

Agenda

Cabinet

Date: Monday 19 February 2018

Time: 10.30 am

Venue: Mezzanine Rooms 1 & 2, County Hall,
Aylesbury

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Agenda Item

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- 1 **Apologies for Absence**
- 2 **Declarations of Interest**
- 3 **Hot Topics**
- 4 **Question Time**
This provides an opportunity for Members to ask questions to Cabinet Members

5	Forward Plan for Cabinet and Cabinet Members For Cabinet to consider the Forward Plan	3 - 18
6	Cabinet Member Decisions To note progress with Cabinet Member Decisions	19 - 20
7	Select Committee Work Programme & Inquiry Work Programme For Cabinet to consider the Select Committee Work Programme	21 - 30
8	Modern Slavery Inquiry For Cabinet to consider the report.	31 - 58
9	Ofsted inspection of Children's Services For Cabinet to consider the report.	59 - 72
10	Date of the Next Meeting 05 March 2018	

If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

For further information please contact: Nichola Beagle on 01296 382343

Members: Martin Tett (Leader)

Mike Appleyard	Cabinet Member for Education & Skills
Noel Brown	Cabinet Member for Community Engagement & Public Health
Bill Chapple OBE	Cabinet Member for Planning & Environment
John Chilver	Cabinet Member for Resources
Lin Hazell	Cabinet Member for Health & Wellbeing
Mark Shaw	Deputy Leader & Cabinet Member for Transportation
Warren Whyte	Cabinet Member for Children's Services

CABINET/CABINET MEMBER FORWARD PLAN

Item	Description	Local Members	Member(s) / Contact Officer	Comments
Cabinet 12 February 2018				
Budget Scrutiny Report	To consider the report and recommendations of the Finance, Performance and Resources Select Committee Budget Scrutiny Inquiry		David Watson / Kelly Sutherland	First notified 24/1/18
Final Budget	For Cabinet to recommend the final budget to Council	All Electoral Divisions	Cabinet Member for Resources / Richard Ambrose	First notified 8/11/17
Q3 2017/18 Finance Monitoring Report	Quarterly report		Cabinet Member for Resources / Richard Ambrose	First notified 27/3/17
Cabinet 19 February 2018				
Modern Slavery Inquiry - Stage One Report	<p>The Transport, Environment and Communities Select Committee will present its report and recommendations of the first stage of the Modern Slavery Inquiry.</p> <p>Is the County Council taking all the steps it can to ensure it is fully compliant with its responsibilities under the Modern Slavery Act 2015?</p>		Steven Lambert, County Councillor / Kama Wager	First notified 9/11/17
Ofsted inspection of Children's Services	Consideration of the recent Ofsted report	All Electoral Divisions	Cabinet Member for Children's Services / Tolis Vouyioukas	First notified 29/1/18

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Item	Description	Local Members	Member(s) / Contact Officer	Comments
Cabinet 5 March 2018				
Acquisition of Investment Properties	Potential acquisition of Investment Property - if required		Cabinet Member for Resources / Oster Milambo	First notified 14/9/17 Likely to contain confidential appendices
Parking Delivery Plan	This document sets out a revised delivery plan for managing and delivering the Buckinghamshire County Council's Vision for Parking.		Deputy Leader & Cabinet Member for Transportation / Dave Roberts	First notified 24/1/18
Proposed Restoration of Former Landfill Site - Thorney Park, Iver	The proposal recommends dispersion of inert spoil and restoring the sites to improve landscaping, visual impact with additional planting and ecosystems thereby re-providing significantly improved public amenity to the residents.	Iver	Cabinet Member for Resources / Oster Milambo	First notified 22/12/17 May contain confidential appendices
Q3 Council Performance Report	How the Council has performed in Quarter 3 (Oct, Nov, Dec)		Leader of the Council / Sarah Ashmead	First notified 14/6/17
Cabinet 26 March 2018				
Cultural Strategy	To agree a partnership Cultural Strategy for Buckinghamshire		Cabinet Member for Community Engagement and Public Health / Gillian Quinton	First notified 23/6/17
Education and Skills Strategy	To endorse and agree the Education and Skills Strategy following a consultation with parents/carers, schools and the wider educational community and other key stakeholders.		Cabinet Member for Education and Skills / Maria Edmonds	First notified 14/9/17
Cabinet 23 April 2018				
Cabinet 21 May 2018				

Item	Description	Local Members	Member(s) / Contact Officer	Comments
Cabinet 18 June 2018				
Adult Services Update	An update on the national, regional and local developments in relation to Adult Social Care and support activity taking place to further improve Adult Social Care services in Buckinghamshire.		Cabinet Member for Health and Wellbeing / Gillian Quinton	First notified 28/12/17
Q4 Council Performance Report	How the Council has performed in Quarter 4 (January, February, March).		Leader of the Council / Sarah Ashmead	First notified 14/6/17
Cabinet 9 July 2018				
Cabinet 10 September 2018				
Cabinet 1 October 2018				
Cabinet 22 October 2018				
Cabinet 12 November 2018				
Cabinet 10 December 2018				
Adult Services Update	An update on the national, regional and local developments in relation to Adult Social Care and support activity taking place to further improve Adult Social Care services in Buckinghamshire.		Cabinet Member for Health and Wellbeing / Gillian Quinton	First notified 28/12/17

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Item	Description	Local Members	Member(s) / Contact Officer	Comments
February 2018 Cabinet Member Decisions				
<u>Cabinet Member for Children's Services</u>				
Contract Extension - Community Short Breaks for Disabled Children and Young People	This contract is for provision of a county wide community short breaks service for disabled children and young people aged 5-19 years. It is currently delivered by Action 4 Children. We are seeking extension of this contract to align to re-commissioning activity across our wider short breaks provision.		Cabinet Member for Children's Services / Rona Hopwood	First notified 28/11/17
Short Breaks Strategy and Business Case for Re-Commissioning of Short Breaks	To agree the full Business Case (based on the Short Breaks Strategy 2018 - 2022) for the re-commissioning of short breaks for disabled children and young people, which will include the preferred procurement option leading to the contract award.		Cabinet Member for Children's Services / Rona Hopwood	First notified 6/7/17 May contain confidential appendices
<u>Cabinet Member for Children's Services and Cabinet Member for Education and Skills</u>				
The budget realignment of Children's Services portfolio budgets to align with current activity and delivery	The budget realignment of Children's Services portfolio budgets to align with current activity and delivery. In addition it will also cover the budget areas for each Cabinet Member following a number of changes in the year.		Cabinet Member for Education and Skills, Cabinet Member for Children's Services / Yukta Acharya	First notified 10/11/17
<u>Cabinet Member for Children's Services and Cabinet Member for Resources</u>				
Troubled Families Funding Approval for 2017 Onwards	Approval Required for the Troubled Families Grant Funding Ring-Fenced and Non-Ring-fenced for 2017 Onwards.		Cabinet Member for Resources, Cabinet Member for Children's Services / Yukta Acharya	First notified 5/6/17

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Item	Description	Local Members	Member(s) / Contact Officer	Comments
<u>Cabinet Member for Community Engagement and Public Health</u>				
Registration Service Fees for 2019-2020	Non-statutory fees to be charged for Registration Service activities up to 2020		Cabinet Member for Community Engagement and Public Health / Wendy Morgan-Brown	First notified 12/12/17
<u>Cabinet Member for Education and Skills</u>				
2019 Determined Admission Rules	Annually determined admissions policy for voluntary controlled and community schools plus the admissions scheme		Cabinet Member for Education and Skills / Debbie Munday	First notified 2/3/17
Great Kimble Church of England School	A proposal that the school expands from September 2018 from being an infant school to become a combined primary school admitting children from 4 to 11 years of age. The school currently admits children from 4 to 7 years of age.	Ridgeway East	Cabinet Member for Education and Skills / Andrew Tusting	First notified 22/2/17
<u>Cabinet Member for Health and Wellbeing</u>				
Funding for Hughenden Gardens Village	A cabinet member decision is required for BCC to underwrite the costs of the care team at Hughenden Gardens Village	Downley; Terriers & Amersham Hill	Cabinet Member for Health and Wellbeing / Christopher Reid	First notified 23/11/17 May contain confidential appendices
Re-commissioning of 6 Supported Living Services in Buckinghamshire	Re-commissioning of 6 Supported Living Services in Buckinghamshire		Cabinet Member for Health and Wellbeing / Christopher Reid, Lisa Truett	First notified 8/6/17

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Item	Description	Local Members	Member(s) / Contact Officer	Comments
<u>Cabinet Member for Planning and Environment</u>				
Extension to Rights of Way Improvement Plan	Extension of current Rights of Way Improvement Plan(which runs out in 2018) to allow time for document to be refreshed and updated and consultation to be undertaken.		Cabinet Member for Planning and Environment / David Sutherland	First notified 12/6/17
Land Drainage Enforcement Policy	Approval of Land Drainage Enforcement Policy as part of BCC's role as Lead Local Flood Authority		Cabinet Member for Planning and Environment / David Sutherland	First notified 22/2/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
<u>Cabinet Member for Planning and Environment and Cabinet Member for Resources</u>				
Denham Quarry Northern Extension - Summerleaze Limited	BCC entered into an Option Agreement with Summerleaze Ltd on the 15th October 2010 relating to land immediately neighbouring the existing Denham Quarry site. The Option allowed for taking a lease of this additional land in order to serve as a lateral extension to the existing working arrangement. The trigger for the exercise of this Option was the grant of planning permission to facilitate mineral extraction within the subject area, which Summerleaze subsequently secured in June 2016. Whilst Bucks CC are legally bound to enter into the new Lease under the existing Option Agreement, an oversight at the time meant that no provision was made for the ancillary land necessary to maximise the extraction potential of this area. Planning permission has also been granted for extraction beneath the pylon located adjacent to the intersection of Oxford Road and Denham Road. It is unlikely that this mineral will in practice be extracted but could be subject to a sterilisation claim as per previous occasions at the quarry with SSE and Thames Water. As it is beneficial to both parties to include these additional areas in the lease, a revised demise plan has been prepared accordingly and a new Cabinet Member Decision will therefore be required in order for this to be documented.	Denham	Cabinet Member for Resources, Cabinet Member for Planning and Environment / Rebecca Carr	First notified 28/12/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
<u>Cabinet Member for Resources</u>				
People Strategy	This strategy incorporates the revised People Strategy and the wider Workforce Plan for Council employees and aims to capture all Business Units and the HQ Functions. The People Strategy will be supported by a number of key work streams most of which are already underway. An action plan has been developed to help review and report on the impact/delivery of the Strategy.		Cabinet Member for Resources / Gillian Quinton	First notified 18/8/16
Progress the freehold purchase of the Arches Suite, Aylesbury	To progress the purchase of the Arches Suite, Aylesbury to facilitate the development option of a new hotel facility incorporating the Arches Suite, County Court and Judges Lodgings	Aylesbury North	Cabinet Member for Resources / Joe Nethercoat	First notified 24/1/18
Transfer of Land at Spade Oak, Marlow	The transfer of land held by Buckinghamshire County Council as Trustee of the Thameside Preservation Trust to new Trustees. The land was purchased with monies raised by public subscription and is to be preserved for the benefit and recreation of the public.	Marlow	Cabinet Member for Resources / Linda Forsythe	First notified 6/4/17
<u>Deputy Leader and Cabinet Member for Transportation</u>				
A412 Uxbridge Road / Black Park Road junction	Consultation to implement changes to the existing road layout to reduce collisions by a 'No Right Turn' ban from Black Park Road, a 'No U turns' ban for southbound traffic on the A412, a reduction in the existing speed limit for northbound vehicles on A412 from 60mph to 50mph with a reduction to one lane through the Black Park Road junction.	Iver; Stoke Poges & Wexham	Deputy Leader & Cabinet Member for Transportation / Trevor Bonsor	First notified 28/11/17
Beaconsfield cycleway	Proposed shared cycleway. Upgraded of existing footway, between Grenfell Road and Ledborough Lane. 3 week Consultation to commence 03 March 2017.	Beaconsfield	Deputy Leader & Cabinet Member for Transportation / Adrian Lane	First notified 28/2/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
Buckingham-Winslow Cycleway Extension Scheme	The scheme will help extend the new cycleway along the A413 (the A413 Sustainable Travel - Buckingham to Winslow - Scheme) to the Buckingham town centre. It will connect the new cycleway from the Lace Hill roundabout in Buckingham to the town centre. This will provide a continuous cycle corridor into Buckingham town centre.	Buckingham East; Buckingham West	Deputy Leader & Cabinet Member for Transportation / Akintayo Akinyosade	First notified 22/12/17
Chepping Wye Valley Waiting Restrictions	Chepping Wye Valley LAF Area Waiting Restrictions Key Decision Report	Flackwell Heath, Little Marlow & Marlow South East; Hazlemere; The Wooburns, Bourne End & Hedsor; Tylers Green & Loudwater	Deputy Leader & Cabinet Member for Transportation / Shaun Pope	First notified 19/6/17
Developer Funding Programme (TEE): Financial Year 2017/18	Update on 2016/17 programme and seeking approval for a proposed programme of 2017/18 schemes funded through developer contributions.		Deputy Leader & Cabinet Member for Transportation / John Rippon	First notified 10/2/17
High Wycombe Town Centre Masterplan - Phase 5 Consultation Decision	A Cabinet Member Decision for Phase 5 & 6 design following a formal consultation period in November 2017	Abbey	Deputy Leader & Cabinet Member for Transportation / Ben Fletcher, Ian McGowan	First notified 18/10/17
Reclassification Order, Bellingdon Road and Townsend Road, Chesham	A short section of Bellingdon Road and Townsend Road in Chesham are classified as B Roads. It seems that this is a historic issue which was not correctly dealt with at the time the A416 St Marys Way was constructed. This order resolves this historic issue	Chesham	Deputy Leader & Cabinet Member for Transportation / Keith Carpenter	First notified 2/8/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
School Crossing Patrol Policy	The adoption of a policy relating to the operation of the school crossing patrol service		Deputy Leader & Cabinet Member for Transportation / James Gleave	First notified 12/1/18
<u>Deputy Leader and Cabinet Member for Transportation and Cabinet Member for Education and Skills</u>				
Sustainable Modes of Travel Strategy (SMoTS) for Education	The Sustainable Modes of Travel Strategy (SMoTS) for Education is a supporting document to the Local Transport Plan 4 (LTP4). The strategy is designed to promote sustainable modes of transport to schools, colleges and other education centres. It explains what school transport is in place at the moment and what we want it to be in the future. This includes the transport needs of 16+ and Special Educational Needs and Disabled pupils. It sets out how we will work (and support others) to meet the objectives set out in this document and encourage sustainable education transport. The document is particularly aimed at schools, to help them inform their school travel plans. However, this document should be useful to any groups or individuals with an interest in school travel.		Cabinet Member for Education and Skills, Deputy Leader & Cabinet Member for Transportation / Ryan Bunce	First notified 10/8/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
March 2018 Cabinet Member Decisions				
<u>Cabinet Member for Community Engagement and Public Health</u>				
Review of Mobile Library services	To consider the findings of the public consultation on mobile library services and agree future service arrangements.	All Electoral Divisions	Cabinet Member for Community Engagement and Public Health / David Jones	First notified 7/12/17
<u>Cabinet Member for Planning and Environment</u>				
Buckinghamshire County Council Local Aggregate Assessment 2016	Cabinet Member sign off on the publication of the Buckinghamshire County Council Local Aggregate Assessment 2016.		Cabinet Member for Planning and Environment / Ismail Mohammed	First notified 8/2/18
<u>Cabinet Member for Education and Skills</u>				
Denham Village Infant School	The Local Authority and governing board are consulting the local community on a proposal that from September 2018 the school becomes a ½ form entry all-through primary school. If the proposal was implemented children would stay at the school until the end of Key Stage II until they transferred to a secondary school and there would no longer be the automatic option of children transferring at KSII to Denham Green E-Act Academy. The consultation will run from 20 October 2017 through to 8 December 2017. Parents, the local community, nearby schools and other interested parties are being made aware of the consultation. Depending on the outcome of the consultation and if the necessary funding and planning permission is gained the next step would be the publication of a statutory notice followed by a four week representation period for people to support, comment on or object to the proposal.	Denham	Cabinet Member for Education and Skills / Andrew Tusting	First notified 19/10/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
Pebble Brook School, Aylesbury - consultation on proposal to close boarding provision	Following on from the public consultation held in the 2017 Autumn Term on a proposal to close the boarding provision at the school, the decision has been taken to move to the next stage of the statutory process by publishing a statutory notice. The notice was published in the Bucks Herald on 3 January 2018 and the four week representation period runs until 5pm on Wednesday 31 January 2018. During the period people can comment on, oppose or support the proposal to close the boarding provision at the school. If the final decision is that boarding closes then the closure would take place from the end of the 2018 Summer Term. The final decision on whether boarding provision at the school is closed will be taken by the Cabinet Member for Education and Skills in March 2018. The final decision will be widely publicised.	Aylesbury South West	Cabinet Member for Education and Skills / Andrew Tusting	First notified 19/9/17
Cabinet Member for Health and Wellbeing				
Community Meals	To explore future options for the service.		Cabinet Member for Health and Wellbeing / Anne Cooney	First notified 1/2/18 May contain confidential appendices
Commissioning and Procurement of Supported Employment Service	Commissioning and Procurement of Supported Employment Services for people with Disabilities and Mental Health Needs		Cabinet Member for Health and Wellbeing / Jane Bowie	First notified 22/1/18

Item	Description	Local Members	Member(s) / Contact Officer	Comments
<u>Cabinet Member for Resources</u>				
Temporary / Agency staffing contract	<p>BCC awarded a contract to Pertemps via Eastern Shire Purchasing Organisation's (ESPO) MSTAR framework in March 2012. A new contract with Pertemps was then awarded in March 2015.</p> <p>The BCC contract with Pertemps is due to expire on 31st March 2018, although it does allow an extension of a further 12 months to March 2019. This decision recommends the preferred temporary agency staffing procurement option.</p>		Cabinet Member for Resources / Sarah Murphy-Brookman	First notified 21/12/17
<u>Deputy Leader and Cabinet Member for Transportation</u>				
A413 Buckingham Road, Winslow - Zebra crossing	Proposal to install Zebra crossing, near Station Road, Winslow.	Winslow	Deputy Leader & Cabinet Member for Transportation / Paul Roberts	First notified 18/1/18
Addington Road, Buckingham - Traffic Reduction Scheme	Proposal to introduce a scheme consisting of a series of speed cushions and a No Entry / One Way movement Traffic Regulation Order to reduce volume / speed of traffic using Addington Road, Buckingham	Buckingham East	Deputy Leader & Cabinet Member for Transportation / Sian Thomas	First notified 17/11/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
April 2018 Cabinet Member Decisions				
<u>Cabinet Member for Health and Wellbeing</u>				
Care market pressures	Annual response to care market pressures from suppliers		Cabinet Member for Health and Wellbeing / Jane Bowie	First notified 13/4/17
Direct Payment Policy	Cabinet Member to agree the Direct Payment Policy		Cabinet Member for Health and Wellbeing / Marcia Smith	First notified 29/3/17
Short Breaks for Adults	Policy for the provision for respite care for adults in Buckinghamshire		Cabinet Member for Health and Wellbeing / Suzanne Westhead	First notified 18/1/18
Respite provision	Proposal for re-provision of residential respite for people with multiple and complex disabilities in Buckinghamshire		Cabinet Member for Health and Wellbeing / Jane Bowie	First notified 4/1/18
<u>Deputy Leader and Cabinet Member for Transportation</u>				
Street Works Licence Costing	Change to costing of private street works licences. Incorporation of new licences		Deputy Leader & Cabinet Member for Transportation / Nicholas Cox	First notified 6/12/17

Item	Description	Local Members	Member(s) / Contact Officer	Comments
May 2018 Cabinet Member Decisions				
<u>Deputy Leader and Cabinet Member for Transportation</u>				
Appointments to Outside Bodies 2018/19	The Deputy Leader will be asked to approve the list of appointments to outside bodies for the year 2018/19		Deputy Leader & Cabinet Member for Transportation / Sara Turnbull	First notified 1/11/17
<u>Cabinet Member for Education and Skills</u>				
Consultation by John Hampden School, Wendover	The governing body of the school are consulting on a proposal that from January 2019 they lower their age of admission to 3 years of age.	Wendover, Halton & Stoke Mandeville	Cabinet Member for Education and Skills / Andrew Tusting	First notified 8/1/18
Dagnall Church of England School	A proposal that from 1 September 2018 Dagnall Church of England School increases its age range to admit children up to year 6 (11 years of age). If implemented the change would be phased in, starting with the admission of year 3 children from September 2018 and then to build up over a number of years.	Ivinghoe	Cabinet Member for Education and Skills / Andrew Tusting	First notified 28/2/17
Proposal by Burford School to open a nursery in September 2018	The governing body of the school is consulting widely on a proposal, that subject to planning permission, they open a nursery in the former caretaker's house from 1 September 2018. If agreed the school's age range would change from 4-11 to 3-11 years of age.	Marlow	Cabinet Member for Education and Skills / Andrew Tusting	First notified 5/12/17

Please note the following information since the report included in the previous Cabinet agenda:-

- No decisions have been published but not yet taken
- One decision has been taken
- 22 decisions on the forward plan are pending for February

DECISIONS TAKEN

Cabinet Member for Children's Services

8 Feb 2018

CS04.18 - Contract Extension - Community Short Breaks for Disabled Children and Young People (Decision taken)

The Cabinet Member:

| **AGREED an Extension of Contract until 31/03/19**

For further information please contact: Nichola Beagle on 01296 382662



SCRUTINY INQUIRY WORK PROGRAMME – OVERVIEW OF SELECT COMMITTEE CURRENT INQUIRIES

Inquiry Title	Inquiry Chairman	Lead Officer	Feb 18	Mar 18	Apr 18	May 18
Finance, Performance, Resources (FPR)						
Budget Scrutiny	David Watson	Kelly Sutherland	■			
Children's Social Care & Learning (CSC&L)						
Permanent Exclusions	Dev Dhillon	Kevin Wright	■	■	■	■
Health, Adult Social Care (HASC)						
Childhood Obesity	Brian Roberts	Liz Wheaton	■	■	■	■
Transport, Environment & Communities (TEC)						
Modern Slavery	David Carroll	Kama Wager	■			

^ To be agreed



Scoping



Evidence gathering



Committee Approval Report



Cabinet / NHS

For further information on scrutiny work please contact Kelly Sutherland, Committee & Governance Manager on 01296 382343.

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Select Committee Combined Work Programme

About our Select Committees

This work programme sets out all formal meetings of the Council's Select Committees.

The purpose of Select Committees is to carry out the Council's overview and scrutiny function. Their role is to support public accountability and improve outcomes for residents through scrutinising the work of decision-makers.

Select Committees can carry out this function either through an in-depth Inquiry or one-off item at Committee meetings.

A scrutiny Inquiry is an investigation on a topic that will lead to a report and evidence-based recommendations for change to decision-makers. The key difference between one-off committee items that are not part of an inquiry and scrutiny inquiries is that Select Committees normally only make recommendations to Cabinet as a result of an in-depth Inquiry.

Evidence for scrutiny Inquiries may be gathered in different ways depending on the topic, this includes taking evidence at formal Select Committee meetings and/or informal meetings, visits or external research. Prior to any work commencing the Select Committee will agree an Inquiry scoping document which will outline the terms of reference, the methodology and inquiry timeline.

For more details about Select Committee Inquiries and guidance please see <http://www.bucksc.gov.uk/services/council-and-democracy/scrutiny/>

[Finance, Performance & Resources Select Committee](#)

[Children's Social Care & Learning Select Committee](#)

[Health & Adult Social Care Select Committee](#)

[Transport, Environment & Communities Select Committee](#)

Date	Topic	Description and purpose	Lead Service Officer	Attendees
Finance, Performance & Resources Select Committee				
6 Mar 2018	Budget Scrutiny 2017 - Recommendations Update 12 months on.	For the Committee to look at progress in implementing the recommendations 12 months on.	Richard Ambrose, Director of Finance & Assets	
8 May 2018	Work Programme Update	For Members to discuss the Committee's work programme	Fazeelat Bashir, Committee & Governance Advisor	
3 Jul 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Fazeelat Bashir, Committee & Governance Advisor	
11 Sep 2018	Budget Scrutiny 2018 - Recommendations Update - 6 months on..	For the Committee to assess the implementation of the recommendations 6 months on.	Richard Ambrose, Director of Finance & Assets	
13 Nov 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Fazeelat Bashir, Committee & Governance Advisor	
11 Dec 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Fazeelat Bashir, Committee & Governance Advisor	

Date	Topic	Description and purpose	Lead Service Officer	Attendees
Children's Social Care & Learning Select Committee				
27 Mar 2018	Children's Residential Care Homes	For the Committee to review progress on increasing the provision of care placements in County in order to improve outcomes for children looked after.	Tolis Vouyioukas, Executive Director Children's Services	
27 Mar 2018	Performance Report - Q3 2017-18	For the Committee to review and question Cabinet Members on areas of underperformance.	Sarah Callaghan, Service Director Education, Tolis Vouyioukas, Executive Director Children's Services	
27 Mar 2018	Support for Care Leavers	For the Committee to assess the arrangements in place to support children and young people leaving care.	Tolis Vouyioukas, Executive Director Children's Services	
15 May 2018	Education Standards	For Members to look at the 2017 educational attainment results for Buckinghamshire pupils including assessing performance at reducing the gap between disadvantaged pupils and their peers.	Sarah Callaghan, Service Director Education	
15 May 2018	Elective Home Education	For Members to look at the impact for children and young people on the rise in pupils being educated at home.call	Sarah Callaghan, Service Director Education	
15 May 2018	Permanent Exclusions Inquiry	For Members to agree the permanent exclusions inquiry report.	Sarah Hawkswood, Committee & Governance Advisor	

Date	Topic	Description and purpose	Lead Service Officer	Attendees
10 Jul 2018	Early Help Service	For the Committee to scrutinise progress in implementing the new Early Help Service.	Phil Dart, Programme Director - Change for Children, Tolis Vouyioukas, Executive Director Children's Services	
4 Sep 2018	Voice of the Child and Young Person Inquiry	For the Committee to look at progress in implementing the outstanding recommendation(s) from the inquiry.	Sarah Hawkswood, Committee & Governance Advisor	
27 Nov 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Sarah Hawkswood, Committee & Governance Advisor	

Date	Topic	Description and purpose	Lead Service Officer	Attendees
Health & Adult Social Care Select Committee				
20 Mar 2018	Oxford Health	For Members to review mental health services across the County, including the recent contract for Continuing Healthcare provision to be provided by Oxford Health.	Liz Wheaton, Committee and Governance Adviser	
24 Apr 2018	Buckinghamshire, Oxfordshire and Berkshire West STP	For Committee Members to evaluate the progress made in relation to the BOBW Sustainability and Transformation Plan and the Accountable Care System - 12 months on.	Liz Wheaton, Committee and Governance Adviser	Attendees to be confirmed.
24 Apr 2018	Child Obesity Inquiry report	For Committee to approve the Child Obesity Inquiry report	Liz Wheaton, Committee and Governance Adviser	
24 Apr 2018	Developing Care in the Community - end of 12 month pilot	For Committee Members to evaluate the end of the 12 month pilot into the Community hubs which has been taking place in Thame and Marlow.	Liz Wheaton, Committee and Governance Adviser	Attendees to be confirmed.
22 May 2018	Director of Public Health Annual report	For Members to scrutinise the Director of Public Health's Annual report.	Jane O'Grady, Director of Public Health	
22 May 2018	Future GP provision	Item to be developed	Liz Wheaton, Committee and Governance Adviser	Attendees from the Clinical Commissioning Group and One Public Estate to be confirmed

Date	Topic	Description and purpose	Lead Service Officer	Attendees
22 May 2018	Hospital Discharge Inquiry - 12 month recommendation monitoring	For Members to review and assess the 12 month progress of the recommendations made in the Hospital Discharge Inquiry report.	Liz Wheaton, Committee and Governance Adviser	
24 Jul 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Liz Wheaton, Committee and Governance Adviser	
25 Sep 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Liz Wheaton, Committee and Governance Adviser	
20 Nov 2018	Work Programme Update	For Members to consider the Committee's work programme.	Liz Wheaton, Committee and Governance Adviser	

Date	Topic	Description and purpose	Lead Service Officer	Attendees
Transport. Environment & Communities Select Committee				
13 Mar 2018	Community Safety Partnership Plan	Members will monitor progress towards the 3 Year Community Safety Partnership Plan priorities and activities.	Kama Wager, Committee Adviser	Cath Marriott, Community Safety Manager
13 Mar 2018	Freight Strategy	PRE DECISION SCRUTINY Members will review and examine the feedback from public consultation and the plans for the new Freight Strategy before a key decision is taken to approve it. Members will consider whether it will provide the best possible protection for our local communities, while balancing the needs of the freight industry.	Antony Swift, Transport Strategy Officer	Mark Shaw, Cabinet Member for Transportation.
13 Mar 2018	Prevent Duty	To be developed.	Angie Sarchet, Communities Manager	
29 May 2018	Energy and Growth - Future Demand, Challenges and Income Generating Opportunities	(To be developed and confirmed) Members will examine the challenges and opportunities around energy supply and demand, and assess options for exploiting income generating opportunities in light of the future growth.	Edward Barlow, Head of Energy & Resources, Kama Wager, Committee Adviser	

Date	Topic	Description and purpose	Lead Service Officer	Attendees
29 May 2018	Growth; Is the Council Ready?: 6 Month Recommendation Review	Members will review and assess the progress towards implementation of the inquiry recommendations.	Rachel Wileman, Infrastructure Strategy Manager	
17 Jul 2018	Sustainable School Travel Inquiry: 12 Month Recommendation Monitoring	The Committee will review and assess the progress towards the recommendations made within the inquiry report, as agreed by Cabinet in April 2017.	James Gleave, Transport Strategy Manager, Joan Hancox, Head of Transport Strategy	Joan Hancox, Head of Transport Strategy
18 Sep 2018	Work Programme Update	For Members to discuss the Committee's work programme.	Kama Wager, Committee Adviser	
6 Nov 2018	Growth Inquiry; Is the Council Ready? 12 Month Recommendation Update	Members will review and assess the progress towards completion and implementation of the inquiry recommendations.	Rachel Wileman, Infrastructure Strategy Manager	

Report to Cabinet

Title:	Modern Slavery: What steps should the Council take to ensure it fully meets the responsibilities under the Modern Slavery Act 2015?
Date:	19 February 2018
Date can be implemented:	23 February 2018
Author:	Mr Steven Lambert, Chairman of Inquiry Group
Contact officer:	Kama Wager, Committee and Governance Advisor. 01296382615.
Local members affected:	All
Portfolio areas affected:	All

For press enquiries concerning this report, please contact the media office on 01296 382444

Summary

The Transport, Environment, Economy and Communities Select Committee undertook an Inquiry on Modern Slavery which examined the implications of the Modern Slavery Act 2015 ("the Act") for local authorities and the steps the Council should take in order to comply with its duties under the Act.

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment.' (Modern Slavery Strategy, 2014)

The inquiry group held evidence gathering sessions between September and November 2017 to develop the conclusions and recommendations highlighted within their report. During these evidence sessions they heard from a variety of witnesses including:

- Head of Community Wellbeing and Lead Officer for Community Safety
- Cabinet Member for Community Engagement
- The Heads of Safeguarding at BCC (Adults and Children)
- A BCC Social Worker working in the Swan Unit (CSE)
- Written evidence from BCC Executive Directors

- Thames Valley Police(Investigations lead, and Anti-Slavery Coordinator)
- Manager of Rahab, (Victim Service in Reading)

Under Section 52 of the Act, Councils have a key role to play in tackling modern slavery. This includes the identification and reporting of victims; training and awareness to improve identification; submission of intelligence to police; support for victims - adults and children, and tackling perpetrators as part of a multi-agency.

The Council also has duties to address modern slavery under other legislation. For example, Modern slavery is included as a category of abuse under the **Care Act 2014**. Duties include a duty to promote well-being including protection from abuse and neglect (section 1) and to carry out s.42(1) safeguarding enquiry's. **Section 17 of the Crime and Disorder Act** places a duty on local authorities to consider crime and community safety in all its decisions.

Furthermore, the requirements under the Act underpin the Council's strategic priority of "safeguarding our vulnerable". This highlights a commitment to protecting slavery victims as vulnerable people (regardless of legal duties). This crime is, and will be, affecting vulnerable residents and children in Buckinghamshire.

Our employees are an important resource and play a crucial role in identifying signs of slavery in their everyday work. It is essential that the Council is committed to preventing slavery and human trafficking in all of our activities to improve protection for victims.

The Committee's report (see Appendix) summarises our findings and makes 8 key recommendations which focus on the steps that Buckinghamshire County Council should take to demonstrate its moral commitment and leadership in this key policy area and its compliance with its duties under the Modern Slavery Act 2015.

Recommendation

1. **That the Council prepares a statement on anti-slavery and human trafficking which should be published on the Council's website and reviewed annually. Examples and guidance can be found in the appendices to this report.**
2. **That Business Unit Plans should explicitly identify any potential risk of slavery and human trafficking and the steps that will be taken to manage that risk.**
3. **That the Council should develop a training strategy for modern slavery and roll out training across the organisation. The strategy should:**
 - **Identify who should be trained, for whom training should be mandatory and what the training needs are (e.g. first responder, frontline staff)**
 - **Prioritise training for frontline staff in safeguarding teams and first responders.**
 - **Identify the best approach to training (e.g. face to face, online, e- learning, awareness campaigns).**
 - **Identify other key stakeholders/partners who should receive the training (the committee's further inquiry work may inform this).**
4. **That an internal awareness raising campaign for all Members and Council staff be initiated imminently, using resources available to local authorities on the government website (information can be found in the appendices).**
5. **That the Council should introduce a clear process and guidance for completing the national referral mechanism form and notification of potential victims of modern**

slavery form MS1. This guidance and links to the referral forms should be accessible on the Council's website.

6. We recommend that the Council should agree an appropriate approach to designated single points of contact for modern slavery and first responders across the whole of the Council. First responders should receive mandatory training on their role and the process for completing the NRM referral process.
7. We recommend that an agreed data collection process should be introduced to record internally, the referrals made to and by the Council. Dedicated lead officers/first responders should be responsible for collecting this data, which should be collated centrally by adults safeguarding.
8. We recommend that the pilot Victim Support service should be evaluated at 6 months and a report presented to the TEC Select Committee on the progress and outcomes of the pilot service.

Resource implications

The resource implications of all recommendations are to be considered as part of Cabinet's response to the Inquiry Report.

Progress Monitoring

The Transport, Environment and Communities Select Committee will monitor progress against the implementation of agreed recommendations at 6 and 12 month intervals.

Your questions and views

If you have any questions about the matters contained in this paper please get in touch with the Contact Officer whose telephone number is given at the head of the paper.

If you have any views on this paper that you would like the Cabinet Member to consider, or if you wish to object to the proposed decision, please inform the Democratic Services Team by 5.00pm on Friday 16 February 2018. This can be done by telephone (to 01296 382343), or e-mail to democracy@buckscc.gov.uk

What steps should the Council take to ensure it fully meets the responsibilities under the Modern Slavery Act 2015?

A Report by the Transport, Economy & Communities (TEC) Select Committee

Contact Officer: Kama Wager
Committee and Governance Advisor



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From the Inquiry Chairman

On behalf of the inquiry team, I would like to pass on our sincere thanks to those who gave up their valuable time to talk to us and provided us with a greater insight into this important area of work.

Councils have a key role to play in tackling and modern slavery, including identifying and supporting victims and working in partnership locally to do so.

We are reassured by the efforts that we, and our partners in Buckinghamshire are putting into this policy area and their dedication to drive this important work forward.

During the course of the inquiry into the Council's duty, we were very pleased to hear of the significant development that funding had been secured to set up a pilot victim service in Buckinghamshire, provided by RAHAB, which will start in March 2018.

In the light of this positive step, we have agreed that the planned second stage of our inquiry is no longer necessary and that a review in six months, as part of the Select Committee process, would provide a robust review of the pilot service.

This report summarises our findings and makes eight key recommendations which focus on the steps that Buckinghamshire County Council should take to demonstrate its moral commitment and leadership in this key policy area and its compliance with its duties under the Modern Slavery Act 2015.

-Steven Lambert 23rd January 2018



Methodology

- See scope in [Appendix 1](#).

We held two evidence sessions and heard from:

- Head of Community Wellbeing and Lead Officer for Community Safety
- Cabinet Member for Community Engagement
- The Heads of Safeguarding at BCC (Adults and Children)
- A BCC Social Worker working in the Swan Unit (CSE)
- Written evidence from BCC Executive Directors
- Thames Valley Police(Investigations lead, and Anti Slavery Coordinator)
- Manager of Rahab, (Victim Service in Reading).

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment.’ (Modern Slavery Strategy, 2014)



Modern Slavery; Its Closer than you think and the Council has a key role to play.

The Council's strategic priority of “safeguarding our vulnerable” is a commitment to protecting slavery victims as vulnerable people (regardless of legal duties). This crime is, and will be, affecting vulnerable residents and children in Buckinghamshire.

- This film developed by the Independent Anti Slavery Commissioner explains the Council role: <https://www.youtube.com/watch?v=>
- This film, developed by the Home Office, includes information on how to spot potential victims, how they may be exploited and what can be done to help free the UK from Modern Slavery.
https://www.youtube.com/watch?v=Jv1H_fAoOG4
- The LGA released [guidance](#) for Councils on 21st December 2017. We had completed our evidence gathering and complied our recommendations by this time. We were reassured that the recommendations we made were in line with those highlighted within this guidance (see appendices).



Local Context

The police told us that:

- It is **estimated there are 2500** victims in the Thames Valley.
- However, only 24 NRM referrals for this year – significant underestimate.
- No understanding of prevalence in Buckinghamshire specifically.
- Ages of victims range from 17-59.
- Last year in Thames Valley, **the majority of victims were UK nationals**. Nationalities include Vietnamese, Nigerian, Gambian, Sudanese, Eritrean, Polish, Ugandan, Cameroon, British, Chinese, Ivory Coast
- Predominant exploitation types are Labour Exploitation, Forced Criminality and Sexual Exploitation.

The role of the local authority is identification and reporting of victims; training and awareness to improve identification; submission of intelligence to police; support for victims - adults and children, tackling perpetrators as part of a multi-agency approach (LGA and the Independent Anti Slavery Commissioner).



National Context:

- The Home Office estimate between 10,000-13,000 victims of modern slavery nationally, but likely to be a significant underestimate.

Modern Slavery Act 2015. Section 52 imposes obligations on local authorities.

- Identified as one of the specified 'First Responders'. This imposes a ['duty to notify'](#) the Secretary of State if there are reasonable grounds to believe a person may be a victim of trafficking or slavery.
- If the individual is happy to be identified you make a referral to the [National Referral Mechanism](#) (NRM), which records victims and provides them with access to tailored support and protection for a set time. Children are mandatory referrals.
- If the individual wishes to remain anonymous you should complete a duty to notify form (MS1 form), providing intelligence.

Care Act 2014 : Modern slavery included as a category of abuse. Duties include e.g. duty to promote well-being including protection from abuse and neglect (section 1) and to carry out s.42(1) safeguarding enquiry.

Section 17 of the Crime and Disorder Act places a duty on local authorities to consider crime and community safety in all its decisions.



Summary of Findings 1

Strengths

- ✓ The Adult Exploitation Strategy 2017-2020 (includes modern slavery) was agreed on 2nd November 2017 by the Safer Stronger Bucks Partnership Board.
- ✓ An Anti Slavery Partnership Network was established in May 2017, combined with Adult Exploitation network in Oct 2017.
- ✓ Funding secured for a victim service to be piloted in Bucks, to start in March 2018.
- ✓ Approx. 375 people trained (multi-agency).
- ✓ Attendance at a LGA conference on Modern Slavery in January, demonstrated that proactive partnership activity in Buckinghamshire is progressing at a good pace.



Summary of Findings 2

Weaknesses

- ✘ Lack of a corporate modern slavery statement/statement of intention
- ✘ Lack of widespread awareness amongst staff about how to identify and report victims of modern slavery (only 64 out of 375 were BCC staff).
- ✘ Lack of accessible (website) information, guidance for Council staff on the duties, their role and the process for referring victims.
- ✘ Lack of dedicated leads and corporate data collection.
- ✘ Current lack of a victim service and understanding of prevalence.



Key Findings: Council Strategy and Plans 1

Section 54 of the Modern Slavery Act:

- Deals with transparency in supply chains and requires “commercial organisations” with an annual turnover of more than £36m to publish an annual “slavery and human trafficking statement”.
- S54 does not currently apply to the public bodies. It is, however, good practice for public bodies to publish statements. TVP is producing one, other local authorities, have done so (see appendices for examples).
- The Council has not yet published a corporate modern slavery statement. However, the procurement process asks suppliers to identify how they meet the S54 requirements.



Key Findings: Council Strategy and Plans 2

Section 17 of Crime and Disorder Act (CDA):

- The Head of Community Safety told us that Business Units Plans should identify risks of modern slavery within their services and how these will be managed.
- This would fall under the obligation for all Council services to consider modern slavery under the duty imposed under S17 CDA.
- Current Business Unit plans do not explicitly identify risks of modern slavery within the service and how they will be managed. The Head of Safeguarding told us that their plans would incorporate specific reference in the 2018/19 plans.
- TEE told us, they have an action in their service outcomes, in relation to the prevent agenda, to: “Enhance crime awareness ...by providing training ...” which could be considered for modern slavery.



Recommendations – 1&2

The Committee felt that the Council should follow good practice and produce a statement. The statement should express the Council's attitude to modern slavery offences and set out expectations of Council staff and those with whom we do business.

Recommendation 1: That the Council prepares a statement on anti-slavery and human trafficking which should be published on the Council's website and reviewed annually. Examples and guidance can be found in the appendices to this report.

To support this statement;

Recommendation 2: That Business Unit Plans should explicitly identify any potential risk of slavery and human trafficking and the steps that will be taken to manage that risk.



Key Findings: Training and Awareness 1

The committee heard that:

- There is a lack of awareness of the role of Council staff in meeting the S52 duty.
- 375 multi-agency people trained - only 64 of these were BCC staff.
- Home Office resources are available to raise awareness within local authorities.
- Adult safeguarding have received no referrals this year and only had 1 last year; National Crime Agency figures for NRM and MS1 referrals over the last two years shows BCC have not submitted any MS1 forms, and only 1 NRM referral.
- There is currently no guidance on the Council intranet for staff about modern slavery, how to identify and report victims, nor links to the NRM/MS1 forms.



Key Findings: Training and Awareness 2

- All of our witnesses emphasised how safeguarding teams are crucial to identification of victims within the Council.
- The Heads of Safeguarding and the manager of Rahab told us that the current lack of awareness means that;
 - a) victims may not be recorded through the NRM (e.g. often the case with children, who are automatically supported via statutory safeguarding criteria);
 - b) there is a risk that adult victims who don't meet statutory criteria are overlooked.
- Unless staff identify them as a modern slavery victim, then opportunities to signpost them to relevant help will not be initiated and NRM/MS1 forms will not be completed.

Council staff play a crucial role in identifying signs of slavery in their everyday work. We need to foster professional curiosity to encourage the identification and reporting of victims.



Recommendations – 3,4,5

Recommendation 3: That the Council should develop a training strategy for modern slavery and roll out training across the organisation. The strategy should:

- Identify who should be trained, for whom training should be mandatory and what the training needs are (e.g. first responder, frontline staff)
- Prioritise training for frontline staff in safeguarding teams and first responders.
- Identify the best approach to training (e.g. face to face, online, e- learning, awareness campaigns).
- Identify other key stakeholders/partners who should receive the training (the committee’s further inquiry work may inform this).

Recommendation 4: That an internal awareness raising campaign for all Members and Council staff be initiated imminently, using resources available to local authorities on the government website (information can be found in the appendices).

Recommendation 5: That the Council should introduce a clear process and guidance for completing the national referral mechanism form and notification of potential victims of modern slavery form MS1. This guidance and links to the referral forms should be accessible on the Council’s website.



Key Finding: Referrals and Data Collection 1

The Committee heard that:

- The Council does not currently have an agreed approach to recording of data of the NRM/MS1 referrals it makes as an organisation.
- Reading Borough Council collect data internally enabling them to monitor sources of referrals, and identify training needs through lack of referrals from service areas.
- Importantly, it is a record of those who do not agree to the NRM that require recording (should complete MS1 form), to better understand prevalence in Reading – a key issue e.g. Jan 16 - Nov 17 the NRM data suggested 6 victims but Rahab had 135 in Reading.
- This data is required to inform the level of service required going forward (Adults safeguarding and Rahab).



Key Finding: Referrals and Data Collection 2

- In Reading, dedicated first responders are responsible for collecting data on referrals made in their service areas. Heads of Service are the designated single points of contact and first responders for modern slavery.
- Thames Valley Police have single points of contact across the force who are dedicated first responders, and fully trained in completing NRM referrals.
- The benefits of this approach are; it promotes joined up working; key liaison points; easy to identify who to train when someone leaves (Rahab).
- The Council does not currently have an agreed approach to first responders (Community Safety).



Recommendations – 6,7

Recommendation 6: We recommend that the Council should agree an appropriate approach to designated single points of contact for modern slavery and first responders across the whole of the Council. First responders should receive mandatory training on their role and the process for completing the NRM referral process.

Recommendation 7: We recommend that an agreed data collection process should be introduced to record internally, the referrals made to and by the Council. Dedicated lead officers/first responders should be responsible for collecting this data, which should be collated centrally by adults safeguarding.



Key Findings – 4 Victim Support Service 1

The Heads of Community Safety and Safeguarding told us that:

- There is currently no victim service for Modern Slavery or Exploitation.
- This was a significant hindrance from the police perspective.
- If we are to successfully support victims, encourage them to go through the NRM and identify offenders we need to have a service tailored around the victim and their complex needs. (Adults Safeguarding, Rahab).
- In the later stages of our inquiry we were informed that the Council's Community Safety team had successfully secured funding from the Police and Crime Commissioner to pilot a victim service in Bucks which will start in March 2018 (which will be delivered by Rahab).



Key Findings – 4 Victim Support Service 2

The Head of Community Safety and the Manager of Rahab (who will be delivering the service) told us that:

- The main focus of the pilot service will be to shape the service and level required by identifying potential prevalence.
- A victim service will play a significant role in ensuring that potential victims do not slip through the net (from all witnesses).
- Adults safeguarding will be able to identify people who do not meet their statutory criteria and refer them into the victim service.
- Adults safeguarding, unlike children's, do not offer long term support, their role is to signpost people.

Whilst we spoke a lot about the good practice of Reading, we recognise that Bucks have developed their response in the absence of a pilot victim service up until this point.



Recommendation – 8

The Committee recognise the significant value of having a dedicated victim support service, and we are really pleased that there will be a pilot service running in Buckinghamshire from March 2018.

We were told that the focus of the pilot will include establishing prevalence, identifying the need, shape and demand for a service going forward.

In light of this positive development, the Committee agreed that the second stage of the inquiry was no longer necessary. We will review the progress of the pilot service and the level of demand (prevalence) after 6 months.

Recommendation 8: We recommend that the pilot Victim Support service should be evaluated at 6 months and a report presented to the TEC Select Committee on the progress and outcomes of the pilot service.



Other Observations

Members believe that strategies for modern slavery should not be separate for children and adults. Whilst there is a joint protocol that seeks to set out how boards will work together, it was recognised by children's safeguarding that they need to improve joint working with the adults strategy (in particular around Transitions; children's to adults services).

We felt that a test purchase exercise may be appropriate once the victim service is established, to test the council's processes and pathways from a victim perspective to ensure they are fit for purpose.

A key issue highlighted was missing children and unaccompanied asylum seekers. TVP are starting a pilot in Oxfordshire to look at this issue.

In Hampshire, Children's safeguarding complete an age assessment and trafficking assessment at the start, to identify if individuals are victims of modern slavery. This could be replicated in Bucks.

Raising awareness of Modern Slavery within schools and education providers, who are well placed to identify potential child victims would be valuable.



Appendices

1. [Inquiry Scope](#)
2. [Evidence Session 12th September Webcast](#)
3. [LGA Modern Slavery Information and Guidance for Local Authorities](#)

4. **Modern Slavery statements – Recommendations 1 and 2:**
 - [Guidance on producing Modern Slavery Statements.](#)
 - [East Lindsey City Council](#)
 - [Nottingham City Council](#)
 - [Yodel](#)
 - [Marks and Spencer](#)

5. **Recommendations 3 and 4**
 - [Home Office Guidance for Modern Slavery](#)
 - [Home Office Awareness](#)
 - [Salvation Army Toolkit](#)

6. **Recommendation 5:**
 - [National Crime Agency Figures for NRM and MS1](#)
 - [MS1 form](#)
 - [National Referral Mechanism referral form](#)



Report to Cabinet

Title:	Ofsted inspection of Children's Services
Date:	Monday 19 February 2018
Date can be implemented:	Friday 23 February 2018
Author:	Cabinet Member for Children's Services
Contact officer:	Tolis Vouyioukas
Local members affected:	(All Electoral Divisions);
Portfolio areas affected:	All Portfolio areas

For press enquiries concerning this report, please contact the media office on 01296 382444

Summary

In November 2017, Ofsted re-inspected Children's Services under the single inspection framework, following the inadequate judgement received in 2014. This inspection found that the overall judgement of Children's Services remains inadequate. The report was published on Monday 29 January 2018. The report can be accessed here;

https://reports.ofsted.gov.uk/sites/default/files/documents/local_authority_reports/buckinghamshire/056_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf

Since the previous inspection, Ofsted judged that services for children in need of help and protection, and for children looked after had not improved quickly enough or consistently. Ofsted also found that there continue to be critical weaknesses in some parts of the service. Overall, the report highlights that the local authority has not made sufficient progress since 2014. The council accepts that some children are still not having the right help and support that they need at the time when they need it most.

It is important to note that the report also highlights improvements the council has made and our continued commitment to improve. For example, our adoption services are judged to be good and inspectors recognised our efforts to recruit social workers and improvements in our multi-agency safeguarding hub.

Ofsted found that children are now a top priority for the council and significant financial investment has been made in services for children and families. Inspectors also referred to areas of progress in response to previous monitoring visits by Ofsted; however, the majority of these improvements were recent and too early to evidence a sustained positive impact for children.

Recommendations

(I) Cabinet to consider the outcome of the recent Ofsted inspection.

A. Narrative setting out the reasons for the decision

1. The purpose of this report is to bring to Cabinet the outcome of this inspection, background information, key areas of progress since 2014, the areas which remain of concern and the immediate actions already taken.
2. The inspection judged the overall performance of Children's Services as inadequate. Children in need of help and protection, children looked after and leadership, management and governance were judged to be inadequate, whilst adoption was judged to be good and the experience and progress of care leavers as requiring improvement.

Background:

3. Buckinghamshire was judged to be inadequate by Ofsted following an inspection that took place in June 2014. It was judged to be inadequate for services for children in need of care and protection and for children looked after and achieving permanence. Adoption performance and the experiences and progress of care leavers were judged to require improvement. Leadership, management and governance were judged to be inadequate, as was the effectiveness of the Local Safeguarding Children Board.
4. In 2014 failures in safeguarding services were said to be widespread and serious. Key areas of social work practice had fundamental weaknesses, including assessment, child protection, management oversight and supervision. As a result children and young people were left at risk of harm. There was a long standing problem of a high level of unallocated cases.
5. In November 2014 the Secretary of State issued a statutory Improvement Direction to the council. The authority was directed to address and remedy, without delay, each of the points or areas outlined in the Ofsted inspection report as priority and immediate actions. 15 such actions were identified in the Ofsted report.
6. An Improvement Board was established in January 2015 and was initially chaired by then Chief Executive to closely monitor the development and delivery of an improvement plan. In October 2015, John Goldup was appointed by the Department for Education (DfE) as an independent chair and was responsible for reporting progress to the Secretary of State. The Board met monthly during the first year and quarterly in subsequent years.
7. In addition to the improvement board activity, Ofsted also carried out 4 monitoring visits between August 2016 and July 2017. Each visit acknowledged some areas of strength and progress; however, a reoccurring theme was that improvements were not achieved consistently or as swiftly as needed.

The following areas of progress are reflected in the November 2017 Ofsted inspection report:

8. The recent appointments of an experienced Director of Children's Services (DCS), chief executive, new cabinet portfolio holder for Children's Services and the continued support of the leader of the council now provides the local authority with a strong senior leadership team that is committed to accelerating the pace of improvements for children.
9. Children are now a top priority for the council and significant financial investment has been made in services for children and their families.
10. Inspectors found clear improvements in arrangements for corporate parenting, with a comprehensive induction, training and ongoing briefing programme in place.
11. The vast majority of referrals from partners are of good quality, enabling prompt decision-making about next steps.
12. Children who are vulnerable as a result of going missing now receive timely and thorough interviews on their return to home or care. Return home interviews are timely and of good quality
13. The Local Authority Designated Officer (LADO) provides a timely and effective response to concerns about adults who work with children. Work to raise awareness of the designated officer role to ensure a full understanding of professionals' responsibilities has taken place with a wide range of professionals.
14. Foster carers are assessed, trained, approved and supported well. Conscientious, dedicated supervising social workers support carers carefully and record their work correctly.
15. The availability, quality and breadth of adoption support are a considerable strength in Buckinghamshire. Adopters receive excellent support, when required.
16. Assessments of potential adopters are well written, with carefully considered analysis and reflection.
17. Children looked after are making appropriate progress in their level of development at the different key stages. The difference in achievement between children looked after in Buckinghamshire and their peers is decreasing.
18. Care leavers receive good support that enables them to continue with their education or find employment or training.
19. The virtual school's careful monitoring of personal education plans gives children good support with their education, allowing them to make suitable progress in line with their level of development.
20. The partnership and transition arrangements through the virtual school and with the local college are very effective.
21. The quality of audits seen by inspectors on cases tracked during the inspection has improved, accurately identifying all areas of weaker practice. Inspectors saw some areas of improvement.

The report clearly identifies the following areas of concern:

22. Overall, progress in improving services for children in Buckinghamshire has been inconsistent and too slow. Some children are still not having the right help and support that they need at the time when they need it most.
23. There are widespread and serious weaknesses in services to safeguard children. These weaknesses span some social work teams. Risks are not always recognised, and weak managerial oversight at all levels is a common feature in too many children's cases.
24. There continue to be critical weaknesses in the service to children looked after. This has resulted in a small number of children experiencing further significant harm while in care. A few children have continued to live in neglectful circumstances and some have not had all their basic needs met.
25. Despite a concerted effort to stabilise the workforce, children still have too many changes of social workers. This, coupled with high caseloads in some teams, makes it difficult for children to build meaningful relationships with their allocated worker.
26. Social work practice is not always sufficiently child focused. Social work intervention is not sufficiently responsive to changing and increasing risk, particularly when children experience neglect or are exposed to domestic abuse.
27. Many plans are ineffective. They do not demonstrate a full understanding of risks to children or their unique individual needs, and are not responsive to changes in circumstances.
28. Managers at all levels lack the necessary rigour to ensure that children's plans are progressed. As a result, some children experience delay in becoming looked after and others remain in unacceptable situations for too long.
29. At 33%, the re-referral rate remains high compared to the England average (22%) and that of statistical neighbours (21%). Inspectors found that inconsistent practice, poor management oversight and the closing of children's cases prematurely are key contributors to high re-referral rates.
30. The prevalence of domestic abuse is one of the local authority's biggest challenges. It is a risk factor for 62% of children who are subject to a child protection plan. Services available to support children and their parents are insufficient, with many having waiting times of several months.
31. Assessments are too descriptive of families' circumstances and lack insight into the child's experience.
32. Significant information is not always included in assessments and, for these children, the resulting plans and interventions are often vague and generalised.
33. Management oversight in the majority of children's cases is of serious concern.
34. Arrangements for the support and oversight of children looked after who are living at home under placement with parents' regulations is not sufficiently diligent.
35. In too many cases a lack of professional curiosity has adversely affected decisions about the safety and well-being of children. Basic questions about historical events or children's current circumstances are not explored and evaluated.

Immediate actions already taken:

36. During the inspection, an action plan was promptly developed and presented to Ofsted to deal with the immediate and emerging concerns raised by inspectors.
37. This has been strengthened since the publication of the report to ensure it fully incorporates the 10 recommendations Ofsted made. The plan itself may be subject to change following an action planning visit with Ofsted on Wednesday 28th February 2018.
38. In addition, an operational improvement plan has been developed to ensure that any action taken is embedded consistently in practice across all social work teams.
39. An urgent review to ensure that monitoring and visiting arrangements to all children looked after in placements with parents are sufficiently robust to ensure their safety has occurred.
40. Senior Managers are meeting weekly to check actions are being completed on time and that team managers are effectively overseeing cases to drive children's plans.
41. The use of practice forums has been strengthened to support staff in capturing the learning from audits in order to influence and change practice.
42. An external provider has been commissioned to deliver mandatory training on professional curiosity for all social work staff and managers. In addition, they will be also be involved in the implementation of action learning sets across all core social work team focussing on this topic and management of risk.
43. A review has commenced of all children in need cases to provide assurance that children are safe and that plans are effective and address any identified risks.
44. Increased scrutiny of weekly reports to monitor caseloads.
45. Weekly observations of social work team meetings introduced to immediately intervene where the potential for drift and delay is evident.
46. Risk assessment tools have been made readily available for all staff.
47. Peer development sessions, regular observations and monthly auditing introduced to ensure that there is a consistent understanding amongst child protection conference chairs and independent reviewing officers on the identification and management of risk, including escalation where necessary.

Next steps:

48. As the Local Authority has been judged inadequate for the second time, the DfE will appoint a commissioner in the coming months. Their task will be to assess the council's capacity and capability to improve its Children's Services in a reasonable timeframe. Three months after their appointment, they will report to the DfE with a recommendation about the future of Children's Services in Buckinghamshire.
49. In addition, Ofsted will also carry out monitoring activity that includes an action planning visit, quarterly monitoring visits and a re-inspection. The monitoring visits may not be equally spaced throughout the year and the date of the first visit will be agreed as part of the action planning visit on Wednesday 28th February 2018. The monitoring visits

will focus on where improvement is needed the most and we anticipate between 4 and 6 visits before a re-inspection.

50. The Ofsted report acknowledges the commitment from both elected members and the senior leadership team in prioritising Children's Services. This political and corporate commitment will only be strengthened as the council implements the recommendations made by Ofsted.

B. Other options available, and their pros and cons

N/A

C. Resource implications

To ensure that all the actions identified above can be taken forward in a timely manner some non-recurring funding will be required, including having a small improvement team. This will be funded from a 'Major Projects' earmarked reserve and will not exceed £500,000.

It is also worth noting that the council is confident that the current level of funding across children's social care compares favourably to our nearest neighbour groups.

D. Value for Money (VfM) Self-Assessment

It is important to allocate resources to our top priorities and ensure we achieve the outcomes required to secure improvements identified in the Ofsted report.

E. Legal implications

The local authority must carry out its statutory obligations in respect of safeguarding Children and Young People, as set out in the Children Act 2004 and in 'Working Together to Safeguard Children'.

F. Property implications

There are no property implications.

G. Other implications/issues

If the council does not respond in a way deemed appropriate by the DfE, they may advise ministers to take further action. There is a presumption in cases of persistent or systemic failure that children's social care services will be removed from local authority control, for a period of time, in order to bring about sustainable improvement, unless there are compelling reasons not to do so. The commissioner will assess whether there is sufficiently strong evidence to suggest that long-term sustainable improvement to children's social care can be achieved should services continue to remain with the council.

H. Feedback from consultation, Local Area Forums and Local Member views

N/A

I. Communication issues

Prior to and after the publication of the Ofsted report, all Children's Services staff were invited to a briefing session to share the findings of the inspection. Further sessions have also been held for all staff across the organisation and partner agencies.

J. Progress Monitoring

Oversight of progress and key deliverables will be monitored weekly through the Ofsted Action Plan group, chaired by the Executive Director of Children's Services. In addition, the Corporate Management Team will hold monthly meetings to review progress against the plan, chaired by the Chief Executive of the Council with the Cabinet Member for Children's Services in attendance. Update reports will also be provided to Cabinet regularly. The Children's Social Care & Learning Select Committee will also play a key part in scrutinising progress.

K. Review

N/A

Background Papers

Appendix 1: High Level Action Plan

Your questions and views

If you have any questions about the matters contained in this paper please get in touch with the Contact Officer whose telephone number is given at the head of the paper.

If you have any views on this paper that you would like the Cabinet Member to consider, or if you wish to object to the proposed decision, please inform the Democratic Services Team by 5.00pm on Friday 16 February 2018. This can be done by telephone (to 01296 382343), or e-mail to democracy@buckscc.gov.uk

BUCKINGHAMSHIRE COUNTY COUNCIL CHILDREN'S SERVICES

OFSTED SIF INSPECTION HIGH LEVEL ACTION PLAN - 07/02/18 (first version originally produced during the inspection)

Priority Area	Actions	Lead Officer	Timeline
1. Management Oversight	a. Take immediate action to improve the quality of management oversight through the use of individual meetings with team managers to reinforce expectations in what good management oversight looks like. (Recommendation 1)	Service Director & Heads of Service	28 th February 2018
	b. Capture and disseminate the learning from cases where management oversight is weak and cases where it is strong to ensure that the learning has been applied into practice.	Service Director & Head of Quality Standards and Performance	30 th March 2018
	c. Introduce senior manager weekly meetings to check actions are being completed on time with evidence of management oversight driving children's plans.	Service Director	Immediate and ongoing
	d. Ensure that management interventions, including escalations and alerts by child protection chairs and independent reviewing officers, are clearly recorded on children's files and that these actions are followed through. (Recommendation 1)	Head of Quality Standards and Performance	30 th March 2018
	e. Ensure that all written records are clear and up to date, and accurately identify the circumstances of children and their families. (Recommendation 5)	Heads of Service	30 th March 2018
2. Child Protection & Reviewing Service	a. Complete a training and development inventory of the Independent Reviewing Officers and Child Protection Conference Chairs to identify training needs and gaps.	Head of Quality Standards and Performance	Completed

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	b. Carry out a review on case by case basis of the performance of Child Protection Conference Chairs to ensure there is a clear understanding of the appropriate identification and management of risk and the role of partners in decision making.	Head of Quality Standards and Performance	30 th March 2018
	c. Ensure that Child Protection Chairs and Independent Reviewing Officers always refer to significant harm and record decisions accordingly.	Head of Quality Standards and Performance	Immediate and ongoing
3. Professional Curiosity	a. Commission an external provider to deliver mandatory training on professional curiosity/healthy scepticism for all social work staff and managers.	Head of Children's Joint Commissioning	30 th March 2018
	b. In a planned way, introduce action learning sets across all tiers, taking a whole systems approach to ensure practice is swiftly embedded.	Head of Quality Standards and Performance	30 th March 2018
4. Assessment and Planning	a. Undertake a review of all child in need cases to provide assurance of the safety of children and that their plans appropriately address the identified risks.	Head of Quality Standards and Performance	1 st June 2018
	b. Further imbed the Strengthening Families Framework model of approach to strengthen the quality and consistency of assessment and planning.	Service Director	30 th March 2018
	c. Team Managers to drive the implementation of children's plans and provide the evidence that they are delivering the right outcomes for children.	Heads of Service	Immediate and ongoing
	d. Ensure that appropriate support is in place to meet the needs of children when child protection plans end and also when children return home from care. (Recommendation 2)	Head of Children's Safeguarding Services	30 th March 2018

	e. Ensure that care plans for children reflect their diverse needs and individual identities, and are realistic about achieving change. (Recommendation 4)	Heads of Service	30 th March 2018
	f. Review the procedures for accommodating and supporting unaccompanied asylum-seeking children, including those who arrive outside office opening hours, to ensure that their immediate needs and vulnerabilities are appropriately assessed. (Recommendation 7)	Head of Children's Care Services	30 th March 2018
5. Supervision	a. Urgently introduce weekly half hour surgeries in each area office to check manager compliance with agreed supervision standards.	Heads of Service	Completed
	b. Team Managers to provide weekly updates to Heads of Service on compliance with supervision standards and actions taken to address non-compliance.	Heads of Service	Completed
6. Drift and Delay	a. Introduce observations of social work team weekly touchdown meetings to immediately intervene where potential for drift and delay is evident. These observations to include whether or not it is understood across the service that prompt decisions need to be made to keep children safe and secure and in a stable family environment.	Service Director & Heads of Service	Completed
	b. Take action to ensure that monitoring and visiting arrangements to all children looked after in placements with parents are sufficiently robust to ensure their safety and progress until these arrangements are formally resolved. (Recommendation 6)	Service Director & Head of Children's Care Services	30 th March 2018
	c. Ensure that all care leavers have full information about their health histories and what they can expect during their time in care and on leaving care, including information about advocacy and complaints. (Recommendation 8)	Head of Children's Care Services	30 th March 2018

	d. Apply an appropriate audit tool to ensure that qualitative analysis, alongside quantitative compliance auditing, measures effectively the improvements, impact and outcomes for children. (Recommendation 9)	Head of Quality Standards and Performance	30 th March 2018
7. Training and Development	a. Develop and sustain a culture of diligence where all managers are held to account in making sure their staff attend and participate in mandatory training. This must be measured both in supervision and the quality of their work in improving outcomes. (Recommendation 10)	DCS & Senior Leadership Team (to be covered also in Directorate wide staff briefings throughout the year)	Commence January 2018
	b. Immediate communication to Children's Services managers to remind them that all safeguarding training is mandatory.	DCS	Completed
	c. Staff to be encouraged to disseminate learning to colleagues in team meetings.	Service Director & Heads of Service	Immediate and ongoing
	d. Use of development centre to develop competent and confident staff who achieve positive outcomes and can model good practice.	DCS & Executive Director Resources / Assistant Chief Executive	30 th April 2018
8. Workforce	a. Review of resource allocation to ensure compliance with caseload targets as defined in the department's caseload policy.	Head of Quality Standards and Performance	1 st June 2018
	b. Review management tiers in social care teams.	DCS & Service Director	30 th April 2018
9. Management of Risk	a. Use case examples where the management of risk was not effective to highlight the adverse impact this can have on a child's needs. Make best use of good examples of practice where risk has been managed well.	Heads of Service	Completed

	<p>b. Make readily available to Social Workers the suite of risk assessment tools so that they routinely and consistently identify risks to children and how they should be managed.</p>	<p>Heads of Service</p>	<p>Completed</p>
	<p>c. Improve the quality of assessment and planning to ensure that risk is identified and responded to promptly, especially when risks escalate. Ensure that assessments and plans identify the unique needs and experience of each individual child, particularly when they are part of a large family of brothers and sisters. (Recommendation 3)</p>	<p>Heads of Service</p>	<p>30th March 2018</p>

