

Agenda

Cabinet

Thursday, 15 October 2015, 10.00 am
County Hall, Worcester

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ਪੰਜਾਬੀ। ਜੇ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਮਸ਼ਹੂਰ ਸਮਝ ਨਹੀਂ ਸਕਦੇ ਅਤੇ ਕਿਸੇ ਅਜਿਹੇ ਵਿਅਕਤੀ ਤੱਕ ਪਹੁੰਚ ਨਹੀਂ ਹੈ, ਜੋ ਇਸਦਾ ਤੁਹਾਡੇ ਲਈ ਅਨੁਵਾਦ ਕਰ ਸਕੇ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਮਦਦ ਲਈ 01905 765765 'ਤੇ ਫ਼ੋਨ ਕਰੋ। (Punjabi)

DISCLOSING INTERESTS

There are now 2 types of interests:
'Disclosable pecuniary interests' and **'other disclosable interests'**

WHAT IS A 'DISCLOSABLE PECUNIARY INTEREST' (DPI)?

- Any **employment**, office, trade or vocation carried on for profit or gain
- **Sponsorship** by a 3rd party of your member or election expenses
- Any **contract** for goods, services or works between the Council and you, a firm where you are a partner/director, or company in which you hold shares
- Interests in **land** in Worcestershire (including licence to occupy for a month or longer)
- **Shares** etc (with either a total nominal value above £25,000 or 1% of the total issued share capital) in companies with a place of business or land in Worcestershire.

NB Your DPIs include the interests of your spouse/partner as well as you

WHAT MUST I DO WITH A DPI?

- **Register** it within 28 days and
- **Declare** it where you have a DPI in a matter at a particular meeting
 - you must **not participate** and you **must withdraw**.

NB It is a criminal offence to participate in matters in which you have a DPI

WHAT ABOUT 'OTHER DISCLOSABLE INTERESTS'?

- No need to register them but
- You must **declare** them at a particular meeting where:
You/your family/person or body with whom you are associated have a **pecuniary interest** in or **close connection** with the matter under discussion.

WHAT ABOUT MEMBERSHIP OF ANOTHER AUTHORITY OR PUBLIC BODY?

You will not normally even need to declare this as an interest. The only exception is where the conflict of interest is so significant it is seen as likely to prejudice your judgement of the public interest.

DO I HAVE TO WITHDRAW IF I HAVE A DISCLOSABLE INTEREST WHICH ISN'T A DPI?

Not normally. You must withdraw only if it:

- affects your **pecuniary interests OR** relates to a **planning or regulatory** matter
- **AND** it is seen as likely to **prejudice your judgement** of the public interest.

DON'T FORGET

- If you have a disclosable interest at a meeting you must **disclose both its existence and nature** – 'as noted/recorded' is insufficient
- **Declarations must relate to specific business** on the agenda
 - General scattergun declarations are not needed and achieve little
- Breaches of most of the **DPI provisions** are now **criminal offences** which may be referred to the police which can on conviction by a court lead to fines up to £5,000 and disqualification up to 5 years
- Formal **dispensation** in respect of interests can be sought in appropriate cases.

Cabinet

Thursday, 15 October 2015, 10.00 am, County Hall, Worcester

Membership: Mr A I Hardman (Chairman), Mr M L Bayliss, Mr A N Blagg, Mrs S L Blagg, Mr J P Campion, Mr S E Geraghty, Mr M J Hart, Mrs L C Hodgson and Mr J H Smith

Agenda

Item No	Subject	Page No
1	Apologies and Declarations of Interest	
2	Public Participation Members of the public wishing to take part should notify the Head of Legal and Democratic Services in writing or by e-mail indicating both the nature and content of their proposed participation no later than 9.00am on the working day before the meeting (in this case 14 October 2015). Further details are available on the Council's website. Enquiries can also be made through the telephone number/e-mail address listed below.	
3	Confirmation of the Minutes of the previous meeting The Minutes of the meeting of 24 September 2015 have been previously circulated.	
4	Superfast Worcestershire - Programme Update and Reinvestment Opportunities	1 - 6
5	Designation of Worcestershire as a Pollinator-Friendly County	7 - 12
6	Positive Activities for Young People: Future Direction	13 - 60
7	Future Delivery Arrangements for West Mercia Youth Offending Service (WMYOS)	61 - 66
8	Fair Funding Consultation Outcomes 2016-17 - National and Local Changes to the Funding Arrangements for Schools including the Local Funding Formula for Worcestershire Mainstream Schools	67 - 104
9	Resources Report	105 - 114

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All the above reports and supporting information can be accessed via the Council's website.

Date of Issue: Tuesday, 6 October 2015

Item No	Subject	Page No
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NOTES

- **Webcasting**

Members of the Cabinet are reminded that meetings of the Cabinet are Webcast on the Internet and will be stored electronically and accessible through the Council's Website. Members of the public are informed that if they attend this meeting their images and speech may be captured by the recording equipment used for the Webcast and may also be stored electronically and accessible through the Council's Website.

CABINET**15 OCTOBER 2015****SUPERFAST WORCESTERSHIRE – PROGRAMME UPDATE
AND REINVESTMENT OPPORTUNITIES**

Relevant Cabinet Member

Mr S E Geraghty

Relevant Officers

Director of Commercial and Change

Director of Business, Environment and Community

Recommendation

1. **The Cabinet Member with Responsibility for Economy, Skills and Infrastructure recommends that Cabinet:**
 - (a) **notes the Superfast Worcestershire programme is recognised nationally for consistently remaining ahead of schedule, having ensured 86% of the county now has access to fibre, and on track to deliver to over 55,000 premises by June 2016;**
 - (b) **supports further capital re-investment up to a total value of up to £3.25m, released early by BT, subject to value for money, to extend superfast broadband even further across the county;**
 - (c) **authorises the Director of Commercial and Change, in consultation with the Cabinet Member with Responsibility for Economy, Skills and Infrastructure, to negotiate with BT to achieve the best deal for the county with regard to the capital to be released by BT and to take the final decision on specific re-investment to achieve the purpose set out in (b) and subject to (d); and**
 - (d) **subject to the negotiations in (c), authorises the Cabinet Member with Responsibility, in consultation with the Director for Commercial and Change and the Chief Financial Officer, to recommend to Council that £3.25m is added to the Capital Programme for the purposes of such re-investment to be funded by capital released by BT if the commercial negotiations are successful.**

Council Vision and Priorities

2. Superfast Worcestershire is an ambitious programme to implement a multi-million pound superfast broadband network which will be one of the best in the country.

3. Both the Council's Corporate Plan and the Worcestershire Economic Strategy clearly support technology-led growth as a key economic enabler for the county and specifically highlight the importance of broadband to local residents, communities and businesses.

4. Our business and political leaders are committed to the programme. The County Council has made a multi-million pound contribution to the programme and Worcestershire Local Enterprise Partnership, recognising the importance of superfast broadband to ensure Worcestershire continues to be a world class place to do business, secured significant further investment through the Local Growth Fund to extend the infrastructure further.

5. Our Vision is to *"Deliver faster Broadband for the county to ensure Worcestershire is, and remains, 'Open for Business'"*. Our ambition is to ensure Worcestershire's business competitiveness is maximised, nationally and globally and we support communities to resolve broadband issues in their area.

6. Superfast Worcestershire will result in a significant step change in our broadband infrastructure, which in turn will facilitate a drive in economic growth and improve the quality of life for all our residents over the next decade.

7. Having excellent broadband through the county underpins the significant developments in technology to communicate, manage health and look after people. This in turn enables vulnerable people to take a more active role in their own care; reduce social isolation and stay independent for longer, in their own homes.

Background and Summary

8. In 2013, the Council started a 7 year partnership with BT to extend fibre broadband across Worcestershire to ensure that at least 90% of the county's residents and businesses could access faster broadband.

9. Due to the outstanding performance in the delivery of the programme and higher than expected take up rates of almost 20% secured, BT has offered the Council the opportunity to re-coup monies early to re-invest in extending fibre coverage even further.

10. At 1 October 2015 Superfast Worcestershire had brought superfast broadband infrastructure to more than 42,000 additional homes and businesses in the county. The programme is on track to deliver to over 55,000 premises by June 2016. The graph at Appendix 1 shows the higher than expected progress to date.

11. The programme is recognised nationally for consistently remaining ahead of schedule and for the strength of partner relationships and contract management. BDUK's Broadband Assurance Board reviewed Worcestershire's progress on 3 September 2015 and in a letter to the Council congratulated Worcestershire on their very good progress not just on achievement of target coverage but also clearly demonstrating that we have achieved value for money.

12. Worcestershire was unique nationally in its deal with BT, setting an objective to extend faster broadband to businesses and increase superfast broadband from 41% to 90% for businesses in the county.

13. Having entered the original deal for 90% coverage, the Council then secured an additional £4.8m from BDUK and through the Local Growth Fund to invest further into extending superfast fibre across Worcestershire. This further investment will extend fibre to 95% of the county's businesses and residents with 94% of the county able to access superfast speeds.

14. Despite this excellent anticipated outcome, it is recognised that even with 95% coverage there will be a proportion of very hard to reach residents and businesses in the county that will not benefit from the Superfast Worcestershire programme. Officers continue to receive significant daily contact from these hard to reach communities, with businesses often referring to their inability to sustain and/or grow due to the lack of effective broadband infrastructure.

15. The contract does give the Council the opportunity to recoup some of its investment with effect from 2025 if either efficiencies are found in the programme deployment or if take-up of superfast broadband exceeds 20% of premises enabled to do so.

16. BT has offered the Council the opportunity to re-coup monies early if the Council agrees to re-invest the circa £3m to further extend the fibre coverage in the county, rather than wait to recoup the money in 2025. Any future opportunities to re-coup capital investment will be brought to Cabinet for further consideration.

17. Given the issues identified with even 95% coverage, Cabinet is asked to agree to take this opportunity to re-invest capital released early by BT to extend superfast broadband even further across Worcestershire. This opportunity could enable around an additional 3000 premises (homes and businesses) in the county to access Superfast broadband.

Progress to Date

18. The Superfast Worcestershire partnership is focused on ensuring the delivery of superfast broadband to the county's businesses and residents. However, it is recognised that for our communities to take full advantage of the new infrastructure they need to understand the benefits this will bring and how they can take up the service. Continued communication of benefits and stimulation of the demand must be sustained to bring the infrastructure to life for our communities.

19. BT has shared with us an anonymised comparison of Worcestershire's take-up rates across the region. Currently take up of the faster infrastructure, deployed by Superfast Worcestershire, is at nearly 20% and continues to rise each month. As shown in the graph at Appendix 2, it is recognised that take up rates in Worcestershire are 40% higher than others at this stage in their programme deployment.

20. Case studies from local businesses continue to illustrate the benefit of faster broadband:

"A lot of my work is done online using videos. Without fast internet, it would take me a lot longer to write programmes and upload videos... I don't have any worries about the future of my business as I know I have the infrastructure to do what I need to do. I can't imagine trying to run my business without it!" Tracy Reck, Naturally Exuberant.

"We were reluctant to offer more graphic design and artwork services due to the slow internet so now we are free to expand that side of our business." Anna Marshall, Steaves Shirts.

"In my business the Internet is so important but uploading photos and videos can take hours. It's so frustrating! I need to be able compete on an equal footing with areas where there's faster broadband speeds. That's why I really welcome the plans to upgrade speeds across Worcestershire." Elspeth Van Der Hole, Fashion Photographer.

21. As indicated in the summary, further to the additional funding secured from BDUK and through the Local Growth Deal totalling £4.8m, the Council was able to secure plans to extend fibre to 95% of the county.

22. The Council was also able to agree a formal acceleration to the original dates identified by BT for completion of this extension programme. This will now start as soon as the initial contract deployment is completed (to deliver 90% fibre coverage across the county) and is now planned to be completed in 2017, rather than the original completion date at the end of summer 2018.

Proposal and Recommendation

23. BT has offered to release early capital re-investment of circa £2.1m. This would be used to extend superfast fibre broadband even further across the county. Securing this offer, significantly earlier than expected, is a major achievement for the county and is a result of the progress made in the Superfast Worcestershire Programme.

24. A further circa £900K would be made available by BT to extend coverage even further through efficiencies made to date in programme deployment.

25. This re-investment of around £3m would enable the extension of fibre infrastructure into parts of the remaining 6% of the county's businesses and residents. If approved, the Cabinet Member with Responsibility and Director of Commercial and Change will negotiate the best deal for these communities with BT, and final coverage and deployment plans will be understood and agreed before formal contract change controls are agreed. This deal will need to demonstrate value for money for Worcestershire's tax payers, ensure a continued focus for our business and resident communities and take account of demand.

26. Cabinet is asked to take this early opportunity to re-invest c. £3m into further deployment of broadband across the county. This opportunity to extend fibre further across Worcestershire will be lost if the monies are not identified for re-investment into broadband infrastructure and will remain in the "re-investment pot" until 2025.

27. If the recommendations in this report are agreed this will not require any additional net borrowing for the Council as any re-investment would be funded by early release of capital by BT.

Next Steps

28. If Cabinet agrees the recommendations to take the early re-investment opportunity to secure further expansion of the county's broadband infrastructure, the next steps are to:

- (a) Secure Council approval for the addition to the Capital Programme using capital released by BT
- (b) In the light of the additional potential, engage and stimulate demand further to identify those businesses and communities that most need enhanced broadband infrastructure
- (c) Develop the Council's requirements in relation to investment deployment and undertake formal negotiations with BT to model the additional coverage
- (d) Ensure value for money is tested and evidenced in the final proposals for re-investment
- (e) Agree contractual change control with BT to include the additional investment in the Superfast Worcestershire partnership.

Equality and Privacy Issues

29. There are no equality or privacy issues to consider as a result of the recommendations in this report

Supporting Information

Appendix 1 – Progress of Superfast Worcestershire deployment (1 September 2015) – available electronically

Appendix 2 – Worcestershire Take Up compared with other Local Bodies in the Region – available electronically

Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Director of Commercial and Change) the following are the background papers relating to the subject matter of this report:

Agenda and background papers for the meetings of Cabinet held on [24 November 2011](#), [24 May 2012](#), [8 November 2012](#), [18 July 2013](#), [5 February 2015](#)

CABINET
15 OCTOBER 2015**DESIGNATION OF WORCESTERSHIRE AS A POLLINATOR-FRIENDLY COUNTY**

Relevant Cabinet Member

Mr A N Blagg

Relevant Officer

Director of Business, Environment and Community

Recommendation

1. The Cabinet Member with Responsibility for Environment recommends that Cabinet accepts the principles behind the Notice of Motion and resolves to give effect to it by:

(a) endorsing the current work being undertaken to ensure Worcestershire is a pollinator-friendly county: and

(b) endorsing the actions proposed in paragraphs 20-31 to increase pollinator-friendly habitat.

Background

2. The Constitution provides that if a motion relates to an executive function, it will be referred to the Cabinet for determination. The following motion was duly moved and seconded at Council on 9 July 2015 and stood referred to the Cabinet. Mr Blagg and Mr Hardman (as mover and seconder) are members of the Cabinet. Mrs Eyre (the third signatory of the Notice of Motion) has been invited to the meeting.

3. Notice of Motion standing in the names of Mr A N Blagg, Mr A I Hardman and Mrs E A Eyre:

“This Council wishes to designate Worcestershire as a Pollinator Friendly County and to promote protection of pollinators and their habitats. All types of pollinators including bees are declining in number throughout the United Kingdom including Worcestershire. They are vital to the food supply of the nation and are particularly important in a county with a large agricultural and horticultural industry such as ours where food including fruit, grains and animal feeds are grown. This will include looking to the management of County Council owned land including roadside verges and spreading information on biodiversity to help residents and businesses play their part in increasing local habitats, promoting bee keeping and planting pollinator friendly plants.

Pollinators include various species of bees, butterflies, moths, beetles and hoverflies. The economic value of honey bees and bumble bees alone as pollinators

of commercially grown insect pollinated crops in the UK has been estimated at over £200 million per year.

Pollinators have been affected by a number of issues including a decline in habitat, caused by the intensification of land use, habitat loss, pests, invasive species, climate change and the inappropriate use of agro-chemicals. The bee population in particular has declined significantly since the 1950's, with three native bumble bee species becoming extinct and another eight suffering serious contractions in their range.

We call upon all Council Members and Officers to make sure pollinator habitats are not destroyed and to help increase them wherever possible”.

4. This report outlines the importance of pollinators to the national economy and environment and their importance to Worcestershire. It also describes actions which the Council is currently undertaking with regard to pollinators and proposes further activities.

5. In addition, the report outlines actions that other partners are currently undertaking and work across the county to promote pollinator habitat through the Worcestershire Local Nature Partnership.

Pollinators and their Importance

6. It is estimated that the value of pollinators to the English economy is in excess of £200m per year, largely derived from their role in the agricultural food-chain, pollinating a variety of crops including soft and orchard fruits, vegetables and salad crops. Worcestershire's landscape is especially notable in England for its traditional orchard habitat and some apple varieties are 90% dependent on insect pollination for fruit set. Sensitively managed orchards can provide an important food source and refuge for many insect species, acting as a pollination reservoir for surrounding farmland.

7. Pollinators are a diverse group of over 1,500 species of bumble bees, solitary bees, moths, butterflies, flies and hoverflies. Also included are honey bees which are kept both commercially and domestically for honey and associated products. In Worcestershire there are records of 165 species of wild bees, of which 46 are classified as rare and notable. However, the decline in number and diversity of wild pollinator species requires many Worcestershire farming businesses to import hives of commercially bred bees to achieve the necessary level of pollination for agricultural crop production.

8. The number and diversity of pollinators has been in decline for many years as a result of a number of challenges including:

- a) Loss of habitat - in particular traditional orchards (approx. 85% loss across England since 1940s, with Worcestershire containing approx. 12% of remainder) and wild flower meadows (approx. 97% loss across England since 1940s, with Worcestershire containing approx. 20% of remainder)
- b) Pests and diseases, with the increasing need to import bee colonies posing a potential biosecurity risk to native pollinators
- c) Competition from non-native and invasive species

- d) Climate change, which is causing a shift in the distribution of some species
- e) Use of some pesticides, with studies showing that even non-lethal pesticides can disrupt foraging ability and that the effects of exposure to more than one non-lethal pesticide in combination can be cumulative.

9. In response to these pressures the former Coalition Government published 'The National Pollinator Strategy: for bees and other pollinators in England' (November 2014) with the following aims:

- a) Supporting pollinators on farmland
- b) Supporting pollinators across towns, cities and the countryside
- c) Enhancing the response to pest and disease risks
- d) Raising awareness of what pollinators need to survive and thrive
- e) Improving evidence on the status of pollinators and the services they provide.

10. The strategy was aimed at a wide audience including local authorities, environmental organisations, businesses and land owners, and it encourages different organisations to work in partnership to achieve its aims.

11. The County Council is taking the lead in developing pollinator friendly working practices and policies, but there are many opportunities to extend this approach through existing partnerships with other organisations. We will be working with the Worcestershire Local Nature Partnership to extend this approach beyond the County Council. The Worcestershire Local Nature Partnership has a diverse membership including county and district councils, Natural England, Environment Agency, Historic England, Worcestershire Wildlife Trust and representatives from the National Farmers Union and Country Land and Business Association. Many members are already contributing to the development of pollinator projects or are interested in contributing.

Current Actions

12. A number of different work streams in the Business, Environment and Community Directorate support the aims of the National Pollinator Strategy.

- **Roadside Verges**

13. There are 43 designated Roadside Verge Nature Reserves across the county. These are designated for their wild flower interest based on a series of criteria which protect the most diverse habitat. These verges are mown annually to protect and enhance the habitat, which supports a range of pollinators.

14. Safety is paramount in the management of road verges, for both pedestrians and motorists, and the majority of roadside verges are cut twice a year to a width of one metre from the edge of the highway, and to allow for visibility splays.

15. Where verges are wider than this safety requirement, and conditions allow, they are not mown, resulting in an increasingly diverse habitat which includes wild flowers, scrub and woody species, which are of interest to a range of pollinators over a long season.

- **Traditional Orchards**

16. Working in partnership with Worcestershire Biological Records Centre and funded by Natural England, a series of projects have delivered enhanced management of traditional orchards which provide nectar opportunities for pollinators, particularly early in the spring. Over 100 hectares of traditional orchard have been managed and 1000 new fruit trees planted.

- **Land Management**

17. Bee hives and bee hotels have been installed at Worcester Woods Country Park.

18. Management of the Hartlebury Common Site of Specific Scientific Interest is designed to protect the habitat of rare solitary bee habitat and the species itself.

19. Herbicide use on highways is restricted to Glyphosate-based compounds which have no known negative impacts on pollinators or their habitat and which leave no residues within the environment.

Proposals for Future Actions

- **Land Management**

20. Within the current highways maintenance contract, funding is available for a small increase in the number of Roadside Verge Nature Reserves. A number of potential new sites have been suggested by community groups and individuals and these are currently being monitored to ensure that they meet criteria.

21. Sites in the Countryside Management portfolio are currently managed to promote nature conservation through habitat management which is of benefit to a wide range of pollinators. Opportunities to expand this positive management to other sites in the County Council's ownership will be explored, including the former landfill sites, through appropriate changes to the land management regimes.

22. Opportunities for further bee hives and bee hotels on Countryside Sites are being sought, including Waseley Hills Country Park.

23. A trial project to increase pollinator habitat on suitable roadside verges and adjacent land is being included within a County Council-led Heritage Lottery Fund Landscape Partnership grant application for the Vale of Evesham. The Vale of Evesham scheme will be a national flagship for the county, being developed as a collaborative initiative between the Worcestershire Local Nature Partnership and Worcestershire Local Enterprise Partnership, and will be submitted in 2016.

- **Education**

24. A grant has been submitted to the Department for the Environment, Food and Rural Affairs to fund a project promoting the management of school grounds for pollinators. Subject to the grant application being successful, a competition will select winning schools to receive expertise and funding to improve their school grounds for pollinators. It is proposed that this is a rolling project commencing in the

south of the county, to be expanded if successful (subject to resources). Best practice guides will be developed to promote the work to all schools in the county.

- **Worcestershire Local Nature Partnership**

25. A partnership approach towards achieving the goal of Worcestershire becoming a pollinator-friendly county is being promoted through the Worcestershire Local Nature Partnership.

26. At the September meeting of the Worcestershire Local Nature Partnership it was agreed that a "Pollinator Pledge" would be developed for members to raise awareness of existing activity, develop new projects, and share good practice to promote change to ensure beneficial practices for pollinators. The Local Nature Partnership will take on the responsibility for monitoring the pledge and ensuring its delivery through partnership projects.

27. Two examples of emerging projects from Local Nature Partnership members are the University of Worcester investigating the management of their estate and potential creation of pollinator corridors. A successful funding application has also been submitted by Worcestershire Wildlife Trust to support landowners in improving pollinator habitats in the Bow Brook and Shrawley Brook areas.

- **Planning**

28. The Worcestershire Green Infrastructure Partnership, which is led by County Council, has been working with County and Local Planning Authorities to influence local planning policy and developments to ensure that green infrastructure is delivered as part of the development, with community, economic and environmental benefits. Green infrastructure policies are now included in the adopted and emerging local plans which will be of benefit to pollinators through the extension, creation or protection of habitat.

29. The Green Infrastructure Partnership will continue to work with developers to promote this approach and ensure that suitable habitat is created and long-term maintenance proposals are appropriate. The Partnership will also explore short-term habitat creation opportunities on development land with owners and developers. This approach has been successfully used to create short-term pollinator habitat and improve the appearance of unmanaged land, without having a negative impact on the ability to bring proposals forward or a grant of planning permission.

30. The emerging Minerals Local Plan includes policy and proposals for the restoration of minerals sites, informed by Green Infrastructure opportunities to ensure that restoration provides wider natural environment and community benefits. This approach will be of benefit to pollinators through habitat creation, restoration and connectivity.

31. A remaining challenge is to capture the range of current and proposed activity and sign-post interested parties to information and best practice and promote this approach to our communities. The Local Nature Partnership web pages will provide an interim information resource, listing projects as they develop and providing information on how communities can be involved. Information and best practice will also be shared with the volunteer networks hosted by the various Local Nature

Partnership members, many of whom assist with land management and monitoring. New projects and proposals will also be welcomed from the community which, where practicable, will enable us to develop further and promote good practice.

Financial Implications

32. The majority of the actions outlined above can be achieved through existing resources and changes to working practices. The exceptions to this are the schools work and the road verge management proposals in the Vale of Evesham project for which external grant funding is being sought.

Equality and Diversity Implications

33. An Equality Relevance Screening has been completed in respect of these recommendations. The screening did not identify any potential Equality considerations requiring further consideration during implementation.

Privacy Impact Assessment

34. This report has no impact on privacy issues.

Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Director of Business, Environment and Community) the following are the background papers relating to the subject matter of this report:

- Agenda papers for the meeting of County Council held on 9 July 2015, available on the Council's website at: <http://worcestershire.moderngov.co.uk/...>

CABINET
15 OCTOBER 2015**POSITIVE ACTIVITIES FOR YOUNG PEOPLE: FUTURE DIRECTION**

Relevant Cabinet Member

Mr J P Campion

Relevant Officer

Interim Director of Children's Services

Recommendation

1. The Cabinet Member with Responsibility for Children and Families recommends that Cabinet:

- (a) notes the findings of the review of County Council funded Positive Activities for young people provision as set out in paragraphs 1 – 21;**
- (b) approves the recommendation for the future funding of positive activities as set out in paragraphs 25-26;**
- (c) approves the focus of the infrastructure support funding as set out in paragraphs 28-31;**
- (d) approves the needs based formula funding and district allocation of positive activities as set out in paragraph 27;**
- (e) approves the proposed commissioning priorities and processes as set out in paragraphs 32 – 35; and**
- (f) delegates the implementation of the recommendations outlined in this report to the Director of Children's Services in consultation with the Cabinet Member with Responsibility for Children and Families.**

Background

2. Positive Activities focus on providing young people with 'things to do and places to go'. Provision is mainly delivered through traditional style openly accessible youth groups (i.e. any young person from the community can access).

3. Under Section 507B of the Education Act 1996, the County Council has a duty to secure for qualifying young people (i.e. aged 13-19 and those aged 20-24 with a learning difficulty or disability), so far as is reasonably practicable, a local offer of access to sufficient educational or recreational leisure-time activities and facilities that is sufficient to meet local needs and improve young people's well-being and personal and social development. There are also responsibilities to effectively publicise the overall

local offer of all services and activities available to young people and their families and to involve young people in the decision making about, and monitoring of, the relevance and effectiveness of services.

4. In November 2011 as part of the BOLD programme, Cabinet took the decision to de-commission all Worcestershire County Council Youth Services and re-commission externally provided Positive Activities (saving £1.782 million).

5. At this point it was agreed that Positive Activities provision would focus on reaching those young people who were, or were at risk of becoming, not in education, employment or training (NEET) or involved in anti-social behaviour and that provision should be targeted at vulnerable and disadvantaged young people. Targeting was therefore predominantly geographic related to such "hotspots".

6. The remaining £1 million was subsequently allocated across the six district council areas of the county using a needs-based formula (70% Needs to 30% Local Youth population) and an outcomes framework and local service specifications were created. Contracts were due to expire on 31 March 2015.

7. In 2014-15 commissioned activities reached 10,121 individual young people.

8. In addition to County Council funded positive activities there is also a wide range of provision provided by the voluntary, community and private sector. Young Solutions (previously Worcestershire Council for Voluntary Youth Services - WCVYS) currently has 88 affiliated youth organisations that reach approximately a further 10,000 young people, supported by up to 150 paid and 1,000 voluntary workers.

9. In addition, there are circa 1,300 sports clubs and organisations offering activities. This provision is not necessarily targeted at the 13-19 age range or the most vulnerable. However, it does contribute a substantial volume of local and accessible activities to the positive for the wider youth population and is important in complementing the more targeted provision commissioned by the County Council.

10. There is a good working relationship between providers of commissioned positive activities and the wider youth sector and collaboration and coordination of local provision is a function of Local Children's Trusts and their relevant sub groups.

Cabinet Report – July 2014

11. In July 2014, Cabinet approved a proposal that the current approach to Positive Activities is reviewed to ascertain whether the Council can ensure a sufficient local positive activities offer in accordance with its legal duties without any County Council funding from 2016/17.

12. To ensure stability of positive activities provision throughout this review, Cabinet also approved in July 2014 to retain the current level of funding (£1 million) for a further financial year (2015/16) effectively deferring the existing £500,000 savings from 2015/16 to 2016/17 and have a corresponding increase in the corporate budget gap of this amount for 2015/16.

Positive Activities Review - Findings

13. The Officer-led review (see Appendix 3) included in-depth meetings with each of the 19 different provider organisations delivering 23 local contracts, a survey with young people to ascertain views and a mapping exercise of the other positive activities provision available across Worcestershire. This was complemented by a Member-led review carried out by the Children and Young People's Overview and Scrutiny Panel. Both review reports and the analysis of the young people's survey are available as background papers.

14. Evidence gathered through regular monitoring indicates that these services are reaching and positively impacting on individual vulnerable young people. Those providers with greater capacity and experience use nationally recognised tools such as Outcomes Stars and school attitudinal surveys (e.g. P.A.S.S) and all use case study feedback of their own and from other stakeholders, including schools and Police.

15. Ward level data from the Police indicates significant lowering of levels of reported anti-social behaviour in areas where commissioned positive activities are provided. The importance of the diversionary function of locally accessible positive activities was emphasised by the Police during the Overview and Scrutiny meeting.

16. If the County Council were to remove all of the funding from 2016/17, 26% (5) of commissioned organisations stated that they would be likely to close due to insufficient other funding to sustain core costs and activities, 32% (6) were likely to reduce levels of provision and 42% (8) were likely to stop offering positive activities for young people whilst continuing other work funded from elsewhere.

17. Given this, the review identified that there is a risk that a number of priority localities could be left with little or no significant accessible Positive Activities provision reaching those needing it most, in particular Droitwich (including Westlands), Malvern town (including Pickersleigh), Stourport (including Walshes), Kidderminster (including Spennells), Bromsgrove (including Charford, Sidemoor, Catshill and Rubery), Bewdley, Pershore and Evesham.

18. There is a particular issue in the city of Worcester with regard to the potential impact on the scope of provision and sustainability prospects of Worcester Community Trust (WCT). Worcester was the only district area in which there was no open tendering for positive activities provision due to a Section 10 pooled funding agreement between the County and City Councils that was in place at the time. WCT delivers all of the commissioned positive activities for young people across the city in areas of highest need and also is the key provider of community and play provision for the City Council. Consequently, the future of funding streams from the two Councils is very significant to the sustainability of the organisation going forward.

19. One of the positive effects of the County Council's investment in the voluntary youth sector has been that, in supporting the core costs and staff expertise in organisations, it has enabled many of the commissioned bodies to secure further funding from other sources to enhance their work with young people. On average, organisations generate an additional 25% of income from other sources, some significantly more, with a small number still being entirely dependent on the Council.

Typically, these sources pay for additional and time limited projects and/or specific equipment.

20. An online survey of young people accessing the commissioned activities took place in May 2015. This received an excellent response from 715 young people. 47% of those responding indicated that they did not access any other activity provision in their community other than that which they may experience at school. The importance of a locally accessible, young people friendly venue and consistently available and trusted youth workers to talk to about issues and concerns were common themes emerging from the responses.

21. Given the findings of the review (in paragraphs 16-17 above) and the accepted budgetary restraints, it is important that Council investment is maintained to ensure an adequate local offer of positive activities is consistently available across the county and for the Council to consequently meet its statutory obligations. To achieve this, it will be necessary for Council commissioned services to be prioritised in areas where there would be little or no appropriate and accessible provision for young people who need it most and are unlikely to be motivated or to travel to other alternatives (see survey findings in paragraph 20 above and Appendix 2). In this way County Council funding will complement the broader range of opportunities provided by others that also comprise the local offer for the wider youth population.

22. The duty to publicise the local activity offer to young people and their families has been met through the provision of the Plug and Play website and Early Help Hub Service Directory. There is now an opportunity to review this function and to both align it with the Your Life, Your Choice website; developing the Local Offer and improving the quality, quantity and accessibility of online information, advice and guidance for children, young people and families. It would be good practice to further involve young people in the development of an App and/or social media approach that is more relevant to young people.

Future Funding for Positive Activities – Recommendations

23. The current financial savings that are attributed to Positive Activities are £1,000k in 2016/17. This would leave a budget of £100K to focus on publicising local activity and supporting the development and maintenance of the youth service market (infrastructure support).

24. The Positive Activities Review and Overview and Scrutiny processes have concluded that due to the following reasons there is a risk of leaving gaps in service availability for some of the most vulnerable young people in key areas if all County Council funding is removed given:

- the reach of positive activities to individuals many of whom do not access other opportunities
- the importance of the skills and relationships with young people of the youth workers in this sector, and
- the evidence of positive impact and contribution to wider early intervention and prevention measures.

25. However, budget pressures continue and there is still a need for the voluntary youth sector, which is still immature and comprised mainly of small local charities and social enterprises, to work towards a sustainable future that is less reliant of public sector funds. It is therefore a priority of the infrastructure support that it is recommended to continue that these should be supported to build their capacity to secure additional funding streams that can both replace the incrementally reducing contribution from the County Council and provide longer term sustainability.

26. It is therefore recommended to continue the investment in Positive Activities from April 2016 and to incrementally reduce funding over three years as outlined in the table below. This approach will allow providers to rebalance income and secure funding from other sources to sustain a positive activities offer. The allocation of £400k per annum from 2019-20 onwards will be subject to a further commissioning review.

Current funding

	2015-16
Delivery Fund	£1000K
Infrastructure	£100K

Proposed funding

	2016-17	2017/18	2018/19
Delivery Fund	£600K	£500K	£400K
Infrastructure	£100K	£100K	£100K

27. This will revise the existing savings profile, as described below, and adjustments will be proposed in the Medium Term Financial Plan to reflect this.

Current savings profile

2016-17
£1000K

Revised savings profile

2016-17	2017/18	2018/19	Total
£400K	£100K	£100K	£600K

28. It is proposed to continue to use the Needs:Youth Population formula based allocation of funding on a district basis. The allocations of the funding would therefore be as follows:

District Area	Current allocation (from £1m)	2016-17 allocation (from £600k)	2017-18 allocation (from £500k)	2018-19 > allocation (from £400k)
Bromsgrove	125,115	75,060	62,550	50,040
Redditch	185,083	111,000	92,500	74,000
Wyre Forest	191,730	115,020	95,850	76,680
Wychavon	186,182	111,720	93,100	74,480
Worcester City	202,000	121,200	101,000	80,800
Malvern Hills	109,574	65,760	54,800	43,840

29. It is also recommended to continue with the allocation of £100k annually for infrastructure support. The investment would partly support the post of Commissioning Manager, Young People through which management of the commissioning process, monitoring and continuous development of quality and safety of positive activities provision is ensured. It would also enable the re-commissioning of a sector specific provider of infrastructure support. This provider would be required, as has been the case to date, to provide a full programme of accessible training, both directly delivered and online, for the workforce of the voluntary youth sector.

30. It will also be required to offer on-going support to organisations that enables them to plan for and evidence the impact of their interventions with young people, to improve their capacity to attract additional and alternative funding streams and to facilitate and broker new partnerships and consortia to improve local coordination, support smaller groups with less capacity and minimise duplication and competition for resources in the sector. This sector specific support will be (as before) additional and complementary to any County Council support to the wider voluntary sector in terms of organisational development, legal constitution and governance etc. that might continue to be made following the current review of the Changing Futures Fund. It is distinct in character and content in that it addresses the effectiveness of operational delivery, quality and safety of activity provision and provides on-going support and training to the youth sector rather than shorter term packages of capacity building support to organisations.

31. In addition, the infrastructure budget will provide some capacity to develop more effective ways to promote the wide range of available activities to young people through the development of smartphone app and social media based tools.

32. The commissioning process for this support will take place in parallel to that for the direct delivery providers of positive activities.

Commissioning Priorities – Recommendations

33. It is recommended that the following priorities and principles are applied to the commissioning of targeted (not universally offered) positive activities from April 2016 onwards:

- Prioritise geographical areas of need and where little or no other significant “open door” provision would remain without County Council support
- Cease funding of activities that could/should be funded from other sources (e.g. schools)
- Greater focus on reaching disadvantaged and vulnerable young people who are most likely to benefit from positive activities provision
- Maintain an outcomes-based approach to continue the focus on making a positive difference to wellbeing, resilience, achievement etc. and consider revision of high level objectives to include prevention and support of young people’s low level mental health issues and reducing demand on social care
- Ensure alignment of priorities with the review of 0-19 Early Help and identify contribution and links to wider strategic priorities such as the developing approach to Prevention
- In order to secure funding, organisations must have or be working towards robust future sustainability plans. This will support transition to an independently sustainable sector (infrastructure support will assist with this)
- Encourage consortium approaches in areas where feasible (these can assist smaller organisations with less capacity for bidding for funds etc).

Commissioning Process - Recommendations

34. It is recommended that the Council's standard procurement process is used and that there will be open tendering in all district areas. This now includes Worcester City as the previous Section 10 pooled funding agreement has now expired. Existing contracts with all providers will cease on 31 March 2016 and new contracts will commence on 1 April 2016 to ensure continuity of provision in localities.

35. District area service specifications will be developed to reflect the above priority areas.

36. Local elected members, young people and Local Children's Trusts will be involved and consulted in the development of these specifications.

Children with Disabilities (CWD)

37. The County Council, in collaboration with the Clinical Commissioning Groups, commissions a variety of providers across Worcestershire to provide positive activities and short breaks specifically for children with disabilities. It includes contributions to

some mainstream providers within the Positive Activities programme for enhanced inclusive provision up to a value of £27,000. This has enabled a small number of commissioned positive activities providers to provide specific activity programmes for young people with disabilities and to offer opportunities for additional integration into mainstream activities where requested and appropriate to the young people involved and has been assessed as very effective provision of this type.

38. It is proposed that the alignment of Short Breaks for Children with Disabilities commissioning continues in this way subject to availability of funding.

Role of Local Members

39. The role of local members continues to evolve through the implementation of the County Council's Future Operating Model. Local members have a key role as the 'go to' person within communities as well as becoming local commissioners through the discretionary use of their member budgets. It will also be necessary to enable local members to work closely with the Local Children's Trusts and other bodies to encourage effective local collaboration and avoid duplication of effort and resources.

Role of Young People

40. One of the most important defining features of the commissioning of Positive Activities to date has been the direct involvement of local young people in the decision making and review processes.

41. Throughout the review all young people who currently access County Council funded Positive Activities were given the opportunity to share their views on the current provision. 715 young people responded to the survey and these responses have been used to inform the revised funding proposals as indicated in the Young People's Survey analysis in the background papers. Of particular relevance is the fact that 47% of young people responding reported that they attend no other activity provision in their community beyond what they may take part in as part of their school time curriculum. It is therefore useful to consider any provision commissioned by the County Council in targeted areas of need and potential gaps in service as important in fulfilling the local youth offer by complementing the wider range of sports, Arts and leisure activities provided by the local authority partners, voluntary and private sector organisations for the wider youth population.

42. It has been, and will continue to be, an expectation of all commissioned organisations that they should demonstrate that they actively involve young people in the planning, delivery and evaluation of their activity provision. This includes the development of young people as volunteers, enabling their contribution through members committees, local youth forums and engagement with the wider existing opportunities for young people to have their voice heard and to influence decision making such as the Worcestershire Youth Cabinet and the UK Youth Parliament.

43. To support this, steps have already been taken to include some capacity to provide the potential for on-going training and coordination of young people involved as part of the rationalisation of young people's Participation & Engagement functions in Children's Services.

44. Developing and enabling appropriate and effective involvement of young people in the functions of the Local Children's Trusts and with local members will be important to ensure that their voice and influence can continue to inform local decision making that delivers relevant and accessible activities.

Legal, Financial and HR Implications

45. The statutory duties are set out in the report above. The Council must also comply with the Public Sector Equality Duty, detailed in previous Cabinet reports and referenced below. There are legal implications in relation to the cessation of the current Positive Activities provider's contracts. These are standard legal procedures and will be followed in giving the required notice of cessation of contracts.

46. With regard to the proposal approved by Cabinet in July 2014, to consider the implication of removing all of the delivery fund for positive activities for young people, the recommendation to continue but incrementally reduce funding over three years will create an additional corporate financial pressure of £700k in 2016/17, £600k in 2017/18 and £500k in 2018/19. However, it will still contribute savings of £600K over the three years against the current level of spend (£1.1 million p.a.).

Equality and Diversity Implications

47. Commissioned Positive Activities provision has contributed to the Equality Duty Aims. All commissioned activities are inclusive in terms of the protected characteristics of Race, Religion and Belief, Gender, Sexual Orientation and Age (Young People: 75% 13-19 yrs, 25% 11-12 yrs) and in some cases with specific provision aimed at the particular needs of groups with one or more of the following protected characteristics: Disability (e.g. physical and learning disabilities, Asperger's etc) and Pregnancy and Maternity (teenage parents).

48. Through the Equalities Impact Assessment (EIA) attached as Appendix 1, due regard has been given to the Equality Duty in the process of exiting current contracts as proposed in March 2016 (i.e. assessment of potential negative impact of cessation of particular services from an equalities perspective and identify mitigations) and in developing the recommendations for the future. It will continue to be necessary for us to be working with the Voluntary and Community Sector/private sector to support and enable a range of provision that meets the Duty going forward – a further justification for maintaining and re-focusing infrastructure support/capacity-building activity.

Privacy Impact Assessment

48. A Privacy Impact Assessment has been completed (attached as Appendix 1). The monitoring of the performance of Positive Activities providers includes the gathering of statistical data, outcomes and case study evidence. However, all of this information is anonymised and provider organisations do not require access to County Council systems in order to provide it. There are therefore no significant risks identified.

Supporting Information

Appendix 1 – Equality Impact Assessment and Risk and Privacy Impact Screening
Appendix 2 – Young People's Survey analysis
Appendix 3 – Positive Activities Review Report
Supporting Information – Statutory Guidance on the Role of Local Authorities in Youth Provision – available electronically

Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Interim Director of Children's Services) the following are the background papers relating to the subject matter of this report:

- Children and Young People's Overview and Scrutiny report
- Agenda and background papers for the Cabinet meetings held on 24 November 2011 and 17 July 2014 which are available from the Head of Legal and Democratic Services or on the Council's website at:

<http://worcestershire.moderngov.co.uk/ieListMeetings.aspx?CommitteId=131>

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

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Job Title:	Commissioning Manager: Young People
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Directorate:	CHS
Telephone:	07921 309973
Email address:	pfinnemore@worcestershire.gov.uk
Date assessment commenced:	17/07/2015
Date assessment completed:	07/09/2015

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	Positive Activities for Young People
Is this a new or an amended policy?	Amended
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	<p>Under the obligations of statutory guidance regarding Section 507B of the Education and Inspections Act 2006, the County Council has a duty to secure, so far as is reasonably practicable, a local offer that is sufficient to meet local needs and improve young people's well-being and personal and social development. There are also responsibilities to effectively publicise the overall local offer of all services and activities available to young people and their families and to involve young people in the decision making about and monitoring of the relevance and effectiveness of services.</p> <p>This is the same as applies to the future policy and provision of Positive Activities</p>
Intended outcomes:	2. Positive Activities provision is currently focussed on reaching those young people who are, or are at risk of becoming not in education, employment or training (NEET) or involved in anti-social






	<p>behaviour. Targeting is predominantly geographic related to such "hotspots" or areas of need and localities with no other significant provision for such young people in each district area.</p>																
<p>Please summarise how these outcomes will be achieved?</p>	<p>Commissioned activities delivered predominantly by a range of voluntary sector providers, reached 10,121 individual young people in 2014-15. Service providers aim to make a positive difference to the wellbeing and life skills of those they reach based on an outcomes framework. The overall aim of the services is to reach young people in disadvantaged communities and to prevent or reduce their likelihood of becoming NEET (Not in Education, Employment or Training) or involved in anti-social behaviour or crime and to impact positively on their wider wellbeing and resilience. Evidence that these services are positively impacting on individual young people is gathered through the use of nationally recognised tools such as the Teen Outcomes Star and case study feedback, including from other stakeholders such as schools, Police etc. These are sampled as part of the regular monitoring process with providers.</p>																
<p>Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?</p>	<p>Currently, £1m is allocated across the six district council areas of the county using a needs-based formula (70% Needs to 30% Local Youth population). All current contracts run to 31st March 2016.</p> <p>Proposals from April 2016 onwards are that a new procurement process will take place based on a reduced and tapering funding profile over three years, using the same needs based formula as follows :</p> <table border="1" data-bbox="673 1283 1441 1480"> <thead> <tr> <th></th> <th>2016-17</th> <th>2017/18</th> <th>2018/19</th> </tr> </thead> <tbody> <tr> <td>Delivery Fund</td> <td>£600K</td> <td>£500K</td> <td>£400K</td> </tr> <tr> <td>Infrastructure</td> <td>£100K</td> <td>£100K</td> <td>£100K</td> </tr> <tr> <td>Totals</td> <td>£700k</td> <td>£600k</td> <td>£500k</td> </tr> </tbody> </table> <p>It is being recommended that the following priorities and principles are applied to the commissioning of targeted (not universally offered) positive activities delivered through the new contracts to be awarded:</p> <ul style="list-style-type: none"> • Prioritise geographical areas of need and where little or no other significant "open door" provision would remain without WCC support. • Cease funding of activities that could / should be funded from other sources (<i>e.g. schools</i>) • Continue focus on reaching disadvantaged and vulnerable young people who are less likely to access or afford activities 		2016-17	2017/18	2018/19	Delivery Fund	£600K	£500K	£400K	Infrastructure	£100K	£100K	£100K	Totals	£700k	£600k	£500k
	2016-17	2017/18	2018/19														
Delivery Fund	£600K	£500K	£400K														
Infrastructure	£100K	£100K	£100K														
Totals	£700k	£600k	£500k														



	<p>provided by others.</p> <ul style="list-style-type: none"> • Maintain an outcomes based approach to continue focus on making positive difference to wellbeing, resilience, achievement etc. and consider revision of high level objectives to include prevention and support of young people's low level mental health issues and reducing demand on social care. • Ensure alignment of priorities with the review of 0-19 Early Help and identify contribution and links to wider strategic priorities such as the developing approach to Prevention. • In order to secure funding, organisations must have or be working towards robust future sustainability plans. This will support transition to an independently sustainable sector (<i>infrastructure support will assist with this</i>). • Encourage consortium approaches in areas where feasible. (<i>these can assist smaller organisations with less capacity for bidding for funds etc.</i>)
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Stage 2 - Information gathering/consultation

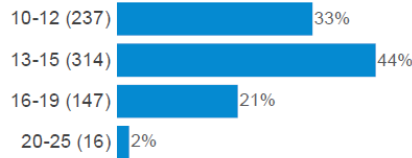
Please give details of data and research which you will use when carrying out this assessment:	<p>A full review of the current commissioned services has been undertaken during 2014-15. This has included meetings with all 19 provider organisations, other stakeholders in local communities, elected members and an Overview and Scrutiny process at the Council.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  positive activities review V5 23 06 15.c </div> <div style="text-align: center;">  Overview and Scrutiny Positive Acti </div> </div>
Please give details of any consultation findings you will use when carrying out this assessment:	<p>An online survey of young people using the commissioned provision was undertaken in May 2015. This received 715 responses. An analysis of responses is included here.</p> <div style="text-align: center;">  YP Positive Activities Survey Summary_rep </div>
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	



Please summarise relevant findings from your research/consultation:

Analysis of respondents and some of the more significant responses to the survey include

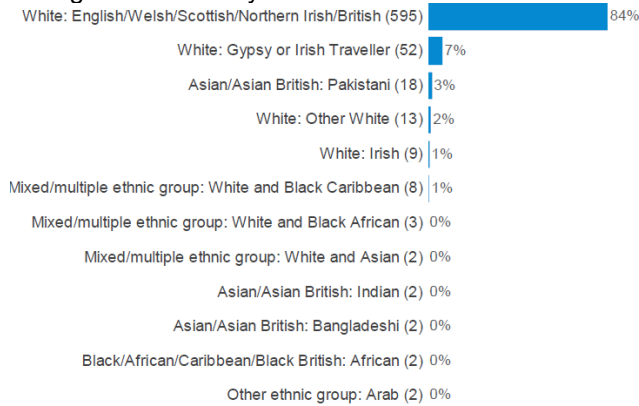
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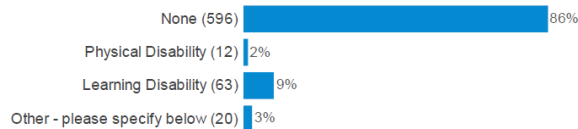
Gender :



Background / Identity

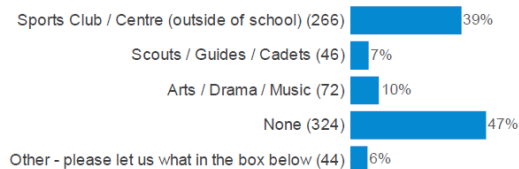


Disability



It is acknowledged that there is currently insufficient data to understand whether proposals would have negative impact linked to Sexual Orientation).

Other activities attended (outside of school)





Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups: * See comments below

Protected characteristic	Adverse	Positive	Neutral
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>Please provide details of all positive and adverse impact you have identified:</p>	<p>Such services are predominantly provided on an "open door" but geographically targeted basis rather than for groups or individuals with specific characteristics or needs. The demographic of those accessing is reflective of this rather than of intentional targeting of particular groups. The likely impact of proposed change is mostly related to the incremental reduction of funding and the consequent risk of reduced service delivery rather than any restriction or exclusion of access to provision for particular groups.</p> <p>Positive Activities provision is complemented in a few areas by specific provision made for young people with disabilities that is commissioned with Children with Disabilities Community Short Breaks funding but delivered by the same positive activities provider organisations. This has proved very successful in removing barriers to access and encouraging integration of young people with physical and learning disabilities in mainstream youth provision.</p>
<p>Where possible please include numbers likely to be affected:</p>	<p>There is not a comprehensive data set for this, but in relation to the protected groups, and using the 715 survey responses from young people as indicative of the overall composition of the user cohort, up to 14% of young people using positive activities may have a disability. Given the total of 10,121 young people reached by commissioned provision in 2014-15 this would equate to 1,417 young people.</p> <p>Those whose background / identity is other than White British represent 16% of the total cohort, the indicative number being</p>



<p>Where potential adverse impact has been identified, can continuation of the proposed policy be justified?</p>	<p>1,619.</p> <p>Yes</p> <p>If yes, please explain your reasons:</p> <p>Whilst any change that includes a potential reduction and/or greater targeting of resources can be seen as negative by those who would consequently cease to or have reduced access to the service, the wider context of other available activities has to be taken into account in this instance. In terms of general access to activities, there are 1,300 sports groups and club (ref. <i>Herefordshire & Worcestershire Sports Partnership</i>) and at least 88 voluntary and charitable youth organisations (ref. <i>Youth Solutions Worcestershire affiliated groups</i>) in the county that make provision for the wider youth population. It is also estimated that 6,000 children and young people a week access uniformed organisations such as Scouts, Guides, Cadets etc.</p> <p>The proposals for the next round of funding and commissioning of positive activities clearly take this into account and consequently prioritise the needs of those not likely to access or benefit from existing provision made by other organisations.</p>
<p>Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty?</p>	<p>Please indicate which of these aims is achieved through this policy: All</p> <p>Please explain how the policy contributes to achievement of any aims you have selected</p> <p>All commissioned positive activities provision for young people will be based on a service specification and outcomes framework that seeks to raise awareness and support the personal development of young people to become positive, tolerant and inclusive members of their communities.</p> <p>Even if changes to scope or scale of services are required, the priority for any more focussed targeting will be on those most in need and/or least able to access other activities for any particular reason, including those pertaining to individuals and groups with protected characteristics.</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none">1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it.3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it.	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

*** These will be identified once the relevant Cabinet decision confirming the recommendations described above for the future of Positive Activities is made (expected October 2015)**

Planned action	By who	By when	How will this be monitored

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	Once the October 2015 Cabinet decision is made, responsibility for implementation, service design etc. will be with the Commissioning Manager : Young People (ChS Early Help & Partnerships Team)
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Quarterly
How frequently will intended outcomes be evaluated?	Quarterly
Who will be responsible for monitoring and evaluation?	ChS Commissioning Manager: Young People (Paul Finnemore)
How will you use the monitoring and evaluation results?	<ul style="list-style-type: none"> • On-going feedback, challenge and service development with provider organisations • Impact measurement and performance monitoring



Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:		07/09/2015
Lead Officer:	As above	07/09/2015
Service Manager:	Hannah Needham	09/09/2015

Information Risk & Privacy Impact Screening

Work through the following questions to establish the potential risks to our information presented by your proposed project. This screening will help you identify whether further work will need to be undertaken to ensure that your proposal is compliant with information management requirements and will help you identify what areas you may need to consider to remove, mitigate, or bring these risks under control so your proposal can go ahead.

There are two sections to this screening:

- Section A, **Information Risk**, helps you identify what some of the information risks your proposal may attract – and give you an opportunity to integrate these into the development of your business case and project plan in order to reduce them.
- Section B, **Privacy**, helps you identify whether a full Privacy Impact Assessment is required for your project / policy.

For consistency, commissioned services are referred to as 'provider' throughout the screening process.

In every case where an external provider, supplier or contactor will, or may be, engaged both sections need to be completed.

Directorate, Service, and Unit	Children's Service, Early Help and Partnerships
Project Title	Commissioning of Positive Activities for Young People
Summary of Purpose of Project	To commission local voluntary sector organisations to provide a programme of positive activities for young people in local communities
Date of Screening	15.09.2015
Screening conducted by [Name and role in project / proposal]	Paul Finnemore ; Commissioning Manager: Young People

A Information Risk Screening

Please indicate Yes, No, or Maybe to the following questions:

	Yes / No / Maybe
1 Will your proposal involve, or may involve, an external provider, supplier or contractor?	YES

	<i>If you answer 'no' then this section is complete; move on to Section B Privacy. If you answer 'yes' or 'maybe' then answer the remaining questions in this section before completing Section B Privacy.</i>	
2	Will the provider need to access information that is contained within WCC systems?	NO
3	Will the provider need permanent access to systems?	NO
4	Will the provider need access / utilise our premises?	NO
5	Will the provider be storing records on their electronic systems?	NO
6	Will the provider look after physical records on our behalf?	NO
7	Will the provider be required to send / receive personal information either electronically or otherwise?	NO

B Privacy

Please indicate Yes, No, or Maybe to the following questions:

		Yes / No / Maybe
1	Will the project involve the collection of new information about individuals?	NO
2	Will the project compel individuals to provide information about themselves?	NO
3	Will information about individuals be disclosed to organisations or people who have not previously had routine access to the information?	NO
4	Are you using information about individuals for a purpose it is not currently used for, or in a way it is not currently used?	NO
5	Does the project involve you using new technology which might be perceived as being privacy intrusive? For example, the use of biometrics or facial recognition.	NO
6	Will the project result in you making decisions or taking action against individuals in ways which can have a significant impact on them?	NO

7	Is the information about individuals of a kind particularly likely to raise privacy concerns or expectations? For example, health records, criminal records or other information that people would consider to be particularly private.	NO
8	Will the project require you to contact individuals in ways which they may find intrusive?	NO

Screening Analysis

If you answer 'yes' or 'maybe' to any of the questions in Section A then you will need to undertake further assessment to ensure the information involved in your proposal is adequately protected. Please seek advice from the [Information Access Team](#) in CIMU.

If you answer 'yes' to any of the questions in Section B then you will need to undertake a more detailed Privacy Impact Assessment (PIA) to identify how your proposal affects individuals and their personal data, and what needs to be considered and implemented to ensure your proposal is acceptable and compliant with the Data Protection and Human Rights Acts. Please seek advice from the [Information Access Team](#) in CIMU.

Notes to help completion of the screening document

1. Commissioned/Contracted Services should only be provided with the minimum personal or sensitive information required to provide the service. Providing commissioned services with, or the ability to access, more personal information than they require to provide the service will potentially breach principle 3 of the Data Protection Act (personal data must be **adequate, relevant** and **not excessive** in relation to the purpose or purposes for which they are processed).

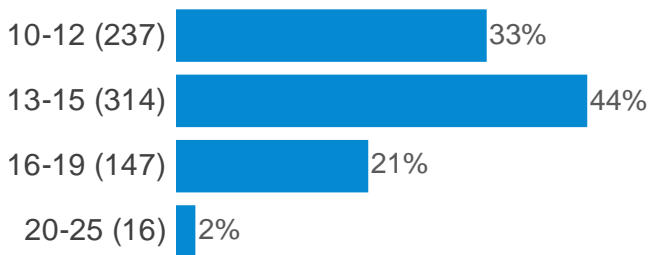
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Positive Activities Young People survey

This report was generated on 26/05/15. Overall 715 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'.

The following charts are restricted to the top 12 codes. Lists are restricted to the most recent 100 rows.

How old are you?



Are you?

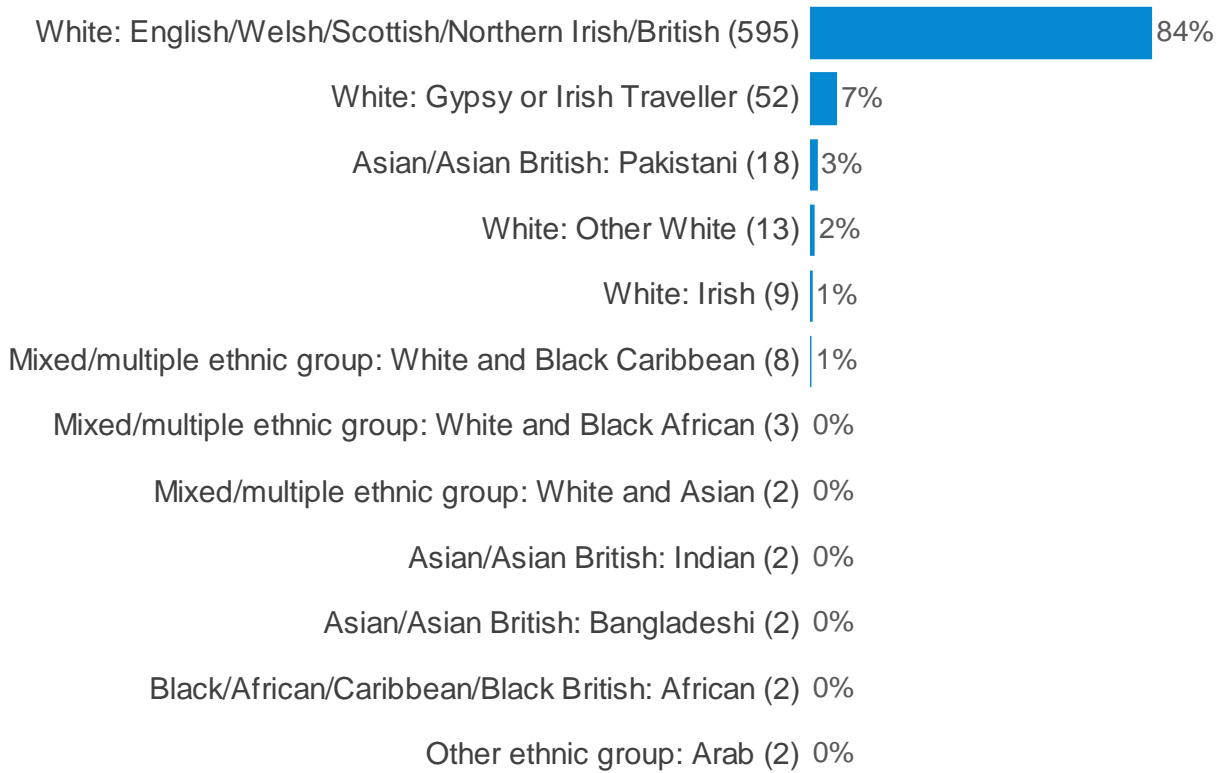


What is the first part of your postcode? (i.e. WR5 if your postcode is WR5 XXX or DY10 if your postcode is DY10 XXX (optional)

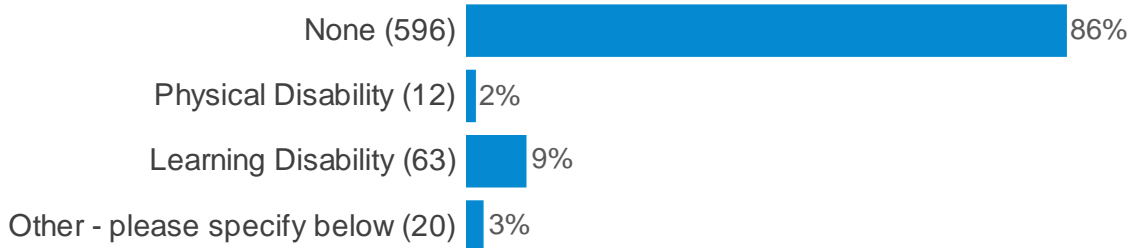
DY12	DY13	DY10	DY13	b98	dont know
DY12	DY13	DY10	dy13	b98	wr15
DY12	DY13	dy10	dy12	b98	WR11
DY12	DY13	DY!0	DY11	b98	WR11
DY10	DY13	DY10	B60	b98	wr11
DY11	DY13	DY11	wr7	b98	WR11
DY12	DY13	DY10	WR7	wr11	wr11
DY13	DY13	DY12	wr7	wr11	wr15
DY13	DY13	DY10	b60	WR11	wr11
DY12	DY13	DY10	WR7	WR11	WR11
DY12 2TR	DY13	DY11	wr7	b98	
DY12 1BZ	DY13	dy11	Wr7	b97	
DY12 2HD	DY13	DY11	WR7	b98	
DY13	DY13	DY11	wr7	b97	
DY11 6JT	DY11	DY12	B60	b97	
DY13	DY11	DY11	B97	wr15	
DY13	DY11	DY12	B60	WR15	
DY10	DY10	DY11	b98 7uq	dy11	

Positive Activities Young People survey

So that we can check that services are open to and welcome to everyone, please could you tell us about your background or identity? (optional)



Do you have a disability? Please let us know the kind of disability you have, if any, below



Asbergers syndrome (very mild)	Autism
Asperger's Syndrome	ADHD
ADHD. ADD	Autism
ADHD	Partially deaf
ADHD	ADHD, Autism
Hearing impairment	Mild Autism
adhd ocd autism	Visual Impairment and Downs Syndrome
Anxiety	Language Difficulty
Mental health issues	bladder and bowel problems
Anxiety	ADHD
dexprackcer	ADHD & Autistic

Positive Activities Young People survey

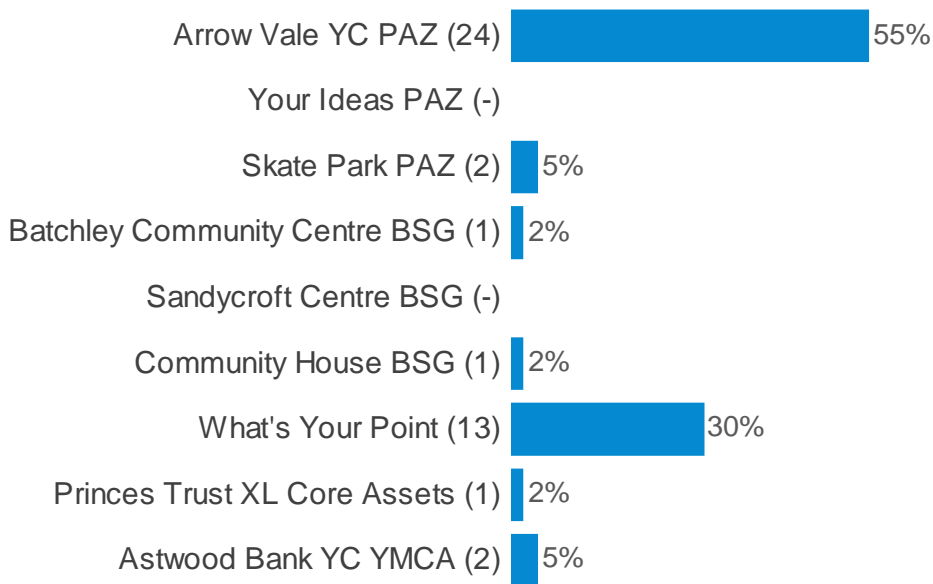
Dyslexic

ADHD

Bromsgrove:-

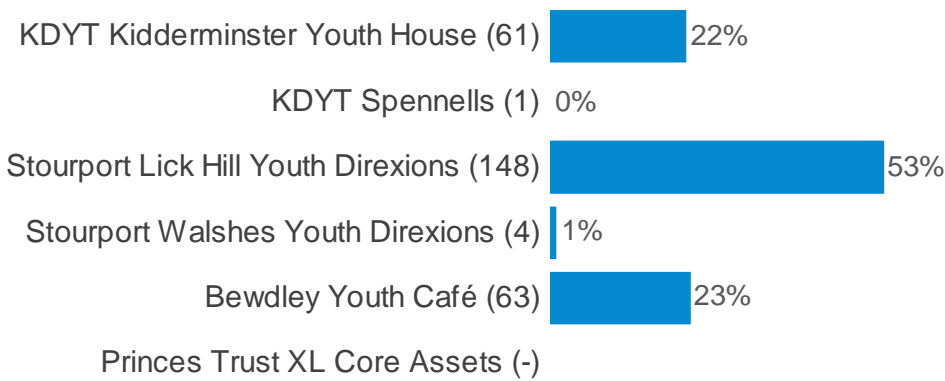


Redditch:-

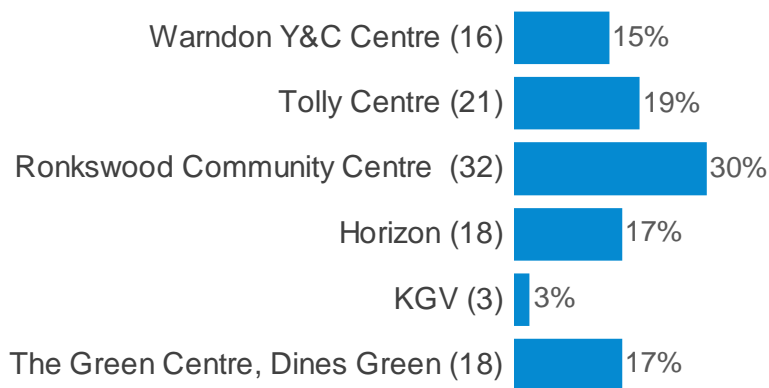


Positive Activities Young People survey

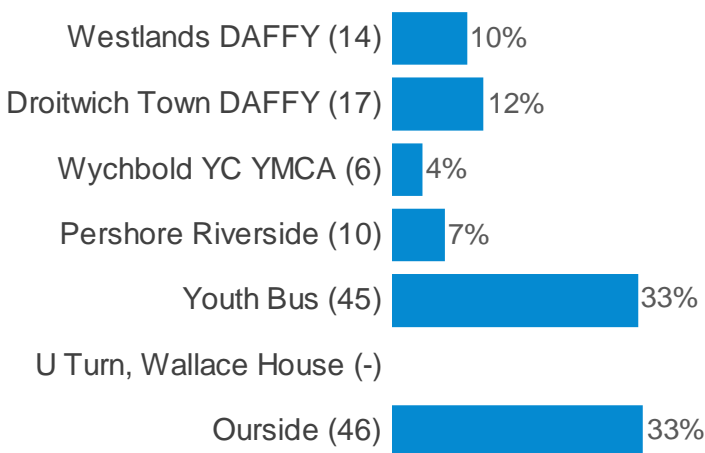
Wyre Forest:-



Worcester City (Worcester Comunity Trust):-

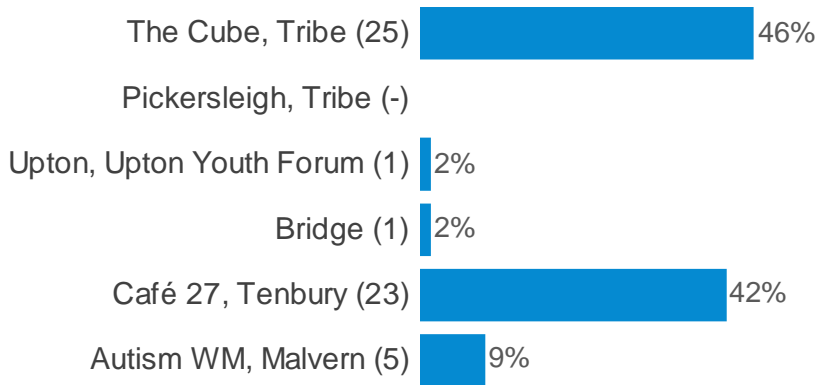


Wychavon:-

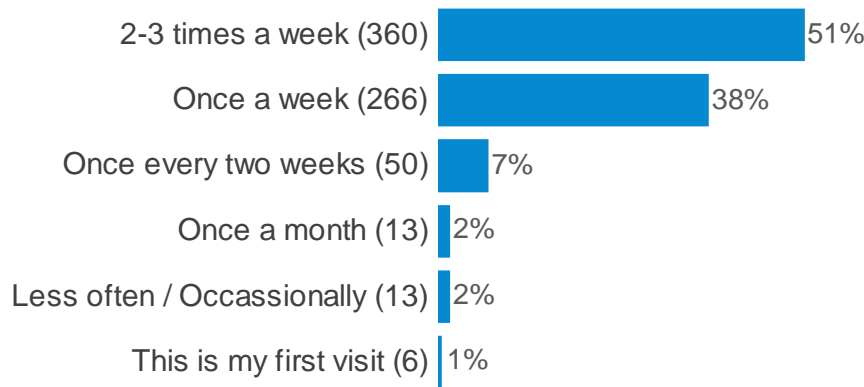


Positive Activities Young People survey

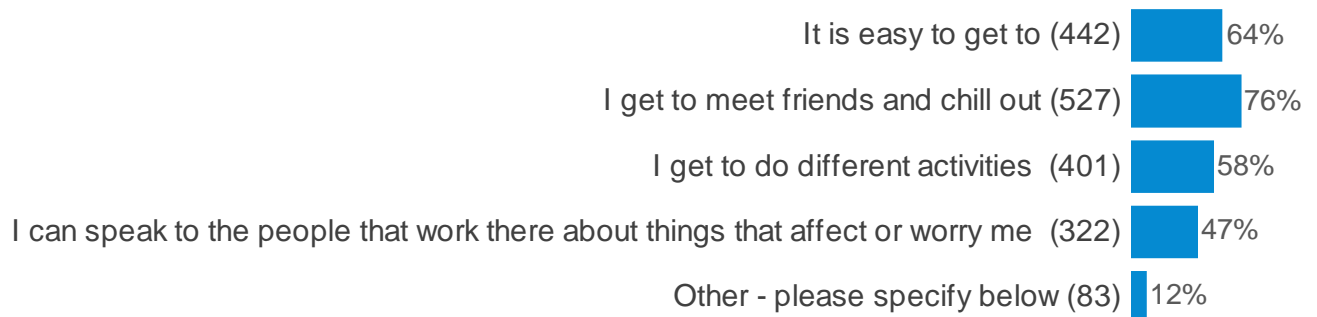
Malvern Hills:-



How often do you attend this activity?



What is it you like about this place / activity (choose as many answers as you like)



i know the workers a long time

Get to go on games consoles as I don't have one at home

I like skating

i feel safe

Skate around

i feel i can express my political views and have a healthy debate

It's fun

Positive Activities Young People survey

It's fun to be at

I get to be myself-no one judges me

Football session, get to play other teams/youth clubs.

Place where I can choose what I want to do

We have the best youth worker that care about us

It interests me

Get to go on trips too

do sports

do lots of sports

Meet new people

I like having a link with the local community through the church

they have helped me out in the past with problems at home

HAVE FUN

STAY HERE UNTIL I GET LIFT HOME

It's safe and I can get a lift from it

We go on trips and youth workers are lovely

I LIKE IT

Express Yourself

The staff are easy to get on with they are really friendly

i play with my fans

There is so much to do and and you never get board. It is a great place to hang with friends and chill out. Thanx Outside.

there are loads of activities and I really enjoy cooking with my friends!

YOU GET TO HAVE FUN

Gets you out of the house

Not sure:

it's fun

It is amazing, you can get away from your parents

Play pool, it is fun

Hang out with friends

its really fun

its really good, I love it.

To avoid my sister and that I can just forget about my worries

I get to play the Vidio games

Somthing to do

it keeps from hanging about the streets

keeps me out of trouble and learn new skills

its fun!

because its cool

pool table

you can tell the coaches about your problems

staff am great and you can meet up with your mates in the morning

Positive Activities Young People survey

I am now a volunteer since leaving school

I am on the youth committee and i trust the people I talk to

key

like playing with my friends

I love sports and like the youth work staff

fun activities

I like playing sport and its safe

I like the staff and its fun

As I am nineteen I am here now as a volunteer

i can get help if i need it

hook up with girls

I am leaving school soon and looking forward to still seeing my mates when I go to college at the youth centre

enjoy helping the community and others with anger problems, as I was helped when I was younger at the youth centre.

i have only just started coming to the youth centre and it is really helping with my anxiety problems.

my friends come here too

The youth centre help me to do a CV and personal statement and one of the staff allow me to cut her hair for practice as I am doing hair dressing at college

CV help and personal statement completed

Due to mental health issues I have been unable to go to school and attend a unit but I can still see my friends at the youth centre in a non threatening environment

Enjoy helping with special activities such as the recent Jazz night

They help me to set up a small business and find a parttime job also good for networking

fun & friendly place

I am vice chair of the management committee

it's fun

it's fun

it's fun

it's fun

Chill out with the amazing youth worker

its active and helps boost self-esteem

fun

Because I support KDYT in events

Sportshall, dodgeball

Speak to the workers about things

sports, games,

love cooking stuff

it helps with the relationship between me and my mum

Free Toast and drinks

It's amazing to come and chill best part of the week by far!!!!

A place to go

They have helped me grow as a person

Positive Activities Young People survey

RESIDENTIALS

trips out

Trips out

Ths staff

chilled out and people here are safe

Fun and chilling you know you are safe when you're here

Its fun and I like learning and getting better

Fun and keeps me fit and is active

good laugh

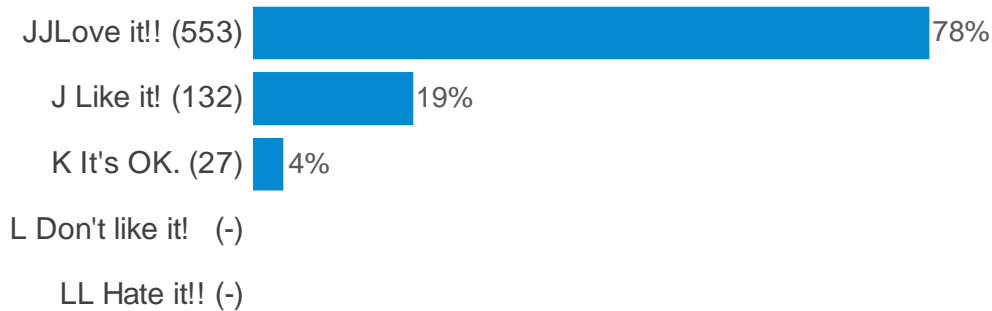
The information on offer is very beneficial

i play table tennis with my best buddy bora

I get to play table tennis with my best buddy tyler!

you get to play pool

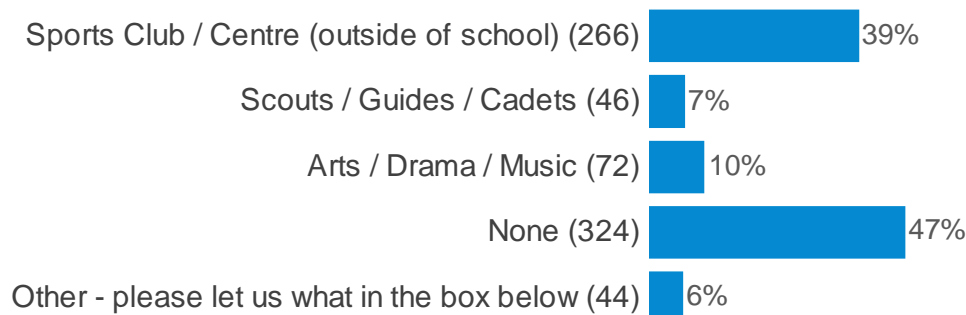
How much do you like coming here?



Do you know what things there are for you to do in your spare time in your area?



What other activities do you go to in your spare time? (choose as many answers as you like)



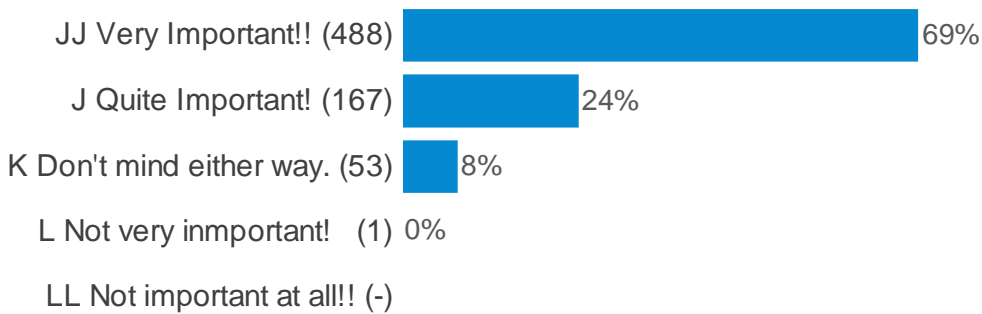
Positive Activities Young People survey

- Pool
- Friends Centre
- Round Table
- Dance Class
- young carers
- fireman training
- Work
- Monday Night Club
- Horticulture, read, listen to music, film
- Volunteer at lickey hills country oark
- karate
- football
- Game shooting
- American football
- Scooter and street dance
- Gym
- Hair Dressing
- sports clubs in school
- hoses riding
- other youth centre
- another youth group
- want join the Young Greens club (green party)
- gymnastics
- gym
- ride my BMX
- gym
- YFA youndgfirefighters
- I have another autism group I go to on Saturdays and I sometimes go to Malvern spa
- Youthy at Lyppard Grange and Warndon
- Perdiswell Youth Club
- football
- Young Carers
- boxing
- Camping club NWDA
- Camping club
- Social Media
- dance
- after school clubs
- dance
- after school clubs
- after chool clubs
- Gaming

Positive Activities Young People survey

- _____ Dance and Singing
- _____ race cars
- _____ Snooker club
- _____ Swimming
- _____ Gym
- _____ horse riding
- _____ horse riding
- _____ gaming
- _____ book club, choir, rounders, cricket,dodgeball,football and dance
- _____ Football
- _____ Football
- _____ Breakdance
- _____ Pool
- _____ Pub
- _____ Play games
- _____ boxing

How important is it to you that this place is here?



Do you have any other comments about the place you are now and the activities provided?

- _____ Its really fun
- _____ i have been in trouble here but i know i can always speak too someone and it gets resolved.
- _____ i luv it
- _____ i think its ace
- _____ They put me on a non smoking program and introduced me to CAM'S
- _____ i can see ppl and do things tht i carnt do anywere else
- _____ I LOVE IT
- _____ it is really fun and is a great place to be
- _____ Cool
- _____ The youth centre has really help me in my teenage years
- _____ it is awsome it is epic kids can comunicate to other kids and the staff are the best
- _____ i love it and ,my youth workers

Positive Activities Young People survey

Do you have any other comments about the place you are now and the activities provided?

its good

it think that it is really good becaus it gives you a chance to chill out and to meet new people

i like it here because you get to meet new friends and chill out

Love coming to the centre am now a volunteer

It good to see my friends from school as I now go to college

I have join the youth committee and enjoy having a voice in school

I love going on the residential weekends

Looking forward to the new youth centre

I can come to the centre to see my school friends as I do not live in Wythall

The youth centre is a good place to have girly time and sort out issues

As I am in year 11, I can still meet with friends when we go to college

Great youthy and I love the staff.

really good

luv it

youth workers always here to help

its fab we love it

We loving coming to Girls club has it is a safe place to enjoy the different activities

its safe and fun

fun activities and i like the staff

i like to meet up with my friendsa and do fun stuff

good fun

i like coming and doing new things

no

Im looking forward to the new HUB project!

Being a volunter helped my find the job area i wanted to work in.

I volunteer at the youth centre and i has helped boost my confidence

It is great to be able to join in and feel safe.

Helped me stay in touch with friends and gives me somewhere to go even though i am older

I love KDYT because it is a private organisation

Love Youth Club

I like playing on the wii and doing the different activities

Help me for the future

Enjoy different activities and meeting new people

Enjoy youth club and gets me out the house!

Brilliant

Fun place to go and learn new things

They help with my anger its a safe place for me to go and chill out when i feel like kicking off, they help me look at things different.

IT IS GOOD TO HANG AROUND WITH MY FRIENDS

the staff are excellent, they'll listen to whatever you have to say

Do you have any other comments about the place you are now and the activities provided?

geart

The staff are amazing and they will listen to anything you say.

Staff are great!

the staff are wicked!

the staff make it a very enjoyable and safe place to be.

Ourside is my life! I do not know what I would do without it!!!! Thanx Ourside!!!!

no

Like seeing friends

I've really enjoyed my first time

It's a great place I can escape to

Gives me something to do not on the streets

I love the staff and they have helped me over the years

It helped me at a really difficult time

Youth club has helped me grow in confidence! I feel they recognise my achievements

I get to speak to the staff and get on with them really well

Been here for years

IOVE IT HERE...aD AND JoNNY R GR8

LOVE IT AT THE CLUB

KEEP THE YOUHTY

I like going away with the youthy to wales

youthy is sic

youthy needs to stay

love going away

love the club

I get dropped off every morning and have my breakfast befor going to school and get picked up at 5pm from the cafes after school dropin

GREAT PLACE TO BE

iv met new friends at byc, only lived here since setember

IM AT UNI AND JUST COME BACK NOW AND THEN, BUT STILL POP IN TO CAFE TO SEE STAFF

I like the staff they help me and dont no what to do if i cant come here

Please dont get rid of our club....what will we do????????:(

You've already closed one of our clubs- dont close another!!

Its amazing because youre supportive

easy to talk about problems too and good to have banter with

Its fun and keeps me fit

its just great

love the bus!

i really like it

we like it a lot

Do you have any other comments about the place you are now and the activities provided?

It's fun

its good fun

good friends and different activities

i like all my friends

i get to have time out away from home and use computers to chill

very good and we all love it

i enjoy come because its a different enviremant

I can get advice on contraception and contraception here

its great

i like coming here

they give us toast and great advice

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Review of Current Approach to Positive Activities

INTRODUCTION

Worcestershire County Council Cabinet resolved at its meeting of 17 July 2014 that the current approach to Positive Activities should be reviewed. The purpose of this review was to see whether the Council could ensure a sufficient local positive activities offer in accordance with its legal duties without any Council funding from 2016/17.

The initial part of the review commenced in December 2014 and involved working with existing Positive Activities providers. Local Children's Trusts (LTCs), Young People (715 young people responded to an online survey in addition to those spoken to directly) and partners to assess, develop solutions to sustain a local positive activities offer with a view to informing final decisions and allocations being made as part of the formal budget setting for 2016/17.

The work with providers involved a district by district review with all of the 19 providers of the 23 positive activity contracts being interviewed. The review involved collection of quantitative and qualitative evidence.

The review revealed a number of common themes. However, there is also considerable variation in the prospects of the various positive activities providers.

The common themes were that all providers:

- Use County Council income to directly provide positive activities;
- Are able to deliver more than just positive activities as result of county council funding supporting the core costs of key staff and premises
- Engage with vulnerable or at risk young people, many of whom do not access other provision
- Can evidence positive outcomes for the young they work through a variety of impact measurement tools, case studies and testimonials
- Have the value and impact of their provision recognised and valued by partner organisations (e.g. Police and schools)
- Offer value for money
- Have set up or participate in effective local partnerships;
- Would need to reduce or cease provision if County Council funding ceased;
- Have sought additional funding

The variation in prospects are that some providers will:

- close if County Council funding ceases;
- reduce their positive activities work;
- continue, but will cease offering positive activities;

CATEGORIES OF PROVIDER ORGANISATIONS

The review revealed that the characteristics of the provider organisations fall into a number of categories, they are either:

- New organisations established to deliver positive activities (small social enterprises often established by ex-county council Youth Service employees);
- Existing voluntary sector youth work organisations that extended their positive activities provision as a result of obtaining County Council funding (e.g. YMCA);
- Existing organisations that were involved in aspects of work with young people, diversifying into positive activities as a result of obtaining County Council funding (e.g. Core Assets, Autism West Midlands);
- Public sector organisations who have engaged in positive activities as a result of obtaining County Council funding and either provide direct delivery or deliver through consortia of small local providers. (e.g. some District Councils, and schools)

STAFFING OF COMMISSIONED WORK WITH YOUNG PEOPLE

Providers use their funding from the County Council to pay for face to face work with young people and some of the running costs to support it. How this is used varies from place to place dependent the level of funding provided. The numbers of volunteers involved is low and all providers indicated that recruitment and retention is difficult.

Only 4 of the 19 providers employ full time staff exclusively deployed to delivery of positive activities while 11 have full-time staff that are not exclusively involved in the delivery of positive activities. In the cases where there are full time staff, they will have managerial and development duties in their job descriptions. Those organisations without full time staff designate a part-time member of staff that primarily works directly with young people, but undertakes additional managerial or administrative responsibilities.

Most organisations make their provision using only part time staff. The number of staff and their working hours varies between providers, normally based on their level of funding. The difference in staffing structure between the various providers can be understood through five categories of employee. They have either:

1. Sessional staff working normally 7 hours a week or less on face to face work

2. A principal worker who is employed for in excess of 10 hours per week and often has administrative duties in addition to their face to face work; and / or
3. A principal worker who is employed for in excess of 10 hours per week and often has administrative duties in addition to their face to face work and is funded in part from income other than the County Council positive activities contract.
4. A principal worker who is full time who has administrative and development duties in addition to their face to face work; and /or
5. A principal worker who is full time who has administrative duties in addition to their face to face work, but who undertakes other non-positive activities work which is funded from income other than the County Council positive activities contract.

Some providers augment their positive activities funded work with staff funded from other sources and all involve volunteers or develop young people in leadership roles.

QUALIFIED STAFF

As mentioned above, one of the consequences of the positive activities contract is that providers have engaged or qualified youth workers. The review has found that these workers are unlikely be retained or engaged in positive activities by current providers if County Council funding is removed. They will not become volunteers and those where their employment is maintained will at best be transferred to other non-youth related jobs. The review discovered that the removal of County Council funding will mean the loss of professionally qualified youth workers as they are likely to seek paid youth sector employment elsewhere.

The review was told that amongst the effects of losing qualified workers will be the impact on work with challenging young people. The skill set and experience required to undertake work with vulnerable and challenging young people would be lost. This is particularly relevant as the message from LCTs, elected members, the Overview & Scrutiny process and young people is that the quality and consistency of the people delivering positive activities and their ability to build and maintain relationships with young people based on mutual respect and trust is pivotal to the positive impact of positive activities. 47% of the 715 young people responding to the online survey indicated that feeling able to speak to people they trust about things that affect or worry them is an important benefit of their accessing the commissioned positive activities provision.

The review learned that current provision did, as planned engage young people from disadvantaged neighbourhoods some of whom displayed behavioural problems and actual or potential for disengagement or low achievement at school. All of the provision was commissioned in areas of highest need in terms of anti-social behaviour and/or concentrations of young people at risk of being NEET. One positive activities provider said 70% of young people accessing their provision lived in local social housing (the value of this has been confirmed by partners such as Rooftop Housing).

The review found that several of the current providers attract members with learning disabilities who regard it as safe provision and for two providers the planned complementary use of small additional amounts of Children with Disabilities Short Breaks funding has been of great benefit to the personal and social development of the young people and is much valued by the young people and their parents and carers.

Volunteers

It has already been stated that the removal of County Council funding is likely to mean the loss of qualified youth workers. There has been an important link between them and volunteers. Most positive activities providers do have some volunteers. The number of volunteers involved with commissioned positive activities providers is limited, but qualified workers have been key to their recruitment and retention. The review revealed that although some volunteers contribute a substantial amount of time, they are generally involved for a single session or activity each week and reliability can be variable so that they cannot be fully relied upon to sustain continuity of provision.

The result of the departure of qualified workers is that experience and knowledge gained over many years about work with young people in Worcestershire will disappear and their potential to support other local volunteers and organisations with specialist knowledge and skills will be lost, with consequent potential impact on quality and safety.

FUNDING

The range of funding that commissioned providers receive ranges from a little over £6,000 per to £202,000 per annum. The providers use their funding for a variety of purposes related to the delivery of positive activities. The principal use of County Council funding is to pay staffing and premises costs. However, many also use it to purchase equipment, to fund activities and to cover some administration costs.

All providers have generated additional income to that received from the County Council. The amount varies as a proportion of the income they receive from the County Council for positive activities and is also related to the capacity of the organisations to spend time on fundraising and income generation activity.

One organisation generates five times the amount it receives from the County Council in income. However, this is exceptional and on average organisations only generate an additional 25% from other sources with a few still being entirely dependent on the council.

The range of funders includes:

- Big Lottery
- Children in Need
- County Councillor Divisional Funds
- Land fill levy
- Sport England
- District or Parish Council
- Comic Relief
- Registered Social Landlords
- Round Table / Rotary
- Generated by young people
- Charitable Foundations
- Businesses
- Donations.

Most generated income is in form of one-off funding, for specific and time limited projects, not for on-going revenue costs and is relatively modest in scale. The review revealed that in nearly all cases the income would not have been generated if staff funded through the County Council contract had not been in post. The review was told that if the County Council's funding is removed, the post of the person tasked with fundraising will disappear. There was little evidence of staff or trustees, not funded by the County Council being actively involved in generating funds.

All commissioned organisations use the County Council funding to meet staff costs and the review learned that it was difficult to obtain external funding to pay salaries. Few funders will meet salary costs and place restrictions on the level of support they offer for other management costs. It will be necessary for the County Council to consider its position with regard to supporting such core costs as they are fundamental to the sustainability of many organisations but do not translate entirely into direct delivery of activities, which can often be funded more easily through bids for project support.

Some groups have sought assistance from the County Council's Changing Futures Fund to obtain advice from a fundraiser or funding consultant. Providers report that these have had mixed results.

Half of the providers meet in their own buildings. These organisations can generate some income from room hire and whilst income is used to supplement County Council funding, it is not sufficient to sustain the organisation. The other providers use rented premises and have no such income generation potential.

PARTNERSHIP WORK

There is much evidence of the County Council's positive activities contracts generating work over and above directly funded and specifically commissioned provision. The providers have become engaged in a variety of other young people related activities in support of partner organisations where the particular approach and relationship skills that their staff have is identified as crucial to successful interventions with young people.

This has included work with:

- Early Help Providers
- Libraries
- Schools
- School nurses
- Police
- Housing providers
- Drugs and alcohol misuse organisations
- Stop smoking groups
- Duke of Edinburgh's Award
- Princes Trust.

This added value has been acknowledged, valued and relied upon by other agencies. The review has been told by representatives of some of these agencies that the loss of positive activities will affect the impact and opportunities for their work. Networks that focus on young people will lose a valuable component and the signposting that positive activities workers offer to young people will cease.

Heads and Deputy Heads from three secondary schools (Woodrush, Droitwich, RSA Academy Arrow Vale Redditch) contributed to the review, all stating the valuable impact positive activities had upon pupils, especially vulnerable, isolated and/or underachieving young people who faced problems in the classroom or at home and those reaching transition points.

In spite of other organisations and agencies that worked in partnership with positive activities acknowledging its benefits, the review found no prospects of partners identifying other funding sufficient to sustain the core costs of positive activities. Several stated they would be prepared to contribute towards specific activities or events in either cash or kind, but none offered longer term, significant nor sustained revenue funding.

The review included schools with a current relationship to positive activities provision being asked directly whether they would use Pupil Premium to fund positive activities. These schools said they would not use Pupil Premium because it was already fully committed in school budgets. Furthermore, they felt that there would be difficulty in proving a direct link between allocating Pupil Premium funds to positive activities and raising attainment and that consequently school governors would refuse to give it their approval.

ALTERNATIVE OPPORTUNITIES FOR YOUNG PEOPLE

There is a vast array of voluntary and independent youth organisations in Worcestershire.

There are 88 voluntary sector youth organisations across Worcestershire not in receipt of County Council funding and in membership Worcestershire Council for Voluntary Youth Services (now known as Young Solutions).

In addition, there are 1,300 sports organisations and clubs in Herefordshire and Worcestershire (ref. Hereford and Worcestershire Sports Partnership) and nearly 6000 young people attend scouts and guides across the two counties (ref. Herefordshire and Worcestershire Scout Association)

The online survey of young people using commissioned positive activities provision revealed that 47% of the 715 responding did not access any other activities outside of school, an indication that the provision has been reaching significant numbers of those in its planned target group. 39% said that they attend some kind of sports activity, 10% were involved in Arts, music or drama and 7% did attend a uniformed organisation.

The impact of the loss of funding upon young people is likely to vary. In some localities the effect will be to remove all positive activities provision as there are no alternatives to the commissioned provision available to the targeted groups (e.g. Stourport and the Walshes estate, Droitwich and the Westlands estate). Elsewhere, provision will be significantly reduced, but some work will be maintained or refocused towards more targeted and specific work with groups of young people or the less vulnerable and disadvantaged (and also more able to pay for access).

The loss of County Council funding will have a noticeable impact on provision of positive activities in the city of Worcester. Whilst there are a range of other organisations making provision for young people in the city, the commissioned provision is focused on the areas of highest need and this would significantly reduce or cease. The provider, Worcester Community Trust, is heavily dependent on County Council funding to underpin its core youth and community staffing.

SAFEGUARDING

The review has confirmed that safeguarding is a primary consideration for positive activities providers. A safeguarding audit of commissioned positive activities providers carried out by Worcestershire Council for Voluntary Youth Services (WCVYS) revealed that all providers have key staff with the required level of training and of the 120 paid and volunteer staff identified in responses, 72% had a safeguarding qualification and of these 10% had a higher, group 3 qualification.

There are well established links with the Worcestershire Safeguarding Children Board and low cost training for positive activities providers is available and widely promoted.

The review has already revealed that the removal of County Council funding would lead to the loss of qualified and experienced youth workers and with this their capacity to contribute to safeguarding practice and knowledge.

INFRASTRUCTURE SUPPORT

Additional to the funding of direct provision of positive activities the County Council has also contracted Worcestershire Council for Voluntary Youth Services (WCVYS) to provide infrastructure support. WCVYS provides those that deliver positive activities with a range of support services. These include:

- Safeguarding checks;
- Safeguarding policy advice and audits;
- Programme of training including a Level 2 youth work qualification; (see Appendix * for full training programme and analysis of take up)
- Information – newsletters, weekly e-bulletins, website;
- Regular support visits (156 visits since July 2013);
- Network / Provider Forum events for provider organisations;
- General advice and guidance

Priorities for this support are directed, reviewed and agreed by the Commissioning Manager and monitored quarterly.

WCVYS also provides a range of services to 88 other youth organisations that are not in receipt of County Council funding and maintains regular contact with these. Many of them rely on WCVYS for a range of services and support that allow them to continue to operate.

The review has learned that WCVYS would be capable of continuing without County Council support, but would have to significantly narrow the scope and level of its work.

As the direct resourcing of provision by the County Council reduces, the need for reliable, responsive and accessible support that is specific and tuned to the youth sector remains and increases in its importance.

Using the resources already available, it is planned to establish a body of online resources and training as a legacy of the County Council's investment in positive activities that will be available to the whole sector regardless of the future level of funding.

CONTEXT : STATUTORY OBLIGATIONS

Statutory guidance issued in June 2012 by the Secretary of State for Education under Section 507B of the Education and Inspections Act 2006 relates to the duty of local authorities to secure services and activities for young people aged 13 to 19, and those with learning difficulties to age 24, to improve their well-being, as defined in subsection 13.

Securing access to sufficient services and activities

The Government does not prescribe which services and activities for young people local authorities should fund or deliver or to what level. Councils are expected to take the strategic lead on work with young people; the voluntary, community and social enterprise sector; health and wellbeing boards; schools and colleges; and agencies including health and Police to:

- Understand the needs of local young people, particularly the needs of the most disadvantaged and vulnerable, taking full account of equality and diversity issues;
- Enable parents and communities to meet young people's needs wherever possible, and engage businesses and other employers to contribute funding and expertise to help enhance and sustain local provision;

It is the duty of the local authority to secure, so far as is reasonably practicable, equality of access for all young people to the positive, preventative and early help they need to improve their well-being. This includes youth work and any other services and activities that:

- Connect young people with their communities, enabling them to belong and contribute to society, including through volunteering, and supporting them to have a voice in decisions which affect their lives;
- Offer young people opportunities in safe environments to take part in a wide range of sports, arts, music and other activities, through which they can develop a strong sense of belonging, socialise safely with their peers, enjoy social mixing, experience spending time with older people, and develop relationships with adults they trust;
- Support the personal and social development of young people through which they build the capabilities they need for learning, work, and the transition to adulthood – communication, confidence and agency, creativity, managing feelings, planning and problem solving, relationships and leadership, and resilience and determination;
- Improve young people's physical and mental health and emotional well-being;
- Help those young people at risk of dropping out of learning or not achieving their full potential to engage and attain in education or training; and
- Raise young people's aspirations, build their resilience, and inform their decisions – and thereby reducing teenage pregnancy, risky behaviours such as substance misuse, and involvement in crime and anti-social behaviour (as reflected in the Outcomes Framework underpinning the current commissioning of positive activities included in the appendices).

Clearly it is not the sole role or responsibility of positive activities provision to deliver all that is required and the particular contribution that providers can make due to their reach, relationships, skills and locations in communities needs to be assessed and designed with regard, for example, to the wider Prevention and Intervention strategy and delivery with partners of Early Help, Troubled Families, Health, Police, Community Safety and other services.

In judging what is reasonably practicable a local authority can take into account its resources, capabilities and other priorities, as well as that of its partners in the private and third sector. By doing so, the authority will be able to provide a rationale for its decision making, if challenged.

When deciding about its future support for positive activities it is necessary for the County Council to be clear and be able to demonstrate that it is meeting its statutory obligations in taking this strategic lead and the rationale for its decision making.

Involving young people

Local authorities are required to take steps to ascertain the views of young people and to take them into account in making decisions about services and activities for them, in line with Article 12 of the United Nations Convention on the Rights of the Child (UNCRC). They should establish and maintain structured arrangements for doing so. To inform continuous improvement, these arrangements should enable young people to inspect and/or report at least annually on the quality and accessibility of provision. As appropriate they should also be involved actively in service design, delivery and governance. Young people should receive the support they need to participate, ensuring representation of the full diversity of local young people, and those who may not otherwise have a voice.

Worcestershire has a vibrant and well respected range of engagement opportunities for young people, including those for whom it is a corporate parent. This is supported by the Participation & Engagement team that is funded separately from the positive activities provision by the County Council. Groups and individuals such as the Youth Cabinet, Who Cares, We Care, Speak Out and UK Youth Parliament members regularly and actively engage in decision making and have regular contact with elected members at county and local levels. Young people were also involved alongside local county councillors in all commissioning decisions regarding current provision.

A full version of the relevant Statutory Guidance is included in the appendices.

CONCLUSIONS

The principal findings of the review from interviews with providers are:

- Five providers of positive activities will close leaving at least five areas of the county without significant positive activities provision for the most challenging young people; (including Droitwich, Stourport and Malvern)
- Up to twelve providers of positive activities will reduce or cease to offer provision;
- Up to five will reduce their provision to its former level;

- Worcester City will be particularly affected with up to six local positive programmes closing, mostly in disadvantaged parts of the city;
- There is a significant risk of loss of qualified and experienced youth workers;
- Schools are unlikely to provide pupil premium to fund positive activities;
- It is unlikely that organisations will be able to secure sufficient alternative funding to fully replace positive activities funding from the County Council;
- There is unlikely to be a sufficient workforce of volunteers to replace all staff employed by positive activities providers;
- There is a wide range of alternative activities for young people, but it is unlikely that many of the young people currently engaged in commissioned positive activities will attend or sustain use of these opportunities due to motivational, behavioural and economic factors.
- It is unlikely that alternative activities will attract vulnerable or challenging young people or whether the providers of these possess the capacity, skills and experience to make provision for this group;
- There will be a potential impact on safeguarding capacity through loss of qualified staff and safe locations for young people to meet;
- A reduced level of infrastructure support will continue but would have to be re-specified to ensure maximum support and impact to the voluntary youth sector in priority areas such as training, safeguarding and capacity building.

The review concludes that a variety of "things to do and places to go" does exist that can assist the Council in ensuring a sufficient local positive activities offer in accordance with its statutory obligations without any Council funding at all.

However, the definition in statutory guidance is open to considerable interpretation and it is likely some significant gaps in provision, particularly for more disengaged and vulnerable young people would result. It is possible that the Council could act in accordance with its statutory obligations if it did not remove Council funding entirely, but further reduced it from 2016/17 and focused on supporting the current provision and future sustainability of those organisations reaching those more vulnerable and disengaged young people in communities of higher need and/or where other provision that they are likely to access is not available.

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Assisted in the review by :

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Appendices



Summary YP Pos
Acts Survey report_fi



statutory guidance
on la youth provision

CABINET
15 OCTOBER 2015**FUTURE DELIVERY ARRANGEMENTS FOR WEST MERCIA
YOUTH OFFENDING SERVICE (WMYOS)**

Relevant Cabinet Member

Mr J P Campion

Relevant Officer

Interim Director of Children's Services

Recommendation

- 1. The Cabinet Member with Responsibility for Children and Families recommends that Cabinet:**
 - (a) approves the Office of the West Mercia Police and Crime Commissioner to act as the host organisation for West Mercia Youth Offending Service (WMYOS) with effect from 1 April 2016, with the County Council retaining statutory responsibility for the discharge of its Youth Justice functions; and**
 - (b) authorises the Interim Director of Children's Services to take all necessary steps to conclude and implement the above arrangement including consulting with affected Council staff on the details of transferring to the new host.**

Background

2. West Mercia Youth Offending Service (WMYOS) is a partnership between four Local Authorities (Worcestershire, Herefordshire, Shropshire and Telford & Wrekin), West Mercia Police, National Probation Service, Health partners (represented by NHS England), and the West Mercia Police & Crime Commissioner. The service delivers the full range of Youth Justice provision for children, young people, their families and the victims of youth crime.
3. The Council has a statutory duty under Section 39 of the Crime and Disorder Act 1998 (acting in co-operation with listed partner bodies) to have at least 1 youth offending team. Local authorities may act together to establish such a team, which must co-ordinate the provision of youth justice services for all who need them and carry out other functions assigned in the Youth Justice Plan.
4. WMYOS has undergone a phased programme of transition commencing in 2012 with the establishment of a single West Mercia-wide service. This was the first step in a move towards a more integrated single organisation for WMYOS delivery. Hosting was initially provided by the Probation Trust. Following subsequent national changes to Probation services, Worcestershire County Council took on the role of host agency for

WMYOS on an interim basis pending a formal decision on the most suitable longer-term delivery arrangements.

5. The proposed arrangement for the Office of the Police and Crime Commissioner to act as the host organisation on a formal basis from April 2016 is the outcome of a comprehensive options appraisal undertaken by the WMYOS Management Board during 2014/15. This included detailed consideration of a broad range of alternative delivery models. These included:

- Outsourcing delivery to a third sector organisation. This was discounted following a comprehensive market engagement exercise which identified a limited range of suitably experienced potential providers
- Establishing a Local Authority Trading Company (LATC) for WMYOS delivery. A full business case was undertaken for a LATC. Concerns around financial viability and the lack of engagement of all WMYOS partners led to this option being discounted
- Hosting by a Local Authority. After careful consideration this option was not considered viable for a variety of reasons specific to each of the four individual Local Authorities. It was also felt that this was the option least likely to achieve the desired outcomes for longer-term WMYOS delivery.

6. Each of these alternative options was assessed using clear and transparent criteria agreed by the WMYOS Management Board. This included consideration of financial viability, performance impact, quality and sustainability. The options appraisal forms a strong evidence base for the proposed hosting arrangement by the Office of the Police and Crime Commissioner which is supported in principle by all WMYOS partners.

7. The main reasons for considering a change to WMYOS delivery arrangements include:

- Recognition of the need for a more sustainable service model that is best positioned to respond with flexibility and innovation to the rapidly changing policy context for both criminal justice and children's services
- The opportunity to create a more business-oriented delivery model which drives up performance and quality. Whilst WMYOS performance is mostly good, the WMYOS Management Board is focused on how this can be progressively improved across all areas
- Maximising the impact of the combined resources of the WMYOS partner organisations to improve economies of scale and resilience, reflecting the increasing pressures on national and local resources
- Increasing flexibility for deployment of staff and resources across the West Mercia area
- Strengthening alignment and integration with the full range of children and young people's and adult services at a local level

- Strengthening links with the Police and other regional and national criminal justice partners.

8. Throughout the options appraisal process, the overriding consideration of WMYOS partners has been to find a model that will offer the best impact on reducing offending and re-offending, whilst securing the best possible outcomes for children, young people, the victims of crime and the wider community.

Key Features of a Hosting Arrangement by the Office of the Police and Crime Commissioner (PCC)

9. The potential benefits of the proposed hosting arrangement with the Office of the Police and Crime Commissioner include:

- The arrangement will enable the WMYOS partnership to be maintained on a coterminous basis with related criminal justice and public services. This maximises the impact of combined resources and presents opportunities for shared systems and processes
- There is a strong strategic fit, with the Office of the Police and Crime Commissioner sharing responsibility with the WMYOS for reducing re-offending, preventing crime and disorder and supporting victims. This is reflected in the Police and Crime Plan and Local Youth Justice Plan
- The Office of the Police and Crime Commissioner shares wider linkage with local safeguarding and community safety arrangements
- The Office of the Police and Crime Commissioner and West Mercia Police can offer business support capacity with the economies of scale presented by a large organisation. This will include HR and finance input and will build on recent implementation of a single ICT systems framework for WMYOS, hosted by the Police.

10. The following main elements of the proposed hosting arrangement would form the basis of a formal joint agreement between the WMYOS Management Board and the Office of the Police and Crime Commissioner:

- The four Local Authority partners will retain full statutory responsibility for the provision of Youth Justice services, with the associated duty to co-operate placed on all partners as set out in the Crime & Disorder Act 1998 and related legislation. Within this context there will be no delegation or diluting of statutory responsibilities
- The WMYOS Management Board, incorporating the Local Authority partners, and with representation from the Youth Justice Board, will act as the statutory youth offending team and maintain robust governance and oversight of WMYOS delivery
- The WMYOS Management Board will retain responsibility for producing the Local Annual Youth Justice Plan for approval by the authorities and for securing the resources required for delivery

- The main body of WMYOS staff who are currently employed by the Local Authority partners will transfer under TUPE into the employment of the Office of the Police and Crime Commissioner. This includes the 36 (full-time equivalent) WMYOS staff currently employed by Worcestershire County Council
- Police, Probation and other specialist staff will continue to be deployed in WMYOS on a secondment basis, ensuring strong operational links are maintained with these critical partner organisations
- An integrated WMYOS ICT and email framework hosted by West Mercia Police is already in place and will minimise disruption to service delivery at the point of transition. Other business support functions will transfer to the Office of the Police and Crime Commissioner and West Mercia Police.

11. It is proposed that on 1 April 2016 the hosting of the service will transfer to the Office of the Police and Crime Commissioner on the basis of the existing WMYOS organisational structure and operating model. This will include the transfer of employment under TUPE arrangements for Worcestershire County Council-employed WMYOS staff. If the approach is approved by Cabinet, a detailed analysis of demand and workflow with a focus on improving efficiency, quality and impact would be undertaken during the implementation phase (October 2015 to March 2016). This will form the basis of proposals for consultation with staff following implementation of the hosting arrangement in April 2016. It is anticipated that proposals for reshaping WMYOS will ensure that the service is able to deliver the best possible performance and quality within a climate of reducing resources for all partners.

Legal Implications

12. A PCC hosting arrangement for WMYOS will be an innovative development and the first time that an Office of the Police and Crime Commissioner has taken this lead hosting role within a YOT environment. Local arrangements will be required to clearly demonstrate compliance with the key legal and statutory requirements relating to the Office of the Police and Crime Commissioner and to the provision of Youth Justice services. Statutory functions and responsibilities are not being delegated or transferred to the OPCC.

13. Legal representatives of the Local Authorities, Police and Office of the Police and Crime Commissioner, in discussion with the Youth Justice Board for England and Wales have reviewed compliance of the proposed hosting arrangement with the relevant legislative framework and are of the view that all statutory requirements can be met. Furthermore, it is believed that the synergies created by this approach will strengthen the capacity of the WMYOS partnership and the Office of the Police and Crime Commissioner to achieve their respective strategic priorities and to secure better value and improved outcomes for local communities.

Financial Implications

14. The service is currently funded through a multi-agency budget of c. £3.9m pa (2015/16). This is sourced through a mix of funding and 'in-kind' contributions from the WMYOS partner agencies, augmented by direct grant funding (around 38% of total

WMYOS budget) from the Youth Justice Board for England and Wales. The level of this grant is currently subject to national review.

15. Around 80 (FTE) staff work within the service. These include 14.5 staff deployed from WMYOS partner agencies and 68 staff directly employed by three of the Local Authority partners.

16. The 2015/16 financial contribution to WMYOS by Worcestershire County Council is £602,166. Worcestershire County Council directly employs 36 operational staff within the WMYOS.

17. Transition costs associated with moving into the new arrangements will be met from existing WMYOS limited reserves. There will be no additional costs to Worcestershire County Council associated with the move to the new arrangements. The establishment of a West Mercia YOS from 2012 has enabled the service to become more efficient and utilise economies of scale, this has resulted in a saving to Worcestershire County Council of £269,000 over this time. There is potential for savings and efficiencies to be realised on a phased basis from 2016/17.

Equality and Privacy Impact Assessment

18. The West Mercia Youth Justice Plan pays full due regard to equality and human rights and this is reflected in the development and delivery of WMYOS provision. Specifically, the proposed new arrangements will have no adverse impact on the scope, reach or accessibility of services. However, one key driver for the proposed changes is to create a more flexible service that is better positioned to respond to the needs of vulnerable children and young people at a local level. This will be reflected in any subsequent changes to the direct delivery of services, with appropriate recourse to human rights and related impact for service users. There is no significant privacy impact arising from this proposal. Information and data sharing arrangements between WMYOS partners are well-established and will be tailored to the new hosting arrangements.

HR Implications

19. Communication has been maintained with WMYOS staff and Trade Union representatives throughout the review and options appraisal. This will continue through the implementation phase if Cabinet agrees the recommendations. The transfer of Worcestershire County Council employees (outlined in paragraph 9, point 4) into the new arrangements would be undertaken in strict accordance with statutory and locally agreed procedures. Worcestershire County Council HR Officers have maintained an active role throughout the options appraisal and implementation planning phases.

Managing Risk

20. A risk register is included with the supporting information.

21. The Council will maintain responsibilities for oversight of performance, impact and risk through the Overview and Scrutiny Performance Board and as part of the local Community Safety Partnership. There is a continuing role for the Cabinet Member with Responsibility and Director of Children's Services to ensure statutory responsibilities are being met.

22. Whilst it is the statutory responsibility of the Council to secure the delivery of a Youth Offending Service, the risks are shared with the three other local authorities within West Mercia, the police, the National Probation Service, the Office of the Police and Crime Commissioner and NHS England.

Supporting Information

An Executive Summary of the Business Case (edit of WMYOS Management Board paper) is available electronically. A hard copy is also available in the members' area and in Reception at County Hall, Worcester.

Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Director of Children's Services) the following are the background papers relating to the subject matter of this report:

- Agenda and background papers for the meeting of the Cabinet held on 10 April 2014

CABINET
15 OCTOBER 2015**FAIR FUNDING CONSULTATION OUTCOMES FOR 2016-17 –
NATIONAL AND LOCAL CHANGES TO THE FUNDING
ARRANGEMENTS FOR SCHOOLS INCLUDING THE LOCAL
FUNDING FORMULA FOR WORCESTERSHIRE
MAINSTREAM SCHOOLS**

Relevant Cabinet Member
Mr J P Campion

Relevant Officer
Interim Director of Children's Services

Recommendation

- 1. The Cabinet Member with Responsibility for Children and Families recommends that Cabinet:**
 - (a) has regard to the consultation undertaken in September 2015;**
 - (b) notes the consultation feedback in Appendices 2, 3, 4 and 5;**
 - (c) notes the involvement of the Worcestershire Schools Forum (WSF) members and schools during the consultation;**
 - (d) notes the views of the WSF on the local funding formula issues for 2016-17 and other matters which are outlined in Appendix 6;**
 - (e) approves the local funding formula for Worcestershire mainstream schools from April 2016 to apply for 2016-17 and other matters as detailed in paragraphs 42 to 54 having regard to the consultation feedback from schools detailed in Appendix 3, 4 and 5 and views of the WSF in Appendix 6;**
 - (f) authorises the Interim Director of Children's Services to make the relevant arrangements to submit the details of the local funding formula for Worcestershire mainstream schools for 2016-17 to the national executive body, the Education Funding Agency (EFA), by 30 October 2015 as required; and**
 - (g) authorises the Interim Director of Children's Services to make any subsequent submission to the EFA by 21 January 2016 as a consequence of the impact of the October 2015 census and other 2015 data, any other data changes and the final 2016-17 Dedicated School Grant (DSG).**

Background

2. The Council receives funding for schools through the Dedicated School Grant (DSG). This is a ring-fenced grant and has historically been allocated on a standstill 'flat cash' basis in 3 blocks – Schools, High Needs and Early Years.

3. A fixed element of the Schools Block is retained for centrally provided services; however, the majority is delegated to mainstream maintained schools and academies through the local schools funding formula.

4. The Government made significant changes to the funding formula factors for schools from April 2013. The changes have had an impact both for the schools and central Local Authority (LA) services. Cabinet at its meetings on 18 October 2012, 7 November 2013 and 16 October 2014 resolved to introduce new local formulae for mainstream schools for 2013-14, 2014-15 and 2015-16 respectively. In 2015-16 the County Council received an increase of 2.1% (£6.2m) in the Schools Block DSG as a share of the additional £390m allocated by the Department for Education (DfE) to the '*least fairly funded local areas*'. The DfE have again stated overall that all their reforms to date will facilitate introduction of a new National Fair Funding Formula (NFFF) but this is not likely to impact until 2017-18 at the earliest.

5. The Council is required to consult the Worcestershire Schools Forum (WSF) on any changes to the Local Schools Fair Funding Formula in order to comply with the national requirements for school and LA funding with the need to inform Governing Bodies of the consultation. However, the County Council has always chosen to expand this requirement to consult with all schools, governing bodies and other interested parties, in order to inform Cabinet's ultimate decision in recognition that changes could potentially impact upon the quality of education provision in schools.

6. The DfE continues to prescribe the level of protection against any loss in funding for schools using the Minimum Funding Guarantee (MFG) which will remain at -1.5% per pupil for 2016-17. This means that schools will not lose more than 1.5% per pupil of funding from year to year. LAs are also able to set a cap to reduce the budgets of gaining schools to fund the monetary value of the MFG. The application and calculation of both the MFG and capping are statutory and prescribed by the DfE as part of The Schools and Early Years Finance (England) Regulations. Essentially, MFG is protection for schools so that their school budget income from one year to the next does not vary significantly due to formula changes. This will enable schools to plan accordingly in order to sustain plans to improve the quality of provision in their institution. Conversely, the capping is set so that gaining schools do not gain disproportionality to the detriment of all other schools. The MFG does not protect schools from reducing pupil numbers.

7. The constraint on the number of allowable factors will continue to severely impact upon the scope to reflect specific local circumstances in the local schools funding formula. The continued use of nationally prescribed data sets will also continue to impact. These national changes will continue to create budget turbulence for individual schools, phases and districts.

DfE Decisions School Funding 2016-17

8. On 16 July 2015, the DfE published a number of documents under '*School Funding for 2016 to 2017*'. These confirmed their national policy direction for the Schools Block DSG and other funding matters for 2016-17.
9. The overall key issues are detailed in **Appendix 1**. The DfE have confirmed the baselining of the additional £390m from 2015-16 in the Schools Block DSG into 2016-17 to increase the per pupil budgets of the '*least fairly funded local areas*'. The Worcestershire Schools Block Guaranteed Unit of Funding (GUF) has been confirmed in 2016-17 as £4,318.28 (2015-16 was £4,320.84). This GUF will be applied to the actual pupil numbers in October 2015 to provide the final Schools Block DSG for 2016-17.
10. Beyond 2016-17, the DfE contend that the policy changes continue to support their national direction of travel towards a NFFF for LAs and schools. However, its detailed consideration and delivery will be for the Comprehensive Spending Review (CSR) cycle the outcomes of which will not be finalised until late November 2015.
11. The current local formula for 2015-16 was approved by Cabinet in October 2014 and is based upon a proportion of the DfE Minimum Funding Levels (MFL) for specific formula factors. These are based on national average values for LAs that use the relevant factors. There are also other factors in the local formula such as Rates, Public Finance Initiative (PFI), Split Site, etc not subject to MFLs.
12. Previous financial analysis for Worcestershire has shown that by using 100% of relevant MFLs, there would not be sufficient funding within the anticipated Schools Block for 2016-17, even with the additional Schools Block DSG. Worcestershire in conjunction with all its key partners, particularly the F40 Group of LAs, continues to lobby central Government for a fairer allocation of the total national allocation of funding.
13. Despite recent announcements of additional funding for low funded authorities, Worcestershire remains a low funded LA. Out of 151 LAs, Worcestershire is still ranked at 123 lowest funded for the Schools Block DSG per pupil amount and at 148 for the Early Years per pupil amount. The principles around school funding and funding available for other providers have to be clear in the context of our low funding.

Worcestershire's continued Low Funding position and Education Provision

14. Promoting improved educational outcomes is a key priority for the Council. In recent years there has been substantial improvement in many educational outcomes, for example GCSE results, which (for the key indicator of 5+ A-C grades) are above both national and statistical neighbour average. The proportion of schools judged by Ofsted to be good or outstanding is currently the highest in the West Midlands.
15. Despite these improvements there remain areas for significant improvement. Key Stage 2 results remain below average compared to national figures and our statistical neighbours, and the attainment gaps between vulnerable groups and their peers is wider than these comparators. The County's educational strategy needs to have a focus on these areas, and also to take into account proposed future changes, for example the categorisation of coasting schools and the raising of the Government's floor standards.

16. Discussions regarding funding allocations to schools and settings need to consider all these factors and the potential impact of funding changes on the quality of educational provision. The relationship is complex. In recent years, for example, some of the largest gaps between vulnerable groups of learners and their peers have been in areas of low deprivation, involving small number of learners. During this time, the performance of many schools has improved, despite reductions already seen in funding.

Consideration of Issues for 2016-17

17. In respect of proposed formula development for 2016-17 there are conflicting considerations between the need for stability given the number and scale of changes since 2012-13 and the desire for a local formula which can appropriately serve all schools in Worcestershire.

18. Stability provides a period of no change for individual schools (apart from the impact of changes in mix and number of pupils per school, other data changes and the continuing impact of the MFG), prior to the introduction of a National Fair Funding Formula (NFFF), whereas further change continues the search for a formula to suit all schools. However, with the limited range of available formula factors and the statutory protection requirements via the MFG and capping regulations, there will never be a position as in 2012-13 where a formula is able to adequately suit all schools in Worcestershire given the varied provision.

19. The issue of 'fairer distribution' is open to interpretation. What may appear fair to one school will not appear fair to others as the type of school and its pupils is extremely varied across Worcestershire. Prior to 2013-14, a local schools formula could suit all schools as specific grant funding from the DfE was able to be targeted and allocated to individual schools for Ministerial priorities such as Specialist Schools and Standards Fund. This funding is now mainstreamed for the benefit of all schools. Local funding distribution is important but the overriding issue is, and continues to be, the low DSG settlement for Worcestershire.

20. The Council has been endeavouring to forward plan for 2016-17 and issued a short questionnaire in the Spring Term 2015 asking for comments on the potential for a period of stability for 2016-17. This was supported by over 88% of respondents, however, it is recognised that responses were only received from 61 schools (25%).

21. The Council hoped to be able to allocate the additional Schools Block DSG of £6.2m funding on a per pupil basis so all schools would have seen a share of the increase. The DfE declined the Council's request to allocate this amount to schools on a per pupil basis outside the funding formula. They also confirmed it had to be included within the funding formula and be subject to the statutory MFG and capping regulations. This meant that not all schools saw an increase but the majority did. Also with data changes between October 2013 and October 2014 together with a revised formula in 2015-16 some schools experienced standstill or reductions in funding.

22. To help mitigate some of the effects, the Council allocated a further £1.8m (approximately £26 per pupil) one-off funding in 2015-16 from central DSG reserves which was excluded from the MFG calculation following approval from the DfE. All schools have seen this one-off increase but were reminded it was only for 2015-16. Each request for this type of exemption requires DfE approval, and this is unlikely to be agreed every year unless it can be demonstrated the savings are not recurrent. The

Council is in the process of requesting a similar approval for 2016/17 as part the identified not recurrent savings. However, if this is not granted, all schools will see this reduction per pupil in 2016-17.

23. The vast majority of schools welcomed and accepted the revised local formula change for 2015-16. However, a quarter of secondary schools requested the Council to review the funding formula again as they felt it did not recognise the challenges in the sector, most of which are outside the control of the Council. These include reductions in post 16 funding, reductions in Education Services Grant, pay inflation and impacts on National Insurance and pensions, flat cash budgets for the Dedicated Schools Grant (DSG) and other funding changes implemented by the EFA on academy schools.

Feedback from the Education Funding Agency (EFA)

24. In order to support the Council in identifying potential solutions to these issues and as part of the ongoing commitment to review our practice and review potential considerations for 2016-17, the Council had formal discussions with the EFA on the arrangements for formula development in Worcestershire. As well as Council officers this included representation from the Worcestershire Schools Forum (WSF) and secondary Headteachers.

25. In terms of the LA formula development and consultation processes for 2015-16, the EFA reviewed the Council's paperwork and concluded that the Council consultation processes for the local schools formula were thorough and fair and the papers provided a good level of information as required and school engagement was good. They commented that the level of responses at 48% was extremely high in comparison to most LAs, and assessing the individual responses using 1st, 2nd and 3rd preferences linked to size of school by pupil numbers was a good idea and innovative practice. They did recommend that the inclusion of further details to remind schools on the formula used in the two previous years would have been useful to support the decision making process.

26. The EFA also reviewed the local formula since the new national arrangements were introduced and gave a view on each of the 3 previous years formulae.

27. For 2013-14, the move of factors by Worcestershire from their previous formula to the reduced number of factors seemed practical. However the implementation of a tight cap to attempt to mitigate against higher losses by some schools used by Worcestershire was in the view of the EFA against the intention of the new arrangements. Although this gave stability, it resulted in disproportionately high AWPUs which meant Worcestershire was seen as an outlier as a low funded LA.

28. For 2014-15 the change in the regulations to only allow a cap to fund the cash value of the MFG and the change in the Low Prior Attainment (LPA) definitions impacted significantly in Worcestershire. The AWPUs had to reduce and there was significantly increased turbulence. This resulted in disproportionately high LPA factor which meant Worcestershire was again seen as an outlier as a low funded LA.

29. For 2015-16 the formula change resulting in a move towards the national Minimum Funding Levels (MFLs) is in the EFA's view more sensible and there are now no extreme values in Worcestershire's local formula. All factors are within mid ranges and there are no outliers.

30. Overall, the EFA view is that the Council has made changes they needed to make, with the current formula 2015-16 now being more of the norm. Worcestershire's approach for annual formula change is extremely unusual and is a LA outlier in terms of the range and types of changes. The EFA confirmed that most LAs have not changed their local formula annually and have gone for stability with very little change from 2013-14. Keeping to the current formula in Worcestershire for stability is now probably more appropriate at this stage.

Consultation for 2016-17

31. Given all these issues and further discussions at the WSF on 9 September 2014, the WSF recommendation was for stability and no change i.e. to retain the 2015-16 formula parameters for 2016-17.

32. The final allocations for individual schools will be significantly affected by:
- The new DfE data sets and the revised Schools Block DSG allocation based on the October 2015 census and other 2015 data as well as changes from 2014 e.g. rates prior year adjustments, attainment data, etc. This will impact on all schools and the final 2016-17 allocations
 - The requirement for the calculation of the -1.5% per pupil MFG/Capping for the final 2016-17 model having to have as its start point the 2015-16 baseline including the MFG/Capping amount from 2015-16. Also for some academies the EFA will use a different 2015-16 baseline for the calculation of the MFG/Capping. This will impact and cause further turbulence and some schools will experience further reductions
 - The requirement for LAs to include in their formula submission the effect of schools changing their age range from the start of the academic year 2016/17 by using estimated pupil number data
 - The continued restrictions by the DfE for the capping of schools that gain in the formula to the cash requirement of the MFG only.

33. A detailed consultation document was circulated on 11 September 2015 to all maintained schools, academies, other providers, all members of the County Council, staff associations and the Worcestershire Association of Governors which included details of the recommendation to retain the existing formula. Given the tight timescales to report to Cabinet and submit the formula to the DfE by 30 October, consultation responses were requested by 1 October 2015.

34. Summaries of the main issues raised by schools are detailed in **Appendices 3 and 4**. The main concern continues to be the extremely low funding base for Worcestershire.

35. The following table shows the number of formal responses received from the consultation. As expected, the number of responses this year was considerably lower than in previous years as there were no alternative funding models for schools to express a preference for. However, WSF took account of these responses and the views of the schools they represent when making their recommendations to Cabinet.

Type of school	Total Number of Providers (As at 1 September 2015)	Number of Responses	Percentage of Responses %
Maintained First/Primary	153	16	10
Academy Nursery/First/Primary	23	0	0
Maintained Middle	14	6	43
Academy Middle	6	0	0
Maintained Secondary/High	5	3	60
Academy Secondary/High	24	12	50
Free School	1	0	0
Total	226	37	16
Other	N/A	1	N/A

The response rate last year was 48%

36. Consultees were requested to comment on the recommendation to retain the existing formula, and to respond to 5 questions that related to specific issues for consideration relating to 2016-17 and other statutory matters. A summary of these is at **Appendix 2**.

37. The consultation response main issues have been summarised in **Appendices 3 and 4**, with detailed school returns available on request. The key issues and recommendations arising from the consultation are detailed in **Appendix 5**.

Recommendations for the Worcestershire Local Schools Funding Formula for Mainstream Schools for 2016-17 and Other Statutory Matters

38. Having considered the views of Worcestershire Schools Forum (WSF), the outcomes of the consultation received from individual schools and Cabinet's strategic view, the option which is recommended to be approved is to retain the existing formula in 2016-17.

39. It must also be noted that the Schools Block allocation is not the only funding which schools attract. Schools also attract Pupil Premium to raise the attainment of disadvantaged pupils and close the gap between them and their peers. Schools attract funding for each child registered as eligible for free school meals at any point in the last 6 years. The 2015-16 rates are £1,320 for primary-aged pupils, £935 for secondary-aged pupils and schools will also receive £1,900 for each looked-after pupil who has been looked after for 1 day or more, or was adopted from care on or after 30 December 2005, or left care under a special guardianship order or a residence order. Worcestershire schools attract c£19m additional funding through this route. This is based on the January 2015 FSM numbers and the March 2014 Looked After Children numbers confirmed by the DfE in July 2015.

40. The overall feedback from the responses in **Appendix 2** on the consultation questions details the following outcomes:

- No support for changing the existing PFI subsidy factor
- Support for revisions to the definition for Notional SEN
- Continuing with the existing arrangements in 2015-16 into 2016-17 as permitted by the DfE for the:
 - delegation and de-delegation of centrally retained DSG services for mainstream maintained schools
 - other centrally retained DSG services for all mainstream maintained schools and academies
- Support for not having a small central Falling Rolls Fund and to withdraw the existing arrangements from 2016/17
- Support for stability in the 2016-17 local schools funding formula on the recommendation for no change in the local schools formula from 2015-16 in 2016-17 – with **Appendix 3** summarising the main issues received from schools.

The Role of the WSF

41. As required, the WSF continues to fulfil its statutory role as the principal consultation forum for matters relating to school funding. There is a statutory requirement to consult the WSF on these funding proposals. The WSF met on 9 September and 6 October 2015 where at the latter meeting the WSF discussed the consultation responses and made its formal recommendations for no change to the local schools formula. Details of these discussions and outcomes at both meetings are attached at **Appendix 6**.

Cabinet's Detailed Approvals

42. Approve for 2016-17 formula stability and no formula change from 2015-16 as supported by the WSF and the consultation responses, with the estimated units of resource detailed below.

43. Approve the following as the factors for inclusion in the local funding formula for 2016-17 for Worcestershire mainstream schools - maintained and academies – to be based upon required DfE data sets from the October 2015 census and other DfE sources, including any in year or prior year changes and the final DSG for 2016-17 when this is confirmed.

44. Approve the model to contain from April 2016, the following formula factors and estimated units of resource using the prescribed DfE data sets from the October 2015 census, other DfE sources including any in year or prior year data changes and estimated data as required for schools changing their age range from September 2016:

AWPU:

Primary £2,839.13; KS3 £3,886.05; KS4 £4,415.31

Deprivation:

Free School Meals (FSM) Annual: Primary £845.66; Secondary £1,008.66;

Income Derivation Affecting Children Index (IDACI) all bands 1 to 6:

Primary £200.39, £249.29, £332.70, £404.61, £457.35, £662.53

Secondary £277.09, £363.39, £450.64, £531.18, £588.70, £785.26

Low Cost/High Incidence SEN – Prior attainment:

Primary £641.44 [Combination of Early Years Foundation Stage Profile (EYFSP) New Profile % to be determined; Old Profile 78 Points];

Secondary £901.27 [Not achieving level 4 KS2 English or Maths]

English as an Additional Language (EAL) – maximum of 3 years:

Primary £446.80; Secondary £1,083.44

Lump Sum for Every School:

Primary £111,026.16; Secondary £119,998.61

(Middle Schools an average of these rates)

Sparsity based on a tapered approach:

Primary £42,796.04; Middle £53,352.91; Secondary and All Through £63,909.77

Split Site:

An individual school cash sum allocated via the approved 2015-16 formula with schools having to meet the qualifying criteria

Rates:

Actual Costs individual to each school

Private Funding Initiative (PFI):

Agreed Costs for those schools in the PFI contract

Exceptional Premises Costs:

An individual school cash sum for those qualifying schools as approved by the EFA

Minimum Funding Guarantee (MFG):

-1.5% per pupil as prescribed by the EFA.

Capping:

At the relevant % level to scale back gains for some schools to fund the MFG cash requirement only as prescribed by the DfE. This is currently estimated at +1.384% with the scaling factor of 100%. This will change with the impact of the revised data sets and 2016-17 DSG.

45. Approve that the current estimated formula units of resource as detailed above and estimated capping % be adjusted in January 2016, as required, to take account of:

- October 2015 census impact and requirements including use of estimated data for changes in school age ranges if required
- Other DfE prescribed data and changes including those from prior years
- The final Schools Block DSG for 2016-17
- Statutory requirements relating to the MFG and/or the School and Early Years Finance Regulations
- Whether the LA is able to include another £1.8m of DSG reserve in the local funding formula for 2016-17.

46. Approve the continuation in 2016-17 of the existing already approved PFI factor **(as per consultation question 1)**

47. Approve the changes for 2016-17 to the definition for Schools Block Notional SEN as detailed [AWPU 5%, Deprivation FSM 50%, Deprivation IDACI 100%, Low Prior Attainment (LPA) 100% and Lump Sum 10%] **(as per consultation question 2)**

48. Approve the continued initial delegation and transfer of the following centrally retained services for 2016-17 as in 2015-16 **(as per consultation question 3):**

FACTOR	SERVICE
Basic Per Pupil	School Specific Contingencies (not Early Years) Support for Schools in Financial Difficulties 14-16 Practical Learning Options Insurance Staff Costs Supply Cover Licences and Subscriptions
Deprivation	FSM Eligibility
EAL	Support for Minority Ethnic Pupils
Low Cost High Incidence SEN Prior Attainment	Support for Underachieving Groups Behaviour Support Services

49. Approve the decision of the WSF maintained mainstream school members by phase to continue in 2016-17 to the following delegation and de-delegation of the following centrally retained services for maintained mainstream schools only by phase as determined through the WSF (**as per consultation question 3**):

Phase/Service	Primary Delegation	Primary De-delegation
School Specific Contingency (SSC)	No	Yes
Support for Schools in Financial Difficulty	Yes	No
14-16 Practical Learning Options	N/A	N/A
Behaviour Support Services	N/A	N/A
Schools Insurance	Yes	No
Licenses and Subscriptions (DfE Prescribed)	No	Yes
Support for Minority Ethnic Pupils or Underachieving Groups – EMAG	No	Yes
Support for Minority Ethnic Pupils or Underachieving Groups – Travellers Children	No	Yes
Free School Meal Eligibility	No	Yes
Staff Costs Supply Cover – Civic Duties	No	Yes

Staff Costs Supply Cover – Trade Union Duties	No	Yes
Staff Costs Supply Cover – HR Related Duties	No	Yes
Phase/Service	Secondary Delegation	Secondary De-delegation
School Specific Contingency (SSC)	No	Yes
Support for Schools in Financial Difficulty	Yes	No
14-16 Practical Learning Options	Yes	No
Behaviour Support Services	Yes	No
Schools Insurance	Yes	No
Licenses and Subscriptions (DfE Prescribed)	No	Yes
Support for Minority Ethnic Pupils or Underachieving Groups – EMAG	No	Yes
Support for Minority Ethnic Pupils or Underachieving Groups – Travellers Children	No	Yes
Free School Meal Eligibility	No	Yes
Staff Costs Supply Cover – Civic Duties	No	Yes
Staff Costs Supply Cover – Trade Union Duties	No	Yes
Staff Costs Supply Cover – HR Related Duties	No	Yes

50. Approve for those services subject to de-delegation by the formula factors detailed above by reducing the formula amounts in 2016-17 for maintained mainstream schools only on the basis detailed above.

51. Approve the decision of the WSF to the continued central retention in 2016-17 of the centrally retained services as detailed, limited to the 2015-16 budget level or further DfE prescription (indicative budgets are shown) for **(as per consultation question 4)**:

- Funding for significant pre-16 pupil growth to meet basic need and to enable all schools to meet the infant class size requirement i.e. pupil growth fund – £0.5m
- Copyright Licensing Agency (CLA) and Music Publishers Association (MPA) licences – subject to DfE prescription
- Contributions to Combined Services – the Early Intervention Family Support (EIFS) service budget – £1.5m
- Capital Expenditure Funded from Revenue (CERA) – £1.030m
- Termination of Employment/Redundancy Costs – £0.20m
- Co-ordinated admissions scheme – £0.846m
- Servicing of the Schools Forum – £0.055m

- Carbon Reduction Commitment – subject to DfE top slice from DSG.

52. Approve Option 1 in regard to Falling Rolls Fund to FRF to no longer operate a Falling Rolls Fund from 2016-17 (**as per consultation question 5**)

53. The final units of resource and cap for 2016-17 are subject to final confirmation with the EFA and change when the impact of the October 2015 census, other 2015 DfE data and prior year data changes and the final Schools Block DSG for 2016-17 are confirmed.

54. As in previous years the formula model for 2015-16 will **not** include factors for:

- Pupil Mobility – not deemed to be a significant issue
- Looked After Children (LAC) – deemed to be funded via the LAC Pupil Premium
- Post-16 top up – not permitted as not a pre-2013 formula factor
- Higher Teacher Costs – only applies to London fringe LAs.

Supporting Information

- DfE Documents '*School Funding for 2016 to 2017*' – Summary of the Key Issues – **Appendix 1**
- Summary of the Consultation Responses October 2015 – **Appendix 2**
- Summary of the main issues from the Consultation Responses relating to stability for the local schools funding formula 2016-17 October 2015 – **Appendix 3**
- Summary of the main issues from the Consultation Responses on the consultation questions October 2015 – **Appendix 4**
- Outcomes and recommendations from the September 2015 Consultation – **Appendix 5**
- Fair Funding Consultation 2016-17 Worcestershire Schools Forum (WSF) Issues September and October 2015 – **Appendix 6**

Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Interim Director of Children's Services) the following are the background papers relating to the subject matter of this report:

Fair Funding Consultation Documents – September 2015

Agenda and background papers for the meetings of the Cabinet held on 18 October 2012, 7 November 2013 and 16 October 2014

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**DfE DOCUMENTS 'SCHOOL FUNDING FOR 2016 TO 2017' –
SUMMARY OF THE KEY ISSUES**

1. Schools Block Guaranteed Units of Funding (GUF) 2016-17

- This has been set at **£4,318.28 per pupil** and the details are in **Table 1**.

Table 1: Calculation of Schools Block GUF 2016-17

Detail	Schools Block GUF £	Pupil Numbers	Schools Block DSG £'m	Note
2015-16				
Baseline	4,320.84	69121	298.661	1
Adjustment Non Recoupment Academy Holy Trinity Free School	N/A	N/A	1.606	
TOTAL			300.267	
2016-17				
Baseline A			300.267	
Pupil Numbers from previous year 2015-16		69121		
Holy Trinity Free School		413		
Total Pupils G		69534		
GUF A/B	4,318.28			2

Note 1 – This includes Worcestershire's share of the £390m (£6.2m).

Note 2 – The effect of the inclusion of Holy Trinity reduces the 2015-16 GUF by £2.56 (-0.06%). This is a consequence of the per pupil rate for the school being less than the overall 2015-16 GUF. This will reduce the DSG by £0.18m on current pupil numbers.

- The DfE have now set these final 2016-17 for all LAs using this methodology and confirmed these will **not be amended** when the October 2015 pupil numbers are available.
- The DfE will issue revised Schools Block DSG allocations for 2016-17 **using the October 2015 pupil numbers**. This amount will not be confirmed until late December 2015.

2. Other Schools Block Aspects

- The mandatory Minimum Funding Guarantee (MFG) will remain **at -1.5% per pupil** for 2016-17 as prescribed within the School and Early Years Finance (England) Regulations.
- The **capping restrictions** introduced in 2014-15 limiting this to the cash requirement needed to fund the MFG **will also remain**.
- In terms of the local schools formula for 2016-17 the DfE have confirmed there is no obligation on LAs to use all the formula factors permitted.
- The only mandatory factors will remain as the current ones – the basic per pupil amount (AWPU) and the deprivation factor. The remaining ones are unchanged apart from a minor amendment to the primary Low Prior Attainment (LPA) definition.
- It will remain for the LA to decide how best to apply its local formulae to meet its circumstances.
- LAs in conjunction with their Schools Forums will need to agree any consultation aspects for 2016-17 financial year and will need to follow the normal consultation and approval process: -
 - Consideration of option(s) for potential change(s) (if any) to the local schools formula for 2016-17 (if any).
 - School consultation on the option(s) (if any).
 - Consideration of option(s) and outcome of consultation by the WSF.
 - Final approval of preferred option by Cabinet (15th October 2015).
- The detailed consultation requirements on LAs for any proposed changes to the local schools funding formula remain along with the timescales set for submissions to the Education Funding Agency (EFA).
- LAs are also required to **consult again** with schools for 2016-17 on decisions made in 2015-16 for **DSG Schools Block Centrally Retained Services** for: -
 - Delegation and de-delegation for maintained schools.
 - Central retention for maintained schools and academies.
- LAs will be required to seek approval from the DfE in specific circumstances to: -
 - Vary the pupil numbers used for calculating funding for specific schools from the October 2015 census to used estimated numbers where there is school re-organisation or a school is going to change its age range.
 - Request further exceptional premises factors.
 - Vary the operation of the MFG.

3. High Needs Block Issues

- On 16 July 2015, the DfE also published the external research report following their call for evidence in February 2015.
- The DfE Operational Guidance for Schools Revenue Funding 2016-17 makes minor reference to High Needs Funding and further guidance for 2016-17 was issued in September 2015. The key issues are: -
 - The indication is LAs will receive the same cash amount in 2016-17 as allocated in 2015-16. LAs will have to manage any changes within their existing allocations.
 - Flexibility is available at local level to make adjustments to individual institutions place funding in 2016-17.
- LAs will not be able to apply to the DfE for additional High Needs Funding and there will be no 'exceptional cases' process. However for 2016-17 LAs are able to make local place number changes for maintained schools and apply to the EFA for changes in place numbers for academies and Post 16 HN providers.
- Further policy guidance has also been issued for Non Maintained Special Schools (NMSS) and Alternative Provision (AP) Free Schools.

4. Early Years Block Issues

- The DfE call for evidence on funding closed on 10 August 2015 and there is no announcement yet.

5. Timeline

- Following confirmation by the DfE of their agreed policy for 2016-17 the timeline was agreed as **detailed below**: -

DETAIL	DATE
Meeting of the WSF to: - <ul style="list-style-type: none"> • Consider DfE current position • Discuss issues for consultation 	2 July
DfE issue results of consultation and the national policy direction for 2015-16 together with issue of APT, MFLs, etc	16 July
SCHOOLS SUMMER BREAK	20 July to 3 September
Meeting of the WSF to: - <ul style="list-style-type: none"> • Discuss and agree consultation issues and options (if any) 	9 September
Formal consultation starts	10 September
Formal consultation ends	1 October
Further Meeting of the WSF to consider the results of the consultation and to formulate recommendations to Cabinet	6 October
Report to Cabinet making recommendations for changes (if any) to the existing local schools funding formula for 2016-17	15 October
Submission of local schools funding formula APT 2016-17 by the LA to the Education Funding Agency (EFA)	By 30 October
Confirmation by the EFA of: - <ul style="list-style-type: none"> • October 2015 census data • Revised APT for 2016-17 • Schools Block DSG 2016-17 	Late December
LA to consider impact of the new October 2015 data sets on submitted October 2015 APT	Early January
Meeting of the WSF to: - <ul style="list-style-type: none"> • Consider impact of the new October 2015 data sets • Agree submission for the final APT 2016-17 to the EFA 	13 January
LA to submit final data for Schools Budget DSG pro forma for 2016-17	By 21 January
LA to confirm school budget shares 2016-17 for their maintained schools	By 29 February
EFA to confirm General Annual Grant (GAG) to academies	By 31 March

- As in previous years, this consultation process had to take place prior to the receipt of the October 2015 data sets and the issue of the final Schools Block DSG for 2016-17. This is not anticipated until late December 2015.
- **On this basis there will be changes between the consultation and the final budgets issued for individual schools for 2016-17 as in previous years. This will also take account of the effect of these changes on the statutory MFG requirements and local capping arrangements.**

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SUMMARY OF THE CONSULTATION RESPONSES OCTOBER 2015

	Category of Provider/Responder	Maintained First/ Primary		Academy Nursery/ First/ Primary		Maintained Middle		Academy Middle		Maintained Secondary/ High		Academy Secondary/High		Free School		Total Schools		Other	
		Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N
	Number of All Providers	153		23		14		6		5		24		1		226		0	
	Number of Responses	16		0		6		0		3		12		0		37		1	
	% of Responses to Number of All Providers	10		0		43		0		60		50		0		16		N/A	
		Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N
Q1	Do you support, subject to DSG availability, increasing the PFI subsidy factor in the local schools formula to support a reduction in the amount needed to be contributed by the 7 relevant schools?	2	14			2	4			1	2		12			5	32		1
Q2	Do you support the proposed change in the definition for Notional SEN for 2016-17?	12	3			6				3		7	2			28	5		1
Q3	Do you support the arrangements for delegation and de-delegation as detailed in the consultation document for 2015-16 to continue in 2016-17?	15	1			6				3						24	1	1	
Q4	Do you support the arrangements for centrally retained services as detailed in the consultation document for 2015-16 to continue in 2016-17?	16				6				3		8	4			33	4	1	
Q5	Please indicate your preferred for the future of the Falling Rolls Fund (FRF)																		
	Option 1 – No longer operate a FRF and include the current budget in the local schools funding formula for the benefit of all schools	5				2				3		9				19			
	Option 2 – Continue to operate a FRF on the revised criteria as detailed	7				3						3				13			
	Other – Continue to operate a FRF but not on the revised criteria proposed	3														3		1	

Note - Some schools did not respond to all the questions.

Summaries of main issues from the consultation responses on stability for the local schools funding formula 2016-17, these consultation questions and other issues are detailed in Appendices 3 and 4.

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APPENDIX 3

SUMMARY OF THE MAIN ISSUES INCLUDED ON THE CONSULTATION RESPONSES SEPTEMBER 2015 RELATING TO STABILITY FOR THE LOCAL SCHOOLS FUNDING FORMULA FOR 2016-17 OCTOBER 2015

All the WSF representatives who represent the school phases voted for stability in the local schools formula for 2016-17, hence the steer for the consultation was stability.

The consultation paper reflected this position but schools were given the opportunity to comment. This appendix summaries the key issues on the responses made by the **16** primary schools, **6** middle schools and **15** secondary schools together with the **1** other response.

Not surprisingly given the current funding position this resulted in a range of comments. A summary of the main issues per phase is detailed below with WCC comments given in italic square brackets where necessary.

Primary Schools Sector

Out of 176 primaries, only **16** schools responded, with **13** supporting stability and **3** making no comment.

So, overall for those that responded the sector **supported the policy of stability** and the no change option for 2016/17.

In their support of this the main issues: -

- Makes the budget process easier and aid planning.
- Really helpful to have a projected budget allocation for next year, based on the proposed formula to allow for forward planning.
- Facilitates a return to the 3 year budgets required by the Finance Policy.
- Although there are winners and losers with this formula, as with all revisions, this formula offers the best and fairest distribution for the most number of pupils across the County.
- Offers the best chance of a smooth transition to a potential NFFF.
- The most significant issue in education funding is the disparity of funding of similar schools in different areas of the country.
- The National Fair Funding Formula (NFFF) is required as soon as possible.
- Many small schools had been adversely and unfairly affected by the flaws of the local schools funding formula. However, the current formula is fairer and serves schools well.
- All schools face real cuts of up to 12% through inflationary increases in costs while only receiving flat funding per pupil.
- National funding deficiencies for all age groups cannot be reconciled by tweaking the existing local schools formula factors.

Middle Schools Sector

Out of 20 middle schools, **6** schools responded with **4** supporting stability and **2** making no comment.

So, overall for those that responded, the sector **supported the policy of stability** and the no change option for 2016/17.

Secondary Sector

Out of 29 secondary schools, **15** schools responded with **8** supporting stability, **4** supporting a change and **3** making no comment.

The 4 schools that supported a change are all in the academy sector with post 16 provision.

So, overall for those that responded the sector **supported the policy of stability** and the no change option for 2016/17.

For those **8** schools favouring **stability** the main issues were

- Allows schools to have some kind of consistency of funding to assist their financial planning.
- Current formula gives a reasonable balance between supporting the needs of students, particularly the least able, and allocating resources fairly between schools.
- Prevents any further funding losses so more welcome than a formula of further cuts.
- Evidence suggests the formula is working in line with expected norms and stability after several years of unpredictability would be welcome.
- Supported but there are continuing issues on split site funding.
- Stability is not a virtue if it locks in inequality however the stability option will allow schools to have consistency of funding to assist financial planning. .

For those **4** schools favouring **change** the main issues were

- Concern the current model that does not provide with enough basic funding.
- The impact over the last 3 years shows this is not a fair or ideal solution.
- The imbalance of distribution will be compounded further and this will plunge a significant proportion of schools into extreme financial difficulties.
- The change in 2015/16 in the LPA rate caused major fluctuations and swings in funding for individual schools. They could not gain enough on the AWPU and other factors to cover the change.
- Schools have no way of influencing the LPA number. This change should have been staggered over a longer period.
- Recognise that formula change will create a different set of losers and gainers but need to find a change in formula to reduce the variances.
- Schools need to receive a fair and equitable share of funds.
- A review is required to look at deprivation funding.
- Not right that some schools gained significantly whereas others – even with no changes in student numbers – lost out by a significant amount.
- A significant proportion of schools did not benefit at all from the additional £6.2m of funding.

Other general comments made by the secondary sector mainly from the schools favouring change were

- Disappointed that schools cannot agree on a funding model that supports the most needy.
- In some schools opinion the DfE statutory MFG/Capping is flawed.
[Note – the MFG is a statutory calculation required by the DfE and the cap can only be set at a maximum to fund the cash requirement of the MFG].
- The impact of the additional £6.2 million is gaining schools will gain further and those schools who receive a high proportion of MFG have will not have seen any benefit.
- The current local formula [2015/16] produced large variances between gainers and losers with some schools not gaining any additional funds allocated through the DSG.
- Concerns on the basis of the modelling figures including gainers and losers used by the LA in last year's consultation. Final allocations being different despite pupil and other data stability – concern this could be the same for 2016-17.
[Note this is likely to be the same for 2016-17 as the amount allocated to each school will be affected by all school data changes not just data changes in individual schools as it is a fixed amount funding which is allocated based on the October 2015 school census]
- Individual school discussions with the LA have been very helpful and generated some positive discussions. However, disappointing that no changes such as looking at a separate formula for primary/secondary, limiting variations, or a review of deprivation funding have been included in the consultation.
- EFA confirmed the additional DSG did not have to be through the local schools funding formula.
*[Note – the DfE expected LAs to pass on the additional DSG to schools but LAs still have the flexibility to move funding between the 3 DSG Blocks. As such this funding could have been allocated to High Needs or Early Years. As WCC allocated it to the schools block and this additional funding did **NOT** constitute new delegation, the DfE policy was that it was included in the funding formula and it was **NOT** to be excluded from the MFG calculation].*
- Accept that post 16 funding is outside of the control of the LA, but need to consider the total school budget in considering the variances. Increase in external costs outside of the school's control (staffing costs – namely pension and NI increases) and other funding decreases means that schools will be pushed into financial difficulties in the very near future.
- The formula impact including lower split site funding as well as pupil number reductions has restricted school development and required restructures.
- Additional funds need to be found to mitigate the devastating impact of this current formula.
- All schools, and in particular all secondary schools, face acute financial pressures caused by a reduction in the Education Services Grant (ESG), increased employment costs and the continuing low level of funding for Worcestershire.
- A formula which moves funding intended for all 11-16 students to subsidise schools with sixth forms, PFI liabilities or to support unnecessary Free Schools is not acceptable.

Other

The 1 respondent **supported the policy of stability** and the no change option for 2016/17.

In support of this the main issues were: -

- For many small schools the current formula is appropriate.
- The addition of the £6.2m top-up funding was a significant boost too and it is reassuring to see its permanent inclusion from 2016-17.
- There is still some work to be done on the local funding formula e.g. LPA, sparsity, EAL, rates and PFI.
- Changing the existing local factors will just create different winners and losers.
- The current local formula may not be perfect but it is certainly the best option at this stage.
- Stability of 'no change' will allow focus on the weightier and more pressing issues and allow our schools to pull together in the fight for a NFFF, which has to encompass both EY and Post 16 too.
- By far the most significant issue in education funding is the disparity of funding of similar schools in different areas of the country.
- Education funding needs to be in one place, nationally consistent, locally commissioned with local oversight.

**SUMMARY OF THE MAIN ISSUES FROM THE CONSULTATION RESPONSES ON THE
CONSULTATION QUESTIONS OCTOBER 2015**

Summaries of the main issues received on the 5 consultation questions and other issues are detailed below.

1. CONSULTATION QUESTIONS

Q1. Do you support, subject to DSG availability, increasing the PFI subsidy factor in the local schools formula to support a reduction in the amount needing to be contributed by the 7 relevant schools?

Overall there were 38 responses to this issue.

Maintained First/Primary

Overall this sector did not support increasing the PFI subsidy factor in the local formula with **14** not supporting and **2** supporting.

The main issues raised: -

- PFI schools took this decision so they need to secure other means of funding.
- The issue of PFI funding should not be funded by non PFI schools.
- No real explanation of exceptional need that would justify an increase for these few schools
- Concerns on the open ended nature of the request.

Maintained Middle

Overall this sector did not support increasing the PFI subsidy factor in the local formula with **4** not supporting and **2** supporting.

The main issues raised: -

- Position of agreements signed over a decade ago proving unsustainable in terms of size and current pupil numbers.
- PFI payment made by the schools should link to pupil numbers or as share of the overall budget.
- Non PFI schools have issues of their own regarding the buildings, etc and any increase in PFI support would limit the funds available to support other schools.

Maintained Secondary/High

Overall this sector did not support increasing the PFI subsidy factor in the local formula with **2** not supporting and **1** supporting.

The main issues: -

- The original formula does not recognise fluctuations in school roll.
- PFI schools took the decisions on the risk and reward.

- To now have that balance amended in their favour at the expense of other schools that chose not to pursue PFI is not appropriate.

Academy Secondary/High

Overall this sector did not support increasing the PFI subsidy factor in the local formula with **12** not supporting and **0** supporting.

The main issues: -

- This would lead to a reduction in funding for all other schools unacceptable at a time when all secondary schools are facing fundamental funding issues.
- It was the deal that they signed up for and knowingly entered into.
- Other schools do not benefit from such modern purpose built premises.
- Schools with the oldest poorest property stock do not benefit from any extra cash to pay for things like higher repair costs and utility bills.
- The current £2.3m contribution from the overall schools' budget is questionable.
- The agreement is in place and the 7 schools would rightly point to this should the LA be looking to reduce the contribution.
- However, PFI school increases in costs are out of their control e.g. not able to secure additional income through lettings, apply for academies capital funding or re-negotiate contracts.

Other

This respondent did not support increasing the PFI subsidy factor in the local formula.

The main issues:-

- Several of these schools were built significantly larger than their predecessors and yet expected influx of additional pupils and the associated funding has not happened.
- Concerns on who pays for the shortfall in PFI funding when all schools we are facing real-terms cuts.
- PFI was a national policy and if there is a funding shortfall then it is a national problem and needs to be resolved in a NFFF.

Q2. Do you support the proposed change in the definition for Notional SEN for 2016-17?

Overall there were 34 responses to this issue.

Maintained First/Primary

Overall this sector supported the proposed change for the definition for Notional SEN for 2016-17 with **12** supporting and **3** not supporting.

The main issues: -

- Not clear what impact this will have on the notional SEN allocation to each school.
- Bring the definition into line with the formula as amended for 2015-16.
- Purely a definitional change that will not generate additional resource to schools to support SEN.
- Support the national SEND review suggesting that notional SEN budgets are not working.

- Needs to be able to see the difference this change is likely to make to school budgets.

Maintained Middle

Overall this sector supported the proposed change for the definition for Notional SEN for 2016-17 with **6** supporting and **0** not supporting.

Maintained Secondary/High

Overall this sector supported the proposed change for the definition for Notional SEN for 2016-17 with **3** supporting and **0** not supporting.

The main issue: -

- This will more accurately reflect the low cost high incident SEN within the Schools Block Allocation and seems to offer the fairest solution.

Academy Secondary/High

Overall this sector supported the proposed change for the definition for Notional SEN for 2016-17 with **7** supporting and **2** not supporting.

The main issues: -

- This will more properly reflect the changes to the Minimum Funding levels in the local formula.
- By significantly reducing the low prior attainment level, some schools notional SEN funding has dramatically decreased.
- Support but need clarification of how the change affects SEN funding across schools.
- As much resource as possible should follow deprivation and low prior attainment.
- They are the most vulnerable and costly cohorts in school.
- 50% change in the notional SEN budget in 2015/16 is not acceptable.
- Insufficient information provided to make a truly informed decision.
- If the change is truly marginal so is there any point.
- Potentially represents double funding for those schools with higher Pupil Premium levels.

Other

This respondent did not support the proposed change for the definition for Notional SEN for 2016-17

The main issue: -

- Unclear what obvious shortcomings in the current definition of notional SEN the proposed changes are designed to correct.

Q3. Do you support the arrangements for delegation and de-delegation as detailed for 2015-16 to continue for 2016-17? (Applicable to maintained schools only)

Overall there were 26 responses to this issue.

Maintained First/Primary

Overall this sector supported the proposed arrangements for delegation and de-delegation as detailed for 2015/16 to continue in 2016/17 with **15** supporting and **1** not supporting.

The main issues: -

- No reason to change the decisions made last year and support the continuation of the 2015-16 arrangements into 2016-17.
- Proposals required for the provision of services in English as an Additional Language (EAL) and Gypsy Roma Traveller (GRT) from champion schools.

Maintained Middle

Overall this sector supported the proposed arrangements for delegation and de-delegation as detailed for 2015/16 to continue in 2016/17 with **6** supporting and **0** not supporting.

Maintained Secondary/High

Overall this sector supported the proposed arrangements for delegation and de-delegation as detailed for 2015/16 to continue in 2016/17 with **3** supporting and **0** not supporting.

Other

This respondent supported the proposed arrangements for delegation and de-delegation as detailed for 2015/16 to continue in 2016/17.

The main issue: -

- As in the primary sector hope that something may yet come of EAL and GRT retained services.

Q4. Do you support the arrangements for centrally retained services as detailed for 2015-16 to continue in 2016-17?

Overall there were 38 responses to this issue.

Maintained First/Primary

Overall this sector supported the proposed arrangements for centrally retained services as detailed for 2015/16 to continue in 2016/17 with **16** supporting and **0** not supporting.

The main issue: -

- Absolute support for the contribution to the Early Intervention Family Support Service (EIFS) to be retained alongside the other services outlined in the consultation paper.

Maintained Middle

Overall this sector supported the proposed arrangements for centrally retained services as detailed for 2015/16 to continue in 2016/17 with **6** supporting and **0** not supporting.

Maintained Secondary/High

Overall this sector supported the proposed arrangements for centrally retained services as detailed for 2015/16 to continue in 2016/17 with **3** supporting and **0** not supporting.

The main issue: -

- Offers the fairest solution available with clarity of provision and this flexibility.

Academy Secondary/High

Overall this sector supported the proposed arrangements for centrally retained services as detailed for 2015/16 to continue in 2016/17 with **8** supporting and **4** not supporting.

The main issues: -

- Support but this contains so many elements all bundled together in a take it or leave it package deal.
- Services are run successfully and benefit the schools within the LA.
- Believe that there should be further discussions about the role, purpose and potential independence of the WSF.
- A centrally retained pot reduces the funding available to both maintained and academy schools so supported for access by both maintained and academy schools fairly.
- Academies need to be able to benefit from and access all these areas with their funding not to reduce funding to subsidise costs for maintained schools.
- Value for money is required for these services.

Other

This respondent supported the proposed arrangements for centrally retained services as detailed for 2015/16 to continue in 2016/17

Q5. Please indicate your preferred for the future of the Falling Rolls Fund as follows: -

Option 1 – No longer operate a FRF and include the current budget in the local schools funding formula for the benefit of all schools

Option 2 – Continue to operate a FRF on the revised criteria as detailed above

Overall there were 36 responses to this issue – Option 1 Yes 19; Option 2 Yes 13; Different Criteria Yes 4.

Maintained First/Primary

Overall this sector was Option 1 **Yes 5**; Option 2 **Yes 7**; Different Criteria **Yes 3**.

The main issues: -

- Option 1
 - There will be funds available given no allocations have been made.
- Option 2
 - This is only a small fund and its impact will be negligible if spread across all pupils.

- We support the balance as stated that they should be affordable and appropriate and not too wide but be available to those schools who can clearly demonstrate a need.
- Different Criteria
 - The proposed criteria look unworkable
 - Request that the WSF takes another look.
 - Feel the existing criteria discriminate against small schools

Maintained Middle

Overall this sector was Option 1 **Yes 2**; Option 2 **Yes 3**.

Maintained Secondary/High

Overall this sector was Option 1 **Yes 3**; Option 2 **Yes 0**.

The main issues: -

- Option 1
 - Proposed changes to the scheme will lose the admirable simplicity of the current scheme.
 - Access to future support will be less available for schools that have managed their budgets well in the medium term.
 - Include the current budget in the local schools funding formula for the benefit of all schools.

Academy Secondary/High

Overall this sector was Option 1 **Yes 9**; Option 2 **Yes 3**.

The main issues: -

- Option 1
 - Evidence suggests that this is unlikely to be required in the short-term.
 - Allocate into the formula for 2016-17 for the benefit of all 11-16 students.
- Option 2
 - Should be a sliding formula depending on the predicted 'repair' time in years in pupil numbers (say up to 4 years) to allow for staff to be retained by the school in the short term (Year 1) whilst sections of the premises could be preserved in a 'mothball' condition.
 - Criteria should be changed to allow struggling schools to apply and be successful in getting additional funds.

Other

Overall this sector was Different Criteria **Yes 1**.

The main issues: -

- Different Criteria
 - It is felt the school community wants a falling rolls fund for schools in need.
 - The current criteria are workable and the latest proposals are even more inflexible.
 - Even if schools vote to discontinue the fund for 2016-17 is still an obligation to come up with workable criteria for 2015-16.

2. FURTHER COMMENTS RECEIVED

The main issues: -

Academy Secondary/High

- Significant concern that the Guaranteed Unit of Per Pupil funding for Worcestershire schools in 2016-17 has been reduced by the consolidation of the Holy Trinity Free School.
- The potential impact of the proposed University Technology College (UTC) with little evidence of need or desire.
- Buildings in some schools desperately requires an overhaul.

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FAIR FUNDING CONSULTATION OUTCOMES 2016-17

**OUTCOMES AND RECOMMENDATIONS FROM THE
SEPTEMBER 2015 CONSULTATION**

	QUESTION	SUMMARY OF RESPONSES
Q1	Do you support, subject to DSG availability, increasing the PFI subsidy factor in the local schools formula to support a reduction in the amount needing to be contributed by the 7 relevant schools?	Not supported overall or in any sector
Q2	Do you support the proposed change in the definition for Notional SEN for 2016-17?	Supported overall and in all sectors
Q3	Do you support the arrangements for delegation and de-delegation as detailed for 2015-16 to continue for 2016-17? (Service Areas are detailed in the full report paragraphs 48 to 50)	Supported overall and in all sectors
Q4	Do you support the arrangements for centrally retained services as detailed for 2015-16 to continue in 2016-17? (Service Areas are detailed in the full report paragraph 51)	Supported overall and in all sectors
Q5	Please indicate your preferred for the future of the Falling Rolls Fund (FRF) as follows: - <u>Option 1</u> No longer operate a FRF and include the current budget in the local schools funding formula for the benefit of all schools <u>Option 2</u> Continue to operate a FRF on the revised criteria as detailed above	<u>Option 1</u> Supported overall and in the Maintained and Academy Secondary Sectors <u>Option 2</u> Not supported overall but favoured in the maintained primary and middle sectors. Small number in primary sector support option but not the proposed criteria

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FAIR FUNDING CONSULTATION OUTCOMES 2016-17
WORCESTERSHIRE SCHOOLS FORUM (WSF) ISSUES
SEPTEMBER AND OCTOBER 2015

As the statutory consultation body for schools funding issues and local schools formula development, the WSF met to receive and discuss the national Fair Funding Policy Direction and Consultation Issues as follows:

- On 9 September 2014 for the outcomes of the DfE policy direction and for consideration of potential local consultation issues for 2016-17; and
- On 6 October for the outcomes of the local consultation issues launched on 10 September 2015.

The main areas discussed are detailed in the following sections.

SEPTEMBER 2015 DRAFT CONSULTATION ISSUES CONSIDERED AT THE WSF ON 9 SEPTEMBER 2015

The WSF considered and debated the draft consultation document and questionnaire as required.

The WSF approved the draft consultation and questionnaire including no change **i.e. stability for the local schools funding formula for 2016-17** and for its circulation to all schools.

In doing this the WSF noted even with a no change option individual school budget allocations will differ between 2015-16 and 2016-17 due to: -

- The Minimum Funding Guarantee (MFG) baseline having to roll forward with its start point being the 2015-16 budget.
- Data not yet available from the October 2015 census and other 2015 DfE data sets that have to be used for the 2016-17 allocations.
- The revised MFG and capping calculation for 2016-17 having to be based upon this revised data.
- The final Schools Block DSG quantum for 2016-17 which will not be notified by the DfE until late December 2015
- The potential removal of the additional £1.8m funding allocated in 2015-16 from central DSG reserves – the LA has requested Secretary of State permission to allocate a further £1.8m across all schools for 2016-17 to protect the current 2015-16 base budget position.

SEPTEMBER 2015 CONSULTATION OUTCOMES CONSIDERED AT THE WSF ON 6 OCTOBER 2015

The WSF considered the issues for: -

- Stability in the local schools funding formula in 2016/17.
- The consultation outcomes for each of the 5 consultation questions.
- Summaries of the key consultation issues raised by schools
- The recommended actions as detailed in this report paragraphs 42 to 54 and accompanying Appendices 2, 3, 4 and 5.

Overall, the WSF were disappointed by the low level of responses (11%) compared to the previous year (48%), particularly in the primary sector and noted the variations between the sectors. However, the WSF concluded this was a consequence of policy for stability in 2016/17.

IN TERMS OF THE DETAILED CONSULTATION ISSUES THE WSF COMMENTED AS FOLLOWS: -

Local Schools Funding Formula 2016-17

The WSF re-iterated their support for stability and noted it had been supported by the majority of schools responding. The WSF noted and discussed all the summaries of all the main issues made by schools.

The WSF unanimously resolved to approve formula stability in 2016-17 and for no formula change from 2015-16 again noting the impact of this on individual school allocations discussed at its 6 September meeting.

The WSF were supportive of the continuation of the existing formula factors and units of resource for 2016-17 and unanimously resolved to approve the model, using the DfE required data sets and formula factors as detailed in paragraphs 44 of this report.

In doing this the WSF noted the estimated formula units of resource and capping % may need to be adjusted in January 2016, as required, to take account of:

- October 2015 census data impact and requirements including use of estimated data for changes in school age ranges if required.
- Other DfE prescribed data changes including those from prior years.
- The final Schools Block DSG for 2016-17.
- Statutory requirements relating to the MFG and/or the School and Early Years Finance Regulations.
- Whether the LA is able to include another £1.8m of DSG reserve in the local funding formula for 2016-17.

Consultation Question 1 – Do you support increasing the PFI subsidy factor in the local schools formula to support a reduction in the amount needing to be contributed by the 7 relevant schools?

The WSF noted the outcomes of the consultation and that schools were not supportive of increasing the PFI subsidy factor. The WSF resolved to approve the continuation in 2016/17 of the existing already approved PFI factor.

Consultation Question 2 – Do you support the proposed change in the definition for Notional SEN for 2016-17?

The WSF noted the outcomes of the consultation which generally supported the change in definition. The WSF resolved to approve the changes for 2016-17 to the definition for Schools Block Notional SEN as detailed [AWPU 5%, Deprivation FSM 50%, Deprivation IDACI 100%, Low Prior Attainment (LPA) 100% and Lump Sum 10%].

Consultation Question 3 – Delegation and De-delegation of Centrally Retained DSG Services for Maintained Schools

The WSF considered its statutory responsibilities in making decisions on the delegation or de-delegation of services currently centrally retained in the DSG.

In line with the Schools Forum (England) Regulations 2012, the WSF maintained school members by phase considered these areas. By phase these WSF members unanimously resolved to approve to either delegate or de-delegate these areas as detailed in this report paragraphs 48 to 50 together with the method of delegation or de-delegation proposed.

Consultation Question 4 – Centrally Retained DSG Services

The WSF also considered its statutory responsibilities in making decisions on other centrally retained DSG services.

The WSF unanimously resolved to approve the continued central retention of the centrally retained services in 2016-17 as detailed in this report paragraph 51 to the same as those retained in 2015-16 limited to the 2015-16 budget level, further DfE prescription or local decision (indicative budgets are shown) for: -

- Funding for significant pre-16 pupil growth to meet basic need and to enable all schools to meet the infant class size requirement i.e. pupil growth fund – £0.5m.
- Copyright Licensing Agency (CLA) and Music Publishers Association (MPA) licences – subject to DfE prescription.
- Contributions to Combined Services – the Early Intervention Family Support (EIFS) service budget – £1.5m.
- Capital Expenditure Funded from Revenue (CERA) – £1.030m.
- Termination of Employment/Redundancy Costs – £0.2m.
- Co-ordinated admissions scheme – £0.846m.
- Servicing of the Schools Forum – £0.055m.
- Carbon Reduction Commitment – subject to DfE top slice from DSG.

Consultation Question 5 – The Falling Rolls Fund (FRF)

The WSF noted the consultation outcomes and the varied responses to the issues.

However in doing this, the WSF requested the LA review this position as demographic changes begin to feed through the system and/or the DfE change the parameters with a view to consulting on its potential for re-introduction in future years.

The WSF resolved to approve option 1 in regard to Falling Rolls Fund to FRF to no longer operate a Falling Rolls Fund from 2016-17.

Overall

In terms of all these decisions the WSF resolved that these be communicated to the Worcestershire County Council Cabinet as required.

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CABINET
15 OCTOBER 2015**RESOURCES REPORT**

Relevant Cabinet Member

Mr A I Hardman

Relevant Officer

Chief Financial Officer

Recommendation

- 1. The Cabinet Member with Responsibility for Finance recommends to Cabinet that:**
 - (a) his conclusions concerning revenue budget monitoring up to 31 August be endorsed;**
 - (b) the current progress regarding the FutureFit programme be endorsed;**
 - (c) Council be recommended to approve the Capital Programme as set out in the Appendix and the capital budget cash limits be updated accordingly;**
 - (d) Council be recommended to approve an increase of up to £1.2 million to the existing Bromsgrove Railway Station Relocation project and the Capital Programme cash limits be updated accordingly;**
 - (e) subject to recommendation (d) above, that the Director of Business, Environment and Community, in consultation with the Cabinet Member with Responsibility for Economy, Skills and Infrastructure and the Chief Financial Officer, be delegated to negotiate and conclude a commercial agreement with Centro, as set out in the report, designed to cover the Council's cost of additional borrowing over the life of the project;**
 - (f) his conclusions concerning capital budget monitoring up to 31 August 2015 be endorsed; and**
 - (g) the current position of the annual statutory financial accounts process for 2014/15 is noted.**

Introduction and Summary

- 2. The County Council spends over £300 million per year on services and has delivered savings and efficiencies of around £100 million since it commenced its transformation and change programme. With a greater focus on supporting the Corporate Plan and better outcomes for residents, it is pleasing to note that, at the end of August 2015, £20.3 million of the £27.5 million target for 2015/16 has been**

either delivered or confirmed as on target. The majority of the remaining target has been rated as Amber in terms of risk to delivery. The County Council remains focused on delivering the remainder of the savings and efficiencies plan to take overall savings over the £125 million mark since 2010/11.

3. Forecasting the year end outturn at the end of August includes understanding the impact of five months of actual expenditure and forecasting ahead for the remaining seven months. The overall financial pressure forecasted at this point for 2015/16 is £5.1 million or 1.6% of the authorised cash limited budget. All avenues to reduce this forecast financial pressure are being explored to support delivery of services in 2015/16 within the authorised cash limited budget of £326 million.

4. The Council's Capital Programme has been updated and is recommended to Full Council for approval, and an investment increase to the Bromsgrove Railway Station Relocation is proposed.

5. The Council's external auditors Grant Thornton have formally closed the 2014/15 Financial Statements for the County Council.

FutureFit Programme Update

6. The FutureFit savings programme target for 2015/16 is £27.5 million and at the end of August 2015 £20.3 million has been either delivered or confirmed as on target. The majority of the remaining target has been rated as Amber in terms of risk to delivery. Notable outcomes within the Programme are outlined below:

- Direct Transport Payments

Since the roll out of Direct Transport Payments as the default option for new Special Educational Needs transport service users, take up of nearly 45% has been achieved following proactive discussion with parents.

- Place Partnership

Place Partnership Limited was successfully launched on 1 September 2015 and the project is on track to close the transition phase by the end of September.

Revenue Budget Monitoring 2015/16 - Outturn Forecast as at 31 August 2015

7. The County Council's authorised cash limited budget for 2015/16 is £326 million. When taken together with the amount of money spent by the County Council that is received through specific grants and miscellaneous income the County Council spends over £1 million per day on providing services to residents and service users.

8. The overall financial pressure forecasted at this point in the 2015/16 financial year is £5.1 million or 1.6% of the authorised cash limited budget. This is a small improvement since last month's forecast cost pressure of £5.3 million.

9. The County Council's borrowing costs are influenced by UK Government Gilt rates or the cost for Government of borrowing money on the capital markets. Over the last few years, the County Council has undertaken a policy of borrowing from its own reserves as interest gained on its investments is circa 0.5% per annum, whilst

its cost of borrowing has typically been between 2.5% and 4%. As Government Gilt Rates increase, the County Council needs to replace its internal borrowing with borrowing from the Public Works and Loans Board or the newly formed Municipal Bonds Agency.

10. UK Government Gilt rates remain low and savings have been generated in the first five months of £0.7 million from continuing to borrow internally rather than externally. Taken together with increased dividends forecast from organisations in which the County Council has a financial interest, a £1.1 million surplus is forecast. There remains some risk of significant fluctuations in this area, particularly as the UK Government cost of borrowing is significantly influenced by global factors and the position will continue to be kept under review.

11. The most significant area of financial pressure continues to be the Looked after Children's placement budget which is forecasting a financial pressure of £5.8 million for 2015/16 which assumes the successful delivery of £2 million from an action plan for the remainder of the financial year. This forecast has remained the same since last month following careful and intensive management action to contain costs. The local forecast demand pressure within services for Looked after Children is consistent with that facing a number of other local authorities nationally.

12. The Council is continuing to develop its internal services and maximising the use of best value external providers to provide the right placement at the right time and at the right cost for each of its looked after children. Significant positive activity is already taking place to develop the Council's in-house fostering service.

13. Additionally, there continues to be more focus on early intervention and preventative action to ensure family problems are resolved before there is a need for specialist services such as social care.

14. The Council is considering ways in which this financial pressure can be reduced in 2015/16 and managed across the medium term financial plan. The effectiveness of the plans in place continue to be monitored on a regular basis and operational managers have a clear focus on delivering the best outcomes for Worcestershire's Looked After Children and young people within the resources that are available to them.

15. All parts of the County Council are working to minimise the financial pressure within Children's Services either through their work directly with the Children's Services teams or through their own services.

16. In addition to the financial pressure being experienced within the Looked after Children's Service, a forecast financial pressure of £0.7 million exists in relation to savings projects that are currently 'red rated'.

17. The overall financial position will continue to be closely managed and work is underway to confirm a package of measures to address the forecast cost pressures.

Capital Programme Expenditure Profile Update

18. A financial exercise has been completed to update the expenditure profile of the Capital Programme over the current and future years. The funding profile has also been updated.

19. The revised Capital Programme is attached as an Appendix to this report and Cabinet is asked to recommend Council that the programme is approved and the cash limits updated.

Bromsgrove Railway Station Relocation – Capital Programme Update

20. In December 2013 Cabinet recommended that the Council should enter into an Implementation Agreement with Centro and Network Rail for the delivery of a new railway station and car park in Bromsgrove.

21. The scope of work was to deliver a new Disability Discrimination Act compliant station building 300 yards south of its current location including:

- Longer platforms capable of catering for 6 car trains
- A 350 space car park
- Improved pedestrian and cycle access, and
- New bus interchange facilities.

22. A parallel but separate project to electrify the line between Bromsgrove and Barnt Green is being undertaken by Network Rail and its completion is critical if the full benefits of the station project are to be realised.

23. The estimated cost of the project, including contingency which is included in the existing approved Capital Programme is £14.6 million and is funded by a £1.5 million contribution from the Council's Integrated Transport block and the remaining £13.1 million is to be funded £9.2 million (70%) from Centro and £3.9 million (30%) County Council borrowing.

24. The Council will benefit from a share of future income streams from the project which is forecast to cover the Council's cost of borrowing over time, so in this respect, in the longer term, is cost neutral to the Capital Programme.

25. Following the achievement of a number of construction milestones the Council alongside Centro are engaged in commercial dialogue to determine the extent to which expenditure remains within the approved budget on both the railway station project and separate electrification of the line.

26. Whilst no additional costs have been agreed at this stage, there are indications that some additional costs may need to be recognised. Therefore, it is important to ensure a nimble process exists to not delay the opening of the project and allow negotiations to progress through the Director of Business, Environment and Community. Whilst the outcome of these discussions is not known at this point, the

County Council needs to ensure sufficient flexibility exists through delegation to progress discussions alongside Centro to keep the project on track.

27. It is therefore recommended that Full Council approves an increase of up to £1.2 million to the existing Capital Programme scheme. This approval would be on the basis that any additional costs that were to be agreed can be demonstrated to be those associated with the construction of the railway station and the car park and that these costs would be recovered by additional income to ensure the project remains cost neutral to the County Council over its project life.

28. Cabinet approval is sought to agree that delegated authority is provided to the Director of Business, Environment and Community to reach the best outcome for the County Council in consultation with the relevant Cabinet Member and Chief Financial Officer within the principle that the County Council is not exposed to any increase in its costs over the project life once income is taken into account.

Capital Programme Budget Monitoring - 2015/16 Forecast

29. The Council's capital expenditure to date for 2015/16 totals £47.2 million compared with the revised expenditure profile of £180.2 million.

30. Good progress is being made in particular on the following significant projects:-

- £19.8 million – Energy From Waste Scheme
- £2.7 million – Hoobrook Link Road
- £2.4 million – Digital Strategy and Customer Access
- £2.1 million – Stourport Burlish Park New School
- £1.7 million – Bromsgrove, Parkside redevelopment
- £1.4 million - Bewdley High School – Science Block.

31. Looking forward over the remainder of the financial year a further £40 million is planned to be spent on the Energy From Waste Scheme and the majority of the other future expenditure will be on highways schemes.

Annual Statutory Financial Statements 2014/15

32. It is pleasing to note that the external auditor Grant Thornton has formally closed the 2014/15 financial statements and issued the Certificate of Completion for the External Audit. The Council continues to work with the External Auditor to enhance the quality of the financial statements and will as a matter of good practice continue this ambition in preparation for the 2015/16 statutory accounts.

Supporting Information

Appendix – Capital Programme

Contact Points

County Council Contact Points

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Background Papers

In the opinion of the proper officer (in this case the Chief Financial Officer) the following are the background papers relating to the subject matter of this report:

Previous Cabinet Resources reports

Capital Programme 2015/16 to 2018/19 Onwards

TOTAL EXPENDITURE	LATEST FORECAST 2015/16 £000	LATEST FORECAST 2016/17 £000	LATEST FORECAST 2017/18 £000	LATEST FORECAST 2018/19 and Beyond £000	TOTAL FORECAST £000
CHILDREN'S SERVICES DIRECTORATE	27,026	19,087	5,304	375	51,792
BUSINESS, ENVIRONMENT AND COMMUNITY DIRECTORATE	139,493	85,219	80,003	3,703	308,418
DIRECTORATE OF ADULT SOCIAL CARE AND HEALTH	2,375	5,353	100		7,828
COaCH DIRECTORATE	11,323	1,560	1,347		14,230
FINANCE		977	5,000	5,000	10,977
GRAND TOTAL	180,217	112,196	91,754	9,078	393,245

TOTAL FUNDING	LATEST FORECAST 2015/16 £000	LATEST FORECAST 2016/17 £000	LATEST FORECAST 2017/18 £000	LATEST FORECAST 2018/19 and Beyond £000	TOTAL FORECAST £000
TEMPORARY AND LONG TERM BORROWING	102,776	41,299	9,371	5,000	158,446
CAPITAL RECEIPTS	7,830	5,012	270		13,112
GOVERNMENT GRANTS	57,458	62,623	64,643	4,078	188,802
CAPITAL RESERVE	3,620		131		3,751
THIRD PARTY CONTRIBUTIONS	5,333	3,212	17,289		25,834
REVENUE BUDGETS	3,200	50	50		3,300
GRAND TOTAL	180,217	112,196	91,754	9,078	393,245

CHILDREN'S SERVICES DIRECTORATE

	LATEST FORECAST 2015/16	LATEST FORECAST 2016/17	LATEST FORECAST 20117/18	LATEST FORECAST 2018/19 and Beyond	TOTAL FORECAST
	£000	£000	£000	£000	£000
Major Schemes:					
- Special School (Haberley Learning Campus)	450	113			563
- Short Breaks for Disabled Children (AHDC)	128				128
- Purchase of Property for Looked After Children Placements	293				293
- Stourport Burlish Park - New School (all CM grant funded)	3,181	108			3,289
- Bewdley High Science Block (all CM grant funded)	1,728	56			1,784
- Post 16 Supported Living	1,000				1,000
- Bengeworth 1st	1,634	36			1,670
- Redditch S.77 Projects	700	1,578	120		2,398
- Evesham St Andrews	1,288	882	60		2,230
- Leigh and Bransford	511	787	26		1,324
- Holyoaks Field 1st School	450	2,600	2,586	250	5,886
- Blackwell 1st School	1,176	25			1,201
- Major Schemes - Residual	480				480
Composite Sums:					
- Capital Maintenance	5,821	808	260		6,889
- Early Education for 2 Year Olds	427				427
- Basic Need	4,709	10,211	2,252	125	17,297
- School Managed Schemes (Inc. Universal Infant School meals and Devolved Formula Capital)	2,469	1,883			4,352
- Composite Sums - Residual	581				581
	27,026	19,087	5,304	375	51,792

BUSINESS, ENVIRONMENT AND COMMUNITY DIRECTORATE

	LATEST FORECAST 2015/16	LATEST FORECAST 2016/17	LATEST FORECAST 20117/18	LATEST FORECAST 2018/19 and Beyond	TOTAL FORECAST
	£000	£000	£000	£000	£000
Local Transport Plan:					
- Structural Carriageway/Bridgeworks	14,468	13,758	49,569		77,795
- Integrated Transport	3,123	2,405	2,405		7,933
Major Schemes:					
- Energy from Waste	69,022	30,390			99,412
- Southern Link Dualling Phase 3	7,202	7,684	12,504	3,703	31,093
- Worcester Parkway Regional Interchange	1,492	9,369	8,953		19,814
- Green Deal Communities	3,475				3,475
- Kidderminster Public Realm Works	1,500				1,500
- Members Highways Schemes	550	1,795			2,345
- Highway Flood Mitigation Measures	1,962	3,650	2,500		8,112
- Abbey Bridge	865				865
- Worcester Transport Strategy	5,978				5,978
- Hoobrook Link Road - Pinch Points	7,500	5,789			13,289
- Worcester Technology Park	5,000	5,053			10,053
- Bromsgrove Rail Station	1,332				1,332
- Cathedral Square	769		1,150		1,919
- Tenbury Wells Waste Site	2,000				2,000
- Malvern Hills Science Park Scheme	200				200
- Worcester Library and History Centre (Non - PFI capital costs)	498				498
- Stourport Library/ Coroners Relocation to Civic Centre	203				203
- Street Lighting Energy Saving Project	229				229
- Wythall Library	305				305
- Vehicle Charging Points	450				450
- Hartlebury Museum	2	150			152
- Local Broadband Plan Phase 1	8,794	1,038			9,832
- Local Broadband Plan Phase 2		3,008	1,792		4,800
- Completion of Residual Schemes	228				228
Composite Sums:					
- Vehicle Replacement Programme	708	480	480		1,668
- Street Column Replacement Programme	675	350	350		1,375
- Highways Minor Works	200	200	200		600
- Investment Initiatives to Support Business and /or Green Technology	468				468
- Libraries Minor Works	295	100	100		495
	139,493	85,219	80,003	3,703	308,418

DIRECTORATE OF ADULT SOCIAL CARE AND HEALTH

	LATEST FORECAST 2015/16	LATEST FORECAST 2016/17	LATEST FORECAST 2017/18	LATEST FORECAST 2018/19 and Beyond	TOTAL FORECAST
	£000	£000	£000	£000	£000
Major Schemes:					
- Capital Investment in Community Capacity/ Specialised Housing	250	4,695			4,945
- Timberdine Nursing and Rehabilitation Unit	765				765
- Social Care Capital	158				158
- Care Act Capital	200	300			500
- Transforming Care	60				60
- Social Care Reform	228				228
- Autism Project	19				19
- Completion of Residual Schemes	13				13
Composite Sums:					
- A&CS Minor Works	682	358	100		1,140
	2,375	5,353	100		7,828

COACH DIRECTORATE

	LATEST FORECAST 2015/16	LATEST FORECAST 2016/17	LATEST FORECAST 2017/18	LATEST FORECAST 2018/19 and Beyond	TOTAL FORECAST
	£000	£000	£000	£000	£000
Major Schemes:					
- Digital Strategy and Customer Access	5,552	430	367		6,349
- WIN System	325				325
- Repair and Maintenance of a Longer Term Benefit (And BUoP)	512	630	600		1,742
- Energy Efficiency - Spend to Save	607	300	300		1,207
- Land Assembly Opportunity Fund	622				622
- Parkside Redevelopment	2,970	120			3,090
- Police Houses, Spetchley Road	400				400
- Meeting Disabled Access Requirements	22	80	80		182
- Completion of Residual Schemes	313				313
	11,323	1,560	1,347		14,230

FINANCE

	LATEST FORECAST 2015/16	LATEST FORECAST 2016/17	LATEST FORECAST 2017/18	LATEST FORECAST 2018/19 and Beyond	TOTAL FORECAST
	£000	£000	£000	£000	£000
Major Schemes:					
- Capacity for New Starts (Borrowing)		977	5,000	5,000	10,977
		977	5,000	5,000	10,977

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