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DATE: 13 February 2012

To: Members of the
**CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY
COMMITTEE**

Councillor Stephen Wells (Chairman)
Councillor Diana MacMull (Vice-Chairman)
Councillors Judi Ellis, John Getgood, Mrs Anne Manning, Alexa Michael,
Tom Papworth, Ian F. Payne and Neil Reddin

Church Representatives with Voting Rights
Father Owen Higgs and Joan McConnell

Parent Governor Members with Voting Rights
Dolores Bray-Ash JP and Nancy Thompson

Non-Voting Co-opted Members
1 x Secondary Teacher Representative (vacancy)
1 x Young People Representative (vacancy)
Tom Clements, (Young Peoples Representative)
Brian James, (Looked After Children)
Karen Nicholson, (Independent Schools Representative)
Alison Regester, (Pre-school Settings and Early Years Representative)
Dr Jenny Selway, (Bromley Primary Care Trust)
Michael Youlton, (Head Teacher Representative)

A meeting of the Children and Young People Policy Development and Scrutiny
Committee will be held at Bromley Civic Centre on **TUESDAY 21 FEBRUARY 2012**
AT 7.00 PM

MARK BOWEN
Director of Resources

Copies of the documents referred to below can be obtained from
www.bromley.gov.uk/meetings

A G E N D A

PART 1 (PUBLIC AGENDA)

STANDARD ITEMS

1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF ALTERNATE MEMBERS

2 DECLARATIONS OF INTEREST

3 QUESTIONS FROM COUNCILLORS AND MEMBERS OF THE PUBLIC ATTENDING THE MEETING

To hear questions to the Committee received in writing by the Democratic Services Team by 5.00pm on 15th February 2012 and to respond.

4 MINUTES OF THE CYP PDS COMMITTEE MEETING HELD ON 24TH JANUARY 2012 AND MATTERS ARISING (Pages 5 - 20)

PORTFOLIO HOLDER PRESENTATIONS AND DECISIONS

5 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

To hear questions to the Portfolio Holder received in writing by the Democratic Services Team by 5.00pm on 15th February 2012 and to respond.

6 PORTFOLIO HOLDER'S UPDATE (Pages 21 - 30)

The Committee to receive an update from the Portfolio Holder and to note decisions taken since the last meeting.

7 PERFORMANCE MONITORING QUARTER 3 2011/12 (Pages 31 - 48)

8 PRE-DECISION SCRUTINY OF REPORTS TO THE CHILDREN AND YOUNG PEOPLE PORTFOLIO HOLDER

The Children and Young People Portfolio Holder to present scheduled reports for pre-decision scrutiny on matters where he is minded to make decisions.

a CHANGES TO CENTRAL GOVERNMENT FUNDING FOR MUSIC EDUCATION (Pages 49 - 56)

b CHILDREN'S TRAVEL TO SCHOOL (Pages 57 - 70)

c CAPITAL MONITORING Q3 2011/12 AND ANNUAL CAPITAL REVIEW 2012 TO 2016 (Pages 71 - 78)

d MEMBERSHIP OF SCHOOL GOVERNING BODIES (Pages 79 - 82)

- e **PROPOSAL FOR APPOINTMENT OF LOCAL AUTHORITY GOVERNORS TO:
A) ACADEMY GOVERNING BODIES; AND,
B) LOCAL AUTHORITY MAINTAINED SCHOOLS RECONSTITUTING UNDER NEW REGULATIONS - SEPTEMBER 2012** (Pages 83 - 88)
- f **OFSTED ANNUAL PERFORMANCE ASSESSMENT RATING OF BROMLEY'S CHILDREN AND YOUNG PEOPLE SERVICES 2011: IMPROVEMENT PLAN** (Pages 89 - 100)
- g **REVIEW OF PRIMARY SCHOOLS' DEVELOPMENT PLAN: OUTCOMES** (Pages 101 - 122)
- h **REVIEW OF THE RECRUITMENT AND RETENTION STRATEGY FOR CHILDREN'S SOCIAL WORK STAFF** (Pages 123 - 134)
- i **THE BROMLEY SEED CHALLENGE SCHEME** (Pages 135 - 142)

POLICY DEVELOPMENT AND OTHER ITEMS

- 9 **CHILDREN AND YOUNG PEOPLE FORWARD ROLLING WORK PROGRAMME 2011/12** (Pages 143 - 154)

PART 2 (CLOSED AGENDA)

- 10 **LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006, AND THE FREEDOM OF INFORMATION ACT 2000**

The Chairman to move that the Press and public be excluded during consideration of the items of business listed below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.

Items of Business	Schedule 12A Description
11 EXEMPT MINUTES OF THE CYP PDS COMMITTEE MEETING HELD ON 24TH JANUARY 2012 (Pages 155 - 156)	Information relating to the financial or business affairs of any particular person (including the authority holding that information)
12 CHILDREN AND YOUNG PEOPLE PORTFOLIO - PREVIOUS PART 2 DECISIONS (Pages 157 - 160) To note Part 2 decisions of the Portfolio Holder made since the last meeting of the Committee.	Information relating to the financial or business affairs of any particular person (including the authority holding that information)

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| 13 | EXTENSION OF CONTRACT FOR CATERING AT THE BROMLEY EDUCATION DEVELOPMENT CENTRE (Pages 161 - 164) | Information relating to the financial or business affairs of any particular person (including the authority holding that information) |
| 14 | REFERENCE FROM THE IMPROVEMENT AND EFFICIENCY SUB-COMMITTEE: BROMLEY CHILDREN AND FAMILY SERVICE AND SPECIAL EDUCATION NEEDS AND DISABILITY (Pages 165 - 236) | Information relating to the financial or business affairs of any particular person (including the authority holding that information) |
| 15 | INTERIM ASSISTANT DIRECTOR FOR EDUCATION - CONTRACT EXTENSION
To Follow | Information relating to any individual. |

DATES OF FUTURE CYP PDS COMMITTEE MEETINGS

20th March 2012

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CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Minutes of the meeting held at 6.30 pm on 24 January 2012

Present:

Councillor Stephen Wells (Chairman)
Councillor Diana MacMull (Vice-Chairman)
Councillors Judi Ellis, Peter Fookes, David Jefferys,
Mrs Anne Manning, Alexa Michael, Tom Papworth and
Neil Reddin

Dolores Bray-Ash JP
Tom Clements, Brian James, Alison Register and Michael
Youlton

Also Present:

Councillor Ernest Noad, (CYP Portfolio Holder)
Councillor Lydia Buttinger, (CYP Portfolio Holder Executive Assistant)
Councillor Brian Humphrys, (CYP Portfolio Holder Executive Assistant)

56 APOLOGIES FOR ABSENCE AND NOTIFICATION OF ALTERNATE MEMBERS

Apologies for absence were received from Councillor Ian F. Payne and Councillor John Getgood. Councillor David Jefferys and Councillor Peter Fookes attended as their respective substitutes. Apologies were also received from Father Owen Higgs and Nancy Thompson.

Apologies for lateness were received from Councillor Tom Papworth.

57 DECLARATIONS OF INTEREST

The Chairman reminded the Committee that the Declarations of Interest made at the meeting on 14th July 2011 were taken as read.

Councillor Mrs Anne Manning declared that she was a member of the Carers Partnership Group. Councillor Judi Ellis notified the Committee that her son no longer worked as a Primary School teacher in the Borough.

58 QUESTIONS FROM COUNCILLORS AND MEMBERS OF THE PUBLIC ATTENDING THE MEETING

No questions had been received.

**59 MINUTES OF THE CYP PDS COMMITTEE MEETING HELD ON
29 NOVEMBER 2011 AND MATTERS ARISING**

RESOLVED that the minutes of the meeting held on 29th November 2011 be agreed.

**60 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS
OF THE PUBLIC AND COUNCILLORS ATTENDING THE
MEETING**

No questions had been received.

61 PORTFOLIO HOLDER'S UPDATE

The Committee noted decisions taken by the Portfolio Holder since the last meeting of the Children and Young People PDS Committee held on 29th November 2011.

**62 PRE-DECISION SCRUTINY OF REPORTS TO THE CHILDREN
AND YOUNG PEOPLE PORTFOLIO HOLDER**

A) DRAFT 2012/13 BUDGET

Report DCYP12012

The Committee considered the Portfolio Holder's draft 2012/13 budget which incorporated future cost pressures and a range of additional saving options reported to Executive on 11th January 2012 together with a detailed section regarding the Chief Officers' comments on the funding and proposed options as context for CYP Services. Members were requested to consider the savings proposed and also identify any further action to be taken to reduce the cost pressures facing the Council over the next four years.

The Chairman highlighted that the Budget Strategy had to be set within the context of a reducing resource base and that there was a need to secure priority outcomes within the resources available. There was also a need to consider "front loading" savings to ensure difficult decisions were taken early in the budgetary cycle, providing some investment in specific priorities and supporting invest to save opportunities which would deliver a more sustainable financial position in the longer term. Any budget decisions would need to consider the finalisation of the 2012/13 budget but also take a longer term view which would ultimately help to protect key services into the future.

Members of the Committee considered the draft 2012/13 budget. A Member highlighted the proposals regarding a reduction in both the Bromley Youth Music Trust contract and the Bromley Youth Music Grant. A Co-opted Member was concerned that a reduction in funding for the Bromley Youth Music Trust would have a disproportionate impact on children and young people with special needs. The Director CYP confirmed that Bromley Youth

Music Trust was commissioned through the Local Authority contract to work with children and young people of all abilities and needs: this included support for children in mainstream school with SEN units and special schools. The Director explained that following a national review of music education provision, the National Plan for Music Education had been published by the Government on 25th November 2011. From 1st April 2012, music education would be provided through new music education hubs, which would deliver music education through a hub and spoke partnership model, to ensure that every child had a high quality music education. It was intended to nominate the Bromley Youth Music Trust as the lead organisation for the proposed Music Education Hub in Bromley, and Officers had formed a Bromley Music Education Partnership Group to provide the broad range of expertise and resource necessary to support the development of a submission to the Department for Education and the Arts Council for England by the deadline of 17th February 2012. Bromley would need to demonstrate that all children would have access to music education to be successful in their bid. Another Member queried what action Bromley Youth Music Trust was taking to become more self-funding. The Director CYP confirmed that Officers had been working with the Bromley Youth Music Trust Board over the past year to develop potential sold services and ensure Bromley Youth Music Trust fees were set at a competitive level. Shared Services opportunities were also being explored through the Shared Services Board, which included the London Boroughs of Bexley and Croydon.

In considering the proposed reduction in funding for Child and Adolescent Mental Health Services (CAMHS), a Member was concerned that the quality of the service would be impacted by any reduction in funding and increased waiting times for CAMHS support and asked that the impact on the service of any reduction in funding be monitored. The Director CYP highlighted the potential to access a higher level of health funding to compensate for the proposed budget reduction. It was noted that there would be opportunities to bid through the new commissioning avenues established within the new Health Commissioning Board which would determine future commissioning priorities to support childrens' and adults' health needs. A Co-opted Member was concerned that alternate funding streams would not be realised and that the operational budget for CAMHS would be significantly reduced.

A Member noted the proposed reduction in funding to Carers Bromley for work undertaken in partnership with the Council to provide a framework of support for young carers. The Member highlighted that there were now 802 young carers in the Borough, and the proposed cuts amounted to a 50% reduction in funding over 2 years which would lead to a significant reduction in the voluntary sector's capacity to support young carers.

In considering the proposed saving in Safeguarding and Social Care – Safeguarding and Quality Assurance, a Co-opted Member noted that the proposed reduction in costs associated with Looked After Children (LAC) reviews could be offset by reducing the number of Officers attending reviews and unnecessary overlap. The Director CYP confirmed that capacity had been reviewed and it was believed that these savings could be made.

Another Member underlined the overall impact of service reduction across the Borough, including children and family centres and highlighted the need to increase availability of respite care to reduce high residential care costs. The Director CYP confirmed that the Executive Member Officer Working Group for Special Educational Needs was currently overseeing officer work on an Invest to Save proposal to develop further provision to meet the needs of secondary aged pupils with autism which included respite services.

The Member also queried where the proposed £410k staff savings would be made. The Director CYP confirmed that the staff savings would be realised through future phases of restructuring, particularly in the Education Division of CYP and the early intervention children and family services.

A Co-opted Member was concerned that the proposal to reduce funding to the Early Years Support Team and therefore the level of support provided to pre-school settings and schools would increase pressure on early years settings that had already been impacted by changes to the school admissions age. Similarly the proposals to reduce funding for pre-school statutory support for SEN and inclusion were also an area of concern. An increased number of pre-school children were being identified as having special educational needs, but a reduction in funding would mean support could only be targeted at those children with the most severe needs. The Director CYP noted the concerns raised and highlighted that some of the proposed savings could be realised through a reduction in management costs and overheads through the merger of service teams undertaking commissioning of early years places and quality assurance and standards. There would need to be evidence based judgements to target differentiated support to early years settings according to need. A Member highlighted the need to clarify the threshold and at what point additional intervention would be put in place for the setting. A Co-opted Member noted the value of increasing the skills of the early year's workforce to support children with special educational needs.

In considering the proposed saving around reviewing training capacity to children's social care workers, the Director CYP confirmed that the Council received a grant allocation a percentage of which was apportioned between adult and children social care. However, following the establishment of the new Education and Care Services Department, it was hoped there would be an opportunity to re-evaluate the allocation of funds for social care workers. Additional funding to assist with the training of children's social care workers had also been awarded by the DfE to Councils to deliver priorities identified in the 2011 Munro review.

A Member highlighted the potential for an Invest to Save project from Council funding to support early intervention for young children starting school. The Director CYP confirmed that her Department was already working on a range of Invest to Save projects to access the new public health funding together with the SEN Invest to Save scheme highlighted earlier. Targeted early intervention was provided by a number of services, including Bromley Children and Family Centres and the Bromley Children Project, but an

additional Invest to Save bid to secure Council funding to support Early Years settings could be developed if requested by Members.

In considering the Committee's comments, the Portfolio Holder noted that savings were being sought at a corporate level and Members concerns around a range of proposed savings would be taken into consideration before any savings options were progressed.

RESOLVED that the Portfolio Holder be recommended to:

- 1) Note Members comments on the Draft CYP 2012/13 Budget proposals;**
- 2) Note the draft CYP budget savings options proposed by the Executive;**
- 3) Note the update on the financial forecast for 2013/14 to 2015/16;**
- 4) Note Members' comments on how the Children and Young People PDS Committee could continue to contribute towards reducing the service pressures to achieve a more sustainable budget position; and**
- 5) Provide Members' comments to the meeting of Executive on 1st February 2012, when further consideration would be given to the Draft 2012/13 Budget.**

B) PERFORMANCE MONITORING: QUARTER 2 2011/12

Report DCYP12003

The Committee considered a report providing an update on progress against key performance indicators for Children and Young People Services in Bromley for Quarter 2 (July to September) 2011/12. The Committee was pleased to see that targets had been exceeded in a number of areas and noted other areas where performance was behind target.

A Member queried whether the move to academy status had increased the number of permanent exclusions within the Borough. The Director CYP confirmed that there had been an increase in the number of permanent exclusions, particularly with secondary age pupils, and that that Officers were currently in discussion with academy representatives around the tolerance thresholds of academy schools prior to exclusion.

Another Member queried the target for completion of core assessments in the required 35 days. The Assistant Director: Safeguarding and Social Care confirmed that performance against the target had improved however there had been delays experienced in completing core assessments, including information gathering and coordinating the multi-agency response. The Chairman highlighted the importance of ensuring core assessments were

completed to a high standard, even if completion took longer than the required 35 days. The Assistant Director: Safeguarding and Social Care noted that intervention and social care services were not precluded from working with families during the core assessment process.

A Member expressed concern around schools' performance against the target measuring progress made in primary school between Key Stage 1 and 2, and suggested a list of schools who had not met the target be published. The interim Assistant Director: Education confirmed that this information was available through Ofsted and in school performance tables.

A Member asked what was being done to address the rising numbers of young people not in education, employment or training (NEET) in the Borough. The interim Assistant Director: Education confirmed that work was being undertaken by a range of services and partners at a national, regional and local level to support young people into education, employment and training.

RESOLVED that progress against key performance indicators in Quarter 2 2011/12 be noted.

**C) CHILDREN AND YOUNG PEOPLE BUDGET MONITORING
REPORT 2011/12**

Report DCYP12004

The Portfolio Holder introduced a report setting out the budget monitoring position based on spending to the end of November 2011. The Schools' Budget, funded from the Dedicated Schools' Grant and specific grants, was forecast to spend in line with budget. The Non-Schools' Budget, funded from Council Tax, Revenue Support and specific grants was forecast to overspend by £138,000. members noted the service and budget pressures arising from the continuing increase in volumes of children with SEN and disabilities and those within the social care framework, the complexity of their needs and the associated costs of placements.

The Portfolio Holder commended Officers for significantly reducing the projected net overspend on the non-schools budget through robust management action and flexible use of funding. These comments were endorsed by the Chairman of the Committee.

RESOLVED that the Portfolio Holder be recommended to:

- 1) Note the projections and budget pressures, and endorse the action to reduce the overspending; and**
- 2) Note contracts of £50,000 and above that have been exempted from the normal requirement to obtain competitive quotes.**

D) AN UPDATE ON THE RECENT GOVERNMENT REFORM DEVELOPMENTS: INCLUDING THE ACADEMY PROGRAMME

Report DCYP12009

The Portfolio Holder introduced the eleventh in a series of updates from the Director of Children and Young People Services (Director CYP) on the policy developments within the Government's reform programme for education and wider children's services. The report featured an update on the academy programme, developments within Bromley and the strategic implications for the Council.

In considering the update, the Chairman commended officers on the quality of this report. He also welcomed the publication of the National Tackling Child Sexual Exploitation Action Plan. The National Plan for Music Education was also highlighted.

The Vice-Chairman requested an update on the Paxton Academy Free School proposal. The Director CYP confirmed that the initial bid by a parent group to establish a 2 form of entry, 3-18 age group Free School in the North West of the Borough had been unsuccessful. However, the proposers were currently in the process of re-applying to the Department for Education to establish the school in September 2013.

In response to a query from a Member regarding the new cross-Government programme to tackle 'troubled families' that had been announced on 15th December 2011, the Director CYP confirmed that £448m would be available over three years to support Local Authorities and partner agencies with this work. Initial indications from the Government announcements suggested 490 families in Bromley met this criterion. Further detailed guidance was pending, however this funding would need to be match-funded by local authorities and would follow a Payment by Results model where the Government would pay up to 40% of local authorities' costs where families were supported successfully. A Member noted the range of issues experienced by these families would require a cross-Portfolio response by the Council. The Director CYP advised that initial discussions would be progressed within the Chief Officers' Executive and in Cabinet. In addition, the Chairman agreed to meet with PDS Chairmen across all Portfolios to consider the Council's response to this initiative.

In considering the Education Act 2011, a Member highlighted the measure to replace Exclusion Appeal Panels with Review Panels and was concerned regarding the independence of these panels in considering exclusions across the Borough. With regard to the academies programme, the Vice-Chairman queried when schools would qualify for a forced conversion to academy status. The Director CYP confirmed that under the new Ofsted Inspection Framework for schools those Local Authority maintained schools rated 'satisfactory' could now be considered for academy conversion if further improvement was not made.

A Member noted the revised School Admissions and Appeals Codes, which had been published on 2nd November 2011, and queried how the measure to give greater freedom to good, successful schools to increase the number of places they offer to children in their area would impact school place planning. The Director CYP confirmed that under the Education Act (2011) the Local Authority was responsible for the strategic planning of places. The Council's policy had always been to expand the most successful schools when further places were required. However, if schools did decide to increase places outside of the Local Authority's school place planning processes, it was possible that other local schools might be destabilised.

In considering the changes to the free early years education entitlement, a Co-opted Member was concerned that the move to make the free entitlement of 15 hours per week more flexible by allowing it to be taken across two days rather than three placed more emphasis on childcare than on how early education could best be delivered to young children.

RESOLVED that the Portfolio Holder be recommended to endorse the approach being taken by the Director CYP in response to the overall policy changes, including local Academy developments.

E) THE SCHOOL FUNDING SETTLEMENT FOR 2012/13, THE PUPIL PREMIUM AND DEDICATED SCHOOLS GRANT

Report DCYP12014

The Portfolio Holder introduced a report providing information on the School Funding Settlement for 2012/13 covering the Pupil Premium and Dedicated Schools' Grant. As set out in the 'Consultation on School Funding Reform' issued by the Government in July 2011, it was agreed that the current funding methodology for 2011/12 should continue for 2012/13 through the Dedicated Schools Grant. In addition, following the spending review announcement in December 2011, the Government had confirmed that the overall settlement for schools would be maintained at 'flat cash' per pupil through the period, rising in line with pupil numbers. It was also announced that the pupil premium would be in addition to this settlement.

With regard to Local Authority Central Spend Equivalent Grant (LACSEG), it was confirmed there would be no additional reduction of grant in 2011/12. In 2012/13 there would be no additional reduction for Bromley, however local authorities would be capped at a maximum of the original top slice in the formula grant for 2012/13, with Bromley's top slice limited to the £1.4M already planned for in the previous finance settlement.

In response to a question from a Member around the Dedicated Schools Grant, the Head of CYP Finance confirmed that the minimum funding guarantee for schools would be -1.5%, however this did not apply to funding for 16-19 years.

RESOLVED that the Portfolio Holder be recommended to note the School Funding Settlement for 2012/13, including the Pupil Premium and Dedicated Schools' Grant.

F) MEMBERSHIP OF SCHOOL GOVERNING BODIES

Report DCYP12002

The Portfolio Holder introduced a report outlining LA Governor Appointments to seven schools and academies in the Borough. .

RESOLVED that the Portfolio Holder be recommended to approve the following LA Governor appointments, subject to CRB checks:

Biggin Hill Primary School	Cllr Gordon Norrie (Biggin Hill Ward)
Hawes Down Infant School	Mrs Bee Lean Chew (Beckenham)
Hawes Down Junior School	Mrs Julie Fox (Beckenham)
Holy Innocents RC Primary School	Mrs Vanessa Copper (Bromley)
James Dixon Primary School	Mrs Janice Mackay (Anerley)
Raglan Primary School	Mrs Linda Rodin (Orpington)
Unicorn Primary School	Ms Denise Riley (Beckenham)

G) RENEWAL OF LONG TERM SICKNESS SCHEME

Report DCYP12011

The Portfolio Holder introduced a report setting out a proposal to renew the Long Term Sickness Scheme which applied to all local authority maintained primary and special schools and those primary schools with Academy status for a further three year period. The scheme provided an insurance to schools allowing them to claim for any long term sickness absence following a lead-in period of 15 days. Schools were then reimbursed for the cost of staff cover for these absences.

It was noted that the Long Term Sickness Scheme was a 'mutual' scheme with all costs being borne by the participating schools. There was no financial cost to the Local Authority other than the administration of the scheme. A

proportion of this cost would be covered by an additional charge to be paid by academies.

In response to a query from a Co-opted Member, the Director CYP underlined the importance of supporting schools to manage staff sickness absence effectively and noted that schools were encouraged to seek advice from the Council's Human Resources team where appropriate.

RESOLVED that the Portfolio Holder be recommended to approve that the Long Term Sickness Scheme be renewed for a further three year period.

63 QUESTIONS ON THE CYP PORTFOLIO HOLDER BRIEFING

The Portfolio Holder Briefing comprised two reports:

- Impact of Changing Admissions Arrangements on Early Years Providers and Reception Classes
- Foster Carers Recruitment Strategy

With regard to the report outlining the impact of changing admissions arrangements on early years providers and reception classes, a Co-opted Member highlighted that some parents were not aware they had a choice of when their child would start school, which had resulted in a high proportion of parents choosing a September start date for their child. In addition, the move to a new nursery education funding payment process in April 2010 had caused delays in payments. The Director CYP acknowledged the difficulties faced by early years providers given the changes introduced to enable parents to exert their choice and preference over a September admission to Reception. The Early Years Partnership would continue to work with providers to monitor the impact of changing admissions arrangements and further consideration would be given to the funding methodology if appropriate.

In considering the Foster Carers Recruitment Strategy, the Committee noted work being undertaken to attract foster carers, which included consideration of issues identified around housing and adaptations and whether this presented a barrier to foster carers for disabled children. A Member noted that initial enquiries from people who wished to find out more about fostering had been directed to the Customer Contact Centre, allowing the Children and Young People Department to focus on progressing those applications that met the required criteria.

With regard to the provision of static equipment, such as hoists and lifts, and adaptation to property for those carers who provide short break services, a Co-opted Member was concerned that as this equipment had been provided in the child's normal residence, the health authority (who was responsible for the provision of such equipment) had discharged their duty. Such equipment was often expensive to purchase, install and maintain, and the Co-opted Member was concerned that children and families who accessed short break services and those carers who provided it were not disadvantaged. The

Director CYP confirmed that the issues raised would be pursued through the Health and Wellbeing Board. Another Member underlined that the Health Authority should only discharge their duty when a child has been provided with the care to which they are entitled.

**64 CONSULTATION: DRAFT BROMLEY CHILDREN AND YOUNG
PEOPLE'S PARTNERSHIP CHILDREN'S STRATEGY FOR
2012-15**

Report DCYP12001

The Committee considered the Bromley Children and Young People Partnership's draft Children's Strategy for 2012 to 2015. The Strategy had been based on five priority outcomes and three areas of particular focus which were identified through substantial consultation with key partners and by undertaking a robust needs analysis during 2010/11 which included the views of children and young people.

The Chairman commended Officers on the draft strategy document, which had been produced in-house at low costs to a high standard and had been circulated for consultation electronically. Members considered the draft strategy.

A Member highlighted the aim to improve the emotional health of all children and young people, which reported that 23% of children and young people in Bromley surveyed were worried about being bullied, compared with the national average of 16%. The Assistant Director: Strategic Commissioning and Performance confirmed that a survey on bullying had recently been sent to all schools in the Borough and the responses were currently being analysed. With regard to the aim to improve the life chances of children in care, a Member underlined the need to include an action to keep children in care safe online.

A Co-opted Member emphasised the need to consider the transition process by which young people were welcomed into adult social care services. Another Member highlighted the inclusion of health issues in the strategy. The Assistant Director: Strategic commissioning and Performance confirmed there were linkages to a number of strategies included in the report, including the Transition Strategy and the emerging Health and Wellbeing Strategy.

RESOLVED that Members comments on the Bromley Children and Young People Partnership's draft Children's Strategy for 2012 to 2015 be noted.

**65 FOSTER CARER PAYMENTS: INITIAL CONSULTATION WITH
THE CYP PDS COMMITTEE**

Report DCYP12008

The Committee considered proposed revisions to the local policy for Foster Carers' Allowances as part of the Local Authority's consultation process.

The Chairman commended the clarity and simplicity of the proposed new allowances. A Co-opted Member highlighted the importance of taking the consultation responses of foster parents of children with complex needs into account. It was vital to ensure that foster carer allowances be set at an appropriate level to attract people to become foster parents of children with complex needs, supporting children and young people with complex needs to remain in a family environment and reducing the costs of out of borough provision. The Director CYP confirmed that all responses to the consultation would be carefully considered.

A Member queried whether it would be useful to approach existing and potential foster carers to ask them what support they would need to move from mainstream fostering to fostering a child with complex needs. By identifying the barriers foster carers face it was possible that an invest to save bid could be developed to increase the number of foster parents of children with complex needs.

RESOLVED that Members comments on the proposed local policy for Foster Carers' Allowances as part of the Local Authority's consultation process be noted.

**66 CHILDREN AND YOUNG PEOPLE FORWARD ROLLING WORK
PROGRAMME 2011-12**

Report DCYP12010

The Committee considered the forward rolling work programme for the year ahead, based on items scheduled for decision by the CYP Portfolio Holder and items for consideration by the Children and Young People PDS Committee.

Consideration of the 'Aligning Policy and Finance Reviews: Bromley Children and Family Service and Special Education Needs and Disability Service' item had been deferred and would be considered at the next meeting of Children and Young People PDS Committee on 21st February 2012.

The Director CYP confirmed that Bromley was one of twelve local authorities selected by Ofsted for a new thematic inspection into Local Authority arrangements for the protection of children with disabilities. The inspection would take place at the beginning of March 2012 and the outcomes from the

report would be reported to the Children and Young People PDS Committee in due course.

The Vice-Chairman requested that an item be provided to the Children and Young People PDS Committee on the development of sold services by the Department. The Chairman similarly requested that progress in developing invest to save options be reported to the Committee. The Director confirmed a briefing paper on invest to save options would be provided to the next meeting of Children and Young People PDS Committee on 21st February 2012.

In response to a query from a Member around the Primary Behaviour Strategy, the Director CYP confirmed that a review was currently being undertaken around the future delivery of Behaviour Services and that this would be reported to a future meeting of the Committee. A Co-opted Member also requested that further information on the Early Intervention Grant be provided to Members. The Director CYP agreed this would be included as part of the Budget Monitoring report to the Committee at its meeting on 20th March 2012.

RESOLVED that the Children and Young People Forward Rolling Work Programme 2011-12 be noted.

67 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006, AND THE FREEDOM OF INFORMATION ACT 2000

RESOLVED that the press and public be excluded during consideration of the items of business listed below as it was likely in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present, there would be disclosure to them of exempt information.

68 EXEMPT MINUTES OF THE CYP PDS COMMITTEE MEETING HELD ON 29 NOVEMBER 2011

RESOLVED that the exempt minutes from the CYP PDS meeting held on 29 November 2011 be agreed.

69 CHILDREN AND YOUNG PEOPLE PORTFOLIO - PREVIOUS PART 2 DECISIONS

The Committee noted exempt (Part 2) decisions taken by the Portfolio Holder since the last meeting.

70 THE HIGHWAY PRIMARY SCHOOL: UPDATE REPORT

Report DCYP12013

The Committee considered the report and supported the recommendations.

**71 ALIGNING POLICY AND FINANCE REVIEWS: BROMLEY
CHILDREN AND FAMILY SERVICE AND SPECIAL EDUCATION
NEEDS AND DISABILITY SERVICE**

Report DCYP12018

Consideration of this item was deferred to the next meeting of Children and Young People PDS Committee on 21st February 2012.

The Meeting ended at 9.45 pm

Chairman

Matters Arising

Minute Number/Title	Decision	Update	Action	Completion Date
24th January 2011				
91/1 Schools Finance Issue (Part 2)	That the Committee be kept updated	An update report (Part 2) would be presented to a future meeting of the CYP PDS Committee.	Director CYP/ Head of CYP Finance	March 2012
92/1 Children and Family Service – Referral from Audit Sub (Part 2)	That the Committee be kept updated	An update report (Part 2) would be presented to a future meeting of the CYP PDS Committee.	Director CYP	March 2012
6th September 2011				
15. Appointment of Co-opted Members	Officers would seek a nomination for the vacant young person's representative on the Committee.	No nominations had yet been received.	Democratic Services Officer	TBA
29th November 2011				
48 (b) CYP Budget Monitoring Report 2011/12	Sold Services to Schools: A report would be presented to the Committee early in the new year outlining the work being undertaken corporately to pursue a sold service model.	Work to pursue a sold service model was ongoing, a report would be presented to a future meeting of the CYP PDS Committee	Director CYP	TBA
24th January 2012				
62 (d) An update on the recent Government Reform Developments: Including the Academy Programme	That initial discussions progressed within the Chief Officers' Executive, Cabinet and across PDS Chairman regarding the new cross-Government programme to tackle 'troubled families' be reported to the Committee.	A verbal update would be presented to a future meeting of the CYP PDS Committee.	Director CYP	March 2012

66 Children and Young People Forward Rolling Work Programme 2011-12	That progress in developing invest to save options be reported to the Committee	A briefing paper on invest to save options would be presented to a future meeting of the CYP PDS Committee.	Director CYP	March 2012
66 Children and Young People Forward Rolling Work Programme 2011-12	That the outcomes from the new thematic inspection by Ofsted into Local Authority arrangements for the protection of children with disabilities to be undertaken in March 2012 be reported to the Committee.	A report would be presented to a future meeting of the CYP PDS Committee.	Director CYP	TBA
66 Children and Young People Forward Rolling Work Programme 2011-12	That further information on the Early Intervention Grant be reported to the Committee.	Further information would be included as part of the Budget Monitoring report to be provided to the meeting of Children and Young People PDS Committee on 20 th March 2012.	Head of CYP Finance	March 2012
68/1 Aligning Policy and Finance Reviews: Bromley Children and Family Service and Special Education Needs and Disability Service (Part 2)	That consideration of this item be deferred to the next meeting of Children and Young People PDS Committee.	A report to be provided to the meeting of Children and Young People PDS Committee on 21 st February 2012.	Director CYP	February 2012

LONDON BOROUGH OF BROMLEY

STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

DRAFT 2012/2013 BUDGET

Reference Report:

CYP PDS 240112 Draft 2012-13 Budget

Decision:

That Members comments on the Draft CYP 2012/13 Budget proposals be noted.

That the draft CYP budget savings options proposed by the Executive be noted.

That the update on the financial forecast for 2013/14 to 2015/16 be noted.

That Members' comments on how the Children and Young People PDS Committee can continue to contribute towards reducing the service pressures to achieve a more sustainable budget position be noted.

That Members' comments be provided to the meeting of Executive on 1st February 2012, when further consideration will be given to the Draft 2012/13 Budget.

Reasons:

The Draft 2012/13 Budget for the Children and Young People Portfolio has been developed within the context of a reducing resource base, which includes the need to review the size and shape of the organisation to secure priority outcomes within the resources available, reforming and redesigning services where appropriate. The need to consider "front loading" savings to ensure difficult decisions are taken early in the budgetary cycle has also been identified, providing investment in specific priorities and supporting invest to save opportunities which provide a more sustainable financial position in the longer term. It has also been noted that any budget decisions made will need to consider a long term view of how key children and young people services will be funded in the future.

The Executive has requested that each PDS committee consider the draft budget savings and cost pressures for their Portfolio, and that the views of each PDS Committee be reported back to the next meeting of the Executive on 1st February 2012, prior to the Executive making recommendations to Council on 2012/13 Council Tax Levels.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

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Councillor Ernest Noad
Portfolio Holder for Children and Young People

**Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH**

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12001

LONDON BOROUGH OF BROMLEY
STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

PERFORMANCE MONITORING: QUARTER 2 2011/12

Reference Report:

CYP PDS 240112 Performance Monitoring - Quarter 2 2011-12

Decision:

That progress against key performance indicators in Quarter 2 2011/12 be noted.

Reasons:

Performance monitoring data updates Members on progress against key actions and indicators across Children and Young People's Services and enables Members to scrutinise performance in key areas.

The Children and Young People PDS Working Party on Performance Monitoring Data convened in Autumn 2011 to consider performance monitoring data and recommended a reduced set of indicators be reported to Children and Young People PDS Committee, some of which would be reported mid year at the end of Quarter 2, a further reduction which will be reported in Quarters 1 and 3 and a fuller set for the end of year report at Quarter 4.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

.....
Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12002

LONDON BOROUGH OF BROMLEY
STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

CYP BUDGET MONITORING REPORT 2011/2012

Reference Report:

CYP PDS 240112 Children and Young People Budget Monitoring Report 2011-12

Decision:

That the budgetary pressures be noted and the action to reduce the overspending be endorsed.

That contracts of £50,000 and above that have been exempted from the normal requirement to obtain competitive quotes be noted.

Reasons:

“Building a Better Bromley” refers to the Council’s intention to remain among the lowest Council Tax levels in Outer London through greater focus on priorities. The Resources Portfolio Plan has the target that each department will spend within its budget. Chief Officers and Head of Finance stress the need for strict budget monitoring to minimise the risk of compounding pressure in future years. It is key to performance management.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

.....
Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12003

LONDON BOROUGH OF BROMLEY
STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

AN UPDATE ON RECENT GOVERNMENT REFORM DEVELOPMENTS INCLUDING THE ACADEMY PROGRAMME

Reference Report:

CYP PDS 240112 An Update on the Recent Government Reform Developments including the Academy Programme

Decision:

That the approach being taken by the Director CYP in response to the overall policy changes including local Academy developments be endorsed.

Reasons:

The Government's reform agenda for education, schools and wider children's services will be underpinned by major statutory changes. This will impact significantly on local policy, strategy and priorities for Bromley's Children and Young People Services agenda; the detail of which will be brought in progress update reports to Members.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

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Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12004

LONDON BOROUGH OF BROMLEY

STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

THE SCHOOL FUNDING SETTLEMENT FOR 2012/13 - THE PUPIL PREMIUM AND DEDICATED SCHOOLS' GRANT: CONSULTATION OUTCOMES

Reference Report:

CYP PDS 240112 The School Funding Settlement for 2012-13 - The Pupil Premium and DSG

Decision:

That the School Funding Settlement for 2012/13, including the Pupil Premium and Dedicated Schools' Grant be noted.

Reasons:

The Local Authority is obliged to account for and distribute funding received from the Government for the purposes of education in accordance with the relevant legislative accounting provisions.

Following a consultation undertaken by the Government in Summer 2011, it was agreed that the current funding methodology for 2011/12 should continue for 2012/13 through the Dedicated Schools Grant. As part of a further spending review announcement in December 2011, the Government announced that the overall settlement for schools would be maintained at 'flat cash' per pupil throughout the period, which meant that it would rise in line with pupil numbers. It was also announced that the Pupil Premium would be in addition to this settlement.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

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Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12005

LONDON BOROUGH OF BROMLEY

STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

MEMBERSHIP OF SCHOOL GOVERNING BODIES

Reference Report:

CYP PDS 240112 Membership of School Governing Bodies

Decision:

That the following LA Governor appointments be approved, subject to CRB checks:

Biggin Hill Primary School	Cllr Gordon Norrie (Biggin Hill Ward)
Hawes Down Infant School	Mrs Bee Lean Chew (Beckenham)
Hawes Down Junior School	Mrs Julie Fox (Beckenham)
Holy Innocents RC Primary School	Mrs Vanessa Copper (Bromley)
James Dixon Primary School	Mrs Janice Mackay (Anerley)
Raglan Primary School	Mrs Linda Rodin (Orpington)
Unicorn Primary School	Ms Denise Riley (Beckenham)

Reasons:

Schools contribute to the achievement of improved outcomes for children and young people as outlined in the Borough's Sustainable Community Strategy: 'Building a Better Bromley 2010 Vision' and in the CYP Portfolio Plan for 2011/12

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

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Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012

Implementation Date (subject to call-in): 8 Feb 2012

Decision Reference: CYP12006

LONDON BOROUGH OF BROMLEY

STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

RENEWAL OF LONG TERM SICKNESS SCHEME

Reference Report:

CYP PDS 240112 Renewal of Long Term Sickness Scheme

Decision:

That the Long Term Sickness Scheme be renewed for a further three year period.

Reasons:

For a number of years the Local Authority has operated an “in house” Long Term Sickness Scheme for primary and special schools. This scheme provides an insurance to schools by allowing them to claim for any long term sickness absence following a lead-in period of 15 days. Schools are then reimbursed for the cost of staff cover for these absences.

In March 2011, following a full consultation exercise with schools, it was agreed that the 2008/09-2010/11 Long Term Sickness Scheme be extended for an additional year. Schools were then consulted on the possibility of setting up a new scheme to run for a further three year period from 2012/13. The Long Term Sickness Scheme runs as a ‘mutual’ scheme with all costs being borne by the participating schools, therefore there is no financial cost to the Local Authority other than the administration of the scheme. In the new scheme, a proportion of the cost of administration of the scheme will be covered by an additional charge to be paid by academies, and academies will need to recognise that reimbursement rates will be based on Local Authority pay scales and will not reflect any changes to pay or terms and conditions that individual academies may make.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 24th January 2012 and the Committee supported the proposal.

.....
Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
Bromley Civic Centre
Stockwell Close
Bromley BR1 3UH

Date of Decision: 1 Feb 2012
Implementation Date (subject to call-in): 8 Feb 2012
Decision Reference: CYP12007

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Report No.
DCYP12020

London Borough of Bromley

Agenda
Item No.

PART 1 - PUBLIC

Decision Maker: **Children and Young People
Policy Development and Scrutiny Committee**

Date: **21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: PERFORMANCE MONITORING QUARTER 3 2011/12

Contact Officer: Ailsa Reid-Crawford, Performance Research and Systems Manager
Tel: 020 8313 4043 E-mail: ailsa.reid-crawford@bromley.gov.uk

Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 This report updates Members on progress during quarter 3 (October to December 2011) against the key actions and indicators for Children and Young People's Services. It enables the committee to scrutinise performance in key areas.
-

2. **RECOMMENDATION**

- 2.1 **The Children and Young People PDS Committee is invited to consider and comment on performance of the indicators reported during quarter 3 2011/12.**

Corporate Policy

1. Policy Status: Existing policy: "Children and Young People Portfolio Plan 2011"
 2. BBB Priority: Children and Young People All
-

Financial

1. Cost of proposal: Estimated cost N/A
 2. Ongoing costs: N/A
 3. Budget head/performance centre:
 4. Total current budget for this head:
 5. Source of funding: N/A
-

Staff

1. Number of staff (current and additional) –
 2. If from existing staff resources, number of staff hours – N/A
-

Legal

1. Legal Requirement: Statutory requirement: Local Authorities are required to report in relation to relevant areas of activity as specified within the 'Core Data Set'.
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) - Potentially all children and young people in Bromley
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A
2. Summary of Ward Councillors comments:

3. COMMENTARY

Background

3.1 As part of the annual business planning cycle all performance information should be reviewed to ensure it's relevance, accuracy, and timeliness. The Member Officer working group review for the 2011/12 reporting year has been undertaken and recommended a reduced set of indicators some of which will be reported mid year at the end of quarter 2, a further reduction which will be reported in quarter 1 and quarter 3 and a fuller set for the end of year report at quarter 4. The Member Officer working group report (DCYP11121) including recommendations was agreed at CYP PDS at the October meeting. The basket of indicators for the quarter 3 report are set out in **Appendix A**.

3.2 Appendix A is divided into 'priority outcome' sections which are the priorities set out in the Children and Young People Portfolio Plan:

- (i) To ensure that Children and Young People enjoy learning and achieve their full potential.
- (ii) To ensure that Children and Young People are safe where they live, go to school, play and work.
- (iii) To ensure that Children and Young People behave positively, take responsibility for their actions and feel safe within the borough, and that parents and carers take responsibility for the behaviour of their children.
- (iv) To ensure that Young People get the best possible start in adult life.

In addition:

- (v) 'Excellence in the eyes of local people'. - To replace 'The Place' survey, which was a form of annual residents survey and the 'Tell Us' survey, an annual survey of students in years 6, 8 and 10, Chief Officers have established a set of measures that will demonstrate service excellence in the eyes of the public through assessing the quality and efficiency of services.

3.3 Appendix A reports on the type of indicator, reporting frequency and provides a description of what is being measured. This is followed by the current years data, comments on performance to date which includes numbers in the cohort and other relevant information, and the 2011/12 target. Finally it presents five years of trend information, where available and the latest national comparator which has been included for external benchmarking.

3.4 The target setting process is done by a variety of methods:

Targets can be set locally by the service using trend information to ascertain levels of performance and local knowledge about residents and issues affecting the service. These things combined allow for a meaningful target to be set for the forthcoming year.

Targets can also be set nationally. Sometimes the targets set for us are challenging and aspirational but not always achievable, like the narrowing the gap for children with SEN for example. Some pupil attainment targets were set nationally however, the statutory target-setting process for attainment targets has been removed and 2011 is the final year that we will be using them. Bromley will now be at liberty to set meaningful local targets for the national curriculum tests. There remains a small number of other indicators which still have a national target.

- 3.5 A full set of definitions for **all** performance measures can be found at the end of the report as **Appendix C**. The rationale regarding the selection of the indicator is also included where applicable.

Quarter 3 performance

- 3.6 The information reported in quarter 3 represents a reduced set of performance measures as requested by the Member Officer Working Group. There are 10 performance indicators reported for this period, 7 of which have a target set for 2011/12. The table below summarises the performance of quarter 3 indicators against the target.

Performance is at or exceeding target	4
Performance is just short of target/target is likely to be met at the end of year	0
Performance is below target	3
Total	7

Areas with improved performance

- 3.7 The rate of **permanent exclusions** continues to show good performance for quarter 3 which equates to the summer term. The rate is currently 0.03 which pertains to 15 young people excluded from school. The end of year figure based on cumulative Q1, Q2 and Q3 data shows a rate of 0.10. This pertains to 48 permanent exclusions for the year; 1 in the primary phase and 47 in secondary. On this basis, the 2011/12 target of 0.12 (which equates to 54) has been exceeded.
- 3.8 The percentage of children who had a **referral for services** from children's social care who then went **onto an initial assessment** is exceeding the 90% target and is currently 94.9%. From April to December 2011 there have been 1656 referrals to children's social care 1571 of these then went onto an initial assessment. **Appendix B** shows five year trend information graphically on the number of referrals to social care services. Appendix B also reports the number of children subject to a child protection plan. The number of children who are subject to a child protection plan has been reducing throughout 2011 and was 198 at the end of quarter 3.
- 3.9 Children's **Social Care Initial assessments** completed within 10 working days is exceeding the 75% target. 77.3% of assessments are being carried out and authorised within the recommended timescale. The quarter 3 figure represents a 2% increase on Quarters 1 and 2.
- 3.10 **Attendance at school of Looked after Children** is also performing well. Just 7 out of 117 school aged looked after children have missed 25 days of schooling in the 2011-12 academic year.

Areas of poor performance

- 3.11 Those Performance indicators which are currently performing **below** target are outlined below with a brief explanation as to why performance isn't achieving target.

- 3.12 **Attendance in primary schools** has improved but has still not achieved the 2011/12 target. **Absence data** for the Summer Term 2011 exceeded the target of 4.7%. The quarter 3 figure (which equates to the Summer term) shows an absence level of 4.09%. There were significant improvements compared with the previous quarters in both authorised and un-authorised attendance. Despite improved performance in the Spring and Summer term, the higher Autumn term figure of 5.33% has resulted in the full year figure for primary absence of 4.82% which is higher than the 4.7% target.
- 3.13 Until January 2012 the DFE have included absence data pertaining to bad weather and other unforeseen events. In future this will be removed from the reported figures so that schools who have managed to remain open, albeit partially, are not penalised when reporting absence figures. The Autumn term 2010 was such an example where bad weather severely affected schools being fully open.
- 3.14 The Spring and Summer terms figures do indicate that the work the local authority is doing to support schools through the Spike project is having the right impact.
- 3.15 In quarter 3, 64.5% of core assessments were completed within the required time period of 35 working days. This represents a slight increase on the previous quarter (64.4%) but still remains lower than the 75% target. A core assessment is an in depth detailed assessment requiring multi agency input. The priority is to ensure thoroughness and quality of the assessment to ensure the correct outcome for the child. Performance in this area has improved consistently since April 2011.
- 3.16 The quarter 3 figure for the percentage of schools judged by Ofsted to be in category is 2% which means that the target of 0% has not yet been met. There are 2 primary schools who are in category, 1 of which is in Special Measures and the other has been given Notice to Improve.

Priority Outcome		Children and young people enjoy learning and achieve their full potential														
Primary Phase																
Line number	Type of indicator	New Reporting frequency	Indicator	Quarter 1	Quarter 2	Quarter 3	Full year data 2011/12	Commentary	Target 2011/12	Target Status	2010/11	2009/10	Trend		National Comparison	
													2008/09	2007/08	2006/07	
1	Portfolio Plan/ AWOT	Termly	Authorised and unauthorised absences at primary schools	5.33% (relates to Autumn term 2010)	4.51% (relates to Spring term 2011)	4.09% (relates to Summer term 2011)	4.82% (2010/11 ac. Year)	For the full academic year 2010/11, of the 74 primary schools, 33 achieved the target of 4.67%, 41 schools did not. Overall absences ranged from 3.03% to 8.48%; authorised absences ranged from 1.62% to 7.72%; unauthorised absences ranged from 0.01% to 4.26%. The summer and spring term absences both exceeded target at 4.51% and 4.09% respectively. Bromley's attendance strategy includes the primary focused Spike project that provides incentives for improved attendance by recognising and rewarding pupils with good attendance. There is also a focus on supporting and challenging those with unacceptable levels of attendance, including a 'fast-track' to prosecution scheme.	4.67%	Red	5.40%	5.27%	5.31%	5.47%	6.05%	-
1b		Termly	Authorised absences at primary schools	4.53% (relates to Autumn term 2010)	3.82% (relates to Spring term 2011)	3.12% (relates to Summer term 2011)	4.04% (2010/11 ac. Year)		Not set		4.62%	4.55%	4.60%	4.85%	5.38%	
1c		Termly	Unauthorised absences at primary schools	0.80% (relates to Autumn term 2010)	0.69% (relates to Spring term 2011)	0.97% (relates to Summer term 2011)	0.78% (2010/11 ac. Year)		Not set		0.78%	0.71%	0.70%	0.62%	0.67%	
2	Portfolio Plan	Quarterly	Percentage of Children Looked After continuously for at least 12 months of compulsory school age who missed at least 25 days of schooling for any reason	16.2%	0.0%	5.9%		7 out of 117 school aged looked after children have missed 25 days of schooling in the 2011-12 academic year	15%	Green	12.7%	10.9%	12.8%	15.4%	16.2%	-

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All targets are local unless otherwise stated.

Priority Outcome

Children and young people are safe where they live, go to school, play and work

Line number	Type of indicator	New Reporting frequency	Indicators	Quarter 1	Quarter 2	Quarter 3	Full year data 2011/12	Commentary	Target 2011/12	Target Status	2010/11	2009/10	Trend			National Comparison
											2008/09	2007/08	2006/07			
3	Local	Quarterly	Referrals to children's social care going on to initial assessment	93.0%	96.1%	94.9%		1656 referrals led to 1571 initial assessments	90%	Green	90%	78.7%	70.5%	79.1%	54.9%	-

Priority Outcome

Children and young people behave positively, take responsibility for their actions and feel safe within the Borough and parents and carers take responsibility for the behaviour of their children

Line number	Type of indicator	New Reporting frequency	Indicator	Quarter 1	Quarter 2	Quarter 3	Full year data 2011/12	Commentary	Target 2011/12	Target Status	2010/11	2009/10	Trend			National Comparison
											2008/09	2007/08	2006/07			
4	Portfolio Plan/ AWOT	Termly	Rate of permanent exclusions from school	0.02% (11 exclusions)	0.05% (22 exclusions)	0.03% (15 exclusions)	0.10% (48 exclusions)	There were 15 exclusions in the Summer term 2011 from a cohort of 46,908 pupils. All were secondary school pupils. For the year overall, based on the total cohort of 46908, there was 1 primary exclusion and 47 secondary exclusions.	0.12	Green	0.09 (41 exclusions - Ac. Year 09/10)	0.13 (58 exclusions - Ac. Year 08/09)	0.22 (100 exclusions - Ac. Year 07/08)	0.11 (50 exclusions - Ac. Year 06/07)	0.19 (90 exclusions - Ac. Year 05/06)	0.08 (Ac. Yr 09/10)

Priority Outcome

Young people get the best possible start in adult life

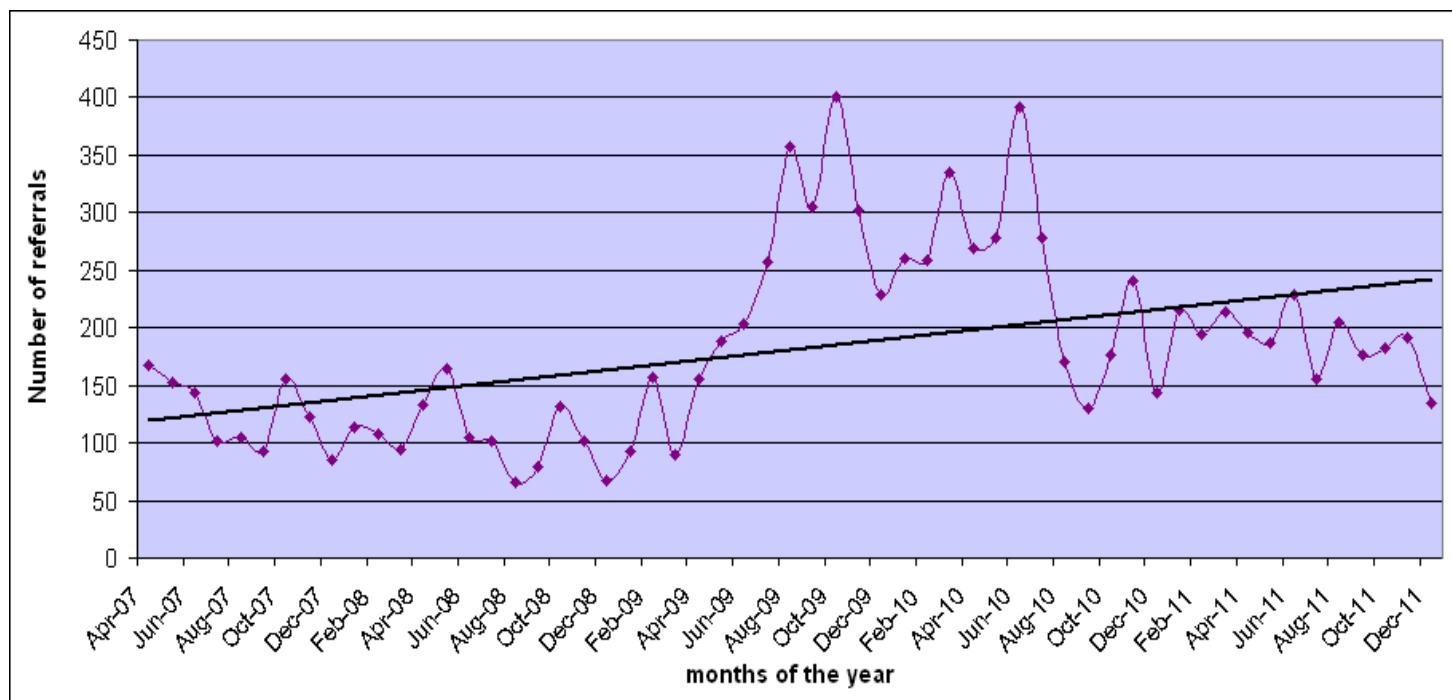
Line number	Type of indicator	New Reporting frequency	Indicator	Quarter 1	Quarter 2	Quarter 3	Full year data 2011/12	Commentary	Target 2011/12	Target Status	2010/11	2009/10	Trend			National Comparison
											2008/09	2007/08	2006/07			
5	Portfolio Plan	Quarterly	% of Young People (aged 16 to 18) not in education, employment and training (NEET)	4.96%	4.90%			Quarter 3 data available February 2012	4.0% (national)	tbc	4.30%	4.20%	4.60%	4.80%	5.00%	6.40%

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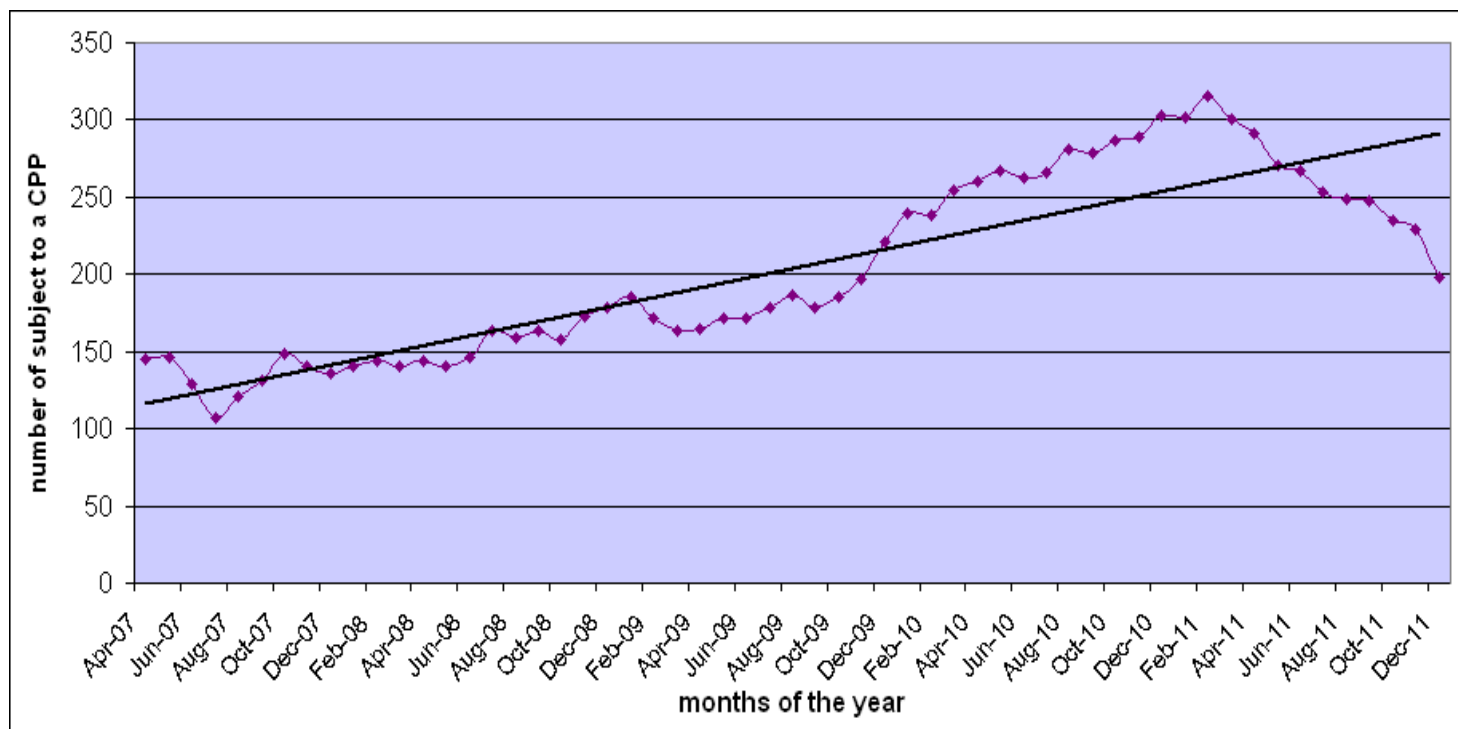
All targets are local unless otherwise stated.

Line number	Type of indicator	New Reporting frequency	Indicators	Quarter 1	Quarter 2	Quarter 3	Full year data 2011/12	Commentary	Target 2011/12	Target Status	2010/11	Trend 2009/10	2008/09	2007/08	2006/07	National Comparison
Residents consider Bromley schools to be of the highest standards																
6	Local	Quarterly	Percentage of schools judged by Ofsted to be in category (special measures or notice to improve).	3%	2%	2%		2 schools out of 96 (primary, secondary, special and the PRU)	0.0%	Red	3.6%	5.0%	5.0%	-	-	-
Children, young people and families requiring help from social care receive advice and support swiftly, to ensure children remain safe																
7	National	Quarterly	Percentage of social care initial assessments completed within 10 working days.	75.5%	75.3%	77.3%			75%	Green	54.60%	29.10%	-	-	-	-
8	National	Quarterly	Percentage of social care core assessments completed within 35 working days.	60.8%	64.4%	64.5%			75%	Red	66.70%	43.50%	-	-	-	-
The support provided to children and young people with special educational needs is considered timely and appropriate.																
9	Local	Quarterly	The number of SEN Tribunals as a result of dissatisfaction with the statementing process.	16	10	11			NEW INDICATOR	n/a	51	39	48	-	-	
10	Local	Quarterly	The percentage of children with special educational needs in out borough special school placements	14.0%	14.7%	14.7%		288 children out of a total of 1958 children with Statements were placed outborough i.e. 14.7%	NEW INDICATOR	n/a	14.3%	13.5%	12.6%	-	-	

Graph showing the monthly number of referrals to CYP since April 2007



Graph showing the number of children subject to a child protection plan each month since April 2007



**Children and Young People Services
Definitions of All Performance Indicators 2011/12**

Line number	Indicator	Definition/Rationale
Ensuring the health and wellbeing of children and young people, and their families		
1	Early access to maternity services	The percentage of women in the relevant PCT population who have seen a midwife or a maternity healthcare professional, for health and social care assessment of needs, risks and choices by 12 weeks and 6 days of pregnancy.
2	Midwives to births ratio	Ratio of whole time equivalent (WTE) midwives appointed to Trusts against the deliveries recorded for Trusts.
3	Percentage of mothers smoking at the time of delivery	The Smoking at Time of Delivery (SATOD) collection covers information on the number of women smoking and not smoking at time of delivery (child birth). Each PCT (and a number of care trusts) is required to submit figures quarterly. Monitoring the % of women who smoke at the time of delivery allows us to assess the size of the problem and to assess (through trends) how effective our services are. It is important that we provide information to pregnant women and the means to help them to stop smoking because, babies born to mothers who smoke tend to have a lower birth weight and have more illnesses in the first year of life.
4	Under 18 conception rate	The rate change of under 18 conceptions per 1000 females aged 15-17 from the baseline figure in 1998. Data on teenage conceptions is available on a calendar year basis and the Office of National Statistics (ONS) publishes this data in February each year, 14 months after the year to which they relate. Therefore the indicator presented in 2010/11 is the data published in February 2011, relating to calendar year 2009.
5	Under 18 conception rate per 1,000 15-17 year old girls	Under 18 conception rate per 1,000 15-17 year old girls
6	Under 16 conception rate per 1,000 13-15 year old girls	Under 16 conception rate per 1,000 13-15 year old girls
7	Terminations of pregnancy in Under 18's	Number of terminations recorded for under 18s
8	Terminations of pregnancy in Under 16's	Percentage of under 16s conceptions leading to terminations

Line number	Indicator	Definition/Rationale
9	Breastfeeding at 6-8 weeks	<p>Infants that are due for 6–8 week check are defined as:</p> <ul style="list-style-type: none"> – those registered with the Primary Care Trust (PCT); – totally breastfed is defined as infants who are exclusively receiving breast milk at 6-8 weeks of age – that is, they are NOT receiving formula milk, any other liquids or food; – partially breastfed is defined as infants who are currently receiving breast milk at 6-8 weeks of age and who are also receiving formula milk or any other liquids or food; – not at all breastfed is defined as infants who are not currently receiving any breast milk at 6-8 weeks of age. <p>From this, two percentages are derived:</p> <ol style="list-style-type: none"> 1. Percentage of infants being breastfed at 6-8 weeks 2. Percentage of infants for whom breastfeeding status is recorded <p>There is clear evidence that breastfeeding has positive health benefits for both mother and baby in the short- and longer-term (beyond the period of breastfeeding). Babies who are not breastfed are many times more likely to acquire illnesses such as gastroenteritis and respiratory infections in the first year. In addition, there is some evidence that babies who are not breastfed are more likely to become obese in later childhood</p>
10	Infant mortality rate	Number of deaths during the first year of life per 1,000 live births in a given year or period.
11	Immunisation rates at age 1	Vaccines prevent infectious disease and can dramatically reduce disease and complications in early childhood, as well as mortality rates. The percentage of children aged 1 who have completed a primary course of immunisation for Diphtheria, Tetanus, Polio, Pertussis, Haemophilus influenzae type b (Hib) (i.e. three doses of DTaP/IPV/Hib).
12	Immunisation rates at age 2	The percentage of children aged 2 who have completed immunisation for measles, mumps and rubella (one dose of MMR).
13	Children achieving good development at age 5	The highest priority in the Marmot Review was the aim to give every child the best start in life, as this is crucial to reducing health inequalities across the life course. As the foundations of human development are laid in early childhood, the review proposed an indicator of readiness for school to capture early years development. This indicator is based on data collected from the Early Years Foundation Stage Profile (EYFSP).and looks at the percentage of children who are resident in Bromley that achieve the expected level of 78 points across all 13 subject areas.

Line number	Indicator	Definition/Rationale
14	Obesity in primary school age children in Reception Year	The percentage of Reception age children who are obese, as shown by the National Child Measurement Programme.
15	Obesity in primary school age children in Year 6	The percentage of children in Year 6 who are obese, as shown by the National Child Measurement Programme.
16	Effectiveness of child and adolescent mental health (CAMHS) services	<p>A self assessment is used to show how effectively mental health services meet children's mental health needs. It is used to identify those PCTs and LAs that are working together to deliver a comprehensive CAMHS service. There are four components which are assessed:</p> <ul style="list-style-type: none"> • Whether there is a full range of service provision for children and young people with learning disabilities • Whether there is appropriate provision for 16-17 year olds • Whether there is full 24 hour cover to meet urgent need • That early intervention support is in place throughout the service. <p>Each element is scored from 1-4 where 1 = no services are in place to 4 which means that there is a full range of services and that these are fully implemented. The number reported is the total score of the four elements.</p>
17	Emotional and behavioural health of Children in care	It is based on a strength and difficulties questionnaire sent to the carers of each child who has been in care for a year or more and aged between 5 and 17. The scores from the questionnaires help identify any mental health issues. The indicator is an average of all the scores for looked after children. Anything below 13 is good, between 14 and 16 is a raised concern and anything over 16 requires further investigation.
18.	Prevalence of Chlamydia in under 25 year olds	Percentage of the resident population aged 15-24 accepting a test/screen for Chlamydia. It is important to control the prevalence of Chlamydia through the early detection and treatment of asymptomatic infect. This also helps to prevent the development of sequelae and reduce onward disease transmission.
Children and young people enjoy learning and achieve their full potential		
1	Early Years Foundation Stage Profile: the percentage of pupils making the required level of progress	The number of children in Bromley schools who achieve the expected level, which is - 78 points across all 13 Early Years Foundation Stage Profile scales, with at least 6 points or more in each of the Personal, Social and Emotional Development and Communication, Language and Literacy scales, expressed as a percentage of the total number of children assessed against the Early Years Foundation Stage Profile.

Line number	Indicator	Definition/Rationale
2	Early Years Foundation Stage Profile: Raising the achievement of the lowest performing pupils	The lowest level of performance is taken to mean the bottom 20% of children in Bromley. A 'gap' or difference calculation is then done by looking at the median Foundation Stage Profile score of all children locally and the mean score of the lowest achieving 20% of children locally, as a percentage of the median score of all children locally.
3	Key Stage One: the percentage of pupils achieving level 2+ in reading, writing and maths	The number of pupils achieving Level 2 and above in each of the reading writing and maths assessments as a percentage of the number of pupils in the cohort at the end of KS1. Level 2 being the expected level for a Year 2 pupil to achieve at KS1
4	Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)	The number of pupils achieving level 4+ in both English and maths at KS2 as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results in both English and maths. (Level 4 being the expected level of achievement at KS2).
5	Progression by 2 levels in English between Key Stage 1 and Key Stage 2	The number of pupils at the end of KS2 making 2 levels of progress in English between KS1 and KS2, as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results (including absent pupils and pupils unable to access the tests).
6	Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2	The number of pupils at the end of KS2 making 2 levels of progress in maths between KS1 and KS2, as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results (including absent pupils and pupils unable to access the tests).
7	Looked after children reaching level 4 in English at Key Stage 2	The number of looked after children who have been in care for at least one year who were in year 6 (key stage 2) and who achieved at least level 4 in English, as a percentage of the total number of looked after children who were in care for at least one year who were in year 6 (key stage 2).
8	Looked after children reaching level 4 in maths at Key Stage 2	The number of looked after children who have been in care for at least one year who were in year 6 (key stage 2) and who achieved at least level 4 in maths, as a percentage of the total number of looked after children who were in care for at least one year who were in year 6 (key stage 2).
9	Key Stage Two: Performance of pupils with Special Educational Needs - the percentage achieving level 4+ in English and Maths	The number of pupils achieving level 4+ in both English and maths at KS2 as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results in both English and maths. A breakdown of the number and percentage of children with different categories of SEN is provided.
10	Key Stage Two: Performance of pupils eligible for Free School Meals (FSM) compared to non eligible pupils; the percentage achieving level 4+ in English and maths	The number of pupils achieving level 4+ in both English and maths at KS2 as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results in both English and maths. A breakdown of the number and percentage of children who are eligible for Free School Meals (FSM) is provided.

Line number	Indicator	Definition/Rationale
11	Authorised and unauthorised absences at primary schools	Total absences in primary schools, the percentage reported includes authorised and unauthorised absence
12	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths	The number of pupils achieving 5 or more A*-C or equivalent including English and maths at KS4 as a percentage of the number of pupils at the end of KS4.
13	Percentage of pupils making the expected progress from KS2 to KS4 in English	This indicator measures the level of progress made between the end of primary school (KS2) and Year 11 in secondary school. The expected level of progress at KS2 is at least a level 4, if a pupil's progress is to be consistent then they are expected to achieve at least a grade C at GCSE (or equivalent). The higher a pupils achievement at KS2 the higher the expected level at KS4.
14	Percentage of pupils making the expected progress from KS2 to KS4 in maths	This indicator measures the level of progress made between the end of primary school (KS2) and Year 11 in secondary school. The expected level of progress at KS2 is at least a level 4, if a pupil's progress is to be consistent then they are expected to achieve at least a grade C at GCSE (or equivalent). The higher a pupils achievement at KS2 the higher the expected level at KS4.
15	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and maths by Free School Meal status	The number of pupils achieving 5 or more A*-C or equivalent including English and maths at KS4 as a percentage of the number of pupils at the end of KS4. . A breakdown of the number and percentage of children who are eligible for Free School Meals (FSM) is provided.
16	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and maths by level of special educational need	The number of pupils achieving 5 or more A*-C or equivalent including English and maths at KS4 as a percentage of the number of pupils at the end of KS4. A breakdown of the number and percentage of children with different categories of SEN is provided.
17	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)	The number of looked after children who were in care for at least one year who were in year 11 and achieved the equivalent of at least 5 A*-C GCSEs, including English and maths (or equivalent) as a percentage of the total number of looked after children who were in care for at least one year who were in year 11.
18	Achievement of a level 3 qualification by the age of 19	This indicator reports the percentages of young people attaining Level 3 by age 19 in a Local Authority Area.
19	Authorised and unauthorised absences at secondary schools	Total absences in secondary schools, the percentage reported includes authorised and unauthorised absence.
20	Secondary school persistent absence rate	The number of persistent absentees as a percentage of the total number of local authority maintained secondary school pupil enrolments. A persistent absentee is a pupil who has accumulated the threshold number of half day sessions of absence over the relevant reporting period. The thresholds are:

Line number	Indicator	Definition/Rationale
		<p>On an annual basis – 64 or more half day sessions of absence (2 and a half terms ending at the May half term).</p> <p>On a two-term basis – 52 or more half day sessions of absence over the combined autumn and spring terms.</p>
21	Percentage of children looked after continuously for at least 12 months, of compulsory school age, who missed at least 25 days schooling for any reason during the previous school year	Looked after children who have been in care for a year or more and absent from school for 25 days or more.
Children and young people are safe where they live, go to school, play and work		
1	The number of children subject to Child Protection Plans	This figure provides a snapshot at the time of reporting as to the number of children who have a Child Protection Plan.
2	The percentage of children in foster care placed with London Borough of Bromley (in-house) foster carers	This indicator measures the take-up of foster care through in-house provision. The number of looked after children placed with LBB carers as a percentage of all looked after children in placements. In house provision is promoted as it often offers greater value for money and means that children are placed in their own locality. Locality is important not only to the child in terms of closeness to home for visits, but it will also mean that children have access to Bromley schools and services. It makes social worker visits more efficient in terms of journey time and can reduce the time involved in facilitating court ordered contact.
3	The number of newly recruited in-house foster carers	This is a cumulative figure throughout the year and measures the number of newly approved carers to the London Borough of Bromley.
4	Referral to children's social care going on to initial assessment	The percentage of children referred to children's social care whose cases go on to initial assessments.
5	Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time	The percentage of children who became subject to a Child Protection Plan at any time during the year, who had previously been the subject of a Child Protection Plan, or was on the Child Protection Register of that council, regardless of how long ago it was.

Line number	Indicator	Definition/Rationale
6	Percentage of child protection cases which were reviewed within required timescales	<p>The percentage of children with a Child Protection Plan at 31 March who at that date had had a Plan continuously for at least the previous 3 months, whose case was reviewed within the required timescales.</p> <p>This indicator uses reviews as a proxy for the measurement of the effectiveness of the interventions provided to children with a child protection plan or on the register. Guidance, <i>Working Together to Safeguard Children</i>, which came into effect from December 1999, requires that the first child protection review is held within three months of the initial child protection conference and thereafter at intervals of no more than six months. A high figure indicates good performance.</p>
7	Number of looked after children	Snapshot of children in care as at the end of each reporting period.
8	Stability of placements of looked after children: number of placements	The percentage of children looked after at 31 March with 3 or more placements during the year.
9	Stability of placements of looked after children: length of placement	The percentage of looked after children aged under 16 at 31 March who had been looked after continuously for at least 2.5 years who were living in the same placement for at least 2 years.
10	Looked after children cases which were received with required timescales	The percentage of children looked after cases which should have been reviewed during the year ending 31 March that were reviewed on time during the year.
Children and Young People behave positively, take responsibility for their actions and feel safe within the borough, and that parents and carers take responsibility for the behaviour of their children		
1	Rate of permanent exclusions from school	The number of permanent exclusions from school in the academic year expressed as a percentage of the school population, including maintained primary, secondary and special schools.
2	Take up of Parenting Courses	A wide range of Government approved evidence based parenting programs are run by the Bromley Children's Project and are available to all parents with children of any age. Specific groups are targeted in line with national data which suggests that families on low/no income are more likely to need this support and challenge. Evidence suggests that these programmes have a positive impact on families, however for families in areas of higher deprivation the improvement is more positive as it impacts on both the family concerned and the wider community. Particular emphasis has been placed on further developing courses to families where the parents or child has a disability or special educational need, where the family are in crisis, and in relation to boys development. Families are referred to the service by children's social care as a parenting intervention can reduce the need for a child to go into care and therefore contribute to reducing the number of Looked After Children (LAC).

Line number	Indicator	Definition/Rationale
3	The number of penalty notices issued to parents as a result of non school attendance of their child	The rationale for measuring the number of penalty notices is to improve attendance at school. A penalty notice can be issued if the child is persistently absent and initial support provided to the parent to ensure that their child attends school has not lead to improvement. The penalty notice is issued by the LA. If a penalty notice is not paid the parents are then taken to court. In terms of performance, it is anticipated that initially there would be a higher number of notices issued to support Bromley's attendance strategy, with a view to the number decreasing as the percentage of pupils attending school improves.
4	First time entrants to the Youth Justice System aged 10 – 17	The number of first time entrants to the youth justice system, where first-time entrants are defined as young people (aged 10-17) who receive their first substantive outcome (relating to a reprimand, a final warning with or without an intervention, or a court disposal for those who go directly to court without a reprimand or final warning).
5	Rate of proven re-offending by young offenders aged 10-17	The average number of re-offences per 100 young people in the cohort
6	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody	The proportionate use of custody is the percentage of custodial sentences issued to young people (aged 10-17) out of all convictions received by young people in court (total of first-tier disposal, community sentence, and custodial sentence).

Young people get the best possible start in adult life

7	Percentage of Young People (aged 16-18) not in education, employment and training (NEET)	The percentage of 16 to 18 year olds who are not in education, employment or training (NEET). This indicator uses an annual result which is based on 3 one month snapshots at the end of November, December and January each year.
8	Care leavers in education, employment or training	The percentage of former care leavers aged 19 who were looked after on 1 April in their 17 th year, who were in education, employment or training.
9	Young offenders' engagement in suitable education, training and employment	The proportion of young offenders aged 10-17 who are actively engaged in education, training and employment (at least 25 hours, or 16 hours for those above statutory school age).
10	Care leaver in suitable accommodation	The percentage of former care leavers aged 19 who were looked after under any legal status (other than short term breaks) on the 1 April in their 17 th year, who were in suitable accommodation.
11	Young offenders access to suitable accommodation	This indicator measures the proportion of known young offenders who have access to suitable accommodation.

Excellence in the eyes of local people

Residents consider Bromley schools to be of the highest standards

1	The percentage of schools judged by Ofsted to be good or outstanding	The number of schools graded as good and outstanding expressed as a percentage of all schools that have been inspected within the three year inspection cycle.
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Line number	Indicator	Definition/Rationale
2	Percentage of schools judged by Ofsted to be in category (special measures or notice to improve)	The number of schools in the LA that are judged by Ofsted to be in special measure or have been given a notice to improve expressed as a percentage of all schools in the LA.

Residents are successful in securing a place for their child in a school of their choice

3	Percentage of children receiving first and second choice of secondary school place	The percentage of pupils who have been offered either their first or second choice of secondary school place by the end of the admissions process. This figure is reported annually as a statutory requirement to the DFE
4	Percentage of children receiving their first choice of primary school place	The percentage of pupils who have been offered their first choice of primary school. This figure is reported annually as a statutory requirement to the DFE.

Children, young people and families requiring help from social care receive advice and support swiftly to ensure children remain safe

5	Initial assessments for children's social care carried out within 10 working days of referral	The percentage of initial assessments completed in the period between 1 April and 31 March within 10 working days of referral. (in 2010/11 the definition changed from 7 working days to 10 working days)
6	Core assessments for children's social care that were carried out within 35 working days of their commencement	The percentage of core assessment completed in the period between 1 April and 31 March within 35 working days of initial assessment end date.

The support provided to children and young people with special educational needs is considered timely and appropriate

7	Percentage of Special Educational Needs statements issued within the statutory timeframe	Percentage of final statements of special education need issued within 26 weeks as a proportion of all such statements issued in the year. The exceptions are those set out in the Education (Special Educational Needs) (England) (Consolidation) Regulations 2001, Regulations 12(5), 12(7), 12(9) and 17(4).
8	The number of SEN Tribunals as a result of dissatisfaction with the statementing process	An SEN tribunal is a full legal process whereby a parent can appeal against the decision or information written in their child's statement. Therefore a low number of tribunals would indicate satisfaction with the statementing process.
9	The number of parents choosing out of borough special school placements (for which the authority pays)	Parents are encouraged to choose an in borough placement for their child wherever possible. In house provision not only offers value for money but also enables Bromley to maximise its resources. Most out of borough options available to parents are within the independent sector.

Report No.
DCYP12028

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: Children and Young People Portfolio Holder

Date: For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012

Decision Type: Non-Urgent Executive Non-Key

Title: **CHANGES TO CENTRAL GOVERNMENT FUNDING FOR MUSIC EDUCATION**

Contact Officer: Paul King, Head of Bromley Youth Support Programme
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Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 At their meeting of 3 May 2011, in the context of their annual review of the Bromley Youth Music Trust contract, Members were asked to note the introduction of a new DfE Music Grant and were advised of the DfE's intention to publish a National Plan for Music and to announce new arrangements for funding Music Education in future years (DCYP11062).
- 1.2 This report provides an update on the publication of the DfE's National Plan for Music and the introduction of new arrangements for funding Music Education. The report also provides an update on changes in the level of Council funding to be made available for the contract with the Bromley Youth Music Trust following the Executive's consideration of draft budget savings at their meeting on 1 February 2012.
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2. **RECOMMENDATION(S)**

2.1 **Members of the Children and Young People Policy Development and Scrutiny (CYP PDS) Committee are asked to consider the report and to:**

- (a) **note publication of the DfE's national Plan for Music and the introduction of new funding arrangements to support Music Education (para 3.3-3.8);**
- (b) **note and endorse steps taken by the Council and BYMT to secure funding under the new arrangements (para 3.9-3.13);**
- (c) **note the reduction in the BYMT contract fee for 2012/13 and 2013/14 as a contribution towards overall savings that the Council is required to make in the light of the Government's Comprehensive Spending Review of November 2010 (para 3.14-3.15);**
- (d) **note the activity being undertaken by BYMT to secure funding to offset the impact of reductions in the level of funding that the Trust receives from the Council (para 3.17).**

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People
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Financial

1. Cost of proposal: Not Applicable
 2. Ongoing costs: Not Applicable
 3. Budget head/performance centre: Standards and Achievement
 4. Total current budget for this head: £756,732
 5. Source of funding: Council (£394,490): DfE Music Grant (£362,242)
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Staff

1. Number of staff (current and additional): NA
 2. If from existing staff resources, number of staff hours: N/A
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Legal

1. Legal Requirement: Non-Statutory - Government Guidance:
 2. Call-in: Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): 9,000 children and young people
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments:

3. COMMENTARY

Changes to Central Government Funding for Music Education

- 3.1 At their meeting of 25 May 2011, the CYP PDS Committee was advised that for the financial year commencing 1 April 2012, Standards Funding for Music Services was to be replaced with a DfE Music Grant administered by the Federation of Music Services. The purpose of the funding is to continue to enable Local Authorities to provide or commission Music Education Services (DCYP11062). On the recommendation of the Director of CYP Services, Members approved that the DfE Music Grant allocation of £362,242 be passported to BYMT in addition to the Council Grant for 2011/12 of £394,470.
- 3.2 At the same meeting, Members were also advised that the DfE would be making an announcement later in the year regarding the publication of a National Plan for Music Education and new funding arrangements for future years.
- 3.3 On 25 November 2011, the DfE published the National Plan entitled "*The Importance of Music*". The Plan's ambition is to enable every child to have the chance to learn to play a musical instrument for at least a term and ideally for a year by transforming the way music is delivered to schools. This is part of the Government's aim to ensure that all pupils have rich cultural opportunities alongside their academic and vocational studies. A copy of the National Plan will be available in the Members' Room or can be found at <https://www.education.gov.uk/publications/eOrderingDownload/DFE-00086-2011.pdf> .
- 3.4 Features of the new national plan for music education include:
- A new national funding formula to make sure all parts of the country get fair funding for music on a per pupil basis, with a weighting for deprivation. There will be protection for areas that would otherwise have seen reductions of more than 10 per cent funding in 2012-13 and more than 20 per cent in 2013-14.
 - Funding of £77 million, £65 million and £60 million confirmed for the next three years. Most of this will go to music education hubs, which from 2012 will deliver music education in partnership, building on the work of existing local authority music services.
 - A new music teaching module will be developed for trainee primary teachers, to give them extra skills to teach music.
 - Continued funding of £500,000 per year to the National Youth Music Organisations fund, matched by the Arts Council England currently via Youth Music.
 - Continued support for the internationally recognised Music and Dance Scheme – which provides money for exceptionally gifted young people to attend the highly specialist music and dance schools.
- 3.5 From August 2012, music education hubs will be funded to bring together local authorities and local music organisations, like orchestras, choirs and other music groups. They will work in partnership to make sure every child has a high-quality music education, including the opportunity to learn to sing, to play an instrument and to play music with others. The hubs will be fully operational from September 2012.

3.6 Funding allocations, set out at Local Authority area level and covering the period 1 April 2012 to 31 March 2015 have been announced alongside the National Plan. Allocations have been based on a national funding formula which will distribute funds by local authority area on a per-pupil basis, with a weighting for deprivation (based on free school meals). By 2014-15 the historical imbalance in funding between areas will have been turned around, with protection preventing large losses in any one area in 2012-13 and 2013-14. Bromley's allocation for the period is:

2012/13	£417,359
2013/14	£360,094
2014/15	£366,321

3.7 From 1 August 2012 funding will be routed to the new music education hubs following an open application process. Funding starts from 1 August 2012 rather than 1 September 2012 to enable set up to take place. Funds covering 1 August 2012-31 March 2013 will represent two-thirds of funds available in the 2012-13 financial year. Subsequent funding will be on a financial year basis, and grants to hubs will extend to 31 March 2015. DfE funding to hubs is to be used primarily on the core hub roles (see paragraph 3.10) in the context of delivery to children aged 5-18 in all state funded schools, including academies and free schools. Provided that the core roles are being met, DfE funding can also be used on extension roles and other innovations that respond to local need. Funding to hubs does not replace funds allocated to schools to deliver the music curriculum, although hubs may provide services/teachers to schools on a chargeable basis.

3.8 Funding for 1 April 2012 – 31 July 2012, representing one-third of funds available in financial year 2012-13, will be made to current providers (largely existing local authority music services) for an interim period, before hubs are in place. The Federation of Music Services will allocate this funding and will publish details separately.

3.9 The Department has asked the Arts Council for England to run the application and approval process for the new music education hubs. Applications will need to demonstrate how they will deliver at least the core roles, which are to:

- ensure that every child aged 5-18 has the opportunity to learn to play a musical instrument (other than voice) through whole-class ensemble teaching programmes for ideally a year (but for a minimum of a term) of weekly tuition on the same instrument;
- provide opportunities to play in ensembles and to perform from an early stage;
- ensure that clear progression routes are available and affordable to all young people;
- develop a singing strategy to ensure that every pupil sings regularly and that choirs and other vocal ensembles are available in the area.

It is also expected that many hubs will be able to carry out extension roles, alongside the core roles. These extension roles will include some or all of the following:

- (a) Offer Continuous Professional Development (CPD) to school staff, particularly in supporting schools to deliver music in the curriculum.
- (b) Provide an instrument loan service, with discounts or free provision for those on low incomes.
- (c) Provide access to large scale and/or high quality music experiences for pupils, working with professional musicians and/or venues. This may include undertaking work to publicise the opportunities available to schools, parents/carers and students.

- 3.10 Guidance from the DfE is clear that the Department's expectation is that the new Music Education Hubs will be based on the work of existing local authority music education service. As the provider of Bromley's music education service, Bromley Youth Music Trust has agreed to act as the lead partner in the Bromley Music Hub. This role fulfils the expectation within the current specification for the Bromley Music Education Service that the Trust will provide strategic leadership for the development of music education in Bromley.
- 3.11 With the support of CYP officers, the Trust has formed a Music Education Partnership Group to provide multi-agency expertise and challenge to the development and subsequent operation of the Hub. The Music Education Partnership Group now also forms one of the sub-committees of the BYMT Governing Board.
- 3.12 BYMT, with the support of the Music Education Partnership Group and with practical support from the Council's BYMT liaison officer (Head of Bromley Youth Support Programme), has agreed to act as lead partner in the application to the Arts Council for Music Hub Funding.
- 3.13 The application process opened on 25 November 2011 and will close on 17 February 2012. The outcome of the process will be advised by late April 2012.

Changes to the Level of Council Funding

- 3.14 Although music is part of the National Curriculum, the provision of a Music Education Service is discretionary and subject to review as necessary. When approving the continuation of the contract with BYMT in May 2010, the Executive did so on the basis that it would review the level of funding available to the contract should there be significant change in Local Government funding. At the Council's meeting of 28 February 2011, the Council took the decision to make a reduction to the contract fee of £40k to be achieved by 2012/13 as a contribution towards overall savings that the Council is required to make in the light of the Government's Comprehensive Spending Review of November 2010.
- 3.15 At their meeting of 1 February 2012, the Executive recommended to the Council a further reduction to contract with BYMT to be achieved as follows:

2012/13	£20k
2013/14	£40k

At the same meeting, the Executive also recommended that further work be undertaken to achieve savings in the BYMT Grant over the next two years.

The reduction is to be ratified by the next meeting of the Council.

- 3.16 In view of these changes in the level of Council funding, a review of the level of service provided under the current service specification will be initiated. Progress with the review will be reported in the context of the next annual review of the BYMT contract which is scheduled for the Spring 2012 meeting of CYP PDS Committee.

The Future Plans of BYMT Reflecting the Economic Constraints

- 3.17 With the support of CYP officers, the BYMT is implementing the following funding strategy to mitigate against the impact of changes in the level of Council funding.
- Individual lesson fees (currently £28.20 per hour) will be increased above inflation. Increases to fees for first year of tuition are to be kept at a lower 'introductory' level.
 - Fees for Saturday morning (bands and orchestras) activities, fees have been raised by 33% in preparation for next year and are subject to further review.

- Evening group fees are to increase above inflation. Fees for beginner groups will remain at a lower introductory level.
- For lesson frees and group membership fees, consideration is being given to a scale of prices where a family has more than one child learning.
- Consideration is being given to increasing prices for out-of-borough customers, but with regard to ensuring that increased fees relative to in-borough do not act as a disincentive to take up from a potentially expanding market.
- Concert hire costs will reduce as a result of the relocation of concert events to Langley Park School for Boys.
- Equipment transport costs to and from concerts will be lower as all equipment will be available at the new concert hall.
- Concert ticket prices will be increased above inflation, justified by the high quality of the new concert hall with its much better facilities and sightlines. Consideration is being given to introducing a family ticket to provide a discount for families with more than one child.
- The Trust is working to develop its paying audiences, especially for the most advanced groups such as BYSO, BYCO and BYCB.
- The Trust has an active Fundraising Committee, which includes Jacqui Lait in its membership and is introducing an Alumni Group called The Network.
- Fees paid by schools for BYMT's Primary Schools Adviser have been increased this year above inflation and will be increased again similarly.
- Fees charged to schools will increase again above inflation.
- New income-generating group activities (including an adult orchestra) are being devised and implemented.
- Connections are being developed with out-of-borough schools currently including Coloma Convent School (Croydon), Crockenhill Primary (Kent) and Somerhill Preparatory Schools (near Tonbridge). The key objective is to recruit new pupils to BYMT groups.
- The Trust is working with the newly-established Music Education Partnership Group to identify additional sources of funding.
- In the longer term, the opportunity to sell into and share services with other boroughs will be developed to enhance the Trust's capacity to generate additional income to offset reductions in funding from the Council and from Central Government.

4. POLICY IMPLICATIONS

- 4.1 BYMT contributes to the 'Building a Better Bromley' strategy for children and young people in that it helps to widen the curriculum and raise achievement of children and young people and, in conjunction with the Bromley Youth Support Programme, provides positive activities for young people.

5. FINANCIAL IMPLICATIONS

- 5.1 In 2011/12 the Council's Grant to BYMT of £756,732 is made up of two elements: Council funding of £394,490 and DfE Music Grant of £362,242.
- 5.2 DfE has introduced new arrangements for funding Music Education (para 3.4-3.13) and has announced funding allocations set out at Local authority area level covering the period 1 April 2012 to 31 March 2015.

2012/13	£417,359
2013/14	£360,094
2014/15	£366,321

The funding will be allocated to Local Authority areas through a process of application. With support from the Local Authority, the BYMT has agreed to act as lead partner in the application.

- 5.3 At the Council's meeting of 28 February 2011, the Council took the decision to make a reduction in the level of Council funding to BYMT of £40k to be achieved by 2012/13 as a contribution towards overall savings that the Council is required to make in the light of the Government's Comprehensive Spending Review of November 2010.
- 5.4 At its meeting of 1 February 2012, the Executive recommended to the Council a further reduction in the level of Council funding to BYMT to be achieved as follows:

2012/13	£20k
2013/14	£40k

At the same meeting, the Executive recommended that further work be undertaken to achieve further savings over the next two years. The reduction is to be ratified by the next meeting of Council.

- 5.5 In view of these changes in the level of Council funding, a review of the level of service provided under the current service specification will be initiated.
- 5.6 Approximately 40% of the Trust's income is generated from parental fees and less than 10% from other sources including specific grants from other funding bodies.
- 5.7 As outlined in para 3.17, the Trust is implementing a strategy to mitigate against the impact of changes in the level of Council funding.

6. LEGAL IMPLICATIONS

- 6.1 A music service, such as BYMT, is discretionary. As an educational service, when recontracted in 2007 there was no requirement on the Council to put the music service out to tender under EU Regulations, although the outcome was advertised as required in the appropriate journals. In addition, the relationship with Bromley Youth Music Trust is in the nature of a partnership rather than a commercial contract, although the latter does include necessary safeguards to ensure that the Council's interests are protected, and these will be reviewed as appropriate. Similarly, reductions in the funding from the Council or the DfE Music Grant arrangements will prompt a review of the service level provided under the current service specification.

Non-Applicable Sections:	Personnel Implications
Background Documents: (Access via Contact Officer)	DCYP11062 Bromley Youth Music Trust Contract Review – 3 May 2011 DfE The Importance of Music – A National Plan for Music Education – Available in the Members' Room.

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Report No.
ES12010

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: Environment PDS on 18th Jan 2012
Children and Young People PDS on 21st Feb 2012

Date: 18 January and 21 February 2012

Decision Type: Non-Urgent Non-Executive Non-Key

Title: **CHILDREN'S TRAVEL TO SCHOOL**

Contact Officer: Angus Culverwell, Head of Traffic and Road Safety
Tel: 020 8313 4959 E-mail: angus.culverwell@bromley.gov.uk

Chief Officer: Nigel Davies, Director of Environmental Services

Ward: All

1. Reason for report

This report sets out the purpose, function and efficacy of the School Travel Programme and offers an opportunity for Members of Environment and Children and Young People PDS Committees to scrutinise the Programme.

2. **RECOMMENDATION(S)**

That the Environment PDS Committee and the Children and Young People PDS Committee notes and comments on the content of the report.

Corporate Policy

1. Policy Status: Existing policy.
 2. BBB Priority: Quality Environment. Children and Young People
-

Financial

1. Cost of proposal: N/A
 2. Ongoing costs: N/A.
 3. Budget head/performance centre: TfL LIP funding for School Travel Planning Activities
 4. Total current budget for this head: £295K in 2011/12; £125K in 2012/13 (approved budget)
 5. Source of funding: Transport for London
-

Staff

1. Number of staff (current and additional): 2.6 FTE
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Non-statutory - Government guidance.
 2. Call-in: Call-in is not applicable.
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All peak time motorists
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A.
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 The core objective of the School Travel Programme is tackling congestion near schools and reducing journey times for all road users. The programme also makes a contribution to improving pupils' health and the environment more generally, and is provided in the context of improving road safety around schools.
- 3.2 Nationally, the DfT travel survey has shown that at 8.40am the 'school run' now accounts for 24% of car driver trips by residents of urban areas during term time. Concern about congestion has been expressed by Bromley residents: in the Council's last residents' survey the level of traffic congestion was, at 48%, the second highest priority for improvement. Bromley is geographically the largest Borough in London and has the third highest car ownership level in London.
- 3.3 The School Travel Programme was introduced in 2003 to address local congestion concerns through the national 'Travelling to School Initiative' (TTSI). This was a joint undertaking by the Department for Transport (DfT) and Department for Education (DfE). This resulted in the DfT awarding local authorities grants to fund School Travel Adviser posts until 2010.
- 3.4 This has been reinforced with additional annual funding from Transport for London awarded through the Local Implementation Plan (LIP). This funding is allocated for transport related projects undertaken in accordance with the priorities outlined in The Mayor of London's Transport Strategy. Through successful bids to Transport for London the Council has secured funds for the development and monitoring of the School Travel Programme.
- 3.5 The School Travel Programme links closely with road safety education, cycle training and safety around schools, taking a holistic approach and working in conjunction with other teams on a number of projects linked to the Environment Portfolio Plan aim of promoting cycling, walking and public transport.
- 3.6 With 46,000 pupils in the Borough, keeping Bromley's traffic flowing freely and reducing journey times is a constant and evolving challenge facing the Council. Although the School Travel Programme is a well-recognised brand across the Borough with excellent support, the travel to school message needs to be reinforced continually to keep up with changing school communities.
- 3.7 Local authorities also have a legal duty to promote sustainable modes of travel, as set out in The Education & Inspections Act 2006 (see Section 6).

The Efficacy of School Travel Plans

- 3.8 Car use reduction in Bromley has continually been above the London average. In July 2005, 37.7% of school journeys were single passenger car journeys. By July 2011, this had reduced significantly: 23.1% of school journeys were single passenger car journeys. Cycling and walking have increased over this period by 3%. The semi-rural nature of parts of the Borough has been taken into account with the Council helping to facilitate journeys that are partially by car, with the remainder by foot or public transport.
- 3.9 The figures quoted above have been derived from data recorded by the School Travel Team since the commencement of the project. This data is recorded via pupil and staff surveys conducted in class. Although 'hands up' surveys were the recommended collection methodology, Bromley had concerns about the accuracy of these surveys. In

December 2008, Transport for London conducted a study of different collection methods at selected sites across London. This included interviews with teachers and pupils, observations made during data collection and multi-modal survey data. The result were compared with PLASC (census) returns. The research concluded that hands up surveys are of acceptable accuracy and remain the most cost effective collection method for the data. Other data collection methods were no more accurate but cost a lot more to administer.

- 3.10 The School Travel Team also consult with parents every three years via an in-depth survey that is sent home with the pupils. This promotional tool allows Bromley to gauge attitudes and address issues in line with the new intake of pupils.
- 3.11 This data is also used on a local level to meet Member objectives outlined in the Environmental Portfolio Plan. In July 2011 Bromley met the Environment Portfolio target, to have no more than 31% of pupils travelling to school by car.
- 3.12 The School Travel Team is highly regarded on a local level, forming a close working relationship with contacts in schools (Appendix one). They often act as a liaison between schools and various Council services to help resolve queries, not just relating to transport but also to areas such as litter, road works, street lighting, waste and recycling.
- 3.13 A measure of the support for School Travel Plans in Bromley schools is the Accreditation scheme. Transport for London, who devised the scheme, recognise the hard work demonstrated by schools and local authority advisors through this optional scheme. Statistics show that schools that are accredited via this scheme achieve a higher level of modal shift away from car use. The Accreditation process consists of three levels: Sustainable, Higher Standards and Outstanding. Approved schools must evidence their project work to achieve accreditation status.
- 3.14 Bromley has had the highest number of accredited schools in London for several years. In October 2011:
- Nine Bromley schools achieved the Outstanding level.
 - Twenty one Bromley schools achieved Higher Standards level; the highest number in London
 - 55 Bromley schools achieved the Sustainable level.
 - Five schools were nominated by Transport for London for the 2011 School of the Region Award; four of the five were Bromley Schools, with the eventual winner being a Bromley school (St Christopher's). A Bromley School (Warren Road Primary) was also a winner in 2010.
- 3.15 The School Travel Team has helped Local Authority schools access over £620,000 of capital grants from the DfE between 2004 and 2009, to spend on projects related to reducing congestion. The School Travel Programme also helped the Borough's independent schools to access over £95,000 from Transport for London funding.
- 3.16 Schools have also been able to receive safe, secure cycle storage installed on site through the Mayor of London's Cycle Storage programme. This scheme has provided over £555,000 worth of infrastructure to Bromley schools. So far 68 schools have had storage installed, provided free of charge to the school or to the Borough. The programme is still ongoing and more schools have applied this year. Only schools that participate in the School Travel programme can apply as they can demonstrate a proactive approach to cycling to school. This service has provided facilities that otherwise may have not been accessible to many schools.

- 3.17 Participating in the School Travel Programme is not compulsory; however, currently over 90% of all schools are actively involved in the programme. Schools realise the importance of congestion reduction for the benefit of parents, neighbours and road users in general. They also realise how the programme helps them to achieve related objectives, and continue to take part.
- 3.18 Since the School Travel Team was introduced in 2003 they have continually exceeded both national and local targets set in line with Member objectives set out in the Environment Portfolio Plan.
- 3.19 They met the DfT's target of 100% of schools completing a travel plan by 2010. To date only eight of the 33 other London Boroughs met this target.
- 3.20 The work of the Bromley School Travel Team has been recognised by various institutions across the UK for the last six years through the winning of numerous awards for innovative projects (Appendix two). These highlight that the congestion reducing projects are consistently featured as a best practice example by other local authorities across the UK.

Synergies at a local and national level

- 3.21 The School Travel Programme has extensive links with a wide range of local and national strategies (Appendix three and Section 4).
- 3.22 In the 2011 Local Implementation Plan (LIP) there are obvious links between transport and the health agenda through walking and cycling. More specifically, Bromley's LIP objectives include:
- To reduce congestion on the road
 - To promote the safe use of walking, cycling and public transport
 - To reduce the number and severity of road casualties
 - To improve the environment and reduce air and noise pollution
- 3.23 This is supported by the Healthy Lives, Healthy People White Paper, updated July 2011, where PCTs link more extensively with Local Authorities as they "...provide a clear base for improving health and wellbeing throughout a whole lifetime." Furthermore, the report goes on to say "There is emphasis on tackling wider issues...to deliver environmental and public health benefits by improving access...through sustainable modes of transport".
- 3.24 On a local level, the Borough was required to develop a Sustainable Modes of Travel Strategy or SMoTS, which was devised by the School Travel Team. This strategy aims to explain how Bromley is meeting its responsibilities under the Education & Inspections Act. In March 2011 the DfE announced additional funding for extended rights to free travel and the general duty to promote sustainable travel as outlined in the Education & Inspections Act. This previously came under the 'SMoTS' funding. Bromley has been allocated £56,394 for 2011/12 and £69,966 for 2012/13. This funding is not ring-fenced and has not been accessed by the School Travel Team.

Adding Value

- 3.25 The School Travel Team have been diversifying their role and working on wider projects. Recent restructuring has seen the School Travel Team extending their responsibilities to include Workplace Travel, to focus on a Borough-wide approach to reducing congestion.

- 3.26 The School Travel Team have been providing a crucial communication link in the dissemination of information on the closure of the Chislehurst Road Bridge. They have facilitated communications between the engineers, Councillors, contractors, residents and school communities. Issues have been ongoing, especially around the schools on the new diversion route.
- 3.27 In utilising Transport for London congestion data the School Travel Team are able to focus on congestion hotspots and target the schools and businesses in these areas.
- 3.28 Another high profile project the School Travel Team have led on is supporting schools in planning for the withdrawal of funding for the School Crossing Patrol service. They have dealt with all communications from schools, Councillors, parents, residents, private contractors, engineering and the many other parties involved in this project. They have personally met with schools on an individual basis to discuss this withdrawal of funding and overseen progress made by the Council and schools. Where appropriate, capital investment is being made now to offset future revenue costs.

The Future

- 3.29 This year has seen the introduction of a number of schools moving to academy status; keeping schools engaged in reducing congestion and addressing road safety is very important. So far, academy status has not affected schools commitment to the School Travel Programme. Independent schools have always worked closely with the School Travel Team.
- 3.30 Congestion issues remain important to Bromley, so delivering an appropriate Programme within diminishing budgets will be a challenge. The School Travel Programme will operate with a budget next year of less than half that of 2011/12 (see section 5).
- 3.31 Schools have implemented many changes in respect of their travel plans, which will still need Council support for them to follow through with and to adapt with each new intake of pupils. However, much of the investment in infrastructure and the set up costs of school projects has been made, so the Council is still able to deliver a consistent service, but at reduced cost.

4. POLICY IMPLICATIONS

4.1 Building a Better Bromley 2020 Vision:

“Many residents and local businesses are concerned about congestion, leading to extended journey times and insufficient parking provision. There are opportunities to work in partnership to make a real impact on reducing unnecessary car journeys. We also need to maintain our progress in improving road safety.”

“Issues to be tackled: Promotion of cycling, walking and public transport to achieve less congestion at peak times and reduce fuel use and pollution.”

4.2 Building a Better Bromley 20/12 Priorities for Quality Environment:

- ‘Seek to reduce traffic congestion’
- ‘Continue to take effective action to improve road safety and reduce accidents’
- ‘Improve energy efficiency in the Borough’

4.3 Environment Portfolio Plan 2011/12:

“Local people themselves should be able to play their part, for example by reducing the proportion of home to school journeys by car. All of our schools have travel plans in

place, and we will continue to review and update existing plans. We are working with primary schools to find new ways to ensure primary school children can walk to school unaccompanied.”

“Aim - Promotion of cycling, walking and public transport to: improve access to services, facilities, and employment; reduce peak time congestion; improve journey times; and lower carbon emissions”

“We will ...Continue the reviews of School Travel Plans, working with schools and parents to reduce traffic congestion, improve road safety, and encourage walking and cycling.”

5. FINANCIAL IMPLICATIONS

5.1 Expenditure on the School Travel Programme peaked in 2008/9. Since then the Programme has become more established and the costs have reduced in recent years (see table below). The cost has always been covered by grant funding and has been ring-fenced for transport related projects. The approved budget line for 2012/13 is £125,000. The change to formula based LIP funding, introduced in 2009, has allowed Bromley to be more flexible with funding in line with Member objectives.

Year	Spend (£K)	Year	Spend/ *Budget (£K)
2005 / 06	101	2009 / 10	325
2006 / 07	138	2010 / 11	305
2007 / 08	285	2011 / 12	295*
2008 / 09	431	2012 / 13	125*

Note: 2005/6 to 2010/11 includes £31K grant from DCSF(now DfE)/DfT. All other funds are from TfL.

5.2 Despite a reduction in funding, it is important to support existing projects. One saving, for example, is on the Walk on Wednesday Scheme (WoW). From April 2012, the scheme will be streamlined and re-launched with a new focus, meaning the scheme costs less than a quarter of previous years. This has been amended in consultation with the schools, utilising their ideas. Further savings have been identified for 2012/13.

5.3 Staff numbers on the School Travel Programme have also reduced from 3 FTE to 2.6 FTE. This again is attributed to the establishment of the programme over the previous years.

6. LEGAL IMPLICATIONS

6.1 The Education & Inspections Act 2006, section 508A states:

LEAs in England: duty to promote sustainable modes of travel etc

“(1) A local education authority in England must—

(a) prepare for each academic year a document containing their strategy to promote the use of sustainable modes of travel to meet the school travel needs of their area (“a sustainable modes of travel strategy”),

(b) publish the strategy in such manner and by such time as may be prescribed, and

(c) promote the use of sustainable modes of travel to meet the school travel needs of their area.”

Non-Applicable Sections:	Personnel
Background Documents:	Environment Portfolio Plan

(Access via Contact Officer)	Bromley 2020 Vision Building a Better Bromley priorities 2011/12 Sustainable Modes of Travel Strategy Healthy Lives, Healthy People Mayor of London's Transport Strategy Education & Inspections Act National Obesity Strategy
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APPENDIX ONE

"Your whole team are very professional and go above and beyond what is expected of them. I hope that every Borough in London has such a fabulous level of support!"

Assistant Head Teacher – The Ravensbourne School – July 2011

"I can't thank you enough for all your help and I've seen the email you sent with our application. After all your hard work I hope that we are successful but in any event we are up to date with the review."

Teacher, Gray's Farm Primary School – July 2011

Thanks again for all your support wouldn't have done it without you!

Teacher, Mottingham Primary School – September 2011

"Thank you very much for your guidance and your support throughout the application. I'm so pleased to have received the Outstanding status!"

Teacher, Crofton Junior School – July 2011

"Absolutely delighted!! Thanks again for your support - we wouldn't have got it without you!!"

Deputy Head Teacher, Leasons Primary School – July 2011

"Just a quick note to say thank you very much for yesterday's 'STAR Awards'. I did fill in the evaluation sheet but wanted to mention again how impressed I was at the total professionalism and organisation of the day by you and the team. It was great to discover so much useful information."

Teacher, Bromley High School – June 2011

"Thanks so much Sarah and Dan - for the photographs and supporting today's walk. Several of the children mentioned this was their best day ever - doing the walk and seeing the WoW bear! All ended well and had some positive feedback. You both did a grand job and bet you're hugged out Sarah!!"

Teacher, Bromley Road Infant School – June 2011

"Thank you for all your help and support over the last year. The children at Crofton Infants really enjoy all the competitions and badges. Walking the World has yet again been a huge success with our year 2's, they thoroughly enjoyed receiving their medals. I don't know where I would be without Sarah helping me with the travel plans and the Higher Standards award. So thank you, I hope you all have a great summer; at least you won't be getting a phone call from me asking for something!"

Teacher, Crofton Infant School – July 2010

"Just wanted to say an enormous thank you for all your support in helping us achieve our higher level accreditation. It has been an absolute pleasure working with you and we look forward to continuing our great relationship with you. A 'team' is still in the process of being set up to offer more support so please bear with us in the mean time :)"

Teacher, Bromley Road Infant School – October 2010

APPENDIX TWO

Awards achieved by the School Travel Team:

2005 – 2011

- Modeshift Partnership Initiative of the Year award for 2011 – Transportal
- Smarter Travel Awards 2010 – Winner; School Project of the Year – Poetry in Motion
- London Transport Awards 2010 - Winner ;Travel Information and Marketing – School travel Plans
- Modeshift Awards 2009 –Winner; Walking Initiative of the Year – Poetry in Motion project
- Green Awards 2009 – Winner; Best Public Sector campaign – Winner for work on School Travel Plan Programme
- Modeshift Awards 2008 – Winner; Curriculum Initiative of the Year – Winner for Schools Walking the World Project
- Smarter Travel Awards 2008 – Winner; School Travel Advisor of the Year
- Sustainable City Awards 2008 – Winner; Traffic Reduction and Transport Management – Awarded for achievements in reducing car use on the journey to school and progress on the travel plan
- Smarter Travel Awards 2006 – Winner; Borough of the Year
- Smarter Travel Awards 2005 – Winner; School Travel Advisor of the Year

APPENDIX THREE

Healthy Lives, Healthy People - Update and Way Forward – July 2011

In November 2010 the Department of Health published the white paper 'Healthy Lives, Healthy People'. It outlines "...a new approach to public health and a commitment across local authorities and the public health professions", through the creation of local partnerships and engagement. The paper states that Local Authorities provide a clear base for improving health and wellbeing throughout a whole lifetime. Directors of Public Health will be employed by local authorities to embed local health work throughout the authority. The white paper was followed up by 'Healthy Lives, Healthy People: Update and Way Forward' in July 2011.

Research for the White Paper indicates that: "two out of three adults are overweight or obese; and inequalities in health remain widespread, with people in the poorest areas living on average 7 years fewer than those in the richest areas, and spending up to 17 more years living with poor health".

In particular, the Update and Way Forward paper states that local authorities should take new responsibilities for public health and ..."develop holistic solutions to health and wellbeing embracing the full range of local services (E.g. health, housing, leisure, planning, transport, employment and social care)". This new approach focuses heavily on providing more personalised and preventative services starting from early childhood, partly through encouraging wider social responsibility. There is emphasis on tackling wider issues such as air quality and noise to deliver environmental and public health benefits by "improving access...through sustainable modes of transport".

The new responsibilities of local authorities would include local activity on:

1	Tobacco control
2	Alcohol and drug misuse services
3	Obesity and community nutrition initiatives
4	Increasing levels of physical activity in the local population
5	Assessment and lifestyle interventions as part of the NHS Health Check Programme
6	Public mental health services
7	Dental public health services
8	Accidental Injury Prevention
9	Population level interventions to reduce and prevent birth defects
10	Behavioural and lifestyle campaigns to prevent cancer and long term conditions
11	Local initiatives on workplace health
12	Supporting, reviewing and challenging delivery of key public health funded and NHS delivered services such as immunisation programmes
13	Local initiatives to reduce excess deaths as a result of seasonal mortality
14	Role in dealing with health protection incidents and emergencies
15	Promotion of community safety, violence prevention and response
16	Local initiatives to tackle social exclusion.

Sustainable Modes of Travel Strategy

The *Sustainable Modes of Travel Strategy* or *SMoTS*, aims to explain how the London Borough of Bromley is meeting its responsibilities under the above Education & Inspections Act. This involves assessing the School Travel needs of the area as well as the facilities available in the area for the promotion of school travel. This information is collected via the ongoing monitoring conducted by the School Travel Team.

The Mayor of London's Transport Strategy

The School Travel Team has been allocated funding to deliver projects to support many of the proposals outlined in The Mayor of London's Transport Strategy which directly influences our Local Implementation Plan (LIP).

The School Travel team's activities support the following aspects of the Mayor's strategy:

Proposal 51 - The Mayor, through TfL, and working with the London Boroughs and other stakeholders, will provide support, including sharing best practice, to enable and empower employers, schools, community groups, other organisations and individuals to deliver the improvements necessary to create a cycling revolution in London.

Proposal 59 - The Mayor, through TfL, and working with the London Boroughs, employers, schools, community groups, other organisations and individuals, will bring about a step change in the walking experience in London to make walking count.

Proposal 62 - The Mayor, through TfL, working with the London Boroughs, developers and other stakeholders, will promote walking and its benefits through information campaigns, events to raise the profile of walking, and smarter travel initiatives such as school and workplace travel plans.

Proposal 91 - The Mayor, through TfL and working with London Boroughs, transport operators and other stakeholders, will encourage behavioural changes to reduce vehicle emissions, by:

a) Promoting walking and cycling, the use of car clubs, car sharing, the use of fuel efficient vehicles and smarter driving techniques and raising awareness about air quality

Proposal 116 – The Mayor, through TfL, and working with the London Boroughs and other stakeholders, will use smarter travel initiatives across London to facilitate more efficient use of the transport system, achieve mode shift to cycling, walking and public transport and encourage the take-up of healthier travel options.

Working towards these proposals will help meet the Mayor of London's target of increasing walking mode share from 24% to 25% by 2031. The work of the travel team helps to support all of these proposals.

Every Child Matters

Every Child Matters is a set of reforms supported by the Children Act 2004. Its aim is for every child, whatever their background or circumstances, to have the support they need to:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being.

The work carried out by the School Travel Team supports this framework, the notions of Being Healthy and Staying Safe are embedded throughout every project the team undertakes. There are strong links between the notion in this initiative of supporting

every single child, and the work done by the School Travel Team which is all-inclusive.

Eco Schools/Sustainable Schools

Central Government wants every school to be a sustainable school by 2020. The Department for Children, Schools and Families (DCSF) – now the Department for Education (DfE) launched their Sustainable Schools Framework in 2006. The School Travel Team encourages schools in these endeavours and the work produced can provide essential evidence for schools in meeting these targets. The Sustainable Schools framework includes a 'Traffic and Transport' 'doorway' which a school may demonstrate its effectiveness in. A school that is active in the School Travel Programme will easily be able to show how it meets the set criteria in this area.

Similarly to the Sustainable schools framework, Eco Schools encourages schools to think about their impact on the environment. This international award programme asks schools to focus on nine topics, one of which is transport. In order to apply for the award using this topic a school needs to demonstrate that they have created a travel plan. As 90% of schools in Bromley have a current plan, nearly all schools would be eligible to apply for the award under this topic.

National Obesity strategy –Be Active, Be Healthy: a plan for getting the nation moving (Feb2009)

There is a mid term target of getting 2 million more people active by 2012 through building exercise into everyday life. Walking to school every day has been proven to encourage people to get into the habit of regular exercise from the very beginning of their lives.

Healthy Schools

Schools play an important role in supporting the health and wellbeing of children and young people. A healthy school promotes physical and emotional health, throughout the school community. Involvement in the School Travel Programme, demonstrates to the Healthy Schools Programme that a school is committed to promoting physical health through walking and cycling to school.

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Report No.
RES12027

London Borough of Bromley

Agenda
Item No.

PART 1 - PUBLIC

Decision Maker: Children & Young People Portfolio Holder

**For pre-decision scrutiny by the Children & Young People
PDS Committee on 21st February 2012**

Date: 21st February 2012

Decision Type: Non-Urgent Non-Executive Non-Key

Title: **CAPITAL PROGRAMME MONITORING Q3 2011/12 & ANNUAL
CAPITAL REVIEW 2012 TO 2016**

Contact Officer: Martin Reeves, Principal Accountant (Technical & Control)
Tel: 020 8313 4291 E-mail: martin.reeves@bromley.gov.uk

Chief Officer: Director of Resources

Ward: All

1. Reason for report

On 1st February, the Executive received a report summarising the current position on capital expenditure and receipts following the 3rd quarter of 2011/12 and presenting for approval the new capital schemes supported by Chief Officers in the annual capital review process. The Executive agreed a revised Capital Programme for the five year period 2011/12 to 2015/16. This report highlights in paragraphs 3.1 to 3.8 changes agreed by the Executive in respect of the Capital Programme for the Children & Young People (CYP) Portfolio. The revised programme for this portfolio is set out in Appendix A and detailed comments on individual schemes are included at Appendix B.

2. **RECOMMENDATION(S)**

The Portfolio Holder is asked to endorse the changes approved by the Executive on 1st February.

Corporate Policy

1. Policy Status: Existing policy. Capital Programme monitoring and review is part of the planning and review process for all services. The capital review process requires Chief Officers to ensure that bids for capital investment provide value for money and match Council plans and priorities.
 2. BBB Priority: Excellent Council.
-

Financial

1. Cost of proposal: Estimated cost N/A
 2. Ongoing costs: N/A.
 3. Budget head/performance centre: N/A (Capital Programme)
 4. Total current budget for this head: £49.4m for the CYP Portfolio over five years 2011/12 to 2015/16
 5. Source of funding: Capital grants, capital receipts and revenue contributions
-

Staff

1. Number of staff (current and additional): N/A
 2. If from existing staff resources, number of staff hours: N/A
-

Legal

1. Legal Requirement: No statutory requirement or Government guidance.
 2. Call-in: Call-in is not applicable.
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): N/A
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? No.
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

Capital Expenditure

3.1 A revised Capital Programme was approved by the Executive on 1st February, following a detailed monitoring exercise carried out after the 3rd quarter of 2011/12. The Executive also considered and approved new capital schemes supported by Chief Officers in the annual capital review process. This report identifies changes relating to the CYP Portfolio and the table in paragraph 3.2 summarises the overall position following the Executive meeting.

Capital Monitoring – Q3 variations approved by the Executive on 1st February 2012

3.2 The base position was the revised programme approved by the Executive on 16th November 2011, as amended by any variations approved at subsequent Executive meetings (none in this quarter). In response to the major level of slippage at the end of 2010/11, the monitoring process has been made more robust by the introduction of considerably more challenge and review and, in the December quarter, the entire approved programme was closely reviewed with a significant number of scheme budgets being deleted. The monitoring exercise resulted in a number of amendments to the approved programme for the CYP Portfolio and these are shown in the table below. Further details are included in paragraphs 3.3 to 3.7. The revised Programme for the CYP Portfolio is attached as Appendix A and comments on individual schemes, together with latest 2011/12 expenditure figures, are shown in Appendix B.

Capital Expenditure	2011/12 £000	2012/13 £000	2013/14 £000	2014/15 £000	2015/16 £000	TOTAL £000
Approved Capital Programme (16/11/11)	37,515	8,872	1,010	1,010	-	48,407
Q3 monitoring variations						
Review of programme (para 3.3)						
- Post 16 Infrastructure	-1,296	-	-	-	-	-1,296
- Princes Plain Primary scheme	-50	-	-	-	-	-50
- SEN Investment – residual balance	-11	-	-	-	-	-11
- Reconfiguration of SEN provision	-661	-	-	-	-	-661
- Integrated Youth Service	-4	-	-	-	-	-4
- Extended Services	-225	-	-	-	-	-225
- Children's Integrated Services	-3	-	-	-	-	-3
Realignment of budgets (para 3.4)	-	-	-	-	-	-
Budget transfers/virements (para 3.5)	-	-	-	-	-	-
Revised government grants (para 3.6)						
- Devolved Formula Capital	-194	-418	-418	-418	-	-1,448
- Capital Maintenance in Schools	-	2,577	-	-	-	2,577
- Basic Need	1,182	-	-	-	-	1,182
- Suitability/modernisation-playbuilder	-	350	-	-	-	350
Re-phasing of Expenditure (para 3.7)						
- Secondary School Investment	-1,416	1,416	-	-	-	-
- Primary Capital – other schemes	-75	75	-	-	-	-
- Provision for children with EBD	-200	200	-	-	-	-
- Reconfiguration of SEN provision	-100	100	-	-	-	-
- Schools Access Initiative	-150	150	-	-	-	-
- Security works at schools	-100	100	-	-	-	-
- Children Centres	-150	150	-	-	-	-
- Capital Maintenance in Schools	-600	600	-	-	-	-
- Basic Need	-1,182	1,182	-	-	-	-
- Hawes Down Co-location	-200	200	-	-	-	-
- Phoenix Pre-School	-208	208	-	-	-	-
Total Q3 Monitoring Variations	-5,643	6,890	-418	-418	-	411
New schemes (para 3.8)	-	-	-	-	590	590
Revised CYP Capital Programme	31,872	15,762	592	592	590	49,408

3.3 Review of approved programme – reductions / deletions (total reduction of £2,250k)

In the latest quarter, a detailed review was carried out on all schemes in the programme approved by the Executive on 16th November 2011. As a result, reductions totalling in excess of £3.1m were identified across the Council, including £2,250k relating to the CYP Portfolio, and these were approved by the Executive on 1st February. These are listed in the table above and brief comments are provided in Appendix B.

3.4 Realignment of scheme budgets (total budgets £2,167k, no impact on total programme)

The programme approved in November includes two CYP budgets that needed to be moved to ensure that they are in the same place as the actual expenditure. Provision in the programme for the Langley Park Boys School One School Pathfinder scheme included £35,800k for the new school, met by government grant, and £2,006k for the cost of enhancing the performance space, funded by the Council. The scheme is progressing and contract completion is expected in January 2013. The cost of the performance space is included within the overall contract sum and cannot be separated out, so it was proposed that the budget be added to the overall scheme budget and the whole scheme be monitored against a revised total budget of £37,806k. The other realignment related to a residual sum of £161k brought forward from 2010/11 on the Planned Maintenance/Modernisation Fund budget, which it was proposed be transferred to the Capital Maintenance in Schools budget, which is where school maintenance issues are being charged in 2011/12. The Executive approved these budget realignments.

3.5 The Highway Primary School – virements to cover overspend (total £478k, no impact on total programme)

The Portfolio Holder has previously been advised of cost pressures on this scheme and further virements were approved by the Executive from other Primary Capital Programme budgets that were underspent; Princes Plain Primary £71k and the overall provision for other primary capital schemes £407k.

3.6 Variations in government grant allocations (total increase of £2,661k)

Revised allocations have recently been received in respect of various government funding streams, as follows, and the Executive approved the following changes to the Capital Programme:

Devolved Formula Capital – the previous programme included £845k in 2011/12 and £850k per annum thereafter for this funding towards the cost of capital works in schools, which the Council passes straight on to schools. Notification has recently been received that this is reducing to £651k in 2011/12 and £432k p.a. thereafter and the Executive agreed to reduce the programme accordingly.

Basic Need & Schools Capital Maintenance – the government has recently announced that the Council will receive a further £1,182k in 2011/12 to fund basic need in schools, in addition to the £4.5m originally awarded in the 2011/12 settlement, and a further £2,577k in 2012/13 to fund schools capital maintenance, in addition to the £5.7m awarded in 2011/12. The basic need grant was announced too late to programme works in 2011/12 and it has, therefore, been rephased into 2012/13. The additional capital maintenance grant has been added to the 2012/13 programme.

Suitability/modernisation issues in schools – in 2010/11, the Council received £372k non-ring fenced playbuilder grant and £350k of this was earmarked to fund the Farnborough Primary School capital scheme. The funding is still available and the job is programmed for 2012/13 and the Executive has now approved its inclusion in the Capital Programme.

3.7 In final outturn reports in June and July, the Executive was informed of the major slippage at the 2010/11 year end, as a result of which some £25.2m had been rephased from 2010/11 into 2011/12. This is the second monitoring report since July and, as reported, additional challenge and review has been introduced into the process, as a result of which, in the Q2 monitoring report in November, a number of changes were agreed and some £9.4m was rephased from 2011/12 into later years, including £2.5m relating to CYP Portfolio schemes. The Q3 CYP monitoring exercise resulted in changes set out in paragraphs 3.3 to 3.7 above and also in further rephasing adjustments totalling £4.4m from 2011/12 into 2012/13. These are itemised in the table in paragraph 3.2 and Appendix B includes comments on scheme progress.

Annual Capital Review – new scheme proposals

3.8 As part of the normal annual review of the Capital Programme, Chief Officers were invited to come forward with bids for new capital investment. Considerably fewer bids were received than in previous years and Chief Officers agreed to recommend new schemes with a total value of £6.4m, of which just £0.8m would require funding from the Council's resources in the four years 2012/13 to 2015/16. Only two CYP schemes were put forward and approved and these required no additional contribution from Council resources. A further £10k was approved in 2015/16 to fund feasibility studies.

Schools' Access Initiative (£0.15m in 2015/16)

Further provision in 2015/16 for access works in schools under the Disability Discrimination Act. This sum is already in the approved programme each year from 2011/12 to 2014/15 and is funded by earmarked revenue contribution from the schools' budget.

Schools' Formula Devolved Capital (£0.43m in 2015/16)

Further provision in 2015/16 for capital works in schools, funded by government grant. Provision is already in the approved programme each year from 2011/12 to 2014/15.

Post-Completion Reports

3.9 Under approved Capital Programme procedures, capital schemes should be subject to a post-completion review within one year of completion. Following the major slippage of expenditure at the end of 2010/11, Members have confirmed the importance of these as part of the overall capital monitoring framework. These reviews should compare actual expenditure against budget and evaluate the achievement of the scheme's non-financial objectives. At the September meeting, the PDS Committee agreed that post-completion reports on the following schemes should be submitted during 2011/12:

Biggin Hill Primary School – amalgamation

Riverside ASD provision

Pupil Referral Unit – new facilities

Mottingham Community Centre – refurbishment

This will continue to be included in quarterly monitoring reports to the Executive and to the PDS Committee until the post-completion reports are submitted.

4. POLICY IMPLICATIONS

4.1 Capital Programme monitoring and review is part of the planning and review process for all services. The capital review process requires Chief Officers to ensure that bids for capital investment provide value for money and match Council plans and priorities.

5. FINANCIAL IMPLICATIONS

5.1 These were reported in full to the Executive on 1st February 2012. Changes approved by the Executive for the CYP Portfolio Capital Programme are set out in the table in paragraph 3.2.

Non-Applicable Sections:	Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	Departmental monitoring returns January 2012. Approved Capital Programme (Executive 16/11/11). Q2 & Q3 Monitoring report (Executive 16/11/11 & 1/2/12). Capital appraisal forms September/October 2011. Report to Chief Officers' Executive 21/12/11.

CHILDREN & YOUNG PEOPLE PORTFOLIO - APPROVED CAPITAL PROGRAMME 3rd QUARTER MONITORING										
Capital Scheme/Project	Total Revised Estimate	Actual to 31.3.11	2011/2012		2012/13	2013/14	2014/15	2015/16	Responsible Officer	Remarks
			Previous Estimate	Actual to 29/11/11	Revised Estimate	Revised Estimate	Revised Estimate	Revised Estimate		
	£'000's	£'000's	£'000's	£'000's	£'000's	£'000's	£'000's	£'000's	£'000's	
SECONDARY SCHOOLS										
14-19 Diploma SEN 2.3d - Secondary School Investment Strategy										
Newstead Wood	2500	2483	17	17	17				Rob Bollen	DSG £3,580k, Targeted Capital Grant £7,340k, S106 £500k
Darrick Wood	1700	1700	0		0				Rob Bollen	
Hayes	1500	1500	0		0				Rob Bollen	
Riverside	500	500	0		0				Rob Bollen	
Ravenswood	2500	794	1706	1706	1706				Rob Bollen	
St Olave's	500	500	0		0				Rob Bollen	
Bullers Wood	1700	18	1682	111	582	1100			Rob Bollen	
Contingency	520	204	316		0	316			Rob Bollen	
	11420	7699	3721	1834	2305	1416	0	0		
Post 16 infrastructure provision	3463	3463	1296	0	0				Bob Garnett	Funded by additional £8.6m Standards Fund grant; £600k "suitability" grant in 2007/08; £1,296k not required
Langley Park Boys School - BSF (Building Schools for the future) 2.3b	37806	15938	14500	11676	16506	5362			Rob Bollen	BSF One School Pathfinder; 100% government grant
Langley Park Boys School - enhanced performance space	0	0	2006	0	0				Rob Bollen	Council contribution in addition to BSF Pathfinder scheme
TOTAL SECONDARY SCHOOLS	52689	27100	21523	13510	18811	6778	0	0		
PRIMARY SCHOOLS										
Primary Capital Programme 2.7										
Bickley Primary - expansion	1469	1367	102	63	102				Rob Bollen	DCSF capital grant; £800k allocated to Riverside ASD scheme
Princes Plain Primary - expansion	1293	1220	194	23	73				Rob Bollen	£1,114k PCP, £250k S106, £71k t/f to Highway
The Highway Primary - partial rebuild	4731	2248	2005	1886	2483				Rob Bollen	£2,620k PCP, £500k Children & Family Centre grant, £300k Early Years, £600k planned maint; £93k schools capital maint in 11/12; £140k revenue cont in 11/12, £71k from Princes Plain; £407k from other PCP schemes.
Other schemes funded by Primary Capital Programme grant	3204	2395	1216	709	734	75			Rob Bollen	Balance of PCP grant after allocations to Bickley, Princes Plain, Highway and Riverside ASD; £100k from maintenance re Pickhurst Infants; £144k for Crofton Juniors from School kitchens funding; £407k t/f to Highway
	10697	7230	3517	2681	3392	75	0	0		
Farnborough Primary School - 2 class extension	311	224	87	3	87				Rob Bollen	£150k suitability, £100k school, £50k maintenance, £11k seed challenge
TOTAL PRIMARY SCHOOLS	11008	7454	3604	2684	3479	75	0	0		
SPECIAL SCHOOLS										
SEN - "Invest to Save" schemes	489	489	11	0	0				Bob Garnett	Revenue savings to be identified; in-borough provision to be created; £11k not required
Provision for children with social, emotional & behavioural difficulties	250	0	250	0	50	200			Mark Jordan	Invest-to save: reduction in out of borough placements £800k in a full year; additional costs £290k in a fully year (funded from DSG)
Reconfiguration of Special Schools	5180	5080	761	-51	0	100			Bob Garnett	Prudential borrowing (costs to be met from schools' budget); DSG contributions; £567k hydrotherapy pool approved by Executive 31/3/10; £661k not required
TOTAL SPECIAL SCHOOLS	5919	5569	1022	-51	50	300	0	0		
OTHER EDUCATION / CHILDREN'S SERVICES SCHEMES										
Formula Devolved Capital 2.1a	4918	2971	845	644	651	432	432	432	Mandy Russell	100% government grant; reduced allocation in 2011/12 settlement
Seed Challenge Fund	1264	914	350	208	350				Rob Bollen	£300k "suitability" funding in 2011/12; £11k for Farnborough scheme
Schools Access Initiative	1240	500	290	32	140	300	150	150	Rob Bollen	DDA requirement; £150k p.a from schools' revenue budget; £24k to Bickley PCP
Security Works	620	433	187	26	87	100			Rob Bollen	£150k "suitability" funding in 2011/12
Children and Family Centres	6141	5937	204	-41	54	150			Bob Garnett	100% DFES grant; £500k for Highway scheme, £750k for Hawes Down Co-location, grant cut by £802k
Planned Maintenance / Modernisation Fund	4004	4004	161	0	0				Rob Bollen	£243k c/fwd from 2010/11; £22k to Riverside ASD scheme; now funded by 11/12 capital maintenance settlement; £41k to cover PRU/£19k to cover Biggin Hill overspends; £161k t/f to capital maintenance
Suitability / Modernisation issues in schools - general 2.2	546	-24	220	93	220	350			Rob Bollen	Now funded by 11/12 capital maintenance settlement; £46k from suitability surveys; £350k Farnborough
Capital maintenance in schools - 2011/12 settlement	7802	0	5064	1043	4625	3177			Rob Bollen	100% government grant - 2011/12 settlement; £300k to seed challenge; £150k to security works; £150k to suitability/modernisation settlement; £80k to Hawes Down Co-Location & £93k to The Highway in 11/12; £161k t/f from modernisation fund
Basic Need - 2011/12 settlement	5679	0	1997	877	1997	3682			Rob Bollen	100% government grant - 2011/12 settlement; £300k to seed challenge; £150k to security works; £150k to suitability/modernisation settlement; £80k to Hawes Down Co-Location & £93k to The Highway in 11/12; £161k t/f from modernisation fund; additional grant £1,182k in 11/12
Integrated Youth Support Service - The Link	346	346	4	-14	0				Paul King	100% external funding (DSCF) - Co-location grant; £4k not required
Extended Services 2.10	731	681	275	6	50				Bob Garnett	DCSF capital grant; £142k for Hawes Down; grant cut by £134k; £50k to Bickley PCP; £225k not required
Hawes Down Co-Location 2.16	1802	576	1226	784	1026	200			Bob Garnett	Co-location grant £470k, Short breaks capital £220k, Children & Family Centres grant £750k, Early Years capital £70k, Extended Services £142k, school contribution £70k; £80k schools capital maint (roof) in 11/12
Phoenix Pre-School SEN service - Council contribution	300	92	208	0	0	208			Rob Bollen	Prudential borrowing - costs to be met from schools' budget.
Mobile technology to support children's social workers	71	15	56	0	56				Kay Weiss	100% grant
Children's Integrated Services	60	60	3	0	0				Kay Weiss	100% grant; £3k not required.
Priory School - Local Learning Centre	333	103	230	202	230				Rob Bollen	Executive 16/6/10
Youth centres - Capital improvements	72	36	36	-1	36				Paul King	Youth Capital Fund grant £72k
Feasibility Studies	40	0	10	0	10	10	10	10	Rob Bollen	
TOTAL OTHER EDUCATION / CHILDREN'S SERVICES SCHEMES	35969	16644	11366	3859	9532	8609	592	592		590
TOTAL CHILDREN & YOUNG PEOPLE PORTFOLIO	105585	56767	37515	20002	31872	15762	592	592		590

CHILDREN & YOUNG PEOPLE PORTFOLIO - APPROVED CAPITAL PROGRAMME 3rd QUARTER MONITORING					
Capital Scheme/Project	2011/2012				Comments for Q3 monitoring
	Actual to 31.3.11	Approved Estimate	Actual to 29/11/11	Revised Estimate	
	£'000's	£'000's	£'000's	£'000's	
SECONDARY SCHOOLS					
14-19 Diploma SEN 2.3d - Secondary School Investment Strategy					
Newstead Wood	2483	17	17	17	Final Contribution paid to school
Darrick Wood	1700	0	0	0	No Comment
Hayes	1500	0	0	0	No Comment
Riverside	500	0	0	0	No Comment
Ravenswood	794	1706	1706	1706	Final Contribution paid to school
St Olave's	500	0	0	0	No Comment
Bullers Wood	18	1682	111	582	Project starting. Rephased £1,100k into 2012/13. Contribution capped
Contingency	204	316	0	0	To cover unforeseen circumstances. Used for legal costs in the past. Rephased into 2012/13
	7699	3721	1834	2305	
Post 16 infrastructure provision	3463	1296	0	0	Funding no longer required
Langley Park Boys School - BSF (Building Schools for the future) 2.3b	15938	14500	11676	16506	Scheme progressing/work ongoing. Phase 1 handed over. Contract completion January 2013. Moved budget from the enhanced performance space code to this as all expenditure is captured here
Langley Park Boys School - enhanced performance space	0	2006	0	0	As above. Budget t/f to main LPBS scheme
TOTAL SECONDARY SCHOOLS	27100	21523	13510	18811	
PRIMARY SCHOOLS					
Primary Capital Programme 2.7					
Bickley Primary - expansion	1367	102	63	102	Scheme completed. Awaiting end of defects/retentions to pay
					Scheme completed. Awaiting end of defects/retentions to pay. £71k t/f to Highway scheme. £50k contribution from school no longer required.
Princes Plain Primary - expansion	1220	194	23	73	
The Highway Primary - partial rebuild	2248	2005	1886	2483	Highway overspending on original budget. Issues on build, etc. Reported to CYP PDS. Can use any remaining primary capital funding and/or maintenance funding to offset this. £71k t/f from Princes Plain and £407k from other schemes funded by Primary Capital to offset spending pressures
Other schemes funded by Primary Capital Programme grant	2395	1216	709	734	Crofton kitchen to be paid from this budget as part of overall scheme. Highway issue as above. Retentions and defects liabilities to be paid. Small amount of funding remains to be paid. Rephased £75k into 2012/13
	7230	3517	2681	3392	
Farnborough Primary School - 2 class extension	224	87	3	87	Scheme complete. Into retentions/defects liability period
TOTAL PRIMARY SCHOOLS	7454	3604	2684	3479	
SPECIAL SCHOOLS					
SEN - "Invest to Save" schemes	489	11	0	0	Scheme completed. Funding no longer required
Provision for children with social, emotional & behavioural difficulties	0	250	0	50	Linked with the Grovelands Site/field study centre. Building handed over. Rephased £200k into 2012/13
Reconfiguration of Special Schools	5080	761	-51	0	Hydropool and retentions to pay. Rephased £100k into 2012/13. Remaining £661k no longer required
TOTAL SPECIAL SCHOOLS	5569	1022	-51	50	
OTHER EDUCATION / CHILDREN'S SERVICES SCHEMES					
Formula Devolved Capital 2.1a	2971	845	644	651	In and out to schools. Funding reduced to £651k in 11/12 and to £432k pa from 12/13
Seed Challenge Fund	914	350	208	350	Applications for funding back from schools. Schools bid for funding but have to match it
Schools Access Initiative	500	290	32	140	In discussion with schools. Funding often on an ad hoc basis as needs arise such as hygiene rooms. Can also be linked to larger schemes and integrated into those. Rephased £150k into 2012/13
Security Works	433	187	26	87	More detail required as to the level of works. £100k repahsed into 2012/13 whilst further detail obtained
Children and Family Centres	5937	204	-41	54	Schemes complete. Retentions, etc to pay. Rephased £150k into 2012/13
Planned Maintenance / Modernisation Fund	4004	161	0	0	C/fwd from previous years. T/f to capital maintenance as this is where expenditure occurs
Suitability / Modernisation issues in schools - general 2.2	-24	220	93	220	Various schemes, funding to schools
Capital maintenance in schools - 2011/12 settlement	0	5064	1043	4625	Various repairs/structural works/windows in progress. £161k t/f from planned maintenance/modernisation. £600k repahsed into 2012/13
Basic Need - 2011/12 settlement	0	1997	877	1997	£2,500k repahsed into 2012/13 in Q2. Funding should be looked at over a wider timeframe. Classroom refurbishment, place planning organisation, bulge classes. Works often done in holiday periods. Additional £1,277k granted by government has been repahsed into 2012/13 as too late to programme works at this stage
Integrated Youth Support Service - The Link	346	4	-14	0	Funding no longer required
Extended Services 2.10	681	275	6	50	Small amounts of expenditure from finalised works. £225k no longer required
Hawes Down Co-Location 2.16	576	1226	784	1026	Ongoing project, expenditure still being incurred. Potential for small underspend. £200k repahsed into 2012/13
Phoenix Pre-School SEN service - Council contribution	92	208	0	0	Ongoing discussion with PCT. Payment deferred until agreement and terms reached. Rephased into 12/13
Mobile technology to support children's social workers	15	56	0	56	Plan being put in place to spend this by year end on technology for social workers
Children's Integrated Services	60	3	0	0	Funding no longer required
Priory School - Local Learning Centre	103	230	202	230	Contribution to the school. Awaiting confirmation from school before making final payment
Youth centres - Capital improvements	36	36	-1	36	Small scale improvements to Youth centres.
Feasibility Studies	0	10	0	10	Will be used for feasibility studies
TOTAL OTHER EDUCATION / CHILDREN'S SERVICES SCHEMES	16644	11366	3859	9532	
TOTAL CHILDREN & YOUNG PEOPLE PORTFOLIO	56767	37515	20002	31872	

Report No.
DCYP12023

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: **Children and Young People Portfolio Holder**

Date: **For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: MEMBERSHIP OF SCHOOL GOVERNING BODIES

Contact Officer: Janet Heathcote, Governor Support Officer
Tel: 020 8461 6243 E-mail: janet.heathcote@bromley.gov.uk

Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Chislehurst

1. Reason for report

- 1.1 LA Governor appointments to schools and academies:
Edgebury Primary School

2. **RECOMMENDATION(S)**

2.1 **Members of the CYP PDS Committee are requested to note this report.**

2.2 **It is recommended that the Executive Member for Children and Young People approve the appointments subject to CRB checks.**

Corporate Policy

1. Policy Status: Existing policy:
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: N/A
 2. Ongoing costs: N/A
 3. Budget head/performance centre:
 4. Total current budget for this head: £N/A
 5. Source of funding:
-

Staff

1. Number of staff (current and additional) – N/A
 2. If from existing staff resources, number of staff hours – N/A
-

Legal

1. Legal Requirement: Statutory requirement: School Governance (Constitution) (England) Regulations 2007
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) - N/A
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Yes
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 Details of the LA Governor vacancies that have arisen are set out in **Appendix 1**.
- 3.2 The names of the applicants for all the LA Governor vacancies are set out in the report with biographical details. Further detailed information on applicants is held by Governor Services to support the decision made by the Portfolio Holder.

4. CONSULTATION

- 4.1 All Council Members and Governing Bodies have been consulted.

5. POLICY IMPLICATIONS

- 5.1 Schools contribute to the achievement of improved outcomes for children and young people as outlined in the Borough's Sustainable Community Strategy: 'Building a Better Bromley 2020 Vision' and in the CYP Portfolio Plan for 2011/12.

6. PERSONNEL IMPLICATIONS

- 6.1 Details of individuals who are barred from working with children are contained on the Independent Safeguarding Authority's (ISA) Children's Barred List to which the Local Authority has access. This list replaces the previous list 99 and POCA list.
- 6.2 Following the introduction of the Vetting and Barring Scheme in October 2009 Governors are included in the list of roles regarded as undertaking "regulated activity".
- 6.3 Although the Vetting and Barring Scheme is now on hold whilst being reviewed by the current Government, where Governors continue to meet the criteria for an enhanced CRB check disclosure this should be undertaken.

7. LEGAL IMPLICATIONS

- 7.1 The Criminal Justice and Court Services Act 2000 now adds a new category of people who are disqualified from being a School Governor by Schedule 6 of the School Government Regulations 2002/03. The Act makes it a criminal offence for a person who is disqualified from working with children to apply for, offer to do, accept or do, any work in a "regulated position" and a member of the Governing Body of a school is included in the list of "regulated positions" set out in the Act.
- 7.2 The School Governance (Transition from an Interim Executive Board) (England) Regulations 2004.

Non-Applicable Sections:	Financial Implications
Background Documents: (Access via Contact Officer)	

DETAILS OF LA GOVERNOR VACANCIES

Edgebury Primary School – One LA Governor vacancy will be created when Mr David Benaron completes a four year term of office on 31 March 2012. Therefore this appointment will take effect from 1 April 2012.

Name

Mr David Benaron
(Chislehurst)

Details

Mr Benaron has served the Governing Body of Edgebury Primary School for 10 years. Until recently he was the Chair of Governors, a post he held for four years. Mr Benaron is a member of both the Resources and Buildings & Sites Committees. He is willing to serve for a further four year term of office.

Report No.
DCYP12021

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: **Children and Young People Portfolio Holder**

Date: **For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: PROPOSAL FOR APPOINTMENT OF LOCAL AUTHORITY GOVERNORS TO
(a) Academy Governing Bodies
(b) Local Maintained Schools Reconstituting under New Regulations – September 2012

Contact Officer: Beverley Johnston, Head of Education Commissioning and Business Services
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Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: All

1. Reason for report

- 1.1 There is a need to establish the criteria for the appointment of Bromley Local Authority governors to former Bromley maintained schools which have converted or are converting to academies.
- 1.2 Section 38 of the Education Act proposes from September 2012 new constitutional regulations and new criteria for the appointment of LA governors of governing bodies of Local Authority maintained schools.
- 1.3 The proposal is to revise the current process in order to:
 - support timely appointments which are approved by the schools and academies;
 - retain and reaffirm the LA commitment to supporting schools by appointing people committed to raising educational achievement who can contribute appropriate skills, experience and perspective;
 - retain LA governors in a high percentage of academies;
 - retain a low level of vacancies for LA governors in maintained schools.

2. **RECOMMENDATION(S)**

- 2.1 **It is recommended that endorsement be given to the revised process relating to appointments of LA governors to governing bodies of:**
 - (a) **Academies**
 - (b) **Local Authority maintained schools pending new regulations September 2012.**

Corporate Policy

1. Policy Status: Existing policy:
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: N/A
 2. Ongoing costs: N/A
 3. Budget head/performance centre:
 4. Total current budget for this head: £N/A
 5. Source of funding:
-

Staff

1. Number of staff (current and additional) – N/A
 2. If from existing staff resources, number of staff hours – N/A
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Legal

1. Legal Requirement: Statutory requirement: Education Act 2011 and Academy Act 2010
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) - N/A
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments?
2. Summary of Ward Councillors comments:

3. COMMENTARY

3.1 Background

3.1.1 The government is seeking to strengthen the critical role of governing bodies in setting strategic direction for schools and academies and in promoting school improvement. There is an increased emphasis on ensuring that governing bodies have the requisite skills and experience to carry out this role effectively. The provision for the appointment of LA governors for maintained schools in the Education Act 2011 and in the Academy Act 2010 emphasises the importance of a skills based consultative approach.

3.1.2 The quality of governing bodies and of LA governors in Bromley is high, and governing bodies of maintained schools and of academies have a high rate of engagement with LA governor training and network meetings.

3.1.3 In Bromley the current appointment process for appointment of LA governors to governing bodies works well and LA governor vacancies are at a low level. The process set out below was last reviewed 14 October 2009 (DCYP09139).

- LA governor vacancies are communicated to all councillors on a monthly basis and they are invited to apply or supply a nomination. Governing Bodies are also invited to make a nomination.
- Governor Services liaises with all LA governors approaching the end of their term to ascertain if they wish to be considered for a further term.
- Should a governing body have an LA governor vacancy and no nomination for a new appointment or reappointment, Governor Services works with the governing body in order to fill the vacancy.
- Governor Services collates potential applicants received from interested members of the community and School Governors One Stop Shop (SGOSS), an independent charity dedicated to recruiting volunteers to serve on school governing bodies across England.
- Potential applicants are invited to meet informally with the head teacher and chair of governors of the relevant school in advance. Their feedback to Governor Services substantiates the recommendation process.
- A regular report is produced by Governor Services to CYP PDS. The report provides the information on individual nominees in order for the CYP Portfolio Holder to make the appointment/ reappointment of an LA governor to a school governing body. Governor Services attends the pre meeting to provide further background information where necessary.
- Where a single nomination is received for a vacancy, the nomination is usually approved.
Where multiple nominations are received the Portfolio Holder will make a decision and may require further background information.
- When the appointment has been made Governor Services notifies the appointed/reappointed LA governor, chair of the governing body, head teacher and clerk.
- LA governors are then supported through an induction process, briefings specific to their role, LA forums and circulars and newsletters.

3.2 **Academy Governing Bodies**

- 3.2.1 The current statutory framework allows academy trusts to decide whether they have one LA governor on the academy governing body. The Articles of Association, issued by the DfE, state that “the LA may appoint the LA Governor” (August 2010).
- 3.2.2 Therefore when the Local Authority is approached it is a matter for the Authority to decide who it wishes to appoint to the governing body of the academy.
- 3.2.3 In summary, the Local Authority cannot insist on appointing to an academy, however, where the academy trust decides that it wishes to have an LA governor it is for the Local Authority to decide who it wishes to appoint to the academy.

3.3 **Governing Bodies of Local Authority Maintained Schools**

- 3.3.1 Section 38 of the new Education Act is relevant to Local Authority maintained schools as it refers to the constitution of the governing body.
- 3.3.2 Governing bodies that reconstitute under the new constitution regulations pending publication from the DfE September 2012 will be able to specify eligibility criteria for the LA governor appointment. It is also proposed to give schools the right to veto an LA governor nominee if they consider the person would not bring the skills the governing body requires and ask the local authority to make a different nomination.
- 3.3.3 The minimum number of governors will be 7 with no maximum number. Governing bodies will consist of
- parent governors (the regulations specify 2)
 - head teacher
 - a staff governor
 - a Local Authority governor
 - foundation governors (voluntary aided and voluntary controlled schools)
 - partnership governor (foundation schools)
 - governors (appointed by a governing body on a skills basis)

3.4 **Proposal for a revised process for LA Governor appointments to both Academies and to Local Authority Maintained Schools reconstituting within new regulations from September 2012**

- 3.4.1 It is proposed to revise the current process for new appointments of LA governors to academy governing bodies (3.2) and to governing bodies of Local Authority maintained schools which choose to reconstitute within the new framework from September 2012 (3.3). A request should be made to the governing bodies for information about the skills, knowledge and expertise required prior to nomination.
- 3.4.2 Governor Services will circulate the skills and knowledge requirements for all individual LA governor vacancies to Council Members who receive a notification on a monthly basis. Members are requested to make nominations prior to submitting a full list of candidates to the CYP Portfolio Holder for consideration of appointment as LA governor. The report also includes nominations sought from the school or academy governing body.
- 3.4.3 The role description for a LA governor to all schools and academies is set out in **Appendix 1**.

4. POLICY IMPLICATIONS

- 4.1 Schools contribute to the achievement of improved outcomes for children and young people as outlined in the Borough's Sustainable Community Strategy: 'Building a Better Bromley 2010 Vision' and in the CYP Portfolio Plan for 2011/12.

5. LEGAL IMPLICATIONS

- 5.1 Governing bodies of academies are appointed by the individual academy trust. Government guidance allows for academies to include one LA governor.
- 5.2 Local maintained schools which reconstitute from September 2012 will already have LA appointed governors and the purpose of this report is to respond quickly to a request for a new LA governor appointment.

Non-Applicable Sections:	Financial Implications Personnel Implications
Background Documents: (Access via Contact Officer)	

ROLE DESCRIPTION FOR A LOCAL AUTHORITY GOVERNOR

The role of all school governors is to contribute to the work of the governing body in raising standards of achievement for all pupils. The governing body provides strategic direction for the school or academy, acts as a critical friend and secures accountability.

Local authority governors are appointed by and represent the local authority on a school or academy governing body. They should consider the views and advice of the local authority but are not delegates. Like other categories of governor they cannot be directed to present a particular point of view. They should act in the best interests of the pupils and the community which the school or academy serves.

Academies and maintained schools may reject the appointee proposed by the local authority if they feel that they he or she does not have the skills required by the governing body.

The governing body is a team and individual governors must be loyal to collective decisions .No governor can act alone without proper authority from the full governing body

Responsibilities of the governing body include:

- Developing the strategic plan for the school
- Appointing the head teacher or principal
- Agreeing policies and plans including the school improvement plan
- Monitoring and evaluating the work of the school in particular the progress made by all pupils
- Managing the budget
- Ensuring that all children in the schools have access to a broad and balanced curriculum
- Securing high standards of attendance and behaviour
- Ensuring the Health and Safety of pupils and staff

All governors must:

- Get to know the school well
- Attend meetings regularly (full governing body meetings and committee meetings)
- Respect confidentiality
- Respect any code of conduct agreed by the governing body
- Know, understand and work within the prescribed regulatory framework
- Take responsibility for their own learning and development as a governor including attending training

LA governors should:

- Attend briefings specifically for local authority governors
- Familiarise themselves with local authority policy
- Act in the best interest of the pupils and the school/academy.

Report No.
DCYP12029

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: Children and Young People Portfolio Holder

Date: For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012

Decision Type: Non-Urgent Executive Non-Key

Title: **OFSTED ANNUAL PERFORMANCE ASSESSMENT RATING OF BROMLEY'S CHILDREN AND YOUNG PEOPLE SERVICES 2011: IMPROVEMENT PLAN**

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Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 The outcome of the 2011 Annual Performance Assessment (APA) of the London Borough of Bromley's Children and Young People's (CYP) Services was published by Ofsted on 8 November 2011 and reported to the CYP Portfolio Holder and Members of the CYP Policy, Development and Scrutiny Committee as a briefing paper on 29 November 2011. Bromley's CYP Services were awarded a rating of '**Level 3 Good - Performs Well**'; a level that has been sustained for the last four years since 2008.
- 1.2 This report presents the Bromley CYP Services' Improvement Plan to address the areas for development highlighted by Ofsted in the 2011 APA outcome report and outlines the progress made to date.

2. **RECOMMENDATION(S)**

- 2.1 **Members of the Children and Young People PDS Committee are asked to consider and comment on the report and accompanying Improvement Plan (Appendix 1).**
- 2.2 **The Children and Young People Portfolio Holder is asked to consider and approve the Improvement Plan and note the progress made in addressing the areas for development highlighted by Ofsted following the 2011 Annual Performance Assessment.**

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People
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Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre : Children and Young People Portfolio Budget
 4. Total current budget for this head: Total Budget of £67m net of £141m Dedicated Schools Grant which funds the Schools Budget
 5. Source of funding: N/A
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Staff

1. Number of staff (current and additional): N/A
 2. If from existing staff resources, number of staff hours: N/A
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Legal

1. Legal Requirement: Statutory Requirement - Education and Inspections Act 2006
 2. Call-in: Applicable
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All children and young people, parents and carers
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

- 3.1 Under Section 138 of the Education and Inspections Act 2006, Local Authorities Children's Services are subject to a statutory Annual Performance Assessment and Inspection judgement by Ofsted. The performance is benchmarked within a published 'league table' to compare Local Authorities' Children's Services.
- 3.2 The Annual Performance Assessment (APA) and grading reflects the Council's strategic policy, planning and commissioning of children's services, together with the performance of support services and provision, and the outcomes achieved for children in the borough.
- 3.3 The inspection rating is derived from three major 'blocks' of evidence:
- **Block 1:**

Outcomes from Ofsted inspections and regulation of services, settings and institutions, including schools (maintained and Academies), pre-school settings and central children's services: Early Intervention Services including Children and Family Centres; Adoption and Fostering Service; Youth Service; Youth Offending Team and Pupil Referral and Behaviour services.

Data held by the DfE reflecting the profile of private and voluntary provision from which Bromley commissions children's services, including joint commissioning of children's health services, and the outcomes achieved.
 - **Block 2:** outcomes from the three yearly Ofsted (40 day) Inspection of Local Authorities Safeguarding and Looked after Children Services; unannounced annual inspections of contact, referral and assessment arrangements; inspection of private fostering arrangements and the evaluation of serious case reviews.
 - **Block 3:** performance against key national 'impact indicators' and other published data, including children's individual educational performance across all key stages (Foundation, Key Stages 1-4) including GCSE and A Level.
- 3.4 Bromley Council established Children and Young People (CYP) Services in May 2006, in accordance with the requirements of the Children Act (2004). This new department brought together the statutory functions across all aspects of children's education, social care and early intervention services. The CYP services were the subject of a full Ofsted inspection, the Joint Area Review, in late Autumn 2006 with the formal outcomes report published in 2007; with an outcomes rating of '**Level 2: Adequate**'. In Autumn 2008, Bromley's CYP Services, were judged as '**Level 3: Good – Performs Well**'; this rating was sustained in **2009 and 2010**.
- 3.5 On Tuesday 8 November 2011, Ofsted published the outcome of the 2011 Annual Performance Assessment (APA) of Children's Services. Bromley's Children and Young People Services were awarded a rating of '**Level 3 Good - Performs Well**'; a level that has been sustained for the last four years since 2008. This is particularly encouraging given that the Inspection 'bar; has been raised significantly across all aspects of the inspection framework. In addition, a 'limiting judgement' threshold was introduced in 2009 to secure 'leverage' in the performance of children's social care and safeguarding practices.
- 3.6 The Director CYP reported the outcome of Bromley's 2011 APA to the CYP Portfolio Holder and CYP Policy Development and Scrutiny Committee as a briefing paper (007/11) on 29 November 2011.

- 3.7 The Ofsted outcome report gave recognition to the performance and overall good standards achieved, together with those was judged outstanding achieved across a wide spectrum of provision. Particular strengths were highlighted including: the overall performance of our schools, our provision for vulnerable children particularly those with Special Educational Needs and Disabilities and the Pupil Referral Service. The steady improvement achieved within our children's social care and safeguarding services was also acknowledged.
- 3.8 There are no areas requiring urgent action. However, Ofsted highlighted three main areas as requiring further improvement, all of which are being addressed as priorities within the Council's Children and Young People Portfolio Plan 2011/12-2012/13. For ease of reference, an Improvement Plan which specifically addresses the issues highlighted by Ofsted is attached as **Appendix 1**, which includes details of progress made to date.

4. AREAS FOR DEVELOPMENT HIGHLIGHTED BY OFSTED

The three main areas highlighted by Ofsted include:

4.1 Children's social care contact, referral and assessment services:

- 4.1.1 Seven areas for development were highlighted which had already been identified by Ofsted following the unannounced inspection of social care contact, referral and assessment services in April 2011 and reported to Members of CYP PDS Committee on 8 July 2011 DCYP11079:
- The effectiveness of the use of the common assessment framework (CAF) as a referral form to the referral and assessment services.
 - The service provided by the out-of-hours service is not sufficiently robust.
 - The availability of specialist training for experienced social workers.
 - Lack of clear pathways to the early intervention services within the council, resulting in many children and young people being inappropriately referred to the referral and assessment team.
 - Strategy meetings are not routinely convened, preventing a wider range of partners engaging and contributing to the child protection process.
 - Some long-standing operational difficulties between the referral and assessment team and the police are not effectively escalated to senior managers or through the Local Safeguarding Children Board to improve safeguarding practice and joint-working arrangements.
 - Feedback from service users is not routinely collated to help to assess the impact of the work of the team or inform further developments.
- 4.1.2 The APA outcome letter acknowledges that the Local Authority has an approved Children's Social Care Improvement Plan to address these issues. Progress against the Improvement Plan is being monitored by the Executive Working Party: Safeguarding and Corporate Parenting, under the chairmanship of the CYP Portfolio Holder.
- 4.1.3 Good progress is being made in addressing the issues highlighted (**Appendix 1**), including: the implementation of a new referral form to the children's social care referral and assessment service, a review of the current out of hours service is under way, the availability of more specialist training for experienced social workers, stronger partnership working including the establishment of a multi agency approach to screening referrals from the Police to children's social care and, the increased use of feedback from service users to inform service developments.

4.2 The pace of improvement of five year olds who are achieving a good level of development by the end of their Reception Year at school is not as fast as elsewhere:

4.2.1 The Early Years Foundation Stage is delivered through the 170 pre-school settings in the borough and the reception classes of primary phase schools.

4.2.2 Over the last four years there has been a year-on-year increase in the proportion of pupils reaching the required level at the Early Years Foundation Stage Profile (EYFSP) with Bromley performance being just below the national for the last two years. Improvement has been particularly evident with regard to raising achievement of those pupils in the bottom 20%. The gap between their performance and the mean of their peers has reduced to 31.2% in 2011 from 33.3% in 2010. Bromley has reduced the gap in performance by 3.2% from 2010 to 2011 compared to 1.3% nationally. Despite an improvement in reducing the attainment gap, Bromley has not yet reached the 30% target set. This target is one of the existing national targets which will discontinue after 2011. A local target will be set for 2012 onwards as part of the CYP Portfolio Plan.

	2008	2009	2010	2011
percentage of children achieving good level of overall achievement	46 (49)	53 (52)	54 (56)	58 (59)
percentage gap between lowest achieving 20% in the EYFSP	34.9 (35.6)	33.7 (33.9)	33.3 (32.7)	31.2 (31.4)

(national figure in brackets)

4.2.3 A range of measures are in place (**Appendix 1**) to address the gap in performance between the bottom 20% of five year olds and their peers. This includes: an analysis of Foundation Stage attainment over the last four years to establish the previous early years setting of each pupil, identify trends and target support to pre-school settings and schools as appropriate.

4.3 Strategies to raise attainment and narrow the gap for children and young people from low income families are not proving successful for all age groups, particularly in relation to GCSE results:

4.3.1 Free School Meals (FSM) is used as a proxy indicator of children from low income families. However it should be noted that not all children who are in low income families claim their eligibility for FSM. It is however the best measure that we have and is used as the standard measure by local authorities.

4.3.2 There is a gap in performance across all stages of the national curriculum between those eligible for FSM and those who are not. Pupils who are eligible for FSM do less well than their peers. The attainment gap between those on FSM and non FSM presents a mixed picture at each key stage:

- (i) At the **Early Years Foundation Stage Profile** (EYFSP) when measuring the performance of those pupils achieving the required standard (at least 78 points and at least level 6+ in PSED and CLL¹) the gap in performance between FSM / Non FSM has been increasing year on year since 2008 by 1-2 percentage points each year. The gap in 2011 is 24% and is higher than the 20% gap nationally.

¹ PSED being Personal Social and Emotional Development, CLL being Communication Language and Literacy.

- (ii) At **Key Stage 1** (KS1) whilst performance overall has remained quite static over the last five years, the attainment gap between FSM/Non FSM has fluctuated showing no steady improvement in narrowing the gap. The gap for Bromley pupils is 1-2 percentage points higher than the national gap. This is the case for all KS1 assessments in reading writing and maths.
- (iii) At **Key Stage 2** when looking at the national threshold indicator of the percentage of pupils achieving level 4+ in English and maths the gap in performance is narrowing over the last 5 years. In 2007 the FSM/Non FSM gap was 33%, narrowing to 29% in 2008, remaining at 29% in 2009 then narrowing to 21% in 2010 and a further reduction in 2011 to 18%. This compares to a 20% gap nationally.
- (iv) The picture at **GCSE** in terms of pupils with FSM vs Non FSM achieving 5+ A*-C including English and maths performance fluctuates from year to year. The gap was at it's highest in 2010 at 35% compared to a national figure of 28% this has reduced in 2011 to 26% and for the first time is lower than the national figure of 27%. Performance will need to be monitored for another couple of years before we can ascertain whether there is a true narrowing the gap at GCSE.
- (v) A range of measures are in place (Appendix 1) to raise attainment and narrow the gap for children and young people from low income families, including further analysis of the data at all key stages and targeting appropriate school improvement advice and support to those schools considered to be priority.

5. POLICY IMPLICATIONS

- 5.1 The Children and Young People Portfolio Plan 2011-2012, which was approved by the CYP Portfolio Holder following comments made by the CYP PDS Committee on 14 July 2011 (Report: DCYP11075), sets out the priorities and objectives for services for the Children and Young People Portfolio for the Council Year 2011/12; working with partners to improve outcomes for Bromley's children and young people.

6. FINANCIAL IMPLICATIONS

- 6.1 The total Children and Young People Portfolio budget is £67m net of £141m Dedicated Schools Grant which funds the Schools' Budget.
- 6.2 The Council's Children's Services have consistently been judged by Ofsted as providing good value for money and effective budget management; acknowledged in the outcomes report following the Ofsted Joint Area Review of Bromley's Children's Services in 2006 and in the outcomes letter to the Director of Children's services following the Ofsted Annual Performance Assessments of Bromley's Children's Services in subsequent years.

7. LEGAL IMPLICATIONS

- 7.1 The Council's duties as a Children's Services Authority arise from the Children Act 2004. Ofsted have a legal duty to undertake Annual Performance Assessments under Section 138 of the Education and Inspections Act 2006.
- 7.2 On 23 January 2012 the Department for Education (DfE) issued a paper on behalf of the Under Secretary of State for Children and Families seeking views on the proposal to end the annual Ofsted Children's Services Assessment through an amendment to the Education and Inspections Act 2006. Subject to the outcome of consultation, the DfE propose that the changes are implemented from Summer 2012. The consultation closes on 18 March 2012.

8. PERSONNEL IMPLICATIONS

8.1 Human Resources continue to provide advice and guidance to managers within the Department to support the areas for improvement identified as appropriate.

Non-Applicable Sections:	N/A
Background Documents: (Access via Contact Officer)	Briefing paper (007/11) to the CYP Portfolio Holder and CYP PDS Committee on 29 November 2011.

CHILDREN AND YOUNG PEOPLE SERVICES: ANNUAL PERFORMANCE ASSESSMENT 2011

IMPROVEMENT PLAN

AREA FOR IMPROVEMENT	ACTIONS AND TASKS	TIMEFRAME (by)	PROGRESS	LEAD OFFICERS
<p>Areas for development within children’s social care contact, referral and assessment arrangements</p>				
<p>(A revised Social Care Improvement Plan has been in place since July 2011, following the recommendations from the Ofsted inspection of Bromley’s social care contact, referral and assessment services in April 2011 and recommendations from the Government Review of Child Protection conducted by Professor Eileen Munro published in May 2011)</p>				
<p>The effectiveness of the use of the common assessment framework (CAF) as a referral form to the referral and assessment services</p>	<ul style="list-style-type: none"> n Establish a multi agency group to review and redraft the referral form to Children’s Social Care n New referral form to be agreed by the Bromley Safeguarding Children Board and launched at a multi-agency event n Implementation of new referral form 	<p>June 2011 July 2011 1 Sept 2011</p>	<p>Achieved Achieved Achieved</p>	<p>Assistant Director (Safeguarding & Social Care) Head of Referral & Assessment</p>
<p>The service provided by the out-of-hours service is not sufficiently robust</p>	<ul style="list-style-type: none"> n Review current out of hours service n All Emergency Duty Team (EDT) social workers to undertake a specialist child protection course n Introduce a new logging system on One Bromley to monitor referrals made by Care Line to EDT and track they have been dealt with. n Undertake discussions with LB Bexley to consider the viability of working with Bexley EDT service. 	<p>January 2012 August 2011 October 2011 Sept – Jan 2012</p>	<p>In progress Achieved Achieved In progress</p>	<p>Assistant Director (Safeguarding & Social Care) Head of Referral & Assessment</p>
<p>The availability of specialist training for experienced social workers</p>	<ul style="list-style-type: none"> n Develop and provide more specialist training for experienced social workers through: <ul style="list-style-type: none"> • Training for the introduction of the ‘Assessment of Disorganised Attachment and Maltreatment’ model to be delivered to: <ul style="list-style-type: none"> – Safeguarding Teams – Other front line teams (following evaluation of the effectiveness of the training to Safeguarding Teams). • In partnership with Bexley, Lewisham and Goldsmiths College develop and deliver advanced practitioner training around systemic practice. 	<p>March 2012 May 2012 Sept 2012</p>	<p>In progress In progress In progress</p>	<p>Assistant Director (Safeguarding & Social Care) Head of Safeguarding & Quality Assurance</p>

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CHILDREN AND YOUNG PEOPLE SERVICES: ANNUAL PERFORMANCE ASSESSMENT 2011 n IMPROVEMENT PLAN

AREA FOR IMPROVEMENT	ACTIONS AND TASKS	TIMEFRAME (by)	PROGRESS	LEAD OFFICERS
<p>Lack of clear pathways to the early intervention services within the council, resulting in many children and young people being inappropriately referred to the referral and assessment team</p>	<ul style="list-style-type: none"> n Develop with partners through a multi-agency group, clear pathways for accessing early intervention services and the thresholds for referral to Children's Social Care (CSC). 	July 2011	Achieved	Assistant Director (Safeguarding & Social Care) Head of Referral & Assessment
	<ul style="list-style-type: none"> n Promote the agreed pathways to early intervention services: 'A child's journey in Bromley' to stakeholders. 	July 2011	Achieved	
	<ul style="list-style-type: none"> n Establish a Multi-Agency Support Hub (MASH) to screen referrals from the Police to CSC to ensure that those referrals that do not meet CSC thresholds are signposted to early intervention or other appropriate services. 	July 2011	Achieved	
	<ul style="list-style-type: none"> n Secure input from Health agencies to the MASH. 	January 2012	In progress	
	<ul style="list-style-type: none"> n Extend the screening service to all referrals to CSC, when the CSC Duty Desk & MASH share accommodation and resources. 	January 2012	Achieved	
	<ul style="list-style-type: none"> n Impact of the MASH to be evaluated by Greenwich University. 	May 2012	In progress	
<p>Strategy meetings are not routinely convened, preventing a wider range of partners engaging and contributing to the child protection process</p>	<ul style="list-style-type: none"> n Establish quarterly meetings between Children's Social Care, the Police Child Abuse Investigation Team and Borough Police to discuss and make plans around local issues. 	July 2011	Achieved	Assistant Director (Safeguarding & Social Care) Head of Care & Resources
	<ul style="list-style-type: none"> n Continue to monitor the number of strategy meetings held and professional representation. 	On-going		
<p>Some long-standing operational difficulties between the Referral and Assessment team and the Police are not effectively escalated to senior managers or through the Local Safeguarding Children Board to improve safeguarding practice and joint-working arrangements.</p>	<ul style="list-style-type: none"> n Secure agreement from the DCI of the Regional Child Abuse Investigation Command to ensure arrangements are in place for attendance at the Quality Assurance Group of the Bromley Safeguarding Children Board where any operational difficulties between agencies are routinely addressed. 	Nov 2011	Achieved	Assistant Director (Safeguarding & Social Care) Head of Referral & Assessment
	<ul style="list-style-type: none"> n Establish quarterly meetings between Children's Social Care, the Police Child Abuse Investigation Team and Borough Police to discuss and make plans around local issues. 	July 2011	Achieved	
	<ul style="list-style-type: none"> n Make arrangements for new staff to visit the Police Child Abuse Investigation Team during their induction and for reciprocal arrangements for police officers to visit the Referral & Assessment Service. 	Sept 2011	Achieved.	

CHILDREN AND YOUNG PEOPLE SERVICES: ANNUAL PERFORMANCE ASSESSMENT 2011 n IMPROVEMENT PLAN

AREA FOR IMPROVEMENT	ACTIONS AND TASKS	TIMEFRAME (by)	PROGRESS	LEAD OFFICERS
<p>Feedback from service users is not routinely collated to help to assess the impact of the work of the team or inform further developments</p>	<p>n Ensure actions from service complaints are embedded within the service by developing an action plan following all stage 2 complaints.</p>	<p>January 2011</p>	<p>Ongoing</p>	<p>Assistant Director (Safeguarding & Social Care)</p>
	<p>n Introduce quarterly monitoring of feedback from service users regarding their social work assessments through audit.</p>	<p>March 2012</p>	<p>In progress</p>	<p>Head of Referral & Assessment</p>
	<p>n Monitor feedback from service users removed from child protection plans by completion of a questionnaire by the Conference Chair.</p>	<p>Sept 2011</p>	<p>Ongoing</p>	<p>Head of Safeguarding & Quality Assurance</p>
<p>Educational Attainment of Five Year Olds</p>				
<p>The pace of improvement of five- year olds who are achieving a good level of development by the end of their Reception Year at school is not as fast as found elsewhere.</p>	<p>n Continue to challenge and support private, voluntary and independent sector providers and schools to close the gap in attainment between the lowest and highest attaining groups in the Early Years Foundation Stage.</p>	<p>On-going</p>		<p>Interim Assistant Director (Education)</p>
	<p>n Continue to categorise LA schools and PVI settings in order to target effective intervention support to appropriate settings / schools, based on local attainment data & Ofsted inspection outcomes.</p>	<p>On going</p>		<p>Head of Learning</p>
	<p>n Develop the use of tracking methodology on Foundation Stage attainment to establish the previous early years setting of each pupil.</p>	<p>Sept 2011</p>	<p>Achieved</p>	<p>Performance, Research & Systems Manager</p>
	<p>n Using the tracking methodology, fully analyse attainment data over a four year period to establish trends.</p>	<p>March 2012</p>	<p>In progress</p>	<p>Performance, Research & Systems Manager</p>
	<p>n Review the categorisation of LA schools and PVI settings based on the analysis of data using the tracking methodology, and target support to settings / schools as appropriate.</p>	<p>April 2012</p>		<p>Head of Learning</p>
<p>n Disseminate the information to schools and the PVI sector in order to improve outcomes for children.</p>	<p>April 2012</p>		<p>Head of Learning</p>	

CHILDREN AND YOUNG PEOPLE SERVICES: ANNUAL PERFORMANCE ASSESSMENT 2011 n IMPROVEMENT PLAN

Achievement gap					
Strategies to raise attainment and narrow the gap for children and young people from low income families are not proving successful for all age groups, particularly in relation to GCSE results	n	Continue to analyse the attainment progress data at key stages: Early Years Foundation Stage, Key Stage 1, Key Stage 2 and key stage 4, for different groups of children and young people to develop a comprehensive programme of universal and targeted support aimed at underperforming groups of children and young people, including those receiving Free School Meals (FSM).	On-going	Data for EY/KS1/ KS2 analysed for 2011 results and support targeted. Data for KS4 to be analysed Spring 2012 (later than previous years to allow for Academy GCSE data becoming available)	Interim Assistant Director (Education) Head of Learning Performance, Research & Systems Manager
	n	Continue to categorise the performance of maintained LA schools at all key stages to target support with a particular emphasis on vulnerable groups. Continue to use the attainment of CYP with FSM as a key factor to determine a school as a 'priority school'.	On-going		Interim Assistant Director (Education) Head of Learning
	n	Continue to allocate a senior school improvement advisor to each priority school with an appropriate package of support including an emphasis on leadership and core subjects.	On-going		
	n	In addition to providing appropriate school improvement advice and support to maintained schools, offer a costed sold service to all settings and schools including Academies.	Sept 2011	Achieved: with 95% take up from Bromley Schools (Maintained & Academy).	
	n	Develop 'data packs' and associated training as a sold service to schools including Academies which provide detailed analysis of key stage attainment (Early Years Foundation Stage & Key Stages 1 and 2) including progress at pupil level and by vulnerable groups (including FSM) to improve target setting for individual schools.	Sept 2011	Achieved: with over 90% take up from schools (Maintained and Academy).	Performance, Research & Systems Manager
	n	Develop a Key Stage 4 'data pack' as a sold service to schools including Academies which provides detailed analysis of attainment including progress at pupil level and by vulnerable groups (including FSM)	Spring 2012	In progress	
	n	Continue to hold individual pupil review meetings in relation to students who are not meeting their expected potential.	On-going		Interim Assistant Director (Education)
	n	Further develop the role of the Priority Schools Action Group as a forum for LA senior managers to discuss schools causing concern and	January 2012	In progress	Head of

CHILDREN AND YOUNG PEOPLE SERVICES: ANNUAL PERFORMANCE ASSESSMENT 2011 n IMPROVEMENT PLAN

AREA FOR IMPROVEMENT	ACTIONS AND TASKS	TIMEFRAME (by)	PROGRESS	LEAD OFFICERS
	appropriate interventions.			Learning

Report No.
DCYP12025

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: **Children and Young People Portfolio Holder**

Date: **For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: REVIEW OF PRIMARY SCHOOLS' DEVELOPMENT PLAN: OUTCOMES

Contact Officer: Mike Barnes, Head of Access and Admissions
Tel: 020 8313 4865 E-mail: mike.barnes@bromley.gov.uk
Bob Garnett, Assistant Director (Education)
Tel: 020 8313 4146 E-mail: bob.garnett@bromley.gov.uk

Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 This report provides details of the outcomes and recommendations of the Children and Young People Policy Development and Scrutiny Member/Officer Working Party which oversees the review and strategic planning of primary school places and related school organisation.
-

2. **RECOMMENDATION(S)**

- 2.1 **It is recommended that Members of the CYP PDS consider and comment on the outcomes from the 2011-12 review of the Primary Schools' Development Plan.**
- 2.2 **It is recommended that the CYP Portfolio Holder endorses these recommendations taking into account the views of the PDS Committee and authorises the Director CYP to undertake consultation with schools and other key agencies on the proposed temporary and permanent expansion of places and to implement the proposals where feasible as set out below:**
- 2.3 **Planning Area 1 - Wards: Crystal Palace, Penge and Cator, Clock House**
- **The Published Admission Number for Churchfields Primary School be increased 30 to 60 places.**
 - **Malcolm Primary School increases its intake from 30 to 60 places for a further year.**
 - **St Anthony's Primary School be approached with a view to accommodating a temporary additional form of entry at reception.**
 - **Officers approach other schools in this planning area to consider the feasibility of admitting an additional form of entry, i.e. an additional 30 places in 2012 or 2013.**

- 2.4 **Planning Area 2 - Wards: Copers Cope, Kelsey and Eden Park**
- **That the Local Authority pursues discussions with the Governors of Bromley Road Infant and Worsley Bridge Junior Schools regarding the future organisation of the two schools.**
- 2.5 **Planning Area 3 - Wards: Shortlands, West Wickham, Hayes and Coney Hall**
- **Officers approach other schools in this planning area to consider the feasibility of admitting an additional form of entry, i.e. an additional 30 places in 2012 or 2013.**
- 2.6 **Planning Area 4 - Wards: Bromley Town, Plaistow and Sundridge, Bickley**
- **Valley Primary School increases its intake from 60 to 90 places for a further year.**
 - **The Published Admission Number for Parish Primary School be increased from 60 to 90.**
 - **The Local Authority continue to discuss the feasibility of consolidating St George's CE Primary school to whole forms of entry.**
- 2.7 **Planning Area 5 - Wards: Bromley Common and Keston, Petts Wood and Knoll, Farnborough and Crofton**
- **Southborough Primary School and Keston Primary Schools to be approached with a view to accommodating an extra form of entry, i.e. an additional 30 places on a temporary basis.**
- 2.8 **Planning Area 6 - Wards: Chislehurst, Mottingham, Chislehurst North**
- **The Local Authority continues to pursue discussions with the Governors and Diocese of Rochester regarding relocation and expansion of Chislehurst Church of England School.**
 - **Edgebury Primary School to be approached with a view to accommodating an extra form of entry, i.e. an additional 30 places on a temporary basis for September 2013.**
- 2.9 **Planning Area 7 - Wards: Cray Valley West and Cray Valley East**
- **Midfield and Leasons Primary School be approached with a view to one of the schools accommodating an extra form of entry, i.e. an additional 30 places on a temporary or permanent basis, dependent on local demand.**
- 2.10 **Planning Area 8 - Wards: Orpington, Chelsfield and Pratts Bottom**
- **No current changes to school organisation or size in this planning area**
- 2.11 **Planning Area 9 - Wards: Biggin Hill and Darwin**
- **No current changes to school organisation or size in this planning area.**

Corporate Policy

1. Policy Status: Existing policy: Primary Schools' Development Plan
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: Not known at this stage
 2. Ongoing costs:
 3. Budget head/performance centre: Schools' delegated budget
 4. Total current budget for this head: £219 million
 5. Source of funding: Dedicated schools' grant
-

Staff

1. Number of staff (current and additional) – N/A
 2. If from existing staff resources, number of staff hours – N/A
-

Legal

1. Legal Requirement: Statutory requirement: The Education and Inspections Act 2006, The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 (as amended by The School Organisation and Governance (Amendment) (England) Regulations 2007).The School Organisation and Governance (Amendment) (England) Regulations 2009.
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) -
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Ward Councillors' views will be sought as part of consultation on any proposals for change to school organisation.
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 The strategic planning of primary school places and school organisation in the Borough is driven through the Primary Schools' Development Plan.
- 3.2 A comprehensive review of the Primary Schools' Development Plan (PSDP) was undertaken during the period 2004-2006 and following updates to the plan in 2008 a further full review was undertaken in summer 2009 with the outcomes reported to the CYP PDS in October 2009. A further review was completed in autumn 2010 to address the significant increase in demand for primary school places; outcomes from this review were reported to the CYP PDS in January 2011.
- 3.3 The reviews in 2009 and 2010 led to a permanent increase of 75 places (30 places at Bickley and Unicorn Primary Schools and 15 places at Princes Plain Primary School) and a temporary increase of an additional 150 places (30 temporary places at Churchfields, Malcolm, Royston, Valley and Parish Primary Schools).
- 3.4 The current published admissions limit capacity in the Borough is 3575. For the 2011-12 Reception intake with the five schools named above that accepted an additional form of entry (30 pupils) above the school's published admission number, there was a total of 3725 reception places.
- 3.5 The number of reception pupils in Bromley schools has risen from 3165 in January 2007 to 3435 in January 2011 and 3626 pupils have accepted a reception place for admission in 2011-12. The numbers are projected to remain at between 3620 and 3700 until at least 2020.
- 3.6 The Member Officer Working Party met on 5 January 2012 and reviewed updated pupil population projections which indicate a continuing demand for reception class places at current levels for the foreseeable future. The birth-rate has continued to rise from 3400 in 2002 to 4100 in 2010 with a projected pupil roll at primary reception age of between 3600 and 3700 for the remainder of the decade. The working group concluded that there was likely to be a need for additional forms of entry across the Borough and, taking account of projections for each planning area and other local circumstances, is recommending that the additional capacity required is achieved by both temporary and permanent increases in admissions at a number of schools.
- 3.7 Specific principles of planning for primary school provision were agreed by the Council's former Education Committee in January 1998 and these have remained as the underlying principles in all subsequent reviews of primary school provision. The assumptions are to:
- accommodate children in schools in the locality in which they live;
 - maximise strategic locations;
 - expand existing provision wherever possible;
 - consolidate at whole-forms of entry where possible;
 - encompass all maintained schools.
- 3.8 There is also a commitment to investigate the potential for amalgamation of infant and junior schools whenever the opportunity arises. Decisions on amalgamation are taken following detailed analysis of all factors, consideration of the potential benefits and disadvantages and extensive consultation.

- 3.9 A key responsibility of the LA, allied to the provision of sufficient school places to children of statutory schools age, is the delivery of high quality and efficient education. The Primary Schools' Development Plan focuses on the Council's statutory duty to ensure sufficient pupil places, however, the quality of education provided through those places is an associated major consideration.
- 3.10 There are a number of key variables which impact on the review and planning of primary school places and related school organisation. These factors are set out in **Appendix A**.
- 3.11 Bromley LA's Primary School Development Plan has been updated to reflect the outcomes of the Working Party meeting in January 2012 and is attached as **Appendix B**.
- 3.12 The data considered by the Working Party is available in the Members' Room and on the Bromley website:
http://www.bromley.gov.uk/downloads/file/1160/primary_school_development_plan

4. POLICY IMPLICATIONS

- 4.1 Bromley Council has an established policy for the review and strategic planning of school places and related school organisation. The need to ensure sufficient school places and efficiency of organisation is a priority within the Council's Strategy 'Building a Better Bromley' and contributes to the strategy to achieve the status of an Excellent Council.

5. FINANCIAL IMPLICATIONS

- 5.1 Should these recommendations lead to changes in pupil numbers within an individual school, this would be reflected in the school's delegated budget share funded from the Dedicated Schools' Grant. Consultation with the Schools' Forum would take place before any changes to school funding were implemented.
- 5.2 The capital implications for those schools being approached for temporary and permanent expansion of places cannot be quantified at this stage. Further reports on any capital implications will be submitted to Members as appropriate.
- 5.3 Bromley has received a Basic Need allocation of capital funding of £4,497k in 2011/12, together with an additional £1,278k of funding in 2011/12 announced in November 2011. The Basic Need allocation for 2012/13 reduces to £2,405k.

6. LEGAL IMPLICATIONS

- 6.1 Any proposed permanent expansion of a school is subject to a formal statutory process. Proposed changes that are of a temporary nature do not constitute a school reorganisation that triggers the statutory process for consultation. However if at a later stage any temporary changes were to become permanent then the designated process would need to be complied with.
- 6.2 In considering the establishment of a new school provision, expanding existing provision or changing the nature of maintained schools the LA is required to publish Public Notices and undertake formal consultation. This consultation must include parents, teachers, professional associations, neighbouring LAs and other interested agencies. Outcomes from consultation are considered for a formal decision by the Children and Young People Portfolio Holder and the Executive of the Council.
- 6.3 In the case of a new school, or if objections are raised for other statutory proposals, the final decision is referred to the Office of the Schools' Adjudicator.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no immediate implications for staffing arising from this report. Should proposals for changes to school size and organisation be progressed, the schools identified will require support on an individual basis and this will vary due to their then staffing structure. Implications may include the salary arrangements for the Head Teacher as the Individual School Range may be affected, and an increase to the number of teaching and non teaching FTE required to facilitate the curriculum and support the infrastructure. Where additional staffing appointments are required it is recommended that such appointments be made on a temporary fixed term basis initially subject to review.
- 7.2 Any proposed changes to relocate a school would require extensive consultation with key stakeholders including staff and Trade Union Representatives and would be the subject of a separate report.

Non-Applicable Sections:	N/A
Background Documents: (Access via Contact Officer)	<ol style="list-style-type: none"> 1. Bromley LEA Primary Schools' Development Plan: Review 2001 – Report to Education Committee 21 May 2001. 2. Bromley 'Schools Organisation Plan' 1999-2003. 3. Primary Schools' Development Plan: Review Outcomes – Report to CYP PDS Committee and Portfolio Holder of 13 September and 5 December 2005. 4. Primary School Development Plan: 2006 Review Outcomes – Report to CYP PDS Committee and Portfolio Holder of 12 September 2006 and 19 September 2006. 5. Primary School Development Plan: 2006 Review Outcomes for Planning Areas 7 and 8 – Report to CYP PDS Committee and Portfolio Holder of 7 November 2006 and 14 November 2006. 6. Strategic Planning of Secondary and Primary Provision: Outcomes from Working Party - Report to CYP PDS 18 March 2008 and PH 25 March 2008. 7. Review of Primary School Development Plan: outcomes – Report to CYP PDS 14 October 2009. 8. Review of Primary Schools' Development Plan Outcomes –Report to CYP PDS 24 January 2011.

**KEY VARIABLES WHICH IMPACT ON THE PLANNING OF
PRIMARY SCHOOL PLACES IN BROMLEY AS
ADOPTED BY THE WORKING PARTY**

- (i) Impact from the implementation of previous PSDP strategy.
- (ii) Pupil projections based on the new Census data.
- (iii) School published admissions numbers, actual rolls and net capacity assessment.
- (iv) Parental perceptions of schools – and the impact on take-up of places.
- (v) Housing developments – data by ward of all planning applications and approvals for new dwelling stock and an assessment of ‘child yield’.
- (vi) Key Stage 1 Class Size legislation – which limits class sizes to a maximum of 30 pupils.
- (vii) Special Educational Needs – the pattern of inclusion within mainstream provision of pupils with Statements of Special Educational Need and the reconfiguration of Special Schools and units within mainstream schools.
- (viii) Denominational trends – the LA and Diocesan authorities are required to keep under review the range of provision and the balance with non-denominational places.
- (ix) Neighbouring LAs’ School Organisation Places – the impact on Bromley of proposals to increase or decrease school places.
- (x) Children Out of School – data regarding those children not on a school roll, ie:
 - children moving into the Borough and seeking to secure a place outside the usual admissions cycle
 - children excluded from school
 - children educated by parents at home (Education Otherwise).



Review of Bromley LA's Primary Schools Development Plan

**Report from the Joint Member/Officer Working Party
established by the Children and Young People
Policy Development and Scrutiny Committee**

January 2012

REVIEW OF BROMLEY PRIMARY SCHOOLS' DEVELOPMENT PLAN 2010

**Review Co-ordinated through a
Joint Member/Officer Working Party established by the
Children and Young People Policy Development Scrutiny Committee**

Membership

Councillor Stephen Wells (Chairman)

Councillor Brian Humphrys

Councillor Judi Ellis

Councillor Ian Payne

Councillor Tom Papworth

Bob Garnett, Interim Assistant Director, Education

Mike Barnes, Head of Access and Admissions

Max Winters, Principal Research and Statistics Officer

Kerry Nicholls, Democratic Services Officer

1. BACKGROUND

- 1.1 The strategic planning of primary school places and school organisation in the Borough is driven through the Primary Schools' Development Plan. The last formal published review was undertaken in October 2010.
- 1.2 The LA had been required to submit to the DfES a School Organisation Plan covering a five-year period. This requirement was superseded by the Children and Young People's Plan. Within that Plan there needed to be a strategic overview of all aspects of planning provision, which include:
- Early Years and Childcare
 - Primary
 - Secondary (11-16)
 - Post-16
 - Special Educational Needs (SEN)
 - Asset Management
 - Wider Community Issues
- 1.3 Specific planning assumptions for primary school provision were agreed by Education Committee in January 1998 and these have remained as the underlying principles in all subsequent reviews of primary school provision. The assumptions are to:
- accommodate children in schools in the locality in which they live
 - maximise strategic locations
 - expand existing provision wherever possible
 - consolidate at whole-forms of entry where possible
 - encompass all maintained schools
- 1.4 There is also a commitment to investigate the potential for amalgamation of infant and junior schools whenever the opportunity arises. Decisions on amalgamation are taken following detailed analysis of all factors, consideration of the potential benefits and disadvantages and extensive consultation.
- 1.5 A key responsibility of the LA, allied to the provision of sufficient school places to children of statutory schools age, is the delivery of high quality and efficient education. The Primary Schools' Development Plan focuses on the supply of places, but the quality of education provided by those places is a major consideration.

1.6 The development programme under previous cycles of the PSDP has been as follows:

1992 - 1997 Expansion of 20 primary schools to create an additional 1140 places

Autumn 1997 Full review of PSDP and report to Education Committee on proposals for next cycle

1997 - 2003 Education Committee and the Children and Young People Portfolio Holder approved reorganisation programme:

- St Mary's RC Primary (Foundation) 1 to 2 FE wef 1997
- Bickley Primary established as 1 FE wef 1998
- Hayes Primary (Foundation) 2 to 3 FE wef Sep 1999
- Stewart Fleming 1.5 to 2 FE wef Sep 1999
- Warren Road 3 to 4 FE wef Sep 1999
- Amalgamation Ramsden I & J to establish Hillside Primary 1.5 FE wef Jan 1999
- St Anthony's RC Primary 1.5 to 2 FE wef Sep 2000
- Tubbenden Infants 2 to 3 FE wef Sep 2000
- Holy Innocents RC Primary 2 to 1 FE wef Sep 2002
- Tubbenden Juniors 2 to 3 FE wef Sep 2003
- Amalgamate Blenheim I and J to establish Blenheim Primary 2 to 1 FE wef Sep 2003
- Establish new Unicorn Primary School 1 FE wef Sep 2003
- Closure of Anerley Primary wef Aug 2004
- Expansion and relocation of James Dixon 1 to 2 FE wef Sep 2004
- Propose Closure of Dorset Road Not agreed

2006-2010 Children and Young People Portfolio Holder approved reorganisation 2006-2009.

- Amalgamation of Biggin Hill Infant and Junior to establish Biggin Hill Primary wef Jan 2008
- Churchfields Primary 2 to 1 FE wef Sep 2008
- Malcolm Primary 1.5 to 1 FE wef Sep 2008
- St Mary Cray Primary 1.5 to 1 FE wef Sep 2008
- St Paul's Cray Primary 1.5 to 1 FE wef Sep 2008
- Midfield Primary 1.5 to 1 FE wef Sep 2008
- Poverest Primary 1.5 to 1 FE wef Sep 2008
- Leasons Primary 1.5 to 1 FE wef Sep 2008
- Amalgamation of Oaklands Infant and Junior to establish Oaklands Primary School wef April 2009
- Amalgamation of Tubbenden Infant and Junior to establish Tubbenden Primary School wef September 2009
- Unicorn Primary 1 to 2 FE wef Sep 2011
- Princes Plain Primary 1.5 to 2 FE wef Sep 2011
- Bickley Primary 1 to 2 FE wef Sep 2011

The expansion of Hayes Primary School (Foundation) and St Mary's Roman Catholic Primary School (Foundation) were progressed by the Funding Agency for Schools (FAS) under the Department for Education and Employment (DfEE) Basic Need funding regime for Grant Maintained Schools.

- 1.7 Each school expansion and the establishment of Bickley and Unicorn Primary Schools has been implemented from the Reception year with a progressive "roll forward" programme for subsequent cohorts. This phased approach has been undertaken to minimise disruption to neighbouring primary schools.
- 1.8 The Audit Commission has recommended that there should be some excess capacity across the Borough to allow parents to exercise choice and to ensure scope within an LA for casual admissions. The recommendation is for a 5% spare capacity. In the Spring Term 2011 the occupancy of Bromley primary schools was 96%. There were 23,375 primary school pupils with a total capacity of 24 286.

2. FACTORS WHICH INFLUENCE THE REVIEW AND PLANNING OF PRIMARY SCHOOL PLACES

2.1 Pupil Projections

Given the complexity of population projections, Bromley LA commissions the statistical branch of Greater London Authority to carry out the initial calculations. These projections are based on two methodologies. The first simply assumes, for example, that the number of pupils in the Reception Year, will be in secondary schools in Bromley seven years later. This is known as the "Replacement Method". The second method is known as the "Catchment method" and is based on population projections that take into account projected fertility rates, changes to dwelling stock, rates of occupations, as well as indicators of movement between geographical areas. Pupil projections in Bromley are based on a combination of these two methods. The outcome of this process is a set of projected figures for each planning area in Bromley. Officers then make adjustments in the light of local knowledge.

2.2 School Capacity

The Primary Schools' Development Plan must ensure that the Council's assets are fit for purpose and all school premises are judged against three key measures: condition, sufficiency and suitability.

The Council has been investing heavily in meeting sufficiency. The previous rounds of the Primary Schools' Development Plan provided additional primary school places at a total cost of approximately £15 million and the more recent expansion of Princes Plain and Bickley Primary Schools cost £2.5 million. It is envisaged that the current processes of identification of the need for school places will continue and be incorporated within the Primary Schools' Development Plan. This information then feeds into the Asset Management Plan.

The effectiveness of all school buildings is considered using the guidance issued in Summer 1999 by the DfEE on capacity, suitability and curriculum needs. On all three areas, the Asset Management Plan will ensure that the Council's stated plans and priorities are taken into account when judgements of capacity, sufficiency and suitability are being made.

The number of pupil places available in a school is now measured using Net Capacity. This method was introduced in 2003 and replaces all previous measurements. The method assesses the physical capacity of the school. All usable spaces are listed and measured. In primary schools the net capacity is based on the size and number of spaces designated as class bases. It is possible to set an admissions limit that is higher than indicated by the net capacity. However, a lower admissions figure than indicated by the net capacity can only be set following statutory processes.

2.3 Housing Developments

The development of new housing within the Borough, on a spectrum from small in-fill through to major wind-fall sites, has a major impact on the demand for school places.

Information from the Planning Department on planning applications and approvals is used by Children and Young People Services to review and adjust the pupil projections. In cases of large residential developments the particular housing volume and mix provides a basis for projecting the likely "child yield". This has a direct influence on the number and age of children requiring school places.

In considering projections the LA can only assume that individual housing projects will progress as expected at the time of planning approval. Experience has shown that commercial decisions often affect the rate of progress in an unpredictable way. Variables such as the economy and Government directives, can cause significant changes to the overall rate of activity in the housing market.

The Government has targets for homes to be built in SE/London, which include specific targets for Bromley Council. Changes to the legislation concerning planning processes may add to uncertainty in this area.

2.4 Class Size Legislation

The Government's target to reduce Key Stage 1 class sizes to a maximum of 30 pupils had to be achieved in all LAs by September 2001. At the time of the 1997 review of the Primary Schools' Development Plan, 56% of Key Stage 1 pupils in Bromley were being educated in classes of over 30. The Education Committee approved expansion programme enabled Bromley to meet the demands of a rising pupil population and achieve the Key Stage 1 class size reduction target. By the January 2003 annual school census, all schools were complying with the requirements of the class size legislation

The class size legislation required a limited amount of surplus capacity to be built in to all planning areas in order to accommodate casual admissions without triggering the need for a school to undertake a whole reorganisation to comply with the provision of the Act. Schools are constrained by not being able to admit additional Key Stage 1 pupils when there are 30 already in a class. This will remain an issue in Bromley and is particularly acute for schools situated close to medium and large housing developments which have the potential for importing numbers of children over a relatively short period of time.

2.5 Special Educational Needs

During 2003 the LA consulted widely on its SEN policy and strategy document – “Learning Together”. This sets out some key activities designed to build upon and continue progress being made towards the inclusion of children and young people with special educational needs in Bromley. As part of its phased approach to reviewing SEN provision, unit places have been reduced and consolidated. Our local approach to inclusion is closely referenced to the Government’s national strategy outlined in “Removing Barriers to Achievement” (DfES 2004).

The key thrust of this programme is to enhance access and develop inclusive practice for children with SEN and reduce reliance on out-borough placements. This agenda will have implications for the take-up of mainstream places. Although a key factor in our planning assumptions it is, at this stage, extremely difficult to quantify the impact on mainstream places over the next five-year planning cycle.

In the January 2012 there are 829 primary pupils with Statements of Special Educational Need, of these, 388 were in mainstream education, and 226 were in units. In addition, 121 primary aged pupils were in special schools. The inclusion process will not result in the immediate transfer of large numbers of pupils from specialist provision to mainstream education. It will be a managed process in which the educational needs of the children and the efficient use of resources are considered as key factors.

The development of early identification processes and early intervention for children with potential Special Educational Needs will mean inclusion is an evolving trend, as children are maintained in mainstream settings, as well as reintegration processes for older children.

2.6 Parental Perceptions of Schools

As the publication of pupil test results and OfSTED reports has become more embedded, so parents have become more informed on the quality of education provided by schools. Whilst some account is taken of the likely impact of this information on parental preference, the actual impact on schools rolls is very difficult to gauge. Parental perceptions of the quality of particular schools can also be affected by any press coverage.

Experience has demonstrated a significant reduction of parental take-up in schools deemed by OfSTED to be in “special measures” or “notice to improve” categories. By contrast, schools receiving very good OfSTED reports are highly attractive to parents and are over-subscribed.

At primary phase, the number of parents choosing schools outside Bromley is relatively small and largely confined to Planning Area 1. In terms of importing out-borough pupils, trends indicate that this is a feature of specific schools in Planning Areas 2, 4 and 6.

The pressure on school places at secondary level is creating distortion in the demand for places at primary level. Families are increasingly likely to choose homes on the basis of their chances of gaining a secondary school place.

The trend for take-up of places in independent primary schools has historically fluctuated around 2,500 of the overall primary pupil population. Clearly, national and local economic profiles affect parental desire and ability to take up independent school places and the current take-up is approximately 2,000.

2.7 Neighbouring LAs' School Organisation Plans

Bromley is bordered by a number of LAs, namely, Bexley, Croydon, Greenwich, Kent, Lambeth, Lewisham, Southwark and Surrey. As part of our PSDP review we have taken account, where possible, of the primary school element of neighbouring Authorities' plans for school organisation.

2.8 Denominational Trends

Close liaison is maintained with the Diocese of Rochester in terms of Church of England Primary school provision and with the Archdiocese of Southwark in terms of Catholic provision. The LA and Diocesan authorities are required to keep under regular review the range of provision and the balance with non-denominational places.

Currently the position is as follows:

- Church of England primary - 8 schools with a total of 319 reception places;
- Roman Catholic primary - 8 schools with a total of 270 reception places.

2.9 Children Out of School

Local authorities have a statutory responsibility to ensure education for all children and young people of statutory school age living in the Authority (Education Act 1996 Sections 13 and 14). Children can be out of school for a variety of reasons which include children moving into the London Borough of Bromley, permanent exclusions and home education by parents. These issues are outlined in further detail below:

(a) "In -year" Admissions

The term 'in-year admissions' refers to pupils who seek to gain a place at a school outside the normal admissions cycle often in an older age group than those starting in Reception classes. The primary cause of this is parents moving into Bromley and expecting a place to be provided for their child at a Bromley school.

(b) **Exclusions**

Bromley primary schools permanently excluded a total of 17 in 2007/08, 5 in 2008/09, 2 in 2009/10. and 3 in 2010/11 In September 2002, LAs were given the statutory duty to provide appropriate and full-time education for all pupils excluded for more than 15 days (DfES Circular 11/99 Social Inclusion: Pupil Support Chapter 5). This was updated by new statutory regulations in 2007 requiring full time provision from the 6th day of exclusion. With the emphasis on reintegration, it is important to broker moves to alternative schools for those pupils for whom mainstream education is appropriate.

(c) **Home Education by Parents**

At present, as at January 2012, 72 families have exercised their legal right to tutor children “otherwise than at school”. This includes 30 primary aged pupils. The home education is monitored by the LA and failure to provide suitable education has resulted in several parents electing to cease Home Education arrangements.

3. INITIAL OUTCOMES FROM ANALYSIS

3.1 In all planning areas, the following assumptions have been made:

- Housing is built as anticipated within the UDP assumptions of housing capacity.
- No significant variation affects the numbers of live births.
- Schools continue to have the same level of esteem as at present, both inside and outside Bromley.
- Demographic trends caused by migration into and within the borough remain consistent.
- There are no additional “windfall” housing developments, other than those known to the Planning Department.
- The national inclusion agenda will have a progressive, although marginal, effect on mainstream places as a larger number of children with statements of SEN gain access to mainstream education.

Boroughwide

The current published admissions limit capacity in the Borough is **3575**. For the 2011-12 Reception intake 5 schools have accepted an additional form of entry (30 pupils) above the school’s published admission number, resulting in a total of **3725** reception places.

The number of reception pupils in Bromley schools has risen from 3165 in January 2007 to 3435 in January 2011 and 3626 pupils have accepted a reception place for admission in 2011-12. The numbers are projected to remain at between 3620 and 3700 until at least 2020.

The following analysis by planning area identifies some of the issues considered by the working party.

(a) **PLANNING AREA 1**

Wards: Crystal Palace, Penge and Cator, Clock House

This continues to be a volatile area in pupil place planning terms. The numbers of 4 year olds in this area remains above that of the total admissions numbers for the schools. The analysis indicates a history of migration to schools in the neighbouring Planning Area 2 and a high percentage take up of primary places in two of the authorities which border this area, ie Croydon and Lewisham.

This area is currently showing a projected shortfall of places of approximately two forms of entry. To meet the demand for additional places Churchfields Primary School accepted an additional 30 pupils for the 2010-11 and 2011-12 Reception admission rounds and Malcolm and Royston Primary Schools each accepted an additional 30 reception pupils in 2011-12.

The current shortfall of places could increase if fewer places are available out-of-borough and if parents are unable to secure places in Planning Area 2.

Recommendations:

- **The Published Admission Number for Churchfields Primary School be increased to 60.**
- **Malcolm Primary School increases its intake to 60 for a further year.**
- **St Anthony's Primary School be approached with a view to accommodating a temporary additional form of entry.**
- **Officers approach other schools in this planning area to consider the feasibility of admitting an additional form of entry in 2012 or 2013.**

(b) **PLANNING AREA 2**

Wards: Copers Cope, Kelsey and Eden Park

Analysis of pupil projections indicates that there has been a very close match of places to demand and an increase in projected reception numbers. The expansion of Unicorn Primary School has ensured sufficient places to meet the current increased demand. A small shortfall of places is projected for 2013.

Governors of Worsley Bridge Junior and Bromley Road Infant School have separately indicated that they would like to review the future organisation of the two schools.

Recommendations:

- **That the Local Authority pursues discussions with the Governors of Bromley Road Infant and Worsley Bridge Junior Schools regarding the future organisation of the two schools.**

(c) PLANNING AREA 3

Wards: Shortlands, West Wickham, Hayes and Coney Hall

There has been a close match of places to demand in this area with a shortfall of places projected which is at its greatest in 2013. Additional places were not required in September 2012.

Recommendations:

- **Officers approach schools in this planning area to consider the feasibility of admitting an additional form of entry in 2012 or 2013.**

(d) PLANNING AREA 4

Wards: Bromley Town, Plaistow and Sundridge, Bickley

Capacity in this planning area has been closely matched to need for several years and it was necessary to negotiate an extra form of entry at Bickley Primary School for reception in 2008/09, 2009/10 and 2010/11 before a permanent expansion of the school from September 2011.

Both Valley and Parish Primary School accepted an extra form of entry in September 2011. The pupil projection data indicates that there will be a continuing shortfall of places in this planning area throughout this decade.

The Governors of St George's C.E. Primary School have indicated that they would wish to consolidate from 1.5 FE to whole form(s) of entry if feasible.

Recommendations

- **Valley Primary School increases its intake to 90 for a further year.**
- **The Published Admission Number for Parish Primary School be increased to 90.**
- **The Local Authority continue to discuss the feasibility of consolidating St George's CE Primary School to whole forms of entry.**

(e) **PLANNING AREA 5**

Wards: Bromley Common and Keston, Petts Wood and Knoll, Farnborough and Crofton

Demand has increased in recent years leading to the expansion of Princes Plain Primary School by half a form of entry.

There is a significant housing development on the 'Blue Circle' site within this planning area. This development is planned to consist of 788 dwellings.

There is currently a projected shortfall of places in this planning area.

Recommendations:

- **Southborough Primary School and Keston Primary Schools to be approached with a view to accommodating an extra form of entry on a temporary basis.**

(f) **PLANNING AREA 6**

Wards: Chislehurst, Mottingham, Chislehurst North

Planning Area 6 includes the major residential development on the site of the Ravensbourne College of Art and Design.

There has been some surplus capacity in this planning area. Parent perception and preference results in the surplus capacity having a greater impact on some schools and also on various year groups within schools.

Chislehurst Church of England School and the Diocese of Rochester have been in discussions with the Local Authority concerning the feasibility of relocating and expanding the school to a new site in Chislehurst.

There are two 'stand alone' infant schools in this planning area. The planning for this area assumes Red Hill Primary School and Mottingham Primary School will admit additional pupils at Key Stage 2 to accommodate some, or all, of the pupils that leave these local infant schools.

Recommendations

- **The Local Authority continues to pursue discussions with the Governors and Diocese of Rochester regarding relocation and expansion of Chislehurst Church of England School.**
- **Edgebury Primary School to be approached with a view to accommodating an extra form of entry on a temporary basis for September 2013.**

(g) **PLANNING AREA 7**

Wards: Cray Valley West and Cray Valley East

There is a close relationship between this Planning Area and Area 8.

In accordance with the recommendations, endorsed by the Portfolio Holder in November 2006, the Local Authority had undertaken the following action to:

Reduce the Published Admissions Number of St Mary Cray Primary School, Leasons Primary, Midfield Primary, Poverest Primary, St Paul's Cray Primary from 1.5 FE to 1 FE with effect from September 2008.

Therefore, from September 2008, the Admissions Limit Capacity in this area reduced from 400 to 328. There is now a very close match of places to current demand in this area with a shortfall in 2012/13.

There is a history of mobility between schools in this area, partly accounted for by the significant resident Traveller population.

Recommendations:

- **Midfield and Leasons Primary School be approached with a view to one of the schools accommodating an extra form of entry on a temporary or permanent basis, dependent on local demand.**

(h) **PLANNING AREA 8**

Wards: Orpington, Chelsfield and Pratts Bottom

There is a close relationship between the Planning Area and Area 7.

Capacity in this planning area is closely matched to current need with a small projected shortfall from in 2012 and 2013.

Following previous primary school reviews, Blenheim Infant and Junior school merged to form Blenheim Primary School reducing by 1 FE , Warren Road increased from 3 to 4 FE and Holy Innocents Catholic Primary reduced from 2 to 1 FE. Following a decision by the Office of the Schools Adjudicator in March 2007, Hillside has a Published Admission Number of 54.

It may also be necessary to consider temporary expansions of other schools in this planning area in the future.

The admissions and overall school roll of Pratts Bottom Primary School continue to be the subject of regular monitoring, given the significant downward trend in pupil numbers in recent years.

Recommendations:

- **No current changes to school organisation or size in this planning area.**

(i) **PLANNING AREA 9**

Wards: Biggin Hill and Darwin

In accordance with the decision of the Children and Young People Portfolio Holder and Executive, Biggin Hill Infant and Junior Schools amalgamated to form Biggin Hill Primary School with effect from January 2008. The new school has a Published Admission Number of 60, a reduction of 1 FE from the separate Infant and Junior Schools. Similarly, Oakland Infant and Junior Schools amalgamated with effect from April 2009 with no change to the published admissions number of 90.

Cudham Primary School has a PAN of 15 reduced from 19 with effect from September 2012.

This Planning Area continues to have some surplus capacity which will need to be monitored as the development of the previous RAF base may have an impact on demand for places.

Recommendations:

- **No current changes to school organisation or size in this planning area.**

Details of current school rolls and projected school rolls by planning area are available as Annexes to this plan. This information is available in the Members' Room and on the Bromley website:

http://www.bromley.gov.uk/downloads/file/1160/primary_school_development_plan

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Report No.
DCYP12026

London Borough of Bromley

PART 1 – PUBLIC

Decision Maker: Children and Young People Portfolio Holder

Date: For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012

Decision Type: Non-Urgent Executive Non-Key

Title: **REVIEW OF THE RECRUITMENT AND RETENTION STRATEGY FOR CHILDREN'S SOCIAL WORK STAFF**

Contact Officer: Kay Weiss, Assistant Director (Safeguarding and Social Care)
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Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 On 3 February 2010 the Council's Executive agreed a package of measures to improve the recruitment and retention of qualified Social Workers within Children and Young People Department's Children's Social Care Services. It was agreed that the impact of the strategy should be reviewed after two years of operation.
-

2. **RECOMMENDATION(S)**

- 2.1 The Children and Young People Policy Development and Scrutiny Committee is asked to:
- consider the success of the strategy in addressing the recruitment difficulties within the Referral and Assessment and Safeguarding and Care Planning Teams;
 - comment on the challenges still facing the Council in retaining staff in the front line teams.
- 2.2 The Children and Young People Portfolio Holder is asked to:
- endorse the continued use of the strategy for 2012/13 and 2013/14.

Corporate Policy

1. Policy Status: Not Applicable:
 2. BBB Priority: Children and Young People:
-

Financial

1. Cost of proposal: Estimated Cost: £125,000 a year
 2. Ongoing costs: Recurring Cost:
 3. Budget head/performance centre: Safeguarding and Social Care
 4. Total current budget for this head: £8.918m All staff Referral and Assessment and Safeguarding Teams
 5. Source of funding: £4.173m
-

Staff

1. Number of staff (current and additional): 99.5 All staff Referral and Assessment and Safeguarding Teams
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement:
 2. Call-in: Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 The recruitment and retention strategy and funding arrangement, agreed by the Council's Executive on 3 February 2010, consisted of a number of elements the most important of which was an enhanced remuneration package; a 'grow our own' social worker scheme and the use of overseas recruitment.

The strategy was designed to stabilise the staffing within two front line teams of the Children and Young People Department's Children's Social Care Services – Referral & Assessment and Safeguarding & Care Planning. In 2009/10 the vacancy rates in Bromley of qualified Children's Social Workers and Deputy Group Managers (Practice Supervisors) fluctuated between 36 – 40% as the Council was experiencing difficulty in filling posts. In addition, the Council was incurring significant costs as a consequence of excessive dependency on expensive Locum Social Workers.

This review assesses the impact of the strategy up to 31 December 2011. The review is based on employee data and feedback gathered through discussion with existing employees and exit interviews for those who have left in the period under review.

3.2 National Context

The national shortage of qualified social workers employed in statutory children's social work referred to in the report to the Executive on 3 February 2010, has improved. Currently there are more newly qualified social workers entering the job market encouraged by various Government initiatives and the expansion of post graduate places. The economic downturn has also had an impact as some social workers in the locum market are now looking for greater job security through permanent appointments. Despite this, it remains difficult at a national and local level to recruit experienced qualified social workers and children's social work continues to be recognised as a key shortage recruitment area within local Government.

During the period leading up to the London Borough of Bromley's recruitment and retention strategy proposals and subsequent to their agreement by Executive, a number of key developments have taken place at a national level:

- The Social Care Reform Board is leading on the implementation of 15 recommendations made by the Social Work Task Force in December 2009. It is establishing an agreed recognised professional capabilities framework spanning entry to the profession to advanced social work; developing standards for employers in supporting and supervising social work professionals and strengthening the requirements for social work education. This work is ongoing and includes the introduction of an "Assessed and Supported Year in Employment" for newly qualified social workers commencing September 2012.
- The "Munro Review of Child Protection – Final Report – A Child Centred System" was published in early 2011. The focus of this report is on working practices, professional standards, workloads and minimising/simplifying systems which have the potential to reduce the bureaucratic burden facing children's social workers. Thereby, allowing social workers to focus their time on the child and family.
- The National Joint Council for Local Government Services, also in response to a request from the Social Work Task Force, set up a Working Party to examine Recruitment, Retention and Career Progression of Social Workers. A final report was issued in December 2011. The report makes recommendations regarding pay and grading structures, and career progression covering unqualified posts through to management. The report provides benchmark job profiles and moderated job

evaluation scores. This is a very extensive review and HR is currently working on an exercise to compare benchmark job profiles to Council social work jobs. As yet it is not possible to assess the potential impact on our grading structure and retention strategy. The report acknowledges that authorities will need to retain the flexibility to use local recruitment and retention payments to respond to changes in the employment market. The report includes a desktop review of the recruitment issues facing local government but it does not provide any new insights into the issues other than confirming the importance of training, good supervision, and manageable caseloads.

3.3 Recruitment:

From 1 April 2010 to 31 December 2011 the Council has made significant headway in attracting and recruiting permanent qualified children's social work staff (see **Appendix 1**). Overall 36 qualified staff have been recruited with a further 6 appointments in the pipeline awaiting confirmation of a start date, subject to satisfactory CRB checks and references. In addition six members of staff qualified in 2011 through the Social Work trainee scheme, five of which started positions in the Referral & Assessment and Safeguarding & Care Planning teams and one was appointed to the Youth Offending Team. In total 41 qualified staff have been appointed in the period (not including YOT) with a further 6 in the pipeline, an average of 24 per annum. This compares to 16 qualified appointments during 2009/10.

The ability to attract and appoint qualified staff has helped to reduce the number of locum social workers working in children's social care from 34 on 1 April 2010 to 10 on 31 December 2011.

The successes in recruitment have been achieved in spite of losing a key component of the strategy – the ability to recruit overseas. During the course of 2010 an immigration cap was introduced leading to the cancellation of a planned recruitment campaign in America and Canada. Having lost this source of candidates, a review was undertaken to consider the possibility of recruiting from EU countries. However, none of the options was sufficiently attractive to justify the costs involved. Up until this point in time the appointment of newly qualified social workers to children's services had been avoided due to the demanding nature of the work. However, in view of the shortages faced, the Assistant Director took the decision to open up recruitment to this group, putting in place special measures to support and mentor newly qualified staff. This change to the recruitment strategy has proved most effective.

The changes to the remuneration package agreed as part of the strategy are important in putting the Council on a level with those packages offered by neighbouring boroughs (see **Appendix 2**). There is currently no evidence to suggest that other London Borough's or Local Authorities are reducing the financial elements of their remuneration packages. Other elements of our approach to recruitment have been strengthened to underpin the remuneration package:

- A Children's Social Care One Bromley "micro site" was developed and implemented in December 2010. It is linked to advertising via Google and a large number of visits are made to the site.
- Rolling three weekly Recruitment Panels and 48 hour shortlisting.
- A prioritisation of factors known to assist with retention: good professional supervision, manageable case loads and professional development opportunities.

By early 2011 our recruitment and retention package was attracting a steadier flow of good applicants. The selection processes were reviewed and made more rigorous to ensure that we only recruit good quality candidates.

3.4 'Grow our Own' Scheme

Following competitive interviews six staff were sponsored to undertake a social work qualification; 2 staff are taking a BA in Social Work which is a three year programme; 4 staff are taking a Masters in Social Work which is a two year programme. The sponsored staff were all working in support roles within social care prior to joining the scheme. They are making good progress and should join the children's social care workforce as qualified social workers in 2012 and 2013. The 'grow our own' scheme agreed by the Executive also included provision for a Masters programme to support the development of senior practitioners. This element of the strategy has not yet been implemented as it has not been possible to identify a programme that meets our needs. This element of the strategy will need to be reviewed in light of the national capability framework before any decisions are made.

The sponsorship scheme in use is based on previous practice in the Council. Whilst this scheme has been successful in developing existing staff to take up professional roles, the costs are no longer sustainable in the current economic climate. Alternative options have been explored, including bursaries and Open University. In 2010 the Children's Workforce Development Council (CWDC) developed the Step Up To Social Work programme (see **Appendix 3**). The programme is a national initiative designed to attract high calibre professionals into children's social work. The programme offers candidates an 18 month bursary leading to an MA in social work. It is a condensed, work based entry route to social work and enables the employers to work closely with the higher education provider to ensure that the programme reflects the world of work at no cost to the employer.

The CWDC set out specific criteria requiring local authorities to form regional partnerships with a designated lead authority to make a successful Step Up application. In August 2011 Bromley, in collaboration with the London Boroughs of Bexley and Lewisham, formed the South East London Regional Partnership. It was agreed that Bromley would take on the Lead Authority role. After a rigorous selection process 14 candidates were chosen by the three partners to join the scheme. These candidates are due to gain qualified status in September 2013, with 5 candidates due to start with Bromley, 6 with Lewisham and 3 with Bexley.

3.5 Retention

For the period 1 April 2010 to 31 December 2011, 28 qualified staff have left the Council from the Referral & Assessment and Safeguarding & Care Planning teams. There were 17 leavers during 01/04/2010-31/03/2011 and 11 leavers during the 9 month period 01/04/2011-31/12/2011.

In year one a structural reorganisation contributed to the overall leaver rate. There are also other factors that should be taken into account when considering retention rates. Within this period, as the workforce stabilised, it was possible to apply more rigorous performance management. This also impacted on the leaver figures.

The most significant reason for leaving the Council in this period is relocation which the Council has very little influence over. The second biggest factor is to join another local authority/career advancement. The use of exit interviews has provided a useful insight into how people feel about the working environment. The issues that leavers wish to discuss with HR are personally driven; however, care is taken to touch on the three key elements of our recruitment strategy – remuneration, management supervision and support and personal/career development.

Management supervision and support is important to all leavers. Most would have liked more time with their manager but recognised that this would have been difficult to achieve given the workload and time constraints that managers and staff face. Whilst this is an issue that needs to be addressed the manner in which the feedback was given was not negative, nor was the quality of supervision called into question. This highlights a shared understanding of the work pressures facing the service between managers and their staff. Only one officer identified the job as 'too stressful'.

Personal development is viewed by leavers from two very different angles – those leavers who took a proactive approach to seeking development welcomed the opportunities given to them by the Council; in sharp contrast there were those who had a somewhat passive approach to development and expected the Council to manage the process for them and felt that they had been overlooked when opportunities arose.

Career development is an issue for some leavers – those joining other authorities had moved to experience new areas of work or to achieve promotion. Requests to move between teams to gain more experience are dealt with in a supportive manner but the ability to meet such requests are balanced against two factors – there needs to be a vacancy available in the area in which the social worker wishes to work and the stability of the Referral and Assessment and Safeguarding and Care Planning teams needs to be protected.

In September 2011 focus groups were held with Social Workers and Senior Practitioners from the Referral & Assessment and Safeguarding and Care Planning teams. Overall there was general agreement that the recruitment and retention package has had a positive effect on attracting and retaining staff in the Division. A considerable range of views on other issues were expressed which made it difficult to identify any single action or actions that would lead to improved retention. This work is still ongoing and the management team are considering the broad range of issues raised.

3.6 Conclusion

The recruitment and retention strategy has made a significant difference to our ability to recruit qualified staff. By 1 April 2010, the underlying vacancy rate for the front line teams (excluding the use of locum staff) was 40%, by 31 December 2011 the vacancy rate stood at 8%. However, taking into account the appointments in the pipeline and no additional resignations this should reduce further to around 4%.

Whilst this is pleasing it should not be viewed with complacency as the Council still faces challenges in retaining staff. In view of this it is essential the Council maintains its competitive employment package achieved through the recruitment and retention strategy.

Looking forward over the next two years the Council's Recruitment & Retention Strategy will need to be reviewed and updated to take account of the work that has been done on a national grading and career structure, the introduction of a probationary year for newly qualified staff and the application of the national capability framework. This may require re-prioritising elements of the strategy within the current funding available.

4. POLICY IMPLICATIONS

- 4.1 The Authority is responsible for providing a statutory social work service to vulnerable children and to safeguard them from harm. This is delivered within a performance framework subject to external inspection. One such inspection identified the positive impact of the Council's recruitment and retention strategy.

5. FINANCIAL IMPLICATIONS

- 5.1 The estimated costs of the recruitment and retention strategy for year 2010/11 were reported as £309,400. The tables, table 1 and 2, below sets out the actual spend during 1 April 2010 – 31 December 2011:

Table 1

Retention Element	01/04/10-31/03/11 (12 months)	01/04/11-31/12/11* (9 months)
Golden hellos NB all newly appointed qualified staff in the division are eligible for a golden hello	£29,000	£15,000
Annual retention supplement	£73,000	£55,086
Finders fee	£0	£0
Market premium - extended salary scales	£44,500	£26,631
	£146,500	£96,717
Total	£243,217	

Table 2

'Grow Our Own Scheme'	2010/11	2011/12	2012/13
BA 3 year programme x 2 students	← £51,342 →		
MSc 2 year programme x 4 students	← £128,764 →		
Total spend over 3 year period	£180,106		
<i>Costs include courses fees, backfill and miscellaneous costs connected with the course but not salaries.</i>			

The estimated costs set out in the recruitment and retention strategy reflect full year costs. The above figures reflect the pattern of spend throughout the year. The retention supplement is paid on the anniversary of completing a year's service. Therefore, the spend will increase on this element of the strategy as we retain the new staff appointed from April 2010 onwards.

The market premium extended the salary range and therefore only those staff already on the maximum of their grade received an increase. Again this spend will increase as existing staff move into the additional increments, but will be balanced out by the loss of more experienced staff leaving the organisation.

The payment of golden hellos is based on the sum being recoverable if the new entrant does not continue in employment within the first six months of service.

Part of the costs of the recruitment and retention strategy are off-set by the reduction in spending on agency locums in the Referral & Assessment and Safeguarding & Care Planning Teams. It was calculated (in the Executive Report on 3 February 2010) that the Council needed to reduce the use of agency locums by 12 to 'break even'. As previously stated there were 34 qualified social work agency locums on 1 April 2010 reducing to 10 on 31 December 2011. The overspend on the staffing budget in these teams was £374,000 in 2009/10, £274,000 in 31 March 2010/11, and is forecast at £50,000 for 2011/12.

6. LEGAL IMPLICATIONS

- 6.1 The duty to safeguard and protect children and the legal procedures and orders available to ensure protection are contained in the Children Act 1989 as amended.

7. PERSONNEL IMPLICATIONS

- 7.1 It is essential to establishing a stable workforce in the front line teams that the Council is able to offer a competitive employment package. Considerable headway has been made in recruitment and this is now beginning to be reflected in retention rates. However the employment market for experienced qualified children's social workers remains volatile.
- 7.2 Whilst the focus of this report is on how the recruitment and retention strategy had impacted on the two front line teams, there are other issues arising from its implementation. These relate to the impact on those who do not receive the benefits of the strategy and their concerns as to how their services are valued; there are also concerns about how the difference in salary levels between practitioners and deputy/group managers has been eroded by the payment of market premium and the retention supplement. Finally, social workers based in other service areas within the department are concerned that they do not have access to the benefits of the strategy.
- 7.3 Going forward it will be important to ensure that the strategy stays in step with any developments that are made as a result of the national work on the career and grading structure of the social care profession.

Non-Applicable Sections:	N/A
Background Documents: (Access via Contact Officer)	

Employee Data

Starters 1 April 2010 – 31 December 2011 (21 months)

Post Title	# Starters	Pipeline
Group Manager	0	0
Deputy Manager	3	0
SW Senior Practitioner	15	3
Social Worker	18	3
Consultant Practitioner	0	0
TOTAL	36	6

Leavers 1 April 2010 – 31 December 2011 (21 months)

Leavers by Job Title	# Leavers
Group Manager	1
Deputy Manager	2
Consultant Practitioner	1
Senior Practitioner	7
Social Worker	17
TOTAL	28

Starter Source Data 1 April 2010 – 31 December 2011 (21 months)

Recruitment Source	# Starters
New Starter from Employment Agency	21
New Starter from Full Time Education	2
New Starter from Local Authority	4
New Starter from London Borough	3
New Starter from Private Sector	2
New Starter Unemployed	4
TOTAL	36

Reasons for leaving (21 months)

Reason for leaving	# Leavers
To join agency	1
Retirement	1
Relocation due to family reasons	9
Career move to another sector/area of social care	2
Join another local authority	6
Declined to give information	5
Resignation/Performance management	3
Appointment not taken up	1
TOTAL	28

Salary Comparison and Employee Data (mid year 2011)

(i) Salary comparison with neighbouring London boroughs and Kent County Council

Newly Qualified Social Worker – minimum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bexley (NQSW without experience)	£27,691	£29,244	14% market premium and benefits package worth £2,163
Kent	£28,422	£37,724	£2,000 welcome package
Bromley without R&R package	£29,601	£31,761	none
Southwark	£29,571	£38,733	none
Bexley (NQSW with experience)	£30,088	£32,924	14% market premium and benefits package worth £2,163
Croydon	£30,310	£33,510	none
Bromley with R&R package	£32,101	£34,261	£1,000 golden hello and £1,500 annual retention supplement
Greenwich	£32,670	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement
Lewisham	£33,306	£35,055	none

Newly Qualified Social Worker – maximum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bexley (NQSW without experience)	£27,691	£29,244	14% market premium and benefits package worth £2,163
Bromley without R&R package	£29,601	£31,761	none
Bexley (NQSW with experience)	£30,088	£32,924	14% market premium and benefits package worth £2,163
Croydon	£30,310	£33,510	none
Bromley with R&R package	£32,101	£34,261	£1,000 golden hello and £1,500 annual retention supplement
Lewisham	£33,306	£35,055	none
Kent	£28,422	£37,724	£2,000 welcome package
Southwark	£29,571	£38,733	none
Greenwich	£32,670	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement

Social Worker – minimum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Kent	£28,422	£37,724	£2,000 welcome package
Southwark	£29,571	£38,733	none
Bromley without R&R package	£29,601	£33,510	none
Croydon	£30,310	£33,510	none
Bromley with R&R package	£32,101	£37,918	£1,000 golden hello and £1,500 annual retention supplement and two additional increments
Greenwich	£32,670	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement
Bexley	£32,924	£37,243	14% market premium and benefits package worth £2,163
Lewisham	£33,306	£35,055	none

Social Worker – maximum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bromley without R&R package	£29,601	£33,510	none
Croydon	£30,310	£33,510	none
Lewisham	£33,306	£35,055	none
Bexley	£32,924	£37,243	14% market premium and benefits package worth £2,163
Kent	£28,422	£37,724	£2,000 welcome package
Bromley with R&R package	£32,101	£37,918	£1,000 golden hello and £1,500 annual retention supplement and two additional increments
Southwark	£29,571	£38,733	none
Greenwich	£32,670	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement

Senior Practitioner - minimum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bexley	£33,015	£38,460	14% market premium and benefits package worth £2,163
Bromley without R&R package	£33,510	£36,306	none
Croydon	£34,542	£38,961	none
Southwark	£36,096	£42,258	none
Bromley with R&R package	£36,510	£42,789	£1,000 golden hello and £2,000 annual retention supplement and four additional increments
Lewisham	£36,960	£38,733	none
Kent	£37,725	£45,357	£2,000 welcome package
Greenwich	£41,450	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement

Senior Practitioner - maximum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bromley without R&R package	£33,510	£36,306	none
Bexley	£33,015	£38,460	14% market premium and benefits package worth £2,163
Lewisham	£36,960	£38,733	none
Croydon	£34,542	£38,961	none
Southwark	£36,096	£42,258	none
Bromley with R&R package	£36,510	£42,789	£1,000 golden hello and £2,000 annual retention supplement and four additional increments
Greenwich	£41,450	£43,567	10% of salary as golden hello, 10% of salary as annual retention supplement
Kent	£37,725	£45,357	£2,000 welcome package

Consultant Practitioner			
Borough	Min	Max	Any additional money that is included in the salary?
Bromley without R&R package	£36,306	£38,961	none
Bromley with R&R package	£39,306	£41,961	£1,000 golden hello and £2,000 annual retention supplement
Croydon	£39,789	£41,610	none
Bexley			Do not have this role
Southwark			
Greenwich			
Lewisham			
Kent			

Deputy Manager/Assistant Team Manager/Team Leader/Practice Manager - minimum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bexley	£34,650	£40,383	benefits package worth £2,163
Southwark	£36,096	£42,258	none
Bromley without R&R package	£36,306	£38,961	none
Greenwich	£38,961	£41,610	none
Bromley with R&R package	£39,306	£45,498	£1,000 golden hello and £2,000 annual retention supplement and four additional increments
Croydon	£39,789	£41,610	none
Kent	£41,113	£48,152	
Lewisham			Do not have this role

Deputy Manager/Assistant Team Manager/Team Leader/Practice Manager - minimum salary lowest-highest			
Borough	Min	Max	Any additional money that is included in the salary?
Bromley without R&R package	£36,306	£38,961	none
Bexley	£34,650	£40,383	benefits package worth £2,163
Greenwich	£38,961	£41,610	none
Croydon	£39,789	£41,610	none
Southwark	£36,096	£42,258	none
Bromley with R&R package	£39,306	£45,498	£1,000 golden hello and £2,000 annual retention supplement and four additional increments
Kent	£41,113	£48,152	
Lewisham			Do not have this role

Step Up To Social Work Scheme

In 2010, the Children's Workforce Development Council (CWDC) developed a new programme, Step Up To Social Work. The programme is a national initiative and offers an alternative route into social work. Due to the programme being a resounding success, in May 2011 the CWDC announced that they would be funding a second cohort of candidates through the programme.

The programme is only open to Authorities who come together to form a Regional Partnership. The London Boroughs of Bexley, Bromley and Lewisham have come together to form the South East London Regional Partnership.

The programme is designed to attract high calibre professionals into children's social work. To apply, candidates had to demonstrate that they had achieved a 2:1 or above in their bachelors degree of any discipline (aside from social work), a grade C or above in English and Maths at GCSE level, and had experience with children and young people.

The programme offers candidates an 18 month bursary leading to an MA in social work. It is a condensed, work based entry route with the key benefit that partnership are able to work with the higher education provider to create a "bespoke" Masters programme that better reflects the world of work within the partner organisations. The programme must of course meet the General Social Care Council (GSCC) requirements and the National Occupational Standards.

The London Boroughs of Bexley, Bromley and Lewisham went out to tender and successfully commissioned Goldsmiths as our partner higher education institute. All four organisations form part of the South East London Partnership and will come together to design and deliver the Masters course.

The partnership received 211 applications in the summer. Through short-listing and candidates deciding to withdraw from the process we are left with 48 to put through the assessment centre.

The partnership were initially looking for 12 candidates, however, due to the high standards displayed by many of the candidates, both Lewisham and Bromley took the decision to take on an additional candidates, taking the cohort up to 14.

The Masters course will officially commence on 13 February 2012.

Report No.
DCYP12030

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: **Children and Young People Portfolio Holder**

Date: **For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: THE BROMLEY SEED CHALLENGE SCHEME

Contact Officer: Robert Bollen, CYP Strategic Property Manager
Tel: 020 8313 4697 E-mail: robert.bollen@bromley.gov.uk

Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 This report sets out the proposed allocation of £300,000 that is available with the Council's Capital Programme through the Bromley Seed Challenge Scheme to deal with priority premises at Bromley Schools
-

2. **RECOMMENDATION(S)**

- 2.1 **That the Executive Portfolio Holder for Children and Young People approve the list of schemes set out in Appendix 1 to this report.**
- 2.2 **That £76,829 be made available from the Council's School Security programme, to provide match funding support for school submissions dealing with security issues.**
- 2.3 **That the Director of Children and Young People Services be authorised, where appropriate, to submit planning applications in respect of the schemes set out in this report.**

Corporate Policy

1. Policy Status: Existing policy:
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: Estimated cost £387,422
 2. Ongoing costs: Non-recurring cost
 3. Budget head/performance centre:
 4. Total current budget for this head: £300,000 Seed Challenge
£150,000 Security
 5. Source of funding: DfE Capital Maintenance Grant
-

Staff

1. Number of staff (current and additional) -
 2. If from existing staff resources, number of staff hours -
-

Legal

1. Legal Requirement: Non-statutory - Government guidance: The Schools Finance (England) Regulations 2012
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) - 10,000 (total of pupils in schools affected)
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 On 15 March 2011 the Children and Young People Portfolio Holder approved an allocation of £300,000 to fund a new round of the Bromley Seed Challenge programme for 2011-12. In addition an allocation of £150,000 was made to support security and health and safety improvements at schools. Both these programmes are fully funded by Department for Education Capital Maintenance Grant.
- 3.2 As DfE Capital Maintenance Grant is allocated by Government to be used only on improvements at local authority maintained schools, applications for the Seed Challenge programme were not sought from Academy Schools this year.
- 3.3 The Bromley Seed Challenge Programme replaced the Government's Seed Challenge Initiative that was in place from 2000 to 2005. The significant feature of the programme is the requirement for schools to provide match funding, providing them with an opportunity to bring forward schemes that benefit the school whilst engendering a genuine sense of shared responsibility and partnership.
- 3.4 The rules that will operate for Bromley's Seed Challenge scheme are as follows:
- Primary and special schools can receive a maximum grant of up to 50% of the total cost of a project.
 - Secondary schools can receive a maximum grant of up to 34% of the total cost of a project.
 - The minimum size of project to be considered for support will be £5,000.
 - The maximum size of scheme to be supported will be £100,000. Therefore the maximum grant available would be £50,000 to a primary or special school and £33,000 to a secondary school. In some circumstances consideration will be given to support a larger scheme, although the grant maxima would still apply. An example would be support for a scheme supported through a variety of funding means where Seed Challenge support would enable the scheme to progress.
 - Successful schools will be given until the end of December 2012 to complete works and claim match-funding contributions. Extensions will be considered in exceptional circumstances
- 3.5 As part of the 2011-12 programme, consideration was given to the impact the reduction in DfE Devolved Formula Grant to schools would have upon the programme and schools' ability to contribute towards improvements. In analyses of responses the majority of schools were able to make match-funding contributions in line with criteria set out in 3.4 above. On this basis all successful schemes will be awarded grant to a maximum level of 50% for primaries and 34% for secondaries.
- 3.6 Schools were asked to register expressions of interest. Expressions of interest have now been received and evaluated and a full list of submitted bids is set out in the Appendix 1 to this report. The total Seed Challenge support sought for each scheme amounts to £556,512.
- 3.7 In addition to £300,000 Seed Challenge grant, it is recommended that the Council's School Security programme is utilised to match fund successful submissions for security improvements. However, as set out above demand for support has outstripped the available grant and it has been necessary to undertake a prioritisation exercise to determine the schemes that should be supported.

3.8 The Director of Children and Young People Services met with the Head of Access and Admissions and the CYP Strategic Property Manager to review the submitted schemes. The following priority areas were used when assessing schemes:

- Urgent health and safety issues.
- Urgent security issues.
- Contribution to raising educational attainment.
- Level of support already received through recent rounds of Seed Challenge.

3.9 A full list of all schemes together with an indication of whether officers are recommending support is attached as the Appendix to this report. The total schemes supported will require Seed Challenge grant aid of £310,593 and Security grant aid of £76,829.

3.10 All schools featured on the lists will be asked to clarify their Governing Bodies position on Academy conversion before agreement to release the grant award is made, as those school in the process of converting will access direct capital grant from DfE on conversion. This will enable the LBB capital available as part of this method-funded initiative to be prioritised for Local Authority maintained schools.

4. POLICY IMPLICATIONS

4.1 The Bromley Seed Challenge Scheme contributes to the Council's Building a Better Bromley : 2020 Vision. Progression of these schemes will assist in meeting two of the key outcomes within the CYP Portfolio Plan for 2011/12: 'Children and young people enjoy learning and achieve their full potential' in that the schemes will help children to attend and enjoy school and 'Children and young people are safe there they live, go to school, play and work' in that some schemes will improve health and safety in those schools.

5. LEGAL IMPLICATIONS

5.1 Any application of grant monies received must be applied having due regard to any guidance published by DfE.

6. FINANCIAL IMPLICATIONS

6.1 This report makes recommendations on schemes that should be supported under the Bromley Seed Challenge Scheme. The total Seed Challenge allocation to support these schemes of £300,000 will be included within the Children and Young People Services Capital Programme. The proposed schemes to be supported will require Seed Challenge grant of £310,593. The small amount of over-programming of £10,593 will be contained through slippage on individual schemes. The £76,829 is available from existing security and health and safety budgets.

Non-Applicable Sections:	Personnel Implications
Background Documents: (Access via Contact Officer)	

APPENDIX 1

School	Scheme	Total Cost	Seed Challenge Support Sought	Grant Awarded	Supported	Reason for Recommendation
Alexandra Infant	New Sensory Room and equipment for autistic pupils plus SEN equipment for playground	£32,000	£16,000	£16,000	Supported	This scheme would provide a major curriculum enhancement at the school
Alexandra Junior	To improve provision of ICT by upgrade of current desktop PCs with laptops etc and conversion of current ICT room to classroom for Yr 5 (at present in mobile accommodation)	£45,400	£22,700	£0	Not supported	Although the scheme would benefit the school's learning environment, it did not score as highly as other submissions.
Bickley Primary	Supply and install automatic gate access for vehicles and pedestrians*	£15,554	£7,777*	£7,777*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.
Bromley Road Infants	Relocation of main entrance and admin offices	£5,379	£2,690*	£2,690*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.
Burnt Ash Primary	Creation of stage/theatre in KS hall	£10,000	£5,000	£5,000	Supported	This scheme would provide a major curriculum enhancement at the school
Castlecombe Primary	Creation of x2 additional teaching spaces	£6,950	£3,475	£3,475	Supported	This scheme would provide a major curriculum enhancement at the school
Clare House Primary	Provision of additional portable classroom to accommodate 'Forest School'	£40,354	£40,354	£0	Not Supported	School did not offer to make any contribution to scheme.
Chelsfield Primary	Creation of small multi use learning area/meeting room	£18,600	£9,300	£9,300	Supported	This scheme would provide a major curriculum enhancement at the school
Dorset Road Infant	Creation of small multi use learning area/staff PPA	£14,600	£7,300	£7,300	Supported	This scheme would provide a major curriculum enhancement at the school
Edgebury Primary	Refurbishment of main kitchen	£26,875	£21,375	£13,438	Supported	Scheme tackled significant H&S issues in relation to the provision of school catering. Support provided at 50% grant aid
Farnborough Primary	Supply and Install automatic gate access for vehicles and pedestrians plus additional fencing	£24,000	£12,000*	£12,000*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.

School	Scheme	Total Cost	Seed Challenge Support Sought	Grant Awarded	Supported	Reason for Recommendation
Hawes Down Schools	Installation of security barrier to main vehicle entrance and upgrade to CCTV in this area	£30,800	£15,400*	£15,400*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.
Highfield Junior	Extension to main hall providing small hall and only ramped, disabled access for main school	£130,000	£50,000	£50,000	Supported	This scheme would provide a major health and safety and accessibility enhancement at the school. Award based on clarification of school status
Highfield Infants	Alterations and refurbishment to develop existing Foundation Stage area	£31,900	£28,710	£15,950	Supported	Scheme significantly enhances learning environment. Support provided at 50% grant aid
Holy Innocents	Remedial works following PIR carried out by LBB contractor	£15,041	£7,520	£0	Not supported	Although the scheme would address health and safety issues, these costs should be funded from LCVAP
James Dixon	Installation of sustainable built outdoor classroom	£8,000	£4,000	£4,000	Supported	This scheme would provide a major curriculum enhancement at the school
Keston Primary	Extension and refurbishments to improve security to the main entrance hall	£59,225	£29,613*	£29,613*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.
Leesons Primary	New provision for SEN and after school club as part of refurbishment	£50,000	£25,000	£25,000	Supported	This scheme would provide a major curriculum enhancement at the school
Manor Oak Primary	Refurbishment of Children's Centre internal layout to accommodate re-location of Nursery.	£70,000	£35,000	£35,000	Supported	This scheme would provide a major curriculum enhancement at the school
Malcolm Primary	Resurface main playground and re-laying of grassed area with artificial grass.	£19,000	£9,500	£9,500	Supported	This scheme would provide a major curriculum and H&S enhancement at the school
Marian Vian Primary	Awnings to KS1 outside learning area	£14,058	£7,029	£7,029	Supported	This scheme would provide a major curriculum enhancement at the school
Midfield Primary	Improvement of pathways within school grounds to provide DDA compliant accessible routes.	£17,000	£8,500	£8,500	Supported	This scheme would provide a H&S and accessibility enhancement at the school

School	Scheme	Total Cost	Seed Challenge Support Sought	Grant Awarded	Supported	Reason for Recommendation
Midfield Primary	Creation of external outdoor learning area as recommended by Ofsted. Will create nature area including a Gazebo style learning structure	£15,200	£7,600	£0	Not supported	This scheme is s lesser priority than the scheme submitted by the School that is recommended under this Programme.
Mottingham Primary	Introduction of activity and creative play facility within existing playground Reason: Low scoring submission due to previous successful submissions	£24,300	£12,150	£0	Not supported	Whilst this scheme would provide a worthwhile improvement, the scheme scores less highly as a result of the School's recent allocation under the programme
Oak Lodge Primary	Creation of outdoor learning area for Yr 1	£39,600	£19,800	£19,800	Supported	This scheme would provide a major curriculum enhancement at the school
Royston Primary	Resurface main playground following building project	£10,000	£5,000	£5,000	Supported	This scheme would provide a major curriculum and health and safety enhancement at the school
Perry Hall Primary	Multi use activity/teaching zone to be located within the main playground with an all-weather canopy unit with a platform for use as external learning environment.	£17,500	£8,750	£8,750	Supported	This scheme would provide a major curriculum enhancement at the school
Perry Hall Primary	Dedicated adventure play equipment for KS1 to be installed in currently unusable grass bank areas. Reason: Support recommended for alternative bid	£15,500	£7,750	£0	Not supported	This scheme is s lesser priority than the scheme submitted by the School that is recommended under this Programme.
The Priory	Refurbishment of main school hall	£48,000	£16,320	£0	Not supported	Whilst the scheme would provide a worthwhile improvement, it scores less highly against the criteria in 3.8 above
The Priory	Refurbishment of student toilets Reason: Support recommended for alternative bid	£53,000	£18,020	£0	Not supported	Whilst the scheme would provide a worthwhile improvement, it does not score highly against the criteria in 3.8 above
Poverest Primary	Replacement of external doors	£12,000	£6,000	£6,000	Supported	This scheme would provide a major curriculum enhancement at the school

School	Scheme	Total Cost	Seed Challenge Support Sought	Grant Awarded	Supported	Reason for Recommendation
Red Hill Primary	Creation of a covered walkway between remote Yr 4 building and main school. Will double as outside learning facility	£29,800	£14,900	£14,900	Supported	This scheme would provide a major curriculum enhancement at the school
Southborough Primary	Creation of new KS1 playground area and improvements to access pathways to rear of school	£21,700	£10,850	£10,850	Supported	This scheme would provide a major curriculum enhancement at the school
Southborough Primary	Installation of wireless IT system to serve whole school Reason: Low scoring submission/support recommended for alternative bid	£11,960	£5,980	£0	Not supported	This scheme is a lesser priority than the scheme submitted by the School that is recommended under this Programme.
St Mary Cray Primary	Refurbishment of Breakfast Club room	£6,600	£3,300	£3,300	Supported	This scheme would provide a major curriculum enhancement at the school
Unicorn Primary	Creation of outdoor learning area for Special Needs and extended community activities	£65,000	£32,500	£32,500	Supported	This scheme would provide a major curriculum enhancement at the school
Wickham Common Primary	Supply and Install automatic gate access for vehicles and pedestrians	£18,700	£9,350*	£9,350*	Supported	Scheme significantly enhances school security. Match-funded through School Security programme.
Wickham Common Primary	Introduction of dedicated activity play area for whole school within the under-used grassed areas Reason: Support recommended for alternative bid	£20,000	£10,000	£0	Not supported	This scheme is a lesser priority than the scheme submitted by the School that is recommended under this Programme.
		£1,093,596	£556,512	£387,422		
			Seed Challenge	£310,593		
			Security*	£76,829		
			Total Grant	£387,422		

Report No.
DCYP12027

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: **Children and Young People Portfolio Holder**

Date: **For Pre-Decision Scrutiny by the Children and Young People PDS Committee on 21 February 2012**

Decision Type: Non-Urgent Executive Non-Key

TITLE: CHILDREN AND YOUNG PEOPLE FORWARD ROLLING WORK PROGRAMME 2011-12

Contact Officer: Kevin Gerred, Partnerships and Planning Officer
Tel: 020 8313 4024 E-mail: kevin.gerred@bromley.gov.uk

Chief Officer: Gillian Pearson, Director of Children and Young People Services

Ward: Boroughwide

1. Reason for report

- 1.1 The report provides a Forward Rolling Work Programme for the year ahead, based on items scheduled for decision by the Children and Young People Portfolio Holder and items for consideration by the Children and Young People Policy Development and Scrutiny Committee.
- 1.2 A Rolling Programme of Contracts/Service Level Agreements is also provided for scrutiny by the CYP PDS Committee.
-

2. **RECOMMENDATION(S)**

2.1 **Members of the CYP PDS Committee are invited to comment on the:**

- (i) **Work Programme at Appendix 1;**
- (ii) **Contracts/Service Level Agreements listed at Appendix 2.**

2.2 **The CYP Portfolio Holder is invited to comment on the Work Programme at Appendix 1 and note its content.**

Corporate Policy

1. Policy Status: N/A
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: No cost
 2. Ongoing costs: N/A
 3. Budget head/performance centre: No specific budget head
 4. Total current budget for this head: £N/A
 5. Source of funding: Council's Base Budget
-

Staff

1. Number of staff (current and additional) – N/A
 2. If from existing staff resources, number of staff hours – N/A
-

Legal

1. Legal Requirement: No statutory requirement or Government guidance
 2. Call in: Call-in is applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected) - CYP PH and CYP PDS Members and Senior CYP Officers
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

3.1 Work Programme

- 3.1.1 The Forward Rolling Work Programme at **Appendix 1** provides information on items scheduled for decision by the Children and Young People Portfolio Holder, items for consideration by the Children and Young People Policy Development and Scrutiny Committee and proposed information briefings for Members on which no decision is required.
- 3.1.2 The Work Programme provides a reference on future work and enables it to be amended in the light of future developments and circumstances.
- 3.1.3 The focus of CYP PDS Committee work should be on (i) holding the CYP Portfolio Holder to account, (ii) pre-decision scrutiny and (iii) policy development.

3.2 PDS Reviews

- 3.2.1 A significant part of any PDS work should take place outside of Committee meetings in the form of time-limited Reviews. In agreeing a programme of Reviews, the PDS Committee should take into account Member and Officer capacity to support the work programme of the reviews. No more than a few in-depth reviews are recommended for any one year. It should be noted that given the range and complexity of the CYP Portfolio, there are two standing Executive Member Working Parties which focus on (a) Special Educational Needs and (b) Children's Safeguarding and Corporate Parenting.

3.3 Contracts for CYP PDS Scrutiny

- 3.3.1 The Rolling Contracts Register provides, at each PDS meeting, the following details on all Children and Young People Contracts with a whole life value of £50k or higher:
- Contracts Awarded – subsequent to those reported at the previous PDS Committee;
 - Status of Contracts ending within the next six months;
 - Status of Contracts ending within the next six to twelve months.
- 3.3.2 Details are presented in **Appendix 2**.

Non-Applicable Sections:	Policy, Financial, Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	<ul style="list-style-type: none">• Review of the Operation of Policy Development and Scrutiny Arrangements in Bromley – April 2005• Scrutiny Toolkit – April 2006• Report 'PDS Working Practices' – 17/5/07 Executive and Resources PDS Committee.• Minute 5 – Executive and Resources PDS Committee, 17/05/07• Minute 58 - CYP PDS 8/10/08• Minute – 16/3/09 Full Council (decision regarding changes to Executive Decision Making arrangements, as a result of which there are no longer scheduled Portfolio Holder meetings).

FORWARD ROLLING WORK PROGRAMME FOR CYP POLICY DEVELOPMENT & SCRUTINY COMMITTEE AND CYP PORTFOLIO HOLDER

CYP PDS – 21/2/12	
Subject:	
Portfolio Holder Presentations and Decisions	
(1) Performance Monitoring: Quarter 3 (AR-C)	
Items for Pre-Decision Scrutiny	
(2) Membership of School Governing Bodies (JH)	
(3) Capital Monitoring (Martin Reeves)	
(4) CYP Services : Annual Performance Assessment Rating 2011 – Action Plan (GP/TW)	
(5) School Travel Plans (Angus Culverwell/MB)	
(6) Review of Primary Schools' Development Plan: Outcomes (DB/MB)	
(7) Changes to Central Government Funding for Music Education (PK)	
(8) Review of the Recruitment and Retention Strategy for Children's Social Work Staff (KW)	
(9) Proposal for Appointment of Local Authority Governors to:	
(a) Academy Governing Bodies and	
(b) Local Authority Maintained Schools Reconstituting under New Regulations – September 2012	
(10) The Bromley Seed Challenge Scheme (RB)	
Policy Development and Other Items	
(11) CYP Work Programme – Future Items for the CYP PDS Committee (KG)	
Information Items	
To be agreed.	
Part 2 Items	
(12) EDC Catering: Proposed Extension to Contract (BJ)	
(13) Reference from the Improvement and Efficiency Sub-Committee: SEN & Disability and Bromley Children & Family Service (GP)	
(14) Interim Assistant Director for Education – Contract Extension (GP/LD)	

CYP PDS – 20/3/12	
Subject:	
Items for Pre-Decision Scrutiny	
(1) Membership of School Governing Bodies (JH)	
(2) An Update on the Recent Government Reform Developments including The Academy Programme (GP)	
(3) CYP Budget Monitoring Report 2011/12	
(4) Standards of Attainment in Bromley Schools (GP)	
(5) Annual Report of the CYP PDS Committee (TW)	
(6) Dedicated Schools' Grant: Consultation Outcomes (DB)	
(7) Asset Management Planning: CYP Capital Programme (Rob Bollen)	
(8) Youth Offending Service: Inspection Outcomes and Approval of Action Plan (KW/PK)	
(9) Scrutiny of the CYP Partnership Board Agenda (MW)	
(10) Capital Schemes: Post Completion Reviews (Rob Bollen)	
(11) Children and Family Centres: Update	
(12) Foster Parents Payments: Consultation Outcomes (KW)	
(13) The Bromley Seed Challenge Scheme - Further Action (GP/RB)	
(14) Department for Communities and Local Government Initiative: Tackling Troubled Families (GP/KW)	
(15) Instruments of Government: Marian Vian Primary School (JH)	
Policy Development and Other Items	
(16) CYP Work Programme – Future Items for the CYP PDS Committee (KG)	
Information Items	
(17) Invest to Save Options (DB/KW/BG)	
Part 2 Items	
None	

CYP PDS – May/June 2012 (Date to be Decided)	
Subject:	
Portfolio Holder Presentations and Decisions	
(1)	Performance Monitoring: 4th Quarter (AR-C)
Items for Pre-Decision Scrutiny	
(2)	Membership of School Governing Bodies (JH)
(3)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(4)	CYP Budget Monitoring Report 2011/12
(5)	CYP Portfolio Plan 2011/12: Review of Progress (TW)
(6)	Update on the Performance and Development of the Bromley Duke of Edinburgh Awards Programme (PK)
(7)	Commissioning Intentions for 2012/13 (LD)
(8)	Draft Children's Strategy for 2012-15: Final Version for Endorsement (MW)
(9)	Scrutiny of the CYP Partnership Board Agenda (MW)
(10)	Examination of Foundation Stage Profiles in Early Years Settings (AR-C)
Policy Development and Other Items	
(11)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed	
Part 2 Items	
None	

CYP PDS – July 2012 (Date to be Decided)	
Subject:	
Items for Pre-Decision Scrutiny	
(1)	Membership of School Governing Bodies (JH)
(2)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(3)	CYP Budget Monitoring Report 2012/13
(4)	CYP Final Accounts 2011/12
(5)	Spending by Primary, Secondary and Special Schools in 2011/12
Policy Development and Other Items	
(6)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed	
Part 2 Items	
None	

CYP PDS – September 2012 (Date to be Decided)	
Subject:	
Portfolio Holder Presentations and Decisions	
(1)	Performance Monitoring: 1st Quarter (AR-C)
Items for Pre-Decision Scrutiny	
(2)	Membership of School Governing Bodies (JH)
(3)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(4)	CYP Budget Monitoring Report 2012/13
Policy Development and Other Items	
(5)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
(6)	Bromley Safeguarding Children Board, 2011/12: Annual Report
(7)	Annual Update Report on Bromley Youth Offending Team Partnership 2011/12
(8)	Annual Report on Adoption Activity 2011/12
Part 2 Items	
None	

CYP PDS – October 2012 (Date to be Decided)	
Subject:	
Items for Pre-Decision Scrutiny	
(1)	Membership of School Governing Bodies (JH)
(2)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(3)	CYP Budget Monitoring Report 2012/13
Policy Development and Other Items	
(4)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed	
Part 2 Items	
None	

CYP PDS – November 2012 (Date to be Decided)	
Subject:	
Portfolio Holder Presentations and Decisions	
(1)	Performance Monitoring: 2 nd Quarter (AR-C)
Items for Pre-Decision Scrutiny	
(2)	Membership of School Governing Bodies (JH)
(3)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(4)	CYP Budget Monitoring Report 2012/13
(5)	School Admissions Policy: Consultation
Policy Development and Other Items	
(6)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
(7)	CYP Services: Annual Performance Assessment Rating 2012 – Inspection Outcomes
Part 2 Items	
None	

CYP PDS – January 2013 (Date to be Decided)	
Subject:	
Items for Pre-Decision Scrutiny	
(1)	Membership of School Governing Bodies (JH)
(2)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(3)	CYP Budget Monitoring Report 2012/13
(4)	The School Funding Settlement for 2012/13, the Pupil Premium and Dedicated Schools' Grant: Authorisation to Consult on the DSG
(5)	Draft 2013/14 Budget
Policy Development and Other Items	
(6)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed.	
Part 2 Items	
None	

CYP PDS – February 2013 (Date to be Decided)	
Subject:	
Portfolio Holder Presentations and Decisions	
(1)	Performance Monitoring: 3rd Quarter (AR-C)
Items for Pre-Decision Scrutiny	
(2)	Membership of School Governing Bodies (JH)
(3)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(4)	CYP Budget Monitoring Report 2012/13
(5)	CYP Services: Annual Performance Assessment Rating 2012 – Action Plan
Policy Development and Other Items	
(6)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed.	
Part 2 Items	
None	

CYP PDS – March 2013 (Date to be Decided)	
Subject:	
Items for Pre-Decision Scrutiny	
(1)	Membership of School Governing Bodies (JH)
(2)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(3)	CYP Budget Monitoring Report 2012/13
(4)	Dedicated Schools' Grant: Consultation Outcomes
(5)	Standards of Attainment in Bromley Schools 2012
(6)	Asset Management Planning: CYP Capital Programme (Property)
(7)	Annual Report of the CYP PDS Committee 2012/13
(8)	School Admissions Policy: Consultation Outcomes and Determination of Policy
Policy Development and Other Items	
(9)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed.	
Part 2 Items	
None	

CYP PDS – May/June 2013 (Date to be Decided)	
Subject:	
Portfolio Holder Presentations and Decisions	
(1)	Performance Monitoring: 4th Quarter (AR-C)
Items for Pre-Decision Scrutiny	
(2)	Membership of School Governing Bodies (JH)
(3)	An Update on the Recent Government Reform Developments including The Academy Programme (GP)
(4)	CYP Budget Monitoring Report 2013/14
(5)	Portfolio Plan: Annual Review
Policy Development and Other Items	
(6)	CYP Work Programme – Future Items for the CYP PDS Committee (KG)
Information Items	
To be agreed.	
Part 2 Items	
None	



Children and Young People Services

**Rolling Contract Register and Contract Awards Report for
Children and Young People Services Policy Development and Scrutiny Committee**

For the PDS Committee meeting on 21 February 2012

SECTION 1:

Contract Awards detailing either new contracts or existing contracts that have been re-let where they were due to expire within the next six months (31 July 2012)

No.	Details of Service and Award of Contract	Indicative Contract Value	Timescales	Procurement Method
Children's Social Care				
1.1	<p>Tutors for Looked After Children</p> <p>This service provides one to one tutoring support to Looked After Children. The service is currently provided by Fleet Tutors. The contract has been extended.</p>	<p>Year 1 actual value = £32,060</p> <p>Year 2 contract value = £55,000</p> <p>Whole life value = £87,060</p>	<p>1 October 2010 to 30 September 2011 – now extended to 30 September 2012</p>	<p>Extension to current contract, authorised by Director CYP, Director of Resources and Finance Director.</p>
1.2	<p>Social Care for Children and Families</p> <p>This service funds volunteers to support social workers in supporting children and families in crisis.</p> <p>The service is currently provided by Community Service Volunteers. The contract has been extended.</p>	<p>The contract has an annual value of £38,000 with a whole life value of £76,000.</p>	<p>1 April 2011 to 31 March 2012 – now extended to 31 March 2013</p>	<p>Extension to current contract, authorised by Director CYP, Director of Resources and Finance Director.</p>

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SECTION 2:

Current Status of Contracts Ending Within the Next Six Months (before 31 July 2012)

No.	Details of Service and Current Provider	Indicative Contract Value	Timescales	Post Contract Actions and Current Status
Specialist Support & Disability Service				
2.1	<p>Buddying Service for Children and Young People with disabilities. Project allowing young people with a disability (aged 14+) with an opportunity to go out in their community with the support of a buddy of their own age, providing short breaks for parents/carers.</p> <p>The service is provided by Bromley Mencap.</p>	<p>Annual value of £32K.</p> <p>Whole life value of £96K.</p>	<p>This contract is a one year contract commencing October 2010, with an option to extend for two years until July 2013.</p>	<p>Approval for an extension to the contract is in progress. The provider is being kept up to date with the status of the contract. This will now be a retrospective authorisation as the current contract term has passed.</p>
2.2	<p>Specialist Childminding Network for Families with Disabled Children</p> <p>This service enables childminding provision exclusively for disabled children & young people. The service allows parents or carers to either use the service as registered childcare or to use the service as a 'short break' from their caring responsibilities whilst affording their children a safe, secure enjoyable caring experience away from their home. The service provides service co-ordinators who have detailed knowledge of all childminders on the networks and who deliver and facilitate training to ensure the individual needs of very complex children can be met within the childminder's home environment.</p> <p>This contract has been awarded to Bromley Mencap. A one year extension option is available in the contract and this has been applied.</p>	<p>The current contract has a value of £85K per annum.</p> <p>The contract has been extended for ten months (to align to the financial year) with an annual value in 2011/2012 of £70,833.</p> <p>The whole life value of the contract is £155,833.</p>	<p>The current contract commenced in June 2010 and was due to expire on 31 May 2011.</p> <p>The contract has been extended for ten months until 31 March 2012.</p>	<p>Approval for extension of this contract was granted by the Children & Young People Portfolio Holder at the CYP PDS meeting of 15 March 2011.</p> <p>Due to the specialist nature of the contract, an exemption will be sought for delivery from April 2012.</p>

No.	Details of Service and Current Provider	Indicative Contract Value	Timescales	Post Contract Actions and Current Status
2.3	<p>Speech and Language Provision in Schools</p> <p>There were eight separate contracts in place with Bromley PCT to provide speech and language provision in schools.</p> <p>The contracts have been extended for one year and amalgamated into a single contract.</p>	<p>There are eight contracts currently in place with a combined value of £227,686.</p> <p>The contracts have been amalgamated into a single contract with a one year extension applied.</p> <p>The whole life value of the contract is £455,372.</p>	<p>The current contracts commenced in April 2010 and were due to expire on 31 March 2011.</p> <p>The contract has been extended for a further twelve months until 31 March 2012.</p>	<p>Approval for extension of this contract was granted by the Children & Young People Portfolio Holder at the CYP PDS meeting of 15 March 2011.</p> <p>A temporary extension to July 2012 is being sought for this contract to allow time for an open and competitive tender for delivery for 2012.</p>
2.4	<p>Weekend and Holiday Short Breaks for Disabled Children and Young People</p> <p>A service providing short breaks at the weekend, at half term holidays (including Christmas) and for the summer holidays. Provision is split between short breaks for young people on the autistic spectrum and/or with learning difficulties; and children with physical disabilities.</p> <p>This contract has been awarded to Riverside School. A one year extension option is available in the contract and this has been applied.</p>	<p>The current contract has a value of £260K per annum.</p> <p>The contract has been extended for eleven months (to align to the financial year) with an annual value in 2011/2012 of £238,405.</p> <p>The whole life value of the contract is £498,405.</p>	<p>The current contract commenced in May 2010 and was due to expire on 30 April 2011.</p> <p>The contract has been extended for eleven months until 31 March 2012.</p>	<p>Approval for extension of this contract was granted by the Children & Young People Portfolio Holder at the CYP PDS meeting of 15 March 2011.</p> <p>Following consultation with Corporate Procurement, it is likely that approval to continue to directly commission from the current provider will be sought.</p>
Children & Family Project				
2.5	<p>Social Care for Children and Families</p> <p>This service provides social care to children and families, offering counselling and advice.</p> <p>This contract is awarded to Bromley Welcare.</p>	<p>The contract value for the current term is £137,500.</p>	<p>The contract commences on 1 October 2011 and runs to 31 March 2012.</p>	<p>Formal approval for award was given at the 14 July 2011 CYP PDS.</p> <p>Should this provision continue to be commissioned from April 2012, it will be subject to open and competitive tender under the Approved Provider tendering process in place for all procurement for the Bromley Children Project. However, the commissioning budget for this team is significantly reduced and it is unlikely that any future commissioning of this service will be at the current funding levels.</p>

No.	Details of Service and Current Provider	Indicative Contract Value	Timescales	Post Contract Actions and Current Status
2.8	<p>Child and Adolescent Mental Health Service (CAMHS)</p> <p>The contract has been awarded, via exemption, to Oxleas Trust.</p>	<p>The contract has an annual and whole life value of £389,000.</p>	<p>The contract commenced on 1 April 2011 and is due to expire on 31 March 2012.</p>	<p>Approval to award the contract was given by the Children and Young People Portfolio Holder, via the CYP PDS meeting of 3 May 2011.</p> <p>Due to the specialist nature of the service, it is likely that an exemption will be sought for delivery from April 2012.</p>
Learning & Achievement				
2.9	<p>Early Years Support</p> <p>This service provides support to private, voluntary and independent organisations to improve quality of delivery and to meet statutory Early Years Outcomes Duty Targets.</p> <p>The contract is awarded to the Pre-School Learning Alliance.</p>	<p>The contract value for the current term is £55,000.</p>	<p>The contract commences on 1 September 2011 and runs to 31 March 2012.</p>	<p>The contract was awarded via exemption with approval obtained from the Assistant Director of Learning & Achievement, the Director CYP, the Director of Resources and the Finance Director.</p> <p>It is currently planned that the service will not continue from April 2012.</p>
2.10	<p>Catering at Education Development Centre</p> <p>Catering service for staff and attendee's at the Education Development Centre. This contract is awarded to Principals Catering via an exemption.</p>	<p>The contract has a notional value of £53,000 (zero contribution from the Local Authority with the value of the contract made up of actual income generated through the provision of the service)</p>	<p>1 April 2011 to 31 March 2012.</p>	<p>A one year extension is available. Approval for the extension is currently in progress, with a report scheduled for February PDS.</p>
Integrated Youth Support Service				
2.11	<p>Advice and Guidance to Young People</p> <p>Statutory service to provide advice and guidance to young people.</p> <p>The service is delivered via a shared delivery agreement with the Royal Borough of Kingston.</p>	<p>The contract has an annual and whole life value of £362K.</p>	<p>The contract commenced on 1 April 2011 and runs to 31 March 2012.</p>	<p>Approval for arrangements for the delivery of this service were subject to scrutiny at CYP PDS and Executive.</p> <p>Future delivery arrangements are dependent upon the continuation of the South London Consortium shared delivery arrangement.</p>

SECTION 3:

Current Status of Contracts Ending Between Six to Twelve Months from the Date of this Report (before 31 January 2013)

No.	Details of Service and Current Provider	Indicative Contract Value	Timescales	Post Contract Actions and Current Status
Learning & Achievement				
3.1	<p>'14-16' flexible provision</p> <p>Contracts for the academic year 2011/2012 were awarded, via exemption to the following providers:</p> <p>Progression Courses</p> <ul style="list-style-type: none"> • TLT Academy (£96,390) • Bromley Youth Music Trust (£16,944) • Orpington College (£57,230) • NTS London (£21,000) • Call off contracts (variable value): Accipio; Windermere Vocational Education; Bromley College; Education Development & Assessment; Springboard Bromley; Sway UK. <p>'Options Xtra'</p> <ul style="list-style-type: none"> • Bromley College of FE (£565K whole life) • Orpington College (£147K whole life) • Windermere Vocational Education (£102K whole life) 	<p>Progression courses have a forecast value of £409K.</p> <p>'Options Xtra' courses have a whole life value of £84K.</p>	<p>Progression courses run to one year, with contracts running from 1 September 2011 to 31 July 2012.</p> <p>'Options Xtra' contracts run to two years with existing contracts due to expire on 31 July 2012. The existing contracts have been varied to accommodate a new intake of Year 10 pupils.</p>	<p>Formal approval for award was given at the 14 July 2011 CYP PDS.</p> <p>Discussions are currently taking place to finalise the procurement strategy going forward with the intention to place it on a more formal procurement process such as a dynamic purchasing system.</p>

Agenda Item 11

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
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Agenda Item 12

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Agenda Item 13

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Agenda Item 14

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