



DATE: 17 March 2015
MY REF: MIS/RP
PLEASE ASK FOR: Mr. M. I. Seedat
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Dear Sir/Madam

I summon you to the MEETING of the LEICESTERSHIRE COUNTY COUNCIL to be held at COUNTY HALL, GLENFIELD on WEDNESDAY, 25 MARCH 2015 at 2.30 p.m. for the transaction of the business set out in the agenda below.

Yours faithfully



Chief Executive

A G E N D A

1. Chairman's Announcements.
2. To confirm the minutes of the meeting of the Council held on 18 February 2015. (Pages 5 - 12)
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) Annual Report of the Director of Public Health 2014. (Pages 13 - 70)



7. Report of the Constitution Committee.
 - (a) Electoral Review of Leicestershire County Council - Statement on Council Size. (Pages 71 - 98)
 - (b) Establishment of a Local Pension Board. (Pages 99 - 108)
8. Report of the Employment Committee.
 - (a) Pay Policy Statement 2015/16. (Pages 109 - 122)
9. To make the following appointments in accordance with items 11 and 12 of Standing Order 4:-
 - (a) To appoint Church Representative to serve on the Children and Families Overview and Scrutiny Committee - Report of the Chief Executive. (Pages 123 - 124)

10. To consider the following notice/s of motion:

- (a) Grammar Schools - Mr. D. A. Sprason CC

“The destruction of Grammar Schools has led to the destruction of social mobility in our society. In December 2013 the then Secretary of State for Education blocked a Grammar School being created in Kent. Government policy is not to create anymore Grammar Schools. There are now just 164 state Grammar Schools in the country with 11 of them being in Leicestershire which are now potentially under threat as a result of the government’s academy policy. We find this very worrying.

In light of this, we call upon the County Council to:-

- a) recognise the importance of Grammar Schools and to reaffirm its commitment to protecting them;
 - b) write to the Secretary of State for Education asking for her assurance that our Grammar Schools in Leicestershire are safe and under no threat.”
- (b) Oadby School Age Range Changes - Mr D A Gamble CC
 1. That this Council:-
 - a) recognises the excellent results being achieved by students attending Gartree High School, Manor High School and Beauchamp College, and congratulates these schools for their hard work and effective partnership working;
 - b) notes the disconnection between the proposals by these schools to change their age ranges and become 11+ schools;

- c) notes the significant concerns expressed by parents during the recent consultation including:-
 - i) the potential reduction in the number of A Level places;
 - ii) the impact on school transport policy;
 - iii) the risk that these changes could lead to a drop in standards;
 - iv) the capital cost of these changes in respect of primary schools;
 - v) the lack of cohesion between the independent plans;
 - d) notes that the Cabinet in November 2014 in considering a strategy for the provision of school places agreed a priority to remove the 10+ system, subject to there being a strong local demand for change evidenced by consultation.
2. This Council therefore resolves to scrutinise the age range change business cases being put forward by schools if and when requested to do by the Regional Schools Commissioner on behalf of the Department for Education and only to support changes where there is evidence that it will lead to improved educational outcomes for young people in the Oadby area.

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**MINUTES OF THE MEETING OF THE LEICESTERSHIRE COUNTY COUNCIL
HELD AT COUNTY HALL, GLENFIELD ON WEDNESDAY, 18 FEBRUARY
2015**

PRESENT

Mr. G. A. Boulter CC (in the Chair)

Mr. I. E. G. Bentley CC, Mr. D. C. Bill MBE CC, Mr. R. Blunt 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. D. A. Gamble 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, Mr. A. M. Kershaw 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. P. O'Shea CC, Mr. J. T. Orson JP CC, Mr. P. C. Osborne CC, Mr. I. D. Ould CC, Mrs. R. Page CC, Mr. B. L. Pain CC, Mr. T. J. Pendleton CC, Mrs. P. Posnett CC, Mrs. C. M. Radford CC, Mr. J. B. Rhodes 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. G. Welsh CC, Mr. E. F. White CC, Miss. H. Worman CC, Mr. M. B. Wyatt CC and Mr. L. E. Yates CC

37. CHAIRMAN'S ANNOUNCEMENTS.

Mick Connell

The Chairman reminded members that it would be the last meeting of the County Council that Mick Connell would be attending before his forthcoming retirement.

Mick had been Director of Adults and Communities for nine years and had made an enormous contribution to the Council. More recently, Mick had led the County Council's engagement with NHS partners to ensure that health and social care services were delivered effectively.

The Chairman, on behalf of all members of the Council, was very pleased to wish Mick well for a long and happy retirement.

38. MINUTES.

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

"That the minutes of the meeting of the Council held on 3 December 2014, copies of which have been circulated to members, be taken as read, confirmed and signed."

39. DECLARATIONS OF INTERESTS.

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

All Members who were also members of District Councils declared a personal interest in relation to the Medium Term Financial Strategy (MTFS) 2015-2019 (minute 41 below refers).

Dr Eynon declared a personal interest in the Better Care proposals set out in the MTFS as a salaried GP.

Dr Eynon also advised the Council that having discussed the matter with the Monitoring Officer and noting that a closing date for Snibston had been announced and no sign of the promised mining museum, her son's job as a volunteer was at risk. Whilst many other disabled people in her division were also affected, this would be a deep personal blow to her and her family.

The Monitoring Officer had advised that this changed her position as to where she could speak, as her peers may then judge her to have a bias on the debate. She therefore declared a personal interest leading to bias in the debate regarding Snibston and said that she would take no part in the debate.

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

(A) Dr Eynon asked the following question of the Leader or his nominee:-

"How many onward referrals have generic parenting services funded by this Council, such as 'Fun and Families' and 'Family STEPS' made to condition-specific services such as 'ADHD Solutions' in the last financial year and how is this work funded?"

Mr Ould replied as follows:-

"The County Council does not currently collect data regarding onward referrals that are made by service providers in receipt of financial resource. The recent review of Voluntary and Community Sector services for children and families has highlighted the need to be more specific in its commissioning outcomes. The new procurement specifications will include a clear set of performance data required to measure success against those identified outcomes."

Dr Eynon asked the following supplementary question:-

"I would like to ask if Mr Ould is aware that currently 'ADHD Solutions', receive no funding whatsoever from 'Fun and Families' or 'Family Steps' for taking on children whose behaviour these services are ill-equipped to manage and does he believe that this should continue in the future arrangements?"

Mr Ould replied as follows:-

“Clearly we are in a position of change. The 78 organisations, who had 121 contracts, are accepting of the current situation which has been organised by Voluntary Action Leicestershire. On this specific point, I don’t have up-to-date information at the moment but I will undertake to look into the matter personally.”

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

“What are the prospects of achieving a bypass for Kegworth should the Roxhill development not gain planning approval?”

Mr Osborne replied as follows:-

“In that event, the prospects would appear to be extremely remote. It is very unlikely that the County Council would have sufficient funding available to deliver a Kegworth Bypass.

Whilst the Highways Agency was at one time proposing a new route between the A6 south of Kegworth and the M1 at M1 J23a, this was as part of a now defunct M1 motorway widening proposal. The Highways Agency’s preferred approach to addressing problems on the M1 through Leicestershire would, in the main, now appear to be based on the introduction of a SMART motorway which makes use of the hard shoulders at times of heavy traffic flow - this is similar to schemes introduced on the M6 and M42 near Birmingham.

There are no other development proposals that the County Council is aware of that are of a sufficient scale that could for that area reasonably be required to fund a bypass.”

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

“Could the Leader:-

- (i) Explain why the promised long-term strategy for Beaumanor Hall which was expected a year ago has not been completed and put before members?
- (ii) Explain how is it that this Administration cannot afford to run a modern museum facility when it can afford to finance a 19th Century stately home with significant overheads?”

Mr Pain replied as follows:-

- (i) Unfortunately this has been delayed by work on the Snibston review, Energy Strategy, County Hall Masterplan and Economic Development projects. These projects are high priority and will deliver significant savings for the County Council.

- (ii) A strategic review of Beaumanor Hall is now underway and will provide the basis for developing a long-term strategy for this facility. This review will include a detailed analysis of the financial performance of the facility.

It is worth noting that in the current year, Beaumanor Hall is predicted to break even on a turnover of £1.4m. Based on a 'status quo' operation, small losses of circa £30,000 will be incurred in future years. The long term strategy will address this position.

It is also worth noting that following the closure of Aberglaslyn and Quorn Hall, Beaumanor continues to provide outdoor activities for school children. In the last year 59,000 school children attended activities at the Hall. It also employs 40 permanent and 20 casual staff and 15 staff as part of a supported employment scheme."

Mr Hunt asked the following supplementary question to question (i):-

"The first question to Mr. Pain - is he saying that work on economies on Beaumanor Hall have been held up by the urgent cutting of a modern museum?"

Mr Pain replied as follows:-

"I am not sure whether that was a supplementary. I'm saying what's in the answer, which is we have a finite amount of resources and we've been busy making savings through various strategies as identified in the answer."

Mr Hunt asked the following supplementary question to question (ii):-

"Is he not overlooking the fact that saying that there will be small losses of £31,000 there will be extra costs on fundamental and major maintenance and repairs to that very old building?"

Mr Pain replied as follows:-

"I think the answer's pretty clear. We are saying that the Beaumanor Hall will be subject to review and we are confident that we can turn those small losses from a £1.4m trading position around following that review, and quite possibly turn them into surpluses. Thank you."

41. REPORT OF THE CABINET.

(a) Medium Term Financial Strategy 2015/16 - 2018/19.

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

- "(a) That subject to the items below, approval be given to the Medium Term Financial Strategy (MTFS) which incorporates the recommended revenue budget for 2015/16 totalling £348m as set out in Appendices A, B and C of the report and includes the growth and savings for that year as set out in Appendix D;

- (b) That approval be given to the projected provisional revenue budgets for 2016/17, 2017/18 and 2018/19, set out in Appendix B to the report, including the growth and savings for those years as set out in Appendix D thereto and to the undertaking of such preliminary work, including consultation and equality impact assessment, as may be necessary towards achieving the savings specified for those years;
- (c) That the level of earmarked funds as set out in Appendix E be noted and the use of earmarked funds be approved;
- (d) That the amounts of the County Council's Council Tax for each band of dwelling and the precept payable by each billing authority for 2015/16 be as set out in Appendix F;
- (e) That the Chief Executive be authorised to issue the necessary precepts to billing authorities in accordance with the budget requirement above and the tax base notified by the District Councils, and to take any other action which may be necessary to give effect to the precepts;
- (f) That approval be given to the 2015/16 – 2018/19 capital programme as set out in Appendix G;
- (g) That the Director of Corporate Resources be authorised to approve the following for inclusion in the 2015/16 - 2018/19 Capital Programme;
 - (i) Invest to save schemes;
 - (ii) Advance design and other advance work on urgent schemes within the capital programme including schools capital maintenance pending confirmation of the allocations from the Department for Education (DfE);
- (h) That the Director of Corporate Resources and the Director of Children and Family Services be authorised to approve the inclusion of funded new school accommodation capital schemes in the Capital Programme to enable the County Council to meet its statutory responsibility for the delivery of sufficient school places;
- (i) That the financial indicators required under the Prudential Code included in Appendix L, Annex 2 be noted and that the following limits be approved:-

	2015/16 £m	2016/17 £m	2017/18 £m
Operational boundary for external debt			
i) Borrowing	289.8	280.9	271.0
ii) Other long term liabilities	1.3	1.2	1.1
TOTAL	291.1	282.1	272.1
Authorised limit for external debt			
i) Borrowing	299.8	290.9	281.0
ii) Other long term liabilities	1.3	1.2	1.1
TOTAL	301.1	292.1	282.1

- (j) That the Director of Corporate Resources be given delegated authority to effect movement within the authorised limit for external debt between borrowing and other long term liabilities;
- (k) That the following borrowing limits be approved for the period 2015/16 to 2018/19:
- (i) Upper limit on fixed interest exposures 100%
 - (ii) Upper limit on variable rate exposures 50%
 - (iii) Maturity of borrowing:-

	<u>Upper Limit</u> %	<u>Lower Limit</u> %
Under 12 months	30	
12 months and within 24 months	30	
24 months and within 5 years	50	
5 years and within 10 years	70	
10 years and above	100	

- (l) That the Director of Corporate Resources be authorised to enter into such loans or undertake such arrangements as necessary to finance capital payments in 2015/16, subject to the prudential limits in (k) above;
- (m) That the Treasury Management Strategy Statement and the Annual Investment Strategy for 2015/16, as set out in Appendix L, be approved including the following:
- (i) The Treasury Management Policy Statement, Appendix L, Annex 4;
 - (ii) The Annual Statement of Annual Minimum Revenue as set out in Appendix L, Annex 1; and
 - (iii) That from the 1 April 2015 the County Council's list of acceptable counterparties is revised to increase flexibility in managing the Investment Portfolio;
- (h) That approval be given to the Risk Management Policy and Strategy (Appendix I), subject to consideration by the Corporate Governance Committee on 20 February 2015 with delegation to the Director of Corporate Resources to make amendments if necessary following consideration by the Corporate Governance Committee;
- (i) That the Capital Strategy (Appendix H) and Earmarked Funds Policy (Appendix J), be approved;
- (j) That the Director of Corporate Resources following consultation with the Cabinet Lead Member for Resources be given authority to enter into or leave a future Business Rates pool."

The Chairman indicated that a named vote would be recorded, as required by Government Regulations. The vote was recorded as follows:-

For the motion

Mr Bentley, Mr Blunt, Mrs Camamile, Mr Coles, Mr Coxon, Mrs Dickinson, Dr Feltham, Mr Hampson, Mr Hart, Mr Houseman, Mr Jennings, Mr Kershaw, Mr Lewis, Mr Liquorish, Mr Orson, Mr Osborne, Mr O'Shea, Mr Ould, Mrs Page, Mr Pain, Mr Pendleton, Mrs Posnett, Mrs Radford, Mr Rhodes, Mr Rushton, Mr Shepherd, Mr Snartt, Mr White.

Against the motion

Mr Bill, Mr Boulter, Mr Bray, Mr Charlesworth, Dr Eynon, Mrs Fox, Mr Galton, Mr Gamble, Dr Hill, Mr Hunt, Mr Kaufman, Ms Knaggs, Mrs Loydall, Mr Lynch, Mr Miah, Mr Mullaney, Ms Newton, Mr Sharp, Mr Sheahan, Mr Spence, Mr Sprason, Mr Welsh, Miss Worman, Mr Wyatt, Mr Yates.

The motion was put and carried, 28 members voting for the motion and 25 against.

42. NOTICES OF MOTION.

(a) Snibston - Mr. R. Sharp

(Note: Having declared a personal interest which would lead to bias in this matter, Dr Eynon left the meeting during consideration of this item).

It was moved by Mr Sharp and seconded by Mr Spence that:-

“(a) This Council notes:-

- (i) the decision of Cabinet on the 14th January 2015 to close Snibston Discovery Museum in its current form;
- (ii) the important contribution that the Science and Technology Museum at Snibston has made to Coalville's heritage and ongoing economic prosperity, bringing £4.2m into the Coalville economy every year and inspiring children across and beyond Leicestershire to take up STEM subjects at school;
- (iii) the strength of support for retaining Snibston Discovery Museum from right across Leicestershire, including cross party support;
- (iv) the County Council's preferred plan as presented to the Scrutiny Committee lacked detail and that the plan to disperse the Museum Collections currently held at Snibston and replace the existing Gallery with a smaller mining museum would require one-off capital and revenue transition costs that might not be affordable after the next Comprehensive Spending Review.

- (b) This Council, therefore, calls on the Cabinet to reverse its decision to stop efforts to save the Discovery Museum and instruct officers to work with the Friends of Snibston and their associated museum experts so that, through co-operation, robust analysis and constructive challenge, a financially viable plan for Snibston Discovery Museum might be established that makes the savings required whilst retaining this facility

for the benefit of the people of Leicestershire, noting that such work with the Friends of Snibston can be undertaken in parallel to the existing planning so that there is no risk of slippage in the delivery of the financial savings required.”

On the motion being put and before the vote was taken, five members rose asking that a named vote be recorded.

The vote was recorded as follows:-

For the motion

Mr Bill, Mr Boulter, Mr Bray, Mr Charlesworth, Mrs Fox, Mr Galton, Mr Gamble, Dr Hill, Mr Hunt, Mr Kaufman, Ms Knaggs, Mrs Loydall, Mr Lynch, Mr Miah, Mr Mullaney, Ms Newton, Mr Sharp, Mr Sheahan, Mr Spence, Mr Sprason, Mr Welsh, Miss Worman, Mr Wyatt, Mr Yates.

Against the motion

Mr Bentley, Mr Blunt, Mrs Camamile, Mr Coles, Mr Coxon, Mrs Dickinson, Dr Feltham, Mr Hampson, Mr Hart, Mr Houseman, Mr Jennings, Mr Kershaw, Mr Lewis, Mr Liquorish, Mr Orson, Mr Osborne, Mr O'Shea, Mr Ould, Mrs Page, Mr Pain, Mr Pendleton, Mrs Posnett, Mrs Radford, Mr Rhodes, Mr Rushton, Mr Shepherd, Mr Snartt, Mr White.

The motion was put and not carried, 24 members voting for the motion and 28 against.

2.30 pm – 5.08 pm
18 February 2015

CHAIRMAN

REPORT OF THE CABINET

A ANNUAL REPORT OF THE DIRECTOR OF PUBLIC HEALTH 2014

Introduction

1. This report concerns the publication of the Director of Public Health Annual Report 2014. The report is a statement on the health of the population of Leicestershire and Rutland and is a key resource for shaping commissioning decisions to improve the health of the population.

Background

2. The Director of Public Health is appointed jointly by Leicestershire County Council, Rutland Council and the NHS (since 2009) and leads on the monitoring and improvement of people's health in the two areas. The role of the Director of Public Health is to improve the health and wellbeing of the people of Leicestershire and Rutland. This is done by reporting publicly and independently on trends and gaps in the health and wellbeing of the population and by making recommendations for improvement to a wide range of organisations.
3. One of the duties of the Director of Public Health is to be an independent advocate for the health of their population. Annual Reports are the main way by which Directors of Public Health make their conclusions known to the public.
4. The responsibility for producing an independent report is a statutory requirement upon the County Council.
5. The latest report of the Director of Public Health on the health of the population of Leicestershire and Rutland is appended to this report.
6. This year's report focuses on the broader determinants of health and the role the whole of local government has in helping people to live healthy lives through good housing, a good education, a fulfilling job, and good personal relationships.
7. Last year's report focussed on the health of working age adults and this report includes an update on progress against the recommendations made in that report.
8. Within the report, the action that Public Health is taking with respect to the wider determinants of health is reviewed alongside key initiatives that other departments in the County Council are implementing. This sets the framework for the way in which Public Health operates within the Council, which can be defined as the following three roles:-

- as a lead (commissioning via the public health grant)
 - as a partner (developing joint initiatives) and;
 - as an advocate (championing public health issues).
9. The aim of this report is to raise awareness of the role that other departments of the County Council and partners have in improving the health of the population.
 10. Implementation of the recommendations of this report will have a significant positive impact on the health of Leicestershire's population.

Equal Opportunities Implications

11. Implementation of the report's recommendations would also have a positive impact on health inequalities.

Consideration by Scrutiny, Health and Wellbeing Board and Cabinet.

12. The Health and Wellbeing Board gave its support to the Annual Report at its meeting on 16 September 2014.
12. The matter was considered by the Cabinet at its meeting on 11 December, 2014 when the report was noted and the recommendations contained therein were supported.
13. The Health Overview and Scrutiny Committee welcomed the report at its meeting on 12 November 2014.

(Motion to be moved:

That the Director of Public Health Annual Report 2014 be noted with support.)

11 December, 2014

N. J. Rushton
Leader of the Council

Background Papers

Report of the Director of Public Health to the meetings of the Health and Wellbeing Board on 16 September 2014, Health Overview and Scrutiny Committee on 12 November 2014 and Cabinet on 11 December 2014 presenting the Annual Report.

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=1038&MId=3984&Ver=4>
<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=1045&MId=3924&Ver=4>
<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=135&MId=4331&Ver=4>

The 2014 Annual Report of the Director of Public Health

The wider determinants of health



Foreword



Welcome to my first annual report as Director of Public Health for Leicestershire.

We know much of what improves health isn't about what the NHS does, but is influenced and shaped by what are known as the broader determinants of health. It is those things such as good housing, a good education, whether you are in work or not, or whether you have friends and family to support you that are key to having a long and healthy life. Additionally, national and international economic and environmental conditions also have a part to play in helping us be healthy.

The transfer of public health from the NHS to Local Authorities in 2013 was to help ensure that all parts of local government, as well as the NHS, work together effectively to address those broader determinants of health, and, in doing so, improve health and reduce health inequalities.

Now we are well into the second year since the transfer of public health responsibilities, it's an appropriate time to review the work we are doing in Leicestershire on improving those important broader determinants. Although the continuing period of austerity brings tough challenges to this work, it can also act as catalyst for change. It is ever more important that we recognise the role that all parts of the system can play in keeping us healthy.

In this report we take a structured approach to the determinants of health, as shaped by the recent King's Fund report "Improving the Public's Health - A resource for Local Authorities". This has led us to consider the way that Public Health operates within the council, which we have defined using the following three roles:-:

- as a lead (commissioning via the public health grant);
- as a partner (developing joint initiatives); and
- as an advocate (championing public health issues).

Finding the correct balance between these roles is the key to success in improving health. By setting out what we think needs to happen at those three levels, we are striving to ensure public health is at the heart of service delivery, decision making and policy setting. Equally, the recommendations we make can be read by partners through their eyes, helping them to think about the actions they need to make to maximise their contribution to improving health.

I hope the report gives you some ideas about the sort of things that you, as well as I, can influence to improve population health and that you find the report stimulating.

Finally I would like to express my sincere thanks to all those who have contributed to this report, both inside and outside the Public Health department. In particular I would like to thank Janine Dellar for making it all happen.

Mike Sandys
Director of Public Health

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Executive summary

An individual's health is influenced by a wide range of social, economic and environmental factors such as good housing, a good education, a fulfilling job and the personal relationships that they have. This means that the opportunities to improve the health for everybody in Leicestershire will come from the collective efforts of all parts of the local authority.

This report reviews the wider influences on health and has identified a number of ways in which the local authority, and wider partners, can work together collectively to improve the overall health of the population. This report seeks to raise not just the awareness of the role that Public Health has in improving the health of the population, but also the significant role that other departments have. The ultimate aim of this report is to transform the way that all partners develop their policies so that the impact the policies will have on health is a central consideration. Within this report we discuss the role of Public Health as a leader, a partner and as an advocate; setting the scene for Public Health to work in partnership with other departments to help to shape their policies in the way proposed by the World Health Organisation's "Health in All Policies" report.¹



The Best Start in Life

In 2011, it was estimated that 15,655 children were living in poverty in Leicestershire, this equates to 12% of all of the dependent children under 20.²

Improving the health of children has the greatest cumulative impact on health and life chances throughout the whole of an individual's life. The provision of universal and high quality early childhood education and care improves the wellbeing of the population as a whole, and has even greater benefits for children from disadvantaged backgrounds.³

Leicestershire County Council has developed interventions that start pre-birth and continue through childhood and include action to reduce infant mortality; improve the health of babies and young children; addressing child poverty; providing families in need with early help and support; and developing school readiness.

Healthy schools and pupils

In 2012/13, 59.5% of children in Leicestershire achieved GCSE Grade A*-C for English and Maths. This is lower than the 60.8% average for England.²

Education impacts on health outcomes in two ways. Those who are well educated have better health and wellbeing, and this is measurable through the strong correlation between educational attainment, life expectancy and self-reported health.⁴ School is an important setting for changing or forming healthy behaviour, teaching students not only academic knowledge but also the knowledge and skills they will need to promote their own mental and physical health.⁵

The Council is working to improve educational attainment in a number of ways, including reducing school exclusions; preventing bullying; and improving children's confidence. The development of the Leicestershire Healthy Schools Programme is the scheme that the council is using to

promote the schools' role in improving the health of the children they are teaching and to teach children the skills they will need to grow up to be healthy adults.

Economy and employment

Between October 2012 and September 2013 in Leicestershire, for people aged 16-64, there were 19,200 people who were unemployed.⁶

The economy and employment together have many and significant impacts on health. Both nationally and at a community level, the state of the economy will drive unemployment rates and the numbers of people reliant on income support and will influence the number of people that are living in poverty. At a personal level, being in employment is known to improve people's health and if a person is affected by illness this can lead to unemployment which will lead to worsening health.

The Council is striving to improve the Leicestershire economy, with plans through the Leicestershire and Leicester Enterprise Partnership to create 45,000 new jobs and the council's strategic plans to ensure that the local economy is thriving. At an individual level, the Public Health Team is working with partners to improve health and wellbeing in the workplace, as a means to improve the overall health of the population, as well as supporting people through periods of ill-health.

Strong communities, wellbeing and resilience

In Leicestershire in 2012/13, 4.8% of people 16 years and over reported a low worthwhile score, 8.9% reported a low happiness score and 21% reported a high anxiety score.²

Social capital, or the connections between individuals and communities, provides a source of resilience helping people to cope and stay well in difficult situations, as well as some protection against poor health.⁷ It includes social support as well as connections to the broader determinants of health, such as helping people find work, or get through economic and other material difficulties.

The Council is developing social capital in communities through the development of local area coordination, appointing local coordinators to act as a point of contact for vulnerable people within communities, providing support, information, brokerage and access/referral to other types of local support.

Active and safe travel

According to the 2011 Census in Leicestershire, over 217,000 people in employment in Leicestershire drove to work in a car or van, over 27,000 people walked to work, 12,700 people travelled to work by bus and 8,535 people cycled to work.⁸

Encouraging people to use more active modes of transport will have benefits for the individual as well as the environment, society and economy. Health gains from an active lifestyle include prevention of obesity, diabetes, heart disease and cancer.⁹ The benefits to the environment include reduced carbon emissions and particulate and noise pollution.

The Council is working to promote active and safe travel in the county at a strategic level in the Local Transport Plans and by improving the existing local transport networks, including the walking and cycling networks. In addition, the council is involved in encouraging active travel at a personal level through behaviour change programmes, and to support this there have been a number of joint initiatives developed between the council's transport team and the Public Health Department.

Access to green and open spaces and the role of leisure services

Between March 2012 and February 2013, 14% of adults in Leicestershire reported the utilisation of outdoor space for exercise or health reasons.⁹

Parks and green spaces can play an important part in tackling a range of health and social problems including obesity, cardiovascular disease, mental ill health and antisocial behaviour. They provide communities with a sense of place and belonging, offer opportunities for

recreation, health and fitness, and provide venues for events. Easy access to public green spaces is essential to improve health, particularly in relation to combating the obesity epidemic and addressing the impact of poor mental health.

The Council has asked local residents for their views on green spaces to help them to understand what people value about these spaces and how they use them. There are plans in all of the districts to increase access to green spaces and to increase their use for sports and physical activity.

Warmer and safer homes

In Leicestershire in 2012/13 there were 314 hospital admissions for avoidable injuries in 0-4 year olds, 1,875 hospital admissions due to falls in older people and 646 hospital admissions due to hip fractures in older people.²

Poor housing can contribute to injuries and many preventable diseases, with home hazards including excessively hot or cold temperatures, damp and mould, carbon monoxide and poor design that increases the risk of falls.¹⁰ The health issues associated with poor quality housing include avoidable injuries in children, passive smoking, falls among older people and excess winter deaths.

The Council is working in partnership across health, social care and local authority districts to develop unified prevention services which will enhance the impact that housing can have on health (through the housing offer to health) and the prevention services provided by the housing teams.



Public protection and regulatory services

In 2013, there were 427 fast food outlets across Leicestershire.¹¹

Services that protect the health and wellbeing of the public, for example through enforced regulation, inspection and licensing, are important contributors to public health and safety. This report focuses on food and fire safety, air quality and the illicit and underage sale of tobacco and alcohol.

The Council is actively engaged in the routine enforcement of smokefree legislation, inspection of food outlets and monitoring of air quality. The Council also leads a number of innovative cross departmental initiatives which contribute to the overall health of the population, including raising awareness of food in schools, enforcement of food safety legislation, improving air quality through local transport planning, fire-safety and the work that the Trading Standards Team are leading to raise awareness of the risks associated with illicit tobacco.

“The Leicestershire and Leicester Enterprise Partnership plans to create 45,000 new jobs”

Summary of recommendations

	Public Health as a leader	Public Health as a partner	Public Health as an advocate
The Best Start in Life	Effective early years support will be commissioned and delivered to improve health and reduce inequalities. Public Health will continue to commission evidence based health improvement programmes in early year's settings including invigorating the Leicestershire Healthy Tots Programme to complement our successful healthy schools work.	Public Health will work in partnership with the Leicester, Leicestershire and Rutland Children and Families Strategy Group to increase the uptake of the free early year's education provision, with a focus on families from more deprived areas of the county and families with children eligible for free school meals where uptake is very low. A social marketing campaign will be developed to increase the take up of free education and child care for 3 and 4 year olds.	Public Health will advocate for the county wide implementation of the cross party manifesto: "The 1001 Critical days: The importance of the conception to age 2 period." This calls for the provision of a holistic approach to all antenatal, perinatal (conception to the first 18 months of life) and postnatal services to enable seamless access to all families. The goal of the manifesto is for every baby to receive sensitive and responsive care from their main caregivers in the first years of life.
Healthy schools and pupils	Public Health will continue to encourage Leicestershire schools to participate in the Leicestershire Healthy Schools Programme, to renew healthy school status and achieve enhanced healthy school status by achieving meaningful outcomes in a public health priority area. These include emotional health and wellbeing/ mental health, healthy weight, sexual health/ teenage pregnancy and substance misuse (drugs, alcohol and tobacco).	Public Health will encourage schools to incorporate more physical activity in their curriculum working with Leicestershire and Rutland Sport and Leicestershire County Council active travel team.	Public Health will advocate for schools to adopt the Personal, Social and Health Education (PSHE) Association's "PSHE Programme of study." This identifies the key concepts and skills that underpin PSHE education and help schools to fulfil their statutory responsibility to support pupils' spiritual, moral, cultural, mental and physical development and prepare them for the opportunities, responsibilities and experiences of life.

	Public Health as a leader	Public Health as a partner	Public Health as an advocate
Economy and employment	Public Health will develop, implement and promote a new workplace health strategy for Leicestershire County Council and continue to champion and deliver healthy workplace initiatives across the county. This includes strengthening the provision of early interventions for those at work who develop a health condition.	Public Health will support Leicestershire County Council, district councils and partner organisations to implement the recommendations in the National Institute for Health and Care Excellence (NICE) briefing on workplace health. This includes encouraging leadership and management styles that support and improve people's mental wellbeing; promoting healthy lifestyles; and addressing specific health conditions for example by implementing multidisciplinary back management programmes and developing cognitive behavioural therapy in small groups for stress related conditions.	Public Health will act as an advocate for people not in education, employment or training (NEET), people in low pay, and people experiencing mental health difficulties and other disabilities. We will do this by highlighting the need to tackle inequality and discrimination in all levels of economic and workforce planning, and by supporting the provision of debt counselling and welfare rights advice and support where it is most needed.
Strong communities, wellbeing and resilience	Public Health will ensure that Leicestershire's unified prevention offer continues to be developed to deliver the Local Area Coordination (LAC) model with an emphasis on building on the local community's strengths and provide training and resources.	Public health will ensure that Leicestershire's Community Strategy and the Better Care Fund are developed in line with NICE guidance on "Community Engagement" for example by planning, designing and coordinating activities that incorporate a community involvement component across – as well as within – departments and organisations.	Public Health will promote the development of social capital and community based assets by encouraging all statutory organisations to acknowledge the skills and knowledge in the community, and by encouraging local people to help identify priorities and contribute to the commissioning, design and delivery of services.

	Public Health as a leader	Public Health as a partner	Public Health as an advocate
Active and safe travel	Public Health will build capacity to enable the Public Health Department to undertake health impact assessments of relevant policies, plans and projects, including major developments, to ensure that opportunities for active travel are maximised.	Public Health will explore the opportunities to increase active travel through closer working with the Environment and Transport Department including rights of way and active travel initiatives.	Public Health will encourage all relevant organisations to support the implementation of NICE guidelines on promoting healthier forms of travel and recreation for example by advocating for walking and cycling to be included in chronic disease pathways.
Access to green and open spaces and the role of leisure services	Public Health will ensure access to green spaces is built into our relevant commissioning plans for example by procuring exercise referral schemes that encourage physical activity in green spaces.	Public Health will explore the opportunities to increase access to the natural environment through closer working with Environment and Transport including “rights of way” teams and active travel initiatives, and will promote the inclusion of access to open green spaces in other strategic areas such as workforce health, mental health, obesity and physical activity.	Public Health will encourage district councils and communities to use the “Green Spaces in Leicester and Leicestershire toolkit” which supports community led initiatives to improve access to green spaces. It provides advice to those wishing to designate green spaces and is designed to support decision making about the future protection and use of existing spaces.
Warmer and safer homes	Public health will commission an affordable warmth / healthy housing referral project to ensure continued support for people to keep warm in their homes and support residents most in need to access energy advice and warm home funding and related schemes.	Public Health will support the work of the Better Care Fund plan on falls prevention, helping to develop specific strategies and programmes, which have been shown to reduce falls, and undertake a health needs assessment of avoidable injury in children to ascertain the burden of childhood injury across the districts, describe services currently provided and identify gaps.	Public Health will support and advocate for an integrated prevention model which will enable people to live independently in their own homes for as long as possible through for example the delivery of the Light-bulb project.

	Public Health as a leader	Public Health as a partner	Public Health as an advocate
Public protection and regulatory services	Public Health will continue to encourage healthy alternatives to purchasing fast food/takeaways through support for the Food for Life Programme and Healthy Schools priorities as well as promoting community and household growing of fruit and vegetables.	Public health will continue to support the Alcohol and Tobacco Enforcement Programme (ATEP) which provides effective tobacco and alcohol control enforcement activities as part of a broader approach to prevention and early intervention.	Public Health will advocate for a wider role for environmental health and trading standards officers in promoting healthy lifestyle choices for example through working with take away food outlets to reduce the salt and saturated fat content of their food and encourage them to provide healthier food options.

“Public Health will encourage schools to incorporate more physical activity in their curriculum working with Leicestershire and Rutland Sport and Leicestershire County Council active travel team.”

Introduction



The Public Health Department cannot improve health on its own. It must work effectively with others to develop a whole council and society approach. Leicestershire County Council is ideally placed to do this, due to the influence it has across the whole spectrum of local services it is responsible for. The Secretary of State and Chief Executive of Public Health England have written to local authorities to emphasise this:

“Supported by your Director of Public Health, you will be the local leader of the new public health system.

You are best placed to understand the needs of your community and it will be your responsibility to tackle the wider determinants of health at a local level, putting people’s health and wellbeing at the heart of everything you do – from adult social care to transport, housing, planning and environment.”

Letter from Jeremy Hunt, Secretary of State for Health, and Duncan Selbie, Chief Executive of Public Health England, to chief executives of local authorities, 10 January 2013.

Health is influenced by a wide range of social, economic and environmental factors. These factors are referred to as the “wider determinants of health”.

In 1991, Dahlgren and Whitehead published a model of the main influences on health and wellbeing (Figure 1).¹² The basis of the model is the concept that some of the factors that influence health are fixed and others can be influenced.

Personal characteristics, such as age, sex and ethnicity, are highly significant for health but cannot be influenced by public health and therefore sit at the core of the model.

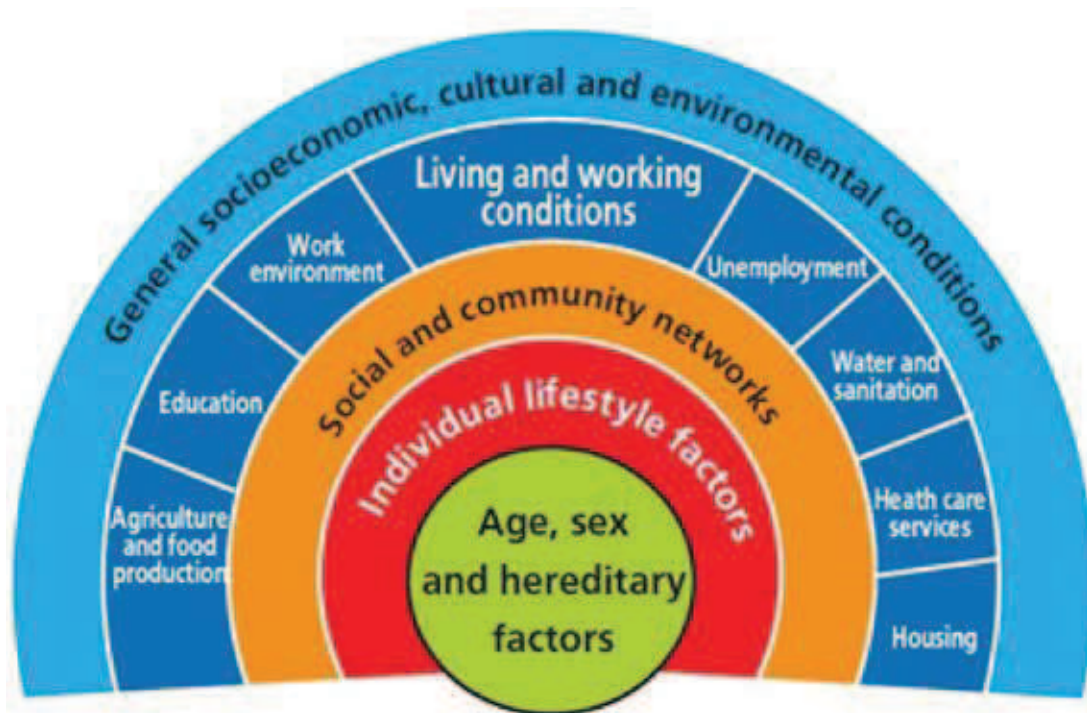
Individual lifestyle factors are behaviours such as smoking, alcohol and other drug misuse, poor diet or lack of physical activity. Lifestyle factors have a significant impact on an individual’s health. Influencing this section of the model is a central part of the business for Leicestershire’s public health team.

Social and community networks are our family, friends and the wider social circles around us. Social and community networks are a protective factor in terms of health. Evidence tells us that important factors for life satisfaction are being happy at work and participating in social relationships.¹³

Living and working conditions include access to education, training and employment, health, welfare services, housing, public transport and amenities. It also includes facilities like running water and sanitation, and having access to essential goods like food, clothing and fuel.

General socio-economic, cultural and environmental conditions include factors that impact on health and wellbeing such as wages, disposable income and availability of work.

Figure 1: The Determinants of Health



Source: Dahlgren and Whitehead 1992

Leicestershire County Council has a clear view of the needs of the local community through the Joint Strategic Needs Assessment (JSNA)¹⁴ and other key evidence bases that have been developed to support strategic planning. The aim of this report is to use this evidence base in conjunction with the 2013 King's Fund Report, "Improving the public's health. A resource for local authorities"¹⁵ This report focusses on the following areas:

The best start in life;

1. Healthy schools and pupils;
2. Helping people find good jobs and stay in work;
3. Active and safe travel;
4. Helping people find good jobs and stay in work;
5. Warmer and safer homes;
6. Access to green and open spaces and the role of leisure services;
7. Strong communities, wellbeing and resilience; and
8. Public protection and regulatory services.

The strategic role of public health in local authorities – Leader, Partner, Advocate

Public health has three key roles in developing the whole of government to improve the health of the population. These include being a leader, a partner or an advocate:¹⁶

A Leader

When public health has both knowledge of and control over the area in question and can lead implementation of an initiative, for example, the allocation and implementation of the public health grant. This can involve assessing the need and evidence base, direct contracting and procuring services.

A Partner

Here public health has key knowledge about the health impact of other department's policies, but has less control or knowledge about how measures could be applied, for example, early years support and housing. Public health must work with others to develop joint initiatives. This can include joint strategies, commissioning and budgets (for example, with children's and adult social care). The World Health Organisation (WHO) report "Health in All Policies"¹ is a key tool to develop the partner role.

An Advocate

In this role public health has the knowledge of health impacts of other department's policies but has no control, for example, the health effects of climate change and some elements of transport or planning. The key role of public health is to champion the key public health issues. Practical roles include raising awareness of health, completing health impact assessments and attending relevant boards and committees, such as the Children's Board, Safeguarding, Transport or Housing.



The balance between public health being a leader, a partner and an advocate will vary with each local authority. However, to have the greatest influence, local authorities should aim to build on the advocacy role and develop partnership roles with more departments. Public health in Leicestershire County Council is keen to develop further this partner role, which involves effectively demonstrating the wider (non-health) benefits of health interventions, developing formal cross local authority governance structures, strong accountability and performance monitoring.

In this report, recommendations have been developed using this framework of public health as a leader, a partner and an advocate.

The wider determinants of health

The population of Leicestershire

Key Facts

- In Leicestershire in 2012, the estimated resident population was 656,968.¹⁷
- In 2012 there were 5,773 deaths to residents of Leicestershire.¹⁸
- In 2012 there were 7,147 births to women in Leicestershire.¹⁸
- Between 2010 and 2012, life expectancy for males in Leicestershire is 80.1 years and for females is 84.0 years.²
- Healthy life expectancy for 2009-11 was 65.2 years for males and 65.2 years for females.²

The wider determinants of health are described and measured within the English Indices of Deprivation 2010.¹⁹ These are a group of measures which gauge different aspects of deprivation. Deprivation is a general lack of resources and opportunities, which includes financial poverty and a range of other aspects such as lack of access to education or good quality housing. The measures are combined into an overall measure of the amount of deprivation in an area called the Index of Multiple Deprivation (IMD), which can be used to compare different local areas.²⁰

The indices of deprivation use several measures in each of seven “domains”:

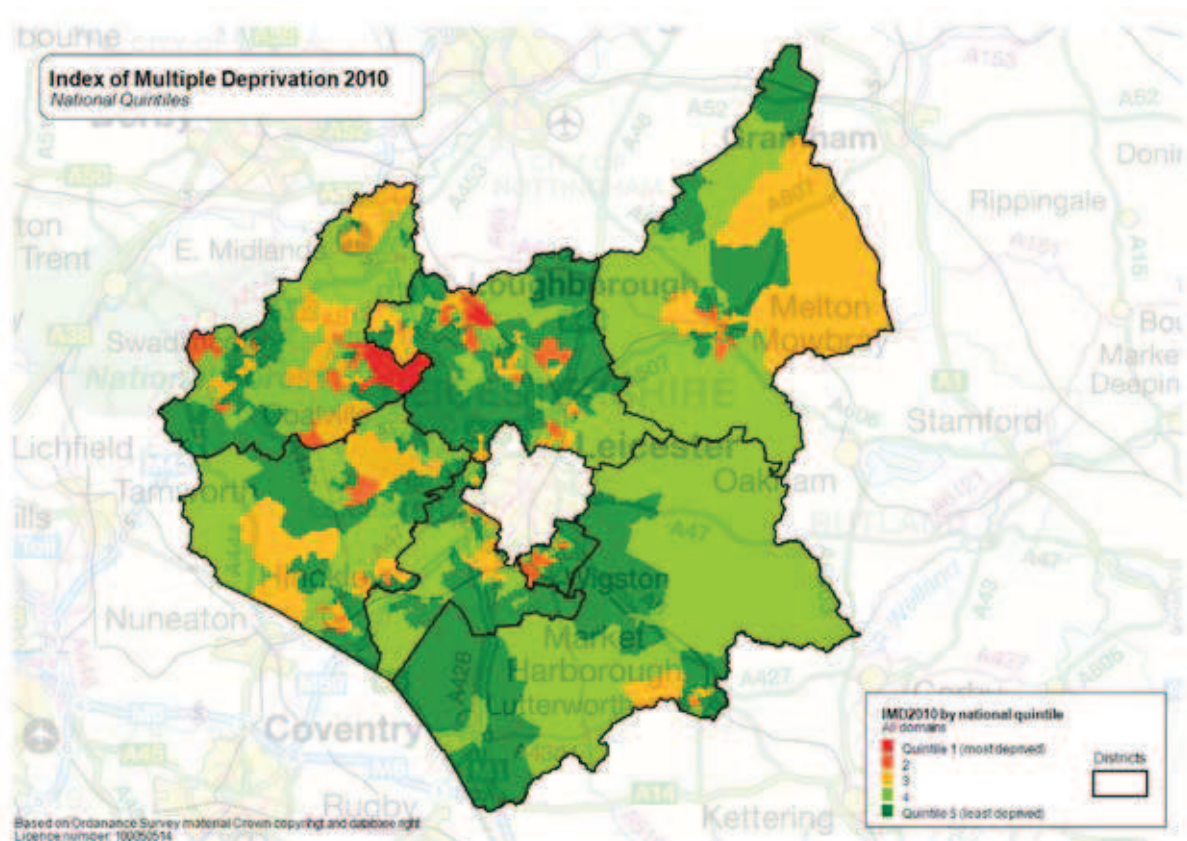
- Income deprivation, including Income deprivation affecting children (IDACI) and Income deprivation affecting older people (IDAOPI);
- Employment deprivation;
- Health deprivation and disability;
- Education, skills and deprivation;
- Barriers to housing and services;
- Crime domain; and
- Living environment deprivation domain.

Healthy life expectancy for 2009-11



Figure 2 presents the level of deprivation in different areas of Leicestershire according to the IMD 2010. The data is presented as “quintiles” of deprivation - areas of Leicestershire that fall into the most deprived fifth (20%) of areas in England are quintile 1, those in the second most deprived fifth of areas are quintile 2, and so on, through to quintile 5 which are areas that are within the least deprived fifth (20%) in England.

Figure 2: English Indices of Multiple Deprivation 2010 by national quintile for Leicestershire

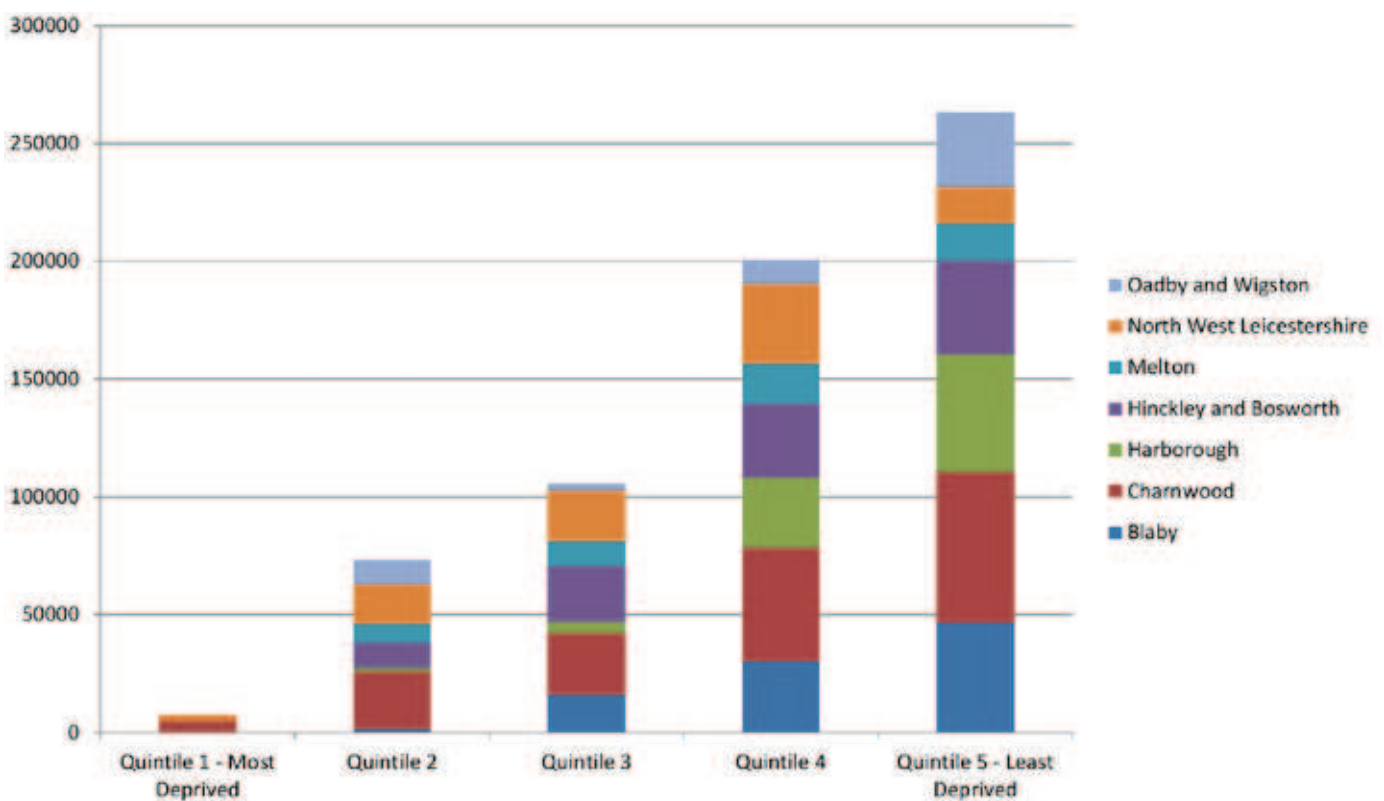


Source: Department for Communities and Local Government

Figure 3 shows how much of the population of Leicestershire lives in each deprivation quintile, and demonstrates that:

- 1% of the population of Leicestershire (7,640) people live in areas categorised within the most deprived 20% of areas in the country.
- Two districts in Leicestershire, Charnwood and North West Leicestershire, have areas which are in the most deprived 20% in the country.
- 11% of the Leicestershire population live in the second quintile of deprivation (in the most deprived 20-40% of areas in England), accounting for over 73,000 people affected by deprivation. All seven districts have people in this category of deprivation.

Figure 3: Population by district and deprivation quintile in Leicestershire, 2010



Source: Department for Communities and Local Government

The Best Start in Life

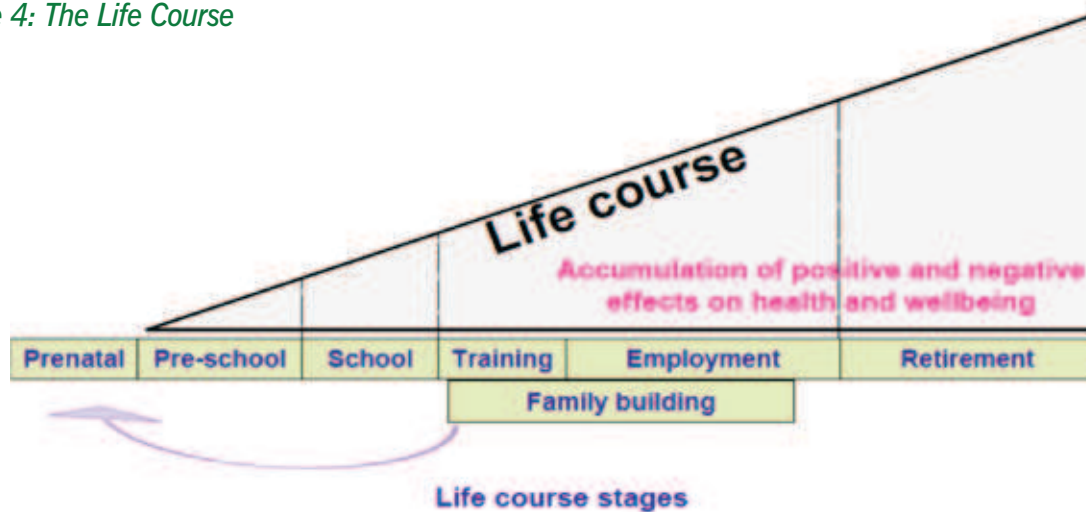
Giving every child the best start in life is crucial to improving their opportunities for good health throughout the life course and ensuring that the building blocks are in place for a healthy old age. The Marmot review highlighted that England has poor outcomes for children with respect to mortality, morbidity and inequality.²¹ In 2011, the Government published “A new approach to Child Poverty: Tackling the causes of disadvantage and transforming families lives”.²² This new approach includes strengthening families, encouraging responsibility, promoting work,

guaranteeing fairness and providing support to the most vulnerable.

The Marmot Review²¹ placed a renewed focus on identifying support for mothers, families and children in the early years to both improve health and the other major determinants such as child development and educational attainment.

Figure 4 shows how the effects of interventions in childhood are cumulative across the life course and will have an impact throughout the whole life of the child.

Figure 4: The Life Course



Source: Fair Society, Healthy Lives, 2010

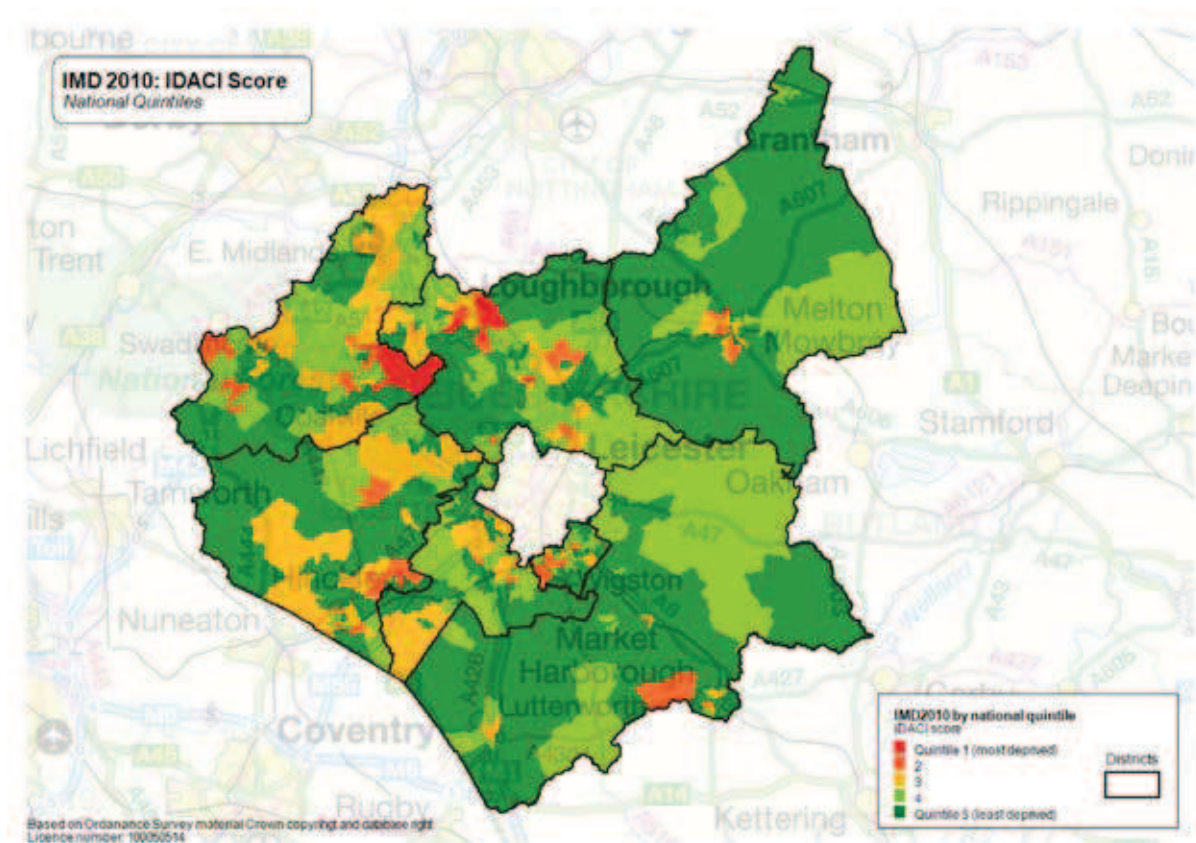
Experiences in early life have a lasting effect on adult health both directly and through influencing adult behaviour. Half of the gradient in socioeconomic mortality in later life can be explained by early life experience, for example its influence on smoking rates.²³ Adverse experiences such as exposure to alcohol and substance misuse pre-birth or neglect during childhood, lead to poor development, which affects later life chances.

The provision of universal and high quality early childhood education and care improves the wellbeing of the population as a whole, and has even greater benefits for children from disadvantaged backgrounds.³ A child's development score at 22 months is an accurate predictor of educational outcomes at age 26 which in turn is related to long term health outcomes.²⁴

Key facts

- In 2011, it was estimated that 15,655 children were living in poverty in Leicestershire this equates to 12% of all of the dependent children under 20.² It is likely that this figure has risen further in recent years as a result of welfare reforms.²⁵
- In Leicestershire and Rutland, in 2012/13, only 44% of babies were being breastfed at 6-8 weeks after birth. This is significantly lower than the average of 47% for England.²
- In 2012/13, 46% of children in Leicestershire achieved a good level of development at the end of reception year.² This is significantly lower than the England rate (52%). Only 25% of children in the county eligible for free school meals achieve this level (compared to 36% in England).²
- In 2012/13, 21% of 4-5 year old children in Leicestershire are overweight or obese. This is significantly lower than England as a whole (22%).²
- Figure 5 illustrates the IMD 2010 data for the income deprivation affecting children index, showing the areas of Leicestershire where children are in the most deprived areas in England for this index. There are 14 areas which fall within this category – ten of these are in Charnwood, two are in North West Leicestershire and one each in Hinckley and Bosworth and Melton.¹⁹

Figure 5: Map of Income Deprivation Affecting Children in Leicestershire, 2010



Source: Department for Communities and Local Government

What we are doing locally

Leicestershire County Council, in partnership with the local NHS, has developed a number of initiatives to provide effective early years support to improve health and reduce health inequalities. These interventions start pre-birth with targeted action to reduce the proportion of low birth weight babies, including an early booking social marketing campaign to encourage women to book with maternity services before 12 weeks gestation.

Action to reduce infant mortality rates includes health in pregnancy roadshows that have been delivered in all seven districts to multi-agency staff to raise awareness and update their knowledge on the modifiable risk factors for infant mortality. This will be further developed through the nomination of “Health in Infancy Champions”, local leaders for each district area to sustain the work on infant mortality.

Supporting Leicestershire Families (SLF) is a county initiative which provides intensive support for vulnerable families to help them achieve better outcomes. SLF support is available to families who meet certain criteria ranging from financial problems, emotional and mental health issues, and alcohol and substance misuse to housing issues and violence and abuse.

An early help service has been developed in Leicestershire recognising that prevention and earlier intervention is more cost effective and successful than later or more informal interventions. Leicestershire County Council’s Children and Family Service provide targeted early intervention and support to those children, young people and families who are more vulnerable to poor outcomes.

The case for investment⁴

It costs around £3 billion to care for the preterm birth and low birth weight babies born in a single year in England and Wales, from birth to the age of 18.²⁶

The Family-Nurse Partnership, a voluntary home visiting programme for vulnerable mothers from early pregnancy until their child is 2, has shown a positive return on investment, generating savings of more than five times the programme costs.²⁷

There is also strong evidence to suggest that early intervention to support people experiencing mental health problems can produce significant cost savings and long term productivity improvements for local authorities, the NHS and others.²⁸ For example, identification of postnatal depression by health visitors allows treatment, improves productivity and leads to cost savings in the medium to short term. In addition, targeted parenting programmes to prevent conduct disorders pay back £8 over six years for every £1 invested through savings to the NHS, education and criminal justice systems.

“*Identification of postnatal depression by health visitors allows treatment, improves productivity and leads to cost savings in the medium to short term*”

Case study - Purposeful Physical Play Project: A self-directed learning approach in Leicestershire

The importance of physical development, movement and purposeful physical play in the early years cannot be underestimated. The early years are a time of rapid physical and mental development as young children learn to control and use their bodies. It was identified that many early year practitioners in Leicestershire had either received limited or no training in purposeful physical play and that purposeful physical play is a low priority in most settings.

The Public Health Department, in partnership with Leicestershire and Rutland Sport, have commissioned the delivery of a training package for early years settings and children's centres. The aim is for childcare settings to create a range of enabling environments that stimulate positive activities, put in place essential components each day and create a pattern of regular purposeful physical play opportunities.

Recommendations

Public Health as a leader

Effective early years support needs to be commissioned and delivered to improve health and reduce inequalities. Public Health will continue to commission evidence based health improvement programmes in early year's settings including invigorating the Leicestershire Healthy Tots Programme to complement our successful healthy schools work.

Public Health as a partner

Public Health will work in partnership with the Leicester, Leicestershire and Rutland Children and Families Strategy Group to increase the uptake of the free early year's education provision, with a focus on families from more deprived areas of the county and families with children eligible for free school meals where uptake is very low. A social marketing campaign will be developed to increase the take up of free education and child care for 3 and 4 year olds.

Public Health as an advocate

Public Health will advocate for the county wide implementation of the cross party manifesto: "The 1001 Critical days: The importance of the conception to age 2 period." This calls for the provision of a holistic approach to all antenatal, perinatal (conception to the first 18 months of life) and postnatal services to enable seamless access to all families. The goal of the manifesto is for every baby to receive sensitive and responsive care from their main caregivers in the first years of life.

Healthy schools and pupils

There is a strong correlation between educational attainment, life expectancy and self-reported health. Those who are well educated have better health and wellbeing.⁴

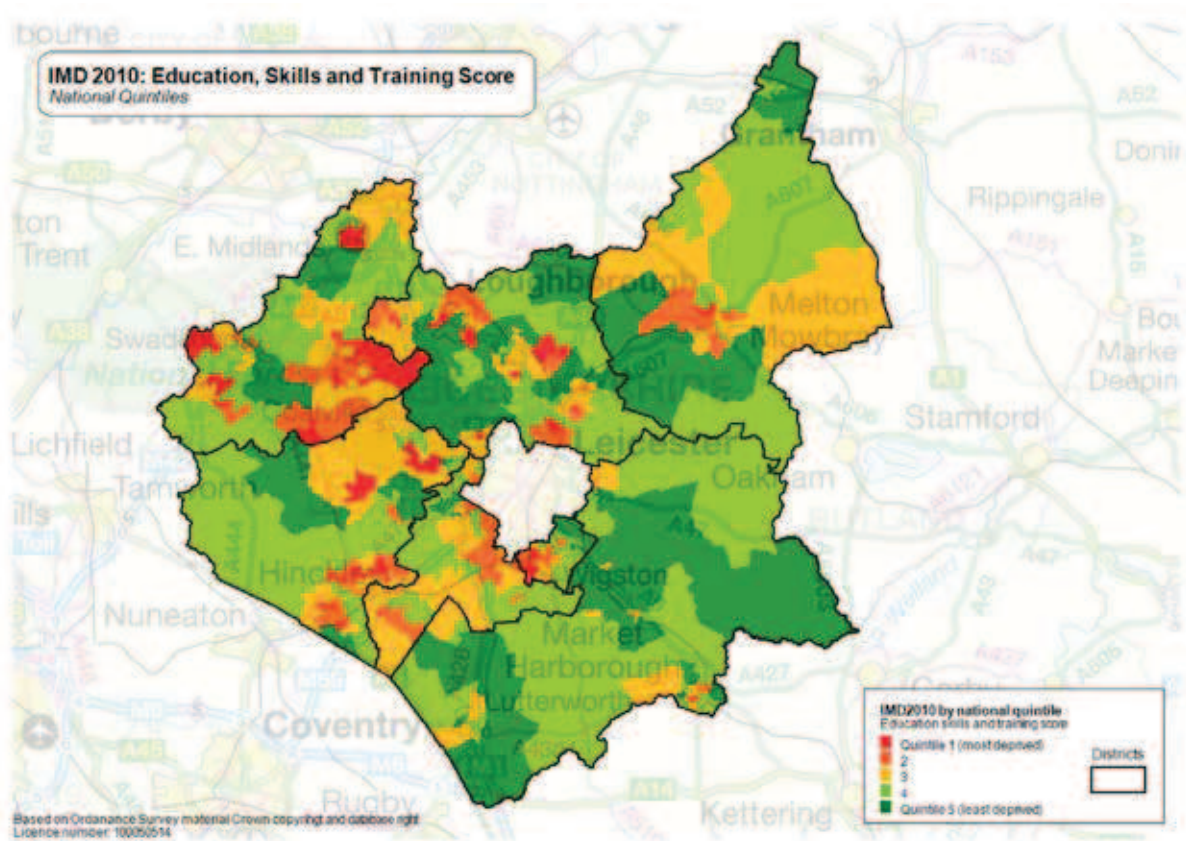
School is an important setting for changing or forming healthy behaviour. Schools need to teach students not only academic knowledge but also the knowledge and skills they will need to promote their own mental and physical health, and successfully navigate the world of work.⁵ Those with less education report being in poorer health; they are more likely to smoke, more likely to be obese and suffer alcohol harm.²⁹ Better education for parents improves health outcomes for their children.

Key facts

- In 2012/13, 59.5% of children in Leicestershire achieved GCSE Grade A*-C for English and Maths. This is lower than the 60.8% average for England.²
- In 2012/13, 31% of 10-11 year olds in Leicestershire were overweight or obese. This is significantly lower than the England rate of 33%.²
- In 2012, the rate of first time entrants to the youth justice system is significantly higher for Leicestershire than the England rate (608 per 100,000 population compared to 537 per 100,000 population).²
- In 2012, the Leicestershire under 18 conception rates were significantly lower than the England rate with 21.7 per 1,000 female population aged 15-17 years for Leicestershire compared to 27.7 for England.²
- Figure 6 illustrates the IMD 2010 domain for education, skills and training. It demonstrates a different pattern than the overall IMD with a higher proportion of people in Leicestershire in the most deprived 20% nationally for this domain. Overall, 41 areas are in the most deprived 20%, both Charnwood and North West Leicestershire have 12 areas in this category, Hinckley and Bosworth has nine, Oadby and Wigston has four, Melton has two and Harborough and Blaby both have one.¹⁹

“Support Assistants have undertaken training to enable them to provide support and interventions in school to build a child or young person’s emotional literacy skills”

Figure 6: Map of IMD 2010: Education, Skills and Training Domain for Leicestershire



Source: Department for Communities and Local Government¹⁹

What we are doing locally

Leicestershire County Council has been very successful in reducing permanent exclusions in secondary schools, by developing behaviour partnerships for all state funded secondary schools across the county. A local head teacher in each area chairs the partnership and leads a small professional team that work with schools and pupils on alternatives to exclusion. The partnerships strengthen the links between schools and other agencies and promote best practice in supporting vulnerable students within schools.

The Leicestershire Psychology Service provides two programmes to enhance school confidence, improving children and young people's social and emotional skills, attitudes, behaviours and attainment. Thinkwise is a programme based on cognitive behaviour therapy principles for groups of pupils in years five and six (ages 10 and 11 years) to help children move from a pessimistic thinking style to a more positive, optimistic approach. Emotional Literacy Support Assistants are Learning Support Assistants that have undertaken training to enable them to provide support and interventions in school to build a child or young person's emotional literacy skills. Early evaluations indicate both schemes are having a positive impact.

The Leicestershire Healthy Schools Programme provides a framework to support schools to be “Health Promoting” settings. The programme seeks to:

- Support schools to develop children and young people’s life skills;
- Encourage schools to incorporate more physical activity into the curriculum;
- Helping schools promote healthy diets; and
- Supporting schools through the use of resources including the Leicestershire Healthy Schools website www.leicestershirehealthyschools.org.uk.

The case for investment⁴

Behaviour change interventions in schools are very cost-effective in terms of longer term paybacks. For example, smoking prevention programmes have recouped as much as £15 for every £1 spent³⁰ and for every £1 spent on contraception to prevent teenage pregnancy, £11 is saved through fewer costs from terminations, antenatal and maternity care.³¹

It is estimated that the health benefits of a good education provide returns of up to £7.20 for every £1 invested.³²

School-wide anti bullying programmes can return almost £15 for every £1 invested in the longer term through higher earnings, productivity and public sector revenue.³³

Case study - A Whole School Approach- Leicestershire Healthy Schools Programme

Leicestershire Healthy Schools Programme provides guidance to schools on the physical and emotional wellbeing of children and young people, recognising that healthy schools play an important role in helping children and young people reach their full potential. It is about creating healthy and happy children and young people who do better in learning and in life. Support is given through schools visits, the healthy schools website, e-bulletins, social media pages and training provision.

In Leicestershire we reached a landmark figure with 276 out of 282 eligible schools achieving national Healthy School Status (98%). These schools have a foundation of health and wellbeing in place, having fulfilled the 41 criteria for the core themes of personal social health education, healthy eating, physical activity and emotional health and wellbeing. Schools renew their Healthy School Status by completing a whole school review every two years.

All schools in Leicestershire are now moving onto or have already moved on to the next stage of “Enhanced Healthy Schools” whereby they “plan, do and review” health behaviour change initiatives to improve children and young people’s health and wellbeing using evidence informed practice across a range of issues.

One of the schools reports “*Becoming a healthy school has meant fundamental changes for our school and it has changed the culture and atmosphere for the better. When you walk into the school you immediately pick up on the Healthy Schools ethos and the holistic approach to improving the physical, emotional and social health and wellbeing of our children. They are now making much better, more informed choices about food, exercise and friendships which is already having an impact on their ability to enjoy a healthy lifestyle.*”

Recommendations

Public Health as a leader

Public Health will continue to encourage Leicestershire schools to participate in the Leicestershire Healthy Schools Programme, to renew healthy school status and achieve enhanced healthy school status by achieving meaningful outcomes in a public health priority area. These include emotional health and wellbeing/ mental health, healthy weight, sexual health/ teenage pregnancy and substance misuse (drugs, alcohol and tobacco).

Public Health as a partner

Public Health will encourage schools to incorporate more physical activity in their curriculum working with Leicestershire and Rutland Sport and Leicestershire County Council active travel team.

Public Health as an advocate

Public Health will advocate for schools to schools adopt the PSHE Association's "PSHE Programme of study." This identifies the key concepts and skills that underpin PSHE education and help schools to fulfil their statutory responsibility to support pupils' spiritual, moral, cultural, mental and physical development and prepare them for the opportunities, responsibilities and experiences of life.

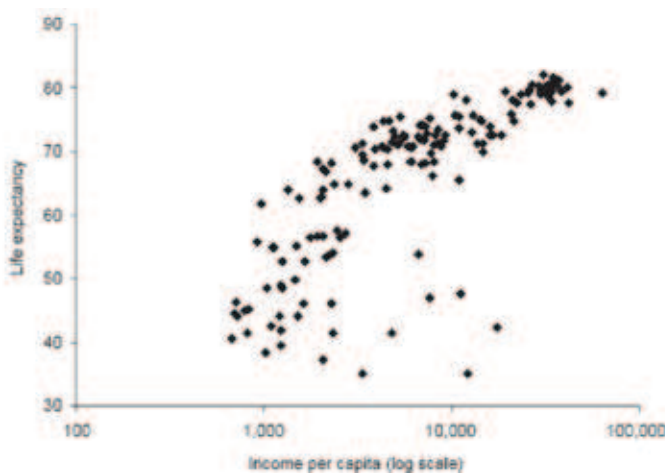


“It is estimated that the health benefits of a good education provide returns of up to £7.20 for every £1 invested”

Economy and employment

There is a strong relationship between health and the economy. Countries with a higher income per capita have a higher life expectancy than countries with lower per capita income, this is illustrated in the international data presented by the World Bank in Figure 7³⁴.

Figure 7: Income and Life Expectancy 2005



Source: *The World Bank 2007*

In the United Kingdom, approximately one household in six is in poverty, with rates higher than average for pensioners (23%) and for families with children (20%).³⁵ Poorer areas also tend to have high levels of unemployment and large numbers of people on income support.

The health of the working age population is important to economic growth.³⁶ There are significant harmful effects of long term worklessness or sickness absence.³⁷ Illness can lead to periods of unemployment and unemployment can lead to worsening health. The workplace also offers an ideal environment to promote a healthy lifestyle and to play a big part in health and wellbeing.³⁸

Moving into adulthood is a key milestone for all young people. In England, 10% of 16 to 18 year olds are classed as Not in Education, Employment or Training (NEET).³⁹

The impact of unemployment on young people can be long term and people who are NEET for a substantial period, are less likely to find work later in life, and more likely to experience poor long term health.⁴⁰

Key facts

Between October 2012 and September 2013, in Leicestershire there were:⁶

- 326,600 economically active people aged 16-64 and 88,100 economically inactive people aged 16-64.
- 309,500 people in employment, an rate of 74.3 per 100 population. This is significantly better than the England rate of 71.4.
- 19,200 people who were unemployed, a rate of 5.8 per 100 population. This is significantly better than the England value of 7.9.

The Public Health Outcomes Framework includes data on younger adults:

- In 2012, 780 (3.5%) 16-18 year olds in Leicestershire were NEET. This is significantly lower than the England prevalence of 5.8%.²

What we are doing locally

The Economy

In May 2014, Leicestershire County Council published its Strategic Plan 2014-18 "Leading Leicestershire: Transforming Public Services".⁴¹ This sets out the council's vision for enabling economic growth and ensuring that Leicestershire has a thriving economy. Its priorities are grouped under three themes – place, business and people – and focus on improving the economic infrastructure. This includes strategic transport improvements, helping businesses to survive and grow and supporting people into sustainable employment.

The Leicestershire and Leicester Enterprise Partnership's "Strategic Economic Plan 2014-2020" set priorities across the place, business and people themes, with an ambition of creating 45,000 new jobs. To support the delivery of this plan, Leicestershire County Council will agree and implement a new enabling growth action plan setting out the priority economic interventions.

District councils deliver a range of economic and employment support services. They also work in a targeted way with groups with specific needs, for example, the long term unemployed, young people and people with mental health issues. A number of initiatives are being developed and delivered by county and district councils to mitigate the impact of the Welfare Reform Act on sickness and disability claimants. Alongside the personal impact of reduced benefit income there is an impact on the local economy through reduced spending.

Employment and Health

The Leicestershire and Rutland Workplace Health and Wellbeing Group was established in 2011. It has reviewed the existing workplace programmes across both counties and identified a wide range of workplace health programmes run by a broad range of organisations including Fit4Work, local authorities, Leicestershire and Rutland Sport, Leicestershire Stop Smoking Service and Loughborough College. In addition to local programmes, across the East Midlands region work is underway to develop tools to support the roll out nationally of the Workplace Charter.⁴²

The Leicestershire and Rutland Workplace Health Group is developing a new integrated pathway to join up the variety of programmes; encourage universal adoption of the workplace charter standards; encourage systematic cross referral of clients between programmes; and provide better coordination of activity across specialist provider services.

Leicestershire Fit4Work service is part funded by Leicestershire County Council and Leicestershire Clinical Commissioning Groups. It provides expertise and services to improve the health of the working age population and to address health inequalities through supporting people

at risk of becoming unemployed due to ill health. Clients receive support from a dedicated case manager in the early stages of sickness absence, with the aim of making access to work and access to support services readily available. The service works with clients and their GPs to achieve a quicker return to work, reduce sickness absence, and reduce flow onto benefits by supporting individuals who develop illness to remain in or return to work.

The case for investment

Economic development strategies create the overarching "socioeconomic, cultural, and environmental conditions" that influence population health. Creating a business climate and supporting public investments that contribute to well paid jobs can create an economically thriving community. This can strengthen education, social networks, and community resources, and in turn contribute to good health outcomes.⁴³

The costs of working age ill health in the UK run to £100 billion per year – this is more than the annual budget for the NHS.³⁶ Around 172 million working days were lost to sickness absence in 2007, at a cost of over £13 billion to the economy.³⁶ Of these, the leading causes were mental health problems and musculoskeletal conditions.³⁶

NICE has produced a series of guidelines for early interventions to improve health in the workplace. These argue that increased productivity is associated with effective management of long term sickness absence and with smoking cessation. There is also a growing body of evidence that workers with health issues, such as obesity and depression, are less productive.³⁸

Case study – Healthy Workplaces

This is a project delivered by the Leicestershire Fit4Work team aimed at supporting small and medium enterprises (SMEs) in relation to workplace health. Over 98% of businesses based within Leicestershire employ less than 100 people and the Chartered Institute of Personnel and Development estimates that SMEs of this size could be losing up to £119,900 per year in staff health issues increasing the likelihood of serious financial instability for these companies.

The team engages and works with SMEs to improve the health of their employees by identifying the health needs of their workforce and developing plans to address these needs. These interventions aim to deliver a workforce that is healthier, happier and more productive. This provides protection against financial hardship and promotes a better quality of life by allowing people to make the most of their potential.

Healthy Workplaces has recently launched its workforce wellbeing website, <http://www.workforcewellbeing.org.uk>. This is resource for all employers across Leicestershire but especially for small and medium enterprises.

“SMEs with less than 100 employees could be losing up to £119,000 per year in staff health issues”

Recommendations

Public Health as Leader

Public Health will develop, implement and promote a new workplace health strategy for Leicestershire County Council and continue to champion and deliver healthy workplace initiatives across the county. This includes strengthening the provision of early interventions for those at work who develop a health condition.

Public Health as Partner

Public Health will support Leicestershire County Council, district councils and partner organisations to implement the recommendations from the NICE briefing on workplace health. This includes encouraging leadership and management styles that support and improve people's mental wellbeing; promoting healthy lifestyles; and addressing specific health conditions for example by implementing multidisciplinary back management programmes and developing cognitive behavioural therapy in small groups for stress related conditions.

Public Health as Advocate

Public Health will act as an advocate for people not in education, employment or training, people in low pay, and people experiencing mental health difficulties and other disabilities. We will do this by highlighting the need to tackle inequality and discrimination in all levels of economic and workforce planning, and by supporting the provision of debt counselling and welfare rights advice and support where it is most needed.

Strong communities, wellbeing and resilience

The link between stronger communities, often referred to as “social capital”, and health has been documented in many publications and studies. Social capital refers to the connections between individuals in the same community and between different communities. It is said to provide a source of resilience – being able to cope and stay well in difficult situations – and to provide some protection against poor health.⁷ It includes social support which is critical to physical and mental wellbeing as well as connections to the broader determinants of health, such as helping people find work, or get through economic and other material difficulties.

Social capital has been defined in terms of four characteristics:⁴⁴

- The existence of community networks;
- Civic engagement (participation in these community networks);
- Local identity and a sense of solidarity and equality with other community members; and
- Norms of trust and providing help and support for each other.

The King’s Fund report “Improving the public’s health: A resource for Local Authorities” highlighted the following:⁴

- Social networks can have a significant impact on people’s health;⁴⁵
- Social support increases resilience and promotes recovery from illness;⁴⁶ and
- Lack of social networks and support, and chronic loneliness, produces long term damage to physiological health.⁴⁷

Local authorities have a role to play in helping individuals and communities to develop social capital. There is growing recognition that although disadvantaged social groups and communities have a range of complex and

inter-related needs, they also have assets and strengths at the social and community level that can help improve health, and strengthen resilience to health problems.⁴

Key facts

- In Leicestershire in 2012/13, 4.8% of people 16 years and over reported a low worthwhile score in the integrated household survey, 8.9% reported a low happiness score and 21% reported a high anxiety score.²
- In Leicestershire in 2012, 27,679 adults aged 65 years and over were predicted to live alone.⁴⁸
- In Leicestershire in 2012/13, 46.8% of adult social care users reported that they did not have as much social contact as they would like.²
- In Leicestershire in 2012/13, only 40.6% of carers reported that they had as much social contact with people that they liked as they wanted.²

What we are doing locally

Leicestershire County Council is investing in Local Area Coordination (LAC). The LAC approach was originally developed in Western Australia in 1998 and is now being implemented across parts of England and Wales. The model is based around having a local “Coordinator” who acts as a point of contact for vulnerable people within communities, providing support, information, brokerage and access/referral to other types of local support.

The primary role for the Local Area Coordinator is to develop relationships with individuals, families and communities, in order to increase the capacity of the community support available to people who are vulnerable (through age, frailty, disability, mental health or other

issues) and ultimately help them achieve a positive quality of life.

The LAC project is a key component of Leicestershire County Councils Unified Prevention Offer. This aims to bring together prevention services in Leicestershire's communities into one consistent offer, including housing expertise and support to carers. In addition it will provide better coordination in communities of this offer so that local people have easy access to information, help and advice. The project is included within both the Better Care Fund Plan and the Council's Communities Strategy. Both aim to reduce demand on public services and build resilience in communities to manage the health and wellbeing of their most vulnerable residents.

The case for investment

Reports such as the King's Fund report¹⁵ and NICE guidance on Community Engagement and health⁴⁹ repeatedly point to the limited evidence on the economic paybacks of investing. However, there is strong and growing evidence that social networks and social capital increase people's resilience to and recovery from illness. There is less direct evidence on the wider benefits that such investments can have; studies and evaluations are lacking, and those that have been undertaken have been on a small scale.

There is better evidence on some of the individual components of a local strategic approach to building and utilising community assets.³³ For example, every £1 spent on health volunteering programmes returns between £4 and £10, shared between service users, volunteers and the wider community.⁴ An evaluation of 15 specific community health champion projects found that they delivered a social return on investment of between around £1 and up to £112 for every £1 invested.^{50 4}

“ Every £1 spent on health and volunteering programmes can return between £4 and £7 ”

Case study - The Good Neighbour Scheme

The Good Neighbour Scheme in Long Clawson is partly funded by a £3,847 grant from the County Council. The scheme offers practical help to residents of Long Clawson in the following ways:

- Companionship for folks who would like a chat and a cup of tea or maybe a game of Scrabble.
- Support while recuperating from illness with things like gardening; taking the children to school; light housework or caring for pets; transport to hospital appointments, doctors, opticians, hairdressers, dentists or shopping.
- Household tasks such as changing light bulbs; replacing batteries or moving small items of furniture.
- Help with writing letters or filling in non legal forms; reading to people with a visual impairment; learning to use email and the Internet.

A coordinator is available to call between 8 am and 8 pm every day. This coordinator will then arrange for one of the registered volunteers to provide the support requested.

The scheme is available to everyone in the village and is a good example of how support at an earlier stage could help prevent users requiring high cost services in the longer term. It also helps reduce demand on public services and, arguably, could not be delivered by a public service because people often only seek help from formal services at the stage when a high cost service is required.⁵¹

Recommendations

Public Health as a leader

Public Health will ensure that Leicestershire's unified prevention offer continues to be developed to deliver the LAC model with an emphasis on building on the local community's strengths and provide training and resources.

Public Health as a partner

Public Health will ensure that Leicestershire's Community Strategy and the Better Care Fund are developed in line with NICE guidance on "Community Engagement"⁴⁹ for example by planning, designing and coordinating activities that incorporate a community involvement component across – as well as within – departments and organisations.

Public Health as an advocate

Public Health will promote the development of social capital and community based assets by encouraging all statutory organisations to acknowledge the skills and knowledge in the community, and by encouraging local people to help identify priorities and contribute to the commissioning, design and delivery of services.

Active and safe travel

Encouraging people to use more active modes of transport such as cycling and walking will yield benefits for the individual as well as the environment, society and economy.

Potential health gains include reduced respiratory disease due to lower levels of air pollution, prevention of obesity, diabetes, heart disease and cancer, as well as reducing inequalities through better access to goods and services among people who cannot afford cars or vans.⁹

Benefits to the environment include reduced carbon emissions, particulate and noise pollution, with positive consequences for society and the economy. For example, it is estimated that poor air quality, congestion, road traffic collisions and physical inactivity each cost society approximately £10 billion per year.⁵²

Eighty percent of people are not carrying out the recommended amount of physical activity, and levels of inactivity are higher in more deprived communities,⁵³ so encouraging active travel, particularly cycling and walking, would help to address this.⁵⁴ Local authorities have a significant role to play in good planning to help prevent death and injury from road traffic accidents and to make healthier choices, easier choices.

Key facts

- According to the 2011 Census, in Leicestershire:
 - More than 217,000 (67 percent of people aged 16-64 in employment) drove to work in a car or van. This is higher than the 54 percent average in England.⁸
 - More than 27,000 (8.3 percent) walked to work. This is lower than the 9.8 percent average in England.⁸
 - 12,700 people (3.9 percent) travelled to work by bus, minibuss or coach.⁸
 - 8,535 people (2.6 percent of people aged 16-64 in employment) travelled to work by bicycle in the county. This is significantly lower than the average for England at 2.9 percent.⁸
- In 2012 in Leicestershire, 65% of adults were classified as overweight or obese. This is similar to the England average of 64%.²

What we are doing locally

Leicestershire County Council's Local Transport Plans (LTP) have been essential in planning and promoting active and safe transport in the county. Efforts to increase walking, cycling and the use of public transport were at the heart of the County Council's strategy to improve local transport during LTP 2, and have continued in the third plan, LTP 3, published in 2011.⁵⁵ LTP 3 sets out the role that transport improvements will play in helping to ensure that Leicestershire continues to be a prosperous, safe and attractive county. It also emphasises the importance of the role that active and sustainable transport will play in the transport strategy.

The councils Travel Choice and Access Team undertakes work that is partly financed through the Local Sustainable

Transport Fund, including:

- Targeted travel advice;
- Improved cycling and walking networks;
- More cycle parking; and
- Adult cycle training courses.

LTP 3 shifted the focus of the Travel Choice and Access Team towards getting the most use out of the already existing transport networks. This aligned with the Public Health Departments aim to encourage active travel, and the teams now work closely together in many areas. An example of this has been funding towards each other's projects; the Public Health Department funded extra work that linked in with the Olympic Legacy Grant locally, and the transport team funded cycling equipment and training to support obesity prevention programmes.

“Choose How You Move” is a programme of work included in LTP 3 that seeks to reduce reliance on the car for local trips, and comprises:

- Sustainable transport infrastructure improvements (such as improvements to the walking and cycling network and bus based initiatives); and
- Behaviour change programmes (such as personal travel planning).

Its aims are to support a shift away from single occupancy car use and secure “best value” for the sustainable transport infrastructure by promoting and publicising its availability to local communities. For instance, within Coalville, a significant investment in walking and cycling facilities has been made over the last 2 years. This is now being actively promoted across the town with walking and cycling events, personal travel planning and adult cycle training.

The case for investment

It is estimated that for every £1 spent on cycling provision, the NHS recoups £4 in reduced health costs, while the economy “makes” 35p profit for every mile travelled by bike instead of car.¹⁵ For every person who cycles instead of using a car, reduced NHS costs, productivity gains and reduction in air pollution and congestion could save an estimated £539-£641 per year.^{56 57 58}

Changing from car use to walking, cycling and using public transport could help to offset the estimated £10.9bn per year costs of delays from traffic congestion in urban areas of England.⁵² Reducing congestion is likely to reduce the costs of transport induced poor air quality, ill health and traffic accidents.

“ for every £1 spent on cycling provision the NHS recoups £4 ”

Case Study - Road safety in Leicestershire

Reducing the number of casualties on all roads in Leicestershire is a priority in the current LTP 3 adopted in April 2011. The four main ways this is done are:

- By providing a safer road environment;
- By managing speed;
- By education, training and publicity;
- By improving safety for vulnerable road users.

As part of the latter Leicestershire County Council runs a number of schemes including:

The Junior Road Safety Officer scheme which is now in its 26th year of operation and involves 60% of Leicestershire primary schools. There were four main themes for academic year 2013/14: pedestrian safety; in car safety; playing safely; and moving on to secondary school. Billesdon Parochial Primary School showed the most original approach to these themes in 2013 and was rewarded with an activities day in the summer term at Beaumanor Hall.

Road Safety Tutors provided pedestrian and cyclist training to 9,000 primary school children in 2013.

Cyclist training is available to over 16 year olds who either cannot cycle, have not cycled for a while or who wish to develop their skills and confidence. In 2012, 20 courses trained 350 adults, in 2013, 25 courses trained 437 adults and in 2014, 27 courses are planned.

Within built up areas the **School Crossing Patrol Service** guides children across busy roads. A number of the patrollers are involved in wider aspects of road safety work, particularly in cyclist and pedestrian training in schools. A small number of patrollers have undertaken a two day training course to be nationally recognised and qualified assistant "Bikeability" trainers.

Recommendations

Public Health as a leader

Public Health will build capacity to enable the Public Health Department to undertake health impact assessments of relevant policies, plans and projects, including major developments, to ensure that opportunities for active travel are maximised.

Public Health as a partner

Public Health will explore the opportunities to increase active travel through closer working with the Environment and Transport Department including rights of way and active travel initiatives.

Public Health as an advocate.

Public Health will encourage all relevant organisations to support the implementation of NICE guidelines on promoting healthier forms of travel and recreation for example by advocating for walking and cycling to be included in chronic disease pathways.

Access to green and open spaces and the role of leisure services

Parks and green spaces are an integral part of daily life and can play an important part in tackling a range of health and social problems including obesity, cardiovascular disease, mental ill health, antisocial behaviour, and health inequalities. Whether taking a walk in the local park, enjoying the fresh air and the surrounding wildlife of a Country Park, participating in sports at the local recreation ground, enjoying a family trip to the playground or having a picnic with friends or neighbours at an urban farm, parks and green spaces offer something for everyone. They provide communities with a sense of place and belonging, offer opportunities for recreation, health and fitness, and provide venues for events that reinforce social cohesion generating an inclusive society. They offer an escape from the stresses and strains of modern urban living, which can feel compounded by the built environment.

Over the last decade there has been increasing recognition of the role that the environment can play in enhancing health. The Government's strategy for obesity, "Healthy Lives, Healthy People (2011)" explicitly recognised that the quality of the environment (natural and built) is a determinant of health. It detailed plans for a shift of power to local communities, including new duties and powers for local authorities to improve the health of local people. It also expressed desire for communities to be empowered "to design communities for active aging and sustainability", including protecting green space, promoting community ownership of green spaces and improving access to land.

We are already seeing that sedentary lifestyles have led to an increase in preventable diseases which are placing increasing pressures on the NHS.

Key facts

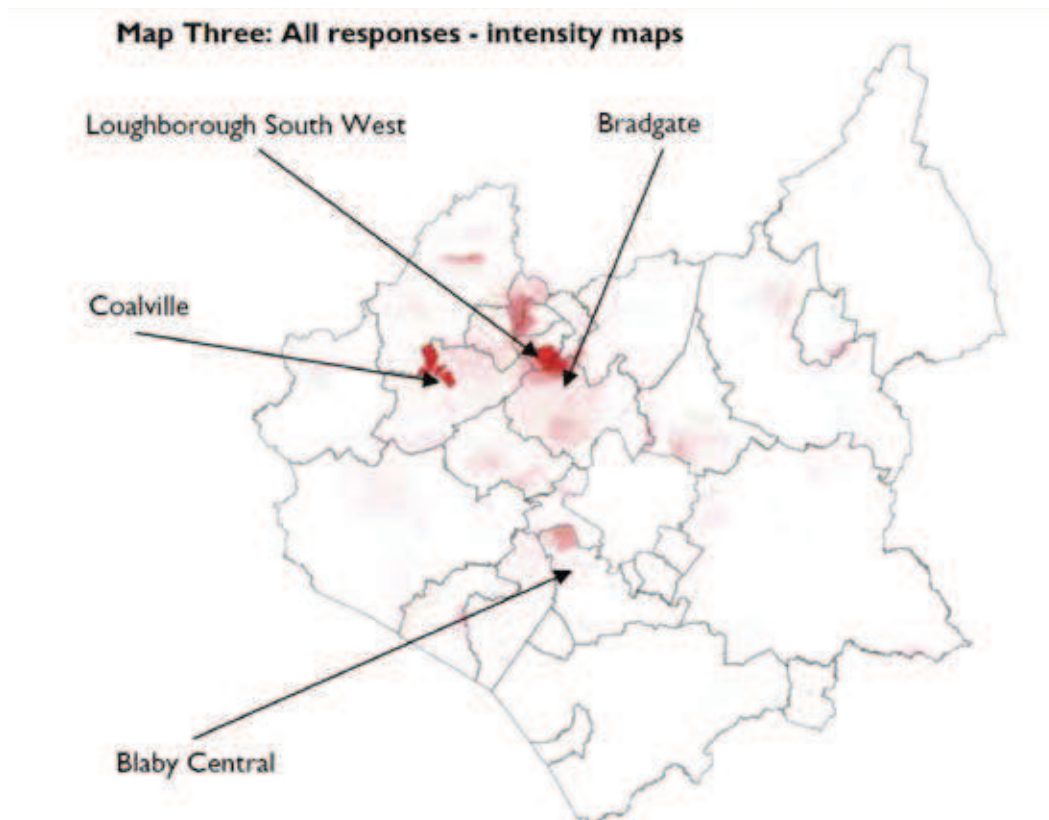
- Between March 2012 and February 2013, 14% of adults in Leicestershire reported the utilisation of outdoor space for exercise or health reasons.⁹ This is not significantly different to the England average of 15%.²
- In 2012, 60% of adults were reported to be physically active in Leicestershire (achieving 150 minutes of physical activity per week). This is significantly higher than the England average of 56%.²
- In 2012, 26% of adults were reported to be physically inactive in Leicestershire (doing less than 30 minutes of moderate intensity activity per week). This is significantly lower than the England average of 29%.²

What we are doing locally

In 2011, Leicestershire County Council undertook a public consultation on green spaces with the aim of identifying which types of green space local people find important and to determine how and why people value and use them. The process identified 3,114 "green spaces" in the county as being "valued by local communities". Respondents were found to hold a range of commonly shared views regarding the importance of green spaces to them, their family and community.⁵⁹ The results are set out in Table 1 and green areas identified as important to respondents are shown in Figure 8.

Table 1: The Value and Importance of Green Spaces in Leicestershire

The “value” of green spaces	The “importance” of green spaces
1. Recreation for all - for the playful opportunities they present to children and their families.	1. Scenery and sports - its landscape value, its location and the opportunities for play it offers and essential sports facilities for children.
2. Sporty adults and community - the sports facilities it offers and the chances of community engagement.	2. Food and wedges - Importance to grow food: both commercially and at allotments.
3. Natural landscape features - the natural landscape and what it provides for them and their community.	3. Natural space for communities - mainly natural environment, and vital for community cohesion.
4. Picture postcard and walkers - provides for walking and rambling, and outstanding views and sense of tranquillity.	4. Splendour in safety - offers community opportunity to learn a new activity safely.
5. Animal lovers and parks - to walk their dogs and take in natural surroundings	5. Free: free for, free from - the multitude of uses it offers, and free from traffic and houses.
6. Wildlife and walkers - for the natural corridors they offer birds, insects, bats and squirrels	6. Ground: as in play, as in open - attributed to the word “ground” as in open-ground and play-ground.

Figure 8: Map showing the intensity of green spaces identified by residents

The case for investment

If every household in England were provided with good access to quality green space, an estimated £2.1 billion in healthcare costs could be saved.⁶⁰

There are many social and economic benefits to be gained from our natural environment. Towns and cities with high quality green spaces attract investment and are seen as good places to work; well maintained parks encourage exercise; and children socialise better where there are good places to play outdoors.⁶¹

By achieving a 10% increase in adult activity the NHS could save about 6,000 lives and at least £500m a year.⁶² A brisk walk every day is thought to have the potential to reduce the risk of heart attacks, strokes and diabetes by 50%; fracture of the femur, colon and breast cancer by 30%, and Alzheimer's by 25%.⁶³ People living in areas with high levels of greenery are thought to be three times more likely to be physically active and 40% less likely to be overweight or obese than those living in areas with low levels of greenery.⁶²

Case study – Brocks Hill Country Park, Oadby and Wigston Borough

Since 2001, Brocks Hill Country Park in the Oadby and Wigston green wedge has provided a vibrant and accessible community environmental resource. The award winning centre and country park is an established part of the local community.

Many groups meet formally and informally at the site, with an average of 10 visiting per month. This includes special interest natural history groups, orienteering and walking groups, tai chi clubs, local children's nurseries and dog walkers.

Play areas provide a family focus and accessible surfaced walks provide opportunities for "walk-to-health" programmes. The site offers volunteering opportunities 3 days per week and at the weekends. The site is developing a growing reputation for corporate volunteering training days. The volunteering tasks focus on conservation work across the site including path laying, hedge laying, tree planting and hay making. Bush craft courses, countryside skills and country craft courses are run to develop more outdoor opportunities for adults. Wildlife identification courses provide opportunities for people to learn new skills to encourage reconnection to the natural world.

“If every household in England were provided with good access to quality green space, an estimated £2.1 billion in healthcare costs could be saved.”⁶⁰

Recommendations

Public Health as a leader

Public Health will ensure access to green spaces is built into our relevant commissioning plans for example by procuring exercise referral schemes that encourage physical activity in green spaces.

Public Health as a partner

Public Health will explore the opportunities to increase access to the natural environment through closer working with the Environment and Transport Department including “rights of way” teams and active travel initiatives, and will promote the inclusion of access to open green spaces in other strategic areas such as workforce health, mental health, obesity and physical activity.

Public Health as an advocate

Public Health will encourage district councils and communities to use the “Green Spaces in Leicester and Leicestershire toolkit” which supports community led initiatives to improve access to green spaces. It provides advice to those wishing to designate green spaces and is designed to support decision making about the future protection and use of existing spaces.



“By achieving a 10% increase in adult activity the NHS could save about 6,000 lives and at least £500m a year.”

Warmer and safer homes

The importance of housing quality to health has long been established. The relationship however is complex and multi-faceted. Whilst the home provides protection against the elements and psychosocial benefits, poor housing can contribute to injuries and many preventable diseases such as respiratory, nervous system and cardiovascular diseases and cancer.¹⁰ Some of these may be caused by home hazards such as excessively hot or cold temperatures, damp and mould, radon, carbon monoxide and poor design that increases the risk of falls.

Local authorities have substantial statutory responsibilities for housing, including providing accommodation for the homeless, the replacement of poor quality housing stock, and ensuring the availability of affordable housing to all those who need it.¹⁵ However there are also health challenges posed by poor quality homes in the privately owned and rented sectors.

“*Poor quality housing is thought to cost the NHS at least £2.5 billion a year*”

Excess winter deaths - It is estimated that in England and Wales between 25,000 and 30,000 more people die in winter (December to March) than at any other time of the year. The number of these “excess winter deaths” depends on the temperature and the level of disease in the population as well as other factors, such as how well equipped people are to cope with the drop in temperature. Most excess winter deaths are due to circulatory and respiratory diseases, and the majority occur amongst the elderly population. Other at risk groups include those living in deprived circumstances (living in homes with mould, who are fuel poor), older people living on their own, the homeless or those sleeping rough and other marginalised groups.

Avoidable injuries in children - In England and Wales avoidable injury is the second most common cause of deaths in one to four year olds after cancer,⁶⁴ and can result in substantial long term disability. The majority of injuries in this age group occur in the home and most often include falls from height, scalds from hot liquids and poisonings from medicinal and household cleaning products.⁶⁵ Evidence suggests that information and advice for parents regarding home safety, plus the provision of home safety equipment, is effective at reducing the risk of injury in the home in young children.⁶⁶

Passive smoking - Whilst the majority of households in Britain are smokefree, a significant number of adults and children are exposed each year to smoke in the home.⁶⁷ It is estimated that second hand smoke also contributes to 10,000 premature deaths, mostly in non smokers living in a household where another member smokes.⁶⁸

Falls among older people - In 2012/13 19% of the Leicestershire population were aged 65 years and over and were responsible for nearly a quarter of all emergency department attendances. Falls are a significant reason for emergency department attendances.

Key facts

- For the 3 years from August 2009 to July 2011, Leicestershire had an excess winter death index of 20.6%, compared to 16.5% for England as a whole. In other words, Leicestershire had 20.6% more deaths from all causes in winter than would be expected based on the average number of non-winter deaths. This is significantly higher than the England average.²
- In Leicestershire in 2012/13 there were 315 hospital admissions for avoidable injuries in 0-4 year olds, a rate of 86.2 per 10,000 children. This is significantly lower than the England average of 134.7 per 10,000.²
- In Leicestershire in 2012/13 there were 1,875 admissions into hospital due to falls in older people (aged over 65). 66% (1,236) of these were in people aged over 80.²
- In Leicestershire in 2012/13, there were 646 admissions due to hip fractures in people over age 65. 462 (71%) of these were in people over age 80.²
- In Leicestershire in 2011, 12.4% households are in fuel poverty compared to 10.9% in England. This is a significantly higher value.²

What we are doing locally

One of the most significant programmes of work locally is the local implementation of the Better Care Together strategic plan. This work brings together social care and health to develop integrated services that will meet the needs of the changing population and includes a significant focus on ensuring people are able to remain independent in their own homes for longer. In Leicestershire, this includes a unified prevention offer which includes working with housing colleagues to

enhance the housing offer to health, in addition to work on falls prevention in older people.

The 4 Ways 2 Warmth campaign offered district based information and advice around staying warm and in winter 2013/14 Blaby District Council ran a joint campaign with GPs offering information on staying warm, flu vaccination, and help with fuel costs, loft clearance and insulation. Leicestershire County Council also has a cold weather action plan to ensure the continuity of services in the event of adverse weather conditions.

Other initiatives include the “Step Right Out” campaign which aims to reduce the number of children and young people affected by smoke in the home.

The case for investment

Poor quality housing is thought to cost the NHS at least £2.5 billion a year in treating people with illnesses directly linked to living in cold, damp and dangerous homes.⁶⁹ Treating children and young people injured by accidents in the home is thought to cost emergency departments around £146 million a year.⁶⁶ Among the over-65s, falls and fractures account for 4 million hospital bed days each year in England, costing £2 billion.⁷⁰

Prevention programmes have demonstrated potential to be cost-effective. NICE estimate that offering home safety assessments to families with young children and installing safety equipment in the most at risk homes would cost £42,000 for an average local authority. If this prevented 10% of injuries, this could save £80,000 in prevented hospital admissions and emergency visits, with further savings in associated GP visits and for ambulance, police and fire services.⁶⁶

Case study - Housing Offer to Health

The “Housing Offer to Health” in Leicestershire includes work that cuts across health, social care and housing in the following key areas:

- Housing’s Hospital to Home Discharge Pathway is looking to incorporate housing options expertise into discharge planning in both acute and mental health providers so that it includes early consideration and implementation of appropriate and supportive housing options.
- Establishing an integrated service (the Light Bulb Project) to provide practical support to people in their own homes so that aids, equipment, adaptations, handy person services and energy efficiency interventions are available and delivered quickly. This will support vulnerable people to access the low level practical support that helps them remain independently at home.
- Establishing a locality based approach to prevention and housing support which includes LAC, Timebanking and delivery of low level support services to vulnerable older people.

Recommendations

Public Health as a leader

Public Health will commission an affordable warmth /healthy housing referral project to ensure continued support for people to keep warm in their homes and support residents most in need to access energy advice and warm home funding and related schemes.

Public Health as a partner

Public Health will support the work of the Better Care Fund plan on falls prevention, helping to develop specific strategies and programmes, which have been shown to reduce falls, and undertake a health needs assessment of avoidable injury in children to ascertain the burden of childhood injury across the districts, describe services currently provided and identify gaps.

Public Health as an advocate

Public Health will support and advocate for an integrated prevention model which will enable people to live independently in their own homes for as long as possible through for example the delivery of the Light Bulb Project.



Public protection and regulatory services



Services that protect the health and wellbeing of the public, for example through enforced regulation, inspection and licensing, are important contributors to public health and safety. Public protection covers many areas, but for the purpose of this report will focus on food and fire safety, air quality and the illicit and underage sale of tobacco and alcohol.

Food Outlets - Tackling obesity is a high priority both locally and nationally. Obesity impacts on health in many ways, such as increasing the risk of cancers, heart disease and strokes, diabetes and raised blood pressure.⁷¹ Tackling obesity requires a multi-faceted approach, which includes a whole family approach to healthy eating and physical activity, advice on making healthy food choices and opportunities to grow and cook healthy food. In relation to food eaten outside the home, public protection services have a particular role in relation to takeaways and fast food outlets. Almost 30% of household expenditure on food is now allocated to eating outside the home.⁷² Therefore it is important to make it easier for consumers to make informed and healthier choices when eating outside of the home. Hot food takeaways are a particular concern as they tend to sell food that is high in fat and salt and low in fibre and vegetables.⁷³ Such outlets also present a risk in terms of food-borne illnesses, on which environmental health inspections are largely focussed.

Air Quality - Poor air quality can cause significant harm to health and wellbeing. In particular, elevated and/or long term exposure to air pollution affects the respiratory and inflammatory systems. People with pre-existing lung or heart conditions are more likely to be susceptible to air pollution. Air pollution is estimated to reduce life expectancy by an average of 7 to 8 months, with an estimated health cost of up to £20 billion each year nationally.⁷⁴ In recognition of this, the Environment Act 1995 requires district councils to measure the quality of ambient air to ensure it meets required standards, and where necessary develop Air Quality Action Plans to tackle air quality problems.

Fire Safety - Nationally fire crews attended 625,000 fires or false alarms in 2010/11; there were 388 fire related deaths and 11,000 non-fatal injuries.⁷⁵ Whilst smoking materials (cigarettes, cigars, pipes) account for only 7% of accidental house fires, they disproportionately account for over 30% of fatalities related to accidental house fires.⁷⁵ Nationally, the Fire and Rescue Service delivers advice on fire safety and risks associated with smoking with the aim of reducing unintended fires. Broader tobacco control complements this work by reducing smoking rates and reducing the number of accidental house fires and related deaths.

Illicit and Underage Tobacco and Alcohol – The sale and use of illicit tobacco and alcohol products are a significant health hazard. In relation to fire safety, illicit cigarettes pose an even greater risk of accidental house fires since they usually do not contain the same safety features as legal cigarettes. Underage sales of tobacco and alcohol undermine the work to reduce the prevalence of smoking and contribute to the harm related to alcohol misuse including accidents and hospital admissions. Local authority Trading Standards services have a key role in enforcing regulation on illicit and underage sales.

Key facts

- In 2013, there were 427 fast food outlets across Leicestershire.¹¹ All of the districts have a fast food outlet density that is lower than the England average, and this is statistically significant in Blaby, Harborough and Melton.¹¹
- In 2011, the proportion of all cause adult mortality in the over 30s attributable to long term exposure to levels of human made particulate air pollution for Leicestershire was 5.3%. This figure was similar to England (5.4%).²
- In 2012/13 there were five fire related deaths recorded in the Leicestershire Fire and Rescue Service area. The number was similar to 2011/12 and 2010/11 with six deaths recorded each year.⁷⁵
- In 2012/13, there were 101 non-fatal fire related casualties in the Leicestershire Fire and Rescue Service area, a rate of 98.5 per million population. This is significantly lower than the average for England (157.4 per million population).⁷⁵

What we are doing locally

Many of the day to day activities of local authority departments are vital to improving people's health, such as the routine enforcement of smokefree legislation, inspection of food outlets and monitoring of air quality. Leicestershire County Council also leads a number of innovative cross departmental initiatives which are highlighted below.

Food Outlets - Responsibility for enforcement of food safety legislation and food hygiene in food premises lies with environmental health officers within district councils. Their role is to improve and enforce standards of food hygiene and health and safety in food businesses by regular inspection of premises, randomly sampling foods

on sale to test quality and safety; and investigating cases of food poisoning. District environmental health officers work closely with Public Health England, to investigate food poisoning.

Air Quality - The Leicestershire County Council LTP 3 sets out the authority's approach to encouraging more active and sustainable travel. The council promotes activities to reduce air pollution through its "Choose How You Move" campaign and actively encourages staff to share journeys to and from work via the car share scheme.

The Leicester and Leicestershire Enterprise Partnership has a key role in supporting local businesses to improve air quality and reduce pollution. Examples include helping Donington Park Racing Circuit secure a deal to become the international base for electric car racing, Formula E and supporting local businesses to reduce costs and improve efficiencies through its Low Carbon Programme.

Fire Safety - The Leicestershire Fire and Rescue Service (LFRS) delivers a number of initiatives and programmes that promote safer communities by reducing deliberate fires and arson, and also contribute to public health, particularly in relation to health and fitness. For example, community safety educators from LFRS visit all primary schools across the county and provide structured fire and road safety sessions at Key Stage 1 and Key Stage 2. The service provides additional sessions with year 8 pupils targeted at areas where there is a high incidence of deliberate fires. The FireFit programme delivers fire and road safety messages whilst pupils participate in exercise and aerobic team games, with the emphasis being on keeping fit as well as safe and eating healthily. LFRS also provides targeted home fire safety checks to vulnerable groups, including people with drug and/or alcohol problems through links with the specialist support service, Swanswell.

Illicit and Underage Tobacco and Alcohol - Both the Leicestershire Trading Standards team and the LFRS are represented on the local tobacco control alliance, Tobacco Free Leicestershire and Rutland. They have launched a joint campaign to highlight the danger of illicit tobacco, particularly in relation to their increased risk of causing

home fires due to their lack of safety design features (reduced ignition propensity). The “Save a Packet or Save a Life” video demonstrates the risks from these illicit products to both health and life/safety.

Trading Standards have collaborated with public health both locally and regionally to combat illicit and underage sales of alcohol and tobacco products. For example, the public health funded Alcohol and Tobacco Enforcement Programme provides effective tobacco and alcohol control enforcement activities as part of a broader approach to prevention and early intervention, including the “test purchase” scheme to check business compliance with legislation.

The case for investment

An estimated 70,000 premature deaths in the UK could be prevented each year if diets matched nutritional guidelines. This is more than 10% of current annual mortality. The health benefits of meeting the national nutritional guidelines have been estimated to be as high as £20 billion each year.⁷²

In 2007, the Department for Environment, Food and Rural Affairs reported that low-emission zones can be a cost-effective way of reducing air pollution if well designed and tailored to local needs.⁷⁶

“An estimated 70,000 premature deaths in the UK could be prevented each year if diets matched nutritional guidelines”

Case study - Fire Safety – “Save a Packet Save a Life” Partnership.

In order to raise awareness and help deal with illicit trade in tobacco, Leicestershire’s Trading Standards team designed a media campaign to build public support for action. The “Save a Packet, Save a Life” campaign was launched in July 2013. As an example of local collaboration, the Hinckley campaign saw the LFRS, Hinckley community safety and Trading Standards team delivering an interactive launch, handing out literature, responding to questions and showing the “Save a Packet, Save a Life” video. The launch received media and social media coverage, including print, radio and online media, and will be replicated in other areas across the county.

Recommendations

Public Health as a Leader

Public Health will continue to encourage healthy alternatives to purchasing fast food/takeaways through support for the Food for Life Programme and Healthy Schools priorities as well as promoting community and household growing of fruit and vegetables.

Public Health as a partner

Public Health will continue to support the Alcohol and Tobacco Enforcement Programme which provides effective tobacco and alcohol control enforcement activities as part of a broader approach to prevention and early intervention.

Public Health as an advocate

Public Health will advocate for a wider role for environmental health and trading standards officers in promoting healthy lifestyle choices for example through working with take-away food outlets to reduce salt and saturated fat content of their food and encourage them to provide healthier food options.

Feedback from recommendations for 2013

In this section we highlight some of the initiatives that have taken place in the past year that are linked to the recommendations from the 2013 report.

Inequalities

- A number of projects have been commissioned by Leicestershire County Council to address lifestyle issues associated particularly with socially disadvantaged group. For example, alcohol brief intervention, smoking cessation and obesity programmes, plus targeted support through the travelling families initiative.
- Social prescribing in primary care is being explored as a mechanism for tackling debt, unemployment, housing problems, social isolation and lack of training and education.

Assets

- The LAC project described within this report aims to build resilience in communities to manage the health and wellbeing of their most vulnerable residents. This is key to increasing our understanding of community assets and making the best use of them.
- The JSNA refresh will develop a better evidence base linked to community assets.

Tobacco control

- The Tobacco Trap (smoking prevention programme) has been implemented in more than 10 schools across Leicestershire. The Stop Smoking Service has become an e-cigarette friendly service and has helped more than 4000 smokers to quit since the last Director of Public Health's annual report.
- Trading Standards launched a campaign in November 2013 to raise awareness and gather intelligence on illegal tobacco sales.

Healthy weight

- Significant progress has been made to address healthy weight in Leicestershire in the past year.
- Leicestershire County Council has commissioned the flagship "Food for Life" programme to change the food culture in every county primary school, through a range of coordinated initiatives including improving school meals, (re)introducing cooking, growing fruit and vegetables and farm visits.
- New diet and nutrition education programmes in secondary schools, "Food Routes" and "Big cook, little cook" work with overweight children and their families in secondary schools and refers these where appropriate into the Family Lifestyle Club weight management programme, which is now available in every district for the first time.
- "LEAP", the adult weight management programme is now available in every district for the first time in 2013-14. Weightwatchers have also been commissioned to provide 500 free places on the weight loss programme in 2014-15.
- Programmes have been commissioned to target inactivity in preschool and primary school children to encourage active play and ensure children are physically competent to partake in physical activity, through an innovative programme to develop their fundamental movement skills and physical literacy.

Substance misuse (drugs and alcohol)

- Supporting Leicestershire Families staff have made links with Swanswell, the provider of specialist substance misuse treatment, and substance misuse training for SLF staff is planned. Drug and alcohol use within the family is part of the SLF assessment.
- A project was commissioned to assess training needs (phase 1) within target organisations and deliver

substance misuse awareness and brief intervention training (phase 2) to meet those needs. The final phase of the project is to measure impact of the training (phase 3). Turning Point has been commissioned to provide the project over a two year period which commenced in April 2013. Phase 1 and 2 are currently being delivered.

- In 2013/14 the specifications for the GP shared care service were redrafted. Collaborative working took place between the specialist service provider and GP with Special Interest (GPSI) to support GP practices, provide training and improve practice. This will ensure the necessary skills in GP practices and therefore enable more service users to be seen in shared care. The Royal College of General Practice Level1 Substance Misuse training was delivered locally.
- In 2013, public health commissioned a recovery review of Leicestershire and Rutland to assess the recovery orientation of our system and the wider community. As a result of the review the Leicestershire and Rutland Recovery Forum was launched in October 2013. Asset mapping of community resources has been undertaken. SMART recovery groups have been introduced to the area and both substance misuse providers now have peer mentoring programmes. This work has continued into 2014.
- The sub regional criminal justice pathway, which was re-procured in 2013, went live on July 1st 2013. The tender was won by Leicestershire and Rutland Probation Trust who was the existing provider for the majority of the service and the service transfer was smooth. The re-procured sub regional criminal justice pathway went live on July 1st 2013. The tender was won by Leicestershire and Rutland Probation Trust, the existing provider for the majority of the service, and the service transfer was smooth.

Sexual health

- Local authorities are now responsible for commissioning a range of sexual health services. A new integrated open access sexual health service started on 1 January 2013. This service provides contraception and Sexually Transmitted Infection (STI) testing/treatment from a single service at a range of sites across

Leicester, Leicestershire and Rutland. The opening times and number of clinics has increased to improve access. Details of this service, other local services and information about a wide range of sexual health matters are available on www.leicestersexualhealth.nhs.uk. Promotional work is ongoing to promote the service changes and ensure that information about sexual health and sexual health services are widely available.

- Work is ongoing to develop robust care pathways across sexual health and other relevant services such as alcohol and drug misuse services. The initial focus has included developing pathways relating to HIV treatment and care and abortion services.

NHS Health Checks

- The NHS Health Check programme now includes the new dementia awareness and alcohol auditing components.
- All Leicestershire practices apart from one are currently delivering the health checks.
- The local authority is currently re-procuring the NHS Health Checks service and this will consider applications from any qualified provider. The authority is encouraging pharmacies and GPs to work together to put in collaborative bids to increase the accessibility of the programme.

Health and work

- Leicestershire County Council has re-commissioned the "Healthy Workplace" initiative which engages with roughly 40 small and medium enterprises each year. The scheme encourages and supports local businesses to engage in the health, work and wellbeing agenda in order to improve staff health and resilience.
- The Healthy Workplace team have now launched a countywide Workforce Wellbeing Website.
- Leicestershire County Council continues to support the Leicestershire Fit4Work programme which helps prevent unemployment in those at risk of losing their jobs due to illness.

Mental health

- As part of the Better Care Together programme a Mental Health and Wellbeing Steering Group has formed. This group is developing a mental health strategy which will drive improvements in mental health across the whole pathway from prevention through to treatment and across the life course. There is particular focus on the social model of mental health and wellbeing.
- Leicestershire County Council has procured a range of initiatives to improve mental health and wellbeing in adults e.g. “Reading Aloud”, suicide and mental health awareness training.
- Leicestershire County Council has procured a number of universal and targeted interventions to improve the mental health and wellbeing of children and young people. These are mainly delivered through our Healthy Schools Initiative, but also include teenage mediation services for children and young people.



Health Protection

- A Health Protection Board has been established as a sub-group of the Health and Wellbeing Boards for Leicester, Leicestershire and Rutland. The Terms of Reference were agreed, reporting mechanisms established and the board has met 4 times from April - March 2013/14.
- NHS England continues to achieve high coverage and uptake for all the national immunisation and screening programmes. Work is continuing to target areas of lower uptake in particular areas of significant disadvantage and poverty.
- In 2013/14, East Leicestershire and Rutland CCG area and Leicester City were part of an NHS England pilot, to offer the nasal influenza vaccine fluenz® to primary school pupils. The local pilot across 228 different schools saw approximately 28,600 children (52%) vaccinated against influenza between September 2013 and early January 2014. In 2014/15, this pilot is to be extended to include children attending schools in the geography of West Leicestershire CCGs, and for all areas involved in the pilot the age cohort will be extended to include children in school years seven and eight.

Glossary

ATEP	Alcohol and Tobacco Enforcement Programme
GP	General Practitioner
IDACI	Income Deprivation Affecting Children Index
IDAOPi	Income Deprivation Affecting Older People
IMD	Index of Multiple Deprivation
JSNA	Joint Strategic Needs Assessment
LAC	Local Area Coordination
LFRS	Leicestershire Fire and Rescue Service
LLEP	Leicester and Leicestershire Enterprise Partnership
LSOA	Lower Super Output Area
LTP	Local Transport Plan
NEET	Not in Education, Employment or Training
NICE	National Institute for Health and Care Excellence
PHOF	Public Health Outcomes Framework
PHSE	Personal, Social and Health Education
PTP	Personal Travel Planning
SLF	Supporting Leicestershire Families
SME	Small and Medium Enterprises
WHO	World Health Organisation

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REPORT OF THE CONSTITUTION COMMITTEE

A. ELECTORAL REVIEW OF LEICESTERSHIRE COUNTY COUNCIL – STATEMENT ON COUNCIL SIZE

Introduction

1. This report concerns the review of the County Council's electoral arrangements and seeks approval of the attached submission to the Local Government Boundary Commission for England (LGBCE) on the proposed Council size.

Background

2. The LGBCE is responsible for conducting electoral reviews. Electoral reviews are undertaken when electoral variances become notable, and the LGBCE's criteria for initiating a review are as follows:-
 - (i) more than 30% of a council's wards/divisions having an electoral imbalance of more than 10% from the average ratio for that authority; and/or
 - (ii) one or more wards/divisions with an electoral imbalance of more than 30%; and
 - (iii) the imbalance is unlikely to be corrected by foreseeable changes to the electorate within a reasonable period.
3. The County Council and the LGBCE agreed that a review was required as one of the criteria for review had been met, namely that 30% of electoral divisions now had an imbalance of more than 10%. The review process commenced formally in December 2014.

Statutory Rules

4. The LGBCE have to observe certain rules when conducting reviews and have to work within legislative guidelines and the Local Democracy, Economic Development and Construction Act 2009 (the 2009 Act).
5. Schedule 2 to the 2009 Act sets out the statutory criteria to which the LGBCE are required to have regard to in conducting electoral reviews which includes:
 - (i) the need to secure equality of representation;
 - (ii) the need to reflect the identities and interests of local communities; and
 - (iii) the need to secure effective and convenient local government.
6. In relation to the community identities and interests criterion, the LGBCE would aim to determine boundaries which are and will remain easily

identifiable, would not break local ties, and be long-lasting boundaries for divisions. The LGBCE will take into account factors such as the location and boundaries of parishes and the physical features of the local area when drawing boundaries.

7. When County Councils' electoral division boundaries are reviewed the LGBCE is required to have regard to the boundaries of district or borough wards. The LGBCE will seek to use these as the building blocks for county electoral divisions. When making their recommendations, the LGBCE must ensure that every electoral division is wholly within a single district, so that no division crosses the boundary between two neighbouring districts.
8. Finally, Schedule 2 to the 2009 Act also states that the LGBCE should take into account any changes to the number and distribution of electors that is likely to take place within the five years following the end of a review. This requirement means that at the start of a review the County Council has been asked to provide the LGBCE with electorate forecasts up to 2021. These forecasts will form the basis of the new electoral divisions.

Member Working Party and Member Involvement

9. To oversee the review process on behalf of the County Council an all Member Working Party, politically balanced at 3:1:1, has been established.
10. All Members of the County Council have received copies of the LGBCE's technical guidance which covers the review process. In addition staff from the LGBCE briefed members on the review process at an all Member Briefing on 12th February.

Council Size

11. The question of Council size is the starting point in any electoral review, since it will determine the optimum councillor:elector ratio across all electoral areas, against which levels of electoral imbalance can be measured. The Electoral Commission is of the view that each Council area should be considered on its own merits and that there should be no attempt to aim at equality of council size between authorities of similar types and populations.
12. In coming to a view on Council size, the LGBCE will consider the following:-
 - the governance arrangements of the council, how it takes decisions across the broad range of its responsibilities, and whether there are any planned changes to those arrangements;
 - the council's scrutiny functions relating to its own decision-making and the council's responsibilities to outside bodies, and whether any changes to them are being considered; and

- the representational role of councillors in the local community and how they engage with people, conduct casework and represent the council on local partner organisations.

Determining the County Council size

13. Appendix 1 to this report, which is to be submitted to the LGBCE sets out the views of the Working Party established to consider issues relating to the boundary review including the Council size. This document has been prepared having had regard to the LGBCE's technical guidance on Electoral Reviews which they will use to assess the County Council's submission.
14. The County Council presently comprises 55 members. Using the 2014 electorate figures and a forecast electorate figure for 2021, the current allocation of seats to each district is set out in Table 1 below:

Table 1

District/Borough	Current Entitlement	Electorate 2015	Entitlement	Electorate 2021	Entitlement
Blaby	8	73,584	7.77	79,042	7.92
Charnwood	14	136,501	14.42	142,514	14.27
Harborough	7	68,430	7.23	73,454	7.36
Hinckley and Bosworth	9	85,957	9.08	89,600	8.97
Melton	4	39,339	4.16	39,803	3.99
North West Leicestershire	8	71,571	7.56	78,806	7.89
Oadby and Wigston	5	45,240	4.78	45,909	4.60
Average Electorate		9,466		9,984	
Average variation per district/borough			0.247		0.180

15. To help determine Council size a calculation has been done on the average ratio/variation per district/borough from the entitlement in Table 1 above. Table 2 below shows the best fits below a variation of 0.2.

Table 2

Council Size	Average variation per district/borough below 0.2	Average Electorate Per Member
42	0.177	13,075
43	0.189	12,770
49	0.180	11,207
55	0.180	9,984
61	0.196	9,002
62	0.193	8,857
68	0.197	8,075

15. Based on the above the best fit would be a council size of 42 followed by either 49 or 55. To reduce to 42 or 49 would require a substantial reduction in the number of members which in turn would have an effect on the decision making structure within Leicestershire.
17. All three main political parties agreed that the current council size met the needs of the authority and that the main purpose of the review should be to re-align the electoral divisions so that electoral equality was re-established across the County.
18. In determining the Council size the Working Party considered that the following factors were relevant:-
 - The current decision making structure – The Council has no evidence to suggest that any substantial changes to the size of the Council would improve the effectiveness of Scrutiny and there is concern that any such change could have the opposite effect. For example, any substantial increase will result in more competition for places on the more popular scrutiny bodies.
 - Nearest Neighbours - While the proposed Council size of 55 is towards the lower end of the nearest neighbours group, four other counties also have a Council size between 50 and 60. While the mean Council size across the nearest neighbours is 66, three of the other counties are relative outliers in terms of electorate size (Hampshire and Lancashire) or electorate density (Cumbria). Excluding these three counties reduces the mean Council size to 62.
 - The representational role of Members – The County Council conducted a survey of members to assess their workload and found that on average they spent around 23 hours undertaking their role. This is in line with the findings of the national survey. Any reduction in Members would mean the amount of time that members would be required to undertake their duties would increase dramatically. The Council has also developed a Communities Strategy which set out its thinking about the role of Leicestershire communities (both communities of place and of interest) in this new context. The Council will work with partners in the public, private and voluntary and community sectors to reduce demand for services and empower communities to work alongside it to deliver key services to Leicestershire citizens. Responses to the consultation on the Strategy showed that many felt that Community Champions should be identified to represent the whole community and the County Council needed to empower people to become these role models. Local Councillors are well placed to undertake this role and the Council will support members to do so. It is likely that there will be greater expectation than has previously been the case placed upon members to facilitate the development of these initiatives.
19. Having regard to all the above a Council size of 55 members is considered to be the appropriate size for Leicestershire County Council.

Two Member Divisions

20. When the last Periodic Electoral Review of Leicestershire was conducted in 2003/4 three two Member divisions were created as follows:-
 - Hinckley and Bosworth Borough area – Hinckley and Burbage Castle Electoral Divisions;
 - Oadby and Wigston Borough - Oadby Electoral Division.
21. The County Council at the time of the last review wrote to The Boundary Committee for England stating it was against two-member electoral divisions because it felt it created divisions which were generally too large.
22. This review has therefore allowed the County Council to review its stance on two member divisions. Following discussion, the majority view of the Working Party is that single member divisions are preferable for the reasons outlined below:-
 - (i) Single member divisions and the councillor who represent the division are more transparent and accountable to both the electorate and local organisations than two member divisions;
 - (ii) Two member divisions could cause confusion if two members from different political parties were elected which could then lead to differing views on local issues;
 - (iii) Two member divisions are too large in size and require co-operation between the two members to cover the division effectively.
23. The Working Party however, recognised that to achieve electoral balance, two member divisions offer the flexibility needed to achieve this.

Timetable and Next Stage

24. The LGBCE will consider the County Council's submission on Council size and come to a view which will be announced on 12th May 2015. This will mark the start of the formal review and the process thereafter will be as follows:-

Consultation on future electoral division arrangements	Having published its initial recommendation on Council size, a general invitation to all interested parties, including the County Council, for proposals for electoral division boundaries and names is made by the LGBCE.	12 May – 20 July 2015
Development of draft recommendations	LGBCE having considered all representations reaches conclusions and publishes its draft recommendations.	6 October 2015

Consultation on draft recommendations	Public consultation. LGBCE will base its final recommendation on responses received.	6 October – 1 December 2015
Final recommendation	Final recommendations. These will <u>not</u> be subject to further consultation unless there are significant changes made to its draft recommendations.	8 March 2016

25. Thereafter an Order will be laid in Parliament (April 2016) with implementation in time for the next County Council elections in May 2017.

Decision of the Constitution Committee

26. The attached submission was considered at the meeting of the Constitution Committee on 10th March, 2015 whose decision is set out in the motion which appears below.

(Motion to be moved:

That the submission on Council size set out in Appendix 1 to the report of the Constitution Committee be approved for submission to the Local Boundary Commission for England).

LEICESTERSHIRE COUNTY COUNCIL**ELECTORAL REVIEW****STATEMENT ON THE SIZE OF THE COUNCIL****Introduction**

1. The County Council has decided that a Council size of 55 members is appropriate for Leicestershire County Council to secure the continuation of convenient and effective local government for the area. This decision was taken at the meeting of the full County Council on 25th March 2015. This statement sets out the factors which have been taken into account in arriving at that conclusion.

Background

2. The Local Government Boundary Commission for England (LGBCE) is the body responsible for conducting electoral reviews. Electoral reviews are undertaken when electoral variances become notable and the LGBCE criteria for initiating a review are as follows:-
 - more than 30% of a council's wards/divisions having an electoral imbalance of more than 10% from the average ratio for that authority; and/or
 - one or more wards/divisions with an electoral imbalance of more than 30%; and
 - the imbalance is unlikely to be corrected by foreseeable changes to the electorate within a reasonable period.
3. The County Council and the LGBCE agreed that a review was required as one of the criteria for review had been met, namely that 30% of electoral divisions now had an imbalance of more than 10%.
4. In September 2014 the LGBCE formally informed the County Council that a review would be carried out and that it would be included in the LGBCE's work programme for 2014 -17.
5. The preliminary stage of the review began in third quarter of 2014 with the preliminary stage culminating with this submission on Council size being approved by Full Council on 25th March 2015.

Factors Determining Council Size

6. The LGBCE's Technical Guidance, issued in April 2014, makes it clear that the question of Council size is the starting point in any electoral review as it determines the average number of electors per councillor to be achieved across all electoral divisions of an authority. Neither the LGBCE nor the County Council can consider the pattern of electoral divisions without knowing the optimum number of electors per councillor which is calculated by dividing the total electorate by the number of councillors to be elected. A decision on Council size will be made by the LGBCE in April 2015.
7. The LGBCE has a number of challenges in deciding on the most appropriate council size for any authority and there is a wide variation in council size across England not only between the different types of authority but also between authorities of the same type. In the LGBCE's view local government is as diverse as the communities it serves, providing services, leadership and representation tailored to the characteristics and needs of individual areas. The aim of the LGBCE, in an electoral review, is to recommend electoral arrangements, which includes council size, which is right for the local authority in question.
8. The technical guidance also makes reference that when an electoral review takes place, as is the case in Leicestershire, it provides an opportunity for the local authority to consider how many councillors it needs by having regard to its political management arrangements, regulatory and scrutiny functions and the representational role of councillors in terms of their division work and representing the local authority on external bodies.
9. The requirement to submit a proposal on Council size has given the County Council the opportunity to consider its council size. The County Council believes that a Council size of fifty five best meets its needs to discharge its democratic obligations and this document makes the argument for this position.

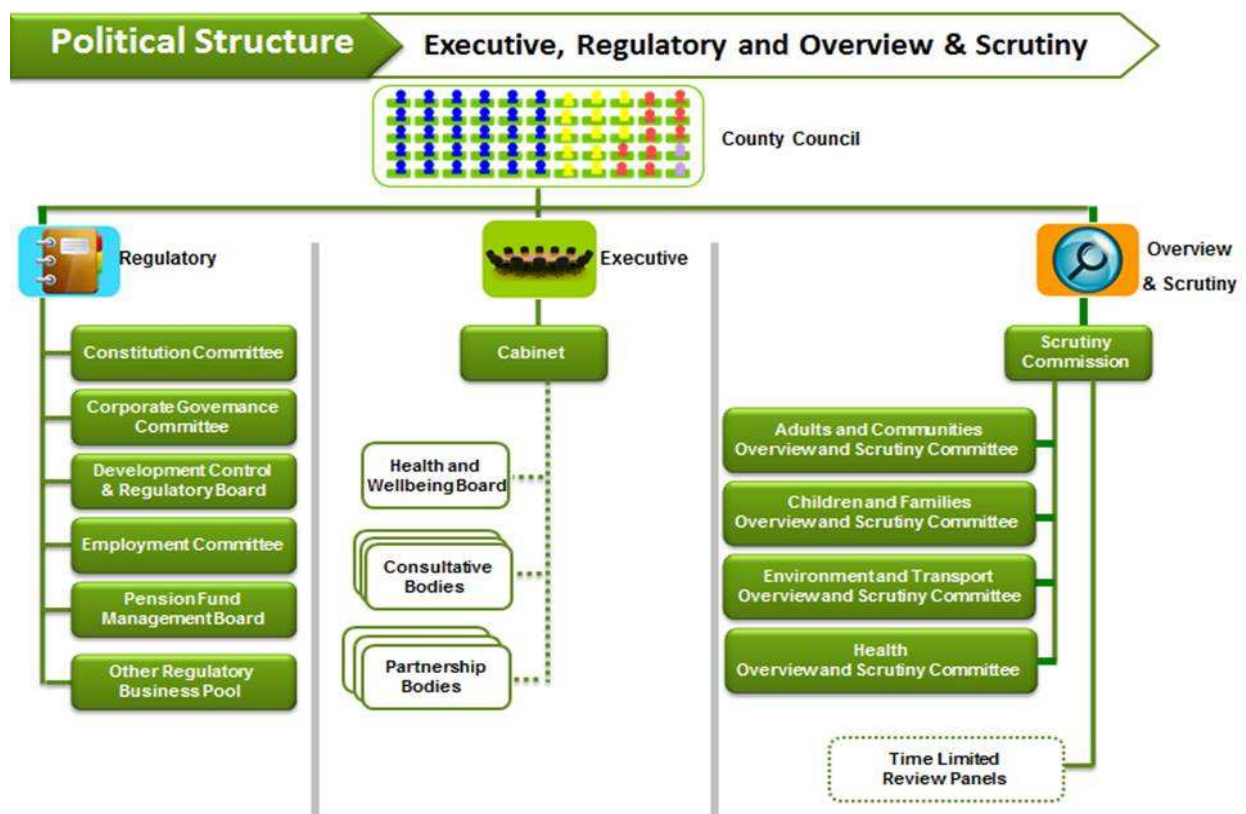
About Leicestershire

10. Leicestershire is a predominantly rural county located in the heart of England and has a population of in the region of close to 650,000 people. Within Leicestershire there are several important urban centres, which include Loughborough, Hinckley, Coalville, Market Harborough and Melton Mowbray as well as large number of smaller towns and villages.
11. Leicestershire has a three tier system of local government, consisting of the County Council, seven Borough/District Councils, and over 200 Parish Councils. This arrangement applies across the whole county except for the bigger towns where the Parish level does not exist. The district/boroughs making up the County are as follows
 - Blaby District;

- Charnwood Borough;
- Harborough District;
- Hinckley and Bosworth Borough;
- Melton Borough;
- North West Leicestershire District;
- Oadby and Wigston Borough.

Present Political Management Position

- The County Council is currently made up of fifty five members comprised of forty nine single divisions and three two member divisions all created at the last periodic electoral review in 2003/4
- The County Council adopted a new Constitution under the Local Government Act 2000 with effect from June 2001, which applied the Leader and Cabinet model of political management and this has been in place ever since.
- The main features of the political management arrangements for Leicestershire are set out below:-



The County Council

- The County Council comprises all fifty five members which meets on six occasions each year, an Annual meeting, four ordinary meetings and a budget meeting in February.

16. The County Council is responsible for the following functions:

- Agreeing the County Council's Budget;
- Agreeing the plans which comprise the County Council's Policy Framework;
- Approving changes to the County Council's Constitution;
- Appointing the Leader, Scrutiny Commission and all main bodies;
- Receiving reports from the Cabinet and Scrutiny bodies;
- Providing a platform for County Councillors to ask questions of the Cabinet and Chairmen of Boards and Committees;
- Dealing with Notices of Motion – a mechanism whereby members can raise any issue for debate.

(Note the County Council appoints the Leader who in turn appoints the Cabinet.)

The Cabinet

17. The Cabinet comprises the Leader and nine other members, all from the controlling Group. Under the Constitution approved by the Council, individual members of the Cabinet take 'lead member' roles for particular service areas but do not have personal executive powers. The Cabinet meets to take collective decisions relating to the implementation of policies and plans previously approved by the County Council. It meets monthly in public. In addition, Cabinet members also meet informally on a regular basis to consider policy options and receive briefings from officers. The functions of the Cabinet are as follows:-

- carrying out the Council's executive role (except where the powers are delegated to Chief Officers);
- advising the County Council on matters of major policy;
- being the focus for partnerships with other bodies;
- referring appropriate business to the County Council;
- receiving written submissions from local members.

Cabinet/Lead members also have regular meetings with Chief Officers for briefing purposes.

18. The current list of responsibilities for Cabinet can be found on the County Council website see link ([Cabinet Responsibilities](#)).

19. In addition, the Leader also appoints two Cabinet Support Members who provide specific support to the designated Lead Members for Children and Families and Adult Social Care. The Cabinet Support Members are not members of the Executive; neither are they entitled to act as a member of any Overview and Scrutiny Committee dealing with County Council functions.

20. The workload of Cabinet members is substantial.

Overview and Scrutiny

21. Since June 2001, when scrutiny was first introduced a number of reviews have been carried out with the last one being in 2013 following the County Council elections. The terms of reference for Overview and Scrutiny are attached as Appendix A. The model which was adopted by the County Council in June 2013 took into account the following factors:-

- Significant changes to the health sector, with Public Health becoming part of the County Council. Alongside this, the Health and Wellbeing Board is now an executive committee of the Council charged with responsibility for amongst other things, ensuring that Adult Social Care and Health work closely in joint planning and commissioning;
- The establishment of a local Healthwatch with a key role as the champion for patients and carers who access health and social care services with a reporting relationship to the Care Quality Commission;
- The election of a Police and Crime Commissioner (PCC) in November 2012 and the establishment of a Police and Crime Panel (comprising in the main executive members with the Crime and Disorder portfolios in their respective authorities) with the responsibility for scrutinising the Police and Crime Commissioner;
- Major changes in the Children and Young People's Service with schools becoming Academies and hence independent of the County Council. The existing role of the Local Education Authority will be greatly curtailed as will its direct powers over schools;
- Increased joint working between the County Council and its partners particularly in the area of health and economic development.

22. The Scrutiny Structure adopted is therefore as follows:-

A Scrutiny Commission which is made up of the following Members: –

- Chairman – Leader of the Main Opposition Party;
- Three Commissioners – Leader of the Minority Opposition and 2 Administration Members;
- Four Chairmen of Scrutiny Committees;
- Three other members (to achieve the political balance).

Four Scrutiny Committees to cover the following:-

- Adults and Communities,
- Children and Families,
- Environment and Transport
- Health.

The composition of each committee is as follows:-

- Chairman and Vice Chairman;
- Seven other members to achieve political balance

23. In addition to the above, the Scrutiny Commission has established a number of time limited review panels which are set up to look at specific topics and report back to the relevant scrutiny body. These usually consist of five members.
24. A schedule of meetings is determined and during the calendar year 2014 the number of meetings for the Scrutiny Bodies was as follows:-

Body	Number of Meetings
Scrutiny Commission	9
Adults and Communities	6
Children and Families	5
Environment and Transport	6
Health	5

25. The terms of reference for the Scrutiny Commission and its Scrutiny Committees are attached to this submission.
26. The Cabinet/Scrutiny system has now been operating successfully for fifteen years and has evolved to meet the challenges facing the Council. The most recent example is the work now in hand to develop the role of Scrutiny in the County Council's Transformation agenda.
27. Scrutiny had been the subject of a number of external reviews undertaken by the Audit Commission, Centre for Public Scrutiny and Local Government Leadership Centre. All were complimentary of the work of scrutiny and scrutiny members have sought to build on good practice identified and address areas of improvement.
28. The value and role of Scrutiny in the Council's decision making structures is recognised.
29. Participation by members in scrutiny has been good with only limited use of substitutes at scrutiny meetings. The current size of committees (nine members) and Review Panels (up to five members) has worked well and allowed for robust debate and member and officer interaction. Increasing the size of committees risks increased formality at meetings which would not be helpful.

Regulatory Bodies

30. A number of regulatory bodies exist, which are politically balanced, to deal with non-executive functions as follows:-

- Constitution Committee is responsible for matters such as revising the Council's Constitution, elections, approval of the County Council's statement of accounts and members' Allowance Scheme;
- Development Control and Regulatory Board which deals with planning applications;
- Corporate Governance – this is the County Council's audit committee and also deals with member standards issues;
- Employment Committee – deals with such issues as officer terms and conditions, employment legislation and scheme of delegation to heads of departments;
- Pension Fund Management Board – deals with issues surrounding the Leicestershire Pension Fund;

31. A schedule of meetings is determined and during the calendar year 2014 the number of meetings for the Regulatory Bodies was as follows:-

Body	Number of Meetings
Constitution Committee	2
Corporate Governance	4
Development Control and Regulatory Board	12
Employment Committee	3
Investment Committee	4
*Pension Fund Management Board	5

*The new proposals in relation to the governance of pension schemes will mean the creation of a new Pension subcommittee comprising two elected members (in addition to the Board) to meet the requirements of the Public Sector Pensions Act 2013.

Other Regulatory Business Pool

32. The County Council has also set up a number of panels to oversee the discharge of specific regulatory functions primarily relating to personal or social care matters as follows:-

- Adoption Panel;
- Children's Social Care Panel;
- Children in Care Panel;
- Child Protection Panel;
- Employment Panels;
- Fostering Panel;
- Secure Accommodation Panel;

Joint Committees

33. The County Council also works in partnership with a number of other public sector organisations to improve the wellbeing of its citizens and the efficiency of its services. To achieve this a number of joint committees, which the County Council appoints members to, have been formed as follows:-

- East Midlands Shared Services Joint Committee
- Eastern Shires Purchasing Organisation (ESPO) Management Committee
- Health and Wellbeing Board
- Leicester, Leicestershire and Rutland Police and Crime Panel

Member Working Parties

34. In addition, a number of informal groups/ working parties are convened to discuss specific issues with Members such as Member Learning and Development and the working party set up to help develop the County Council's response to the Boundary Review.

Highways Forums

35. Seven Highways Forums, based on District/Borough boundaries, take place across the County to advise the Authority on local Highways and Transportation issues and comment on priorities for the area. The forums have no decision making powers. All members of the County Council will have a place on the relevant Forum, with the number of places held by County Councillors being matched by an equivalent number of members from the appropriate District Council. Each Highways Forum meets on at least two occasions each year.

Partnerships

36 Following a review, in November 2014 the Cabinet agreed to focus its work with the following eight priority partnerships:-

- Health and Wellbeing Board;
- Leicester and Leicestershire Enterprise Partnership;
- Local Safeguarding Children Board;
- Safeguarding Adults Board;
- Children and Family Partnership;
- Leicester-Shire and Rutland Sport;
- Leicestershire Safer Communities Strategy Board;
- Leicestershire Rural Partnership;

37 The new arrangements outlined above are a rationalisation of previous arrangements. The changes made are to reflect the recent changes in policy and strategy at both national and local level and to recognise the new financial reality and the reduced level of resources both staff and money available support partnership activity. Appendix B provides a brief description of the role of each partnership.

- 38 Cabinet Lead members are appointed to serve on the relevant partnership body and are expected to play a key role in shaping these partnership bodies so that they deliver on the priorities identified for Leicestershire.
- 39 With increasing delivery through partnerships there will be a need for scrutiny members to ensure that they are aware of developments and that these receive the appropriate level of scrutiny.

Outside Bodies

- 40 Members will also serve on various outside bodies some of which are national, some regional and more importantly local to the Members Electoral Division. The County Council currently appoints to 117 bodies and a list is available on the County Council's website see link
<http://politics.leics.gov.uk/mgListOutsideBodiesByCategory.aspx?bcr=1>

Delegation to Officers

- 41 The County Council has in place a General Scheme and Specific scheme of delegation to Chief Officers. The schemes enable operational and routine decisions to be taken by officers without reference to members provided they comply with the Council's Financial and Contract Procedure rules. The Scheme of Delegation is thought to be effective in that it allows members to concentrate on the key and strategic decisions whilst at the same time being advised, by officers, of decisions taken in localities through a mechanism called "Local Issues Alert Procedures".

Individual County Councillors

- 42 A key role for members of the County Council is to represent their particular electoral division and deal with casework on behalf of their constituents. The County Council has developed a generic job description for a County Councillor and this is attached as Appendix C to this submission.
- 43. The County Council does not delegate to Members an individual or electoral division budget to use within their area.
- 44. As part of the Council's approach to this submission it conducted an anonymous survey of members to identify how much time they spent on their role. The questions asked were very similar to those asked in the Local Government Association's Census of Local Authority Councillors 2013.
- 45. The table on the next page sets out the Leicestershire response compared with those of Local Government Association's Census.

Question	Leicestershire Average (per week)	Local Government Association Census of Local Authority Councillors 2013 Average (page 42 table 7)
Time spent on attendance at council meetings, committee meetings	7 hours 58minutes	8 hours
Time spent on engaging with constituents, surgeries, enquiries	6 hours 57 minutes	6 hours
Time spent on working with community groups	4 hours 22 minutes	4 hours 30 minutes
Other external meetings, seminars, learning and development (LCC and self)	3 hours 58 minutes	4 hours 6 minutes
Total average amount of time spent on Council activity	23 hours 15 minutes	22 hours 36 minutes

- 46 Members are spending on average 23 hours 15 minutes per week, on Council business which is about 2.1% more time than the 2013 national average of 22 hours 36 minutes. If the average time spent by Leicestershire members was converted into a full time officer equivalent ratio this would equate to 0.62 of an full time equivalent who would be contracted to work 3.25 days per week.
- 47 Members have a number of other commitments whether it is full or part time employment, voluntary work or being a representative on other bodies. It should be noted that forty three or 78% of County Councillors are dual hatted (i.e. also serve on districts councils), and therefore have to balance these commitments alongside their role as a County Councillor which can be sometimes difficult.
- 48 If the Council size were reduced any further it would mean that the amount of time that members would be required to undertake their duties would increase dramatically. This increased workload could lead to less people wishing to become a councillor especially those with families and jobs and therefore reduce the ability of the political parties to attract candidates from a broader range of backgrounds to reflect more accurately the diversity of Leicestershire.

Member Learning and Development.

- 49 To support and enable Members to carry out their duties the County Council has developed a Member Learning and Development Strategy which has a number of core principles as follows:-
- Member Learning and Development is an activity which should be Member led.
 - Members should have access to appropriate learning and development opportunities given the role that Members have on the workings of the Authority which ultimately determine the quality of the services that the Council provides
 - Members should develop their skills and knowledge in a way which enables them to carry out their duties as effectively as possible.
 - Learning and Development activities should be appropriate to each member's roles and responsibilities as well as their individual needs and wishes.
 - Learning and Development activities should also have regard to the needs of the organisation as a whole as well as the individual member.
- 50 In addition to the above, all Members are offered the opportunity of a personal development review with an external consultant to identify specific personal development requirements.

Councillors Working with their Communities

- 51 All councillors are expected to liaise with parish/town councils and community groups within their division.
- 52 Thirty nine members have parishes within their divisions meaning on average that each member has just under six parishes to represent. However, it should be noted that the range is significant as one member has only one parish in their division whilst another member has twenty seven parishes. For those who have a large number of parishes it puts pressure on their time in travelling and attending meetings.
- 53 The Council has a longstanding track record of working in partnership with its communities and 'helping them to help themselves' However, there is now less money, increasing demand for services and major changes being made to both public services and the welfare system. The combined effect of these changes on communities is that fewer services will be available for fewer people and there are therefore likely to be more vulnerable people at risk.
- 54 The Council has developed a Communities Strategy which set out its thinking about the role of Leicestershire communities (both communities of place and of

interest) in this new context. The Council will work with partners in the public, private and voluntary and community sectors to reduce demand for services and empower communities to work alongside it to deliver key services to Leicestershire citizens.

- 55 The Strategy sets out how the Council will address three specific priorities:

Priority 1: Unlock the capacity of communities to support themselves and vulnerable individuals and families - thus reducing demand for public services;

Priority 2: Support communities to work in partnership with us to design and deliver services, including those currently delivered by the council;

Priority 3: Develop voluntary and community sector (VCS) organisations in Leicestershire as effective providers in a diverse market which supports delivery of Council priorities to devolved services and support vulnerable people.

- 56 Responses to the consultation on the Strategy showed that many felt that Community Champions should be identified represent the whole community and the County Council needed to empower people to become these role models. Local Councillors are well placed to undertake this role and the Council will support members to do so. It is likely that there will be greater expectation than has previously been the case placed upon members to facilitate the development of these initiatives.

The Future Decision Making Structures

- 57 The County Council like most local authorities has significant savings to find over the next four to five years and Leicestershire is required to find savings of £110 to £120 million between 2015/16 to 2018/19. In order to do this the County Council has commenced an ambitious Transformation Programme which will change fundamentally the way the Council operates and provides services with a greater focus on joint commissioning with partners, particularly health and other services being delivered in partnership with local communities/groups focused on the key priorities of the Council. The Transformation Programme and in particular the need to deliver savings of £120 million will require Members, both Cabinet and Scrutiny, to be fully engaged in determining priorities.

Implications for Council Size

- 58 Experience of operating a Cabinet and Scrutiny model for a significant number of years has led the Council to conclude that there is no reason to suppose that any major change to the size of the Council either way would lead to improvements in the effectiveness of the organisation or other improvements for local residents.
- 59 With a ten member Cabinet along with two Cabinet Support Members (excluded from serving on Scrutiny) there are forty three members to fill the permanent places in that part of the structure as follows:-

Scrutiny Bodies	47
Regulatory Board/Combined Fire Authority	45
	<hr/> 92
	<hr/>

- 60 A substitute procedure is in operation for all these bodies. Given that these bodies are politically balanced, in the case of the majority party this means that they have to fill 52 of the 92 places from a pool of 18 non-executive members.

Electorate Size

- 61 The Council has no evidence to suggest that any substantial changes to the size of the Council would improve the effectiveness of Scrutiny and there is concern that any such change would have the opposite effect. For example, any substantial increase will result in more competition for places on the more popular scrutiny bodies.
- 62 Currently there are a number of large electoral divisions and to reduce their size substantially it would be necessary to have a large increase in the size of the Council to make any real impact. This is something which the Council believes cannot be justified especially when it is facing severe financial constraints. It would not be appropriate to increase the size of the council which in turn would increase the cost of democracy, at a time when services are being reduced.
- 63 The table below shows the allocation of Members for each district/borough currently and the forecast.

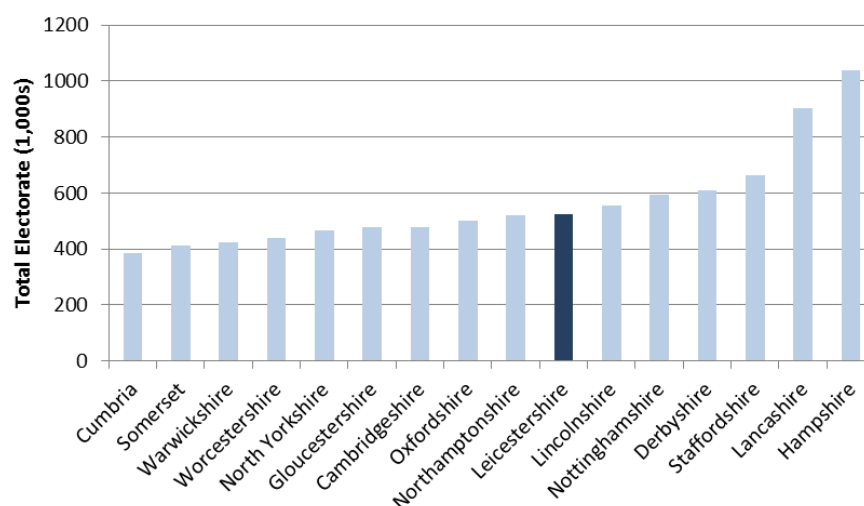
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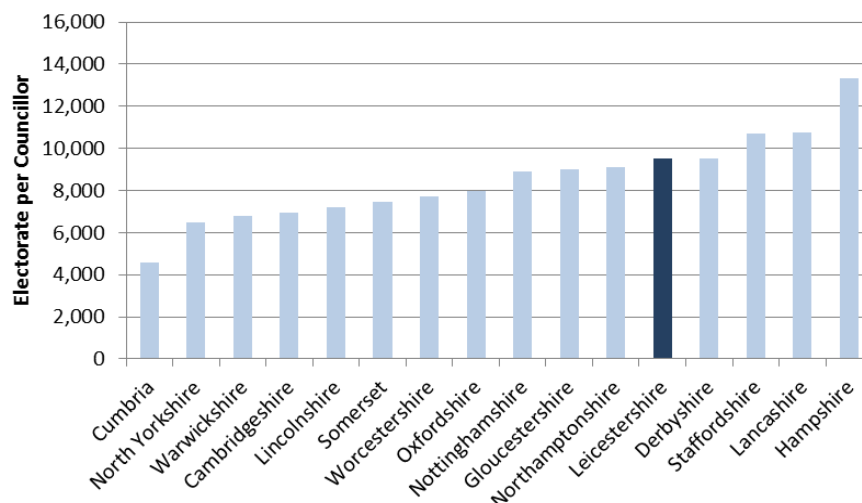
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61	0.196	9,002
62	0.193	8,857
68	0.197	8,075

- 65 Based on the above, the best fit would be a council size of 42, followed by either 49 or 55. To reduce to 42 or 49 would require a substantial reduction in the number of Councillors which in turn would have an effect on the decision making structure within Leicestershire.
- 66 The County Council's 15 CIPFA *Nearest Neighbour* authorities amongst other county councils have been identified. The comparative position described below is based upon February 2014 data obtained from the LGBCE website.
- 67 In terms of the size of the electorate, Leicestershire is near the median compared to the nearest neighbours, as shown in the chart below.



- 68 While the proposed Council size of 55 is towards the lower end of the nearest neighbours group, four other counties also have a Council size between 50 and 60. While the mean Council size across the nearest neighbours is 66, three of the other counties are relative outliers in terms of electorate size (Hampshire and Lancashire) or electorate density (Cumbria). Excluding these three counties reduces the mean Council size to 62.

- 69 In terms of average electorate per councillor for 2015, the proposed Council size of 55 produces a figure of 9,466. This is slightly above the average of the nearest neighbours, as shown in the chart below. The projected electorate in 2021 would indicate an average electorate per councillor of 9,984 which would remain within the current range shown by the nearest neighbours.



- 70 In arriving at the Council size, consideration has been given to Boundary reviews currently underway in Cambridgeshire, Nottinghamshire and Warwickshire. As part of those reviews the LGBCE have recommended the following Council sizes:-

Cambridgeshire – Council size of 63 – reduction of six from current number of 69

Nottinghamshire – Council size of 67 – figure remains the same as present

Warwickshire – Council size of 57 – reduction of five from current level of 62

- 71 With Cambridgeshire and Warwickshire reducing in size it brings their Council size closer to that of Leicestershire.
- 72 In terms of geographical size, Leicestershire has the 3rd smallest area of the nearest neighbours at 208,289 hectares. The County is ranked 6th highest of the nearest neighbours in terms of electors per hectare. In addition to being relatively small in geographical terms, the relatively compact shape of the county, good transport network and lack of physical barriers would suggest that a higher ratio of electors per members was appropriate and would further support the case for the proposed council size.

Two Member Divisions

- 73 When the last Periodic Electoral Review of Leicestershire was conducted in 2003/4 by The Boundary Committee for England it recommended that three two Member divisions be created as follows:-

- Hinckley and Bosworth Borough area – Hinckley and Burbage Castle Electoral Divisions;
- Oadby and Wigston Borough - Oadby Electoral Division.

74 The County Council at the time of the last review wrote to The Boundary Committee for England stating it was against two-member electoral divisions because it felt it created divisions which were generally too large. This review has therefore allowed the County Council to review its stance on two member divisions and following discussions the view of the County Council is that single member divisions are preferable for the reasons outlined below:-

- Single member divisions and the councillor who represent the division are more transparent and accountable to both the electorate and local organisations than two member divisions;
- Two member divisions could cause confusion if two members from different political parties were elected which could then lead to differing views on local issues;
- Two Member divisions are too large in size and require co-operation between the two members to cover the division effectively.

75 It is however, recognised that to achieve one of the LGBCE's objectives, electoral balance, two member divisions may offer the flexibility needed to achieve this.

Conclusion

76 The County Council believes that a Council size of 55 members is the appropriate size for Leicestershire County Council having regard to the political management arrangements it has put in place.

77 The pressures being placed on elected members are such that any reduction in numbers could overburden members. The size of the Cabinet is restricted and largely governs the role that Executive members can play. There is acceptance that the current Overview and Scrutiny arrangements (revised in 2013) are working well and therefore any potential increase in the size of the Council could impact adversely on these effective arrangements. There is also no desire to increase the cost of democracy at a time when services for the people of Leicestershire are reducing. In 2013 a wide consultation exercise undertaken by the County Council on its budget elicited responses that the public believed there should be an overall reduction in the number of locally elected representatives, a view the County Council has noted, whilst recognising that the responses most likely reflect a wish to see a reduction in the numbers of councils.

OVERVIEW AND SCRUTINY STRUCTURE: TERMS OF REFERENCE

[Note: Neither the Scrutiny Commission nor any of the other overview and scrutiny committees or subcommittees are empowered to take decisions or exercise any responsibilities of the Executive or County Council or Health Service bodies. The general role and specific functions are described in Article 6 and for the purposes of that Article the Scrutiny Commission is regarded as an overview and scrutiny committee for those matters which come within its scope.]

Committee	Scope
Scrutiny Commission	<ol style="list-style-type: none"> 1. Any functions which are not specifically within the scope of any other overview and scrutiny committee. 2. Any issues which come within the scope of more than one overview and scrutiny committee. 3. Oversight and co-ordination of the work of the overview and scrutiny committees and scrutiny review panels. 4. Allocating specific issues, on an ad hoc basis, to any of the other overview and scrutiny committees. 5. Resolving any disagreements between overview and scrutiny committees. 6. The executive functions of the County Council in respect of:- <ol style="list-style-type: none"> (i) the Revenue Budget (ii) the Capital Programme (iii) Property (iv) Information and Communications Technology 7. To act as the Crime and Disorder Committee in accordance with Section 19 of Part 3 of the Police and Justice Act 2006 and work with the Police and Crime Panel to scrutinise the delivery of effectiveness of measures aimed at reducing crime and disorder. 8. To monitor the performance and activities of:- <ol style="list-style-type: none"> (a) The Leicester and Leicestershire Enterprise Partnership Board (b) The Leicester and Leicestershire Transport Board. 9. To monitor the performance and activities of any other partnerships that are associated with the executive functions outlined above and not within the scope of any other overview and scrutiny committee.

Committee	Scope
	10. The scope shall not extend to exercising functions relating to scrutiny of the National Health Service in the County, which shall be a matter for the designated scrutiny committee.
Children and Families	<ol style="list-style-type: none"> 1. The executive functions of the County Council in respect of Children and Families Service. 2. The executive functions in relation to the Supporting Leicestershire Families Programme. 3. To monitor the performance and activities of any partnerships that are associated with the executive functions outlined in 1. and 2. above.
Adults and Communities	<ol style="list-style-type: none"> 1. The executive functions of the County Council in respect of the Adults and Communities Department. 2. To monitor the activities of the Health and Wellbeing Board aimed at improving the integration of health and social care services.
Environment and Transport	<ol style="list-style-type: none"> 1. The executive functions of the County Council in respect of the Environment and Transport Department. 2. To monitor the performance and activities of the Flood Risk Management Board in accordance with Section 9FH of Schedule 2 of the Localism Act 2011. 3. To monitor the performance and activities of any partnerships that are associated with the executive functions outlined in 1. and 2. above.
Health	<ol style="list-style-type: none"> 1. The executive functions of the County Council in relation to Public Health. 2. To monitor the performance of the Health and Wellbeing Board in respect of the executive functions outlined in 1. above and any other partnerships as appropriate that are associated with those functions. 3. <u>Health Service Functions</u> <ol style="list-style-type: none"> (a) The exercise by health bodies of functions which affect the area of the County Council; (b) Arrangements for responding to consultation by local health bodies for substantial development of the health service or substantial variation in the provision of such services save where these are dealt with through a joint committee with other Social Services authorities.

PRIORITY PARTNERSHIP BOARDS

The **Health and Well Being Board (HWBB)** is a statutory partnership with an essential role to play in overseeing the integration of Health and Social Care Services against the Better Care Plan using partnership budgets such as the Better Care Together fund and the pooled Learning Disabilities budget. The Board is directly responsible for the effective use of the Better Care Fund (£38m) which is designed to support this integration, as well being responsible for the oversight of combined budgets of millions of pounds.

There are a number of sub-groups that have a role in delivering specific priorities on behalf of the Health and Well-being Board (and a number of other Boards in the structure), and other aligned groups.

The **Leicester and Leicestershire Enterprise Partnership (LLEP)** is key in terms of working with the private sector to secure millions of pounds of national and European funding. It is estimated that the LLEP will secure in excess of £2.5 billion of private sector investment, create over 45,000 jobs and increase Gross Value Added (GVA) by £4 billion in the sub-region by 2020. Sub-groups include the Economic Growth Board, a local authority group set up to co-ordinate council activities in the county around economic growth. The Transport Board is likely to be aligned to the LLEP in the near future.

The sub-structure of the LLEP has recently been simplified and will contain three supporting delivery sub-groups: People, Place and Business which will subsume previous thematic LLEP Sub Groups.

The **Local Safeguarding Children Board (LSCB)** is a statutory partnership with a tightly defined remit, a partnership budget and a specific responsibility to ensure effective working across agencies. It is externally regulated by Ofsted and has a number of sub-groups. It is a Leicestershire and Rutland partnership but has aligned a number of groups with the Leicester City LSCB.

From April 2015 multi-agency **Safeguarding Adults Boards (SABs)** will become statutory, as outlined in the Care Act. The current Leicestershire SAB is closely aligned to the Safeguarding Children Board, and also has a number of shared sub-groups both for the county and for Leicester, Leicestershire and Rutland.

Since the removal of the statutory requirement for a Children's Trust, the most appropriate structure(s) to oversee strategic arrangements is the **Children and Families Partnership Board**. Most of the strategic oversight previously carried out by the Children and Young People's Commissioning Board is now subsumed into the partnerships identified above. There is, however, a commitment from partners to continue to work together to achieve a whole view of service planning and provision for children, young people and families. This will take place through a 'summit' arrangement of events throughout the year, open to all partners and focused on active

engagement and actions. This approach will inform the work of the LSCB, the LLEP and Health and Wellbeing Board, and will be informed by the work of the Leicestershire Educational Excellence Partnership.

The **Leicestershire Safer Communities Strategy Board** is a statutory partnership but its budgetary responsibilities and oversight has been diluted since the introduction of a Police and Crime Commissioner. The Board oversees the statutory Community Safety Agreement and has an important role setting strategic direction and supporting collaboration in Safer Communities work across the County. It has the strategic lead for domestic abuse in the County, including Domestic Homicide Reviews. The partnership links into sub-regional work through the Strategic Partnership Board, led by the Police and Crime Commissioner.

Leicester-Shire and Rutland Sport aims to make Leicestershire, Leicester and Rutland the most sporting and physically active place in England by 2025, guided by three overriding principles – safe, fair and well-led sport and physical activity. There are links between the outcomes in the Strategy for Sport and Physical Activity 2013 – 2017 and the work of a number of the other priority partnerships.

The **Leicestershire Rural Partnership** is important in terms of co-ordinating and delivering the LLEP's ambitions in rural Leicestershire and maintaining a focus on the needs of rural communities across the County, particularly in terms of rural services, town and parish councils, community resilience, affordable rural housing and the environment. It is responsible for a partnership budget of £9 million.

"JOB DESCRIPTION"**THE ROLE AND FUNCTIONS OF MEMBERS OF LEICESTERSHIRE COUNTY COUNCIL**

Each County Councillor is elected by the people of a particular electoral division to represent them on Leicestershire County Council. Whilst they each represent a particular part of the County they are also required to represent the interests of the wider Leicestershire community, sometimes on issues which go beyond the County Council's functions or local boundaries.

County Councillors have particular responsibilities for the services provided by the County Council; within a legislative framework they decide what services to provide and how much money to spend on them and ensure that they are delivered efficiently and effectively. The Government and other bodies have issued various guidance as to how councillors should carry out their roles.

KEY TASKS**Representatives**

- to be accessible to local people (including people who did not vote for them), to advocate their views and to look after their concerns generally;
- to explain to people the responsibility and decisions of the County Council and other public services bodies with which the County Council works in partnership; to represent the Council to the community and the community to the Council;
- to support and promote citizenship and participation in local democracy generally;

Decision Making and Scrutiny

- to attend regularly and take part in meetings of the full County Council, its committees and other bodies;
- to develop a good working knowledge of how the County Council operates and to apply this knowledge through:-
 - contributing to the formation and scrutiny of the Council's policies, budget strategies and service delivery;
 - contributing to the scrutiny and/or performance review of the Council's services and those of other local public bodies;
 - to participate in the activities of any Party group of which the councillor is a member;

Individual

- to participate constructively in good governance of the area and to ensure that all duties and actions are carried out in accordance with the highest standards of conduct;
- to behave in a manner which maintains public confidence in the County Council and local democracy generally;
- to identify any skills or gaps in knowledge and request training and support where required;
- to explain and account for personal performance as a County Councillor on a regular basis, particularly through the publication of an Annual Report on the Council's web site.

B. ESTABLISHMENT OF A LOCAL PENSION BOARD

Introduction

1. This report concerns the proposed establishment of the Local Pension Board with effect from 1st April 2015 and the appointment of members to serve thereon.

Background

2. Article 15 of the County Council's Constitution requires that changes to the Constitution should only be approved by the full County Council after consideration of the proposal by the Chief Executive and the Constitution Committee and/or Corporate Governance Committee and/or Employment Committee.
3. In June 2013 a discussion paper was issued by the Department for Communities and Local Government (DCLG) concerning potential new governance arrangements for the Local Government Pension Scheme (LGPS). On 29th January 2015, just over two months before the Local Pension Board needed to be in place, the Local Government Pension Scheme (Amendment) (Governance) Regulations 2015 were laid. The regulations came into force on 20th February 2015, with the requirement that a Local Pension Board be established by 1 April 2015.
4. The Local Pension Board will not be a decision-making committee. It will instead be expected to assist the administering authority in securing compliance with LGPS Regulations, other legislation and the requirements of the Pensions Regulator. There is scope for the Terms of Reference for the Local Pension Board to be set at a local level, and it is expected that these will evolve over time. The Board will undertake a formal review process to assess how well it is performing with a view to seeking continuous improvement in the Board's performance. Attached as Appendix 2 to this report are the Terms of Reference for the Local Pension Board. Appendix 3 is a Statement of Operational Principles for the Local Pension Board, which sets out further detail of the way in which the Board will operate.

Structure of the Local Pension Board

5. The Pension Fund Management Board at its meeting on 14 November 2014 agreed that the Local Pension Board would comprise three scheme members (i.e. employee) representatives and three employer representatives, the latter all being elected members, two from Leicestershire County Council and one from Leicester City Council. .
6. In order to comply with the tight statutory timescales, it has been necessary to undertake the majority of the preparatory work before seeking formal agreement of the terms of reference. The three scheme member representatives were appointed at the Pension Fund Management Board's Annual General Meeting on 8 January 2015. This action was taken with the

support of the local Unison representatives. The County Council is asked to appoint the two employer representatives.

Meetings of the Local Pension Board.

7. It is currently anticipated that meetings of the Local Pension Board will be held quarterly, and that these meetings will be held about a month after the normal quarterly meetings of the Pension Fund Management Board. This is to allow the Local Pension Board to consider anything agreed by the Pension Fund Management Board which is relevant to the role of the Local Pension Board, in a timely manner. This would give a meeting timetable of late June, early October, mid-December and late March.
8. It is anticipated that the remit of the Local Pension Board will change over time, and expand as the skills of the individuals grow. Some of the issues that are expected to be considered are:-
 - Quarterly Administration Report;
 - Ensuring compliance with Legislation and the requirements of the Pensions Regulator;
 - Updates on potential changes to LGPS Regulations;
 - Reports relating to internal audit work;
 - Consideration of policies;
 - Scrutiny of the decision-making of Pension Fund Management Board and Investment Subcommittee.
9. The above list is not intended to be definitive and there will no doubt be many other matters that are relevant for consideration by the Local Pension Board. There will also be items that will be specifically highlighted as relating to training for members of the Local Pension Board.

Impact of the Local Pension Board on the Pension Fund Management Board

10. Consideration has been given as to whether the new committee should have any impact on the membership of the Pension Fund Management Board. It is likely that relatively few of the matters currently considered by the Pension Fund Management Board will be referred to the Local Pension Board. There is a need to ensure that all stakeholders are, as far as practical, represented on the Pension Fund Management Board so that they can contribute to discussions concerning the Fund's investments – the performance of the investments of the Pension Fund and the risks associated with achieving an acceptable return have a meaningful impact onto employer contribution rates. As such it is recommended that no change is made to the membership of the Pension Fund Management Board.
11. Given that the Regulations refer to the term 'Local Pension Board,' it seems sensible to incorporate this into the name of the new committee, and to call it the Leicestershire Local Pension Board. In order to avoid confusion it is suggested that the name of the Pension Fund Management Board be

changed. The Pension Fund Committee would appear appropriate, with the Investment Subcommittee remaining as it is in both name and structure.

Consultation

12. A six week period of consultation with stakeholders, including all employing bodies within the Leicestershire Local Government Pension Scheme and the trade unions, Unison and GMB, regarding the proposed governance structure took place between 9 December 2014 and 21 January 2015. No significant comments were received from employing bodies.

Changes to the Constitution

13. The Local Pension Board is a separate Committee rather than a subcommittee of the Pension Fund Management Board. The only changes needed to the Constitution are therefore to insert the terms of reference for the Local Pension Board into the County Council's Constitution at Section B of Part 3, Responsibility for Functions; these are set out in Appendix 2 to this report. The name of the Pension Fund Management Board will also be changed to the Pension Fund Committee.

Decision of the Constitution Committee

14. The Constitution Committee at its meeting on 10 March 2015 agreed to ask the County Council to approve the terms of reference of the Local Pension Board, to the renaming of the Pension Fund Management Board as the Local Pension Committee and the appointment of two members of the County Council to serve on the Local Pensions Board.

(Motion to be moved:

- a) **That the terms of reference for the Leicestershire Local Pension Board as set out in Appendix 2 of the report to the Constitution Committee be approved;**
- b) **That Mr Kershaw CC and Mr Jennings CC be appointed to serve as the County Council representatives on the Leicestershire Local Pension Board;**
- c) **That the Pension Fund Management Board be renamed the Local Pensions Committee.)**

10 March 2015

N. J. Rushton CC
Chairman

Background Papers

Reports of the Chief Executive to the meeting of the Constitution Committee on 10th March, 2015 on:-

- a) Electoral review of Leicestershire County Council
- b) Establishment of a Local Pension Board

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=150&MId=4388&Ver=4>

Appendix 2**TERMS OF REFERENCE FOR THE LEICESTERSHIRE LOCAL PENSION BOARD**

1. The Leicestershire Local Pension Board shall not have the power to appoint subcommittees.
2. The Leicestershire Local Pension Board shall have the following general role and function:-
 - a. To assist the County Council, as administering authority, in securing compliance with:-
 - i. Legislation in force for the time being; and
 - ii. Requirements imposed by the Pensions Regulator in relation to the Scheme.
 - b. To assist the County Council, as administering authority, in ensuring the effective and efficient governance and administration of the Scheme.

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Appendix 3

OPERATIONAL PRINCIPLES FOR THE LEICESTERSHIRE LOCAL PENSION BOARD

Role of the Board

The Leicestershire Local Pension Board is a statutory committee of the County Council appointed to:-

- a. assist the County Council, as administering authority, in securing compliance with:-
 - i. Legislation in force for the time being; and
 - ii. Requirements imposed by the Pensions Regulator in relation to the Scheme.
- b. assist the County Council, as administering authority, in ensuring the effective and efficient governance and administration of the Scheme.

Standing Orders

The Meeting Procedure Rules (Standing Orders) laid down by the County Council and set out in Part 4A of its Constitution will apply with any necessary modifications including the following:-

The Chairman of the Leicestershire Local Pension Board will be one of the employer representatives from Leicestershire County Council, and will be elected on an annual basis by members of the Board. The Vice Chairman will be the other employer representative of Leicestershire County Council. In the event of the non-attendance of both the chair and Vice Chair the employer member representing Leicester City Council will substitute as Chair.

The Board shall have a formal quorum of three, which must include at least one of the employer representatives or their substitute.

Membership

The Leicestershire Local Pension Board will consist of three employer representatives and three scheme member representatives, as follows:-

- a. The employer representatives will comprise two elected members from Leicestershire County Council (the administering authority) and one from Leicester City Council and the selection of members by each authority will reflect the principles of maintaining the relevant political balance.
- b. The scheme member representatives must be members of the Fund in either and active, deferred or pensioner member capacity.

Scheme member representatives shall be appointed by a vote at the Fund's Annual General Meeting and will normally serve a term of three years, provided that they remain members of the Scheme, but shall be free to stand for re-election at the end of that period providing they are still members of the Fund.

At the setting up of the Leicestershire Local Pension Board the appointments will be for periods of one, two and three years in order to ensure that at least one scheme member representative position will become available at the Fund's Annual General Meeting.

There is a duty on the County Council as administering authority to ensure that employer and member representatives appointed to the Leicestershire Local Pension Board have the relevant experience and capacity to perform their respective roles.

It is not expected that individual members of the Local Pension Board will have all the required skills when they are appointed. The Scheme Manager will attempt, as far as is practical, to ensure that the training which is required to bring their skills up to an acceptable level is provided within a reasonable period of time. Local Pension Board members are expected to undertake training, as decided by the Scheme Manager, that it is considered will be useful to them from time to time.

Substitutes

Substitutes are only permitted for the employer representatives.

Code of Conduct

The Scheme Manager shall ensure that there are no potential or actual conflicts of interest between the work of the Leicestershire Local Pension Board and the personal interests of the Board members. Local Pension Board members have a responsibility to ensure that they declare any conflicts of interest.

The employer representatives on the Board will be bound by their relevant Codes of Conduct. Consideration will be given to the adoption of a Code of Conduct for scheme representatives in order to comply with the key principles of public life recommended by the Committee on Standards in Public Life.

Publication of Information

The Access to Information Procedure Rules, set out in Part 4B of the County Council's constitution, shall apply to the operation of the Board. The County Council, as administering authority, will also publish appropriate information relating to the Leicestershire Local Pension Board on its website.

Advisers to the Board

The Board may be supported in its role and responsibilities through the appointment of advisers and shall, subject to any applicable regulation and legislation from time to time in force, consult with such advisers to the Board and on such terms as it shall see fit to help better perform its duties including:

- A Governance Adviser

- The Fund's Actuary;
- The Fund's Administrator;
- The Fund's Legal Adviser;
- The Fund's Investment Manager(s);
- The Fund's Investment Adviser(s);
- The Scheme Manager.
- Other advisers, so approved by the Scheme Manager.

The Board shall ensure that the performances of the advisers so appointed are reviewed on a regular basis.

Remuneration and Allowances

The rules in relation to remuneration and allowances shall be the same as those applied to the Pension Fund Management Board.

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REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2015/16

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2015/16.

Background

2. Section 38 of the Localism Act 2011 requires local authorities in England and Wales to produce a Pay Policy Statement for each financial year, which must be approved by full Council.
3. This statement must set out the Council's policies in relation to:
 - a) The remuneration of its Chief Officers;
 - b) The remuneration of its lowest-paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not Chief Officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2015/16 on or before 1st April 2015.

Key Points

6. The proposed Pay Policy Statement which is attached as Appendix A to this report sets out:-
 - a) The Council's approach to job evaluation and grading of posts;
 - b) Additional payments that employees are eligible to receive, such as night enhancement, overtime, etc.;
 - c) The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce (excluding schools but including ESPO), is 11.40;
 - d) That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments.

Consideration by Employment Committee

7. The Policy was considered at the meeting of the Employment Committee on 5th March, 2015 whose decision appears in the motion which appears below.

(Motion to be moved:

That the County Council's Pay Policy Statement 2015/16, as referred to in the report of the Employment Committee, be approved.)

5th March, 2015

Mr J B Rhodes
Chairman

Background Papers

Report of the Director of Corporate Resources to the meeting of the Employment Committee on 5th March, 2015 on Pay Policy Statement 2015/16.

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=4281&Ver=4>



Pay Policy Statement 2015/16

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Purpose

As a responsible employer Leicestershire County Council is committed to delivering a fair, equitable and transparent policy covering pay and other employee benefits which improves flexibility in delivering services and provides value for money.

Within the framework of its terms and conditions of employment, the Council aims to develop and maintain appropriate pay systems and benefit packages to attract and retain motivated, flexible people who take responsibility, work as a team, improve performance and acquire new skills.

This Pay Policy Statement sets out the Council's policies relating to the pay of its workforce for the period from 1st April 2015 to 31st March 2016, in particular the:

- Remuneration of chief officers;
- Remuneration of the lowest-paid employees;
- Relationship between the remuneration of chief officers and employees who are not chief officers.

The statement meets the Council's obligations under the Localism Act 2011 and will enable the elected members of the Council to make decisions on pay.

The Council's Pay Policy Statement will be agreed by Full Council before the beginning of each financial year and will then be published on the County Council's website ([Click here](#)). The statement may also be amended by Full Council during the course of the year if necessary.

Scope

This statement applies to all employees of Leicestershire County Council employed under the conditions of service of the following bodies:

- National Joint Council for Local Government Services;
- Joint Negotiating Committee for Chief Officers of Local Authorities;
- Joint Negotiating Committee for Local Authority Chief Executives;
- School Teachers' Pay and Conditions (for Centrally Employed Teachers);
- Soulbury Committee.

It is not applicable to employees based in schools and colleges with delegated budgets.

Definitions

For the purposes of this Pay Policy Statement the following definitions will apply:

Remuneration

This includes three elements:

- Basic salary;
- Pension;
- Any other allowances arising from employment.

Chief Officers

Under the Localism Act 2011 a Chief Officer is defined as:

- The head of the Council's paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- Its monitoring officer designated under section 5(1) of that Act;
- A statutory chief officer mentioned in section 2(6) of that Act;
- A non-statutory chief officer mentioned in section 2(7) of that Act;
- A deputy chief officer mentioned in section 2(8) of that Act.

In Leicestershire County Council this definition would apply to the posts set out in [Appendix A](#).

Lowest Paid Employees

This refers to employees on Grade 2, Pay Point 3. This definition has been adopted as it is the lowest level of remuneration attached to a post within the Council. This pay point is due for deletion in October 2015 due to the rise in the National Minimum

Wage. The lowest level of remuneration will be Pay Point 4 with effect from 1 October 2015.

Pay and Grading Structure

The grading of all posts in the Council, except Centrally Employed Teachers, is determined using the nationally recognised Hay Job Evaluation Scheme. This is in order to ensure that all posts are graded and therefore rewarded financially through a fair and non-discriminatory process, that there is consistency in treatment between posts and that the Council complies with equal pay legislation. The scheme is an analytical one that takes into consideration three key elements of a post:

- Know How - the levels of knowledge, skill and experience (gained through work experience, education and training) which are required to perform the job successfully;
- Problem Solving - the complexity of thinking required to perform the job when applying Know How;
- Accountability - the impact the job has on the organisation and the constraints that the job holder has on acting independently.

Part of the guidance from Hay when introducing the scheme was that there should be a 33.3% differential between the Chief Executive and the highest paid Chief Officer.

Basic pay is paid in accordance with the evaluated grade of the post. Each grade comprises a range of pay points. A copy of the Council's pay and grading structure is attached at [Appendix B](#).

Annual pay awards for all employees except Centrally Employed Teachers and those employed on Soulbury Committee conditions will be agreed by Employment Committee having regard to any agreement reached by the relevant national negotiating bodies. The current pay award for all employees up to and including Grade 17 follows the national award made by the National Joint Council for Local Government Employees and covers the period 1 April 2014 to 31 March 2016. A pay award covering the same period has been agreed for employees on Joint Negotiating Committee (JNC) terms and conditions for Chief Officers, providing the substantive rate of pay is £99,999 or less. No pay award has been agreed to date by the JNC for Chief Executives.

Annual pay awards for centrally employed teachers and those on Soulbury Committee conditions will be in accordance with those agreed by the respective national bodies.

Details of the national pay scales for Centrally Employed Teachers are available on the [Department for Education's website](#).

Details of senior management remuneration are published annually on the Council's website as part of this Pay Policy Statement ([Click here](#)) and in the [Council's](#)

[Statement of Accounts](#). A copy of the information for 2013/2014 contained in the Pay Policy Statement is attached at [Appendix A](#).

The 'pay multiple' - the ratio between the highest paid full-time equivalent (FTE) salary (Grade 22) and the median average salary of the Council's workforce - is 11.40 (excluding schools).

Remuneration on Appointment

All employees are usually appointed to the minimum pay point applicable to the grade of the post. If the employee is already being paid above the minimum pay point, managers have discretion in some circumstances to appoint to a higher pay point, subject to the maximum of the grade.

Where it is necessary for a newly appointed employee to relocate in order to take up a post, the Council may make a contribution towards the reimbursement of relocation expenses in line with the Relocation Policy.

Employment Committee are given the opportunity to consider salary packages over £100,000 before new posts are established and advertised.

Market Premia

There is provision for the award of market premia where a job has been evaluated under the Hay Job Evaluation Scheme and the resulting salary is proven to be out of step with the market rate for the job. The award of market premia is subject to the agreement of the Chief Executive in consultation with the Chairman or Vice Chairman of the Employment Committee. If approved, market premia are awarded for a two year period. Details of the scheme can be found in the Council's Market Premia Policy and Procedure.

Incremental Progression

Centrally Employed Teachers

A locally agreed Pay Policy for Centrally Employed Teachers is in place from April 2014.

Soulbury Employees

Employees covered by the Soulbury Agreement are eligible to receive annual increments on 1st September each year until they reach the maximum for the grade of their job.

Other Employees

Subject to one year's satisfactory service in the grade, employees are eligible to receive annual increments on 1st April each year until they reach the maximum pay point for the grade of their job. Where circumstances warrant, accelerated increments may be granted by a Chief Officer.

Career Graded Posts

Employees subject to career grade schemes will progress in line with the arrangements for that post.

Additional Payments

Employees are eligible to receive a flat-rate enhancement for working at night.

Employees are eligible to receive enhancements for working on public holidays.

Employees in posts graded 1-9 who work additional hours are eligible to receive payment at plain time rate for hours worked; employees in Grades 10-14 who work additional hours are not eligible to be paid, but may receive time off in lieu (other than in exceptional circumstances, as set out in the Council's Flexible Working Policy); and for employees in Grades 15 and above, there is no entitlement to pay or time off in lieu for working additional hours. Details of these provisions are set out in the Council's Pay Arrangements Policy.

Employees required to "sleep in" on the premises receive an allowance as agreed by the National Joint Council for Local Government Services.

Other Allowances

All senior officers on grade 18 and above receive allowances as detailed in the Conditions of Service of the Joint Negotiating Committee for Chief Officers of Local Authorities and the Joint Negotiating Committee for Local Authority Chief Executives. However, where these conditions are silent, or do not cover an allowance or process, the Chief Executive and senior officers receive the same as those employees covered by the National Joint Council for Local Government Services.

A copy of the School Teachers' Pay and Conditions document can be found on the [Department for Education's website](#). Copies of the conditions of service for all other employees covered by this statement can be requested from the [Local Government Employers](#).

Professional Fees

The Council reimburses annual registration or comparable fees to employees who are unable to practise their professions unless such fees are paid. Professional fees are also paid to employees who are being sponsored to undertake training leading to a professional qualification. However, once the qualification has been gained, the individual will become responsible for paying their own professional fees.

The Council pays the annual subscription for Chief Officers to Societies of Chief Officers and similar organisations.

Car Allowances

All posts, including Chief Officers, within Leicestershire County Council may claim mileage paid at HRMC rates for business travel. The Council operates a lease car scheme which is open to employees who undertake business travel.

First Aid Allowances

Employees who are classified as a 'designated first-aider' are eligible to receive an allowance.

All designated first-aiders (but not appointed persons) will receive an allowance of 1% of the salary for pay point 7, pro rata to hours worked. The allowance will not be used in calculating any enhancements.

Bonus Payments

The Council does not pay any group of employees a bonus.

Pension Benefits

Centrally Employed Teachers

All Centrally Employed Teachers are eligible to join the Teachers' Pension Scheme. Employees within Leicestershire Youth Service and Leicestershire Adult Learning Service may also join if their role gives eligibility to join the scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on the [Teachers' Pension Scheme website](#).

Other Employees

All employees under the age of 75 are eligible to join the Local Government Pension Scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on www.leics.gov.uk/pensions.

The scheme allows for the exercise of discretion on the enhancement of retirement benefits. The Council will consider each case on its merits, but has determined that its usual policy is not to enhance benefits for any of its employees.

The scheme provides for flexible retirement. To be eligible to request flexible retirement, the Council requires that an employee must either reduce their working hours by a minimum of 40% and/or be appointed to a post on a lower grade. In applying this provision no distinction is made between employees.

Under the Local Government Pension Scheme, employees who return to work after drawing their pension will not have their pension abated (i.e. reduced or suspended) except where they have been previously awarded "added years".

The Council does not award "added years" to employees and has not done so since 2006.

Honoraria

Subject to certain conditions, employees (excluding Centrally Employed Teachers) who are temporarily required to undertake some or all of the duties of a higher graded post are eligible to be paid an honorarium. Details of the scheme can be found in the Council's Honorarium and Acting-Up Policy and Procedure.

Salary Protection

Details of the Council's salary protection provisions that apply to employees who are redeployed into a new post as a result of organisational change can be found in the Council's Organisational Change Policy and Procedure.

Details of the Council's salary protection provisions that apply to employees whose post is downgraded as a result of a grading review can be found in the Council's Job Evaluation Guidance.

The provisions relating to safeguarding (pay protection) set out in the School Teachers Pay and Conditions Document apply to centrally employed teachers. Other Council employees are eligible to receive salary protection for a period of up to one year if they are redeployed into a lower-graded post, with the amount of protection depending on the difference between the grades of their former job and new job.

Severance Payments

Early Retirement (Efficiency of Service)

The Local Government Pension Scheme allows employers certain discretionary powers but the Council's usual policy is not to enhance pension benefits for any employee. Therefore, there are no provisions for employees to seek early retirement on the grounds of efficiency of the service.

Redundancy

The Council has a single redundancy scheme which applies to all employees. Redundancy payments are calculated in accordance with the Employment Rights Act 1996 and the 2006 Discretionary Compensation Regulations and are based on the employee's age, length of continuous local government service and salary. Details of the redundancy scheme can be found in the Council's Organisational Change Policy and Procedure.

The Council does not provide any further payment to employees leaving the Council's employment other than in respect of accrued annual leave.

Employees who have TUPE transferred into the Council on redundancy terms which are more favourable than those detailed above will retain these provisions as per TUPE legislation.

In future, Full Council will be given the opportunity to vote on severance packages over £100,000 before they are approved.

Re-Engagement of Employees

Employees who have been made redundant are eligible to apply for vacancies which may arise after they have left the Council's employment. Any such applications will be considered together with those from other candidates and the best person appointed to the post. Any necessary adjustments to pension would be made in accordance with the scheme regulations.

Employees who are offered another post with any organisation covered by the Modification Order Act prior to their redundancy leaving date and commence this post within 4 weeks of that date are not eligible to receive their redundancy payment.

Publication and Access to Information

This Pay Policy Statement will be published on the Council's website, together with the Council's pay and grading structure and information relating to senior management remuneration.

Appendix A - Senior Management Remuneration 2013/2014

The information below shows the total pay received by Senior Officers (as defined in the Localism Act) within the County Council for the financial year 2013/14. It does not include Head Teachers. The figures include taxable benefits i.e. lease car payments made for these positions during the year 2013/14.

All the jobs listed below have been ranked in terms of level of responsibility within a job evaluation framework applied to all County Council employees (excluding teaching staff). Rates of pay have then been determined with reference to market rates within similar local government authorities.

Post title	Total Pay
	£'000
Chief Executive's Department	
Chief Executive	191
County Solicitor	119
Assistant Chief Executive – left 6 December 2013	65
Head of Youth Justice and Safer Communities – left 31 May 2013	13
Head of Democratic Services	75
Head of Planning	63
Head of Regulatory Services	64
Public Health	
Joint Director April – Nov 13 0.5fte	55
Joint Director April – Nov 13 0.5fte, Director full time Dec 13 onwards	55
Corporate Resources	
Director	146
Assistant Director - Strategic Information and Technology	89
Head of East Midlands Shared Services – left September 2013. No permanent appointment made until November 2014	45
Assistant Director - People and Transformation	89
Assistant Director - Strategic Finance and Property	97
Assistant Director - Customer Services and Operations	89
Children and Young People's Service	
Director	118
Assistant Director Children's Social Care	89

Assistant Director Commissioning & Development	81
Assistant Director Education & Learning	81
Adults and Communities	
Director	128
Assistant Director Promoting Independence	89
Assistant Director Strategy & Commissioning	89
Assistant Director Personal Care & Support	89
Assistant Director Communities & Well being	89
Environment and Transportation	
Director – left June 2013	32
Director – Sept 2013 onwards	63
Assistant Director Highways	89
Assistant Director Transportation	88
Assistant Director Environment	89
Eastern Shires Purchasing Organisation	
Director	127
Deputy director - retired 30 September 2013.	34
Assistant Director (Finance)	75
Assistant Director (Procurement & Compliance) Started 9 Sept 2013	42
Assistant Director (Operations) – started 27 May 2013	61
Assistant Director (Sales & Marketing) started 24 June 2013	55
East Midlands Councils (hosted by LCC)	
Executive Director	90

Appendix B - Pay and Grading Structure

Effective from 1st January 2015

Grade	Pay Point	Annual Salary (£)	Grade	Pay Point	Annual Salary (£)
There is no Grade 1					
2	3	£13,503	13	40	£38,349
				41	£39,612
3	4	£13,611		42	£40,941
	5	£13,719		43	£42,366
4	6	£13,869	14	44	£43,728
	7	£14,094		45	£45,180
	8	£14,514		46	£46,719
5	9	£14,943		47	£48,381
	10	£15,426	15	48	£49,950
	11	£15,942		49	£51,603
6	12	£16,338		50	£53,331
	13	£16,764		51	£55,128
	14	£17,193	16	52	£57,330
	15	£17,649		53	£59,667
7	16	£18,135		54	£62,166
	17	£18,651		55	£64,935
	18	£19,182	17	56	£67,815
	19	£19,743		57	£70,836
8	20	£20,319		58	£74,004
	21	£20,913		59	£77,325
	22	£21,532	18	60	£79,677
	23	£22,212		61	£83,091
9	24	£22,938		62	£86,637
	25	£23,700		63	£90,351
	26	£24,507	19	64	£99,657
	27	£25,368		65	£102,204
10	28	£26,319		66	£107,019
	29	£27,336		67	£112,203
	30	£28,404	20	68	£115,764
	31	£29,562		69	£119,499
11	32	£30,240		70	£123,447
	33	£30,981		71	£127,689
	34	£31,782	21	72	£125,523
	35	£32,649		73	£131,298
12	36	£33,660		74	£137,337
	37	£34,737		75	£143,655
	38	£35,883	22	76	£167,985
	39	£37,128		77	£173,949
				78	£180,213
				79	£186,981

COUNTY COUNCIL MEETING – 25 MARCH 2015**REPORT OF THE CHIEF EXECUTIVE****A. APPOINTMENT OF CHURCH REPRESENTATIVE TO
SERVE ON THE LOCAL AUTHORITY COMMITTEES DEALING
WITH EDUCATION**

The Local Government Act 2000 requires local education authorities which maintain Church of England Schools to include at least one representative of the Church of England on any Overview and Scrutiny Committee or Subcommittee dealing with education matters. Similar provision is included for Roman Catholic Schools that are maintained.

The nomination for the Church of England representative must be made by the appropriate Diocesan Board of Education. The Roman Catholic Church nomination must be made by the Bishop of the appropriate Diocese.

The Church of England has nominated Carolyn Lewis to serve on the Children and Families Overview and Scrutiny Committee:

For the information of the Council, the Roman Catholic Church representative on the Committee is Bernard Monaghan.

(Motion to be moved:

That Carolyn Lewis be appointed as Church of England representative on the Children and Families Overview and Scrutiny Committee (or other appropriate scrutiny committee dealing with Education) for the period ending with the County Council elections in 2017).

J Sinnott

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