



DATE: 24 July 2014
MY REF: MIS/BS
PLEASE ASK FOR: Mr. M. I. Seedat
DIRECT DIALLING: (0116) 305 6037
E-MAIL: mo.seedat@leics.gov.uk

Dear Sir/Madam

I summon you to the MEETING of the LEICESTERSHIRE COUNTY COUNCIL to be held at COUNTY HALL, GLENFIELD on WEDNESDAY, 2 JULY 2014 at 2.30 p.m. for the transaction of the business set out in the agenda below.

Yours faithfully



Chief Executive

AGENDA

1. Chairman's Announcements.
2. To confirm the minutes of the meeting of the Council held on 21 May 2014. (Pages 5 - 24)
3. To receive declarations by members of interests in respect of items on this agenda.
4. To answer questions asked under Standing Order 7(1)(2) and (5).
5. To receive position statements under Standing Order 8.

To consider reports of the Cabinet, Scrutiny Commission, Scrutiny Committees and other bodies:

6. Report of the Cabinet:-
 - (a) Youth Justice Strategic Plan 2014/15. (Pages 25 - 46)



7. Report of the Scrutiny Commission:-

(a) Overview and Scrutiny Annual Report 2013/14. (Pages 47 - 58)

8. Joint Report of the Employment Committee and Corporate Governance Committee:-

(a) Employee Code of Conduct. (Pages 59 - 68)

9. To consider the following notices of motion:

(a) Street Lighting - Mr. P. C. Osborne

“a) That this Council notes that:-

- i) the programme of part-night lighting, dimming and the emerging transformation programme utilising new technology could result in savings in excess of £1million and reduce the Council carbon footprint;
- ii) the process of part-night lighting and dimming involves a rigorous evaluation of the potential impact such changes would have on affected areas;
- iii) responses to date from the emergency services and the County Council’s Accident Investigation and Prevention Unit indicate that part-night lighting and dimming has not led to an increase in crime or road traffic accidents;
- iv) analysis conducted by the County Council’s Research and Insight Team comparing reported crimes at parish level in the year leading up to the introduction of part-night lighting with the first year of operation concludes that:
 - overall, across all areas affected there were 195 less crimes (10%) between 12.01am and 5.30am in the year following the introduction of part-night lighting;
 - for individual parishes, changes varied from an increase of 14 crimes to a decrease of 58 crimes;
 - of the 97 areas analysed, 36 saw an increase in crime and 46 saw a reduction in crime and overall, almost half (45) of the areas analysed saw no change, or an increase or decrease by only one crime;

- v) the County Council has a good track record of working with the Police and has acted upon concerns raised which resulted in almost 200 lights temporarily returned to all night operation and which will now return to part-night lighting following recent arrests.
- b) That accordingly this Council calls upon members of the Opposition to refrain from making unsubstantiated comments and scaremongering on this issue.”

(b) Rural Broadband - Mr. S. J. Galton

“a) That this Council:-

- i) notes that an increasing number of essential services including those provided by public bodies are delivered or are planned to be delivered online and that this has an adverse impact on people living in rural areas where broadband connectivity is generally poorer;
 - ii) commends the Government’s and County Council’s stated ambition to extend superfast broadband to the whole of Leicestershire;
 - iii) notes that Fibre to the Cabinet connections (FTTC) will achieve speeds of between 2 – 24 mbps depending on the distance of premises from the cabinet whereas Fibre to the Premises connections (FTTP) could offer connectivity speeds approaching 1000 mbps;
 - iv) notes the work of other councils in supporting community projects and working with small providers in order to provide FTTP connections to households and businesses in deep rural areas.
- b) Accordingly, this Council calls upon the Cabinet to fully explore the potential of FTTP-based approaches so that households and businesses in rural areas are offered good quality future-proofed solutions.”

(c) Post 16 School Transport - Mr. G. Welsh

“a) That this Council notes:-

- (i) that as a result of the Education and Skills Act 2008, from 2015, anyone up to the age of 18 will be required to participate in full time education or training;

- (ii) that this will place a significant financial burden upon the families of students that require transport to attend further education;
- (b) Accordingly, this Council urges Central Government to provide full funding to local authorities to enable them to extend the provision of free school transport to students aged 16 – 18, so that as a minimum, students that live further than 3 miles from their nearest 6th form school or college will not have to pay for transport.”

**MINUTES OF THE MEETING OF THE LEICESTERSHIRE COUNTY COUNCIL
HELD AT COUNTY HALL, GLENFIELD ON WEDNESDAY, 21 MAY 2014**

PRESENT

Mrs. R. Page CC (in the Chair)

Mr. I. E. G. Bentley CC, Mr. D. C. Bill MBE CC, Mr. R. Blunt CC, Mr. G. A. Boulter CC, Mr. S. L. Bray CC, Mrs. R. Camamile CC, Mr. M. H. Charlesworth CC, Mr. K. Coles CC, Mr. J. G. Coxon CC, Mrs. J. A. Dickinson CC, Dr. T. Eynon CC, Dr. R. K. A. Feltham CC, Mrs. J. Fox CC, Mr. S. J. Galton CC, Mr. S. J. Hampson CC, Mr. G. A. Hart CC, Dr. S. Hill CC, Mr. Dave Houseman MBE, CC, Mr. Max Hunt CC, Mr. D. Jennings CC, Mr. J. Kaufman CC, Ms. K. J. Knaggs CC, Mr. P. G. Lewis CC, Mr. W. Liquorish JP CC, Mrs. H. E. Loydall CC, Mr. K. W. P. Lynch CC, Mr. J. Miah CC, Mr. M. T. Mullaney CC, Ms. Betty Newton CC, Mr. J. T. Orson JP CC, Mr. P. C. Osborne CC, Mr. I. D. Ould CC, Mr. B. L. Pain CC, Mr. A. E. Pearson CC, Mr. T. J. Pendleton CC, Mrs. P. Posnett CC, Mrs. C. M. Radford CC, Mr. J. B. Rhodes CC, Mrs. J. Richards CC, Mr. N. J. Rushton CC, Mr. R. Sharp CC, Mr. S. D. Sheahan CC, Mr. R. J. Shepherd CC, Mr. E. D. Snartt CC, Mr. L. Spence CC, Mr. D. A. Sprason CC, Mr. E. F. White CC, Miss. H. Worman CC and Mr. L. E. Yates CC

1. TO ELECT A CHAIRMAN.

It was moved by Mr Galton, seconded by Mr Rushton and carried:

“That Mr Bill Boulter be elected Chairman for the period until the next Annual Meeting of the Council.”

Mr Boulter read out and signed his Declaration of Acceptance of Office which was witnessed and signed by the Chief Executive.

Mr Boulter took the Chair and thanked his proposer and seconder and members of the Council for electing him.

The Chairman thanked Mrs Page for her services to the County during her period of office as Chairman. Mr Rushton, Mr Galton and Mr Hunt each joined the Chairman in associating their Groups with the thanks to Mrs Page. Mrs Page thanked members for their generous remarks.

2. TO APPOINT A VICE-CHAIRMAN.

It was moved by Mr Rushton, seconded by Mr Galton and carried:

“That Mr David Snartt be appointed Vice-Chairman for the period until the next Annual Meeting of the Council.”

Mr Snartt read out and signed his Declaration of Acceptance of Office which was witnessed and signed by the Chief Executive.

Mr Snartt thanked his proposer and seconder for their generous remarks and

members of the Council for appointing him as Vice-Chairman.

3. CHAIRMAN'S ANNOUNCEMENTS.

Sir Timothy Brooks KCVO JP

The Chairman reported the sad death on 2nd May, 2014, of former Lord Lieutenant of Leicestershire, Sir Tim Brooks.

Sir Tim had served as Lord-Lieutenant of Leicestershire from 1989 to 2003. He had been hugely respected for his service to this County. The Chairman informed members there would be a Thanksgiving Service for the life of Sir Tim at Leicester Cathedral on Tuesday, 15th July at 3.00pm.

Mr Brian Leslie Roberts

The Chairman reported the sad death on 29th March, 2014, of former County Councillor Mr Brian Leslie Roberts.

Mr Roberts had been elected to the County Council in 1985 and served until 1989 representing the St Augustine's Division in Leicester City. He served as the Labour Spokesperson of the Manpower Committee and also served on the Education and Social Services Committees.

Those present joined the Chairman in standing in silent tribute to the memory of Sir Timothy Brooks and Mr Brian Leslie Roberts.

Armed Forces Day

The Chairman reminded members that they had been invited to a special service to be held on Saturday, 21st June at Leicester Cathedral to mark Armed Forces Day. The service would be held jointly with the Lord Mayor of Leicester and the Lord-Lieutenant and would be followed by a parade of Standards, service personnel, veterans and cadets through the streets of Leicester, behind the pipes and drums of the Seaforth Highlanders. All members were encouraged to attend.

Chairman's Reception – Beaumanor Hall

The Chairman was pleased to inform members that he would be holding a Reception at Beaumanor Hall on Thursday, 24th July at 6.30 p.m. All members of the County Council would be receiving invitations in due course.

County Service

The Chairman asked members to note that the County Service this year would be held at Wigston Methodist Church on Sunday, 28th September. The Bishop of Leicester would be preaching and the service would be followed by a Reception. Invitations would be issued to all members in due course and he hoped that members would support the annual service.

Centenary of the start of the First World War

The Chairman asked members to note that a service of commemoration and reflection to mark to the centenary of the start of the First World War would be held on Sunday, 3rd August, at 3 p.m. at Leicester Cathedral. The service would be held jointly with the Lord Mayor of Leicester and the Lord-Lieutenant and all members were encouraged to attend.

Visitors

The Chairman welcomed to the meeting all visitors and guests of members and anyone who was viewing the meeting via the webcast.

4. MINUTES.

It was moved by the Chairman, seconded by the Vice-Chairman and carried:-

“That the minutes of the meeting of the Council held on 19 March 2014, copies of which have been circulated to members, be taken as read, confirmed and signed.”

5. DECLARATIONS OF INTEREST.

The Chairman invited members who wished to do so to make declarations of interest in respect of items on the agenda for the meeting.

Dr Eynon declared a personal interest in the County Council Strategic Plan, which included reference to the Better Care Fund, as she was a sessional GP (minute 8 refers).

Mr Sheahan declared a personal interest in the County Council Strategic Plan, which included reference to HS2 and Ashby Canal, as a member of the Ashby Canal Trust (minute 8 refers).

6. QUESTIONS ASKED UNDER STANDING ORDER 7(1)(2) AND (5).

(A) Mr Sprason asked the following question of the Leader or his nominee:

“Can the Leader advise how the delay in funding the Better Care Fund from Central Government will impact on Leicestershire?”

Mr White replied as follows:

“Both the Department of Health and Local Government Minister Brandon Lewis have confirmed there will be no delay.”

(B) Mr Sprason asked the following question of the Leader or his nominee:

“The Fairer Charging Policy for non-residential adult social care services was updated by the Department of Health in June 2013. Can the Leader advise whether this has required any changes to Leicestershire County Council’s

policy?”

Mr Houseman replied as follows:

“It has not.”

(C) Mr Sprason asked the following question of the Leader or his nominee:

“The Government has proposed a cap of £72,000 on the costs of residential care. It is reported that this will help just 8% of men and 15% of women and with hotel costs, older people with residential care needs will have already spent £140,000 before the cap is reached which will be a shock to many older people. Can the Leader advise:-

1. “What percentage of men and women in Leicestershire are likely to benefit from the cap?”
2. What is Leicestershire County Council doing to raise awareness on this issue?
3. Will the Leader request the Government to introduce tax breaks to encourage people to save for the future costs thus supporting the creation of a Pension Care Fund, a long term care savings pot?”

Mr Houseman replied as follows:

“Draft regulations and guidance in relation to the cap on care costs are not due for publication by the Government until this autumn. Once we have clear and reliable information, and have had the opportunity to analyse its implications, we will be in a position to communicate with the citizens of Leicestershire so that they can make appropriate choices given their individual circumstances.”

(D) Mr Sprason asked the following question of the Leader or his nominee:

“Will the Leader please provide this Council with the business plan that justifies the viability of the Mining Museum which includes projected visitor numbers and projected income?”

Mr Blunt replied as follows:

“I would refer Mr Sprason to the County Council’s consultation document on Snibston if he needs to understand the nature of the consultation.”

Mr Sprason asked the following supplementary question:-

“When will this information be available and has the Lead Member seen it yet?”

Mr Blunt replied as follows:-

“Mr Sprason had this portfolio in better times than me and maybe if he had done a little bit more work and been a bit more commercial maybe we wouldn't be sitting here with losses of £900,000.

I think it's worth reminding us that the answer is no and no.”

7. POSITION STATEMENTS UNDER STANDING ORDER 8.

The Leader presented a position statement on the following matters:

LLEP
Meeting with MPs
Cathedral Gardens
Sporting Achievements
European Hockey Tournament

The Lead Member for Children and Family Services presented a position statement on the following matters:-

National policy affecting services for children and their families
Innovative developments in the service
Work with Leicestershire Police in responding to children and young people who go missing from home
Supporting Leicestershire Families
Review of School Funding arrangements and the introduction of the national funding formula

Copies of the position statements are filed with these minutes.

8. REPORTS OF THE CABINET:-

(a) County Council Strategic Plan 2014-18.

It was moved by Mr Rhodes, seconded by Mr Shepherd and carried:-

“That the County Council's Strategic Plan for 2014-18, as set out in Appendix B to the report of the Cabinet, be approved.”

(b) Dates of Council Meetings 2014/15.

It was moved by Mr Rushton, seconded by Mr Rhodes and carried:-

"That Council meetings in 2014/15 be held on the following dates:-

Wednesday, 2 July 2014
Wednesday, 24 September 2014
Wednesday, 3 December 2014
Wednesday, 18 February 2015 (Budget Meeting)
Wednesday, 25 March 2015
Wednesday, 20 May 2015 (Annual Meeting)."

9. TO MAKE APPOINTMENTS IN ACCORDANCE WITH ITEMS 11 AND 12 OF STANDING ORDER 4:-

(a) To appoint the Leader;

It was moved by Mr Rhodes, seconded by Mr Lewis and carried:-

"That Mr N J Rushton be appointed Leader of the Council for the period until the next Annual Meeting of the Council."

(b) To note any changes to the membership of the Cabinet made by the Leader;

It was moved by Mr Rushton, seconded by Mr Rhodes and carried:-

"That it be noted that the Leader proposes to appoint the members named on list 'A' attached to the Order Paper as members of the Cabinet."

A copy of List 'A' is filed with these minutes.

(c) To appoint Cabinet Support Members as the Council considers appropriate;

It was moved by Mr Rushton and seconded by Mr Rhodes:-

"That the following members be appointed as Cabinet Support Members until the next Annual Meeting of the County Council, as provided for in Article 7 of the Council's Constitution:-

Mr G A Hart
Mrs R Page."

The motion was put and carried.

(d) To appoint members of the Scrutiny Commission, Boards and Committees.

It was moved by Mr Lewis, seconded by Mr Charlesworth and carried:-

"That the membership of the Scrutiny Commission, Boards and Committees as set out in List 'B' attached to the Order Paper be approved."

A copy of List 'B' is filed with these minutes.

D(i) SPOKESMEN

Mr Lewis named the members shown in the second column of list 'S', as Conservative spokesmen of the bodies as shown.

Mr Spence named the members shown in the third column of list 'S', as Labour spokesmen of the bodies as shown.

Mr Charlesworth named the members shown in the fourth column of list 'S', as Liberal Democrat spokesmen of the bodies as shown.

A copy of list 'S' is filed with these minutes.

D(ii) SUBSTITUTES

It was moved by Mr Lewis, seconded by Mr Charlesworth and carried:-

"That the Chief Executive be authorised to make and terminate appointments to the Commission, committees, boards and other County Council bodies (not including the Cabinet) in accordance with the wishes of the political groups to whom the seat in question has been allocated, subject in the case of those bodies set out in list 'B' to the Group giving one day's notice to the Chief Executive of its wishes."

2.30 pm – 4.35 pm
21 May 2014

CHAIRMAN

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COUNTY COUNCIL MEETING – 21 MAY 2014**POSITION STATEMENT BY THE LEADER OF THE COUNCIL****LLEP**

I am pleased to report that the LLEP has recruited a Director, Corin Crane, currently Head of Economic Partnerships and Investment at Wolverhampton City Council.

There has also been a process underway to recruit new private sector LLEP board members to replace board members whose terms are about to expire. Appointments will be confirmed later this month. I was involved in the recruitment processes for both the Director and Board members and am delighted that we have secured the services of Corin and that there will be a very strong private sector presence on the Board.

The new Board members will be part of an eight strong private sector presence on the Board with the rest of the membership comprising myself, the City Mayor, two district council leaders and a representative each of the Universities, Further Education colleges and the Voluntary and Community Sector.

It has, unfortunately, proved more difficult to appoint a Chairman of the LLEP. It is crucial that the right appointment is made to this key role and I am in discussions with the City Mayor on this.

Having a strong LLEP Board will be key to maximising the potential of the Leicestershire economy and creating prosperity and jobs for our communities. The previous LLEP Board, chaired by Andrew Bacon, did a good job in establishing the LLEP as an effective partnership and in negotiating a City Deal and developing a strong Strategic Economic Plan. Moving forward the focus will shift towards commissioning and delivering major investments in infrastructure, skills and business growth.

In support of the LLEP's work the Council is preparing an 'Enabling Growth Plan' which will set out how the Council will use its resources, expertise and influence to support economic growth. The Cabinet will be considering this in September.

Meeting with MPs

Ever since I became Leader, I have made a point of arranging regular meetings with the County's MPs. Those meetings continue, most recently with Stephen Dorrell, Andrew Robathan and David Tredinnick. Typically, we don't have a fixed agenda, although I always give them the latest predictions for the County Council's finances. The meetings are a good opportunity for both sides to catch up and discuss how we can help each other.

Cathedral Gardens

I am pleased to report that the creation of the new Cathedral Gardens is nearing completion. This project has been led by the Cathedral Quarter Partnership Board, chaired by the Bishop of Leicester and on which Sir Peter Soulsby and I both sit. This successful partnership is working effectively to develop the Gardens, the King Richard III Visitor Centre, and the planned re-interment of King Richard's remains. The County Council is a full partner in this collaboration along with the City Council, the University of Leicester, the Diocese and the Cathedral.

The Cathedral Gardens, which will be a valuable community open space in this historic part of Leicester, will celebrate an official launch on Saturday 5th July. The programme of events is still to be confirmed but the emphasis will be on informality and celebration right through the day. Although the day will conclude with a service in the Cathedral, the programme will be purposely informal, and so will have a wide appeal and will reinforce the purpose of the space.

The celebration event will include the official unveiling of the public artwork commissioned by the County Council and the relocated statue of King Richard III from Castle Gardens.

I will ensure that Members receive details of the celebration event as soon as they are confirmed, and you will all be very welcome to come along and join in.

Sporting Achievements

Leicester City Football Club

I am sure that all members will wish to join me in congratulating Leicester City Football Club on their promotion to the Premier League, after a ten year absence.

This achievement will not only enhance the already high reputation of the City and County but as recent research has shown will provide a major boost to the local economy particularly if the Club is able to retain its Premier League status.

Mark Selby

Congratulations are also due to Mark Selby following his sensational victory at the World Snooker Championship earlier this month.

European Hockey Tournament

Recently, the City Mayor and I were approached to provide some financial support to enable the 2014 European Women's Hockey Club Championship to go ahead next month at Loughborough University. The hosts of the Championships will be Leicester Hockey Club, one of the oldest and most successful women's hockey clubs in England, who attract players from the City and County. The Mayor and I have agreed to support the event and I am sure the Council will join me in wishing the host club all the best for the event.

COUNTY COUNCIL MEETING – 21 MAY 2014

POSITION STATEMENT BY THE LEAD MEMBER CHILDREN AND FAMILY SERVICES

Over the past year we have continued to respond to new and demanding national policy affecting services for children and their families, in particular from the Children and Families Act and the review of School Funding arrangements. I am pleased to be able to tell the Council that we have met the significant demands for swift change whilst continuing to maintain high quality and modernised service provision. Some examples of our innovation from the last few months are:

- On 29th April our Care Leavers Charter was launched in this Chamber, fulfilling our promise to support our older young people in care towards independence;
- Earlier in April we hosted a three-day international conference, together with Professor Eileen Munro, about ‘Signs of Safety’, the methodology that we now use in our social care assessment process;
- During March over 8000 young people in schools were able to see ‘Sophie’s Choice’, a specially commissioned and powerful piece of theatre about child sexual exploitation and how to stay safe;
- Also in March our Children in Care choir, Beacon Voices, performed on stage at Wembley Arena to an audience of 5000 people;
- In February we saw the opening of Ashmount Special School;
- And in January we celebrated the achievements of our Children in Care over two evening events at Loughborough University.

I am pleased to report on progress we have made with our partners in Leicestershire Police in responding to children and young people who go missing from home and particularly those who go missing from care. This work has brought together police and staff from the County Council, provided them with new guidance and supported them through the delivery of bespoke training. All of this has resulted in a reduction of 63% of children and young people who go missing from Leicestershire’s care. But there is further work to do, especially in relation to those children and young people who go missing from private children’s homes that are the responsibility of other local authorities.

Our partnership working is also strong as a result of our work to support our most ‘troubled’ families through our Supporting Leicestershire Families service, which has now been in place for just over a year. During that time 338 families have been supported by our 51 Family Support Workers who are based in localities across Leicestershire. As a result of the intensive support provided domestic violence and incidents of anti-social behaviour have reduced, children are attending and achieving in school and parents are now in employment.

In the recent Government announcement, Leicestershire was praised for its significant achievements in meeting the Payments By Results targets to turn around 810 families by March 2015. On 1st May it was announced that Leicestershire had achieved 78% of this target placing us second of all local authorities in the country if you exclude the Scilly Isles.

At the beginning of this statement I referred to the Children and Families Act and the review of School Funding arrangements. The former places exceptional demands on the local authority to transform the way in which it supports children and young people with special educational needs and disabilities, young carers, and children and young people being fostered and waiting to be adopted. Responding to the new requirements of the Act at the same time as implementing the savings required as a result of reduced resources is challenging and requires radical change but I am confident that there are plans in place to achieve what is required.

Following pressure over a number of years to deliver fair funding for Leicestershire schools, I am pleased that the Department for Education announced in March that Leicestershire will benefit from £350m of additional school funding in 2015/16. Whilst the final allocations are not expected to be announced until June, the consultation indicates an additional £17.2m in school funding – this is welcomed by the County Council and schools alike. The campaign for fairer funding is not over, the introduction of the national funding formula has been delayed and I will continue to campaign to ensure that Leicestershire receives the fair funding our schools deserve.

THE LEADER

LEADER OF THE COUNCIL: Mr. N. J. Rushton

THE CABINET

The Leader (elect) has given notice that he proposes to appoint the following members to serve on the Cabinet.

DEPUTY LEADER OF THE COUNCIL: Mr. J. B. Rhodes

OTHER MEMBERS OF THE CABINET:-

1. Mr. R. Blunt
2. Mr. D. W. Houseman MBE (Lead Member for Adult Social Care)
3. Mr. J. T. Orson
4. Mr. P. C. Osborne
5. Mr. I. D. Ould (Lead Member for Children's Services)
6. Mr. B. L. Pain
7. Mrs. P. Posnett
8. Mr. E. F. White

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MEMBERSHIP OF COMMISSION, COMMITTEES AND BOARDS

SCRUTINY COMMISSION (11)

Conservative (6)

- 1 Mr. R. J. Shepherd CC
- 2 Dr. R. K. A. Feltham CC
- 3 Mrs R. Camamile CC
- 4 Mr. D. Jennings CC
- 5 Mr. P. G. Lewis CC
- 6 Mrs J. A. Dickinson CC

Labour (2)

- 1 Mr. M. J. Hunt CC
- 2 Mr. L. Spence CC

Liberal Democrat (3)

- 1 Mr. S. J. Galton CC
- 2 Dr. S. Hill CC
- 3 Mr. K. W. P. Lynch CC

(To include Leader of the Opposition as Chairman, 3 Commissioners (2 Administration and 1 minority Opposition), 4 Chairmen of Scrutiny Committees (on the basis of 2 Conservative, 1 Labour and 1 Liberal Democrat) and 3 other members for political balance (2 Conservative and 1 Liberal Democrat.))

OVERVIEW AND SCRUTINY COMMITTEES (9)

A. ADULTS AND COMMUNITIES (9)

Conservative (5)

- 1 Mrs R. Camamile CC
- 2 Mr. P. G. Lewis CC
- 3 Mr. S. Hampson CC
- 4 Mr. D. Jennings CC
- 5 Mr. A. E. Pearson CC

Labour (2)

- 1 Mr. R. Sharp CC
- 2 Ms B. Newton CC

Liberal Democrat (2)

- 1 Mr. M. H. Charlesworth CC
- 2 Mr. J. Kaufman CC

B. CHILDREN AND FAMILIES (9)

Conservative (5)

- 1 Mr. P. G. Lewis CC
- 2 Mr. K. Coles CC
- 3 Mr. T. Pendleton CC
- 4 Mrs C. M. Radford CC
- 5 Mr. E. D. Snartt CC

Labour (2)

- 1 Mr. L. Spence CC
- 2 Ms K. Knaggs CC

Liberal Democrat (2)

- 1 Mr. G. Welsh CC
- 2 Mr. J. Kaufman CC

C. ENVIRONMENT AND TRANSPORT (9)**Conservative (5)**

- 1 Mr. D. Jennings CC
- 2 Mr. I. E. G. Bentley CC
- 3 Mr. J. G. Coxon CC
- 4 Mr. S. Hampson CC
- 5 Mrs J. Richards CC

Labour (1)

- 1 Mr. S. D. Sheahan CC

Liberal Democrat (2)

- 1 Mr. D. C. Bill CC
- 2 Mr. M. H. Charlesworth CC

UKIP (1)

- 1 Mr. L. Yates CC

D. HEALTH (9)**Conservative (5)**

- 1 Mrs J. A. Dickinson CC
- 2 Dr. R. K. A. Feltham CC
- 3 Mr. W. Liquorish CC
- 4 Mr. O. O'Shea CC
- 5 Mr. A. E. Pearson CC

Labour (2)

- 1 Mr. J. Miah CC
- 2 Dr. T. Eynon CC

Liberal Democrat (2)

- 1 Dr. S. Hill CC
- 2 Mr. M. Mullaney CC

DEVELOPMENT CONTROL AND REGULATORY BOARD (13)**Conservative (7)**

- 1 Mr. T. Pendleton CC
- 2 Mrs R Camamile CC
- 3 Mr. J. G. Coxon CC
- 4 Mrs J. A. Dickinson CC
- 5 Mr. W. Liquorish CC
- 6 Mr. O. O'Shea CC
- 7 Mrs. C. M. Radford CC

Labour (2)

- 1 Miss H. Worman CC
- 2 Mr. L. Spence CC

Liberal Democrat (3)

- 1 Mrs H. E. Loydall CC
- 2 Mr. D. C. Bill CC
- 3 Mr. M. H. Charlesworth CC

UKIP (1)

- Mr. D. A. Sprason CC

CONSTITUTION COMMITTEE (5)**Conservative (3)**

- 1 Mr. N. J. Rushton CC
- 2 Mr. J. B. Rhodes CC
- 3 Dr. R. K. A. Feltham CC

Labour (1)

- 1 Mr. M. J. Hunt CC

Liberal Democrat (1)

- 1 Mr. S. J. Galton CC

EMPLOYMENT COMMITTEE (7)**Conservative (4)**

- 1 Mr. J. B. Rhodes CC
- 2 Mr. D. Jennings CC
- 3 Mr. R. J. Shepherd CC
- 4 Mr. E. D. Snartt CC

Labour (1)

- 1 Mrs J. Fox CC

Liberal Democrat (2)

- 1 Mrs H. E. Loydall CC
- 2 Mr. G. Welsh CC

PENSION FUND MANAGEMENT BOARD (5)**Conservative (3)**

- 1 Mr. G. A. Hart CC
- 2 Mr. S. J. Hampson CC
- 3 Mr. J. B. Rhodes CC

Labour (1)

- 1 Mrs J. Fox CC

Liberal Democrat (1)

- 1 Mr. K. W. P. Lynch CC

INVESTMENT SUBCOMMITTEE (OF PFMB) (3)**Conservative (2)**

- 1 Mr. G. A. Hart CC
- 2 Mr. J. B. Rhodes CC

Labour (0)**Liberal Democrat (1)**

- 1 Mr. K. W. P. Lynch CC

CORPORATE GOVERNANCE (7)**Conservative (4)**

- 1 Mr. E. D. Snartt CC
- 2 Mr. G. A. Hart CC
- 3 Mr. P. G. Lewis CC
- 4 Mr. R. J. Shepherd CC

Labour (1)

- 1 Mr. S. D. Sheahan CC

Liberal Democrat (2)

- 1 Mr. S. Bray CC
- 2 Mr. K. W. P. Lynch CC

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LEICESTERSHIRE COUNTY COUNCIL CHAIRMEN AND GROUP SPOKESMEN/SPOKEPERSONS

<u>Committee/Subcommittee</u>	<u>Conservative Spokesman</u>	<u>Labour Spokesperson</u>	<u>Liberal Democrat Spokesman</u>
<u>THE SCRUTINY COMMISSION</u>	Mr. R. J. Shepherd CC	Mr. M. J. Hunt CC	Mr. S. J. Galton CC (Chairman)
<u>OVERVIEW AND SCRUTINY COMMITTEES:-</u>			
A. Adults and Communities	Mrs R. Camamile CC (Chairman elect)	Mr. R. Sharp CC	Mr. M. H. Charlesworth CC
B Children's and Family Services	Mr. P. G. Lewis CC	Mr. L. Spence CC (Chairman elect)	Mr. G. Welsh CC
C. Environment and Transport	Mr. D. Jennings CC (Chairman elect)	Mr. S. D. Sheahan CC	Mr. D. C. Bill CC
D. Health	Mrs J. A. Dickinson CC	Mr. J. Miah CC	Dr. S. Hill CC (Chairman elect)
<u>REGULATORY BODIES:-</u>			
Development Control and Regulatory Board	Mr. T. Pendleton CC (Chairman elect)	Miss H. Worman CC	Mrs H. E. Loydall CC
Constitution Committee	Mr. N. J. Rushton CC (Chairman elect)	Mr. M. J. Hunt CC	Mr. S. J. Galton CC
Employment Committee	Mr. J. B. Rhodes CC (Chairman elect)	Mrs J. Fox CC	Mrs H. E. Loydall CC
Pension Fund Management Board	Mr. G. A. Hart CC (Chairman elect)	Mrs J. Fox CC	Mr. K. W. P. Lynch CC
Corporate Governance Committee	Mr. E. D. Snartt CC (Chairman elect)	Mr. S. D. Sheahan CC	Mr. S. Bray CC

Chairmanships

The Council's Constitution makes provision for the leader of the largest opposition party to be ex officio the Chairman of the Scrutiny Commission.

The membership of the Scrutiny Commission include the Chairmen of the four Scrutiny Committees.

The remaining appointments of Chairman and Deputy Chairman are matters to be determined by the bodies themselves, but the nominations are usually reported to the Council (shown as "Chairman elect").

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REPORT OF THE CABINET

A. YOUTH JUSTICE STRATEGIC PLAN 2014/15

Introduction

1. This report concerns the proposed Youth Justice Strategic Plan for 2014/15.

Background

2. The Youth Justice Strategic Plan is identified in the Constitution as forming part of the Policy Framework and therefore requires the approval of the County Council.
3. Youth Justice Plans have been produced on an annual basis since the Youth Offending Service was established in April 2000. The County Council has a statutory duty under Section 40 of the Crime and Disorder Act 1998 to prepare and submit an annual Youth Justice Plan to the Youth Justice Board (YJB).
4. There is a requirement for the Plan to be approved by the statutory partners that make up the Youth Offending Service (YOS) partnership. The draft Plan was approved for consultation by the Youth Offending Service's Management Board on 24 February 2012. The draft Plan was then submitted to the following bodies as part of the consultation process:-
 - The Scrutiny Commission on 26th March;
 - The Cabinet on 1st April.
5. The final draft of the Plan was then considered and approved by the Youth Offending Service Management Board at its meeting on 23rd May and has now been submitted to the Youth Justice Board. A copy of the Youth Justice Strategic Plan for 2014/15 is attached as Appendix 1 to this report.

The Plan

6. The Plan highlights the continuing high performance of the YOS in 2012/13 and sets out the priorities and objectives for the Service in 2013/14. Performance has continued to improve year on year.
7. The work of the Youth Offending Service is set against a background of previous significant reductions in external grant. The two year transitional funding previously agreed has helped to mitigate the impact. During 2013/14 the Service undertook a review of its structure and operations to

enable it to meet the reductions in its annual budget whilst at the same time maintaining performance against the national performance indicators. Details are set out in Section 6 of the Plan.

8. The Ministry of Justice has three indicators relating to Youth Justice:
 - Reduce first time entrants to the justice system (10-17 year olds receiving a reprimand, final warning or conviction);
 - Reduce re-offending (frequency and rate of re-offending);
 - Reduce use of custody.
9. In addition to the national indicators, the Leicestershire Youth Offending Service has adopted the following local education target:
 - The number of young people known to the Youth Offending Service engaged in Education, Training and Employment at the end of their Order.
10. Section 7 of the Plan sets out the agreed priorities aimed at meeting the National and Local Targets.

Resource implications

11. Section 5 of the Plan sets out the resourcing and funding arrangements for the Youth Offending Service. The County Council remains the major funding partner via the Chief Executive's Department and Children and Family Services. Effective from 6th January 2014 the Youth Offending Service transferred from the Chief Executives Department to Children and Family Services.
12. In 2013/14 there was a 6.1% reduction in funding. The 2014/15 budget represents a standstill.

Relevant Impact Assessments

Equal Opportunities Implications

13. Inequality is inherent within the criminal justice system. An Equalities and Human Rights Impact Assessment (EHIA) has been completed on the Plan. The EHRIA indicates that the Plan presents no adverse impact to young people at risk of offending and re-offending, but identifies the need to continue to monitor YOS performance in relation to diversity and to continue to take account of the results of the participation survey completed by young people and their parents/carers.

Risk Assessment

14. Section 8 of the Plan identifies the most critical risks facing the Leicestershire Youth Service and its partners in meeting national and local objectives. There are two major changes and areas of concern. First, the changes in the adult rehabilitation service which came into force in June. This involves replacing Probation Trusts nationally with privately owned Community rehabilitation Companies (CRCs) and reforming and re-introducing a National Probation Service. The second concern relates to arrangements to extend probation supervision to cases where offenders are sentenced to periods of less than 12 months custody.

Consideration by Cabinet and Scrutiny

15. The Plan was presented to the Scrutiny Commission for comment at its meeting on 26 March 2014. The comments made and decisions taken are set out in Appendix 2 to this report.
16. The Cabinet considered this matter at its meeting on 1 April 2014 and authorised the Director of Children and Family Services, following consultation with the Cabinet Lead Member, to make any necessary adjustments that may arise from final consideration of the Plan by the Youth Offending Service Management Board.

(Motion to be moved:-

That the Youth Justice Strategic Plan 2014/15, attached as Appendix 1 to this report, be approved.)

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Leicestershire
Youth Justice Strategic Plan
2014 - 2015

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1. Role and Purpose

The principal aim of the youth justice system is to prevent offending by children and young people (Crime and Disorder Act 1998). Leicestershire Youth Offending Service (YOS) coordinates the provision of youth justice services to both Leicestershire and Rutland.

We work in partnership to achieve the national Youth Justice strategic objectives which are to:

- prevent offending
- reduce reoffending
- increase victim and public confidence
- ensure the safe and effective use of custody.

We contribute both to improving community safety and to safeguarding and promoting the welfare of children and in particular protecting them from significant harm. Working Together to Safeguard Children highlights the need for Youth Offending Services to work jointly with other agencies, professionals, and volunteers to ensure that young people are protected from harm and to help children achieve more

Many of the young people involved with the YOS are the most vulnerable children and are at greatest risk of social exclusion. Our multi-agency approach to meeting the needs of young people ensures that we play a significant role in meeting the safeguarding needs of these young people.

2. Governance

Leicestershire Youth Offending Service (LYOS) is located within Leicestershire County Council's Children and Young People's Service. The LYOS is overseen by a multi agency Management Board.

The YOS Management Board (YOSMB) meets four times a year and is chaired by the Chief Executive of Leicestershire County Council. There is high level partnership representation on the Board from Leicestershire County Council, Rutland County Council, East Leicestershire and Rutland CCG, West Leicestershire CCG, Leicestershire Partnership Trust, Probation, Police, Courts, Housing and the voluntary sector. There are good working relationships with all partners that ensures effective, integrated strategic planning and delivery of youth justice services.

The vision of the YOSMB:-

“It is committed to work in partnership, sharing responsibilities and providing the necessary resources, to provide effective strategic oversight and direction to the Leicestershire Youth Offending Service (LYOS). Its direction will ensure that the LYOS is a high performing organisation that uses the principle of effective practice to provide high quality services to children, young people, and their families, with the principal aim of preventing and reducing offending, thereby making a significant contribution to safer communities”.

The Board is committed to achieving this vision by:

“Ensuring the co-operation of the mainstream services of the partner agencies through adequate resourcing, joint planning, shared objectives, and a commitment to work together to achieve better outcomes for children and young people.”

To assist the YOSMB in its oversight function an annual reporting cycle was introduced in 2013. The Board meets quarterly and the cycle is designed to enable the Board to scrutinise all aspects of YOS activity linked to expenditure of the budget and progress against national performance indicators during the year. The Board receives progress reports in relation to financial expenditure and performance at each meeting. Additionally reports on all other aspects of YOS work are provided to the Board under the structured cyclical arrangement, to support the oversight function.

- Quarter 1 - post court interventions, (including drugs, accommodation, bail support) and the Quality assurance process.
- Quarter 2 – Statutory interventions (Referral, Reparation, and Youth Rehabilitation Order performance) and non statutory provisions (including the work of volunteers and group work programmes).
- Quarter 3 – Specialist services (including Intensive supervision, transition from children to adult services)

- Quarter 4 – Pre court performance and YOS prevention programmes (including out of court disposal performance, IMPACT project, Youth Inclusion Support Programme and partnership projects)

3. Partnership Arrangements

We work in partnership with criminal justice services and community safety partnerships, along with services for children and young people to create safer communities and improve the well-being of young people across Leicestershire and Rutland.

Leicestershire YOS priorities are reflected in the Safer Communities and Children and Young People's Commissioning Boards' priorities and links have been established with the Health and Well Being and the Leicester and Leicestershire Enterprise Partnership Boards.

The performance framework for the Rutland Community Safety Strategy includes a key objective to reduce re-offending through the improved management of offenders.

The Leicester, Leicestershire and Rutland Reducing Re-offending Board has a sub-regional Reducing Re-offending Strategy and Plan which reflects priorities for reducing re-offending by young people.

We engage at sub-regional level with the Strategic Partnership Board and the Multi-Agency Public Protection Arrangements (MAPPA). At county level we are engaged with the Safer Communities Strategy Board and the Leicestershire Substance Misuse Board. We also work with the Leicestershire and Rutland Safeguarding Children's Board (LSCB), the Rutland Children's Trust Board and local Community Safety Partnerships (CSPs).

YOS priorities are reflected in these strategic arrangements and plans. We have worked with the Leicestershire Safer Communities Strategy Board to contribute to the Districts' strategic community safety plans.

The YOS is fully engaged with the Supporting Leicestershire Families and Rutland Changing Lives programme that seeks to provide intervention to those families across the County with multiple and complex needs as well as those families identified as at risk of going on to have these needs if their current needs are not met more effectively.

4. Key Objectives and Targets for 2014 - 15

Ministry of Justice Indicators 2014/15

The MoJ has three indicators relating to Youth Justice:-

- Reduce first time entrants to the justice system (10-17 year olds receiving Youth cautions and Youth Conditional Cautions)
- Reduce re-offending (frequency and rate of re-offending)

- Reduce the use of custody

In addition to this Leicestershire Youth Offending Service Management Board has adopted the following local education target:

- The number of young people known to the Youth Offending Service engaged in Education, Training and Employment at the end of their order.

Leicestershire Youth Offending Service Objectives

In addition we aim to:

- Minimise the risk of harm posed by children and young people.
- Ensure children and young people are protected from harm and are helped to achieve more.
- Improve victim satisfaction and public confidence.

Summary of Performance 2010/11 - 2013/14

Performance against the MoJ Indicators and the Local YOS indicator for 2010/11 to 2012/13 to date:-

National Indicator	Target 10/11	Apr to Mar 2010/11	Apr to Mar 2011/12	April to Mar 2012/13	April to Dec 2013/14
Reduction in First time Entrants	Year on year reduction	18% reduction	21% reduction	24.1% Increase on the previous year	-53.1% reduction
Reduce the proven rate of re-offending	1.07	0.77	0.91	1.01	0.65 (April to Sept)
Custodial Sentences	<5%	2.9%	2.3%	1.9%	1.6%
Number of young people in suitable Education, Training and Employment	80%	79.3%	74.3%	76.6%	73.1%

First Time Entrants (FTEs) to the Youth Justice System

In 2013/14 to date there were 156 First Time Entrants representing a 53% reduction same period in 2011/12. Overall there has been a 68.3% reduction in FTEs between 2005/06 and 2012/13.

Rate of proven re-offending by young people in the Youth Justice System

Since 2011/12, the Ministry of Justice (MoJ) has provided data on proven reoffending rates using the Police National Computer (PNC) data. The MOJ data on re-offending is measured between January to December each year. The latest MoJ data published on 31st January 2013 is for the period January 2011 to December 2011 when there were 680 young people from Leicestershire in the cohort. The MoJ reports re-offending performance on three measures:

- i. the percentage of young people re-offending after 12 months was 29.6%, an increase of 3.1% compared to the period in 2010.
- ii. the average number of re-offences per young person in the cohort after 12 months, i.e. the frequency rate, was 0.86, compared to 0.79 in the period 2010;
- iii. the average number of offences per young person who has re-offended was 2.91 compared to 2.99 in 2010.

Comparative data shows that the percentage of young people reoffending in Leicestershire (29.6%) was ahead of regional (32.2%) and national (35.9%) performance. Leicestershire's re-offending frequency rate (0.86) is slightly ahead of regional (0.88) and national (1.03) performance.

Local Performance for the 2013/14 cohort to date was 0.65 which remains ahead of the baseline performance of 1.13 and exceeds the 1.07 target for 2010/11.

The percentage of young people receiving a conviction in court who are sentenced to custody

The use of custody in 2013/14 to date is 1.6% well ahead of the 5% target set by the YJB. Information on the custody rate per 1,000 of the 10-17 year old population in Leicestershire is made available by the MoJ. The performance for April 2013 to September 2013 was 0.02 per 1,000. This is an improvement of 0.04 compared to the same period last year (0.06) and is well ahead of Regional (0.19) and National (0.24) performance.

Young offenders in full time education employment or training (EET)

During 2013/14 to date 73.1% (128/175) of young people known to the YOS were in EET, slightly higher than the 2012/13 performance of 76.3% (171/224) but still below the 80% target.

5. Resources

Over the last three years resources available to the Youth Offending Service have reduced. In 2013/14, there was a net reduction of £114k in the Youth Justice Grant, there is no reduction to the Youth Justice Grant for 2014/15.

Partners have confirmed a standstill budget for 2014/15. Whilst there are no savings required through Leicestershire County Council's Medium Term Financial Strategy for 2014/15, the YOS has had to make £310k MTFs savings between 2010/11 and 2013/14. This is made up of

£155k through efficiency savings through the YOS Service Review (by 2012/13), £50k savings from the IMPACT Project's budget in 2010/11 and £105,000 savings from the Basic Skills Team by 2012/13 (resulting in the closure of the Basic Skills Team).

There are further savings requirements in the 2014 MTFS totaling £550k between 2015/16 and 2017/18. These savings will be achieved through reduction to the IMPACT budget, reduction in case management and removal of contributions to the Police ICSB. There is an opportunity to minimize the impact of these savings as a result of the YOS integration into the new Children and Families Service.

Youth Offending Service Budget for 2014/15

Core Funding

Pooled Budget				
Agency	Staffing Costs	Payments in Kind	Other Delegated Funds	Total
Police	£91,847		£91,687	£183,534
Probation	£117,326	£132,523	£67,067	£316,916
Health	£70,945		£48,151	£119,096
Local Authority: Chief Executives CYPS Rutland	£391,064		£298,303 £265,077 £70,000	£1,024,444
YJ Grant PCC			£613,713 £57,600	£671,313
Total	£671,182	£132,523	£1,511,598	£2,315,303

Additional Funding

Additional Funding	
Early Intervention Grant	£116,980
Community Safety Fund (substance misuse funding)	£15,500
LCC	
Youth Crime Prevention	£133,900
IMPACT	£450,000
Total	£716,380
Total YOS Budget	
	£3,031,683

6. Structure and Outline of the Service

During 2013/14 LYOS undertook stage 3 of its internal review of services. The purpose of the stage 3 review was to enable LYOS to meet reductions in the annual LYOS 2013/14 budget while maintaining performance against national performance indicators. Prior to the stage 3 review the service was structured in teams based on the nature of service being delivered. This involved the service being structured into post court interventions, pre court interventions, and teams based on specialist and prevention activities.

The stage 3 review has introduced multi specialist LYOS teams, under a locality focused YOS manager and supporting senior practitioner. The locality based teams cover the north area, (Melton and Charnwood), the south area (Rutland, Harborough, Blaby, Oadby and Wigston), and west area (North West Leicestershire and Hinckley and Bosworth). Each of the teams contains prevention, pre court and post court YOS Workers, qualified YOS staff, probation officers, police officers and a number of specialist staff each allocated to one of the locality teams (CAMHS, accommodation, prospects, substance misuse and education workers). The Bail Support Service and Integrated Resettlement and Intensive Support Project are also located in the locality operational teams.

The service also has a centrally managed Programmes Team that supports the work delivered by the locality operational staff. This team includes the restorative justice team (Reparation and Victims workers), volunteer co-ordination, the IMPACT project, health pathfinder project, group work co-ordination, community engagement and the ASB worker. The service is also supported by a Quality Assurance and Business Development manager and a Business Support Team.

The new structure, outlined at appendix A, has led to improvements in the way all LYOS services can be targeted to meet young people's needs in order to reduce offending and re-offending. Additionally this locality based model has led to improved links to partner agencies across Leicestershire, many of which are based on similar locality based arrangements. Early indications are that these arrangements have been viewed favorably by partners and that the arrangements have continued to support the LYOS in sustaining reductions in First Time Entrants to the criminal justice system and reductions in young people sentenced to custody.

7. Priorities

In order to meet the National and Local Targets and deliver the key objectives of the YOS the following areas will be a priority for the YOS in 2014/15:-

Reduce Offending and Re-offending

There are 2 main areas of focus to support meeting the national performance indicators; reducing re-offending and reducing first time entrants. The first relates to reoffending. Nationally reoffending rates have remained a concern over the last few years. Whilst, in Leicestershire and Rutland the number of young people entering the criminal justice system

has dropped steadily over the last 10 years, reoffending rates relating to those young people who do go on to reoffend have remained static.

During 2014/15 work will be undertaken to identify the issues relating to a small cohort of repeat offenders in Leicestershire and Rutland to support the development of strategies focused on reducing reoffending.

The second area relates to First Time Entrants. The number of FTEs has been falling steadily since 2005/6. The Legal Aid, Sentencing and Punishment of Offenders Act 2012 (LASPO) has allowed local areas to introduce a more flexible approach to decision making around pre court disposals. This in turn has supported reductions to FTE numbers. Early indications have been encouraging showing that only 5% of young people diverted away from the criminal justice system through the new police/YOS decision making panel have gone onto reoffend. A priority during 2014/15 will be to continue to monitor the reoffending rates of young people diverted away from the criminal justice system.

Priority 1: Undertake in depth analysis of repeat offenders in order to develop practice in order to reduce re-offending

Priority 2: Ongoing monitoring of re-offending rates of out of court disposals to support FTE performance.

Quality and Assessment

During the 2013 service review the LYOS introduced a Quality and Assessment manager post. The role was introduced to enable the LYOS to keep updated in relation to national practice standards, and to support continuous improvement within the service. During 2013/14 a structure was introduced within LYOS around inspection and continuous improvement. In February 2014 her Majesty's Inspector of Prisons (HMIP) undertook a light touch Short Quality Screening (SQS) of LYOS in line with their reporting cycle. The feedback from the inspection has been very positive as well as highlighting a number of areas for improvement.

Priority 3: To develop Quality and Assurance process across the YOS to ensure continual improvement and develop and deliver an action plan following the feedback from the HMIP inspection.

Training

LYOS has continued to deliver training to all staff to enable them to manage risk and provide high quality interventions to young people. In the past year this has included training on the implementation of the LASPO 2012 Act, assessment of violent offenders, internet safety and the 'Step Up' programme for young people who commit offences of violence against parents.

For the forthcoming year the service has identified a number of training priorities linked to violent behavior and reoffending and supporting continuous improvement across the service.

The LYOS will also provide further training to staff on working with young people who commit violent offences as this has been identified as a significant issue in relation to young people in the first time entrant cohort, as well as those who have re-offended. A number of staff will also be receiving mediation training which will be utilised alongside the 'Step Up' programme to work with young people and their parents where there are issues at home that effect the risk of young people offending.

Priority 4: Develop and deliver the 2014/15 training plan in line with identified priorities for staff

Implementation of Assetplus

During 2014/15 a new national system is being rolled out to all Youth Offending Services. The new system Assetplus has been designed to improve the assessment and intervention process linked to referrals. The system provides a holistic end-to-end assessment and intervention plan allowing one record to follow a young person throughout their time in youth justice system. There will renewed focus on professional judgment of practitioners which will enable better more focused intervention plans to provide improved outcomes for young people dealt with by the service. Assetplus will amalgamate the current four assessment and intervention plans into one document. The key benefits are, better quality assessment, the introduction of a speech and language therapy screening tool built into the framework, a prompt for practitioners to consider whether restorative justice may be appropriate, and an end to end framework which allows information sharing in a way not currently possible.

The YJB are currently finalising the deployment timescales and will update YOS's in March 2014. The LYOS will develop a training and development plan for 2014/15 to implement Assetplus, train all YOS staff and integrate the system with current service processes.

Priority 5: Introduction of an ASSETplus implementation plan in line with the YJB time frame.

Education

The number of young people not in education, employment or training remains a challenge. During 2012/13 and 2013/14 the number of young people worked with by the LYOS who are NEET has steadily risen.

To support young people with education related issues the LYOS currently is has an education officer lead and a Prospects Officer within the team. These specialist workers support and signpost young people of school age who have fallen out of, or at risk of falling out of education, and post 16 year olds who are NEET, into appropriate provisions. Nationally it has been highlighted that appropriate education provision is a significant factor in reducing the likelihood of reoffending in young people. To focus the work of the education specialists in December 2013 a snapshot survey of LYOS cases was undertaken. The survey indicated that there may be a small but emerging issue with young people who may not be receiving the appropriate statutory education provision. The survey highlighted that there were a number of

young people either on part time curriculums, or receiving under the statutory 25 hours education time, in addition to those classified as NEET. To support this initial snapshot more detailed analysis will need to be undertaken during 2014/15. In addition to supporting young people around their educational needs, a theme of LYOS work during 2014/15 will be to develop work with partners to provide focus on vulnerable groups of young people who are, or at risk of becoming NEET.

Priority 6: LYOS to work with partner agencies to establish greater understanding of the potential emerging trend around vulnerable young people who are NEET in order increase the number of young people known to the YOS who are accessing Education, Employment and training.

YOS engagement with the Supporting Leicestershire Families (SLF)

During 2013 the LYOS identified a need to engage more closely with the SLF programme. A significant proportion of families being engaged with by the SLF project had children who were at risk of or had offended and were being case managed by LYOS. To explore opportunities to develop an increasingly family orientated approach to reducing offending the LYOS has employed two SLF staff to work with the children and families. The staff are managed jointly by SLF and focus on working with families with complex issues who have children within the family who are, or are at serious risk of, offending.

In addition the programme is seeking to develop the way that LYOS caseworkers deal with parenting issues. It has been identified that offences linked to breakdown in parenting relationships has been an emerging issue across LYOS cases. Introducing SLF workers into the LYOS has provided the opportunity to develop a new model of parenting within the LYOS, with SLF being the most intensive level of parenting provision. The LYOS continues to offer families the Living with Teenager's course via the Centre for Fun and Families and Mediation work. It is also developing a group of specially trained volunteers to offer support to families who require less intensive parenting support.

Priority 7: LYOS and SLF/Changing Lives to develop strategies around the integration of youth offending and supporting families work during 2014/15.

Transforming Rehabilitation

In April 2014 the Ministry of Justice Plans to transform the adult rehabilitation system were introduced. The MOJ plan involved replacing Probation Trusts nationally with privately owned Community Rehabilitation Companies (CRCs), and reforming and re-introducing a National Probation Service (NPS). Alongside this restructure one of the most significant changes is the arrangement to extend probation supervision to cases where offenders are sentenced to periods of less than 12 months custody.

The MOJ plan has been to take a staged approach to the reforms involving the separation of the CRC and NPS, the transfer of cases, and governance arrangements for the CRC taking place at different points during 2014/15. Under the new provisions high risk cases will be dealt

with by the NPS, with the greater proportion of cases being dealt with by the CRC on a broad basis of payments by results. The new arrangements provide opportunities for offender supervision to be undertaken in new and innovative ways, but also introduce a significant risk if the provisions around transferring young people from youth to adult services (Transition) are not developed between the YOS, CRC, and NPS. Currently a review of Transition arrangements across the region is being co-ordinated by the multi agency Reducing Re-offending Board, a sub group of the Strategic Partnership Board. Both the county and city YOS are involved in this review.

Priority 8: To ensure that the LYOS is linked into and influences the development of Transition arrangements associated with the reforms to adult rehabilitation across Leicester, Leicestershire, and Rutland..

8. Risk Management

The Risk Management Plan identifies and priorities the most critical risks to the LYOS's ability to work with partner agencies to meet national and local objectives.

The YOSMB will receive appropriate updates in regarding the services progress to in relation to the Youth Justice and Risk Management Plan during 2014/15.

Risk Management

Risk management is a critical element in ensuring the delivery of key priorities and outcomes. Risk management will be active and incorporated into our performance management framework.

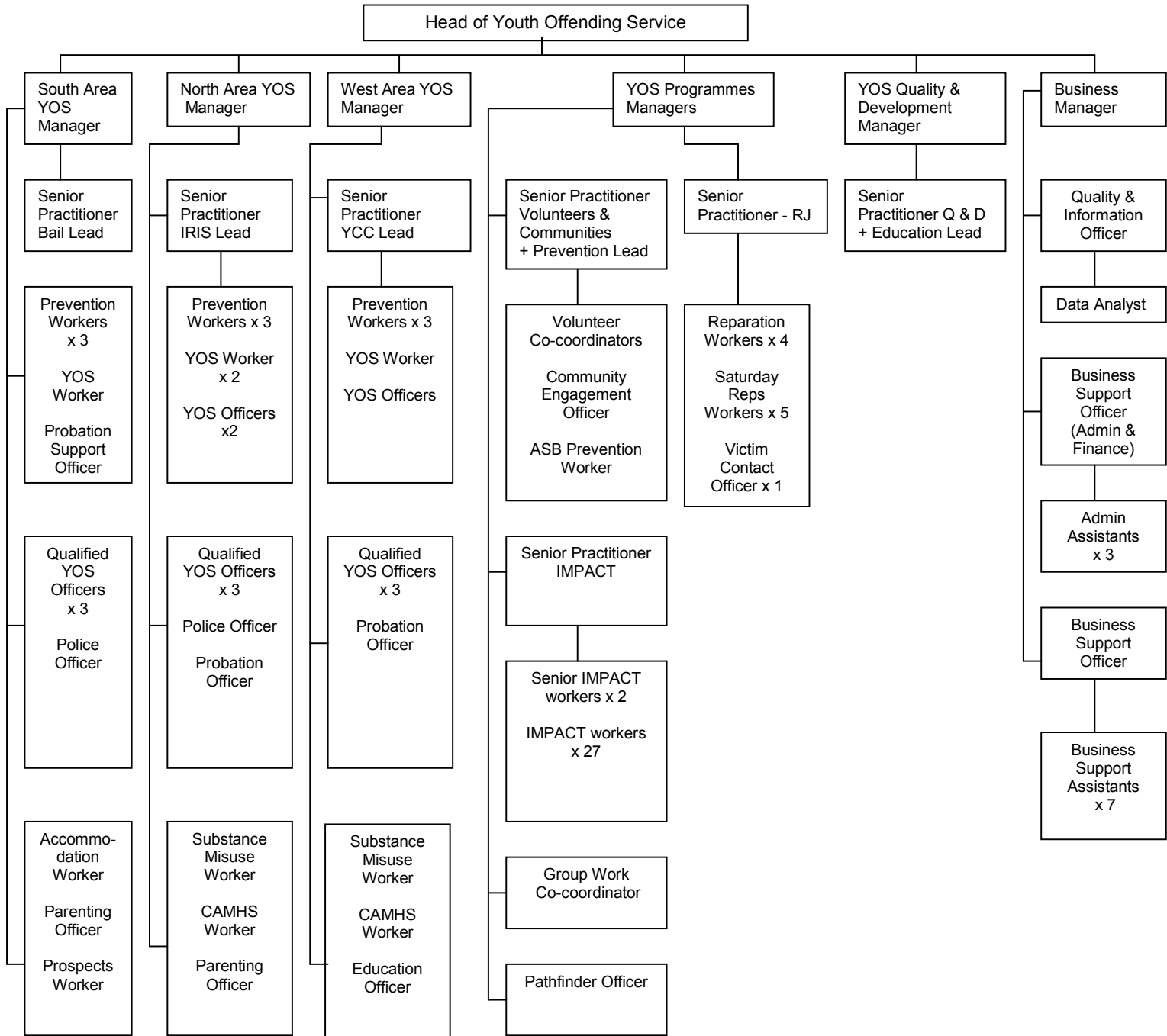
*Key - Impact and likelihood receiving a score between 1 and 3 with 1 representing the higher level of risk

Risk	Causes (s)	Consequences (s)	Risk Owner	Impact	Likelihood	Risk Score	List of current controls	Further Actions / Additional Controls	Residual Impact	Residual Likelihood	Residual Score
The numbers of First Time Entrants (FTEs) each year will level off or increase.	* Changing in Policing practice * Reduction in prevention funding	<ul style="list-style-type: none"> • Increase in the number of young people entering the CJS * Additional stress on already limited resources * Reductions in FTEs could result in higher re-offending rates, as those young people who do enter the youth justice system do so at a more serious level and are therefore more likely to re-offend than previously 	Head of Service	2	2	4	<ul style="list-style-type: none"> * Work closely with Police to manage any change in practice * Monitor numbers of FTEs on a quarterly basis. * Identify areas of poorer performance and resolve issues identified in conjunction with partners. 	Introduction of the new Youth Cautions may further reduce the risk of FTEs increasing	2	1	2
Loss of funding leading to reduction of resources to support young people *Interventions not targeted	Reduction in funding to the YOS	<ul style="list-style-type: none"> * Impact on offending and reoffending rates * Young people not receiving the support to help them achieve better outcomes 	Head of Service	2	2	4	Service review being undertaken to manage any reduction in funding to ensure minimal impact on service delivery	Ensure that resources are effectively targeted to minimise any	1	2	2

Risk	Causes (s)	Consequences (s)	Risk Owner	Impact	Likelihood	Risk Score	List of current controls	Further Actions / Additional Controls	Residual Impact	Residual Likelihood	Residual Risk Score
effectively								potential impact.			
Low level use of remand and custody not maintained	*spike in number young people committing serious offences *increase in the number young people persistently breaching court orders	*increase cost to Local Authority to fund remand beds *Impact on YOS and CYPS resources to manage young people in custody	Head of Service	2	2	4	Maintain current management strategies • Close liaison with the court • Good use of YRO sentencing options • Review of custody cases to identify learning * Joint work with CYPS to minimise the impact, including enhancing the provision of alternatives to remand and custody.	Ensure that resources are effectively targeted to minimise any potential impact.	2	1	2

Risk	Causes (s)	Consequences (s)	Risk Owner	Impact	Likelihood	Risk Score	List of current controls	Further Actions / Additional Controls	Residual Impact	Residual Likelihood	Residual Risk Score
Risk of Harm posed by or to young people not effectively identified or managed	<ul style="list-style-type: none"> *Careworks inability to provide adequate management information on MAPPA and high risk of harm cases. *Information not shared effectively between agencies *assessments not effectively overseen and verified 	<ul style="list-style-type: none"> *Young person commits a serious offence *A serious incident receives significant negative media coverage *impact on victim satisfaction and public confidence 	Head of Service	3	1	3	<ul style="list-style-type: none"> *Continued use of alternative monitoring processes. *Monitor risk management and vulnerability management processes to ensure delivery is maintained at a high standard. *Ensure lessons from serious incidents continue to be integrated into practice improvements in conjunction with relevant partners. * Effective management of cases in place *On going training and support offers to staff 	Ensure that resources are effectively targeted to minimise any potential impact.	3	1	3

Appendix 1
Leicestershire Youth Offending Service Organisational Chart



Partner Sign Off

	Name Of Chief Officer	Signature	Date
Chief Executive, Leicestershire County Council	J Sinnott		
Director of Children and Family Services, Leicestershire County Council	L Hagger		
Chief Constable, Leicestershire Police	S Cole		
Interim Chief Executive, Leicestershire & Rutland Probation Trust	T Worsfold		
Chief Executive, East Leicestershire and Rutland Clinical Commissioning Group	D Briggs		
Chief Executive, West Leicestershire Commissioning Group	T Sanders		
Chief Executive, Rutland County Council	H Briggs		
Justice's Clerk – Lincolnshire, Leicestershire & Rutland and Northamptonshire for Her Majesty's Courts Service	N Watson		

REPORT OF THE SCRUTINY COMMISSION

A. OVERVIEW AND SCRUTINY ANNUAL REPORT 2013/14

Introduction

1. The Constitution requires that the Scrutiny Commission and Overview and Scrutiny Committees submit an Annual Report to the Council (or the Scrutiny Commission in a single report on their behalf) on their workings. The report may make recommendations about future work programmes and changes in working methods.

Annual Report

2. Attached as Appendix 1 to this report is a copy of the Overview and Scrutiny Annual Report 2013/14. It is not intended as a comprehensive review of all scrutiny activity undertaken during the year but to highlight in a public friendly format some of the work undertaken by Overview and Scrutiny and how it has had an impact.

Conclusions

3. In recognising the drastically reduced finances within which the Council now has to operate, the work of Overview and Scrutiny will be increasingly important in ensuring that as the Council navigates its way through this period of financial austerity and implements service transformation and redesign, it continues to deliver high quality cost effective and responsive services.
4. Scrutiny resources will need to be focussed on areas that matter the most to the public and areas in which it feels will be of help the Council to work smarter and more efficiently.

(Motion to be moved:

That the information contained in the Overview and Scrutiny Annual Report 2013/14, attached as Appendix 1 to this report, on its activities, be noted.)

Mr. S. J. Galton CC
Chairman of the Scrutiny Commission

Background Papers

Annual Report submitted to the meeting of the Scrutiny Commission on 4th June 2014 (attached).

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Appendix 1

Overview and Scrutiny

Annual Report 2013/14



“Local Government continues to change at a dramatic rate, with ever increasing pressure on budgets.

We have worked hard this year to help safeguard the services that we feel matter the most to the public and the most vulnerable in our society, whilst recognising the drastically reduced finances within which the Council now has to operate.

It will be increasingly important as we continue to navigate our way through this period of financial austerity, that we focus our Scrutiny resource on areas that matter the most to the public and areas where we feel we can help the Council to work smarter and more efficiently.

We hope that you find this document a useful précis of the work carried out in Overview and Scrutiny over this past year. We would like to take this opportunity to thank our fellow members and officers for their support and guidance.”



Kevin Feltham CC

Simon Galton CC

Max Hunt CC

Richard Shepherd CC

The Scrutiny Commissioners

Introduction

Overview and Scrutiny Annual Report 2013/14

What is Scrutiny...?

All local authorities operating a Cabinet and Scrutiny model have a Cabinet made up of the Leader of the Council and up to nine other members. All executive decisions (ie. those needed to implement the Policy Framework and Budget approved by the County Council) are taken by the Cabinet.

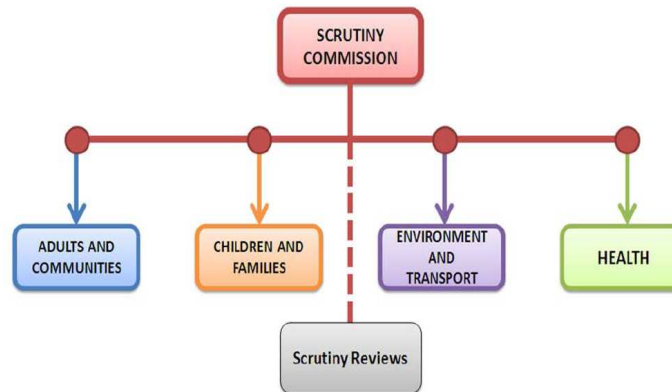
Overview and Scrutiny bodies are not “decision making” bodies but are bodies which monitor and influence those that are. The Overview and Scrutiny role, carried out by non-Cabinet members, is designed to support the work of the Council in the following ways by:

- **Reviewing and scrutinising decisions taken by the Cabinet (sometimes known as acting as a “critical friend”)**
- **Considering aspects of the Council’s performance**
- **Assisting in research, policy review and development**
- **Involving itself with external organisations operating in the County to ensure that the**

interests of local people are enhanced by collaborative working

- **Providing a means of involving the community in the Council’s work**

The Structure of the Overview and Scrutiny system at Leicestershire County Council is set out below:



It was agreed to change the structure of Overview and Scrutiny at the June 2013 Council meeting, with the Budget and Performance Monitoring Panel removed, and both a Health Overview and Scrutiny Committee and Environment and Transport Overview and Scrutiny Committee added. The changes mean that each Committee now has a role in performance monitoring, also enabling a greater number of members to scrutinise performance and service delivery.

The Adults and Communities Overview and Scrutiny Committee, the Children and Families Overview and Scrutiny Committee and the Environment and Transport Overview and Scrutiny Committee scrutinise the Council’s functions in relation to their relevant departments. The Health Overview and Scrutiny Committee scrutinises the activities of NHS bodies which have responsibility for commissioning and providing health care services.

The Scrutiny Commission reviews and scrutinises decisions made or actions proposed in connection with the remaining Council functions which are not within the scope of any of the above Committees, including that of budget monitoring. It also oversees and co-ordinates the work of all Overview and Scrutiny Committees and co-ordinates the response to the Cabinet’s budget proposals.

Scrutiny Review Panels, made up of a small number of members, are appointed to look in depth at particular issues and their recommendations, which may suggest a change in policy or service provision, are submitted to Scrutiny Commission and the Cabinet for its consideration.

Find out more...

...about how Overview and Scrutiny works by accessing the [Overview and Scrutiny Guide](#).

Key Outcomes from work undertaken this past year in our Overview and Scrutiny Committees

The Scrutiny Commission

The Scrutiny Commission is the main Overview and Scrutiny body, looking at the Council's budget and performance and areas such as the economy and strategic transport including within the sub-region. It also has a role to look at issues that cover the remits of more than one Overview and Scrutiny Committee, such as School Transport.

Home to School Transport

One of the biggest issues we have looked at this year has been the changes to the Council's Home to School Transport Policy. We had noted with concern in mid-2012 that it was intended to introduce a policy which would mean that free transport would only be provided for children to their nearest school, regardless of whether the school was within the County or not and that this had not been made as clear as it could have been as part of the consultation process. Parents and head teachers alike expressed significant reservations about this approach at our meetings and how it could negatively affect the schooling of their children, and in some cases, even the future of some schools and academies. We were pleased when

the Cabinet Lead Member announced at the Commission's meeting in March this year that he planned to re-consult on a Policy which included free transport provision to the "nearest suitable Leicestershire school". We hope this goes some way to alleviating the anxiety that existed earlier in the year around these changes.



Leicester & Leicestershire Enterprise Partnership

Economic Development

With the establishment of "Local Enterprise Partnerships" leading on economic development, it was important that we kept a close eye on activity in this area, particularly the agreement to enter into one of the Government's "City Deals". We had the opportunity to input into this process at a workshop session in September. We were pleased to note that it secured £16 million of government funding and would enable the creation of some 1500 jobs. We look forward to a presentation by the Leicester and Leicestershire Economic Partnership (LLEP) in

June which will enable us to scrutinise the progress and ensure that the economic regeneration which is so badly needed is delivered.

Traded Activity

With the increased pressure on Council budgets as we continue through a period of austerity, there will be a growing focus on traded activity as a means of boosting Council resources. We noted in November that the Council had commenced work on a "Commercial Services Strategy" and were pleased when the Director of Corporate Resources welcomed the opportunity for Overview and Scrutiny to feed into this process and help the Council to think innovatively about the way in which it offers its services in an increasingly complex and transient open market. Accordingly a Scrutiny Review Panel into Traded Services will commence in summer 2014.



The Budget

In advance of our discussions, we were briefed about the results of one of the

largest scale consultation exercises by the Council engaging the public on where the Council should identify the significant savings it was required to make. Focus groups and community events had been held to try and engage the public on the issues and it seemed that this was a successful endeavour, with the results showing that the public were informed about the extent of the figure the Council is trying to save.

In regard to the proposals brought forward by the Cabinet, we were keen to act as a safeguard for those services we felt merited support at this difficult time, whilst recognising the pressure the Council was under to make savings. One area where we outlined concern to the Cabinet was the proposal to reduce grant funding to community groups at a time when we were increasingly asking them to consider taking on the delivery of services such as libraries and museums. Because of the difficult times facing tax payers, we were pleased that the Council opted to take the Government's Council Tax Freeze Grant this year. Similarly pleasing were progressive proposals for renewable energy generation at Council sites, including County Hall.

Get Involved in Scrutiny

If you would like to submit a **petition or ePetition** to, any of the Overview and Scrutiny Committees, please visit our [website](#) for further guidance.

As pressures on County Council budgets grow, we continue to play a key role in closely monitoring both the revenue budget and capital programme by consideration of quarterly reports and identifying areas of concern for closer analysis. One area where we have asked that officers continue to be robust is in challenging budget carry forwards.

Adults and Communities

The Adults and Communities Overview and Scrutiny Committee focused much of its work this year on Adult Social Care as well as Communities and Wellbeing; health scrutiny now being undertaken by a separate scrutiny body.

We have continued to monitor progress in the delivery of the libraries, heritage and arts review, recognising the need for the Council to make significant savings from the communities and wellbeing service but also understanding how these services are highly valued local amenities, which are often hubs for a range of other local activities. As part of consultations, which commenced in April 2013, we shall be scrutinising proposals for Snibston Discovery Museum to be reconfigured around its mining heritage, together with the intention for the 16 most used libraries across Leicestershire to continue to be operated by the County Council and for communities to be offered the opportunity to run community libraries with Council support.

We have supported the Council's work in developing Extra Care Housing which enables vulnerable adults to live as independently as possible in their own homes with choice and control over the services they receive. Whilst the overall vision for Extra Care Housing was promising, the Committee felt that progress in extending schemes could be improved. We recognised that the County Council needed to ensure that Extra Care housing was promoted with district councils to ensure it was given due consideration when developing core strategies or considering housing developments. Looking forward, we want to see the development of new Extra Care Housing in partnership with the districts.



The provision of care services to the elderly and for vulnerable people has been a key local and national issue. The Committee has established a Scrutiny Review Panel which will focus on how aspects of domiciliary care and the delivery of services can be improved, allowing members to contribute

to the development of future Domiciliary Care Policy. This will help to ensure more cost effective solutions for the County Council and improved commissioning contracts with care providers.

A Peer Challenge Review was undertaken by the Association of Directors of Adult Social Services (ADASS) within the Adults and Communities Department in November 2013. We were happy to see that feedback from the Peer Review has been positive, with praise for the culture and leadership within the Department being committed to improving performance at a time of significant change and reduced budgets.

Members commended the Department's openness and honesty. The Department has undergone significant change at a time when savings requirements are challenging. Nevertheless, we believe it is committed to continuous improvement in performance. Key priorities for improvement will be reflected in the Department's Business Plan.

Children and Families

2013/14 again proved to be a period of significant change, particularly in the field of education.

We were keen to assess how, through the newly established Leicestershire Education Excellence Partnership (LEEP), the Authority was managing its changing role which, with an increasing number of academies, has moved from a position of control to one of

collaboration and influence. The Authority continues to have a statutory role as champion for children and the Lead Member and Director were rigorously questioned about the operation of the partnership and the risks surrounding its effectiveness. We were assured that head teachers and other key partners had contributed to and were happy with the development of the LEEP. We were also encouraged by the outcome of an internal audit which gave significant reassurance that the LEEP was providing the necessary framework through which the Authority could fulfill its statutory duties. Leicestershire schools continue to perform well and, through the LEEP and our role in scrutinising its activities, we hope to ensure that these high standards are maintained.



During the year, particular focus was given to school place planning. The Authority retains a responsibility to ensure there is a sufficient supply of school places, but no longer has the same level of control to enable it to manage this directly. Having raised concerns about the need for a coordinated approach with schools, and in particular district councils as the local planning authority, we considered and supported the draft new Strategy "In the Right Place" which, subject to public consultation and Council approval, will help support future joint working in this area.

We have continued to look at the County Council's progress in implementing the Government's adoption reforms. We share the Government's concerns regarding reduced timescales, but agreed with the Cabinet Lead Member that it is more important to secure the right placement for a child that will not subsequently break down, than to meet arbitrary deadlines in every case.

During 2013, the Children and Young People's Service took over responsibility for the Supporting Leicestershire Families (SLF) programme. We have continued to monitor its performance and welcome the outcomes achieved so far which put Leicestershire as one of the top performing authorities. We have, however, emphasised the need for more outcomes and cost benefits to be identified and measured, so that the success of the

programme can be fully measured over the longer term. Improvements to performance monitoring are planned for 2014/15.

With the introduction of a new inspection framework by Ofsted, we identified as a priority area the need to ensure the Authority was meeting its safeguarding responsibilities. We considered various reports on safeguarding assurance and have monitored the performance of the First Response Central Duty and Children's Social Care teams. In particular, we requested more information on the work being undertaken around "e-safety", raising awareness and providing training in schools, following high profile cases reported in the media.

A review of all bodies which monitor activities in relation to child protection and child welfare and wellbeing issues has been undertaken by the standing member panel on Safeguarding and Serious Case Reviews which involved the Lead Member, some members of the Committee, including the Chair and Spokesmen, and the Chair of the Scrutiny Commission. Arising from this, new arrangements are now being established to provide an improved governance structure that will meet the new Ofsted Inspection Framework.

We also considered the annual report of the Leicestershire and Rutland Local Safeguarding Children Board. A well established partnership body with an independent Chair, we were pleased to see the robust arrangements it had put in place to check that practitioners

understood and complied with their safeguarding responsibilities. In particular, we were assured by the work it undertook following a Serious Case Review to ensure lessons learned both locally and nationally were shared across all partner agencies.

Environment and Transport

Following agreement at the Annual Meeting of the County Council in May, the Environment and Transport Overview and Scrutiny Committee was established. The Committee scrutinises the executive functions of the County Council in respect of the Environment and Transport Department, which relate to waste and recycling, public transport, and roads and road safety. It has been a busy first year for the Committee with key developments in public transportation and environmental waste matters.

The Committee played a vital role in influencing the Cabinet's decision on the Loughborough Town Centre Bus Trial. After consultation and passionate representations to the Committee from local people, Councillors and other stakeholders, the Committee recommended to the Cabinet a trial for no buses in Loughborough Town Centre. This would create a pedestrianised area and new public space in the heart of the Town.

The Committee has considered the outcome of the public consultation on proposals to amend the opening times at recycling and household waste sites. We noted that public satisfaction with the sites was high and that

Review Panel: Bus Policy

Following the 2013 County Council elections a Panel was reconvened to consider the outcomes of the consultation with a view to making recommendations on revised service provision for consultation, having regard to the financial circumstances facing the County Council.



Our recommendations, accepted by the Cabinet not only delivered the required MTFs savings but ensured continuation of service provision to cater for the majority of bus users. The proposed introduction of Community Bus Partnerships was welcomed and members of the Panel hoped that those local communities that had lobbied hard during the consultation would now work with the Council and local bus companies to demonstrate the need, increase passenger usage and thereby make these services more financially viable and affordable.

there were concerns about proposals to close sites two hours earlier in the summer. The Committee supported revised proposals which were accepted by the Cabinet and which would result in all sites closing only one hour earlier than at present. Where sites were closed during the winter months, notification would be publicised beforehand with notices being put up advising users of the nearest available site which was open.

The Committee has continued to monitor the ongoing work of the Local Transport Plan 3 with a focus on work being undertaken in the Hinckley area. We particularly supported the work undertaken in promoting alternative means of transport such as cycling and walking.

Health

The Health Overview and Scrutiny Committee has an important role in maintaining a check and balance on the performance of local commissioners and providers whose services impact the lives of local residents.

Integration of Health and Social Care

The Better Care Fund has provided an exciting new opportunity to integrate health and social care through a pooled budget and a number of specific projects. We are really pleased to note that, unlike elsewhere in the country, the County Council and health bodies are working well together to transform how care and support is provided to patients. We particularly welcome plans to move services out of UHL

hospitals and in to the community hospitals and other community settings.

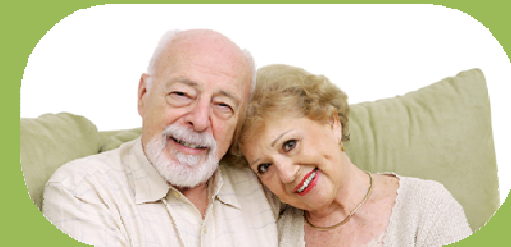
Emergency Care

We recognise the difficulty the University Hospitals of Leicester NHS Trust (UHL) has in achieving its target of seeing people attending the Accident and Emergency Department within four hours and that this is a problem affecting the whole health and care system. We invited UHL and its commissioners to tell us how they planned to improve the system and have received regular updates on how the plans are working. Although we remained worried that improvement has not been achieved at the rate expected, we welcome the effort being put in by all partners to tackle this issue. We will continue to support the UHL in its efforts to obtain the necessary capital funding to improve facilities at the Leicester Royal Infirmary and hope that the plans identified through the Better Care Fund will reduce the level of admissions. We will continue to monitor performance in this area.



Review Panel: Referral Pathways

This Review considered the referral pathway for older people with anxiety and depression. The outcomes of our work will be reported to Scrutiny in June and the Cabinet in July. We were well supported by officers from Social Care, Public Health, the Clinical Commissioning Groups, Leicestershire Partnership Trust and the voluntary sector.



We were interested in the causes of anxiety and depression in older people and ways in which people could be prevented from getting ill. For those who are ill, we recommended ways to improve access to services and ways of supporting primary care to ensure that the majority of conditions could be treated by a GP or practice nurse. We identified people who already have one or more medical condition as a particular risk group and recommended ways of mitigating these risks.

Quality of Care

We have had particular concerns over the quality of care provided by the Leicestershire Partnership NHS Trust (LPT) following a critical report by the Care Quality Commission of services at the Bradgate Mental Health Unit. We were pleased with the openness and transparency of LPT and welcomed the joined up approach between LPT and its commissioners in addressing the issues raised by the Care Quality Commission. We undertook a follow up visit to the Bradgate Unit where we could see first hand the improvements made to patient care. Our outstanding concerns relating to the handling of complaints, not just by LPT but across the health sector, will be addressed through a Scrutiny Review Panel next year.



Consultations

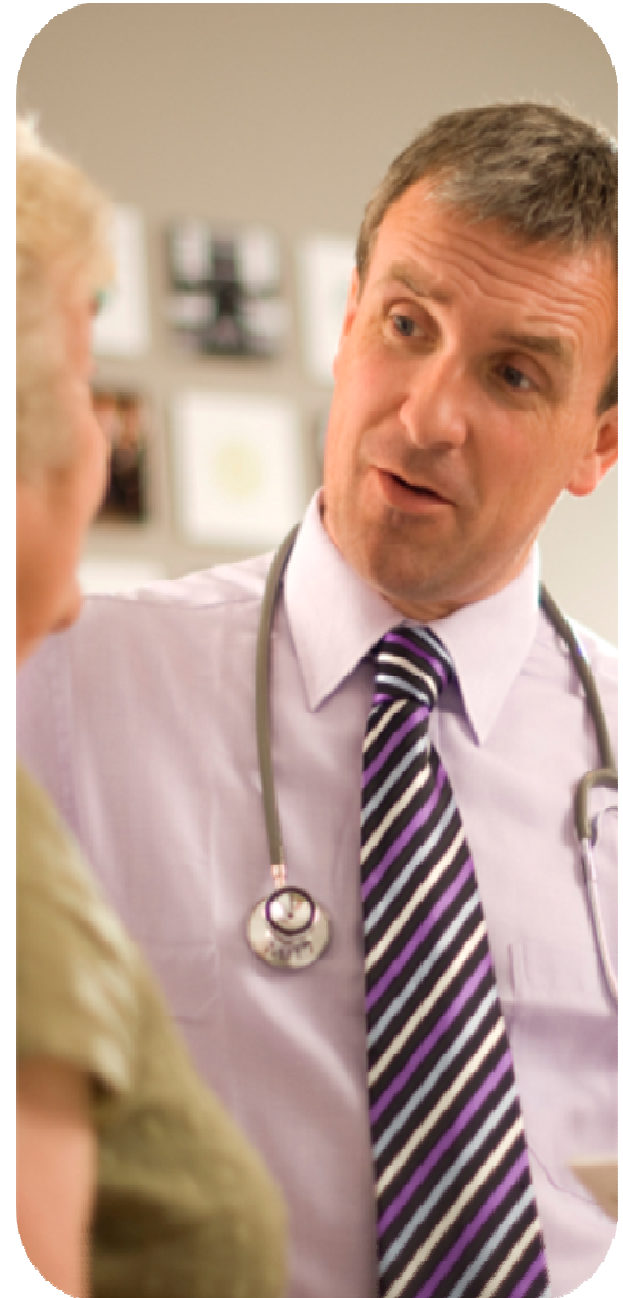
We have responded to consultations on the future of health services in Ashby and the review of urgent care (minor illness and minor injury) services in East Leicestershire.

We support the proposal to move services out of Ashby and District Hospital, increase the range of community health services and provide more care in people's homes. However, we are keen for services in Ashby to be considered in the context of the whole of the West Leicestershire area.

We support the option in East Leicestershire which will introduce standardised opening hours for all services, except the Oadby Urgent Care Centre (which receives funding from NHS England to enable it to open from 8am – 9pm). We are really pleased with the commitment to training urgent care leads in GP surgeries and the requirement for practices to demonstrate competency before providing urgent care services. Both these measures will ensure that the service is of a good quality and consistent across GP surgeries in East Leicestershire.

See Scrutiny in action...

To **attend** any of our Overview and Scrutiny Committees meetings, please visit [this page](#) for further details and guidance. Alternatively, most of our meetings are now [webcast live](#).



The Future...

Next year, each of our committees will play a vital role in performance monitoring the County Council's new 'Strategic Plan 2014 – 2018' and scrutinising the annual budget, with the Scrutiny Commission providing a check on the delivery of departmental and corporate budgets through quarterly financial monitoring.

Beyond the transformation of the Council internally, a key deliverable we will focus on is the local economy and we look forward to the results of the LLEP's submission to Government for over £240 million of economic growth money, from the Government's £2 billion Local Growth Fund. With a response expected in summer 2014, the Scrutiny Commission and the Environment and Transport Overview and Scrutiny Committee will monitor the various programmes, timescales and use of resources to provide a check on delivery of the County's key development sites, development of transportation infrastructure, and support for business and employment.

Our Adults and Communities and Health Overview and Scrutiny Committees will have a key role to play in monitoring the implementation of the 'Better Care Fund' proposals (now an Act of Parliament), in

advance of its launch in 2015/16. This will put into practice plans to improve the joining up of health and local care provision so that we provide the best possible care to our elderly population and to the most vulnerable in society.

A focus for Children and Families Overview and Scrutiny will be to monitor the early outcomes of the relatively new areas of work within its remit: the development of the Council's relationship with, and the performance monitoring of, schools through the Leicestershire Educational Excellence Partnership, the Supporting Leicestershire Families programme, and new governance structures to support Safeguarding and Serious Case Reviews.

In the face of declining budgets and the necessity of continued austerity for the County Council and its partners in local government and the wider public sector, Scrutiny's role in monitoring the Authority's transformation programme and partner integration will need to be undertaken in a way that provides a robust check and balance, delivered in both a critical and constructive fashion.

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JOINT REPORT OF THE EMPLOYMENT AND CORPORATE GOVERNANCE COMMITTEES

A. EMPLOYEE CODE OF CONDUCT

Purpose

1. This report concerns a revised Employee Code of Conduct which sets out the responsibilities, standards and behaviour expected of all County Council employees.

Background

2. The Employee Code of Conduct forms Part 5B of the County Council's Constitution. It was last revised in 2006. In light of the recent revisions to the Members' Code of Conduct and the requirements of the Bribery Act 2010, it was considered timely to update the Employee Code of Conduct.

Revised Employee Code of Conduct

3. The revised Code is attached as Appendix 1 to this report. In revising the Code, the aim was to ensure that, as well as addressing the updated principles of public life recommended by the Nolan Committee, it incorporated all County Council policies and procedures relating to the conduct of employees.
4. It was decided that the Code would not reproduce each policy or procedure in its entirety, but would set out a brief description of their requirement as these policies and procedures will change over time and it would not be appropriate for changes to the Constitution to be made whenever such changes are made.
5. A Guide to the Employee Code of Conduct has been also produced to support employees in understanding the requirements of the Code. This Guide will contain weblinks to the relevant policies and procedures which will include the following:-
 - Register of personal interests;
 - Register of gifts and hospitality;
 - Whistleblowing;
 - Close personal relationships in employment.

Consultations

6. The draft revised Employee Code of Conduct has been submitted to the Trade Unions, who are supportive of its contents.

Consideration by the Corporate Governance Committee

7. The Corporate Governance Committee has a particular role to “monitor the effectiveness of officer arrangements for ensuring an adequate internal control environment and combatting fraud and corruption”. The Employee Code of Conduct contains provisions intended to cover these issues and for this reason, it was asked to consider the Code. The Committee was supportive of the Code and will at its next meeting be looking further at the policy on gifts and hospitality and whistleblowing as these have strong links with combatting fraud and corruption and the principles of public accountability.

Decision of the Employment Committee

8. The Employment Committee on 12 June 2014 agreed the revised Employee Code of Conduct subject to further consideration by it of the policy relating to the register of personal interests.

(Motion to be moved:-

That the Employee Code of Conduct, as set out in Appendix 1 to this report, be approved.)

**J. B. Rhodes CC
Chairman,
Employment Committee**

**E. D. Snartt CC
Chairman,
Corporate Governance
Committee**

Background Papers

Joint report of the County Solicitor and Director of Corporate Resources to the Employment Committee on 12th March and 12th June 2014.

Joint report of the County Solicitor and Director of Corporate Resources to the Corporate Governance Committee on 12th May 2014.

PART 5B - EMPLOYEE CODE OF CONDUCT**Part 1 General Provisions****Purpose**

- 1.1 This Code of Conduct defines the responsibilities, standards and behaviour required of you as a Leicestershire County Council employee. It reflects the fact that members of the public expect you, as a public servant, to demonstrate the highest levels of integrity and professionalism at all times. This is necessary to enable the County Council to deliver services of high quality which are value for money and reflect the Council's organisational values.
- 1.2 It is your responsibility to read this Code and to make sure your conduct meets its provisions at all times.
- 1.3 Breaches of this Code will be investigated and may result in disciplinary action being taken which could lead to dismissal. You must engage in any investigations about actual or potential breaches of this Code.

Scope

- 1.4 This Code of Conduct applies to all County Council employees, apprentices and casual workers. Volunteers, agency workers and others who work, whether paid or unpaid, for and on behalf of Leicestershire County Council are expected to comply with this Code.
- 1.5 You are required to comply with this Code when carrying out your duties as an employee or representative of Leicestershire County Council.
- 1.6 This Code of Conduct is not an exhaustive account of all the expectations upon you and should be read in conjunction with the Council's Disciplinary Policy and Procedure.
- 1.7 This Code does not apply to employees, workers or others based in schools and colleges with delegated budgets.

Part 2 Principles

The Code of Conduct reflects the key principles of public life recommended by the Committee on Standards in Public Life (The Nolan Committee). You must act in accordance with these principles, as set out below, and observe the following rules of behaviour:-

Principle 1 - Selflessness

You should act solely in terms of the public interest.

Principle 2 - Integrity

You must avoid placing yourself under any obligation to people or organisations that might try inappropriately to influence you in their work. You

should not act or take decisions in order to gain financial or other material benefits for yourself, your family, or your friends. You must declare and resolve any interests and relationships.

Principle 3 - Objectivity

You must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Principle 4 - Accountability

You are accountable to the public for your decisions and actions and must submit yourself to the scrutiny necessary to ensure this.

Principle 5 - Openness

You should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Principle 6 - Honesty

You should be truthful.

Principle 7 - Leadership

You should exhibit these principles in your own behaviour. You should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Part 3 Standards

3.1 You are required to:-

- 3.1.1 Always act in the interests of Leicestershire County Council;
- 3.1.2 Behave at work in line with this Code of Conduct and the Council's Organisational Values;
- 3.1.3 Attend work in accordance with your contractual requirements, carry out all of the requirements of your job and any reasonable instructions given by your manager or supervisor effectively and to the standard that is needed;
- 3.1.4 Conduct yourself, in your official or private capacity, in a way which could not reasonably be regarded as bringing the Council into disrepute or engage in any conduct that is harmful to the Council or its interests.
- 3.1.5 Be aware that actions in your off-duty hours can impact on your employment with the Council as it may result in disciplinary action being taken against you. Examples include, but are not limited to, involvement in racist incidents, criminal actions and acts of violence.

3.1.6 Whilst at work and/or on official Council business, dress appropriately for the role you are undertaking and wear your official Leicestershire County Council identity card;

3.2 Health and Safety

3.2.1 You have a responsibility to present yourself fit for work and be capable of carrying out your duties fully in a competent and safe manner. In addition you have a duty to take care of your own health and safety and that of others who may be affected by your actions and to co-operate with the Council and co-workers to help everyone meet their legal requirements;

3.2.2 If you have a specific query or concerns about health and safety in your workplace you should in the first instance talk to your line manager.

Part 4 Adherence to Council Constitution, Policies, Procedures, Operating Guidelines and Service Standards

4.1 You have an individual responsibility to work within Leicestershire County Council's Constitution, service requirements, policies, procedures, operational guidelines and standards, legislation and other professional standards which may apply to your role from time to time and to be aware of and keep up to date with those requirements and standards. Adherence to these ensures that:

- The Council meets its statutory requirements;
- Service standards are maintained;
- Proper monitoring and auditing processes can be applied.

4.2 If you do not follow these (whether intentionally or inadvertently) it will be regarded as a disciplinary matter. Whilst managers will assist you, you have a personal responsibility to make sure that you are familiar with your responsibilities under the Council's Constitution and other policies, procedures and guidelines, in particular:-

- HR Policies;
- Equalities Policies;
- Financial Procedure Rules;
- Contract Procedure Rules;
- Departmental operational policies, procedures and codes.

4.3 When using facilities and equipment, provided as part of your work, belonging to the Council you must;

- Take care of County Council property or equipment, keeping it secure and reporting any breakages or breaches in security;
- Use equipment and facilities for authorised purposes only.

4.4 You must act in accordance with the Council's Smoke Free policy.

Part 5 Public and Social Media

5.1 Unless you are acting as a spokesperson for the Council as part of your duties, or you are authorised to act as a spokesperson about a particular situation, or are acting as spokesperson for one of the Council's recognised trade unions in pursuit of legitimate industrial relations activities, you must not:-

- Speak, write or give interviews about the business of the Council to the media;
- Make a public statement which concerns the business of the Council.

To do so may result in reputational damage to the Council.

5.2 You should be aware of the risks you could potentially face when sharing information about your working and personal life through Social Media and the potential for disciplinary action being taken against you..

Part 6 Relationships

6.1 The County Council expects that you:-

6.1.1 Treat all co-workers (whether paid or unpaid) equally, fairly and with dignity and respect regardless of their circumstances or personal characteristics;

6.1.2 Are supportive, co-operative and maintain good working relationships;

6.1.3 Assist the Council achieve its aim of making the work environment free of harassment and/or bullying, discrimination or other unacceptable behaviours.

6.1.4 Always remember your responsibilities to the community the County Council serves and make sure you are polite, efficient and provide impartial service delivery to all groups and individuals within that community, regardless of their circumstances or personal characteristics and as defined by the policies of the Council.

6.1.5 Develop effective co-operative and professional working relationships with organisations (including in a voluntary capacity with the local community), agencies, contractors, suppliers, and service partners, without offering or inferring any advantage to any external suppliers or contractors;

6.2 Elected Members

6.2.1 Mutual confidence and trust between employees and elected members is essential to the effective operation of the County Council. Any close personal relationships which develop between you and an elected member should be declared in the same way as a relationship with another employee.

More information is contained within the [Protocol on Member/Officer Relations](#), Part 5C of this Constitution.

Part 7 Personal, Business, Financial or Other Interests

- 7.1 For the most part, your off-duty hours are your personal concern; however you should not subordinate your employment relationship with the Council to your private interest or put yourself in a position where there is a conflict of interests.
- 7.2 The County Council and the public must be confident that decisions of whatever nature you make are made for good and proper reasons and are not influenced by your interests or the interests of your family, relatives or friends.
- 7.3 You are required to declare and register any potential or actual personal, financial, business, other employment or interest which may impact on your work, conflict with the impartial performance of your duties, put you under suspicion of improper behaviour or that would cause damage to the Council's reputation or services.
- 7.4 Appointment and other employment matters
- 7.4.1 Applicants for any County Council post are asked to declare any relationship with a member or employee of the Council. In order to avoid any possible accusation of bias, you should not be involved in an appointment where you are related to an applicant, or have a close personal relationship outside work with them;
- 7.4.2 In the same way, you must not be involved in decisions about discipline, promotion or pay for any employee you have a close personal relationship with.
- 7.5 Relationships which develop during the course of Employment
- 7.5.1 You are responsible for declaring, in writing to your line manager, any personal relationships that develop with another Council employee, which may conflict with the impartial performance of your duties.

Part 8 Bribery, Fraud and Corruption

- 8.1 Bribery
- 8.1.1 Bribery is defined as “an inducement or reward offered, promised or provided to gain personal, commercial, regulatory or contractual advantage”.
- 8.1.2 Under the Bribery Act 2010, both individuals and organisations are liable for conviction in court, imprisonment and/or fines if found guilty of an offence.
- 8.1.3 It is useful for all employees to remember that it is unacceptable to:
- Give, promise to give, or offer a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
 - Give, promise to give, or offer a payment, gift or hospitality to a government official, agent or representative to ‘facilitate’ a routine procedure;

- Accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them;
- Accept a gift or hospitality from a third party if you know or suspect that it is offered or provided with an expectation that a business advantage will be provided by us in return;
- Take any action against or threaten a person who has refused to commit a bribery offence or who raises any concerns.

8.1.4 The responsibility to control the risk of bribery occurring should reside at all levels. If you have a concern regarding a suspected instance of bribery please speak up.

8.2 Fraud and Corruption

8.2.1 Fraud is defined as “deliberate deception intended to provide a direct or indirect personal gain”.

8.2.2 Corruption is defined as the “deliberate use of one’s position for direct or indirect illegitimate personal gain”.

8.2.3 The Council’s general belief and expectation is that all those associated with it will act with honesty and integrity. In particular, officers will lead by example and be accountable for their actions.

8.2.4 As an employee of the County Council you are expected to:

- Take the risk of fraud seriously;
- Secure all passwords, information, documents, money and equipment in your control which can be stolen or used to perpetrate fraud;
- Make yourself aware of corporate and departmental documented procedures, regulations or other instructions and ensure, where possible, that they are adhered to;
- Strive to achieve value for money in your use of the Council’s financial resources;
- Only incur costs to the Council in accordance with your authorised limits;
- Declare any conflicts of interest that arise;
- Only accept gifts and hospitality in accordance with the County Council’s Policy;
- Bring any concern you have on the adequacy of control measures to the attention of your line manager;

8.2.5 Concerns raised will be treated in accordance with the Council’s Whistleblowing policy.

Part 9 Protecting the Council's Business Interests

9.1 The Council retains the intellectual property rights for work created in the course of your normal duties e.g. research, reports, designs, drawings, software developments or similar work. No property of the Council should be removed from Council premises or passed on by you or another person acting on your behalf to a third party, without the express consent of the Council.

- 9.2 Similarly, you are not permitted to use any work which you or others have created, whilst in the employment of County Council, for personal or financial gain without the express consent of the Council.

Part 10 Whistleblowing

- 10.1 The County Council is committed to achieving high standards of integrity and accountability and expects the same commitment from those working for the Council. Experience shows that employees are often the first to realise that there may be something seriously wrong within the Council or often have worries or suspicions and could, by reporting their concerns at an early stage, help put things right and stop potential wrongdoing.
- 10.2 The Council's Whistleblowing Policy provides a framework for you to raise concerns which you believe are in the public interest and may relate to illegal, improper or unethical conduct. You are encouraged to bring to the attention of management, knowledge of any such activity. You should be able to do so without fear of victimisation.

Part 11 Disclosure of Information

- 11.1 You have a contractual responsibility to maintain confidentiality and to comply with the Council's guidance on Data Protection and Information Security and Acceptable Use Policy.
- 11.2 Confidential information includes, but is not limited to, any information regarding staff, service users, financial information, information regarding business plans or other commercially sensitive information and any information or matter which relates to the affairs and/or services of the County Council that should not be in the public domain and information about County Council Service Users and Customers.
- 11.3 You must:
- 11.3.1 Not disclose information (oral, written or electronic) given to you in confidence by anyone, or information acquired which you believe is of a confidential nature, without the consent of a person authorised to give it, or unless you are needed to do so by law, or until it becomes public in the course of the Council's business;
 - 11.3.2 Not prevent another person from gaining access to information to which that person is entitled by law;
 - 11.3.3 Not use any information received during your employment for personal gain or benefit, or pass it on to others who might use it in a way other than might reasonably be expected in the normal course of their duties;
 - 11.3.4 Where applicable, be aware of the guidance on when you make confidential information available to Elected Members. [Part 4B - Access to Information Procedure Rules](#)
 - 11.3.5 Respect political confidences as provided for in the protocol on Member/Officer Relations, Part 5C of this Constitution.
- 11.4 If you are unsure if an individual has the right to receive the information they have asked for, you must seek advice from your line manager.

Part 12 Political Neutrality

- 12.1 Employees serve the whole County Council as a single, statutory corporate body and not simply the political administration in power. It follows, therefore, that you must provide support to all members of the Council, regardless of the political party they represent. This is particularly important in relation to their local or representational role.

This is explained in more detail in the Protocol on Member/Officer Relations, [Part 5C of this Constitution](#).

12.2 Politically Restricted Posts

12.2.1 Some employees hold posts that have been designated as politically restricted. If you hold this type of post you are prevented from taking an active political role either in or outside work. You must not stand as a candidate, or hold, elected office (other than to a Parish Council), canvass at elections, speak, or write publicly demonstrating support for a political party.

12.2.2 The restrictions which apply to Political Assistants are slightly different.