



Gloucestershire

COUNTY COUNCIL

**County Council
Meeting Papers**

Wednesday 23 March 2016

Council Chamber - Shire Hall, Gloucester



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COUNTY COUNCIL



County Council

Wednesday 23 March 2016 at 10.00 am

Council Chamber - Shire Hall, Gloucester

Chief Executive

A G E N D A

Chairman's Opening of Council

1	APOLOGIES FOR ABSENCE
2	MINUTES (Pages 1 - 26) To confirm and sign the minutes of the meeting held on 17 February 2016.
3	DECLARATIONS OF INTEREST Please see note (a) at the end of the agenda.
4	ANNOUNCEMENTS Please see the briefing note, which does not accompany this agenda but will be circulated prior to the meeting.
5	PUBLIC QUESTIONS Up to 30 minutes is allowed for this item. To answer any written public questions about matters which are within the powers and duties of the County Council.

The closing date for receipt of question is 10am on Wednesday, 16 March 2016.
Please send questions to the Chief Executive marked for the attention of Stephen Bace (email stephen.bace@gloucestershire.gov.uk).

To answer any oral questions put by members of the public with the consent of the Chairman. Depending on the nature of the questions asked it may not be possible to provide a comprehensive answer at the meeting, in which case a written answer will be supplied as soon as reasonably possible after the meeting.

Questions received and proposed responses do not accompany this agenda but will be circulated prior to the meeting.

6 CORPORATE PARENTING (Pages 27 - 30)

For information and members' questions.

Report of the Cabinet Member for Children and Young People and Strategic Commissioning.

7 PETITIONS

To receive petitions presented by members without discussion.

8 MOTIONS

The following motions had been received by the closing date at 10am on Tuesday, 15 March 2016.

Motion 765 - The Cotswold–Gloucestershire integrity motion

Proposed by Cllr Lesley Williams

Seconded by Cllr Barry Kirby

This Council believes that the Cotswolds is an integral part of Gloucestershire's heritage and a key part of its future as a County.

This Council believes that the Cotswolds benefits financially and culturally through its historic bond with the County of Gloucestershire. This Council also notes that Gloucestershire benefits with the Cotswolds being a key part of the County.

This Council asks that the Leader of Gloucestershire County Council write to the Secretary of State for the Department of Communities and Local Government to state this Council's unhappiness with this proposed changes to Cotswold District Council.

This Council asks that the Leader of Cotswold District Council presents their proposals for the Cotswold – West Oxfordshire unitary authority at the June 2016 County Council meeting.



Motion 766 - Improving highway tree maintenance

Proposed by Cllr Klara Sudbury

Secoded by Cllr Bernie Fisher

This Council notes that there are approximately 8,000 trees on highway land in Cheltenham alone, and many more right across the county.

It is understood, that the highways contract with Amey is under review and that Liberal Democrats have already asked the Cabinet Member to consider improving highway tree maintenance.

This Council asks the Cabinet Member to report back to the Highways Advisory Group on measures to improve the County Council's tree maintenance programme, before reporting back to full Council with a positive action plan.

Motion 767 – Sugar and Obesity Strategy

Proposed by Cllr Steve Lydon

Secoded by Cllr Lesley Williams

This Council expresses its dismay that the Government have added a further delay to enacting its childhood obesity report.

This Council is also aware that it does not include recommendations for a 'sugar tax', which has been proven to reduce the rates of obesity in children.

This Council is alarmed by the rate of childhood obesity across the County, and will write to the Secretary of State to urge them not to delay releasing the childhood obesity report, and to reconsider the 'sugar tax'.

9 MEMBERS' QUESTIONS

Up to 30 minutes is allowed for this item.

To answer any written member questions about matters which are within the powers and duties of the County Council.

The closing date for receipt of questions is 10am on Wednesday, 16 March 2016. Please send questions to the Chief Executive marked for the attention of Stephen Bace (email stephen.bace@gloucestershire.gov.uk).

Questions received and proposed responses do not accompany this agenda but will be circulated prior to the meeting.



10	SCRUTINY REPORT (Pages 31 - 40) For information and members' questions.
11	INDIVIDUAL CABINET MEMBER DECISION STATEMENTS (Pages 41 - 44) For information and members' questions.
12	APPOINTMENTS COMMITTEE REPORT (Pages 45 - 56) For debate and decision on the day, unless the Chairman decides otherwise.
13	HIGHWAYS PERFORMANCE REPORT (Pages 57 - 58) For information and members' questions. To note that senior highways officers from Amey, the Council's highways contractor, will be available immediately following the meeting to answer questions.

(a) **DECLARATIONS OF INTEREST** – Please declare any disclosable pecuniary interests or personal interests that you may have relating to specific matters which may be discussed at this meeting, by signing the form that will be available at the back of the Council Chamber. Completing this list is acceptable as a declaration, but does not, of course, prevent members from declaring an interest orally in relation to individual agenda items. The list will be available for public inspection. Members requiring advice or clarification about whether to make a declaration of interest are invited to contact the Monitoring Officer (Jane Burns ☎01452 328472 /fax: 425149/ e-mail: Jane.Burns@gloucestershire.gov.uk) prior to the commencement of the meeting.

(b) **RECORDING MEETINGS, INSPECTION OF PAPERS AND GENERAL QUERIES** – Please note that full Council meetings are webcast and may be viewed on the Council's website (www.gloucestershire.gov.uk). If you wish to inspect reports relating to any item on this agenda or have any other general queries about the meeting, please contact:

Simon Harper, Head of Democratic Services

☎:01452 324202, e-mail: simon.harper@gloucestershire.gov.uk

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EVACUATION PROCEDURE - in the event of the fire alarms sounding during the meeting please leave as directed in a calm and orderly manner and go to the assembly point which is **outside the main entrance to Shire Hall in Westgate Street**. Please remain there and await further instructions.





MINUTES OF COUNTY COUNCIL MEETING

DATE: Wednesday, 17 February 2016 TIME: 10am

VENUE: Shire Hall, Gloucester

Present

Cllr Phil Awford	Cllr Tony Hicks	Cllr David Prince
Cllr Dorcas Binns	Cllr Jeremy Hilton	Cllr Nigel Robbins
Cllr Robert Bird	Cllr Paul Hodgkinson	Cllr Brian Robinson
Cllr Tony Blackburn	Cllr Barry Kirby	Cllr Vernon Smith
Cllr David Brown	Cllr Richard Leppington	Cllr Lynden Stowe
Cllr Jason Bullingham	Cllr Sarah Lunn	Cllr Klara Sudbury
Cllr Chris Coleman	Cllr Stephen Lydon	Cllr Ray Theodoulou
Cllr Dr John Cordwell	Cllr Steve McHale	Cllr Brian Tipper
Cllr Iain Dobie	Cllr Paul McLain	Cllr Pam Tracey
Cllr Bernard Fisher	Cllr Paul McMahon	Cllr Robert Vines
Cllr Jasminder Gill	Cllr Tracy Millard	Cllr Stan Waddington
Cllr Andrew Gravells	Cllr Patrick Molyneux	Cllr Simon Wheeler
Cllr Colin Guyton	Cllr Nigel Moor	Cllr Kathy Williams
Cllr Tim Harman	Cllr Graham Morgan	Cllr Lesley Williams
Cllr Joe Harris	(Chairman)	Cllr Suzanne Williams
Cllr Mark Hawthorne	Cllr Brian Oosthuysen	Cllr Roger Wilson
Cllr Colin Hay (Vice-Chairman)	Cllr Shaun Parsons	Cllr Will Windsor-Clive
	Cllr Alan Preest	

Apologies: Cllr Mike Sztymiak

Honorary Aldermen Liz Boait, Bill Crowther, Barry Dare, Paul Drake, Bill Hobman, Terry Parker, John Sewell, Charmian Sheppard, Gordon Shurmer and Mike Williams

1. MINUTES

The minutes of the meeting held on 2 December 2015 were confirmed and signed as a correct record.

2. DECLARATIONS OF INTEREST

A copy of the declarations of interest is attached to the signed copy of the minutes.

3. ANNOUNCEMENTS

a) Cllr Bill Whelan

Members stood in silence as a mark of respect to Cllr Bill Whelan who had sadly passed away on Saturday, 13 February.

The Chairman stated that he had got to know Bill well during his time on the Council. He said that Bill had served the local community of Churchdown, including Innsworth, as both a county and borough councillor, for a number of years.

Bill had developed a great working relationship with both members and officers, and he was very well liked. Amongst his roles on the Council, he had served on the Appeals Committee, where he brought his knowledge of life as a taxi driver to his role in determining school transport appeals.

One of Bill's most notable achievements was establishing the GL3 Community Hub in Churchdown, which was recognised across the county and further afield as one of the most successful centres of its type.

The Union flag over Shire Hall was flying at half mast in Bill's memory and the Council would do the same on the day of his funeral. The Council's thoughts were with his partner, Kay, and other members of his family at this sad time.

The Chairman invited other members, including Group Leaders, to pay tribute to Bill. They said that Bill would be greatly missed by members, officers and the people of Churchdown. The GL3 Community Hub was just one of the many wonderful things he had achieved for his local community. He was a Churchdown stalwart and a true example of what a local councillor should be. He was a close friend to many members in the chamber and he would be sadly missed.

Bill's funeral would be held in Gloucester Cathedral on Friday, 11 March at 12.30pm.

b) Queen's New Year Honours

The Chairman congratulated the people living in Gloucestershire who had received awards as part of the Queen's New Year Honours.

c) Active Together and Children's Activity Fund

Officers would be available at lunchtime and after the meeting to provide advice to members.

Minutes subject to their acceptance as a correct record at the next meeting

- d) Members' ICT
Council officers would be in attendance at lunchtime to provide advice and assistance.
- e) Highways
Senior highways officers from Amey, the Council's highways contractor, would be available immediately following the meeting to answer questions.

4. PUBLIC QUESTIONS

Thirteen public question had been received. A copy of the questions and answers was circulated and is attached to the signed copy of the minutes.

The following supplementary questions were asked:

Question 1 - Nigel Wise asked:

As the Council has failed outright to answer five of the formal parking enforcement questions I have presented, has failed to discover and report any legislation which provides lawful authority for APCOA to be involved in any consideration of motorist's representations against penalty charge notices, and has intimated that Council staff appointed to consider motorists' representations are not required to have had formal training or have any relevant qualifications, will the Council now undertake an independent review of its enforcement operations so as to bring all of the identified irregularities into lawful good order and cease purporting irrationally that everything complies with statutory requirements?

In response, Cllr Vernon Smith thanked Mr Wise for bringing this to his attention, but stated that the Council was implementing its car parking policy lawfully and followed national best practice. He asked that if Mr Wise had any additional information then would he share it with senior officers.

Question 2 – Nigel Wise asked:

The confidence of officers is irrelevant. Where does the legislation allow officers to review prepared decisions of APCOA employees instead of considering motorists' representations afresh and impartially?

Cllr Vernon Smith responded by explaining that best practice was being followed and emphasised the professionalism of officers and the support and training available to them.

Question 3 – Nigel Wise asked

As the Council chooses to argue that they don't need to comply with findings of tribunal adjudicators, why does the Council rely on one adjudication to do nothing to correct their errors, and why didn't the Council apply for judicial review of the 2014 judgment which found the involvement of APCOA was illegal and give the reasons why?

Cllr Vernon Smith reiterated his previous answer. He was happy for officers to look at any new information, but stated that officers were complying with the law.

Question 4 – Nigel Wise asked:

Is it correct that some, at least, of the officers involved in considering motorists' representations have had no formal training and have no relevant qualification in relation to parking enforcement?

Cllr Vernon Smith stated that he disagreed with the statement and that officers had the training and support they needed to carry out their roles.

Question 5 – Nigel Wise asked:

Why did council officers not wish to disturb the status quo, and why had they repeatedly not provided the information he had requested. He stated that there had been an embargo on council officers responding to him including from councillors.

Cllr Vernon Smith explained that this was not factual and that officers carried out a professional, open and transparent job.

Question 6 – Nigel Wise asked

Will the Council now arrange for a face-to-face meeting with me and the Cabinet Member responsible Cllr Vernon Smith including council officers so that these matters can be discussed?

Cllr Vernon Smith explained that if Mr Wise had further information or evidence he wished to bring forward he would be happy to meet to discuss.

Question 12 – Owen Adams asked:

Our community group 'Frack off Our Forest ' thanks the Council for its recognition of our concerns and recognises the need for the Council to maintain neutrality on this issue.

Observing that the outcome of Cuadrilla's appeal against Lancashire County Council's refusal of planning consent for exploring gas drilling is to be determined by the Secretary of State, and this and subsequent planning applications may ultimately be predetermined by Central Government, will the Council strive to reflect the concerns of residents of Gloucestershire by seeking a revocation of licences for gas exploration in Gloucestershire to allow an independent risk assessment to be conducted before any planning process can begin?

Can the Council give an assurance to 'Frack off our Forest' that the evidence we source, both from lead experts and peer-reviewed scientific studies, will be taken into consideration in any future deliberations involving oil and gas exploration in Gloucestershire?

Cllr Will Windsor-Clive emphasised the importance of not predetermining any planning application that might come in the future. Each application would have to be determined in an open and transparent way.

5. PETITIONS

Cllr Chris Coleman presented a petition to Cllr Vernon Smith, Cabinet Member for Highways and Flood, calling for the Council to proceed with the consultation on the railway area parking review in Cheltenham.

Cllr Lynden Stowe presented a petition to Cllr Paul McLain, Cabinet Member for Children and Families and Strategic Commissioning, opposing any closure of the village school in Ebrington.

6. CORPORATE PARENTING

RESOLVED that the report of the Cabinet Member for Children and Young People and Strategic Commissioning be noted.

7. CONSTITUTION COMMITTEE

a) Report of the Independent Remuneration Panel

Cllr Mark Hawthorne, Chair of the Constitution Committee, invited Richard Blamey, Chair of the IRP, to present the panel's recommendations.

Mr Blamey paid tribute to panel member Gwyn Morgan who had sadly passed away in November 2015. He said that Gwyn was well liked and respected by fellow panel members and county councillors.

He said that the panel had welcomed the opportunity to meet members and they had developed a good understanding of their role. The panel were aware of issues around members' ICT, difficulties for some members in attending training courses and the need for a mentoring programme for new councillors. He said that a comparison had been undertaken of the basic allowance paid by county councils across the country and it was evident that members in Gloucestershire were undervalued compared with elsewhere. The average basic allowance for county councils was £10,300.

The IRP recommendations would increase the basic allowance from £9,100 to £10,000 with special responsibility allowances maintained at their current value for 2016-17 and 2017-18. He recognised that this would break the 'building blocks' approach with special responsibility allowances no longer being a multiple of the basic allowance. He said that this would need to be reviewed in future.

Cllr Hawthorne thanked Mr Blamey and the IRP for their diligent work in reviewing the allowances. He recognised that the review had been more thorough than many of those undertaken elsewhere. He believed, however, that it would be inappropriate to increase the basic allowance by such a significant amount when the Council was facing severe financial pressure. He urged members to consider the wider context in light of the difficult financial decisions that would need to be taken in the next two years.

Cllr Hawthorne proposed and Cllr Will Windsor-Clive seconded an amendment that the allowances be maintained at their present level for 2016-17 and 2017-18 with the IRP being requested to undertake a review of the structure of the current allowances scheme following the May 2017 election.

A number of other members spoke in support of the IRP recommendations. They questioned the value in having an IRP if the Council ignored its recommendations. They believed that it was important that a wider range of people were encouraged to stand as councillors and this was unlikely to happen if the allowances were much lower than those paid elsewhere.

On being to the vote, the amendment was lost.

On being put to a recorded vote, it was

RESOLVED

- i) *To increase the Basic Allowance from £9,100 to £10,000 for a two year period from 1 April 2016.*
- ii) *To maintain all Special Responsibility Allowances as a fixed sum at their 2015-16 level for a two year period from 1 April 2016.*

The voting was as follows:

For (25): Cllrs David Brown, Dr John Cordwell, Iain Dobie, Bernard Fisher, Jasminder Gill, Joe Harris, Colin Hay, Jeremy Hilton, Paul Hodgkinson, Barry Kirby, Richard Leppington, Sarah Lunnon, Steve Lydon, Steve McHale, Paul McMahon, Tracy Millard, Graham Morgan, Brian Oosthuysen, Alan Preest, David Prince, Nigel Robbins, Klara Sudbury, Simon Wheeler, Lesley Williams and Suzanne Williams

Against (24) Cllrs Phil Awford, Dorcas Binns, Rob Bird, Tony Blackburn, Jason Bullingham, Andrew Gravells, Tim Harman, Mark Hawthorne, Tony Hicks, Paul McLain, Patrick Molyneux, Nigel Moor, Shaun Parsons, Brian Robinson, Vernon Smith, Lynden Stowe, Ray Theodoulou, Brian Tipper, Pam Tracey, Robert Vines, Stan Waddington, Kathy Williams, Roger Wilson and Will Windsor-Clive

Abstentions (1): Cllr Colin Guyton

b) Modifications to the petition scheme

RESOLVED

- i) *To approve the revised petition scheme at annex B to the report including the associated flow chart at appendix 1.*
- ii) *To include the petition scheme in part 5 of the Council Constitution under 'codes and protocols'.*

c) Monitoring Officer changes to the Council Constitution

RESOLVED *to ratify the changes to the Council Constitution made by the Monitoring Officer under delegated powers (as shown at Annexes C and D of the report).*

8. POLICY AND BUDGET FRAMEWORK - MEDIUM TERM FINANCIAL STRATEGY AND THE COUNCIL STRATEGY

The Chief Executive explained the procedure that would be followed. Firstly, Cllr Mark Hawthorne, Leader of the Council, and Cllr Ray Theodoulou, Cabinet Member for Finance and Change, would be asked to present the budget recommendations from the Cabinet.

Secondly, in order to reach a position where a substantive motion could be debated, the other groups would be invited to propose amendments to the budget but there would be no debate at that stage. This would be a departure from the normal procedure where only one amendment could be moved and discussed at any one time. The Chairman therefore proposed that under procedure rule 24.1 the following part of procedure rule 13.5 be suspended for the duration of the budget debate:

'Only one amendment may be moved and discussed at any one time. No further amendment may be moved until the amendment under discussion has been dealt with.'

The Vice-chairman seconded the motion and, on being put to the vote, the motion was supported.

Once the amendments had been presented, the Chief Executive advised that the Chairman would call for an adjournment to provide an opportunity for the Group Leaders to reach a common position.

After the adjournment, the Leader of the Council would advise members of those areas where it had been possible to reach agreement. Any amendments which had not been accepted or withdrawn would then be presented by the groups, debated and voted upon.

Thereafter all members would have an opportunity to debate the budget in line with the normal rules of debate. At the end of the debate, the Leader of the Council would have the right of reply.

Finally, a recorded vote would be proposed from the Chairman on the substantive motion, seconded by the Vice-chairman.

Cllr Mark Hawthorne, the Leader of the Council, presented the recommendation from the Cabinet meeting held on 3 February 2016. He said that the Council faced challenges in finding savings whilst meeting increasing demand for services, particularly in adult social care and children's services. The proposed increase in

council tax would be the first rise in five years with a 1.99% rise and a National Adult Social Care Levy of 2%. He stated that the amount of money available was only part of the story and it was as much about how it was spent in meeting the Council's priorities. He noted that the Council continued to deliver efficiencies in a number of areas including the buildings and procurement programmes.

He noted that 93% of the respondents to the public consultation believed that the Council had the right priorities: supporting the most vulnerable, working with communities and individuals to help them do more for themselves and reducing the Council's running costs to get the best out of its assets.

He was pleased that the Government had listened to the concerns around reductions in funding through the Local Government Finance Settlement. Following the Cabinet recommendation, the Government had notified the Council that a transitional grant of £2.475 million would be awarded for 2016-17. He proposed that just over £2 million should be used to improve the condition of Gloucestershire's roads.

Cllr Ray Theodoulou, the Cabinet Member for Finance and Change, seconded the recommendation from the Cabinet. He advised that Mark Spilsbury, Head of Finance, was taking flexible retirement and would no longer be leading on the preparation of the budget. He paid tribute to Mark for his outstanding contribution to the Council and he thanked him for all the support and advice he had provided for members through the budget setting process.

Cllr Jeremy Hilton, Leader of the Liberal Democrat Group, and Cllr Paul Hodgkinson presented the amendments to the budget proposed by the Liberal Democrat Group. They expressed concern at the reduction in Government funding and the impact that this was having on Council services. The condition of the county's roads had deteriorated rapidly over the winter. They called for an increase in funding for the Highways Local Scheme and Traffic Regulation Orders to allow members to address particular concerns in their area.

Cllr Lesley Williams, Leader of the Labour Group, stated that her group would be voting against the budget. She regretted that Government spending cuts were bending public services so far out of shape that they were being stretched to breaking point. She said that national cuts had resulted in a budget which was 'bad for Gloucestershire, bad for residents and bad for local businesses'.

Cllr Alan Preest, Leader of the UKIP Group, believed that there was value in having a cross-party review of the budget as part of the budget scrutiny process. This should involve a review of all service areas with a particular emphasis on areas of discretionary spending. He proposed an amendment to that effect. He was pleased

that the Government had provided additional funding following the lobbying undertaken by the Leader of the Council. He recognised the growing pressure on adult social care and children's services. He was anxious that the MPs in Gloucestershire worked on behalf of the Council to ensure that the Government was aware of the impact of continuing cuts to funding. He was pleased that the 'lengthsman' scheme that had been trialled so successfully in the Forest of Dean was being rolled out across the rest of the county. He welcomed funding for a circular off-peak bus service in the Forest of Dean.

Budget amendments

Conservative Group:

To increase the budget allocation for road maintenance by £2,075,000, with the extra funding being used to improve the condition of Gloucestershire's roads, including by instituting a county-wide 'lengthsman' scheme.

Liberal Democrat Group:

- a) To invest a further £1,192,500 during 2016-17 in the Highways Local Scheme increasing the fund per county division from the current £22,500 to £45,000. The use of this fund for highway improvements to be promoted and agreed with the local county councillor beforehand.
- b) A £100,000 investment to improve the implementation process for traffic regulation orders (TROs), which impose traffic restrictions for safety reasons, by employing a designated TRO Officer and providing additional funds for preparation of new TROs.
- c) To provide free residents' parking permits at a cost £5,000 per annum to all Vehicle Excise Duty (VED) Band A vehicles, which includes electric vehicles, for the first permit only. To be applied for 2016-17 and 2017-18 with a review after two years.
- d) A £50,000 investment to provide improved mental health support to children and young people.
- e) A £45,000 investment to embed a member of Gloucestershire Fire and Rescue Service within adult social care to assist the fire service in helping to improve the health and wellbeing of vulnerable people through 'safe and well' checks.

Minutes subject to their acceptance as a correct record at the next meeting

- f) To continue with the initiative to fund year 5 pupil visits to Gloucester's SkillZone at a cost of £50,000 per annum. To be available to all Gloucester schools irrespective of their status and to be funded on an ongoing basis.
- g) A £20,000 investment in the Child Sexual Exploitation (CSE) Team to look at gaps in e-safety and to continue the 'in the net' internet safety awareness work.
- h) An investment of £500,000 over two years to realise at least four of the six cycling schemes proposed in the 'Barriers to Cycling' report within the next two years.
- i) A £30,000 investment to carry out an independent study to look at the 30+ air quality management areas and examine solutions to reducing levels of pollution at these particular sites. The study to be overseen by the Gloucestershire Pollution Group (GPG) involving all six districts plus a representative from the County Council. Recommendations to be reported back to the GPG, the Environment and Communities Overview and Scrutiny Committee and the Health and Care Overview and Scrutiny Committee within 12 months.
- j) A £20,000 investment to undertake a detailed analysis of the pollution levels outside Gloucestershire's primary and secondary schools. The findings to be reported back to the Environment and Communities Overview and Scrutiny Committee, Children and Families Overview and Scrutiny Committee and the Health and Care Overview and Scrutiny Committee to determine further action.
- k) A £30,000 investment to carry out an independent review of the procurement process and the contract that was awarded for the Javelin Park incinerator.
- l) A £40,000 investment for a new officer in the Joint Waste Team to promote recycling across Gloucestershire.

UKIP Group:

That the Budget is subject to a cross-party review as part of the budget scrutiny process. This will involve a review of all service areas with a particular emphasis on areas of discretionary spending. The scrutiny review will report ahead of the Cabinet making its final recommendations to Council on the 2017-18 Budget. This Council requests that the Leader of Council and/or relevant Cabinet Member(s) attend each overview and scrutiny committee in advance of the consultation on their proposals for the 2017/18 budget. This will allow councillors on

those committees to consider such proposals and scrutinise them as necessary. This approach should become the established procedure for all future budgets.

The Chairman called for an adjournment to provide an opportunity for the political groups to discuss and agree amendments.

Following the adjournment, the Leader of the Council provided details of those budget amendments which had been agreed without change:

- a) A £100,000 investment to improve the implementation process for traffic regulation orders (TROs), which impose traffic restrictions for safety reasons, by employing a designated TRO Officer and providing additional funds for preparation of new TROs.
- b) To continue with the initiative to fund year 5 pupil visits to Gloucester's SkillZone at a cost of £50,000 per annum. To be available to all Gloucester schools irrespective of their status and to be funded on an ongoing basis.
- c) That the Budget is subject to a cross-party review as part of the budget scrutiny process. This will involve a review of all service areas with a particular emphasis on areas of discretionary spending. The review will report ahead of the Cabinet making its final recommendations to Council on the 2017-18 Budget.

This Council requests that the Leader of Council and/or relevant Cabinet Member(s) attend each overview and scrutiny committee in advance of the consultation on their proposals for the 2017/18 budget. This will allow councillors on those committees to consider such proposals and scrutinise them as necessary. This approach should become the established procedure for all future budgets.

The following budget amendments were accepted subject to amendment:

- a) Increase the budget allocation for road maintenance by £2,075,000, with the extra funding to be used to improve the condition of Gloucestershire's roads. This will include instituting a county-wide 'lengthsman' scheme and increasing the amount for each county division under the Highways Local Scheme from £22,500 to £30,000.
- b) To provide free residents' parking permits for all Vehicle Excise Duty (VED) Band A electric vehicles (one vehicle per applicant and to be funded over two years at a cost £5,000 per annum).

Minutes subject to their acceptance as a correct record at the next meeting

- c) A £25,000 investment to provide improved mental health support to children and young people.
- d) A £20,000 investment is given to the Child Sexual Exploitation (CSE) Team with advice taken from the Children's Safeguarding Board on how best this can be spent.
- g) A £150,000 investment to realise at least four of the six cycling schemes proposed in the 'Barriers to Cycling' report within the next two years.
- h) A £50,000 investment to carry out an independent study to look at the 30+ air quality management areas and pollution levels outside primary and secondary schools and examine solutions to reducing levels of pollution at these particular sites. The study to be overseen by the Gloucestershire Pollution Group (GPG) involving all six districts plus a representative from the County Council. The recommendations to be reported back to the GPG and to the relevant overview and scrutiny committees within 12 months to allow further action to be determined. Funding in each district area to be subject to match funding from the relevant district council.

The following budget amendments were withdrawn:

- a) A £45,000 investment to embed a member of Gloucestershire Fire and Rescue Service within adult social care to assist the fire service in helping to improve the health and wellbeing of vulnerable people through 'safe and well' checks.
- b) A £40,000 investment for a new officer in the Joint Waste Team to promote recycling across Gloucestershire.

The following amendment, upon being put to the vote, was not supported:

A £30,000 investment to carry out an independent review of the procurement process and the contract that was awarded for the Javelin Park incinerator.

The net cost of the amendments agreed to the 2016/17 budget was approximately £2.475 million. All of the costs were one-off except those relating to the provision of free residents' parking permits for VED Band A electric vehicles (reviewed after two years) and year 5 pupil visits to Skillzone (permanent).

General debate on the Budget

Members thanked officers for all their hard work in preparing the budget papers.

They recognised the value of the work undertaken by a scrutiny task group that had

looked at the recruitment and retention of children's social workers. They were pleased that the recommendations of the task group had been accepted and that £2 million of additional funding had been included in the budget to allow recruitment of more children's social workers.

Cllr Ray Theodoulou, Cabinet Member for Finance and Change, stated that it was still a challenging time for the Council but he was proud that significant savings were being realised through the Meeting the Challenge 2 Programme. Funding was being directed towards the most vulnerable people in the local community. Demand for services, particularly for adult social care and children's services, was increasing year-on-year. He was pleased that the Council was maintaining a £438 million programme of investment in Gloucestershire's infrastructure.

He reminded members about the Public Sector Equality Duty and the need for them all, as decision makers on the Council Strategy and the Medium Term Financial Strategy, to show 'due regard'. The Due Regard Statement formed an integral part of the Council's budget process.

Cabinet Members spoke in support of the budget, noting the investment proposed in highways and flood alleviation, schools, children's social workers, family centres, broadband and adult social care.

Some members spoke against the budget believing that cuts in Government funding would impact most severely on the most vulnerable. They expressed concern that the Council was consistently overspending in some areas. One member believed the Government was overseeing a period of managed decline in local government. Another member questioned the wisdom of freezing council tax year-on-year and then increasing it by 4% in one go.

In summing up, Cllr Hawthorne strongly defended the budget proposals. He said that it was a budget for Gloucestershire, one that would protect the most vulnerable and provide further investment in roads and infrastructure.

RESOLVED

- 1 *That the Council Strategy 2016-2019 be approved.*
- 2 *That, having considered the additional consultation responses and the Public Sector Equality Duty Assessment, approval is given to the MTFs and the revenue and capital budgets for 2016/17, amended to take account of the following changes for one year only (unless indicated otherwise):*
 - a) *Increase the budget allocation for road maintenance by £2,075,000, with the extra funding to be used to improve the condition of*

Gloucestershire's roads. This will include instituting a county-wide 'lengthsman' scheme and increasing the amount for each county division under the Highways Local Scheme from £22,500 to £30,000.

- b) A £100,000 investment to improve the implementation process for traffic regulation orders (TROs), which impose traffic restrictions for safety reasons, by employing a designated TRO Officer and providing additional funds for preparation of new TROs.*
- c) To provide free residents' parking permits for all Vehicle Excise Duty (VED) Band A electric vehicles (one vehicle per applicant and to be funded over two years at a cost £5,000 per annum).*
- d) A £25,000 investment to provide improved mental health support to children and young people.*
- e) To continue with the initiative to fund year 5 pupil visits to Gloucester's SkillZone at a cost of £50,000 per annum. To be available to all Gloucester schools irrespective of their status and to be funded on an ongoing basis.*
- f) A £20,000 investment is given to the Child Sexual Exploitation (CSE) Team with advice taken from the Children's Safeguarding Board on how best this can be spent.*
- g) A £150,000 investment to realise at least four of the six cycling schemes proposed in the 'Barriers to Cycling' report, within the next two years.*
- h) A £50,000 investment to carry out an independent study to look at the 30+ air quality management areas and pollution levels outside primary and secondary schools and examine solutions to reducing levels of pollution at these particular sites. The study to be overseen by the Gloucestershire Pollution Group (GPG) involving all six districts plus a representative from the County Council. The recommendations to be reported back to the GPG and to the relevant overview and scrutiny committees within 12 months. Funding in each district area to be subject to match funding from the relevant district council.*

- 3 That approval is given for the council tax for each valuation band, and to issue precepts on each district collection fund as set out below:*

Minutes subject to their acceptance as a correct record at the next meeting

Gloucestershire County Council 2016/17 Budget:

	£000
Original 2015/16 Budget	420,032
Inflation	8,470
Cost and spending increases	24,235
Cost Reductions	<u>-32,278</u>
Total	420,459
Less:	
Core Grant	118,244
Public Health Grant	25,943
NHS Funding	11,596
New Homes Bonus	4,480
Education Single Grant	3,592
Education Statutory Responsibility Grant	1,275
Transitional Grant	2,475
Other non-ring fenced grants	2,138
Collection Fund Surplus	5,006
Total to be precepted (Council Tax Requirement)	245,710
Split:	
Adult Social Care Levy (2%)	4,726
All other Council Tax (1.99%)	240,984

	Taxbase	Total Precept
	Total	£
Cheltenham	40,395.30	45,808,712
Cotswold	38,418.10	43,566,546
Forest of Dean	27,655.50	31,361,640
Gloucester City	36,240.70	41,097,350
Stroud	42,148.48	47,796,838
Tewkesbury	31,814.95	36,078,502
Total		245,709,588

- 4 That approval is given to the Capital programme set out in Annex 8 of the MTFs, and delegated authority is given to the Strategic Finance Director to vary allocations between individual schemes in

consultation with the Deputy Leader and Cabinet Member for Finance and Change.

That the Council approves:

- a) The adoption of the new MRP policy outline in Annex 9 of the MTFS for implementation from 2015-16.*
- b) The Treasury Management Strategy set out in Annex 9 of the MTFS.*

- 5 *That approval is given to the Operational Boundary and Authorised Limits of Borrowing, as set out in the Treasury Management Strategy, at Annex 9 in the MTFS as follows:*

Operational Boundary for External Debt	2015/16	2016/17	2017/18	2018/19	
	Approved	Revised	Estimate	Estimate	
	£m	£m	£m	£m	
Total	352.000	330.000	330.000	330.000	

- a) Noting that the authorised limit for 2016/17 will be the statutory limit determined under section 3 (1) of the Local Government Act 2003.*
- b) That the approval is given to the Prudential Indicators for Treasury Management set out in Annex 9 of the MTFS for*
 - (i) Upper limit of fixed interest rate exposure of £320 million of net outstanding principal sums.*
 - (ii) Upper limit of variable rate exposure of zero of net outstanding principal sums.*
 - (iii) The maturity structure of borrowings as set out in Annex 9.*
 - (iv) The upper limit for principal sums invested for more than 364 days of £120 million.*

- 6 *That Council approves the schools funding set out in Section G and Annex 4 in the MTFS.*

- 7 *That Council note and endorse the Cabinet response to the recommendations of the scrutiny task group on the recruitment and retention of social workers as set out in Annex 1.1 in the MTFS.*

8

That Council delegate to the Strategic Finance Director the production of an efficiency statement within the DCLG deadline, in the event that this is beneficial to GCC financially, based on the approved MTFS, in consultation with the Cabinet Member for Finance and Change.

9

10 *That the Risk Management Strategy 2016-2017 is approved by Council.*

That the Budget is subject to a cross-party review as part of the budget scrutiny process. This will involve a review of all service areas with a particular emphasis on areas of discretionary spending. The review will report ahead of the Cabinet making its final recommendations to Council on the 2017-18 Budget.

This Council requests that the Leader of Council and/or relevant Cabinet Member(s) attend each overview and scrutiny committee in advance of the consultation on their proposals for 2017/18 budget. This will allow councillors on those committees to consider such proposals and scrutinise them as necessary. This approach should become the established procedure for all future budgets.

A motion for a recorded vote had been proposed and seconded by the Chairman and Vice-chairman.

The voting on the substantive motion on the budget was as follows:

For (25): Cllrs Phil Awford, Dorcas Binns, Rob Bird, Tony Blackburn, Jason Bullingham, Andrew Gravells, Tim Harman, Mark Hawthorne, Tony Hicks, Paul McLain, Patrick Molyneux, Nigel Moor, Shaun Parsons, Alan Preest, Brian Robinson, Vernon Smith, Lynden Stowe, Ray Theodoulou, Brian Tipper, Pam Tracey, Robert Vines, Stan Waddington, Kathy Williams, Roger Wilson and Will Windsor-Clive

Against (11): Cllrs Jasminder Gill, Barry Kirby, Richard Leppington, Sarah Lunnon, Steve Lydon, Steve McHale, Tracy Millard, Graham Morgan, Brian Oosthuysen, David Prince and Lesley Williams

Abstentions (14): Cllrs David Brown, Chris Coleman, Dr John Cordwell, Iain Dobie, Bernard Fisher, Colin Guyton, Joe Harris, Colin Hay, Jeremy Hilton, Paul Hodgkinson, Nigel Robbins, Klara Sudbury, Simon Wheeler and Suzanne Williams

9. MOTIONS

No motions had been received.

10. MEMBERS' QUESTIONS

Forty two member questions had been received. A copy of the answers was circulated and is attached to the signed copy of these minutes.

The following supplementary questions were asked:

Question1 – Cllr Sarah Lunnon asked, given the high level public concern, what provision would be made for future monitoring of air quality at critical receptors at local buildings and could the monitoring be put in place to establish a baseline prior to the operation of the residual waste facility.

Cllr Ray Theodoulou explained emissions would be monitored in accordance with official directives by the Environment Agency and that an update report would be provided to Cllr Lunnon and that he was sure the relevant agencies would take account of the concerns the member had outlined. He didn't have specific details of the properties mentioned.

Question 2 – Cllr Lesley Williams asked the Cabinet Member to reflect the need for a universal service for children in proposing a new approach.

Cllr Paul McLain explained that the core purpose of children's centres were to improve outcomes for families and young people. He explained that universality applied to wider children and families services e.g. early years

Question 7 – Cllr Barry Kirby asked whether the member was confident that there would be no applications for fracking in the Forest of Dean and Stroud.

Cllr Mark Hawthorne referred to the session that had been held by scrutiny and that while he did not have reason to believe any applications were forthcoming, any application would need to be handled in an open and transparent way with due process followed.

Question 9 – Cllr Steve McHale asked whether the member had a view on the police precept rise.

Cllr Will Windsor-Clive reiterated his answer in the paper.

Question 14 – Steve Lydon asked what the Cabinet Member’s view was on a Council that continually under budgeted and overspent.

Cllr Ray Theodoulou stated that he would advise the Council to get their budget in order.

Question 15 – Cllr Steve Lydon asked which of the cash rises within the budget as detailed in the answer, was the Cabinet Member most proud of.

Cllr Ray Theodoulou replied that he was proud of all of them.

Question 16 – Cllr Steve Lydon asked whether the Leader of Council was in favour of fracking.

In response Cllr Mark Hawthorne explained that it was important to look at any specific proposal on its merits through the planning process.

Question 17 – Cllr Steve Lydon asked whether detailed savings targets would be discussed as part of a budget scrutiny task group.

Cllr Ray Theodoulou replied that he would discuss with the member outside of the meeting.

Question 18 – Cllr Bernie Fisher asked if the Cheltenham Borough Council task group on street parking recommended free parking on Sundays, would the County Council follow suit?

Cllr Vernon Smith replied that the Council was always open to listen to proposals.

Question 22 – Cllr Jeremy Hilton asked why Clearwater Drive was designated as a potential school site when there were other locations that would benefit from a school.

Cllr Ray Theodoulou explained that this was not a County Council proposal.

Question 23 – Cllr Jeremy Hilton asked what the Cabinet Member’s view was on Police and Crime Commissioners being able to take control of Fire and Rescue authorities. He believed that Gloucestershire Fire and Rescue Service was best placed to deliver services as part of the County Council.

Cllr Will Windsor-Clive stated that there was cross-party support for the Gloucestershire Fire and Rescue Service and that it was well run and efficient. He did not foresee a Police and Crime Commissioner wishing to take it on.

Question 26 – Cllr Paul Hodgkinson asked if the Cabinet Member could reiterate his understanding of funding around free school meals.

Cllr Paul McLain explained that the expectation was that the funding received in 2014-15 would be a one off, so the 2015-16 allocation would be viewed by schools as supplementary funding.

Question 28 – Cllr Jasminder Gill asked if the Cabinet Member was still confident that no applications for on-shore oil and gas extraction had been received.

Cllr Will Windsor-Clive stated that no applications had been received.

Question 30 – Cllr Klara Sudbury asked for information on the number of successful claims from people tripping and hurting themselves on pavements in Cheltenham in the past 5 years.

Cllr Vernon Smith stated that there were 30 claims in a 5 year period.

Question 31 – Cllr Klara Sudbury asked what consultations the school had done with Leckhampton parents in order to meet the demand in the area.

Cllr Paul McLain replied that a lot of work had been carried out providing an independent analysis with proposals but these had not been taken up by the school. He was happy to meet with Cheltenham members to discuss any opportunities for expansion in the area and to consider alternative ways to manage demand.

Question 33 – Cllr Chris Coleman expressed concern regarding the consultation being undertaken by Bournside School and asked if the Cabinet Member could notify local councillors about any information they had regarding planned changes to the school's catchment area.

Cllr Paul McLain explained that the Council had written to the school to express concerns. He would share the end result when he had been informed.

Question 34 – Cllr Chris Coleman asked if Cheltenham members could meet with the Cabinet Member on the issue of Bournside School.

Cllr Paul McLain agreed to meet with the members, but there were regular seminars on the issue and members were kept informed. He suggested that the meeting be held within a month.

Question 37 – Cllr Chris Coleman expressed disappointment at the lack of a full response to his question asked at the last meeting on the issue of street trees. He asked if the Cabinet Member could provide him with further information regarding to street trees.

Cllr Vernon Smith apologised stating that he had believed that the information had been sent to the Councillor and that it now would be.

Question 41 – Cllr Chris Coleman stated that he had attended a meeting with the county's parking team and he asked what the decision was with regards to the consultation on the Railway Area parking review.

Cllr Vernon Smith advised the member to talk to Cheltenham Borough Council task force on this issue. The Council would wait until the conclusions of that Task Force were available.

11. SCRUTINY REPORT

a) Exploration for unconventional hydrocarbons

Cllr Rob Bird, Chair of the Environment and Communities Overview and Scrutiny Committee, presented the recommendation from the committee meeting held on 13 January 2016. He noted that since the original motion was referred to the committee the national position had changed. He said that a small majority of committee members had requested that the matter be referred back to Council with a recommendation that a letter be sent to the Secretary of State requesting that the process for exploring for unconventional hydrocarbons be halted in Gloucestershire. Some members were mindful that the Council was the statutory minerals planning authority. Those members believed that it was unwise for the Council to express a view at the present time.

Cllr Nigel Moor, the Chair of the Planning Committee, stated that the matter required some careful thought as there was a risk that members supporting the recommendation might be viewed as predetermining the issue. He said that members could be viewed as having a closed mind. A fundamental principle of the planning process was that all the evidence including the views of the public should be considered at the time of the application.

A number of members believed that it was right and proper for the Council to listen to the views of the public and send a message to the Government which recognised their concerns. They noted that they were not considering an

individual application and they could not see why the Council could not comment on an issue which was of such significance to local people.

One member said that the extraction of hydrocarbons was a known cause of climate change, an issue which was of fundamental importance to national security.

Another member stated that exploration to find out what was present was very different to the extraction of unconventional hydrocarbons. He failed to see an issue with taking steps to explore what was there.

Other members questioned the value of writing to the Secretary of State. They remained concerned about the danger of predetermination, not only for individual planning applications but also in respect of approval of the Minerals Local Plan. They were anxious that members were able to determine matters locally. To do that they needed to be able to show that they approached decisions with an open mind. Making statements ahead of the decision making process might open the Council up to legal challenge including judicial review.

Responding to a request for advice, the Head of Legal Services advised that members needed to satisfy themselves that they could approach the decision making process with an open mind and consider the evidence presented in an objective way. She said that it was a matter for individual members to decide whether they wished to participate in the debate or reserve their right to comment until they were required to make decisions on individual applications or the Minerals Local Plan.

On being put to a recorded vote, it was

RESOLVED that Gloucestershire County Council sends a letter to the Secretary of State requesting that the process of exploring for unconventional hydrocarbons in Gloucestershire be halted.

The voting was as follows:

For (21): Cllrs David Brown, Chris Coleman, Iain Dobie, Bernard Fisher, Jasminder Gill, Joe Harris, Colin Hay, Jeremy Hilton, Paul Hodgkinson, Barry Kirby, Richard Leppington, Sarah Lunnon, Steve Lydon, Tracy Millard, Graham Morgan, Brian Oosthuysen, Alan Preest, Klara Sudbury, Simon Wheeler, Lesley Williams and Suzanne Williams

Against (0)

Abstentions (26): Cllrs Phil Awford, Dorcas Binns, Rob Bird, Tony Blackburn, Jason Bullingham, Dr John Cordwell, Andrew Gravells, Tim Harman, Mark Hawthorne, Tony Hicks, Steve McHale, Paul McLain, Patrick Molyneux, Nigel Moor, Shaun Parsons, Nigel Robbins, Brian Robinson, Vernon Smith, Ray Theodoulou, Brian Tipper, Pam Tracey, Robert Vines, Stan Waddington, Kathy Williams, Roger Wilson and Will Windsor-Clive

b) Stroud General Hospital

Cllr Sarah Lunnon expressed concern regarding recent closures of the minor injuries unit at Stroud General Hospital. She asked whether the Health and Care Overview and Scrutiny Committee could look at this issue.

In response, Cllr Iain Dobie, the committee chair, recognised the importance of the issue but said that there was a formal process for raising items. He said that he would speak to Cllr Lunnon outside the meeting to determine the best approach.

RESOLVED that the scrutiny report be noted.

12. CABINET DECISION STATEMENT

RESOLVED that the Cabinet Decision Statement for the decisions taken on 3 February 2016 be noted.

13. CABINET MEMBER DECISION STATEMENT

RESOLVED that the Statement of Individual Cabinet Member Decisions for the period 1 November 2015 to 31 January 2016 be noted.

14. HIGHWAYS PERFORMANCE REPORT

A member asked whether an indicator could specifically be included to reduce harmful emissions from diesel engined vehicles on the highways fleet. He believed that the time was right to make such a commitment.

Cllr Vernon Smith, the Cabinet Member for Highways and Flood, explained that this was complex and there would need to be discussions with officers about how such an indicator could be put in place.

Minutes subject to their acceptance as a correct record at the next meeting

Cllr Klara Sudbury expressed concern that performance against some of the targets did not reflect her experience on the ground in Cheltenham. She said that she received regular complaints of blocked gullies from residents. She was also finding that restrictions were being put on Highways Local projects that she wished to pursue in her area.

Cllr Vernon Smith stated that he would be happy to discuss the member's particular concerns outside of the meeting.

RESOLVED to note the highways performance report.

The meeting ended at 3.50pm

CHAIRMAN

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REPORT TO FULL COUNCIL

CORPORATE PARENTING GROUP

23 MARCH 2016

1. KEY PERFORMANCE INDICATORS FOR GLOUCESTERSHIRE IN RELATION TO SERVICES FOR CHILDREN IN CARE

The Corporate Parenting Group met on 22 February 2016, where the members of the group received an update on the number of children living in care and on current performance targets, (for the period ending 31 January 2016).

The following information was reported at the meeting.

a) Overall direction and numbers of Children in Care

A total of 551 children were reported as being in care at the end of January, a rise of 11.5% from 494 in January 2015. Just under half of children in care (39.0%) were placed with the agreement of their parents (215). Of the other children, 51.7% (285) children were placed through the court process whilst their permanent future was being determined, 7.3% (40) had a placement order granted and 2.0% (11) were placed under police protection, under an emergency protection order or on remand.

Most children were placed in family environments with foster carers (81.1%), while a small proportion (8.3%) were placed in residential schools or homes, 3.3% (18) placed for adoption and (40) 7.3% placed with their parents or in independent living arrangements

b) Children coming into care for a second or subsequent time

Of the 330 children coming into care this year, 64 (19.4%) came into care for a second or subsequent time.

c) Children and Young People placed outside Gloucestershire

68 Children in Care were placed out of county, representing 12.3% of the care population. This was slightly up on October's position, (64 (11.9%).

d) Children and Young People placed in neighbouring councils

Most children and young people (67.6%) were placed in authorities bordering Gloucestershire. This is considered better for the children and young people, as they are nearer to home and are able to access support from children's social care and partner services more easily.

Of those placed in a neighbouring LA, one was in Oxfordshire; one in Swindon; 12 in Herefordshire; six in Monmouthshire; 12 in Wiltshire, and 13 in Worcestershire.

Herefordshire houses a well established residential school which accounts for a number of young people placed with that authority.

e) Children and young people placed at a distance

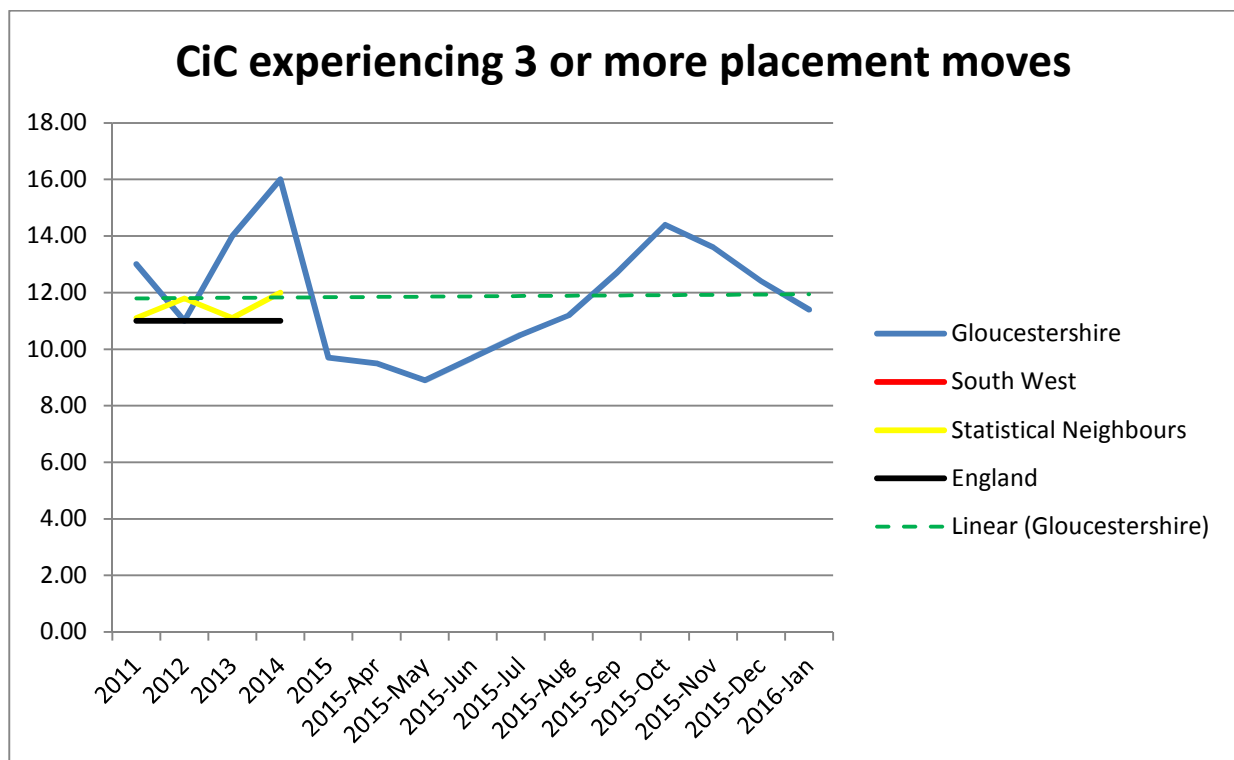
22 children and young people were placed at a further distance

- i. 15 children and young people were are placed in authorities in the South West (8 in South Gloucestershire; 5 in Devon, and; 2 in Somerset)
- ii. 7 children and young people were placed outside of the South West in the Authorities of Middlesex (3); Shropshire (3) and West Berkshire (1)

Most children placed out of county were placed in a family setting (foster or adoptive care), currently 64.7% (44 children). 24 (35.3%) children and young people were placed in residential or other settings.

f) Achieving a stable home for children and young people

In the 12 months to the end of January, 69 children changed placement 3 or more times. This resulted in a performance percentage of 11.4%, stabilising the upward trend of recent months. Some movement of placements can be expected (for example long term adoptive placements), the aim would be to minimise moves of families for children and young people. When compared nationally and with statistical neighbours, Gloucestershire is in-line with statistical neighbours (12.0%) and the national (11.0%) averages published for the 2013/14 financial year.

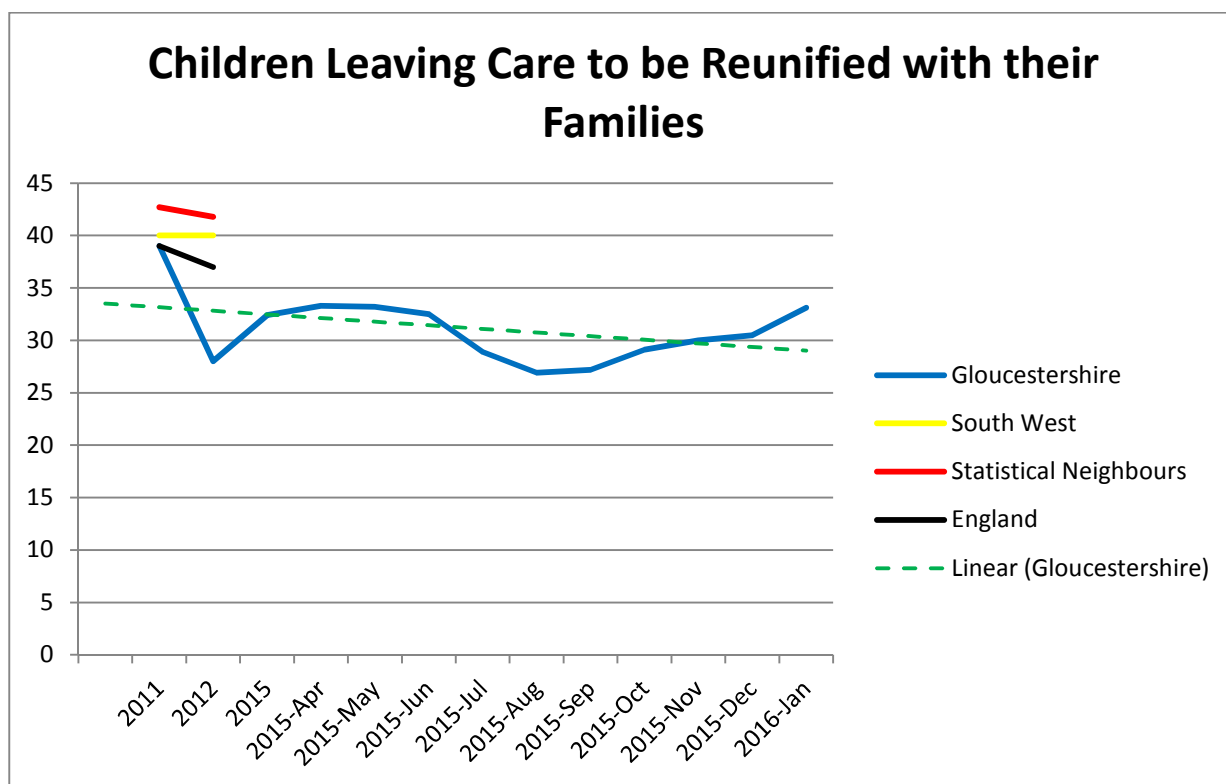


CiC Experiencing 3 or more placement moves

Of the children in care for at least 2.5 years, (139 children), 63.3% (88) have been in the same placement for at least two years.

g) Children and young people leaving care to return to their families

Of the 239 children leaving care in the rolling year to the end of January 2016, 33.1% (79) were reunified with their families, slightly up on 30.5% (72) as reported at the end of December 2015.



Where possible, the aim would be to return children and young people to their families as quickly as possible. There is a balance to be struck between returning children to their parents, (as detailed above), and the situation deteriorating with children returning to care for a second time. Currently Gloucestershire appears to be returning fewer children to their families than comparative, national and South West councils.

2. CHILDREN IN CARE COUNCIL MEETS CORPORATE PARENT GROUP

Following on from the success of the first 'Children in Care Council meets Corporate Parenting Group' event held in October 2015, a second event was held at the University of Gloucestershire's Oxstalls Campus on Friday 19 February 2016.

Ten young people aged 12 to 19 hosted the event, focussing on key topics selected by the young people themselves, including 'how to live independently', 'settling into a flat' and 'managing a weekly budget'. The event was considered a huge success, with young people and representatives from the Corporate Parenting Group working together to produce several positive outcomes.

As reported in the Spring Edition of the 'Voice Magazine for Children in Care and Care Leavers in Gloucestershire', the event was "great fun with lots of lively debate".

When asked what was considered the most positive aspect, one young person said, "Everyone listening and taking our thoughts and opinions seriously, also hearing Corporate Parents points of view". Another young person said, "I love going to these events and being part of it all". The session was well represented with one Corporate Parent stating, "It was really enjoyable and thought provoking, the young people were articulate and organised, Fab!"

It is hoped another event will be held in the Autumn.

3. VOICE MAGAZINE

PDF versions of the 'Voice Magazine for Children in Care and Care Leavers in Gloucestershire' have been circulated to members by email in advance of the meeting.

OVERVIEW AND SCRUTINY UPDATE

23 March 2016

1 Introduction

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

Section 2	Cllr Brian Oosthuysen, Chair of the Overview and Scrutiny Management Committee
Section 3	Cllr Tim Harman, Chair of the Children and Families Overview and Scrutiny Committee
Section 4	Cllr Iain Dobie, Chair of the Health and Care Overview and Scrutiny Committee
Section 5	Cllr Robert Bird, Chair of the Environment and Community Overview and Scrutiny Committee
Section 6	Cllr Paul Hodgkinson, Chair of Economic Growth Overview and Scrutiny Committee

2 Overview and Scrutiny Management Committee (18 March 2016) – Cllr Brian Oosthuysen

- 2.1 The March meeting of Overview and Management Committee had not been held when the papers for the Council meeting were issued. At the meeting on 18 March, members will be asked to consider the following items:
- 2.2 Procurement Update
Members will receive an update from Graham Collins who will provide an overview of Commercial, details of Procurement Regulations and Policy Changes and an update on Contract Management.
- 2.3 Performance Reporting
Members will receive the Strategic Performance Management Report for 3rd Quarter 2015/16 as well as performance reports for Strategy and Challenge and Core Council.

3 Children and Families Overview and Scrutiny Committee (10 March 2016) – Cllr Tim Harman

- 3.1 Reshaping Services for Families and Young People
The committee received a detailed presentation, from the Lead Commissioner Early Years, on this consultation outlining the engagement process, the proposals, and the

headlines from feedback received so far. (For information the full consultation on this matter is available at this link <https://gloucestershire-consult.objective.co.uk/portal>; and the presentation slides are available on the council's website.)

Within the context of reduced resources it is important that there is a clear and consistent link between universal and targeted services; that those children and families most in need are able to access support; and that services are structured such that these families can be identified.

The Ambassadors for Vulnerable Children and Young People have been involved in the stakeholder events relating to ensuring that the voice of the child is heard and listened to in this consultation. The committee was able to hear about this first hand as it benefits from the co-option of the Ambassador role on to the committee. It was clear that a lot of thought had been given as to how to engage with these very young children.

There have been misunderstandings about this consultation, particularly with regard to the perception that children's centres would close; it was helpful to get clarity on this and hear that this was not the intention. Members were concerned as to the risks attached to this policy direction; these would be fully explored in the Consultation Report to be received at Cabinet on 8 June 2016.

In the main committee members agreed that this was a positive direction of travel, although it is important to note that this was not the view of the whole committee. The committee agreed that this matter will be added to its work plan in order to follow up on progress.

3.2 Safeguarding: Learning in Practice

The committee was joined by the Head of Quality Children and Young People to discuss this matter. Members were in agreement that training opportunities must not be a tick box exercise but must be able to evidence that it makes a difference. How to measure the impact of training is clearly complex. It was good to hear from the Head of Quality that there is follow up at regular intervals to test out recall. The data can also be analysed to demonstrate impact and whether there is a correlation between training events and an increase in referral rates (eg. this has been the case following training on Child Sexual Exploitation and Neglect training). Customer feedback is another method used as this can show whether learning has been translated into action.

The Head of Quality explained that from her perspective the big question was 'So What?' in other words what difference has this training had on practice, and this was the main driver underlying training design going forward. She is concerned with the

response rate for the follow up evaluations and acknowledged that this needs to increase.

Training also includes e-learning. Members agreed that it would be helpful for members of council to engage with this online training and information will be included in Members Matter on how members of council can take up this opportunity.

3.3 Qtr 3 Performance Report

The Director of Children's Service's informed the committee that there were no new emerging trends. Good progress is being made with regard to workforce issues and officers are working on how to best allocate this resource. It was good to note that the retention rate for social workers has improved.

The number of school exclusions is a concern and the committee agreed that it will take a detailed look at this issue at a future meeting.

Members are also concerned about the safeguarding risks relating to home schooling. The committee agreed to add this matter to its work plan.

3.4 Revenue Monitoring

Committee members continue to be concerned with regard to the external placement budget for children in care. Members are aware that there are strict procedures relating to these placements with the Director of Children's Services having the final sign off. However this budget area is not decreasing and members have therefore agreed to undertake a deep dive on this matter at a future meeting.

The committee is also concerned with the costs relating to agency staff. It is acknowledged that this may be a necessary measure to cover sickness absence; but it is to be hoped that the additional investment in social workers will see this reliance reduced in future.

The committee was informed of the consultation on the Schools National Funding Formula which is open until 17 April 2016. This is for a national funding formula to make the distribution of schools funding fairer which is something that Gloucestershire has campaigned for. However there is the potential for some aspects of these proposals to have a significant negative impact on the local authority. The Schools Forum will be debating this matter at its meeting on 17 March 2016 and sending a response to this consultation. The council will also be submitting a response. I would encourage all members of council to engage with this consultation which is available at this link <https://www.gov.uk/government/consultations/schools-national-funding-formula>. This information will also be included in Members Matter.

3.5 Co-Option of the Ambassador for Vulnerable Children and Young People

The committee has valued the involvement of the Ambassadors in its work and was happy to agree to cop-opt this role on to the committee for another year.

4 Health and Care Overview and Scrutiny Committee (8 March 2016) – Cllr Iain Dobie

4.1 CQC Inspection of 2Gether NHS Foundation Trust (2G)

The committee was pleased to welcome the Lead Inspector for this Inspection to inform and engage with the committee on this matter. The committee was also joined by the Chair and Chief Executive of 2G. The Trust had received an overall rating of Good. Two service areas - acute wards for adults of working age and psychiatric intensive care units (PICU's) and mental health crisis services and health based places of safety – were rated as Outstanding. 2G is the only mental health trust in the country to have achieved outstanding ratings in these areas. (The CQC presentation slides are available on the council's website for information.)

The Inspection had identified areas where work was needed to bring the service up to the required standard. In total there are 15 'must do' actions and 58 'should do'. The Trust is required to submit an Action Plan to the CQC on these matters and is on schedule to deliver this within the required timeline. Some of these actions have already completed.

The committee congratulated the Trust on the outcome of the inspection and agreed that the ratings indicated that there was a strong leadership and a committed and motivated workforce at the Trust.

The committee will monitor progress against the Trust's action plan.

4.2 Sexual Health Services in Gloucestershire

The Director of Public Health and Public Health Outcome Manager gave a detailed presentation on this important area. (The presentation slides are available on the council's website for information.) Although the commissioning profile shows that responsibility falls across the local authority, the Gloucestershire Clinical Commissioning Group and NHS England (NHSE) the committee was assured that there was strong collaborative working in place and that these services were operating effectively.

Going forward within the context of reduced funding it will be important to ensure that the services are identifying the groups of people most at risk, and targeting resources to those groups. The committee was shown a map of the needs analysis for the Stroud District area and the associated locations of services. The committee has

asked for this information for the whole county and will ensure that it is made available in Members Matter.

The committee agreed that the current Public Health performance scorecard did not sufficiently inform the committee on this issue, and was pleased to note that the overall scorecard is being reviewed.

4.3 Qtr3 Adult Social Care and Public Health Performance Report

Members welcomed the fact that performance against targets relating to employment and settled accommodation for people with a learning disability continues to improve. However we continue to struggle to improve performance against reassessments targets. Performance against drug and alcohol targets remains static. The committee was also concerned that the adult social care budget continued to overspend; currently showing a £4.1m overspend. It was explained that there was the possibility that funding previously set aside for the Care Act could be used to mitigate this position (as the government had changed the timescale for this work) but this was not certain. Members are aware that the social care levy will be factored into the budget for 2016/17; but there was a view from some members as to whether the budget set for this area was realistic given the propensity to be in an overspend position.

A significant area of concern going forward was the (national) shortage of Domiciliary Care workers. Locally, two providers of domiciliary care have recently chosen to step away from providing this service. There is also the potential impact on the already limited workforce of the new nursing qualifications – the associate and apprentice nurses. Nationally the Association of Directors of Adult Social Services (ADASS) is lobbying on this matter.

4.4 Gloucestershire Clinical Commissioning Group (GCCG) Performance Report

Demand on the system continues to be high. The report showed that there is much good performance across the system, but concerns around cancer, stroke and A and E remain, although it is acknowledged that the GCCG and the Hospitals Trust are working hard to address this. Members were also concerned with regard to the mixed sex accommodation breaches; it was explained that this was a result of the high demand on hospital services.

The Social Prescribing work is progressing well with good sign up from the Voluntary and Community Sector.

Workforce factors are a significant contributor to many performance factors and this issue will be looked at in depth at the committee's next meeting.

4.5 Healthwatch Gloucestershire (HWG) Public and Patient Feedback Qtr3

The important role played by pharmacies in the delivery of healthcare in the county had been a recurrent theme during this meeting. During this discussion it was agreed to write to the Secretary of State for Health to question why given the role that pharmacies can play in prevention and delivery there is a proposal to cut funding in this area.

4.6 Proposal for a West Oxfordshire (Cotswolds) Unitary council

The committee expressed its concerns with regard to the potential negative impact on the health and social care of the residents of Gloucestershire. Members heard from both the council and the GCCG regarding their own concerns and these validated the committee's view. It was therefore agreed to issue the following statement: -

This committee expresses its concern regarding the proposal by the Leadership of Cotswold District Council to form a new unitary authority with West Oxfordshire District Council – West Oxfordshire (Cotswolds).

This proposal has serious implications for the health and social care of the people of Gloucestershire. Current understandings and joint working between Gloucestershire's Social Care and Health commissioners and providers will be put at risk as will planned work to further integrate health and social care in the county. For example, this would have a detrimental effect on hospital admissions and discharges, access to Community Hospitals and the Integrated Community and Rapid Response Teams which operate across the county.

The creation of a new council with links to different commissioners and providers adds additional layers of bureaucracy and complexity into the mix.

5 Environment and Communities Overview and Scrutiny Committee (9 March 2016) - Cllr Rob Bird

5.1 Draft Local Transport Plan (LTP) Consultation Response

It is a statutory requirement under the Local Transport Act 2008 for local authorities to produce a Local Transport Plan, outlining each authority's long-term transport strategy. Gloucestershire County Council, in its role as local transport authority, is required to periodically review and update the Local Transport Plan for Gloucestershire. The review process for the current LTP, (adopted in 2011), has reached its conclusion.

At its meeting on 9 March 2016, the committee considered an analysis of the representations received during the final stage of the LTP consultation process. Incorporating feedback from the meeting, the Draft LTP Response Report has been amended to include several minor changes. The draft final report will be considered by Cabinet on 20 April 2016, and presented to Full Council seeking final approval on 29 June 2016.

5.2 Scrutiny Review: Climate Change Task Group

Cllr Sarah Lunnon, Chairman of the 'Climate Change Task Group', presented the task group's final report and recommendations. Cllr Lunnon informed members that the task group recognised the commitment by this council and by many other local organisations in addressing climate change, but believed there was still more work to be done, including the County Council taking a leading role in Gloucestershire to contribute to the terms agreed at the Paris Climate Conference in December 2015, and in limiting global warming.

One of the recommendations considered at the committee meeting on 9 March 2016, proposed inclusion of a statement in the foreword of the LTP to accentuate the urgency of the need to reduce carbon emissions in Gloucestershire. Subject to minor amendment, including a request for the task group to refer proposals relating to GFirst LEP direct to the LEP itself, the committee noted and agreed the report for submission to Cabinet at its meeting on 20 April 2016.

5.3 Scrutiny Review: Access to and from the Forest of Dean Task Group

Cllr Patrick Molyneux, Chairman of the 'Access to and from the Forest of Dean Task Group', presented the task group's final report and recommendations. Cllr Molyneux explained that the initial request for the review had been based on concerns about the life-span of the First River Severn Crossing, and the feasibility of a creating a Third River Crossing. Such concerns, however, were subsequently allayed during a presentation from Highways England, who assured members both River Severn Crossings were well maintained, and did not require replacement.

Cllr Molyneux expanded on the work of the task group before presenting a series of recommendations to the committee. One recommendation proposed the council undertake more work on investigating the economic feasibility of creating a Third River Crossing on the River Severn as part of its long term objectives. The committee noted the formal submission to the public consultation on the Gloucestershire Draft Local Transport Plan 2015-31 and agreed the report for submission to Cabinet at its meeting on 20 April 2016.

5.4 Scrutiny Review: A429 Fosse Way

At the Overview and Scrutiny Management Committee meeting on 20 November 2015, it was agreed a scrutiny task group would be established to look at safety and congestion issues on the A429 Fosse Way, with those County Councillors whose divisions were located in the Cotswold District forming the membership of the task group.

Cllr Paul Hodgkinson presented an interim report on the work of the task group. Outlining the ambitions for the review, including promoting road safety; establishing better road signage; and considering the strategic role of the A429, Cllr Hodgkinson informed members that several initial recommendations had been submitted for consideration in the development of the Local Transport Plan for Gloucestershire. The recommendations included: -

- a) Adopting an 'Asset Management' approach for the future maintenance, and traffic management of the A429 and A433 Highways.
- b) To secure additional funding for improvements to the highway safety and traffic management of the A429 Highway, the task group proposed lobbying local MP's to engage in the re-classification of the A429 as a trunk road. Should this approach prove unsuccessful, the task group proposed the council approach Gloucestershire First Local Enterprise Partnership to seek additional funding.
- c) Expressing concerns about the lack of comprehensive traffic data from which to consider issues covering the length of the A429 Highway, the task group proposed investigating potential gaps in traffic data. As part of its investigation, the task group proposed the council contact i-Transport LLP to seek information on the development located at Land South of Chesterton near Cirencester.
- d) The task group proposed that the County Council engage with neighbouring authorities to pursue joint long term activities and aspirations.
- e) Individual members of the task group have offered to make contributions from their 2016/17 local highways funds to commission a 'specific journey time' survey of the A429 Highway.

The task group's final report, including recommendations, will be considered at the Environment and Communities Overview and Scrutiny Committee meeting on 18 May 2016, and by Cabinet on 8 June 2016.

5.5 Chief Fire Officer Report

John Beard, Head of Community Safety for Gloucestershire Fire and Rescue Service, presented the Chief Fire Officer's Report and gave a verbal update on the portfolio of services provided by the Fire Service (GFRS) on behalf of Gloucestershire County Council. Members noted the progress that has been made in implementing the GFRS Integrated Risk Management Plan 2015-18, plus the outcomes of recent proposals relating to Cirencester and Painswick Fire Stations. Members were informed that the proposal to deliver prevention and protection and emergency response using two fire engines based at Cirencester Fire Station had been implemented, and the proposal to close Painswick Fire Station and provide emergency response from Stroud, was due to be implemented within the next 3 to 4 weeks.

Full details of the Chief Fire Officer Report, (item 9 of the agenda), can be viewed at the following link:

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=673&MId=8224&Ver=4>

5.6 Commissioning Director's Report

The Commissioning Director updated the committee on matters that might require a decision by Cabinet in the next few months. Full details of the Commissioning Directors Report, (item 8 of the agenda), can be viewed at the following link:

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=673&MId=8224&Ver=4>

5.7 Work Plan

The committee noted an earlier proposal from Cllr Iain Dobie proposing that the committee consider replacing the council's diesel fleet with less damaging automated technology. Supporting the proposal, the committee requested a paper on the Gloucestershire County Council's activities to support and promote electric vehicle use in Gloucestershire at the committee meeting on 18 May 2016.

Other items to be added to the agenda at the committee meeting on 18 May 2016 include; Waste Update; Cotswold Flood Action Group Update and the final report of the A429 Task Group. Advised this was the last meeting of the current membership of the committee, (pending potential changes at the council AGM on 11 May 2016), the committee welcomed a suggestion that the incoming committee consider a review of the work of the committee over the past year and an opportunity to review and update the committee work plan. Suggested items to add to the committee work plan included; Air Pollution; Minerals Local Plan Update and Parking Regulations.

6 Gloucestershire Economic Growth Scrutiny Committee (16 March 2015) – Cllr Paul Hodgkinson

The March meeting of the Gloucestershire Economic Growth Scrutiny Committee had not been held when the papers for the Council meeting were issued. Below is an overview of the items to be considered at the meeting on 16 March 2016. A verbal update on the outcomes from the meeting will be given at the council meeting.

6.1 Work Plan

At an earlier committee meeting, it was agreed that the committee would combine several specific issues into combined topics to form the following work plan items: -

- a) Employment skills/devolution
- b) Promoting Gloucestershire/supporting businesses
- c) Next generation communication technology (including Broadband and Mobile Phone issues)

6.2 At the Gloucestershire Economic Growth Scrutiny Committee on 16 March 2016 will be invited to: -

- a) Comment on the issues considered at the Gloucestershire Economic Growth Joint Committee meeting held earlier the same day. (Scrutiny committee members can attend this meeting in an observer capacity). Please refer to the following link to view the agenda and supporting documents for the Gloucestershire Economic Growth Joint Committee meeting.

<http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=725&MId=8207&Ver=4>

- b) A verbal update on the Community Pub Task Group;
- c) A course of direction from members on how to promote Gloucestershire as a more desirable destination to live, work and play. It is anticipated this item will be considered as a main agenda item, including presentations from Robin Tjolle,(Cotswold Tourism), and Maureen McAllister, (Wye Valley and Forest of Dean Tourism), at a committee meeting in April, (date to be confirmed).

6.3 Mobile phone coverage in Gloucestershire

Currently maintaining a watching brief on the status of mobile phone coverage in Gloucestershire, the committee has invited leading Mobile Network Operators to give an update on current issues at a committee meeting in April, (date to be confirmed).

REPORT TO FULL COUNCIL

STATEMENT OF INDIVIDUAL CABINET MEMBER DECISIONS

23 MARCH 2016

Statement of Individual Cabinet Member Decisions			
1 February 2016 to 29 February 2016			
Decision Date	Cabinet Portfolio Holder	Decision	Key Decision
9 Feb 2016	<p>Cllr Paul McLain</p> <p>Cabinet Member for Children and Young People and Strategic Commissioning</p>	<p>Award of contract for the provision of Semi Independent Accommodation and Support Services for Young People aged 16 and 17.</p> <p>Having fully considered all the available information, the Cabinet Member for Children and Young People and Strategic Commissioning rejected the alternative options and agreed to take the recommended decision to for the reasons set out in the published report to: -</p> <p><i>Authorise the Commissioning Director: Children and Families to: -</i></p> <ol style="list-style-type: none"> 1) <i>Conduct an EU compliant competitive tender process for the award of an 18 month multi supplier Framework Agreement (limited to a maximum of 14 suppliers) for the provision of Semi Independent Accommodation and Support Services for Young People aged 16 and 17; and</i> 2) <i>Upon conclusion of the competitive tender process to enter into a Framework Agreement with each of the preferred providers (to a maximum of 14) who are evaluated as offering the Council best value for money for the delivery of the services. In the event that the preferred provider is either unable or unwilling to enter into a Framework Agreement with the Council then the Commissioning Director: Children and Families is</i> 	Yes

		<p><i>authorised to enter into such agreement with the next willing highest placed suitably qualified provider until all 14 places on the framework have been filled or where the opinion of the Commissioning Director: Children and Families is that there are no further available suitably qualified providers in terms of the tender process, and</i></p> <p>3) <i>Enter into such call off contracts during the term of the Agreements as required to meet the Council's responsibility to provide the assessed needs for the framework services</i></p> <p>In coming to this decision, the Cabinet Member gave due and full regard to the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010 ("the Act") by reference to the law itself, and also to the relevant Due Regard Statement, which was prepared in accordance with the requirements of the Act.</p>	
<p>12 Feb 2016</p>	<p>Cllr Paul McLain</p> <p>Cabinet Member for Children and Young People and Strategic Commissioning</p>	<p>Elmbridge Primary School</p> <p>Having fully considered all the available information, the Cabinet Member for Children and Young People and Strategic Commissioning rejected the alternative options and agreed to take the recommended decision for the reasons in the published report to: -</p> <p><i>Approve the creation of an all through Primary School through the technical process of extending the age range of Elmbridge Junior School and closing Elmbridge Infant School, for the reasons set out in the published report.</i></p> <p>In coming to this decision, the Cabinet Member gave due and full regard to the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010 ("the Act") by reference to the law itself, and also to the relevant Due Regard Statement, which was prepared in accordance with the requirements of the Act.</p>	<p>No</p>

<p>18 Feb 2016</p>	<p>Cllr Paul McLain</p> <p>Cabinet Member for Children and Young People and Strategic Commissioning</p>	<p>School Admission Arrangements and Scheme 2017</p> <p>Having fully considered all the available information, the Cabinet Member for Children and Young People and Strategic Commissioning rejected the alternative options and agreed to take the recommended decision to approve the School Admission Arrangements and Scheme as set in the documents referred to below and for the reasons set out in the published report: -</p> <ul style="list-style-type: none"> a) <i>Co-ordinated Admissions Scheme for 2017 for all Primary/Infant/Junior Schools and for all Secondary Schools and Academies (Appendix 1);</i> b) <i>Admissions Arrangements for Community and Voluntary Controlled Primary/Infant/Junior and Secondary Schools for 2017 (including published admission numbers) (Appendix 2);</i> c) <i>Protocol for pupil admittance over published admission number for Community and Voluntary Controlled Schools for 2017 (Appendix 3);</i> d) <i>Protocol for Service Personnel for Community and Voluntary Controlled Primary/Infant/Junior and Secondary Schools for 2017 (Appendix 4)</i> <p>In coming to this decision, the Cabinet Member gave due and full regard to the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010 (“the Act”) by reference to the law itself, and also to the relevant Due Regard Statement, which was prepared in accordance with the requirements of the Act.</p>	<p>Yes</p>
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<p>29 Feb 2016</p>	<p>Cllr Ray Theodoulou</p> <p>Cabinet Member for Finance and Change</p>	<p>Quarterly Strategic Performance Report: Quarter 3 2015/16</p> <p>Following the representation period for this decision, and having fully considered all of the available information, the Deputy Leader, (and in the absence of the Leader of Council), the Deputy Leader,</p> <p>RESOLVED to:</p> <p>Take the recommended decision to: -</p> <ul style="list-style-type: none"> i. Endorse the Strategic Performance Monitoring Report 2015/16 (Quarter 3), ii. Note the progress made in tracking council priority outcomes, and iii. Support the actions being taken to address areas of concern. <p>for the reasons set out in the published report</p> <p>In coming to this decision, the Deputy Leader gave due and full regard to the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010 (“the Act”) by reference to the law itself, and also to the relevant Due Regard Statement, which was prepared in accordance with the requirements of the Act.</p>	<p>No</p>
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Please contact Jo Moore (Democratic Services Unit), if you have any queries about the decisions referred to in this document.

Tel: 01452 324196

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Report of the Appointments Committee

For Discussion and Decision

Pay Policy Statement

The 2011 Localism Act (Pay Accountability) requires the Council to produce a Pay Policy Statement for each financial year. At its meeting on 7 March 2016, the Committee gave consideration to the revised Pay Policy Statement for this financial year, prior to its publication.

A copy of the full report can be accessed at <http://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=262&MId=8182&Ver=4>

The Committee noted the general revisions to the Pay Policy Statement, including updates in relation to staff numbers and budget.

Further, it was acknowledged that the Government is currently consulting on the repayment, capping and other regulation of public sector severance payments, with measures to be subject to implementation after the publication of the 2016-17 Pay Policy Statement. Additionally, the national pay awards for staff employed under Local Government Services (Green Book) and Chief Officers' conditions of service have not yet been agreed. Members have acknowledged that the implementation of these recommendations will need to be referred back to the Appointments Committee and reflected in due course in the Pay Policy Statement.

On this basis the Committee is pleased to

Recommend

That the attached revised Pay Policy Statement be adopted.

Mark Hawthorne

Chairman

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Gloucestershire County Council The Pay Policy Statement 2016-17

What is it?

This statement sets out the council's policies for the financial year 2016-2017 relating to the:

- remuneration of chief officers
- remuneration of the lowest paid employees
- relationship between the remuneration of chief officers and employees who are not chief officers

Remuneration for the purposes of this statement includes:

- basic salary
- any other allowance or fee arising from employment
- pension on early termination of employment
- redundancy pay

The term 'chief officer' refers to those defined within the Localism Act. In simple terms the policy covers the Chief Executive and those posts which report directly to him/her and also the next management tier below (excluding any secretarial or clerical roles). Under the council's present structure this group comprises the Chief Executive, the cluster chairs and other directors within the senior management cluster groups.

The term 'lowest' paid is defined as a full time employee on the bottom point of grade B of the [Green Book pay scales](#). These are the lowest paid employees other than apprenticeships, which are paid less to reflect the nature of the training and development role. Gloucestershire County Council has paid a discretionary 'Gloucestershire Living Wage supplement' (currently at a rate of £7.85 per hour) to eligible employees at Grade B and C since 1 September 2014.

Why has it been developed?

The purpose of the policy statement is to provide a clear and transparent policy to the public, which demonstrates accountability and value for money. The policy also meets the council's obligations under the Localism Act 2011 and the associated statutory guidance set out in the Openness and Accountability in Local Pay: Guidance under section 40 of the Localism Act 2012 together with the Local Government Transparency Code 2014.

The council's pay arrangements reflect the need to recruit, retain and motivate skilled employees to ensure high levels of performance, balanced with accountability to the public purse. It recognises the importance of flexibility, which is essential in delivering a diverse range of services, and is underpinned by the principles of fairness and equality.

Who does it apply to?

This pay policy statement applies to all non-schools employees of Gloucestershire County Council.

About the Council

The council is a large and complex organisation which is accountable for the provision of a wide range of key services to a population of in excess of 600,000.

These services range from the maintenance of over 3,300 miles of roads; managing the disposal of over 280,000 tonnes of waste; the provision of the county's registration and coroner's services; ensuring that the community are protected from illegal trading practices; planning for emergencies; and the provision of services for the most vulnerable children and adults in our communities. The council is also responsible for providing the Fire and Rescue Service and takes a leading role to promote a thriving economy through supporting economic regeneration. All these demands need to be balanced against a very tight resource base.

The nature of these services requires some of the management team to have a statutory role, making them individually accountable in law for the services they provide. This includes the Chief Fire Officer, Director: Strategic Finance (Section 151 officer), the Monitoring Officer and two directors who are accountable for safeguarding vulnerable adults and children.

The complexity and diversity of these services requires the senior management team to make judgements across a wide range of professional disciplines, work with key partners including government departments and local partners in health and the police; and manage considerable resources.

The senior management team is accountable for delivering these services within a gross budget of £420m, through a staff complement of 3,629 (including the Fire and Rescue Service), in addition to approximately 5,750 in the county's maintained schools.

It is essential for the maintenance of public services that councils and other public bodies can attract talented people into leadership roles, although this must be balanced with the prudent use of public funds.

Policy Statement

Job evaluation

1. The job evaluation (JE) process is applied to all jobs in the council unless the salary is set nationally, (for example, Fire Fighters), including both the highest and lowest paid. JE is the process by which organisations evaluate job size. The biggest and therefore most highly paid jobs are at the top and the smallest, lowest paid at the bottom. The council is committed to fairly determining pay in accordance with the equal pay legislation (now contained in the Equality Act 2010) and the local government 'single status' agreement 1997. The council applies nationally recognised JE schemes, which were introduced in 2003 in consultation and agreement with our recognised trade unions.
2. The Hay JE scheme is used to evaluate senior manager jobs within the council. The GLPC (Greater London Provincial Council) JE scheme is used to evaluate all other posts within the council.

Grades and salary bands

3. Once a job has been evaluated, the score will determine the pay grade or band that will apply to the post.
4. The pay scale that applies to chief officers is called [Executive Reward Bands](#). These pay scales also apply to a number of senior managers (who do not meet the definition of chief officer under the Localism Act 2011).
5. There are two posts which are currently on a 'spot salary' as follows:
 - The Chief Executive
 - The Chief Fire Officer, whose post is also that of a director with responsibility for several other services within the council
6. The council's policy is to apply the nationally negotiated pay award for the following groups of employees:
 - Joint Negotiating Committee for Chief Executives – national Salary Framework and Conditions of Service Handbook
 - Joint Negotiating Committee for Chief Officers of Local Authorities (for employees attached to Executive Reward Bands)
 - National Joint Council for Local Government Services ('Green Book') conditions of service (for employees attached to Grades B-L)
 - National Joint Council for Brigade Managers of Fire and Rescue Services, Constitution and scheme of conditions of service (5th edition) ('Gold Book')
 - Soulbury Committee national negotiating body (for Educational Psychologists and educational advisory posts that are not schools-based)

- National Joint Council for Local Authority Fire and Rescue Services ('Grey Book')
- National Conditions of Service for School Teachers in England and Wales ('Burgundy Book') - relates to teachers employed in maintained schools.

Any changes to the council's pay scales/grading structure are developed through consultation and negotiation with the relevant recognised trade unions, and subject to final approval by the council's Appointments Committee and Full Council as appropriate. Full details of the council's Appointments Committee are set out in the [council's constitution](#).

7. Senior salaries of over £100,000:

The following senior employees have an FTE salary of £100k plus:

- i. Chief Executive
- ii. Director: Strategic Finance (and Section 151 Officer)
- iii. Commissioning Director: Children's and Families (and Statutory Director of Children's Services)
- iv. Commissioning Director: Adults and DASS (and the Statutory Director of Adult Social Care)
- v. Chief Fire Officer
- vi. Strategic Commissioning Director and Chair: Communities and Infrastructure

Any future changes to salary scales for Chief Officers will be submitted to Full Council as an amendment to this Policy Statement.

8. The council provides a discretionary Gloucestershire County Council Living Wage Supplement, which has been paid to all eligible employees since 1 September 2014. This enables lower-paid employees to receive an addition to their hourly rate to bring their pay to the designated level; the minimum pay rate for the purposes of the supplement presently being £7.85 per hour. Continuation of the Living Wage Supplement and the rate at which it is to be paid is at the council's discretion and subject to annual review.

Remuneration on recruitment

9. The same recruitment policies apply to all employees regardless of grade, including both the most senior officers and the lower paid, who take up a new appointment with the council.
10. Where there are difficulties in recruiting and it is shown the council are paying below the market rate for the job, a market rate supplement (MRS) may be paid.
11. The amount of the MRS is based on market rate data and is reviewed annually. The MRS is removed or adjusted when market data shows that it is appropriate to

do so, or otherwise at the council's discretion. In the case of certain senior chief officers the MRS would be agreed by Appointments Committee and for all other employees it must be agreed by the Chief Executive. Candidates are normally appointed on the minimum salary point of the grade for the post.

12. If a candidate is already being paid above the minimum point of the post they are applying for, the appointment may in some circumstances be on the next increment above their current salary, subject to the maximum of the grade.
13. The appointment of the Chief Executive and his/her direct reports, including any senior post which holds a statutory role, is undertaken by the Appointments Committee. Appointments to these roles are made within the approved salary range. Appointment of the Chief Executive is subject to the approval of Full Council.
14. Where it is necessary for a newly appointed employee to relocate in order to take up an appointment the council may, in exceptional circumstances, make a contribution towards the reimbursement of relocation expenses.
15. The council will only make interim appointments in exceptional circumstances, subject to an approved business case.
16. The council is conscious of the need to secure value for money in the contractual arrangements for all appointments, including the need to ensure any individual is not inappropriately enabled to achieve a more favourable position in respect of their tax liabilities ('tax avoidance') than might otherwise apply. The council will therefore have proper regard to this principle in determining the form of contract most appropriate to the particular circumstances of the engagement.

Increases and additions to remuneration

17. The council's policy is to apply any nationally negotiated pay awards to employees at all levels of the council. An exception to this will be where employees have transferred to the council under the Transfer of Undertaking (Protection of Employment) Regulations 2006 ('TUPE'), retaining statutory protection of the pay and conditions that applied with their previous employer. Any pay award in such circumstances will be considered on a case-by-case basis and with due regard to equal pay legislation.
18. For chief officers on the Executive Reward Bands, incremental progression through the band is based on performance measured over a 12 month period. Increments are paid on 1st April each year subject to the performance review, and a minimum of six months service in post at that time. There is no provision for payment of an increment at any other time or in any other circumstances.
19. For employees on the Green Book pay scales, increments are awarded up to the maximum of the grade subject to the employee meeting the requirements of the job. Increments are paid on the 1st April each year, or six months after the start date (if

starting date is between October and April) and there is no provision for the payment of an increment at any other time or in any other circumstances.

The use of bonuses

20. The council does not make any bonus payments.

Payment on ceasing to be employed by the council

21. Redundancy: with the exception of firefighters (see 23 below) the council operates the same redundancy policy for all staff, including chief officers and the lowest paid. The payment mirrors the statutory redundancy table in respect of the 'age' and 'length of service' factors, but provides a multiplier of 1.75 to the number of weeks' pay due and payment is paid on actual weekly pay rather than the statutory maximum. The discretionary application of a multiplier and use of actual pay are permitted under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended) (LG Regulations 2006), and the council's policy in this regard has previously been approved by the Appointments Committee.

22. The Appointments Committee makes any decision to terminate the contract of those chief officers who report directly to the Chief Executive and will, when giving their approval, apply the council's policy as set out in 21 above.

23. The council will only make early payment of pension benefits in line with the relevant pension scheme regulations and the [Pension Policy Statement](#) which applies to all those staff who are scheme members, irrespective of grade. For those posts that fall within the remit of the Fire Fighters' Pension Scheme, redundancy pay is calculated using the statutory redundancy scheme but based on actual weeks' pay, rather than the statutory minimum. This group fall outside the LG Regulations 2006 as detailed above and therefore the council does not have the discretion to consider enhancing the redundancy payment further.

24. Any payments made in respect of early retirement for fire fighters will be as per the provisions of the [Fire Fighters Pension Scheme](#)(s).

25. Any employee of the council who is not employed in a school (a centrally-employed teacher) but is subject to the Burgundy Book (Teachers' national conditions of service) will receive only the statutory redundancy payment if exercising their option to take an enhanced pension under the Teachers Pension Scheme.

Re-engagement

26. The council does not re-engage ex employees who have left with a redundancy or pension or other severance payment, for at least two years, unless in exceptional circumstances (e.g. where an employee may have retrained in an area of skills shortage). A business case is required before a final decision is made and where any regulations on abatement of pension apply, they would be enforced. The same policy applies to all employees.

Any other allowances arising from employment

The following allowances apply to all employees, with the exception of teachers and fire fighters:

Payment for acting up or additional duties

27. Chief Officers are expected to be flexible in managing changing requirements.

Therefore honoraria would only be paid in exceptional circumstances at this senior officer level.

28. In limited situations where when an employee may be required to complete work of a higher graded post or undertake duties outside the scope of their role, the council may consider a payment consistent with JE principles. Any such payments are subject to review and are only for limited periods.

Unsocial hours payments

29. The council does not make unsocial hours payments to Chief Officers.

30. For other employees, the council recognises that certain roles and services require employees to work unsocial hours, or be available to work and therefore on standby. In these circumstances the council has a policy to provide additional payments or time off in lieu for eligible employees.

Recruitment and retention allowances

31. Whilst the council does not currently apply any recruitment or retention allowances it has the scope to locally agree such payments if necessary. The Appointments Committee would agree any such payments for chief officers and for all other employees the decision would be made by Head of Paid Service.

Car and motor cycle allowances

32. Reimbursement of approved business mileage is made in accordance with the council's locally agreed mileage rates. These rates, which mirror the HMRC mileage allowance payments, are reviewed annually.

Election duties

33. Returning Officer Payment – the council is obliged to appoint a County Returning Officer who has specific duties in relation to council elections. A payment is made in relation to this role, which is reviewed every four years, in line with the council election period.

Additional payments for fire officer posts

34. Any additional payments made to fire officer posts are in line with the National Joint Council for Local Authorities Fire and Rescue Services (known as the 'Grey Book') and the National Joint Council for Brigade Managers of Local Authorities Fire and Rescue Services (known as the 'Gold Book').

The relationship between the remuneration of chief officers and employees who are not chief officers

35. The council does not have a policy on pay multiples but recognises that the Hutton Review of Fair Pay in the Public Sector recommends a maximum ratio of the highest remunerated post compared with the lowest remunerated post of 1:20.

36. In accordance with the Local Government Transparency Code (2014), the council uses the principle of pay multiples to provide a wider understanding of the relationship between its highest and lowest paid employees. These multiples can be found [here](#)

Policy review

37. This policy will be reviewed no later than 31 March 2017 and thereafter on an annual basis.

38. The council may amend the policy at any time with Full Council approval. If any amendments are made the revised version will be published on the council's website.

39. In this regard it is noted that, at the time of publication, a number of statutory provisions are anticipated to come into force during 2016-17 that may require amendments to this Pay Policy Statement. Any such amendments will be considered by the Appointments Committee before being submitted to Full Council for approval.

Publication of and access to information relating to the remuneration of chief officers

40. Further information is available in the following documents on the council's website:

- [Statement of Accounts](#)
- [Pension Policy Statement](#)
- [Pay multiples](#)

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SUBJECT	Highways Performance Update
	Full Council Briefing
DATE	March 2016
PURPOSE OF REPORT	To update members on current performance of the Highways service
AUTHOR	Cllr Vernon Smith – Cabinet Member Highways and Flooding

Colleagues,

In this report I have highlighted a number of recent highways successes as well as provided you an update on Highways Local progress and the latest key performance data. Officers are currently reviewing how highways performance data is shared with members and will be taking a draft report to the cross party Highways Advisory Group to consider our current approach to reporting highways data and seek member input into the process.

Current Highways Successes

- Member and parish newsletters were sent out in February and featured information about how Amey are currently managing highway drainage maintenance. The work Amey are doing with subcontractor EEG on the electronic recording of gully asset data and the management of cleaning/clearing of gullies has been highlighted in a bid to the CIHT (Chartered Institution of Highways and Transportation) Innovation Awards.
- 49,195 potholes have been repaired to date (by end of February) and an additional 13,394 non-safety defects were picked up through the jet patching programme earlier this year. Pothole numbers have gone up significantly in February following a period of wet and cold (freeze/thaw) days as is normal for this time of year. Amey have brought in additional resources to tackle the high number of 28 day defects on the network. In addition, we have commissioned a jet patching machine to start work in mid-March and continue into April to put an additional £100k of work into the network to help recover the network from the winter damage. As weather conditions improve and more gang resources come on line the backlog of 28 day defects should reduce over the coming months.
- Amey have now filled seven of the eight Apprentice positions; Danielle Jones in the Customer Contact Centre, Tom Averiss in the Operations Team as an apprentice Project Manager, Lauren Burke in Finance, Frank Dorrington-Ward in PROW, Josie Gustaffson in the AHR team and Arran Little and Alexander Crick in Operational Delivery Team. The diversity of the Apprentices will add resilience across the workforce for the future. Each year Amey Gloucestershire takes on eight apprentices into the business.

Highways Key Performance Indicators

	Ref	Indicator Description	SMART Target 15/16	Result to date	Comments	
Environment - Strategic	E5	Reduce Carbon Footprint of the Service	tbc	40,981 Kg of CO2	Establishing baseline; target to be set for future years	
	E10	Gully emptying programme	85.00%	97.00%		
Environmental Operational	E12	Bridge Load Capacity Indicator	3.08%	3.85%	Reported annually, target has not been agreed yet	
	S1	Public Satisfaction Survey (NHT)	Maintain 2013 result (50.3%)	51.70%	Improved position	
Social - Strategic	S2	Parish Council satisfaction with service	Maintain 2013 result (3.73)	2.41	Rating system 1 to 5	
	S3	Member satisfaction with service	Maintain 2013 result (3.83)	2.95	Rating system 1 to 5	
	S4R	Meeting Fair Payment Charter Agreement	Method of measurement in development			
	S9	Safe Workforce - AIR	4 RIDDORS	0		
	S11	Emergency Response	96%	97.07%		
Social Operational	S12	24 hour defects	96%	98.63%		
	S13	28 day defects	95%	93.05%	Slight fall due to high numbers, additional resources secured to assist	
	S14	Winter salting routes completed on time	99%	73%	59 runs, 43 completed to 100%, 16 runs completed over time	
	S15	Emails acknowledged within 3 working days and responded to within 10 working days	85%	86.73%		
	S16	Letters acknowledged within 5 working days and responded to within 10 working days	85%	90.18%		
	S17	Complaints closed out in time	85%	91.67%		
	S20	Telephone calls answered within SLA timescales - 20 seconds - (08000 514514 calls)	85%	87.57%		
	S22	Customer rating of the quality of work carried out (PWQ)	3 (Good)	No data	Data from summer capital programme schemes currently being collated, should be able to report on this indicator next month	
	S23	3 month defects	95%	68.33%	All resources have been put on 28 day defects, additional resources secured to resolve backlog	
	S24	Compliments to Complaints Ratio	6 to 1	4 to 1		
	S26	Delivery of Highways Local - 2015 - 16	85%	83.00%	On target to achieve 85% (100% of in-year schemes delivered, approx 25 schemes have agreed longer term delivery timescales as they involve consultations and TRO's.	
	Economic Strategic	M1	Delivery of capital improvement programme	85%	60.00%	309 jobs committed out of 514
		M2	Delivery of capital maintenance programme	85%	93.00%	Substantially complete
M5		NI168 - Principal road condition	4.0%	Annual Result	Data available after Q4	
M6		NI169 - Non-principal road condition	10%	Annual Result	Data available after Q4	
M7		BVPI 224B - Unclassified road condition	18%	Annual Result	Data available after Q4	
M10		Streetworks notices served correctly	1.04 x 13/14 result	92%		
M11		Schemes starting and finishing on time	85%	Software system being updated in order for data to be provided in future		
M12	Accruals within 5% of Actuals and 95% Accruals cleared within 3 months	x = 10% y = 90%	Annual Reslt	Annual result		
M13	Green Claim Recovery	tbc	£40,830	Nov - 13 Finalised Claims - £7,666.41 since last payment. YTD Total - £32,942.73		