We will achieve this through by providing greater access to information and guidance through our website, but also through community support across social networks, voluntary and community organisations. The provision of information and advice for more people to help prevent or postpone the point at which they need help is essential.

- ***Developing greater resilience amongst families so they are better equipped to manage challenges.***

Investment in preventing poverty, and making it less likely over the long term, by offering support earlier and sustain that support until families become resilient and self-sufficient. This includes raising aspirations, improving standards of education, increasing skills levels and reducing inequalities in health and well-being.

4 Findings from the Child Poverty Needs Assessment

To be developed

5 Emerging Issues and Future Risks

Over the last few years, the Government has announced a number of significant changes to welfare benefits such as the Spare Room Subsidy, Benefit Cap and Universal Credit. These changes include:

- Child Tax Credits - From April 2017, any family who has a third or subsequent child will not qualify for Child Tax Credits, which amounts to up to £2780 a year per child.

- In addition, from April 2016 the income threshold will go down from £6,420 to £3,850, meaning that fewer people will be eligible to claim Child Tax Credits.
- Previously claimants' income could also rise - the income rise disregard - by £5,000 a year. That disregard will now be cut to £2,500.
- Most working age benefits will be frozen for four years from April 2016 having only been increased by 1% a year for the preceding 3 years.

Alongside these changes, the Government has also introduced increases in the National Living Wage and the level at which income tax is paid.. The Government's intention is that people should be better off in work rather than relying on out of work benefits.

The cumulative impact of these changes (which will affect families both in and out of work) will vary from family to family. The changes can be complex which may lead some families struggling to understand the impact for their budgets. Those families where no-one works are likely to be the most affected, however some people in work particularly those on zero hour contracts could also be worse off.

Other risks

Economic migrants can be at risk of lower income both in and out of work. For many, they may find employment is cyclical, low wage and variable hours. Whilst this is true for many workers across Peterborough, anecdotally we know that economic migrants are more likely to be impacted. Economic migrants may also find it more difficult to access the information advice and guidance that the council and other partners provides to help address issues around access to work.

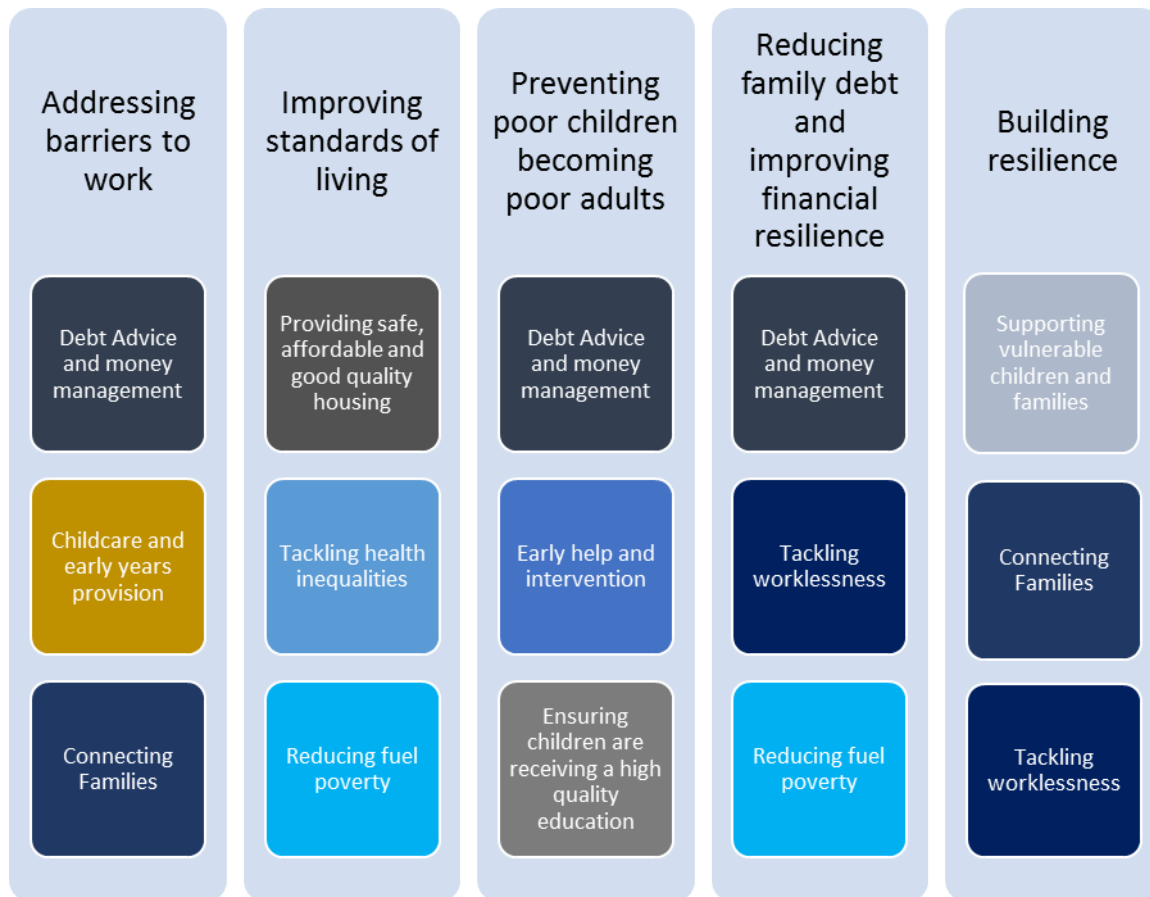
The result of the EU Referendum in June could have implications for existing and new migrant workers in claiming both in and out of work benefits with the potential for this to impact on migrant workers families. This risk will be assessed once the outcome of the referendum is known and the implications for migrant workers fully understood.

6 How will we deliver our strategy – our priorities:

There are a number of preliminary priority areas which we believe are key to addressing child poverty. These priorities will be reviewed following the publication of the needs assessment and consultation with organisations representing children and parents, but for now are:

- Addressing barriers to work, which includes childcare provision, skills, and using the Connecting Families programme to break down barriers to work for parents.
- Improving standards in living (food poverty, affordable warmth, health etc.)
- Preventing poor children becoming poor adults through enhanced skills, education and citizenship
- Reducing family debt and improving financial resilience by reducing reliance on crisis services and support
- Recognising the connection between relationships, income and personal well-being in overcoming disadvantage and living well leading to increased resilience.

We have identified a number of broad themes to meet these priorities, as set out in the diagram below.



Theme 1: Helping families to better manage their money and prevent debt

Why is it a priority?

Families who are in debt can quickly reach crisis situations, which can impact on their ability to meet essential needs such as heating, food or housing costs. People in debt can often turn to high credit organisations such as loan sharks and payday lenders which whilst providing short term assistance, leads to increased debt. Unless these debts can be managed, they can rapidly lead to significant problems for all family members and in the most severe cases, lead to the family losing their home.

Families can enter debt for a variety of reasons, for example a change in circumstances, benefit delays/ sanctions or substance misuse. However, alongside these issues there is often a lack of basic money management and budgeting skills within the family compounding the issue.

Supporting families to tackle their debts and helping them to develop money management skills is a key theme within our strategy of preventing child poverty.

What does our Needs Assessment tell us

To be developed.

How are we tackling this?

The council has developed the Peterborough Community Assistance Scheme (PCAS) which provides families who are in

How are other partners involved?

A number of partners across the city refer clients to CAB for support. PCAS also works with voluntary sector organisations across

Where do we want to be by 2020?

Families are able to manage their budgets more effectively leading to fewer instances of debt and crisis.

<p>crisis with the emergency support they need such as food, white goods, basic furniture etc. In addition, the Citizens Advice Bureau (CAB) works with clients to provide debt advice and support. As part of the scheme, the CAB will work with the family to develop a monthly budget so that families can manage their money and pay essential bills.</p> <p>The Rainbow Savers Credit Union can also help families to manage their money through the use of their “jam jar” accounts. The credit union provides an alternative to high cost credit through offering more affordable short term loans.</p> <p>From April 2016, the council will operate a council tax hardship scheme. Working with Citizens Advice Bureau, families who are in arrears with their council tax, can apply to have their liability reduced for a temporary period. This will help some of the most vulnerable people manage their money and get debts under control.</p>	<p>the city.</p>	
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Theme 2: Supporting families with complex and multiple needs through the Connecting Families programme

Why is it a priority?

Families with a range of complex and multiple needs often struggle in knowing where to start to address them. There will often be a wide range of agencies devoting time and resources to deal with individual problems without getting to the root cause of them

If we are able to better support these families with a co-ordinated approach, we are more likely to

improve their future outcomes and at the same time reduce the cost to the public purse. They are likely to need supporting intensively during the early stages until they build sufficient capacity and resilience to improve outcomes for themselves

What does our Needs Assessment tell us

To be developed

How are we tackling this?	How are other partners involved?	Where do we want to be by 2020?
<p>Peterborough City Council is tackling this through Early Help and the Troubled Families Programme known as Connecting Families in Peterborough.</p> <p>The programme is designed to support families with a range of problems – all of which in their own right could contribute to the family living in poverty. The ethos of the programme is to ensure a co-ordinated approach to support through promoting one Lead Professional / point of contact for the family; one holistic assessment rather than lots of assessments and lots of referrals; and one SMART family action plan against which progress can be measured.</p> <p>All families on whom an Early Help Assessment is opened are screened for eligibility for the programme and become part of the cohort supported through this methodology at that point.</p>	<p>A wide range of partner agencies (which includes a number of 3rd sector organisations) are signed up to engaging with the programme through information sharing agreements.</p> <p>Lead Professionals supporting the families will in the main be external partners, supported by the Local Authority Early Help service</p>	<p>Phase of the Troubled Families programme officially commenced in April 2015. It is a five year programme, with Peterborough aiming to work with and achieve significant and sustained progress with 1640 families during the five year programme. This will take us to April 2020.</p> <p>Those families supported by the programme and on whom significant and sustained progress has been made will have improved outcomes in a wide range of areas – not all of them applicable to every family:</p> <ul style="list-style-type: none"> • Parents and children involved in crime and/or ASB • Children who have not been attending school regularly • Children who need help • Adult & young people out of work or at risk of financial exclusion • Families affected by Domestic Violence and Abuse • Parents and Children with a range of Health Problems

Theme 3: Supporting vulnerable children and families

Why is it a priority?

Children born in poverty are more likely to be born early or small and experience health problems both in early life and into adulthood. Ill health and disability among poor children can be a barrier to attainment not only due to low levels of attendance at school but possibly also as a result of difficulties in accessing the usual school curriculum. Poor children/young people with Special Educational Needs (SEN) do worse at school than other children/young people with SEN. In 2012/13 only 15% of pupils on free school meals with SEN got five good GCSEs (including English and Maths), slightly over half the attainment of SEN pupils not on free school meals. Children and young people coming to school hungry or stressed as a result of their social and economic

environment may be less “school ready”, less socially resilient and less able to access learning. Ensuring children and young people with additional needs and/or special educational needs and/or a disability are able to take full advantage of learning opportunities and that they can achieve positive outcomes in preparation for adult life is a key challenge.

What does our Needs Assessment tell us

To be developed

How are we tackling this?	How are other partners involved?	Where do we want to be by 2020?
<p>The continuing implementation of the strategies and processes around the implementation of the Children and Families Act 2014 SEND reforms is providing a key vehicle through which this area is being addressed by the Council.</p> <p>This has a number of main focus areas including:</p> <ul style="list-style-type: none"> • effective identification and support for children and young people in educational settings; • improved multi professional coordination of the assessment and intervention strategies for those with additional and SEN needs; • planning and preparation for adulthood that starts from a young age and at the latest when the young person is in Year 9 	<p>A wide range of partner agencies (which includes the local Family Voice) are involved in the coproduction and review of strategic and operational processes and practice in relation to the SEND reforms.</p>	<p>The attainment gap between pupils identified as requiring SEN support eligible for free school meals and those not eligible for free school meals has reduced.</p> <p>All children and young people with SEND have their needs effectively identified and met. Their families report satisfaction with the coordination of assessment and planning processes.</p>
<p>The work of the SEN and Inclusion service provides assessment, consultation and advice for early years settings, schools and colleges that enables:-</p> <ul style="list-style-type: none"> • consistent expectations of what is provided as quality first teaching and the differentiation and adjustments that should be made by educational settings to ensure all pupils have access to learning; 	<p>A multidisciplinary service working closely with other agencies and educational settings.</p>	

<ul style="list-style-type: none"> the early identification of SEN needs and delivery of appropriate targeted support to ensure that that pupils can access education to the best of their ability 		
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Theme 4: Improving school attainment and aspirations

Why is it a priority?

There is a strong association between aspiration and achievement. Many families with a history of negative educational experiences may not have high educational aspirations for their children. Research evidence over many years has demonstrated a strong association between poverty and poor attainment outcomes for children and young people. However, meeting benchmark attainment outcomes enables young people to progress in their next stage of learning and high outcomes is strongly associated with high income levels in adult life.

What does our Needs Assessment tell us
To be developed

How are we tackling this?	How are other partners involved?	Where do we want to be by 2020?
<p>The council is giving a strong lead on the need to improve attainment outcomes in all schools and using its statutory powers for maintained school to intervene where these are insufficient, as well as registering concerns with the Regional Schools Commissioner (RSC) where these are insufficient in Academies.</p> <p>The council is consulting with key stakeholders on a reconfiguration of Education Services to take account of government policy to remove local authorities' responsibilities for school improvement, while seeking agreement on urgent priorities for improvement,</p> <p>The council is supporting the development of key strategies to improve attainment:</p> <ul style="list-style-type: none"> Self-improving schools network EAL Academy 	<p>All schools are engaged through regular meeting with head teachers and school governors in the council's assessment of school performance and priorities for improvement.</p> <p>Schools are participating in a series of workshops to design the framework and priorities for the newly configured service.</p> <p>All schools are participating in school to school support activities to improve attainment outcomes; The EAL Academy has been developing practice in accelerating the progress</p>	<p>The aspiration is for Peterborough to be in the top quartile of outcomes when compared to statistical neighbours and the local comparator group. This would also make the authority in line with national averages in attainment outcomes.</p>

<ul style="list-style-type: none"> • Closing the Gap Strategy <p>The council has established a School Improvement Board with key partners to have detailed oversight of schools performance and to agree where support and challenge is necessary to accelerate the rate of improvement in attainment outcomes.</p>	<p>and attainment of EAL speakers; The closing the gap strategy has established processes for improving the outcomes of vulnerable groups; these groups are strongly associated with poverty.</p> <p>The SIB monitors closely schools' performance and the progress of improvement plans</p>	
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Theme 5: Tackling health inequalities and raising health aspirations for young people

Why is it a priority?

There is a social gradient in health – the lower a person's social position, the worse his or her health. (*Fair Society, Healthy Lives, 2010*).

Across the 18 indicators within the 2015 Local Authorities health inequalities profiles Peterborough was ranked significantly better than the England average in two indicators but significantly worse than the England average in six indicators.

Giving every child the best start in life, and addressing the close association between early disadvantage and poor outcomes throughout life, is of the up most importance. Inequalities in early child development and education, housing and standards of living along with employment in later life are all social determinants of health that are associated with health inequalities.

Reducing teenage pregnancy is one of the key priorities. Most teenage pregnancies are unplanned and around half end in an abortion. For many teenagers bringing up a child is extremely difficult and often results in poor outcomes for both the teenage parent and the child, in terms of the baby's health, the mother's emotional health and well-being and the likelihood of both the parent and child living in long-term poverty.

What does our Needs Assessment tell us?

To be developed

How are we tackling this?	How are other partners involved?	Where do we want to be by 2020?
<p>The City Council has a focus on economic development and regeneration in the City, together with improving educational attainment. In the long term these measures should improve both socio-economic circumstances and health.</p> <p>City Council commissioned Children's Centres work closely with health visitors,</p>	<p>Tackling Health Inequalities is a major theme of the new Peterborough Health and Wellbeing Board Strategy (2016-19), while partners such as the NHS Clinical Commissioning Group have a statutory duty to reduce health inequalities and to carry out health inequalities impact assessments of any significant services</p>	<p>To be able to demonstrate a reduction in health inequalities across a range of settings, including children centres and schools and at all stages of the life course.</p> <p>To have made good progress in implementing key solutions that will have a positive impact on local health inequalities such as:</p> <ul style="list-style-type: none"> • Good quality parenting programmes and the home to school transition • Building children and young people's

<p>and are located to ensure focus on the areas of the City with the highest levels of need.</p> <p>Increased investment in healthy lifestyles programmes will include targeted support for people facing health inequalities across the City.</p> <p>Special Health and Young People Advise sessions (HYPAs) take place in almost all Peterborough secondary schools and at the Regional College. Sexual health advice is a central component of these weekly events. The specialist young people nurse at ICASH (Peterborough's integrated sexual health service) works with all young people under age 19 who become pregnant, supporting them through the range of decisions they face.</p>		<p>resilience in schools</p> <ul style="list-style-type: none"> • Reducing the number of young people not in employment, education or training (NEET) • Addressing fuel poverty and cold home-related health problems • Improving access to green spaces
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Theme 6: Supporting parents to get back to work

Why is it a priority?
 For parents, accessible and affordable quality childcare is essential in order for them to work. Having poor access to appropriate childcare can be a barrier for some parents to access work. The council has a duty to provide sufficient childcare places to meet local need, and seeks to ensure a variety of childcare options including child-minders, pre-schools, full time day nurseries, out of school and holiday care are available.

All children are eligible to 15 hours funded childcare term time (this can be offered over 52 weeks at approx. 11 hours per week). Dependent on income, parents can also access Childcare Tax Credits to support their childcare costs.

In recent years there has led to an increase in demand due to the government introducing the 15 hours funded entitlement for 2 year old children, for targeted families. In Peterborough this resulted in more than 50% of two year olds able to take up the funded places, of which between 65% – 75% currently access a funded place each school term.

As the Government continues to support and encourage parents to find work, we can expect this demand to increase over coming years particularly in relation to the Government's introduction of the new 30 hours funded entitlement for working parents from 2017.

What does our Needs Assessment tell us
 To be developed

How are we tackling this?	How are other partners	Where do we want to be by 2020?
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	involved?	
<p>The Local Authority will continue to undertake a Childcare Sufficiency Assessment and produce an annual market position statement which will identify areas of need, enabling strategies to be put in place to address demand and supply for childcare.</p> <p>This will include new initiatives, such as the expansion of childcare for 3 & 4 year olds</p> <p>Plans will be put in place for the roll out of the new 30 hours childcare entitlement for working parents.</p> <p>Families Information Service provide comprehensive information to parents and carers in childcare choices As part of our Customer Experience programme we will look to identify ways in which we can improve our digital offer and help make our service easier to access for parents and carers.</p>	<p>We will continue to work with the Private, Voluntary and Independent sector of childcare providers to address market demand and support place creation and expansion.</p> <p>We will also work with Schools to look at opportunities to deliver childcare on school sites where necessary and appropriate.</p> <p>Children Centres support the take up of two year old funded places.</p>	<p>Ensuring that there is sufficient high quality childcare to meet the needs of the local community, including all eligible two year olds, and all entitled to the new 30 hours entitlement.</p> <p>The Family Information Service will be further developed to provide high quality, easy to use information, advice and guidance through the council's website</p>

Theme 7: Providing safe, affordable and good quality housing

Belinda Childs

Why is it a priority?

Providing affordable, warm, safe and secure housing is essential to helping communities to thrive. The significant impact a person's housing has on their health and well-being is widely recognised. The Peterborough Local Health Profile 2015 has indicated that deprivation levels, life expectancy, percentage of children living in poverty and the number of statutory homeless is worse in Peterborough when comparing to the England average.

Housing is a key factor for health with worse health outcomes linked to poorer areas. Improving housing conditions will enable better living conditions, reduce illness and promote better achievement in the local population, particularly in education and employment levels.

A number of published studies have provided evidence that our local environments can have a positive effect on individual health and wellbeing as well as enabling stronger communities. Poor housing can cause or contribute to many preventable diseases and is associated with injuries due to falls. Fuel poverty can be associated with excess winter deaths especially among those with lower incomes. Overcrowding has been found to adversely affect mental health and has been associated with the transmission of infectious diseases, particularly tuberculosis. Stress is a health issue within many of the hazard profiles of the Housing Health & Safety Rating System (HHSRS) and is linked to bullying, truancy, under performance at school, unemployment or absence from work.

Registered providers have invested in homes to ensure that they meet the Decent Homes standard.

However the quality of some accommodation in the private sector does not meet necessary standards. The latest Stock Modelling commissioned from the Building Research Establishment (BRE) identifies that:

- 2,430 dwellings in the private rented sector have hazards which have been identified as category 1 in the Housing Health and Safety Rating System (HHSRS). This equates to 15% of properties in the private rented sector.
- 12% of households are in fuel poverty, of which 20% are in rural locations.
- The level of fuel poverty in the private rented sector is higher than in the private or social sectors in Peterborough.

What does our Needs Assessment tell us

To be developed

How are we tackling this?	How are other partners involved?	Where do we want to be by 2020?
<p>Provision of Repairs Assistance Grants to low income owner occupier households through the Council's Capital Programme to remedy category 1 hazards. Example repairs: roof repairs, remedying damp and mould, improving property security, remedying electrical problems and installing new heating systems.</p> <p>The Private Sector Housing Enforcement Team aim to reduce the number of hazards across the private rented sector, to improve the management of properties, and to enforce general housing standards, including the issue of overcrowding.</p> <p>The provision of disabled facilities grants funded through the Better Care Fund and the Council's capital programme to children people to continue to live independently rather than moving into care, as well as helping people to move back home more quickly after a stay in hospital. Example use of grant: through floor lifts, level access showers and ground floor wheelchair accessible sleeping and</p>	<p>Local contractors in the delivery of repairs and adaptations</p> <p>Registered providers of social housing in agreeing and part funding adaptations in their housing stock</p>	<p>Children living in safe, warm, secure and affordable housing free from hazards that impact on their health and wellbeing</p> <p>Disabled children being cared for in an adapted home environment that meets their long term needs</p>

bathing facilities.		
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CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 9
14 MARCH 2016	PUBLIC REPORT

Report of the Corporate Director for People and Communities

Contact Officer(s) – Lou Williams

Contact Details - 864139

SERVICE DIRECTOR AND PORTFOLIO OVERVIEW REPORT: CHILDREN & SAFEGUARDING, INCLUDING AN UPDATE ON THE OFSTED ACTION PLAN

1. PURPOSE

- 1.1. This report provides an overview of the key activities within the portfolio of the Service Director for Children and Safeguarding, as well as providing a summary of key performance information in respect of Children’s Social Care.
- 1.2. The report also provides a brief update on progress being made in relation to the action plan put in place following the findings of the OfSTED inspection of Children’s Services in Peterborough, as published in the inspection report on 18th September 2015.

2. RECOMMENDATIONS

- 2.1. Committee is asked to note the contents of this report, and to consider whether there are other areas of performance on which regular reports would assist the work of the Committee.
- 2.2. Committee is asked to review the OfSTED action plan once this has been formally updated at a Scrutiny Committee later in the year.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

- 3.1. Creating Opportunities - Tackling Inequalities
 - Supporting vulnerable people

4. BACKGROUND

- 4.1. The Service Director for Children and Safeguarding is accountable for a number of areas of service delivery as follows:
 - Children’s Social Care Services, with the exception of services to children and young people with disabilities, which is provided by the 0-25 Service within Adult Social Care services. Performance data in the sections below includes performance in the 0-25 Service;
 - The Child Health and Healthy Child programme and associated commissioning arrangements;

- Line management responsibility for the two short break/respite care homes [Cherry Lodge and The Manor] for children and young people with disabilities and associated outreach and community breaks that these provisions also offer, and;
- Quality Assurance functions within Children's Social Care. These functions are currently in the process of being combined with quality assurance functions for Adult Social Care, with the responsibility for the resulting joint service remaining with the Service Director for Children and Safeguarding.

Children's Social Care Services, including key performance information

- 4.2. Since the last Service Director report was presented in November 2015, there has been a continuing improvement in a number of important areas. In particular, rates of turnover among qualified social workers are the lowest that they have been since for almost 2 years.
- 4.3. There has been a continued to increase the proportion of posts held by permanent social workers and the vacancy rate has reduced from 29FTE in early 2015 to 20FTE as of the beginning of February 2016, reversing the trend of increasing vacancies in 2014 and early 2015.
- 4.4. This positive news in relation to qualified social workers has been complimented by the development of the pilot to recruit alternatively qualified team support workers. Most of these workers joined the authority in November 2016 and are now making a significant impact. They are working directly with a number of children in need cases, and supporting the work of qualified workers in working with children subject to child protection plans.
- 4.5. This group of 20 new workers have brought with them a much more diverse range of skills and experience and are making a positive contribution to the work of the service overall.
- 4.6. These factors, combined with continued effective gatekeeping in the First Response Team to make sure that Children's Social Care only work with those children and young people who really need specialist social care services, have combined to bring the caseloads of qualified workers down.
- 4.7. Average caseloads for qualified social workers have reduced and are now below 20 in all parts of the service. It is still the case that some of the most experienced social workers have caseloads that are higher than we would like, but this progress represents a sustained reduction, and is very welcome. Indeed this is the first time that we have achieved an average case load of under 20 in all areas of the service since I was appointed to the post of Service Director in March 2015. .
- 4.8. This does not mean that children's social care is now 'fixed'. As will be seen from the detail within this report, there are still areas that require attention, and the quality of assessments and care plans continues to be inconsistent. But without improving stability of the workforce and reducing caseloads, it is impossible to improve the consistency of practice.
- 4.9. The following sections provide narrative to the charts that are reproduced in Appendix 1.
- 4.10. **Contacts, Referrals and Timeliness of Assessments**
- 4.11. In the November 2015 Service Director's report, I discussed in detail the links between contacts, referrals and assessments. This report identified that we were not dealing with contacts about children quickly enough. This slow decision making meant that more contacts were becoming referrals than should have been the case. This is because under

Working Together 2015 – the statutory guidance that covers these issues – any contact that is not dealt with within 24 hours must be treated as a referral.

- 4.12. It is important to make the decision about whether a contact should progress to a referral quickly and effectively; failing to do this means that more staff time is spent effectively deciding that we do not need to do anything – staff time that is better spent on assessing the needs of and working with children and their families who do need social care support.
- 4.13. Chart 1 shows the percentage of contacts that progress to a referral. The chart shows that this has reduced sharply in December and January 2016, with January performance being in line with the target in this area. This improvement follows a reconfiguration of resources in the Multi-Agency Safeguarding Hub, increasing the number of staff making these initial decisions.
- 4.14. Because fewer contacts are being progressed through as referrals, the rate of referrals per 10,000 [Chart 2] also shows a reduction in the months of December 2015 and January 2016. The indicator remains red as this is a target based on the rolling 12 month figure, and the January rate is still slightly higher than we think it should be, but the trend is reducing and, if this continues, this will provide more evidence that we are making consistent decisions in this area.
- 4.15. The effect of the better initial decision making in respect of contacts progressing to referrals is illustrated in Chart 3 – the percentage of referrals progressing to a single assessment. This has increased significantly and the rate for January 2016 is on target. The indicator will remain red for some time, however, as this is again a rolling 12 month indicator.
- 4.16. The overall number of contacts being made to Children’s Social Care remains high; although there was a small reduction in January 2016 compared with immediately preceding months. Although the number of contacts is not something entirely within the control of Children’s Social Care, this reduction may indicate that partners are beginning to develop a more accurate perception of thresholds for accessing social care services. If correct, this is a good thing; every contact that comes into the service needs to be assessed and a decision taken as to whether there is a need for progression to a referral. If fewer contacts not reaching the threshold for Children’s Social Care come in to the service, then we need to spend less time sorting through all the information. It also reduces the likelihood that something potentially significant is missed in a mass of information that is not relevant to Children’s Social Care.
- 4.17. Reinforcing and clarifying the thresholds is a piece of work that is currently being led by the Peterborough Safeguarding Children Board and there are two multi-agency task and finish groups working on developing clearer and more succinct guidance for use by partners in universal and early help services, such as schools and health services. This should help to ensure that more children and families are directed to the right place for support, whether this is Early Help or Children’s Social Care.
- 4.18. There is a close connection between a successful Children’s Social Care service and an effective early help and prevention offer. Chart 4 in Appendix 1 shows the rate of early help assessments currently active per 10,000 children and young people in the City. Early help assessments are completed when it is identified that there is a need for more than one targeted service to work with the child and their family. These assessments are always completed with the consent of the family. Working alongside families in this way often leads to better outcomes than where an assessment is completed by Children’s Social

Care which then recommends that the family accesses Early Help services. Chart 4 shows continuing increases in numbers of children being supported in this way, which is positive.

- 4.19. Where a referral into Children's Social Care is seen to warrant a further assessment, a single assessment is completed. These assessments should be completed within 42 days, and timeliness in this area is an indicator of the pressures on the system. Performance in this area is shown in Chart 5 of Appendix 1. The year to date target of 95% is a stretch target and signifying high expectations in this area – children and families have the right for assessments about them to be completed in a timely way.
- 4.20. The most recently monthly performance is 98.36% which is above target, although year to date performance remains amber owing to poorer performance earlier in the year. This is very good performance that has been maintained consistently for a number of months now.
- 4.21. Chart 6 shows the position regarding the percentage of referrals where a previous referral has been made in the last 12 months. This indicator has been a concern over recent months as it is considerably higher than it should be at 28% on a year to date basis. Monthly percentages have increased beyond this level.
- 4.22. An audit of cases that have been re-referred in the last 12 months was undertaken in January 2016. This audit identified a number of themes in cases where a re-referral had been made within the previous 12 months, including:
 - That some of the re-referrals were a consequence of too many cases being opened as referrals and then closed with no further action or as a referral to early help earlier in the year;
 - That in some cases, where a referral to early help had been the outcome, a further referral was received before early help services had commenced, or further referrals had followed a decline by families of early help services;
 - That in some cases, the reason for the re-referral was not connected to the original referral, and so did not indicate that the original issue was not sufficiently well addressed.
- 4.23. It is positive that the audit did not identify a pattern of cases being closed where the assessment has not adequately addressed the issues described on referral, resulting in the case being subsequently re-referred. However, the audit did raise some concerns about the robustness of some individual assessments, and so this is an area where further scrutiny will take place over coming months.
- 4.24. As noted in the last scrutiny report, a higher re-referral rate may also be linked to a more consistent application of thresholds than was the case previously. In this respect, the issue of re-referrals also links to the overall number of children and young people being worked with by Children's Social Care. In January and February 2015, when numbers of children open to the service was as high as 2,000, the re-referral rate was very low. This was not an indication of the system working as it should, however; it was an indication of the service accepting referrals of children that did not reach threshold. The consequence of this was that the numbers of children open to the system meant increasing caseloads, increasing turnover of key staff and children and young people being open to Children's Social Care but receiving an inconsistent service.

- 4.25. There is also a likelihood that a considerable element of this high rate of re-referrals is connected to the issue noted above of too many contacts being opened as referrals, meaning that the number of referrals that can potentially be re-referred is also higher.
- 4.26. We plan to look again at the causes behind this increase in re-referral rates in further detail. We will continue to analyse a further dip-sample of re-referred cases where the case was previously open for an assessment. This is to identify whether the assessments have appropriately addressed the needs identified in the referral and have resulted in clear plans being put in place, agreed with partners, prior to closure.
- 4.27. A key element of the strategy for Children's Social Care is to improve decision making and ensure that only those children who need specialist services will be worked with by the service. This implies that numbers receiving support at an Early Help level will increase and we need to be confident that there is sufficient capacity at this level to meet need.

Safeguarding and Child Protection

- 4.28. The last Service Director report identified that a combination of factors had combined to lead to a spike in numbers of children subject to child protection plans in summer 2015, and detailed the steps we were proposing to take to address this issue.
- 4.29. Chart 7 of Appendix 1 illustrates that the steps taken [including a series of practice workshops and greater senior management oversight of decision making while new team managers became established] have been successful. The rate is now in line with statistical neighbour averages and the target has returned to green. This is important because having too many children subject to child protection plans has the potential to overload systems. This detracts from the service provided to those children and young people who really do need to be subject to a child protection plan.
- 4.30. Chart 8 details the number of child protection review meetings that take place within timescales. The target for this has been changed from 98% to 100%, and current performance is very good in this area, with performance being at 100% for the last 5 months. Historically, OfSTED referred to this indicator as an iceberg indicator; performance that is anything less than very good indicating that there are likely to be a number of other significant problems in child protection systems. Although performance has been good in this area for some time now, it remains a relevant performance indicator to report on for this reason.
- 4.31. Chart 9 shows the timeliness of visits to children subject to child protection plans. This is an area where performance was highlighted as being of concern in the last Service Director report to Scrutiny. It was stated in this last report that it was an area where there would be renewed focus by team managers and heads of service. While it is the case that there are a number of valid reasons as to why some visits cannot be completed within timescales [children being away, moving abroad or families refusing visits being a few] we should aim for 98% of visits to be completed on time.
- 4.32. Although performance in January 2016 at 93.8% is not quite at the target level, it does represent a significant improvement on recent months. More recent weekly data suggests that this has continued to improve in February 2016 and most recently we have been close to achieving the stretch target of 98%. This is good performance, which now needs to be maintained.
- 4.33. Responsibility for Child Protection [as well as services to Children In Need] sits within the Family Support area of the service. In many aspects, this is the part of the service that

carries the most risk. Over 1,000 children and young people are allocated to social workers in this part of the service.

- 4.34. Since the last Service Director's report in November 2015, we have identified a need for greater management oversight within Family Support, and have re-configured resources to increase the number of team managers in this part of the service from four to five. This change will mean that team managers are better able to maintain appropriate oversight of all of the children and young people allocated to their team, and will have more time to provide support and supervision to their teams.
- 4.35. This increase in management capacity should result in an improvement in the consistency of practice in this part of the service.

Children Looked After

- 4.36. Chart 10 of Appendix 1 shows the rate of children and young people looked after per 10,000. Performance has been steady in this area for most of this calendar year and is in line with the target rate.
- 4.37. The rate of children and young people looked after in Peterborough is currently 73 per 10,000, which is slightly below the most recently available statistical neighbour average rate of 79. If Peterborough were in line with the statistical neighbour average, we would have an additional 26 children and young people in care.
- 4.38. Were numbers to drop significantly from their current levels, it may indicate that Children's Services were not intervening effectively in families where children are at risk of harm. Were numbers to rise significantly, it would indicate that we were probably bringing too many children into the care system. Numbers fluctuate slightly as children leave and become looked after, and what is the 'right' number to have in care is a difficult question as this is affected by a number of variables.
- 4.39. Overall anything between about 325 and 360 feels about right in the Peterborough context, where there is good performance in adoption and in achieving permanency through Special Guardianship Orders. This means that children are likely to spend less time looked after here than they may do in some other areas, which has the effect of reducing overall numbers. Indeed, research commissioned by the pan-London Safeguarding Children Board identified that the average length of time a child spent looked after had the greatest impact on the overall numbers in care in any one area.
- 4.40. Chart 11 shows the number of children and young people in care who have had three or more placement moves. In the last Service Director Report, it was noted that this indicator had turned amber, which was then noted as an area of performance that we would monitor closely to ensure that this was not the beginning of an emerging trend. It is therefore positive that the most recent data shows that performance in this area is again good, and that efforts put in place to improve support to placements have been successful. It is clearly important that children and young people do not experience unnecessary moves once they have come into care.
- 4.41. Chart 12 shows the percentage of children looked after reviews that are completed within timescale. This target has been increased to 100%, and performance has matched this target for the last five months. This is an important indicator as anything other than high performance can indicate that a number of other features of the child in care system are not working effectively, and that the progress of children's care plans may be being adversely affected.

- 4.42. Chart 13 of Appendix 1 shows the timeliness of visits to children who are looked after. As with visits to children subject to child protection plans, there are a number of strict criteria around these visits that mean that simply seeing a child may not be enough to qualify as a statutory visit. The child must be seen alone, for example, and must be seen in their placement and not at another place such as a community facility or in school.
- 4.43. Performance in this area has dipped significantly in the months since the last Service Director Report and although the data for January 2016 has shown some improvement compared with November and December 2015, this performance is not good enough. A new interim head of service for children in care joined the service in January 2016, with a clear expectation that performance improves.
- 4.44. The reported percentage of Initial Health Assessments completed within 20 working days can be found at Chart 14 of Appendix 1. This is a very complex indicator for the current performance management system to calculate accurately, and the figures in Chart 14 are not correct.
- 4.45. This is a difficult indicator to measure because a number of children who become looked after in any month may not remain looked after for more than a few days. These children do not require a health assessment. The system, however, records them as having been looked after in the month, and because it cannot find a health assessment, reports this as a missed assessment, even though one is not required unless a child is looked after for 20 working days or longer.
- 4.46. A child having a health assessment is dependent on a number of steps being successfully completed. First, the parent must provide written consent which must be supplied to colleagues in the Looked After Children's health team; without that consent, an appointment cannot be arranged. Once an appointment is arranged, the child has to be willing to attend and the foster carers able to take them on the due date. This is quite complicated when the child is in Peterborough but is even more so when the child has moved out of area. In this situation, the Peterborough looked after children health team do their best to prevail upon local health services to carry out checks within timescales, but the receiving area has their own children looked after and not all areas place the same priority for health assessments on children from other areas.
- 4.47. There has been and continues to be a sustained multi-agency effort in ensuring that as many health assessments are completed within the 20 day timescale as possible. Children coming into care for the first time are more likely to have been exposed to neglect, emotional, physical or sexual harm, and it is important that they benefit from a comprehensive health assessment as soon as possible.
- 4.48. Local data indicates that 100% of medicals were completed with 20 working days for children and young people coming into care in November 2015, while the initial figure for December 2015 was 87%, although this is subject to final confirmation. Data for January 2016 was not available at the time that this report was completed.
- 4.49. The performance for 2014-15 was that fewer than 20% of medicals were completed within 20 working days. Overall performance for 2015-16 will probably be in the 60-70% range. Although this is not good enough, it is much improved. Performance earlier in the year before new systems were established is having an impact on the year as a whole and despite much better performance in more recent months, it is not possible to recover the position once a medical is out of timescale.

- 4.50. As noted above, it has proved more difficult to ensure that health assessments for children and young people placed outside of Peterborough take place within the 20 day timescale. In order to improve this position, our colleagues in health have been inviting this group of children and young people to attend clinics in Peterborough whenever this is practicable.
- 4.51. Chart 15 of Appendix 1 shows a more positive story in respect of health assessments. It shows the proportion of children looked after for 12 months who have had a medical assessment in the previous 12 months. Current performance is 94.6% which rates as amber, although this is very close to the 95% target.
- 4.52. As requested at the last Scrutiny Committee meeting, performance in relation to dental checks for children and young people aged 3 to 17 in care has been added to this report and can be found at Chart 16 of Appendix 1. Current performance is just under 80%, which is not good enough but is an improving picture. It is however likely that actual performance is better than this. This is because this indicator depends on carers telling social workers that dental checks have been completed and then on social workers updating the child's records. There tends to be a flurry of reporting of dental checks as we approach year-end and the date for return of data to Government.
- 4.53. Accordingly, the new head of service for children in care has been asked to work with team managers and social workers to ensure that all records are updated prior to the end of the financial year, so that we can ensure that the outturn position is as accurate as possible.
- 4.54. Chart 17 of Appendix 1 shows the proportion of children and young people looked after who have Personal Education Plans. In the last Service Director report, it was noted that performance had dipped and it was observed that this was likely to be a function of the reporting period – September 2015 – being close to the start of the academic year. It seems that this theory has been borne out by performance over recent months, with the January 2016 figure standing at 100%.
- 4.55. Chart 18 of Appendix 1 shows the performance in relation to adoption in Peterborough. Recent performance locally has bucked national trends of reducing numbers of adoptions. Most recent performance is now beginning to indicate a reduction in adoptions in Peterborough, despite there having been no reduction in the numbers of children coming into the care system. This indicates that as elsewhere, adoptions maybe being replaced by an increased use of other orders – and in particular Special Guardianship Orders. The government is revising statutory guidance in respect of Special Guardianship Orders, with the intention being that the balance between these and Adoption Orders moves back towards adoption. This would be a welcome change.
- 4.56. Adoption is an indicator that will continue to be monitored closely over coming months. Because numbers are small, it is perhaps too early to be certain that recent reductions are evidence of a firm trend in this area.

Concluding Remarks: CSC Performance

- 4.57. Work continues on developing a performance management system that will enable the production of 'live' performance data. This will significantly increase the ability of managers within Children's Social Care to actively monitor performance within their teams and take corrective action immediately, rather than having to wait for performance information to be produced.

- 4.58. There are a number of steps required before this position will be a reality. The Liquid Logic upgrade mentioned in the last scrutiny report has been completed on time. Funding has been identified to build a 'data warehouse' that will enable the performance reporting software – 'Business Objects' – to extract data from Liquid Logic and produce the performance reports.
- 4.59. Building the data warehouse depends on availability of third parties including Liquid Logic, and despite the best efforts of colleagues in the Systems and IT services, it is unlikely that we will have full live performance data before June 2016.

OfSTED Improvement Plan

- 4.60. Following the findings of the OfSTED inspection of Children's Services in Peterborough, the Council submitted an improvement plan that sets out how the issues identified in the inspection will be addressed.
- 4.61. The first of these relates to the need for managers to have access to live performance data, which is addressed above.
- 4.62. Another key finding from the inspection was that action needed to be taken to improve the stability of the workforce. As noted above, this is an area where progress is being made, and turnover rates and use of agency social workers have both improved significantly since the inspection.
- 4.63. Two recent developments should further help in recruitment and retention of key staff. We have now launched a new social worker recruitment site for Peterborough - www.socialworkpeterborough.co.uk – which is very different from the approaches to advertising that we have used previously, and Cabinet has now approved a system of recruitment and retention payments for qualified social workers in hard to recruit to areas of the service, which will help the service to retain social workers once they have been recruited.
- 4.64. A number of recommendations relating to the consistency of practice within Children's Social Care were made by inspectors. Some progress has been made in these areas; it is evident that management supervision is taking place much more regularly than at the time of the inspection, for example. However, creation and maintenance of chronologies remains patchy, and the quality of assessments and care plans is not yet consistent across the service as a whole. The decision to increase the number of team managers in Family Support is in part related to addressing this continuing lack of consistency since, as noted above, this is the part of the service that carries the most risk, and where the quality of management oversight, assessment, planning and decision making is arguably most important.
- 4.65. OfSTED inspectors identified that there would appear to be relatively high levels of neglect in Peterborough, and recommended that a neglect strategy be developed. This is a piece of work on which the Safeguarding Children Board is leading. This is because addressing neglect effectively requires an effective response at an early help level, where support can be offered before difficulties become entrenched.
- 4.66. We have reviewed our response to children and young people who go missing from home and care, as well as those who may be at risk from Child Sexual Exploitation. We have a dedicated member of staff seconded from Barnardos who undertakes missing from home interviews. We commission the National Youth Advisory Service to undertake independent interviews with young people who go missing from care. Working with key partners and in

particular the police, we are currently in the process of revising arrangements for sharing information about young people who may be at risk of Child Sexual Exploitation.

- 4.67. OfSTED also asked that we take action to address issues around the timeliness of initial health assessments, which is an area where performance has improved.
- 4.68. One recommendation related to the Corporate Parenting Panel and the need for this to have a more robust focus on the experiences of children and young people in care. The Assistant Director for Children's Social Care has been working with the Panel to help to make this happen, and this work will continue after the May 2016 elections.
- 4.69. OfSTED also recommended that we do more to support the Children in Care Council to help them to help the Corporate Parenting Panel to have a clearer understanding of the lives of children and young people in care. We have recently identified an additional resource to appoint an officer who will focus on developing the Children in Care Council to this end. An appointment will be made to this role within the next 2 months.
- 4.70. OfSTED recommended that we review the capacity of the Virtual School to enable it to support young people in post 16 education. This review of capacity is underway and the outcome is expected within the next 2 months.
- 4.71. OfSTED recommended that more be done to ensure that the service learns from complaints, changing practice where necessary in order to adapt to customer feedback. There are now bi-monthly meetings held between the Complaints' Service and team managers and above within Children's Social Care. These meetings review themes from complaints and inform future practice as well as agreeing whether any additional policies or procedures are required.
- 4.72. Remaining recommendations related to care leavers and asked us to identify ways of ensuring that care leavers have access to better quality information about their time in care and any significant information about their health, as well as having more input into the development of their pathway plans, which are plans that set out the aims and objectives for them to achieve independence. These are areas of on-going focus for the new interim head of service for children in care.
- 4.73. The action plan will be formally updated during March 2016, and can be presented to a future Scrutiny Committee if Members consider this to be helpful.

THE HEALTHY CHILD PROGRAMME & ASSOCIATED COMMISSIONING ACTIVITIES

- 4.74. Peterborough City Council is the lead commissioner for children's health services across Peterborough and Cambridgeshire. Much of child health is delivered by the Cambridge and Peterborough Foundation Trust [CPFT] across the two local authority areas, making it sensible for there to be a single lead commissioning local authority.
- 4.75. A significant area of focus for the Joint Commissioning Unit over the last year has been to address the unacceptably long waiting lists for specialist Child and Adolescent Mental Health Services [CAMHS] and for children waiting assessment for neurological disorders including Autistic Spectrum Disorders and Attention Deficit and Hyperactivity Disorders.
- 4.76. Following considerable additional investment from the Clinical Commissioning Group of £600,000 one-off funding and £900,000 recurring funding, waiting lists are coming down rapidly. A further £340,000 was invested as a one-off additional fund to address the waiting

list for assessment of neurological disorders specifically at the end of 2015, as the waiting times for this service were not decreasing quickly enough.

- 4.77. As a result of this additional funding, no children or young people will be waiting for either service for more than 18 weeks by June 2016, in line with national targets for these services. Waiting lists for assessments of possible neurological disorders were closed during 2014/15 but re-opened in December 2015.
- 4.78. Addressing mental health needs is a national priority, and the Government has made £1.5M in funding available across Cambridgeshire and Peterborough in order to improve access to specialist CAMH and eating disorder services. This government funding is in addition to the investment by the Clinical Commissioning Group to address waiting times.
- 4.79. The key priority for partners is to ensure that this funding is invested in such a way as it promotes system change and enables the delivery of effective preventative and early help approaches that help to stop the development of more entrenched emotional and mental health issues.
- 4.80. The model that is being adopted across Cambridgeshire and Peterborough is the ITHRIVE model. This is an evidence-based approach that focuses on identifying and meeting needs as they are identified. This is in contrast to the more traditional approach based on a structured series of tiers, through which children and young people pass before accessing the most specialist services, should their needs not have been met at an earlier level.
- 4.81. The ITHRIVE model strives to ensure that children and young people are thriving in their communities, schools and families and that their mental health and emotional wellbeing is being supported through programmes in schools, or through community and other groups.
- 4.82. Thriving in the community is supported by ensuring that parents and professionals get the right advice at the right time to address any emerging mental health needs. Activities that support this outcome include whole school approaches to promoting emotional and mental health resilience and the development of accessible and evidence-based parenting support programmes.
- 4.83. Where needs remain, the focus is on obtaining timely help as and when this is needed. The help offered to families under the ITHRIVE model is one that focuses on supporting the whole family in preventing the escalation of mental health needs.
- 4.84. Developing the ITHRIVE model will require a significant cultural change across all services but it is a model to which all partners are signed up. The first steps in implementing the model have been taken and include investment in a variety of evidenced based parenting programmes, supported by a parenting coordinator. These programmes will be offered to all families where a request is being made for a neurological assessment, and this approach illustrates the difference of approach between the ITHRIVE model and more traditional approaches to meeting mental and emotional health needs.
- 4.85. Under the traditional tiered approach to service delivery, access to parenting programmes is usually restricted until a diagnosis was in place. This meant that some children and families waited for a considerable period for an assessment that then does not find evidence of a neurological disorder. Most families and children would have benefited from support with parenting, while awaiting the assessment, regardless of the outcome of that assessment.

CHERRY LODGE AND THE MANOR CHILDRENS HOMES, OUTREACH & SHORT BREAK SERVICES

- 4.86. Peterborough City Council operates two short break residential homes offering care to children and young people with very complex disabilities. Both homes were inspected by OfSTED in December 2015, and I am pleased to be able to say that both achieved ratings of 'Good'. This is a very significant achievement and is a reflection of the dedication of managers and staff in both homes in meeting the needs of the children placed there.
- 4.87. As well as providing residential short breaks for children with disabilities, this part of the service offers a range of other support services for children and young people with complex disabilities and their families.
- 4.88. A number of families receive packages of outreach support, where in-home support is offered to help families to provide care to children with complex disabilities. Often this support is short term, helping families to acquire new skills, or put in place while more sustainable forms of support are developed in partnership with the family.
- 4.89. One form of sustainable support that is becoming more popular with families is to offer direct payments, enabling families to organise their own support. This arrangement provides greater flexibility, which is one of the reasons why families are increasingly taking up direct payments to help them to meet the needs of their children.
- 4.90. The service also coordinates the 'Link' carer's scheme. Link carers are fully trained and approved foster carers who offer short breaks to children and young people with disabilities. These carers provide a very valuable service and often provide care for children for many years, becoming an important resource for the child and the family.
- 4.91. Over recent years we have struggled to recruit sufficient Link carers to meet demand, and there are currently eight Link arrangements in place. We have recently taken the decision to increase the fees and allowances paid to Link carers and this increase, combined with a planned targeted recruitment campaign next financial year will, we hope, increase the pool of carers willing to provide this highly valued service.
- 4.92. Increasing the number of Link carers is also one of the key performance indicators contained within the service specification for the proposals to develop the Permanency Service. Responsibility for recruitment and retention of Link carers would transfer to the Permanency Service in the event that there a tender for providing the service is awarded.

DEVELOPING A SINGLE APPROACH TO QUALITY ASSURANCE

- 4.93. As noted in the last Service Director's report, we are in the process of developing a combined Quality Assurance service that will be responsible for promoting the safeguarding of children and vulnerable adults and assuring the quality of practice across children's and adult services.
- 4.94. A change of line management has taken place, and members of staff who were formally part of the Adult Service Quality Assurance functions now report to the Head of Service for Safeguarding and Quality Assurance, who in turn reports through to me as Service Director for Children and Safeguarding.

- 4.95. A formal consultation will commence shortly with all members of staff to ensure that the new joint service is able to meet the challenges of ensuring quality of practice in the ever changing environments of children's and adult services.
- 4.96. There are no proposals for any redundancies as a result of these changes, although some changes to job descriptions are proposed. All members of staff who may be affected by these proposals will be consulted in line with the formal Council procedure.

5. KEY ISSUES

- 5.1. Key issues arising from the above include:
- There have been a number of areas where performance has improved since the last Service Director's report in November 2015;
 - It is particularly positive that the turnover among the workforce is improved and that caseloads across the service have reduced;
 - While there remain some areas where further improvement is required, and there is a continuing need to improve the consistency of assessment and care planning across the service, securing such improvements cannot be achieved without a stable workforce and sufficiently low caseloads;
 - Work to implement the recommendations of the OfSTED inspection is continuing, with steady progress being made in most areas;
 - Since the last report in November 2015, there have been significant reductions in waiting times for assessment by specialist Child and Adolescent Mental Health Services and it is expected that waiting times will be at least in line with national guidelines by April 2016; and
 - The two homes providing short breaks for children and young people with complex disabilities both achieved 'Good' inspection results, which is a testament to the hard work and dedication of managers and staff and their commitment to the children with whom they work.

6. IMPLICATIONS

- 6.1. There are HR implications arising from the proposals to develop a single quality assurance service, and a full consultation process will take place in line with Council procedures in due course. The aim is for this consultation to be completed by the end of April 2016.

7. CONSULTATION

- 7.1. Consultation has taken place with relevant senior officers within Children's Social Care and with the Performance Team.
- 7.2. In line with the agreement reached at Scrutiny in September 2015, there has been an opportunity for the Chair of Creating Opportunities and Tackling Inequalities Scrutiny Committee and the Independent Co-opted Member, Mr Al Kingsley, to meet with the Service Director for Children and Safeguarding to look in detail at the performance information prior to the Scrutiny meeting on the 14th March 2016.

8. NEXT STEPS

- 8.1. The format and layout of this report reflects feedback from Members about the information that is needed in order to enable effective scrutiny of performance. This report will continue to evolve in response to feedback from the Committee.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985:

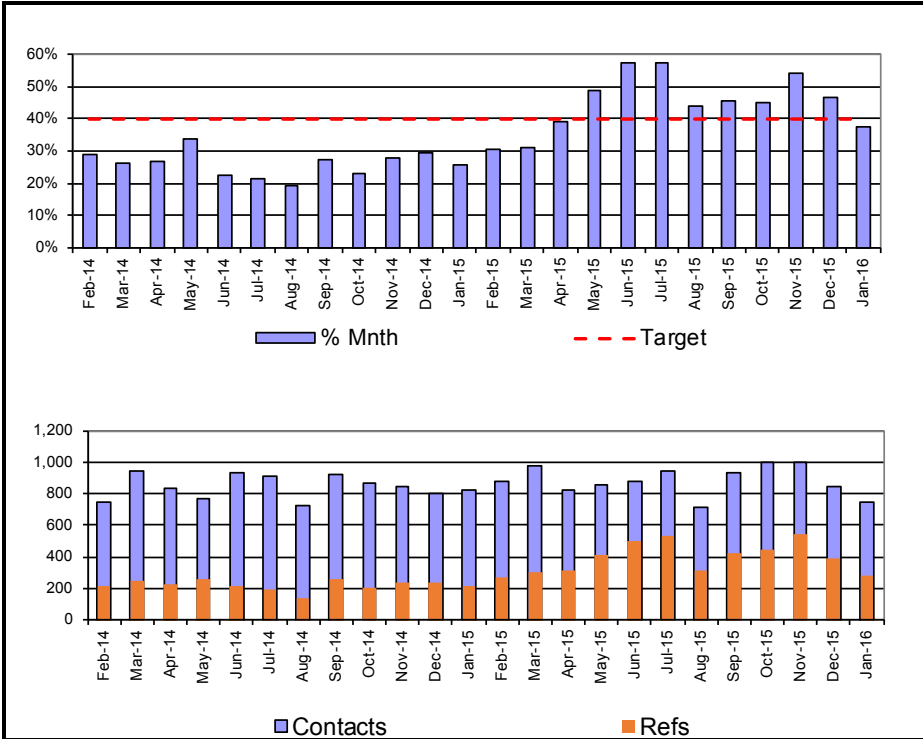
- 9.1. Performance Report for January 2016, published by the Performance Team.

10. APPENDICES

- 10.1. Appendix 1: Service Director Children and Safeguarding Report.

Chart 1

Number of contacts and % going on to referral **Jan 2016**



Month	Contacts	Refs	% Mnth	% YTD	Target	Var.	RAG
Feb-14	750	217	28.9%	27.1%	40.0%	-12.9%	A
Mar-14	947	249	26.3%	27.0%	40.0%	-13.0%	A
Apr-14	831	221	26.6%	26.6%	40.0%	-13.4%	A
May-14	767	260	33.9%	30.1%	40.0%	-9.9%	G
Jun-14	928	210	22.6%	27.4%	40.0%	-12.6%	A
Jul-14	913	194	21.2%	25.8%	40.0%	-14.2%	A
Aug-14	728	140	19.2%	24.6%	40.0%	-15.4%	A
Sep-14	927	254	27.4%	25.1%	40.0%	-14.9%	A
Oct-14	872	201	23.1%	24.8%	40.0%	-15.2%	A
Nov-14	849	237	27.9%	25.2%	40.0%	-14.8%	A
Dec-14	805	237	29.4%	25.6%	40.0%	-14.4%	A
Jan-15	821	213	25.9%	25.7%	40.0%	-14.3%	A
Feb-15	874	269	30.8%	26.2%	40.0%	-13.8%	A
Mar-15	976	303	31.0%	26.6%	40.0%	-13.4%	A
Apr-15	818	319	39.0%	39.0%	40.0%	-1.0%	G
May-15	860	418	48.6%	43.9%	40.0%	3.9%	G
Jun-15	881	505	57.3%	48.5%	40.0%	8.5%	G
Jul-15	942	538	57.1%	50.8%	40.0%	10.8%	A
Aug-15	714	314	44.0%	49.7%	40.0%	9.7%	G
Sep-15	934	426	45.6%	48.9%	40.0%	8.9%	G
Oct-15	997	448	44.9%	48.3%	40.0%	8.3%	G
Nov-15	1000	539	53.9%	49.1%	40.0%	9.1%	G
Dec-15	845	393	46.5%	48.8%	40.0%	8.8%	G
Jan-16	745	278	37.3%	47.8%	40.0%	7.8%	G

CSC Commentary
 Performance is within target, and this month there has been further reduction in the number of contacts going onto referrals. However this needs to continue to be closely monitored.

YTD:	8,736	4,178	-	47.8%	40.0%	7.8%	G
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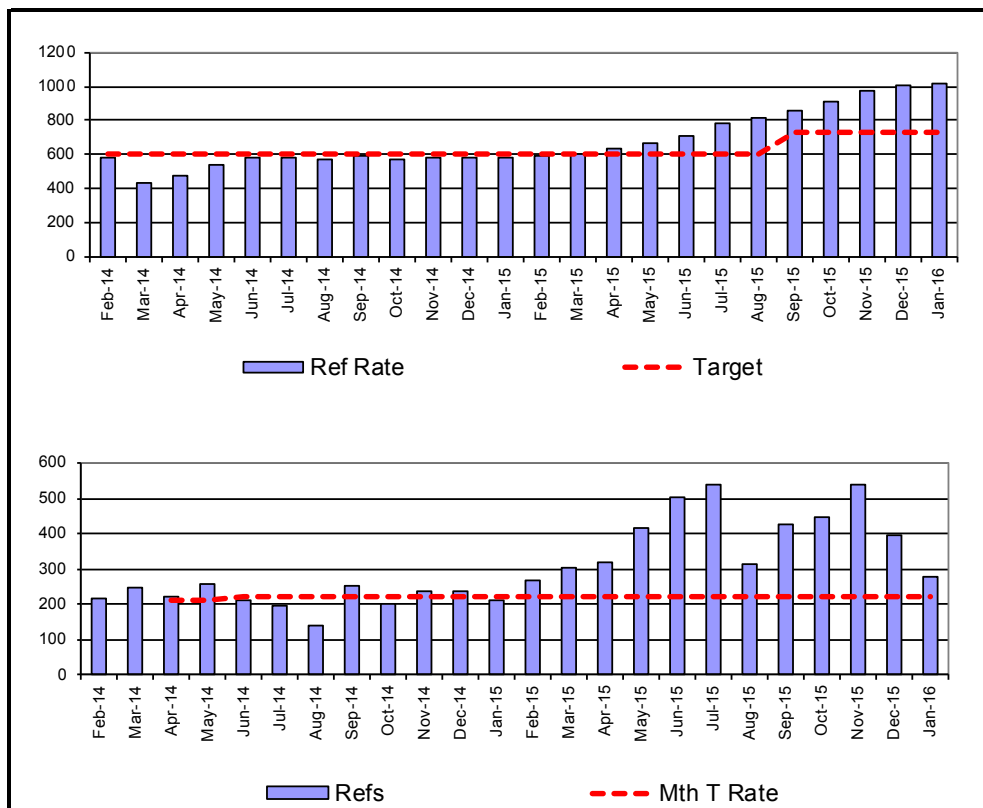
Definition
 The table shows the number of referrals and contacts happening in each given month. The %Mnth column shows in that month alone, the crude conversion of contacts that went onto referrals. The %YTD column shows the year to date percentage of contacts going on to referrals.

G = +/-10%%	A = +/- 10-20%	R = +/- >20%
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Chart 2

Number of Referrals per 10,000 - Rolling 12 Months **Jan 2016**



Month	Refs	12 Mths	Ref Rate	Mth T Rate	Target	Variance	RAG
Feb-14	217	2608	579.6	211	601.6	-3.7%	G
Mar-14	249	1533	431.1	211	601.6	-28.3%	G
Apr-14	221	1754	480.2	211	601.6	-20.2%	G
May-14	260	2014	538.0	211	601.6	-10.6%	G
Jun-14	210	2224	584.7	220	601.6	-2.8%	G
Jul-14	194	2418	578.2	220	601.6	-3.9%	G
Aug-14	140	2558	568.4	220	601.6	-5.5%	G
Sep-14	254	2678	595.1	220	601.6	-1.1%	A
Oct-14	201	2595	576.7	220	601.6	-4.1%	G
Nov-14	237	2621	582.4	220	601.6	-3.2%	G
Dec-14	237	2632	584.9	220	601.6	-2.8%	G
Jan-15	213	2632	584.9	220	601.6	-2.8%	G
Feb-15	269	2684	596.4	220	601.6	-0.9%	G
Mar-15	303	2739	608.2	220	601.6	1.1%	G
Apr-15	319	2837	630.0	220	601.6	4.7%	G
May-15	418	2995	664.9	220	601.6	10.5%	A
Jun-15	505	3290	706.0	220	601.6	17.4%	R
Jul-15	538	3634	779.8	220	601.6	29.6%	R
Aug-15	314	3808	817.2	220	601.6	35.8%	R
Sep-15	426	3980	854.1	220	730.5	16.9%	R
Oct-15	448	4227	907.1	220	730.5	24.2%	R
Nov-15	539	4529	971.9	220	730.5	33.0%	R
Dec-15	393	4685	1005.4	220	730.5	37.6%	R
Jan-16	278	4750	1019.3	220	730.5	39.5%	R

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CSC Commentary
 Our referral rate is higher than our regional colleagues and this requires further investigation. The number of contacts moved through to referrals is reflected in this performance target. It is clear in the monthly report that the number of referrals being progressed is decreasing which is due to the direct impact of the extra scrutiny provided by the second Advanced Practitioner in MASH. This has meant that more contacts have been closed/diverted rather than progressing into referrals.

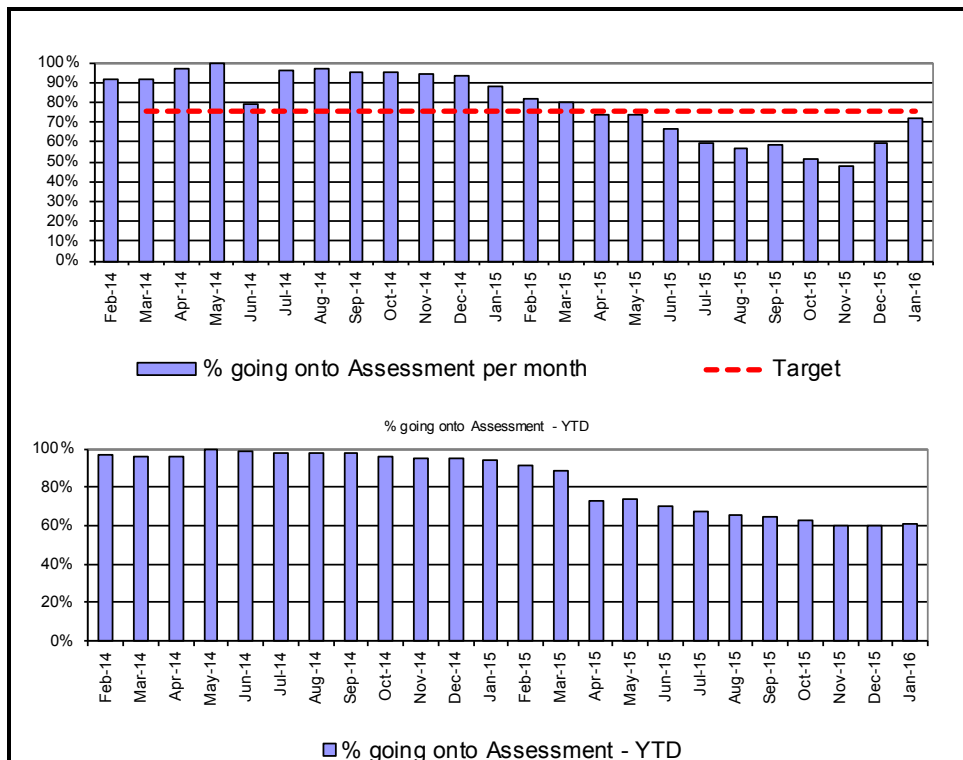
Definition
 Number of referrals (rolling 12 months) divided by the population of 0-17 year olds in Peterborough multiplied by 10,000
 Population for denominator: 46600

G <=730.5 **A= 730-745** **R>745**

Year	PCC Result	SN Result	ER Result	ENG Result
2013-14	577.7	730.5		573.0
2014-15	586.6	767.8	437.9	548.3
2015-16				

Chart 3

Referrals progressing to Single Assessment **Jan 2016**



Month	Assess	Refs	% assess	% YTD	Target	Var	RAG
Feb-14	199	217	91.7%	96.7%	75.1%	17%	G
Mar-14	227	249	91.2%	96.1%	75.1%	16%	G
Apr-14	215	221	97.3%	96.2%	75.1%	22%	G
May-14	258	260	99.2%	99.2%	75.1%	24%	G
Jun-14	166	210	79.0%	98.5%	75.1%	4%	G
Jul-14	186	194	95.9%	98.0%	75.1%	21%	G
Aug-14	136	140	97.1%	97.8%	75.1%	22%	G
Sep-14	241	254	94.9%	97.5%	75.1%	20%	G
Oct-14	192	201	95.5%	95.6%	75.1%	20%	G
Nov-14	223	237	94.1%	95.5%	75.1%	19%	G
Dec-14	221	237	93.2%	94.9%	75.1%	18%	G
Jan-15	187	213	87.8%	93.8%	75.1%	13%	G
Feb-15	220	269	81.8%	91.2%	75.1%	7%	G
Mar-15	243	303	80.2%	88.4%	75.1%	5%	G
Apr-15	234	319	73.4%	73.4%	75.1%	-2%	G
May-15	309	418	73.9%	73.7%	75.1%	-1%	G
Jun-15	334	505	66.1%	70.6%	75.1%	-9%	G
Jul-15	319	538	59.3%	67.2%	75.1%	-16%	R
Aug-15	179	314	57.0%	65.7%	75.1%	-18%	R
Sep-15	251	426	58.9%	64.5%	75.1%	-16%	R
Oct-15	231	448	51.6%	62.6%	75.1%	-24%	R
Nov-15	256	539	47.5%	60.3%	75.1%	-28%	R
Dec-15	233	393	59.3%	60.2%	75.1%	-16%	R
Jan-16	200	278	71.9%	60.9%	75.1%	-3%	A

YTD:	2,546	4,178	-	60.9%	75.1%	-14.2	R
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CSC Commentary

Conversions to assessments have increased this month. This is now in Amber and moving closer to the 75% target set. The additional capacity of an Advanced Practitioner is now in place to support the initial screening decisions and this is ensuring a more robust application of threshold.

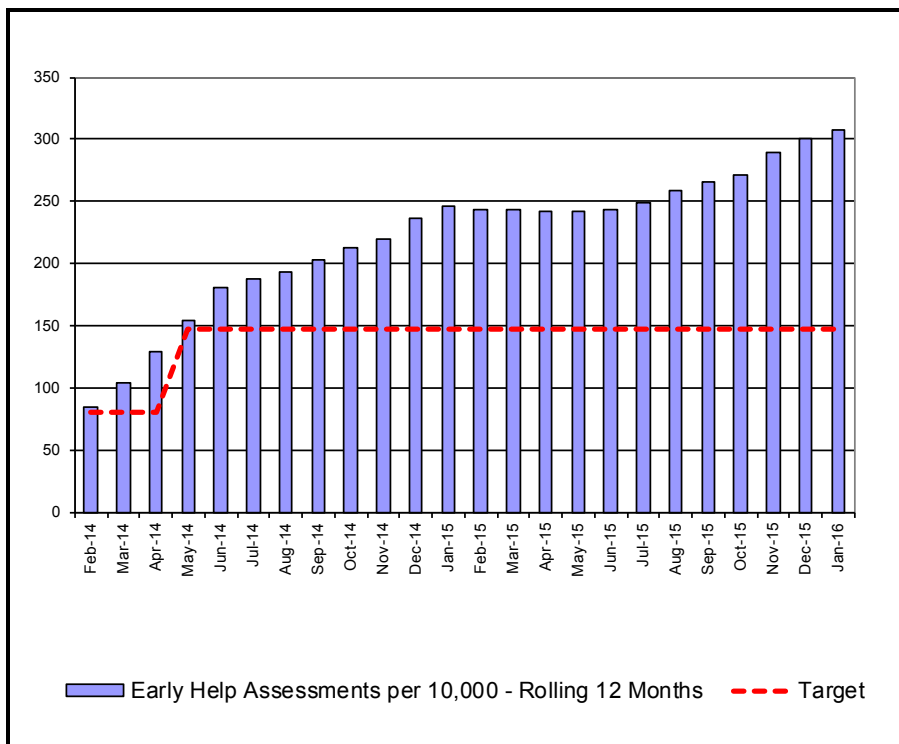
Definition
 The percentage of children referred to children's social services departments whose cases go on to single assessments. The numerator is the number of single assessments started in the period recorded on ICMS. The denominator is the number of referrals in the period recorded on ICMS.

G =75.1%	A>70%	R<70%
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Year	PCC Result	SN Result	ENG Result
2012-13	84.4%	77.9%	74.4%
2013-14	20.1%	19.3%	19.4%
2014-15	39.0%	16.0%	23.0%

Chart 4

Early Help Assessments per 10,000 - Rolling 12 Months **Jan 2016**



Month	EHAs	12 Mths	Rate
Feb-14	90	382	84.9
Mar-14	91	473	105.1
Apr-14	111	584	129.8
May-14	113	697	154.9
Jun-14	120	817	181.6
Jul-14	112	849	188.7
Aug-14	39	870	193.3
Sep-14	64	914	203.1
Oct-14	86	959	213.1
Nov-14	77	992	220.4
Dec-14	94	1064	236.9
Jan-15	113	1110	246.9
Feb-15	72	1092	243.3
Mar-15	96	1097	244.0
Apr-15	101	1087	242.0
May-15	133	1107	242.4
Jun-15	150	1137	244.0
Jul-15	138	1163	249.6
Aug-15	82	1206	258.8
Sep-15	95	1237	265.5
Oct-15	115	1266	271.7
Nov-15	158	1347	289.1
Dec-15	148	1401	300.6
Jan-16	146	1434	307.7

Target	Var.	RAG
80.8	5.1%	G
80.8	30.1%	G
80.8	60.6%	G
147.9	4.7%	G
147.9	22.8%	G
147.9	27.6%	G
147.9	30.7%	G
147.9	37.3%	G
147.9	44.1%	G
147.9	49.0%	G
147.9	60.2%	G
147.9	66.9%	G
147.9	64.5%	G
147.9	65.0%	G
147.9	63.6%	G
147.9	63.9%	G
147.9	65.0%	G
147.9	68.7%	G
147.9	75.0%	G
147.9	79.5%	
147.9	83.7%	
147.9	95.4%	
147.9	103.3%	
147.9	108.1%	

CSC Commentary
 The number of Early Help Assessments completed in November, December and January remains consistently high. Demand for eCAF training from partners is currently exceeding supply and this is something we are addressing. Access to the two Behaviour Panels and 0-5 Early Support Pathway are now insisting upon a completed Early Help Assessment and this is having a positive impact, with some partners previously hesitant to complete EHA's now engaging including a number of health colleagues.

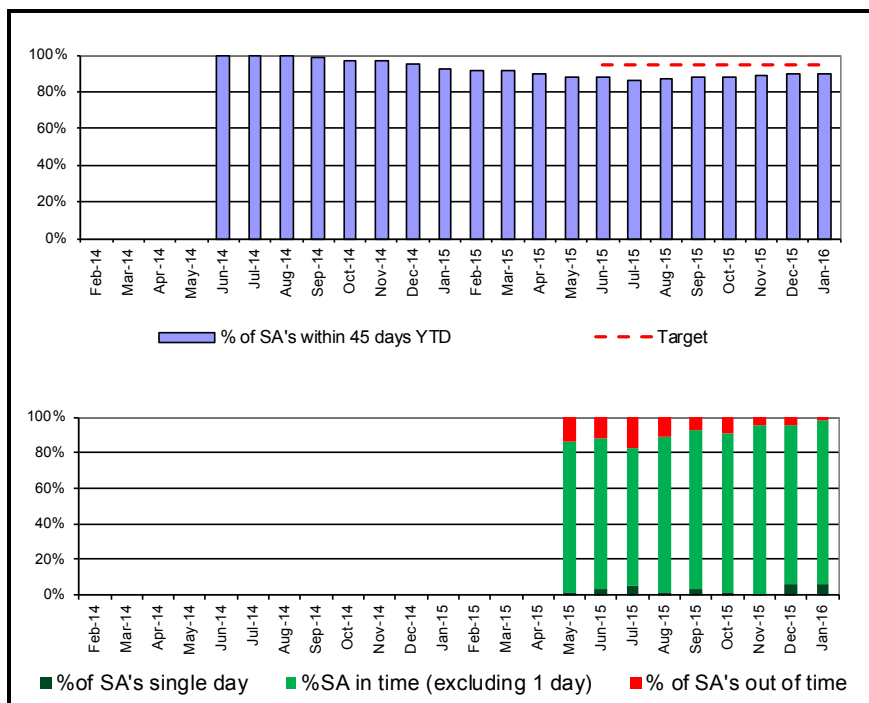
Definition
 The rate is the number of new EHAs recorded in the previous 12 months divided by the population of 0-17 year olds in Peterborough multiplied by 10,000. The number of EHAs is taken from the local EHA tracker database and is not externally valid.
 Population for denominator: 46600

G = TBC A = TBC R = TBC

Year	PCC Result	ER Result	ENG Result
2012/13	-	-	-
2013/14	-	-	-
2014/15	234.6	131.9	-

Chart 5

Single Assessment Timescales (within 45 working days) Jan 2016



Month	SA 45	SA >45	SA 1 day	SA All	% Mnth	% YTD	Target	RAG
Feb-14								
Mar-14								
Apr-14	0	0	0	0	0.0%	0.0%		
May-14	0	0	0	0	0.0%	0.0%		
Jun-14	32	0	20	32	100.0%	100.0%		
Jul-14	160	0	24	160	100.0%	100.0%		
Aug-14	205	1	21	206	99.5%	99.7%		
Sep-14	224	8	32	232	96.6%	98.6%		
Oct-14	238	15	22	253	94.1%	97.3%		
Nov-14	190	10	36	200	95.0%	96.9%		
Dec-14	240	38	31	278	86.3%	94.7%		
Jan-15	275	42	56	317	86.8%	92.7%		
Feb-15	216	32	20	248	87.1%	91.8%		
Mar-15	238	29	31	267	89.1%	91.5%		
Apr-15	259	29	3	288	89.9%	89.9%	95.0%	R
May-15	283	44	4	327	86.5%	88.1%	95.0%	R
Jun-15	296	41	10	337	87.8%	88.0%	95.0%	R
Jul-15	321	67	21	388	82.7%	86.5%	95.0%	R
Aug-15	270	34	6	304	88.8%	86.9%	95.0%	R
Sep-15	242	19	8	261	92.7%	87.7%	95.0%	R
Oct-15	243	24	5	267	91.0%	88.1%	95.0%	R
Nov-15	227	10	2	237	95.8%	88.9%	95.0%	R
Dec-15	210	10	14	220	95.5%	89.4%	95.0%	R
Jan-16	225	4	14	229	98.3%	90.1%	95.0%	A

YTD:	2576	282	87	2858	--	90.1%	95.0%	A
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Definition
 The number of single assessments YTD completed within 45 working days from the start of the referral start, as a percentage of the number of single assessments completed YTD.

G =95%	A>90%	R<90%
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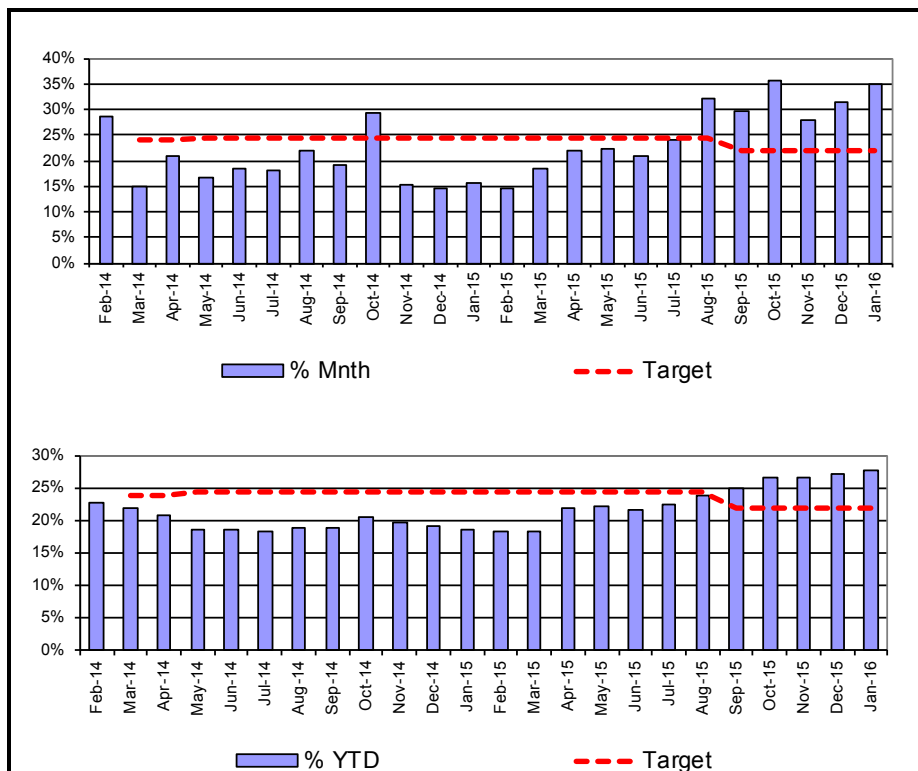
Year	PCC Rd	SN Result	ER Result	ENG Result
2012-13				
2013-14				
2014-15	90.0%	79.0%	88.0%	

CSC Commentary
 Significant improvement has continued in terms of assessments being completed within 45 days and whilst the year to date figure is still slightly short of the 95% target, it is on a clear upward trajectory and now sits at 90.1%
 The in-month performance in January has maintained the improvement made last month and is exceeding the target with 98.3% of single assessments completed within 45 days. The RAG rating is now amber as the year to date performance is still below 95% target. It is hoped that with continued good performance that this will be met by the end of the year.

Chart 6

Re-referrals within 12 months

Jan 2016



Month	Re-Refs	Refs	% Mnth	% YTD	Target	Var	RAG
Feb-14	62	217	28.6%	22.6%	23.9%	-1.3	G
Mar-14	37	249	14.9%	21.9%	23.9%	-2.0	G
Apr-14	46	221	20.8%	20.8%	23.9%	-3.1	G
May-14	43	260	16.5%	18.5%	24.3%	-5.8	G
Jun-14	39	210	18.6%	18.5%	24.3%	-5.8	G
Jul-14	35	194	18.0%	18.4%	24.3%	-5.9	G
Aug-14	31	140	22.1%	18.9%	24.3%	-5.4	G
Sep-14	49	254	19.3%	19.0%	24.3%	-5.3	G
Oct-14	59	201	29.4%	20.4%	24.3%	-3.9	G
Nov-14	36	237	15.2%	19.7%	24.3%	-4.6	G
Dec-14	35	237	14.8%	19.1%	24.3%	-5.2	G
Jan-15	33	213	15.5%	18.7%	24.3%	-5.6	G
Feb-15	39	269	14.5%	18.3%	24.3%	-6.0	G
Mar-15	56	303	18.5%	18.3%	24.3%	-6.0	G
Apr-15	70	319	21.9%	21.9%	24.3%	-2.4	G
May-15	94	418	22.5%	22.3%	24.3%	-2.0	G
Jun-15	106	505	21.0%	21.7%	24.3%	-2.6	G
Jul-15	129	538	24.0%	22.4%	24.3%	-1.9	A
Aug-15	101	314	32.2%	23.9%	24.3%	-0.4	A
Sep-15	127	426	29.8%	24.9%	22.0%	2.9	R
Oct-15	160	448	35.7%	26.5%	22.0%	4.5	R
Nov-15	150	539	27.8%	26.7%	22.0%	4.7	R
Dec-15	123	393	31.3%	27.2%	22.0%	5.2	R
Jan-16	97	278	34.9%	27.7%	22.0%	5.7	R

YTD:	1,157	4,178	--	27.7%	22.0%	5.7	R
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CSC Commentary

There has been a further increase in the re-referral rate this month. This has been on an upward trajectory. A dip sample audit completed by the Quality Assurance Team to assist our understanding of the issue, has taken place. This audit highlighted that more work needs to be completed at the contact stage to avoid unnecessary progression into a referral. It identified that the quality of some assessments needs to be improved. the audit also indicated that there may be a need to look at capacity and responsiveness within Early Help. This will be explored further in February.

Definition

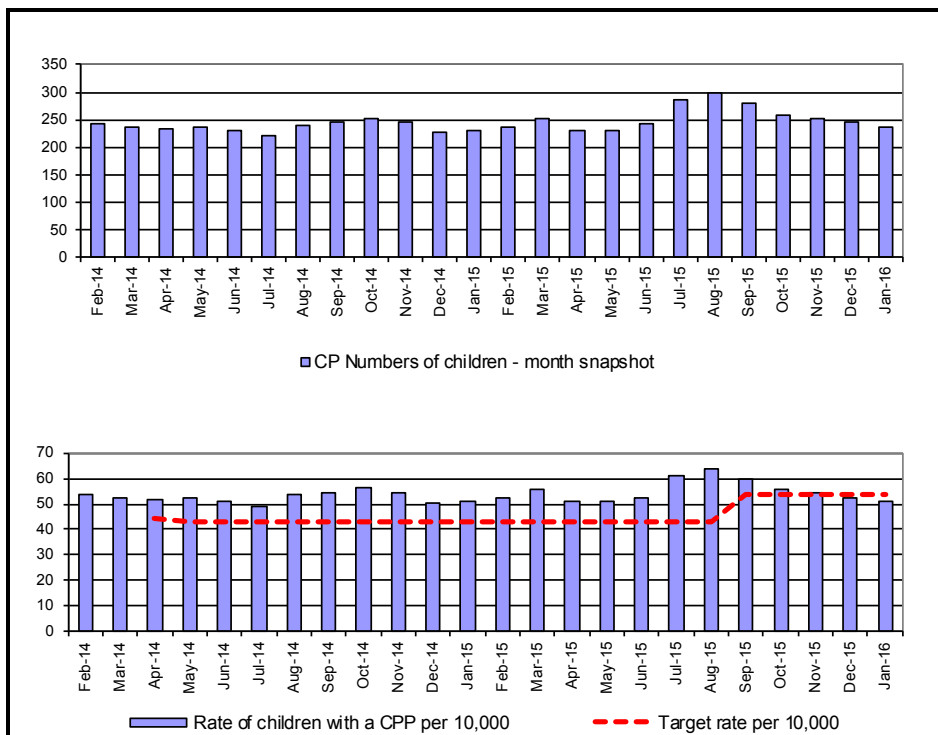
The percentage of referrals where a previous referral has occurred within the last 12 months. If a child has more than one re-referral in the year, each one will be counted.

G<=22.0%	A>22%	R>24%
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Year	PCC Result	SN Result	ENG Result
2012-13	33.5%	24.3%	24.9%
2013-14	21.8%	24.9%	23.4%
2014-15	18.3%	25.8%	24.0%

Chart 7

Number of Children with a Child Protection Plan per 10,000 Jan 2016



Month	CP	Pop.	Rate	Target	Variance	RAG
Feb-14	242	45000	53.8	44.2	21.7%	G
Mar-14	237	45000	52.7	44.2	19.2%	R
Apr-14	234	45000	52.0	44.2	17.6%	R
May-14	237	45000	52.7	43.1	22.2%	R
Jun-14	231	45000	51.3	43.1	19.1%	R
Jul-14	221	45000	49.1	43.1	13.9%	R
Aug-14	241	45000	53.6	43.1	24.3%	A
Sep-14	246	45000	54.7	43.1	26.8%	R
Oct-14	253	45000	56.2	43.1	30.4%	R
Nov-14	246	45000	54.7	43.1	26.8%	R
Dec-14	228	45000	50.7	43.1	17.6%	R
Jan-15	231	45000	51.3	43.1	19.1%	R
Feb-15	236	45000	52.4	43.1	21.7%	R
Mar-15	252	45000	56.0	43.1	29.9%	R
Apr-15	229	45000	50.9	43.1	18.1%	R
May-15	231	45000	51.3	43.1	19.1%	R
Jun-15	244	46600	52.4	43.1	21.5%	R
Jul-15	286	46600	61.4	43.1	42.4%	R
Aug-15	298	46600	63.9	43.1	48.4%	R
Sep-15	279	46600	59.9	53.6	11.7%	R
Oct-15	259	46600	55.6	53.6	3.7%	R
Nov-15	252	46600	54.1	53.6	0.9%	A
Dec-15	245	46600	52.6	53.6	-1.9%	G
Jan-16	237	46600	50.9	53.6	-5.1%	G

CSC Commentary
 The continuing reduction of children subject to a Child Protection plan is showing good performance, reflecting an improving position in regards to our statical neighbour authorities average. The oversight of managers to test the threshold of whether a CP plan is required as opposed to moving to either a Child In Need plan, that supports challenge and management of risk.

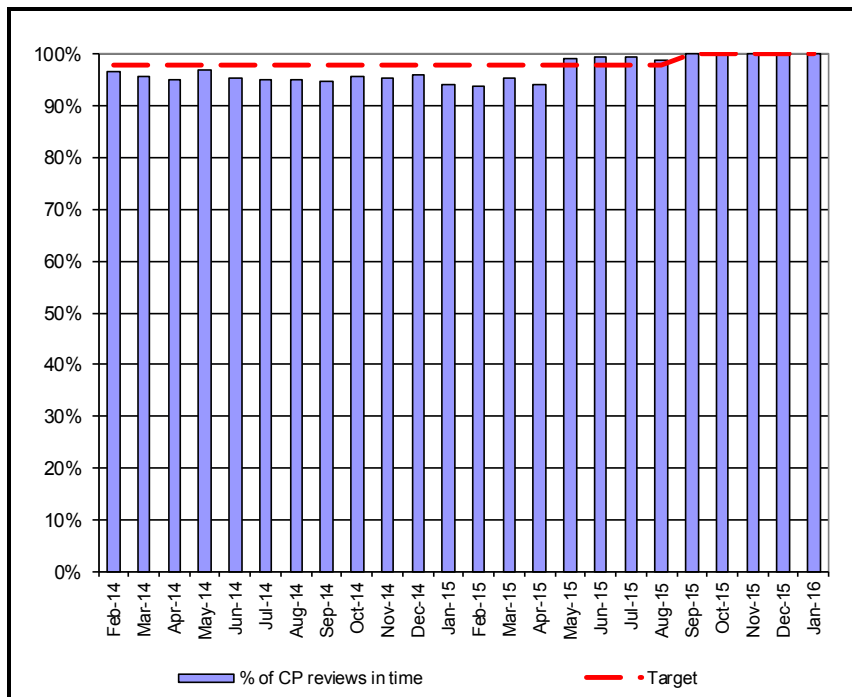
Definition
 Number of children with a current child protection plan divided by the population of 0-17 year olds in Peterborough multiplied by 10,000. The number of children is taken as a snapshot count at the end of each month
 Population for denominator: 46600

G = 53.6 A < 55 R > 55

Year	PCC Result	SN Result	ENG Result
2012-13	60.3	43.1	37.9
2013-14	52.4	54.0	42.1
2014-15	49.6	55.5	42.9

Chart 8

Child Protection Reviews within timescales Jan 2016



Month	Num.	Denom	% of CP	Target	Variance	RAG
Feb-14	139	144	96.5%	98.0%	-1.5	A
Mar-14	112	117	95.7%	98.0%	-2.3	A
Apr-14	99	104	95.2%	98.0%	-2.8	A
May-14	161	166	97.0%	98.0%	-1.0	A
Jun-14	162	170	95.3%	98.0%	-2.7	A
Jul-14	151	159	95.0%	98.0%	-3.0	A
Aug-14	156	164	95.1%	98.0%	-2.9	A
Sep-14	148	156	94.9%	98.0%	-3.1	A
Oct-14	149	156	95.5%	98.0%	-2.5	A
Nov-14	161	169	95.3%	98.0%	-2.7	A
Dec-14	163	170	95.9%	98.0%	-2.1	A
Jan-15	161	171	94.2%	98.0%	-3.8	A
Feb-15	165	176	93.8%	98.0%	-4.3	A
Mar-15	146	153	95.4%	98.0%	-2.6	A
Apr-15	131	139	94.2%	98.0%	-3.8	A
May-15	123	124	99.2%	98.0%	1.2	G
Jun-15	139	140	99.3%	98.0%	1.3	G
Jul-15	164	165	99.4%	98.0%	1.4	G
Aug-15	165	167	98.8%	98.0%	0.8	G
Sep-15	177	177	100.0%	100.0%	0.0	G
Oct-15	211	211	100.0%	100.0%	0.0	G
Nov-15	207	207	100.0%	100.0%	0.0	G
Dec-15	198	198	100.0%	100.0%	0.0	G
Jan-16	175	175	100.0%	100.0%	0.0	G

CSC Commentary
 There continues to be strong performance in this area consistent over several months

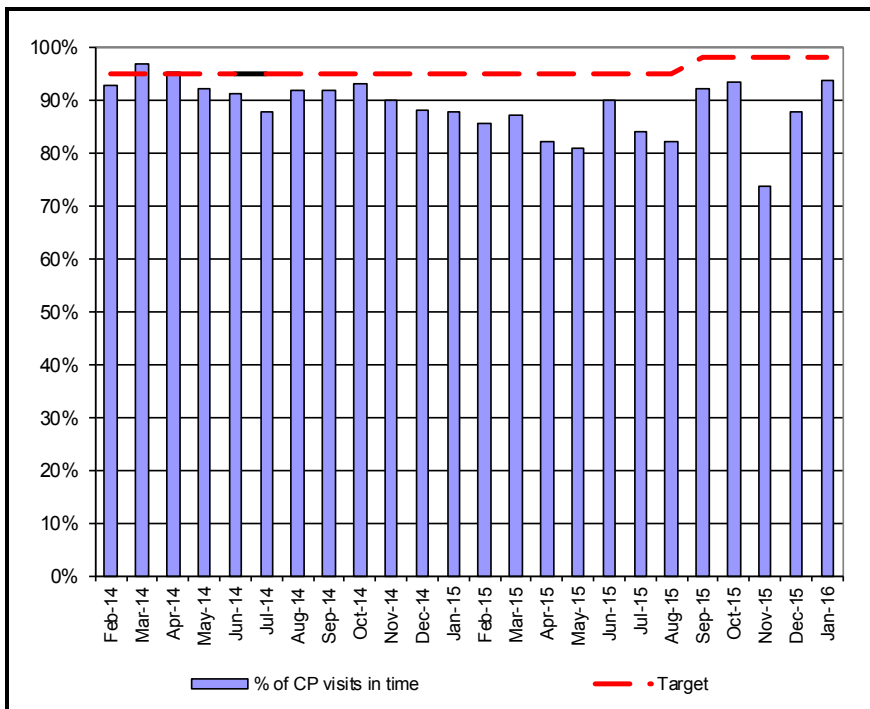
Definition
 The percentage of children with a Child Protection Plan for at least the previous three months, reviewed within the required timescales.

G = 100% **A >98% <100%** **R <98%**

Year	PCC Result	SN Result	ENG Result
2012-13	98.3%	97.8%	96.2%
2013-14	95.8%	96.0%	94.6%
2014-15	93.4%	91.7%	94.0%

Chart 9

Child protection statutory visits in time **Jan 2016**



Month	Num.	Denom.	% of CP	Target	Variance	RAG
Feb-14	191	206	92.7%	95.0%	-2.3	A
Mar-14	209	216	96.8%	95.0%	1.8	A
Apr-14	199	209	95.2%	95.0%	0.2	G
May-14	200	217	92.2%	95.0%	-2.8	G
Jun-14	198	217	91.2%	95.0%	-3.8	A
Jul-14	181	206	87.9%	95.0%	-7.1	A
Aug-14	193	210	91.9%	95.0%	-3.1	A
Sep-14	202	220	91.8%	95.0%	-3.2	A
Oct-14	203	218	93.1%	95.0%	-1.9	A
Nov-14	210	233	90.1%	95.0%	-4.9	A
Dec-14	199	226	88.1%	95.0%	-6.9	A
Jan-15	178	203	87.7%	95.0%	-7.3	A
Feb-15	171	200	85.5%	95.0%	-9.5	A
Mar-15	178	204	87.3%	95.0%	-7.7	A
Apr-15	165	201	82.1%	95.0%	-12.9	A
May-15	169	209	80.9%	95.0%	-14.1	R
Jun-15	191	212	90.1%	95.0%	-4.9	R
Jul-15	195	232	84.1%	95.0%	-10.9	A
Aug-15	225	274	82.1%	95.0%	-12.9	R
Sep-15	249	270	92.2%	98.0%	-5.8	R
Oct-15	231	247	93.5%	98.0%	-4.5	R
Nov-15	174	236	73.7%	98.0%	-24.3	R
Dec-15	206	235	87.7%	98.0%	-10.3	R
Jan-16	195	208	93.8%	98.0%	-4.3	R

CSC Commentary

The steady increase in the level of visiting over recent months has begun to improve again as recording of visits in a more timely way is making a difference. There is an expectation that this figure will continue to rise as numbers of children subject to a CP Plan reduces and caseloads for social workers also reduces and recording of visits in a timely manner improves which has been evident this month.

Definition

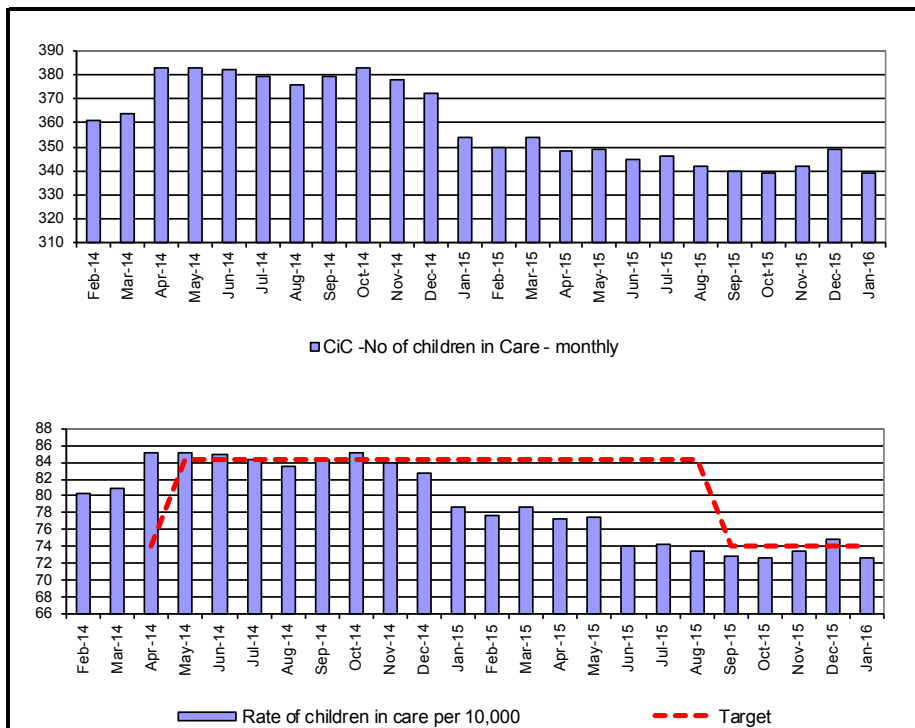
Of all children subject to a child protection plan for more than 4 weeks, the number and percentage of visits that were done within the 4 week deadline.

This is snapshot data taken at the month end.



Chart 10

Number of Children in Care per 10,000 **Jan 2016**



Month	CiC -	Pop.	Rate	Target	Variance	RAG
Feb-14	361	45000	80.2	74.0	8.4%	R
Mar-14	364	45000	80.9	74.0	9.3%	R
Apr-14	383	45000	85.1	74.0	15.0%	R
May-14	383	45000	85.1	84.4	0.8%	G
Jun-14	382	45000	84.9	84.4	0.6%	G
Jul-14	379	45000	84.2	84.4	-0.2%	G
Aug-14	376	45000	83.6	84.4	-1.0%	G
Sep-14	379	45000	84.2	84.4	-0.2%	G
Oct-14	383	45000	85.1	84.4	0.8%	G
Nov-14	378	45000	84.0	84.4	-0.5%	G
Dec-14	372	45000	82.7	84.4	-2.1%	G
Jan-15	354	45000	78.7	84.4	-6.8%	G
Feb-15	350	45000	77.8	84.4	-7.8%	G
Mar-15	354	45000	78.7	84.4	-6.8%	G
Apr-15	348	45000	77.3	84.4	-8.4%	G
May-15	349	45000	77.6	84.4	-8.1%	G
Jun-15	345	46600	74.0	84.4	-12.3%	G
Jul-15	346	46600	74.2	84.4	-12.0%	G
Aug-15	342	46600	73.4	84.4	-13.0%	G
Sep-15	340	46600	73.0	74.0	-1.4%	G
Oct-15	339	46600	72.7	74.0	-1.7%	G
Nov-15	342	46600	73.4	74.0	-0.8%	G
Dec-15	349	46600	74.9	74.0	1.2%	A
Jan-16	339	46600	72.7	74.0	-1.7%	G

120

CSC Commentary
 The number of CiC at the end of January has decreased by 10 from the previous month to 339. It is now rag rated green again.

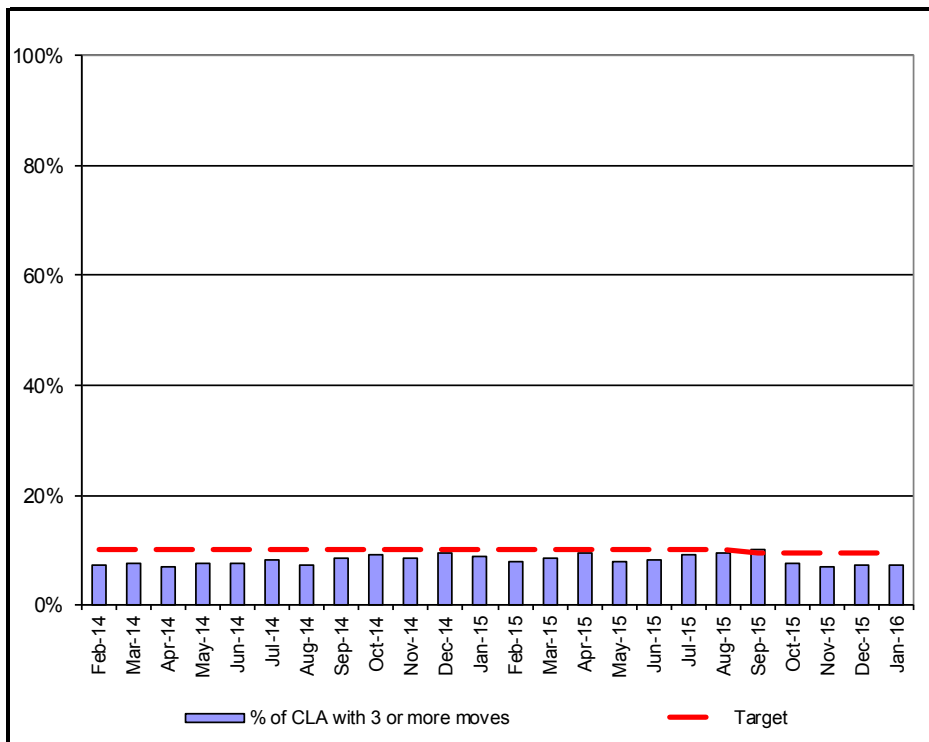
Definition
 Number of children in care divided by the population of 0-17 year olds in Peterborough multiplied by 10,000
 The number of children in care is taken as a snapshot count at the end of each month
 Population for denominator: 46600

G = 74.0 **A>74.0** **R>79.4**

Year	PCC Result	SN Result	ENG Result
2012-13	78.0	78.0	60.0
2013-14	80.0	77.2	60.0
2014-15	74.0	79.4	60.0

Chart 11

Placement Stability: 3 or more placements during previous 12 months for CiC **Jan 2016**



Month	Num.	Denom.	% of CLA	Target	Variance	RAG
Feb-14	26	361	7.2%	10.1%	-2.9	G
Mar-14	28	364	7.7%	10.1%	-2.4	G
Apr-14	27	383	7.0%	10.1%	-3.1	G
May-14	29	383	7.6%	10.1%	-2.5	G
Jun-14	29	382	7.6%	10.1%	-2.5	G
Jul-14	31	379	8.2%	10.1%	-1.9	G
Aug-14	28	376	7.4%	10.1%	-2.7	G
Sep-14	32	379	8.4%	10.1%	-1.7	G
Oct-14	35	383	9.1%	10.1%	-1.0	G
Nov-14	32	378	8.5%	10.1%	-1.6	G
Dec-14	35	372	9.4%	10.1%	-0.7	G
Jan-15	32	354	9.0%	10.1%	-1.1	G
Feb-15	28	350	8.0%	10.1%	-2.1	G
Mar-15	30	354	8.5%	10.1%	-1.6	G
Apr-15	33	348	9.5%	10.1%	-0.6	G
May-15	28	349	8.0%	10.1%	-2.1	G
Jun-15	29	345	8.4%	10.1%	-1.7	G
Jul-15	32	346	9.2%	10.1%	-0.9	G
Aug-15	33	342	9.6%	10.1%	-0.5	G
Sep-15	35	340	10.3%	9.5%	0.8	A
Oct-15	26	339	7.7%	9.5%	-1.8	G
Nov-15	24	342	7.0%	9.5%	-2.5	G
Dec-15	25	349	7.2%	9.5%	-2.3	G
Jan-16	26	349	7.4%	9.5%	-2.1	G

121

CSC Commentary
 A stretch target was put in place for this indicator as performance was excellent last year. After a slight increasing trend, performance from September last year is heading back in the right direction and is above the target.

Definition
 The percentage of children in care at any given time with three or more placements during the last 12 months.

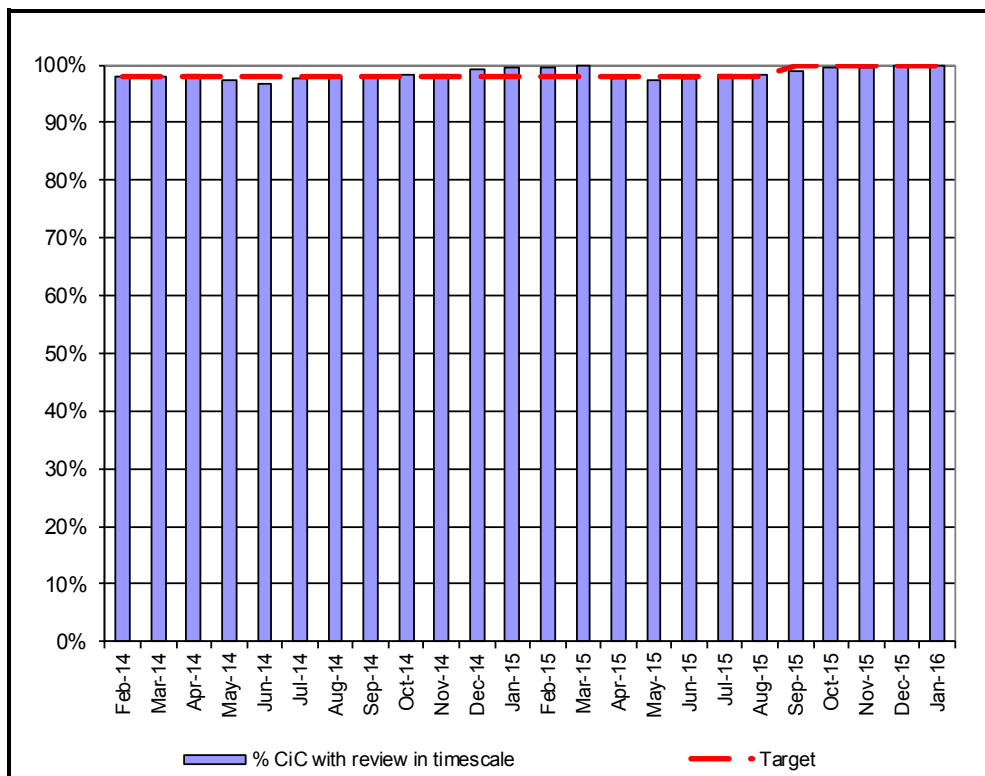
Population for denominator: 46600

G = 9.5% **A > 9.5-11.3%** **R > 11.3**

Year	PCC Result	SN Result	ENG Result
2012-13	11.1%	10.3%	11.1%
2013-14	9.0%	11.3%	11.0%
2014-15	8.5%		

Chart 12

Children in Care Reviews held within timescales **Jan 2016**



Month	Num.	Denom.	% CiC	Target	Variance	RAG
Feb-14	340	347	98.0%	98.0%	0.0	G
Mar-14	334	341	97.9%	98.0%	-0.1	G
Apr-14	358	364	98.4%	98.0%	0.4	A
May-14	367	377	97.3%	98.0%	-0.7	G
Jun-14	366	378	96.8%	98.0%	-1.2	A
Jul-14	360	369	97.6%	98.0%	-0.4	A
Aug-14	360	368	97.8%	98.0%	-0.2	A
Sep-14	364	371	98.1%	98.0%	0.1	A
Oct-14	360	366	98.4%	98.0%	0.4	G
Nov-14	363	369	98.4%	98.0%	0.4	G
Dec-14	386	389	99.2%	98.0%	1.2	G
Jan-15	345	347	99.4%	98.0%	1.4	G
Feb-15	337	339	99.4%	98.0%	1.4	G
Mar-15	342	343	99.7%	98.0%	1.7	G
Apr-15	330	338	97.6%	98.0%	-0.4	G
May-15	330	339	97.3%	98.0%	-0.7	G
Jun-15	322	330	97.6%	98.0%	-0.4	G
Jul-15	326	332	98.2%	98.0%	0.2	G
Aug-15	331	337	98.2%	98.0%	0.2	G
Sep-15	330	334	98.8%	100.0%	-1.2	A
Oct-15	326	327	99.7%	100.0%	-0.3	A
Nov-15	335	336	99.7%	100.0%	-0.3	A
Dec-15	344	345	99.7%	100.0%	-0.3	A
Jan-16	329	329	100.0%	100.0%	0.0	G

CSC Commentary

Reviews for Children in Care have all been held within timescale since April 2015, last calendar years percentage captures one child who's review was held out of timescale at the end of January 2015. However, this has now moved out of the 'capture period' and reviews are back to being at 100% and are green rag rated.

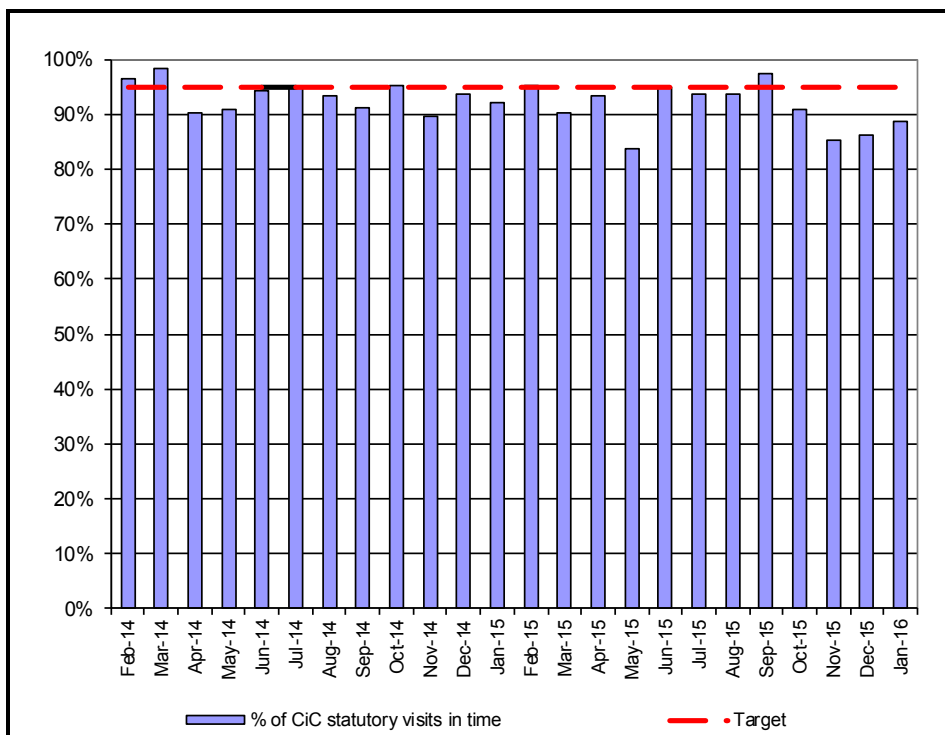
Definition

The percentage of Looked after children for at least one month, whose case was reviewed within the required timescales.
The denominator is children who are LAC for at least one month at the end of the reporting month. The numerator is the number of children who have not had a review in the last 12 months recorded as outside of timescale.

G = 100% **A > 98%** **R < 98%**

Chart 13

Children in care statutory visits in time **Jan 2016**



Month	Num.	Denom.	% of	Target	Variance	RAG
Feb-14	330	342	96.5%	95.0%	1.5	A
Mar-14	339	345	98.3%	95.0%	3.3	G
Apr-14	320	354	90.4%	95.0%	-4.6	G
May-14	342	376	91.0%	95.0%	-4.0	A
Jun-14	344	365	94.2%	95.0%	-0.8	A
Jul-14	341	359	95.0%	95.0%	0.0	A
Aug-14	333	357	93.3%	95.0%	-1.7	G
Sep-14	325	356	91.3%	95.0%	-3.7	A
Oct-14	346	363	95.3%	95.0%	0.3	A
Nov-14	323	360	89.7%	95.0%	-5.3	G
Dec-14	337	360	93.6%	95.0%	-1.4	G
Jan-15	319	346	92.2%	95.0%	-2.8	A
Feb-15	317	333	95.2%	95.0%	0.2	G
Mar-15	302	334	90.4%	95.0%	-4.6	G
Apr-15	307	329	93.3%	95.0%	-1.7	G
May-15	278	332	83.7%	95.0%	-11.3	A
Jun-15	308	324	95.1%	95.0%	0.1	G
Jul-15	300	320	93.8%	95.0%	-1.3	G
Aug-15	311	332	93.7%	95.0%	-1.3	G
Sep-15	320	328	97.6%	95.0%	2.6	G
Oct-15	295	325	90.8%	95.0%	-4.2	A
Nov-15	285	334	85.3%	95.0%	-9.7	R
Dec-15	286	332	86.1%	95.0%	-8.9	R
Jan-16	287	324	88.6%	95.0%	-6.4	R

CSC Commentary
 While this rag rating remains as red, the number of statutory visits for January 2016 has continued the recent upward trend and has increased to 88.6%. Work continues within the teams as this remains as an area for improvement and completing and recording visits is being addressed by Team Managers.

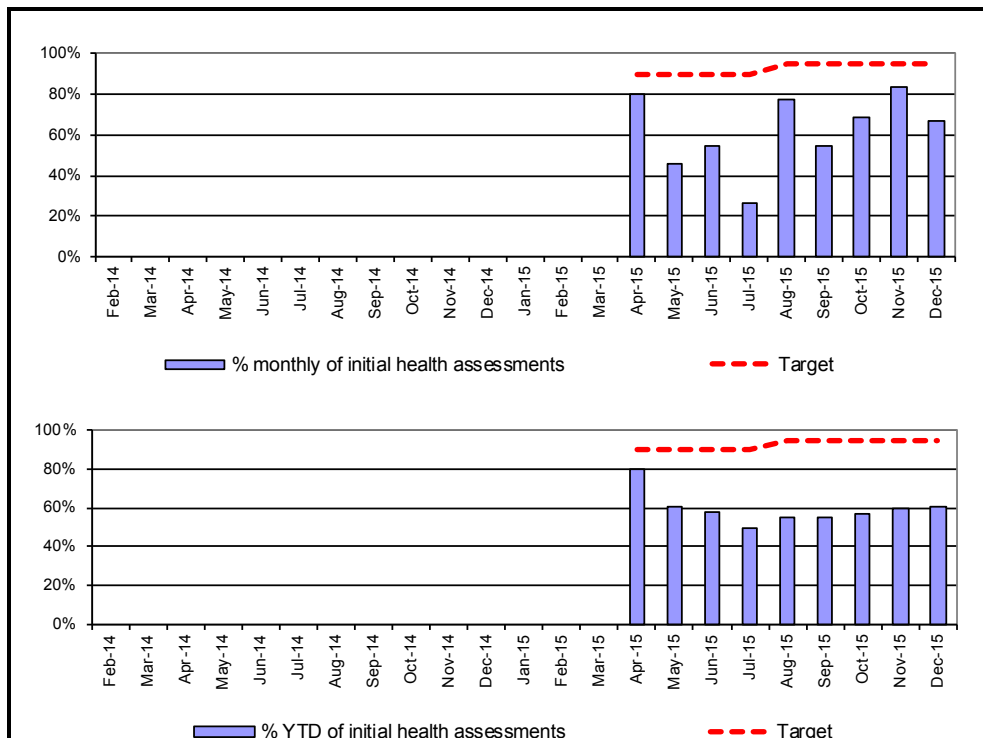
Definition
 Of all Children in Care that have been looked after for more than 6 weeks, the number and percentage of visits that were completed within the 6 week deadline (or within three months for those Children in Care that have been looked after for more than 12 months and whose placement is deemed to be permanent). This is snapshot data taken at the month end.

G = 95% **A > 90%** **R < 90%**

Chart 14

Initial health assessments completed within 20 working days of child entering care

Jan 2016



Month	Init.HA	CiC St	% monthly	% YTD	Target	Var	RAG
Feb-14							
Mar-14							
Apr-14							
May-14							
Jun-14							
Jul-14							
Aug-14							
Sep-14							
Oct-14							
Nov-14							
Dec-14							
Jan-15							
Feb-15							
Mar-15							
Apr-15	8	10	80.0%	80.0%	90.0%	-10.0	R
May-15	6	13	46.2%	60.9%	90.0%	-29.1	R
Jun-15	12	22	54.5%	57.8%	90.0%	-32.2	R
Jul-15	4	15	26.7%	50.0%	90.0%	-40.0	R
Aug-15	10	13	76.9%	54.8%	95.0%	-40.2	R
Sep-15	6	11	54.5%	54.8%	95.0%	-40.2	R
Oct-15	11	16	68.8%	57.0%	95.0%	-38.0	R
Nov-15	10	12	83.3%	59.8%	95.0%	-35.2	R
Dec-15	6	9	66.7%	60.3%	95.0%	-34.7	R

YTD:	73	121	--	60.3%	95.0%	-34.7	R
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CSC Commentary
 The current performance system struggles to capture this indicator accurately. Unconfirmed data suggests that around 88% of the assessments were completed in timescale in December 2015, and it is confirmed that 100% of assessments were completed in timescale in November; this is a much improved picture compared with last year, but remains an area where scrutiny is required

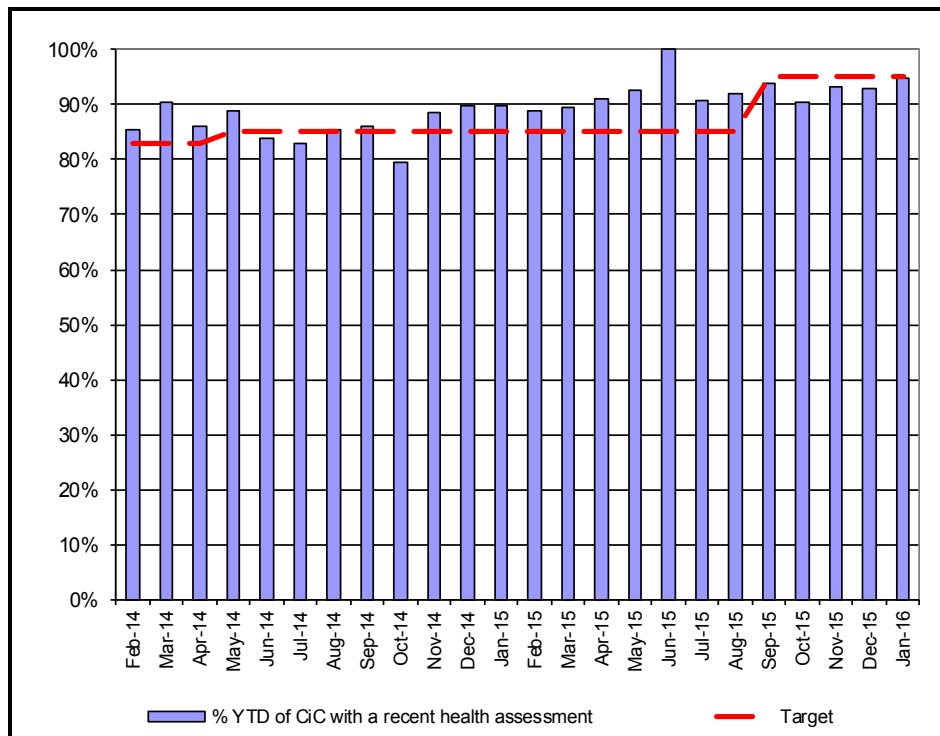
Definition
 The number of children becoming looked after that have an initial health assessment recorded within 20 working days of the child entering care. The number of children is measured one month in arrears to enable time for the 20 day period to elapse and excludes cases where the episode of care was closed within 20 days and also children entering care because they have been placed on remand (because the remand institution is responsible for completing the initial health assessment).

G >= 95%	A > 85 -95%	R < 85%
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Chart 15

Health of Children in Care - Annual Health Assessments **Jan 2016**



Month	Num.	Denom.	% YTD	Target	Variance	RAG
Feb-14	204	239	85.4%	83.0%	2.4	G
Mar-14	225	249	90.4%	83.0%	7.4	G
Apr-14	224	260	86.2%	83.0%	3.2	G
May-14	236	266	88.7%	85.0%	3.7	G
Jun-14	221	264	83.7%	85.0%	-1.3	G
Jul-14	218	263	82.9%	85.0%	-2.1	A
Aug-14	226	265	85.3%	85.0%	0.3	A
Sep-14	230	267	86.1%	85.0%	1.1	G
Oct-14	205	258	79.5%	85.0%	-5.5	G
Nov-14	232	262	88.5%	85.0%	3.5	A
Dec-14	239	266	89.8%	85.0%	4.8	G
Jan-15	227	253	89.7%	85.0%	4.7	G
Feb-15	224	252	88.9%	85.0%	3.9	G
Mar-15	229	256	89.5%	85.0%	4.5	G
Apr-15	232	255	91.0%	85.0%	6.0	G
May-15	237	256	92.6%	85.0%	7.6	G
Jun-15	253	253	100.0%	85.0%	15.0	G
Jul-15	219	241	90.9%	85.0%	5.9	G
Aug-15	221	240	92.1%	85.0%	7.1	G
Sep-15	224	239	93.7%	95.0%	-1.3	A
Oct-15	210	232	90.5%	95.0%	-4.5	A
Nov-15	216	232	93.1%	95.0%	-1.9	A
Dec-15	212	228	93.0%	95.0%	-2.0	A
Jan-16	211	223	94.6%	95.0%	-0.4	A

CSC Commentary
 Performance has increased to 94.6% and is now only less than half a percentage point below our target of 95%.

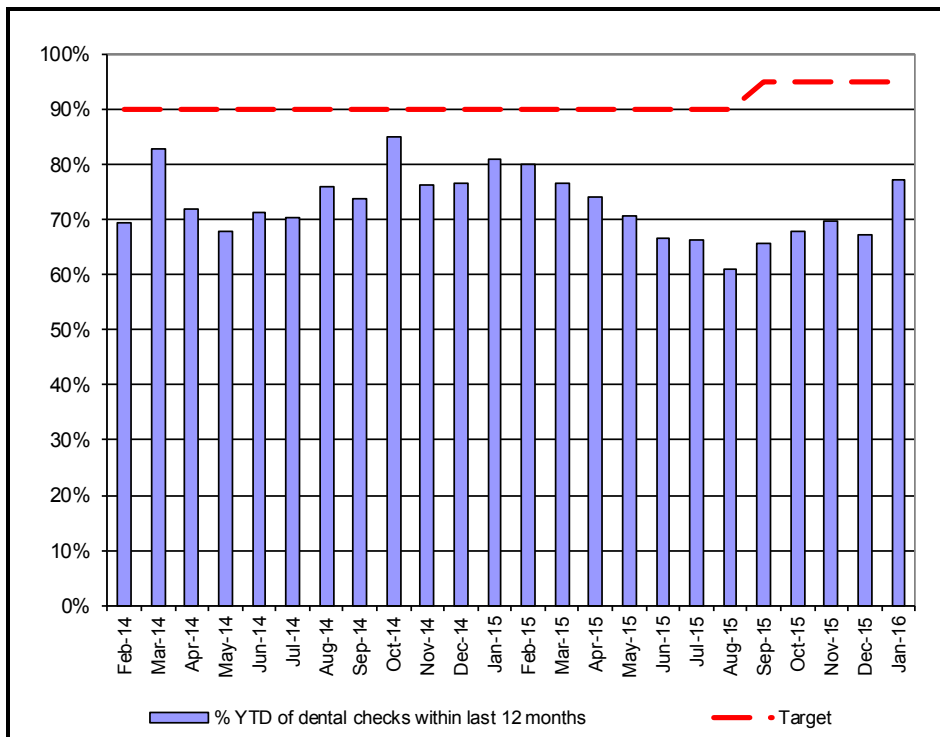
Definition
 Of the children who had been in care for at least 12 months the proportion who had an annual health assessment during the previous 12 months.

G >= 95%	A > 85%	R < 85%
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Year	PCC Result	SN Result	ENG Result
2012-13	85.4%	85.0%	87.3%
2013-14	93.9%	89.1%	88.4%
2014 -15			

Chart 16

Children in care (aged 3-17 years) with dental checks held within previous 12 months **Jan 2016**



Month	Num.	Denom.	% YTD	Target	Variance	RAG
Feb-14	210	302	69.5%	90.0%	-20.5	R
Mar-14	249	301	82.7%	90.0%	-7.3	R
Apr-14	230	320	71.9%	90.0%	-18.1	A
May-14	218	321	67.9%	90.0%	-22.1	R
Jun-14	230	322	71.4%	90.0%	-18.6	R
Jul-14	225	320	70.3%	90.0%	-19.7	R
Aug-14	239	315	75.9%	90.0%	-14.1	R
Sep-14	232	315	73.7%	90.0%	-16.3	R
Oct-14	265	312	84.9%	90.0%	-5.1	R
Nov-14	236	310	76.1%	90.0%	-13.9	A
Dec-14	237	309	76.7%	90.0%	-13.3	R
Jan-15	240	296	81.1%	90.0%	-8.9	R
Feb-15	231	289	79.9%	90.0%	-10.1	A
Mar-15	225	294	76.5%	90.0%	-13.5	R
Apr-15	213	287	74.2%	90.0%	-15.8	R
May-15	206	291	70.8%	90.0%	-19.2	R
Jun-15	195	293	66.6%	90.0%	-23.4	R
Jul-15	194	292	66.4%	90.0%	-23.6	R
Aug-15	176	289	60.9%	90.0%	-29.1	R
Sep-15	191	291	65.6%	95.0%	-29.4	R
Oct-15	196	289	67.8%	95.0%	-27.2	R
Nov-15	204	293	69.6%	95.0%	-25.4	R
Dec-15	198	295	67.1%	95.0%	-27.9	R
Jan-16	222	288	77.1%	95.0%	-17.9	R

CSC Commentary
 While this indicator has risen by 10% this month, this remains an an area of significant focus as performance has historically been poor and it is still rag rated red. However, the number of dental checks for CIC (aged 3- 7 years) held within previous 12 months is now 77.1%.

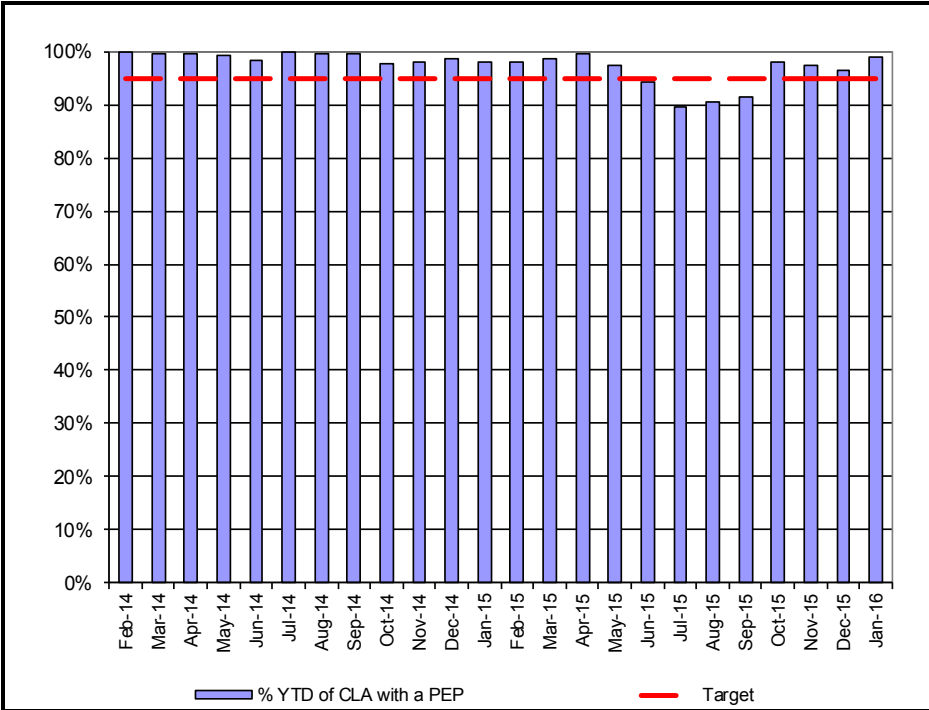
Definition
 The percentatge of children looked after who have had a dental check within the previous 12 months.
 Children looked after aged between 3 and 17 years old that have a dental check recorded on Liquidlogic that was completed within the previous 12 months. The denominator is the number of children

G >= 95%	A > 90%	R < 90%
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Chart 17

Personal Education Plans (PEPs) **Jan 2016**



Month	Num.	Denom.	% YTD	Target	Variance	RAG
Feb-14	209	209	100.0%	95.0%	5.0	G
Mar-14	227	228	99.6%	95.0%	4.6	G
Apr-14	238	239	99.6%	95.0%	4.6	G
May-14	238	240	99.2%	95.0%	4.2	G
Jun-14	239	243	98.4%	95.0%	3.4	G
Jul-14	240	240	100.0%	95.0%	5.0	G
Aug-14	237	238	99.6%	95.0%	4.6	G
Sep-14	203	204	99.5%	95.0%	4.5	G
Oct-14	207	212	97.6%	95.0%	2.6	G
Nov-14	209	213	98.1%	95.0%	3.1	G
Dec-14	211	214	98.6%	95.0%	3.6	G
Jan-15	209	213	98.1%	95.0%	3.1	G
Feb-15	209	213	98.1%	95.0%	3.1	G
Mar-15	213	216	98.6%	95.0%	3.6	G
Apr-15	213	214	99.5%	95.0%	4.5	G
May-15	214	220	97.3%	95.0%	2.3	G
Jun-15	212	225	94.2%	95.0%	-0.8	A
Jul-15	206	230	89.6%	95.0%	-5.4	R
Aug-15	193	213	90.6%	95.0%	-4.4	A
Sep-15	195	213	91.5%	95.0%	-3.5	A
Oct-15	206	210	98.1%	95.0%	3.1	G
Nov-15	215	221	97.3%	95.0%	2.3	G
Dec-15	214	222	96.4%	95.0%	1.4	G
Jan-16	216	218	99.1%	95.0%	4.1	G

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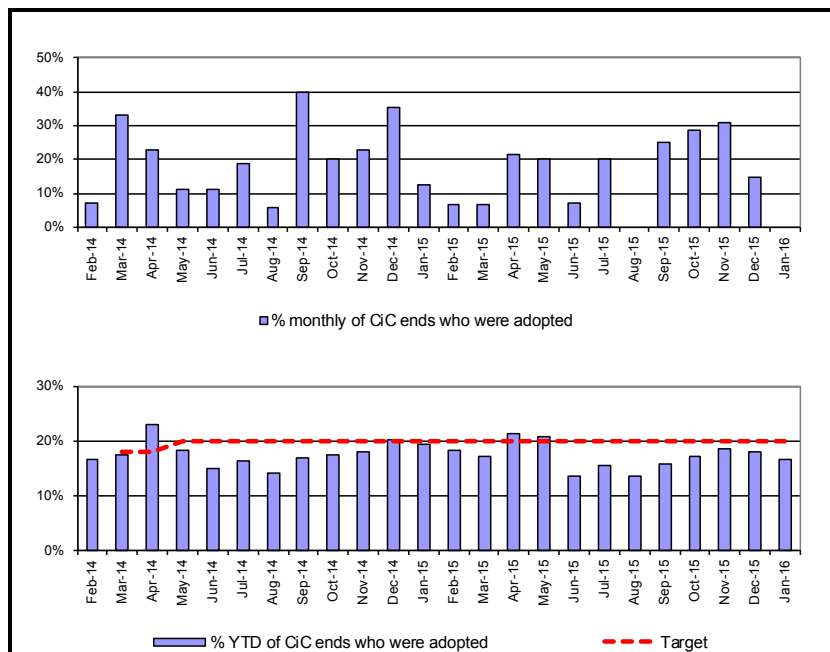
CSC Commentary
 Six NIC were identified as not having had a PEP meeting in January. Of these six, one has now taken place, four have been arranged and are within the twenty day time scale. Discussions around education for the remaining one have taken place with the SEND team and the social worker and will be recorded as an initial PEP. Social workers are now required to complete PEPS using the ePEP system and record on Liquid Logic. Some PEP review meetings have taken place but not recorded on LL. The monthly PEP list provided by the Performance Management team is checked by PVS and forwarded to CSC team managers for follow up with social workers.

Definition
 The denominator is the number of children in care who are of school age. The numerator is of those children, the number that have a PEP added to the system.

G = 95% **A=95%-90%** **R < 90%**

Chart 18

Percentage of children adopted Jan 2016



Month	Adop.	CiC Ends	% monthly	% YTD	Target	Var	RAG
Feb-14	1	14	7.1%	16.6%	18.0%	-1.4	G
Mar-14	3	9	33.3%	17.5%	18.0%	-0.5	A
Apr-14	3	13	23.1%	23.1%	18.0%	5.1	G
May-14	1	9	11.1%	18.2%	20.0%	-1.8	G
Jun-14	2	18	11.1%	15.0%	20.0%	-5.0	G
Jul-14	4	21	19.0%	16.4%	20.0%	-3.6	A
Aug-14	1	17	5.9%	14.1%	20.0%	-5.9	A
Sep-14	4	10	40.0%	17.0%	20.0%	-3.0	A
Oct-14	3	15	20.0%	17.5%	20.0%	-2.5	A
Nov-14	3	13	23.1%	18.1%	20.0%	-1.9	A
Dec-14	6	17	35.3%	20.3%	20.0%	0.3	A
Jan-15	2	16	12.5%	19.5%	20.0%	-0.5	A
Feb-15	1	15	6.7%	18.3%	20.0%	-1.7	A
Mar-15	1	15	6.7%	17.3%	20.0%	-2.7	A
Apr-15	3	14	21.4%	21.4%	20.0%	1.4	G
May-15	2	10	20.0%	20.8%	20.0%	0.8	G
Jun-15	2	28	7.1%	13.5%	20.0%	-6.5	A
Jul-15	5	25	20.0%	15.6%	20.0%	-4.4	A
Aug-15	0	11	0.0%	13.6%	20.0%	-6.4	A
Sep-15	5	20	25.0%	15.7%	20.0%	-4.3	A
Oct-15	4	14	28.6%	17.2%	20.0%	-2.8	A
Nov-15	4	13	30.8%	18.5%	20.0%	-1.5	A
Dec-15	3	20	15.0%	18.1%	20.0%	-1.9	A
Jan-16	0	12	0.0%	16.8%	20.0%	-3.2	A

YTD:	28	167	--	16.8%	20.0%	-3.2	A
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Definition
The number of children adopted as a percentage of the number of children who ceased to be in care



Year	PCC Result	SN Result	ENG Result
2012-13	13.0%	19.0%	14.0%
2013-14	18.0%	22.4%	17.0%
2014-15	19.0%	24.0%	17.0%

CSC Commentary
Quarterly data shows that the number of new decisions nationally has continued to fall from 1,830 in quarter 2, 2013 - 14 to 1,100 in quarter 4, 2014 - 15, representing a decrease in 40%. In Peterborough the decrease has not been experienced previously however it appears that Peterborough has fallen in line with other areas, in this period as there were 8 decisions made compared with 21 in the same period in the previous year. This represents a decrease of 62%. The numbers of proceedings has however remained steady and in line with other areas, it appears that other court orders are being made (for example SGO's) rather than placement and adoption orders.

CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO.10
14 MARCH 2016	PUBLIC REPORT

Report of the Design and Implementation Group		
Contact Officer	Kim Sawyer, Director of Governance	Tel. 452361
	Councillor Thulbourn, Chairman of Design and Implementation Group	Tel.

ALTERNATIVE GOVERNANCE ARRANGEMENTS

1. PURPOSE

- 1.1. This report updates Members on the next steps following Council's decision on 27 January 2016 to confirm its earlier decision to adopt a hybrid model of governance to take effect from the Annual Council meeting in May 2016. It agreed the type of hybrid model it would implement and a scrutiny structure that is aligned to the new model.

2. RECOMMENDATIONS

- 2.1. To update Members on the outcome of the Scrutiny Workshops.
- 2.2. To note the actions to be taken following the Annual Council meeting in May 2016 to embed the hybrid model and in particular to advise Scrutiny Members of the impact of those proposals on their work programme. .
- 2.3. To comment on the induction programme at Appendix 2.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

N/A

4. BACKGROUND

The changes to the governance arrangements were reported to Council on 27 January 2016. Council agreed a hybrid model of executive decision making to take effect from the Annual meeting in May. Under our hybrid model, the Leader/Cabinet system of decision making is retained but Scrutiny Committees select decisions they wish to review in advance of the decisions being considered by the Executive. Scrutiny Committees may endorse the proposals or make alternative recommendations on those reports. The Executive will take into account any recommendations before making their final decision. The new role played by scrutiny allows for backbench and opposition members to take part in the formulation of policy and executive decision making and so provides more inclusivity for Members.

In summary, the agreed arrangements are as follows:

- 1) The Chairman of the relevant Scrutiny Committees in consultation with the relevant Cabinet Member will call forward any executive decisions that should be taken to a scrutiny committee before that particular executive decision is made.

- 2) On the matters selected, the executive report with recommendations will be considered by the Scrutiny Committee the week before it goes to Cabinet or to the Cabinet Member for decision. The Scrutiny Committee will discuss the report and make recommendations to the Cabinet, and in the case of Cabinet Member Decisions, to the relevant Cabinet Member.
- 3) Where the Scrutiny Committee agrees with the Officer recommendations, Cabinet/Cabinet Member note this. Where they disagree a “reference-up” process ensures that Cabinet takes account of this as detailed below.
- 4) To implement this model Scrutiny Committees had to be aligned to Member and Officer portfolios. Therefore, Council has established the following three Scrutiny Committees: These are:
 - (a) Children and Education Scrutiny Committee
 - (b) Adults, Communities and Health Scrutiny Committee
 - (c) Growth, Environment & Resources Scrutiny Committee

Each Scrutiny Committee will consist of 10 Members.

5. KEY FEATURES

PRE-DECISION SCRUTINY

- 5.1. Under the new arrangements, pre-decision scrutiny as described above will take priority over post decision scrutiny. Therefore, the role of scrutiny will significantly change. Every 4-6 weeks before a Cabinet meeting, the forward plan will be published and the Chairman of the relevant Scrutiny Committee in consultation with the relevant Cabinet Member will decide:
 - (a) matters that scrutiny would like to have early involvement in at the policy development stage, for example major policy documents, and
 - (b) those reports coming before an individual Cabinet Member that month or before the next Cabinet meeting that the relevant Scrutiny Committee wishes to see before the decision is made.
- 5.2. All Scrutiny Committees will meet the week before the Cabinet meeting. Any individual Cabinet Member decisions and Cabinet reports that have been selected for pre-decision scrutiny will be put on the agenda of the appropriate Scrutiny Committee.
- 5.3. To avoid any delay in decision making, it is important that these reports are the first items on the Scrutiny Committee agenda. The Committee will discuss the report and the Officer recommendations. The Director submitting the report, or his/her representative, and the relevant Cabinet Member will attend the Scrutiny Committee to answer any questions. The Scrutiny Committee will then decide if it agrees with the Officer recommendations or if it wishes to make alternative recommendations. The Scrutiny Committee will need to give reasons if they make alternative recommendations. The Officer report will then either go to the Cabinet Member to make the decision for Cabinet Member Decision Notices (CMDNs), or to the next meeting of Cabinet if the decision is to be made by the Cabinet. At that time they will also take account of the Scrutiny Committee’s recommendations.
- 5.4. For CMDNs, if a Cabinet Member does not agree with the Scrutiny Committee recommendations, he or she will refer the Officer report to the Cabinet to decide. If the matter is considered by Cabinet and the Cabinet do not agree with the Scrutiny Committee’s recommendations, they will give reasons.
- 5.5. If a minority of voting members on the Scrutiny Committee do not agree with the majority’s views/recommendations, they may put forward alternative recommendations, known as minority reporting. The minority report will be considered by the Cabinet before it makes its decision. For CMDNs, the matter will be referred up to the Cabinet for decision. The Chairman of the Scrutiny Committee and any Members submitting a minority report will be able to speak

in support of their views at the Cabinet meeting.

- 5.6. Cabinet meets 10 times a year but two of these relate to the budget for which there is a separate consultation process. Therefore, Scrutiny Committees will need to meet at least 8 times a year, more frequently than they do now. Officers and Cabinet Members will also need to attend the Scrutiny Committees to answer any questions.
- 5.7. Attached is an example timetable. (Appendix 1)

WORK PROGRAMME AND MANAGING WORKLOAD

- 5.8. Councillors who attended the scrutiny workshops held in October 2015 and December 2015 recognised that they would need to manage their work programme differently. They wanted to provide a positive input into decision-making at an early stage; both at the policy development stage and prior to decision making. This work would need to take priority over post decision scrutiny which they saw as lacking influence. However, scrutiny of external partners such as Police and Health remain the same, as Scrutiny Committees still have a statutory responsibility for this work.

The workshop agreed they would use prioritisation to manage their workload as follows:

- (a) Any matters relating to pre-decision scrutiny would take priority.
 - (b) Scrutiny Committees would be selective in choosing items for scrutiny for example, choosing two or three themes a year to inform their work programming rather than considering a wide range of issues.
 - (c) The agenda and programme should be member-led.
 - (d) Once the work programme is set the workshop agreed that Scrutiny Committees should avoid adding other items throughout the year unless absolutely necessary.
 - (e) Rather than monitoring a myriad of performance indicators for every function, scrutiny should receive performance indicators on key areas of importance and follow a dashboard/traffic light system; green for on target; red for target not achieved etc.
 - (f) "Items for information" should be circulated outside of committee meetings and should not appear on the agenda.
- 5.9. At the beginning of the municipal year Scrutiny Committees normally hold a planning meeting. The Scrutiny Workshops requested more assistance in deciding their work programme, in identifying priorities and in deciding their information needs to enable them to add value in a much more focused way.
- 5.10. Following the local elections in May 2016 and after Council at its Annual meeting has appointed the Members to the Scrutiny Committees, an induction event will be arranged. It is proposed that this is an afternoon/evening event or an all-day event. This will include (a) a session on the hybrid model and how it will work in practice and (b) a work planning session.
- 5.11. The work planning session will be supported by Ed Hammond, Head of Programmes (Local Accountability) at the Centre for Public Scrutiny who supported the workshops. It will include:
- a) Corporate Directors, relevant Service Directors and relevant external bodies who will give an overview of their service areas, and highlight any key issues over the following municipal year, such as future service and legislative changes
 - b) Members will identify their key themes for the following year, and discuss their working arrangements for the year including how they will prioritise their workload.
- 5.12. Ed Hammond will assist Members with their work programme, deciding their future information

needs and how they might access them. It would be a key role of the Chairman to lead this work. The proposed programme is attached (Appendix 2)

- 5.13. Members' views are requested on the proposed work programme event, and whether this should be a full day event or an afternoon and evening event.

CO-OPTED MEMBERS

- 5.14. Scrutiny Members at the workshop and Members of the Design and Implementation Working Group recognised the importance of having co-opted members on the new Scrutiny Committees to reflect additional knowledge, skills and experience which might need to deliver their work programme. Under the revised procedure rules, all Scrutiny Committees have the ability to co-opt up to four non-voting members. This is in addition to the statutory co-opted Members.
- 5.15. At their first induction meeting, Members will want to discuss the types of experience, knowledge and skills they will need to implement their work programme, and to identify any appointments to any co-opted member positions.

RURAL MATTERS

- 5.16. It was decided not to have a separate rural committee. Councillors when deciding their working arrangements at the work planning stage will want to ensure whether rural issues are adequately represented and how they should be represented in the future.

CHARTER – ROLE OF CHAIR

- 5.17. The Design and Implementation Group recognised that the Chairman would have a much stronger role in managing the agenda, particularly in working with the relevant Cabinet Member on agreeing items for pre-decision scrutiny and ensuring that the Committee had a manageable work programme. They recommended that there should be a Chairman's charter outlining their rights and responsibilities under the new hybrid model. Members saw the role as:
- (a) Providing leadership to the Committee and managing the business through setting its agenda and work programmes
 - (b) Managing the agenda in consultation with committee members to ensure the work of the Committee is member led, and is in accordance with member priorities
 - (c) Ensuring that its work primarily focused on pre-decision scrutiny, and adding value
 - (d) Leading on the development of the work programme to ensure it is focused
 - (e) Working with the relevant Cabinet Members to review the forward plan to identify key issues for pre-decision scrutiny both at the policy development stage or prior to decision making liaising with members of the committee and taking the views of Group Representatives as necessary
 - (f) When making recommendations to the Executive, ensure there is consensus that members take account of officer advice and where the Committee do not agree with the officer or Cabinet Member recommendations, clear reasons are given
 - (g) Ensuring the Committees' input to executive decision making is efficient and effective
 - (h) To represent the Committee at Cabinet meetings
 - (i) To foster relationships founded on mutual respect and open communications between Directors, the Executive and Scrutiny members

OTHER TRAINING MATTERS

- 5.18. In previous years, there has been an induction session on the role of scrutiny for new members and training in chairing skills for Chairman of Scrutiny Committees. Members feedback on the usefulness of this training and any other training requirements would be welcome.

6. IMPLICATIONS

- 6.1. Financial Implications: There are no direct financial costs in relation to this report. The cost of training will be met from the Democratic Services budget. Provision has been made in the budget for the additional cost of supporting this process.

Legal Implications: There are no legal implications in relation to this report.

7. CONSULTATION

- 7.1. Not applicable in the context of this report

8. NEXT STEPS

- 8.1. CMT have set up an Officer Working Group involving cross directorate representatives to work with Democratic Services to ensure that processes are in place to ensure a smooth implementation of the new arrangements. This will include planning the work programming event and induction programme.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 9.1. *None*

APPENDICES

Appendix 1 – Calendar

Appendix 2 – Scrutiny Programming Event

Appendix 1
Timetable for revised process (modelled on March 2016 Cabinet meeting)

	Mon	Tues	Wed	Thurs	Friday	Sat	Sun
	February						
	8 Day 43	9 Day 42	10 Day 41	 Day 40	12 Forward Plan published (for Cabinet in March) (At least 28 clear (calendar) days) Day 39	13 Day 38	14 Day 37
	15 Day 36	16 Chairman of Scrutiny & relevant Cabinet Members with officers present to discuss items for pre scrutiny Day 35	17 Day 34	18 Day 33	19 Day 32	20 Day 31	21 Day 30
	22 Day 29	23 Day 28	24 Day 27	25 Day 26	26 Day 25	27 Day 24	28 Day 23
	March						
	29 Day 22	1 Day 21	2 Day 20	3 Day 19	4 Cabinet agenda (part 1) and CMDNs published and included on the agenda of the relevant Scrutiny Committee Day 18	5 Day 17	6 Day 16
	7 Day 15	8 Day 14	9 Day 13	10 Day 12	11 Statutory deadline for publication of Cabinet agenda (part 2) Day 11	12 Day 10	13 Day 9
	14 Scrutiny Committee meeting Day 8	15 Scrutiny Committee meeting Day 7	16 Scrutiny Committee meeting Day 6	17 Scrutiny Recommendations circulated Day 5	18 Day 4	19 Day 3	20 Day 2
	21 Cabinet Day 1	22	23	24	25	26	27

Induction for Scrutiny Members Working in Peterborough's Hybrid Model

Timing: 1 day or afternoon and evening, or two evenings

Lead: Ed Hammond, Head of Programmes, Local Accountability
Kim Sawyer, Director of Governance

	Lead
<p>Part 1 - Introduction – What is scrutiny? What is Scrutiny?</p> <p>Peterborough's Hybrid Model</p> <p>How we adapt it to the Peterborough model</p> <p>Followed by Questions and Answers</p>	<p>Ed Hammond</p> <p>Kim Sawyer</p>
Break	
<p>Part 2 – Work programming Introduction to Work Programming in Scrutiny Work Programming –The Peterborough model</p>	Ed Hammond
<p>Presentations 10 min presentation from each Director – Highlighting key Challenges, Legislation, and Major Policy Reviews</p> <ul style="list-style-type: none"> - People and Communities - Growth Regeneration and Resources - Resources - Public Health - Governance 	Directors
<p>Producing the Work Programme - Table work Deciding key themes and work programme For example - Major Policies coming up for early review, Any statutory items from Partners What type of performance reports, annual reports – list and do we need them, Common style performance</p>	Members supported by Ed Hammond and Directors
Break – Lunch	
<p>Part 3 - Implementing the work programme including group work</p> <ul style="list-style-type: none"> - Dos and Don'ts - Information needs, sources and how to research 	Ed Hammond
Questions and Answers	
Next Steps	

Attendance

Scrutiny members/CMT/Partners – relevant Cabinet Members/Democratic Services Staff

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CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	AGENDA ITEM NO. 11
14 MARCH 2016	PUBLIC REPORT

Report of the Director of Governance

Report Author – Karen S Dunleavy, Democratic Services Officer

Contact Details – 01733 452233 or email karen.dunleavy@peterborough.gov.uk

FORWARD PLAN OF EXECUTIVE DECISIONS

1. PURPOSE

- 1.1 This is a regular report to the Creating Opportunities and Tackling Inequalities Scrutiny Committee outlining the content of the Forward Plan of Executive Decisions.

2. RECOMMENDATIONS

- 2.1 That the Committee identifies any relevant items for inclusion within their work programme.

3. BACKGROUND

- 3.1 The latest version of the Forward Plan of Executive Decisions is attached at Appendix 1. The Forward Plan contains those Executive decisions, which the Leader of the Council believes that the Cabinet or individual Cabinet Member(s) can take and any new Executive decisions to be taken after 21 March 2016.
- 3.2 The information in the Forward Plan of Executive Decisions provides the Committee with the opportunity of considering whether it wishes to seek to influence any of these Executive decisions, or to request further information.
- 3.3 If the Committee wished to examine any of the Executive decisions, consideration would need to be given as to how this could be accommodated within the work programme.
- 3.4 As the Forward Plan is published fortnightly any version of the Forward Plan published after dispatch of this agenda will be tabled at the meeting.

4. CONSULTATION

- 4.1 Details of any consultation on individual decisions are contained within the Forward Plan of Executive Decisions.

5. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

None

6. APPENDICES

Appendix 1 – Forward Plan of Executive Decisions

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PETERBOROUGH CITY COUNCIL'S FORWARD PLAN OF EXECUTIVE DECISIONS

PUBLISHED: 19 FEBRUARY 2016

FORWARD PLAN

PART 1 – KEY DECISIONS

In the period commencing 28 clear days after the date of publication of this Plan, Peterborough City Council's Executive intends to take 'key decisions' on the issues set out below in **Part 1**. Key decisions relate to those executive decisions which are likely to result in the Council spending or saving money in excess of £500,000 and/or have a significant impact on two or more wards in Peterborough.

If the decision is to be taken by an individual Cabinet Member, the name of the Cabinet Member is shown against the decision, in addition to details of the Councillor's portfolio. If the decision is to be taken by the Cabinet, this too is shown against the decision and its members are as listed below:
Cllr Holdich (Leader); Cllr Coles; Cllr Elsey; Cllr Fitzgerald (Deputy Leader); Cllr Hiller, Cllr Lamb; Cllr North; Cllr Seaton; Cllr Serluca.

This Plan should be seen as an outline of the proposed decisions for the forthcoming month and it will be updated on a fortnightly basis to reflect new key-decisions. Each new Plan supersedes the previous Plan and items may be carried over into forthcoming Plans. Any questions on specific issues included on the Plan should be included on the form which appears at the back of the Plan and submitted to Gemma George, Democratic Services Manager, Governance Department, Town Hall, Bridge Street, PE1 1HG (fax 08702 388039). Alternatively, you can submit your views via e-mail to gemma.george@peterborough.gov.uk or by telephone on 01733 452268. For each decision a public report will be available from the Governance Team one week before the decision is taken.

PART 2 – NOTICE OF INTENTION TO TAKE DECISION IN PRIVATE

Whilst the majority of the Executive's business at the Cabinet meetings listed in this Plan will be open to the public and media organisations to attend, there will be some business to be considered that contains, for example, confidential, commercially sensitive or personal information. In these circumstances the meeting may be held in private, and on the rare occasion this applies, notice will be given within **Part 2** of this document, 'notice of intention to hold meeting in private'. A further formal notice of the intention to hold the meeting, or part of it, in private, will also be given 28 clear days in advance of any private meeting in accordance with The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

The Council invites members of the public to attend any of the meetings at which these decisions will be discussed (unless a notice of intention to hold the meeting in private has been given).

PART 3 – NOTIFICATION OF NON-KEY DECISIONS

For complete transparency relating to the work of the Executive, this Plan also includes an overview of non-key decisions to be taken by the Cabinet or individual Cabinet Members, these decisions are listed at **Part 3** and will be updated on a weekly basis.

You are entitled to view any documents listed on the Plan, or obtain extracts from any documents listed or subsequently submitted to the decision maker prior to the decision being made, subject to any restrictions on disclosure. There is no charge for viewing the documents, although charges may be made for photocopying or postage. Documents

listed on the notice and relevant documents subsequently being submitted can be requested from Gemma George, Democratic Services Manager, Governance Department, Town Hall, Bridge Street, PE1 1HG (fax 08702 388038), e-mail to gemma.george@peterborough.gov.uk or by telephone on 01733 452268.

All decisions will be posted on the Council's website: www.peterborough.gov.uk/executivedeisions. If you wish to make comments or representations regarding the 'key decisions' outlined in this Plan, please submit them to the Democratic Services Manager using the form attached. For your information, the contact details for the Council's various service departments are incorporated within this Plan.

PART 1 – FORWARD PLAN OF KEY DECISIONS

KEY DECISIONS FROM 21 MARCH 2016

<i>KEY DECISION REQUIRED</i>	<i>DECISION MAKER</i>	<i>DATE DECISION EXPECTED</i>	<i>RELEVANT SCRUTINY COMMITTEE</i>	<i>CONSULTATION</i>	<i>CONTACT DETAILS / REPORT AUTHORS</i>	<i>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</i>
Provision of Permanency Services – KEY/21MAR16/01 To approve the award of the Provision of Permanency Services contract.	Councillor Andy Coles Cabinet Member for Children's Services	July 2016	Creating Opportunities and Tackling Inequalities	Relevant internal and external stakeholders.	Lou Williams Service Director Children's Services and Safeguarding Tel: 01733 864139 Lou.williams@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

<p>Council Office and Buildings Collection Contract – KEY/21MAR16/02 To approve the award of the Council office and buildings collection contract.</p>	<p>Councillor Gavin Elsey Cabinet Member for Digital, Waste and Street Scene</p>	<p>April 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant industry partners.</p>	<p>Richard Pearn Waste Partnership Manager Tel: 01733 864739 Richard.pearn@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
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KEY DECISION REQUIRED	DECISION MAKER	DATE DECISION EXPECTED	RELEVANT SCRUTINY COMMITTEE	CONSULTATION	CONTACT DETAILS / REPORT AUTHORS	DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION
<p>Traffic Signals Maintenance and Supply Contract – KEY/21MAR16/03 To jointly procure a Traffic Signal Maintenance and Supply and Installation Contract with Cambridgeshire County Council, Central Bedfordshire, Bedford Borough, Luton and Peterborough City Council (5 authorities) through a NEC 3 contract with a Single Supplier Framework with call off contract for 5 plus 3 years.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>May – July 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Peter Tebb Network and Traffic Manger Tel: 01733 453519 Peter.tebb@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
<p>Increased Number of Connectivity/Access Points (CityFibre) Within the Managed ICT Contract – KEY/21MAR16/04 To approve the number of connectivity/access points within the ICT contract.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Richard Godfrey Assistant Director Digital Tel: 01733 317989 Richard.godfrey@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

KEY DECISION REQUIRED	DECISION MAKER	DATE DECISION EXPECTED	RELEVANT SCRUTINY COMMITTEE	CONSULTATION	CONTACT DETAILS / REPORT AUTHORS	DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION
PREVIOUSLY ADVERTISED DECISIONS						
Delivery of the Council's Capital Receipt Programme through the Sale of Dickens Street Car Park - KEY/03JUL/11 To authorise the Chief Executive, in consultation with the Solicitor to the Council, Corporate Director Resources, the Corporate Property Officer and the Cabinet Member Resources, to negotiate and conclude the sale of Dickens Street Car Park. For Cabinet to consider future options for service delivery.	Councillor David Seaton Cabinet Member for Resources	March 2016	Sustainable Growth and Environment Capital	Consultation will take place with the Cabinet Member, Ward Councillors, relevant internal departments & external stakeholders as appropriate.	Richard Hodgson Head of Strategic Projects Tel: 01733 384535 richard.hodgson@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

KEY DECISION REQUIRED	DECISION MAKER	DATE DECISION EXPECTED	RELEVANT SCRUTINY COMMITTEE	CONSULTATION	CONTACT DETAILS / REPORT AUTHORS	DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION
Sale of the Herlington Centre - KEY/21MAR14/03 Delivery of the Council's capital receipts programme through the sale of the Herlington Centre, Orton Malborne.	Councillor David Seaton Cabinet Member for Resources	March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	David Gray Capital Projects Officer Tel: 01733 384531 david.gray@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Formalise Integrated Community Equipment Service Funding and Commissioning Arrangements - KEY/18APR14/01 To formalise integrated community equipment service joint funding arrangements.	Councillor Wayne Fitzgerald Deputy Leader and Cabinet Member for Integrated Adult Social Care and Health	March 2016	Scrutiny Commission for Health Issues	Relevant internal and external stakeholders.	Jenny Beasley Commissioning Manager Tel: 01733 452482 Jenny.beasley@peterborough.ov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Award of Contract for Build of a Waste Transfer Station - KEY/18APR14/02 To award a contract for the build of a waste transfer station.	Councillor Gavin Eley Cabinet Member for Digital, Waste and Street Scene	March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Paul Robertson Waste Project Officer Tel: 01733 864740 paul.robertson@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

<p>Print Managed Services - KEY/13JUN14/01 To enable Council officers to be able to print, copy and scan.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Vicki Palazon Financial Services Manager – Planning and Reporting Tel: 01733 864104 Vicki.palazon@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>KEY DECISION REQUIRED</p>	<p>DECISION MAKER</p>	<p>DATE DECISION EXPECTED</p>	<p>RELEVANT SCRUTINY COMMITTEE</p>	<p>CONSULTATION</p>	<p>CONTACT DETAILS / REPORT AUTHORS</p>	<p>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</p>
<p>Selective Licensing - KEY/17OCT14/01 To improve standards and management of properties in the private rented sector.</p>	<p>Cabinet</p>	<p>29 February 2016</p>	<p>Strong and Supportive Scrutiny Committee</p>	<p>Relevant internal and external stakeholders</p>	<p>Belinda Child Head of Housing and Health Improvement Tel: 01733 863769 Belinda.child@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>Classroom Extension and Associated Works Heltwate School - KEY/06MAR15/01 To authorise the construction of an extension at Heltwate School and give authority to the Executive Director of Resources to award the construction contract within the approved budget.</p>	<p>Councillor John Holdich Leader of the Council and Cabinet Member for Education, Skills and University</p>	<p>March 2016</p>	<p>Creating Opportunities and Tackling Inequalities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Brian Howard Head of Schools Infrastructure Tel: 01733 863976 Brian.howard@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Wirrina Car Park – KEY/06MAR15/10 Disposal of Wirrina Car Park to Peterborough Investment Partnership.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital Scrutiny Committee</p>	<p>Relevant internal and external stakeholders.</p>	<p>Richard Hodgson, Head of Strategic Projects 01733 384535 Richard.hodgson@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
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Real Time Passenger Information – KEY/10JUL15/02 To approve the expansion and maintenance contract.	Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing & Economic Development	March 2016	Sustainable Growth and Environment Capital	Relevant internal and External stakeholders.	Amy Pickstone Senior ITS Officer Tel: 01733 317481 Amy.pickstone@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Delivery of the Council's Capital Receipt Programme through the sale of Welland House, Dogsthorpe – KEY/24JUL15/01 To authorise the sale of Welland House, Dogsthorpe – (non-key)	Councillor David Seaton Cabinet Member for Resources	March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	David Gray Capital Projects Officer Tel: 01733 384531 david.gray@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

<p>Delivery of the Council's Capital Receipt Programme through the sale of Pyramid Centre, Bretton North – KEY/24JUL15/02 To authorise the sale of the Pyramid Centre, Bretton North.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Gareth Dawkins Capital Projects Officer Tel: 01733 384618 Gareth.dawkins@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
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<p>Sale of Land at Rear of Braybrook School, Orton Longueville – KEY/24JUL15/03 To authorise the Chief Executive, in consultation with the Solicitor to the Council, Corporate Director Resources, the Corporate Property Officer and the Cabinet Member Resources, to negotiate and conclude the sale of Land.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Brian Davies Sales and Acquisitions Tel: 01733 384547 Brian.davies@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Sale of the Lindens, Lincoln Road – KEY/24JUL15/04 To authorise the Chief Executive, in consultation with the Solicitor to the Council, Corporate Director Resources, the Corporate Property Officer and the Cabinet Member Resources, to negotiate and conclude the sale.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Brian Davies Sales and Acquisitions Tel: 01733 384547 Brian.davies@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
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<p>Sale of Bretton Court, Bretton North – KEY/24JUL15/05 To authorise the Chief Executive, in consultation with the Solicitor to the Council, Corporate Director Resources, the Corporate Property Officer and the Cabinet Member Resources, to negotiate and conclude the sale.</p>	<p>Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Brian Davies Sales and Acquisitions Tel: 01733 384547 Brian.davies@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>Expansion by One Form of Entry to Jack Hunt Secondary School – KEY/07AUG15/02 To approve expansion by 1 form of entry of Jack Hunt Secondary School to include award of building contracts for the required enhancement of facilities and any legal changes to the schools PFI contract.</p>	<p>Councillor John Holdich Leader of the Council and Cabinet Member for Education, Skills and University</p>	<p>March 2016</p>	<p>Strong and Supportive Communities Scrutiny Committee</p>	<p>Relevant internal and external stakeholders.</p>	<p>Brian Howard Head of Schools Infrastructure Tel: 01733 863976 Brian.howard@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Draft Housing Strategy – KEY/21SEPT15/03 For Cabinet to approve the Strategy for public consultation.</p>	<p>Cabinet</p>	<p>June 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Anne Keogh Housing and Strategic Planning Manager Anne.keogh1@peterborough.gov.uk Tel: 01733 863815</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>KEY DECISION REQUIRED</p>	<p>DECISION MAKER</p>	<p>DATE DECISION EXPECTED</p>	<p>RELEVANT SCRUTINY COMMITTEE</p>	<p>CONSULTATION</p>	<p>CONTACT DETAILS / REPORT AUTHORS</p>	<p>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</p>
<p>Passenger Transport Services AMEY – KEY/27NOV15/01 To approve the award of six routes to Amey under the existing contract arrangements.</p>	<p>Councillor John Holdich Leader of the Council and Cabinet Member for Education, Skills and University</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Sara Thompson Team Manager, Passenger Transport Operations Tel: 01733 317452 Sara.thompson@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</p>

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<p>Intelligent Transport Systems Infrastructure – KEY/11DEC15/01 To introduce the use of Variable Message Signs (VMS) on the road network to provide real-time driver information.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>December 2015 to Mar 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Peter Tebb Network and Traffic Manager Tel: 01733 453519 Peter.tebb@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
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<p>Direct Payment Support Service – KEY/11DEC15/02 To approve the direct payment support service.</p>	<p>Councillor Fitzgerald Deputy Leader and Cabinet Member for Integrated Adult Social Care and Health</p>	<p>June 2016</p>	<p>Scrutiny Commission for Health Issues</p>	<p>Relevant internal and external stakeholders.</p>	<p>Jenny Beasley Commissioning Manager Tel: 01733 452482 Jenny.beasley@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>

<p>Offtake Arrangements for Power from the Energy Recovery Facility – KEY/25DEC15/01 To approve putting into place arrangements for the sale of heat and/or electricity from the Energy Recovery Facility.</p>	<p>Councillor Gavin Elsey Cabinet Member for Digital, Waste and Street Scene</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Richard Pearn Waste Partnership Manager Tel: 01733 864739 Richard.pearn@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
<p>KEY DECISION REQUIRED</p>	<p>DECISION MAKER</p>	<p>DATE DECISION EXPECTED</p>	<p>RELEVANT SCRUTINY COMMITTEE</p>	<p>CONSULTATION</p>	<p>CONTACT DETAILS / REPORT AUTHORS</p>	<p>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</p>
<p>Delegation of Authority under the ASB, Crime and Policing Act 2014 to Registered Social Landlords – KEY/25DEC15/02 To authorise Peterborough City Council to designate authority to registered social landlords to enforce Part 4 Sections 43-48 of the Anti-social Behaviour, Crime and Policing Act 2014.</p>	<p>Councillor Nigel North Cabinet Member for Communities and Environment Capital</p>	<p>March 2016</p>	<p>Strong and Supportive Communities</p>	<p>Relevant internal and external stakeholders including social landlords through the Peterborough Registered Social Landlord Forum</p>	<p>Laura Kelsey Anti-Social Behaviour Co-ordinator Tel: 01733 453563 Laura.kelsey@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Extension of Expenditure with Providers on the Homecare Framework – KEY/11JAN16/01 To authorise the extension of expenditure with providers on the homecare framework agreement, in line with current terms and conditions.</p>	<p>Councillor Wayne Fitzgerald Cabinet Member for Integrated Adult Social Care and Health</p>	<p>March 2016</p>	<p>Scrutiny Commission for Health Issues</p>	<p>Relevant internal and external stakeholders.</p>	<p>Jenny Beasley, Commissioning Manager, Tel: 01733 452482 jenny.beasley@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>KEY DECISION REQUIRED</p>	<p>DECISION MAKER</p>	<p>DATE DECISION EXPECTED</p>	<p>RELEVANT SCRUTINY COMMITTEE</p>	<p>CONSULTATION</p>	<p>CONTACT DETAILS / REPORT AUTHORS</p>	<p>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</p>
<p>Peterborough Highway Services Contract – KEY/11JAN16/02 To award major transport schemes to Skanska to deliver via the Peterborough Highways Services Contract.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Amy Petrie Principal Programme and Project Officer Tel: 01733 452272 Amy.petrie@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>Skills Strategy - KEY/25JAN16/01 For Cabinet to approve the Skills Strategy.</p>	<p>Cabinet</p>	<p>21 March 2016</p>	<p>Strong and Supportive Communities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Wendi Ogle-Welbourn Corporate Director People and Communities Tel: 01733 863749 Wendi.ogle-welbourn@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Review of Emergency Stopping Places – KEY/25JAN16/02 For Cabinet to review existing and proposed emergency stopping places.</p>	<p>Cabinet</p>	<p>June 2016</p>	<p>Strong and Supportive Communities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Belinda Child Head of Housing and Health Improvement Tel: 01733 863769 Belinda.child@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
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Provision of Non Social Care Temporary Agency Workers – KEY/25JAN16/04 To approve the provision of temporary agency workers.	Councillor David Seaton Cabinet Member for Resources	March 2016	Strong and Supportive Communities	Relevant internal and external stakeholders.	James Fordham Recruitment and Retention Officer Tel: 01733 864581 James.fordham@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Commissioning of Care and Nursing Homes – KEY/25JAN16/05 For the Cabinet Member to consider a new Contract for the commissioning of Care and Nursing Homes under the Choice Directives LA circular 2004, ADASS Terms and Conditions.	Councillor Wayne Fitzgerald Deputy Leader and Cabinet Member for Integrated Social Care and Health	March 2016	Scrutiny Commission for Health Issues	Relevant internal and external stakeholders.	Helene Carr Head of Commissioning Social Care Tel: 01733 864013 Helene.carr@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

<p>Community Based Supported Living Service – KEY/08FEB16/02 To award a 1 year contract for the period 1 April 2016 to 31 March 2017 to Turning Point Ltd to provide the Community Based Supported Living Service.</p>	<p>Councillor Wayne Fitzgerald Deputy Leader and Cabinet Member for Integrated Adult Social Care and Health</p>	<p>March 2016</p>	<p>Scrutiny Commission for Health</p>	<p>Relevant internal and external stakeholders.</p>	<p>Mubarak Darbar Interim Head of Learning Disability Commissioning Tel: 01733 452509 Mubarak.darbar@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>KEY DECISION REQUIRED</p>	<p>DECISION MAKER</p>	<p>DATE DECISION EXPECTED</p>	<p>RELEVANT SCRUTINY COMMITTEE</p>	<p>CONSULTATION</p>	<p>CONTACT DETAILS / REPORT AUTHORS</p>	<p>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</p>
<p>Bus Operator Concessionary Fare Reimbursement – KEY/22FEB16/01 To approve the reimbursement to operators for carrying free bus pass holders, under the English National Concessionary Travel Scheme.</p>	<p>Councillor Nigel North Cabinet Member for Communities and Environment Capital</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Richard Mayes Principal Passenger Transport Contracts and Planning Officer Tel: 01733 317451 Richard.mayes@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>

<p>Joint Enforcement Team – KEY/22FEB16/03 To approve the formation of a joint multi-agency community enforcement team, specifically between the Council, Cambridgeshire Constabulary and Cambridgeshire Fire and Rescue Service.</p>	<p>Cabinet</p>	<p>29 February 2016</p>	<p>Strong and Supportive Communities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Adrian Chapman Service Director Adult Services and Communities Tel: 01733 863887</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
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<p>Local Transport Plan Programme of Capital Works 2016/17 - KEY/07MAR16/01 For the Cabinet Member to approve the Local Transport Plan programme of capital works for the 2016/17 financial year.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>March 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Amy Petrie Principal Programme and Project Officer Tel: 01733 452272 Amy.petrie@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>Former West Town Primary Academy – KEY/07MAR16/02 For the Cabinet Member to authorise the Director of People and Communities to approve the refurbishment works to the West Town Primary site up to the budget sum of £1m. Budget to include all associated costs.</p>	<p>Councillor John Holdich Leader of the Council and Cabinet Member for Education, Skills and University in consultation with Councillor David Seaton Cabinet Member for Resources</p>	<p>March 2016</p>	<p>Creating Opportunities and Tackling Inequalities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Emma Everitt Capital Projects and Assets Officer Tel: 01733 863660 Emma.everitt@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

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Section 75 Agreement Provision of School Nursing Services – KEY/07MAR16/03 To enter into Section 75 agreement with the Cambridgeshire and Peterborough Foundation Trust for the provision of School Nursing Services.	Councillor Diane Lamb Cabinet Member for Public Health	March 2016	Scrutiny Commission for Health Issues	Relevant internal and external stakeholders.	Wendi Ogle-Welbourn Corporate Director People and Communities Tel: 01733 863749 Wendi.ogle-welbourn@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

PART 2 – NOTICE OF INTENTION TO TAKE DECISIONS IN PRIVATE

KEY DECISIONS TO BE TAKEN IN PRIVATE

KEY DECISION REQUIRED	DECISION MAKER	DATE DECISION EXPECTED	RELEVANT SCRUTINY COMMITTEE	CONSULTATION	CONTACT DETAILS / REPORT AUTHORS	DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER
<p>Future Delivery of Property Services – KEY/22FEB16/02 To agree to enter into a joint venture with NPS Property Consultants and to authorise the Corporate Director Growth and Regeneration to negotiate the terms and conditions.</p>	Cabinet	21 March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Duncan Blackie Interim Assistant Director Property Services Tel: 01733 452538 Duncan.blackie@peterborough.gov.uk	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>
<p>Council Office Consolidation – KEY/22FEB16/04 To approve the business case for the Council's office consolidation strategy and associated decisions relating to this.</p>	Cabinet	21 March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Duncan Blackie Interim Head of Property Tel: 01733 452538 Duncan.blackie@peterborough.gov.uk	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>

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KEY DECISION REQUIRED	DECISION MAKER	DATE DECISION EXPECTED	RELEVANT SCRUTINY COMMITTEE	CONSULTATION	CONTACT DETAILS / REPORT AUTHORS	DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER
<p>Potential Energy Joint Venture – KEY/07MAR16/04 For Cabinet to consider and approve a potential energy joint venture.</p>	Cabinet	21 March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Richard Pearn Waste Partnership Manager Tel: 01733 864739 Richard.pearn@peterborough.gov.uk	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p> <p><i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i></p>

PART 3 – NOTIFICATION OF NON-KEY DECISIONS

NON-KEY DECISIONS						
<i>DECISION REQUIRED</i>	<i>DECISION MAKER</i>	<i>DATE DECISION EXPECTED</i>	<i>RELEVANT SCRUTINY COMMITTEE</i>	<i>CONSULTATION</i>	<i>CONTACT DETAILS / REPORT AUTHORS</i>	<i>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</i>
<p>Smoke and Carbon Monoxide Alarm (England) Regulations 2015 – To authorise the level of penalty charge imposed under implementation of the Regulations.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>February 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Jo Bezant Senior Housing Enforcement Officer Tel: 01733 863785 Jo.bezant@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p>To Adopt the Highway Asset Management Policy and Strategy To approve the adoption of the Highway Asset Management Policy and Strategy.</p>	<p>Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development</p>	<p>July 2016</p>	<p>Sustainable Growth and Environment Capital</p>	<p>Relevant internal and external stakeholders.</p>	<p>Lewis Banks, Principal Transport Planning Officer Tel: 01733 317465 Lewis.banks@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

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Empty Homes Strategy – To approve the Empty Homes Strategy.	Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development	July 2016	Strong and Supportive Communities	Relevant internal and external stakeholders.	Belinda Child Head of Housing and Health Improvement Tel: 01733 863769 Belinda.child@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Empty Units Policy For Cabinet to approve the Empty Units Policy.	Cabinet	21 March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Brian Davies Project Manager – Sale and Acquisitions Tel: 01733 384547 Brian.davies@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Regulatory Services: Shared Service Rutland County Council To approve renewal of a shared service agreement with Rutland County Council.	Councillor Nigel North Cabinet Member for Communities and Environment Capital	March 2016	Strong and Supportive Communities	Officers and relevant portfolio holders at Peterborough City Council and Rutland County Council	Peter Gell Head of Regulatory Services Tel: 01733 453419 Peter.gell@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

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Citizens Advice Bureau Funding – To fund Citizens Advice Bureau £3731 until March 2016 (via DWP grant funding) to deliver Personal Budgeting Support to new UC claimants requiring assistance.	Councillor David Seaton Cabinet Member for Resources	March 2016	Strong and Supportive Communities	Relevant internal and external stakeholders.	Ian Phillips Social Inclusion Manager Tel: 01733 863849 lan.phillips@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Vivacity Funding – To fund Vivacity £1278 until March 2016 (via DWP grant funding) to provide digital support for UC claimants to make benefit claims online at Central Library.	Councillor David Seaton Cabinet Member for Resources	March 2016	Strong and Supportive Communities	Relevant internal and external stakeholders.	Ian Phillips Social Inclusion Manager Tel: 01733 863849 lan.phillips@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Budget Proposals Second Tranche Recommendation – To recommend the second tranche of budget proposals to Council.	Cabinet	29 February 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Steven Pilsworth Service Director Financial Services Tel: 01733 384564 Steven.pilsworth@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.

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Extension to Sutton Conservation Area – For the Cabinet Member to approve the extension.	Councillor Peter Hiller Cabinet Member for Growth, Planning, Housing and Economic Development	March 2016	Sustainable Growth and Environment Capital	Relevant internal and external stakeholders.	Jim Daley Principal Built Environment Officer Tel: 01733 453522 Jim.daly@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published.
Vivacity Premier Fitness Invest to Save Scheme - To authorise investment in developing Vivacity Premier Fitness on an invest to save basis	Councillor David Seaton Cabinet Member for Resources	March 2016	Creating Opportunities and Tackling Inequalities	Relevant internal and external stakeholders.	John Harrison Corporate Director Resources Tel: 01733 452520 John.harrison@peterborough.gov.uk	It is not anticipated that there will be any documents other than the report and relevant appendices to be published. <i>The decision will include an exempt annexe. By virtue of paragraph 3, information relating to the financial or business affairs of any particular person (including the authority holding that information).</i>

<p>Extension of Current Adult Social Care Contracts – To approve the extension of Mental Health Employment, Wellbeing and Recovery Services contracts from 1 October 2015 and 30 Nov 2016 due to reconfiguration of the contract.</p>	<p>Councillor Wayne Fitzgerald Deputy Leader and Cabinet Member for Integrated Adult Social Care and Health</p>	<p>March 2016</p>	<p>Scrutiny Commission for Health Issues</p>	<p>Relevant internal and external stakeholders.</p>	<p>Mubarak Darbar Head of Commissioning Learning Disabilities Tel: 01733 452509 Mubarak.darbar@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
<p><i>DECISION REQUIRED</i></p>	<p><i>DECISION MAKER</i></p>	<p><i>DATE DECISION EXPECTED</i></p>	<p><i>RELEVANT SCRUTINY COMMITTEE</i></p>	<p><i>CONSULTATION</i></p>	<p><i>CONTACT DETAILS / REPORT AUTHORS</i></p>	<p><i>DOCUMENTS RELEVANT TO THE DECISION SUBMITTED TO THE DECISION MAKER INCLUDING EXEMPT APPENDICES AND REASONS FOR EXEMPTION</i></p>
<p>Delegation of Authority - To delegate authority for funding governance arrangements for care placements for Looked After Children to the Service Director – Safeguarding and Children for a period of 12 months.</p>	<p>Councillor Andy Coles Cabinet Member for Children’s Services</p>	<p>March 2016</p>	<p>Creating Opportunities and Tackling Inequalities</p>	<p>Relevant internal and external stakeholders.</p>	<p>Helene Carr Head of Service, Access to Resources and Specialist Commissioning Tel: 01733 863901 Helene.car@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>

<p>Personal Budgets in Peterborough - To agree to adopt Peterborough's Personal Budget Policy Statement as part of the revised statutory duties that apply to the Council as part of the SEND reforms, under the Children and Families Act 2014.</p>	<p>Councillor John Holdich Leader of the Council and Cabinet Member for Education, Skills and University</p>	<p>March 2016</p>	<p>Strong and Supportive Scrutiny Committee</p>	<p>Relevant internal and external stakeholders</p>	<p>Carrie Gamble Commissioner Tel: 01733 863931 Carrie.gamble@peterborough.gov.uk</p>	<p>It is not anticipated that there will be any documents other than the report and relevant appendices to be published.</p>
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DIRECTORATE RESPONSIBILITIES

RESOURCES DEPARTMENT Executive Director's Office at Town Hall, Bridge Street, Peterborough, PE1 1HG

169 City Services and Communications (Markets and Street Trading, City Centre Management including Events, Regulatory Services, Parking Services, Vivacity Contract, CCTV and Out of Hours Calls, Marketing and Communications, Tourism and Bus Station, Resilience)
Strategic Finance
Internal Audit
Schools Infrastructure (Assets and School Place Planning)
Corporate Property
Waste and Energy
Strategic Client Services (Enterprise Peterborough / Vivacity / SERCO including Customer Services, ICT and Business Support)

PEOPLE AND COMMUNITIES DEPARTMENT Director's Office at Bayard Place, Broadway, PE1 1FB

Adult Services and Communities (Adult Social Care Operations, Adult Social Care and Quality Assurance, Adult Social Care Commissioning, Early Help – Adults, Children and Families, Housing and Health Improvement, Community and Safety Services, Offender Services)
Children's Services and Safeguarding (Children's Social Care Operations, Children's Social Care Quality Assurance, Safeguarding Boards – Adults and Children's, Child Health, Clare Lodge (Operations), Access to Resources)
Education, People Resources and Corporate Property (Special Educational Needs and Inclusion, School Improvement, City College Peterborough, Pupil Referral Units, Schools Infrastructure)
Business Management and Commercial Operations (Commissioning, Recruitment and Retention, Clare Lodge (Commercial), Early Years and Quality Improvement)

GOVERNANCE DEPARTMENT Director's Office at Town Hall, Bridge Street, Peterborough, PE1 1HG

Legal and Democratic Services
Human Resources (Business Relations, HR Policy and Rewards, Training and Development, Occupational Health and Workforce Development)
Performance and Information (Performance Management, Information Governance, Systems Support Team, Coroner's Office, Freedom of Information)

GROWTH AND REGENERATION DEPARTMENT Director's Office Stuart House, St Johns Street, Peterborough, PE1 5DD

Development and Construction (Development Management, Planning Compliance, Building Control)

Sustainable Growth Strategy (Strategic Planning, Housing Strategy and Affordable Housing, Climate Change and Environment Capital, Natural and Built Environment)

Opportunity Peterborough

Peterborough Highway Services (Network Management, Highways Maintenance, Street Naming and Numbering, Street Lighting, Design and Adoption of Roads, Drainage and Flood Risk Management, Transport Policy and Sustainable Transport, Public Transport)

Peterborough Investment Partnership

PUBLIC HEALTH DEPARTMENT Director's Office at Town Hall, Bridge Street, Peterborough, PE1 1HG