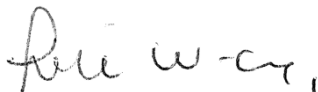


Date of issue

MEETING	EDUCATION AND CHILDREN'S SERVICES SCRUTINY PANEL Councillors Ajaib, Basra, Begum, N Holledge, Kelly, Qaseem, A Sandhu, Sarfraz and Sharif <u>Education Non-Voting Co-opted Members</u> Paul Kassapian - St Bernards Catholic Grammar School FiFi El Sayed - Slough Youth Parliament
DATE AND TIME:	TUESDAY, 16TH JULY, 2019 AT 6.30 PM
VENUE:	VENUS SUITE 2, ST MARTINS PLACE, 51 BATH ROAD, SLOUGH, BERKSHIRE, SL1 3UF
SCRUTINY OFFICER: (for all enquiries)	SHALISHA PATRICK 01753 875560

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



JOSIE WRAGG
Chief Executive

AGENDA

PART 1 PART I

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
APOLOGIES FOR ABSENCE			
CONSTITUTIONAL MATTERS			
1.	Declarations of Interest		
	<i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i>		
2.	Election of chair and vice-chair		
3.	Minutes of the Meeting held on 17th April 2019	1 - 6	
4.	Member Questions		
	<i>(An opportunity for Panel Members to ask questions of the relevant Director/ Assistant Director, relating to pertinent, topical issues affecting their Directorate – maximum of 10 minutes allocated).</i>		
SCRUTINY ISSUES			
5.	Childrens Centres Task and Finish Group - Final Report and Recommendations	7 - 24	All
6.	Implementation of SEND reforms - TO FOLLOW		All
7.	Joint Parenting Panel Quarterly Update	25 - 40	All
ITEMS FOR INFORMATION			
8.	Forward Work Programme	41 - 44	
9.	Date of Next Meeting - 23rd October 2019		

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 the Committee 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. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings. 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.

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Education and Children's Services Scrutiny Panel – Meeting held on Wednesday, 17th April, 2019.

Present:- Councillors Sharif (Chair), Brooker, N Holledge, Matloob, Minhas, D Parmar, A Sandhu and Strutton

Apologies for Absence:- Councillor Kelly

PART 1

54. Declarations of Interest

Councillors Brooker, Parmar and Strutton declared a non-pecuniary interest in Item 7 as they were members of the Joint Parenting Panel.

Councillor Brooker declared a non-pecuniary interest in all agenda items in that he was a governor of Church Mead and Ryvers Schools.

55. Minutes of the Meeting held on 13th March 2019

Resolved: That the minutes of the meeting held on 13 March 2019 be approved as a correct record.

56. Action progress report

Resolved: That details of the Action Progress report be noted.

57. Member Questions

Three Member questions had been received.

Resolved: That the written responses be noted

58. Slough Children's Services Trust Achievements Report 2017-19

Members received a report and presentation which covered an 18 month period to 31 March 2019 which allowed for the incorporation of the Ofsted inspection at the start of 2019 under its new framework and also taking into account leadership changes at the Trust during the spring and autumn of 2018. The Board Chair stated that the inspection results confirmed the significant progress made and that work arising from the inspection had already commenced.

Following the presentation by the Chief Executive, Slough Children's Services Trust, Members asked questions and sought clarification on a number of issues which were duly responded to including:

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- during the reporting period Children Looked After leaving care had received a good range of appropriate provision from a supporting team. None had been housed in bed and breakfast accommodation;
- it was a 6 year contract with a break clause in October 2019 and a review was a normal requirement of such a contract;
- the recruitment of permanent social workers was a national problem, particularly in the south east. There had been an incremental change in front line staff from agency to permanent. The projection was positive and had been assisted by the good Ofsted report, a new social work academy, apprenticeship scheme, a step up programme for graduates, scheme for employees with foundation qualification and in house training. Of the 340 staff employed by the trust in March 2019 approximately 280 were permanent members of staff;
- the ratio of social workers to children varied according to complexity but in general was a favourable average of one social worker to 16-19 children;
- those children identified as having EEC origin were being assisted regarding registration of the right to remain in connection with Brexit. Processes to ensure the right to remain for unaccompanied refugee children from outside the EEC were followed as appropriate. The requirement was to support CLA until they became 25 years of age;
- an annual survey was undertaken to seek the views of children in care and updates were sought from the independent reviewing officers. The officers were confident that their needs were being met as appropriate and that the children were never promised something that could not be delivered or was not appropriate. A Member suggested that the statement from Slough's Children in Care Council in the Corporate Parenting Strategy should include the words 'to continue to' in its expectations.

The Chair reported that the visit by Members to the Trust had been positive.

Resolved: That the report be noted.

59. School Attendance

The Panel received a report which provided up to date information about school attendance in Slough schools.

The Service Lead Inclusion introduced the report and informed Members of an amendment to report in that 992 fines were issued in 2013/14 and not 481 which referred to 2012/13.

Education and Children's Services Scrutiny Panel - 17.04.19

The Attendance Team Manager highlighted that school absence was monitored using indicators for overall absence and persistent absence. Performance was above the national average for primary and special schools but below across secondary schools. There was an increase in the number of fines year on year. From September 2013 a regulations amendment clarified that term time leave could only be granted in exceptional circumstances.

In response to questions regarding strategies to improve unauthorised absence, it was noted that:

- the primary focus was on enforcement with the majority of schools working in partnership with the Council. Each school had a named officer and every half term the statistics were reviewed. The schools' internal response process is to make contact on the first day of absence and then follow up as appropriate;
- the target was that overall persistent rates, authorised and non-authorised absence, were in line with the national average;
- whilst the £60 fine could not be considered a deterrent when compared with the saving for a holiday during term, the fine for unauthorised absence was set by the Department of Education. It was noted that regular school assemblies which showed the correlation between results and attendance had an impact and sent a message regarding good attendance;
- the large special school in Slough which included those with very complex needs was not statistically comparable to special schools in general;
- liaison with public health officers would be required to ascertain whether there was a correlation between Slough's air pollution and the incidence of tooth decay and sickness absence. If such a link was found it could be seen if there was anything strategic that could be done;
- schools had a duty to inform the Local Authority if a child was removed from school to enable checks to be done. It should be noted that Slough was an area of high mobility and the vast majority of children taken off register was due to legitimate reasons. Ofsted were happy with the processes undertaken by Slough. A child could lose a place due to unauthorised absence when family moved and the child could not be located;
- the attendance team did not maintain a breakdown of absence by ethnicity and the officers would check whether the schools recorded such information. Each school would take into account their communities, for example religious observance, and any particular issues presented at the school;

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- wilful absence could be prosecuted but there could be a range of reasons why families required support to try and address issues that prevented school attendance;
- elective home education was not required to follow the national curriculum but a visit was made to ascertain the education provided.

A Member referred to the information that in Slough in 2017/18, 1083 pupils took between 5 and 9 days unauthorised holiday, and 501 pupils took 10 or more days of unauthorised holiday and enquired what was the average and longest absence of those taking 10 or more days. It was agreed that this information would be made available to the Panel.

Resolved: That

1. the information be circulated to the Panel on the average and longest absence of those pupils who had ten or more unauthorised absences
2. the report be noted

60. Joint Parenting Panel Quarterly Update

The Panel received an update on the work of the Joint Parenting Panel since the last report to the Panel on 6 December 2018.

The Director of Children, Learning and Skills Services introduced the report, highlighting: the business conducted at the January meeting; the Corporate Parenting Strategy had been strongly praised by Ofsted; and that the primary CLA had performed better than primary schools overall for good outcomes. The next meeting was due to be held the following week.

In response to a question from a Member regarding the expected year 11 performance, it was noted that every effort was made to give as much support as possible for them to do as well as they possibly could in order to maximise their outcomes. Further details on the current year 11 cohort would be given in the annual report from the Virtual School Head Teacher.

A Member referred to the areas for development given in the Corporate Parenting Strategy and was informed that these resulted from the 2015 Ofsted report and were not a recommendation in the recent Ofsted inspection.

Resolved: That the report be noted.

61. Attendance Record

Resolved: That the Members Attendance Record for 2018/19 be noted.

62. Date of Next Meeting - 16th July 2019

Education and Children's Services Scrutiny Panel - 17.04.19

16 July 2019

Chair

(Note: The Meeting opened at 6.30 pm and closed at 7.35 pm)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children’s Services Scrutiny Panel

DATE: 16th July 2019.

CONTACT OFFICER: Michael Jarrett, Service Lead, Early Years and Prevention
(For all Enquiries) (01753) 476556

WARDS: All

PART I
FOR COMMENT AND CONSIDERATION

CHILDREN’S CENTRES TASK AND FINISH GROUP –
FINAL REPORT AND RECOMMENDATIONS

1. **Purpose of Report**

1.1 To provide an update to the Education and Children’s Services Scrutiny Panel regarding the recommendations contained in the Children’s Centres Task and Finish Group report 7th February 2019.

2. **Recommendations/Proposed Action**

2.1 Following the review of Slough’s network of children’s centres, the below recommendations were adopted and approved at the February 2019 Panel, namely:

- 1) Maintain the standard of buildings with regular checking of facilities.
- 2) Ensure the relationship with Heathrow is developed to support Children’s Centres in the surrounding area.
- 3) Investigate the cost of extending the offer to children and families across higher phases in Slough.
- 4) Build on the excellent relationships with delivery partners to extend and consolidate the offer.
- 5) Explore further the opportunities for other agencies to operate out of children’s centres (e.g. libraries) to deliver satellite services.
- 6) Establish more formal opportunities for children’s centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or compromise safeguarding arrangements.

Members are requested to note the current status of these recommendations, as laid out in section 4 of this report.

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

3.1 **Slough Joint Wellbeing Strategy priorities**

The network of children’s centres supports the following priorities of the strategy:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities.

3.2 Five Year Plan Outcomes

This report considers education for children which impacts on the following Five Year Plan outcomes:

- Outcome 1, Slough children will grow up to be happy, healthy and successful.

4. Other Implications

(a) Financial

The financial implications of the report’s recommendations are outlined at the end of Appendix A. The actions are to be monitored by the Education and Children’s Services Scrutiny Panel as part of the ongoing work to deliver these recommendations. Reports will be tabled every 2 years.

(b) Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Current status
Maintain the standard of buildings with regular checking of facilities.	The service has secured additional capital to maintain the assets.	Servicing plans in place. Pre-planned maintenance schedule in place.	2 - Economic/ financial-risk negligible probability-very low, H&S-risk-marginal, probability-low Legal/regulatory- risk negligible probability very low.	General Fund is being used for asset management and legislative PPM (Pre-Planned Maintenance). The budget is secure to 2023.
Ensure the relationship with Heathrow is developed to support Children’s Centres in the surrounding area.	Any contact will need to align with wider strategic discussions with colleagues across SBC/Heathrow	Nothing at present.	1 -Political - risk negligible, probability-almost impossible	The children’s centres operations team have made contact with the collaborative Heathrow working group.

<p>Investigate the cost of extending the offer to children and families across higher phases in Slough.</p>	<p>There is no control over uptake of childcare or extending the offer- preference maybe to remain in a school setting.</p> <p>Opportunities- demand for childcare places remains high and current interest in use of / repurposing rooms i.e. room at Chalvey Grove CC has now become a satellite library and the service is in discussions with colleagues across the council in relation to wider use opportunities in terms of localities.</p>	<p>Working group set up to review current fee structure offer and sustainability and reviewing and repurposing rooms within the Children’s Centres. There is a requirement to undertake extensive community consultation.</p>	<p>6 -political- risk- marginal probability- low</p>	<p>Property Services have calculated the additional costs and a submission has been made to the Capital Monitoring Board for approval.</p>
<p>Build on the excellent relationships with delivery partners to extend and consolidate the offer</p>	<p>Risks - recruitment of sufficient high quality staff to meet the broader age range. Update of new offer.</p> <p>Opportunities - enhance the reach of the children and families.</p> <p>Opportunities to link with other departments and partners to deliver across the spectrum of ages,</p>	<p>Strong partnership links already in place with SBC, SCST and other external agencies inc. Health, schools and young people service.</p>	<p>2 Political - risk - negligible probability - very low</p>	<p>Options are being considered for the phase 3 delivery of early help.</p> <p>Additional staffing costs and associated building costs to configure areas of the children’s centres have been confirmed.</p>

Explore further the opportunities for other agencies to operate out of children's centres (e.g. libraries) to deliver satellite services.	Risks- other agencies not wanting to engage in service delivery in a Children's Centre. Opportunities- use of / repurposing rooms i.e. room at Chalvey Grove to become a satellite library, room at Vicarage Way to become a diabetic clinic for the wider population.	Working group to identify additional income generation including room bookings, service delivery and suitability of accommodation.	2 Economic/ financial- risk negligible probability- very low	A management information system is in place which enables agencies to book children's centre rooms as appropriate. The fee structure is being finalised and a prospectus will be available to market these services in order to generate additional income from September 2019.
Establish more formal opportunities for children's centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or compromise safeguarding arrangements.	Risks- closure of sites- no further opportunities to earn income. Risks associated with lettings- non payment of room hire etc. Safeguarding, H&S. Opportunities- room hire, selling of staff skills to internal and external agencies.	Working group already in place. Currently testing the market- offering rooms for specialist services i.e. Training courses for parents.	2 Economic/ financial Risk- negligible probability- very low Managem ent inc contractual - risk- negligible probability- very low	

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications. The provision of Early Education is a statutory duty under the Childcare Act 2006 (Sections 6 – 11).

(d) Equalities Impact Assessment

The Equality Impact Assessment is attached at Appendix B.

5. **Supporting Information**

- 5.1 The Task and Finish Group concluded their review in January 2019 and formed the six recommendations which were adopted and agreed at the February Panel.
- 5.2 The site visits enabled Members to review services, meet with staff and partners and draw up the associated recommendations. As a result, Members were impressed with the offer for local children and the use of the recent investment. As a result, the recommendations do not focus on changing provision for current service users, but rather extending the services offered at centres across a wider age range.
- 5.3 The report was tabled on 7th February 2019 and recommendations adopted and agreed. The panel requested an update in relation to the agreed recommendations and to table a schedule of reviews every two years.

6. **Conclusion**

6.1 This report is intended to update members of the Panel in relation to the progress of these recommendations

6.2 Any significant proposals in relation to the change of use will require extensive consultation and Cabinet approval.

7. **Comments of other Committees**

This report reflects the outcomes of the Task and Finish Group's work.

8. **Appendices Attached**

'A' - Financial options in relation to long term maintenance and room bookings

'B' - Equalities Impact Assessment

9. **Background Papers**

1. Sure Start children's centres statutory guidance, For local authorities, commissioners of local health services and Jobcentre Plus, April 2013

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Appendix A

Current costings to deliver Family Services across the network of Children's Centres	2018-19
Staffing	£622,500
Supplies & Services	£49,500
Staffing and supplies & Services in Children's Centres- Reception, cleaning, consumables etc	£351,000
Total costs	£1,023,000

Additional costings for the proposal to increase provision for an all through age offer	Future proposal
Internal Refurbishment works –	£80,000
Staffing – Reception, cleaning, consumables, FO out of hours	£65,000
Materials – Additional storage	£20,000
Staff training – re training – all through age	£10,000
Total costs	£175,000

Costings - to explore room charges per day, looking at each operating hour across the 10 Children's Centres. These are potential figures as some services can not be charged as they support the Children's Centre core purpose.

Room type	Hourly rate	Potential Number of rooms available daily for hire on current Children's Centre model	Potential Hours available daily	Potential daily Income
Large meeting room	£15	10	95hours	£1,425
Small meeting room	£10	9	95hours	£950
Family room	£20	5	20hours	£400

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EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and gender identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

All relevant committee reports should include an equalities impact assessment. This will ensure that equalities considerations are available for members to consider as part of the formal decision-making process. If your EIA is part of a Cabinet Report, please forward it to Democratic Services, along with your other committee paperwork. It is usual to publish the EIA with the other public papers in advance of a committee meeting. Please also remember to complete the EIA section of the report checklist and the EIA summary section on the report itself.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Children Learning and Skills	
Service: Early years and Prevention	
Name of Officer/s completing assessment: Michael Jarrett	
Date of Assessment: 3rd June 2019	
Name of service/function or policy being assessed: Children's Centres	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <ol style="list-style-type: none"> 1) Maintain the standard of buildings with regular checking of facilities. 2) Ensure the relationship with Heathrow is developed to support Children's Centres in the surrounding area. 3) Investigate the cost of extending the offer to children and families across higher phases in Slough. 4) Build on the excellent relationships with delivery partners to extend and consolidate the offer. 5) Explore further the opportunities for other agencies to operate out of children's centres (e.g. libraries) to deliver satellite services. 6) Establish more formal opportunities for children's centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or compromise safeguarding arrangement
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <ol style="list-style-type: none"> 1) Early years Service 2) Facilities Management 3) Public Health 4) JCP 5) Library service

	<p>6) Life Long learning 7) WEA 8) East Berkshire college 9) Slough Children's Services trust 10) Berkshire Healthcare and foundation trust</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. The proposal is one of growth so therefore it will increase opportunities as it will be increase the services offered for families from 0-8 to 0-19</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. There will be an increase in opportunities adapting to an all through age group 0-19 widening services offered to families and Children from the current offer of 0-8years.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? As above</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). Using current attendance and occupancy data, service user feedback and demand/ requirements of residents have informed discussions to extend the offer.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? This is tabled for later discussion in the Autumn term when looking at the whole service structure.</p>

8.	<p>Have you considered the impact the policy might have on local community relations? This will strengthen relationships with communities, increasing the offer available to them and their families.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? Positive impact as it increases the growth of the service, incorporating collaborative working with partners.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. Time, then the changes will be monitored followed by an annual review.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Identified as service priority	All families with a child or young person under the age of 19, or child or young person with SEND up to	Michael Jarrett	Outcome 1:	Data and impact evidence – Group work	Autumn 2020	

	21.					

Name:
Signed:(Person completing the EIA)

Name:
Signed:(Policy Lead if not same as above)

Date:

Equality Impact Assessment Test of Relevance

This form should be completed prior to a report being submitted to Cabinet. It is designed to help you assess the implications of your policy, and to help you identify and mitigate against any serious negative impact. Just because a decision has a negative impact on some groups does NOT mean that you cannot recommend it to Cabinet. However, you may need to complete a full assessment which should be provided to Members as part of the decision-making process.

TRIGGER QUESTIONS	YES / NO	IF YES PLEASE BRIEFLY EXPLAIN.....
Does the change reduce resources available to address known inequalities?	No	<ul style="list-style-type: none"> • What outcome did the previous intervention seek to achieve? • What evidence do you have about how effective the previous intervention was? • Can the reduction in resources be justified?
CHANGES TO A SERVICE		
Does the change alter access to the service?	Yes	<ul style="list-style-type: none"> • Is there evidence that access will be more difficult or costly for some people? (think specifically about equality groups: race, gender, disability, age, religion, sexual orientation) <p style="color: blue;">There is no evidence to suggest that this change will incur additional cost, it is likely to reduce costs to the residents as the services provided in the children's centre will be extend to 0-19 years of age rather than 0-8. It should also reduce travel costs in the future for accessing council services. The increase in library services from Children's Centres support the older generation to be</p>

		able to access services in their community rather than having to go to the high street.
Does the change involve revenue raising?	Yes	<ul style="list-style-type: none"> • What evidence do we have about who will pay? - Current practice has involved letting of meeting rooms to external services/ companies during core operating hours and outside. This has now been formalized as to the charge rate and those services that will be charged room hire from September 2019, is in line with current charges already in place by facilities management. • What impact will this have on the income available for these people? - Fee structures for childcare have been in place since 2004. The structure is being reviewed to look at a fee banding in line with earnings, to ensure equality to support those earning less to access services and childcare to give opportunities to return to work or stay working.
Does the change alter who is eligible for the service?	No	<ul style="list-style-type: none"> • What evidence do we have about who will no longer be eligible for the service? • Is this likely to lead to poorer outcomes for those who cannot access the service?
Does the change involve a	No	<ul style="list-style-type: none"> • What evidence do we have on who has benefits from these transfers?

reduction or removal of income transfers to service users?		<ul style="list-style-type: none"> • What is the likely impact of the removal of the income to current beneficiaries?
Does the change involve a contracting out of a service currently provided in house?	No	<ul style="list-style-type: none"> • Is there a need to include promotion of equality in the new contract arrangements?
CHANGES TO STAFFING		
Does the change involve a reduction in staff?	No	<ul style="list-style-type: none"> • What evidence do we have about the composition of the current workforce? • Are there some groups who are likely to be disproportionately affected by the proposed reduction?
Does the change involve a redesign of the roles of staff?	Yes	<ul style="list-style-type: none"> • What evidence is there that this could have an impact on equal pay? • Does the change reduce the ability of staff to work flexibly? <p>A whole service review will see staff working collaboratively with YOT, Early help external partners and the voluntary sector. It will increase the requirement for staff to work flexibly to deliver the services required by a range of delivery models.</p>

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of the Local Government Act 1972.

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SLOUGH BOROUGH COUNCIL

REPORT TO: Education & Children's Services Scrutiny Panel

DATE: 16th June 2019

CONTACT OFFICER: Thomas Overend, Policy Insight Manager
(For all Enquiries) (01753) 875657

WARDS: All

PART I
FOR COMMENT & CONSIDERATION**EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL**
2018 – 19 WORK PROGRAMME**1. Purpose of Report**

- 1.1 For the Education and Children's Services Scrutiny Panel (ECS Scrutiny Panel) to discuss its current work programme.

2. Recommendations/Proposed Action

- 2.1 That the Panel review the current work programme for the 2019-20 municipal year, and specify questions they would like to be considered under the three themes that were proposed at the scrutiny training on 13th June - happy, healthy and successful.

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

- 3.1 The Council's decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority's statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.
- 3.2 The work of the ECS Scrutiny Panel also reflects the priorities of the Five Year Plan, in particular the following:
- Slough children will grow up to be happy, healthy and successful

4. **Supporting Information**

- 4.1 The current work programme is based on the discussions of the ECS Scrutiny Panel at previous meetings, looking at requests for consideration of issues from officers and issues that have been brought to the attention of Members outside of the Panel's meetings.
- 4.2 The work programme is a flexible document which will be continually open to review throughout the municipal year.

5. **Conclusion**

- 5.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to review its upcoming work programme and make any amendments it feels are required.

6. **Appendices Attached**

A - Work Programme for 2019 - 20 Municipal Year

7. **Background Papers**

None.

Education and Children's Services Scrutiny Panel Work Programme 2019/20

Task and finish Group
<ul style="list-style-type: none"> •
Meeting Date
16 July 2019 (already scheduled)
<ul style="list-style-type: none"> • Election of chairs • Children's Centres Task and Finish Group Implementation plan • Implementation of SEND Reforms (including data on EHC plans) • Joint Parenting Panel quarterly report
23 October 2019
<ul style="list-style-type: none"> • Joint Parenting Panel quarterly report • Local Safeguarding Children Board Annual Report <p>Outcome 1 Theme: <i>Slough children will grow up to be happy</i></p> <ul style="list-style-type: none"> •
5 December 2019
<p>Outcome 1 Theme: <i>Slough children will grow up to be healthy</i></p> <ul style="list-style-type: none"> •

6 February 2020

- Joint Parenting Panel quarterly report

Outcome 1 Theme: *Slough children will grow up to be successful*

-

11 March 2020

- School places / placements
- Slough Children's Services Trust Annual Report - (including details on progress made since Ofsted ILACS inspection)

15 April 2020

- Annual education standards report
- Joint Parenting Panel quarterly report