



**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 Education Co-optee
Alistair Kingsley Independent Co-opted Member
Liz Youngman Church of England Representative

Officers in Attendance: Wendi Ogle Welbourn Corporate Director, People & Communities
Lou Williams Service Director Children's Services and Safeguarding
Terry Reynolds Interim Assistant Director Education
Gary Perkins Head of School Improvement
Pat Carrington Principal/Head of Service City College Peterborough (CCP)
Russell Wate Independent Chairman of Children and Safeguarding Board
Karen S Dunleavy Democratic Services Officer

Also present Tash Dalton Tutor City College Peterborough
Holy Richardson Student and Access Champion City College Peterborough
Travis Mclennon Student and Access Champion City College Peterborough
Holly Richardson 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 an 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 be 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