

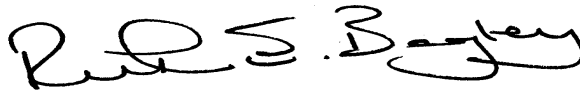
Date of despatch: 13th July, 2015

To the Members of Slough Borough Council

Dear Councillor,

You are summoned to attend a Meeting of the Council of this Borough which will be held in the Flexi Hall, The Centre, Farnham Road, Slough, SL1 4UT on **Tuesday, 21st July, 2015 at 7.00 pm**, when the business in the Agenda below is proposed to be transacted.

Yours faithfully



RUTH BAGLEY
Chief Executive

PRAYERS

AGENDA

Apologies for Absence

PAGE

1. Declarations of Interest

All Members who believe they have a Disclosable Pecuniary or other Pecuniary or non pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 3 paragraphs 3.25 – 3.27 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 3.28 of the Code. The Mayor will ask Members to confirm that they do not have a declarable interest.

All Members making a declaration will be required to complete a Declaration of Interests at Meetings form detailing the nature of their interest.

2. To approve as a correct record the Minutes of the Council held on 19th May 2015

1 - 12

3. To receive the Mayor's Communications.

Public Questions

4. Questions from Electors under Procedure Rule 9.

Recommendations of Cabinet and Committees

[Notification of Amendments required by 10 a.m. on Monday 20th July 2015]

5. Recommendations of the Cabinet from its meeting held on 13th July 2015 -
- Statutory Service Plans: Food Safety, Health and Safety and Trading Standards (*TO FOLLOW*)
 - Adjustments to Capital Programme 2015/16 (*TO FOLLOW*)
 - Leisure Strategy - Arbour Park Community Sport Facility
 - Proposal for Secondary, FE and HE Education
 - Cross Keys Public House, Chalvey

Officer Reports

- | | | |
|----|---|-----------|
| 6. | High Speed 2 / Heathrow Express Depot | TO FOLLOW |
| 7. | Children and Young People's Plan | 13 - 44 |
| 8. | Appointment of Electoral Registration Officer, Acting Returning Officer and Returning Officer | 45 - 46 |
| 9. | Appointments to Committees | 47 - 48 |

Motions

10. To consider Motions submitted under procedure Rule 14. 49 - 50

Member Questions

11. To note Questions from Members under Procedure Rule 10 (as tabled).

Press and Public

You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before Council considers any items in the Part II agenda. Please contact the Democratic Services Officer shown above for further details.

The Council allows the filming, recording and photographing at its meetings that are open to the public. Anyone proposing to film, record or take photographs of a meeting is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.



MINUTES OF COUNCIL PROCEEDINGS

At a Meeting of the Council for the Borough of Slough held at the Small Hall, The Centre, Farnham Road, Slough, SL1 4UT on Tuesday, 19th May, 2015 at 7.00 pm

Present:- The Worshipful the Mayor (Councillor Rasib), in the chair; Councillors Abe, Ajaib, Anderson, Bains, Bal, Brooker, Carter, Chahal, Chaudhry, Cheema, Chohan, Dar, Davis, Amarpreet Dhaliwal, Arvind Dhaliwal, M Holledge, N Holledge, Hussain, Malik, Mann, Morris, Munawar, Nazir, Pantelic, Parmar, Plenty, Rana, Sandhu, Shah, Smith, Sohal, Strutton, Swindlehurst, Usmani, Wright and Zarait

Apologies for Absence:- Councillors Coad, Dhillon, Mansoor, Matloob and Sharif

1. To Elect the Mayor for the 2015/16 Municipal Year

The Chief Executive explained that in order to comply with legislative requirements that prevented anyone presiding over their own election and as it was anticipated that Councillor Rasib would be nominated, it was necessary for Councillor Rasib to leave the meeting whilst the meeting considered the election of Mayor for the Municipal Year 2015/16.

(Councillor Rasib left the meeting)

Nominations were sought for election of Chair to preside over the election of Mayor. Councillor Nora Holledge proposed and Councillor Michael Holledge seconded Councillr Nazir and Councillor Nazir was duly elected to Chair the meeting with regard to this agenda item.

(Councillor Nazir in the Chair)

Councillor Nazir called for nominations for the office of Mayor of the Borough of Slough for the ensuing municipal year. Councillor Swindlehurst proposed and Councillor Shah seconded the nomination of Councillor Rasib.

The nomination was put to the vote and a prior request having been made for the record of the voting:-

There voted for the nomination:

Councillors Ajaib, Anderson, Bal, Brooker, Carter, Chaudhry, Cheema, Chohan, Dar, Davis, Arvind Dhaliwal, M Holledge, N Holledge, Hussain, Malik, Mann, Munawar, Pantelic, Parmar, Plenty, Rana, Shah, Sohal, Swindlehurst, Usmani and Zarait.

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There voted against the nomination:

Councillors Abe, Bains, Chahal, Amarpreet Dhaliwal, Morris, Sandhu, Smith, Strutton and Wright

.....9

There abstained from voting:

Councillor Nazir1

The Chief Executive declared that Councillor Rasib was elected Mayor of the Borough of Slough for the 2015/16 municipal year.

(Councillor Rasib returned to the meeting)

Councillor Rasib, having made and signed the requisite declaration of acceptance of office, was thereupon installed in the Chair.

(The Worshipful the Mayor, Councillor Rasib, in the Chair)

Resolved - That Councillor Rasib be elected as Mayor for the Municipal Year 2015/2016.

2. To elect the Deputy Mayor for the 2015/16 Municipal Year

The Mayor called for nominations for the office of Deputy Mayor of the Borough of Slough for the ensuing municipal year. Councillor Munawar proposed and Councillor Zarait seconded the nomination of Councillor Arvind Dhaliwal.

The nomination was put to the vote and a prior request having been made for the record of the voting:-

There voted for the nomination:

Councillors Abe, Ajaib, Anderson, Bains, Bal, Brooker, Carter, Chahal, Chaudhry, Cheema, Chohan, Dar, Davis, Amarpreet Dhaliwal, M Holledge, N Holledge, Hussain, Malik, Mann, Morris, Munawar, Nazir, Pantelic, Parmar, Plenty, Rana, Sandhu, Shah, Smith, Sohal, Strutton, Swindlehurst, Usmani, Wright and Zarait.

.....35

There abstained from voting:

Councillors Arvind Dhaliwal and Rasib2

The Chief Executive declared that Councillor Arvind Dhaliwal was elected Deputy Mayor of the Borough of Slough for the 2015/16 municipal year. Councillor Arvind Dhaliwal made and signed the requisite declaration of acceptance of Office of Deputy Mayor.

Resolved - That Councillor Arvind Dhaliwal be elected as Deputy Mayor for the Municipal Year 2015/2016.

3. Declarations of Interest

Councillor Bal declared that a member of his family was employed by Slough Borough Council.

4. To approve as a correct record the Minutes of the Council held on 21 April 2015

Resolved - That the minutes of the proceedings of the Council meeting held on 21st April 2015 be approved as a correct record.

5. To receive the Mayor's Communications.

Following the local Borough election, the Mayor welcomed Councillors Amarpreet Dhaliwal and Darren Morris to the Council, wishing them well as they commenced their service to the community. Members who were successfully re-elected were also congratulated.

The Mayor confirmed that The Reverend Linda Hillier had agreed to serve as the Mayor's Chaplain and that he was extremely grateful for Linda's support of the Mayor's office and looked forward to working with her.

It was brought to Members attention that details for the Mayor's Reception were being finalised and would be sent out as soon as possible.

6. Review of Constitution and Related Matters

It was moved by Councillor Swindlehurst,
Seconded by Councillor Hussain,

- (a) "That the amendments to Part 4 - Overview and Scrutiny Procedure Rules be approved as set in paragraph 5.5 for implementation from 1st June 2015;
- (b) That the Head of Democratic Services be authorised to amend the current published Constitution to reflect Council Structures, legislative requirements and other administrative amendments as necessary."

The recommendations were put to the vote and carried unanimously.

Resolved -

- (a) That the amendments to Part 4 - Overview and Scrutiny Procedure Rules be approved as set in paragraph 5.5 for implementation from 1st June 2015;
- (b) That the Head of Democratic Services be authorised to amend the current published Constitution to reflect Council Structures, legislative requirements and other administrative amendments as necessary.

7. Appointments of Committees, Quasi Judicial and Other Bodies and Allocation of Political Group Officer Support

It was proposed by Councillor Anderson,
Seconded by Councillor Swindlehurst,

- (a) "That Committees be appointed and seats thereon allocated to political groups in accordance with the rules of proportionality, as set out in the supplementary report.

- (b) That appointments be made to Committees as set out in Appendix 1 to the report.
- (c) That the Deputy Leader and Commissioners (the Cabinet) be appointed as set out in Appendix 1 to the report.
- (d) That the Chairs and Vice-Chairs of Committees be appointed as set out in Appendix 1 to the report.
- (e) That the allocation of Political Officer support to Political Groups remain unchanged.
- (f) That appointments be made to quasi-judicial and other bodies as set out in Appendix 2 to the report.

The recommendations were put to the vote and carried unanimously.

Resolved -

- (a) That Committees be appointed and seats thereon allocated to political groups in accordance with the rules of proportionality, as set out in the supplementary report.
- (b) That appointments be made to Committees as set out in Appendix 1 (attached).
- (c) That the Deputy Leader and Commissioners (the Cabinet) be appointed as set out in Appendix 1 (attached).
- (d) That the Chairs and Vice-Chairs of Committees be appointed as set out in Appendix 1 (attached).
- (e) That the allocation of Political Officer support to Political Groups remain unchanged.
- (f) That appointments be made to quasi-judicial and other bodies as set out in Appendix 2 (attached).

8. Appointments to Outside Bodies 2015/16

The Mayor advised that nominations had been circulated in a supplementary agenda.

It was moved by Councillor Anderson,
Seconded by Councillor Swindlehurst,

“That appointments be made to Outside Bodies for 2015/16 municipal year as now submitted.”

The Mayor then put all of the uncontested nominations to the vote and these were approved by the Council.

Each of the contested nominations were then put to the vote and the numbers voting for each of the nominees were set out below:-

Board of Development Initiative Slough Housing Limited (DISH) – Councillors:- Anderson (28), Davis (31), Morris (8), Swindlehurst (28). Councillors Anderson, Davis and Swindlehurst appointed.

Slough Local Asset Backed Vehicle (LABV) Board - Councillors Nazir (27) and Morris (8). Councillor Nazir appointed.

Slough Safeguarding Adults Partnership Board – Councillors Hussain (27), Malik (27) and Strutton (9). Councillors Hussain and Malik appointed.

Heathrow Airport Consultative Committee – Councillors Swindlehurst (27) and Smith (9). Councillor Swindlehurst appointed.

Local Authorities' Aircraft Noise Council – Councillors M Holledge (27), Mann (27), Munawar (27) and Strutton (9). Councillors M.Holledge, Mann and Munawar appointed.

Strategic Aviation Special Interest Group (SASIG) – Councillors Munawar (27) and Smith (9). Councillor Munawar appointed.

Local Government Association - Councillors Anderson (27), Chahal (9), Mann (27) and Swindlehurst (27). Councillors Anderson, Mann and Swindlehurst appointed.

Resolved - That appointments to Outside Bodies for the 2015/16 municipal year be as set out in Appendix 3 attached.

CABINET

Leader of the Council - Finance & Strategy

Councillor Anderson

Community & Leisure

Councillor Carter

Education & Children

Councillor Mann

Environment & Open Spaces

Councillor Parmar

Health and Wellbeing

Councillor Hussain

Neighbourhoods & Renewal (& Deputy Leader)

Councillor Swindlehurst

Performance & Accountability

Councillor Sharif

Social and Economic Inclusion

Councillor Munawar

LICENSING COMMITTEE

Chair – Councillor Davis

Vice-Chair – Councillor Shah

Councillors Abe, Cheema, Coad, Dhillon, Malik, Munawar, Sohal, Usmani, Wright

PLANNING COMMITTEE

Chair – Councillor Dar

Vice-Chair – Councillor M.Holledge

Councillors Ajaib, Bains, Chaudhry, Davis, Plenty, Smith, Swindlehurst

EMPLOYMENT & APPEALS COMMITTEE

Chair – Councillor Brooker

Vice-Chair – Councillor N Holledge

Councillors Arvind Dhaliwal, M Holledge, Morris, Plenty, Sharif, Smith, Zarait

OVERVIEW & SCRUTINY COMMITTEE

Chair – Councillor Nazir

Vice-Chair – Councillor Strutton

Councillors Ajaib, Bains, Bal, N Holledge, Malik, Rana, Usmani

AUDIT AND CORPORATE GOVERNANCE COMMITTEE

Chair – Councillor Chohan

Vice-Chair – Councillor Matloob

Councillors Ajaib, Amarpreet Dhaliwal, Mansoor, Nazir, Sandhu

Independent Co-Opted Members

Mr Graham Davies
Mr Ajay Kwatra
Mr Ronald Roberts
Mr Alan Sunderland

Independent Person

Dr Louis Lee

Parish Council Representatives

Councillor TBA (Britwell Parish Council)
Councillor TBA (Wexham Court Parish Council)
Councillor TBA (Colnbrook with Poyle Parish Council)

Joint East Berkshire Health Overview Scrutiny Committee (3 total, 3 deputies)

Councillors Cheema, M Holledge and Pantelic (Deputies Chohan, Davis and Rana)

Berkshire Pension Fund Advisory Panel (1 - Chair of Employment & Appeal Committee)

Councillor Brooker

Thames Valley Police and Crime Panel (1 Member)

Councillor Munawar

APPOINTMENTS TO QUASI-JUDICIAL AND OTHER BODIES 2015/16

MEMBER PANEL ON THE CONSTITUTION (7 Members)

Councillors Carter, Dar, Amarpreet Dhailwal, Matloob, Shah, Swindlehurst, Usmani

CORPORATE PARENTING PANEL (7 Members) (to include the Commissioner for Education and Children)

Councillors Bal, Brooker, Carter, Mann, Pantelic, Strutton, Zarait

SOCIAL SERVICES COMPLAINTS REVIEW PANEL (1 Member) (plus up to 3 deputies)

Councillors Cheema (Deputies Rana, Shah)

FOSTER PANEL (1 Member)

Councillor Brooker

SLOUGH WELLBEING BOARD

Leader of the Council	Healthwatch representative
Cabinet Member for Health and Wellbeing	Local Police Area Commander
Chief Executive, Slough BC	Royal Berkshire Fire and Rescue Service representative
Strategic Director of Wellbeing	Two Local Business Representatives
Strategic Director of Public Health for Berkshire	Voluntary and Community Sector representative
Slough Clinical Commissioning Group Representative	NHS Commissioning Board representative
Acute Sector Representative	

STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (5 Members)

Committee 1 - Christian Denomination and other Faiths

The Free Churches	Sue Elbrow (until 2017)
Black Free Churches	Vacancy
The Roman Catholic Church	Vacancy
Hinduism	Vacancy

Islam	Julie Siddiqi (until 2017) Zubayr Abbas-Bowkan (until 2017) Waqar Bhatti (until 2017) Vacancy
Judaism	Vacancy
Sikhism	Hardip Singh Sohal (until 2017) Ashpreet Singh Nainu (until 2017)
Baha'is	Vacancy
<u>Committee 2 – The Church of England</u>	
The Church of England	The Rev Andrew Allen (until 2017) Christine Isles (until 2017) Andrea Sparrow (until 2017) Vacancy
<u>Committee 3 - Associations representing Teachers (6)</u>	
National Union of Teachers VOICE (Formerly Professional Association of Teachers)	Lynda Bussley (until 2017) Linda Lewis (until 2017)
National Association of Head Teachers	Vacancy
Secondary Heads Association	Vacancy
National Association of School Masters/Union of Women Teachers	Vacancy
Association of Teachers and Lecturers	Vacancy
<u>Committee 4 – Representatives of Local Authority</u>	5 Members Brooker, Arvind Dhaliwal, Rana, Zarait (One Conservative vacancy)
<u>Professional Advisor</u>	Jo Fageant

SCHOOL ADMISSION/EXCLUSION APPEALS – POOL OF PANELLISTS

(Education or Lay Member)

Mrs S Baig (Education)	Mrs L Parminter (Lay)
Mr D Bryce (Lay)	Mrs P Prescott (Education)
Mrs F Doran (Education)	Mrs S Punj (Lay)
Mrs R Fawcett (Education)	Mrs J Putnam (Education)
Mrs C George (Lay)	Mrs D Sandhu (Lay)
Mr A Ghanie (Lay)	Mr R Saund (Lay)
Mr J Griffiths (Education)	Mr S Sharma (Lay)
Dr P Johnson (Education)	Mrs L Simmons (Lay)
Mrs T Khan (Education)	Mrs L Smit (Lay)
Mrs J Lloyd (Education)	Mrs E Strange (Lay)
Ms R Mohan (Education)	Mr CH Stone (Education)

MUNICIPAL YEAR 2015/16
APPOINTMENTS TO OUTSIDE BODIES

LEVEL 1 - CORPORATE BODIES WHERE MEMBERS HAVE SIGNIFICANT LIABILITY AND/OR THE BODY HAS SIGNIFICANT RESPONSIBILITY FOR SERVICE DELIVERY

OUTSIDE BODY	APPOINTMENTS/ NOMINATIONS REQUIRED	MEMBER(S) APPOINTED
Berkshire Healthcare NHS Foundation Trust	1 Member (preferably Commissioner for Health and Wellbeing)	Ajaib
Berkshire Local Transport Body	1 Member (preferably Social and Economic Inclusion) and 1 named Deputy	Munawar & Davis (Deputy)
Board of Development Initiative Slough Housing Ltd (DISH)	3 Members	Anderson Davis Swindlehurst
Frimley Health NHS Foundation Trust	1 Member (preferably Commissioner for Health and Wellbeing)	Ajaib
Slough Local Asset Backed Vehicle (LABV) Board	1 elected Member and 1 named Deputy	Nazir & Sohal (Deputy)
Royal Berkshire Fire Authority (allowance payable 14/15 £1800 pa)	4 Members including Commissioners for Public Protection & Young People's Services and Community Safety (proportional 3:1)	Abe Bal Plenty Shah
Safer Slough Partnership	1 Member	Sharif
Slough Children's Partnership Board	1 Member (Commissioner for Education and Children)	Mann
Slough Local Safeguarding Children Board	1 Member (Commissioner for Education and Children)	Mann
Slough Safeguarding Adults Partnership Board	2 Members (including the Commissioner for Health & Wellbeing)	Hussain Malik
Thames Valley Athletics Centre Management Committee	1 (Commissioner for Environment and Open Spaces) +1 Deputy	Parmar Cheema (Deputy)
Thames Valley Athletics Centre Trust	1 (Commissioner for Environment and Open Spaces) +1 Deputy	Parmar Cheema (Deputy)

MUNICIPAL YEAR 2015/16
APPOINTMENTS TO OUTSIDE BODIES

LEVEL 2 - NO SIGNIFICANT LIABILITY/RESPONSIBILITY FOR SERVICE DELIVERY

OUTSIDE BODY	APPOINTMENTS/ NOMINATIONS REQUIRED	MEMBER(S) APPOINTED
Heathrow Airport Consultative Committee	1 and 1 Deputy (Member or Officer)	Swindlehurst & Munawar (Deputy)
James Elliman Trust	3 Members to serve until 2019	Parmar (2 vacancies)
Parking & Traffic Regulation Outside London Joint Committee (PATROLJC)	1 Member	Munawar
Slough Local Access Forum	2 Members	Parmar Davis
Berkshire Community Foundation	1 and 1 Deputy (Member or Officer)	Hussain Munawar (Deputy)
Local Authorities' Aircraft Noise Council	3 (Member or Officer)	M Holledge Mann Munawar
Groundwork South	1 (Member or Officer)	Plenty
South East Employers	2 Members & 2 Deputies (Chair of Employment & Appeals Committee plus a Commissioner) (NB. Should not be employee of another local authority or official of any of the local government unions)	Brooker Munawar (vacancies for 2 Deputies)
St Mary's School Charity	2 Members	Brooker Plenty
Standing Conference on Archives	1 Member	N Holledge
Strategic Aviation Special Interest Group (SASIG)	1 Member (plus deputy)	Munawar & Plenty (Deputy)
Slough Council for Voluntary Service	1 Member + 1 Deputy + Chief Executive or Nominee	Arvind Dhaliwal (Deputy - Vacancy)
Local Government Association	3 Members	Anderson Mann Swindlehurst

Chair

(Note: The Meeting opened at 7.00 pm and closed at 7.50 pm)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21 July 2015

CONTACT OFFICER: Krutika Pau (Director of Children's Services, Interim)
(For all Enquiries) Sarah Forsyth (Children's Services Partnership Lead)
 (01753) 875657

WARD(S): All

PART I
FOR ENDORSEMENT**CHILDREN AND YOUNG PEOPLE'S PLAN July 2015 – December 2016**1. **Purpose of Report**

To present the Children and Young People's Plan July 2015 – December 2016 to Council for endorsement.

2. **Recommendation(s)/Proposed Action**

That the Children and Young People's Plan July 2015 – December 2016 be endorsed.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**3a. **Slough Joint Wellbeing Strategy Priorities**

The new Children and Young People's Plan sits underneath the Slough Wellbeing Strategy and sets out how the Children and Young People's Partnership will deliver the children and young people's agenda within it.

The priorities in the Children and Young People's Plan support the Joint Wellbeing Strategy priorities in the following ways:

- Health – the priorities in the CYPP aim to improve children and young people's emotional and physical health and encourage healthy eating.
- Economy and Skills – working on the child poverty and educational attainment priorities directly links to the Slough Wellbeing Strategy's aim to increase prosperity, improve the take up of free school meals and improve the educational attainment of the most deprived pupils.
- Safer Communities – the Plan will support the Slough Local Safeguarding Children Board in safeguarding and supporting vulnerable children through the children's services improvement programme and early help agenda.

A children and young people's needs assessment was completed using the Joint Strategic Needs Assessment and other data sources to help identify the key priorities that the Children and Young People's Partnership should include in their Plan.

3b. **Five Year Plan Outcomes**

The Children and Young People's Plan sits in line with Slough Borough Council's Five Year Plan in delivering against Outcome 5: Children and Young People in Slough will be healthy, resilient and have positive life chances.

There are a series of key actions underneath Outcome 5, which the Plan will help to deliver:

- Develop more preventative approaches to ensure children, young people and families are safe, independent and responsible.
- Slough Children's Services will be one of the best providers of children's services in the country, providing timely, purposeful support that brings safe, lasting and positive change.
- Ensure vulnerable children and young people are safe and feel safe.
- Ensure children and young people are emotionally and physically healthy.
- Ensure children and young people enjoy life and learning so that they are confident about the future and aspire to achieve to their individual potential.
- Ensure children and young people with SEND and their families receive comprehensive, personalised support from childhood to adulthood.

4. **Other Implications**

(a) Financial

There are no financial implications of proposed action.

(b) Risk Management

There are no identified risks to the proposed action.

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications to the proposed action.

(d) Equalities Impact Assessment

There is no requirement to complete an Equalities Impact Assessment in relation to this report. EIAs will be completed on individual aspects of the action plans that will sit underneath the Plan, as required.

5. **Supporting Information**

5.1 The Children and Young People's Partnership Board agreed the new Children and Young People's Plan July 2015 – December 2016 at its meeting on the 18 May 2015.

5.2 The new Plan was developed in line with the JSNA, and other related needs assessments such as the Child Poverty Needs Assessment, which established specific areas of priority need. This was followed by a period of consultation with key partners including Slough Borough Council, Thames Valley Police, Slough Clinical Commissioning Group, Berkshire Healthcare Foundation Trust, Slough Schools Education Forum, Slough Association of Secondary Heads, Slough Primary Headteacher Association and the Royal Berkshire Fire and Rescue Service.

5.3 The Plan sets out the following priorities:

- 1) To provide outstanding services to the most vulnerable children and young people in the borough.
- 2) To support children and young people's emotional and mental wellbeing.
- 3) To support children and young people's physical wellbeing.
- 4) To reduce the level and impact of poverty on the life chances of children and young people in the borough.
- 5) To deliver the expanded 'Families First' programme, achieving significant and sustained progress for our most troubled families.
- 6) To strengthen our universal offer, making it accessible to vulnerable groups.
- 7) To ensure children and young people are engaged and helped to access opportunities that will enable them to reach their full potential.

5.4 The Children and Young People's Partnership structure has been reviewed and rationalised to avoid duplication within the Partnership and improved coordination between key partnership bodies in the borough such as the Local Safeguarding Children Board and Safer Slough Partnership . The new structure establishes four standing sub-groups under the main Board that have been allocated responsibility for the delivery of specific priorities from the new Plan, and held to account by the main Board:

- Children's Services Improvement Sub-Group (Priority 1)
- Health Sub-Group (Priorities 2 and 3)
- Early Help Sub-Group (Priorities 4, 5 and 6)
- Achieving Sub-Group (Priority 7)

6. **Conclusion**

6.1 The Children and Young People's Plan is the overarching strategy for improving outcomes for children in Slough. It sets out the Children and Young People's Partnership's priorities for the next 18 months, identifying the key issues to be addressed and areas for improvement.

6.2 The Plan does not cover everything that is happening across the Borough in relation to children, young people and families, or all of the activities that will take place to achieve the set priorities, but it will provide a framework, giving a shared purpose and direction for the Partnership.

7. **Appendix**

A - Slough Children and Young People's Plan
July 2015 – December 2016

8. **Background Papers**

None.

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Children and young people's plan July 2015-December 2016



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Foreword

We are pleased to introduce the Slough Children and Young People's Plan July 2015-December 2016. This Plan sets out the Children and Young People's Partnership Board's key priorities for the next eighteen months.

This plan, which has been developed by the Children and Young People's Partnership Board, sits alongside the strategic plans of all the key partners, and recognises that we can achieve better results for our children and young people by working together collectively to address their needs.

The seven priority areas set out in the Plan signify those areas we have identified as representing the greatest areas of need for our local children and young people, and will set the framework in which we, as a Partnership, will work to address those needs.

This Plan will be implemented during a time of significant change for children's services in the town with the establishment of the new Slough Children's Services Trust Ltd. This new organisation will be an important member of the Partnership Board, and will support our collective efforts to deliver the best services possible for children and young people in the borough, through the priorities set out in this document.

We would like to thank you for your continued commitment and support for improving outcomes for Slough's children and young people. We look forward to continuing to work with you to make the aims and ambitions set out in this new Plan a reality and making Slough a place where children can enjoy a safe, happy and healthy life.



Councillor Pavitar Kaur Mann
Chair, Children and Young People's
Partnership Board



Krutika Pau
Director of Children's Services (Interim)

Our purpose

Keeping children and young people safe, giving them the best start and creating positive opportunities for healthy, happy lives.

Our priorities

- To provide outstanding services to the most vulnerable children and young people in the borough
- To support children and young people's emotional and mental wellbeing
- To support children and young people's physical wellbeing
- To reduce the level and impact of poverty on the life chances of children and young people in the borough
- To deliver the expanded 'Families First' programme, achieving significant and sustained progress for our most troubled families
- To strengthen our universal offer, making it accessible to vulnerable groups
- To ensure children and young people are engaged and helped to access opportunities that will enable them to reach their full potential



Scope of Children and Young People's Plan

The Slough Children and Young People's Partnership is made up of representatives of partners who work for, and with, children, young people and families in the borough.

This means that the remit of the Children and Young People's Plan, as the overarching Strategy for the Partnership, covers children's social care, children's centres, libraries, leisure facilities, youth activities, and all the services that make up the universal offer for children and young people across the borough.

This Children and Young People's Plan (CYPP) sets out the Partnership's specific priorities for the next 18 months, identifying the key issues to be addressed and areas for improvement, agreed by the Children and Young People's Partnership Board. It does not cover everything that is happening across the borough in relation to children, young people and families, or all of the activities that will take place to achieve our priorities; but it does provide an agreed strategic framework, giving a shared purpose and direction for the Children and Young People's Partnership.

Whilst we have identified specific priorities, in assessing what these should be, three underlying themes developed that sit across all the priorities set out in this Plan:

- 1) **Deprivation** - Slough residents experience high levels of deprivation in some areas of the borough. The reduction in poverty levels is implicit within the work we will undertake to reduce inequalities for families in the borough.
- 2) **Early Help** - Children, young people and families can experience many different types of challenges, and they can vary in the required levels of support needed, and occur at any stage in their lives. The Children and Young People's Partnership is committed to preventing difficulties when challenges arise by offering support as early as possible, through the development of a more responsive approach, focused on prevention and helping to reduce demand for more intensive, long term support services.
- 3) **Support for those most in need** - Whilst early intervention is key we cannot ignore problems when they arise. The Children and Young People's Partnership is committed to the provision of high quality, children's social care services for those who need them, safeguarding vulnerable children and young people.

Priority 1 - To provide outstanding services to the most vulnerable children and young people in the borough

In 2013 Ofsted judged Slough's services for children in need of help and protection, children looked after and care leavers to be inadequate. This followed a previous judgment of safeguarding services as inadequate in 2011. The services provided by Slough Borough Council's Children's Social Care will be transferred into the Slough Children's Services Trust during the lifetime of this Plan.

Services for vulnerable children and young people

What we know:

- The Children and Young People's Partnership has a key role in driving forward improvements in services for the borough's most vulnerable children.
- Strengthening this strategic partnership is a key aspect of the improvement that needs to be made, and through the creation of the Children's Services Improvement Sub-Group this allows for focused attention on this agenda by the Partnership.

What will we do?

- **Recruitment and Retention**
 - Deliver the Slough Children's Services Social Care Workforce Strategy 2014-2017.
- **Quality Assurance**
 - Effectively implement the Quality Assurance Framework.
 - Strengthen accessibility and use of performance data.
 - monthlyStrengthen the internal audit programme.

- **Quality of Practice**

- Effectively implement the Supervision Framework.
- Strengthen training and development offer.
- Improve the quality of case recording.
- Develop Consultant Practitioner role to support improvements in the quality of practice across the service.

- **Leadership and Partnership**

- Establish an effective Multi-Agency Safeguarding Hub (MASH).
- Improve the effectiveness of Early Help.
- Support the work of the Local Safeguarding Children Board in delivering the Child Sexual Exploitation Strategy and action plan.
- Support work across the partnership to protect against the impact of emerging issues such as radicalisation.

How will we know we've made a difference?

- We will have a highly effective, permanent workforce (including an improved ratio between permanent and agency staff), that is well trained and motivated, with manageable caseloads that allow social workers the time to get to know children and protect them more effectively.
- All social work practice is effectively evaluated, risks mitigated and outcomes for children improved.
- Children's progress is closely monitored and partner agencies effectively held to account through rigorous challenge by the Independent Reviewing Officers and Conference Chairs.
- The voice of the child is accurately recorded and used to inform care planning.
- Children and families are receiving the right support at the right time, with children achieving good outcomes, whether through universal services, early help or children's social care.
- Care leavers are effectively supported in preparing for independence, living in safe, permanent housing, with the skills they need to live independently.
- Partnership working in Slough is dynamic and effective.



Priority 2 - To support children and young people's emotional and mental wellbeing

A lack of resilience and emotional well-being throughout childhood are issues which significantly impact on a young person's development, creating inequalities in their outcomes which can last a lifetime.

Child Mental Wellbeing

What we know:

- 61% of children in Slough with a diagnosable mental health problem are boys.
- The current rate of young people aged 10-24 admitted to hospital as a result of self harm is 266.5 per 10,000 10-24 year olds. This is below the England average, but is a rising trend.
- There is an average waiting time of 12-16 weeks from referral to the Common Point of Entry (CPE) of the Child and Adolescent Mental Health Services (CAMHS) triage, with a further 12 month wait for Tier 3 assessments and treatment that may be required. This increases the risk of additional pressures on acute health services, with young people attending Accident and Emergency in the interim.

What will we do?

- Ensure the promotion of mentalhealth4life programme.
- Support schools and other services to identify and put in place appropriate mental health support to meet the needs of children and young people.

- Put in place development programmes that will improve children and young people's mental health and build resilience, as well as challenge the stigma around mental health issues.
- Improve early identification of mental health issues, and support children and young people through Early Help services or, where appropriate, ensure a referral to CAMHS CPE is made in a timely fashion.
- Review service design for CAMHS and embed co-commissioned services that will provide a timely and effective service to children and young people.

How will we know we've made a difference?

- Those children and young people requiring assessment and treatment from Tiers 3 and 4 of CAMHS are able to access the system in a timely and effective way.
- Children and young people are being supported, when appropriate, through Early Help for mental health and wellbeing concerns.
- Looked after children are able to access information, advice and support for their mental health and wellbeing in and out of the borough.

Parental Mental Wellbeing

What we know:

- There is a significant link between parents who suffer from mental health problems and children who subsequently develop similar problems in childhood or adult life.
- In the Thames Valley, 41.5% of young people suffering from depression at the age of 18, had mothers who suffered from post-natal depression.
- Parental mental illness in Slough is one of the top 5 factors listed for children entering the children's social care system.

What will we do?

- Identify and support more women experiencing mental health difficulties during pregnancy, following childbirth and beyond.
- Review the opportunities to commission an evidence based perinatal peer support service.

- We will use evidence to put in place the right parenting support to meet the specific needs of parents in Slough, and develop effective pathways to ensure that parents access the right support to meet their individual needs.

How will we know we've made a difference?

- There will be fewer children requiring support from the children's social care system because of parental mental health issues.
- Women with peri-natal mental health issues are identified and access the support they need.
- Parents with mental health issues are identified and enabled to access appropriate support to meet their individual needs.



Priority 3 - To support children and young people's physical wellbeing

A child or young person's physical wellbeing is as important as their emotional and mental wellbeing. These issues are intertwined, and should be addressed as part of a holistic health offer. This Plan has focused on two important elements of physical health that are particularly prevalent in Slough, oral health and issues relating to weight.

Over the next 12-18 months, following the transition of health visitor commissioning to the local authority, the Partnership will also be looking to develop a 0-19 holistic health offer for the borough's young people. The implementation and embedding of this new offer is likely to form a key area of work for the Partnership going into the next Children and Young People's Plan period.

Child Oral Health

What we know:

- 38% of 5 year olds (65% of the age group in borough were surveyed) had experienced tooth decay. This is much higher than the national average of 27.9%.
- There are potential longstanding, harmful effects on a child's emotional, social and cognitive development stemming from poor oral health.

What will we do?

- Promote oral health and maximise the accessibility of dental health services amongst partners and parents.
- Promote the benefits of taking up access to free fluoride toothpaste and brushes, and a healthy eating programme for a child's oral health.
- Establish and support a network of oral health practitioners in local dental practices and the Local Dental Committee to support outreach programmes targeting areas with high levels of tooth decay amongst children.

- Strengthen links between maternity services, early years' services, primary care dental health teams and secondary care treatment services to support the community in practising good oral health for children.
- Support the production of oral health advice aimed at specific groups at high risk of oral health problems.

How will we know if we've made a difference?

- Fewer children entering school are experiencing tooth decay.
- More children are accessing NHS dental care annually.

Physical and Nutritional Wellbeing

What we know:

- 2.4% of Reception and 2.7% of Year 6 children in Slough are underweight.
- 20.2% of Reception and 36.5% of Year 6 children in Slough are of an excess weight (overweight/obese).
- Slough is above the national average for excess weight at both Reception and Year 6¹.

What will we do?

- Implement the Nutrition Plans for early years settings and schools.
- Ensure access to high quality nutritional advice for early years settings and schools.

- Promote the benefits of healthy eating and provide advice to families on how to create a balanced diet.
- Promote Everyone Active, Every Day (EAED) toolkit and Department of Health activity initiatives.

How will we know we've made a difference?

- Programmes are in place to promote a healthy weight amongst children entering Reception and Year 6.
- Long term aim to increase the number of children entering Reception and Year 6 being judged to be a 'healthy weight' through the National Child Measurement Programme.



¹ 2012/13 Figures

Priority 4 - To reduce the level and impact of poverty on the life chances of children and young people in the borough

Children and young people from poorer backgrounds are more likely to have poorer outcomes and life chances. The Slough Wellbeing Board is developing a comprehensive Child Poverty Strategy and this priority complements the delivery of this, recognising the central role of the Partnership in driving this agenda forward.

Child Poverty

What we know:

- As of February 2014, 21% of children aged 0-19 in the borough were living in poverty, the vast majority under the age of 16.
- The wards with the highest number of children living in poverty were Chalvey (815 children), Baylis and Stoke (815 children), Britwell (805 children) and Central (780 children).
- Universal Credit will be rolled out across Slough for families from approximately March 2016. This new system provides a series of challenges, which could impact on families in the borough limiting their access to benefits such as the need to apply on line monthly for benefits and demonstrate 37 hours a week have been spent on searching for employment.

What will we do?

- Improve identification of those families at risk of living in poverty in order to support them to access services which can help before they reach a point of crisis.
- Improve identification of those families living in 'non-decent' homes and work with them to improve their living conditions.
- Develop support programmes to educate claimants on the new Universal Credit system e.g. understanding personal budgeting.

How will we know we've made a difference?

- There will be less families at risk of living in poverty
- There will be less families living in poverty
- Families requiring benefits are able to effectively access and use the new Universal Credit system.

Priority 5 - To deliver the expanded 'Families First' programme, achieving significant and sustained progress for our most troubled families

Troubled Families (known locally as 'Families First') is a key Government programme. Families First incorporates a number of priority areas for the Children and Young People's Partnership including safeguarding, academic achievement and economic activity; delivering support to those families identified as most in need.

Phase 1 of the Troubled Families programme required work to turn around 330 families in Slough. Having reached the 100 per cent mark for turning around families in Slough where worklessness, offending or anti-social behaviour and poor school attendance were significant issues we met the target set for us by the Department for Communities and Local Government.

Families First

What we know:

- Government targets for Slough Borough Council's Phase 2 Families First programme are to 'turnaround' 1250 families over the next 5 years.
- In 2015/2016, 217 families will need to be identified and turned around.
- For inclusion in the programme families will need to be identified through at least two out of the following six outcomes criteria:
 - Parents and children involved in crime or anti-social behaviour
 - Children who have not been attending school regularly
 - Children who are the subject of children's social care plans or Early Help targeted support
 - Adults out of work or at risk of financial exclusion and young people at risk of worklessness
 - Families affected by domestic violence and abuse
 - Parents and children with a range of health problems

What will we do?

- Develop a Troubled Families outcomes plan that links improvements in families' outcomes to Slough's strategic priorities and goals.
- Effectively coordinate support around identified families to bring about significant and sustained progress against the agreed outcomes criteria.
- Calculate cost savings through improved coordinated interventions for the identified families.
- Contribute to the national evaluation of the programme through the provision of Family Monitoring data.
- Commission and use interventions known to work on improving outcomes for disadvantaged and vulnerable children, young people and families in the borough.

How will we know we've made a difference?

- Families are 'turned around' according to agreed outcomes criteria.

Priority 6 - To strengthen our universal offer, making it accessible to vulnerable groups

Universal services are the services that the majority of residents will use, such as schools and GP surgeries. These services offer a unique opportunity for identifying potential risks for children and families earlier and an ability to provide immediate support which may stop problems getting worse.

Universal Offer

What we know:

- Universal services play an important role in early identification of issues so that support can be targeted to address an individual's specific needs.
- With increasing pressure on services providing targeted or specialised support, making more effective use of universal services will assist in supporting children, young people and families before their needs escalate requiring higher levels of support.
- Ofsted inspected the Slough Children's Centres Group in March 2014, rating it as requiring improvement. Their specific findings included the observation that there were still some children's centres where families from priority groups were not regularly using their services.

What will we do?

- Make better use of information and data, consultations, referrals and outreach work, observations, assessments and discussions to effectively identify needs and help put in place services which can best meet a families needs.
- Improve our understanding of families' engagement with services, monitoring access, attendance and participation.
- Support the improvement plan for Slough's Children's Centres.

How will we know we've made a difference?

- More families from identified priority groups are registered with and regularly access appropriate services from children's centres.
- Universal services are adaptable to meet the identified needs of families in Slough.

Priority 7 - To ensure children and young people are engaged and helped to access opportunities that will enable them to reach their full potential

Ensuring children and young people have the best possible start in life and have the potential to achieve their aspirations requires access to high quality, effective education and training opportunities.

Early Years/School Readiness

What we know:

- The borough has a vision for Early Years - "Parents, early years practitioners and partner agencies support the development of all young children, including the most vulnerable, and help them to build the skills and resilience needed to become successful adults, with the capability and willingness to make a positive contribution to society."
- Ofsted inspected the Slough Children's Centres Group in March 2014, rating it as requiring improvement. Their specific findings included the observation that not enough vulnerable 2 year olds were taking up funded places with early education providers (as of March 2015 only 56% of eligible children aged 2 who resided in Slough were accessing these places);
- 58% of Slough children achieving a Good Level of Development in early years was broadly in line with the national average (60%) and had improved over the past 2 years; however there were still over 40% of Slough children not achieving a Good Level of Development, which impacts on their educational outcomes in the future.

What will we do?

- Increase assessment at age two, to identify which children are most in need of early intervention and put in place support with families and other agencies to enable children identified to access the help they require.
- Ensure that eligible families take advantage of free 2 year old childcare and education to support children showing early signs of developmental delay.

How will we know we've made a difference?

- Children who are eligible for 2 year old funded early education places take up this opportunity.
- More children, regardless of their personal circumstances, are achieving a Good Level of Development at the end of Foundation Stage.

Closing the Gap

What we know:

- The achievement gap between those with and without Special Educational Needs (SEN)² at Key Stages 2 and 4 is approximately 50%.
- SEN pupils are also five times more likely to be excluded from school in Slough, impacting on their opportunities to effectively learn.
- The achievement gap at Key Stage 2 between disadvantaged pupils (those eligible for free school meals) and their peers has closed from 16% to 13% over the last two years.
- At Key Stage 4 the achievement gap between disadvantaged pupils and their peers is 23%. This is in line with statistical neighbours and smaller than the national average, but still equates to nearly a quarter of children in this cohort, which, with Slough's high numbers of disadvantaged children, is a concern.
- The percentage of boys achieving 5 or more GCSEs at A*-C or Equivalent including English and Mathematics in 2014 highlighted a concern around a number of ethnic groups: Asian Pakistani (58%); White British (51%); White Other (44%) and Black Caribbean (40%).
- By Key Stage 4, the numbers of looked after children who did not make expected progress greatly exceeded those who did, and in terms of attainment no looked after children achieved the benchmark 5 A*-C GCSEs including English and mathematics, or 5 GCSEs at these grades without these subjects.

What will we do?

- Develop more effective strategies to support the achievement of pupils with SEN in order to reduce the achievement gap between themselves and those without SEN.
- Reduce the likelihood of SEN pupils being excluded.
- Increase the uptake of Free School Meals so that more children are eligible for pupil premium, which will help schools to better support their educational attainment.
- Develop effective strategies for supporting the attainment of boys in the borough, with a specific focus on those groups with the lowest attainment levels within this cohort.

How will we know we've made a difference?

- The achievement gap between those with and without SEN at both Key Stage 2 and Key Stage 4 is reducing.
- Fewer young people with SEN become NEET (not in education, employment or training).
- The achievement gap between disadvantaged pupils, looked after children, and their peers at Key Stage 4 is reducing.
- Attainment levels of Boys at both Key Stage 2 and Key Stage 4 has improved, and the numbers achieving the expected levels of progress has increased.

² Specifically those with a Statement

Not in Education, Employment or Training (NEET) and Not Known

What we know:

- 18% of care leavers were Not in Education, Employment or Training on their 19th birthday in March 2014, which is below the national average for this group.
- Overall Slough's NEET figures for all young people are falling, but there is a growing concern around the numbers of young people whose status is 'not known' to local services, which limits the support that can be provided.
- 51% of young offenders subject to statutory orders/interventions with the Youth Offending Team were NEET at the time their interventions ended.

What will we do?

- Improve our ability to identify 'not knowns' as early as possible.
- Establish programme of identification and support for those at risk of becoming NEET in Year 9.
- Begin developing programme of identification and support for those at risk of becoming NEET in Years 7 and 8.
- Improve the support for young offenders to access education, employment and training both in and out of the borough.

How will we know we've made a difference?

- Fewer young people are becoming NEET or not known.
- More young offenders will be in education, employment or training at the time their interventions end.



Implementation and monitoring

The Children and Young People's Partnership Board will establish four standing sub-groups that will be responsible for developing action plans to deliver the specific priority outcomes allocated to them.

Children's Services Improvement Sub-Group

This Sub-Group will drive forward the Ofsted improvement agenda through multi-agency ownership and activity.

Priority 1: To provide outstanding services to the most vulnerable children and young people in the borough.

Health Sub-Group

Priority 2: To support children and young people's emotional and mental wellbeing.

Priority 3: To support children and young people's physical wellbeing.



Early Help Sub-Group

This Group will be tasked with focusing on improving our early identification, prevention and intervention strategies for children, young people and families who need support.

Priority 4: To reduce the level and impact of poverty on the life chances of children and young people in the borough.

Priority 5: To deliver the expanded 'Families First' programme, achieving significant and sustained progress for our most troubled families.

Priority 6: To strengthen our universal offer, making it more accessible to vulnerable groups.

Achieving Sub-Group

Priority 7: To ensure children and young people are engaged and helped to access opportunities that will enable them to reach their full potential.

Some measures of success for specific priorities will cut across Sub-Groups e.g. improving the achievement gap for disadvantaged pupils will be looked at by the Achieving Sub-Group, but also meets the measures for assessing progress within the Child Poverty priority which falls within the remit of the Early Help Sub-Group. These cross-cutting issues will be discussed by the Executive/Board and one Sub-Group tasked with looking at the issue in question.

The Children and Young People's Partnership Board will develop a high level scorecard to be used to monitor progress against agreed outcome targets on a quarterly basis, with the Chairs of the Sub-Groups held to account for progress made.

Appendix 1:

Context

Slough is a predominantly urban area, situated in the east of Berkshire. Berkshire is made up of six unitary authorities: Slough; Windsor and Maidenhead; Bracknell Forest; West Berkshire; Wokingham; and Reading. Neighbouring authorities include Surrey County Council, Buckinghamshire County Council and the London Borough of Hillingdon.

In many respects, the issues impacting on the borough of Slough more closely resemble a London borough than its Home Counties neighbours, with the borough ranking as the 93rd most deprived local authority nationally in the 2010 Indices of Multiple Deprivation out of 152 areas.

Slough is an area of contrasts. There are large disparities between wards within the borough. The borough has one ward within the 10% most deprived nationally, and a further four wards within the 20% most deprived; these wards include some of the most concentrated housing areas.

The population, according to the 2011 Census, is 140,200; and the borough is made up of a younger than average population, with the highest proportion of 0-9 year olds amongst any of the South East local authorities, and has approximately 40,400 (0-19 years old) living within its boundaries (28.7% of population as a whole). The borough area is one of the most ethnically diverse local authority areas outside of London in the country. The 2011 Census recorded that the local population was made up of 45.7% White and 48.9% Black and Minority Ethnic (BME) Groups. The largest minority group being Asian/Asian British (39.7%).

Slough Borough Council's Children's Services has been the subject of an Improvement Notice since 2011, when an Ofsted inspection judged it's safeguarding to be 'inadequate'. Eighteen months later a second Ofsted inspection reported that insufficient progress had been made and that services for children in need of help and protection, children looked after and Care Leavers were 'inadequate'. Following this second inspection, the Department of Education took the decision to remove control of Children's Services from the Council, establishing a new organisation: Slough Children's Services Trust. Services are due to transfer into the new Trust during 2015/2016.

The programme of improvement requires a strong Children and Young People's Partnership and to enable this, the Children and Young People's Partnership Board has established a Children's Services Improvement Sub-Group to drive the agenda forward through a multi-partner approach.

The Slough Children and Young People's Partnership is a strategic partnership of local statutory and non-statutory partners, including the Youth Parliament, that provide services for children, young people and families. It enables partners to work together to identify and meet the specific needs of the local area, improving the outcomes for children and young people and enhancing their life chances.

Appendix 2: Links to Slough Wellbeing Strategy

The Children and Young People's Plan sits underneath the Slough Wellbeing Strategy and sets out how we will deliver against the children and young people's agenda.

The priorities in the Children and Young People's Plan will help to deliver against the following Wellbeing Strategy priorities:

- Housing - working to improve the quality and choice of housing in the borough, and providing families with sustainable housing options; thereby preventing homelessness and limiting the number of people living in housing poverty.
- Regeneration and Environment - support the improvement in recreational and leisure facilities, along with public transport, cycling and walking activities which link with the child poverty and health priorities.
- Economy and Skills - working on the child poverty and educational attainment priorities directly links to the Slough Wellbeing Strategy's aim to increase prosperity, improve the take up of free school meals and improve the educational attainment of the most deprived pupils.
- Safer Communities - the Plan will support the Slough Local Safeguarding Children Board (SLSCB) in its role of ensuring that partners in Slough work together effectively to safeguard children and young people.
- Health - the priorities in the CYPP aim to deliver enhanced positive health and wellbeing, increased physical activity and healthier eating amongst children and young people, and improve the emotional and physical health of children.



Appendix 3: Links to other Strategic Plans

Slough Borough Council Five Year Plan

This Plan will sit in line with Slough Borough Council's Five Year Plan in delivering against Outcome 5: Children and Young People in Slough will be healthy, resilient and have positive life chances.

There are a series of key actions underneath Outcome 5, which the Children and Young People's Plan will help to deliver:

- Develop more preventative approaches to ensure children, young people and families are safe, independent and responsible.
- Slough Children's Services will be one of the best providers of children's services in the country, providing timely, purposeful support that bring safe, lasting and positive change.
- Ensure vulnerable children and young people are safe and feel safe.
- Ensure children and young people are emotionally and physically healthy.
- Ensure children and young people enjoy life and learning so that they are confident about the future and aspire to achieve to their individual potential.
- Ensure children and young people with SEND and their families receive comprehensive, personalized support from childhood to adulthood.

Slough Local Safeguarding Children Board (SLSCB) Business Plan

The Children and Young People's Partnership will work in conjunction with the SLSCB in its role of ensuring that partners in Slough work together effectively to safeguard children and young people.

In particular the Children and Young People's Plan will support the work of the SLSCB in delivering against priority themes for Early Help and Issues of Particular Concern, with the prevention of Child Sexual Exploitation a key focus through mitigation of the risks for those most vulnerable groups. As well as developing the capacity of partners through the improvement of pathways and the delivery of the Multi-Agency Safeguarding Hub (MASH).

Royal Berkshire Fire and Rescue Service

The Royal Berkshire Fire and Rescue Service is committed to the safety, health and wellbeing agenda for Slough. This commitment includes improving outcomes for young people through raising their aspirations, attainment and employability, and improving their safety, health and wellbeing, all of which are reflected in the new Children and Young People's Plan.

Thames Valley Police and Crime Commissioner

The Thames Valley Police and Crime Plan 2013-2017 (refreshed 2014) sets out the strategic priorities for the Thames Valley.

The second Strategic Objective in the Plan is the protection of vulnerable people. The Children and Young People's Plan will help deliver against this priority through support to tackle child sexual exploitation and protect those at risk, and working collaboratively (including through the MASH) to safeguard the most vulnerable people in the borough, including those with mental health difficulties.

Safer Slough Partnership Strategic Assessment

The Children and Young People's Plan complements the Safer Slough Partnership Strategic Assessment, including the work to reduce the levels of youth re-offending in the borough, through its priorities on poverty, engagement and attainment, and delivery of the Families First programme.

Slough Public Health Strategy 2013-2016

The Slough Clinical Commissioning Group Five Year Plan states that Public Health will take forward a preventative health agenda under the themes of starting well, developing well, living well and ageing well. The Children and Young People's Plan will support this, specifically focusing on delivery against the following objectives in the Public Health Strategy:

- The development of local mental and physical wellbeing champions and measure the wider impact of joint work on local communities.
- The promotion of good oral health, healthy eating and physical activity throughout life.
- Increasing prevention, early identification and management of obesity.



Slough Clinical Commissioning Group (CCG) Five Year Plan

The Slough CCG Five Year Plan is aimed at improving the health of the whole population, working with Public Health to drive the self-care agenda, and empower individuals and communities to improve their own health and wellbeing. In addition to the prevention agenda, the Slough CCG will work to improve the accessibility of the healthcare system, developing and improving on care pathways to ensure that residents receive the highest quality care available to meet their needs.

Berkshire Healthcare Foundation Trust Children and Young People's Strategy

The Children and Young People's Partnership looks to work with BHFT as they deliver their five year strategy for community and mental healthcare for children, young people and families. BHFT's Strategy complement's the CYPP through improvements in joint working between partners, ensuring early identification of health needs and offering early, effective help for children and families. BHFT's Strategy specifically identifies ensuring:

- Children, young people and families/carers have an excellent experience of an integrated health service, which is responsive to their needs.
- Children, families and young people are involved at every stage of service redesign and improvement.
- Access and waiting times into Tier 3 CAMHS are improved.
- BHFT services make the most of innovation, technology and continuous learning, to develop outstanding services.

Appendix 4:

Membership of the Children and Young People's Partnership Board

Organisation	Name	Job title
Thames Valley Police	Gavin Wong	Chief Inspector, Deputy LPA Commander
Berkshire Healthcare NHS Foundation Trust	Susanna Yeoman	Deputy Locality Director
Slough Clinical Commissioning Group	Carrol Crowe	Director of Strategy and Development (Interim)
Slough CVS	Jesal Dhokia	Strategic Partnership Manager
St Mary's Primary School	Rachel Cross	Primary School Head Teacher
Baylis Court School	Deborah Ajose	Secondary School Head Teacher
East Berkshire College	Kate Webb	Further Education Principal
Slough Borough Council	Councillor Pavitar Kaur Mann (Chair)	Elected Member and Cabinet Commissioner for Education and Children's Services
Slough Borough Council	Krutika Pau (Vice chair)	Director of Children's Services (Interim)
Slough Borough Council	Kitty Ferris	Assistant Director, Children, Young People and Families
Slough Borough Council	Angela Snowling	Consultant and Assistant Director for Public Health
Cambridge Education	Robin Crofts	Director of Education
Slough LSCB	Phil Picton	Independent Chair
Youth Parliament	Awab Ali	Youth Parliament Representative
Youth Parliament	Tamara Pen	Youth Parliament Representative
Youth Parliament	Safiyah Nasser	Youth Parliament Representative

Appendix 5: Contributors to the Children and Young People's Plan 2015-2016

Sector	Contributor
Education	Slough Schools Education Forum
	Slough Association of Secondary Headteachers
	Slough Primary Headteachers
	Cambridge Education
Fire Service	Royal Berkshire Fire and Rescue Service
Health	Slough Clinical Commissioning Group
	Berkshire Healthcare NHS Foundation Trust
	NHS Central Southern Commissioning Support Unit
	Healthwatch Slough
Other	Early Help Board (CYPPB Sub-Group)
Police	Thames Valley Police
Safeguarding	Independent Chair of Local Safeguarding Children Board
Slough Borough Council	Cabinet Commissioner for Education and Children
	Chief Executive
	Director of Children's Services (Interim)
	Children's Social Care
	Public Health
	Youth Offending Team
	Young People's Service
	Family Support and CAMHS
	Housing
	Families First
	Partnership Development and Client Monitoring Team
Voluntary Sector	Slough Community and Voluntary Services
Young People	Slough Youth Parliament



SLOUGH BOROUGH COUNCIL

REPORT TO: Council

DATE: 21 July 2015

CONTACT OFFICER: Ruth Bagley, Chief Executive
(for all enquiries) 01753 875017

WARD(S): All

PART I
FOR DECISION**APPOINTMENT OF ELECTORAL REGISTRATION OFFICER, ACTING RETURNING OFFICER AND RETURNING OFFICER****1 Purpose of Report**

The purpose of the report is to seek the Council's approval to the appointment of the statutory positions of Electoral Registration Officer, Acting Returning Officer and Returning Officer in place of the current holder, the Chief Executive.

2. Recommendations

The Council is requested to resolve:-

- (a) That Catherine Meek, Head of Democratic Services be appointed to the roles of Electoral Registration Officer, Acting Returning Officer and Returning Officer for Parliamentary and Local Elections respectively with immediate effect.
- (b) That the Scheme of Delegation be amended to reflect the above changes.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Corporate Plan

This is a technical/administrative report and does not directly link with the Corporate Plan.

4. Other Implications**(a) Financial**

These statutory appointments do not have any financial implications for the Council.

(b) Risk Management

The Council is duty bound under the Representation of the People Act 1983 (as amended) to appoint to these statutory positions. Failure to do so would

mean that the Council would be in breach of its statutory duties to make such appointments.

(c) Human Rights Act and Other Legal Implications

Section 8 of the Representation of the People Act 1983 requires the Council to appoint an Electoral Registration Officer who carries out the role of the Acting Returning Officer for UK Parliamentary Elections. Section 35 of the same Act requires the Council to appoint a Returning Officer for the election of Councillors within the Borough and the Parishes within the Borough.

(d) Equalities Impact Assessment

It is not considered that any formal equalities impact assessment needs to be carried out in relation to the information and recommendations contained within this report.

5. Background/Supporting Information

- 5.1 At its meeting of 18 February 2014 the Council appointed the Kevin Gordon, Assistant Director Professional Services to the statutory roles of Electoral Registration Officer, Acting Returning Officer and Returning Officer with effect from 19 February 2014.
- 5.2 Kevin Gordon has now left the Council and it is proposed that Catherine Meek, the Head of Democratic Services, who has long experience as a Deputy Returning Officer and management oversight of the Council's Electoral Service should fulfil these roles. Senior management will be supporting Catherine by ensuring that the necessary resources are put in place.
- 5.3 The Scheme of Delegation, which forms part of the Constitution, will need to be amended to reflect these changes, if agreed.

6. Comments of other Committees

None.

7. Conclusion

The Council must appoint to the three statutory positions and is recommended to approve the recommendations set out in paragraph 2 above.

8 Background Papers

None.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21st July, 2015

CONTACT OFFICER: Teresa Clark
(For all enquiries) Senior Democratic Services Officer
 (01753) 875018

WARD(S): All

PART I
FOR DECISION

APPOINTMENT TO COMMITTEES

1. **Purpose of Report**

To appoint to a vacancy on the Slough Standing Advisory Council on Religious Education Committee, (SACRE).

2. **Recommendation**

The Council is requested to resolve that Mr Robert Simpson be appointed to fill a vacancy on the SACRE as a Committee 2, Church of England representative until May 2018.

3. **Slough Joint Wellbeing Strategy Priorities and Other implications**

- 3.1 Legal Implications – Part 3.8 of the Constitution provides that the SACRE shall be appointed by the Council.
- 3.2 There are no other wellbeing strategy, workforce, financial or other implications arising from this administrative report.

4. **Supporting Information**

4.1 **Appointments to the SACRE**

The SACRE is responsible for the Locally Agreed Syllabus and takes a keen interest in all aspects of religious education (RE) in schools within Slough. The Committee is responsible for advising the authority on RE in accordance with the agreed syllabus, monitoring the provision and quality of RE taught in the local area and providing advice and support on the effective teaching of RE, such as choice of teaching materials and the provision of teacher training.

- 4.2 The SACRE is appointed by Council and representatives are drawn from a cross section of religions, teacher associations and from the local authority. Non local authority members are appointed for a 3 year term (appointments are usually made at Annual Council). The Oxford Diocesan Board of Education has nominated Mr Simpson to fill a Church of England vacancy.

5.0 **Background Papers**

None.

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SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21st July, 2015

CONTACT OFFICER: Shabana Kauser
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 (01753) 787503

WARD(S): All

PART I
FOR DECISION**MOTIONS SUBMITTED TO COUNCIL UNDER PROCEDURE RULE 14**

The following motions have been received in accordance with Council Procedure Rule 14:-

A) Devolution and Local Responsibility

(Moved by Councillor Anderson, seconded by Councillor Swindlehurst)

“This Council resolves that:

Slough plays a vital role in the economic prosperity of the region, in terms of jobs, housing and transport, which our neighbouring authorities benefit from. We therefore call upon the Council to be at the heart of the devolution debate with our regional neighbours and ensure the increased pressures that being a regional hub brings, such as on local housing supply and health provision, are shared by all those who benefit in the success Slough delivers for the region and the nation.”

B) Children’s Services Organisation

(Moved by Councillor Bains, seconded by Councillor Abe)

“This Council resolves that:

This administration will use its influence, as a non-executive Director and Member of the limited company (Children's Services Organisation), to incorporate the following child sexual exploitation (CSE) recommendations as outlined in the *Report of Inspection of Rotherham Metropolitan Borough Council February 2015* when agreeing the Articles of the company:

1. More strategic approach to protecting looked after children who are sexually abused.
2. Decide and communicate remit and responsibilities of joint CSE team.
3. More direct and frequent engagement by the council with people from minority ethnic communities on CSE.
4. Issue of race should be tackled as an absolute priority if it is a significant factor in criminal activity of organised sexual abuse in the borough.

C) Governance Arrangements

(Moved by Councillor Coad, seconded by Councillor Strutton)

“This Council resolves to:

Carry out a review of how well the current cabinet and commissioner system has worked and to look at governance arrangements using a committee model that meets contemporary local government challenges whilst retaining full scrutiny functions.”