

County Council



Cabinet Member Reports

11a. REPORT OF THE LEADER OF THE COUNCIL

Modernising local government in Buckinghamshire

Following Council's decision on the 22nd September to support a new single, countywide unitary council, we have now submitted our proposal to the Department for Communities and Local Government. We await their comments and hope for a response early in the new year.

In July we offered every Town and Parish Council in the County the opportunity to have a presentation from the County Council to discuss our business case. Over the last few months we have attended over 82 meetings with representatives from 96 Town and Parish Councils. Every Council has expressed their appreciation at time being spent (by Members and officers) to listen and debate the options. A reoccurring theme is the need for radical change along with support for community hubs, community boards and area planning committees. Discussions centred on possible advantages and challenges of devolution, the scope for increased efficiency and cost-savings, and the various services which might benefit from a unitary solution. Towns and parishes all want a local approach to local government and a Council that will be responsive to resident's needs at a local level. More meetings are planned we expect to have engaged with 109 Town and Parish Councils by Christmas. All Members have been invited to attend meetings in their division.

We have continued to seek a consensus with our Districts colleagues. As previously noted, District Leaders had commissioned a report by management consultants Deloitte. This was published on the 10th October. An extensive meeting has subsequently been held with District Leaders, Deputy Leaders, Chief Executives and other District officers to identify areas of consensus. It has been agreed that there is a need to change as identified in the Deloitte's Report. There was also agreement on the main options of one, two or three unitary councils, with or without pan-county geography 'delivery bodies'. There was broad consensus on the main criteria to evaluate the options, although no agreement on the relative significance of individual factors. Sadly, there was no agreement on a single 'preferred option'. District colleagues were clear that at present they do not have a preferred option but will now need to undertake further work to refine their Business Case to identify one.

Financial update

The financial position for September indicates an overspend of £4.9m on our service expenditure headings. However, across the Council this pressure is being mitigated through underspends in corporate costs. Balancing our budgets is our biggest focal point. The Chief Executive has a strong framework in place and I am pleased to see robust planning and scrutiny of every aspect of our budgets. We need to continue to be creative and innovative as well as ensuring extremely tight controls on our actions plans. The latest forecasting position shows the continued challenges within Children's Social Care areas with an increase in placements / costs of placements, agency staff spend and difficulty recruiting permanent staff and increased demand on high needs

budgets including client transport (SEN). Despite recruitment drives to attract permanent social workers, rather than rely on agency staffing, the significant national shortage of social workers is keeping turnover rates high and making it very difficult to make significant headway. The main area of financial pressure is for taxi transport for our most vulnerable and complex client groups.

Following budget building by the Member-led Portfolio Groups, Cabinet Members are scrutinising all proposals for the budget for the next 4 years, and taking steps to address current budget pressures as part of this process. The County Council has accepted the Secretary of State's offer of a four year settlement, however there are still significant uncertainties in the external environment. The Chancellor's Autumn Statement in late November will provide some national context into public finances, and the potential impacts upon the authority. Our draft budget and capital programme will be presented to Cabinet on 12th December, which will then be presented to the FPR Select Committee for scrutiny in early January.

Parish and Town Council referendum consultation

We regularly respond to government consultations to ensure challenge and context to any proposals. A recent consultation surrounding proposals that forced Town and Parish Councils to hold costly referendums over increases in tax have been opposed by several organisations both regionally and nationally. Currently principal authorities such as District and County Councils hold a referendum if they want to raise tax by more than 2%. However, the proposal wanted to introduce the same rules for many Towns and Parishes.

Whilst not supporting or advocating high or excessive increases in Town or Parish precepts, the County has opposed the imposition by central government of a de facto cap on precepts. We believe that council tax setting should be left to local councillors who should be accountable to their electorates. Local Parish and Town Councils are an important part of communities and local democracy. There is a danger capping limits the opportunities councils can offer and jeopardises opportunities for local government to work together to find innovative new service delivery models. The cost of holding a referendum would often be more than the proposed increase which would not only be unfair but a waste of money.

Local Parish Awards

As an example of our Parish Councils' excellent work, I would like to take the opportunity to congratulate Chris Brown, a member of Cholesbury-cum-St Leonards Parish Council for the last 17 years, on being recognised for the excellent work local councillors play in our communities. On the 1st November Chris won the national honour at the Local Government Information Unit's Councillor Achievement Awards 2016. Deputy Cabinet Member for Education and Skills, Noel Brown nominated Chris for his outstanding work in supporting the community, in particular tackling social isolation. Congratulations extend to Derek Lacey of Chesham Town Council who was awarded an Honourable Mention and Vicki Smith of West Wycombe Parish Council who made the final shortlist.

Health and Wellbeing Board update

The Health and Wellbeing Board last met on 15th September and received a progress report on the Buckinghamshire Health and Care System Plan, which encompasses a large scale programme of transformation for health and social care organisations across the County. This area of work will become increasingly important to the Health and Wellbeing Board as partners work together with patients and the public, to

transform the way in which local services and care are provided to ensure our local communities are the healthiest they can be.

The board also considered the headline data emerging from the Joint Strategic Needs Assessment (<http://www.healthandwellbeingbucks.org/what-is-the-jsna>) and agreed the overarching objectives and priority actions for the refresh of the Joint Health and Wellbeing Strategy. The draft strategy document is currently on the Health and Wellbeing Board website (<http://www.buckscc.gov.uk/healthy-living/buckinghamshire-health-and-wellbeing-board/joint-health-and-wellbeing-strategy>) for comment until 22nd November. Lead commissioners are currently working on the action plans to deliver the strategy over the next five years. The Board will consider feedback from engagement activity at its next meeting before formal sign off of the priority areas.

The next meeting of the Health and Wellbeing Board will take place on 15 December. As well as the JHWBS refresh and the Buckinghamshire Health and Care System Plan, the Board will be considering the commissioning intentions of each organisation as part of its duty to ensure alignment across the system. Looking ahead to future meetings, Board members have committed to giving each priority area of the strategy individual focus by conducting themed meetings in workshop style. The first of these HWB meetings will be on 12 January and will focus on mental health and wellbeing.

Strategic Plan Refresh

My last update explained how work has been under way exploring key policy areas, evaluating various local and national policies and business unit boards reflecting on our Strategic Plan. Whilst there is still a level of uncertainty around funding arrangements we do know our aspirations for Buckinghamshire. We should ensure that our Strategic Plan remains fit for purpose. Whilst the 3 current Strategic Plan themes feel right we must take the time to really explore our themes and ensure we have a good plan in place ready for Council to take forward in May. With our predicative growth and ambitious plans we must be mindful of capturing these ambitions whilst at the same time recognising our challenges. Other Councils are including a summary 'annual report' attached to their strategic plans; this gives residents and partners a clear reflection on both the long term priorities but also short term focus for the organisation. It also provides an opportunity for the Council to be transparent about its ambitions and progress. To support in this process there will be a final Member briefing on 18th January from 2-4pm in the Exhibition Suite.

High Speed 2 Update

On the 24th October I attended a Parliamentary HS2 Select Committee at the House of Lords representing impacted local communities along the route. The County Council, working with District and Parish Councils, submitted a petition to the House of Lords Select Committee back in April. Since then, we have been in tough negotiations with HS2 Ltd to secure measures required to further mitigate the damage and disruption that will be caused by HS2 construction. I am pleased that further mitigation measures and funding to reduce the impacts of High Speed 2 have been secured for Buckinghamshire. These included safety assurances for Chalfont St Peter, fund and support the relocation of a footpath in Steeple Claydon, fund traffic calming measures in Waddesdon and route HS2 construction traffic away from Iver High Street. Several more million pounds has been earmarked by HS2 Ltd to pay for additional mitigation to problems the County Council had raised with the original package.

The mitigation offer from HS2 Ltd included:

- A maximum of £80,000 contribution towards traffic calming measures on the A41 in Waddesdon
- A commitment not to use the section of the A40 between junction 5 of the M40 and A40/A4010 for construction traffic
- HS2 Ltd to deliver a 450m of footpath on A413 London Road, Wendover connecting residents of London Road to the current footpath near the London Road roundabout
- A mitigation package for Great Missenden: Safety measures including upgrading of the roundabouts at Link Road and Frith Hill and safety barrier for the skate park. £500,000 contribution to the new coach and car park at Great Missenden Church of England Combined School. HS2 will implement £500,000 worth of temporary landscaping, Provide £250,000 towards replacement free-car parking in the village
- A road safety assurance for vulnerable users which are sited on the construction route for the vent shaft in Chalfont St Peter, which builds upon the schools on construction route assurance that HS2 have previously given the County Council
- Provide £185,000 towards the closure to through traffic in Roberts Lane, Chalfont St Peter
- HS2 Ltd to deliver a planting scheme for Hawkslade, Aylesbury for visual screening (AVDC)
- HS2 Ltd to contribute £165,000 towards the planning costs and Rights of Way expenses to relocate the Steeple Calydon footpaths 7, 8 & 9 to an alignment proposed by the local community. The delivery of these permissions must be sought in a timely fashion so not as to delay HS2's programme for the area
- HS2 Ltd to produce an area specific travel plan for the vicinity of Infrastructure Maintenance Depot.
- HS2 Ltd to re-landscape in the vicinity of Infrastructure Maintenance Depot views towards Steeple Claydon which were previously screen by the Sustainable Placement which was removed following petitioning at the House of Commons. (AVDC)
- HS2 Ltd to work with Buckinghamshire Golf Club and Denham Country Park on the timings of National Grid works to limit the impact on the two attractions
- Relocate the road access to Great Moor Sailing Club and ensure that there is no impact on the number of parking spaces or berths at the Club due their activities
- Wendover public realm enhancements: HS2 Ltd to undertake early tree planting. HS2 Ltd to contribute a maximum of £500,000 towards cycle improvements on the A413 to the north and south of Wendover
- HS2 Ltd has offered an assurance to re-route (subject to Schedule 17 approvals by the county council) their construction traffic away from Iver High Street and Bangors Road
- A maximum of £35,000 to administer the £1m Calvert Fund and detailed design panels
- HS2 Ltd will engage with BCC and AVDC on further mitigation to elevate habitat severance effects in Buckinghamshire as far as reasonably practical.

There are three key areas which remain outstanding between HS2 Ltd and Buckinghamshire residents, at least until the House of Lords publish their report (expected in January): a fully bored tunnel for Wendover and the Area of Outstanding Natural Beauty; relocation of the haul road for Great Missenden and surrounding villages; and traffic impacts in Iver. The respective local Parish Councils will appear in front of the House of Lords Select Committee over the next few weeks.

England's Economic Heartland Strategic Alliance

Autumn has seen the work of the Strategic Alliance continue to gain traction nationally and provided the opportunity to explore links between transport and broader infrastructure that is needed to support economic activity and growth. Building on the

Strategic Alliance submission to the National Infrastructure Commission's study into east-west connectivity, the Alliance made a submission to the Select Committee's debate on the Government's Industrial Strategy. The submission, which the Local Enterprise Partnerships developed building off the existing Strategic Economic Plans, sets out the importance of the Government's Strategy recognising the importance of the science-based technology and innovation sectors, as well as the service sectors, which form such a key part of the Heartland economy. The Strategic Alliance leaders will continue to engage with Government on this key policy area moving forward.

The Alliance has also been taking stock of the broader strategic infrastructure that, along with transport, supports broader economic activity. As a first step, an audit of the current state of knowledge across the Heartland is being undertaken along with a piece of work to identify the key opportunities to influence the work of national regulatory bodies and the National Infrastructure Commission.

Work on the transport agenda continues to make good progress, the Transport Forum in October adopted its document 'Planning for Growth' which provides an initial position statement on strategic transport needs for the Heartland area. This was particularly important ahead of this year's Autumn Statement in order to ensure that the key strategic transport requirements of the area have been set out. Alongside setting out the critical importance of ensuring funding is committed to the delivery of East-West Rail, the statement emphasises the importance of improving east-west road connectivity. Planning for Growth sets out the case for identifying a 'Major Road Network' – one that reflects the strategic significance of some local authority owned roads alongside those owned by Highways England. The position statement will be used by the Strategic Alliance to make the case for greater investment in local authority owned roads that form part of the Major Road Network. This will be particularly important for Buckinghamshire as we look to deal with the consequences of significant growth over the next Local Plan period. As the Strategic Alliance starts to look at the broader infrastructure requirements, there will be a need to understand the longer term spatial implications, working closely with the local planning authorities. This is likely to be a key aspect of the Government's Industrial Strategy that the Heartland area will want to be shape.

During November the Strategic Alliance will be showcased at a number of national conferences including the first Local Transport Summit (3rd/4th November, Oxford), Successful Regional Strategies (10th November, Manchester) and Highways UK (16th/17th November, Birmingham). In addition, preparations are underway for the first Heartland event which will be held on 9th March 2017 at Silverstone.

National Representation

The last few months have brought opportunities to meet with several Ministers. These have been arranged through the LGA to raise the vital role of local government and the need for effective joint working.

On the 11th October I met with Andrew Jones, Minister for Transport. The meeting focused on three key transport issues: vibrant and cost-effective bus services; tackling congestion; and infrastructure investment. I raised with him specifically the need to increase Government investment in local road infrastructure.

On the 25th October I met with Lord Gardiner, Minister for Rural Affairs and Biosecurity. The meeting went extremely well, so much so, I had a hand written letter from Lord Gardiner explaining how much he had valued the opportunity and looked forward to scheduling regular discussions. The meeting explored a range of issues including

national parks, animal welfare, proposals around reforming animal licensing systems and litter (acknowledging the budget pressures both ourselves and our district colleagues are facing in terms of waste services). Broadband was, as predicated, another hot topic especially the importance of reaching the last 5% of people who still do not have connectivity. The Minister spoke about potential for sharing more infrastructure in rural areas, looking at planning law so broadband services can automatically be included with new build planning applications, cellular and fixed line services to deliver an overall increase in coverage.

On the 2nd November I met with Gavin Barwell, Minister for Housing and Planning. Another very positive meeting and an opportunity to highlight our progress around the growth agenda, giving examples like AVA as a delivery vehicle and the Woodlands project. The Minister wishes to have regular meetings and has been invited to come to Buckinghamshire to learn more about Woodlands. The meeting explored the importance of resourcing planning departments, funding infrastructure, importance of delivering housing for a range of different needs locally, the importance of councils to build through Housing Revenue Account and needing powers to deal with unimplemented planning permissions.

That afternoon I also met with NTUG the national body representing the national utility companies. I used this as an opportunity to express my concern, on behalf of local government, at some of the poor practice by utilities when carrying out works on the highway. These included works without permission, poor quality materials and poor restoration. We agreed on the need for local government and the utility companies to work together to improve practice.

The meetings were not only an opportunity to showcase Buckinghamshire but an opportunity to challenge and stress the importance of appropriate funding for our responsibilities.

Autumn has seen a return to the full swing of LGA meetings. I continue to represent Buckinghamshire's voice through Charing of the LGA Environment, Economy, Housing and Transport Board, The Strategic Alliance and SE Strategic Leaders. These provide a valuable opportunity to connect with other councils, to have a collective voice strengthening our lobbying and identify potential links or good practice. A good example of this is the collective lobbying on behalf of SE Councils in connection with the costs of Unaccompanied Asylum Seekers.

**MARTIN TETT
LEADER OF THE COUNCIL**

11b. CABINET MEMBER FOR HEALTH & WELLBEING

Seeleys House

Seeleys House is a Day Opportunities Centre and a respite care facility for adults with learning disabilities.

We launched a formal consultation on 14 October 2016 regarding the future of Seeleys House, with the proposal to close the site and reprovide the respite and day opportunities services located there in our new state of the art buildings at the Orchard House site in High Wycombe. The consultation on the closure of Seeleys and the reprovision of services will end on 9 January 2017.

The reason for the reprovisioning of the services based at Seeleys House is the age, design and condition of the Seeleys building. The building is very old and the design is not up to the standard of our other sites. The cost of bringing the Seeleys House up to a high quality standard is prohibitive.

We are proposing to develop the Orchard House site in High Wycombe and to reprovide the services at Seeleys, along with the remaining High Wycombe day services, when the site is completed in November 2018.

Transitions from Seeleys and High Wycombe services will be planned carefully with the service users and carers. Each service user will have a personal transition plan developed which will detail their particular needs, transport arrangements and the timing of their transition.

This reprovision is aligned to the Buckinghamshire County Council's day opportunities modernisation programme. The programme was predicated on day services for people with very complex needs being delivered from a network of five new, or refurbished, Day Opportunity Centres, reducing the pre-existing number of largely Council owned buildings from 22.

The Council is working closely with Friends of Seeleys House (FOSH) and South Bucks Association for the Disabled (SBAD) to ensure they are engaged in the proposal to move to Orchard House and are working closely to gain their input to the new design.

The Orchard House Site

The Council is proposing to develop a new site at Orchard House in High Wycombe. This will comprise a new 12 bed respite care facility, a new Day Opportunities Centre, 12 supported living flats and new Buckinghamshire County Council office accommodation. It is proposed that clients currently receiving respite services at Seeleys House will move to receive their respite care from the new facility in High Wycombe. Opportunities Centre clients will be supported by carers and Adult Social Care staff to decide whether to move to the new High Wycombe service or another Day Opportunities Centre of their choice. Clients attending the High Wycombe day services: Hillcrest, Wycombe Hills, Southern Day, Spring Valley and Verney, are also scheduled to move to the Orchard House site as part of the day opportunities modernisation programme.

We are involving service users, staff, carers and other interested parties in the design of the new site and have held a series of meetings throughout September and October to look at the draft concept designs and to hear their comments. We presented the updated versions of the design at the Seeleys consultation meeting on 14 October and

received many positive comments. The feedback is helping to shape the design and this engagement process will be ongoing.

Planning permission is due to be applied for in early 2017, with start on site anticipated for July 2017.

Neurological Conditions

Our Adult Social Care Workforce Development Team does excellent work, both in supporting our own social care workforce as well as the wider workforce across the social care market. One of the regular events which they run for all social care providers are study days on topical issues.

Most recently in October the Workforce Development Team organised and coordinated a Neurological Conditions conference in partnership with the Motor Neurone Disease Association, and other partners in the voluntary sector – the event was aimed at external care providers and health professionals as well as Adult Social Care staff at Buckinghamshire County Council.

71 people from a range of organisations attended and we welcomed 10 partner organisations to co-facilitate and gave presentations, had information stalls, and ran workshops. The speakers were all people who have neurological conditions themselves and gave a first-hand account of life with a condition from diagnosis to treatment and day to day challenges. Feedback was excellent – “I will use this information and knowledge every time I come across a client with the conditions”.

As a result of this event there will be a number of ‘spin off’ training sessions around different neurological conditions. The Workforce Development Team will work with partners to organise these as integrated training to encourage more partnership working with service users who have these conditions.

Occupational Therapy Service

Case Resolution/Crisis Management from Duty Occupational Therapy (OT)

We now have far greater potential for dealing with cases early and the management of crises from the Duty OT service. The following initiatives have been successfully used to fully meet a person’s needs and prevent the need for a face to face OT assessment or are being used as a way of safely meeting an urgent or immediate need while someone waits for a face to face OT assessment.

OT equipment voucher scheme - if considered appropriate by the Duty OT (this depends on complexity of medical condition and on presenting functional issues), vouchers can be sent to individuals with non-complex needs to obtain low level equipment from approved retailers across the county. These approved retailers have undergone OT Trusted Assessor level training and are able to perform an appropriate level of assessment before exchanging the voucher for the prescribed equipment; this provides a relevant safeguard in ensuring appropriate provision of equipment. The client therefore has to be able to access the retailer independently or with support of family. Vouchers enable individuals to access equipment to either fully meet their needs or provide them with an interim solution while awaiting a full face to face OT assessment.

OT Trusted Assessor service - if considered appropriate by the Duty OT (this depends on complexity of medical condition and on presenting functional issues), the next step up from the voucher scheme is for individuals with non-complex needs who are unable to access the approved retailers and use the voucher scheme and who therefore

require a face to face assessment can receive this assessment directly from the equipment provider Nottingham Rehab Service to provide. The same level of equipment provision is provided as per the voucher scheme, plus a few more additional items.

More telephone based OT assessments - using the assessment skills of skilled qualified workers has enabled more positive risk-taking in the provision of remote interventions from Duty OT – where appropriate, more equipment, minor and major adaptations are being completed remotely from the duty OT over the phone, preventing the need for the client to wait for a face to face assessment. This has been particularly effective in managing urgent moving and handling cases; through collaborative working with the care agencies we have been able to provide the required equipment remotely from duty which enables them to continue to provide the care required and prevent care packages breaking down.

OT Clinics

OT Clinics are an alternative model of OT service delivery, in which clients receive a full OT assessment within a clinic setting rather than within their home environment. The assessment process remains exactly the same and clients are sent 'pro formas' to obtain information on their home environment, which they are expected to complete and bring to their clinic appointment. The clinic is not appropriate for everyone, a decision again which is made by Duty OT, but by encouraging those who are suitable and able to access it, improves referral throughput and also enables those who do require a home assessment to also be seen more quickly. The clinic has a defined remit and is limited in terms of the level of intervention it is able to provide but we have been able to make successful recommendations for level access showers, for example, from the clinic in the North and hope to progress to being able to make stair lift recommendations also.

Major Adaptation Requests

We are also looking at ways to enable our Health OT colleagues who are already involved in access visits of the home and who identify that possible major adaptations to the home are required (stair lifts, level access showers, door widening, ramped access etc.) to be able to identify and recommend appropriate major recommendations under Disabled Facility Grant criteria and submit completed recommendations to us, rather than send in a referral request for another OT assessment. These recommendations can then be effectively processed and managed by Duty OT rather than being added to our waiting list for a further assessment of the home. We would need to give comprehensive training to our health colleagues to achieve this but see this is as a good investment and something that positively supports the integration agenda and provides more timely outcomes for the service user.

**MIKE APPLEYARD
DEPUTY LEADER AND CABINET MEMBER FOR HEALTH & WELLBEING**

11c. REPORT OF THE CABINET MEMBER FOR RESOURCES

Managed Print Service

The ICT team have recently re-procured the contract for the County Council's Managed Print Service (MPS). This contract provides an estate of 180 plus printing, copying and scanning devices across Buckinghamshire County Council. Over the past five years this managed approach on a pan-County Council scale has given the Council many financial benefits. One of the biggest benefits is the security this sophisticated printing and scanning software allows. Hardcopy printing within our organisation has never been so secure. We are leading the way, ahead of many other organisations, with 5 years of experience and so now can look at more sophisticated document management approaches going forward.

The retendered contract has been through a robust competitive procurement process and this will realise further financial benefits across the organisation, £52,000 with the potential for even further savings in the future. With this new contract MPS can now be even more sophisticated in how it operates; by utilising more refined and interactive technology, newer upgraded printers at cheaper fixed costs, and a large upgrade to its current technology. Work is currently underway to implement this upgrade within a very tight deadline of the 1st January 2017. The delivery team that has included ICT, Finance and Procurement staff have also achieved a significant reduction in our variable printing costs, approximately £67,000 based on last year's volumes; this will show a reduction to our price per page cost across the organisation.

Collaboration between ICT and Business Units is ongoing in this transition period with much focus being placed on current hardcopy print and copy processes throughout the organisation, in order to reduce the need for printing further.

Shared Service with Harrow

Phase 1 of the Human Resources (HR) shared service with the London Borough of Harrow went live on 1st August. The new arrangement involves Buckinghamshire County Council's management of Harrow HR services, including employee relations and payroll. It will involve no change for County Council users of the HR service, who will in time benefit from a broader range of HR expertise and greater HR service resilience.

Phase 2 of the shared service will involve the transfer of the relevant Harrow staff to the County Council and is currently scheduled to take place by April 2017. Once fully operational, the HR shared service will give us opportunities to share knowledge, generate new business and find more efficient ways of working. Annual savings of around £600,000 are expected to be shared by the partners after year 3 of the arrangement. Our ambition is to drive tangible improvements through creating a more resilient shared team and adopting best practices from each organisation.

The HR shared service is the next step in an already well-established relationship with Harrow, which has so far included collaboration on Organisational Development and, more recently, the sharing of Legal Services following the transfer in July of County Council staff to HBPL (Harrow's in-house law team). The arrangement with HBPL gives the County Council access to a large legal practice with an experienced and multi-skilled team of lawyers, reducing the need to rely upon costlier external legal advice. HBPL has a branch office in New County Offices from which it maintains an 'on-site' presence in Buckinghamshire County Council.

Oversight of the shared services programme is undertaken by a Buckinghamshire County Council/Harrow Shared Services Joint Governance Board (JGB), which includes senior managers and Cabinet Members from the two organisations. It oversees delivery of the shared services programme, oversees benefits realisation and quality of performance. The JGB also actively seeks out new shared services opportunities, allowing both organisations to benefit further from this already highly productive partnership. It last met on 20th October where it was reported that work towards the next significant milestone (implementation of Phase 2 of the HR Shared Service) was on track. Next steps in the delivery of this will be:

- Commence the consultation process with in-scope Harrow HR staff
- Finalise the IT solution
- Continue to effectively manage the change process

Resourcing

Resourcing initiatives to highlight in Quarter 1 and 2 of 206/17:

Digital and Social Media Advertising Strategies

There have been a number of advertising & marketing strategies in 2016/17 centred around the new employment brand and careers site launched in Jan. Key successes include:

- Hugely improved search engine optimisation (SEO) of website – Buckinghamshire County Council’s careers website is organically listed at the top of google search result for most key search terms typed in by our candidates. This is essentially free advertising and our position in the rankings continues to improve.
- Website indicators of engagement are stable since launch and compare favourably with benchmarked sites making Buckinghamshire County Council’s careers site ‘sticky’; seven pages per visit, average duration of visit just under five minutes; and bounce rate of 25%.
- Users per month have decreased slightly in quarter 2 from 19,000 to 18,000 due to dip after launch activity and reduced budget available for promotional activity.
- LinkedIn presence has strengthened this year. The County Council is #1 on the Talent Brand Index vs peers which means that our employer brand on LinkedIn is the strongest amongst our competitors.

Onboarding Project

In order to deliver an end to end excellent candidate experience and build on the new website and application process, a number of initiatives are in development to improve the new starter experience. The goal is to create a welcoming, engaging and consistent on-boarding journey for new starters.

Deliverables include:

- Launch of a New Starters’ Portal (December 2016) - New starters will be given access to the portal via email on acceptance of an offer of employment. The portal will feature: a short interactive e-learning module introducing new starters to the County Council; Welcome to Bucks film; the Employee Handbook, plus a range of useful resources and tips.
- Welcome to Bucks film - a new video has been produced to welcome new colleagues in the period between accepting an offer of employment and their first day at the County Council. The film introduces new starters to the Chief

Executive and gives a range of handy tips for their first few days. To view the video, please follow this link: <https://vimeo.com/185467218>

- New dedicated interview suite – (November 2016) Recognising that first impressions count, a dedicated interview suite will provide a VIP experience at interview. Renamed the Pinewood Suite – a meeting room on the ground floor by reception is being decorated to reflect Buckinghamshire County Council's employer brand and values and to showcase the culture and people who work here. A new meet and greet process will enhance the VIP experience.

Digital Update

The Council has been selected as one of six authorities to pilot Verify, the central government-designed service to check a resident's identity. We will be working over the next six months to introduce Verify to provide assurance for customers applying for a concessionary bus pass or resident's parking permit.

Re-using a central government solution will enable residents and the council to benefit from scale and trustworthiness – the solution already works in personal tax and driving licence services.

This was a key opportunity identified in our digital strategy and by the end of the calendar year we will have delivered the 27 commitments made for this year. The strategy continues to evolve and we are working with a group of residents who have volunteered to check the progress and quality of our work whilst ensuring that we're sufficiently ambitious.

The next key improvement will be the digitisation of the customer comments and complaints processes, together with requests for information (Freedom of Information and subject access requests), which will be working before the end of the year.

**JOHN CHILVER
CABINET MEMBER FOR RESOURCES**

11d. CABINET MEMBER FOR TRANSPORTATION

EWR

Please bring to Mark's attention that the draft includes news on electrification that Mark is aware of and will be part of a wider discussion he will be part of at a meeting his diary at Oxfordshire County Hall on Thursday 3rd November about EWR.

The East West Rail (EWR) Consortium remain committed to pressing the case for completion of the western section (Bicester to Bedford and Milton Keynes to Aylesbury and beyond via Princes Risborough at the earliest opportunity. The overall national railway infrastructure delivery programme continues to be very tight in terms of funding and capacity. The economic case for EWR remains strong. The Consortium has reinforced this with the new ministerial team at the Department for Transport (DfT) and with the National Infrastructure Commission ahead of the upcoming Autumn Statement on 23rd November.

DfT have confirmed the integration of HS2 and EWR planning/design in those locations where the alignment of the existing (EWR) track bed needs to be moved to accommodate HS2. This is mainly in the Calvert area but also impacts south of Marsh Lane Crossing. The Consortium has highlighted the need for Network Rail and HS2 Ltd to clearly and appropriately communicate with all parties with an interest in this. It has recently emerged that the DfT's current intention is now for a diesel EWR railway service between Oxford and Bedford (via Winslow) with passive provision for future electrification. This is expected to be reflected in the next key milestone for Network Rail's programme, known as "GRIP 3", which is due for completion by the end of December 2016. This includes further development of the emerging design work to inform costed options. It will be at this point that more informed decisions on the financing and associated programme dates for EWR can be considered and taken by the DfT with input from the Consortium. The next stage of public consultation for the EWR Transport & Works Act proposals are currently anticipated in January/February 2017.

Carriageway Resurfacing

The programme of work currently stands at 266 schemes County wide, initially developed in conjunction with Members. Work continues to progress on all programmes of work associated with this delivery. Current position is as follows:

Conventional resurfacing - 33 schemes on the current programme with 17 complete to date. Delivery commenced in June and 6 have been delivered to date (end September 16). Resurfacing operations will continue until the December Christmas embargo and then recommence in late January (subject to weather) with the last works of the programme running into March 2017.

Surface dressing – one additional scheme was added in September to the 29 already completed. This was successfully delivered, meaning that overall, 30 schemes have been undertaken and are now complete, including all lining as studding. This is pleasing given the variable weather conditions experienced.

Micro-surfacing – The final programme contains work on 112 individual streets within the county. The preparatory patching work will complete in mid-October and, at end of September 2016, 73 individual micro-surfacing jobs had been completed. There is a small programme of work within this overall programme which must use a hand-lay technique as the large plant cannot readily access certain streets. These jobs will be undertaken in March 2017.

Targeted Patching - 15 schemes were completed between April and early August.

High Friction Surfacing – 4 priority schemes were undertaken in May 2016. There are no others on the current year programme.

Plane and Patch - work is now ongoing on those roads nominated by Members, predominantly on the 'C' and unclassified road network. At the end of September, approximately 75% of the programme was complete with final completion expected in October.

DfT Pothole fund – following the award of £546K of DfT monies to be spent in-year on pothole prevention, a programme of work targeted at defect clusters has been identified and will be delivered between November 2016 and March 2017.

Members are asked to bear in mind that the programme is a rolling programme and, although the current intention is to complete all 261 schemes on the programme within the financial year, there will be change and fluctuation as designs are completed and prices for each scheme confirmed. Any schemes from the base programme that may not be completed in year will form the first priorities for 2017/18.

Engagement with Members is now to progress with regard to those schemes which will progress in 2017/18.

Other Capital Programmes

Drainage – design and build work continues on a number of defined priority schemes identified through members, LAT's or third party notifications where lack of highway drainage provision is identified to be a primary contributor to road safety concerns or to problems of water ingress to property. At end September approximately 50% of the budget had been utilized, with 15 schemes delivered on site to solve specific drainage problems which required a designed solution.

Footways – work has been carried out on priority schemes around the county within this year's footway programme. In addition, design work continues on two town centre maintenance schemes (Aylesbury and Chesham) to enable site works in year.

Safety Fencing – a programme of work has been defined and designs progress to upgrade or replace existing sections of safety fencing which have been identified through survey to be deteriorated or sub-standard.

Structures Maintenance – a programme of bridge and culvert strengthening/replacement has been prepared from inspection information, taking cognisance of requirements of national design and construction standards, and is progressing in specific locations around the County. Works are complete or on site in a number of specific locations.

In addition, design and consultant resource has been diverted to the ongoing inspection of Marlow Bridge, in order that assessments can be concluded and the bridge re-opened as soon as safely practicable. This has resulted in a small delay to other works in the Capital programme, although all schemes remain to be delivered prior to the end of March 2017.

Street Lighting – a column replacement programme has been developed in two phases, following structural inspection which has identified aged columns which may be at risk

of future failure. Phase 1 commenced on site in September with both phases completing before end March 2017, equating to around 850 column replacements in total. A programme of feeder pillar upgrades will compliment this, and will provide a more robust and reliable lighting network.

Casualty Reduction – the majority of the programme is now defined and designed with work progressing on site on the 10 priority schemes identified within the annual construction programme.

Rolling Programme

We remain grateful to Members who have supported our work this year, with good levels of commitment to a rolling 4-year programme of Capital work. Most importantly this has allowed us to demonstrate to DfT that we have an effective asset strategy, meeting the DfT criteria which will protect funding for future years through:

- Facilitating a more steady design period, looking more than 1 year ahead and enabling investigative work to inform more cost effective solutions
- Removing ineffective peaks and troughs from annual programmes
- Allowing greater flexibility within the programme to move schemes around where conflict with other works may arise

Transport for Buck/Road Safety

Bucks County Show 1 September 2016

Network Safety Team members attended the Bucks County show to promote road safety and driving within the speed limit. Members of the public completed a quiz and the winner drawn 'out of hat' won a driving assessment. Many drivers were unaware of the speed limits on many roads. The most misunderstood limit was the 30 mph speed limit governed by street lights.

Older Drivers Week 26-30 September 2016

Older person's information fair at Haddenham attended to raise awareness of checking eyesight. Presentation delivered by June Howlett at Road Safety Great Britain SE regional group to promote the Bucks Older Driver Assessment Scheme which has received significant media interest over the summer months 59 older drivers have undertaken assessments so far this year of which only 5 have been recommended to undertake for further training.

Road side Education checks 19 October 2016

Roadside check in Aylesbury with Thames Valley Police focussing on speeding, Bus Lane compliance and tyre safety

Winter driving workshops

In order to promote safe driving in the winter TfB are offering workshops which include a presentation on driving in winter weather followed by a tutorial with garage technicians who show drivers how to carry out basic vehicle safety checks.

Dates for 2016 – all run from 7.00-8.30pm.

29th November – Chesham

6th December - High Wycombe

7th December – Aylesbury

TfB at Eden Centre High Wycombe to promote safer winter driving to shoppers

Brake Road Safety Week

Transport for Buckinghamshire will be delivering Safe Drive Stay Alive (SDSA) to schools and colleges in Buckinghamshire. Now in its 11th year SDSA is an innovative theatre education project which explores the circumstances and consequences of a road traffic collision. SDSA has seen over 130,000 young people walk through the doors in the Thames Valley to witness a film of a crash in the local area, which has been specially prepared, with roads and hospitals familiar to local students. Over 4000 Bucks students are booked to attend this year.

Schools and colleges from Bucks will be attending performances in High Wycombe: on the 14th, 15th and 16th of November 2016. And Milton Keynes: Ridgeway Centre on the 10th and 18th November 2016.

A412 Uxbridge Road, Iver

2 fatal collisions occurred on the A412 at Iver. Both were single vehicle loss of control collisions. No highway factors were considered contributory. However, considerable media and local community interest has followed. An online petition has been started to be presented to BCC regarding installing additional safety remedial measures. Transport for Buckinghamshire are to carry out further studies into the circumstances surrounding the recent collisions.

MARK SHAW
CABINET MEMBER FOR TRANSPORTATION

11e. CABINET MEMBER FOR PLANNING AND ENVIRONMENT

Country Parks

Despite a poor weather at the start to the (financial) year July and August in the Parks broke all records. Visitor numbers to the end of October; Black Park: +32,852 visits or 8%, Langley Park: +16,010 visits or +14% and Denham Country Park +18,742 visits or +20% compared to the same period last year. All sites have had significant infrastructure improvements over the last year Black Park has increased its car parking capacity by 150 spaces, Langley Park has an additional 50 parking spaces and now has a new timber framed tea room with indoor seating for 24 and Denham Country Park has a newly refurbished café and a brand new play area installed by Groundwork South and funded by the Grundons Community Fund. All of these additional facilities coupled with the dry summer will have contributed to the increased visitor number.

Following a restructure in the early part of the year, the Country Parks team is now fully resourced with the new structure allowing a focus on commercial improvements that will further support the self-financing policy for the parks and a new pre-school Forest School initiative, called 'Tots go Wild' has been developed by some of our new staff will be launched in the New Year.

A comprehensive visitor survey has been completed during the spring and summer and has returned some very positive results and will help inform future developments/improvements in the park...further surveys will be completed through the Autumn and winter so that we develop a full understanding of our visitors opinions and expectations throughout the year.

Strategic Flood Management Team

River Leck Catchment Feasibility Study

The Strategic Flood Management Team have secured £30k as part of a £40k study to investigate options for improvement the management of flood water in the River Leck catchment.

Communities in the catchment including Leckhamstead are at risk of flooding and there are safety issues with roads being flooded in area. In March 2016 there was heavy rainfall over the catchment and flooding on the roads through the catchment which prompted an application for money to the Regional Flood and Coastal Committee of the Anglian Region of the Environment Agency. Buckinghamshire County Council is funding the extra £10k required for the feasibility study. The Strategic Flood Management team have appointed a consultant to work with them, the local community, parish, district and members to look at what the options might be and then identify the preferred option and where funding might be sought for implementing solutions. It is envisaged that solutions will come from a mixture of traditional engineering/drainage, natural flood management upstream in the catchment and resilience and warning within the community.

Flood Management visit from Chair of Regional Flood and Coastal Committee (Thames Region)

Amanda Nobbs, the Chair of the Regional Flood and Coastal Committee Thames Region visited Buckinghamshire in September to discuss issues within the County around flooding, sustainable drainage and the growth agenda and planning. Amanda met with Warren Whyte and Netta Glover alongside representatives from the County Council's Strategic Flood management team and the Environment Agency. The focus of the meeting and site visit was around the growth agenda in and around Aylesbury and

the importance of getting flood resilient design right for those developments. This linked well with the benefits of planning ahead to identify possible synergies between flood risk management and other investment. We visited some of the development that has already taken place witnessing variation in sustainable drainage in Aylesbury.

Amanda was very complimentary about the work being done on Strategic Flood Management within Buckinghamshire and the good partnership working between the different parties, officers and members.



Environment Team

'Chalk, Cherries and Chairs' Landscape Partnership

The Chilterns Conservation Board has been successful in its Stage 1 bid for a new £2.8 million Heritage Lottery Fund project covering the central Chilterns and there is now funding to appoint staff to develop and submit the full bid over the next 18 months. The project is largely focussed on Buckinghamshire and will restore, enhance and record heritage and wildlife features and help local communities understand, engage and protect this unique landscape. The County Council has been closely involved with the development of the project and will continue to fully support it through the next stage.

Creslow burial

Last year an unusual Roman cremation burial was discovered and excavated with funding from the County Council's Emergency Recording Fund. The items included a rare decorated jug of a type never previously found in the UK. Buckinghamshire County Museum Trust has recently received a generous donation allowing the jug to be fully conserved and when work is completed to be put on display to the public. The money will also help towards the ongoing project to conserve the other items.

Local Wildlife Sites survey

Over the summer a small team of surveyors has been out looking at sites in Chiltern, South Buckinghamshire and Wycombe districts. Funded by the District Councils and the Buckinghamshire and MK Natural Environment Partnership the project has been assessing Biological Notification Sites, these are places where evidence suggests wildlife interest but where there is scant or no recent information. These have some status in local planning but with the need for further development their status is uncertain.

As the project ends some 300 sites have been assessed and a panel of technical experts is deciding which should be properly recognised as Local Wildlife Sites and which should be deleted. In general there has been a real decline in biodiversity and the majority of the sites the committee has considered have had the wildlife status removed. However new undiscovered sites have been found where owners are using old breeds of sheep and cattle to create new and restored rich habitats.

Funding received for Historic Environment Records project

Buckinghamshire County Council has received funding from Historic England on a project reviewing the national Historic Environment Records (HER) Audit specification, developing national service benchmarks and HER performance outcomes. These will form part of a suite of national service standards for HERs that will be key to measuring the performance of individual HERs.

Growth Agenda

The County Council has been working closely with the four Districts on their Local Plans, specifically the Draft Vale of Aylesbury Local Plan and the Draft Wycombe Local Plan. The County Council has formally responded to both setting out the County Council's position on growth within Aylesbury Vale and Wycombe District respectively.

The County Council has jointly supported a bid with Aylesbury Vale District Council for Aylesbury to be part of the Government's national Garden Town initiative.

Household Recycling Centres – changes to Waste Acceptance & Access Policy (WAAP) 2016

As colleagues will recall from the Blue Book update in September, this autumn saw some changes to our Household Recycling Centre service. From the 1st October, our winter opening times of 9am to 4pm every day came into force, digital e-permits were launched and we began the phasing out of the old name 'Household Waste and Recycling Centre' in favour of 'Household Recycling Centre'. These changes reflect our drive towards efficiency in our waste services, while at the same time making the permit system faster and more convenient for users.

The reasons for needing a free permit have not changed with the switch to e-permits. For some visits to the Recycling Centre – for instance when using a commercial vehicle or large trailer – you are required to obtain a free permit. To make the permit system faster, more convenient and cost-efficient, it is now fully digital, which means that you can apply for a permit at your own convenience 24/7 and, instead of waiting for your permit to arrive in the post, you will be emailed a permit code immediately, which you can present to Recycling Centre staff using your mobile device, or take along a print out.

The majority of our customers have the ability to apply for an online e-permit, but I and the team do acknowledge and recognise that not everyone has a home computer or email account. Prior to the launch of the e-permits the team briefed all of the libraries so that they are available to help and support residents to obtain a permit and, if needed, help to set up an email address and/or print a permit. As well as promoting the libraries in this way we are also suggesting that residents who need a permit could also ask a friend or relative to help them apply. Finally, the Contact Centre is available to help and support residents and they too have been fully briefed with the option to print a permit for collection at County Hall. We are continuing to promote and communicate these changes (as we did prior to the launch), for example we issued a briefing note to Local (Town & Parish) Councils on the 21st October. We have also decided to keep the digiscreen notice running for a further 6 weeks to ensure we reach as many people as possible.

I am pleased to report that 2,421 e-permits have been requested and issued in the 1st month of service (compared with 2,983 in October 2015 and 3,055 in October 2014), with 709 e-permits being scanned by site staff. The number of permits scanned by sites will now increase as old, paper permits expire and as the new e-permits replace them. There have been a small number of traffic queues forming at some Recycling

Centres following the change to 4pm closure. This has been highlighted to all sites and site staff are now actively managing customers' expectations on queuing and access times. Overall feedback received from residents, site staff and users has been very positive, and customer satisfaction on the e-permits is currently at 87%.

Energy and collective switching

The Re:fit lighting project in New County Offices (NCO) is on track, with the completion of the 8th Floor as of week commencing 7th November 2016.

The new lighting panels provide a consistent day time light colour which is ideal for offices and commercial lighting. The lights also have high quality diffusers which reduces glare and dissipates heat through rear of fitting.

On conclusion of the NCO lighting project, the total annual energy cost savings will be £29,150.00. The number of light fittings will be reduced from 3150 to 2800, with annual projected energy savings from 450,000 kWh to 255,000 kWh, and an annual saving of 122 tonnes of CO₂.

In addition to the energy savings, the Council will enjoy 5 years of on-site maintenance and the LEDs can reasonably be expected to last a decade or more.

Big Community Switch Winter auction 2016-2017

Buckinghamshire County Council will take part in the big community switch (BCS) project in collaboration with IChoosr this year - our energy group buying scheme partner. With the help of Local Area Forums (LAFs), Parish Councils and other organisations we will engage with residents to take part on an auction in which energy suppliers will compete with their best market rates to supply all the residents taking part.

The promotion of the campaign will start on Tuesday the 6th of December and the auction will be held on Tuesday the 14th February 2017 as shown below.

Winter Auction 2016 / 2017

- Launch – Tuesday from 6th December 2016
- Last day for registration - 13th February 2017.
- Auction – Tuesday 14th February 2017.
- Offers – 27th February.
- Closure – 28th March.

The Council will encourage as many people as possible to register for the scheme because the more people who sign up, the better the savings could be. Previous auctions helped residents achieve average savings of £287.55 per participating household in Buckinghamshire.

The Council will adopt a full digital communication and publicity approach to promote the scheme.

Planning and Enforcement Update

The Planning and Enforcement team has secured a significant increase in fines and awarded costs in relation to successful fly tipping prosecutions in 2016 compared to previous years. The 'total to pay' for this calendar year currently stands at approximately £103,000 which is the first time the cost to fly-tippers has exceeded the £100,000 mark. In October 2016 the team successfully prosecuted 8 fly-tipping offences across the County.

The team continues to pursue action against 27 breaches of planning control and has commenced prosecutions against the failure to comply with enforcement notices at Orchard Herbs, Dorney, Christmas Tree Field, Aston Clinton and Common Hill Wood, Ibstone. A trial date has now been set in relation to Common Hill Wood which will commence on 22nd December 2016 at Oxford Magistrates Court.

WARREN WHYTE
CABINET MEMBER FOR PLANNING AND ENVIRONMENT

11f. CABINET MEMBER FOR COMMUNITY ENGAGEMENT & PUBLIC HEALTH

National Diabetes Prevention Programme

Public Health has been contributing to a successful bid to roll out the nationally funded NHS Diabetes Prevention Programme in Buckinghamshire in 2017. The bid has been submitted in collaboration with Aylesbury Vale Clinical Commissioning Group, Chiltern Clinical Commissioning Group, Oxfordshire County Council and Oxfordshire Clinical Commissioning Group. It will give local people who are at high risk of developing Type 2 diabetes access to evidence-based behavioural support which will help them to reduce their risk of diabetes by losing weight and becoming more physically active.

Over 34,000 (8.1%) adults in Buckinghamshire are estimated to have diabetes and this is expected to rise to 45,300 people by 2035. Many cases of Type 2 diabetes are preventable and helping people prevent or delay the onset of diabetes also prevents other related problems such as heart disease, stroke, kidney, eye and foot problems. People with diabetes are also at increased risk of dementia and adopting the healthy lifestyles to reduce diabetes will also reduce the risk of dementia in our residents.

Health and Wellbeing Community Development and Health Improvement Programme

Public Health has recently re-tendered a programme of activities which use a community development approach to develop community capacity and resilience to improve health and wellbeing and to encourage and support individuals to adopt healthier lifestyles. This project will be based in Southcourt and Walton Court in Aylesbury, with outreach in High Wycombe and Chesham.

The programme will focus on working with communities who have higher risk of poor health and wellbeing and will also target individuals with multiple unhealthy lifestyles.

The contract has been awarded to the Healthy Living Centre in Aylesbury and will take effect from 1st January 2017.

The service includes activities such as smoking cessation support, health walks, chair-based exercise and other projects to help individuals to adopt healthy lifestyles. These are delivered in house and with partner agencies. They are also developing a volunteer workforce which will support the health and wellbeing work, but also to provide people with skills and experience to help them into the workplace. Another key programme is the Skilled for Health programme which uses English language lessons as a way to give people information about managing their own health. There is also a Skilled for Health programme specifically to support healthy pregnancy.

Local Government Chronicle (LGC) Awards

Buckinghamshire County Council Public Health has been shortlisted for the public health category in the annual LGC awards.

Public Health Training

Buckinghamshire County Council has been recognised as an “excellent” training location by the Health Education England, Thames Valley (HEETV) Quality Management Reviews 2016.

Each year the Deanery which is responsible for the post graduate specialist medical and dental training, assesses the quality of all post graduate training locations in order to make sure that postgraduate training is of high quality and delivered in accordance with the standards set by the General Medical Council (GMC) and to review areas of

good practice and agree quality grading for each training location. Buckinghamshire Public Health Team has now maintained its “excellent” grade for three years in a row.

Domestic Violence and Abuse (DVA) Update

Joint Targeted Area Inspection

Notification has been received of the potential for a Joint Targeted Area Inspection (JTAI) looking at children living with DVA. This would involve The Inspectorate of Probation, HMIC, Care Quality Commission and Ofsted. This will be a ‘deep dive’ theme for the JTAI between September 2016 to March 2017. The JTAI includes an evaluation of the multi-agency ‘front door’ for child protection, when children at risk of harm first become known to local services; which is part of all JTAs. It will also include a multi-agency ‘deep dive’ evaluation of the experiences of children and young people at risk of specific types of harm; in this case DVA. It is not known at this stage whether Buckinghamshire will be one of the areas inspected.

DVA Challenge Events

The Safer and Stronger Bucks Partnership Board and the Buckinghamshire Safeguarding Children Board have hosted two challenge events on children living with DVA in order to seek clarity and assurance around the work taking place across the partnership in relation to children living with DVA, provide an opportunity to explore any areas of risk or concern in relation to the partnership response and start to think about areas where we might need to work differently in order to improve or maintain our partnership response to children living with DVA; as well as giving an opportunity to share good practice. The first event was held on 20 October 2016 with professionals and a second event was held on 3 November 2016 with the voluntary sector/providers. Findings from this event will be reviewed and next steps considered.

DVA Youth Worker

In the last year, awareness raising sessions delivered by the DVA Youth Worker in schools/youth settings reached 2,224 young people, and 60 young people have been supported on a one to one basis. It is planned to recommission the DVA Youth Worker project through a 3-quote tender process, with the expectation that the service will recommence following the tender and recruitment process. Funding is available through the Safer and Stronger Bucks Partnership/Buckinghamshire County Council for the remainder of this financial year from when the recruitment process is complete, and will be funded by the Wellbeing Team and Proceeds of Crime Act funding for 2017/2018.

DVA In-Reach Worker

The Wellbeing Team are pleased with initial developments of this project and funding has been secured to continue it from the end of December 2016 to end March 2018. The project so far has consisted of a number of training sessions delivered to 48 relevant professionals and approximately 6 months of one to one support for DVA victims referred into the service. Initial analysis of the training sessions has revealed that 80% of staff trained indicated an increased confidence in identifying and supporting victims and appears to have been successful at increasing referrals from the local area. In addition, the support offered to victims appears to be highly effective with positive outcomes seen in all cases.

DVA Engagement Co-ordinator

Following successful recruitment, a DVA Engagement Co-ordinator commenced their role within Thames Valley Police on 5 September 2016 for an initial one year period to cover the Chiltern and South Bucks LPA through pro-active communication with

standard risk victims of DVA with the intention of signposting them to the relevant support service earlier and thereby reducing demand on the police.

Perpetrator Intervention

The pilot Fresh Start Perpetrator Group Work programme commenced on Wednesday 17th August and is scheduled to run until 31st March 2017 at which point evidence of effectiveness and value for money will be assessed. Discussions are also taking place with the Office of the Police and Crime Commissioner and other Thames Valley colleagues regarding the perpetrator landscape and the potential for more joined up working around perpetrator work.

Prevent Duty Update

Background

In July 2016, the local authority became subject to the Prevent Duty, which states that in the exercise of its duties:

“...must have due regard to the need to prevent people from being drawn into terrorism”

The Prevent Duty identifies two key elements: the establishment of a Channel Panel and an assessment of the risk that goes beyond the Counter Terrorism Local Profiles (CTLP) produced by the Police, so there is demonstrable engagement with partners and those to whom the Duty applies. It also specifies that Prevent action plans will need to be developed to address any risks identified for an area.

All specified authorities subject to the duty will need to ensure that they:

- Provide appropriate training for staff involved in the implementation of this duty
- Do not provide a platform for extremists through allowing them to hire publicly-owned venues or access public resources to disseminate extremist views
- Do not work with organisations who are engaged in any extremist activity or espouse extremist views; and
- Maintain appropriate records to show compliance with their responsibilities and provide reports when requested; and
- Have effective information sharing procedures in place that are proportionate and comply with the Data Protection Act 1998.

The Safer and Stronger Buckinghamshire Partnership Board (SSBPB) has the strategic oversight for the Prevent Duty and the Channel Panel.

Current Situation

In early October 2016 the County Council and partners came together to submit a bid to the Prevent Innovation Fund for a project to prevent the radicalisation of vulnerable people on the autistic spectrum. We are awaiting the outcome.

Schools have been a key focus this year. Data gathered up to 30/6/16 shows that 187 (70%) schools in Buckinghamshire have undertaken Working to Raise Awareness of Prevent (WRAP) training delivered by County Council officers.

The authority (through the Children's Social Care & Learning Business Unit) has recently partnered with several local schools and local authorities and schools in Madrid and Montpellier to successfully bid for a 3 year funded ERASMUS+ project (an EU exchange student programme) - ends in September 2019. The theme of the project is anti-radicalisation. The project supports equipping young people with the knowledge

and skills they need to think independently, challenge and debate ideologies in a safe environment and give them the opportunity to learn about different cultures and faiths, building mutual trust and respect.

All libraries and community libraries have revised and updated their lettings policy with regard to ensuring publicly funded assets are not used to promote extremism. Children centres and schools have also been informed of the prevent duty and risk assessments to be carried out when renting premises. Work is also being undertaken to further reduce the risk of accessing extremism material through the authority's IT systems by blocking access to identified sites.

Prevent Duty is now included as part of the 'boiler plate' clauses for relevant contracts.

The SBBPB Prevent Strategy and action plan have been ratified. The strategy is published online together with guidance and links to useful websites. See: www.buckscc.gov.uk/about-your-council/community-cohesion-and-equalities/preventing-extremism/

Safer & Stronger Bucks Partnership Board focus now is to better understand how partners are addressing the requirements of the Prevent Duty within their organisations. Highlights from the last performance report include:

- Buckinghamshire Healthcare NHS Trust (the largest provider of health care services in Buckinghamshire) is currently on a trajectory to meet its training target numbers over a 3 year period. The Trust has held 41 sessions in total and trained nearly 1000 staff in Quarter 1 of this year so far.
- National Probation Service (NPS) – Prevent (WRAP) workshops have been delivered to all offender management staff and are run on a regular basis. A NPS screening tool is used for those thought to be vulnerable to radicalisation, which helps to identify the issues and draw up an action plan. There is also a toolkit of work which probation officers can deliver to offenders who have been identified as vulnerable to extremism, as well as a more general diversity awareness toolkit. NPS are represented at prison internal extremism screening meetings and liaise with offender management staff in the community where released.
- Community Rehabilitation Company (CRC) - Prevent (WRAP) training has been undertaken with operational staff, with most Bucks staff now having this awareness training. Any cases of concern are discussed at a monthly casework meeting so that ways forward/ management of risks and multi-agency input can be identified and will ensure ability to access the latest training and information.
- Prisons - the regional Prevent lead for the prison service provided a comprehensive update to the Safer and Stronger Bucks Partnership Board in July 2016, detailing the level of activity being undertaken to meet their Prevent Duty requirements, which largely focussed on awareness raising and case management support.
- District Councils have provided guidance to their community venues about the Prevent Duty and risk assessments to be carried out when renting premises. Further work is being planned to enhance staff members' understanding of what to be aware of, when letting venues and how to refer concerns. There will be further training of employees on Prevent (WRAP). Wycombe DC, as a Prevent priority area which receives funding, has commissioned three Home Office projects to be delivered locally.
- The Buckinghamshire Safeguarding Children Board's (BSCB) Threshold Document now makes reference to radicalisation (displaying extremist views is at level 3 and engaging others in extremist views is at level 4). The BSCB has recently added

updated information on Prevent for professionals, parents and carers to their website and increased promotion of its online Channel Awareness Raising training.

Key next steps on Prevent

Continued roll out of Prevent training to relevant:

- Front line employees and key contractors
- Voluntary and community sector organisations
- Remaining schools

Review the outcome of the Children's Safeguarding Board annual audit of schools

Review the effectiveness of the safeguarding hub on this issue

Develop a community engagement/communications plan

Review the risk following the next Counter Terrorism Local Profile briefing (due in March 2017).

Modern Day Slavery Update

This work is being led by the Community Safety and Resilience Team. Anti-slavery Day campaigns took place in October in conjunction with Thames Valley Police. The purpose was to 'myth bust' with residents and professionals and ensure awareness that Modern Slavery is not about someone who is 'chained' and a 'prisoner' but it is about deception and control over their lives and confiscation of rights and belongings (such as passports etc).

Buckinghamshire is taking a strategic leadership position across the Thames Valley and is working closely with the police and the Office of the Police and Crime Commissioner to ensure a consistent approach to victims and offenders. It has also widened the scope for this beyond Modern Slavery to wider Adult Exploitation (and historic reporting as children) to ensure that victims are not falling through eligibility criteria for service provision. Links are being made with Police areas to support tangible actions taking place on LPAs, as well as TVP headquarters to link in with force level initiatives, as they affect Bucks and the wider partnership.

Governance agreed: this area of work sits under the SSBPB. A Joint Protocol ensures communication with other Strategic Boards.

MARTIN PHILLIPS
CABINET MEMBER FOR COMMUNITY ENGAGEMENT AND PUBLIC HEALTH

11g. CABINET MEMBER FOR CHILDREN'S SERVICES

Family Support Review: Summary Update November 2016

Reasons for the review

1. Strong national and local evidence base that early intervention and prevention approaches demonstrably improve outcomes for children and families
2. Mid Term Financial Plan (MTFP) savings target to reduce funding to Children's Centres by £625K in 2016/17 and £550K in 2017/18
3. Buckinghamshire's improvement journey following Ofsted inspection of Children's Services and Safeguarding Board in 2014.

National picture

Most local authorities need to develop new methods of working to reduce cost and demand, and improve services for children and families. The Department for Education's (DfE) detailed evaluation of Children's Centres, published in July 2016, showed that proving their value and effectiveness is challenging. However, it also indicated that parent support and specialist family/parent support services offer better value for money than the more child-based services. An All Party Parliamentary Group report, July 2016, examined possible models for the future of Children's Centres, which recommended the development of Family Hubs.

Aim

One of the 4 key priorities of the CSCL 5 year strategic plan, the review aims to:

1. Improve outcomes for children and families
2. Enhance community resilience
3. Transform the way in which services for children and families are delivered to improve effectiveness and efficiency
4. Reduce demand on statutory services
5. Deliver MTFP savings currently set against Children's Centres

Scope

The project has 2 parts which are interlinked but not necessarily consecutive:

- Part 1 – All family support services delivered directly or commissioned by CSCL
- Part 2 – Family support services delivered directly or commissioned by partner agencies

We intend to work with partner agencies from the outset to ensure commitment to an evolving model.

Methodology

The project will triangulate a variety of research, including:

- Secondary research to look at the national picture and experiences of other Local Authorities
- Data analysis looking at demand and effectiveness
- Engagement with stakeholders, staff and children and families

Timescales

End December 2016	Completion of research and modelling phase
January – March 2017	Options assessment and decision making on best fit
April – June 2017	Formal consultation with staff and public
July – October 2017	Implementation planning
October 2017	Deliver

Children in Need Restructure

Why are we restructuring CIN?

- Intervening early and effectively with children and families increases their life chances and reduces the need for more costly services
- Embedding a culture of developing and nurturing our social care workforce is critical to the success of our services
- The current wide remit of the CIN units is causing too much pressure in that part of the system
- We need to increase the capacity and resilience within teams
- The relatively small unit's means covering for staff absence, vacant posts and court work is problematic

Next Steps

- Submit Expressions of Interest – 16th November 2016
- Confirmation of Appointments – w/c 28th November 2016
- Commence new line management structure – 1st January 2017 with a phased approach to filling posts in new teams. Completion of restructure 31st March 2017

Update on Social Workers

The national shortage of Social Workers continues to be a key resourcing challenge. Actions taken since September's Council meeting to address the shortage of social workers include:

- Expansion of Newly Qualified Social Worker (NQSW) programme – 20 NQSWs started since 1st April 2016 and 7 in the pipeline. Career framework in place to support Newly Qualified Social Workers.
- Advertising campaign due to go live in November coinciding with Guardian feature on Frontline Social Work. Campaign includes a variety of digital and social techniques to target Social Workers as well as more traditional advertising on Job Boards.
- Process put in place to further improve flow of agency Qualified Social Worker CVs and enable top performing social care agency, Liquid, to build their knowledge of the County Council and therefore improve quality of CVs.
- New on-line assessment & selection technique ('Rosie') continues to add value & rigour to the quality of selection decisions and has been used to promote the County Council as an employer of choice.
- The South East Memorandum of Co-Operation, which commits the Council to implementing consistent pay rates across region and improving the referencing process, continues to be successful in managing consistent pay rates for temporary workers.

Since 1st April 2016, there have been 23 new starters in hard to fill Qualified Social Worker roles (excluding agency workers) with 13 potential new starters in the pipeline. There have been 22 voluntary leavers since 1st April 2016. Please note that these figures are correct at time of report but can change on a daily basis due to a variety of factors such as candidates being counter offered or employees deciding to enter the contractor market place.

In 2015/16 financial year, there were 63 external new starters in hard to fill Qualified Social Worker roles (excluding agency workers). There were 27 leavers in the equivalent period.

The key agency metrics monitoring social worker recruitment are given below:

Metric	Sept 2015 Data	Sept 2016 Data	Target
% of qualified social workers on an agency contract (includes all agency workers including those covering absence, maternity and perm requirements)	25%	25%	20%
Number of qualified agency social workers in permanent posts in C&F (agency workers covering perm posts only)	57	57	27

This data was reported in Oct as part of the Workforce Development Improvement Plan. The metrics have returned to Sept 2015 levels due to a high number of leavers in CIN & First Response and an increase in agency workers to cover. It is anticipated that this will be a temporary increase and has been addressed by the implementation of the new market supplement for qualified social workers.

LIN HAZELL
CABINET MEMBER FOR CHILDREN'S SERVICES

11h. CABINET MEMBER FOR EDUCATION AND SKILLS

School Liaison Groups – early Autumn Term 2016

Our school liaison officers have been busy during the first half of the new academic year meeting with the schools in their liaison groups. It would seem that there has been much activity undertaken by a number of our primary schools all of which will generate positive outcomes for their learners.

For example, Farnham Common Infant School has recently earned their Silver Learning Outside the Classroom (LOtC) Award. The LOtC award/mark is a nationally recognised indicator of good quality educational provision. It involves the use of places other than the classroom for teaching and learning, and getting children and young people out and about, providing them with challenging, exciting and different experiences to help them learn. The LOtC Mark is the first national accreditation for schools which recognises, and supports the development of, learning outside the classroom across all subject areas (LOtC website).

There are now have five schools in Buckinghamshire that hold LOtC awards: Turnfurlong Junior School holds the Bronze Award as does Ibstone CE Infant School and also Holtspur Primary School. Farnham Common Infant School holds the Silver Award, whilst Haddenham and St Mary's Infant School along with Long Crendon School currently hold the Gold award.

Other schools have been pursuing other activities that will enhance the learning experience for their students.

Longwick CE School was successful in their bid for a Tesco plastic bag grant to develop quiet garden & spiritual area. The school was also awarded a gold travel plan award and have been nominated for a regional award.

Cuddington and Dinton Primary School has been awarded the Sainsbury's School Games Gold Award. The School Games Mark is a Government-led awards scheme launched in 2012 to reward schools for their commitment to the development of competition across their school and into the community. Schools in England are able to assess themselves across bronze, silver and gold levels. The school will benefit from the fact that Ofsted can use the Mark award as part of their inspection as well as being able to use the accreditation as a tool for staff development and school improvement.

Steeple Claydon School was among 5 schools nominated for a national award as top performers using Accelerated Reader, a software programme which is used to motivate, monitor and manage independent reading practice.

It will be interesting and exciting to see what other developments and achievements will emerge from future school liaison groups as our schools work to secure further learning opportunities for their students.

Early Years National Funding Formula

The Government has recently closed a consultation on how local authorities and early years providers are funded for providing the free early learning for 2, 3 & 4 year olds. The outcome of the consultation should be available before the end of the year for implementation from April 2017.

Buckinghamshire County Council improves its ranking under the proposed formula and moved from 90th to 60th highest local authority. If the formula goes ahead as described

there will be a cap imposed on how much local authorities may take centrally to support the sector; 7% in year one decreasing to 5% in year 2. Buckinghamshire County Council currently takes just over 6%. Providers are unlikely to see a significant increase in funding going forward as currently there is financial movement from the Schools Block of Dedicated Support Grant (DSG) into Early Years which will not be permissible next year. Early illustrations suggest that providers may realise a small increase of between 0-15p per hour. It will be challenging to incentivise the early years market place to work with the Council to support the increase to 30 hours of childcare for working parents unless the funding rate increases in line with business costs.

Early Years Ofsted results

There are 275 early years providers in Buckinghamshire (excluding childminders) who are registered with Ofsted to provide early learning for children under the age of five. 212 of these providers have been inspected by Ofsted and have a quality judgement. As at 1st November 98.11% (208) were good or outstanding. This compares to the same date last year when 88.75% were good or outstanding. This is a significant and really pleasing improvement in results. National results for the same period are not yet available for comparison.

Update on Adult Learning

Buckinghamshire Adult Learning (BAL) scored very highly in a recent Skills Funding Agency and was 10%+ above the national average in two key questions. The Skills Funding Agency carries out an annual survey with employers to understand how satisfied they are with the training provider they are using for apprenticeships:

- *Would you recommend this provider to another employer?* BAL 92% v national average 80%
- *How satisfied were you with the overall quality of training?* BAL 90% v national average 78%

The Work-based Learning team always have a target to be better than the national average and this is an excellent reflection of their hard work.

Update from Youth Services

A new group has just been established in Aylesbury to support young people referred to Bucks Youth. The group focuses on personal development and wellbeing and is providing an opportunity for young people to explore issues with their peers and develop their resilience. The group has only been running a few weeks and already young people and their parents are providing positive feedback.

118 young people are currently being provided with 1:1 support through Bucks Youth. In October the highest number of new referrals came from Social Care. Reasons for referral included poor attendance at school and support for young people who have witnessed domestic violence.

In October half term looked after children and young people were given the opportunity to visit Green Park to take part in indoor kayaking and zip wire activities. This was part of our Kids in Sport activity programme that runs in the school holidays for vulnerable young people.

ZAHIR MOHAMMED
CABINET MEMBER FOR EDUCATION AND SKILLS