

# OVERVIEW AND SCRUTINY UPDATE

February 2019  
(November 2018 meetings)

## 1 Introduction

This report summarises the activities of each Overview and Scrutiny Committee during November. Individual reports from the scrutiny chairs are referenced as follows:

<b>Section 2</b>	Cllr Patrick Molyneux, Chair of the Overview and Scrutiny Management Committee
<b>Section 3</b>	Cllr Brian Robinson, Chair of the Children and Families Overview and Scrutiny Committee
<b>Section 4</b>	Cllr Carole Allaway Martin, Chair of the Health and Care Overview and Scrutiny Committee
<b>Section 5</b>	Cllr Robert Bird, Chair of the Environment and Communities Overview and Scrutiny Committee
<b>Section 6</b>	Cllr Kevin Cromwell, Acting Chair of Economic Growth Overview and Scrutiny Committee
<b>Section 7</b>	Cllr Will Windsor Clive, Chair of Gloucestershire Police and Crime Panel

## 2 Overview and Scrutiny Management Committee (30 November) – Cllr Patrick Molyneux

### 2.1 Scrutiny Review

The report outlined the workshops that had been undertaken on 25 October and 14 November. Both had been well received and the report identified the areas that Members had raised at the sessions. This included the importance of parity of esteem, work-planning and quality of reports.

Some members expressed concern that the report did not detail the structure of scrutiny and they felt that this needed to be considered. In addition there was a discussion to be had around how committees were resourced particularly those who had very full agendas. One member raised the importance of differentiating between those issues that were provided just for information and those issues that needed detailed scrutiny. Lead Members would consider how these points could be taken forward as part of the next steps of the review.

## 2.2 Children's Services

As requested at the last meeting of the Committee, Cllr Richard Boyles, Cabinet Member Children and Young People, outlined the reasons for the budget overspend in this area and the actions being taken to address this. He explained that services were being redesigned to do the best for children as well as to control the spend on placements, particularly those out of county.

The Director of Children's Services explained that it was important to consider whether the Council was an outlier in terms of numbers in care. With regards to proportion of population, the numbers in Gloucestershire were up compared to other authorities but not an outlier. It was outlined that previously the Council was potentially under-identifying children that needed support but now were getting better at recognising and reacting to those who needed protection. A lack of confidence would also lead to greater numbers of referrals.

Retention and recruitment of staff was discussed, it was explained that this was an area that concerned the Director because of areas of high turnover. 40% of open cases have had 3 or more changes of social worker in the last 12 months and this would have a huge impact on the child.

There were further discussion around agency spend, with members informed that the Council was implementing a comprehensive 'grow your own strategy'. The plan was to over recruit newly qualified social workers and train them so that as agency workers left, those new staff could fill those vacancies.

## 2.3 Performance and Finance Monitoring

The Committee noted that the Council was meeting or exceeding 75% of targets overall. There was some discussion around performance data around drug and alcohol treatment.

Members noted that the forecast year end revenue position showed an overspend of £2.711 million (0.66% of the budget). Aside from the challenges in the Children's area as detailed in the previous item, members noted the £700,000 overspend in Community and Infrastructure.

## **3 Children and Families Overview and Scrutiny Committee (21 November) - Cllr Brian Robinson**

### 3.1 Ofsted Improvement Letter

The Director of Children's Services (DCS) informed the committee that he felt that this letter presented a balanced view of the council's progress to date. Overall he felt that the direction of travel was positive. There were still significant issues but these were being addressed. Of particular note was that the letter stated that staff morale was good with social workers talking positively about the support that they had received to assist them in developing their practice. This was good to see as following the original inspection staff morale did dip and it has taken time to rebuild.

It was good to note that the comments relating to the Multi Agency Safeguarding Hub (MASH) have already been actioned. Members will be visiting the MASH in the new year to gain a better understanding of the issues and discuss them directly with staff. The DCS will also be putting in place a programme of visits to teams to reflect the journey of the child through the system.

The level of churn in the social worker workforce is a serious issue. The council was very reliant on agency workers to maintain the system (currently about 40% of the workforce was agency staff). Until the workforce is more stable it is difficult for there to be consistency in practice. The DCS outlined the work being taken to address this area and committee members welcomed his approach. It was disappointing that having invested in the ASYE social workers (Assisted and Supported Year in Employment) that many of them were not choosing to remain with the council. A particular concern was the impact on development.

The next monitoring visit is in January 2019. The DCS expects that the next full inspection will be Summer/Autumn 2019.

### 3.2 Improvement Partner Quality Performance Review Monitoring (QPRM) Report

The DCS informed the committee that the issues highlighted in this report were reflected in the Ofsted monitoring visit letter; it was good to see this triangulation. He welcomed the challenge from Essex on practice particularly whether the council intervened in cases too readily, are we being overly intrusive in family life, are our thresholds applied appropriately?

The committee was informed that the focus at present was on compliance in basic social work practice. Previously the process had not been undertaken in a timely manner and so close monitoring was essential. In the current position it was necessary to be prescriptive and social workers would need to discuss decision points with team managers; autonomy in practice had to be earned.

Case loads had improved but a challenge from Essex was whether they were disproportionate across the system. The DCS accepted this challenge indicating that he acknowledged that the balance was not always right.

The next QPRM will be in six months.

### 3.3 Improvement Board Update

The committee was informed that the main point of discussion at the meeting in September 2018 was the stability of the workforce. The DCS outlined the planned recruitment activity which included the planned cohorts of social workers from India, a fast track course for graduates, family support workers being trained as social workers through the Open University and recruiting additional ASYEs.

The committee was concerned with regard to some of the feedback from the Bright Spot programme, in particular that some children do not know why they are in care. The DCS assured the committee that all the points raised through this programme were being responded to. He acknowledged that the conversation with a child as to why they were in care was a fundamental part of social work, and that all children should understand their circumstances.

The committee will invite the Improvement Board Chairman to a future committee meeting to debate these issues directly with him.

### 3.4 Quality Assurance Framework: Update

The Ofsted Monitoring letter had noted improvement in the auditing of cases and that actions are increasingly focused on improving children's circumstances. However the letter did also identify concerns relating to actions not being sufficiently progressed and children and their families and social workers and managers not being routinely involved in the audit process.

Ofsted indicated that these factors can limit the opportunities for practitioners to learn from experiences with children and their families. This concern was reiterated by the Head of Quality Children and Families in that he did not want to practitioners to see this as just a compliance activity but to also take forward the learning points.

The data showed that 20% of cases audited were rated as inadequate. There is also a shortfall in the number of moderators and external capacity was being brought in until we had 'grown our own'. Members agreed that it was important that people did not become complacent about this activity.

There remains much to do before the quality of audits is where we would wish them to be and the committee will continue to closely monitor this situation.

### 3.5. Performance Monitoring Report

The Ofsted letter and this report indicated that there is some improvement in performance against targets, for example, the timeliness of decision making at the front door. Repeat work was still too high, this was a legacy issue. We needed to be in a position where we got it right first time.

Delays in process could be as a result of the social worker not recording information in a timely way. The DCS informed the committee that all social workers have access to ICT kit which should support them in this process. However training on how to get the most out of the kit and make it work for them was a factor here.

A briefing was being prepared on the youth justice factors as the committee is concerned that there may be occasions when children and young people may be being inappropriately held in police cells overnight.

The DCS was clear that he did not think that resources were an issue in Gloucestershire. Funding benchmarked well against comparator authorities. The DCS has commissioned external consultants to look at the effective use of resources and this report should be with him by Christmas.

External placements remain a concern. The DCS continues to review each case to ensure that the provision meets the individual's need. Many of these placements were made in emergency circumstances which indicated that the case may not have been considered appropriately in the first instance; practice needed to be improved.

### 3.6. Revenue Monitoring

The report highlighted the position as at September 2018. The current position for non-DSG funded services is an overspend position of £6.4 million (6.04% of budget). The underlying over-spend is £9 million, £6.23 million being external placement costs, which reduces to £6.4 million when offset by £2.6 million of Business Rates Retention pilot income. Dedicated Schools Grant (DSG) funded services are forecast to be over-spent by £3.24 million in-year and this exceeds uncommitted balances resulting in an over-spend of £0.84 million.

The Gloucestershire Schools Forum discussed the DSG position at its meeting on 15 November 2018 and approved a number of actions, although these did not cover the overall deficit.

The committee agreed that the amount of money spent on external placements could be seen as inappropriate by the general public. It was important to

understand that these were complex cases involving our most vulnerable children and young people who could be at risk of child sexual exploitation and from gangs. The committee applauded the work that the DCS was leading on to review each case and agreed that it would be helpful for a briefing paper to explain the context and issues involved.

#### **4 Health and Care Overview and Scrutiny Committee (13 November) – Cllr Carole Allaway Martin**

##### **4.1 Gloucestershire Safeguarding Adults Board (GSAB) Annual Report 2017/18**

The Acting Head of Adult Safeguarding presented the main areas of activity undertaken by the GSAB in the period 2017 to 2018. Using case studies she also drew member's attention to safeguarding adults reviews undertaken during this time period. These cases illustrated the impact of adverse childhood experiences (ACEs) on the individual and their longer term effect.

The committee was pleased to note that the GSAB was already working closely with the Gloucestershire Children's Safeguarding Board (GSCB) as it is clear that there is learning across the lifecycle.

The committee was concerned with regard to those people placed out of area, both by this council and by other local authorities placing people in Gloucestershire. People placed out of area are more vulnerable to abuse as they are at distance from family and friends and a case study described in the Annual Report deftly demonstrates this.

A particular concern relates to people placed in Gloucestershire by other local authorities. An important factor is that the placing authority should (continue to) ensure that placements are suitable and that the individual is safe. However the committee heard that this does not always happen and this council has no powers to enforce this duty. It is also of concern that providers are not required to inform this council when a person from out of the area is placed with them. The committee agreed that it would write to the Secretary of State for Health and Care with its concerns.

##### **4.2. Quarter 2 Public Health Performance Report**

The committee has shared its concerns with regard to drug and alcohol on previous occasions and for this meeting additional information on this matter had been included in the Director of Public Health's Report to committee. The committee will need to discuss, at a work planning meeting, whether this matter would be better addressed in a workshop setting.

It was stated that the data for Cheltenham relating to disadvantaged children and the effect of this on their life chances was stark, and it was questioned how the Gloucestershire Health and Wellbeing Board (GHWB) was addressing this issue. It was explained that the GHWB was in the process of refreshing the Joint Health and Wellbeing Strategy (JHWBS) and this matter was being included in the GHWB discussion around priorities. The GHWB is also leading on the Adverse Childhood Experiences (ACEs) work (please see [www.actionaces.org](http://www.actionaces.org)); the council is leading on a restorative practice programme; and the council also leads on the Children's Partnership Framework in Gloucestershire.

#### 4.3 Quarter 2 Adult Social Care Performance Report

The committee continues to be concerned with regard to performance against reassessments. This concern is exacerbated by the lack of detail in the comments section about what is being done to address this situation; the committee has asked for this to be improved. The committee acknowledges that this is a complex area with various recording issues adding to the complexity, but does feel that it is time that there was a positive shift in performance against these targets.

#### 4.4. Gloucestershire Clinical Commissioning Group (GCCG) Performance Report

The committee agreed that having previously expressed concerns with regard to the performance of the South Western Ambulance NHS Foundation Trust (SWASFT) against category 1 calls, it was only right to congratulate the Trust for now achieving this target. It was acknowledged that this would become more challenging as winter pressures built.

Some members continue to express concern at the difference in performance against the 4 hour A and E target across the two acute hospitals. However it is important to note that at the overall Trust level (which is how this indicator is reported) the target has been consistently met in 2018/19, only narrowly missing the target in September 2018.

One of the factors in those areas where performance targets are not being met relates to the available workforce. It was clarified that this was not about finance but about workforce shortages at the national level. A particular concern relates to the two week wait and 62 day cancer targets which have been consistently not achieving targets. The Gloucestershire Hospitals Trust NHS Foundation Trust (GHNHSFT) has just appointed two urology consultants and it was expected that the impact of these appointments will soon be seen in the performance reporting.

In response to concerns with regard to cross border factors relating to continuing health care the committee will receive a written briefing from the GCCG.

#### 4.5. One Gloucestershire ICS Lead Report

The committee was particularly interested in the structure and membership of the Integrated Locality Boards.

#### 4.6. General Surgery Pilot

The committee received a presentation on the proposal for this pilot from the Director of Strategy and Transformation, and two consultant surgeons at the Gloucestershire Hospitals NHS Foundation Trust (GHNHSFT). As well as the presentation slides the Consultants explained to the committee what an average day in general surgery looked like, and the benefits that are expected to be achieved through this pilot. For clarity regulations are silent on proposals for pilot schemes; this means that the committee's role was one of 'critical friend'.

To set the context to this discussion the first that the committee knew of this proposal was following a leaked internal staff memo by a GHNHSFT staff member shortly after the committee's September 2018 meeting. This was followed by 57 GHNHSFT consultants writing to all members of the GHNHSFT Board expressing views on the preferred model of care, and which was subsequently the basis for articles in the local media.

The main thrust of some committee member's questions focused on the fact that these 57 consultants had chosen to write this letter, and that to them this signified a high degree of concern. The committee was assured that each of the consultants had received an individual response from the GHNHSFT Chief Executive. The committee was reminded that there had been similar letters from consultants when the trauma and orthopaedic pilot had been proposed; and that that pilot was proving successful. She also informed the committee that she had received many other letters/emails from consultants in support of this proposal; and that there were 400 consultants employed at the GHNHSFT.

The presentation slides give the detail of the benefits expected and the metrics by which the success or not of the pilot will be measured. It is important to understand that this pilot is still in the planning stage and forms part of the 2019 winter (sustainability) plan.

The minutes will capture the detail of the debate. The agreed outcome is that the committee will write to the GHNHSFT and GCCG Boards outlining its concerns. The committee will also hold an additional meeting to discuss this

proposal to gain a better understanding of the detail of the proposal particularly the benefits for both staff and patients, what the implementation planning timeline looks like, including the decision points, and the frequency of updates to the committee. The Chief Executive GHNHSFT was happy to support the committee's proposed work on this matter; she would prefer to be in a position where the majority of members were supportive of the proposal but her paramount concern was addressing the safety and sustainability of emergency general surgery. She was clear that the GHNHSFT would continue with its planning for this pilot; she was also clear that this was a pilot and should it become clear that it was not generating the expected outcomes this was reversible.

#### 4.7 Interventional and Community Radiology

This item related to the need to implement a temporary service change. The Director of Strategy and Transformation, GHNHSFT, and the Chief Operating Officer, Gloucestershire Care Services NHS Trust (GCS) gave a detailed presentation of the reasons for the service change.

It's important to be aware that changes can be made temporarily under regulation 23(2) of the s.244 Regulations (National Health Service Act 20061) because of a risk to safety or welfare of patients or staff. In these circumstances it may not be possible to undertake any public involvement or consultation with the Local Authority. This is the first time that the NHS in Gloucestershire has had to take this action.

Members were concerned on the impact on those people who would usually visit the community hospitals most affected by this change. They asserted that it would be important that there was clear communication on what services were available and when, otherwise there was the potential for the acute hospitals to be adversely affected by an increased footfall.

The reasons for the service change particularly relate to the workforce; this is a national issue, and was recently reported in the national media. The committee will be regularly informed on progress but it was recognised that in the current circumstances GCS and GHNHSFT were not able to specify when this service would be fully restored.

## **5 Environment and Communities Overview and Scrutiny Committee (7 November) - Cllr Rob Bird**

### 5.1 Public Rights of Way

Cllr Nigel Moor, Cabinet Member for Environment and Planning, introduced the report updating the Committee on actions taken to reduce the backlog of applications but also referenced methods with which they would continue to work to meet statutory deadlines and timescales. There was a widespread acknowledgement that the increased frequency of Commons and Rights of Way Committee meetings was a good method of meeting these deadlines.

Members were informed that there was an outstanding issue surrounding the appointment of an Officer to help reduce the backlog. It was explained that there was an effort to recruit from within the organisation with no success. He acknowledged that it was important to honour the commitment made at Environment and Communities Scrutiny Committee to appoint an Officer to this role.

## 5.2 UBICO report

The Managing Director of UBICO, Gareth Edmundson, provided an update to the Committee on the finances and corporate structure of UBICO. In total, UBICO's turnover was around £32m; it employed 650 staff; and had a fleet of 400 vehicles. He informed the committee that 90% of milestones in the 2018-2019 business plan have either been met or are in progress.

Simon Cluley of Ubico discussed the status of recycling centres around Gloucestershire. He mentioned that the reduced opening hours reduced Ubico's costs and contributed to savings for GCC. He reiterated that the company had closed all sites one day during the week but worked to ensure that adjacent sites were not closed at the same time.

There was a discussion between Members over the reduction in opening hours at household recycling centres highlighting the potential for congestion issues and vehicles turning around upon arrival at certain centres. They particularly pointed out that the closing times during British Summer Time (BST) were not considered good practice and should be longer to allow people to drop off waste after work. The Cabinet Member stated he would continue to review the status going forward.

## 5.3 Chief Fire Officer's Report

Andy Hermiston, Acting Chief Fire Officer and Head of Trading Standards and Coronial Services, presented a report on the enforcement measures in place on the supply of illegal tobacco by Trading Standards Services (TSS). He noted that there would be an external inspection by HMICFRS in Spring 2019. A Member questioned the reasons behind the increase in seizure rate in tobacco and cash and asked whether this increase was set to continue in future years.

Andy Hermiston stated that this increase was a spike as opposed to a trend with some notable high-value cases occurring this year.

It was also noted that there was an increase in arson offences across Q1. Members discussed whether there was any data on the resulting prosecutions, suggesting that Cllrs could help in areas to support activities to reduce offences.

Members requested a presentation at the next meeting on the format of the inspection and preparation towards it.

#### 5.4 Commissioning Officer's Report

Colin Chick, Strategic Advisor (Communities & Infrastructure), presented his report to update the Committee of recent decisions and policies. Members particularly noted that the Highways Maintenance contract had been awarded to Ringway from the 1<sup>st</sup> of April and there was an ongoing process of mobilisation that was proceeding well.

There was a wide-ranging discussion between Members and Officers concerning the use of electric and greener vehicles by the Council and how their use can be further encouraged. It was stated that the pilot EV hire scheme at the Council has been extended by 18 months and that more need to be done to tackle 'range anxiety;' the misconception that electric cars can only make short journeys on a charge.

It was also queried if the £22m allocated to the Cyber Business Park in Cheltenham included the improvement of transport in West Cheltenham. The Lead Commissioner - Strategic Infrastructure highlighted that this sum relates to improvements to the transport infrastructure in West Cheltenham and that there were 12 proposed schemes to address 'pinch points'.

#### 5.5 Work Plan

It was agreed that GFRS would present at the next meeting detailing the structure of the inspection that they are due to undergo. Items added to the work plan included clarification on the Dynamic Purchasing System for Transport from relevant Officers as well as a long-term review of the local transport plan.

## **6 Gloucestershire Economic Growth Scrutiny Committee – Cllr Kevin Cromwell**

- 6.1 The committee welcomed Cllr Kevin Cromwell as the newly appointed Chair of the Committee. He explained that work planning had been undertaken on 21 November and that this had been with members across all parties.

## **7. Gloucestershire Police and Crime Panel – Cllr Will Windsor Clive**

### **7.1 Fire Governance**

Martin Surl shared his business case for the Governance of the Fire and Rescue Service with the Panel for their comments. This document is out for consultation and the Commissioner will review it and decide whether to present it to the Home Secretary. In addition the Panel received a report from the Cabinet Member of Public Protection, Parking and Libraries at Gloucestershire County Council which provided an initial response to the Commissioner's report and identified some inaccuracies.

The Panel discussed a number of concerns relating to the business case, most notably around the timing of revisiting this proposal and how this would impact on relationships between the Commissioner's Office, the Council and other partners. Members raised the costs associated with changing governance and noted the Commissioner's frustration around not having the detailed financial information he sought from the County Council around the Fire and Rescue Service.

The Panel noted the information within the business case relating to the resignation of the Chief Fire Officer and the allegations brought forward. There was some discussion around that topic, particularly in relation to the Commissioner's criticisms around the current governance for the Fire and Rescue Service. The Panel was reminded that this was the remit of the Audit and Governance Committee and that an Audit report had been published and that a task group had also been set up by scrutiny members looking at the culture of the Fire and Rescue Service.

The Panel felt that they needed more time to consider the report in full and to make a response to the consultation. Members agreed to set up an informal briefing to discuss their response where they could also get the view of the Cabinet Member with responsibility for Fire.

### **7.2. Chief Executive Report**

The Panel noted the report detailing the activities of the Police and Crime Commissioner's Office. It was intended to assist the Panel in reviewing and scrutinising the decisions made and actions taken by the Commissioner

The Panel was provided with details of the impact around the change to the formula for calculating public sector pension schemes which would particularly hit unfunded schemes such as the Police. The Panel will be meeting in January

to receive details of the draft budget and the Commissioner's plans around the Police Precept. Further information would be provided at that stage.

Members praised the good work being carried out in relation to the Independent Custody Volunteers.

### 7.3 Police and Crime Plan Priorities Highlight Report

Richard Bradley, Deputy Chief Executive from the Office of the Police and Crime Commissioner, gave an update on the Police and Crime Plan.

Members noted increased exclusion rates in schools and the restorative work taking place. In addition, school based officers had been introduced by the Constabulary with four of the six appointed.

Members thanked the commissioner and his team for the report and the good work that was taking place against the plan. The Commissioner outlined that it demonstrated good relationships across organisations.

### 7.4 Whistleblowing procedure

The Panel considered the Commissioner's Office's whistleblowing procedure with members make suggestions around providing details of the Police and Crime Panel and enquiring around the numbers that had used the procedure.

### 7.5 Representation on National and Regional Bodies

Cllr Rob Garnham had been selected to be part of the Executive on the National Association of Police and Crime Panels. The Chairman and the Vice Chairman of the Panel attended meetings.

It was agreed that the Panel would be represented at South West Police and Crime Panel Chairs and Officer meetings.

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## **2. Overview and Scrutiny Management Committee (23 January 2019) – Cllr Patrick Molyneux**

### **2.1 Scrutiny Review**

The Committee received a report based on previous workshops and a discussion with OSMC Lead Members. It set out some key principles in terms of scrutiny culture and some key questions in terms of how scrutiny moves forward. In addition Members had attended events on scrutiny to learn from best practice regionally and nationally. Within the report, there were points raised about scrutiny structure and working practices going forward. It was acknowledged that Member development was an area that still needed further work but would be led by scrutiny.

The Committee discussed a number of recommendations around how scrutiny be carried out in the future but requested that a further workshop be scheduled with a focus on discussing the scrutiny committee structure. This would take place in February to conclude the review by the end of March 2019.

The discussion can be viewed in the minutes at:

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=264&MId=9173&Ver=4>

## 2.2 Budget Scrutiny

The report from the Budget Scrutiny Day was agreed by Members to be presented to Cabinet.

## 2.3 Great Gloucestershire Achievers Scrutiny Task Group

Please note the Group's Final Report as an appendix. The report has been sent to the Leader of Council for a response.

## **3. Children and Families Overview and Scrutiny Committee (17 January) - Cllr Brian Robinson**

### 3.1 Improvement Board update

The Committee welcomed Andrew Ireland, Independent Chair of the Improvement Board to the meeting. Mr Ireland reported on the progress work of the Board, his role as Chair and the cross partnership aspects involved in the work. In addition he reflected upon developments made within the service, the performance improvements and he proceeded to highlight the critical areas where progress was still required in order to secure the sustainable improvements.

### 3.2 Quality Assurance Framework: Progress Update Report

The report provided an overview of the audit activity undertaken in December, including the completion of audits against expectation, the growth in the number of auditors through the rolling training programme and other quality assurance activity. The Committee welcomed the report and appreciated having sight of the latest figures. The Committee accepted that in order for the organisation to be lifted from an overall rating of inadequate, it was necessary to move the monthly audit ratings to no more than 8% inadequate. As such there were significant improvements in the audit completion rates as a result of considerable pressure and the need to have any exemptions approved by Directors. The Committee agreed that the pressure needed to be maintained until audit process was seen as business as usual.

### 3.3 Performance Monitoring

It was reported that there were a number of areas across Children's Social Care where performance had improved or continued to improve since November

2018. The Committee felt that this performance would need to be maintained despite the challenging factors of a system under pressure and a continued workforce turnover, which resulted in recruitment issues.

Members appreciated that further work improvements were required in those areas where performance was not progressing or where issues were still evident for a reducing number of children, in order for all children to be seen, assessed or worked within a timely way and have plans in place to support progress, protection and transition to adulthood. The Committee were pleased to note that no children had been left in unsafe circumstances.

The Director of Children's Services shared his initial thoughts following Ofsted's visit with committee members and was eagerly awaiting the latest outcome letter from Ofsted.

### 3.4 Revenue Monitoring

The report highlighted the position as at November 2018. The current position for non-DSG funded services was an overspend position of £7.23 million (6.81% of budget). The underlying over-spend was £9.83 million, £5.98 million being external placement costs, which reduces to £7.23 million when offset by £2.6 million of Business Rates Retention pilot income. Dedicated Schools Grant (DSG) funded services are forecast to be over-spent by £4.42 million in-year and this exceeds uncommitted balances resulting in an over-spend of £1.92 million.

The Committee noted the position statement.

### 3.5. Children and the Justice System

The Committee noted the progress made in relation to further developing the local arrangements for Youth Justice with a particular emphasis on the work being undertaken to prevent the detention of children in police stations following charge. A vigorous discussion took place which assisted officers in the development of the plan. Officers explained that the local authority was not provided with a specific grant or funding stream to meet this duty, as such the costs for children transferred to the care of the local authority were met from existing budgets for children in care.

The committee reports can be viewed at:

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=670&MId=9041&Ver=4>

## **4 Health and Care Overview and Scrutiny Committee (15 January) – Cllr Carole Allaway Martin**

### **4.1. Petition - Save North Cotswold X-Ray Services**

The committee was asked to note a petition presented at the Gloucestershire County Council meeting on 28 November 2018. The petition was in response to concerns about X-Ray services at the North Cotswolds Hospital in Moreton-in-Marsh. Prior to the council meeting, on Monday 12 November 2018, Cotswold District Councillor for Moreton West, Cllr Alison Coggins, and members of Moreton-in Marsh Town Council met with NHS officials to discuss X-Ray Services at the hospital.

*The petition relayed 'grave concerns that the NHS acute trust would be reducing radiology services from around 30 hours to 8 hours per week. This could have significant repercussions for minor injuries involving breaks and fractures, which would require making travel arrangements to Cheltenham or Gloucester should the service be reduced. The petition sought to 'maintain the current level of local X-Ray services and ensure that the North Cotswold Hospital continued to serve the residents of Moreton-in-Marsh and surrounding villages'.*

The committee debated the petition. During the discussion, Cllr Joe Harris requested the *'Health and Care Overview and Scrutiny Committee seek a written commitment from the Clinical Commissioning Group and Gloucestershire Care Services NHS Trust to restore the radiology service at North Cotswold Hospital in Moreton-in-Marsh and put together a plan to ensure a long term future for radiology at the site'*. Seeking the views of the committee, the Chairman confirmed that, with a majority agreement, the committee write to the Clinical Commissioning Group and Gloucestershire Care Services NHS Trust, requesting restoration of the radiology service at North Cotswold Hospital in Moreton-in-Marsh.

### **4.2. Adult Mental Health - What happens in a Crisis Situation?**

The committee received a presentation from the 2gether NHS Foundation Trust on emergency mental health care services in Gloucestershire. Representatives from partner organisations 'Kingfisher Treasure Seekers' and 'Swindon and Gloucestershire Mind' were in attendance at the meeting. Noting some of the initiatives emerging from the Gloucestershire Mental Health Crisis Care Continuous Action Plan, members commended the presentation. Acknowledging the commitment and dedication from organisations participating in the multi-agency partnership, the committee noted progress and the hard work being undertaken. Anticipated improvements from the extensive

recruitment programme currently underway, the committee welcomed the opportunity for change.

Members drew attention to publication of the NHS Long Term Plan on 7 January 2019 and the priorities set out by NHS England for healthcare provision over the next ten years, including proposals on how the NHS funding settlement will be used. (In 2018, the government announced £20.5bn of additional funding for the NHS in England by 2023/24).

#### 4.3. Hospital Walk In Services

It was announced that an additional committee meeting would be held at Shire Hall on 20 February 2019. Arranged at the request of the committee, the meeting will give members an opportunity to gain a better understanding of the proposal to 'pilot the reconfiguration of General Surgery Services across Gloucestershire Royal Hospital and Cheltenham General Hospital'. Members were requested to submit their views and any concerns on the proposals before the end of the week. The responses will be incorporated into a draft letter for discussion at the meeting on 20 February 2019. Subject to the agreement of the committee, a letter to be sent to the Gloucestershire Hospital NHS Foundation Trust and GCCG Boards for consideration.

The meeting on 20 February 2019 to include a second item - Motion 825 'Protecting Gloucestershire Hospitals' Walk in Services'. Motion 825 was debated at the Gloucestershire County Council meeting on 28 November 2018, where it was agreed to refer the outcomes of the discussion, (including the resolution below), to the Health and Care Overview and Scrutiny Committee for further discussion.

Clarity on the context of the motion was raised by the Chief Executive of the Gloucestershire Hospitals NHS Foundation Trust. It was explained that the motion would need to be considered as that referred to full council on 28 November 2018 but that clarification on the detail of the motion could be made during the scrutiny committee discussion on 20 February 2019.

*Council noted:*

- i. The value communities place upon the Accident and Emergency units, in both Gloucester and Cheltenham*
- ii. The enormous and varied contributions made by the seven minor injury units spread across Gloucestershire*

- iii. *The great value communities across Gloucestershire place upon having hospital facilities close by.*

*The Council further noted that all Walk in Centres, Urgent Care Centres, and Minor Injury Units will be rebranded as Urgent Treatment Centres by the end of 2019, and*

**RESOLVED** *to write to the Gloucestershire Clinical Commissioning Group to appeal in the strongest possible terms, that none of the services currently on offer to walk-in patients at any of the nine hospitals be removed, and that Cheltenham General Hospital to not be further downgraded to an Urgent Treatment Centre from an Accident and Emergency department.*

#### 4.4 Annual Report of the Director of Public Health 2017/18

Director of Public Health for Gloucestershire County Council, Sarah Scott, presented the 3<sup>rd</sup> Public Health Annual Report 2017/18. The focus of the report was mental wellbeing. Following on from last years report and the emphasis on the health and wellbeing of children and young people, the Director gave a detailed presentation on the provision of timely and good quality treatment and support for people of all ages living with mental illness. The report and the decision to focus on a particular topic was commended.

Member's attention was drawn to the Adverse Childhood Experiences (ACEs) Panel Roadshows on 23 January and 13 February 2019. The committee noted that the screening of a 'resilience' documentary would be made at each of the roadshows, following by discussion. Directed by James Redford, the film looks at the biological effects of ACEs and how professionals and communities can work together to overcome established harm. All members are encouraged to attend one of the roadshows. Please refer to Members Matter for details of the screenings or visit the ACEs Gloucestershire website at [www.actionaces.org](http://www.actionaces.org) for more information.

## **5 Environment and Communities Overview and Scrutiny Committee (16 January) - Cllr Rob Bird**

### 5.1 Local flood risk management strategy Annual Improvement Plan

This is a yearly agenda item where the Committee are updated on the progress of the Local Strategy, where the team are to date and priorities for the forthcoming year. It was noted the main Flood Alleviation Scheme for 2018 had been completed at Priors/Oakley in Cheltenham.

The following topics were discussed:

- GCC's engagement with district councils regarding planning applications;
- how future projects are prioritised;
- how small maintenance that can help alleviate flood risk was monitored; and
- individual property level protection.

Members noted the updated plan and commended the flood risk team for their hard work and support since 2007.

## 5.2. HMICFRS Inspection

As requested by the Committee, members received a presentation from Andy Hermiston on the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services. Members were informed on the criteria for inspection, how the service was preparing for the inspection and emerging trends from services that had already been inspected.

A discussion followed around how other services had found the inspection so far, and importantly whether GFRS had the capacity to deal with this inspection effectively. Members were reassured by comments made referring to Gloucestershire as being in a good position, in comparison to other services, going into inspection.

Members thanked Andy for the presentation; the Committee was very impressed with the level of details provided on the preparations.

## 5.3 Commissioning Directors Report

Colin Chick, Strategic Advisor (Communities & Infrastructure), presented his report to update the Committee of recent decisions and policies. Members particularly noted that the following:

- in December Atkins were awarded the professional services contact, to commence 1 April 2019;
- highways are currently looking at how best to deliver the lengthsman scheme under the next financial year as it was funded by a one off provision;
- the LED street lighting programme and Metzway works are due to be complete by the end of this month;
- a new parking management scheme has been implemented at Arle Court to tackle misuse by local long-term parkers; and
- there has been a three/fourfold increase on the price of bus contracts.

Following discussion on the report, the Committee asked for the following actions to be made:

- Simon Excel to write to GWR to lobby that the date of commencement for enhancements to GWR and Cross Country services doesn't slip any further.
- Several members expressed concern, in relation to district planning applications, that GCC were not effectively supporting technical highways comments as officers were sometimes not present. Members requested feedback to the Committee on the criteria for sending a highways officer to district planning committees that GCC have commented on and to highlight if there are any issues with capacity in this area; and
- Officers to feedback to the Committee the criteria for 'bundling' Traffic Regulation Orders. A member highlighted in discussion that they currently had 13 outstanding double yellow line orders in their area.

#### 5.4. Chief Fire Officer Report

Andy Hermiston, Acting Chief Fire Officer presented his report to update the Committee of recent decisions and policies. Members particularly noted that the following:

- 56% increase in the number of on-call Firefighters, of which 22% are female Firefighters, far in excess of the national ratio of female staff;
- the implementation of a nationally recognised fitness test for staff;
- the success of the 'Exercise Star' call-out exercise in December. In the case of an emergency over the Christmas, GFRS would have been fully able to respond; and
- tribute was paid to the hard work of the trading standard on prosecutions in the County.

During discussions following the report, members were assured of the following:

- There are criteria in place to make sure no call out lacks an experienced senior manager onsite;
- the service are implementing the new national fitness tests with a 'soft landing' approach to make sure staff feel fully supported throughout; and
- the service will look into the national 'Friends Against Scams' initiative.

The committee reports can be viewed at:

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=673&MId=9087&Ver=4>



**GREAT GLOUCESTERSHIRE ACHIEVERS  
SCRUTINY TASK GROUP  
FINAL REPORT**

**1 Introduction**

1.1 On 28 March 2018 Full Council Resolved:

a) *That this Council recognises:*

i) *The Centenary of the Representation of the People Act 1918, which gave property-owning women over 30 and all men the right to vote in parliamentary elections, was a huge step forward for gender equality.*

ii) *That Shire Hall, as a place of democracy, must be representative of the county that members serve and that there is little in the building that reflects the achievements of women and our diverse communities.*

iii) *That the downstairs corridor and wall of 'Great Gloucestershire Achievers' has not been reviewed and updated for some time.*

b) *That this Council proposes that, in celebration of the Centenary of the Representation of the People Act, a cross-party working group should be established to see how the walls of Shire Hall can reflect and recognise the achievements of our communities and their contribution to our county's history.*

1.2 A task group was set up to see how GCC can better reflect and recognise the achievements of the people who have made significant contributions to our county's history.

1.3 Membership of the task group: Councillors Carole Allaway Martin, Joe Harris Stephen Hirst, Shaun Parsons, Klara Sudbury, Pam Tracey, Lesley Williams.

1.4 The task group spoke to Asset Management and Property Services, Gloucestershire Archives and the Leader of Council to explore the options as to how to best recognise Gloucestershire Achievers.

- 1.5 Members have developed criteria for identifying achievers as well as considering the appropriate ways in which to recognise them within Shire Hall and through Gloucestershire Archives. Members have considered what action should be taken to ensure certain events, anniversaries and short term celebrations are recognised appropriately as well as to allow for ongoing recognition of achievers.

## **2 Developing a criteria**

- 2.1 The task group recommends that a Panel be appointed to consider Gloucestershire Achievers. This Panel should convene annually to consider suggestions from Members of Council and the Public. This panel would determine suggestions for individuals to be recognised against the following criteria:
- Achievers should fall into at least one of the following categories: Public Life, Sports, Arts, Business, Science, Education, and Social Contribution.
  - Individuals should have made a significant contribution to the county, though they have not necessarily been born in the county, and have not necessarily achieved the same level of national/international recognition as those that are recognised through the plaques on the Staircase outside the Council Chamber.
  - Consideration should be given to ensuring that there is a balance in the recognition of achievers across the categories and throughout Gloucestershire.
  - An initial focus on women to help address current imbalance.
  - Achievers can both be those who have been prominent in communities and those who have been real 'trailblazers'.
  - Achievers should be recognised posthumously. Permission would need to be sought where appropriate.
  - Using the guidance outlined in section 3 of this report, the Panel would have the mandate to decide upon the appropriate method of recognition depending on the individual.

- 2.2 The public should be invited to nominate against the above criteria with an initial promotion of this. Those nominated will be recognised by Gloucestershire Archives and not necessarily through displays within Shire Hall. The task group recommend that a process is developed with input from Gloucestershire Archives and the Communications Team.

### **3 Recognising Gloucestershire Achievers**

The task group considered the ways in which achievers were being recognised by the County Council and discussed the options going forward.

#### **3.1 The plaques on the Staircase**

Those recognised on the stairs outside the Council Chamber are individuals who were born in the county and have achieved national/ international recognition though they might have spent some of their life away from Gloucestershire. As more Gloucestershire Achievers are identified they can be added to this display if they meet that criteria.

#### **3.2 Shire Hall Reception**

Members recognise that there is planned refurbishment of the reception area and corridor. This affords a great opportunity to consider how to make the space more welcoming for visitors with a more contemporary design. The task group recommend that as part of the refresh, a digital display be installed that would allow for a rolling display of achievers and provide the flexibility for it to be changed to celebrate other events and individuals over time. In particular, members note that there are a number of display boards that have not been updated over time. Consideration should be given to removing these to allow the space for the digital display.

#### **3.3 Shire Hall Rooms**

The task group feel that there is also an opportunity to name some of the rooms of Shire Hall according to Great Gloucestershire Achievers.

#### **3.4 Records retained through Gloucestershire Archives**

The task group recommend that Achievers should be recognised through a permanent record in Gloucestershire Archives promoted via the website which can be updated over time.

#### **4 Centenary of Representation**

The initial focus should be on women as women are underrepresented in the displays of Shire Hall. In the 100<sup>th</sup> anniversary year of the Suffragette Movement, it was considered appropriate to give much greater prominence to female achievers.

The task group recommend that a special celebration of Gloucestershire women should be developed and displayed in reception for a period of around 6 weeks. Using the criteria outlined at section 2 of this report, the task group have drawn up some initial names that should be considered as part of this celebration.

#### **5 Summary of recommendations**

##### **The task group recommends:**

- a)** Achievers should be recognised through a permanent record maintained by Gloucestershire Archives and promoted via the website which can be updated over time.
- b)** That a Panel be appointed to consider Gloucestershire Achievers. This Panel should convene annually to consider suggestions from Members of Council and the Public, identifying achievers against the criteria detailed in the report.
- c)** That a process is developed with input from Gloucestershire Archives and the Communications Team to allow the public to nominate achievers.
- d)** That as part of the refresh of the Shire Hall reception area, a digital display be installed that would allow for a rolling display of achievers and provide the flexibility for it to be changed to celebrate other events and individuals over time.
- e)** That a special celebration of Gloucestershire women should be developed and displayed in reception for a period of around 6 weeks. The first step would be display this on the website.