



Meeting: County Council
 Time: 10.00 am
 Date: 8 November 2018
 Venue: County Hall, Colliton Park, Dorchester, DT1 1XJ

Hilary Cox (Chairman)	David Shortell (Vice-Chairman)	Jon Andrews
Shane Bartlett	Pauline Batstone	Derek Beer
Richard Biggs	Kevin Brookes	Cherry Brooks
Ray Bryan	Steve Butler	Graham Carr-Jones
Andy Canning	Andrew Cattaway	Toni Coombs
Deborah Croney	Keith Day	Lesley Dedman
Janet Dover	Jean Dunseith	Beryl Ezzard
Tony Ferrari	Spencer Flower	Katharine Garcia
Peter Hall	David Harris	Jill Haynes
Nick Ireland	Colin Jamieson	Susan Jefferies
David Jones	Rebecca Knox	Jon Orrell
Mike Parkes	Andrew Parry	Mary Penfold
Bill Pipe	Margaret Phipps	Byron Quayle
Mark Roberts	Clare Sutton	William Trite
Daryl Turner	David Walsh	Peter Wharf
Kate Wheller		

Notes:

- The reports with this agenda are available at www.dorsetforyou.com/countycommittees then click on the link "minutes, agendas and reports". Reports are normally available on this website within two working days of the agenda being sent out.
- We can provide this agenda and the reports as audio tape, CD, large print, Braille, or alternative languages on request.

- **Public Participation**

Guidance on public participation at County Council meetings is available on request or at <http://www.dorsetforyou.com/374629>.

Public Speaking

Members of the public can ask questions and make statements at the meeting. The closing date for us to receive questions is 10.00am on 5 November 2018, and statements by midday the day before the meeting.

Debbie Ward
 Chief Executive

Contact: Lee Gallagher, Democratic Services Manager
 County Hall, Dorchester, DT1 1XJ
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Date of Publication:
 Wednesday, 31 October
 2018

1. Apologies for Absence

To receive any apologies for absence.

2. Code of Conduct

Councillors are required to comply with the requirements of the Localism Act 2011 regarding disclosable pecuniary interests.

- Check if there is an item of business on this agenda in which the member or other relevant person has a disclosable pecuniary interest.
- Check that the interest has been notified to the Monitoring Officer (in writing) and entered in the Register (if not this must be done on the form available from the clerk within 28 days).
- Disclose the interest at the meeting (in accordance with the County Council's Code of Conduct) and in the absence of a dispensation to speak and/or vote, withdraw from any consideration of the item.

The Register of Interests is available on Dorsetforyou.com and the list of disclosable pecuniary interests is set out on the reverse of the form.

3. Minutes

5 - 12

To confirm and sign the minutes of the meeting held on 19 July 2018.

4. Public Participation

- (a) Public Speaking
- (b) Petitions

5. Motions

To consider the following motion submitted. In accordance with Standing Order 17, motions which if adopted would constitute the exercise of an executive function, shall be presented to the Council by the proposer and be referred automatically to the appropriate Committee without debate by the Council. The motion will be placed on the next appropriate agenda. The appropriate Committee will then consider how the motion will be dealt with. At the discretion of the Chairman, debate and decision may take place in relation to strategically important issues raised within motions.

Unless determined otherwise by the Chairman the maximum time to be allowed to present each motion shall be 10 minutes.

Andrew Cattaway (County Councillor for Gillingham): Safe Passage "Our Turn" lone child refugee campaign

The motion is seconded by: Cllr David Jones (County Councillor for Burton Grange)

Cllr Cattaway will provide an introduction celebrating the successful work already being achieved by Children's Services officers with looked-after children, and the recent introduction of the Safe Passage "Our Turn" lone child refugee campaign. He will then move the following motion:

'That DCC should continue to give the strongest possible support to joint working with Safe Passage (Dorset) towards pursuing the aims of the national Safe Passage campaign next April/May when the new Dorset (Unitary) Council comes into being.'

A deputation will also be presented by Safe Passage as part of the motion submission on the 'Our Turn' campaign.

6. Chairman's Announcements

To deal with correspondence, communications or other business brought forward by the Chairman.

- (a) Deaths of Former Members of the Council
- (b) Chairman's Announcements

7. Leader's Announcements

To deal with business raised by the Leader of the Council which is not otherwise be raised under any other item on the agenda. Questions from members will be invited on the issues raised by the Leader.

8. Questions from County Councillors

The Chairman of the Council, Leader of the Council, Cabinet Members, or chairmen of appropriate committees to answer questions on any business not covered on this agenda. The closing date for the receipt of questions is 10.00am on 5 November 2018. This item is limited to 45 minutes.

Cabinet

The Chairman of the Cabinet to present and move the adoption of the following reports and to answer questions, if any, under Standing Order 19:-

- | | |
|---|---------|
| 9. Meeting on 18 July 2018 | 13 - 18 |
| 10. Meeting on 5 September 2018 | 19 - 56 |
| Recommendation 101 - Approval of the Youth Justice Plan for 2018/19 | |
| 11. Meeting on 17 October 2018 | 57 - 66 |

Overview and Scrutiny Committees

The Chairmen of overview and scrutiny committees to present and move the adoption of the following reports and to answer questions, if any, under Standing Order 19:-

- | | |
|---|---------|
| 12. People and Communities Overview and Scrutiny Committee - Meeting held on 10 October 2018 | 67 - 70 |
| 13. Safeguarding Overview and Scrutiny Committee - Meeting held on 11 October 2018 | 71 - 76 |
| 14. Dorset Health Scrutiny Committee - Meeting held 17 October 2018 | 77 - 84 |

Recommendations from Committees

The Chairmen of the relevant committees to present and move the adoption of the following recommendations and to answer questions, if any, on the proceedings in respect of the recommendations below:-

- | | |
|---|---------|
| 15. Staffing Committee - Meeting held on 30 October 2018 | 85 - 90 |
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To consider a recommendation from the Staffing Committee in relation to Senior Staffing Arrangements and a supporting report.

16. Exempt Business

To consider passing the following resolution:

To agree that in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified below it is likely that if members of the public were present, there would be disclosure to them of exempt information as defined in the paragraphs detailed below of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

17. Cllr Colin Jamieson - Absence from Meetings (Paragraph 1)

91 - 92

To consider a report by the Monitoring Officer. **NOT FOR PUBLICATION**
(Paragraph 1)

Notes for Members

- A Service will be held at 10:45am at County Hall to mark Remembrance Day. The meeting will adjourn at 10:40am to enable all members to participate.
 - Coffee/tea will be available in the Members' Room before and after the meeting.
 - A lunch will be provided for councillors and officers in the Members' Room following the meeting.
 - A seminar will be held for all members in Committee Room 1 following the meeting in relation to Member Engagement
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County Council

Minutes of the meeting held at County Hall, Colliton Park, Dorchester,
DT1 1XJ on Thursday, 19 July 2018.

Present:

Hilary Cox (Chairman)

David Shortell (Vice-Chairman)

Jon Andrews, Shane Bartlett, Pauline Batstone, Derek Beer, Richard Biggs, Kevin Brookes, Cherry Brooks, Ray Bryan, Steve Butler, Graham Carr-Jones, Andy Canning, Andrew Cattaway, Toni Coombs, Deborah Croney, Janet Dover, Jean Dunseith, Beryl Ezzard, Tony Ferrari, Spencer Flower, Katharine Garcia, David Harris, Jill Haynes, Nick Ireland, Susan Jefferies, David Jones, Rebecca Knox, Steven Lugg, Jon Orrell, Andrew Parry, Mary Penfold, Byron Quayle, Clare Sutton, William Trite, Daryl Turner, David Walsh, Peter Wharf and Kate Wheller.

Officers Attending: Richard Bates (Chief Financial Officer), Mike Harries (Corporate Director for Environment and Economy), Jonathan Mair (Service Director - Organisational Development (Monitoring Officer)), Claire Shiels (Assistant Director for Commissioning and Partnerships), Lee Gallagher (Democratic Services Manager), Helen Whitby (Senior Democratic Services Officer) and Fiona E King (Communications Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the County Council to be held on **Thursday, 8 November 2018.**)

Apologies for Absence

43 Apologies for absence were received from Cllrs Keith Day, Lesley Dedman, Peter Hall, Colin Jamieson, Steven Lugg, Margaret Phipps, Bill Pipe, Mark Roberts, and Debbie Ward (Chief Executive).

Appointment of Vice-Chairman

44 The Chairman invited nominations for Vice-Chairman of the County Council.

Cllr David Shortell was proposed by Cllr Andrew Parry, which was seconded by Cllr Pauline Batstone.

Cllr Janet Dover was proposed by Cllr Nick Ireland, which was seconded by Cllr Susan Jefferies.

On being put to the vote Cllr David Shortell was duly appointed.

Resolved

That Cllr David Shortell be appointed as Vice-Chairman of the County Council for the remainder of 2018/19.

Code of Conduct

45 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Minutes

46 The minutes of the meeting held on 26 April 2018 were confirmed and signed.

Public Participation

47 Public Speaking

There was one public question received at the meeting from Mr Rob Pearce, Equality Group Dorset, in accordance with Standing Order 21(1) in relation to the Equality Trust manifesto. The question and answer are attached as an annexure to these minutes.

There was one public statement received at the meeting from Dr Richard Sloan, Chair of West Dorset Branch of the Motor Neurone Disease Association, in accordance with Standing Order 21(2) in relation to the Motor Neurone Disease Charter. The statement is attached as an annexure to these minutes.

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Chairman's Announcements

48 The Chairman reported that she had attended a range of events including:

- A Syrian Refugee Event;
- Royal visits (HRH Prince Charles to reopen the Bridport Literary and Scientific Institute building, the Princess Royal to the Tank Museum at Bovington, and the Duke of Gloucestershire at an exhibition at the Nothe Fort in Weymouth);
- Long service award celebrations at Kingston Maurward;
- The Local Government Association conference; and,
- Citizenship ceremonies

It was also announced that a final long service award and farewell event for the County Council would be held on 29 March 2019.

Leader's Announcements

49 The Leader of the Council reported on the following issues facing the Council, and invited questions from all members:

Thank You

The Leader thanked Cllr Deborah Croney for her work and commitment to the role of Cabinet Member for Economy, Education, Learning and Skills. She had recently stood down and Cllr Andrew Parry was welcomed as her successor.

Future delivery of services.

Attention was drawn to the increased use of social media to highlight the Council's increasing role with partners in local government reform and the future delivery of services for residents based community involvement.

Awards

The Council had received a number of awards which provided national recognition and prominence. These included the Dorset Armed Forces Health and Wellbeing Project, Durlston Country Park's Parks for People Programme and the four Green Flag awards for Dorset country parks.

Programmes

A number of programmes were highlighted including the Children in Care Council information pack created by young people, the support for out of county placements and the reduction of travel times agreed by Cabinet, and the recent LGBT lottery event which was attended by staff from the Fostering Team.

LGA Conference

There had been a real change in emphasis for local government priorities with Ministers reflecting on the social care agenda, both for children and adults. The Minister for Local Government was clearly aware of Dorset and this reflected well on the work by officers and partners.

Local Government Reorganisation in Dorset, Bournemouth and Poole

50 The Council considered a report by the Chief Executive on the progress of Local Government Reorganisation (LGR) in Dorset, Bournemouth and Poole. The Monitoring Officer explained that the Structural Change Order was in place to enable the transition of the County Council and the other 8 Councils in Dorset to form two new councils. The report provided details of the three phases of the LGR programme: The creation of the 2 new councils through the order; the delivery of safe and legal services from 1 April 2019; and the designing of the new councils. The first meetings of the Shadow Dorset Council had been held on 7 June 2018 (when Cllr Cox had been elected Chairman of the Shadow Council) and the Shadow Executive on 18 June 2018 (when Cllr Knox had been elected as Shadow Executive Leader).

Two Judicial Reviews were under way and at different stages: one by Christchurch Borough Council which was to be heard in the High Court on 30 July 2018 with an anticipated outcome the same day; and the second from an individual (a decision was awaited on whether this challenge would be given permission to proceed). The County Council had asked for the second challenge to be expedited if permission to proceed was granted.

Cllr David Jones stated that Christchurch Borough Council had been made aware that the Judge was minded to reserve judgement on a decision and that this might not be made until the beginning of August 2018. The Monitoring Officer confirmed that the Council had not had any contact with the Judge and that it was not unusual for judgements to be reserved.

Cllr Richard Biggs, whilst welcoming the increased pace of LGR, asked whether the Group established to look at Brexit had met, given the need to establish Brexit's impact on organisations, goods and services. The Leader explained that the County Council had little influence on Brexit, but agreed that it needed to be aware of the position going forward. A group of members and officers were meeting regularly and this work covered both Dorset and the region.

Cllr David Jones, in the light of the Judicial Review, abstained from supporting the approach being taken.

Noted

Local Government Boundary Commission for England - Dorset Council Review

51 The Council considered a report by the Chief Executive on the Local Government Boundary Commission for England's (LGBCE) consultation on the future electoral arrangements for the new Dorset Council to be implemented from the elections on 2 May 2019. The Monitoring Officer introduced the report and summarised the work of the Boundary Review Task and Finish Group, chaired by Cllr Spencer Flower, which had consulted members of all Dorset area councils on the future electoral arrangements which had largely been reflected in the consultation document by the LGBCE.

A number of concerns were raised in opposition to the recommendations within the LGBCE consultation in relation to the ward boundaries suggested for the Chickerell, Weymouth and Portland area as follows:

- A preference was expressed for single member wards. Alternative proposals had been included in the consultation feedback in the submission in May

2018.

- A democratic deficit, and the ability for local members to represent a logistically smaller area as the three-member divisions would have close to 11k electors.
- There was disregard for the most important of the LGBCE review criteria: community interests and identity. This was particularly evident in boundaries affecting Upwey, Littlemoor, Broadmayne, Corfe Road, Manor Road, Chickerell, area of Lanehouse, Wyke, Portland Tophill, Portland Underhill, Bincombe.
- Polling districts should be amended where needed to find the right community fit.
- Cllr Harris made a request to amend the first recommendation in the Chief Executive's report for the Chickerell, Weymouth and Portland area to be reviewed again. This amendment was seconded by Cllr Kate Wheller.
- Multi-member wards would discriminate against independent candidates and smaller political groups at elections.
- The effectiveness of individual members in multi-member wards was influenced by fellow ward councillors who were less active.
- Local councillors are the people who know their communities.
- Local resident's awareness of which electoral ward they were in.
- Assumptions in the consultation document were incorrect.
- There were housing developments that would adversely impact the mapping in some areas, particularly in the Linden Lea area.
- The role of the councillor would be increased due to the reduction in tiers of local government and large numbers of electors in comparison to the size of former district/borough wards.
- There would be more pressure on Town and Parish Councils to deal with representations made by the public.
- There would be more call on members to receive higher allowances.
- Many of the concerns raised were shared at the consultation roadshow of the Boundary Review Task and Finish Group in April 2018.

Counter views in support of the recommendations were expressed by other members, particularly in relation to:

- Time had been taken carefully to look at the criteria of the LGBCE and adhering to the criteria, including community identity.
- Multi-member wards across the county worked well and strengthen local democracy.
- Small amendments had been made to the warding pattern as a result of the consultation roadshows undertaken by the Task and Finish Group.
- The warding in Weymouth and Portland was in line with the approach taken across the Dorset area as a whole.
- Forecasting of electorate and population had been taken into account in arriving at the proposals.
- The report was asking for support of the process undertaken, and the fall-back position for the boundary review was not wanted.
- There was a significant pressure to complete the review given the available time before formation of the new councils.
- Any view to express a dislike needed to be supported by evidence and rationale to prove that any change was substantiated.
- The electoral arrangements did not prevent candidates being put forward for election.
- Matters of individual preference could be responded to through the LGBCE portal.

Cllr Spencer Flower, as the Chairman of the Boundary Review Task and Finish Group, provided an overview of the aims of Group and the comprehensive review work undertaken to arrive at a submission for consideration by the Ministry for Housing, Communities and Local Government and LGBCE. He paid tribute to the work undertaken by three officers, Richard Jones of East Dorset District Council, Lee Gallagher - Democratic Services Manager and Peter Jackson - Principal Research Officer.

Cllr Flower explained that the work of the Group required listening and reasoning based on the clear criteria set within boundary review rules and guidance, and as a result the recommendations in the consultation reflected 95% of the review work undertaken. In his opinion it was not appropriate to isolate one area and to not apply the same principles as this would not be favoured by LGBCE. There had been a week of roadshows undertaken to engage with members of all councils in the Dorset area which took account of the divergence of opinion, but arrived at consistent and pragmatic ward mapping based on clean data, and the submission included all of the views and proposals which were not in agreement with the submission so that LGBCE could take account of them. All individual views were encouraged to be submitted through the LGBCE consultation portal.

Following the debate, Cllr Harris clarified the wording of his amendment as:

'To support the recommendations of the Local Government Boundary Commission for the electoral arrangements for Dorset Council from 2 May 2019, subject to the inclusion of Appendix 2 in the response, with the exception of proposals for Weymouth, Portland and Chickerell for which we would like a further review.'

The amendment was seconded by Cllr Kate Wheller. On being put to the vote the amendment was lost.

The substantive recommendation within the report was subsequently proposed by Cllr Spencer Flower, and was seconded by Cllr Andy Canning. On being put to the vote it was

Resolved

1. That the recommendations of the Local Government Boundary Commission for the electoral arrangements for Dorset Council from 2 May 2019, subject to the inclusion of Appendix 2 in the response, be supported.
2. That the minute above be shared with the Boundary Commission as part of the County Council's feedback.
3. That individual representations to the consultations can be made through the consultation portal at consultation.lgbce.org.uk, by emailing reviews@lgbce.org.uk or by writing to the commission.

Questions from County Councillors

- 52 There were no questions received at the meeting in accordance with Standing Order 20.

Meeting held on 2 May 2018

- 53 **Resolved**
That the report of the meeting held on 2 May 2018 be adopted.

Meeting held on 23 May 2018

- 54 **Resolved**
That the report of the meeting held on 23 May 2018 be adopted.

Meeting held on 27 June 201855 Medium Term Financial Plan

In relation to minute 73, Cllr Richard Biggs asked how the closure of Maumbury House and children now being placed out of county would reduce pressures on budgets. The Cabinet Member for Safeguarding explained that residents of Maumbury House were now in foster care. Children with significant needs continued to be placed out of county but work to increase the number of foster carers was underway so that these children could be looked after within Dorset in future.

Schools in Weymouth

In relation to minute 79 Cllr Jon Orrell referred to the reduction of standards within two secondary schools in Weymouth and asked whether any lessons could be learned from this with a view to supporting schools in vulnerable areas in future to ensure this did not recur. The Cabinet Member for Economy, Education, Learning and Skills explained that it was important for members to have a clear understanding of the reasons for the downgrading by Ofsted of Budmouth College and All Saints Church of England School. These related to weak leadership, governor infighting, poor discipline and absenteeism. In the case of Budmouth College, the use of extra funding it had received in pupil premium payments not been monitored and its impact limited. The new Principal had a good understanding of the situation and, given sufficient time, a return to the previous standard would be realised.

Cllr Kevin Brookes asked whether there were any improving schools within the Weymouth and Portland area. In response Holy Trinity Primary School was highlighted as a school with over 650 pupils, of whom 100 received pupil premium and 150 had special educational needs. This school had achieved a "Good" rating from a recent Ofsted inspection and was working towards achieving "Outstanding".

Cllr David Harris asked how an Interim Executive Board member, who attended few meetings and lived out of the area, could improve education standards. The Cabinet Member for Economy, Education, Learning and Skills stated that it was inappropriate to comment, but he would work with officers to ensure that action was taken to deliver the improvement referred to.

Resolved

That the report of the meeting held on 27 June 2018 be adopted.

People and Communities Overview and Scrutiny Committee - Meeting held on 4 July 201856 Outcomes Monitoring Report

In relation to minute 32, Cllr Clare Sutton asked whether there had been any outcomes from the suggested help the school improvement service might provide for schools in the Weymouth and Portland area. Members noted that an update report would be provided for the Committee's next meeting.

Homelessness in Dorset: Review of Evidence

In relation to minute 35, Cllr Clare Sutton drew attention to an inaccuracy within the minute: the 18 rough sleepers referred to were in Weymouth and this illustrated the disparity between Weymouth and the rest of the Country.

The Committee had recommended the continuation of the Emergency Local Assistance Funding, which had subsequently turned out to be a matter for the new Shadow Dorset Council to consider, so Cllr Sutton asked whether the Cabinet Member for Health and Care would support this within the Shadow Dorset Council. Cllr Jill Haynes, as the Cabinet Member, stated that it would be for the new Council to decide its priorities. Cllr Rebecca Knox, as the Leader of the Council, added that governance arrangements for the new Authority were still being developed, but any decisions or policy changes by the County Council which affected the future could

also need to be considered by the Shadow Executive and the Shadow Dorset Council. The Monitoring Officer added that during the transition to the new Authority there was a different route for decisions to be taken and a Budget Task and Finish Group had been established to make recommendations to the Shadow Executive and the Shadow Dorset Council for the budget in 2019/20.

Cllr Sutton then asked whether Scrutiny Committees were effective. Cllr David Walsh, as the Chairman of the Committee, referred to the recent Mental Health Inquiry Day which he felt was a good example of scrutiny working well and which had resulted in good outcomes.

Resolved

That the report of the meeting held on 4 July 2018 be adopted.

Safeguarding Overview and Scrutiny Committee - Meeting held on 5 July 2018

57 **Causes and Forces of Road Traffic Collisions - Road Safety Plan**

In relation to minute 36, concern was raised in relation to the recent highways performance report which showed that the objective to reduce people killed or seriously injured, and specifically in relation to cyclists between 2004-2018. Cllr Daryl Turner, as the Cabinet Member for Natural and Built Environment, explained that the number of people killed had reduced, but the number of seriously injured had not and that this was a key area of attention for the Dorset Road Safety Partnership, and the Economic Growth Overview and Scrutiny Committee on 26 July 2018.

Resolved

That the report of the meeting held on 5 July 2018 be adopted.

Dorset Health Scrutiny Committee - Meeting held on 15 June 2018

58 **Joint Health Scrutiny Committee re Clinical Services Review and Mental Health Acute Care Pathway Review - Update**

In relation to minute 20, members were informed that the Clinical Services Review Task and Finish Group meeting was scheduled to meet on 1 August 2018, but this had subsequently changed to 22 August 2018. The meeting would include a number of interested members of the public.

Resolved

That the report of the meeting held on 15 June 2018 be adopted.

Appointments to Committees

59 There were no changes to committee appointments announced at the meeting.

Noted

Exempt Business

60 **Resolved**

That in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified in minute 60 as it was likely that if members of the public were present, there would be disclosure to them of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighed the public interest in disclosing the information to the public.

Cllr Steven Lugg - Absence from Meetings

61 The Council considered a report by the Chief Executive.

Resolved

That under section 85 of the Local Government Act 1972 the absence of Cllr Steven Lugg from Council meetings until 31 March 2019 due to reasons of ill health be

approved.

Reason for Decision

In order for Cllr Lugg to remain a member of the County Council after the period of six consecutive months from the date of his last attendance at a meeting his absence must be approved in compliance with the Local Government Act 1972.

(Note: It was subsequently reported that Cllr Steven Lugg passed away on 20 July 2018.)

Meeting Duration: 10.00 am - 12.50 pm



Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 18 July 2018.

Present:

Jill Haynes	Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

Members Attending:

Hilary Cox, As Chairman of the County Council and County Councillor for Winterborne
 Jon Andrews, County Councillor for Sherborne Town
 Ray Bryan, County Councillor for Moors
 Deborah Croney, County Councillor for Hambledon
 Nick Ireland, County Councillor for Linden Lea

Officers Attending:

Debbie Ward (Chief Executive), Richard Bates (Chief Financial Officer), Gary Binstead (Strategy, Partnerships and Performance Service Manager), Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme), Grace Evans (Legal Services Manager), Mike Harries (Corporate Director for Environment and Economy), Jennifer Lewis (Strategic Communications and Engagement Manager), Andrew Martin (Service Director - Highways and Emergency Planning), Andy Reid (Assistant Director - Schools and Learning), Neil Turner (Highway Development Team Leader) and Fiona King (Senior Democratic Services Officer).

- (Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.
 Publication Date: **Tuesday, 24 July 2018.**
- (2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 5 September 2018.**

Apologies for Absence

80 Apologies for absence were received from Cllr Rebecca Knox, Nick Jarman (Director for Children's Services) and Jonathan Mair (Service Director, Organisational Development). Andy Reid (Assistant Director, Education and Learning) and Grace Evans (Legal Services Manager) attended for them. In the absence of the Chairman, Cllr Jill Haynes chaired the meeting.

Code of Conduct

81 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Minutes

82 The minutes of the meeting held on 27 June 2018 were confirmed and signed following an amendment to Minute 79, Questions from County Councillors.

Cllr Nick Ireland drew attention to the section that stated that although the age weighted pupil unit (APWU) was identical to any other secondary school in Dorset it was below the national average. He also added that there were now 3 governors from the County Council working with Budmouth College.

The Cabinet agreed to the addition of the additional wording 'below the national average' and for the inclusion of the 3 governors working with the College.

Public Participation

83 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Cabinet Forward Plan

84 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting.

Complex Communication Needs and Social Emotional and Mental Health Specialist Provision

85 The Cabinet considered a report by the Cabinet Member for Economic Growth, Education Learning and Skills which advised members of the public consultation that had been carried out to change the provision of a number of maintained schools to establish Special Education Needs (SEN) provision and to change the age range.

Cllr Andrew Parry explained that the proposed changes were to be implemented in order to satisfy the council's statutory responsibilities.

Following a comment regarding potential concern about the age range being changed from 11 -16 years to 4 – 16 years at the Dorchester and Forum Learning Centre, Cllr Parry confirmed that for any type of education it would be age appropriate.

Members felt that the key benefit from this report was that more specialist education would be provided nearer to homes for children and their families, which was a good news story and one which needed to be actively communicated to the residents of Dorset.

With regards to the consultation, one member asked if this had been advertised in any other form other than what was shown in the report. The Senior Manager from Education, undertook to look into this and provide further details to members outside of the meeting.

Resolved

1. That the provision of Complex Communication Needs (CCN) Bases at Parley First School and West Moors Middle School from 1 September 2018 be agreed.
2. That the provision of Social Emotional and Mental Health (SEMH) Bases at 3 Dorset Learning Centres (Compass, Dorchester and Forum) from 1 September 2018 be agreed.
3. That the change in age range to 4 to 16 at the Dorchester and Forum Learning Centres.

Reason for Decision

1. To enable the above schools to meet the specialist needs of children in Dorset.
2. As assessment of sufficiency determined that these specialist places were required.

Procurement Strategy Refresh: 2018-2020

86 The Committee considered a report by the Cabinet Member for Community and Resources which included the refreshed Procurement strategy which provided the opportunity to formalise the approach the Council had adopted of a business partnering approach rather than category management.

Cllr Tony Ferrari explained that this refresh would carry forward to the end of this financial year and would then be taken over by the new Dorset Council.

Resolved

1. That the refreshed Procurement Strategy for Dorset County Council for the remainder of 2018/19 be agreed and the procurement and contract management effectiveness for the new Dorset Council in 2019/20 be supported.
2. That the revised contract management procedures and the development of contract management training be supported.

Reason for Decision

The documents set out key deliverables for the County Council in the transition to the new Dorset Council and underpin much of the future work plan around contract novation, discussion of arrangements with a Christchurch impact and the bringing together of arrangements across the Dorset area into the new Council.

Proposal to amend Adopted Highway Policy

87 The Cabinet considered a report by the Cabinet Member for Natural and Built Environment which sought approval to amend the current Adopted Highways Policy so that it clearly set out revised delivery options for such works. The proposed policy amendment would provide additional delivery options to current practice and would provide Dorset County Council with the choice to design and/or construct highway improvements under specific conditions.

Cllr Daryl Turner explained that 2 consultations had been held but limited responses had been received from both. He made reference to a change in the recommendations in that following discussion with the Shadow Executive Members the Policy would now not be considered by the Shadow Executive Committee at their meeting on 20 July 2018 as they regarded it as a County matter. The Corporate Director explained that due to a change in the timing of meetings the Economic Growth Overview and Scrutiny Committee had not yet considered the policy.

Resolved

That the proposed amendment to the Adopted Highway Policy be agreed.

Reason for Decision

The proposed policy amendment offered the Council, acting as the Local Highway Authority, the discretion to choose from a number of clearly stated delivery options to improve the efficiency, effectiveness and safety of developer-led improvements to the existing highway network. The end result would have a nil impact on end users (i.e. residents of Dorset and the travelling public) as this proposal related to delivery and process only.

However, the implementation of schemes should be quicker, more cost effective and more effectively controlled.

Panels and Boards

88 The following minutes were received:-

Dorset Police and Crime Panel 26 June 2018

89 **Noted**

Health and Wellbeing Board 27 June 2018

90 The Cabinet Member for Health and Care advised members that she had attended this meeting and it had been a very good session. It seemed that the second half of the session, which was now used for networking with partners, was proving very successful.

Cllr Daryl Turner highlighted a couple of references in the minutes to additional staff and asked where they were going to come from. Cllr Jill Haynes, in her role as Chair of the Citizens Partnership Board, advised that part of their work was 'workforce' and work was ongoing to see how much flexibility there was within the system. It was well known that there was a constant struggle to recruit nurses and social workers, predominantly as a result of the cost of housing in Dorset, but work was ongoing to look at key worker housing to try to address this.

Cllr Steve Butler added that the locality groups of the Health and Wellbeing Board would need to work more closely with the Family Partnership Zones and the Clinical Commissioning Groups (CCG) locality groups in order to create a better organisation that was well placed to deal with local problems. He also highlighted the increased use of the voluntary sector.

Noted

Questions from County Councillors

91 No questions were received from County Councillors.

Exempt Business

92 **Resolved**

That in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified in minute 93 as it was likely that if members of the public were present, there would be disclosure to them of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

Approval of the Business Case for the development of an open framework to procure Learning Disabilities services from April 2019 with delegated authority to award

93 The Committee considered an exempt report by the Cabinet Member for Health and Care which recommended that procurement commenced for a new Learning Disability Framework in October 2018. The framework would be in place from 1 April 2019 – 1 April 2024 and would not exceed the value of £128m.

Cllr Jill Haynes explained that this was a long and complex paper and one that would also be on the agenda for the Shadow Executive Committee at their meeting on 20 July 2018. This would be one of the first large spend reports to be considered by them.

Following a question about the number of options that had been considered, the Transformation Programme Lead for the Adult and Community Forward Together Programme advised that it was important that the report set out the options appraisal details in order for the Cabinet to have assurance that the approach taken was based on delivering quality and value for money for Dorset residents.

The Transformation Programme Lead for the Adult and Community Forward Together Programme explained that the Council was working closely with Bournemouth and Poole councils to align where possible approach and price though as different Fairer Charging Policies applied in the areas this might mean that people may have to pay different amounts towards their care.

The Cabinet Member for Health and Care highlighted that the aim was to achieve seamless working from children through to adults, trying to ensure that most of the care was provided in Dorset at an affordable price.

Resolved

That subject to consultation with the Shadow Executive Committee on 20 July 2018:

1. The establishment of an Open Framework Agreement for Adult and Children and Young People including Transitions, with Learning Disabilities 2019 as stated in Appendix 1 of the Director's report, by way of an open tender process be approved.
2. That delegated authority to the Assistant Director of Commissioning (Adult Social Care) in consultation with the Chief Financial Officer and the Monitoring Officer, to agree the Invitation to Tender documentation including the terms of the Framework contract and any call off contracts be agreed.
3. That delegated authority to the Assistant Director of Commissioning (Adult Social Care) to award the Framework contracts to the successful tenderers be agreed.
4. That delegated authority to the Assistant Director of Commissioning (Adult Social Care) to continue discussion and enter agreement with Dorset NHS Clinical Commissioning Group and/or Bournemouth and Poole Councils to integrate commissioning and/or contracting where the change makes no change to the financial model for Dorset County Council be agreed.

Reason for Decision

To develop sustainable health and social care services for people with learning difficulties though a contractually compliant route.

Meeting Duration: 10.00 am - 10.35 am

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Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 5 September 2018.

Present:

Jill Haynes	Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

Members Attending:

Hilary Cox, As Chairman of the County Council and County Councillor for Winterborne
 Jon Andrews, County Councillor for Sherborne Town
 Jean Dunseith, County Councillor for Chickerell and Chesil Bank
 Nick Ireland, County Councillor for Linden Lea

Officers Attending:

Debbie Ward (Chief Executive), Nick Jarman (Corporate Director for Children's Services), Richard Bates (Chief Financial Officer), Mike Harries (Corporate Director for Environment and Economy), Grace Evans (Legal Services Manager), Andrew Martin (Service Director - Highways and Emergency Planning), Kirstie Snow (Senior Communications Officer) and Fiona King (Senior Democratic Services Officer).

For certain items, as appropriate:

- (Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.
 Publication Date: **Tuesday, 11 September 2018.**
- (2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 17 October 2018.**
- (3) **RECOMMENDED** in this type denotes that a decision of County Council is required.)

Apologies for Absence

94 An apology for absence was received from Rebecca Knox.

In the absence of the Chairman, Cllr Jill Haynes chaired the meeting.

Code of Conduct

95 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Minutes

96 The minutes of the meeting held on 18 July were confirmed and signed.

Public Participation97 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Cabinet Forward Plan

98 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting.

The Cabinet Member for Community and Resources advised members that it was likely that the Quarterly Asset Management report was likely to be withdrawn for the 26 September 2018 meeting as it had no substantial content.

Panels and Boards

99 The following minutes were received:-

Dorset Waste Partnership Joint Committee

100 The minutes of the meeting held on 11 June 2018 were noted.

The Cabinet Member for Natural and Built Environment highlighted the Finance and Performance Report and noted the forward worry in respect of the budget.

Noted**Recommendations from Committees**

101 The Cabinet considered the following recommendations:-

Approval of the Youth Justice Plan for 2018/19

101a Cllr Haynes advised members that this paper would also be presented to the Shadow Executive for approval as this was an ongoing cost for the new Council. She also raised concerns about reductions in government funding for the Youth Justice Service going forwards.

RECOMMENDED

That the recommendation of the Safeguarding Overview and Scrutiny Committee held on 5 July 2018 be recommended to County Council for approval as set out below:

Recommendation 37 – Approval of the Youth Justice Plan for 2018/19

That Cabinet be asked to recommend the County Council to approve the Youth Justice Plan for 2018-19.

Reason for Recommendation

The draft Youth Justice Plan meets statutory requirements. The Plan reviewed achievements in the previous year, details the structure, governance and resources of the Youth Offending Service, and sets out the priorities for 2018-19.

Homelessness in Dorset: Review of Evidence

101b The Cabinet Member for Health and Care noted that a lot of hard work had been put into understanding homelessness in Dorset. In respect of the Emergency Local Assistance funding this was no longer available in the Adults' budget for the next

financial year and would need to be agreed by the Shadow Authority. There would need to be discussion on this fund at both the Budget Task and Finish Group and the Shadow Executive Committee.

Cllr Hilary Cox as the Chairman of the County Council commended the efforts that had been put into this piece of work and Cabinet agreed this was a very important area of work and noted that a full report had been produced.

Following a comment from Cllr Steve Butler as the Cabinet Member for Safeguarding regarding funding through the housing budget with the district and borough councils, Cllr Haynes advised she was not aware of any joint work as yet with the new Council in this regard.

Resolved

That the recommendation from the People and Communities Overview and Scrutiny Committee meeting held on 4 July 2018 be approved as set out below:-

Recommendation 35 – Homelessness in Dorset: review of Evidence

That the County Council's Cabinet and Dorset Shadow Executive consider the Committee's recommendation that the Emergency Local Assistance Funding be renewed.

Social Isolation: Final Report of the Member Working Group

101c **Resolved**

That the recommendation of the People and Communities Overview and Scrutiny Committee meeting held on 4 July 2018 be approved as set out below:-

Recommendation 38 – Social Isolation: Final Report of the Member Working Group

- 1. That the Committee agreed that the key issues identified in the report and addressing them at a strategic level across council activities and expenditure will combat social isolation and was recommended to the Cabinet (as set out in Appendix 1, paragraph 4.3 of the report).*
- 2. That the Cabinet's attention be drawn to the potential benefit of further action being taken on a corporate basis informed by the toolkit of the Campaign to End Loneliness (asset out in Appendix 1, paragraph 6.1b of the report).*
- 3. That the Cabinet consider the recommendations with a view to drawing these findings and associated action to the attention of the Shadow Executive for the new Dorset Council and to the Health and Wellbeing Board (as set out in Appendix 1, paragraph 6.2 of the report).*

Questions from County Councillors

- 102 Two questions were received from Cllr Nick Ireland, one to the Cabinet Member for Economic Growth, Education, Learning and Skills in respect of the 'Partners in Practice' initiative and one to the Cabinet Member for Natural and Built Environment regarding school transport.

Both questions and answers are attached as an annexure to these minutes.

In respect of the question regarding the joining of the 'Partners in Practice' initiative, Cllr Haynes advised that at the Cabinet meeting in July 2018 a report on Special Educational Needs was discussed and the Director for Children's Services asked Cabinet if it was appropriate for Children's Services to work with Essex County Council. The Cabinet agreed this should be investigated further. It was confirmed that there would be no additional cost to the County Council.

Cllr Daryl Turner as the Cabinet Member for Natural and Built Environment advised

members that he had recently received an email in respect of Cllr Ireland's question concerning school transport which he undertook to share with members outside of the meeting. He added that the school transport team worked extremely hard to achieve the transporting of school children to their destinations with relatively few problems. He also shared with members a recent compliment that had been received by the team with regards to school travel in the Beaminster area.

Exempt Business

103 Resolved

That in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified in minute 104 as it was likely that if members of the public were present, there would be disclosure to them of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

Provision of Additional Funding for Highway Maintenance

104 The Cabinet considered an exempt report by the Cabinet Member for Natural and Built Environment which articulated the need for additional funding to be allocated to both the revenue and capital budgets to arrest the deterioration in condition now being experienced across the highway network.

A Policy Development Panel (PDP) had been established, from members of the Economic Growth Overview and Scrutiny Committee, to examine the current funding strategy in relation to the management of highway maintenance and this report and recommendations was the culmination of a series of meetings with officers from within the highway service.

The Chief Financial Officer advised members that the financial resilience of local authorities was under very close scrutiny. The £1.4m funding was not in the current budget and would either increase the overspend or reduce the general balances which would adversely affect the County Council's position. This report would also be presented to the Shadow Executive Committee as approval of the recommendations would affect the new Council going forward.

Cllr Haynes added that the repairs and work done now could save money for the new Council in the future.

Cllr Jon Andrews, was a member of the PDP, and supported the need for the immediate cash injection of £1.4 million for the current financial year. He supported the proposal going forward to the Shadow Executive for the additional year on year funding for highways and believed that if the council did not support this it would cost more in the long run. Every one of the council's customers (council tax payers) when they step out of their front doors stepped on to a service that the County Council provided. He continued that as most, if not all councillors, would tell you their email inboxes were full of complaints about the highways and pavements. Year after year the decline in the standards of our roads, due to the lack of preventative maintenance and the decline of our major infrastructure, due to the fact that the Council was spending capital money on revenue requirements and at the same time the loan repayment of approximately £1million per year was coming out of highways budget and not the corporate budget. The report spelled out quite clearly what investment was needed to prevent Dorset's roads very quickly becoming unsafe. This would not be good for the Council's economic future as attracting business and tourists was so important. He therefore implored the Cabinet to support the recommendations as set out in the report.

Cllr Hilary Cox as the Chairman of the County Council also strongly supported the recommendations, especially the outcomes set out at paragraph 5.1 of the exempt

report.

Cllr Dunseith was also a member of the PDP and supported the recommendations. In respect of the £1.4m requested she felt it showed some visible support to the majority of council tax residents. This would affect thousands of Dorset residents and she felt they would thank the Council for making their lives that little bit better.

Cllr Tony Ferrari as the Cabinet Member for Communities and Resources highlighted the expectation that there would be a mix of both capital and revenue budget used for the additional funding but the recommendations were not explicit from which area it came from.

Cllr Wharf whilst supporting the recommendations was encouraged to see cross-party support for the recommendations and hoped this would continue when the report was discussed at the Shadow Council.

Cllr Haynes added that she felt Dorset roads were not as bad as many others she had encountered and thanked the Service Director and his team for the quality of our roads and for the work that they did.

Recommended

1. That additional funding totalling £1.4 million within 2018/19, to address the current highway network condition and surface water issues be approved following consultation with the Shadow Dorset Council's Executive Committee.
2. That the Shadow Executive Committee consider the contents of the Policy Development Panel's report within future budget development work.

Reason for Recommendation

To address concerns about the current levels of maintenance and condition of the highway network.

Meeting Duration: 10.00 am - 10.34 am

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Safeguarding Overview and Scrutiny

Dorset County Council



Date of Meeting	5 July 2018
Officer	Nick Jarman, Director of Children's Services
Subject of Report	Approval of Youth Justice Plan for 2018-19
Executive Summary	Youth Offending Teams are required to publish an annual Youth Justice Plan which should be approved by the local authority for that Youth Offending Team and by the Youth Justice Board. Dorset Combined Youth Offending Service works across Bournemouth, Poole and Dorset. Approval is therefore sought from Dorset County Council, as well as from the Borough of Poole and from Bournemouth Borough Council.
Impact Assessment: <i>Please refer to the protocol for writing reports.</i>	<p>Equalities Impact Assessment:</p> <p>The Youth Justice Plan sets out how the Youth Offending Service (YOS) will develop its work with vulnerable groups. The Plan also includes information about some protected characteristics relating to the YOS's staff and volunteers. No adverse impacts are identified for groups identified by protected characteristics.</p> <p>Use of Evidence:</p> <p>The Plan includes performance information relating to the YOS during 2017-18. This information is derived from the Youth Justice Board's national data collection arrangements.</p> <p>Budget:</p> <p>The Youth Justice Plan includes a section setting out the resources available to the YOS. The pan-Dorset Youth Offending Service is overseen by a Partnership Board which agrees the contributions from all statutory partners for the provision of the service.</p>

	<p>Risk Assessment:</p> <p>Current Risk: LOW Residual Risk MEDIUM</p> <p>The Youth Justice Plan sets out an achievable strategy for the pan-Dorset YOS to deliver continued high levels of service. There is a risk relating to possible funding reductions; the Youth Justice Board announced extra in-year budget cuts during 2015-16, and further cuts for 2016-17. Youth Justice Board grant levels have been maintained since then but the funding formula is now being reviewed for 2019/20. The YOS Board has approved the YOS budget plan for 2018-19 which enables statutory functions to be delivered.</p>
	<p>Other Implications:</p>
Recommendation	That Committee recommends approval of the Youth Justice Plan to the Cabinet
Reason for Recommendation	The draft Youth Justice Plan meets statutory requirements. The plan reviews achievements in the previous year, details the structure, governance and resources of the Youth Offending Service, and sets out the priorities for 2018-19.
Appendices	The full Youth Justice Plan is attached at Appendix 1
Background Papers	None
Officer Contact	<p>Name: David Webb Tel: 01202 453939 Email: david.webb@bournemouth.gov.uk</p>

1 Introduction

1.1 Youth justice services in Dorset were previously delivered by the Dorset Youth Offending Team. In July 2015 the Dorset Youth Offending Team merged with the Bournemouth and Poole Youth Offending Service, which covered the Bournemouth and Poole areas, to form the 'Dorset Combined Youth Offending Service'. Bournemouth Borough Council acts as the lead local authority.

1.2 Youth Offending Teams are required to publish an annual youth justice plan. The Youth Justice Board has issued guidance which stipulates what must be included in the plan, and recommends a structure for the plan. The draft Youth Justice Plan for the Dorset Combined Youth Offending Service is attached at Appendix 1.

2. Contents of the Youth Justice Plan

2.1 The Plan reviews performance during 2017/18 and reports on progress against last year's priorities. The Youth Offending Service (YOS) has continued to perform well against the National

Indicators for Reducing Re-Offending and Reducing the Use of Custodial Sentences. Performance in the Dorset area has remained good for Reducing the Number of First-Time Entrants into the youth justice system, but there has been an increase over the past year after large reductions over the previous ten years.

2.2 Achievements during the past year have included the creation and recruitment of a new YOS Speech and Language Therapist post. Research shows that about 65% of young people in the youth justice system have speech, language and communication needs, so it is important that we can respond to these needs. The YOS took a leading role in the agreement and implementation of a pan-Dorset Protocol to Reduce the Criminalisation of Children in Care. The Protocol led to a 50% reduction in police call-outs to children's homes during 2017, and was commended in the Howard League's national community justice awards. Work was also completed in 2017/18 to develop some of the specialist skills used by members of the team, such as work with young people who show harmful sexual behaviour, and work to help young people who are struggling to cope with earlier traumatic experiences. The Plan sets out these and other achievements in more detail.

2.3 The Youth Justice Plan summarises the structure, governance and resourcing of the Youth Offending Service. The Dorset Combined Youth Offending Service is overseen by a Partnership Board comprised of senior representatives of the key partners, chaired by the Director of Children's Services for Poole. The involvement of senior managers from the 3 local authorities and from the statutory partners (police, health and probation) enables the YOS to integrate its work with other strategic plans and priorities, including strong links to local safeguarding and public protection arrangements. Details about some of the specific operational links between the YOS and other local initiatives are summarised in the 'Partnership Arrangements' section of the Plan.

2.4 The Youth Justice Plan outlines the resourcing of the YOS. Local authority and other partner contributions have remained broadly the same since 2014/15, but the Youth Justice Board grant has reduced in that time from £790,000 to £594,000, while staffing costs have increased. The management of vacancies, and the deletion of some posts, has enabled a balanced budget.

2.5 The creation of the pan-Dorset YOS and subsequent Youth Justice Board grant reductions led to some posts being removed, though no redundancies were required. The statutory basis of youth offending teams is the Crime and Disorder Act 1998 which mandates minimum staffing contributions from the YOS partners. The combined service continues to comply with these minimum staffing requirements.

2.6 The members of the Youth Offending Service partnership work together to make our multi-agency work effective. One of the priorities for the coming year is to develop the local strategy to prevent young people entering the justice system. Another priority is to work with police, courts and other services to improve the way our local youth justice system works.

2.7 Within the YOS team, there is a priority to continue to improve the quality of our practice to achieve better outcomes for children, young people and families. The YOS also aims to improve its effectiveness and efficiency to make best use of its resources. The Plan includes more details about how each of these priority areas will be addressed.

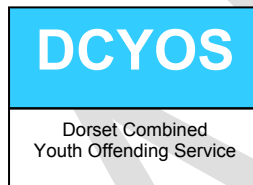
3 Conclusion

3.1 The Youth Justice Plan provides a summary of the performance, structure, governance, resources and future priorities for the Dorset Combined Youth Offending Service. The full plan is attached at Appendix 1. Committee is asked to recommend approval of the Youth Justice Plan for 2018-19 to the Cabinet.

Nick Jarman
Director of Children's Services
July 2018

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DORSET COMBINED YOUTH OFFENDING SERVICE



*Youth
Justice
Plan*

2018/19

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Dorset Combined Youth Offending Service Statement of Purpose

Dorset Combined Youth Offending Service works with young people in the local youth justice system. Our purpose is to help those young people to make positive changes, to keep them safe, to keep other people safe, and to repair the harm caused to victims.

This means we can support the national Youth Justice Board Vision that:

‘Every child should live a safe and crime-free life and make a positive contribution to society’.

Who We Are and What We Do

Dorset Combined Youth Offending Service (DCYOS) is a statutory partnership between Bournemouth Borough Council, the Borough of Poole, Dorset County Council, Dorset Police, National Probation Service Dorset and NHS Dorset Clinical Commissioning Group.

We are a multi-disciplinary team which includes youth justice officers, restorative justice specialists, parenting workers, education and employment workers, police officers, probation officers, nurses, speech and language therapists and a psychologist.

More information about the YOS partnership and the members of the YOS team is provided later in this document.

The team works directly with young people who have committed criminal offences to help them make positive changes and to reduce the risks to them and to other people. We also work directly with parents and carers to help them support their children to make changes.

We make contact with all victims of crimes committed by the young people we work with. We offer those victims the chance to take part in restorative justice processes so we can help to repair the harm they have experienced.

The organisations in the YOS partnership also work together to improve the quality of our local youth justice system, and to ensure that young people who work with the YOS can access the specialist support they need for their care, health and education.

The combination of work to improve our local youth justice and children’s services systems, and direct work with young people, parents and victims, enables us to meet the Youth Justice Board’s ‘System Aims’:

- Reduce the number of children in the youth justice system
- Reduce reoffending by children in the youth justice system
- Improve the safety and well-being of children in the youth justice system
- Improve outcomes for children in the youth justice system.

Introduction

This document is the Youth Justice Strategic Plan for the Dorset Combined Youth Offending Service (YOS) for 2018/19. It sets out the key priorities and targets for the service for the next 12 months as required by the Crime & Disorder Act 1998.

The Youth Justice Strategic Plan:

- summarises the YOS structure, governance and partnership arrangements
- outlines the resources available to the YOS, the planned use of the Youth Justice Grant and the plan for ensuring value for money
- reviews achievements and developments during 2017-18
- identifies emerging issues and describes the partnership's priorities
- summarises the risks to future delivery of the youth justice outcome measures
- sets out the planned actions to enable delivery of the youth justice outcome measures.

This document sets out the YOS's strategic plan. A delivery plan underpins this document.

Service Targets

The Dorset Combined YOS target for 2018/19 is to outperform regional and national averages for the three national performance indicators for youth offending which are:

- The number of young people entering the youth justice system for the first time ('First Time Entrants')
- The rate of proven re-offending by young people in the youth justice system
- The use of custodial sentences for young people.

Headline Strategic Priorities for 2018/19

- Develop and implement a plan to reduce the number of young people entering the justice system
- Improve the quality of our practice to improve outcomes for children, young people and families
- Work with police, courts and other services to improve the way our local youth justice system works
- Improve our effectiveness and efficiency to make best use of our resources

Actions to achieve these priorities can be found later in this document, on pages 25-26.

Structure and Governance: The YOS Partnership Board

The work of the Dorset Combined YOS is managed strategically by a Partnership Board. The Partnership Board consists of senior representatives of the statutory partner organisations, together with other relevant local partners.

Membership:

- Borough of Poole (current chair)
- Dorset County Council (current vice-chair)
- Bournemouth Borough Council
- Dorset Police
- Dorset Local Delivery Unit Cluster, National Probation Service
- NHS Dorset Clinical Commissioning Group
- Public Health Dorset
- Dorset Healthcare University Foundation Trust
- Her Majesty's Court and Tribunal service
- Youth Justice Board for England and Wales
- Office of the Police and Crime Commissioner
- Ansbury (Connexions Provider)

The Partnership Board oversees the development of the Youth Justice Plan, ensuring its links with other local plans.

The YOS Manager reports quarterly to the Partnership Board on progress against agreed performance targets, leading to clear plans for performance improvement. The Board also requests information in response to specific developments and agendas, and monitors the YOS's compliance with data reporting requirements and grant conditions.

Representation by senior leaders from the key partners enables the YOS Manager to resolve any difficulties in multi-agency working at a senior level, and supports effective links at managerial and operational levels.

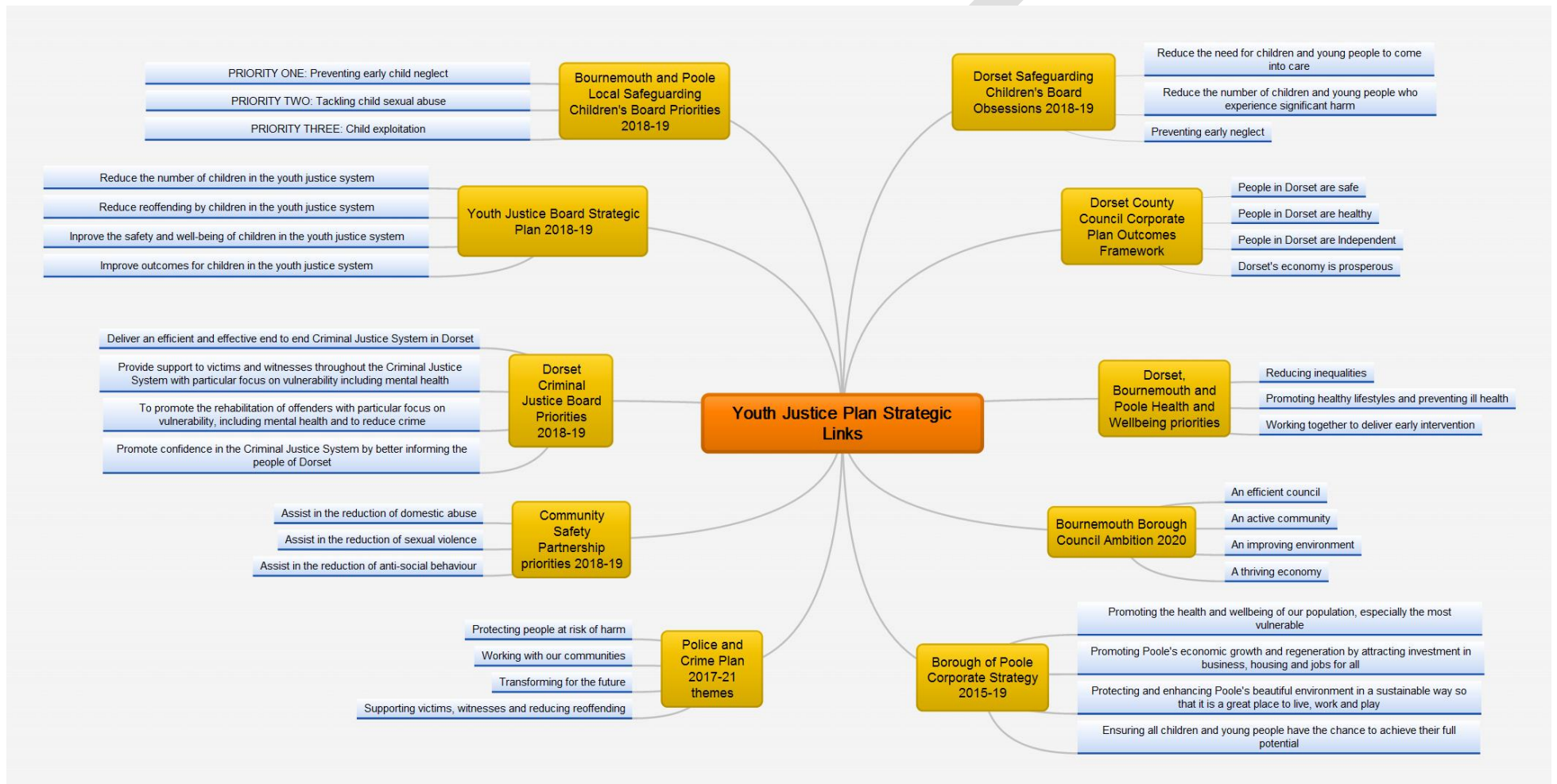
The YOS is party to local multi-agency agreements for information sharing, for safeguarding and for the escalation of concerns.

The Partnership Board oversees activities by partner agencies which contribute to the key youth justice outcomes, particularly in respect of the prevention of offending.

The YOS Partnership Board also provides oversight and governance for local multi-agency protocols in respect of the criminalisation of children in care and the detention of young people in police custody. The YOS Manager chairs multi-agency operational groups for each protocol and reports on progress to the YOS Partnership Board.

The YOS is a statutory partnership working with children and young people in the criminal justice system and the community safety arena. The map on the next page gives an overview of how the YOS fits with other strategic partnerships and plans.

Linking the Youth Justice System to other Plans and Structures



The membership of the YOS Partnership Board enables the work of the Dorset Combined YOS to be integrated into strategic planning for Safeguarding, Public Protection, Criminal Justice, Community Safety and Health & Well-Being. The YOS Manager sits on the two local Safeguarding Children's Boards, the Dorset Criminal Justice Board, the three Community Safety Partnerships, the pan-Dorset Community Safety and Criminal Justice Board and on the local MAPPA Strategic Management Board.

Partnership Arrangements

The previous section outlined the strategic links between the YOS and the other strategic groups and partnerships. Similar links exist at operational levels, enabling the YOS to integrate and coordinate its work with the work done by partners such as the three local children's social care services, Special Educational Needs services, other criminal justice agencies, and the Child and Adolescent Mental Health Services across Dorset.

Safeguarding and Public Protection

As well as participating in Child Protection Conferences and Multi-Agency Public Protection Arrangements (MAPPA) meetings in respect of specific individuals and families, YOS managers also attend MARAC meetings, local Community Safety Partnership operational meetings, local complex needs panel meetings and meetings in respect of early help and Troubled Families activities in the 3 local authorities.

Reducing Re-Offending

The YOS Manager chairs the pan-Dorset Reducing Reoffending Strategy Group, reporting to the Dorset Community Safety and Criminal Justice Board. Although the group's main focus is on adult offenders, attention is also paid to the youth perspective, particularly for those young people about to transition to adult services, and for the children of adult offenders.

Risk Assessment Panels

The YOS instigates a Risk Assessment Panel process for young people under YOS supervision who have been identified as being at high risk of causing serious harm to others, or of experiencing significant harm themselves. These meetings are attended by workers and managers from the other agencies who are working with the young person. The aim is to agree the risk assessment and devise, implement and review plans to reduce the risks posed by and to the young person.

Harmful Sexual Behaviour

The YOS works with the three local authorities, and with the Police, to agree the best way to respond to young people who have committed harmful sexual behaviour. Some of these young people are also known to the local authority social care service so it is important that we coordinate our work and, where possible, take a joint approach. The YOS and the local authorities use recognised assessment and intervention approaches for young people who commit harmful sexual behaviour.

Child Exploitation

Young people known to the YOS can also be at risk of child sexual exploitation (CSE) or child criminal exploitation. The YOS Manager is a member of the pan-Dorset Child Exploitation (including Trafficked and Missing) sub-group of the two Local Safeguarding Children's Boards. A YOS Team Manager has lead responsibility for the team's operational work on CSE, supported by a designated Youth Justice Officer in our Dorchester office. The YOS participates in local multi-agency information sharing arrangements and meetings to identify and protect children at risk of exploitation.

Preventing Violent Extremism

All relevant YOS staff have received training in raising awareness of 'Prevent'. A YOS Team Manager has lead responsibility for this area of work and attends the pan-Dorset Prevent Group to ensure that our work is aligned with local initiatives. The YOS has sight of the local assessment of extremism risks. The seconded YOS police officers act as a link to local police processes for sharing intelligence in respect of possible violent extremism.

Young people convicted of extremism related offences will be managed robustly in line with the YOS Risk Policy, with appropriate referral to the local MAPPA process and clear risk management plans, including paired working arrangements and support from the seconded YOS police officers.

Safe Schools and Communities Team

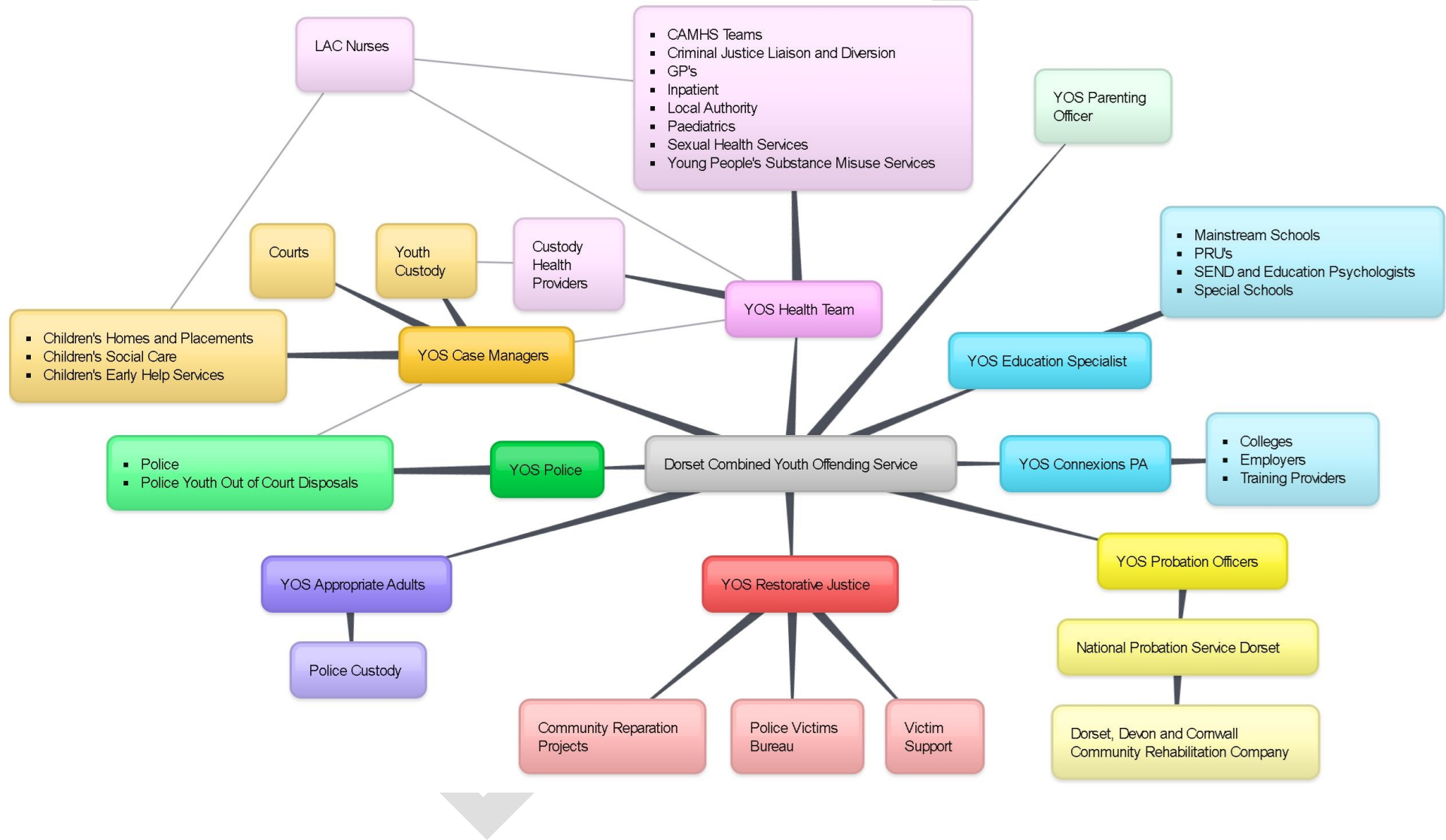
The Safe Schools and Communities Team (SSCT) is a partnership between Dorset Police, the Office of the Police and Crime Commissioner and Dorset Combined YOS. The SSCT plays an important role in preventing offending by young people across Dorset, Bournemouth and Poole. The team provide education, awareness and advice to students, schools and parents. The work of the team is reported to the YOS Partnership Board as an important element of the YOS Partnership's work to prevent youth offending. The SSCT is particularly effective at supporting schools to manage incidents without the need for a criminal outcome, and at supporting internet safety for young people across the Dorset area.

Restorative Justice and Support for Victims

The YOS Victim Liaison Officers provide Restorative Justice activities and support for victims of offences committed by young people. The YOS also links with other agencies through the Victims and Witnesses Sub-Group of the Dorset Criminal Justice Board. The YOS plays an important part in delivering the Police and Crime Commissioner's Restorative Justice Strategy for Dorset, taking the lead on offences committed by young people and supporting the development of good practice with other Restorative Justice providers.

In addition to the team's involvement in these different partnership groups, there is ongoing daily interaction with other local services. These links are illustrated on the following page:

Operational Links between YOS and Partner Agencies



Resources and value for money

The YOS is funded by the statutory partners, by the Office of the Police and Crime Commissioner and a grant from the Youth Justice Board for England and Wales. Local authority staff are employed by Bournemouth Borough Council. Other staff are seconded from Dorset Police, the National Probation Service Dorset and Dorset HealthCare University NHS Foundation Trust. Revenue contributions and the YJB Grant form a Partnership budget.

Like all public services, the YOS operates in a context of reducing resources. Ensuring value for money and making best use of resources is a high priority for the service.

Partner Agency	17/18 Revenue excluding recharges	Movement 14/15 to 17/18	Staff
Dorset County Council	£531,900	£0	1 Nurse (substance misuse) and 0.3 Psychologist
Bournemouth Borough Council	£257,100	£0	
Poole Borough Council	£244,000	-£13,030	
Police and Crime Commissioner for Dorset	£75,301	-£78,149	2.0 Police Officers. Funding reduction from 14/15 to 15/16 reflects funding of SSCT directly by the OPCC to the Police, no longer via the YOS
Dorset Probation Trust	£10,000	£6,826	1.5 Probation Officers (reduction from 2.6 up to March 2015, and from 2.0 up to March 2018, with adjusted funding contribution, after national review)
Dorset Clinical Commissioning Group	£22,487	£0	2.8 FTE Nurses
Youth Justice Board Good Practice Grant	£594,304	-£196,110	
Total	£1,735,092	-£280,463	

The YOS has also obtained funding from the NHS England Health and Justice funding stream to support the appointment of 1.0 Speech and Language Therapist, 0.2 Psychologist and 0.4 YOS Nurse. The funding for these posts is routed through the NHS Dorset CCG to Dorset HealthCare University Foundation Trust, which is the employer for these post holders.

Use of the Annual Youth Justice Grant 2018/19

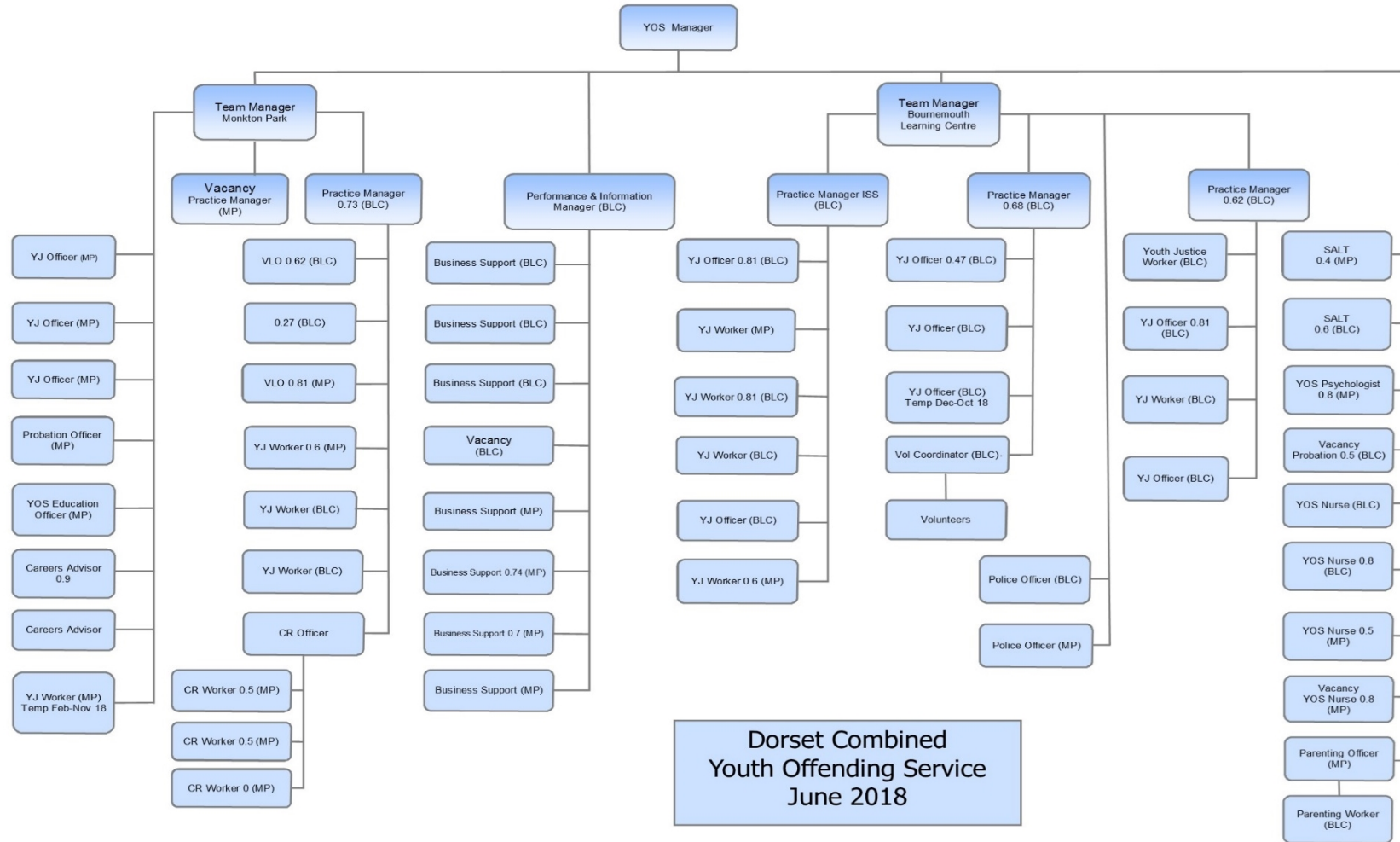
The annual Youth Justice Board grant to Youth Offending Teams is provided for 'the delivery of youth justice services'. A number of conditions are attached to the grant. The YOS Partnership Board receives quarterly finance reports from the senior accountant in Bournemouth Borough Council who oversees the YOS budget. These reports enable the Board to be satisfied that YOS resources are being used for their intended purpose and achieving value for money. This reporting mechanism also enables the Board to be assured that the YOS complies with the YJB Conditions of Grant.

The following table sets out how the YOS uses the Youth Justice Board grant for the delivery of youth justice services:

Activity	Cost
Staff training	£10,200
Appropriate Adult provision and Referral Order panel members	£40,000
ICT licences and maintenance	£26,500
Interpreter Fees	£2,000
Restorative Justice activities	£181,453
Performance and Information Management	£65,000
Court work, Pre-Sentence Reports and Supervision of statutory youth justice outcomes	£194,151
Intensive Surveillance and Supervision	£75,000
Total	£594,304

Staffing information

This chart shows the YOS structure in June 2018. The YOS meets the minimum staffing requirements of the Crime and Disorder Act 1998.



Dorset Combined Youth Offending Service June 2018

The table below shows the number of staff and volunteers in the service, by gender and ethnicity.

YOS Staff

	Male	Female
White British	12	42
White Irish	1	0
White Other	0	1
	13	43

YOS Volunteers

	Male	Female
White British	9	27

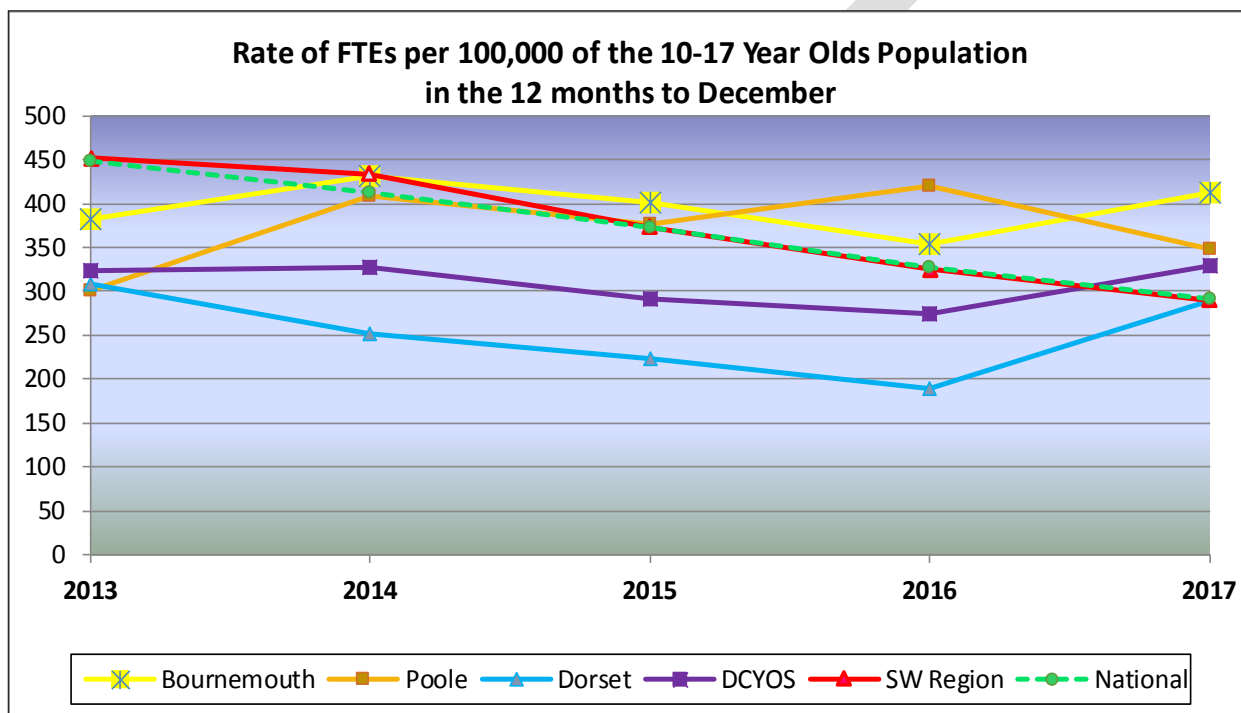
We recognise that our workforce is predominantly white and female, which does not fully reflect the ethnic and gender characteristics of our service users. One of our priority actions for this year is to diversify our staff and volunteer group.

Key Performance Information

Youth Offending Teams continue to be judged against 3 key performance indicators:

- Reducing First Time Entrants into the Youth Justice System;
- Reducing Re-Offending by young people in the Youth Justice System;
- Appropriately Minimising the use of Custodial Sentences.

First Time Entrants into the Youth Justice System



Over the last ten years there has been a sustained local reduction in the numbers of young people entering the youth justice system. This year we have seen the rate of first time entrants start to rise, so that the local rate now exceeds the regional and national average. Across our area, the rate of first time entrants has been higher in the conurbation of Bournemouth and Poole, and this continues to be the case. The increase in our rate of first time entrants will be addressed in our priorities for this year.

Fluctuations in the stated rate per 100,000 young people can overstate the actual changes. In real terms, there were 12 more young people in Bournemouth who entered the justice system for the first time in the year to December 2017, compared to the previous year; there were 9 fewer young people who entered the justice system in Poole; and 35 more in Dorset, compared to the previous year. The first time entrants rate in Dorset County is now aligned with the regional and national averages.

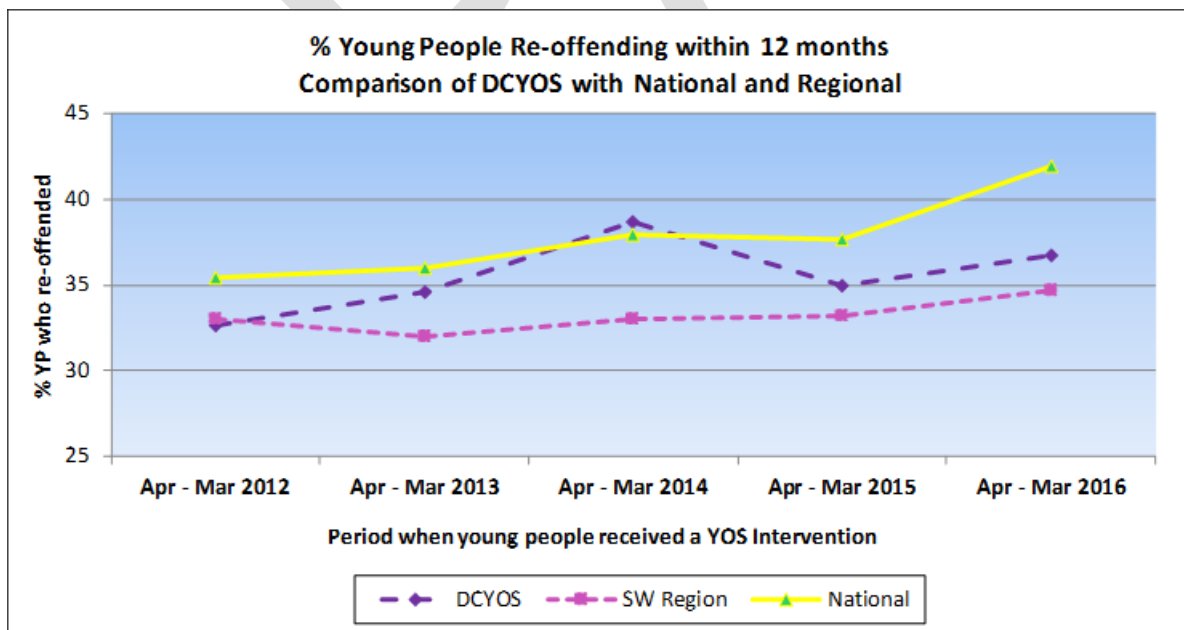
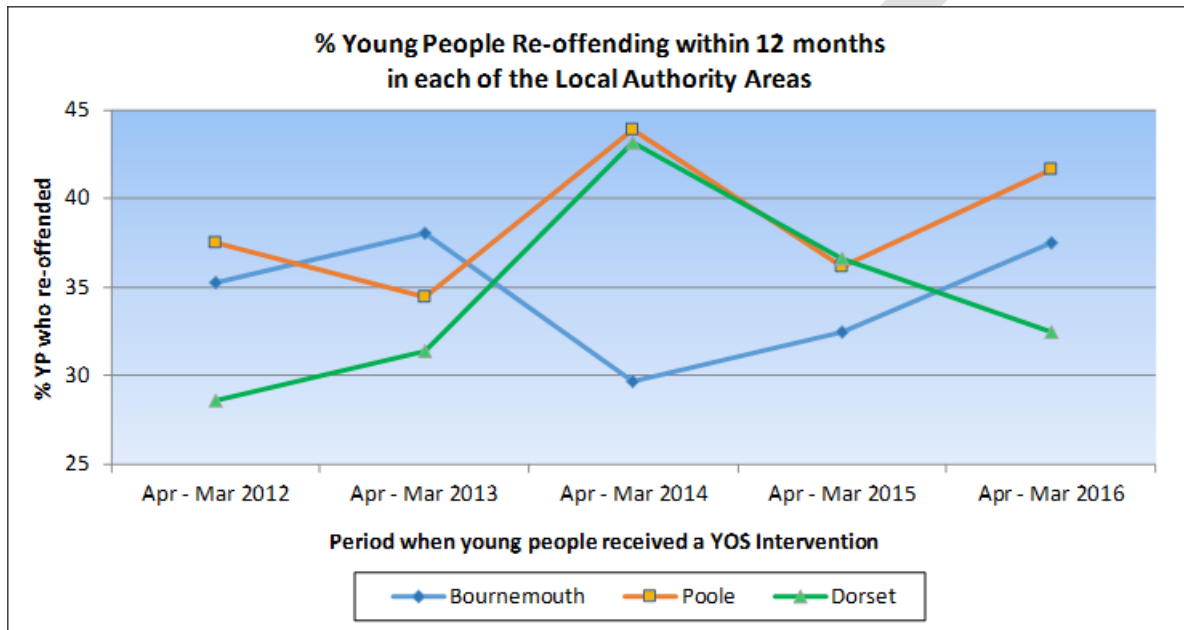
All three local authorities have continued to develop their Early Help arrangements during the past year, to help prevent young people being drawn into offending behaviour.

A coordinated, multi-agency approach was developed across the whole area to reduce the use of justice responses for behaviour by children in care. This led to the launch in

January 2017 of a 'Protocol to Reduce the Criminalisation of Children in Care'. Evidence during the year has shown a 50% reduction in police call-outs to children's homes as a result of this Protocol, and most of those call-outs do not lead to a justice outcome.

When a young person does commit an offence, Dorset Police work closely with Dorset Combined YOS to identify the best way to respond. Low level offending is assessed so that suitable cases can be dealt with through restorative justice approaches, avoiding the need for a formal outcome. More serious offences, or repeat offending, leads to a formal disposal and therefore to the young person entering the youth justice system.

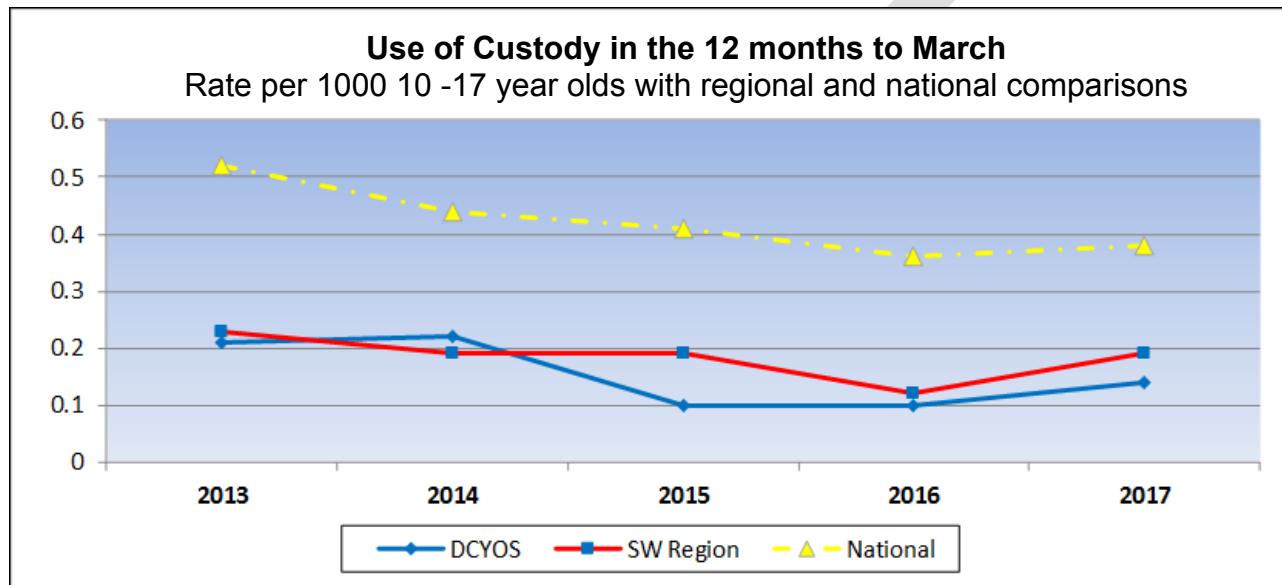
Reducing Re-Offending



The information on re-offending relates to young people known to the YOS two years ago. This is because time needs to elapse to see whether young people go on to re-offend, after their contact with us, and for the new offending to be processed and recorded.

During the past year there has been a change to the reporting arrangements for re-offending, tracking quarterly cohorts of young people instead of annual cohorts. This leads to more fluctuation in the figures, and the recurrence of young people who receive new disposals several times during a year. It is encouraging that the overall performance of the Dorset Combined YOS areas is better than the national average. Performance slightly exceeds the regional average, reflecting a period when we performed below the regional rate for first-time entrants, meaning that young people in the DCYOS cohort at that time had a higher proportion of more complex needs than elsewhere in the region.

Custodial Sentences



This chart shows the latest available confirmed information, due to problems with verification of national custody data for 2017/18. In the year recorded above, to March 2017, there were 7 custodial sentences for local young people. This number reduced in the year to March 2018, when there were 5 custodial sentences (for 4 young people).

Although the YOS works with some complex and risky young people, the use of custodial sentences remains low. The YOS works hard to maintain the confidence of local magistrates and judges in our ability to provide robust and demanding community sentences for those young people who may be at risk of custody. In some circumstances a custodial sentence is the appropriate response to serious or persistent offending. Each time a custodial sentence is passed, the YOS reviews the case in a team meeting to identify any learning points and to check whether any opportunities for a different outcome were missed.

Like other youth justice services in the south-west, we face a problem with the distance to the secure establishments where young people are held in custody. Young people from our area have been detained this year at Parc, near Bridgend, at Feltham in north-west London, at Medway in Kent and at Oakhill, in Milton Keynes. The YOS assists family members to visit when possible, but the long distances present a challenge for family contacts, for YOS resources and for planning effective resettlement on release.

Achievements and Developments during 2017/18:

Our Youth Justice Plan for 2017/18 set out our strategic priorities, which were designed to address the three main performance measures for youth justice, to respond to national initiatives and to align with other local strategic priorities.

Preventing Offending

Children in Care: in January 2017 we implemented a new multi-agency protocol to reduce the criminalisation of children in care. The focus is on avoiding a police or justice response to behaviour by the child in their place of residence. We have continued to monitor and adjust the implementation of this protocol, which has led to a 50% reduction in police call-outs to children's homes across Dorset, Bournemouth and Poole.

Adolescent Parental Violence: the YOS Manager chaired a multi-agency group to review the local approaches to 'Adolescent Parental Violence'. Consistent principles for local interventions have been identified, and good practice shared. The next steps are to consider a possible diversion option to avoid justice outcomes, and to develop a shared risk assessment and management process for teenagers who are known to multiple services and who show risky behaviours.

Adverse Childhood Experiences: Dorset Police have been working with local authority colleagues in Bournemouth to develop early identification and responses for children who have experienced adverse events in childhood. Research shows that such children have an increased risk of later offending, anti-social behaviour and other poor outcomes.

School Incidents Policy: the Dorset Police 'Safe Schools and Communities Team' work with schools to ensure that behaviour issues in school are dealt with through the school's behaviour management policy, with youth justice responses being a last resort.

Improving the Quality and Impact of YOS practice

Speech and Language: a new post, YOS Speech and Language Therapist, was created this year, with two job share post holders starting work in March 2018. Their role is to undertake assessments of children with the most complex communication needs, to provide consultation to other team members, and to strengthen links with community speech and language services. This new initiative is a response to the research evidence which shows that approximately 65% of young people known to youth justice services have speech, language and communication needs.

Education, Training and Employment: short-term funding was agreed to enable a fixed-term appointment of another YOS Education Officer to review the effectiveness of our work to support young people into education, training or employment. As well as reviewing our approach to this work, the post holder has worked with a colleague to commence an 'ASDAN' short course to prepare young people for employment or training and has undertaken one to one work with young people who are not attending education, to help identify and overcome the obstacles to their attendance.

Parenting support: a Parenting Worker was appointed to our Bournemouth office to strengthen our resources for supporting the parents of young people in the youth justice system. Our parenting workers now run a Parents Forum, which acts as a support group for parents and provides information and advice, as well as their regular one to one work with parents.

Intensive Surveillance and Supervision (ISS): ISS is an intensive intervention which can be provided as an alternative to custody, or to provide robust oversight and support for young people coming out of custody. During 2017 we developed a new enhanced grade of Youth Justice Worker whose responsibilities include taking the lead role in coordinating ISS programmes for individual young people.

Use of Information

Information Reports: our Performance and Information Manager has written new information reports which help managers monitor caseloads, timeliness and risk cases.

Disproportionality: tracking caseload information has helped us identify that we have a higher ratio of females on our caseload than the national average. We are working to understand the reasons for this and to develop a differentiated response for girls.

Re-offending information: in the past, we have relied on national data which is out of date by the time it is published. We are now able to collect more current local data, which can also provide more nuanced information about re-offending by justice disposal type, by age, by gender and potentially by young person characteristics.

Service User Feedback: we developed and implemented a new format and process for obtaining service user views on their experience of our work with them.

Staff training records: we have integrated our staff training records with our case management system to enable comprehensive recording and reporting of staff training. This means we are better able to ensure that all staff remain up to date with the training required for their role.

Partnership Information Sharing Agreement: a new single document for the YOS partnership has been agreed, which sets out the principles and processes by which personal information will be shared between the YOS and its partners.

Workforce Development

Assessment skills: a new assessment tool for youth justice, AssetPlus, was implemented nationally in 2016. During the last year we have built on the initial training for this tool by commissioning further, enhanced training for all relevant staff, followed up by local good practice sessions.

Harmful Sexual Behaviour: a number of practitioners and managers have specialist expertise in working with young people who show harmful sexual behaviour. In November 2017 these team members revisited their assessment and intervention training for the 'AIM2' model of working, and also undertook training in the new area of 'Technology-Assisted Harmful Sexual Behaviour'.

Trauma: it is increasingly recognised that young people with problematic behaviour may well be responding to traumatic experiences from their childhood. One of the YOS nurses is now an accredited practitioner in an evidence-based approach to Post-Traumatic Stress Disorder, known as Eye Movement Desensitisation and Re-Processing (EMDR). She is now working towards Consultant Practitioner status. Two other YOS nurses have completed an initial EMDR training course this year to help us build our capacity to work with young people who are struggling with earlier traumatic experiences.

Motivational Interviewing: this is an evidence-based approach to helping people make behaviour change, and is a core part of our work with young people. YOS case holders

attended Motivational Interviewing training, and are able to attend regular development groups to enhance their use of Motivational Interviewing in their day to day work.

Continuing Professional Development: a number of team members have been supported to undertake professional qualifications in social work, youth justice effective practice and business administration.

Inspection reports and learning reviews in 2017/18

Youth Offending Teams are inspected by HMI Probation. During 2017/18 HMI Probation worked on developing a new inspection framework for youth justice, which will be applied from June 2018. The criteria for these new inspections have now been published. We plan to use these criteria as part of our ongoing quality assurance self-assessments.

Thematic HMI Probation Inspection reports

One thematic inspection report relating to youth justice was published in 2017/18, focusing on public protection work by youth offending teams. All thematic inspection reports are considered by YOS managers and shared with the rest of the team to identify learning opportunities.

Headlines from the thematic inspection on public protection included the prevalence of trauma as an influencing factor on the young person's risky behaviour. Amongst the 115 young people whose behaviour was considered, the inspectors found that 'more than three in four had experienced emotional trauma or other deeply distressing or disturbing things in their lives'. We have taken steps, mentioned above, to increase the expertise of our seconded nurses to respond to unresolved trauma.

Inspectors also noticed the increasing role of social media in risky behaviours by young people. This is an area of work which youth offending teams need to understand better. The inspection report recommended that youth offending teams should '*make sure local practice guidance and resources available for responding to social media related offending reflects current behaviour of young people*'.

Learning Reviews

The YOS undertakes a learning review following significant incidents, such as completed or attempted suicide, young people being the victim of serious offences, or young people committing serious offences. Learning reviews were undertaken this year in respect of one serious further offence, two incidents of child sexual exploitation and four attempted suicides. Each learning review leads to agreed improvement actions. A common theme from these learning reviews was the need for coordinated and integrated multi-agency working. Actions for the YOS included some adjustments to risk assessment practice, changes to templates for YOS Risk Assessment Panel meetings, and clarification of processes for local children in care who are placed out of our area.

During this year, a Serious Case Review was published following the completed suicide of a 16 year old girl in 2016. YOS practitioners and managers contributed to the Serious Case Review, and have played an active role in developing and implementing the action plan from this review. The YOS Manager is leading a Task and Finish group on behalf of the two Local Safeguarding Children's Boards to agree a shared multi-agency approach to risk assessment and management for young people with the most complex and risky behaviours.

The Lammy Report

In September 2017 David Lammy, MP, published his report into the over-representation of Black, Asian and Minority Ethnic (BAME) individuals in the criminal justice system. His report included a number of findings and recommendations regarding young people. The Dorset Criminal Justice Board has set up a multi-agency group, including the YOS, to review and act on David Lammy's report.

One of the specific issues identified by David Lammy was that BAME young people may be less likely to admit guilt for offences, which means they are not eligible for the 'Out of Court' options for dealing with an offence, and therefore they are escalated more quickly through the youth justice system. The YOS Manager is working with the Head of Youth Services for Dorset Police to develop more flexibility around the Out of Court Disposal route for BAME young people.

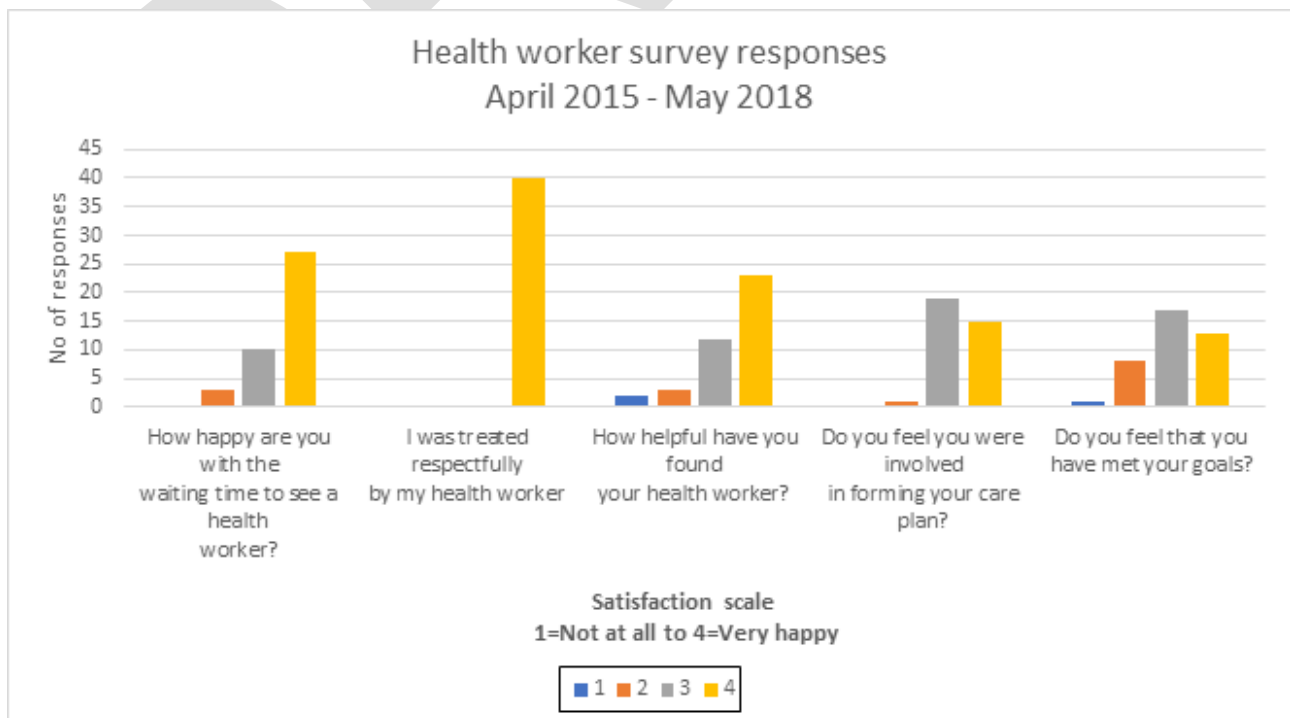
Service User Feedback

Feedback from the young people working with DCYOS has been positive. 23 young people have completed the feedback questionnaire. All 23 said they felt listened to, and they understood what was required of them for their Out of Court Disposals or Court Orders.

100% answered Yes to the question about being helped to realise that they could make changes in their lives.

All the respondents rated the YOS service as Good or Outstanding.

A separate service user feedback form is offered to young people when they complete their work with the YOS Health team. The following table summarises the responses that have been received:



Research has shown that the quality of the relationship between the worker and the young person is of primary importance in helping the young person to make positive changes. Young people known to the YOS have often had negative experiences with adults and can be wary of professionals. It is therefore pleasing to note their positive responses to the questions about feeling listened to and being respected by their YOS case managers and health workers.

The YOS parenting specialists undertake one to one work with parents of young people known to the YOS, following referrals from the young person's YOS worker. A feedback form is offered to these parents at the end of the work, to get their views on the service they have received and its impact. The following table shows the responses from parents to some of the questions on the form, covering the period from June 2016 to May 2018.

Parenting feedback questions	Responses			
	No	Yes	Unsure	N/A
Was our support helpful?	0	31	0	0
Do you now spend more time with your son/daughter?	4	22	3	1
Are you getting on better and communicating more?	3	25	2	1

Emerging issues, and risks to achievement of YOS priorities in 2018-19

National Context

Changes have been made during the past year to the structure and work plans of the Youth Justice Board. Responsibility for the commissioning of youth custody has passed to the new Youth Custody Service, within the Ministry of Justice. Plans are being developed for the piloting of two 'secure schools' to provide a different approach to youth custody, focused more explicitly on education.

The Youth Justice Board has refocused on its core principles as a provider of expert, independent advice to ministers and to support outstanding practice in the youth justice sector. More information can be found in the [Youth Justice Board for England and Wales Strategic Plan for 2018-2021](#).

During 2017/18 HMI Probation consulted on and finalised a new youth justice inspection framework. Their inspections will now include work done on youth Out of Court Disposals. The new framework provides a helpful benchmark for high quality youth offending services, which we will incorporate into our quality assurance processes.

Local Context

The current context for youth justice work across Dorset includes possible increases in the levels of crime, pressure on YOS resources and pressure on other public services. The rate of first-time entrants has started to rise, after falling significantly over the last 10 years, and there are signs of an increase in the YOS caseload. As well as fluctuations in the numbers of active cases, the young people appear to have increasing levels of risk and need which require skilled and intensive responses.

Concerns have been identified locally about delays in our youth justice system, which means it can take too long for offences by young people to be resolved, either through the court system or through Out of Court Disposals.

Research evidence has helped develop a better national understanding of the specific needs of young people who have contact with the youth justice system. The prevalence of prior trauma and of speech, language and communication needs among the YOS caseload is now recognised. Work on 'desistance', i.e. the reasons why some young people stop offending, has identified the benefits of a positive relationship with a trusted adult, and the need to build on the young person's strengths as well as their deficits.

Child sexual exploitation remains a significant concern for young people in contact with youth justice services, but there is also growing recognition of the prevalence of child criminal exploitation. This takes the form both of local interactions between adults and children, and of children being sent into this area by adults in urban areas to commit offences such as the supply of drugs.

Local authority boundaries and structures in the Dorset area are changing in April 2019 to form two new unitary authorities for the current Dorset, Bournemouth and Poole areas. The YOS is involved in the preparation for Local Government Reorganisation, including work on resourcing, governance and integration into the new local government service structures. All parties remain committed to a pan-Dorset Youth Offending Service.

Concerns about anti-social behaviour by young people, particularly in groups, have emerged at various locations across our area this year. These young people often have

needs relating to social care, education, emotional health and substance use, which mean they are also vulnerable to exploitation.

Particular risks to achieving YOS priorities include:

- A combination of increasing demand and the reduction in resources could make it hard to provide the necessary depth and breadth of support for young people with complex needs
- Increased demand in the justice system could have a negative impact on work to prevent offending and to build resilience
- Access to suitable education, training or employment provision for young people with complex needs and risks can be difficult to achieve in the current education environment
- Coercion and exploitation of young people by adults in this area and elsewhere, creating new challenges for the YOS and other local services.

DRAFT

Strategic Priorities for 2018-19

The strategic priorities for the Dorset Combined YOS align with:

- our 3 main performance indicators
- the strategic priorities of other local partnerships (such as the Safeguarding Children's Boards, Community Safety Partnerships and the Criminal Justice Board)
- relevant local initiatives to reduce offending, protect the public and safeguard young people
- areas identified for YOS improvement
- the emerging issues and risks summarised on the previous page.

The following priority areas will be supported by a more detailed action plan used by the YOS team.

Develop and implement a plan to reduce the numbers of young people entering the justice system

- Work with Dorset Police to increase the options for diversion from the justice system, using the YOS expertise in Restorative Justice
- Refresh the protocol between DCYOS and Dorset Police for Out of Court Disposals, with a focus on improving timeliness and identifying the right support for young people at risk of offending, particularly among groups which are over-represented in our local youth justice system
- Work with Dorset Police, local authorities and other partners to provide effective and holistic support for young people who show anti-social behaviour and vulnerability to exploitation.

Improve the quality of our practice to achieve better outcomes for children, young people and families

- Develop access to a range of positive activities for YOS young people and embed this approach in the intervention plans which we agree with young people
- Build the team's expertise in identifying and responding to young people's speech, language and communication needs, using the new YOS Speech and Language Therapists
- Develop the team's understanding and response to Child Exploitation, in conjunction with other local criminal justice and children's services
- Increase the team's access to evidence-based resources for working with young people to change their behaviour
- Develop a differentiated response for our work with young females in the youth justice system
- Lead multi-agency work to develop a shared local approach to risk assessment and management for young people with the most complex and risky behaviours so that our responses are coordinated, responsive and effective.

Work with police, courts and other services to improve the way our local youth justice system works

- Work with local authority and police partners to minimise the numbers of young people detained in police custody and the duration of custody detentions
- Ensure that young people being interviewed by police under 'Voluntary Attendance' access the same support services and legal support as young people being interviewed in custody
- Work with the Dorset Criminal Justice Board to improve the timeliness of local youth court processes
- Work with Dorset Police to improve the timeliness of out of court processes for offences by young people
- Share the specialist expertise of the YOS Speech and Language Therapists to help ensure improved communications with young people throughout our local youth justice system

Improve our effectiveness and efficiency to make best use of our resources

- Review and adapt YOS processes and procedures to ensure that staff time is used to achieve our core purpose
- The YOS Board to review the current and future resourcing of the YOS to fit with agreed future priorities and in the context of Local Government Reorganisation
- Participate actively in preparations for Local Government Reorganisation to ensure best use of YOS expertise and resources in the new service structures
- Promote the use of restorative approaches within our organisation, as well as with our service users, to prepare an application next year for the Restorative Justice Council's 'Restorative Service Quality Mark'.
- Take action to diversify the staff and volunteers working with the YOS, to reflect the characteristics of our service users
- Embed revisions to our Quality Assurance processes to reflect the new youth justice inspection criteria and standards

Approval

Signatures of Board Chair and YOS Manager

Jan Thurgood

Strategic Director, People Theme (Chair)

The Borough of Poole

Signed: _____

Date:

David Webb

Dorset Combined Youth Offending Service Manager

Bournemouth Borough Council

Signed: _____

David Webb

Date:

Appendix A – Glossary of Terms

AssetPlus	Nationally Accredited Assessment Tool
BAME	Black, Asian and Minority Ethnic
CAMHS	Child and Adolescent Mental Health Services
CJS	Criminal Justice System
CSP	Community Safety Partnership
ETE	Education Training and Employment
FTE	First Time Entrant into the Youth Justice System
ISS	Intensive Supervision and Surveillance
IT	Information Technology
LSCB	Local Safeguarding Children's Board
MAPPA	Multi-Agency Public Protection Arrangements
NEET	Not in Education, Employment or Training
OOCD	Out Of Court Disposals
PCC	Police & Crime Commissioner
RJ	Restorative Justice
SEND	Special Educational Needs and Disabilities
SSCT	Safe Schools and Communities Team
VLO	Victim Liaison Officer
YJ	Youth Justice
YJB	Youth Justice Board
YOS/YOT	Youth Offending Service/Team
YRD	Youth Restorative Disposal
YRO	Youth Rehabilitation Order



Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 17 October 2018.

Present:

Rebecca Knox	Leader of the Council
Jill Haynes	Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

Members Attending:

Hilary Cox, As Chairman of the County Council and County Councillor for Winterborne
 Jon Andrews, County Councillor for Sherborne Town
 Beryl Ezzard, County Councillor for Wareham
 Nick Ireland, County Councillor for Linden Lea
 David Jones, County Councillor for Burton Grange
 David Walsh, County Councillor for Gillingham

Officers Attending:

Richard Bates (Chief Financial Officer), Melissa Craven (Communications Lead - Children's Services), Tony Diaz (Senior Finance Manager), Grace Evans (Legal Services Manager), Mike Garrity (County Planning, Minerals and Waste Team Leader), Nick Jarman (Corporate Director for Children's Services), Jonathan Mair (Service Director - Organisational Development (Monitoring Officer)), Matthew Piles (Service Director of Environment, Infrastructure and Economy), Andrew Martin (Service Director - Highways and Emergency Planning), Peter Scarlett (Estate and Assets Manager), Andy Reid (Assistant Director - Schools and Learning) and Fiona King (Senior Democratic Services Officer).

(Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.
 Publication Date: **Tuesday, 23 October 2018.**

(2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 5 December 2018.**

Apologies for Absence

105 An apology for absence was received from Debbie Ward, Chief Executive.

Minutes

106 The minutes of the meeting held on 5 September 2018 were confirmed and signed.

Code of Conduct

107 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Public Participation

108 Public Speaking

There were no public questions received at the meeting in accordance with Standing

Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Cabinet Forward Plan

109 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting.

The Leader of the Council highlighted that as there were no items to be considered for the meetings scheduled on 14 November and the reserve date of 21 November the meetings would be cancelled. She explained that as items were being presented to the Shadow Executive Committee this had resulted in business being light for the Cabinet.

The Director for Children's Services drew members' attention to a report on the Local Authority's duty in respect of Home Education which he would be presenting to Cabinet at their meeting on 5 December 2018, subject to a discussion at the Organisational Transformation Board shortly.

Noted

Quarterly Asset Management Report

110 The Cabinet considered a report by the Cabinet Member for Community and Resources which set out the key issues relating to the various asset classes of Property, Highways, ICT, Fleet and Waste.

Cllr Tony Ferrari highlighted the key items for consideration.

Cllr Daryl Turner highlighted the projects that related to Highways Asset Management. He made reference to the Sea Road South/East Road Bridport cycleway, the budget for which was close to the £500k threshold and would therefore also be presented to the Shadow Executive for approval.

It was noted that this would also be the case for the ICT projects that were close to the threshold to ensure appropriate exposure.

Cllr Rebecca Knox agreed that some of the approvals were quite significant and queried if the timing for these projects was right with moving towards the new organisation. Cllr Ferrari advised that there was a lot of capital receipts that were budgeted for coming from these long established transactions. He proposed to discuss this at the briefing session for the Budget Task and Finish Group. The Chief Financial Officer added that in terms of the additional expenditure on highway maintenance the funding will be supplied by the underspend on office refurbishment and the Bridport project.

Resolved

1. That the disposal of The Old Rectory and Lodge 1 at Monkton Park, Dorchester on terms to be agreed by the Chief Financial Officer (para 3.1.3 of the report) be approved.
2. That the acquisition and immediate onward disposal of Coburg Court, Coburg Road, Dorchester on terms to be agreed by the Chief Financial Officer subject to East Borough Housing Trust's agreement to cover all acquisition costs relating to the transaction, receipt of TCP grant funding from NHS England, and to immediately

acquire the property from DCC upon completion of the transfer from NHS Estates (para 3.2.4 of the report) be approved.

3. That the revised capital budget for the Bridport Gateway development of £2,122,000, including £200,000 to be allocated to the Wareham Gateway project and approves the return of the balance of £478,000 to the Capital programme (para 3.3.6 of the report) be approved.

4. That the County Council grants the Wellworthy Club a long lease on the land that the Club occupies at Ferrybridge in Weymouth at a peppercorn rent and otherwise on terms to be agreed by the Chief Financial Officer (para 3.5.4 of the report) be approved.

5. That the update on Weymouth registration office and ceremony room is noted and that authority is delegated to the Director for Adult and Community Services in consultation with the Cabinet Portfolio Holder for Health and Social Care to engage in public consultation on the relocation of the registration office and ceremony room when appropriate (para 3.6.6 of the report) be approved.

6. That the overall revised estimates and cash flows for projects as summarised and detailed in appendices 1 and 2 (para 9.2 of the report) be approved.

7. That the emerging issues for each asset class be noted.

Recommended

That the Dorset Council Shadow Executive be recommended to approve the allocation of £490,000 from capital balances to complete the refresh of user devices supporting the roll-out of Office 365, maintaining end-of-life assets and readying the authority to transfer to Dorset Council in a good state to support safe, legal and compliant operations from vesting day (Para 5.1.5 of the report).

Reason for Decisions

A well-managed Council should ensure that the best use was made of its assets in terms of optimising service benefit, minimising environmental impact and maximising financial return.

Response to Two Government Consultations concerning Shale Gas Development

111 The Cabinet considered a report by the Cabinet Member for Natural and Built Environment that included responses to two national consultations concerning shale gas development. The Government recognised that shale gas development had a potentially significant role to play nationally in delivering economic benefits and energy security. However, it was noted that Dorset had not seen any applications for shale gas development and there was no indication that any shale gas resources would be a viable source of energy to Dorset.

Cllr Daryl Turner advised the Cabinet that the Economic Growth and Environment Overview and Scrutiny Committee had not met but the Chairman had been made aware of the consultation.

Cllr Peter Wharf for workforce whilst supporting the paper, felt that the geology of Dorset did not lend itself to shale gas exploration and was concerned that the Council was indulging in something that was irrelevant. It would be important to ensure that new procedures were not created when proven procedure work with a good track record was working well

The County Planning, Minerals and Waste Team Leader advised that whilst the Council could not categorically rule out an oil company with a licence wishing to explore development further he saw this as offering a helpful suggestion to Government in order for them to have an informed view.

Resolved

That the proposed responses to the two consultations, as set out in Appendices A and B of the report, having regard to any comments made by Economic Growth and

Scrutiny Committee be agreed. In summary, the responses were to:

Object to the Ministry for Housing, Communities and Local Government's (MHCLG) consultation's proposal to grant permitted development rights to (non-hydraulic fracturing) shale gas exploration on the following grounds:

- a) there are significant planning issues raised by exploratory wells which indicate it would be inappropriate to extend permitted development rights in this instance;
- b) there is no planning justification to treat shale gas exploration any differently to conventional hydrocarbons with regard to the exploration phase;
- c) any concern with slow decision making or refusals of permission can be appropriately redressed through existing planning legislation via an appeal against a refusal or non-determination of an application; and
- d) a prior approval process is not appropriate for this form of development and would place a significant resource burden upon mineral planning authorities.

Raise concerns about the Department for Business, Energy and Industrial Strategy's (BEIS) consultation proposal to include major shale gas development in the Nationally Significant Infrastructure Planning Regime (NSIP) on the grounds that:

- a) a clear justification as to why major shale gas development will be treated differently to major conventional onshore oil and gas development should be set out; and
- b) evidence in support of an appropriate definition of thresholds for major shale gas development is required.

Without addressing these concerns there was a risk that the proposal would be perceived to undermine local democratic accountability and integrity in the NSIP regime.

Reasons for Decision

1. To ensure that permitted development rights for onshore oil and gas were dealt with consistently at the national level and to maintain important local scrutiny of exploration phases of such development
2. To ensure that the consistency and scope of the (NSIP) was properly justified and appropriately applied.

Defining the New Relationship between the Local Authority, Schools and Academies

112 The Cabinet considered a report by the Cabinet Member for Economy, Education, Learning and Skills which set out a proposed plan for a revised relationship between the Council and schools and academies across Dorset.

It was noted that some 16 councils across the Country had now moved to similar partnership arrangements for the delivery of school improvement (and in many cases, a range of other services). This strategy would put Dorset in the frontline of key changes nationally.

The Assistant Director, Schools and Learning explained that this was a very pragmatic approach to the situation in Dorset which needed to be backed to ensure success. Officers were trying to move to a school led system.

Following a question about the importance of the Chair for the Strategic School Improvement Board, the Assistant Director advised that the Chair had been selected by the schools themselves and was independent. He confirmed that to date no offer had been made to Bournemouth, Christchurch and Poole, but he had wanted to ensure that the schools in those areas did not miss out.

Cllr Ferrari whilst content to deal with individual schools expressed concern about putting in place something more formal with Bournemouth, Christchurch and Poole as there was still so much to be sorted i.e. disaggregation. The Assistant Director was concerned about individual schools and wanted to bring them into the picture and felt that at a cluster level this would work.

Members agreed the recommendations with the addition of the word 'schools' in recommendation 8.

Resolved

1. That the introduction of the new Dorset School Improvement Board (DSIB) as the key school-led strategic vehicle for commissioning school support in a mixed economy environment be approved. This would mean effective partnership between stakeholders in relation to specific school improvement priorities could result in coherent support for schools that draws on the best quality and expertise from council and school-led providers.
2. That the creation of a new Strategic School Improvement Fund, as a means of empowering the DSIB, whilst demonstrating the Council's commitment to the new strategy be approved. It was recommended that the fund was allocated an initial budget of £100K in the first year. This funding would include the cost of providing an independent chair (£4.5K). Any further funding would need to come from the schools. Beyond the first-year future budget considerations would need to be made by Dorset Council.
3. That the idea that all schools and academies in Dorset agree to be divided into a series of family clusters (or School Improvement Zones) based on the existing pyramid model be approved. Each family cluster would be linked to a Teaching School Alliance (TSA) and a School Improvement Partner (SIP). Clusters would be subordinate to the DSIB and include all types of schools - with the aim of breaking down the barriers between academies and maintained schools.
4. That the DSIB facilitate the creation of a school-led partnership that has the potential to take on many of the functions currently delivered by the Schools and Learning service (school improvement, governor support, financial services, SEND, etc.) be agreed. This could ultimately take the form of a joint venture company, which would be subject to advice and a future report.
5. That the Council retain an important role in creating and nurturing the conditions in which capacity for increasingly school-led improvement can be sufficient to meet local need be agreed.
6. That the realignment of Family Partnership Zones (FPZ) to converge with the school family clusters be agreed.
7. That the School Improvement Service re-configure as necessary in order to support the development of these family clusters be agreed. The role of partnership development was critical to the success of this project.
8. That an offer to schools in Bournemouth, Christchurch and Poole to join this initiative be agreed. This would require a pro-rata contribution to the Strategic School Improvement Fund.
9. That the Terms of Reference at Appendix 1 of the report be agreed.

Reason for Decisions

To define better the relationship between the Council, schools and academies to bring about school improvement. To promote school authority in conformity with Government policy.

Independent Special School Provision - Framework Tender and Award

- 113 The Cabinet considered a joint report by the Cabinet Members for Safeguarding and for Economic Growth, Education Learning and Skills which asked for members' approval to the participation of Dorset County Council in a sub-regional framework tender led by Bristol City Council with a consortium of local authorities in the South West and potentially Southern England for Independent Special School and Specialist

Post 16 Institutions placements. This item had been supported by the Shadow Executive Committee at its meeting held on 15 October 2018.

Cllr Andrew Parry highlighted that the report had recently been given approval at a recent meeting of the Shadow Executive Committee.

Assurance was sought that the packages would be monitored for appropriateness as some clients were being sent out of County. The Assistant Director, Schools and Learning confirmed that out of county placements were areas of real focus and were constantly reviewed and that this work formed part of that.

In respect of high cost placements members were also assured that this was an area that he and the Directors worked very closely on and were acutely aware of the costs associated with them.

Resolved

1. That the participation of Dorset County Council in a competitive sub-regional framework tender for the provision of independent special school and Specialist Post 16 Institutions placements be approved.
2. That delegated authority be given to the Monitoring Officer and Director of Children's Services, as appropriate, to sign any framework agreement of call-off contract awarded under the framework.

Reason for Decisions

This tendered framework would improve the sufficiency and choice of independently provided special school and Specialist Post 16 Institutions placements to meet the needs of children and young people with Special Educational Needs and Disabilities (SEND), through supporting as more efficient and equitable way of accessing high quality value for money placements and ultimately better outcomes for young people and their families. The framework would also seek to stimulate the market to provide more placements in Dorset and close to Dorset.

Motor Neurone Disease Charter Adoption

- 114 The Cabinet considered a report by the Cabinet Member for Health and Care which explained to members that a request was made, following a public statement from Dr Richard Sloan the Chair of the West Dorset Branch of the Motor Neurone Disease (MND) Association, to members of the County Council at their meeting on 19 July 2018, that the County Council consider adopting the MND Charter as a statement of intent to provide prompt support to sufferers of MND and their families.

Resolved

That the Motor Neurone Disease Charter be adopted.

Reason for Decision

The recommendation supported achievement of the County Council's corporate plan aim to ensure that Dorset residents received the services they needed most.

Recommendations from Committees

- 115 The Cabinet considered the following recommendations:-

Regulatory Committee 16 August 2018

115a **Resolved**

That the recommendation from the Regulatory Committee meeting held on 16 August 2018 be approved as set out below:-

Recommendation 43 – Proposed Waiting Restrictions, Dorchester Hill/New Road, Blandford

That having considered the objection received, the Cabinet be recommended to

approve the proposed waiting restrictions on Dorchester Hill and New Road as originally advertised.

Reason for Decision

Dorchester Hill and New Road, Blandford had a tight bend which was frequently obstructed by parked cars. The proposals would improve the movement of larger vehicles that used the road regularly and improved visibility for pedestrians and all vehicles. The proposals would contribute to the Corporate Policy.

Panels and Boards

116 The following minutes and recommendations were received:-

Dorset Waste Partnership Joint Committee 11 September 2018

116a The minutes of the meeting held on 11 September 2018 were noted.

Staff Consultative Panel 12 September 2018

116b The minutes of the meeting held on 12 September 2018 were noted.

Resolved

That the recommendation of the Staff Consultative Panel meeting held on 12 September 2018 be approved as set out below:-

Recommendation 22 – Proposed Revisions to the Staff Consultative Panel Terms of Reference

1. That '8 elected members' replace the working '8 members'.
2. That paragraph (d) of the proposed terms of reference should add reference to where Health and Safety leads for the Staff Side were also elected to the full Staff Consultative Panel.
3. That the Cabinet be asked to approve the revised Terms of Reference for the Staff Consultative Panel.

Joint Public Health Board 24 September 2018

116c The minutes of the meeting held on 24 September 2018 were noted.

Cllr Jill Haynes explained the working of the Joint Public Health Board and shared discussions of how this might work in the future. A working group had been convened to look at how Public Health might be delivered in the future and part of this would form the report that would be presented to the Shadow Executive and this Cabinet. The working group were looking at moving forward with both new councils and agreed that Public Health needed a higher profile.

In respect of the NHS Health Check Model, the Cabinet Member explained how this worked with regard to GPs and Chemists and reported that it had been very inconsistent. It was important to ensure the right people went for health checks and that these were accessible for people.

Resolved

That the recommendations from the Joint Public Health Board meeting held on 24 September 2018 be approved as set out below:-

Recommendation 37 – Future of the Public Health Partnership: update and Key Issues under Local Government Reorganisation

1. That progress made to date with establishing the future of the public health partnership under LGR be noted and supported.
2. That the proposed arrangements for governance in the lead up to LGR and beyond

be supported, with endorsement of a commitment being sought in advance of LGR - following consideration by the constituent authorities Executive Committee's - via the Shadow Executive Committees of Dorset Council and Bournemouth, Christchurch and Poole Council, to maintain the partnership for up to 12 months following LGR in April 2019.

Reason for Decisions

To maintain the partnership agreement for public health pre- and post- LGR, ensuring good governance and clear decision making as LGR progressed, and the continued effective delivery of the statutory legal public health duties of local authorities.

Recommendation 39 – NHS Health Checks Service Model

- 1. That the current unacceptable position in relation to delivery of health checks under the current tender arrangements, particularly the inequality in delivery across areas, be recognised and noted;*
- 2. That the work being done to date to re-engage primary care with the Programme be acknowledged;*
- 3. That the proposed health checks delivery model of directly awarding a contract for invitations to GPs, and to use a flexible framework for the delivery of health checks allowing different providers to join, be approved;*
- 4. That the proposed budget for 2019/20 of £600,000 be agreed;*
- 5. That the procurement and award of a new framework agreement for delivery of Health Checks be approved.*

That those resolutions be endorsed by the three constituent authorities Executive Committees, as necessary.

Reason for Decisions

To enable service continuation and transformation through procurement.

Health and Wellbeing Board 26 September 2018

116d The minutes of the meeting held on 26 September 2018 were noted.

The Chairman, who also chaired the Dorset Health and Wellbeing Board, advised Cabinet that whilst this was a statutory duty and cross-cutting it was being held up as a national example of getting it right on Prevention at Scale.

The Cabinet Member for Health and Care highlighted localities and urged members to attend their Localities Board meetings. Some were still developing but would be very important in the future.

Noted

Dorset Police and Crime Panel 27 September 2018

116e The minutes of the meeting held on 27 September 2018 were noted.

Following a discussion about inviting the Police and Crime Commissioner to attend an Overview Committee to explain to members how Dorset Police would be proceeding following the recent collapse of the merger with Devon and Cornwall, the Chairman suggested that the Safeguarding Overview and Scrutiny Committee would be best placed for this. There could also be an opportunity here for the Chairman of the Safeguarding Overview and Scrutiny Committee to extend the invitation to district and borough colleagues.

As a result of the merger no longer going ahead, the Monitoring Officer advised that scrutiny of this sat with the Dorset Police and Crime Panel and was expected to be

the focus of their next meeting.

Resolved

That the Director of Children's Services with the Cabinet Member for Safeguarding invite the police and Crime Commissioner to a meeting of the Safeguarding Overview and Scrutiny Committee.

Questions from County Councillors

- 117 A question was received from Cllr Nick Ireland to the Cabinet Member for Natural and Built Environment regarding the lack of progress concerning the provision of a new, safer road between Crossways and the West Stafford bypass

The question and answer is attached as an annexure to these minutes.

Farewell Tribute

- 118 Cllr Daryl Turner advised that this would be the last Cabinet meeting for Andrew Martin, Service Director for Highways, as he was taking the opportunity to retire, as a result of a Directorate restructure, and he wanted to place on record his thanks for Andrew's 37 years' service to the County Council and for all his help and knowledge to him personally.

He highlighted some of Andrew's successes including the creation of the Dorset Works Organisation and the winning of numerous highways maintenance contracts.

Cllr Rebecca Knox added that there were a number of members who had been working with Andrew for a long time and were all very grateful for his help. She commented that Andrew was polite, courteous and professional and that this had been engrained within his team.

Cllr Hilary Cox, as Chairman of the County Council recalled a number of occasions where Andrew's professionalism and straight talking had been a pleasure.

All members wished Andrew Martin all the very best for the future.

Meeting Duration: 10.00 am - 11.10 am

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People and Communities Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 10 October 2018.

Present:

David Walsh (Chairman)

Mary Penfold, Shane Bartlett, Katharine Garcia, Byron Quayle, Mark Roberts and William Trite.

Members Attending

David Harris - County Councillor for Westham

Officer Attending: David Bonner (Intelligence, Insight and Performance Manager), Steve Hedges (Group Finance Manager), Paul Leivers (Assistant Director - Commissioning, Community Services, Partnerships and Quality), Andy Reid (Assistant Director - Schools and Learning), Mark Taylor (Group Manager - Governance and Assurance), John Twigg (Senior Manager - Education Services) and Helen Whitby (Senior Democratic Services Officer).

(Notes: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the People and Communities Overview and Scrutiny Committee to be held on **Wednesday, 9 January 2019**.)

Apologies for Absence

42 Apologies for absence were received from Councillors Derek Beer, Graham Carr-Jones and Clare Sutton and from Helen Coombes (Transformation Programme Lead for Adult and Community Forward Together Programme).

Code of Conduct

43 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Councillor Mark Roberts stated that his company had a small adult care contract with the County Council so he would not take part in discussions about contracting arrangements.

Councillor Shane Bartlett declared an interest as his wife worked in a school.

Minutes

44 The minutes of the meeting held on 4 July 2018 were confirmed and signed.

Progress on Matters Raised at Previous Meetings

45 The Committee considered a report by the Transformation Programme Lead for Adult and Community Forward Together Programme which set out Cabinet decisions arising from Committee recommendations and outstanding actions identified at previous meetings.

The Chairman highlighted that the Committee's recommendations from the last meeting had been upheld by the Cabinet on 5 September 2018.

Noted

Public Participation

46 Public Speaking

There were no public questions, statements or petitions received at the meeting in accordance with Standing Orders.

Update on working with schools, school improvement within Weymouth and Portland and Education Health Care Plan performance

47 The Committee considered a report by the Director for Children's Services which provided an update on the future relationship between the local authority and schools, how other local authorities managed school improvement, the consultation that took place with headteachers and how the local authority was working with Weymouth and Portland schools and the impact that this was having.

Officers summarised the report. Members noted that at the consultation with headteachers undertaken on 9 July 2018 broad support was given for future work based on school clusters. Commissioned support was provided for category three schools in Weymouth and Portland and grant support sought for Budmouth College and All Saints School; sponsors for these schools were expected to be announced in November 2018; and Education Health Care Plan (EHCP) targets were already being met for both 6 and 16 weeks, with the target for 20 weeks expected to be met by November 2018.

The Assistant Director for Schools and Learning added that the overall consultation had involved headteachers from Multi-Academy Trusts and other schools in order to identify a model for future strategic school improvement in Dorset. This has led to the introduction of a Dorset School Improvement Board (DSIB); a school-led initiative with the County Council having a supportive role. The County Council is being asked to provide funding of £100k to support the introduction of the DSIB. It was hoped that this would enable schools to share best practice and lead to improved school standards across Dorset.

The County Councillor for Westham welcomed the introduction of the cluster-based approach but asked whether funding for student support and SEND provision was equitable across the County, or whether funding was based on the number of students needing support in a particular area. He also asked how well EHCPs were being delivered and whether the funding to deliver this was available. The Assistant Director explained that funding was provided based on a model and that Weymouth and Portland would receive a share, there was no additional funding based on the number of children with additional needs. In relation to EHCPs, these had increased by 49% over the last three years and it was difficult to find resources to meet this increasing demand.

In response to questions it was explained that administrative support for the new cluster-based model was currently provided by the Regional Schools Commissioner with any other costs being a matter for schools; the Dorset School Improvement Board would target initiatives and officers would report on whether this had led to any improvement; an invitation might be extended to schools in Bournemouth and Poole to take part; and whilst the current stress on teachers and schools was acknowledged, the new model was based on an effective model which would provide the space for change without increasing workloads and, through economies of scale, might reduce them; headteachers would remain responsible and accountable but the new model would identify areas for improvement and enable this through partnership working and sharing of best practice; and it was confirmed that children were assessed and were provided with the support they needed.

Resolved

1. That the work that had taken place around the consultation on the future relationship with schools be noted.

2. That the significant progress that had been made in improving the service provided to children and young people and their carers with SEND post the Ofsted inspection be noted.
3. That the continued drive to raise standards in Dorset Schools be supported.

Outcomes Focused Monitoring Report - September 2018

48 The Committee considered a report by the Transformation Programme Lead for Adult and Community Forward Together Programme which set out performance against the 2017-19 Corporate Plan and population indicators for the Health and Independent outcomes. The report also included performance measures which showed the Council's Services contribution and impact on outcomes, and risk management information relating to outcomes and population indicators.

Particular attention was drawn to suggested areas of focus - inequality in life span, alcohol and substance use, excess weight, mental health, cardiovascular disease, levels of physical activity in adults, percentage of children with good attendance at school, percentage of children ready to start school, percentage of 16 and 17 year olds who are not in education, employment or training (NEETs), and delayed transfers from hospital care.

A member suggested a twelve-month rolling programme of performance as a better means of indicating of trends. Officers agreed to consider this.

Attention was drawn to the fact that people moving to Dorset tended to be elderly and could skew figures relating to Dorset residents living longer and that many young people moved away from Dorset and did not return until after they retired.

Officers agreed to provide members with information in relation to whether figures given for equality of lifespan and isolation took account of rural and urban areas.

The Assistant Director for Commissioning, Community Services, Partnerships and Quality confirmed that information relating to delayed transfers was correct at the time the report was written, but performance had improved and was now below the target figure of nine days, with the intention of reducing this further. This figure was monitored on a daily basis. Figures did include Dorset residents leaving hospital in Bournemouth and Poole.

One member referred to the percentage of clients of the alcohol treatment service drinking less at 3 months which had dropped from 60% to 38% between Quarter 4 2017-18 and Quarter 1 2018-19 and the percentage of young people who had successfully completed substance use treatment which fell from 88% to 53% during the same quarters. She was concerned about the emotional and financial cost of this and whether this was a good use of resources, Officers referred to the County Council's aim to deliver better outcomes for people and questioned whether investment in these areas was providing value for money. It was agreed that the Chairman, Councillor Wheller, the Group Manager - Governance and Assurance Services and the Intelligence, Insight and Performance Manager would review impacts and trends and include the outcome in the next Outcomes Focused Monitoring report.

Also highlighted were the fact that suicide rates were not included, the impact of the lack of social and affordable housing, young people were leaving Dorset as they did not see a future for themselves here, the difference in residents' standards of living, impacts on residents' mental health, and the hope that the new Dorset Council might be able to improve the current situation. Officers agreed to review suicide figures.

Resolved

1. That the Chairman, Councillor Wheller, the Group Manager - Governance and Assurance Services and the Intelligence, Insight and Performance Manager review impacts and trends as set out above and report findings in the next Outcomes Focused Monitoring Report.
2. That a twelve-month rolling programme of performance be considered by officers.
3. Officers to provide members with information in relation to whether figures given for equality of lifespan and isolation took account of rural and urban areas
4. Officers to review for suicide.

Better Care Fund Performance

- 49 The Committee considered a report by the Better Care Fund (BCF) Project Manager which provided information on the progress of the Dorset Better Care Fund, including performance against the four Better Care Fund Metrics (non-elective admissions, permanent admissions to residential care, reablement, and delayed transfer of care).

Members were reminded that the Dorset Health and Wellbeing Board monitored BCF performance. As reported earlier in the meeting, delayed transfer performance had improved and was monitored on a daily basis but there would always be occasions when there would be delays due to difficulties in finding appropriate care and support, particularly if these involved specialist services.

Attention was drawn to the fact that Bournemouth Hospital had closed a ward in order to better support community care received at home and a questions asked as to whether Dorset County Hospital would be mirroring this as many readmissions were due to early discharge and the lack of support at home. The Assistant Director explained that a Home First Approach was being worked on. This would provide people with adequate support in order to return home and them being assessed there for the support they needed. The BCF encouraged joined up working across the system as a whole and provided a focus to drive improvement.

A member asked whether the delay in the provision of specialist equipment could be shortened. Another member added that in his experience people were discharged and then had to wait for specialist equipment to be provided. The Assistant Director explained that discharge could only be achieved if it was safe for the person to return home. Performance was improving and the situation was constantly reviewed. He offered to speak to members outside of the meeting about individual cases.

Noted

Work Programme

- 50 The Committee considered a report by the Transformation Programme Lead for Adult and Community Forward Together Programme which provided an updated work programme for 2018-19.

The Chairman reminded members that there was limited time available for in-depth reviews. Updates on delayed discharges, integrated transport and mental health would be provided for the meeting on 9 January 2019.

Noted

Questions from County Councillors

- 51 No questions were asked by members under Standing Order 20(2).

Meeting Duration: 10.00 am - 11.15 am



Safeguarding Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Dorchester, Dorset,
DT1 1XJ on Thursday, 11 October 2018

Present:

Katharine Garcia (Vice-Chairman in the Chair), Kevin Brookes, Lesley Dedman, Beryl Ezzard and Kate Wheller

Members Attending

Steve Butler, Cabinet Member for Safeguarding.

Officer Attending: Nick Jarman (Corporate Director for Children's Services), David Alderson (Senior Adviser, Learning and Inclusion), Sarah Baker (Group Finance Manager), David Bonner (Intelligence, Insight and Performance Manager), Jonathan Carter (Head of Specialist Services), Melissa Craven (Communications Lead - Children's Services), Mark Taylor (Group Manager - Governance and Assurance) and Fiona King (Senior Democratic Services Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Safeguarding Overview and Scrutiny Committee to be held on: **Monday, 14 January 2019**)

Apologies for Absence

40 Apologies for absence were received from Pauline Batstone (Chairman), Derek Beer, Toni Coombs and Bill Pipe.

In the absence of the Chairman the Vice-Chairman took the Chair.

Cllr Garcia paid tribute to Cllr Steven Lugg, who had been a member of this committee, but had sadly passed away in July of this year.

Cllr Lugg was elected as one of the County Councillors for the Ferndown Electoral Division on 1 September 2016. During his time on the council he served on:

- Children's and Adult Services Appeals Committee (Vice-Chairman)
- Safeguarding Overview and Scrutiny Committee
- Staffing Committee
- Regulatory Committee
- Dorset Waste Partnership Scrutiny Group

Cllr Garcia shared with members how Steven had made great progress in promoting children in care, fostering and corporate parenting, an area of our work that he had a keen personal interest in.

Code of Conduct

41 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Minutes

42 The minutes from the meeting held on 5 July 2018 were agreed and signed.

Matter Arising

Minute 30 – Personal Independence Payments – the Group Manager for Governance and Assurance confirmed that a letter had been sent to the Secretary of State, and copied to all members, at the end of August and they were awaiting a response.

Public Participation43 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Children's Services Care & Protection Service Improvement Plan

- 44 The Committee considered a report by the Director for Children's Services which explained that the Service Improvement Plan was the primary mechanism to coordinate and monitor a concerted effort to improve the performance of Children's Social Care in Dorset County Council.

The Director advised that in 2017 Ofsted introduced a new inspection framework for Children's Services and there was a need to ensure that County Council services were of a sufficient standard to meet the criteria of the new inspection framework. It was important to note that services were not run just to satisfy an inspection but for the benefit of the children and young people and their families in Dorset. However, there was still a need to reference and evidence the services to ensure that they met the inspection criteria.

The Director then highlighted the Partners in Progress (PiP) programme which had commenced with a visit from Essex County Council. Areas where they could help were identified and a PiP conference for the workforce had been arranged for 2 November 2018.

Resolved

That members endorsed the approach being taken.

School Exclusions Update

- 45 The Committee considered a report from the Advisor from the Schools and Learning Service which updated members on the increase in permanent exclusions from mainstream schools in the last academic year. The report also highlighted what the Dorset Exclusions Officer, Alternative Provision Adviser and Children Missing Education Prioritisation Group were doing in order to challenge permanent exclusions, organise managed moves, admit permanently excluded pupils into new school placements and safeguard vulnerable permanently excluded pupils through multi-agency working.

It was highlighted that there were 14 successful managed moves in 2017-18 which enabled the young people to have a fresh start in a new school and avoid a permanent exclusion.

The Director highlighted the Children Missing Education Group and made reference to a small group of young people, with very difficult and challenging behaviours, who were out of school and were also not attending learning centres. It was really important that the County Council knew where they were and that they were safe and

also in receipt of some provision i.e. home schooling. At present there were 21 children in this group, the youngest being 8 years old. It was important to ensure that the council provided/commissioned support to these children at an early stage.

One member expressed concern about the exclusion of primary age children and asked whether the Council would have been alerted that they were possibly from a troubled family and therefore flagged up as needing additional support. The Director made reference to a presentation he had made at a Safeguarding Overview and Scrutiny Committee earlier in the year on early intervention and prevention and that this programme was now in its second year of operation where such families were engaged with at an early stage. The rate of exclusions compared to other authorities was not high but officers were working actively to prevent children being excluded from school. He added that there was also a lot of work ongoing with schools to prevent exclusions.

Following a question from a member about the reasons for exclusions for children in Years 1, 2 and 3, Senior Adviser, Learning and Inclusion advised that these were principally for one off serious assaults against adults. These were sometime exceptional circumstances and sometimes with no trigger. The most important aspect of this was to ensure that there was support in place for a particular child and that exclusions were as a last result. Training for teacher colleagues was highlighted as a means to try and reduce exclusions and improve school attendance.

In response to a question about whether there was an upward trend for exclusions, the Director confirmed that there was but there was a whole range of reasons for an exclusion. There was a range of leadership and management within schools to ensure exclusions were managed appropriately. He made reference to a letter he had received from Ofsted which named schools they had concerns with regarding exclusions and had asked the Local Authority to work with them to ensure exclusions were being managed effectively.

Following a concern about drugs in relation to exclusions, the Director advised that this behaviour was not just accepted, some schools had a higher tolerance level around drugs but from the perspective of the Local Authority they needed to know who the children were and where they were.

In response to a question about whether, as there had been a reduction in youth services, schools could make a request for some extra support e.g. drug counselling. The Director advised that incidents of drug use were not increasing and that there was no evidence to suggest that the reduction in youth services was the cause of any changes in drug patterns. Family Partnership Zones were highlighted as a help in this regard.

One member queried if it was as a result of reduced funding that more exclusions took place. The Director felt this did have a bearing on this, although not exclusively related to funding, but about behaviours schools were experiencing.

Noted

Working Together on Safeguarding 2018

46 The Committee considered a report from the Senior Manager, Safeguarding and Standards which provided statutory guidance from the Department for Education (DfE) on inter-agency working to safeguard and promote the welfare of children in England.

The DfE guidance set out what organisations and agencies who had functions relating to children, must and should do to safeguard and promote the welfare of all children

and young people under the age of 18 in England.

Local Safeguarding Children Boards would be replaced by safeguarding partners which would comprise Local Authorities, Chief Officers of Police and Clinical Commissioning Groups.

Members were pleased to hear provision was being planned Pan Dorset which was very encouraging.

In response to a question from a member about the inclusion of GPs within the 3 safeguarding partners, the Director advised that this would be the responsibility of the Clinical Commissioning Group (CCG) which was heavily GP driven so they were very much involved and there was a need to ensure that it was high enough on their agendas. He added that the working relationship with GPs was now considerably better than it was. Under the new arrangements there would be housing functions which had a very large role to play in respect of safeguarding.

Following a discussion about the sharing of information, the Director advised that the harmonisation of information would not be part of this system but was part of the way multi-agency hubs worked. It was more about a sharing of knowledge, and part of the new Board's remit would be to ensure that information was shared.

The Director felt that a smaller group of safeguarding partners would be more effective than the rather large Safeguarding Board meetings as the appropriate decision-makers would be in attendance. He confirmed that the Safeguarding Overview and Scrutiny Committee would receive reports on the progress of this new way of working.

The Cabinet Member for Safeguarding made reference to a recent review that had taken place into how the Local Authority, the Police and Fire Service worked together. Plans were in place to see how this could be improved and a report from this would be issued shortly. He also highlighted the importance of better member engagement in the new Council going forwards.

Noted

Outcomes Focused Monitoring Report - September 2018

47 The Committee considered a report by the Director for Children's Services which included the most up to date available data on the population indicators within the 'Safe' outcome along with information on performance measures and risk management.

The Intelligence, Performance and Insight Manager highlighted the areas for focus to members as highlighted in Appendix 1 of the Director's report.

Following a question from a member about whether the prospect of Local Government Reorganisation (LGR) has had a detrimental effect on the recruitment of Social Workers, the Director advised this was not the case and that since February there had been 26 successful appointments.

Following a discussion about social worker staff across the authorities following LGR, the Director confirmed that no decision had yet been made in respect of numbers but that the number of cases transferring to Bournemouth, Poole and Christchurch would be very small. He explained how social worker caseloads were currently shared between the East and West of the County and that the transfer was anticipated to be in place by February 2019 to avoid disruption.

Following a concern from a member about the road maintenance scores highlighted in the Director's report, and the apparent inability to maintain the highway infrastructure, the Intelligence, Insight and Performance Manager advised that work was still ongoing as a result of the severe weather experienced earlier in the year, but noted that Dorset was performing better than some other areas. He added that extra funding had been agreed for roads which would alleviate this risk.

Noted

Work Programme

48 The Committee considered its Work Programme

The Governance and Assurance Manager explained that the Overview and Scrutiny Committees were in the process of bringing their work to a conclusion and that the Overview and Scrutiny Management Board had advised the Shadow Overview and Scrutiny Committee of the work that had been carried out.

Members felt it would be helpful to have an update on highway maintenance in the next Outcomes Focussed Monitoring report.

Resolved

That an update on highways maintenance be included in the Outcomes Focussed Monitoring Report for January 2019.

Questions from County Councillors

49 No questions were asked by members under Standing Order 20(2).

Meeting Duration: 10.00 am - 11.05 am

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Dorset Health Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park,
Dorchester, Dorset, DT1 1XJ on Wednesday, 17 October 2018

Present:

Bill Pipe, Kevin Brookes, Ray Bryan, Beryl Ezzard, Nick Ireland, David Walsh, Alison Reed,
Peter Oggelsby, Bill Batty-Smith, Mike Lovell and Peter Shorland

Members Attending:-

Jill Haynes, Cabinet Member for Health and Care

Kate Wheller, Weymouth & Portland Borough Councillor for Wyke Regis and Dorset County
Councillor for Portland Harbour

Keith Day, Dorset County Councillor for Bridport

Officers Attending:- Helen Coombes (Transformation Programme Lead for the Adult and
Community Forward Together Programme), Ann Harris (Health Partnerships Officer), Jonathan
Mair (Service Director - Organisational Development (Monitoring Officer)) and Denise Hunt
(Senior Democratic Services Officer).

Other Officers in Attendance:-

NHS Dorset Clinical Commissioning Group: Tim Goodson (Chief Officer), Matthew Baker (Senior
Locality Lead), Alan Betts (Deputy Director Transformation and Change), Ann Bond (Principal
Primary Care Lead), Katherine Gough (Head of Medicines Optimisation), Phil Richardson
(Transformation Programme Director) and Sue Sutton (Deputy Director of Service Delivery)

Dorset County Hospital NHS Foundation Trust: Patricia Miller (Chief Executive)

Dorset Healthcare University NHS Foundation Trust: Ron Shields (Chief Executive)

Healthwatch Dorset: Des Persse (Executive Director)

(Notes: These minutes have been prepared by officers as a record of the meeting and of
any decisions reached. They are to be considered and confirmed at the next
meeting on **Thursday, 29 November 2018.**)

Election of Chairman

32 **Resolved:-**

That Bill Pipe be elected as Chairman for the 2018/19 year.

Apologies for Absence

33 Apologies for absence were received from Councillors David Jones and Tim Morris.
Councillor Mike Lovell attended the meeting as a substitute for Councillor Tim Morris.

Code of Conduct

34 There were no declarations by members of disclosable pecuniary interests under the
Code of Conduct.

Cllr Alison Reed declared a general interest as an employee of the Dorset Healthcare
NHS Foundation Trust. She also declared that she was a registered patient at the
Abbotsbury Road Surgery where she also facilitated service delivery in her role as a
District Nurse. She confirmed that she would take further advice from the Monitoring
Officer should the closure of Abbotsbury Road Surgery be discussed due to her
employment at this surgery.

Councillor Peter Shorland declared a general interest as a Governor of Yeovil

Hospital.

Councillor Ray Bryan declared a general interest as a Governor of the Dorset Healthcare University NHS Foundation Trust.

Councillor Kevin Brookes declared a general interest as a Governor of Dorset County Hospital NHS Foundation Trust and he advised that his son was a patient at Abbotsbury Road Surgery, Weymouth.

Councillor Nick Ireland declared a general interest due to his wife's employment at Yeovil Hospital.

Councillor Bill Batty-Smith declared a general interest as a governor of the Dorset Healthcare University NHS Foundation Trust.

Minutes

35 The minutes of the meeting held on 15 June 2018 were confirmed and signed.

Public Participation

36 Public Speaking

There was one question received at the meeting in accordance with Standing Order 21(1).

There were 14 public statements received at the meeting in accordance with Standing Order 22(2).

Public Participation was conducted in relation to Item 7 - Report regarding the work of the Dorset Health Scrutiny Committee Task and Finish Group Re: Clinical Services Review and Item 10 - Glucose Monitoring Device for Individuals with Diabetes.

The question and statements are attached as an annexure to these minutes.

Councillor Nick Ireland raised the issue of censorship of part of a statement submitted by Mr Chris Bradey and asked for confirmation that this decision had been taken under paragraph 21(2)g of the Constitution. He considered the majority of the statement to be factual and had been highlighted in the local press.

The Monitoring Officer confirmed that paragraph 21(2)g had been relied upon in this instance. Questions and statements were published on the website in advance of the committee meeting and in the absence of a chairman prior to the meeting, he had not been happy for the Council to publish derogatory information concerning the former chairman on the website. However, a ruling on whether it would be appropriate for this material to be read out could be made at the meeting by the Chairman. Following discussion with the Chairman he confirmed that it was the decision of the Chairman that the relevant section of Mr Bradey's comments should not be read aloud at the meeting.

Statements by Councillor Ray Nowak, Councillor Colin Huckle, Councillor Gary Suttle and Claudia Sorin in relation to Item 7 were read aloud by the Chairman.

Cllr Bill Trite addressed the Committee and asked the CCG to confirm whether in the area of Swanage and nearby villages, the number of people who would be put at risk of death as a result of longer travel times, would be the same, greater or lower than was presently the case. He made reference to the comments of Councillor Gary Suttle, Leader of Purbeck District Council and the letter from Richard Drax, MP for South Dorset.

A statement by Councillor Suttle, Leader of Purbeck District Council, read out by the

Chairman, offered his sincere apologies for being unable to attend the Committee on behalf of Swanage and Purbeck residents. He said that he would like to reassure residents of Purbeck and Swanage in particular that his views had not changed and that he had nothing to add to the evidence that he gave on behalf of residents at the evidence session of the Task & Finish Group.

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

Glucose Monitoring Device for Individuals with Diabetes

37 The Committee considered a report by the NHS Dorset Clinical Commissioning Group (CCG) that outlined the processes followed to determine the local NHS prescribing arrangements for the flash glucose monitor, Freestyle Libre®.

The report was introduced by the Head of Medicines Optimisation who outlined the timelines for the decisions that had been made since 2015.

She stated that an application for use in children had been made by Paediatric consultants at Poole General Hospital (PGH) and Dorset County Hospital (DCH) to the Dorset Medicines Advisory Group in September 2018 and a decision would be made that day.

Members highlighted the longwinded nature of the processes involved that would benefit up to 200 patients based on the current criteria. The necessary data collection to provide the evidence would not be onerous and they questioned why a trial was necessary when it was already available on prescription in Wales and Ireland. It should not be a postcode lottery and access should not be restricted for Dorset residents.

The CCG Head of Medicines Optimisation explained the formulary and approvals processes used in Dorset. She confirmed that an application for use by children had only recently been received and that this cohort had not been excluded.

Members felt that young people, in particular, would engage and benefit the most from using this device and it would help in setting out a lifestyle in which they could manage their condition at an early stage.

Whilst appreciating the trials and processes, members wished to know how much longer it would take for residents to get access to the device when neighbouring counties had gone through a similar process and had reached a conclusion. They noted that the process appeared to be longwinded in light of the trials that had already taken place in other counties and that Diabetes UK had estimated that there were approximately 4,469 people with Type 1 Diabetes living in Dorset.

Members were informed that the decision on adults had been made and that a system of education and specialist initiation was currently being put in place. A decision in relation to use of the device by children was imminent.

It was confirmed that this was not a trial, but a period of 6 months to assess whether the device worked for a limited number of individuals and submitting data to national data collections. This was being overseen by the National Institute for Health and Care Excellence (NICE) who recognised that there was limited trial evidence, only 1 of which concerned children. The data would be available in February / March 2019 and a reassessment of whether it should be released into primary care would take place at that point.

Members considered that attention to the timescale available to people would be

critical in some instances, however, they were informed that there was no evidence to suggest that using the device would change long term outcomes, particularly if patients were already measuring blood glucose levels.

Despite these reassurances, members could not understand why the lengthy timescales were necessary leading to a considerable delay into 2019, when neighbouring local authorities were already prescribing the device.

The CCG Head of Medicines Optimisation confirmed that the same restricted criteria and limited cohorts were being used in other areas and had been based on cost effectiveness and clinical evidence. Further national guidance was expected in future.

The CCG Chief Officer explained that Dorset was not an outlier in terms of this product, but acknowledged that the timescales were slightly behind. In the event that a treatment delivered strong outcomes then the NHS could implement it in 3 months, however, those strong outcomes were not currently evident, although this may change over time. All of the evidence gathered so far had been submitted to NICE who had concluded that a bigger cohort was required to demonstrate the benefits of the device. This process was needed in order to prioritise funding.

A representative from Diabetes UK, addressed the Committee at the Chairman's discretion. He explained that he worked with CCGs in the South West, and although the device was limited in other areas, there were more people using it than the 200 people in Dorset. He had been informed by a paediatrician that the device was being distributed "like hot cakes" in Gloucestershire and was seen as very beneficial. He considered that the evidence was mounting that suggested the device could make dramatic improvements and avoid unpleasant outcomes for patients with diabetes.

Resolved

1. That the Chairman formally writes to the NHS Dorset CCG to highlight the need to fall in line with the rest of the UK and to make the Freestyle Libre® device more widely available to people in Dorset who would clearly benefit;
2. That a further report on progress and availability for patients with Type 1 diabetes is considered by the Committee in March 2019;
3. That the decision of the CCG decision in relation to children's provision be formally relayed to the Committee.

Following deliberation of this item it was confirmed that use of the device by children in Dorset had been approved by the CCG Committee that afternoon.

Report regarding the work of the Dorset Health Scrutiny Committee Task and Finish Group Re: Clinical Services Review

38 The Committee considered a report providing an update on the work of the Task & Finish Group - Clinical Services Review (CSR).

The Chairman of the Task & Finish Group presented the report and explained that the Group had spent much time learning and listening from the public and from the NHS commissioners and providers. A great deal had been achieved from these meetings and he thanked those involved for their input. He confirmed that, as a result of the two meetings, a clear explanation for some of the issues had been provided.

The Dorset Clinical Commissioning Group (CCG) had listened and had answered the Group's questions that arose following the meeting with the public representatives. This had ultimately led to the recommendation outlined in the report and it was important to keep talking and to trust the committee to work on a way forward to achieve what the public wanted.

In future it was anticipated by the CCG that ambulance times to the Royal Bournemouth Hospital (RBH) would be much quicker due to the major road improvements in that area and that this would assist in reducing ambulance journey times. The Group had also been promised that the Swanage ambulance station would remain open 24/7, fully manned with ambulances. There were also additional new ambulance vehicles in the pipeline for Dorset.

The Chairman of the Group emphasised that the NHS needed to improve and that this would come about by some of the changes proposed in the CSR. The £147m funding for PGH and RBH would be essential elements in improving care for residents across the whole County.

The Group therefore recommended to continue to negotiate with the CCG to do what was right and to make the case on behalf of residents.

Following the introduction, the CCG Chief Officer read from a statement which is attached as an annexure to these minutes. In summary, he highlighted the following points:-

- All parties acknowledged the financial pressures and the unsustainability of the current system.
- Dedicated NHS staff were going above and beyond to provide services that were not sustainable.
- The CSR plans had been backed by NHS organisations in Dorset and were underpinned by the Sustainability and Transformation Plan approved by local authority partners in Dorset.
- Centres of excellence and care closer to home would improve patient care and was an evolutionary process that could not be implemented until such time safe services were in place.
- That the CSR plans had been subject to various governance process, including the Dorset Health Scrutiny and Joint Health Scrutiny Committees.
- That further work was ongoing with the South Western Ambulance Service NHS Foundation Trust (SWAST) in relation to ambulance travel times and that the focus of the CSR concerned getting a patient to the right place the first time and dedicated emergency care on one site with a 24/7 consultant led service.
- 33,000 patients currently attend A&E where there was no consultant on site.
- That paramedics may spend a significant time providing medical assistance on scene to give patients the best chance of survival.
- Some of the original proposals in the CSR had subsequently been revised.
- That the 7 grounds for the Judicial Review had been dismissed and it had been confirmed at that time that the CCG had acted on the grounds set out by Parliament.
- The assertion that the consultation results from Weymouth & Portland had been grouped together with West Dorset was unfounded as Weymouth & Portland had its own set of consultation results.
- That CCG officers lived in Dorset and used NHS services. The CCG wanted to ensure high quality services were in place in future, but there were no easy solutions and some courageous decisions would be required in order to move forward.

At the Chairman's discretion Debby Monkhouse addressed the Committee and showed evidence of an NHS presentation showing a travel time of 47 minutes to DCH and 57 mins to RBH. She also advised that an FOI request by Langton Parish Council had shown a journey time of 1 hour 45 minutes.

She explained that the crucial issue was the South Western Ambulance Service NHS Foundation Trust (SWAST) report and that further review by a wider group of

clinicians who had requested more time to access hospital records had not been completed.

The meeting was adjourned for a short period at this juncture.

Councillor Ireland, who was a member of the Task & Finish Group, commended Councillor Bryan on his chairmanship. He had not been able to attend the last meeting, but had listened to a recording and concluded that no new information had been provided that would change his mind. The Committee had resolved to refer the CSR proposals to the Secretary of State in November 2017 and many councils in the Dorset area had requested that the Committee made such a referral. The CCG was an unelected body, and councillors were the elected representatives and the only recourse against the outcome of the CSR. He considered that councillors would be failing in their duty to represent the people to their detriment. He proposed that a referral to the secretary of state was made, however, the Monitoring Officer advised that such a proposal would negate the report recommendation and that in order to support a referral to the Secretary of State that members should simply vote against the report recommendation. In the event that the Committee resolved to make a referral then there needed to be a clear basis on which the referral should be made.

Councillor Alison Reed suggested the ambulance times and moving care closer to home in the context of the large loss of community beds as relevant areas.

The CCG Chief Officer stated that SWAST supported the proposal as a way of reducing transfers between the PGH and RBH. Poole would remain a vibrant community hospital that would continue to provide a variety of services as well as DCH. The travel analysis had been undertaken by a private company with no vested interest in the outcome

Members highlighted that community hospitals had already been shut with no alternative provision in place including the imminent closure of Wareham Hospital in 2 weeks' time and no commitment for services on Portland. Members were therefore supportive of deferring some of the changes until alternative provision had been identified.

Members asked whether there would be additional funding for the DCH A&E Department under the proposals. The Chief Executive of DCH advised that the increase in footfall at DCH A&E had been recognised and a capital bid had been put forward to extend the department, the outcome of which would be known the following month.

Councillor David Walsh left the meeting prior to the vote being taken on this item.

In accordance with Standing Order 44, the votes for and against recommendation 1 were recorded as follows:-

For (4): Bill Pipe, Ray Bryan, Kevin Brookes and Bill Batty-Smith

Against (6): Beryl Ezzard, Nick Ireland, Peter Shorland, Alison Reed, Peter Oggelsby, Mike Lovell

Abstain (0)

Following the recorded vote, it was agreed that recommendation 3 was no longer valid. A vote on recommendation 2 was taken by a show of hands.

Resolved

1. That the CSR proposals be referred to the Secretary of State for Health and

Social Care for the reasons outlined below:-

- concern that the travel times by the South West Ambulance Service NHS Foundation Trust have not been satisfactorily scrutinised and that the evidence needs further investigation to the current claim that these travel times will not cause loss of life.
 - no local alternative to the loss of community hospitals given Dorset's demographic with its ageing population and how that service will be delivered.
2. That the Joint Health Scrutiny Committee hosted by the Borough of Poole to undertake the work requested in relation to the ambulance service be convened as soon as possible.

Appointments to Committees and Other Bodies

39 **Resolved**

That Kevin Brookes be appointed as the substantive member and that David Walsh be appointed as the reserve member to the Joint Health Scrutiny Committee on the NHS 111 Service provided by South Western Ambulance Service NHS Foundation Trust - future remit to include emergency transport provision.

Integrated Urgent Care Service

40 This item was deferred for consideration at a future meeting.

Integrated Care System: Primary Care Transformation Programme Review and Evaluation

41 This item was deferred for consideration at a future meeting.

Briefing for Information - Repatriation of Activity from Bridport Hospital to Dorset County Hospital

42 **Resolved**

That the matter be delegated to the Committee Chairman and that consultation is requested on this matter.

Briefing for Information - Maternity and Paediatric Services at Dorset County Hospital NHS Foundation Trust

43 The Committee considered a briefing paper on progress following a decision by the NHS Dorset CCG to retain 24/7 Obstetric and inpatient paediatric services at DCH as part of an integrated service across Dorset in order to provide members with an overview of the progress being made in this area.

The Chief Executive of DCH advised that detailed work had commenced based upon the Maternity Transformation Plan attached to the report. Sign off of elements of the plan was ongoing and there was not yet a public facing document.

During the first phase in April 2019 a business case for 24/7 obstetric care at RBH and DCH would be produced to show how much the service was likely to cost. The second phase would look at an integrated approach for children's services for 0-25 year olds in conjunction with the local authority looking at health needs, education, housing as well as other influential determinants of health. This phase had been delayed as the team had been busy working on a community paediatric model, and in addition, the Dorset County Council's Children's Social Care team had requested a year to do the groundwork due to work associated with an Ofsted inspection.

Members asked about the status of the former proposal to work with Somerset CCG. They were advised that the Somerset CCG had commenced its own CSR and that commissioners and providers in Dorset had been invited to attend some of their workstreams. She confirmed that once a decision was made in Dorset, the door would remain open to Somerset to allow for the provision of sustainable services.

In response to a question, the Chief Executive confirmed that although not in competition with Yeovil to deliver the service, that Somerset CCG had published a case for change and were looking to develop a single service for Somerset, however, no further details were known at this stage in order to assess the implications for DCH.

The CCG Chief Officer stated that the CCG had not yet made a decision and had asked Yeovil and DCH to come back with proposals that would need to go through the correct processes including public consultation and the relevant health scrutiny committees.

Noted

Forward Work Programme

44 The committee noted its work programme.

Liaison Member Updates

45 Liaison member updates from Bill Pipe (NHS Dorset Clinical Commissioning Group) and Nick Ireland (Dorset Healthcare University NHS Foundation Trust) would be circulated to members via e-mail.

Questions from Councillors

46 There were no questions submitted under Standing Order 20(2).

Glossary of Abbreviations

47 The glossary had been provided for information.

Meeting Duration: 2.00 pm - 5.10 pm

**County Council – 8 November 2018****Recommendations from the Staffing Committee meeting held on 30 October 2018****Senior Staffing Paper**

56 The Committee considered an exempt report from Stephen G Mason, DCC Independent HR Advisor, which provided the necessary information to progress the request for Voluntary Redundancy of the Dorset County Council Chief Executive as an alternative to transfer to Dorset Council on 1 April 2019.

The Monitoring Officer advised members that Mr Mason had been commissioned to prepare the report as an independent advisor to the council. The recommendation arose from Local Government Reorganisation (LGR) with the formation of the new Dorset Council and the appointment of the Chief Executive (Designate) for the new Council.

He continued that the decision to agree the dismissal of the Chief Executive on grounds of voluntary redundancy was for the Staffing Committee. The appointment of the Interim Head of Paid Service and the Director of Adult and Community Services was a decision for the County Council following a recommendation from the Staffing Committee.

The HR&OD Service Manager highlighted to members that any recommendation going forward in respect of the Director for Children's Services would be a joint role encompassing both Children's Services and Adult Services and this along with the interim Chief Executive a Head of Paid Service role would be in place until 31 March 2019.

Members were advised of the costs associated with redundancy including the fact that there was no cost differentiation between voluntary and compulsory redundancy. It was noted that the Chief Executive had not sought to exit on any enhanced package nor via a settlement agreement, only to receive entitlements within the Council's policies. It was also confirmed that the package would not change through introduction of benefits prior to Dorset Council being established on 1 April 2019.

Following a question about redundancy packages, the HR&OD Service Manger confirmed that these were based on an officer's pay at the time of the redundancy.

The DCC Independent HR Advisor confirmed that the requirements of the Structural Change Order, whereby suitable alternative employment must be sought, had been met in order for the Council to consider voluntary redundancy of the Chief Executive.

The redundancy costs were highlighted for members along with the pension strain costs which the employer was responsible for in accordance with Council policy and pension legislation. It was noted that the pension strain cost was the cost to the Council of granting early access to pension and was not the amount received by the employee.

Reference was made to the Public Sector Exit Cap which had been a longstanding policy objective of the government. No decision had been taken and was unlikely to be enacted in the coming months.

The DCC Independent HR Advisor highlighted the proposed interim arrangements for the remaining few months until the new Council was established. The Council was required to have statutory officers in post including the Head of Paid Service (Chief

Executive) and the Director for Adult Social Services (DASS).

The remuneration of the temporary post holders was discussed and confirmation was given that there would be no backfilling of the Director for Environment and Economy role.

Members discussed the alternative options considered prior to the proposal being presented to the Committee including internal and external candidates and the selection process. The Monitoring Officer confirmed that a full selection process was not required for the temporary arrangements proposed.

One member expressed concern that approval of this redundancy could set a precedent and potentially cause a financial strain on Council. The DCC Independent HR Advisor confirmed the unique position of the Head of Paid Service role which was named in the Structural Change Order and therefore this would not be setting any precedent.

Members unanimously agreed the recommendations as set out below:-

Resolved

That the request for voluntary redundancy of the current Chief Executive, Dorset County Council, be agreed.

RECOMMENDED

That the County Council be recommended to agree that:-

1. Mr Mike Harries be designated as Interim Chief Executive and Head of Paid Service until the end of 31 March 2019; and
2. Mr Nick Jarman be designated as Director of Adult Social Services, in addition to his role as Director for Children's Services until the end of 31 March 2019.

Reason for decisions

To ensure the continued delivery of the County Council's statutory responsibilities and effective management.

County Council

Dorset County Council



Date of Meeting	8 November 2018
Member/Officer	Leader of the Council Service Director, Organisational Development (Monitoring Officer)
Subject of Report	Senior Staffing Arrangements
Executive Summary	<p>At its meeting on 30 October 2018 the Staffing Committee approved the case for voluntary redundancy of the Council's Chief Executive, Mrs Debbie Ward.</p> <p>In accordance with the Council's Constitution approval of redundancy was a matter to be decided by Staffing Committee.</p> <p>Whilst his report provides contextual information about the Staffing Committee's decision to approve the redundancy the focus of the report is upon next steps in respect of senior staffing for the four months between the end of November 2018 and the abolition of the County Council.</p> <p>The recommendations to the County Council from the Staffing Committee with regard to senior staffing and maintaining the County Council's statutory obligations up until the establishment of the new Dorset Council are set out in the report.</p>
Impact Assessment:	<p>Equalities Impact Assessment:</p> <p>Not required</p>
	<p>Use of Evidence:</p> <p>Independent Human Resources advice, alongside relevant legal advice, was taken into account by the Staffing Committee in approving the redundancy and in making the recommendations set out in this report.</p>
	<p>Budget:</p> <p>Short term minimal additional costs would be incurred through the appointment of a temporary Chief Executive (Head of Paid Service) for the period up until 31 March 2019.</p>

	<p>Risk Assessment:</p> <p>Current Risk: LOW Residual Risk LOW <i>(i.e. reflecting the recommendations in this report and mitigating actions proposed)</i></p>
	<p>Other Implications:</p> <p>None identified</p>
<p>Recommendation</p>	<p>The County Council is recommended by the Staffing Committee on an interim basis until 31 March 2019 to:-</p> <ul style="list-style-type: none"> i. Appoint Mr Mike Harries as Chief Executive and to designate him as Head of Paid Service; and ii. Designate Mr Nick Jarman jointly as Director for Adult Social Services and Director for Children’s Services.
<p>Reason for Recommendation</p>	<p>The County Council is responsible for the appointment of the Head of Paid Service and Statutory Officers to ensure the continued delivery of the County Council’s statutory responsibilities and effective management.</p>
<p>Appendices</p>	<p>None</p>
<p>Background Papers</p>	<p>None</p>
<p>Officer Contact</p>	<p>Name: Jonathan Mair, Service Director Organisational Development (Monitoring Officer) Tel: 01305 224181 Email: j.e.mair@dorsetcc.gov.uk</p>

1. Introduction

- 1.1 On 24 May 2018 The Bournemouth Dorset and Poole Structural Changes Order came into force and the Order:
- Established a new Dorset Council and a new Bournemouth Christchurch and Poole (BCP) Council in Shadow form;
 - Provided for a transition from existing councils to the new Dorset and BCP Councils;
 - Will abolish the County Council and the other eight principal councils in Dorset from 1 April 2019.
- 1.2 The effect of the order and associated regulations is that the chief executives and staff of the existing councils are entitled to transfer their employment (on their existing terms and conditions) to the new Dorset Council or the new BCP Council.
- 1.3 The move to the two new councils will though mean a reduction in the number of chief executives from six to two. Mr Matt Prosser has been appointed Chief Executive Designate for Dorset Council and Mr Graham Farrant has been appointed Chief Executive of the BCP Council.
- 1.4 Against the above background and following discussions between the Chief Executive, the Leader and an independent HR advisor Mr Stephen Mason, the Staffing Committee met on 30 October and received a report from Mr Mason recommending the approval of a proposal for Mrs Ward's voluntary redundancy.
- 1.5 The recommendation arose as an alternative to Mrs Ward:
- remaining in post until 31 March
 - then transferring her employment to the new Dorset Council on 1 April 2019
 - and then following consultation most likely being made redundant from Dorset Council following completion of a 13 week notice period.
- 1.6 The recommendation was approved unanimously by the members of the Staffing Committee and will result in Mrs Ward being dismissed on the grounds of voluntary redundancy with effect from 30 November 2018.
- 1.7 All members of the County Council were informed promptly on 30 October of the Staffing Committee's decision and shortly afterwards information was also released to council staff, to partner organisations and to the media.

2. Cover arrangements to point of transfer

- 2.1 In addition to being Chief Executive, Mrs Ward holds the statutory designations of the County Council's Head of Paid Service and Director of Adult Social Services (DASS). The latter designation was taken on by Mrs Ward when the previous post holder left the County Council.
- 2.2 The County Council is required by law to designate a Head of Paid Service and a DASS. Having approved voluntary redundancy for the Chief Executive, it will be necessary to designate other senior officers to perform these roles for the four months remaining until abolition of the Council on 31 March 2019.
- 2.3 Following discussions between the Leader of the Council, the Chief Executive and the Independent HR Advisor in relation to the alternatives, capability and capacity to

assume the roles, the proposal to the Staffing Committee was that a recommendation be made to the County Council:-

- To appoint Mr Mike Harries, current Corporate Director for Environment and the Economy and Chief Operating Officer as Chief Executive and Head of Paid Service on an interim basis until 31 March 2019;
- To designate Mr Nick Jarman, current Interim Director for Children’s Services (DCS as both Director of Children’s Services and Director of Adult Social Services (DASS) until 31 March 2019.

2.4 If these arrangements are approved then from 1 December 2018 until 1 April 2019 the staff Corporate Leadership Team will comprise:

- Mike Harries - Chief Executive and Director for Environment and Economy
- Nick Jarman - Director of Children’s Services and DASS
- Helen Coombs – Adult Transformation Lead
- Richard Bates – Chief Financial Officer
- Jonathan Mair – Monitoring Officer

2.5 The proposal is to appoint Mr Harries to the Chief Executive Officer salary band for the duration of the role.

2.6 No backfill arrangements for Mr Harries’ substantive role are proposed which might otherwise have increased potential costs. There is confidence in senior leaders to maintain business within Environment and the Economy for the remaining four months.

2.7 Mr Jarman is currently engaged on an external interim basis and no additional costs will be incurred through appointment to the joint DCS and DASS role

3. Next Steps

3.1 If the Council agrees the recommendations, then the two appointees will be notified of the outcomes and structured communications with relevant staff, communities and stakeholders will follow.

Rebecca Knox, Leader of the Council

Jonathan Mair, Service Director Organisational Development (Monitoring Officer)

November 2019

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

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