

County Offices
Newland
Lincoln
LN1 1YL

28 May 2015

Children and Young People Scrutiny Committee

A meeting of the Children and Young People Scrutiny Committee will be held on **Friday, 5 June 2015 at 10.00 am in Committee Room One, County Offices, Newland, Lincoln LN1 1YL** for the transaction of the business set out on the attached Agenda.

Yours sincerely



Tony McArdle
Chief Executive

Membership of the Children and Young People Scrutiny Committee
(17 Members of the Council and 4 Added Members)

Councillors J D Hough (Chairman), R Wootten (Vice-Chairman), B Adams, W J Aron, Mrs J Brockway, S R Dodds, A G Hagues, B W Keimach, Ms T Keywood-Wainwright, C R Oxby, Mrs H N J Powell, Mrs S Ransome, Mrs L A Rollings, Mrs N J Smith, S M Tweedale, L Wootten and Mrs S M Wray

Added Members

Church Representatives: Mr S C Rudman and Mr P Thompson

Parent Governor Representatives: Mr C V Miller and Mrs E Olivier-Townrow

**CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE AGENDA
FRIDAY, 5 JUNE 2015**

Item	Title	Pages
1	Apologies for Absence / Replacement Members	
2	Declarations of Interest	
3	Minutes of the meeting held on 24 April 2015	5 - 18
4	<p>Proposal for a Scrutiny Review on the Council's Home to School Transport Policy in Relation to Discretionary Grammar School Transport</p> <p><i>(To receive a report which sets out a proposal for a scrutiny review on the Council's Home to School Transport in relation to Discretionary Grammar School Transport to be carried out by a Task and Finish group. The Children and Young People Scrutiny Committee is asked to consider this potential topic for a scrutiny review, and decide whether it wishes to submit the proposal to the Overview and Scrutiny Management Committee for approval)</i></p>	19 - 26
5	<p>Frontline Social Workers and Safeguarding Scrutiny Review - First Monitoring Update</p> <p><i>(To receive a report which provides an update on the content and progress of the original action plan devised from the Task and Finish Group of October 2013)</i></p>	27 - 52
6	<p>Appointment of Looked After Children/Care Leaver Representative</p> <p><i>(To receive a report which invites the Children and Young People Scrutiny Committee to appoint a Looked After Children/Care Leaver Representative for the Committee, following approval of the Corporate Parenting Strategy at the Council meeting on 19 December 2014)</i></p>	53 - 54
7	<p>Proposal to expand capacity at Pinchbeck East Church of England Primary School (Final decision)</p> <p><i>(To receive a report which invites the Committee to consider a report on the proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision) which is due to be considered by the Executive Councillor for Adult Care and Health Services, Children's Services on 22 June 2015)</i></p>	55 - 100
8	<p>Proposal to expand capacity at Spalding Parish Church of England Day School (Final Decision)</p> <p><i>(To receive a report which invites the Committee to consider a report on the proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision) which is due to be considered by the Executive Councillor for Adult Care and Health Services, Children's Services on 22 June 2015)</i></p>	101 - 136

9	Consultation on the future of Brocklesby Park Primary School and potential closure (Final Decision) <i>(To receive a report which invites the Committee to consider a consultation on the future of Brocklesby Park primary School and potential closure (Final Decision))</i>	To Follow
10	Performance: Quarter 4 2014/15 <i>(To receive a report which provides key performance information for Quarter 4 2014/15 which is relevant to the work of the Children and Young People Scrutiny Committee)</i>	137 - 224
11	Children and Young People Scrutiny Committee Work Programme 2015 <i>(To receive a report which enables the Children and Young People Scrutiny Committee to consider its own work programme for the coming year)</i>	225 - 232

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Please note: for more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting

- Business of the meeting
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**CHILDREN AND YOUNG PEOPLE
SCRUTINY COMMITTEE
24 APRIL 2015**

PRESENT: COUNCILLOR J D HOUGH (CHAIRMAN)

Councillors B Adams (Vice-Chairman), W J Aron, Mrs J Brockway, A G Hagues, B W Keimach, Ms T Keywood-Wainwright, C R Oxby, Mrs H N J Powell, Mrs N J Smith, S M Tweedale, L Wootten, R Wootten, Mrs S M Wray and N I Jackson

Added Members

Church Representatives: Mr S C Rudman

Parent Governor Representatives: Mr C V Miller and Mrs E Olivier-Townrow

Councillors: Mrs P A Bradwell, D Brailsford and P Wood attended the meeting as observers

Officers in attendance:-

Cornelia Andrecut (Children's Services Manager – Locality) Debbie Barnes (Executive Director of Children's Services), Keith Batty (Director of Programme, CfBT Education Services), Stuart Carlton (Assistant Director Children's Early Help), Maggie Freeman (Head of 14 - 19 Planning Allocation), Tracy Johnson (Scrutiny Officer), Andrew McLean (Service Manager Commissioning), John O'Connor (Service Manager Education Support), Heather Sandy (Chief Commissioning Officer for Learning) and Rachel Wilson (Democratic Services Officer)

82 APOLOGIES FOR ABSENCE / REPLACEMENT MEMBERS

Apologies for absence were received from Councillors S R Dodds, Mrs S Ransome and Mrs L A Rollings.

An apology for absence was also received from Mr Paul Thompson, Church Representative.

The Chief Executive reported that having received notice under Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, he had appointed Councillor N I Jackson as a replacement member on the Committee in place of Councillor S R Dodds for this meeting only.

83 DECLARATIONS OF MEMBERS' INTERESTS

Councillor Mrs J Brockway wished it to be noted that she was a non-pecuniary director of SoundLincs.

Mrs E Olivier-Townrow wished it be noted that she worked at Lincoln College.

84 MINUTES OF THE MEETING HELD ON 6 MARCH 2015**RESOLVED**

That the minutes of the meeting held on 6 March 2015 be signed by the Chairman as a correct record.

Debbie Barnes, Executive Director for Children's Services provided the Committee with an update of the NEET (Not in Education, Employment and Training) data as discussed under the performance item at the previous meeting. A breakdown of the NEET and Not Known figures since December 2014 was provided for the Committee.

The data showed the overall level of NEET had been maintained over this period for the 16 – 18 year old age group, with a meaningful decrease in March 2015. It was noted that the NEET level among the 16 and 17 year old groups was much lower than among the 18 year old group. This later group (Year 14) was dependent upon support from other agencies to enable them to move from NEET as the local authority was focusing its face to face support on the younger age groups. The 18 year old group would mainly look to Job Centre Plus and the National Careers Service for help.

It was reported that the increased level of NEET from Quarter 2 was due to the improved effectiveness of addressing the levels of Not Known by the Careers Service. As the situations of more young people had been identified the levels of NEETS had increased (as had the participation levels) and many of those identified as NEET were also young people who were resistant to engagement. As the level of Unknowns in September 2014 was 28.6% (due to the roll over process) this did not help to consider the impact in the reduction of Not Known between Quarter 2 and Quarter 3 but the August Not Known level was 8.9% which had now been reduced to the current level of 5.0%.

85 MUSIC SERVICE OPTIONS REVIEW

Consideration was given to a report which invited the Children and Young People Scrutiny Committee to consider a report on the Music Service Options Review which was due to be considered by the Executive Councillor for Adult Care and Health Services, Children's Services on 5 May 2015.

It was reported that Lincolnshire County Council had made the decision to withdraw its financial contribution to the Music Service post April 2016, and that there would be

a 50% reduction (£200,000) in funding during 2015/16. This was reflected in the budget approved by the full council on 20 February 2015.

In preparation for this the Music Service had been considering a set of options to ensure its sustainability for the longer term future, so that while the Council may not continue to provide music services there would still be a provider of music services within the county. Members were advised that the preferred option was for Lincolnshire County Council to cease to operate a music service and supported Lincolnshire Music Service (LMS) to become a viable charitable entity.

This was a highly respected music service within the Council and delivered to 99% of schools in the county, providing a service to about 20,000 children. It offered an opportunity for every child to take part in music. The team was fully behind the option to externalise the service.

Members of the Committee were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report, and some of the points raised during discussion included the following:

- It was confirmed that this was not a statutory service;
- Members would support the idea that this service should be supported, as the opportunities it provided for children were fantastic and it was a very inclusive service. It was acknowledged that it was not a statutory service but it did contribute to some statutory needs although these statutory needs were the responsibilities of schools;
- In terms of due diligence, there was a list of issues to address before the Portfolio Holder would be able to make an informed decision. An independent legal advisor had been appointed to ensure these issues were dealt with properly and that the service and LCC could make an informed decision;
- It was queried whether there would be a cost implication for schools if the service became reliant on being a trading company;
- Business modelling and projections were being carried out for the moving forward of the Service. This Service had always been well supported by the Council. Seven years ago the authority provided £900,000 in funding, however from next year onwards, that would be reduced to zero. However, trade had remained stable. It was considered important that savings were made before it impacted on children through higher charging, and it was proposed to make those savings from management overheads in the first instance;
- If there was a need to continue to make additional savings the Service would re-align its priorities. It was not thought that the offer would reach a cost which would become detrimental to take up, as this would not be in the service's best interest whether it was an in house or outsourced service;
- The vast majority of the services were bought back by schools, but some of the activities were bought back by families themselves;
- Some courses, such as for GCSE or A Level would be fully funded by the school;
- It was felt that music was a very important part of the curriculum;
- The authority was a mix of a service provider and commissioning council;

- The Music Service had always been a local authority service, and had always sourced its own funding in addition to LCC contribution. The proposal provided a real potential for the Service to source new income streams. Additional funding from the Arts Council had been received, but this had not been relied upon in the budget setting for the service;
- Concerns were raised regarding the potential inequalities which could be created by the changes to employee terms and conditions when the Service became a charitable body;
- Members were advised that the TUPE transfer was part of the due diligence, and that as a charitable trust it would be able to set its own employee terms and conditions, but an impact assessment would be carried out;
- It was clarified that there were currently no proposals to amend the Terms and Conditions, and the Scrutiny Committee was being asked for its comments on the preferred option to ensure the sustainability of the Music Service;
- The current Terms and Conditions were a mix of national and local, and all staff would be transferred on the existing Terms and Conditions. There was no intention to vary the terms and conditions of existing staff before they entered TUPE;
- It was queried whether, as a charitable body, the Music Service would be eligible to receive gift aid. It was confirmed that it would be eligible for gift aid, however, officers did not want to rely on this as an income stream;
- It was queried whether additional savings could be made by using business support to carry out the administration work. However, members were advised that a lot of work would need to be done to systems and the website for what would be a very small requirement;
- Officers had spent a lot of time talking to other authorities and services regarding the models they were using for their music service, and it was noted that it was now unusual for a local authority to continue to run the music service;
- There had always been subsidies for those children who were eligible for free school meals of 50%, and for Looked After Children, services were completely free. It was felt that there was a supportive offer in place for those children who wanted to take up this service, but may not otherwise have the means to;
- The current offer was highly dependent on the Arts Council Funding;
- Members found it very reassuring that regardless of a child's background, if they wanted to learn music they could;
- Music was one of the most expensive extra-curricular activities, and it was often the mid-income families that found it most difficult to pay for the lessons;
- A whole class lesson was offered to ensure that no child missed out, and there were regular events throughout the county, and new ideas were also being trialled;
- It was noted that the Music Service was about access, and when the due diligence was carried out and the cost per hour became too high and it was no longer accessible, then the Service would look at alternative models;
- The whole class programme would cost a school £250 per 12 week programme, but the total cost would be £1200-£1300, so the school offer was heavily subsidised;
- 80% of primary schools were buying into this project;

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- It was thought that, regardless of whether the music service was delivered internally or externally the cost would be approximately the same;
- It was thought that there were not any financially easy decisions;
- It was queried how secure officers thought that the Arts Council funding was. It was noted that the Service had just received three year funding, with a 29% uplift in the grant. However, the Service would not be reliant on this 29% increase for future budget setting, and it had not been included in the current year's budget. Despite this officers were reasonably confident that funding would continue;
- The sustainability of the Arts Council funding would affect the Music Service whether it remained within the County Council or became external;
- A councillor commented that the Senior Music Advisor was a very experienced leader, and had been looking into this issue for a long time, and knowing the extent of the work which had been done the councillor felt comfortable that they could support the proposal which had been brought to the Committee;
- It was clarified that it was not a statutory duty of the local authority to provide a music service;
- The proposal was that the local authority would support the Music Service in establishing itself as a charitable entity;
- It was queried who the Music Service would be accountable to, and members were informed that this would possibly be the potential trustees, and the Service would be looking for staff involvement. Governance arrangements would include a Board of five trustees, and a staff liaison group who would report to the Board of Trustees, who would then be accountable to the Arts Council England;
- Almost £140,000 of underspend had been handed back to the county council for the year 2014/15 due to internal carry forward rules;
- Councillors had some reservations in relation to the finance arrangements, and requested that an update on progress should come back to the Committee. However, considerable reassurance had been gained through Councillor Mrs Brockway's comments.

The Committee agreed that the proposal should go forward, but that the concerns expressed in relation to finance be noted.

RESOLVED

1. That the Committee support the recommendations to the Executive Councillor as set out in the report;
2. That the following comments be passed to the Executive Councillor in relation to this item:
 - It was queried what checks would be put in place to ensure that the new charitable entity would not be open to challenge by other organisations due to affecting their services. The Committee was informed that this would be considered as part of the due diligence process.
 - Concerns were raised about the future finances of the new charitable entity and its viability. The Committee raised concerns about the

reliance on Arts Council England funding and the risk of future funding being withdrawn, and also whether the increase in the cost of music lessons would make the service inaccessible to some families, in particular middle income families, and affect the uptake by schools and families.

It was noted that lessons currently cost £35.80 per hour. The cost had increased by 9% in September 2014, but no further increase was planned for September 2015. Officers reported that as part of the due diligence process, the impact of increased costs would be examined and if the costs per hour became too high, then alternative models would be explored. It was highlighted that whole class lessons were sold to schools at a subsidised rate. This currently costs the school £250 for a 12 week project. In future the cost to schools would be approximately £300-350.

Officers were confident that the Arts Council England funding would continue, but if the funding was reduced then alternative models would be looked at. The Committee suggested whether an alternative private funder could be found to help support the service going forward.

- Concerns were raised about the TUPE transfer of staff over to the new charitable entity on reduced terms and conditions. The Committee was informed that once established the new charitable entity would be able to set its own terms and conditions (subject to legal provisions being met) but Members were reassured that staff would be transferred over on existing terms and conditions. The transfer of staff would be looked at as part of the due diligence process.
- The Committee requested that a progress report be brought back to a future meeting.

86 FUTURE DELIVERY OF LINCOLNSHIRE'S SCHOOL IMPROVEMENT SERVICE

Consideration was given to a report which invited the Children and Young People Scrutiny Committee to consider a report on the Future Delivery of Lincolnshire's School Improvement Service which was due to be considered by the Executive on 5 May 2015.

Members were advised that the report recommended that the future commissioning arrangements for school improvement was focused on a school-led system, to establish a Lincolnshire Learning Partnership, which would deliver a tiered approach to school improvement based on peer review, quality assurance and appropriate governance arrangements to drive the strategic vision for education in Lincolnshire.

It was reported that the Council had statutory duties to fulfil in relation to promoting high standards in schools and among other providers so that children and young people achieve well and fulfil their potential as defined by section 13A of the Education Act 1996. Members were advised that the County Council had entered into an agreement in 2002 with CfBT Education Trust (CfBT) to deliver the School Improvement Service for a period of 10 years, commencing on 1 September 2002. In

2010, this agreement was extended to 31st January 2017 in line with the conditions of the contract. With effect from 1 April 2015, the contract value was £2.15m per year, reducing by £0.5m with effect from 1 April 2016.

Members of the Committee were provided with the opportunity to ask questions to the officers present in relation to the information contained in the report and some of the points raised during discussion included the following:

- Extremely positive feedback had been received from one of the Head Teachers that sat on the task and design group;
- It was queried whether there were any schools which had chosen not to opt in to this. Members were advised there were some schools who were not opting in and that many of these were part of a trust which already carried out peer reviews. However, officers were having meetings with the trusts to discuss this;
- There was a need for classroom teachers to be engaged with as well as head teachers;
- In response to a query, members were advised that teaching schools were a category of schools which were rated as outstanding which had a headteacher who was a qualified National Leader of Education (NLE) and had been successful in a Teaching School application to support other schools;
- There were training models that schools could buy into, and there would still be an option to buy in training for governors under a new contract – this would be explored through any new contract which would be put in place following the CfBT contract;
- It was expected that maintained schools would be part of this, but academies would be able to opt out;
- There were a number of budgets that supported school improvement for maintained schools;
- The model would be kept under review, with proposed annual reviews;
- The model had been built up by headteachers;
- There had been firm support from CfBT to work with the authority on developing the new model, and contract negotiations were ongoing;
- It was requested that an update on the work of the School Improvement Working Group should be brought back to a future meeting of this Committee.

RESOLVED

1. That the Committee supports the recommendations to the Executive as set out in the report;
2. That the following additional comments be passed to the Executive in relation to this item:
 - The Committee agreed that the School Improvement Working Group should continue to examine the existing model of school improvement, and seek reassurance that the Local Authority has arrangements in place to drive up school improvement and is taking appropriate steps to ensure the new sector led model is working alongside CfBT by the end of 2015, in preparation for the new model being implemented by the end of December 2016 at the latest. The Committee requested that the

School Improvement Working Group reports back on progress to a future meeting.

87 ANNUAL REVIEW OF CHILDREN'S CENTRES

Consideration was given to a report which provided an overview of the work of Children's Centres in Lincolnshire highlighting the impact that had been achieved on delivering improved outcomes for children and their families as well as identifying the areas for development to ensure that children and families received the best service possible.

Officers thanked those elected members who had visited children's centres during the year.

Members were guided through the report, and some of the points highlighted included the following:

- 2013/14 had been a good year for Children's Centres with a substantial increase in engagement with families and three Ofsted inspections – all of which achieved 'Good' in all areas;
- Strengths highlighted by Ofsted included family support, including assessment, monitoring and supervision; information sharing agreements and effective partnerships; and safeguarding policies and procedures;
- Areas for improvement which were highlighted by Ofsted included the need for more emphasis on children's educational development and learning at home and the need to ensure the continuous quality assurance of early years groups;
- Membership for the Children's Centre groups across the county was high with all groups having an average of 80% of the families in the reach area being registered with the Children's Centre;
- Attendance at a children's centre, or one to one work in the home, with children who were on a plan had doubled in the last year. The county average in March 2014 was 70% and continuing to rise;
- Each children's centre group had an Advisory Board which was made up of partner agencies, parents and community groups. Teams were working with the parent forums to build confidence amongst the parents to empower them to make their views heard. Parents were also being supported to take on the role of Chair where possible as Advisory Boards should not be chaired by a member of staff as this would break statutory guidance;
- A wide range of partner agencies worked with or from the children's centres, as this ensured a joined up service was delivered to children and families and strengthened communication between services. Health visitors, midwives and community partners worked out of many centres, and requests for hot-desking was steadily increasing as the benefits of joint working became more apparent;
- Next steps for the children's centres included improving the processes that were used to track the impact of services on children; building on the successful track record in engaging volunteers, particularly parents if young children to support their employability prospects and to build capacity in

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children's centres; and to continue with the Quality Improvement programme by implementing Peer Reviews, Mock Inspections and Mystery Visits.

Members of the Committee were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report, and some of the points raised during discussion included the following;

- It was commented that it was a very good and very interesting report, and members were pleased to see the Grow Project mentioned, which was funded by West Lindsey District Council and supported local families to grow their own fruit and vegetables;
- Members were impressed with the work taking place in particular with the mystery visits which it was thought was a good way to see the standard of service being delivered;
- It was hoped to replicate the Grow Project in other children's centres around the county;
- If families had attended a children's centre and then stopped attending they would be contacted to find out why they were not attending;
- Officers were confident that what was delivered met the need of the local areas;
- There would be a focus on engaging with the ethnic minority populations;
- Concerns were raised regarding whether there was enough support for those mothers who were unable to breastfeed. The Committee was advised that there were breastfeeding support groups, and staff would have discussions with new mothers regarding any problems they were having. The staff worked closely with health services to develop a network of peer supporters;
- There was a need to ensure that both parents had an opportunity to participate.

RESOLVED

That the Annual Review of Children's Centres be noted.

88 CORPORATE PARENTING PANEL UPDATE

The Committee received an update on the work of the Corporate Parenting Panel. As previously reported, the Panel was due to consider the Annual Health report for Looked After Children and an update on the Care Quality Commission review of health services for Looked After Children at its meeting in December, but these were deferred as the officer from the South West Clinical Commissioning Group (CCG) was off sick.

However, the Panel did consider an update on these two Health reports at its 12 March meeting where the Panel was reassured that the issues raised in the CQC inspection had now been addressed. Additional financial and human resources had been allocated for safeguarding by the Lincolnshire Clinical Commissioning Groups, and the Blue Books for Looked After Children were now being distributed as part of the social worker pack. The Panel would be receiving the action plan drafted in

response to the recommendations in the Health Annual Report for Looked After Children at its next meeting on 11 June 2015.

In addition to the two updates, the Panel considered the action plan for the recommendations in the Ofsted Inspection report. One of the recommendations was around reducing offending rates of care leavers and the Panel queried whether any work had been done to look at why those care leavers ended up in custody. As a result, Janice Spencer, Assistant Director – Children's Safeguarding, and Barnardo's had agreed to do a piece of work on this post-April 2015 and identify any lessons that could be learned.

The next meeting of the Corporate Parenting Panel would be held on 11 June 2015, where the Panel would consider a six monthly update on the Corporate Parenting Strategy, the Health Annual Report action plan, and an update on recent case law in relation to adoption.

Members were provided with an opportunity to ask questions in relation to the update provided and some of the points raised during discussion included the following:

- There were concerns around the numbers of care leavers that ended up in custody, and it was thought that there was more that needed to be done to prepare them for the next stage in life;
- It was suggested that as schools provided work experience for all pupils, there was a need for positive discrimination for Looked After Children, and for them to be given priority when allocating placements;
- The over representation of Looked After Children who were in custody was a national issue, not just a local one. An independent review was being commissioned and the results would be reported back to the Corporate Parenting Panel;
- It was queried whether children who had been adopted were still classed as Looked After. Members were advised that once an adoption order had been confirmed by the court, the child was no longer Looked After. However, there were rare situations where the adoption broke down and the child became Looked After again;
- In situations where a local authority found it difficult to place a child, they would place them out of county. Lincolnshire did everything it could to avoid having to place children out of county. However, other authorities did place children within Lincolnshire. The Government was looking at this issue and to strengthen the obligations of a local authority to place a child within its own boundary;
- It was suggested there was a need for improved skill matching for those care leavers going into work experience or apprenticeships. Some early discussions with the Chairman of the Corporate Parenting Panel had taken place as there was a need to ensure that all issues had been looked at in detail;
- A lot of Looked After Children sometimes felt disengaged with the education system, and it would be beneficial if they could be given some encouragement.

RESOLVED

That the Children and Young People Scrutiny Committee note the work of the Corporate Parenting Panel.

89 STRATEGIC PRIORITIES FOR 16 - 19 (25) EDUCATION AND TRAINING
 FOR 2015/16 - ACTION PLAN

Consideration was given to a report in relation to the Strategic Priorities for 16 – 19 (25) Education and Training for 2015/16. It was reported that the strategic priorities for post 16 education and training for the academic year 2015/16 were approved by the Council Executive in November 2014 following the consideration and recommendation of the Children and Young People Scrutiny Committee (CYPSC) in October 2014. The CYPSC requested that an action plan be put in place, and this was presented to the Committee for consideration.

Members were guided through the report and some of the points highlighted included the following:

- To establish Lincolnshire County Council as an exemplar employer in terms of providing increasing numbers of opportunities for young people including: employment, work experience, apprenticeships, traineeships, and supported internships;
- Explore the potential benefits to develop and implement higher and degree level apprenticeships to meet developing skills shortages and recruitment and retention issues for particular roles within the Council and its strategic partners including: registered social workers and qualified teachers and nurses;
- To identify and use opportunities to influence key stakeholders and partners through established networks and membership of statutory and non-statutory bodies, including the Greater Lincolnshire Local Enterprise Partnership (GLLEP) and its Employment and Skills Board (ESB), to secure commitment to increasing opportunities for young people and reducing youth unemployment;
- Identify opportunities, for example, through the work with schools to develop sector led improvement, and through other links e.g. with governing bodies, to encourage schools and other providers to collaborate to ensure continuing viability of some of the smaller providers including sixth forms and to ensure a continued appropriate curriculum for all young people throughout the county.

Members were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report, and some of the points raised during discussion included the following:

- It was clarified that a Level 3 qualification was equivalent to an A Level;
- It was commented that someone could go through a Level 3 qualification fairly quickly, but it might not always equip that person for work outside of the organisation;
- It would be beneficial to identify what skills employers were seeing, compared with the skills they needed;

- There was a lot of work taking place nationally around apprenticeships, and new frameworks were being developed. These new frameworks would be put in place alongside ongoing work with employers;
- There was still a tendency for it to be mainly the larger employers that got involved in apprenticeship schemes as they had the capacity within the business to do so;
- The strategic priorities had been presented to all groups and providers including schools, sixth forms and colleges;
- A series of meetings were held with clusters of school sixth forms which were very well attended. There was a need for organisations to work together in order to provide a co-ordinated offer. There was an in principle agreement on this following discussions, along with a strategic commitment to talk to the governing bodies of schools;
- There was concern that there could be a gap between what careers advice was given and what training was actually available. There was an ongoing need to inform young people about available career options to enable young people to consider their employability;
- The GLLEP and ESB had done a lot of work and there was a list of what skills needed to be addressed over the coming few years. There was a need to ensure that one person would take the right course or training to get to where they wanted to be and to be able to be employed, however the challenges of training young people for a global economy should not be underestimated;
- There were concerns regarding the number of children who left school without a grade 'C' in maths or English. It was also noted that there only 5 five courses that a young person could progress to if they did not have these grades, and hairdressing was one of them. Although they could study English and Maths as part of a higher training programme. Study of English and Maths was a funding requirement for all post 16 education courses for those students who had not achieved GCSE English and maths at grade C or above by the time they completed key stage 4;
- Schools would be able to purchase vocational courses, however, they would not count in league tables;
- It was commented that zero hour contracts were having an impact on apprenticeships;
- Members were advised that there was the University Technical College (UTC) in Lincoln which accepted students from 14 years old. This had a more vocational focus, and there was currently a high demand for places at the moment;
- There was a lot of work taking place around engaging with parents.

Members commented that they were looking forward to receiving further progress updates.

RESOLVED

That the Committee note the action plan.

90 CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE WORK
PROGRAMME 2015

Consideration was given to a report that enabled the Children and Young People Scrutiny Committee to consider its own work programme for the coming year.

Only one amendment to the work programme was noted, which was that the Lincolnshire Safeguarding Boards Scrutiny Sub-Group update had been removed from the 5 June 2015 agenda as the sub-group meeting on 29 April 2015 had been cancelled due to a lack of pressing business and the proximity of the elections.

Councillor Mrs Bradwell, Executive Councillor for Adult Care and Health Services, Children's Services was in attendance to ask the Committee to consider undertaking a review of Grammar School Transport. This request was made as during the past year a group of parents in villages north of Grantham had campaigned for changes to the Home to School and College Transport Policy in respect of transport to the county's grammar schools. The Executive Councillor requested that the Children and Young People Scrutiny Committee review the grammar school entitlement policy and consider whether any changes could and/or should be made to meet the parents' requests, and what the implications of changing the policy would be on schools/cost/parents etc.

Members were provided with the opportunity to discuss this request, and some of the points raised during discussion included the following:

- This issue had previously been raised at a meeting of the Full Council;
- The policy had not been reviewed for some time, so it would be useful to set up a task and finish group;
- It was queried whether a task and finish group should look purely at grammar school transport or if the scope should be widened? It was suggested that school transport was an issue that would be better examined in small parts;
- It was suggested whether any work which the task and finish group carried out could be reported back to the national conversation about challenges that faced rural counties;
- It was agreed that a scoping document should be brought back to the June meeting of the Committee for approval.

RESOLVED

1. That the content of the work programme be noted;
2. That a scoping document for a task and finish group to review the Home to School and College Transport Policy in respect of transport to the County's grammar schools be brought back to the meeting of the Children and Young People Scrutiny Committee due to be held on 5 June 2015.

The meeting closed at 1.00 pm

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Policy and Scrutiny

Open Report on behalf of Richard Wills, the Director responsible for Democratic Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Proposal for a Scrutiny Review on the Council's Home to School Transport Policy in Relation to Discretionary Grammar School Transport

Summary:

This report sets out a proposal for a scrutiny review on the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport to be carried out by a Task and Finish Group. The Children and Young People Scrutiny Committee is asked to consider this potential topic for a scrutiny review, and decide whether it wishes to submit the proposal to the Overview and Scrutiny Management Committee for approval.

Actions Required:

The Children and Young People Scrutiny Committee is requested to:

1. agree whether the proposal for a review of the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport is a suitable topic for a scrutiny review, taking into account the guidelines;
2. if agreed, to discuss and approve the Proposal for Scrutiny Review for submission to the Overview and Scrutiny Management Committee for approval;
3. identify any members of the Children and Young People Scrutiny Committee who may be interested in participating in a potential scrutiny review if the topic is agreed.

1. Background

During the past year a group of parents in villages north of Grantham have campaigned for changes to the Home to School and College Transport policy in respect of transport to the county's Grammar Schools. Following representations by the parents, and meetings with their representatives and the local MP, Councillor Mrs P A Bradwell, Executive Councillor for Adult Care and Health Services, Children's Services, asked the Children and Young People Scrutiny Committee at its meeting on 24 April 2015 to review the grammar school entitlement policy and consider whether any changes could and/or should be made

to meet the parents' requests, and what the implications of changing the policy would be on schools/cost/parents etc.

At its meeting on 24 April 2015, the Committee agreed that this should be considered as the next topic for the Committee's scrutiny review.

Attached at Appendix A is a draft Proposal for Scrutiny Review for the Committee to discuss and approve looking at the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport. The draft Proposal details the proposed remit and lines of enquiry for the review, the benefits of the review and what will be excluded, and the proposed timescale for completion.

Outlined below are the guidelines which the Overview and Scrutiny Management Committee will use when deciding whether a proposed topic for a scrutiny review should proceed:

It is important that in-depth reviews are:

- *deliverable within a set timetable*
- *sufficiently focused on a particular aspect of a service*
- *not duplicating other significant review activity*
- *not related to a specific individual grievance or complaint*

Reviews should also, wherever possible:-

- *contribute to the overall objectives of the organisation*
- *reflect community concerns*
- *lead to potential achievable outcomes or improvements for the people of Lincolnshire*

If the Children and Young People Scrutiny Committee agrees that the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport will be the topic for the next scrutiny review, the Proposal for Scrutiny Review will need to be discussed and, subject to any amendments, approved by the Committee. The purpose of this section is to provide the Overview and Scrutiny Management Committee with information to make a decision on whether a scrutiny review could proceed on this topic.

If the Overview and Scrutiny Management Committee agrees to the proposed scrutiny review at its meeting on 18 June 2015, then a Task and Finish Group will be established and nominations will be sought from the leader of each political group.

2. Conclusion

The Children and Young People Scrutiny Committee is invited to consider the proposal for a scrutiny review on the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport and decide whether it wishes to recommend this topic for its next scrutiny review.

3. Consultation

a) Policy Proofing Actions Required

No policy proofing is required for this report.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Draft Proposal for Scrutiny Review on the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Tracy Johnson, who can be contacted on 01522 552164 or tracy.johnson@lincolnshire.gov.uk.

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PROPOSAL FOR SCRUTINY REVIEW

(TO BE COMPLETED BY SCRUTINY COMMITTEE)

The purpose of this scoping document is to provide the Overview and Scrutiny Management Committee (OSMC) with information to make a decision on whether a scrutiny review could proceed on this topic. The following guidelines have been agreed as a basis for making decisions on topics for scrutiny reviews.

It is important that in-depth reviews are:-

- *deliverable within a set timetable*
- *sufficiently focused on a particular aspect of a service*
- *not duplicating other significant review activity*
- *not related to a specific individual grievance or complaint*

Reviews should also:-

- *contribute to the overall objectives of the organisation*
- *reflect community concerns*
- *lead to potential achievable outcomes or improvements for the people of Lincolnshire*

DETAILS OF PROPOSED SCRUTINY REVIEW TOPIC

Title of Review	Review of the Council's Home to School Transport Policy in relation to Discretionary Grammar School Transport
Committee	Children and Young People Scrutiny Committee
Purpose of the Review	<p>To review Lincolnshire County Council's present policy on free transport to the County's grammar schools in respect of:-</p> <ol style="list-style-type: none"> a) The existing entitlement criteria for home to school transport for grammar schools and the need for any geographical or other changes; b) Children across the County have access to grammar school education – does this automatically mean they are entitled to free school transport; c) Whether the policy creates any unfairness, real or perceived; d) The cost of the present policy; e) The potential costs or savings resulting from any changes; and f) Potential implications for all schools as a result of any changes.

Main Lines of Enquiry	<ol style="list-style-type: none"> 1. To consider key documents in relation to the grammar school transport policy. 2. To review the costs involved in providing the current level of transport to grammar schools. 3. To examine the current Designated Transport Areas (DTA's) for grammar schools and whether the DTA's stand up to scrutiny on the test of fairness. 4. To ascertain the views of parents, families and other stakeholders on the current grammar school transport policy and DTA's, and how the policy could be adapted to improve fairness. 5. To ascertain the views of schools in Lincolnshire on the current grammar school transport policy and DTAs, and the potential implications of any changes on the school. 6. To investigate potential savings or cost implications arising from any proposed changes to the grammar school transport policy. 	
Is there anything excluded from the review?	<p>This review is examining the discretionary transport support in relation to grammar schools. All other elements of the Home to School Transport Policy and Home to College Transport Policy, including all statutory provision and all other discretionary transport support, are excluded from this review.</p>	
Benefits of the Review	<p>This review will seek to ensure that the Council is providing a fair, consistent and affordable discretionary transport policy in relation to grammar schools across the county.</p>	
Risks and Implications (Legal / Financial / Resource)	<p>There will be a requirement for increased resources to support this review.</p> <p>There may be legal and/or financial issues identified during the course of the review and appropriate advice will be taken at the time.</p> <p>Personal data may be recorded during the review and this must be managed and reproduced in accordance with Data Protection legislation.</p> <p>Costs may arise from transport for councillors, officers and contributors and from holding meetings at alternative venues.</p> <p>An Impact Analysis will be required to support decision making in respect of the review.</p> <p>The major resource during this review relates to the time committed by Councillors, County Council officers and contributors from external organisations.</p>	
Deadlines for submission to:	Scrutiny Committee: 4 March 2016	Executive: 5 April 2016

<p>Executive Councillor Comment</p>	<p>The Executive Councillor for Children's Services endorses the proposed scrutiny review. All Council policies must be seen to be fair and equitable, and a review of the transport policy that relates to Discretionary Grammar School Transport will allow current policy to be scrutinised.</p>
<p>Executive Director Comment</p>	<p>The Executive Director for Children Services supports this review. It is appropriate for the council to review if children who access grammar school education should automatically receive free school transport as per the current policy. It is important that the Council's home to school transport policy for grammar schools complies with legislation, is perceived as fair, is affordable, and doesn't disadvantage the sustainability of existing schools.</p>
<p>Any further information (including any relevant information relating to the guidelines)</p>	<p>During the past year a group of parents in villages north of Grantham have campaigned for changes to the Home to School and College Transport policy in respect of transport to the county's Grammar Schools. Following representations by the parents, and meetings with their representatives and the local MP, Councillor Mrs P A Bradwell, Executive Councillor for Adult Care and Health Services, Children's Services, asked the Children and Young People Scrutiny Committee at its meeting on 24 April 2015 to review the grammar school entitlement policy and consider whether any changes could and/or should be made to meet the parents' requests, and what the implications of changing the policy would be on schools/cost/parents etc.</p> <p>The Home to School and College Transport Policy is published annually by the County Council, in line with statutory requirements. It is amended as required by changes in the law or by decisions taken by the Council to change aspects of the policy. The Council may only amend those elements of the policy which are at its discretion. Statutory requirements in respect of school transport must always be met. Although the Council's policy comprises both statutory requirements and discretionary provision, the Council's grammar school transport policy is within the discretionary area of the policy. There is no statutory requirement to provide or pay for transport to a grammar school, unless the school is the nearest school over 3 miles to a pupil's home.</p> <p>The Council's Executive is not able to review the statutory elements of the policy, and as other discretionary elements of the policy are considered minor and as it is believed that the transport policy as presently constituted meets the needs of pupils, parents and young learners in the county, this request is therefore limited to an examination of the efficacy of the grammar school policy in meeting the needs of parents and children in the county and whether the scope of the present grammar school transport policy should be changed.</p>

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Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Frontline Social Workers and Safeguarding Scrutiny Review – First Monitoring Update

Summary:

This report provides an update on the content and progress of the original action plan devised from the Task and Finish Group of October 2013.

Actions Required:

The Children and Young People Scrutiny Committee is invited to

1. receive and comment on the content and progress of the action plan;
2. continue to monitor the actions arising from the review;
3. give consideration to visiting teams as an ongoing piece of work with frontline teams.

1. Background

This is an update report from the original task and finish group work completed in 2013.

The Children and Young People Scrutiny Committee agreed at its meeting on 18th October 2013 that there was a need for scrutiny to review and investigate the safeguarding arrangements in frontline social work teams. This review was approved by Overview and Scrutiny Management Committee on 24th October 2013. The key purpose of the review was to:

- Examine the robustness of safeguarding practice
- To ensure sufficient support is provided to frontline social workers

A Task and Finish Group was established in November 2013 consisting of seven Members of the Committee. The Task and Finish Group identified a number of key lines of enquiry specific to the review and these included:

- An examination of the key performance indicators in relation to safeguarding.
- A consideration of key documents including the Safeguarding annual report, Self-assessments, Peer reviews, Cafcass plus evaluation and signs of safety.

- Facilitate a focus group to speak to practitioners, parents, schools and other professionals, team managers.
- Observe the work undertaken at the Customer Service Centre; observe duty work in the social care teams, a core group meeting and child protection conference and a support panel.
- To meet young people and council officers as appropriate.
- Evaluate relationships with other agencies.
- Explore decision making and support for staff.

The Task and Finish Group completed the review and presented the final report to the Children and Young People Scrutiny Committee on 13th June 2014 and to the Executive on 1st July 2014. The report contained seventeen recommendations and these have been developed into an action plan to address the issues raised in the review. The action plan is attached as Appendix A with the updated information including progress since the original recommendations.

2. Conclusion

In conclusion the work of the task and finish group continues and a second round of member visits to frontline teams has commenced. Members have been asked to provide feedback in the signs of safety format to enable and inform a more detailed update report to be compiled building on the previous recommendations. In respect of the recruitment and retention of social workers this is progressing; during April 2015 Children's Services have been able to offer 9 newly qualified social workers positions, one agency worker has been offered a permanent advanced practitioner position and six staff (five internal and one external candidate) have been successful in gaining promotion to practice supervisor positions. The rolling recruitment will continue on a monthly basis until July and then reviewed to assess outstanding vacancies. Attached at Appendix B is an update on the measures which have been introduced to improve social work recruitment.

3. Consultation

a) Policy Proofing Actions Required

No policy proofing is required for this report.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Executive Response to Frontline Social Workers and Safeguarding – Action Plan Arising from Recommendations
Appendix B	Update in respect of Social Work Recruitment

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Samantha Clayton, who can be contacted on 01522 553730 or Samantha.Clayton@lincolnshire.gov.uk.

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**Appendix A:
EXECUTIVE RESPONSE TO FRONTLINE SOCIAL WORKERS AND SAFEGUARDING –
ACTION PLAN ARISING FROM RECOMMENDATIONS**

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
1. Action should be taken to ensure all parents receive a copy of their assessments and that the communication process is robust.	Yes	Team Manager's to be advised to remind all staff to ensure assessments are shared in a timely manner	Circulate the Scrutiny Committee Report. One minute briefing to be compiled of all salient recommendations for social care staff	September 2014	Sam Clayton	Completed
		Scrutiny have requested that this is added into the snap survey so we can obtain parental feedback on whether they have had a copy of the assessment	There is not a snap survey for parents to complete currently relating to assessment completion. Touchstone has provided a telephone surveying services and this is now transferring to SERCO, the status of this area is work is currently being explored and a response is required from public health	September 2014	Sam Clayton	
				April 2015	Nicole Hilton	Pending

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
<p>2. The Task and Finish Group welcome and support the multi-agency Neglect Policy and Procedure being developed by the Lincolnshire Safeguarding Children Board (LSCB) and encourage the Board to ensure that all partner agencies adhere to it. Given the complexities around neglect cases, the LSCB is recommended to review and ensure that comprehensive and specific training on neglect, particularly around complex neglect, is delivered to all frontline staff within all partner agencies. This relies on the knowledge and understanding of child development and the ability to capture neglect through child focussed observations. The</p>	Yes	LSCB has arranged for a multi-agency sub group to develop a strategy setting out the vision for improving the approach to and management of neglect.	The group has met once and a second meeting is to be held in October to work on the draft document that has been produced. Health are working on a graded health profile and all participants including health, housing police and Childrens services are looking at strategies to address all 7 of the recommendations in the Ofsted report In the Child's time.	July 2014	<p>Andy Morris</p> <p>Jennie Thornton</p> <p>LSCB partners</p>	<p>In progress to complete by December 2014</p> <p>The neglect policy is due to be launched at the LSCB AGM on 28th May 2015, this will then be presented at Scrutiny in July 2015.</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
Lincolnshire Safeguarding Boards Scrutiny Sub Group should monitor the implementation of the Neglect Policy and Procedure, and the neglect training opportunities made available to partner agencies.						
3. The recent Ofsted report "In the child's time: professional responses to neglect" makes seven specific recommendations to local authorities. The Task and Finish Group recommends that a work programme is produced to ensure that these recommendations are implemented in Lincolnshire.	Yes	Training to be commissioned to deliver to staff in locality teams around the impact of neglect Scrutiny have asked that training is also made available to Members	Independent Family Services and In trac have been commissioned to provide training specifically about neglect, this is available to all Childrens services staff as part of the core training offer.	April 2014 to 2015	Ben Lilley	The first 2015 neglect training has taken place and the feedback positive. All training is available on Lincs2learn and members can book on this and other training. The next course is on 30 th June 2015. http://www.lincolnshire.gov.uk/pare

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
						nts/caring-for-children/practitioners/childrens-services-learning-and-development/
4. Lincolnshire County Council should identify and share best practice with schools on how they can use their pupil premium to improve the attainment, health and pastoral care of young people suffering, and at risk of, neglect.	Yes	CfBT will lead on this piece of work	To hold a Closing the Gap conference with schools to share best practice	January 2015	Helen Spoor Keith Batty	On target Closing the gap sharing best practice is part of the June Head Teaching Briefing Further conference scheduled for July 15 Role of Teaching Schools in challenging and sharing best practice in relation to closing the gap strategies

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
						in progress Virtual School exploring training for schools on attachment training for schools with LAC cohort in partnership with University of Bath
5. Children's Services should work with secondary school Headteachers to encourage them to offer parental training, including child development, to all teenagers.	Yes	Secondary schools plan and deliver their own curriculum. The Local Authority will write to schools sharing this report and outline the benefits of this recommendation	Letter to schools	Nov 2014	Keith Batty	Completed
6. The LSCB is recommended to conduct a pilot project to identify the methods used by partner agencies to listen to and record the Voice of	Partially	LSCB has completed audit work where the voice of the child was considered as part of the wider scope considering the TAC	LSCB to continue to support multi agency partners in attending the signs of safety briefing sessions where good practice in terms of direct	July 2013 - 2018	Andy Morris Clare Rowley	On going. More multi agency briefing sessions have been held in respect of signs

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
<p>the Child and share the most effective methods amongst partner agencies as examples of best practice. An audit trail of the Voice of the Child should also be carried out.</p>		<p>and CP process.</p>	<p>work with children has been shared.</p>			<p>of safety; these were fully booked by partners. Recent TAC audit has focused on the voice of the child and families and this has been captured by face to face interviews.</p> <p>Early Help Consultants working with schools to support them on undertaking early help assessments and interventions which use signs of safety as methodology for working with families.</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
7. The social care teams in each area, along with other agencies such as Health and the Police wherever possible, should be co-located to ensure better joint working and information sharing across the different teams and agencies.	Partially	Work is underway to explore implementation of a MASH in Lincolnshire	Have introduced multi agency SAFE hub at Grantham which houses health, police, social care and targeted workers which focuses on missing and CSE. To expand this further an option appraisal is being completed to explore establishing a Multi-Agency Safeguarding Hub (MASH)	March 2015	Debbie Barnes	Partially Completed Currently exploring co-location options for Grantham
8. That best practice is shared in relation to Child Protection Conferences, including the timeliness of paperwork being presented, to ensure consistency across the county.	Yes	To share the findings with the Team Manager Independent Chairs and Reviewing Officers	Child protection Chairs are all Practice leads for Signs of Safety. At the monthly performance meeting they share areas of good practice and practice which requires improvement with heads of service. At the monthly QA meetings this is shared with the team. We have recently introduced monitoring of implementation of Signs of Safety in CP conferences	Reviewed monthly 01.09.14	Theresa Buhryn Carolyn Knight Yvonne Shearwood Theresa Buhryn	Ongoing Review Monthly at Operational Management Group

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
			and attendance of all agencies.		Carolyn Knight	<p>Work in respect of fully embedding signs of safety into the conference and review process is continuing, with a start date of 1st June subject to full approval.</p> <p>Supervision policy for CP Chairs has been reviewed – all newly registered children to be discussed.</p> <p>Policy regarding Timeliness for sharing review reports with parents currently under review.</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
9. The purpose and function of Support Panels should be revisited to ensure that they are providing thorough challenge by using the Signs of Safety methodology to map and summarise each case.	Yes	To agree base line requirements and ensure consistent application at each panel	<p>Heads of Service to meet and review and refresh the Terms of Reference and ensure circulation to Team Managers</p> <p>The Heads of Service have met and the procedure has been updated. Danger statement and Safety goal is now completed for every case that is presented to panel.</p>	30.09.14	Cornelia Andrecut	Completed
10. It is recommended that an audit of the training on children's safeguarding provided to CSC staff, and the quality of that training, is undertaken to ensure that it is fit for purpose and that CSC staff are trained in the issues of children's safeguarding and child development to deal effectively with contacts.	Yes	<p>Audit completed using individual training records to capture individual and team learning needs</p> <p>Scrutiny have asked that at the next scrutiny meeting the details of the CSC training programme is included in the report</p>	<p>Introduced crib sheet</p> <p>Introduced Early Help process</p> <p>Introduced competency test</p> <p>Evaluated impact through compilation of a training summary</p> <p>Signs of Safety briefings</p> <p>Access to early help consultants for advice and guidance</p> <p>Strengthened access to</p>	July 2014	<p>Roz Cordy</p> <p>Zoe Butler</p>	<p>Completed</p> <p>To be subject to quarterly review</p> <p>CSC advisors have received training for 4 to 6 weeks when appointed. This includes LSCB e learning and domestic violence</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
			qualified social workers for advice and guidance			training, all new advisors are trained by experienced advisors, this includes the opportunity to sit with the social worker screening referrals and a competency test is completed before an advisor 'goes live'. This is then supported by monthly evaluations.
11. A review of the recruitment and retention strategy for Social Workers should be undertaken, including revisiting the pay and reward offer for front line Social Workers, to ensure that there is some form of recognition for this	Yes	To consult with staff through the Annual health check Pay and Reward has been reviewed corporately	This has recently been completed and analysis presented to DMT with a training plan developed as a result Recent analysis of pay and conditions suggest Lincolnshire is a Market Leader.	August 2014 April 2014	Sam Clayton Sam Clayton Marie	Completed 2015 The next health check will be conducted in September 2015, this will take the form of focus groups with staff.

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
<p>challenging and difficult role. An analysis of exit interviews should also be undertaken to see if there are any trends around reasons for leaving and where Social Workers move onto.</p>			<p>There is a national shortage of experienced social workers in practice and we are investing in our Grow Your Own and Post Qualifying offer</p> <p>Human Resources to take the lead in undertaking and analysing Exit interviews</p>	<p>Ongoing</p> <p>October 2014</p>	<p>Robinson</p> <p>Sam Clayton</p> <p>Ben Lilley</p> <p>Sue Fletcher</p>	<p>Completed</p> <p>A further piece of work is to be undertaken with HR to focus on level 2 to Advanced practitioner career progression May to August 2015</p> <p>Consideration for a differential pay rate considered by DMT but due to current success on recruitment and potential negative impact on the wider workforce, this is on hold and subject to a</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
						<p>future review</p> <p>Exit interviews will be more accurately collated through Agresso which was implemented in April and therefore it is too early to complete analysis</p>
<p>12. Further work should be undertaken with the universities across the region, including South Yorkshire, the Humber, and the East Midlands, around the recruitment of Social Workers and developing degree courses to ensure they provide the rights skills and training needed by Social Workers.</p>	<p>Yes</p>	<p>Recognise the importance of the diversity different universities provide and the need to engage to offer good quality placements to students</p>	<p>To meet with individual Universities in the region and explore curriculum content and placement opportunities.</p> <p>Reviewed Assessed and Supported Year in Employment (ASYE) programme and commissioned Post Qualifying consolidation module.</p> <p>To commission from those</p>	<p>Ongoing since September 2013</p> <p>In progress</p> <p>Currently</p>	<p>Sam Clayton</p> <p>Sam Clayton</p> <p>Ben Lilley NTU</p> <p>Sam</p>	<p>Ongoing</p> <p>In progress</p> <p>The NTU module has been commissioned and this is now on a second cycle, this has enabled a</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
			Universities who can meet the needs of Lincolnshire's work force requirements	reviewing	Clayton Ben Lilley	<p>number of staff to present themselves at career progression panel and achieve level 2 status.</p> <p>We have also formed a relationship with Nottingham university and Sheffield Hallam to look at specific needs in terms of CPD and to get diversity into the workforce by offering placements to these students.</p> <p>Birmingham University are providing specific PQ training for CP chairs and</p>

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
						<p>IRO's in July and Sept 2015 to address the team's specific role and learning needs.</p> <p>In terms of workforce diversity we have established a relationship with all the regional universities and are offering placement</p>
13. The report writing training offered to Social Workers, and the management oversight of this, needs to be revisited to ensure it is fit for purpose and enables Social Workers to be able to produce quality reports, such as for Child Protection Conferences. It	Yes	It is acknowledged that practice is variable and good practice needs to be shared across the service area	The case manager post has been developed to improve the quality of report writing in the documentation presented to Court. Signs of safety focused on critical analysis and is being implemented across the service. The ASYE programme has	Since October 2013 as a secondment Permanent from October 2014	Yvonne Shearwood Sam Clayton	In progress

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
would be beneficial if report writing models were developed as examples of good practice for Social Workers. This should be underpinned by training on child development and should include examples of how best to capture the Voice of the Child.			been revamped to ensure it is more academically robust. Training courses in report writing and voice of the child continue to be offered annually. Management oversight has been strengthened with the new audit policy and case discussion points during the life of the social care assessment.	January 2014	Jennie Thornton	In progress and evidenced in recent Ofsted inspection
14. The University of Lincoln should be encouraged to provide more training on child development and capturing the child's perspective through objective child focussed observations.	Yes	The university states that it already ensures that there is specific teaching covering child development on all level of courses	The university will continue to support students with practice based skills such as child observation set out by the College of Social Work in adherence to the Professional Capability Framework.	Current	University of Lincoln	In progress as continually on the programme for social work training. In June 2015 LCC will contribute to the curriculum design
15. A strategy should be developed around training for Practice Educators at Levels 1 and 2, along with a review of who is the best	Yes	Work is underway to review the current PE offer and target experienced staff	To work with the regional university to commission the most appropriate course suitable for Lincolnshire County Council staff.	June to December 2014	Sam Clayton Ben Lilley	In progress To support this development the Advanced practitioner Job spec has been

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
provider of the Practice Educator courses in the region.						reviewed to include the requirement of practice education, undertaking this course is also being made as part of the career progression panel recommendations for staff.
16. The Task and Finish Group recognised the difficulties faced by Social Workers when using the current ICS system and considers it essential that the new IT system, Mosaic, is brought in as soon as possible.	Yes	CMPP have procured a new IT system	Implementation is April 2015 however staff consultation and system building has been underway for 2014. Roll out plan for mobile technology is expected.	April 2015	Ron Cook Linda Winton	In progress July implementation date for the new case management system Training programme has been extensive

Recommendation	Recommendation Accepted? Yes/No	Initial Response	Action	Timescale	Who	Progress
17. A trial of using mobile technology such as I pads / tablets should be conducted, with at least one or two FAST teams, to examine what the benefits would be for Social Workers in using mobile technology in their work with children and young people.	Partially	Work is underway to present a business case to corporate management board to progress this recommendation and the ability of any other technology such as ipads/tablets to work effectively with the new Mosaic system	Judith Hetherington-Smith to provide roll out plan devices to be trialled from April 2015.	TBC	Judith Hetherington-Smith	In progress Devices to be trialled following Mosaic implementation in July – business case to be presented to CMB but no confirmed timescale for this yet

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Appendix B - Update in respect of Social Work Recruitment

Social work has for a number of years experienced an issue with recruitment. This is a national issue and one that is particularly difficult when seeking to recruit experienced staff. This is caused by a number of factors:-

Market forces - there are a number of Local Authorities on Government intervention plans and as a result experienced Social Workers are able to earn significant amounts of money as agency workers.

Negative media reporting - this has the effect of making social work an unattractive career option for young people to consider.

University fees - there has been a change to the bursaries being given to students, historically social work studies were given a full bursary and fees were covered, this changed last year and a number of Universities have oversubscribed places on the course. For example: Lincoln secured 34 bursaries and has 84 students on the social work course. This means the bursary is given in the second year in a competitive basis. This has seemed to have had the effect of making social work less attractive to mature students who historically were present in greater numbers on social work training courses.

In response to this recruitment and retention difficulty, Lincolnshire County Council (LCC) has introduced a number of measures to secure good quality staff:-

Career fairs

LCC staff have attended and continue to attend a number of university career fairs promoting the benefits of working for Children's Services. This has included attending the networking meeting at Bishop Grosseteste University in Lincoln where students have been recruited into our locality teams and for sessional work with the Children's Homes and Contact Service.

Regional Universities

Relationships have now been established with a wide range of regional universities to enable LCC to offer a wider range and more diversity in terms of practice placements. The aspiration in this approach is that we can work with high performing universities in the region who have a strong research background, and voice in the profession; this would attract the best calibre workers. Relationships have been established with: Hull, Nottingham, Nottingham Trent, Sheffield Hallam, and Leicester. The established relationship with Lincoln continues.

Step Up programme

Historically LCC sponsored employees to attain a part time social work degree from Lincoln University. This programme is in its final two years and as discussed recruiting newly qualified social workers is no longer a prevailing problem. The Step Up programme is a scheme sponsored by central government as part of its attempt to improve the quality of social worker practitioners. Applicants have to

evidence work experience in the sector and already completed a degree to 2:1 standard.

LCC has this year increased its offer of eight placements for the 14 months of the Step Up programme and the response has been excellent. By August 2015 LCC will know if they have successfully filled the eight places available.

Rolling Recruitment

The rolling recruitment commenced in January 2015. This comprises of a specific social work job page on the LCC website and three job applications that remain open on a rolling basis. As a result of this approach, by May we have been successful in appointing to a number of vacancies - six practice supervisors through five internal promotions and one external candidate; one advanced practitioner who has decided to work for us permanently and cease being an agency worker; ten level 1 social work posts have been offered and a further recruitment date is set for the end of May. These posts are based across all locations in the County. This approach has been successful in the recruitment of newly qualified staff who are relocating to Lincolnshire. This has been supported by using online advertising methods, the most successful being Community Care online.

Assessed and Supported Year in Employment (ASYE)

LCC has introduced a mandatory ASYE scheme for all newly qualified workers. This has enabled the ongoing learning required in the first year after qualifying to be built upon and also given the time for knowledge, skills and critical reflection, to enable workers to develop in their practice. This includes regular professional supervision and mentoring by more experienced member of the team. At the end of this programme the workers have to evidence their competence by the completion of an assessed portfolio of work and the completion of a post qualifying module provide by Nottingham Trent university. This has given an academic rigour to the ASYE programme and leads the workers into the progression pathway.

Career progression

LCC has introduced a career progression panel for social workers to make progress from being a level 1 to a level 2 social worker two years after they qualify. What this has meant is that workers do not have to apply for level 2 jobs but have to provide evidence of competence to a panel independent of their team. This approach has been developed to offer a clear career progression route for staff that is open and transparent.

Post Qualifying pathway/CPD

LCC has introduced a post qualifying pathway for staff to enable them to be successful in promotion to the next level posts. This includes the commissioning of specific post qualifying training courses and the availability of coaching and mentoring. These courses have included a specific post qualifying unit for the Child Protection Chairs and Independent Reviewing Officers (commencing in July 2015), PAMS (parenting assessment manual) training, Public Law Outline training, Signs of Safety training and practice leader sessions, Supervision training, annual professional judgement conference and many more learning opportunities. Many of

these courses have been mandatory to ensure that all staff have the same baseline of knowledge to apply in their area of work.

Regional work

The Association of Directors of Children's Services (ADCS) group has a workforce development group and LCC is working with this group to devise a Memorandum of Co-operation. This will focus on how the Local Authorities in the East Midlands region can work more closely together on matters of workforce development, and manage agency staff usage and costs. This in turns links to LCC engagement in the national work of the Local Government Association (LGA) focusing on the recruitment and retention of social workers.

Future work for next 12 months

There are a number of areas that will be developed over the next 12 months:-

- Continued attendance at regional university career fairs and other promotional events.
- The ASYE programme will continue to be reviewed and updated to respond to the changing demands of social work and address any emerging themes in practice.
- To bring diversity to the workforce LCC will be continuing the development of its relationships with the University further and will be keen to see how the placement options within LCC can be widened. This will include a 12 month drive to secure more practice educators within the organisation across a range of teams.
- Work with HR will commence to plan two schemes internally to bridge the gap in terms of staffing. These will focus on equipping level 2 social workers with the knowledge and skills to progress to advanced practitioner level and alongside this a career progression criteria and panel will be established. A second piece of work will focus on the gap between advanced practitioner and practice supervisor.

Open Report on behalf of Richard Wills, the Director responsible for Democratic Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Appointment of Looked After Children / Care Leaver Representative

Summary:

This report invites the Children and Young People Scrutiny Committee to appoint a Looked After Children / Care Leaver Representative for the Committee, following approval of the Corporate Parenting Strategy at the Council meeting on 19 December 2014.

Actions Required:

The Children and Young People Scrutiny Committee is requested to appoint a Looked After Children / Care Leaver Representative for the Committee.

1. Background

The Local Authority, its members and officers, have a legal duty to act as a good and effective Corporate Parent to children and young people in its care. Corporate Parenting is driven and supported by key legislation and statutory guidance as detailed in the Corporate Parenting Strategy. These inform the Local Authority's policies, strategies and practices.

The Corporate Parenting Strategy was drafted by officers in conjunction with the Chairman (Councillor D Brailsford) and Vice Chairman (Councillor J D Hough) of the Corporate Parenting Panel. The Strategy was endorsed by the Corporate Parenting Panel at its meeting on 18 September 2014 and approved by County Council at its meeting on 19 December 2014.

The Corporate Parenting Strategy sets out the corporate parenting role and responsibilities of all councillors, and the corporate parenting engagement plan for 2014-15. One of the objectives within the engagement plan is the following:

"Each LCC Committee identifies a LAC/Care Leavers champion and the role is defined and purposeful. A list of Champions is published and known throughout organisation."

The role of the Looked After Children / Care Leaver Champion (or Representative as they will be called) is to make sure that the Committee actively considers the

potential impact upon Looked After Children and Care Leavers of any policy, strategy or action carried out by the Committee and to seek further advice from the relevant officer (Janice Spencer, Assistant Director – Children's Safeguarding) where this is unclear or unsure.

It is proposed that when the Looked After Children / Care Leaver Representative raises any issues at their Committee, this will be formally recorded in the minutes and passed onto the Assistant Director – Children's Safeguarding for her information and any further action required.

The Chairman and Vice Chairman of the Corporate Parenting Panel have suggested that it would be beneficial if the Representatives were not members of the Corporate Parenting Panel, as this would help to broaden the knowledge and expertise regarding Looked After Children and Care Leavers amongst more councillors of the Council.

Once all the Looked After Children / Care Leaver Representatives have been appointed, a detailed training session will be arranged to prepare the Representatives for their new role on the Committee.

2. Conclusion

Further to the Corporate Parenting Strategy that was approved at County Council on 19 December 2014, this report invites the Committee to appoint a Looked After Children / Care Leaver Representative for the Committee.

3. Consultation

a) Policy Proofing Actions Required

No policy proofing is required for this report.

4. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Tracy Johnson, who can be contacted on 01522 552164 or Tracy.Johnson@lincolnshire.gov.uk.

Policy and Scrutiny

Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision)

Summary:

This report invites the Children and Young People Scrutiny Committee to consider a report on the proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision) which is due to be considered by the Executive Councillor for Adult Care and Health Services, Children's Services on 22 June 2015. The views of the Scrutiny Committee will be reported to the Executive Councillor as part of its consideration of this item.

Actions Required:

- (1) To consider the attached report and to determine whether the Committee supports the recommendation to the Executive Councillor set out in the report.
- (2) To agree any additional comments to be passed to the Executive Councillor in relation to this item.

1. Background

The Executive Councillor for Adult Care and Health Services, Children's Services is due to consider the report on the Proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision). The full report to the Executive Councillor is attached at Appendix 1 to this report.

2. Conclusion

Following consideration of the attached report, the Committee is requested to consider whether it supports the recommendation in the report and whether it wishes to make any additional comments to the Executive Councillor for Adult Care and Health Services, Children's Services. The Committee's views will be reported to the Executive Councillor.

3. Consultation

a) Policy Proofing Actions Required

Not applicable

4. Appendices

These are listed below and attached at the back of the report	
Appendix 1	Report and Appendices to the Executive Councillor for Adult Care and Health Services, Children's Services on proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision)

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by John O'Connor, who can be contacted on 01522 553213 or john.c.connor@lincolnshire.gov.uk.

Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Councillor Mrs P A Bradwell, Executive Councillor: Adult Care and Health Services, Children's Services
Date:	22 June 2015
Subject:	Proposal to Expand the Capacity at Pinchbeck East Church of England Primary School (final decision)
Decision Reference:	I009029
Key decision?	Yes

Summary:

This report concerns the permanent expansion of the capacity at Pinchbeck East Church of England Primary School to ensure that there is the required number of primary school places in Pinchbeck and the North Spalding area to accommodate the increasing pupil numbers in the area. The proposal would expand this Ofsted rated 'Outstanding' school to 2 forms of entry so removing the need for mixed classes and would have a proposed implementation date of 1 September 2016. If this expansion proposal is approved additional classrooms would be provided together with the additional accommodation required to provide the appropriate infrastructure and facilities for the number of pupils on roll. This would include ensuring that there would be adequate outdoor play area, toilets and hall space.

It is the Local Authority's (LA) statutory duty to ensure that there are sufficient school places to accommodate all pupils of statutory school age in Lincolnshire. The LA believes that this proposal is the best available option to address the increasing pressure on primary school places in this area of Pinchbeck and the North Spalding area. It will also provide sufficient places for the proposed housing development of 169 units off Wardentree Lane and will utilise some S106 contributions expected from that development.

The LA is co-ordinating the process following statutory guidelines published in The Department for Education (DfE) guide "School Organisation Maintained Schools Guidance for proposers and decision-makers" January 2014 (with attached Annex A and B) in accordance with the terms of the Education and Inspections Act (EIA) 2006 as updated by the Education Act 2011.

On 12 January 2015 a four week period of consultation commenced which closed on 9 February 2015 and is further referred to later in this report in the Consultation section. A summary of written responses received is also attached in Appendix A.

Following the consultation period the decision was taken on 3 March 2015 to

publish a Statutory Notice on 2 April 2015. This initiated a four week Representation Period up to 30 April 2015 when written objections and comments may be submitted. The process is now entering the final stage when the LA, as decision maker, must take the final decision regarding the proposal within 2 months from the end of the Representation period (by 30 June 2015). This report seeks to advise the Executive Councillor on making the final decision regarding the proposed expansion of Pinchbeck East Church of England Primary School.

Recommendation(s):

The Executive Councillor for Adult Care, Health and Children's Services approves the expansion of the capacity for primary age provision from 315 to 420 places at Pinchbeck East Church of England Primary School with effect from 1 September 2016. This decision is conditional upon planning permission being given approval before 31 December 2015.

Alternatives Considered:

1. The Council retains the school as it is at present with no expansion of the capacity at Pinchbeck East Church of England Primary School.

However, the above alternative would have the following disadvantages:

It is likely that there would be insufficient primary school places in Pinchbeck and the North Spalding area and the LA may be unable to comply with its statutory duty to ensure that there are sufficient school places for children of a statutory school age in the locality in future years.

It would place increasing pressure on Pinchbeck East Church of England Primary School and other primary schools in the surrounding area, some of which are already offering places above their Published Admission Number (PAN) at the request of the LA. Any further over-offers for future intakes would lead to concerns over the consequent impact of overcrowding on the quality of education provided if additional accommodation is not provided.

It would likely lead, in the future, to children being offered places at schools outside of their local community that are not within a reasonable distance with increasing transport costs and traffic from potential increased car usage, and also concerns over the impact of this additional travelling time on the young children concerned.

2. The Council retains the school as it is at present with no expansion of the capacity at Pinchbeck East Church of England Primary School but looks to increase capacity at other primary schools in the surrounding area.

Other options in and around Pinchbeck and the North Spalding area have been explored and all primary schools have been considered for potential expansion. However, those that haven't already been or aren't already being expanded have not been found to be as suitable due to reasons such as

geographical location in relation to demographic pressures, undersized sites, distance that pupils would have to travel, parental preference, impact on standards, potential planning challenges and the fact that other schools are of suitable sizes for the areas they serve. This is the most appropriate primary school in the area for expansion.

Reasons for Recommendation:

To enable the LA to meet its statutory obligation to ensure that there are sufficient school places in Pinchbeck and the North Spalding area for all children of statutory school age. The LA believes that this proposal is the best available option to address the increasing pressure on primary school places in the area and fulfil its statutory duty of ensuring that there are sufficient school places to accommodate all pupils of primary school age in Lincolnshire. The LA would not be actively participating in this process if it did not see significant advantages for children and young people, their parents/carers and the local community.

To ensure that the provision of school places is planned so as to promote high educational standards, enable fair access to educational opportunity for every child and promote the fulfilment of each child's potential. This proposal reinforces the priorities in the Children and Young People's Plan (CYPP) and will both enhance the quality of provision and sustain local provision. It is also an opportunity to address suitability and condition issues and reduce the need for temporary classrooms on site in the future to benefit not just the additional pupils but also the ones that are already on roll.

The proposal will assist in meeting parental preference. The Government has made it clear that the wishes of parents should be taken into account in planning and managing school estates. DfE guidance states that places should be allocated where parents want them and that successful and popular schools be allowed to grow. Pinchbeck East Church of England Primary School was rated overall by Ofsted as an 'Outstanding' school at its last inspection in May 2012. The demand for Reception places in Pinchbeck and the North Spalding area is projected to increase. The school has been oversubscribed for the last four years on 1st preferences, and also continues to be popular with 2nd preferences. LCC currently achieve 93% first preference parental satisfaction and this proposal will contribute to retaining or improving on that. It is also situated in an ideal location in relation to the demand for places. This proposal will ensure that parents will be able to send their children to a school in the local area.

The LA considers the proposal to be the most appropriate available solution to the expected shortage of primary school places in Pinchbeck and the surrounding area to enable local children to attend their local school. There are also proposals to increase the capacity at other schools in Spalding but this proposal is not directly related to any other proposal. This proposal has the support of the Headteacher and Governing Body and also the School Improvement Service (CfBT). CfBT is confident that the school has the leadership, management and governance required to drive forward a successful expansion which will provide the opportunity to improve the learning experience

and outcomes for the children to enable them to reach their full potential

1. Background

National birth rates, mostly concentrated in more urban areas, have been steadily rising in recent years. This increased birth rate, combined in some areas with inward migration and housing development is resulting in increased demand for primary school places. There is expected to be a long term requirement for more school places and Pinchbeck and the surrounding area will experience a shortage of available places if capacity is not increased. There are proposals under consideration for expansions in other parts of Spalding and the surrounding area but this proposal is being put forward to meet the projected demand for places in the local community and within a natural catchment of no more than two miles from the school. The proposal is being made to meet the need for additional capacity and not to replace existing capacity in the primary sector.

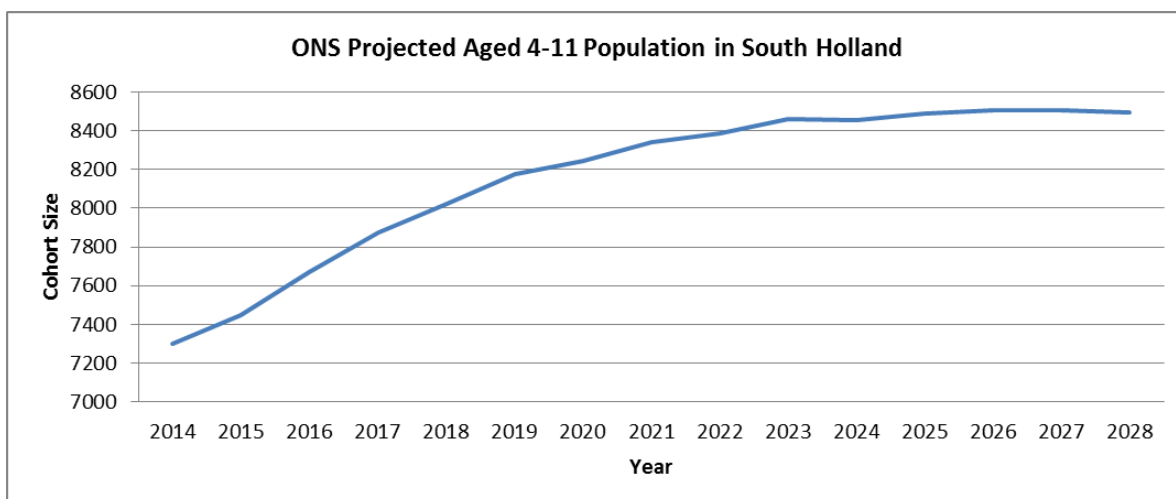
This is evidenced in the table below which shows the LA projections for the whole of Spalding:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-4	4	9	7	9	21	-3	-8	0	5	3	5
2015	-54	22	1	-4	4	9	7	-63	10	-11	-19	-11	-9	-11
2016	-88	-54	22	1	-4	4	9	-103	-73	1	-20	-25	-20	-18
2017	-34	-88	-54	22	1	-4	4	-60	-114	-80	-4	-25	-30	-22
2018	-34	-34	-88	-54	22	1	-4	-55	-55	-113	-87	-9	-29	-34

The table below shows the LA projections for the planning area which includes Pinchbeck East:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-2	1	10	15	6	21	0	-3	0	9	14	5
2015	-12	22	1	-2	1	10	15	-21	13	-8	-11	-8	1	6
2016	-43	-12	22	1	-2	1	10	-58	-27	7	-14	-17	-14	-5
2017	-22	-43	-12	22	1	-2	1	-43	-64	-33	1	-20	-23	-20
2018	-22	-22	-43	-12	22	1	-2	-43	-43	-64	-33	1	-20	-23

Population data [birth data supported by the Office of National Statistics (ONS)] confirms this expected long term requirement for more places for children of a statutory school age in this area of Lincolnshire. This is evidenced by the ONS projections data for South Holland shown below:



Therefore, a permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting 4 year old children to alternative schools outside of their local community that are not within a reasonable distance.

The proposal being consulted on is to permanently expand the school from the existing physical capacity of 315 places based on a Published Admission Number (PAN) of 45 to 420 places (PAN 60), with a proposed implementation date of 1 September 2016. The school currently has a PAN Capacity of 315 places and accommodation to over-offer up to 345 places in total without the need for additional accommodation. At the request of the LA and in order to meet the demand for places and parental preference the school admitted above the usual intake of 45 by offering up to 60 Reception places for the intake in September 2014 and will be asked to do so again for the intake in September 2015 utilising all accommodation available for teaching and learning. This will not be possible again beyond 2015 without additional accommodation being provided.

The proposal being consulted on would increase the PAN initially for the Reception intake in September 2016 to 60 (with the September 2014 and 2015 over-offered intakes of 60 already being on roll) with the PAN for all other years remaining at 45. The increased intake of up to 60 would be phased in with each subsequent Reception intake commencing in September 2017 until the PAN of 60 applies to all year groups. This phased approach will allow the school to effectively manage staffing and teaching structures and help ensure that pupil numbers at other local schools will be maintained.

Having additional classes and more children on roll at the school will also have financial benefits for the school. This may potentially provide the opportunity to enhance teaching provision and career opportunities for staff which in turn will benefit the learning experience of the children. An increase in the potential number on roll at the school to 420 will also enable the option of moving from the current mixed year group structure to one where all children are taught in single year group classes of 30 or less, if consistently sufficient pupil numbers allow and if the Governing Body wishes to do so. This opportunity will support the school in maintaining already high standards and provide a solid platform for continued improvements.

Following statutory consultation, if the proposal is approved, it is proposed that building/refurbishment work will begin during 2015 (subject to planning permission being granted) and planned to be completed in advance of the start of term in September 2016. This would be managed to cause minimal disruption to the school during term time making the best use of school holidays where possible. Any potential building project would look to be isolated on site from the existing provision to ensure minimal disruption to the running of the school.

Suitable additional teaching and resource spaces both inside and outside will be considered to ensure sufficient facilities are in place to accommodate up to 420 primary aged children in total. This will include additional classrooms as well as other areas such as toilets, group rooms and suitable outdoor hard play area. These new facilities will benefit the children already on roll at the school as well as provide additional accommodation for increased pupil numbers on roll in the future. It will also be an opportunity to reduce the need for temporary classrooms on site in the future. The planning application process will include the consideration of issues arising out of the physical expansion of the school such as parking and the impact on traffic.

The planning application process is dealt with and consulted on separately. There will be an opportunity for those that are interested to respond directly to the planning application at a later date.

Reaching the decision – Preliminary Considerations

The requirements for decision making relating to school organisation in LA Maintained schools are set out in Annex B of the guide “School Organisation Maintained Schools January 2014” published by the DfE.

The DfE does not prescribe the exact process which a decision maker should follow but the decision maker must have regard to this guidance. The decision maker should consider the views of those affected by the proposal and should not simply take account of the numbers of people expressing a view but give greatest weight to those stakeholders most likely to be affected and especially the parents of children at the school concerned.

Factors to be considered by Decision Makers

The Consultation and Representation Period

The Executive Councillor must be satisfied that the appropriate consultation and representation periods have been carried out and that all of the responses received have been given due consideration.

Although there is no longer a prescribed consultation period prior to the publication of the Statutory Notice and Complete Proposal the DfE's guidance states “a strong expectation on schools and LAs to consult interested parties in developing their proposal prior to publication”. The LA conducted a four week period of pre-consultation to fulfil this expectation and also to operate a fair and open process

and ensure all views were considered. A Statutory Notice (Appendix B) and Complete Proposal (Appendix C), initiating a four week Representation Period, were published In accordance with current statutory requirements.

Responses submitted during both the Consultation and Representation Period have been made available to the Executive Councillor for consideration when taking the final decision and further details of these responses are provided in section 5 of this report (**Consultation**).

Education standards and diversity of provision

The Executive Councillor should consider the quality and diversity of schools in the area and be satisfied that the proposal will meet the aspirations of parents, contribute to raising local standards of provision and lead to a closing of attainment gaps. The Government's aim is to create a more diverse school system offering excellence and choice so that every child receives an excellent education whatever their background and wherever they live.

The most recent Ofsted report following an inspection at the school was published in May 2012 and evaluated the school overall as "Outstanding".

The opportunity offered by this expansion proposal to improve and add to the accommodation offered and to remove the need for temporary accommodation in the future will provide a platform on which standards of attainment can improve with enhanced provision at the school.

The LA believes that this proposal provides the best option to maintain and improve standards of attainment with an enhanced quality of education for current and future children in the area whilst maintaining diversity.

Demand

The Executive Councillor must consider the evidence presented for any projected increase in pupil population (eg planned housing developments and increasing birth rates) and any anticipated new provision (eg a new free school). A decision must also take into account parental preference and evidence of parents' aspirations for places in the school proposed for expansion together with the quality and popularity of schools in the area that have surplus capacity. Surplus capacity in less popular schools should not in itself prevent the addition of new places. The DfE recognises that for parental preference to work effectively there may be some surplus capacity in the system overall but that competition for places to be taken up will lead to existing schools improving standards.

The proposed expansion is required to meet the projected demand for places in Pinchbeck and the North Spalding area and to ensure that the LA meets its duty of providing sufficient places for children of statutory school age in the immediate area, without the need to transport young children more than 2 miles away. The expansion is proposed to meet the need for additional capacity in Pinchbeck and the North Spalding area and not to replace existing capacity in the primary sector, therefore not having a significant negative impact on neighbouring primary schools.

As stated earlier in this report, an increased birth rate in recent years, coupled with new housing development and an influx of families from Eastern Europe in some areas, is putting significant pressure on primary schools across the country with an expected shortage of school places if additional capacity is not created. Birth data for the Pinchbeck and the North Spalding area confirms that this increase in births is resulting in larger projected intakes than there are currently places for in the area. There is expected to be a long term requirement for more primary school places.

The number on roll for statutory aged children at the time of the census taken in January 2015 was 319 which is broken down by year group in the table below. The Published Admissions Number (PAN) per year group is currently 45 with a permanent PAN capacity of 315:

	Rec	Y1	Y2	Y3	Y4	Y5	Y6	Total
Number on Roll	60	45	45	45	43	40	41	319

Data from January 2015 School Census

There is expected to be a shortage of available primary places if capacity in Pinchbeck and the North Spalding area is not increased. A permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting young children to alternative schools outside of their local community.

The school is popular with parents and has been oversubscribed for the last four years with 1st preferences and also continues to be very popular with 2nd preferences.

This analysis of demand considers all expected admission applications not only those from the Council's area.

School size

Assumptions that schools should be of a certain size to be a good school should not be made although the viability and cost-effectiveness of a proposal is an important factor in the decision-making process eg the impact on a LA's budget to provide additional funding to a small school to compensate for its size.

If the expansion proposal is not approved with the school remaining at its current size the demand for places would put increasing pressure on the school leading to concerns over the consequent impact of overcrowding on the quality of educational provision if additional accommodation is not provided. This expansion will provide additional classrooms together with the appropriate infrastructure and facilities for a school of this size.

Proposed admission arrangements

Before approving the proposals the LA must ensure that the admission arrangements of the school are compliant with the School Admissions Code. The

proposed increase to the PAN at Pinchbeck East Church of England Primary School will be processed in accordance with the School Admissions Code to determine admission arrangements for the academic year commencing September 2016.

National Curriculum

All maintained schools must follow the National Curriculum unless they have secured an exemption. Pinchbeck East Church of England Primary School currently follows the National Curriculum and will continue to do so if the proposed expansion is approved.

Equal Opportunity

The LA must have 'due regard' to the need to eliminate discrimination, advance equality of opportunity and foster good relations and should consider whether there are any sex, race or disability discrimination issues that arise out of the proposed expansion. There should be a commitment to provide access to a range of opportunities which reflect the ethnic and cultural mix of the area while ensuring that such opportunities are open to all.

There are no sex, race or disability discrimination issues arising from this proposal. The LA will continue to be committed to provide access to a range of opportunities which reflect the ethnic and cultural mix of the area while ensuring that such opportunities are open to all.

Community cohesion

The impact on the community must be considered and schools have a key part to play in providing opportunities for young people from different backgrounds to learn from and respect each other and gain an understanding of other cultures, faiths and communities. The decision-maker must take account of the community served by the school and the views of different sections of the community.

This expansion will enable the school to admit local children without discrimination and therefore continue to meet the needs of children from all backgrounds represented in the local community.

Travel and accessibility

The Executive Councillor should be satisfied that accessibility planning has been properly taken into account and that proposed changes do not adversely impact on disadvantaged groups. Proposals should not unreasonably extend journey times or increase transport costs or result in too many children being prevented from travelling sustainably due to unsuitable walking or cycling routes. The proposal should be considered on the basis of how it will support and contribute to the Council's duty to promote the use of sustainable travel and transport to school.

If this proposal goes ahead it should reduce the likelihood of local children having to travel to schools outside of their local community and therefore assist the Council to meet this duty.

The LA understands that an increase in the number of pupils attending a school may have an impact on the local road network and access. However, the majority of additional primary aged pupils are likely to come from within a suitable walking or cycling distance from the school. The LA is committed to promoting the use of sustainable travel and transport to school and this would be reflected in the implementation of the school travel plan. Should the proposal go ahead, all traffic issues will be considered in the planning application process. As part of this process any planning queries will be dealt with through a separate planning consultation and the LA would have to meet stringent requirements at the planning application stage.

Discussions have already been taking place between the school and other interested parties to consider how potential access and traffic concerns can be mitigated in relation to the planning application. The school has been asked to update and produce a robust travel plan. Options to consider could include improved street lighting and /or crossing points, speed restrictions, a walking bus/park and stride and also staggered drop off times for Key Stage 1 and Key Stage 2 pupils to help ease traffic congestion as have been successfully adopted by other schools in the county.

There is also the possibility of improvements to an existing area of third party land that would encourage more parents to park and wait there, rather than near to residential areas, once improvements to the surface have been carried out. Negotiations are underway with the landowner to try to allow the use of this area whilst not encouraging parents to drive rather than walk or cycle.

The LA will continue to work with Highways, planners and the school to ensure that any potential issues are taken into consideration as part of the planning application process. The LA will continue to look for suitable solutions to help mitigate against all concerns.

The County Council home-to-school transport policy will continue to apply – this provides free home-to-school transport for pupils to their nearest designated school (if it is more than 2 miles away for primary aged pupils) but it is expected that most pupils will live within a two mile radius of the school and be able to walk safely to school.

Capital

The Executive Councillor should be satisfied that any land, premises or capital required to implement the proposals will be available and that all relevant parties have given their agreement. A proposal cannot be approved conditionally upon funding being made available. Where the expansion is reliant on the DfE for funding it cannot be assumed that approval of the proposal will trigger the release of capital funds unless previously confirmed in writing.

This proposed expansion will incur capital costs that the LA will manage through the Children's Services capital programme. All capital costs are being covered by DfE Basic Need funding. The funding is provided to add capacity to primary provision where it is needed and is not intended for alternative uses elsewhere. The capital project aims to create the required facilities to allow for up to 420 pupils to be accommodated.

School premises and playing fields

All schools are required to provide suitable outdoor space to both enable physical education for pupils in accordance with the curriculum and also for pupils to play outside safely. DfE guidelines suggest areas for pitches and games courts but these are non-statutory.

Appendix D shows the site plan for information and highlights the areas for remodelling and new building. At this stage there are only proposed designs of how the school might be expanded. Initial feasibility studies have indicated that expansion will be achievable without significantly impacting on the existing school premises. Due to the restrictions of the site it is not currently possible to meet DfE playing field requirements but as part of this expansion the plans will look to provide additional hard play area to compensate for this. One option being pursued is the possibility of sourcing access to additional playing field space within the locality of the school and the Parish Council has agreed that the school can also utilise the adjoining Glebe field should the school require space for outdoor activities. Sufficient suitable accommodation and hard team games area will be provided for the maximum number of children that the school will be expected to accommodate.

Special Educational Needs (SEN) Provision and SEN Improvement Test

If the proposal is approved there is likely to be no impact with regard to SEN provision other than an opportunity to improve the provision with better access to resources and consistently good quality teaching, learning and leadership at the enhanced facilities at the school. The LA will continue to ensure suitable provision for all children with special educational needs and consideration of their needs will take place with physical access being assured should a need be presented. The LA will continue to look to make improvements in the standard, quality and/or range of the education provision for children with SEN and so meet the Special Educational Needs Test.

Further Legal issues

Equality Act 2010

Apart from its obligations to consider the statutory guidance referred to the Council also has obligations under the Equality Act 2010 which must be taken into account by the Executive when coming to a decision.

The Council must, in the exercise of its functions, have due regard to the need to:

(1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010

(2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. This involves having regard to the need to:-

- remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it: Equality Act 2010 s 149(1). The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation: section 149(7). This involves having due regard to the need to tackle prejudice and promote understanding.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Compliance with the duties in this section may involve treating some persons more favourably than others.

A reference to conduct that is prohibited by or under this Act includes a reference to:

- (a) A breach of an equality clause or rule
- (b) A breach of a non-discrimination rule

It is important that the Executive is aware of the special duties the Council owes to persons who have a protected characteristic as the duty cannot be delegated and must be discharged by the Executive. The duty applies to all decisions taken by public bodies including policy decisions and decisions on individual cases and includes this decision.

To discharge the statutory duty the Executive must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision making process.

There is virtually no risk of there being an adverse impact under the Equalities Act 2010 arising out of this proposal. The expansion of the school will result in the

provision of additional school places which will be available to all local children and continue to be allocated under the current admissions policy which does not discriminate against anyone sharing a relevant protected characteristic. Any new accommodation will also benefit the pupils already on roll at the school and not just those new pupils joining. The Council believes that this proposal will not lead to any discrimination and that in recommending the proposal the Council is having due regard to its obligations under The Equality Act. The impact assessment demonstrates an overall positive outcome with the benefits of the proposal far outweighing any negative impact.

Child Poverty Strategy

The Council is under a duty in the exercise of its functions to have regard to its Child Poverty Strategy. Child poverty is one of the key risk factors that can negatively influence a child's life chances. Children that live in poverty are at greater risk of social exclusion which, in turn, can lead to poor outcomes for the individual and for society as a whole.

In Lincolnshire we consider that poverty is not only a matter of having limited financial resources but that it is also about the ability of families to access the means of lifting themselves out of poverty and of having the aspiration to do so. The following four key strategic themes form the basis of Lincolnshire's Child Poverty strategy: Economic Poverty, Poverty of Access, Poverty of Aspiration and Best Use of Resources.

The provision of additional places at the school arising out of the expansion would support the strategy as follows:-

- If the expansion does not go ahead this would likely lead to overcrowding with concerns over the consequent impact on the quality of education. The expansion will allow more children to attend a school rated by Ofsted as 'Outstanding' and promote the fulfilment of each child's potential. This is likely to improve their sense of achievement which in turn can improve personal aspiration.
- The additional places will enable more children to attend their local school so improving access to all local children together with the consequent cost benefits for the parents.
- Avoid increased transport costs, both financial and environmental, and increased traffic from potential car usage that would be likely if the expansion does not go ahead with children then having to be offered places outside of their local community.
- The expansion would result in a better use of resources through the adoption of a PAN of 60 replacing the PAN of 45 and avoid a potential increase in Home to School Transport costs.

Joint Strategic Needs Assessment (JSNA) and Health & Well Being Strategy

The Lincolnshire JSNA identifies a number of needs that directly relate to young people. (Be Healthy; Stay Safe; Enjoy and Achieve; Positive Contribution; Achieve Economic Wellbeing).

The Lincolnshire Health & Well Being Strategy includes five main themes, with an additional theme of "mental health" running throughout the document. The planned service provision in the county supports the themes of Promoting healthier lifestyles; Improving health and social outcomes for children and reducing inequalities; and Tackling the social determinants of health.

The provision of additional places at the school arising out of the expansion would support both the JSNA strategy and the Lincolnshire Health & Well Being Strategy as follows:-

- Ensuring young children do not have to travel long distances to get to school to avoid negative impact on their health and safety and general wellbeing.
- Ensuring that young children do not have extended school days caused by travel to schools other than their local school which might lead to over tiredness. Fatigue and lack of concentration might otherwise lead to accidents, impaired learning ability and children not reaching their full potential.
- Factors which lead to children not reaching their full potential will also limit their future attainment, their ability to achieve economic wellbeing and the positive contribution that they can make.
- Enabling children to attend a school in their local community and socialise with their friends will contribute to their enjoyment of their time in education with the consequent benefits to the learning process.
- Enabling children to attend a school in their local community will increase the number of children able to walk, cycle or scoot to school which will be beneficial to their health and physical wellbeing.

2. Conclusion

The final decision is required from the Executive Councillor to determine whether to approve the proposal to expand the capacity at Pinchbeck East Church of England Primary School as detailed in this report. The factors to consider in making this decision are within this report and all valid written responses received during consultation and the Representation Period (see section **5 Consultation**) must be considered.

The LA believes this proposal to be in the best interests of local children and local parents as well as educational provision in the area and it supports the council's aim of ensuring that as many children as possible can reach their full potential. It also enables the LA to fulfil its statutory duty of ensuring that there are sufficient places to accommodate all pupils of statutory school age in Lincolnshire.

It is recommended that the proposal is implemented to ensure the best educational opportunities for the children of Pinchbeck and the North Spalding area. The advantages of implementing this proposal are detailed earlier in this report in the “**Reasons for Recommendations**” section.

3. Legal Comments:

The Council is the decision-maker for school alteration proposals of this type under the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013. The decision-maker may reject the proposal, approve the proposal without modification or approve the proposal with such modifications as the Council considers desirable but only after consultation on those modifications with the governing body.

The Council as decision-maker may make the approval of the proposal conditional but only on specified matters contained in the Regulations.

The proposal is consistent with the Policy Framework and within the remit of the Executive Councillor.

4. Resource Comments:

If the final decision is taken to expand the school the refurbishment and building costs would be met from DfE capital grant funding, with on-going revenue costs being funded from the Dedicated Schools Grant. The proposal to expand the capacity would help the Local Authority to meet its statutory duty to ensure sufficient places are available for all pupils; provide the school with better value for money through the adoption of a PAN of 60, and mitigate a potential increase in Home to School Transport costs.

5. Consultation

In order for the school to expand the LA must follow the necessary statutory legal processes as required by the Secretary of State in accordance with the EIA 2006, the Education Act 2011 and the guidance of the DfE regarding expansion

Under these guidelines the LA must ensure that sufficient time and information are provided for people to understand and form a view on the proposal and make a response. Under the DfE guidelines which came into effect in January 2014 there is no longer a prescribed consultation period for significant changes to schools (including physical expansions). However there is a "*strong expectation on schools and LAs to consult interested parties in developing their proposal prior to publication*". To comply with this the LA has conducted a four week period of pre-consultation. Any documentation issued must set out the problem that is being addressed and invite comment on one or more solutions. The LA must explain the decision making process and take all reasonable steps to draw the proposal to the attention of all those who might be interested and take into account their views.

The EIA 2006 specifically includes as interested parties the registered parents of registered pupils at the school and also the appropriate District and Parish Councils for the area. The guidance issued by the DfE in January only prescribes the minimum of who must be consulted and "*any other body or person that the local authority think appropriate and it is unlikely that there will be any cases where it was not felt appropriate to notify the parents at the school of the proposals*". The list of interested parties was therefore compiled according to these principles comprising as wide a range of consultees as practicable to ensure that all interested parties were included and incorporated parents of current pupils and the Chief Executive of the District Council as well as individual County, District and Parish Councillors as appropriate. Guidance requires current pupils to be consulted and the children at the school were given the opportunity to discuss the expansion proposal via "Pupil Voice". The children considered that many good things would arise out of the expansion although did raise some concerns. Overall the response was positive - "*our school will be even better*".

A letter incorporating relevant information and reasons for the proposal was sent out to interested parties on 12 January 2015 to commence a four week period of consultation. Individual meetings were offered to anyone interested to meet with representatives of the LA at the school to ask questions and raise any concerns and a group of parents met at the school with the Headteacher, the Chair of Governors and a LA officer on 26 January 2015. Listed below are the main points that were raised at this meeting:-

- Pressure on parking and access causing difficulty for residents and potential risk to the safety of the children.
- Will this increase in numbers impact on standards?
- Will this result in a loss of outdoor play area?
- Will there be sufficient availability in after school clubs for all children to attend?

If the expansion goes ahead additional resources will provide the platform for a positive impact on standards. The plans will be drawn up to ensure the inclusion of the facilities required for a 2 form entry school ie adequate outdoor play area and hall space. The headteacher emphasised that this would have a positive impact on standards as children would not be in mixed age classes. In addition, teachers would be able to plan together in parallel classes and share resources.

The school already provides a significant number of clubs and more teachers would enable the school to offer an even wider variety. There will be a minimal loss of play and outdoor space if the proposed plans go ahead. Furthermore, the Parish Council has agreed that the school can also utilise the adjoining Glebe field if the school requires any further space for outdoor activities.

With regard to traffic issues the first priority of the LA is the safety of the children. The LA is committed to promoting the use of sustainable travel and transport to school and this would be reflected in the implementation of the school's revised travel plan. Should the proposal go ahead, all traffic issues will be considered in the planning application process. As part of this process any planning queries will be dealt with through a separate planning consultation and the LA would have to meet stringent requirements at the planning application stage. Options to consider could include improved street lighting and /or crossing points, speed restrictions, a

walking bus/park and stride and staggered drop off times for Key Stage 1 and Key Stage 2 pupils.

It is worth noting that the school has previously been a 2 form entry school and was able to accommodate 400 plus children on this site but with a smaller car park and the use of temporary buildings. The proposal being consulted on will return the school to a 2 form entry but with purpose built accommodation, improved facilities and with parking and access concerns being addressed. These improvements should therefore ensure that the site can adequately provide all the facilities required for a number on roll of 420 and cope more effectively than when previously 2 form entry.

There was also the opportunity to provide a response to the consultation by letter, email or by returning the response form attached to the consultation document by 9 February 2015. Copies of the letter commencing consultation and the response form were also published on the County Council website under the webpage "Current Consultations" on www.Lincolnshire.gov.uk/schoolorganisation

All written responses received during consultation have been provided to the Executive Councillor for consideration and further details are confirmed in this report in Appendix A. To briefly summarise, however, there were 48 valid responses in total with 29 in support, 14 against and 5 which were neither for nor against but made comments for consideration. 60% of the responses were received from parents with just less than half being against the proposal. Those in favour of the proposal included 12 parents, the local MP, 13 members of staff and the governing body of a local secondary school. The majority of points raised were around parking, access and the safety of the children and the loss of outdoor space with concerns also over whether the facilities at the school would cope with the increased numbers. Many of these concerns were raised and discussed more fully at the meeting at the school on January 26th. All comments made and issues raised will be taken into consideration by the Executive Councillor in the decision making process.

Following the completion of the consultation period all feedback was considered with a full report (which is referred to in the Background Papers section below and will also be re-considered along with this report) by the Executive Councillor and a decision was taken on 3 March to proceed to Statutory Notice. A statutory 4 week Representation Period was entered into on 2 April 2015 commencing with the publication of the Statutory Notice (Appendix B) in the local press, on the Lincolnshire County Council's website and at the school gates. The Complete Proposal, available in paper and electronic format (Appendix C) to which the Statutory Notice refers, was sent to interested parties as detailed in the statutory guidance and was also published on the website under the webpage 'Current Consultations' at www.lincolnshire.gov.uk/schoolorganisation. The Representation Period provides a further opportunity for people and organisations to express their views and ensure that they are taken into account when the final decision is taken. No responses were received during the Representation Period.

Under current legislation the LA is the decision maker for the proposal and is co-ordinating the statutory process before making a final decision in June. The LA, as decision maker, must be able to show that all relevant issues raised are taken into

consideration in the decision making process. Points raised can be considered unpersuasive but must not be ignored altogether.

The last stage of the statutory process would be the implementation of the proposal with the expansion of the capacity from 315 to 420 for primary age provision at Pinchbeck East Church of England Primary School with effect from 1 September 2016 if it is decided to proceed.

a) Has Local Member Been Consulted?

Yes, the local member has been made aware of the proposal to expand Pinchbeck East Church of England Primary School.

b) Has Executive Councillor Been Consulted?

Yes, the Executive Councillor has been involved in the discussions regarding the proposal to expand Pinchbeck East Church of England Primary School.

c) Scrutiny Comments

The Children and Young People Scrutiny Committee will meet on 5 June 2015 to consider this report concerning the proposal to expand the capacity at Pinchbeck East Church of England Primary School (Final Decision).

The comments of the committee to be included here when known.

d) Policy Proofing Actions Required

An Impact Analysis has been completed. In summary the analysis undertaken indicates that there is some potential for minor negative impact but that this is far outweighed by the benefits of the proposal. The LA would look to mitigate negative impact on the existing site, local road network and access and address any other concerns that potentially might arise out of this expansion proposal. The stringent requirements at the planning application stage would include the active involvement of the Highways Department as well as a detailed travel plan.

6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Summary of written consultation responses
Appendix B	Statutory Notice
Appendix C	Complete Proposal
Appendix D	Site Plan

7. Background Papers

Document title	Where the document can be viewed
Report on the proposal to expand the capacity at Pinchbeck East Church of England Primary School (decision to go to Statutory Notice)	Lincolnshire County Council Committee Records Reference I008555 3 March 2015
The DfE guide "School Organisation Maintained Schools Guidance for proposers and decision-makers" January 2014; letter to commence the operator selection process; list of interested parties; blank response form.	All available on request from the School Organisation Planning Team, Children's Services
Impact Analysis	Available on request from the School Organisation Planning Team, Children's Services
Individual consultation responses	Individual responses available to be viewed by the decision maker. Content of responses anonymised and summarised in Appendix A

This report was written by John O'Connor, who can be contacted on 01522 553213 or john.o'connor@lincolnshire.gov.uk

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APPENDIX A Written Responses in the Consultation Period on the proposed expansion of Pinchbeck East

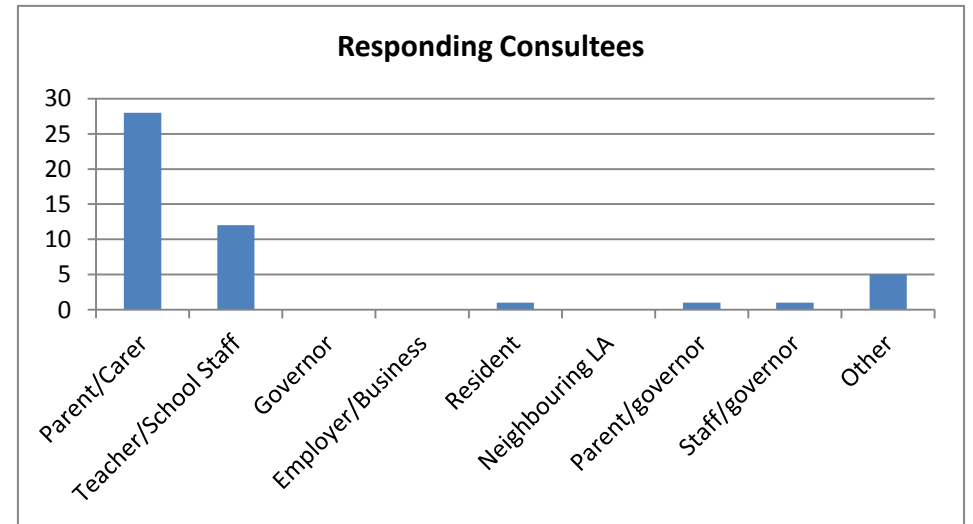
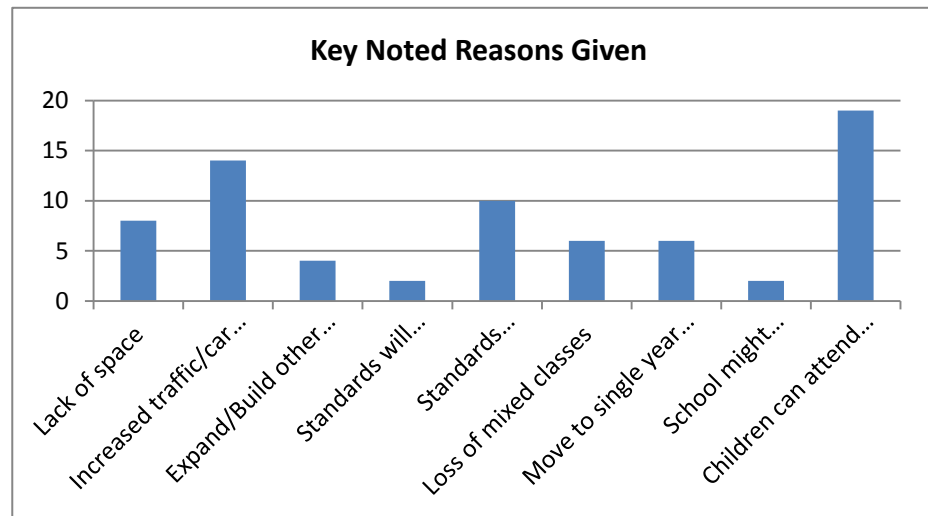
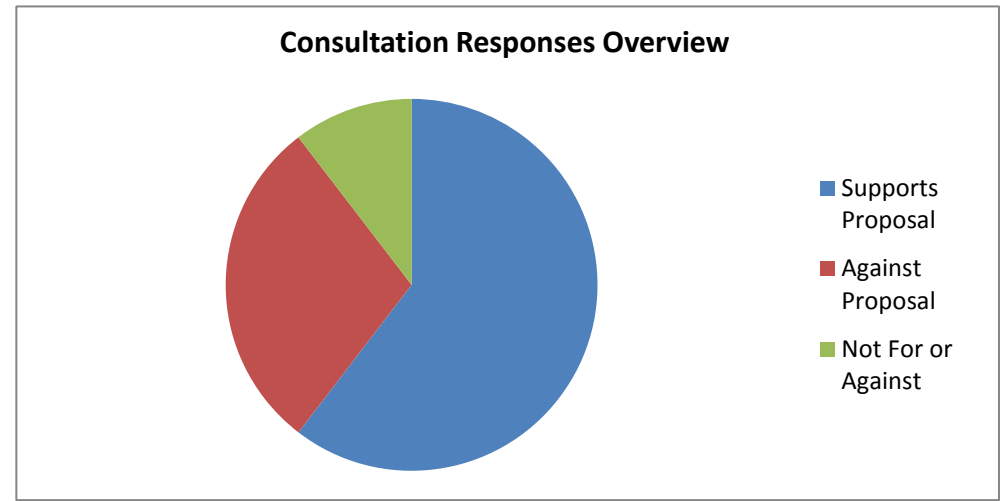
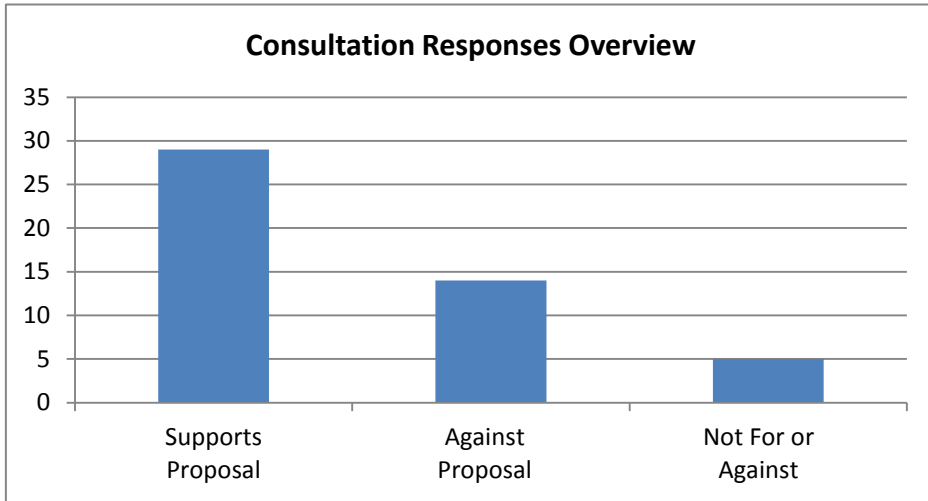
Point of View	Supports Proposal	Against Proposal	Not For or Against	Other comments/Notes	Lack of space	Increased traffic/car parking	Expand /Build other schools	Standards might/will suffer	Standards will improve	Loss of mixed classes	Move to single year groups	School might become too large	Children can attend school
Parent/Carer			y	Will the school grounds cope with more classes? Parking and congestion in the passage is already a problem and more cars may affect the safety of the children.	Y	Y							
Parent/Carer		y		Not enough parking space and village will not cope with extra traffic- safety of children will be put at risk.Depends where additional facilities will be put - I hope this will not take up too much playground and field space. Why wasn't new school at Wygate not built big enough to cope with additional children?	Y	Y	Y						
Parent/Carer		y		Pinchbeck school should be for Pinchbeck children. The reception class has children from Spalding. Spalding Primary schools should be expanded for Spalding children if required.			Y						
Parent/Carer		y		Loss of outdoor space.Animosity between parents and local residents re parking will worsen. Standard of teaching likely to suffer - would Outstanding status be maintained? Concerned about safety of children at dropping off time.	Y	Y		Y					
Parent/Carer		y		Not enough space for additional classrooms without significantly reducing outdoor space. Pressure on car parking(already an issue) could mean pupils would be unsafe. Mixed year groups have helped my children - benefitted from working with older children	Y	Y		Y		Y			
Parent/Carer	Y			School is already oversubscribed and will not cope with such a large increase. It may lead to reduction in quality of education. After school clubs already not able to be offered to all children. Building work will have negative impact on children. Concerned about safety of children walking to church. Not enough parking and roads often jammed when children being collected and dropped off.Solution should be to build a new school for the Wardentree development. Following meeting at school on 26 January and solutions offered to problems raised now in favour of proposal		Y	Y	Y					

Parent/Carer		Y		I prefer mixed classes as children benefit from being with older children. Not enough parking space, school hall isn't big enough, no space for another buildings and would mean loss of playground.	Y	Y		Y		Y			
Parent/Carer		Y		Adverse effect on educational standards. Expansion will mean huge disruption to pupils. My daughter's class is already in a portacabin. This would force us to consider a move to a quieter area. Not enough parking space for parents and more congestion problems for residents		Y		Y					
Staff at local school	y			As this is rated by Ofsted as an Outstanding school it can only benefit the children who require places to go to the school									Y
Parent/Carer			Y	Understand the reasons for expansion. Concerned over access and parking causing danger for children who walk or bike to school. If this is not addressed I would object strongly to the proposal. Pupils currently benefit from mixed classes ie having older role models and supporting younger children - this culture may be lost in a larger 2 FE school		Y		Y		Y			
Parent/Carer	Y			Ideally would prefer school not to have to expand but would have more certainty of a place for my 3yr old child if school larger. Concerned about drop-off and pick-up - too many cars already parking dangerously.		Y							Y
Parent/Carer		Y		Site is not big enough - playground already crowded, hall too small and if building is undertaken on the field this will restrict space for sports etc.	Y								
Gov Body of local secondary school	Y			essential that sufficient places are available to meet projected need in the local community area.									Y
Resident		Y		Not against physical increase to buildings but concerned about increased traffic impact on parking, access and safety of pupils		Y							
Parent/Carer		Y		Move to single year group classes is positive. Concerned that school is becoming too large - impersonal and staff lose hands on approach and children will lose sense of community. Hall and playground not large enough for whole school activities. Negative impact on parking and traffic. Reduction in after school club availability.	Y					Y	Y	Y	
Parent/Carer			Y	Please consider noise disruption which is not conducive to learning. Parking is a very important issue as it is very restricted. Consider a drop-off scheme eg as used at Weston Hills.		Y		Y					

Parent/Carer		Y		The village is not big enough to cope with the extra children and cars - drop-off and collection times are already very hectic. Concerned about the size of the school and how the facilities will be compromised by the expansion - the school is just right as it is.	Y	Y								
Local Authority			Y	No reason to object to the expansion										
Teacher/School Staff	Y			This will mean that all local children will be able to attend their local school. It has previously been 2 form entry so the site will easily cope with more children. It will benefit children and staff through increased resources and improved finances. Staff will be better able to share expertise and to work in parallel classes and planning together rather than mixed year groups. This will ultimately improve outcomes for all children.					Y				Y	
Parent/Carer	Y													
Teacher/School Staff	Y			very aware of the shortage of pupil places in this area										Y
Parent/Carer	Y			all children deserve an education and if this expansion is necessary to accommodate the growing population this is a positive way forward for the school										Y
Other			Y	County and District Councillor - concerned about parking, access and the safety if the children. LA need to make major decisions about a whole new road system with drop oof zones, walking buses and parent education. Will places still be needed if the Wardentree development does not go ahead.		Y								
Parent/Carer		Y		Consider a lollipop person at Wimberley Way/Fennel Road junction. Make the school entrance at the passage wider.										
Parent/Carer		Y		The playground has already been taken up for 2 new classrooms . The hall will be too small. Parking will be a problem. The Headmaster is already running other schools - how will he cope? A nice village school will be made too big and it is all moving too fast. Why can't we build a new school?			Y						Y	
Parent/Carer		Y		Area unsuitable to deal with increase in traffic. My children will not benefit just suffer the disruption. The school seem too eager and parents feel that the decision has already been made. Any additional funding will go to funding for resources for Eastern Europeans.		Y								

Other	Y			MP - School has recently achieved Outstanding from Ofsted and expanding the capacity will allow more children access to this excellent school															Y
Parent/Carer		Y		Less time for each student - smaller school achieve higher education				Y											
Teacher/School Staff	Y			Beneficial to the village as hopefully no Pinchbeck child would have to attend a school outside of Pinchbeck. The school does have land to accommodate the new buildings. There are several entrances to enable safe drop off/pick up points															Y
Parent/Carer	Y																		
Teacher/School Staff	Y			otherwise school will be oversubscribed and village children have to attend other schools															Y
Teacher/School Staff	Y			to ensure local children will be able to get 1st choice / attend local school															Y
Parent/Carer	Y																		
Teacher/School Staff	Y			2 form entry will have huge benefits for teachers and children.Parallel classes can plan more effectively and resources can be shared. Important for children who live in the community to be able to attend their local school.				Y					Y						Y
Teacher/School Staff	Y			good for the school to grow to cater for the growing number of children. We are an outstanding school - fabulous opportunity to provide the facilities to give children an outstanding start to their school career															Y
Staff/governor	Y			needs to expand to accommodate the number of children wanting to attend. Enables the provision of an outstanding education and start to life for more children															Y
Teacher/School Staff	Y			Great to school all the children in the Pinchbeck area. Parallel classes would support staff in providing learning across the years and therefore progression.										Y					Y
Parent/Carer	Y			It is the best school for my child with daily lessons being very interesting and progress. I support this for more children. I do have a small worry that if more children attend the level of education will fall				Y											Y
Parent/Carer	Y			All children should have equal access to learning.I would prefer less children so mine would have more of the focus of the teacher. But we cannot be this selfish - and we are positive about the expansion															Y

Parent/governor	Y			A PAN of 60 will mean the end of mixed year groups and expand opportunities for the school							Y	Y		
Teacher/School Staff	Y			Fantastic opportunity.Will allow teachers to work in parallel classes which will allow pupils learning to be more effectively differentiated to their needs.							Y	Y		
Parent/Carer	Y													
Teacher/School Staff	Y			The number of children is growing and they need school places. The school previously had 14 classes so the site will be able to cope. It will be excellent to have brick buildings rather than portacabins.										Y
Parent/Carer	Y													
Parent/Carer	Y													
Parent/Carer	Y													
Teacher/School Staff	Y			Exciting opportuntiy.We are continually turning children away. We have a dedicated team of staff keen to build on our reputation. 2 form entry will allow a team approach within each year group to planning and education.More space for intervention and group activities. More opportunities for teaching and learning within a larger school - asset to the village.						Y		Y		Y
Teacher/School Staff	Y			The school is in need of additional teaching and resource spaces.										Y
Pupils at school	Y			The children considered many good things (eg single year group classes, new friends, everyone who wants to come to our school should be able to do so). Some concerns were raised eg impact on nature area, and there was also discussion about what should be looked at in any expansion eg bigger car park, bigger playground,more toilets, bigger kitchen, split lunchtimes. Overall the response was positive -' <i>our school will be even better</i> '.										



APPENDIX B

Proposal to expand Pinchbeck East Church of England Primary School

NOTICE IS HEREBY GIVEN in accordance with section 19(1) of the Education and Inspections Act 2006 as updated by the Education Act 2011 that Lincolnshire County Council, County Offices, Newland, Lincoln LN1 1YQ intends to make a prescribed alteration to Pinchbeck East Church of England Primary School, Fennell Road, Pinchbeck, Spalding PE11 3RP with effect from 1 September 2016.

The proposal is to increase the Published Admission Number (PAN) from 45 to 60 and to permanently expand the school from the existing PAN capacity of 315 to 420 places. This would increase the PAN from 45 to 60 with effect from 1 September 2016 and would initially increase the PAN for the Reception intake in September 2016 to 60 with the PAN for all other years remaining at 45. The increased intake of up to 60 would then be phased in with each subsequent Reception intake until the PAN of 60 applies to all year groups.

The prescribed alteration being consulted on is not related to any other statutory proposal. All statutory consultation requirements in respect of this proposal have been complied with.

The current net capacity of Pinchbeck East Church of England Primary School is 315 and the proposed net capacity will be 420. On March 6th 2015 there were 319 primary aged pupils on roll.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained by writing to: School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by calling 01522 553329 or by emailing schoolorganisation@lincolnshire.gov.uk or under "Current Consultations" via <http://www.lincolnshire.gov.uk/schoolorganisation>

A copy of the County Council's Home to School Transport policy can be obtained on-line at www.lincolnshire.gov.uk/parents/schools/school-transport

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to School Organisation Planning, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk.

Further details on the consultation which have led to this proposal can be accessed on-line under "Current Consultations" via <http://www.lincolnshire.gov.uk/schoolorganisation>

Signed: Debbie Barnes
Executive Director of Children's Services
Lincolnshire County Council

Publication Date: 2 April 2015

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Complete Proposal
to Expand
Pinchbeck East Church of England Primary
School

MATTERS TO BE SPECIFIED IN SECTION 19 OF THE EDUCATION AND
INSPECTIONS ACT 2006

PROPOSALS TO MAKE A PRESCRIBED ALTERATION TO A SCHOOL

2 April 2015

Contact details

This proposal has been published by Lincolnshire County Council, County Offices, Newland, Lincoln LN1 1YQ regarding the expansion of Pinchbeck East Church of England Primary School, Fennell Road, Pinchbeck, Spalding PE11 3RP

Implementation

The proposal is to expand Pinchbeck East Church of England Primary School with effect from 1 September 2016. This proposal is being made to ensure that there are sufficient primary school places in Pinchbeck and the North Spalding area to accommodate the increasing pupil numbers in the area and to enable the Local Authority (LA) to fulfil its statutory duty of providing school places for all children of statutory school age in Lincolnshire.

Objections and Comments

Any person or organisation may object to or make comments on the proposal by sending them to the School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk to be received by the deadline of 30 April 2015.

Alteration description

The proposal under consideration is to increase the Published Admission Number (PAN) from 45 to 60 and to permanently expand the school from the existing PAN capacity of 315 to 420 places with an implementation date of 1 September 2016. This would initially increase the PAN for the Reception intake in September 2016 to 60 (with the September 2014 and 2015 over-offered intakes of 60 already being on roll) with the PAN for all other years remaining at 45. The increased intake of up to 60 would then be phased in with each subsequent Reception intake commencing in September 2017 until the PAN of 60 applies to all year groups. This phased approach will allow the school to effectively manage staffing and teaching structures and help to ensure that pupil numbers at other local schools will be maintained. The proposal will expand the school to 2 forms of entry so removing the need for mixed age classes if the governing body wish to organise in this way.

School Capacity and Site

The school currently has a PAN Capacity of 315 places and accommodation to over-offer up to 345 places in total without the need for additional accommodation. At the request of the LA and in order to meet the demand for places and parental preference the school admitted above the usual intake of 45 by offering up to 60 Reception places for the intake in September 2014 and has been asked to do so again for the intake in September 2015 utilising all accommodation available for teaching and learning. It will not be possible to over-offer again beyond 2015 without additional accommodation being provided.

Suitable accommodation will be provided, subject to planning permission and final approval of this proposal. The necessary building/refurbishment work will begin during 2015 (subject to planning permission being granted) and planned to be

completed in advance of the start of term in September 2016. This would be managed to cause minimal disruption to the school during term time making best use of school holidays where possible. Any potential building project would look to be isolated on site from the existing provision to ensure minimal disruption to the running of the school. Suitable additional teaching and resource spaces both inside and outside will be required to ensure sufficient facilities are in place to accommodate up to 420 primary aged children in total. This will include additional classrooms as well as other areas such as group rooms, toilets and suitable outdoor hard play area. These new facilities will benefit the children already on roll at the school as well as provide additional accommodation for increased pupil numbers on roll in the future. It will also be an opportunity to reduce the need for temporary classrooms on site in the future.

The planning application process required is dealt with and consulted on separately from this process. This process will include the consideration of issues arising out of the physical expansion of the school such as the need for additional parking and the impact on traffic. There will be an opportunity for those that are interested to respond directly to the planning application.

The number on roll at the time of the census taken in October 2014 was 319 which is broken down by year group in the table below:-

	Rec	Y1	Y2	Y3	Y4	Y5	Y6	Total
Number on Roll	60	45	45	45	42	40	42	319

Data from October 2014 Census

Objectives

The proposal detailed in this document is to expand Pinchbeck East Church of England Primary School with effect from 1 September 2016 and the objective is both to ensure that there are sufficient primary school places in Pinchbeck and the North Spalding area to accommodate the increasing pupil numbers and also to enable the LA to fulfil its statutory duty of providing school places for all children of statutory school age in Lincolnshire within a reasonable distance from where they live.

The LA considers this to be the most appropriate available solution to the expected shortage of primary school places in Pinchbeck and the surrounding area to enable local children to attend their local school and would not be actively participating in this process if it did not see significant advantages for children and young people, their parents/carers and the local community. The LA believes that in addition to the proposal being in the best interests of local children and local parents as well as educational provision in the area it also reinforces the priorities in the Children and Young People's Plan (CYPP). The proposal will ensure that the provision of school places is planned so as to promote high educational standards, enable fair access to educational opportunity for every child and promote the fulfilment of each child's potential and at the same time sustain local provision and assist in meeting parental preference. It is also an opportunity to address suitability and condition issues where possible, and reduce the need for temporary classrooms on site in the future to benefit not just the additional pupils but those that are already on roll.

Other options around Pinchbeck and the North Spalding area have been explored and all primary schools have been considered for potential expansion. However, none have been found to be as suitable due to reasons such as geographical location in relation to demographic pressures, undersized sites, distance that pupils would have to travel, parental preference, impact on standards, potential planning challenges and the fact that other schools are of suitable sizes for the areas they serve. Further options are being considered in Spalding in addition to this proposal to cope with the increasing demand for primary school places in the town.

The proposal to expand Pinchbeck East Church of England Primary School has the support of the Headteacher and the Governing Body, and also the School Improvement Service (CfBT). The LA is confident that the school has the leadership, management and governance required to drive forward a successful expansion which will provide the opportunity to improve the learning experience and outcomes for the children to enable them to reach their full potential.

Having additional classes and more children on roll at the school will also have financial benefits for the school. This may potentially provide the opportunity to enhance teaching provision and career opportunities for staff which in turn will benefit the learning experience of the children. An increase in the potential number on roll at the school to 420 will also enable the option of moving from the current mixed year group structure to one where all children are taught in single year group classes of 30 or less if the governors of the school choose to do so. This opportunity will support the school in maintaining already high standards and provide a platform for continued improvements.

Consultation

In order for the school to expand the LA must follow the necessary statutory legal processes as required by the Secretary of State in accordance with the Education and Inspections Act (EIA) 2006 and updated by the Education Act 2011 together with the guidance of the Department for Education (DfE) regarding expansion. The relevant DfE guidance was updated in January 2014. Under this guidance there is no longer a requirement for a prescribed consultation period prior to the publication of the Statutory Notice and Complete Proposal. However, the DfE still has a strong expectation that LAs will consult interested parties in developing their proposal. To fulfil this expectation the LA undertook the following consultation. This is also to enable the LA to operate a fair and open process and ensure all views are considered.

Consultation originally began on 12 January 2015 with a letter, incorporating relevant information and reasons for the proposal, being sent to all parents of pupils attending the school informing them of the proposal. Interested parties were also informed as required by guidelines issued by the DfE. In addition, individual drop in sessions were offered to parents to discuss the proposal further with an LA officer. These meetings were offered to allow those having an interest in this proposal to be able to gather information, ask questions and get involved in the debate. A group of parents met at the school with the Headteacher, the Chair of Governors and a LA officer on 26 January 2015. Listed below are the main points that were raised at this meeting:-

- Pressure on parking and access causing difficulty for residents and potential risk to the safety of the children.
- Will this increase in numbers impact on standards?
- Will this result in a loss of outdoor play area?
- Will there be sufficient availability in after school clubs for all children to attend?

If the expansion goes ahead additional resources will provide the platform for a positive impact on standards. The plans will be drawn up to ensure the inclusion of the facilities required for a 2 form entry school ie adequate outdoor play area and hall space. The headteacher emphasised that this would have a positive impact on standards as children would not be in mixed age classes. In addition, teachers would be able to plan together in parallel classes and share resources.

The school already provides a significant number of clubs and more teachers would enable the school to offer an even wider variety. There will be a minimal loss of play and outdoor space if the proposed plans go ahead. Furthermore, the Parish Council has agreed that the school can also utilise the adjoining Glebe field if the school requires any further space for outdoor activities.

With regard to traffic and parking issues the first priority of the LA is the safety of the children. The LA is committed to promoting the use of sustainable travel and transport to school and this would be reflected in the implementation of the school's revised travel plan. Should the proposal go ahead, all traffic issues will be considered in the planning application process. As part of this process any planning queries will be dealt with through a separate planning consultation and the LA would have to meet stringent requirements at the planning application stage. Options to consider could include a zebra crossing, improved street lighting, speed restrictions, walking buses or park and stride from a local car park and staggered drop off times for Key Stage 1 and Key Stage 2 pupils.

It is worth noting that the school has previously been a 2 form entry school and was able to accommodate 400 plus children on this site but with a smaller car park and the use of temporary buildings. The proposal being consulted on will return the school to a 2 form entry but with purpose built accommodation, improved facilities and with parking and access concerns mitigated through the a revised school travel plan and consideration of available options. These improvements should therefore ensure that the site can provide all the facilities required for a number on roll of 420 and cope more effectively than when previously 2 form entry.

All parents/carers and other interested parties were given the opportunity to respond as part of the consultation process by 9 February 2015. Copies of the letter commencing consultation and the response form were also published on the County Council website under the webpage Current Consultations on www.lincolnshire.gov.uk/parents/schools/for-schools/school-organisation-planning-team/current-consultations/

There were 48 valid responses in total with 29 in support, 14 against and 5 which were neither for nor against but made comments for consideration. 60% of the responses were received from parents with just less than half being against the proposal. Those in favour of the proposal included 12 parents, the local MP, 13 members of staff and the governing body of a local secondary school. The majority

of points raised were around parking, access and the safety of the children and the loss of outdoor space with concerns also over whether the facilities at the school would cope with the increased numbers. Many of these concerns were raised and discussed more fully at the meeting at the school on January 26th. All comments made and issues raised will be taken into consideration by the Executive Councillor in the decision making process. Under current legislation the LA is the decision maker for the proposal.

Project Costs

This proposed expansion will incur capital costs that the LA will fund from the Children's Services capital programme. All capital costs are being covered by the Basic Need funding allocated by the DfE. This funding is provided to add capacity to primary provision where it is needed, and is not intended for alternative uses elsewhere. The capital project aims to create the required facilities to allow for up to 420 pupils to be accommodated.

Revenue costs associated with the proposed expansion would be funded from the Dedicated Schools Grant (Growth Fund).

Special Educational Needs (SEN) provision

The expansion of the school is not likely to have any impact on SEN provision other than an opportunity to improve the provision with better access to resources and consistently good quality teaching, learning and leadership at the school. Consideration of pupils with SEN will take place and the LA will continue to look to make improvements in the standard, quality and/or range of the education provision for children with SEN.

Need for places

National birth rates, mostly concentrated in more urban areas, have been steadily rising in recent years. This increased birth rate, combined in some areas with inward migration and housing development is resulting in increased demand for primary school places. There is expected to be a long term requirement for more school places and Pinchbeck and the surrounding area will experience a shortage of available places if capacity is not increased. There are proposals under consideration for expansions in other parts of Spalding and the surrounding area but this proposal is being put forward to meet the projected demand for places in the local community and within a natural catchment of no more than two miles from the school. This proposal is also to ensure that there will be sufficient school places for future housing development planned for the local area. The proposal is being made to meet the need for additional capacity and not to replace existing capacity in the primary sector.

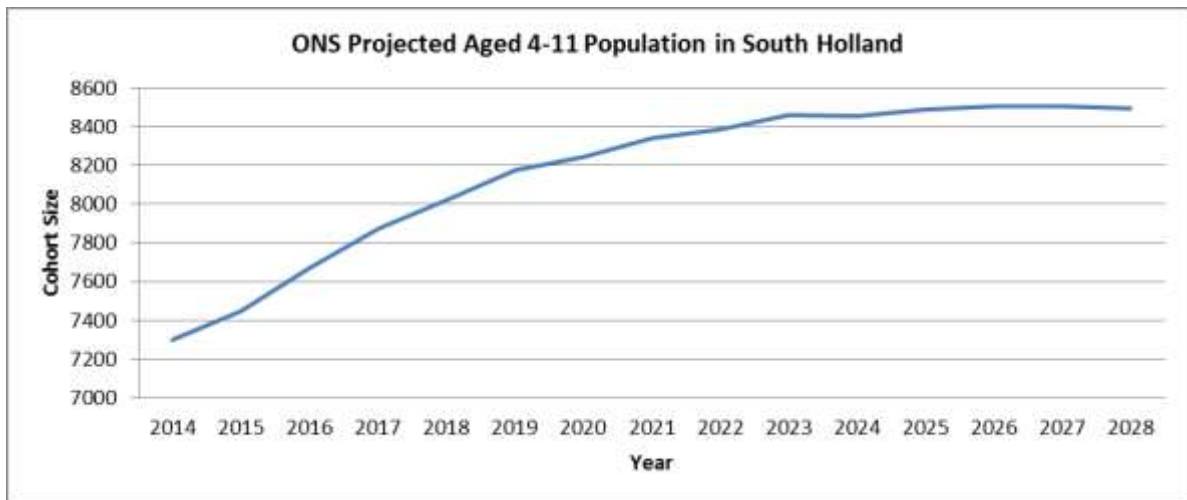
This is evidenced in in the table below which shows the LA projections for the whole of Spalding:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-4	4	9	7	9	21	-3	-8	0	5	3	5
2015	-54	22	1	-4	4	9	7	-63	10	-11	-19	-11	-9	-11
2016	-88	-54	22	1	-4	4	9	-103	-73	1	-20	-25	-20	-18
2017	-34	-88	-54	22	1	-4	4	-60	-114	-80	-4	-25	-30	-22
2018	-34	-34	-88	-54	22	1	-4	-55	-55	-113	-87	-9	-29	-34

The table below shows the LA projections for the West of Spalding which includes Pinchbeck East within the planning area:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-2	1	10	15	6	21	0	-3	0	9	14	5
2015	-12	22	1	-2	1	10	15	-21	13	-8	-11	-8	1	6
2016	-43	-12	22	1	-2	1	10	-58	-27	7	-14	-17	-14	-5
2017	-22	-43	-12	22	1	-2	1	-43	-64	-33	1	-20	-23	-20
2018	-22	-22	-43	-12	22	1	-2	-43	-43	-64	-33	1	-20	-23

Population data [birth data supported by the Office of National Statistics (ONS)] confirms this expected long term requirement for more places for children of a statutory school age in this area of Lincolnshire. This is evidenced by the ONS projections data for South Holland shown below:



Therefore, a permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting 4 year old children to alternative schools outside of their local community that are not within a reasonable distance.

The expansion is required to meet the projected demand for places in Pinchbeck and to ensure that the LA meets its duty of providing sufficient places for children of statutory school age in the immediate area, without the need to transport young children more than 2 miles away. The expansion is proposed to meet the need for additional capacity and not to replace existing capacity in the primary sector, therefore not having a significant negative impact on neighbouring primary schools.

Expansion of successful and popular schools

The Government is committed to ensuring that every parent can choose an excellent school for their child with the wishes of parents being taken into account. There is a strong presumption that proposals to expand popular and successful schools should be approved. DfE guidance states that places should be allocated where parents want them and that successful and popular schools be allowed to grow. This proposal will assist in meeting parental preference to help ensure that pupils do not have to be placed outside of the area against preference.

Pinchbeck East Church of England Primary School was rated overall by Ofsted as an 'Outstanding' school at its last inspection in May 2012. The school is popular with parents and has been over-subscribed for the last four years on 1st preferences, and in addition continues to be very popular with 2nd preferences. It is also situated geographically in an ideal location in relation to the demand for places.

Related Proposals

The proposal to expand Pinchbeck East Church of England Primary School is not related to any other statutory proposal.

What will happen now?

Any person may object to or make comments on this proposal by sending them to the School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk by 30 April 2015.

At the close of the 4 week representation period (statutory formal consultation) on 30 April 2015 responses will be collated and analysed and a further report will be presented to the Executive Councillor for a final decision in June 2015 on the expansion of the school. The representation period is the final opportunity for people and organisations to express their views about the proposal and ensure that they will be taken into account by the decision maker.

APPENDIX A Written Responses in the Consultation Period on the proposed expansion of Pinchbeck East

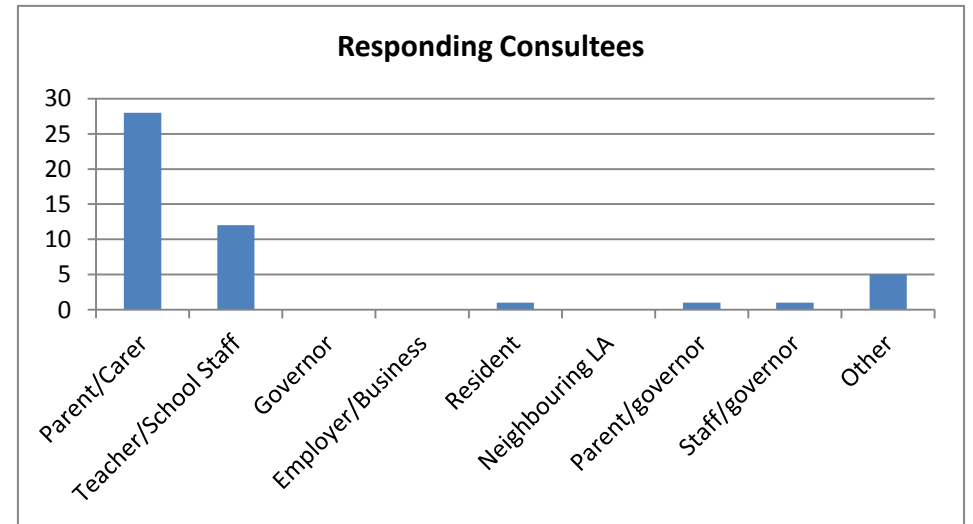
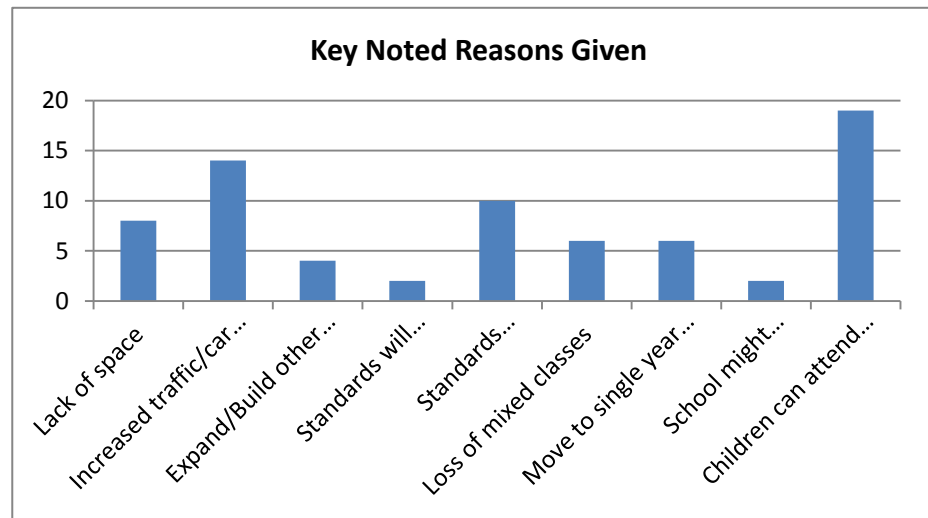
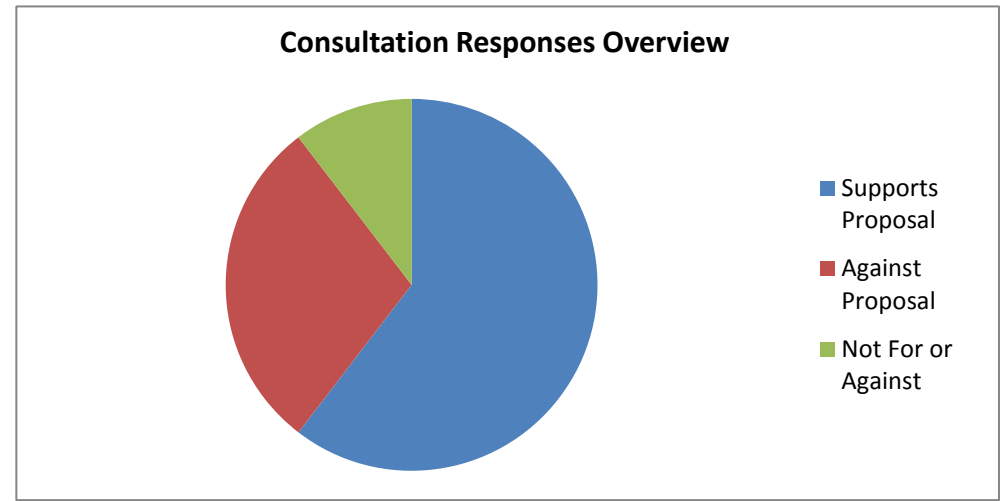
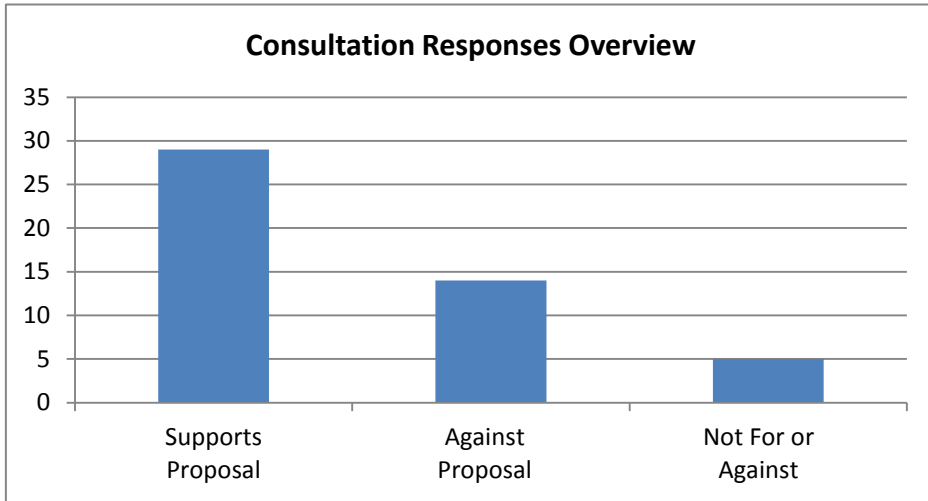
Point of View	Supports Proposal	Against Proposal	Not For or Against	Other comments/Notes	Lack of space	Increased traffic/car parking	Expand /Build other schools	Standards might/will suffer	Standards will improve	Loss of mixed classes	Move to single year groups	School might become too large	Children can attend school
Parent/Carer			y	Will the school grounds cope with more classes? Parking and congestion in the passage is already a problem and more cars may affect the safety of the children.	Y	Y							
Parent/Carer		y		Not enough parking space and village will not cope with extra traffic- safety of children will be put at risk.Depends where additional facilities will be put - I hope this will not take up too much playground and field space. Why wasn't new school at Wygate not built big enough to cope with additional children?	Y	Y	Y						
Parent/Carer		y		Pinchbeck school should be for Pinchbeck children. The reception class has children from Spalding. Spalding Primary schools should be expanded for Spalding children if required.			Y						
Parent/Carer		y		Loss of outdoor space.Animosity between parents and local residents re parking will worsen. Standard of teaching likely to suffer - would Outstanding status be maintained? Concerned about safety of children at dropping off time.	Y	Y		Y					
Parent/Carer		y		Not enough space for additional classrooms without significantly reducing outdoor space. Pressure on car parking(already an issue) could mean pupils would be unsafe. Mixed year groups have helped my children - benefitted from working with older children	Y	Y		Y		Y			
Parent/Carer	Y			School is already oversubscribed and will not cope with such a large increase. It may lead to reduction in quality of education. After school clubs already not able to be offered to all children. Building work will have negative impact on children. Concerned about safety of children walking to church. Not enough parking and roads often jammed when children being collected and dropped off.Solution should be to build a new school for the Wardentree development. Following meeting at school on 26 January and solutions offered to problems raised now in favour of proposal		Y	Y	Y					

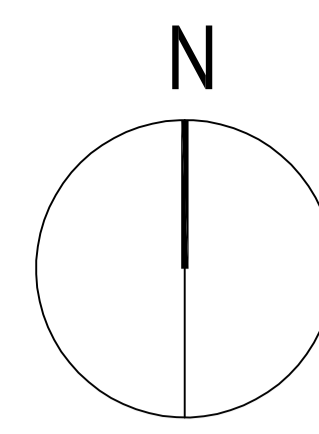
Parent/Carer		Y		I prefer mixed classes as children benefit from being with older children. Not enough parking space, school hall isn't big enough, no space for another buildings and would mean loss of playground.	Y	Y		Y		Y			
Parent/Carer		Y		Adverse effect on educational standards. Expansion will mean huge disruption to pupils. My daughter's class is already in a portacabin. This would force us to consider a move to a quieter area. Not enough parking space for parents and more congestion problems for residents		Y		Y					
Staff at local school	y			As this is rated by Ofsted as an Outstanding school it can only benefit the children who require places to go to the school									Y
Parent/Carer			Y	Understand the reasons for expansion. Concerned over access and parking causing danger for children who walk or bike to school. If this is not addressed I would object strongly to the proposal. Pupils currently benefit from mixed classes ie having older role models and supporting younger children - this culture may be lost in a larger 2 FE school		Y		Y		Y			
Parent/Carer	Y			Ideally would prefer school not to have to expand but would have more certainty of a place for my 3yr old child if school larger. Concerned about drop-off and pick-up - too many cars already parking dangerously.		Y							Y
Parent/Carer		Y		Site is not big enough - playground already crowded, hall too small and if building is undertaken on the field this will restrict space for sports etc.	Y								
Gov Body of local secondary school	Y			essential that sufficient places are available to meet projected need in the local community area.									Y
Resident		Y		Not against physical increase to buildings but concerned about increased traffic impact on parking, access and safety of pupils		Y							
Parent/Carer		Y		Move to single year group classes is positive. Concerned that school is becoming too large - impersonal and staff lose hands on approach and children will lose sense of community. Hall and playground not large enough for whole school activities. Negative impact on parking and traffic. Reduction in after school club availability.	Y					Y	Y	Y	
Parent/Carer			Y	Please consider noise disruption which is not conducive to learning. Parking is a very important issue as it is very restricted. Consider a drop-off scheme eg as used at Weston Hills.		Y		Y					

Parent/Carer		Y		The village is not big enough to cope with the extra children and cars - drop-off and collection times are already very hectic. Concerned about the size of the school and how the facilities will be compromised by the expansion - the school is just right as it is.	Y	Y								
Local Authority			Y	No reason to object to the expansion										
Teacher/School Staff	Y			This will mean that all local children will be able to attend their local school. It has previously been 2 form entry so the site will easily cope with more children. It will benefit children and staff through increased resources and improved finances. Staff will be better able to share expertise and to work in parallel classes and planning together rather than mixed year groups. This will ultimately improve outcomes for all children.					Y					Y
Parent/Carer	Y													
Teacher/School Staff	Y			very aware of the shortage of pupil places in this area										Y
Parent/Carer	Y			all children deserve an education and if this expansion is necessary to accommodate the growing population this is a positive way forward for the school										Y
Other			Y	County and District Councillor - concerned about parking, access and the safety if the children. LA need to make major decisions about a whole new road system with drop off zones, walking buses and parent education. Will places still be needed if the Wardentree development does not go ahead.		Y								
Parent/Carer		Y		Consider a lollipop person at Wimberley Way/Fennel Road junction. Make the school entrance at the passage wider.										
Parent/Carer		Y		The playground has already been taken up for 2 new classrooms . The hall will be too small. Parking will be a problem. The Headmaster is already running other schools - how will he cope? A nice village school will be made too big and it is all moving too fast. Why can't we build a new school?			Y						Y	
Parent/Carer		Y		Area unsuitable to deal with increase in traffic. My children will not benefit just suffer the disruption. The school seem too eager and parents feel that the decision has already been made. Any additional funding will go to funding for resources for Eastern Europeans.		Y								

Other	Y			MP - School has recently achieved Outstanding from Ofsted and expanding the capacity will allow more children access to this excellent school															Y
Parent/Carer		Y		Less time for each student - smaller school achieve higher education					Y										
Teacher/School Staff	Y			Beneficial to the village as hopefully no Pinchbeck child would have to attend a school outside of Pinchbeck. The school does have land to accommodate the new buildings. There are several entrances to enable safe drop off/pick up points															Y
Parent/Carer	Y																		
Teacher/School Staff	Y			otherwise school will be oversubscribed and village children have to attend other schools															Y
Teacher/School Staff	Y			to ensure local children will be able to get 1st choice / attend local school															Y
Parent/Carer	Y																		
Teacher/School Staff	Y			2 form entry will have huge benefits for teachers and children.Parallel classes can plan more effectively and resources can be shared. Important for children who live in the community to be able to attend their local school.					Y					Y					Y
Teacher/School Staff	Y			good for the school to grow to cater for the growing number of children. We are an outstanding school - fabulous opportunity to provide the facilities to give children an outstanding start to their school career															Y
Staff/governor	Y			needs to expand to accommodate the number of children wanting to attend. Enables the provision of an outstanding education and start to life for more children															Y
Teacher/School Staff	Y			Great to school all the children in the Pinchbeck area. Parallel classes would support staff in providing learning across the years and therefore progression.										Y					Y
Parent/Carer	Y			It is the best school for my child with daily lessons being very interesting and progress. I support this for more children. I do have a small worry that if more children attend the level of education will fall					Y										Y
Parent/Carer	Y			All children should have equal access to learning.I would prefer less children so mine would have more of the focus of the teacher. But we cannot be this selfish - and we are positive about the expansion															Y

Parent/governor	Y			A PAN of 60 will mean the end of mixed year groups and expand opportunities for the school							Y	Y		
Teacher/School Staff	Y			Fantastic opportunity. Will allow teachers to work in parallel classes which will allow pupils learning to be more effectively differentiated to their needs.							Y	Y		
Parent/Carer	Y													
Teacher/School Staff	Y			The number of children is growing and they need school places. The school previously had 14 classes so the site will be able to cope. It will be excellent to have brick buildings rather than portacabins.										Y
Parent/Carer	Y													
Parent/Carer	Y													
Parent/Carer	Y													
Teacher/School Staff	Y			Exciting opportunity. We are continually turning children away. We have a dedicated team of staff keen to build on our reputation. 2 form entry will allow a team approach within each year group to planning and education. More space for intervention and group activities. More opportunities for teaching and learning within a larger school - asset to the village.						Y		Y		Y
Teacher/School Staff	Y			The school is in need of additional teaching and resource spaces.										Y
Pupils at school	Y			The children considered many good things (eg single year group classes, new friends, everyone who wants to come to our school should be able to do so). Some concerns were raised eg impact on nature area, and there was also discussion about what should be looked at in any expansion eg bigger car park, bigger playground, more toilets, bigger kitchen, split lunchtimes. Overall the response was positive - 'our school will be even better'.										





APPENDIX D
PROPOSED PLANS FOR EXPANSION

NOTE
This drawing is not to be scaled. All dimensions to be checked on site and any discrepancies to be reported to the Mouchel Office. All material is produced on behalf of Mouchel Group PLC. All drawings to be read in conjunction with specification where applicable.
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KNIGHT STREET



KEY LEGEND

- Site Boundary
- Footprint of existing buildings
- Proposed trees to be removed
- Footprint of proposed new accommodation
- Proposed external works
- Proposed external works - soft pour play area

Rev	Description	Drawn	Checked	Approved	Date
Drawing status - Draft for comment only					

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Client: Lincolnshire County Council
Client Ref Number: DC451/0009
Project: Pinchbeck East C of E Primary School
Proposed Expansion to 2FE
Site Ref / USRN: DC451/0009
Mouchel Project No: DC451/0009
Drawing Title: Proposed Site Plan A0

Design: CT Drawn: CT Checked: JT Approved: JT
Date: April 2015 Scale: 1:200 @: A0

Drawing No: AL (0) 0104 Rev. No: *

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Policy and Scrutiny

Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision)

Summary:

This report invites the Children and Young People Scrutiny Committee to consider a report on the proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision) which is due to be considered by the Executive Councillor for Adult Care and Health Services, Children's Services on 22 June 2015. The views of the Scrutiny Committee will be reported to the Executive Councillor as part of its consideration of this item.

Actions Required:

- (1) To consider the attached report and to determine whether the Committee supports the recommendation to the Executive Councillor set out in the report.
- (2) To agree any additional comments to be passed to the Executive Councillor in relation to this item.

1. Background

The Executive Councillor for Adult Care and Health Services, Children's Services is due to consider the report on the proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision). The full report to the Executive Councillor is attached at Appendix 1 to this report.

2. Conclusion

Following consideration of the attached report, the Committee is requested to consider whether it supports the recommendation in the report and whether it wishes to make any additional comments to the Executive Councillor for Adult Care and Health Services, Children's Services. The Committee's views will be reported to the Executive Councillor.

3. Consultation

a) Policy Proofing Actions Required

Not applicable

4. Appendices

These are listed below and attached at the back of the report	
Appendix 1	Report and Appendices to the Executive Councillor for Adult Care and Health Services, Children's Services on proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision)

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

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Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Councillor Mrs P A Bradwell, Executive Councillor: Adult Care and Health Services, Children's Services
Date:	22 June 2015
Subject:	Proposal to Expand the Capacity at Spalding Parish Church of England Day School (final decision)
Decision Reference:	I0090030
Key decision?	Yes

Summary:

This report concerns the permanent expansion of the capacity at Spalding Parish Church of England Day School to ensure that there is the required number of primary school places in Spalding to accommodate the increasing pupil numbers in the area. The proposal would expand this Ofsted rated 'Good' school from a 2 form entry (420 places) to a 3 form entry (630 places) and would have a proposed implementation date of 1 September 2016. If this expansion proposal is approved additional classrooms would be provided together with the additional accommodation required to provide the appropriate infrastructure and facilities for the number of pupils on roll. This would include ensuring that there would be adequate outdoor play area, group rooms, toilets and hall space. It would also provide an opportunity to provide kitchen facilities for hot school meals to be prepared on site for the children at the school.

It is the Local Authority's (LA) statutory duty to ensure that there are sufficient school places to accommodate all pupils of statutory school age in Lincolnshire. The LA believes that this proposal is the best available option to address the increasing pressure on primary Reception in Spalding.

The LA is co-ordinating the process following statutory guidelines published in The Department for Education (DfE) guide "School Organisation Maintained Schools Guidance for proposers and decision-makers" January 2014 (with attached Annex A and B) in accordance with the terms of the Education and Inspections Act (EIA) 2006 as updated by the Education Act 2011.

On 22 January 2015 a five week period of consultation commenced which closed on 26 February 2015 and is further referred to later in this report in the Consultation section. A summary of written responses received is also attached in Appendix A.

Following the consultation period the decision was taken on 18 March 2015 to

publish a Statutory Notice on 2 April 2015. This initiated a four week Representation Period up to 30 April 2015 when written objections and comments may be submitted. The process is now entering the final stage when the LA, as decision maker, must take the final decision regarding the proposal within 2 months from the end of the Representation period (by 30 June 2015). This report seeks to advise the Executive Councillor on making the final decision regarding the proposed expansion of Spalding Parish Church of England Day School.

Recommendation(s):

The Executive Councillor for Adult Care, Health and Children's Services approves the expansion of the capacity for primary age provision from 420 to 630 places at Spalding Parish Church of England Day School with effect from 1 September 2016. This decision is conditional upon planning permission being given approval before 31 December 2015.

Alternatives Considered:

1. The Council retains the school as it is at present with no expansion of the capacity at Spalding Parish Church of England Day School.

However, the above alternative would have the following disadvantages:

It is likely that there would be insufficient primary school places in Spalding and the surrounding area and the LA may be unable to comply with its statutory duty to ensure that there are sufficient school places for children of a statutory school age in the locality in future years.

It would place increasing pressure on Spalding Parish Church of England Day School and other primary schools in the Spalding area, some of which are already offering places above their Published Admission Number (PAN) at the request of the LA. Any further over-offers for future intakes would lead to concerns over the consequent impact of overcrowding on the quality of education provided if additional accommodation is not provided.

It would likely lead, in the future, to children being offered places at schools outside of their local community and potentially outside of Spalding with increasing transport costs and traffic from potential increased car usage, and also concerns over the impact of this additional travelling time on the young children concerned.

2. The Council retains the school as it is at present with no expansion of the capacity at Spalding Parish Church of England Day School but looks to increase capacity at other primary schools in the surrounding area.

Other options in and around this area of Spalding have been explored and all primary schools have been considered for potential expansion. However, none have been found to be as suitable due to reasons such as geographical location in relation to demographic pressures, undersized

sites, distance that pupils would have to travel, parental preference, impact on standards, potential planning challenges and the fact that other schools are of suitable sizes for the areas they serve. This is the most appropriate primary school in the area for expansion. Options for further additional places potentially needed in Spalding are also being considered.

Reasons for Recommendation:

To enable the LA to meet its statutory obligation to ensure that there are sufficient school places in Spalding for all children of statutory school age. The LA believes that this proposal is the best available option to address the increasing pressure on primary school places in the area and fulfil its statutory duty of ensuring that there are sufficient school places to accommodate all pupils of primary school age in Lincolnshire. The LA would not be actively participating in this process if it did not see significant advantages for children and young people, their parents/carers and the local community.

To ensure that the provision of school places is planned so as to promote high educational standards, enable fair access to educational opportunity for every child and promote the fulfilment of each child's potential. This proposal reinforces the priorities in the Children and Young People's Plan (CYPP) and will both enhance the quality of provision and sustain local provision. It is also an opportunity to reduce the potential need for temporary classrooms on site in the future. The new classrooms and additional facilities such as toilets, group rooms, hall space and suitable outdoor hard play area will not only provide additional accommodation for increased pupil numbers on roll in the future but will also benefit the children already on roll.

The proposal will assist in meeting parental preference. The Government has made it clear that the wishes of parents should be taken into account in planning and managing school estates. DfE guidance states that places should be allocated where parents want them and that successful and popular schools be allowed to grow. Spalding Parish Church of England Day School was rated overall by Ofsted as a 'Good' school at its last inspection in October 2014. The school has been oversubscribed for the last five years on 1st and 2nd preferences. The demand for Reception places in Spalding is projected to increase and there is further evidence of the increased popularity of the school in that for the intake in September 2015 the school is oversubscribed on 1st preferences only (64 1st preferences and 19 2nd preferences). Lincolnshire County Council (LCC) currently achieves 93% first preference parental satisfaction and this proposal will contribute to retaining or improving on that. It is also situated in an ideal location in relation to the demand for places expected in the short and long term. This proposal will ensure that parents will be able to send their children to a school in the local area.

The LA considers the proposal to be the most appropriate available solution to the expected shortage of primary school places in this area of Spalding to enable local children to attend their local school. There are also proposals to

increase the capacity at other schools in Spalding but this proposal is not directly related to any other proposal. This proposal has the support of the Headteacher and Governing Body and also the School Improvement Service (CfBT). CfBT believes that the Headteacher, senior leadership team and governors at Spalding Parish Church of England Day School have the capacity and potential to take on additional pupils into the Reception year group, and to expand to a 3 form entry school in the future. This will ensure a good education for the local children, based on the school's recent 'Good' Ofsted inspection, providing the opportunity to improve the learning experience and outcomes for the children to enable them to reach their full potential. It will also avoid children being transported to other schools outside of their local community.

1. Background

National birth rates, mostly concentrated in more urban areas, have been steadily rising in recent years. This increased birth rate, combined in some areas with inward migration and housing development, is resulting in increased demand for primary school places. There is expected to be a long term requirement for more school places. Spalding and the surrounding area will experience a shortage of available places if capacity at one or more of the local schools is not increased, or additional capacity added through alternative means. This is evidenced in the table below which shows the LA projections for the whole of Spalding:

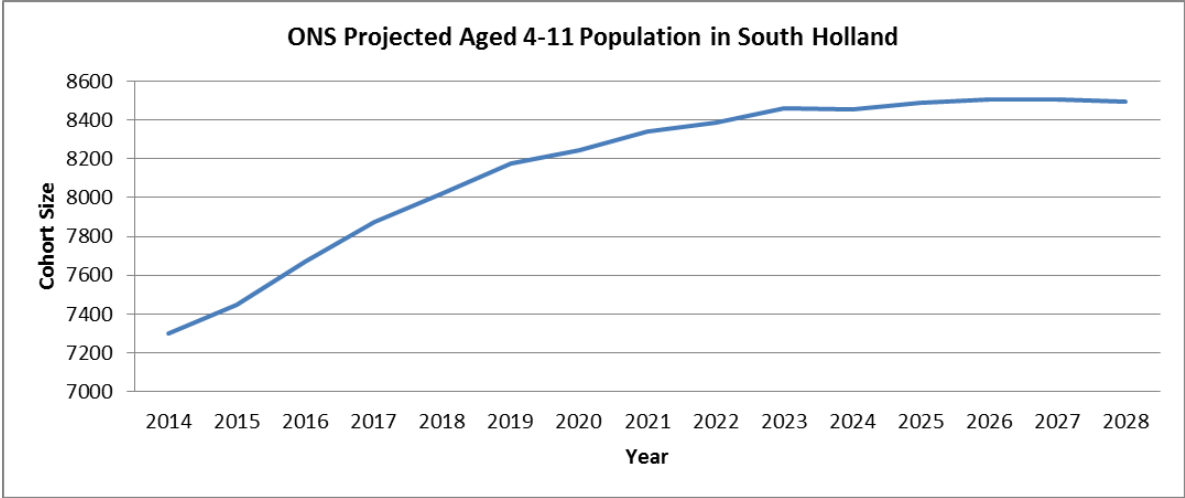
Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-4	4	9	7	9	21	-3	-8	0	5	3	5
2015	-54	22	1	-4	4	9	7	-63	10	-11	-19	-11	-9	-11
2016	-88	-54	22	1	-4	4	9	-103	-73	1	-20	-25	-20	-18
2017	-34	-88	-54	22	1	-4	4	-60	-114	-80	-4	-25	-30	-22

The following table shows the data specific to the East of Spalding and the area that Spalding Parish is central to:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	0	0	-2	3	-1	-8	3	0	-3	-5	0	-4	-11	0
2015	-42	0	0	-2	3	-1	-8	-42	-3	-3	-8	-3	-10	-17
2016	-45	-42	0	0	-2	3	-1	-45	-46	-6	-6	-8	-6	-13
2017	-12	-45	-42	0	0	-2	3	-17	-50	-47	-5	-5	-7	-2

Population data [birth data supported by the Office of National Statistics (ONS)] confirms this expected long term requirement for more places for children of a

statutory school age in Spalding and the surrounding area. This is evidenced by the ONS projections data for South Holland shown below:



There are proposals under consideration for expansions in other parts of Spalding and the surrounding area but this proposal is being put forward to meet the projected demand for places in the local community. The proposal is being made to meet the need for additional capacity and not to replace existing capacity in the primary sector.

Therefore, a permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting primary aged children to alternative schools outside of their local community that are not within a reasonable distance of where they live.

The proposal being consulted on is to permanently expand the school from the existing physical capacity of 420 places based on a PAN of 60 to provide up to 630 places (PAN 90), with a proposed implementation date of 1st September 2016. At the request of the LA and in order to meet the demand for places in the area the school will be asked to admit above the usual intake of 60 by offering up to 90 Reception places for the intake in September 2015 and will be able to accommodate this as a bulge year following some minor internal remodelling. However, it will not be possible to offer this increased intake beyond 2015 without additional accommodation being provided to enable a permanent expansion across all year groups. The proposal being consulted on would increase the PAN initially for the Reception intake in September 2016 to 90 (with the September 2015 over-offered intake of 90 already being on roll) with the PAN for all other years remaining at 60. The increased intake of up to 90 would then be phased in with each subsequent Reception intake until the PAN of 90 applies to all year groups. This phased approach will allow the school to effectively manage staffing and teaching structures and help to ensure that pupil numbers at other local schools will be maintained. It will also enable the suitable phasing of the building work if required to minimise disruption. Should demand across the area result in mid-year pressures requiring additional higher year group places then this approach allows the flexibility to add capacity in those year groups at the appropriate time if needed.

Having additional classes and more children on roll at the school will also have financial benefits for the school. This may potentially provide the opportunity to enhance teaching provision and career opportunities for staff which in turn will benefit the learning experience of the children. This opportunity will support the school in maintaining standards and provide a solid platform for further improvements.

Following statutory consultation, if the proposal is approved, it is proposed that building/refurbishment work will begin during 2015 (subject to planning permission being granted) and planned to be completed in advance of the start of term in September 2016. This would be managed to cause minimal disruption to the school during term time making the best use of school holidays where possible. Also any potential building project would look to be isolated on site from the existing provision wherever possible, again to minimise disruption. Suitable additional teaching and resource spaces both inside and outside will be considered to ensure sufficient facilities are in place to accommodate up to 630 primary aged children in total. This will include additional classrooms as well as other areas such as group rooms, toilets, suitable outdoor hard play area and a larger school hall. These new facilities will benefit the children already on roll at the school as well as provide additional accommodation for increased pupil numbers on roll in the future. It will also be an opportunity to ensure that no temporary buildings are necessary on site. The planning application process will include the consideration of issues arising out of the physical expansion of the school such as the need for additional parking and the impact on traffic.

The planning application process is dealt with and consulted on separately. There will be an opportunity for those that are interested to respond directly to the planning application at a later date.

Reaching the decision – Preliminary Considerations

The requirements for decision making relating to school organisation in LA Maintained schools are set out in Annex B of the guide “School Organisation Maintained Schools January 2014” published by the DfE.

The DfE does not prescribe the exact process which a decision maker should follow but the decision maker must have regard to this guidance. The decision maker should consider the views of those affected by the proposal and should not simply take account of the numbers of people expressing a view but give greatest weight to those stakeholders most likely to be affected and especially the parents of children at the school concerned.

Factors to be considered by Decision Makers

The Consultation and Representation Period

The Executive Councillor must be satisfied that the appropriate consultation and representation periods have been carried out and that all of the responses received have been given due consideration.

Although there is no longer a prescribed consultation period prior to the publication of the Statutory Notice and Complete Proposal the DfE's guidance states "*a strong expectation on schools and LAs to consult interested parties in developing their proposal prior to publication*". The LA conducted a five week period of consultation to fulfil this expectation and also to operate a fair and open process and ensure all views were considered. A Statutory Notice (Appendix B) and Complete Proposal (Appendix C), initiating a four week Representation Period, were published in accordance with current statutory requirements.

Responses submitted during both the Consultation and Representation Period have been made available to the Executive Councillor for consideration when taking the final decision and further details of these responses are provided in section 5 of this report (**Consultation**).

Education standards and diversity of provision

The Executive Councillor should consider the quality and diversity of schools in the area and be satisfied that the proposal will meet the aspirations of parents, contribute to raising local standards of provision and lead to a closing of attainment gaps. The Government's aim is to create a more diverse school system offering excellence and choice so that every child receives an excellent education whatever their background and wherever they live.

The most recent Ofsted report following an inspection at the school was published in October 2014 and evaluated the school overall as "Good".

The opportunity offered by this expansion proposal to improve and add to the accommodation offered and to remove the need for temporary accommodation in the future will provide a platform on which standards of attainment can improve with enhanced provision at the school.

The LA believes that this proposal provides the best option to maintain and improve standards of attainment with an enhanced quality of education for current and future children in the area whilst maintaining diversity.

Demand

The Executive Councillor must consider the evidence presented for any projected increase in pupil population (eg planned housing developments and increasing birth rates) and any anticipated new provision (eg a new free school). A decision must also take into account parental preference and evidence of parents' aspirations for places in the school proposed for expansion together with the quality and popularity of schools in the area that have surplus capacity. Surplus capacity in less popular schools should not in itself prevent the addition of new places. The DfE recognises that for parental preference to work effectively there may be some surplus capacity in the system overall but that competition for places to be taken up will lead to existing schools improving standards.

The proposed expansion is required to meet the projected demand for places in Spalding and to ensure that the LA meets its duty of providing sufficient places for

children of statutory school age in the immediate area, without the need to transport young children more than 2 miles away. The expansion is proposed to meet the need for additional capacity in Spalding and not to replace existing capacity in the primary sector, therefore not having a significant negative impact on neighbouring primary schools.

As stated earlier in this report, an increased birth rate in recent years, coupled with new housing development and an influx of families from Eastern Europe in some areas, is putting significant pressure on primary schools across the country with an expected shortage of school places if additional capacity is not created. Birth data for Spalding confirms that this increase in births is resulting in larger projected intakes than there are currently places for in the area. There is expected to be a long term requirement for more primary school places.

The number on roll for statutory aged children at the time of the census taken in January 2015 was 434 which is broken down by year group in the table below. The Published Admissions Number (PAN) per year group is currently 60 with a permanent PAN capacity of 420:

	Rec	Y1	Y2	Y3	Y4	Y5	Y6	Total
Number on Roll	60	60	60	65	61	66	62	434

Data from January 2015 School Census

There is expected to be a shortage of available primary places if capacity in Spalding is not increased. A permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting young children to alternative schools outside of their local community and potentially outside of Spalding.

The school is popular with parents and has been oversubscribed for the last five years on 1st and 2nd preferences and the intake in September 2015 is over-subscribed on 1st preference applications alone (64 1st preferences and 19 2nd preferences).

This analysis of demand considers all expected admission applications not only those from the Council's area.

School size

Assumptions that schools should be of a certain size to be a good school should not be made although the viability and cost-effectiveness of a proposal is an important factor in the decision-making process eg the impact on a LA's budget to provide additional funding to a small school to compensate for its size.

If the expansion proposal is not approved with the school remaining at its current size the demand for places would put increasing pressure on the school leading to concerns over the consequent impact of overcrowding on the quality of educational provision if additional accommodation is not provided. This expansion will provide

additional classrooms together with the appropriate infrastructure and facilities for a school of this size.

Proposed admission arrangements

Before approving the proposals the LA must ensure that the admission arrangements of the school are compliant with the School Admissions Code. The proposed increase to the PAN at Spalding Parish Church of England Day School will be processed in accordance with the School Admissions Code to determine admission arrangements for the academic year commencing September 2016.

National Curriculum

All maintained schools must follow the National Curriculum unless they have secured an exemption. Spalding Parish Church of England Day School currently follows the National Curriculum and will continue to do so if the proposed expansion is approved.

Equal Opportunity

The LA must have 'due regard' to the need to eliminate discrimination, advance equality of opportunity and foster good relations and should consider whether there are any sex, race or disability discrimination issues that arise out of the proposed expansion. There should be a commitment to provide access to a range of opportunities which reflect the ethnic and cultural mix of the area while ensuring that such opportunities are open to all.

There are no sex, race or disability discrimination issues arising from this proposal. The LA will continue to be committed to provide access to a range of opportunities which reflect the ethnic and cultural mix of the area while ensuring that such opportunities are open to all.

Community cohesion

The impact on the community must be considered and schools have a key part to play in providing opportunities for young people from different backgrounds to learn from and respect each other and gain an understanding of other cultures, faiths and communities. The decision-maker must take account of the community served by the school and the views of different sections of the community.

This expansion will enable the school to admit local children without discrimination and therefore continue to meet the needs of children from all backgrounds represented in the local community.

Travel and accessibility

The Executive Councillor should be satisfied that accessibility planning has been properly taken into account and that proposed changes do not adversely impact on disadvantaged groups. Proposals should not unreasonably extend journey times or

increase transport costs or result in too many children being prevented from travelling sustainably due to unsuitable walking or cycling routes. The proposal should be considered on the basis of how it will support and contribute to the Council's duty to promote the use of sustainable travel and transport to school.

If this proposal goes ahead it should reduce the likelihood of local children having to travel to schools outside of their local community and therefore assist the Council to meet this duty.

The LA understands that an increase in the number of pupils attending a school may have an impact on the local road network and access. However, the majority of additional primary aged pupils will come from within a suitable walking or cycling distance from the school. The LA is committed to promoting the use of sustainable travel and transport to school and this would be reflected in the implementation of the school travel plan. Should the proposal go ahead, all traffic issues will be considered in the planning application process. As part of this process any planning queries will be dealt with through a separate planning consultation and the LA would have to meet stringent requirements at the planning application stage.

Discussions have already been taking place between the school and other interested parties to consider how potential access and traffic concerns can be mitigated in relation to the planning application. In particular options are being looked at to spread drop off and pick up locations and also to create new locations to help alleviate any potential congestion as well as the possibility of creating a new path over the small park to the rear of the school and linking it to cycle and scooter storage to encourage walking, cycling and scooting to school. The school has been asked to update and produce a robust travel plan.

The LA will continue to work with Highways, planners and the school to ensure that any potential issues are taken into consideration as part of the planning application process. The LA will continue to look for suitable solutions to help mitigate against all concerns.

The County Council home-to-school transport policy will continue to apply – this provides free home-to-school transport for pupils to their nearest designated school (if it is more than 2 miles away for primary aged pupils) but it is expected that most pupils will live within a two mile radius of the school and be able to walk safely to school.

Capital

The Executive Councillor should be satisfied that any land, premises or capital required to implement the proposals will be available and that all relevant parties have given their agreement. A proposal cannot be approved conditionally upon funding being made available. Where the expansion is reliant on the DfE for funding it cannot be assumed that approval of the proposal will trigger the release of capital funds unless previously confirmed in writing.

This proposed expansion will incur capital costs that the LA will manage through the Children's Services capital programme. All capital costs are being covered by DfE Basic Need funding. The funding is provided to add capacity to primary provision where it is needed and is not intended for alternative uses elsewhere. The capital project aims to create the required facilities to allow for up to 630 pupils to be accommodated.

School premises and playing fields

All schools are required to provide suitable outdoor space to both enable physical education for pupils in accordance with the curriculum and also for pupils to play outside safely. DfE guidelines suggest areas for pitches and games courts but these are non-statutory.

Appendix D shows the site plan for information and highlights the areas for remodelling and new building. At this stage there are only proposed designs of how the school might be expanded. Initial feasibility studies have indicated that expansion will be achievable without significantly impacting on the existing school premises. The expansion may present challenges in meeting the DfE playing field requirements for a 3 form entry school on the school site itself but every effort will be made to minimise any negative impact on the playing field and hard play area. In addition one option being pursued is the possibility of sourcing access to additional playing field space. Discussions are already underway to try to obtain access to a new sports venue adjacent to the school which would provide additional hard surface play area and specialist sports facilities. Sufficient suitable accommodation and outdoor space will be provided for the maximum number of children that the school will be expected to accommodate.

Special Educational Needs (SEN) Provision and SEN Improvement Test

If the proposal is approved there is likely to be no impact with regard to SEN provision other than an opportunity to improve the provision with better access to resources and consistently good quality teaching, learning and leadership at the enhanced facilities at the school. The LA will continue to ensure suitable provision for all children with special educational needs and consideration of their needs will take place with physical access being assured should a need be presented. The LA will continue to look to make improvements in the standard, quality and/or range of the education provision for children with SEN and so meet the Special Educational Needs Test.

Further Legal issues

Equality Act 2010

Apart from its obligations to consider the statutory guidance referred to the Council also has obligations under the Equality Act 2010 which must be taken into account by the Executive when coming to a decision.

The Council must, in the exercise of its functions, have due regard to the need to:

(1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010

(2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. This involves having regard to the need to:-

- remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it: Equality Act 2010 s 149(1). The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation: section 149(7). This involves having due regard to the need to tackle prejudice and promote understanding.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Compliance with the duties in this section may involve treating some persons more favourably than others.

A reference to conduct that is prohibited by or under this Act includes a reference to:

- (a) A breach of an equality clause or rule
- (b) A breach of a non-discrimination rule

It is important that the Executive is aware of the special duties the Council owes to persons who have a protected characteristic as the duty cannot be delegated and must be discharged by the Executive. The duty applies to all decisions taken by public bodies including policy decisions and decisions on individual cases and includes this decision.

To discharge the statutory duty the Executive must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision making process.

There is virtually no risk of there being an adverse impact under the Equalities Act 2010 arising out of this proposal. The expansion of the school will result in the

provision of additional school places which will be available to all local children and continue to be allocated under the current admissions policy which does not discriminate against anyone sharing a relevant protected characteristic. Any new accommodation will also benefit the pupils already on roll at the school and not just those new pupils joining. The Council believes that this proposal will not lead to any discrimination and that in recommending the proposal the Council is having due regard to its obligations under The Equality Act. The impact assessment demonstrates an overall positive outcome with the benefits of the proposal far outweighing any negative impact.

Child Poverty Strategy

The Council is under a duty in the exercise of its functions to have regard to its Child Poverty Strategy. Child poverty is one of the key risk factors that can negatively influence a child's life chances. Children that live in poverty are at greater risk of social exclusion which, in turn, can lead to poor outcomes for the individual and for society as a whole.

In Lincolnshire we consider that poverty is not only a matter of having limited financial resources but that it is also about the ability of families to access the means of lifting themselves out of poverty and of having the aspiration to do so. The following four key strategic themes form the basis of Lincolnshire's Child Poverty strategy: Economic Poverty, Poverty of Access, Poverty of Aspiration and Best Use of Resources.

The provision of additional places at the school arising out of the expansion would support the strategy as follows:-

- If the expansion does not go ahead this would likely lead to overcrowding with concerns over the consequent impact on the quality of education. The expansion will allow more children to attend a school rated by Ofsted as 'Good' and promote the fulfilment of each child's potential. This is likely to improve their sense of achievement which in turn can improve personal aspiration.
- The additional places will enable more children to attend their local school so improving access to all local children together with the consequent cost benefits for the parents.
- Avoid increased transport costs, both financial and environmental, and increased traffic from potential car usage that would be likely if the expansion does not go ahead with children then having to be offered places outside of their local community.
- The expansion would result in a better use of resources through the adoption of a PAN of 90 and mitigate any potential increase in Home to School Transport costs.

Joint Strategic Needs Assessment (JSNA) and Health & Well Being Strategy

The Lincolnshire JSNA identifies a number of needs that directly relate to young people. (Be Healthy; Stay Safe; Enjoy and Achieve; Positive Contribution; Achieve Economic Wellbeing).

The Lincolnshire Health & Well Being Strategy includes five main themes, with an additional theme of "mental health" running throughout the document. The planned service provision in the county supports the themes of Promoting healthier lifestyles; Improving health and social outcomes for children and reducing inequalities; and Tackling the social determinants of health.

The provision of additional places at the school arising out of the expansion would support both the JSNA strategy and the Lincolnshire Health & Well Being Strategy as follows:-

- Ensuring young children do not have to travel long distances to get to school to avoid negative impact on their health and safety and general wellbeing.
- Ensuring that young children do not have extended school days caused by travel to schools other than their local school which might lead to over tiredness. Fatigue and lack of concentration might otherwise lead to accidents, impaired learning ability and children not reaching their full potential.
- Factors which lead to children not reaching their full potential will also limit their future attainment, their ability to achieve economic wellbeing and the positive contribution that they can make.
- Enabling children to attend a school in their local community and socialise with their friends will contribute to their enjoyment of their time in education with the consequent benefits to the learning process.
- Enabling children to attend a school in their local community will increase the number of children able to walk, cycle or scoot to school which will be beneficial to their health and physical wellbeing.

2. Conclusion

The final decision is required from the Executive Councillor to determine whether to approve the proposal to expand the capacity at Spalding Parish Church of England Day School as detailed in this report. The factors to consider in making this decision are within this report and all valid written responses received during consultation and the Representation Period (see section **5 Consultation**) must be considered.

The LA believes this proposal to be in the best interests of local children and local parents as well as educational provision in the area and it supports the council's aim of ensuring that as many children as possible can reach their full potential. It also enables the LA to fulfil its statutory duty of ensuring that there are sufficient places to accommodate all pupils of statutory school age in Lincolnshire.

It is recommended that the proposal is implemented to ensure the best educational opportunities for the children of Spalding. The advantages of implementing this proposal are detailed earlier in this report in the “**Reasons for Recommendations**” section.

3. Legal Comments:

The Council is the decision-maker for school alteration proposals of this type under the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013. The decision-maker may reject the proposal, approve the proposal without modification or approve the proposal with such modifications as the Council considers desirable but only after consultation on those modifications with the governing body.

The Council as decision-maker may make the approval of the proposal conditional but only on specified matters contained in the Regulations.

The proposal is consistent with the Policy Framework and within the remit of the Executive Councillor.

4. Resource Comments:

If the final decision is taken to expand the school the refurbishment and building costs would be met from DfE capital grant funding, with on-going revenue costs being funded from the Dedicated Schools Grant. The proposal to expand the capacity would help the Local Authority to meet its statutory duty to ensure sufficient places are available for all pupils; provide the school with even better value for money through the adoption of a PAN of 90, and mitigate a potential increase in Home to School Transport costs.

5. Consultation

In order for the school to expand the LA must follow the necessary statutory legal processes as required by the Secretary of State in accordance with the EIA 2006, the Education Act 2011 and the guidance of the DfE regarding expansion

Under these guidelines the LA must ensure that sufficient time and information are provided for people to understand and form a view on the proposal and make a response. Under the DfE guidelines which came into effect in January 2014 there is no longer a prescribed consultation period for significant changes to schools (including physical expansions). However there is a "*strong expectation on schools and LAs to consult interested parties in developing their proposal prior to publication*". To comply with this the LA has conducted a five week period of pre-consultation. Any documentation issued must set out the problem that is being addressed and invite comment on one or more solutions. The LA must explain the

decision making process and take all reasonable steps to draw the proposal to the attention of all those who might be interested and take into account their views.

The EIA 2006 specifically includes as interested parties the registered parents of registered pupils at the school and also the appropriate District and Parish Councils for the area. The guidance issued by the DfE in January only prescribes the minimum of who must be consulted and *"any other body or person that the local authority think appropriate and it is unlikely that there will be any cases where it was not felt appropriate to notify the parents at the school of the proposals"*. The list of interested parties was therefore compiled according to these principles comprising as wide a range of consultees as practicable to ensure that all interested parties were included and incorporated parents of current pupils and the Chief Executive of the District Council as well as individual County, District and Parish Councillors as appropriate. Guidance requires current pupils to be consulted and the children at the school were given the opportunity to discuss the expansion proposal via the school council. The children raised various points for further consideration but overall felt that the expansion would be a *"very good idea"*.

A letter incorporating relevant information and reasons for the proposal was sent out to interested parties on 22 January 2015 to commence a five week period of consultation. Individual meetings were offered to anyone interested to meet with representatives of the LA at the school to ask questions and raise any concerns but none were taken up.

There was also the opportunity to provide a response to the consultation by letter, email or by returning the response form attached to the consultation document by 26 February 2015. Copies of the letter commencing consultation and the response form were also published on the County Council website under the webpage "Current Consultations" on www.Lincolnshire.gov.uk/schoolorganisation

All written responses received during consultation have been provided to the Executive Councillor for consideration and further details are confirmed in this report in Appendix A. To briefly summarise, however, there were 30 valid responses in total with 23 in favour, 4 against the proposal and a further 3 which were neither for nor against the proposal but raised points for consideration. The largest number of responses was received from teaching and non-teaching members of staff at the school with all 15 supporting the expansion proposal. 11 responses were received from parents of current pupils with only 2 against the proposal. Over a third of responses recognised the need for additional places and a third also believed the proposal would have a positive impact in providing future opportunities not only for the pupils but also for the staff and the wider community. Concerns raised by those objecting to the proposal were regarding the increased noise and congestion caused by additional traffic and also the potential for a negative impact on educational standards. All comments made and issues raised will be taken into consideration by the Executive Councillor in the decision making process.

1 of the 4 responses against the proposal was from the Diocese of Lincoln Board of Education during the initial consultation period. This response was fully understanding of the need for additional school places. However, despite the recent 'Good' Ofsted grade the board still had some concerns about the potential impact of any major change to the school and wished to consider the proposal in

more detail before giving a final response. The school, the LA and Diocese have worked together during the representation period to ensure that a successful expansion is achievable whilst not negatively impacting on standards. The Governing Body and Headteacher have agreed to work collaboratively with the Diocese going forward and the Diocese has confirmed that they are satisfied that the school can successfully expand and develop the educational provision in Spalding. The Diocese has withdrawn the objection expressed during the consultation period and has given its support to the expansion proposal.

Following the completion of the consultation period all feedback was considered with a full report (which is referred to in the Background Papers section below and will also be re-considered along with this report) by the Executive Councillor and a decision was taken on 18 March to proceed to Statutory Notice. A statutory 4 week Representation Period was entered into on 2 April 2015 commencing with the publication of the Statutory Notice (Appendix B) in the local press, on the Lincolnshire County Council's website and at the school gates. The Complete Proposal, available in paper and electronic format (Appendix C) to which the Statutory Notice refers, was sent to interested parties as detailed in the statutory guidance and was also published on the website under the webpage 'Current Consultations' at www.lincolnshire.gov.uk/schoolorganisation. The Representation Period provides a further opportunity for people and organisations to express their views and ensure that they are taken into account when the final decision is taken. No responses were received during the Representation Period.

Under current legislation the LA is the decision maker for the proposal and is co-ordinating the statutory process before making a final decision in June. The LA, as decision maker, must be able to show that all relevant issues raised are taken into consideration in the decision making process. Points raised can be considered unpersuasive but must not be ignored altogether.

The last stage of the statutory process would be the implementation of the proposal with the expansion of the capacity from 420 to 630 for primary age provision at Spalding Parish Church of England Day School with effect from 1 September 2016 if it is decided to proceed.

a) Has Local Member Been Consulted?

Yes, the local member has been made aware of the proposal to expand Spalding Parish Church of England Day School.

b) Has Executive Councillor Been Consulted?

Yes, the Executive Councillor has been involved in the discussions regarding the proposal to expand Spalding Parish Church of England Day School.

c) Scrutiny Comments

The Children and Young People Scrutiny Committee will meet on 5 June 2015 to consider this report concerning the proposal to expand the capacity at Spalding Parish Church of England Day School (Final Decision).

The comments of the committee to be included here when known.

d) Policy Proofing Actions Required

An Impact Analysis has been completed. In summary the analysis undertaken indicates that there is some potential for minor negative impact but that this is far outweighed by the benefits of the proposal. The LA would look to mitigate negative impact on the existing site, local road network and access and address any other concerns that potentially might arise out of this expansion proposal. The stringent requirements at the planning application stage would include the active involvement of the Highways Department as well as a detailed travel plan.

6. Appendices

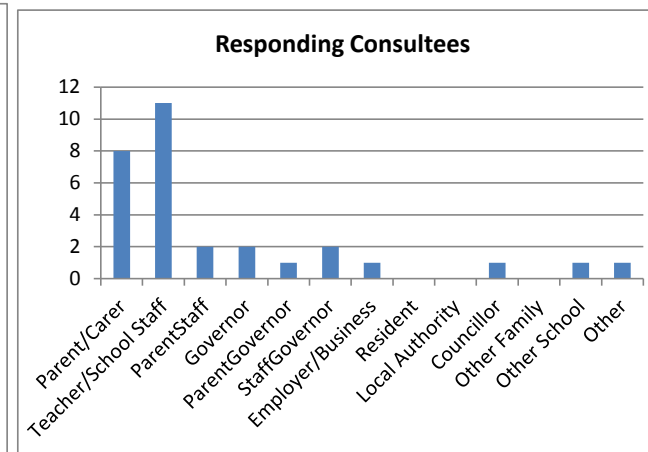
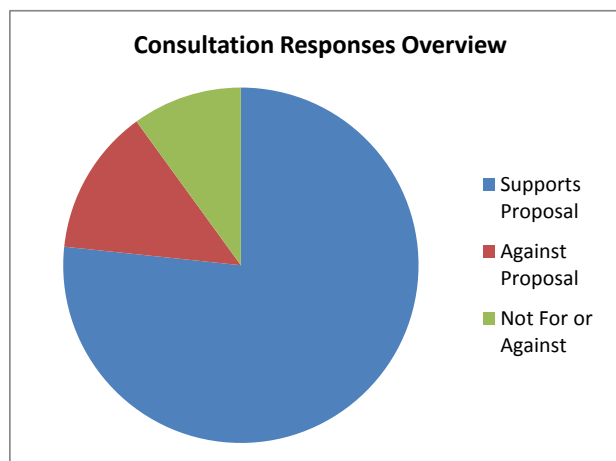
These are listed below and attached at the back of the report	
Appendix A	Summary of written consultation responses
Appendix B	Statutory Notice
Appendix C	Complete Proposal
Appendix D	Site Plan

7. Background Papers

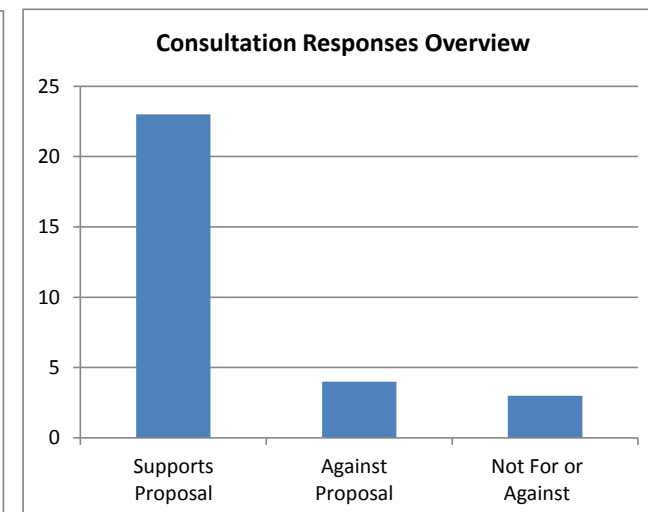
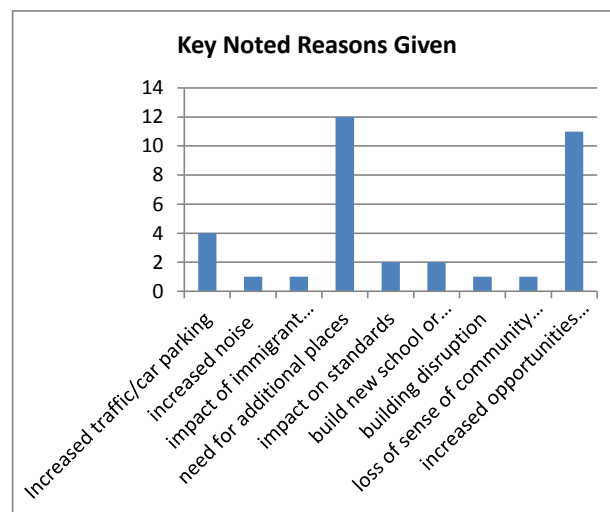
Document title	Where the document can be viewed
Report on the proposal to expand the capacity at Spalding Parish Church of England Day School (decision to go to Statutory Notice)	Lincolnshire County Council Committee Records Reference I008557 18 March 2015
The DfE guide "School Organisation Maintained Schools Guidance for proposers and decision-makers" January 2014; letter to commence the operator selection process; list of interested parties; blank response form.	All available on request from the School Organisation Planning Team, Children's Services
Impact Analysis	Available on request from the School Organisation Planning Team, Children's Services
Individual consultation responses	Individual responses available to be viewed by the decision maker. Content of responses anonymised and summarised in Appendix A

This report was written by John O'Connor, who can be contacted on 01522 553213 or john.o'connor@lincolnshire.gov.uk

	Supports Proposal	Against Proposal	Not For or Against	
Totals	30	23	4	3
Parent/Carer	8	3	2	3
Teacher/School St	11	11	0	0
ParentStaff	2	2	0	0
Governor	2	2	0	0
ParentGovernor	1	1	0	0
StaffGovernor	2	2	0	0
Employer/Busines	1	1	0	0
Resident	0	0	0	0
Local Authority	0	0	0	0
Councillor	1	0	1	0
Other Family	0	0	0	0
Other School	1	1	0	0
Other	1	0	1	0



traffic/car parking	4
increased noise	1
immigrant population	1
need for additional places	12
impact on or expand elsewhere	2
building	1
loss of sense of community in large school	1
increased opportunities for staff, children and community	11



APPENDIX B

Proposal to expand Spalding Parish Church of England Day School

NOTICE IS HEREBY GIVEN in accordance with section 19(1) of the Education and Inspections Act 2006 as updated by the Education Act 2011 that Lincolnshire County Council, County Offices, Newland, Lincoln LN1 1YQ intends to make a prescribed alteration to Spalding Parish Church of England Day School, Clay Lake, Spalding PE11 2QG with effect from 1 September 2016.

The proposal is to increase the Published Admission Number (PAN) from 60 to 90 and to permanently expand the school from the existing PAN capacity of 420 to 630 places. This would increase the PAN from 60 to 90 with effect from 1 September 2016 and would initially increase the PAN for the Reception intake in September 2016 to 90 with the PAN for all other years remaining at 60. The increased intake of up to 90 would then be phased in with each subsequent Reception intake until the PAN of 90 applies to all year groups.

The prescribed alteration being consulted on is not related to any other statutory proposal. All statutory consultation requirements in respect of this proposal have been complied with.

The current net capacity of Spalding Parish Church of England Day School is 420 and the proposed net capacity will be 630. On March 6th 2015 there were 430 primary aged pupils on roll.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained by writing to: School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by calling 01522 553329 or by emailing schoolorganisation@lincolnshire.gov.uk or under "Current Consultations" via <http://www.lincolnshire.gov.uk/schoolorganisation>

A copy of the County Council's Home to School Transport policy can be obtained on-line at www.lincolnshire.gov.uk/parents/schools/school-transport

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to School Organisation Planning, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk.

Further details on the consultation which have led to this proposal can be accessed on-line under "Current Consultations" via <http://www.lincolnshire.gov.uk/schoolorganisation>

Signed: Debbie Barnes
Executive Director of Children's Services
Lincolnshire County Council

Publication Date: 2 April 2015

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APPENDIX C



Complete Proposal
to Expand
Spalding Parish Church of England Day
School

MATTERS TO BE SPECIFIED IN SECTION 19 OF THE EDUCATION AND
INSPECTIONS ACT 2006

PROPOSALS TO MAKE A PRESCRIBED ALTERATION TO A SCHOOL

2 April 2015

Contact details

This proposal has been published by Lincolnshire County Council, County Offices, Newland, Lincoln LN1 1YQ regarding the expansion of Spalding Parish Church of England Day School, Clay Lake, Spalding PE11 2QG.

Implementation

The proposal is to expand Spalding Parish Church of England Day School with effect from 1 September 2016. This proposal is being made to ensure that there are sufficient primary school places in Spalding to accommodate the increasing pupil numbers in the area and to enable the Local Authority (LA) to fulfil its statutory duty of providing school places for all children of statutory school age in Lincolnshire.

Objections and Comments

Any person or organisation may object to or make comments on the proposal by sending them to the School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk to be received by the deadline of 30 April 2015.

Alteration description

The proposal under consideration is to increase the Published Admission Number (PAN) from 60 to 90 and to permanently expand the school from the existing PAN capacity of 420 to 630 places with an implementation date of 1 September 2016. This would initially increase the PAN for the Reception intake in September 2016 to 90 (with the September 2015 over-offered intake of 90 already being on roll) with the PAN for all other years remaining at 60. The increased intake of up to 90 would then be phased in with each subsequent Reception intake commencing in September 2017 until the PAN of 90 applies to all year groups. This phased approach will allow the school to effectively manage staffing and teaching structures and help to ensure that pupil numbers at other local schools will be maintained. It will also enable the suitable phasing of the building work if required to minimise disruption.

School Capacity and Site

At the request of the LA and in order to meet the demand for places and parental preference the school will be asked to admit above the usual intake of 60 by offering up to 90 Reception places for the intake in September 2015 and will be able to accommodate this as a bulge year following some minor internal remodelling. However, it will not be possible to offer this increased intake beyond 2015 without additional accommodation being provided to enable a permanent expansion across all year groups.

Accommodation will be provided, subject to planning permission and final approval of this proposal. If the proposal is approved it is proposed that the necessary building/refurbishment work will begin during 2015 (subject to planning permission being granted) and additional accommodation for the first increased intake planned to be completed in advance of the start of term in September 2016. This would be managed to cause minimal disruption to the school during term time making best

use of school holidays where possible. Any potential building project would look to be isolated on site from the existing provision to ensure minimal disruption to the running of the school. Suitable additional teaching and resource spaces both inside and outside will be required to ensure sufficient facilities are in place to accommodate up to 630 primary aged children in total. This will include additional classrooms as well as other areas such as group rooms, toilets, suitable outdoor hard play area and a larger school hall. These new facilities will benefit the children already on roll at the school as well as provide additional accommodation for increased pupil numbers on roll in the future. It will also be an opportunity to ensure that no temporary buildings are necessary on site.

The planning application process required is dealt with and consulted on separately from this process. This process will include the consideration of issues arising out of the physical expansion of the school such as the need for additional parking and the impact on traffic. There will be an opportunity for those that are interested to respond directly to the planning application.

The number on roll at the time of the census taken in October 2014 was 425 which is broken down by year group in the table below:-

	Rec	Y1	Y2	Y3	Y4	Y5	Y6	Total
Number on Roll	60	60	59	60	61	65	60	425

Data from October 2014 Census

Objectives

The proposal detailed in this document is to expand Spalding Parish Church of England Day School with effect from 1 September 2016 and the objective is both to ensure that there are sufficient primary school places in Spalding to accommodate the increasing pupil numbers in the area and also to enable the LA to fulfil its statutory duty of providing school places for all children of statutory school age in Lincolnshire within a reasonable distance from where they live.

The LA considers this to be the most appropriate available solution to the expected shortage of primary school places in this area of Spalding to enable local children to attend their local school and would not be actively participating in this process if it did not see significant advantages for children and young people, their parents/carers and the local community. The LA believes that in addition to the proposal being in the best interests of local children and local parents as well as educational provision in the area it also reinforces the priorities in the Children and Young People's Plan (CYPP). The proposal will ensure that the provision of school places is planned so as to promote high educational standards, enable fair access to educational opportunity for every child and promote the fulfilment of each child's potential and at the same time sustain local provision and assist in meeting parental preference. It is also an opportunity to reduce the potential need for temporary classrooms on site in the future to benefit not just the additional pupils but those that are already on roll.

Other options in and around this area of Spalding have been explored and all primary schools have been considered for potential expansion. However, none have been found to be as suitable due to reasons such as geographical location in relation to demographic pressures, undersized sites, distance that pupils would have to travel,

parental preference, impact on standards, potential planning challenges and the fact that other schools are of suitable sizes for the areas they serve. However, further options are being considered in Spalding in addition to this proposal to cope with the increasing demand for primary school places across the town.

The proposal to expand Spalding Parish Church of England Day School has the support of the Headteacher and the Governing Body, and also the School Improvement Service (CfBT). The LA is confident that the leadership, management and governance at the school have the capacity and potential to take on additional pupils into the Reception year group and to successfully expand to a 3 form entry school in the future. This will provide the opportunity to continue to improve the learning experience and outcomes for the children to enable them to reach their full potential. It will not only ensure a good education for the local children building on the school's recent 'Good' Ofsted inspection, providing the opportunity to improve the learning experience and outcomes for the children to enable them to reach their full potential, but also avoid children being transported out of their local community to other schools or nearby villages.

Having additional classes and more children on roll at the school will also have financial benefits for the school. This may potentially provide the opportunity to enhance teaching provision and career opportunities for staff which in turn will benefit the learning experience of the children. This opportunity will support the school in maintaining already high standards and provide a platform for continued improvements.

Consultation

In order for the school to expand the LA must follow the necessary statutory legal processes as required by the Secretary of State in accordance with the Education and Inspections Act (EIA) 2006 and updated by the Education Act 2011 together with the guidance of the Department for Education (DfE) regarding expansion. The relevant DfE guidance was updated in January 2014. Under this guidance there is no longer a requirement for a prescribed consultation period prior to the publication of the Statutory Notice and Complete Proposal. However, the DfE still has a strong expectation that LAs will consult interested parties in developing their proposal. To fulfil this expectation the LA undertook the following consultation. This is also to enable the LA to operate a fair and open process and ensure all views are considered.

Consultation originally began on 22 January 2015 with a letter, incorporating relevant information and reasons for the proposal, being sent to all parents of pupils attending the school informing them of the proposal. Interested parties were also informed as required by guidelines issued by the DfE. In addition, individual drop in sessions were offered to parents to discuss the proposal further with an LA officer. These meetings were offered to allow those having an interest in this proposal to be able to gather information, ask questions and get involved in the debate but no appointments were taken up.

All parents/carers and other interested parties were given the opportunity to respond as part of the consultation process by letter, email or by returning the response form attached to the consultation letter by 26 February 2015. Copies of the letter commencing consultation and the response form were also published on the County

Council website under the webpage [Current Consultations on www.lincolnshire.gov.uk/parents/schools/for-schools/school-organisation-planning-team/current-consultations/](http://www.lincolnshire.gov.uk/parents/schools/for-schools/school-organisation-planning-team/current-consultations/)

All written responses received during consultation have been provided to the Executive Councillor for consideration and further details are confirmed in this report in Appendix A. To briefly summarise, however, there were 30 valid responses in total with 23 in favour, 4 against the proposal and a further 3 which were neither for nor against the proposal but raised points for consideration. The largest number of responses was received from teaching and non-teaching members of staff at the school with all 15 supporting the expansion proposal. 11 responses were received from parents of current pupils with only 2 against the proposal. Over a third of responses recognised the need for additional places and a third also believed the proposal would have a positive impact in providing future opportunities not only for the pupils but also for the staff and the wider community. Concerns raised by those objecting to the proposal were regarding the increased noise and congestion caused by additional traffic and also the potential for a negative impact on educational standards. All comments made will be taken into consideration by the Executive Councillor in the decision making process.

1 of the 4 responses against the proposal was from the Diocese of Lincoln Board of Education. The board is fully understanding and supportive of the need for additional school places, but has expressed some concern about the potential impact of any major change to the school. To offer assurances to any concerns the Diocese may have, it is proposed that the LA will support the school and work with both the school and the Diocese, should the expansion go ahead, to ensure that a robust plan is in place to safeguard educational standards from any negative impact. The LA believes that the school is now in a strong position going forward with a good foundation on which to build and expanding the school will provide an excellent opportunity for the school to continue to move forward.

Under current legislation the LA is the decision maker for the proposal and is co-ordinating the statutory process before making a final decision in June 2015. The LA, as decision maker, must be able to show that all relevant issues raised are taken into consideration in the decision making process.

Project Costs

This proposed expansion will incur capital costs that the LA will fund from the Children's Services capital programme. All capital costs are being covered by the Basic Need funding allocated by the DfE. This funding is provided to add capacity to primary provision where it is needed, and is not intended for alternative uses elsewhere. The capital project aims to create the required facilities to allow for up to 630 pupils to be accommodated.

Revenue costs associated with the proposed expansion would be funded from the Dedicated Schools Grant (Growth Fund).

Special Educational Needs (SEN) provision

The expansion of the school is not likely to have any impact on SEN provision other than an opportunity to improve the provision with better access to resources and

consistently good quality teaching, learning and leadership at the school. Consideration of pupils with SEN will take place and the LA will continue to look to make improvements in the standard, quality and/or range of the education provision for children with SEN.

Need for places

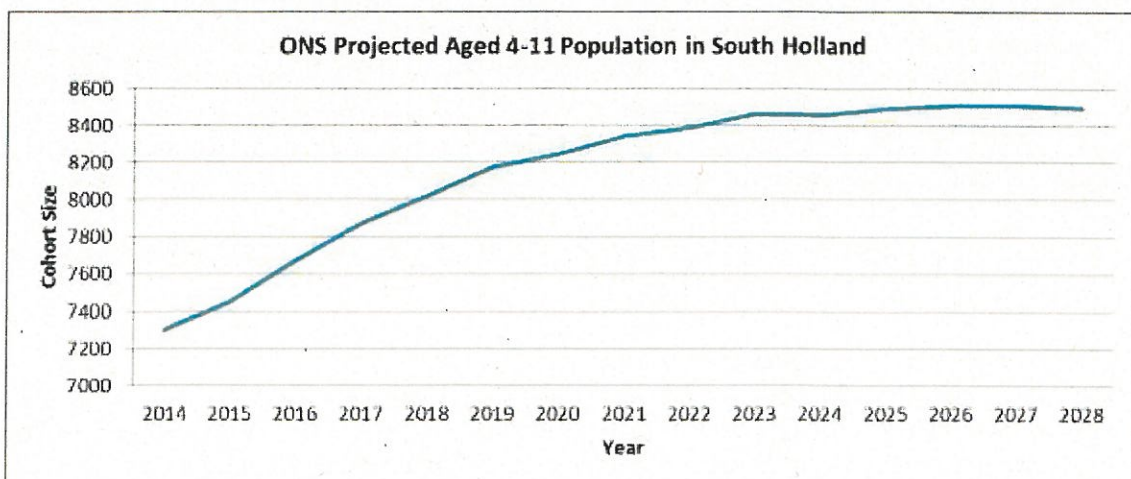
National birth rates, mostly concentrated in more urban areas, have been steadily rising in recent years. This increased birth rate, combined in some areas with inward migration and housing development, is resulting in increased demand for primary school places. There is expected to be a long term requirement for more school places. Spalding and the surrounding area will experience a shortage of available places if capacity at one or more of the local schools is not increased, or additional capacity added through alternative means. This is evidenced in the table below which shows the LA projections for the whole of Spalding:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	22	1	-4	4	9	7	9	21	-3	-8	0	5	3	5
2015	-54	22	1	-4	4	9	7	-63	10	-11	-19	-11	-9	-11
2016	-88	-54	22	1	-4	4	9	-103	-73	1	-20	-25	-20	-18
2017	-34	-88	-54	22	1	-4	4	-60	-114	-80	-4	-25	-30	-22

The following table shows the data specific to the East of Spalding and the area that Spalding Parish is central to:

Forecast Years	Min Projected Surplus							Max Projected Surplus Places						
	R	1	2	3	4	5	6	R	1	2	3	4	5	6
2014	0	0	-2	3	-1	-8	3	0	-3	-5	0	-4	-11	0
2015	-42	0	0	-2	3	-1	-8	-42	-3	-3	-8	-3	-10	-17
2016	-45	-42	0	0	-2	3	-1	-45	-46	-6	-6	-8	-6	-13
2017	-12	-45	-42	0	0	-2	3	-17	-50	-47	-5	-5	-7	-2

Population data [birth data supported by the Office of National Statistics (ONS)] confirms this expected long term requirement for more places for children of a statutory school age in Spalding and the surrounding area. This is evidenced by the ONS projections data for South Holland shown below:



There are proposals under consideration for expansions in other parts of Spalding and the surrounding area but this proposal is being put forward to meet the projected demand for places in the immediate area and avoid the need to transport young children more than 2 miles away. The proposal is being made to meet the need for additional capacity and not to replace existing capacity in the primary sector therefore not having a significant negative impact on neighbouring primary schools.

Therefore, a permanent sustainable solution is needed to accommodate these extra children to avoid overcrowding and/or transporting primary aged children to alternative schools outside of their local community that are not within a reasonable distance of where they live.

Expansion of successful and popular schools

The Government is committed to ensuring that every parent can choose an excellent school for their child with the wishes of parents being taken into account. There is a strong presumption that proposals to expand popular and successful schools should be approved. DfE guidance states that places should be allocated where parents want them and that successful and popular schools be allowed to grow. This proposal will assist in meeting parental preference to help ensure that pupils do not have to be placed outside of the area against preference.

Spalding Parish Church of England Day School was rated overall by Ofsted as a 'Good' school at its last inspection in October 2014. The school has been over-subscribed for the last five years on 1st and 2nd preferences. There is further evidence of the increased popularity of the school in that for the intake in September 2015 the school is over-subscribed on 1st preference applications alone (64 1st preferences and 19 2nd preferences). It is also situated in an ideal location in relation to the demand for places expected in the long and short term.

Related Proposals

The proposal to expand Spalding Parish Church of England Day School is not related to any other statutory proposal.

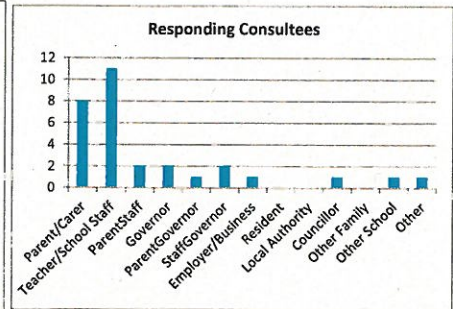
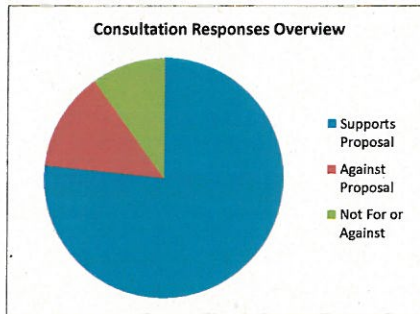
What will happen now?

Any person may object to or make comments on this proposal by sending them to the School Organisation Planning Team, Children's Services, Lincolnshire County Council, County Offices, 51 Newland, Lincoln LN1 1YQ or by emailing schoolorganisation@lincolnshire.gov.uk by 30 April 2015.

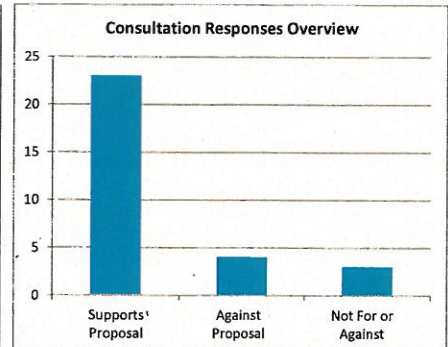
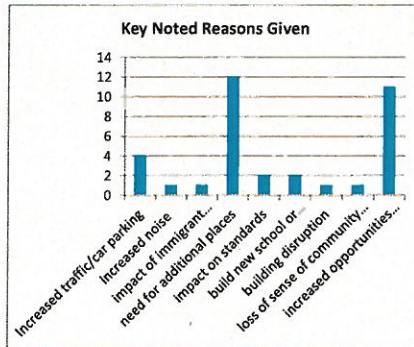
At the close of the 4 week representation period (statutory formal consultation) on 30 April 2015 responses will be collated and analysed and a further report will be presented to the Executive Councillor for a final decision in June 2015 on the expansion of the school. The representation period is the final opportunity for people and organisations to express their views about the proposal and ensure that they will be taken into account by the decision maker.

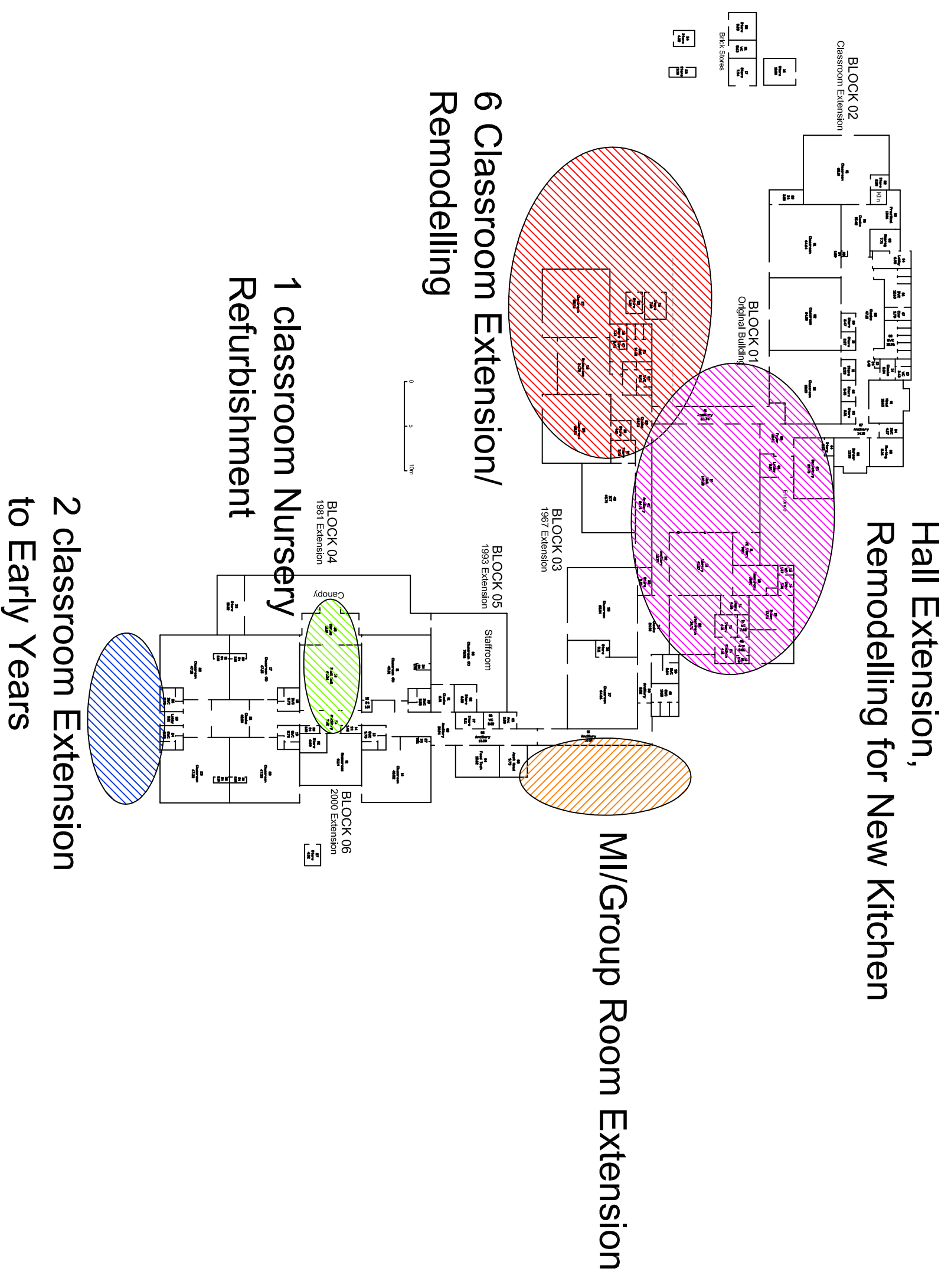
APPENDIX A Written Responses in the Consultation Period on the proposed expansion at Spalding Parish Church of England Day School					Increased traffic/car parking	increased noise	Impact of immigrant population	need for additional places	impact on standards	build new school or expand elsewhere	building disruption	loss of sense of community in large school	Increased opportunities for staff, children and community
Point of View	Supports Proposal	Against Proposal	Not For or Against	Other comments/Notes									
Parent/Carer			Y	Not against proposal but careful consideration needs to be given to impact of extra traffic and pressure on parking which is a problem now with parents already parking illegally endangering childrens safety. Will extra parking and crossing patrols be provided?	Y								
Other School Councillor	Y	Y		Aware of pressure on places in the area. Expansion would not be needed if influx of migrants halted. Location unsuitable due to position in between two already congested roads. At drop off and pickup times parents are encouraged to use entrances at Clay Lake and Balmoral avenue but consequent double parking is adding to the congestion. Increased noise would also have negative impact on adjacent elderly residents estate.	Y	Y	Y	Y					
Teacher/School Staff	Y			If there is a need to increase the local capacity for children to attend their local and most appropriate school then it is important to respond to this need.				Y					
Employer/business	Y			Local areas needs further primary places so it makes complete sense to expand an already established "Good" school				Y					
Parent/Carer		Y		School is large enough and had good ofsted report. If larger the standard achieved and level of teaching would be compromised. Would it not be better to build a new school or I'm sure there are other schools that could accommodate increase in classes. Also traffic needs to be considered as there are already large numbers of cars on Bowditch Road particularly at the start and end of the school day.	Y				Y	Y			
Parent/Carer			Y	There is already a problem with parking and I often have to park a long way from the school. Where will staff park? Concerned about child safety following increase in traffic. Building work will cause disruption to children in terms of safety as well as outdoor activities. The children may lose their sense of community in such a large school. I would like reassurance that no additional pupils will be admitted until all permanent buildings are in place and that all facilities will be increased to cope with the additional numbers.	Y						Y	Y	
Parent/Carer	Y			All children are entitled to an education and if this means increasing the capacity at the school then I am in favour				Y					
Parent/Carer			Y	by the time this comes into effect my children will have places at our first choice of school									
Other		Y		Understands the need to increase places in area. However, without additional support in place there is some concern about the school's academic performance and potential impact of the expansion on pupil achievement as the school is underperforming against the national average in a number of areas.				Y	Y				
Teacher/School Staff	Y			More school places are needed locally				Y					
Parent/Staff	Y			It will create more jobs and opportunities locally									Y
Teacher/School Staff	Y			Need for more school places. Will raise the profile of the school. Hopefully raise employment opportunities.				Y					Y
Teacher/School Staff	Y			Will give more development opportunities for staff. Will give the children a good education and of service to local community. Exciting time and good opportunities for the future.				Y					Y
Teacher/School Staff	Y												
Parent/Carer		Y		School is big enough already. I appreciate need to accommodate all children - why could the new school at Wygate Park not take 2 classes. If I had known about this before I applied for my child's reception place I may have reconsidered my first choice.				Y		Y			
Teacher/School Staff	Y			Beneficial to staff through their own development and larger numbers with more expertise to share. Community will benefit as enough places will be provided for increased birth rate meaning less travel. We are rated a 'good' school and this will benefit current and future children at the school.									Y
Teacher/School Staff	Y			We are an Ofsted Good school. This will give more children the opportunity to join us				Y					Y
Parent/Carer	Y			Children currently at the school will benefit from the improved facilities and the expansion will increase the school's profile									Y
Parent/Governor	Y			This will meet the needs of a growing local community and will give more children the opportunity to benefit from all the school has to offer. I support the proposal both as a parent and as a Governor.									
Governor	Y			Spalding is in desperate need of places. Spalding as a whole will benefit from these extra places as well as the existing pupils who will benefit from the improved resources. The leadership at the school is very effective and I have every confidence that the school has the capacity to grow.				Y					Y
Teacher/School Staff	Y			The school is warm and welcoming and has room to grow. Having achieved 'Good' rating by Ofsted this is a great opportunity to continue to grow and meet the needs of even more children				Y					Y
Staff/Governor	Y			This will allow opportunities for staff development which will benefit pupils, their families and the community. It will raise the profile of the school. It will allow more pupils access to a good quality education.									Y
Teacher/School Staff	Y												
Parent/Carer	Y												
Governor	Y												
Teacher/School Staff	Y												
Staff/Governor	Y			Greater opportunities for staff development in turn giving greater stability and opportunities for the children. Providing even more of our school community with the already 'Good' education that the school provides. Will attract high calibre of staff in difficult recruitment area.									Y
Teacher/School Staff	Y												
Parent/Staff	Y			wonderful opportunity for pupils, staff and the wider community									Y

	Supports Proposal	Against Proposal	Not For or Against	
Totals	30	23	4	3
Parent/Carer	8	3	2	3
Teacher/School St	11	11	0	0
ParentStaff	2	2	0	0
Governor	2	2	0	0
ParentGovernor	1	1	0	0
StaffGovernor	2	2	0	0
Employer/Busines	1	1	0	0
Resident	0	0	0	0
Local Authority	0	0	0	0
Councillor	1	0	1	0
Other Family	0	0	0	0
Other School	1	1	0	0
Other	1	0	1	0



traffic/car parking	4
increased noise	1
immigrant population	1
need for additional places	12
impact on or expand elsewhere	2
building	1
loss of sense of community in large school	1
increased opportunities for staff, children and community	11





**SPALDING PARISH CE DAY SCHOOL
EXISTING FLOOR PLAN
NTS**

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Open Report on behalf of Debbie Barnes, Executive Director of Children's Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Performance - Quarter 4 2014/15

Summary:

The accompanying appendices to this report provide key performance information for Quarter 4 2014/15 that is relevant to the work of the Children and Young People Scrutiny Committee.

Actions Required:

The Committee is invited to consider and comment on the performance information contained in the appendices to this report.

1. Background

Performance Indicators

Appendix A is the summary report of the performance indicators relating to Children's Services. On presentation of the summary report there will be an opportunity to ask questions.

Appendix B provides a full and detailed report that covers all indicators used by Children's Services. This is also available for questions.

Please be aware a key for the symbols has been added in to the report as it was requested when the last performance report was tabled.

Council Priority Activity Performance

Appendix C highlights Council Priority Activities. Corporate Management Board have identified a number of Council Priority Activities, these are the key projects and programmes that will deliver the most significant changes and new commitments as detailed in the 2012-2015 Council Business Plan and Organisational Strategy, as well as the Executive Director's objectives. There are currently 20 priority projects and programmes, 2 of which are in the remit of this scrutiny committee.

Complaints and compliments

Appendix D covers complaints and compliments.

Status of schools

Appendix E gives an overview of the Ofsted status of schools in Lincolnshire, including specific details of schools judged to be inadequate.

Performance Monitoring of Contracts

Appendix F gives an overview of the performance management of contracts.

2. Conclusion

This report summarises the Quarter 4 performance for Children and Young People, and the Children and Young People Scrutiny Committee is asked to raise any questions on the content of the report.

3. Consultation

a) Policy Proofing Actions Required

n/a

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Summary of performance
Appendix B	Detailed performance data for Quarter 4 2014/15
Appendix C	Update on key Children's Services projects
Appendix D	Complaint and compliments report
Appendix E	Ofsted school status report
Appendix F	Performance Monitoring of Contracts (EXEMPT)

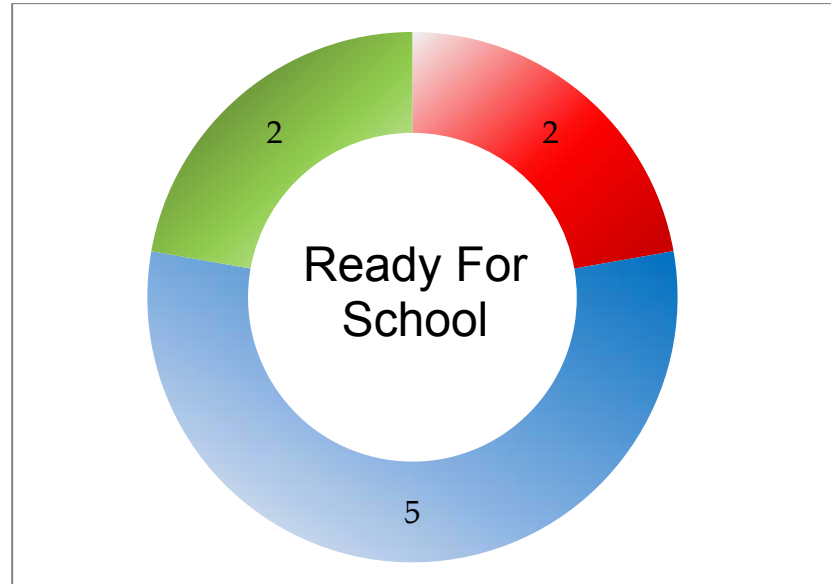
5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

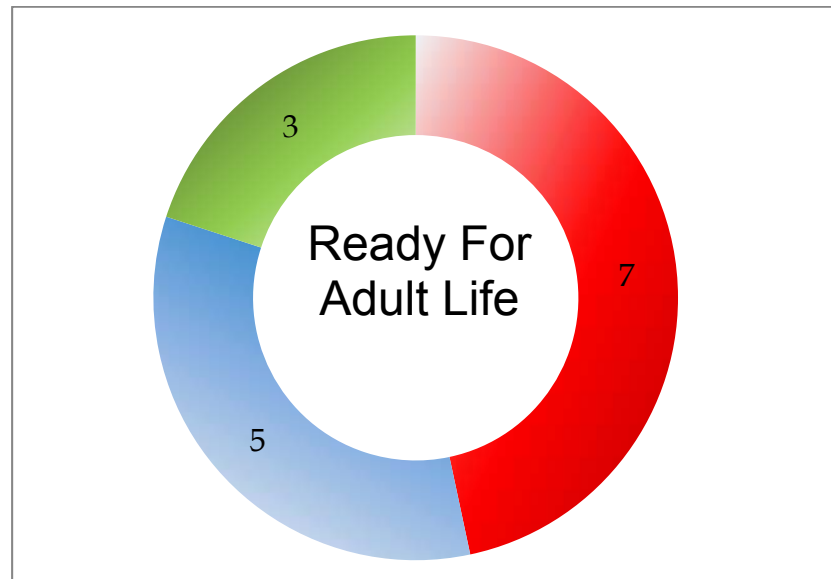
This report was written by Sally Savage, who can be contacted on 01522 553204 or sally.savage@lincolnshire.gov.uk.

Summary of performance for quarter 4

These charts summarise the current performance of our 65 indicators, split by the four commissioning groupings.



- Worse than tolerance
- Within tolerance
- Better than tolerance
- Not due



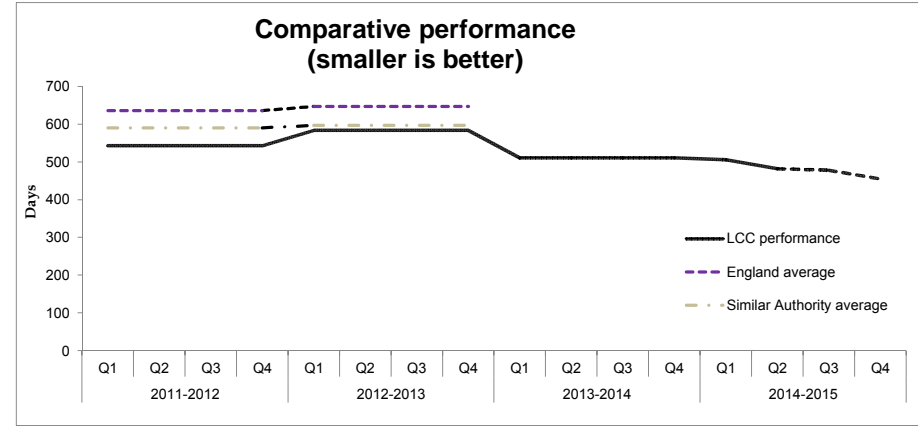
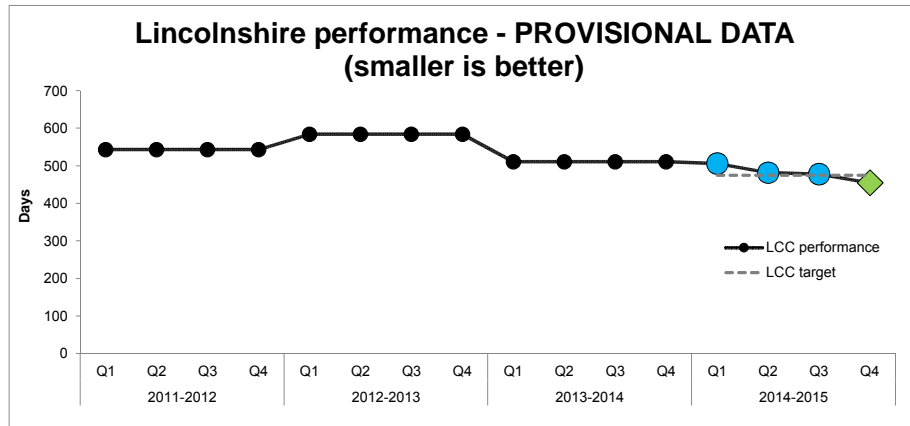
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Healthy and Safe

Average time for child to move in with adoptive family (Adoption Scorecard A1)

This indicator is owned by TARA JONES

This indicator is not in any wider plans



Comment on latest performance from Tara Jones:

The performance on A1 of the adoption score card has exceeded the end of year performance target. This is excellent performance and demonstrates the impact that the Adoption Reform Grant has had upon reducing delay for children with a plan for adoption. The early twin tracking process in place and the newly appointed Family Finding Co-ordinator ensures that children are matched with their adopters at the very earliest opportunity. The continued focus upon recruitment, particularly for harder to place children ensures that the adoption service continues to increase the number of adopters approved each year. The outstanding Ofsted Judgement received in November 15 further recognises the innovation and creativity which Lincolnshire has shown in implementing the many reforms.

2014/2015 TARGET RATIONALE

Lincolnshire performance is historically better than Stat' Neighbours and England average. Although trend data for the last 3 years published data shows deterioration for LCC, local data collection shows an improvement for the 2011-14 rolling 3 years average. The position as at Q4 in that period is 502 days. As this is based on a local collection and because this performance in itself is a huge leap forward, the target has been set to reduce this by a small amount to continue the trend. LCC currently sit within Quartile Band B (2010-13) however, if the 2011-14 position is verified nationally it is expected that we will be in Band A. The expectation is to retain this position.

2014/2015 TOLERANCE RATIONALE

An upper value of 90 has been set as there is still some uncertainty of the 2014 position – how the national position is derived is not shared with LA's so our proxy local collection may be subject to change. The value has been set to an upper level 565 which should still retain our position in Quartile Band A (if the 2014 value stands)

A lower value has not been set. Achievement of the target would be deemed a considerable improvement.

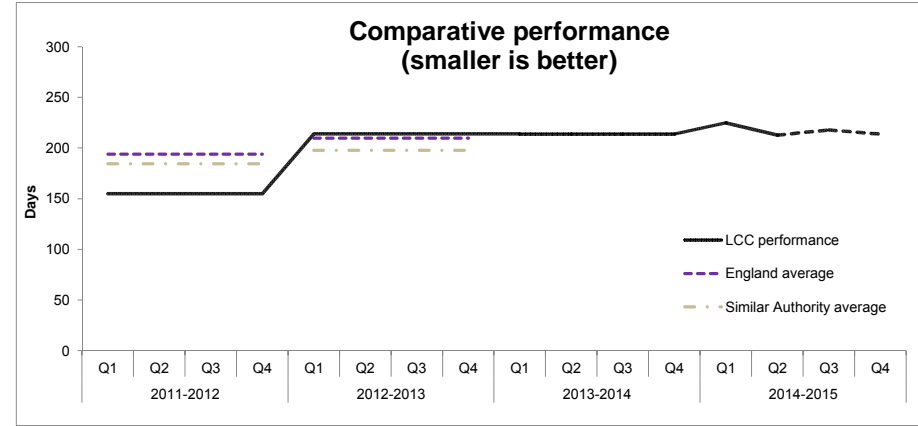
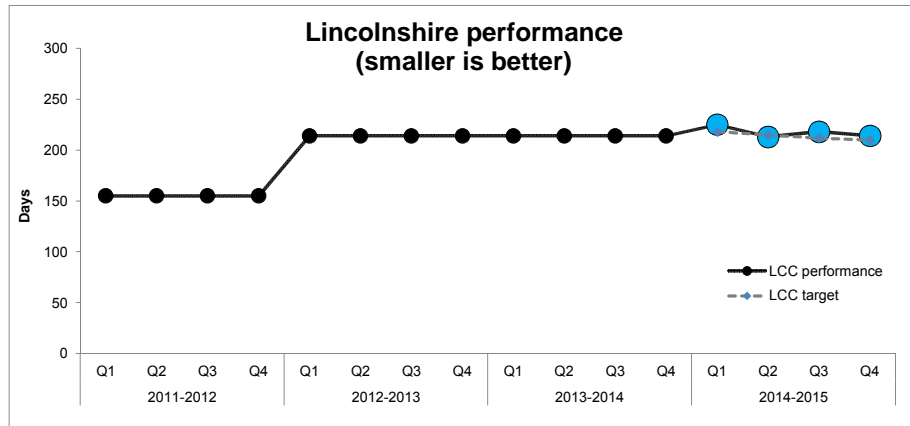
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool. No East Midlands comparative data available.

Average time to decide on an adoptive family match (Adoption Scorecard A2)

This indicator is owned by **TARA JONES**

This indicator is not in any wider plans



Comment on latest performance from Tara Jones:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Targets have been set to match the England average achieved in 2010-13. National datasets show deterioration in performance for LCC. However, local analysis of data for the 4 quarters in 2013/14 shows a gradual improvement downwards.

Lincolnshire performance has historically been inferior to the England average and Statistical neighbours.

Current Quartile Banding is C, and it is unlikely that reaching Band B is likely this year.

2014/2015 TOLERANCE RATIONALE

Both upper and lower tolerances have been set at 10 days (average).

Achievement of the upper tolerance would almost match the LCC position achieved in 2014 (2012-14) and maintain the performance, stopping the downward trend indicated by the national data.

Achievement of the lower tolerance would be a significant improvement and change in direction and may be enough to move LCC up to Quartile Band B.

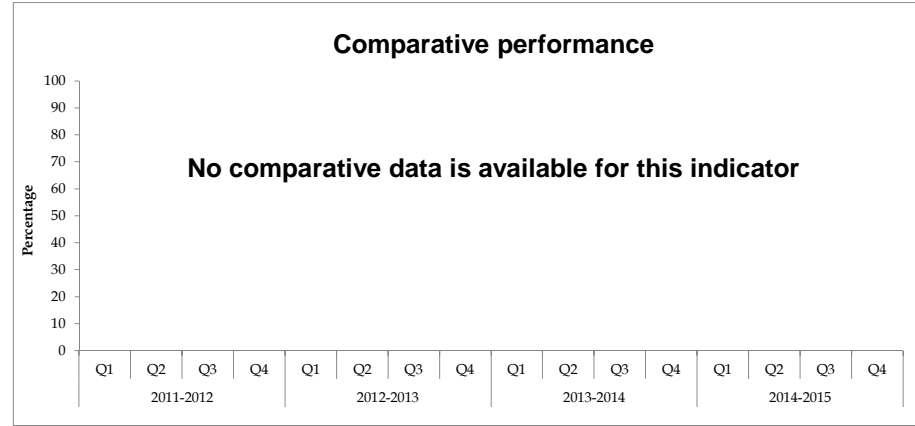
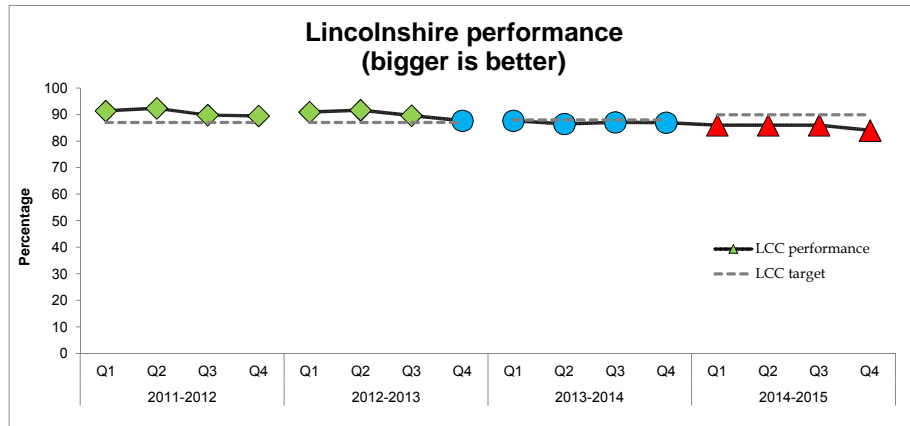
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool. No East Midlands comparative data available.

Fostering/adoption of Looked After Children aged 10 to <16

This indicator is owned by **JOHN HARRIS**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from John Harris:

The performance has remained consistent with the previous quarter and remains just below target. The complexities of some children has required placement within a residential home as fostering is considered not best able to meet their needs. We have also continued to see an increase in children placed at home on care orders. However for the vast majority of children within this indicator, fostering remains the preferred placement option.

2014/2015 TARGET RATIONALE

Number of LAC aged 10 to under 16 is forecast to decrease slightly in 2015. The numbers placed for adoption or fostered over the past 5 years has been fairly consistent and the forecast for 2015 is reflective of this. The forecasted data has been rounded down and used as the target for March 2015. National and statistical neighbour data is not available on this measure for comparative analysis and context. Achieving the Q4 target would show significant improvement on 2014 and draw performance back in line with that achieved in the 3 years prior to that. National target is 87%

2014/2015 TOLERANCE RATIONALE

A 2% variance is set for the upper value and 3% for the lower value.

Meeting the upper tolerance level would achieve a performance level not reached in recent years and show a change in the overall trend.

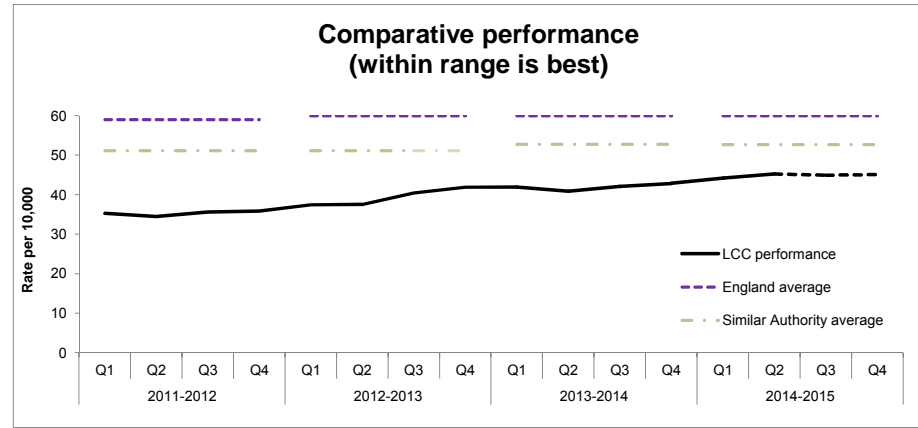
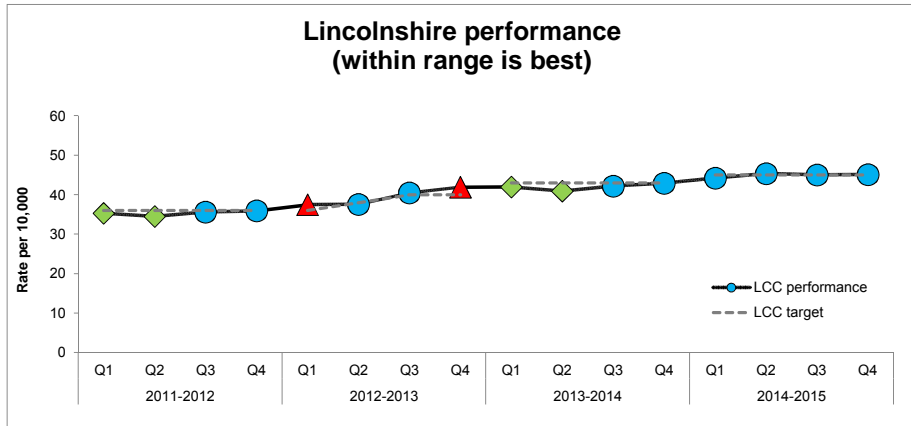
To achieve the lower tolerance level would maintain performance from 2014 and address the current downward trend. It would also meet the national target.

COMPARATIVE DATA SOURCE

No comparative data is available

Looked After Children per 10,000 population aged under 18

This indicator is owned by ROZ CORDY



Comment on latest performance from Roz Cordy:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Lincolnshire data shows an increasing trend for this measure. Target is set to stabilise by maintaining the position as at June 2014 (approximately 630 LAC). Historical Lincolnshire performance against national and statistical neighbours shows Lincolnshire with a much lower rate. Quartile bands data is not available.

2014/2015 TOLERANCE RATIONALE

The tolerance range allows for the number of LAC to vary between approximately 600 – 660. This is about +/- 30 on the June 2014 position of 630 LAC.

Anything above or below this number would be flagged as worse than target, ie indicating a significant variance from the current position.

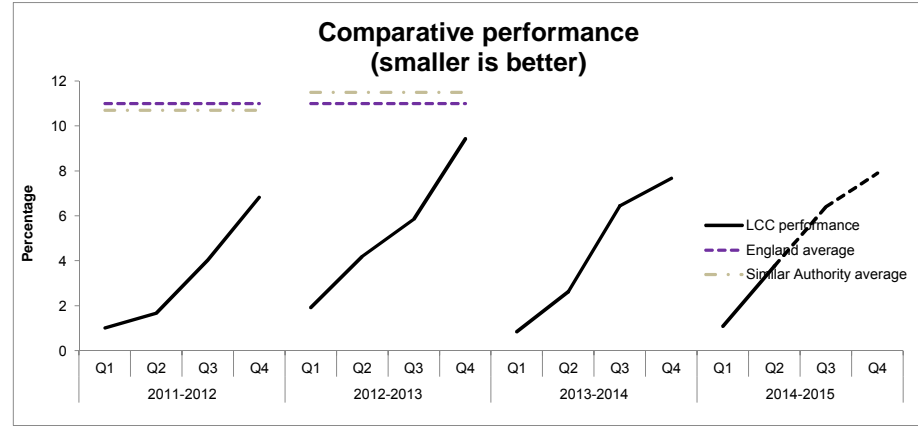
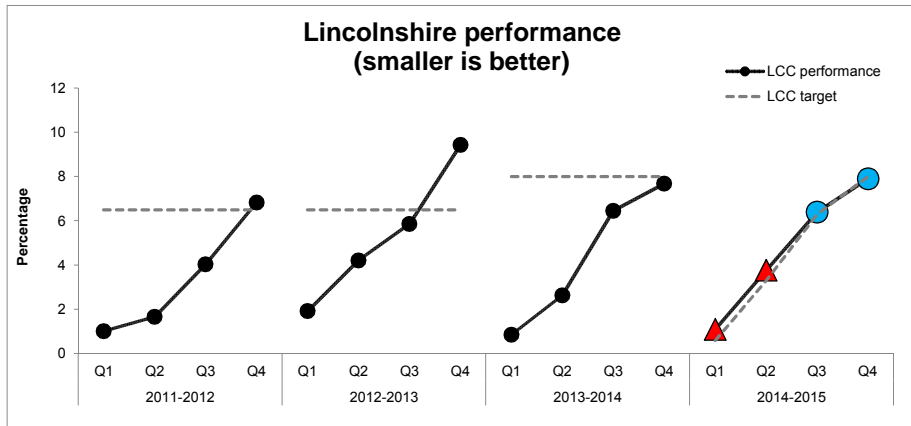
COMPARATIVE DATA SOURCE

Local Area Interactive Tool

Stability of placements of Looked After Children: number of moves

This indicator is owned by **JOHN HARRIS**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from John Harris:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

The number of LAC with 3 or more placements doesn't show a clear trend in recent years
2013/2014 target was 8%, the actual performance was 7.68%. The 2014/2015 target has been set to maintain performance at around 8%, the service feels this is more appropriate than a target to improve performance.

2014/2015 TOLERANCE RATIONALE

Achieving the upper tolerance level should maintain LCC's position within the top quartile nationally and still maintain LCC as one of the best performing of our statistical neighbours. Anything below the lower level should be shown as a significant improvement over last year.

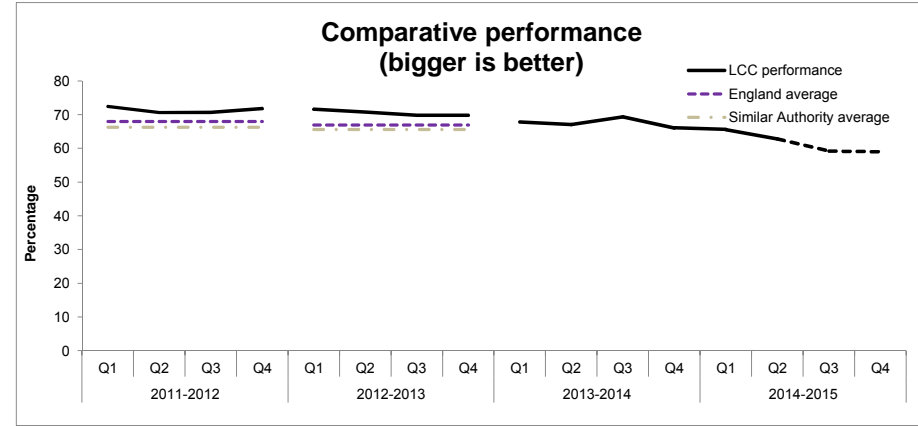
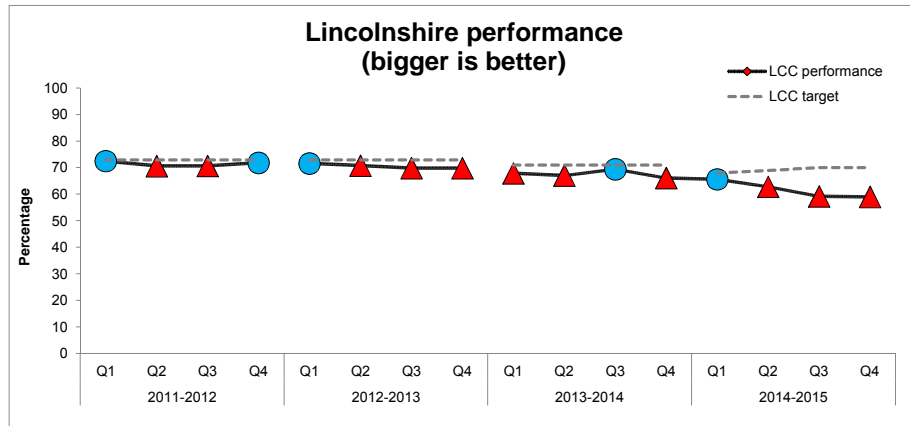
COMPARATIVE DATA SOURCE

Local Area Interactive Tool.
No East Midlands data is available.

Stability of placements of Looked After Children: length of placement

This indicator is owned by **JOHN HARRIS**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from John Harris:

The performance has stabilised within this quarter. The service has commissioned a piece of work to better understand the reasons behind the deterioration in performance. This is due to report in June 2015. In the meantime the service has invested in a range of training offered to permanent foster carers with a focus on understanding attachment and managing complex behaviours this includes an innovative use of Safe base training previously made available to adoptive parents. The numerator includes 42 children who have been in placement for over a year as well as 2 children placed for adoption and 5 placed successfully at home with parents.

2014/2015 TARGET RATIONALE

The recent trend in Lincolnshire is showing deterioration in performance. 2013's position placed us in Quartile Band B, 1% outside Band A. Statistical neighbours and England average in the same year were approx. 67%, this was 3% below LCC. Targets have set to move the directional trend back to the 2013 position of 70%.

2014/2015 TOLERANCE RATIONALE

Lower tolerances have been set to account for the downward trend currently occurring. A 4% lower tolerance is set to allow for maintenance of the 2014 position at 66%. The upper tolerance is set at 1% which should push LCC up into Quartile Band A and more importantly stop the downward trend.

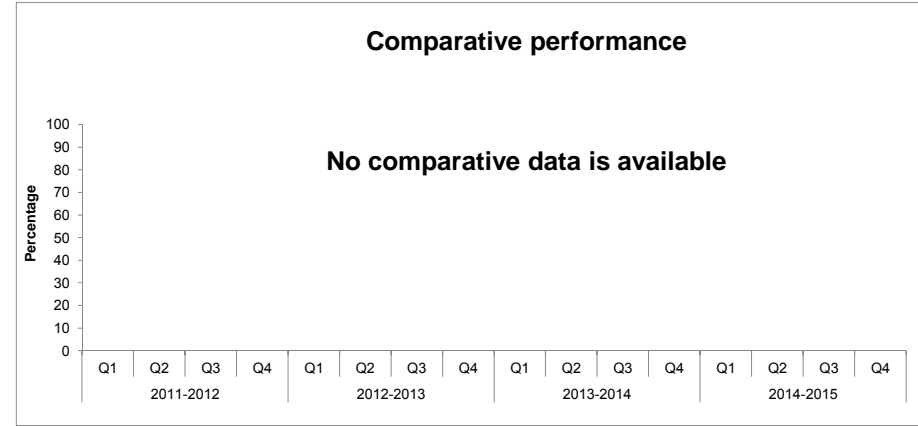
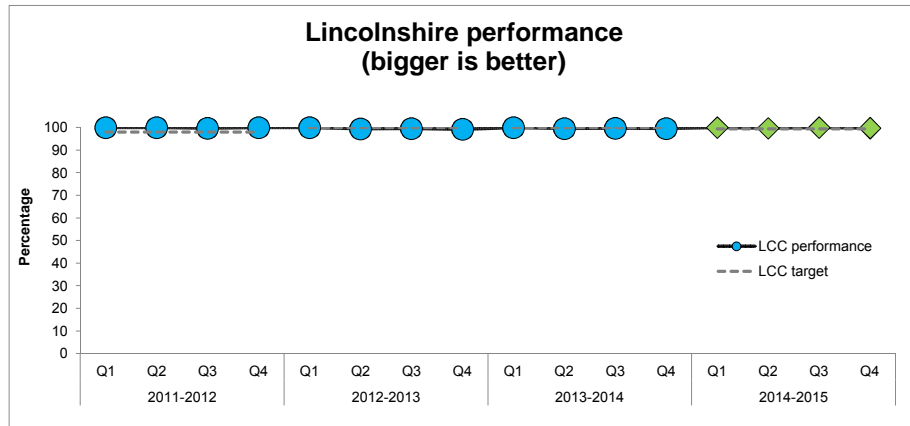
COMPARATIVE DATA SOURCE

Local Area Interactive Tool.
No East Midlands data is available.

Looked After Children reviews within timescale

This indicator is owned by **DAVID McWILLIAMS**

This indicator is not in any wider plans



Comment on latest performance from David McWilliams:

In the previous two years the target was set at 100%, and this was achieved. This year the target was set at 99.5% , but we achieved 100%, hence we have over performed, which indicates good practice. I understand that next year the target will go back to 100% and we are confident that we will be successful in achieving this performance.

2014/2015 TARGET RATIONALE

LCC has achieved this level in previous years. Although the number of eligible LAC cases have increased significantly since then performance has been consistently good.

March 2014 position of 99.3% was a half a percentage point better than the previous year.

Historical data (2006-2010) showed Lincolnshire's performance vary, whilst a national trend of improvement was evidenced in the same period for the England average.

2014/2015 TOLERANCE RATIONALE

As the target is 99.5%, an upper value of 0% has been set. Reaching anywhere above the target would be seen as a significant achievement.

A lower value of 0.7% has been set to accommodate a maintenance of performance to that achieved in 2014.

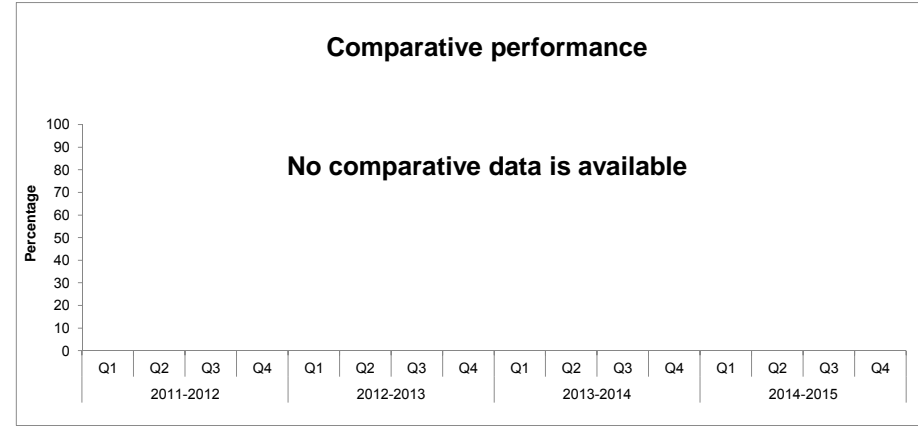
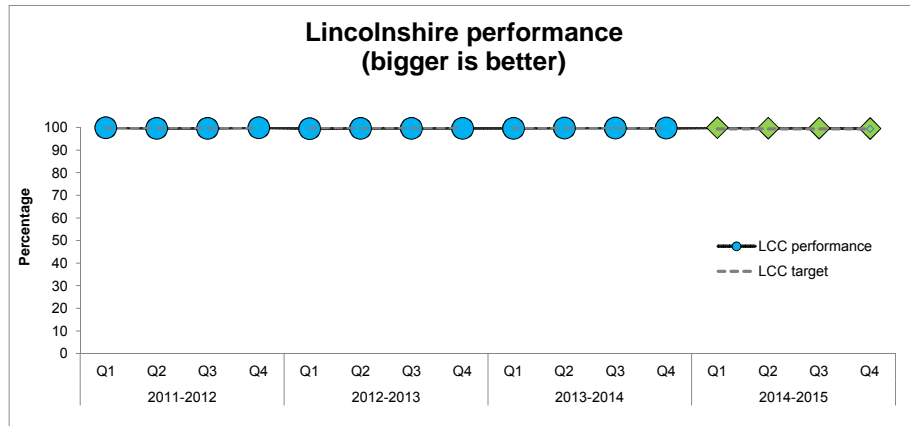
COMPARATIVE DATA SOURCE

No comparative data is available for this indicator since 2010.

Participation of Looked After Children in reviews

This indicator is owned by **DAVID McWILLIAMS**

This indicator is not in any wider plans



Comment on latest performance from David McWilliams:

We have over performed slightly on this target, which is good practice. There has only been one young person who did not participate in their review this year. All attempts were made to try and engage with this young person prior to their review, and will continue to be made.

2014/2015 TARGET RATIONALE

Stat neighbours and England average data not available for this measure. Lincolnshire have achieved 100% or close to it for the last 4 years.

2014/2015 TOLERANCE RATIONALE

An upper tolerance of 0% has been set. Reaching anything above the target would be seen as a significant achievement.

A lower value of 0.5% has been set to accommodate recent variances in performance.

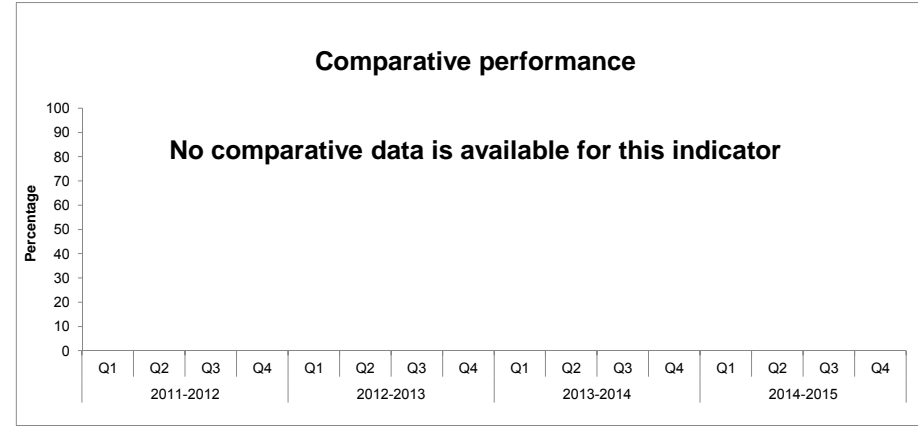
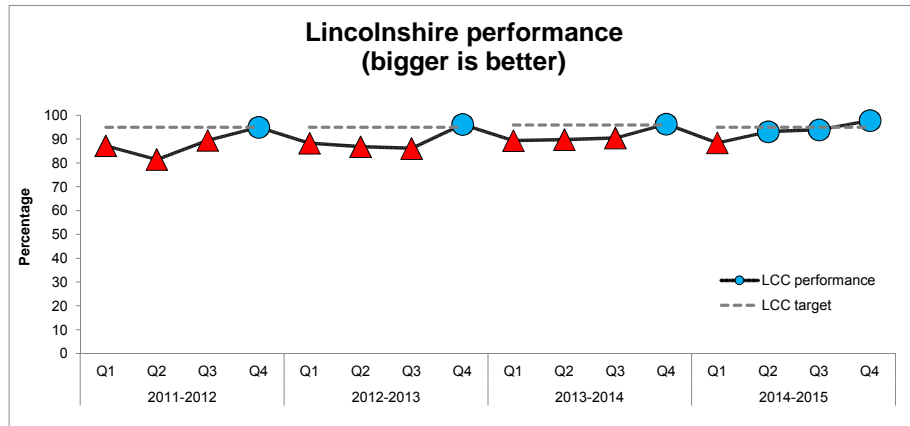
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of Looked After Children with an up-to-date health check

This indicator is owned by **TARA JONES**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Tara Jones:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Targets are to reduce slightly to 95%
Historic performance over the past 2 years has seen both under and over performance.

2014/2015 TOLERANCE RATIONALE

An upper tolerance of 4.5% has been set. This would mean that if all checks were done within timescale we would have achieved an excellent outcome, which would be shown as better than target.
A lower tolerance of 2% has been set to allow for under performance. Data from the last two years shows achieving 93% is very achievable and performance has not often fallen below this marker.

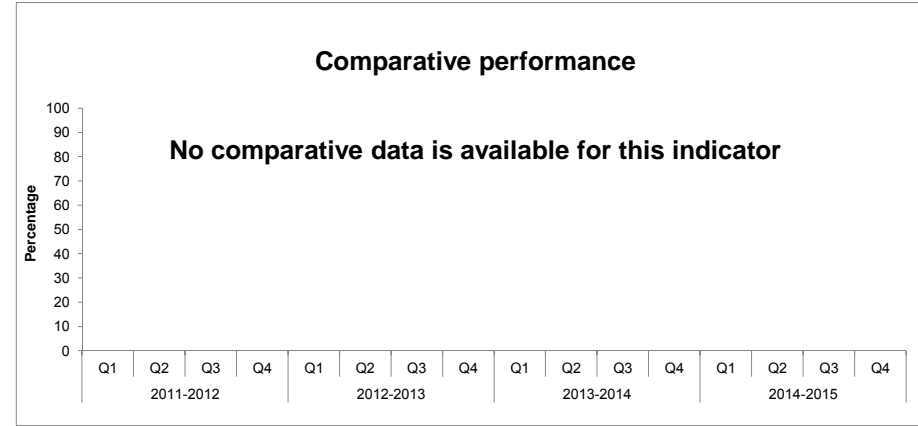
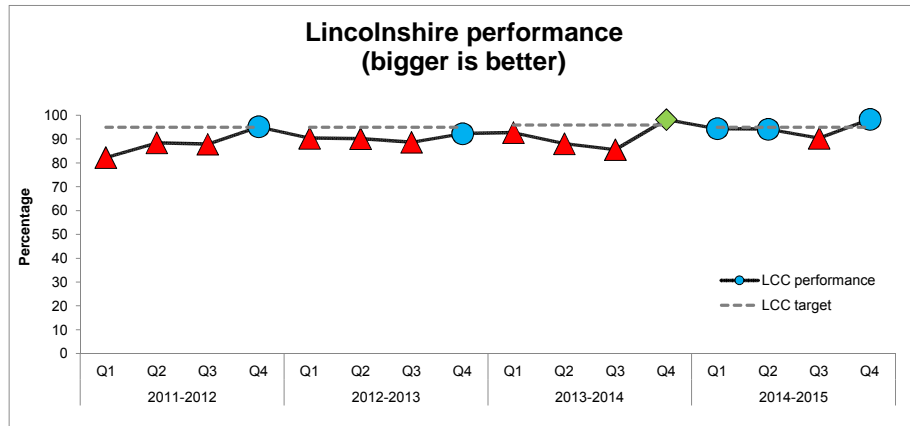
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of Looked After Children with an up-to-date dental check

This indicator is owned by **TARA JONES**

This indicator is not in any wider plans



Comment on latest performance from Tara Jones:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Targets are to stay reduce slightly to 95%
Historic performance over the past 2 years has seen both under and over performance.

2014/2015 TOLERANCE RATIONALE

An upper tolerance of 4.5% has been set. This would mean that if all checks were done within timescale we would have achieved an excellent outcome, which would be shown as better than target.
A lower tolerance of 2% has been set to allow for under performance. Data from the last two years shows achieving 93% is very achievable and performance has not often fallen below this marker.

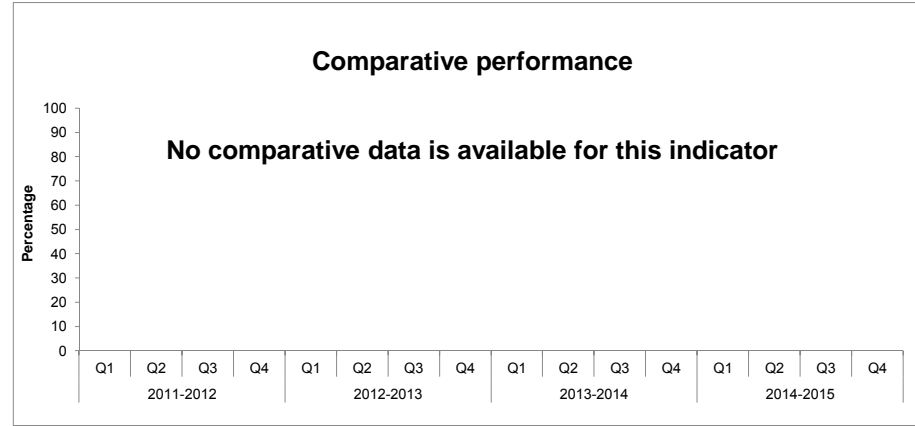
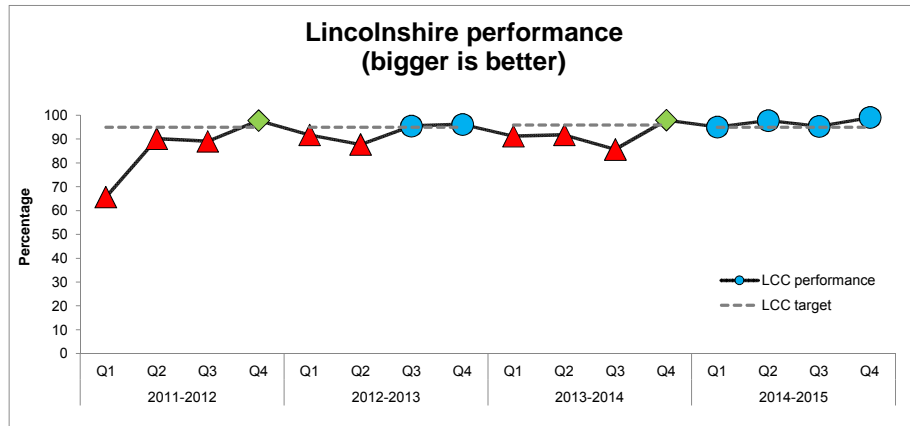
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of Looked After Children with an up-to-date immunisations

This indicator is owned by **TARA JONES**

This indicator is not in any wider plans



Comment on latest performance from Tara Jones:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Targets are to stay reduce slightly to 95%
Historic performance over the past 2 years has seen both under and over performance.

2014/2015 TOLERANCE RATIONALE

An upper tolerance of 4.5% has been set. Achievement of this would indicate that all LAC received all their health checks within timescale – achievement of 100%.

A lower tolerance of 1% has been set to allow for under performance. Data from the last two years shows achieving 94% is very achievable and performance has not often fallen below this marker.

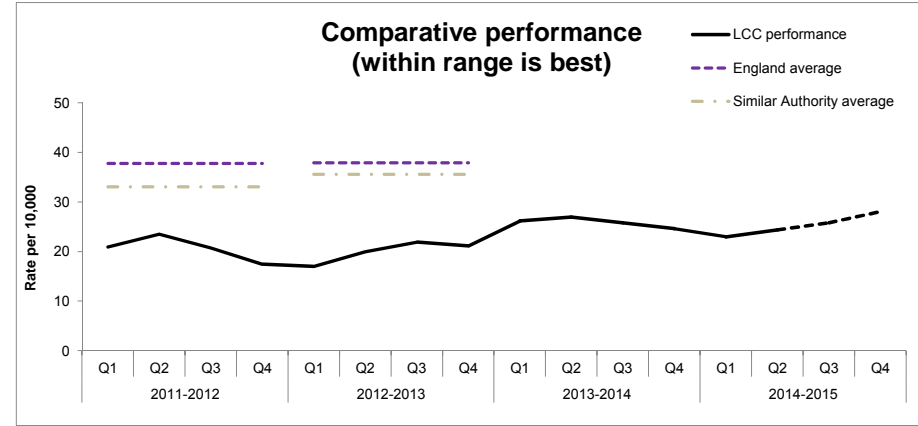
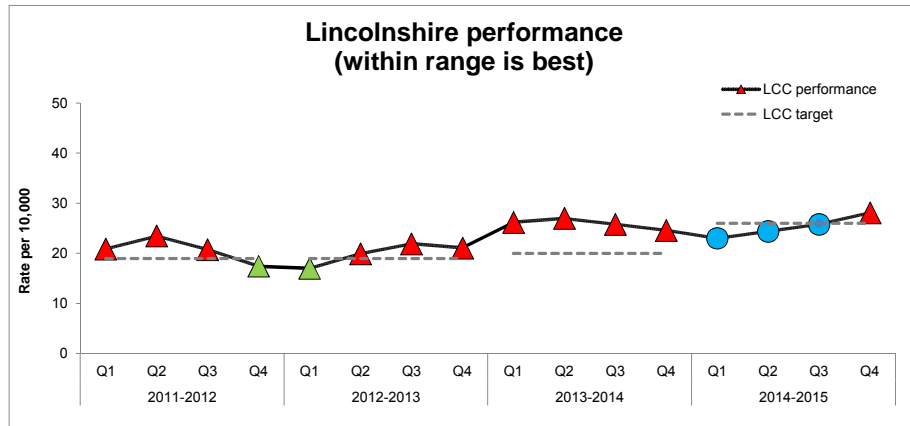
COMPARATIVE DATA SOURCE

No comparative data is available.

Number subject to a Child Protection Plan per 10,000 population <18 (Munro N19)

This indicator is owned by **ROZ CORDY**

This indicator is in the **COUNCIL BUSINESS PLAN** and the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Roz Cordy:

The number of children on a child protection plan has increased above target. A number of factors may have caused this increase, large sibling groups, more robust identification of children at risk of significant harm and increased numbers of transfers in from other Local authorities. Lincolnshire's figures are still below both national regional and statistical neighbours. However all social care teams have been required to review the children and young people on a child protection plan to assure that this is the appropriate action.

2014/2015 TARGET RATIONALE

Targets are based on absolute figures rather than rates and projections. Our expectation is that numbers of children requiring protection will remain at this level, although previous years' performance has depended upon high profile stories of safeguarding in the national media changing threshold and the authority's risk assessment approach. Historically Lincolnshire's rate has been much lower than national, regional or statistical neighbours. Target set in Jan 2014 as this indicator is in the Council Business Plan.

2014/2015 TOLERANCE RATIONALE

No inner tolerances as hitting target is not really appropriate for this measure. Tolerance range set for a rate to vary between 23 per 10,000 and 27 per 10,000. This looks asymmetrical but it accounts for our year end position of approximately 25 per 10,000. This gives a 'within tolerance' position of approximately 320 – 380 children with a CPP. This equates to a tolerance range of approximately +/- 30 children against our end of March position of about 350 children. Anything outside of that range – above or below – will be flagged as red.

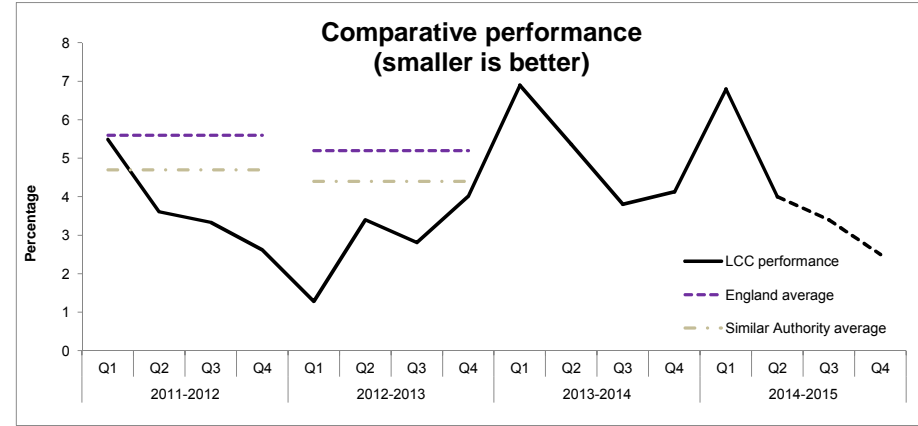
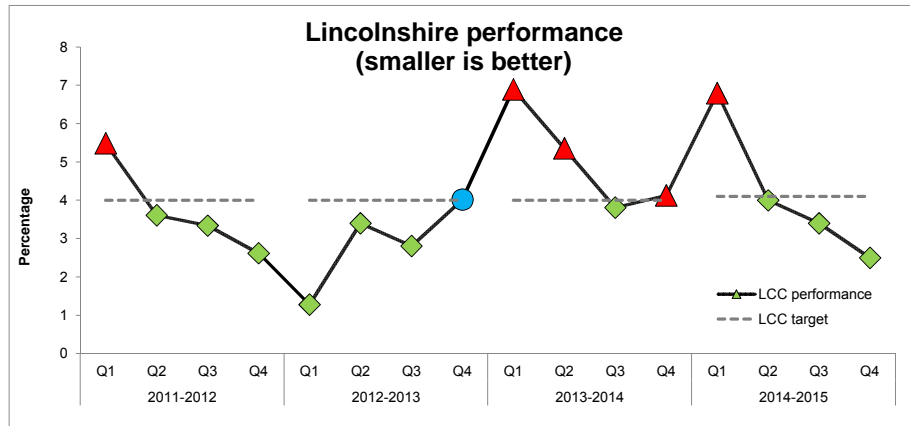
COMPARATIVE DATA SOURCE

Local Area Interactive Tool

Child Protection Plans lasting 2 years or more (Munro N17)

This indicator is owned by **ROZ CORDY**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Roz Cordy:

The percentage is continuing to reduce as predicted. The small number shows that only a very small number of children have been on a Child Protection Plan for over two years which evidences that there has not been drift in cases.

2014/2015 TARGET RATIONALE

Targets have been set to address the upward direction in percentage. The target is set to maintain the position achieved in March 2014. Lincolnshire currently sits in Quartile Band B, with a smaller % than England average and Statistical neighbours, however national trend and is improving and if this isn't addressed locally, there is a chance we could drop into Band C. By maintaining the 2014 position, it is expected that we will stay within Band B comfortably.

2014/2015 TOLERANCE RATIONALE

The upper tolerance is set at the level calculated using the trend data (4.8%).

A lower tolerance has not been set as addressing the deterioration in recent years by maintaining the position in March 2014 would be a significant achievement.

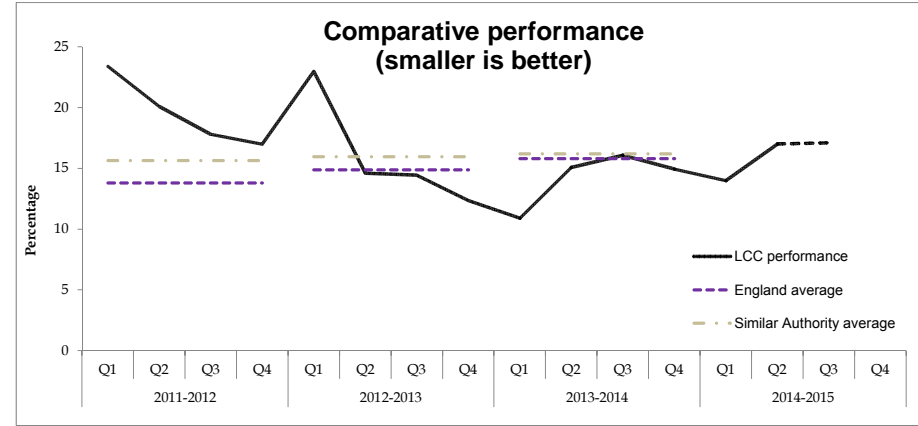
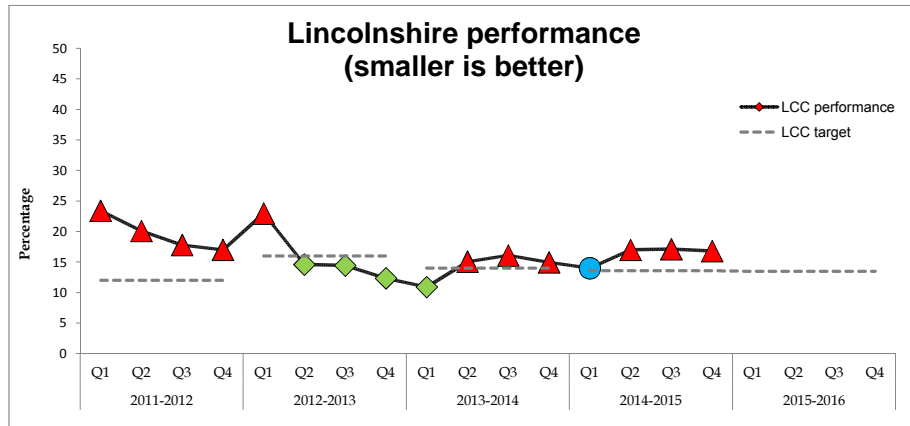
COMPARATIVE DATA SOURCE

Local Area Interactive Tool

Children becoming subject to a Child Protection Plan for a 2nd time or more

This indicator is owned by **ROZ CORDY**

This indicator is not in any wider plans



Comment on latest performance from Roz Cordy:

It is appropriate that some children become subject to a child protection for a second or subsequent time. The proportion is slightly above the target and team managers, prior to making the decision to agree that an initial case conference should be held must ensure that thorough assessments including Signs of safety Mapping have been completed to ensure that a second or subsequent plan is the appropriate action.

2014/2015 TARGET RATIONALE

Trending the last 3 years data shows an expected improvement in this measure at year-end. Lincolnshire performance has shown an inconsistent trend in recent years and there isn't an incremental trend within years. National and similar authority data is limited, but Lincolnshire historical performance is better than these two comparators

2014/2015 TOLERANCE RATIONALE

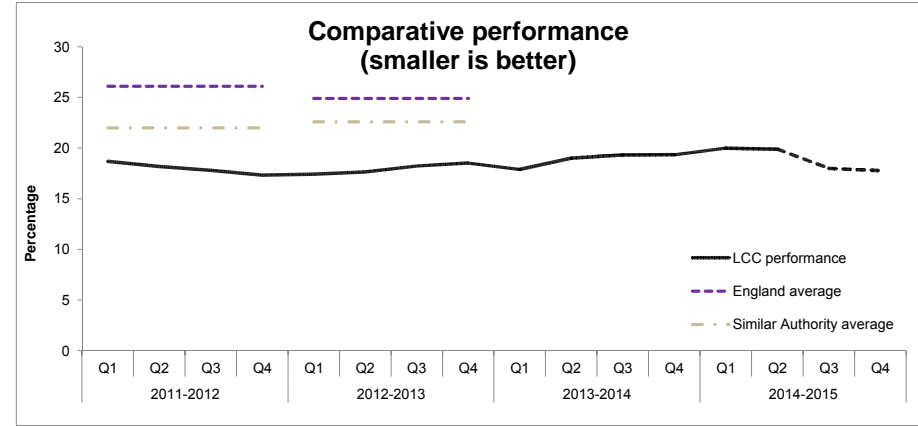
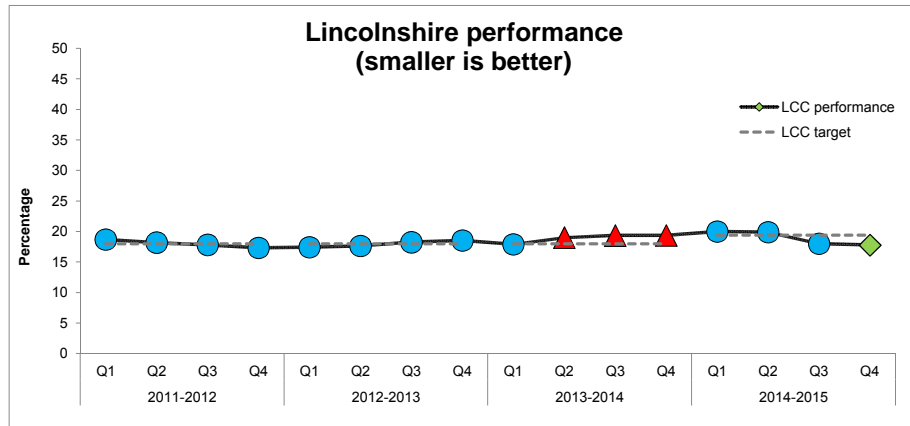
Tolerances have been set at 10% (upper and lower). This gives an 'in tolerance' range of approximately 12.3% to 14.9%. Achievement of the main target would show a significant improvement on last year. Achievement of the upper tolerance would be maintenance of last year's performance and the lowest target would mean attainment of the level achieved in March 2013.

COMPARATIVE DATA SOURCE

Percentage of referrals that are repeats within 12 months

This indicator is owned by **ROZ CORDY**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Roz Cordy:

Repeat referrals have reduced below target. Work has been completed with FAST teams to look at their re-referral rates, too low a re-referral rate suggests that cases are being held open too long and too high a re-referral rate suggests cases are being closed too quickly. FAST teams are stepping down more cases to TAC to ensure continuity of services to a family if there is still a need which does not meet the threshold for social care and this has had a positive impact on the re-referral rates.

2014/2015 TARGET RATIONALE

Lincolnshire data over the past few years has been inconsistent. Data for the last 2 years indicates an upward trend in % of re-referrals. The target has been set to maintain performance from 2014 and stop the trend. Lincolnshire performance is still expected to be better than Statistical Neighbours and England average – even with an expected increase in target. Lincolnshire currently sits comfortably in Quartile Band B (based on 2013 data).

2014/2015 TOLERANCE RATIONALE

An upper tolerance of 0.9% has been set. This is based on the trended expected performance level (indicating deterioration in performance). If this was achieved in 2015, LCC are still expected to maintain their position comfortably within Quartile Band B.

The lower tolerance 1.4% is set to help move LCC up to Quartile Band A (latest marker at 18.3% - 2013 data).

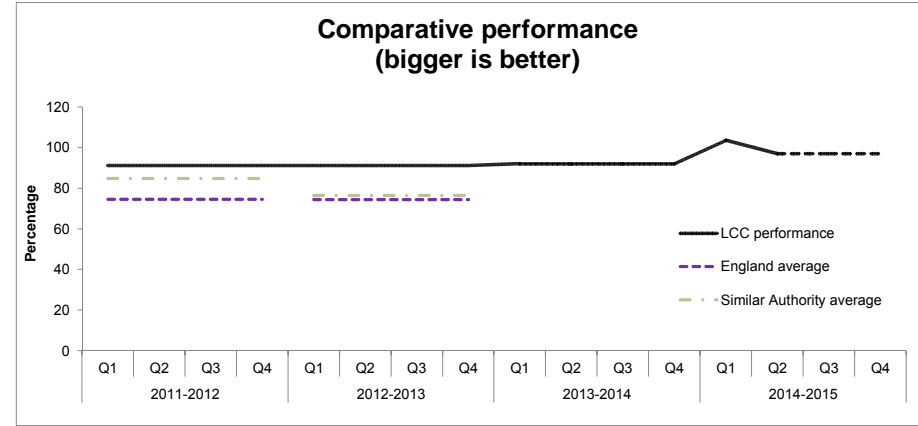
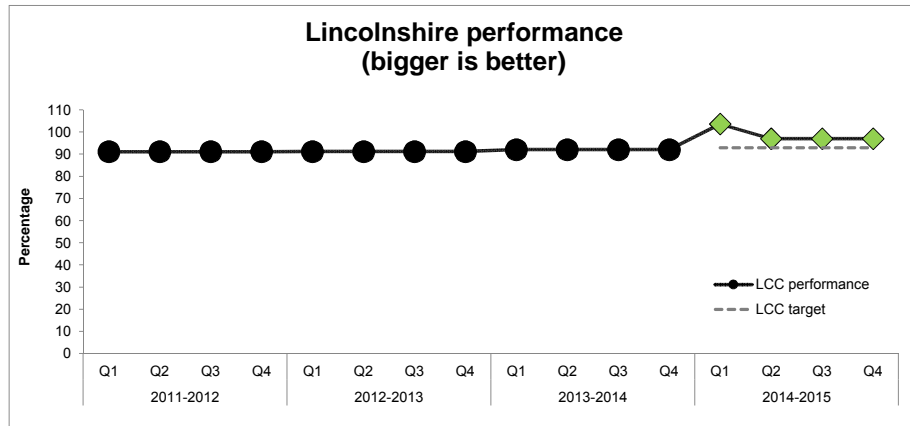
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Percentage of referrals to children's social care going on to assessment (Munro N9)

This indicator is owned by **ROZ CORDY**

This indicator is not in any wider plans



Comment on latest performance from Roz Cordy:

The over performance evidences that the referrals that are being sent to the social care teams to undertake assessments have appropriately met threshold, resulting in a very small number of referrals being closed without an assessment being completed.

2014/2015 TARGET RATIONALE

Latest national data shows Lincolnshire out-performing Stat' Neighbours and England Average by a considerable margin. 2014 performance showed a performance of 92%, an improvement of 0.8% on 2013. Recent trends show some stability in performance nationally between 2012 and 2013. Lincolnshire improved by 0.10% to buck the trend of performance dropping off for the previous 4 years. Target set to demonstrate small improvement on 2014 by 1%.

2014/2015 TOLERANCE RATIONALE

Tolerances have been set to cover the uncertain and controllable nature of this measure. Upper value set at 1% Lower value set to 2% to cover reaching the level achieved in 2012 and 2013.

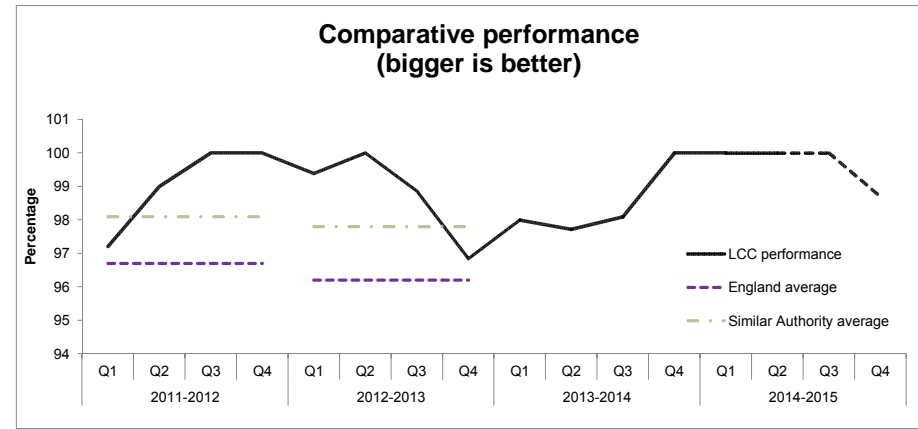
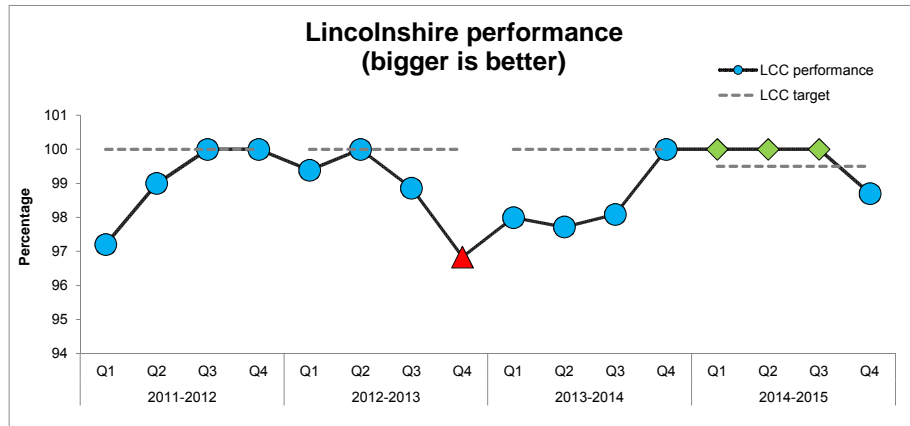
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Child Protection cases reviewed within timescale

This indicator is owned by **DAVID McWILLIAMS**

This indicator is not in any wider plans



Comment on latest performance from David McWilliams:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Lincolnshire performance has historically achieved over the Stat Neighbours and England average over the past few years.

March 2014 position was 100% and maintenance of this would be seen as a significant achievement in 2014/15.

2014/2015 TOLERANCE RATIONALE

As the target is 99.5%, achievement of anything above this is considered a significant achievement. Therefore the upper tolerance has been set to 0%

A lower value of 2% has been set to accommodate maintenance of performance to that was achieved in March 2013.

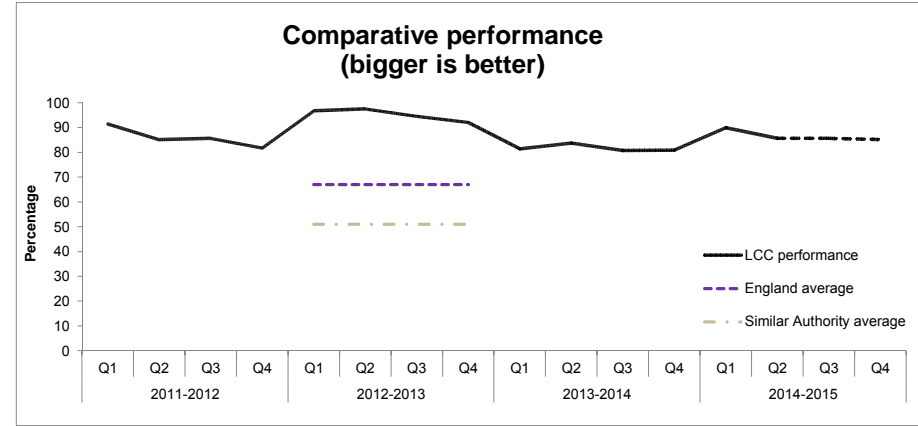
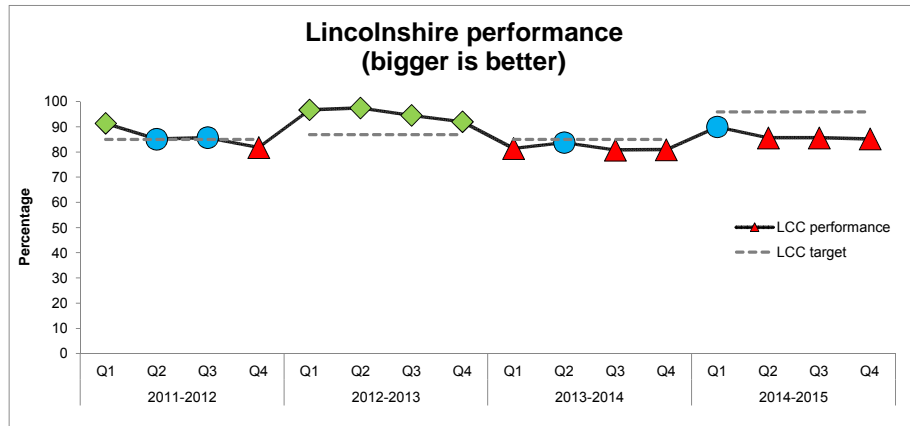
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Percentage of privately fostered children visited within required timescales

This indicator is owned by **JOHN HARRIS**

This indicator is not in any wider plans



Comment on latest performance from John Harris:

At the end of year performance remains as the same as the previous quarter with 7 visits not being completed within the timescale across the year. The business support tracker post is key to sustaining the performance figure and generates timely reminders of due visits to individual practitioners. These have been copied into Service Manager which appears to have sustained the performance across successive quarters

2014/2015 TARGET RATIONALE

The way this measure is calculated has changed. Historical data and submissions over-penalised the authority and the new method for calculating adheres to the DfE guidance for the annual return. The PF1 return showed us at 94% and it is expected this this can be maintained/slightly improved on in 2015. Statistical neighbours and England average data is much lower, however clarity is sought on how other LA's are calculating this measure.

2014/2015 TOLERANCE RATIONALE

A 3.5% variance is set for the upper value to allow for 100% achievement of this measure and to highlight 100% as excellent. A lower value is set at 6%. This is to equate for up to 5 children not being visited within timescales if the expected number of total children in the denominator is reached. As the change in how the measure is calculated by LCC has only recently been applied, it is not possible to say if the March 2014 position is considered a strong performance or not.

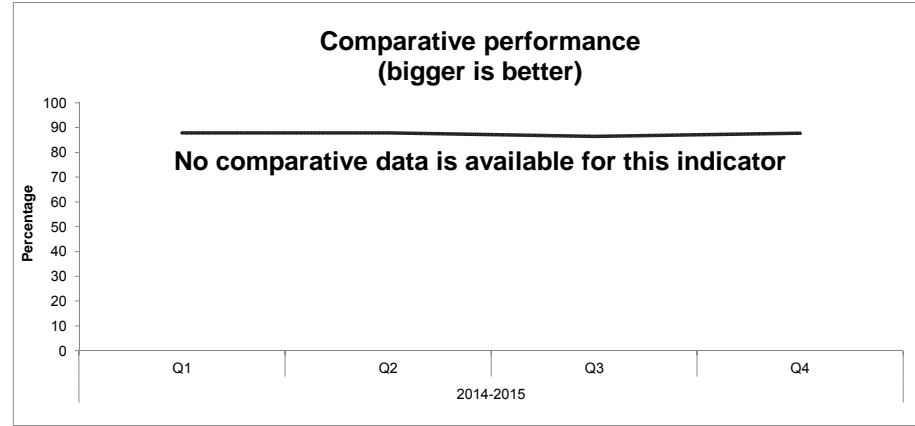
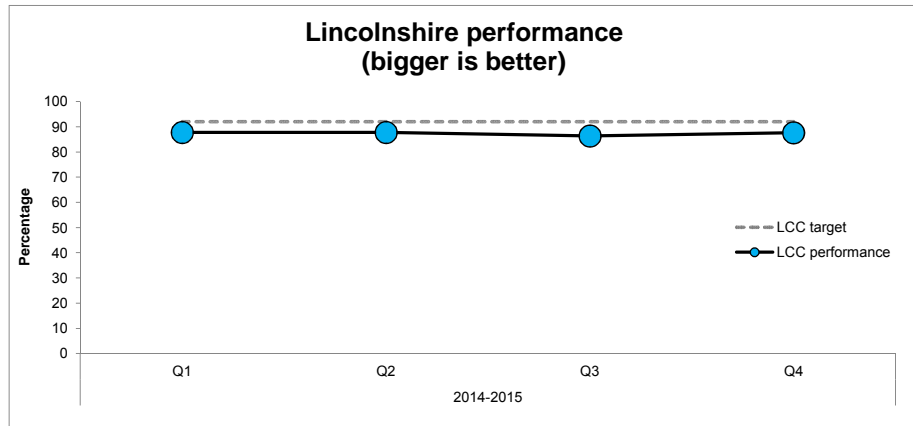
COMPARATIVE DATA SOURCE

Private Fostering Return (PF1) supporting information. No East Midlands data is available. Statistical Neighbour information includes a degree of estimation due to suppressed records.

Percentage of assessments completed within timescale (Munro N14)

This indicator is owned by **JO KAVANAGH**

This indicator is not in any wider plans



Comment on latest performance from Jo Kavanagh:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

This is a new measure for 2014/15. The Continuous Assessment was launched in Lincolnshire in October 2013.

Based on the monthly monitoring of this since its launch, Lincolnshire seems to be achieving 92% each month – although performance since the turn of the year has dropped closer to the 90% mark.

The target has been set to achieve 92% in 2015. There is evidence that this figure is achievable based on performance to date, however setting a target to high may be detrimental in its first full year.

2014/2015 TOLERANCE RATIONALE

Tolerances have been set to cover the unknown nature of this measure.

Upper value set at 3% is to factor in the possibility of achieving the 95% met comfortably at its initial launch (Oct 13 to Dec 13).

Lower value set to 7%. This has been set based on the proxy data for Lincolnshire – averaging out at 84% over the last 8 years approximately.

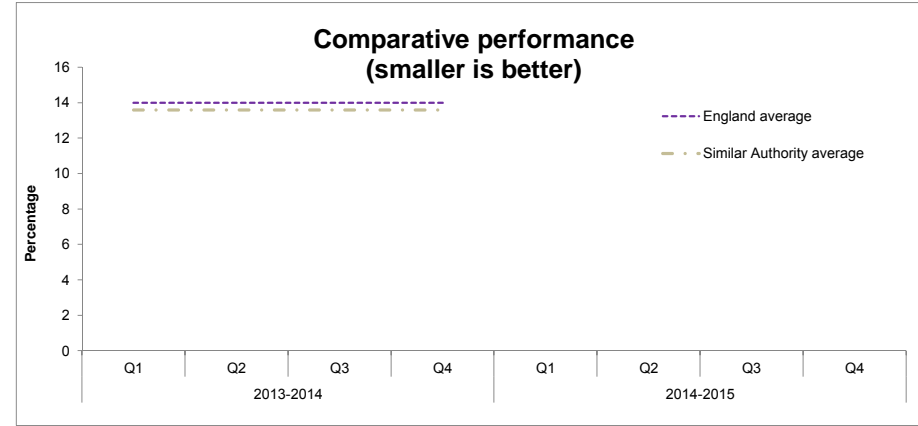
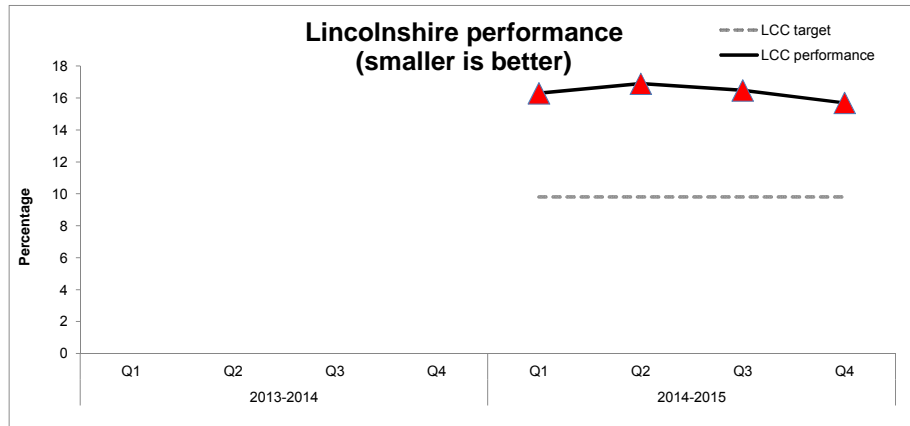
COMPARATIVE DATA SOURCE

No comparative data is available for this indicator.

Vacancy Rate of Social Workers (Munro N23)

This indicator is owned by **MARIE ROBERTSON**

This indicator is not in any wider plans



Comment on latest performance from Marie Robertson:

Although we have not achieved our target for 2014/15 we have reviewed the relevant data and decided to increase the target to 14% for the year 2015/16. This is because our previous target was very low, i.e. difficult to achieve and was not in line with the national average vacancy rate for Social Workers. We believe this, along with all the work that is being done to increase recruitment and retention of social workers in Children's Services will give us a much greater chance of achieving our target in 2015/16.

2014/2015 TARGET RATIONALE

Target has been set to maintain the position achieved in December 2013 (but with the new establishment figure of total number of social workers). The position for March 2014 has been queried with our HR data supplier - as performance for this period appears inconsistent, showing an inflated position against previous quarters and years. Only summary data is available for setting a target against; work is ongoing to obtain the underlying data. If inaccuracies are found, these targets/tolerances will have to be reviewed.

2014/2015 TOLERANCE RATIONALE

Tolerance boundaries have been set to allow for a variance of +/- 3 FTE against the target. This would allow a degree of flexibility slightly greater than the variance shown in the historical data we have available.

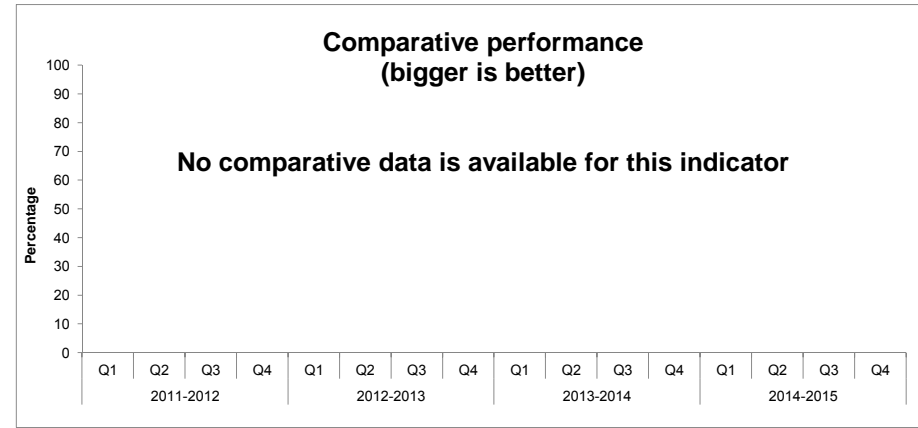
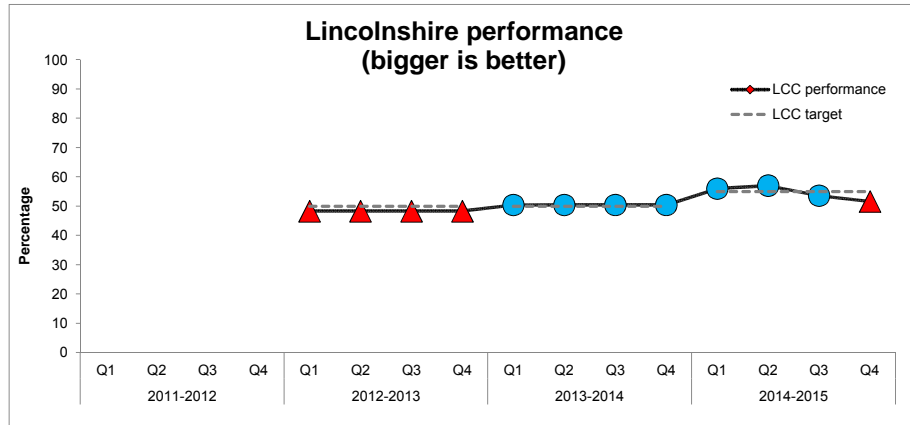
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Percentage of families of children with disabilities using direct payments

This indicator is owned by **SHERIDAN DODSWORTH**

This indicator is not in any wider plans



Comment on latest performance from Sheridan Dodsworth:

The number of families of children with disabilities receiving Direct Payments has dropped since Quarter 2 and is now under-performing by 3.4% against a target of 55%. Direct Payments are made in lieu of a social care service and offer a degree of choice to families. Direct Payments also carry a large degree of responsibility for families who have to manage an account, be accountable for what they spend their payments on and they also become the 'employer' of whoever they choose to provide a service for their child. This does not suit all families. In addition some families have struggled to find alternative carers to 'purchase' a service from. The Children with Disabilities team continues to support families in considering the option of Direct Payments but ultimately it is the choice of the family. The target was increased over this last year from 50% to 55%. The team has consistently increased the number of families taking Direct Payments over recent years therefore the recent drop in numbers will be monitored so that a clearer view can be formed about whether this is simply as a result of the type of case currently open to the service (there are some children with very complex needs that require extensive packages of support that a Direct Payments couldn't address) or whether it is as a result of other circumstances e.g. lack of available market to buy required services.

2014/2015 TARGET RATIONALE

There is no comparative data available for this indicator, and only 2 years of past Lincolnshire data.

Target set at 55% to show a step-up in performance against the past 2 years.

2014/2015 TOLERANCE RATIONALE

Tolerance range set at 53% to 57%. The cohort size is large enough for these values to be sensible.

Achievement of the lower value of 53% would still be an improvement on previous years in line with the trajectory; anything below that would not be consistent with the improving trajectory of previous years.

Anything above 57% would be a significant step up from previous years.

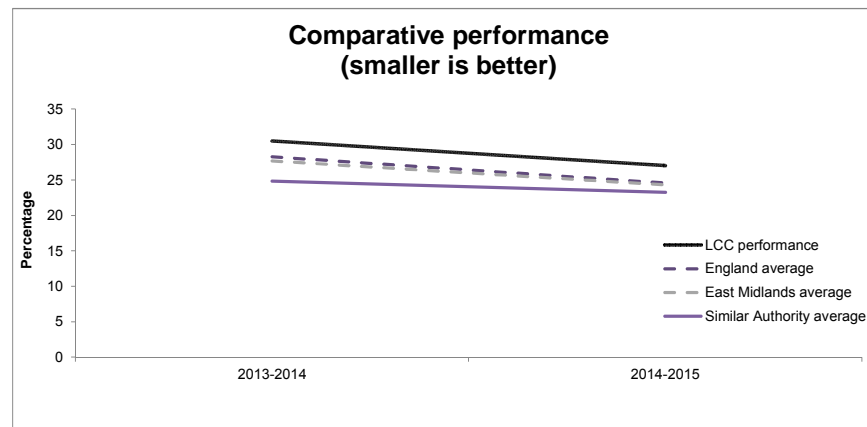
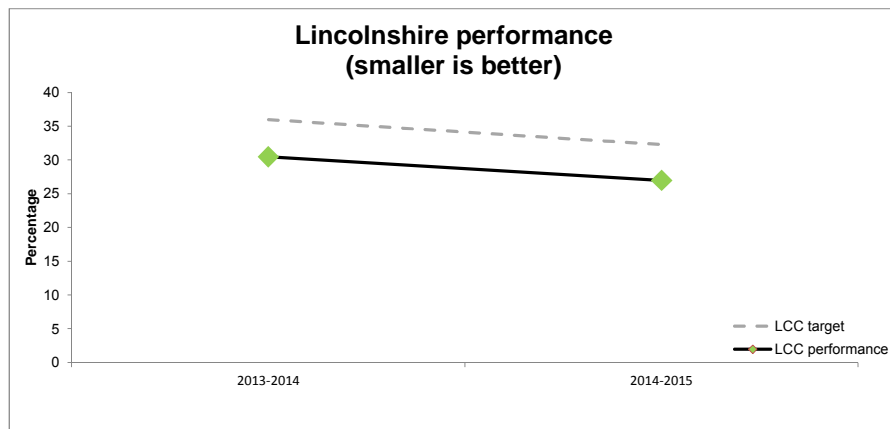
COMPARATIVE DATA SOURCE

No comparative data is available for this indicator.

Ready For School

Teenage Conception Rate

This indicator is owned by **PUBLIC HEALTH**
This indicator is not in any wider plans



Comment on latest performance from Public Health:

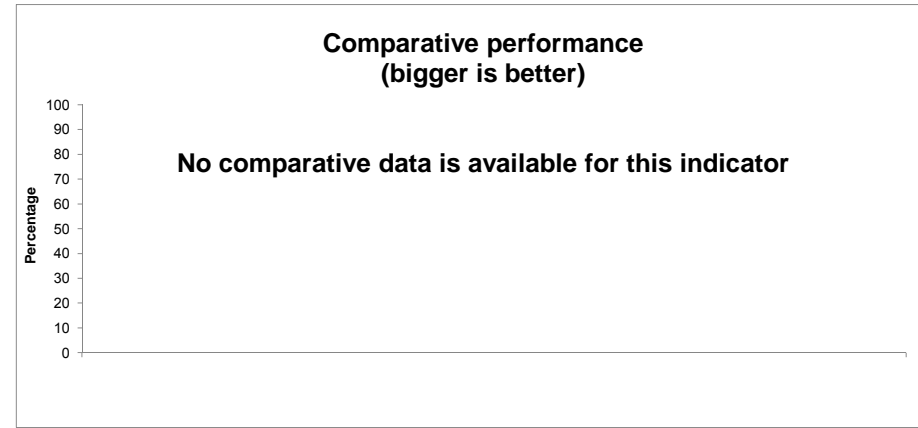
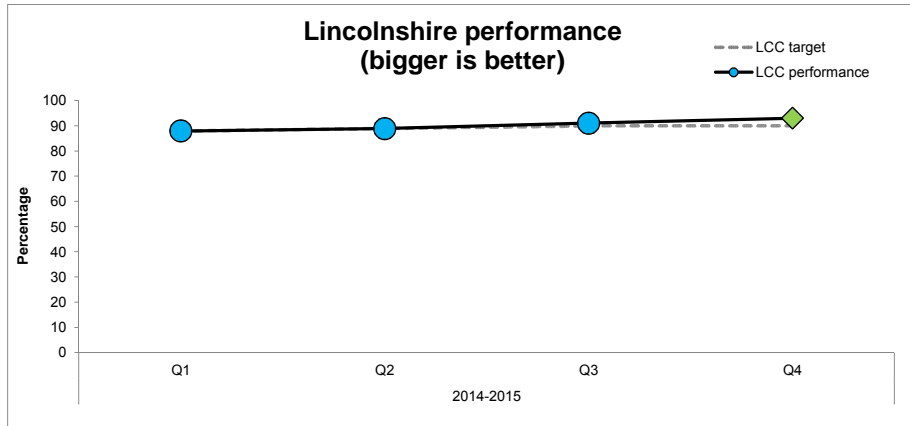
2014/2015 TARGET RATIONALE
Target agreed by Public Health

2014/2015 TOLERANCE RATIONALE
Target agreed by Public Health

COMPARATIVE DATA SOURCE

Percentage of 0<5 year olds in Lincolnshire registered to a Children Centre

This indicator is owned by **CORNELIA ANDRECUT**



Comment on latest performance from Cornelia Andrecut:

Performance has improved by over 2% since last quarter and this is better than the target. We have made significant progress and the membership for the Children's Centre groups across the county is high. All locality teams have agreed targets in regards to registrations, we have information sharing protocols with health and social care and all districts have commissioned a community engagement project that promotes and supports families to access services.

2014/2015 TARGET RATIONALE

No comparative data is available for this indicator, so we have no wider context for our performance.

So the target has been set to simply have a slight improvement against our March 2014 position of 86% (taking account of our June 2014 position of 88%) (Target set in August 2014 using InfoView reports not with LRO denominators)

2014/2015 TOLERANCE RATIONALE

This variance has simply been proposed to allow a little tolerance. A 2% variance against a March 2015 target of 90% will show if we slip below our June 2014 position of 88%.

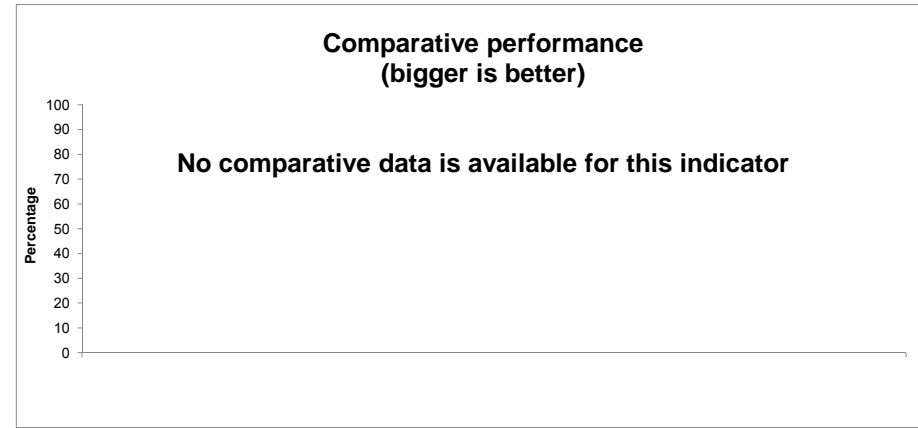
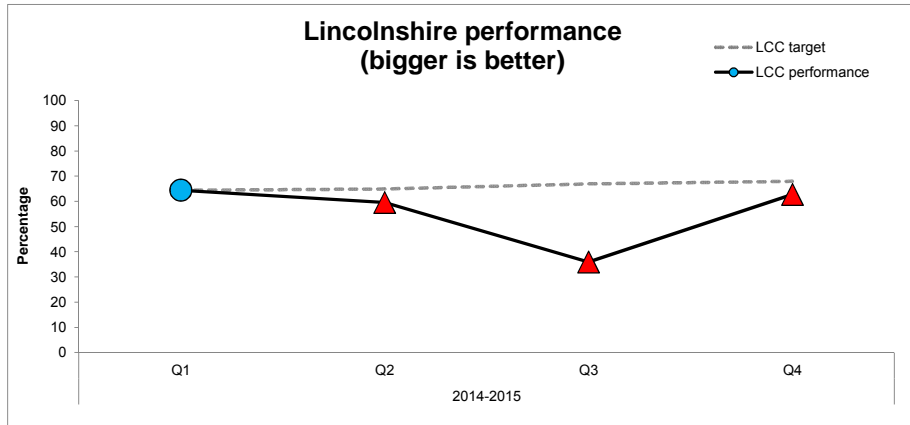
(Tolerance set in August 2014)

COMPARATIVE DATA SOURCE

No comparative data is available for this indicator yet.

Percentage of 0<5 year olds registered having at least one attendance within last 3 months

This indicator is owned by **CORNELIA ANDRECUT**



Comment on latest performance from Cornelia Andrecut:

Performance is currently at 62.8%, whilst this is under the targeted level of 67% there have been some centres that have met this performance target. There has been continuous work with the Children's Centres and partners to promote services delivered by the centres and encourage participation of children and families, so we achieve sustained engagement.

2014/2015 TARGET RATIONALE

No comparative data is available for this indicator, so we have no wider context for our performance.

The March 2014 figure was 67%, there was a deterioration to around 64.5% in June 2014. So the target profile is set to get back to the March position in Q2 and then improve to the year end.

(Target set in August using InfoView reports not with LRO denominators)

2014/2015 TOLERANCE RATIONALE

These variances allow some leeway whilst still requiring performance to improve a little by the end of the year.

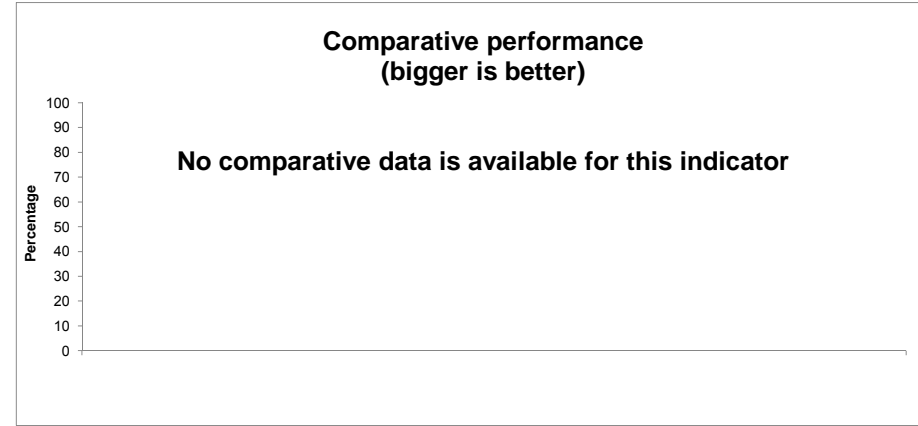
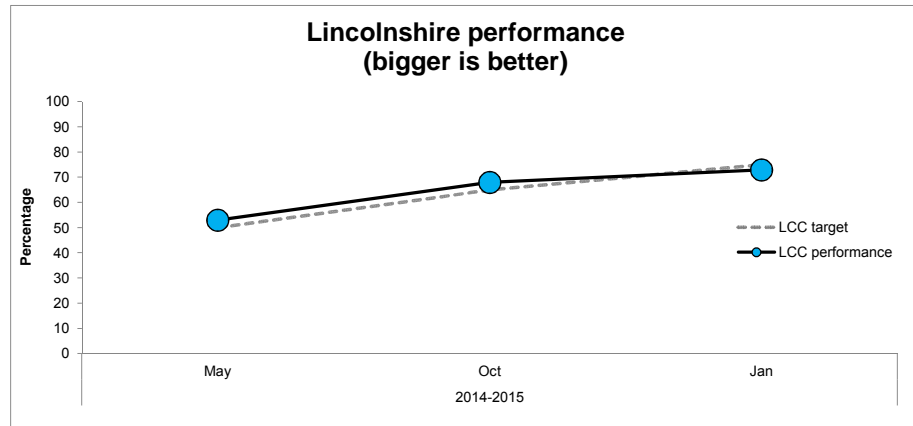
COMPARATIVE DATA SOURCE

No comparative data is available for this indicator yet.

Percentage of eligible 2 year olds who are in receipt of their Early Years Entitlement

This indicator is owned by MICHELLE ANDREWS

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Michelle Andrews

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

This is the first year this information will have been collected based on the cohort being the 40% most deprived families in Lincolnshire. Previous profile of performance against the 20% most deprived families shows that at the end of 2013/14 financial year the performance was 84.3%. Initial indications shows that performance will be around 50% in May 2014 and so some rough estimates based loosely around figures from last year's 20% most deprived figures have been used to define the final 75% target in January 2015

2014/2015 TOLERANCE RATIONALE

A 5% tolerance has been set relative to each of the targets as this is a previously unmeasured indicator.

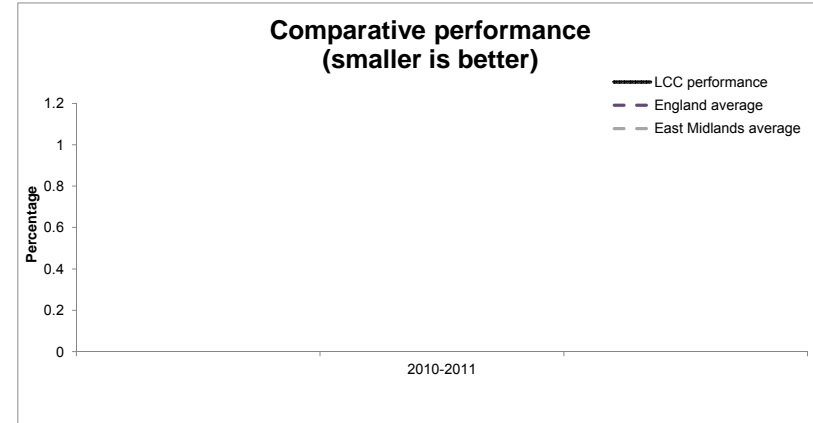
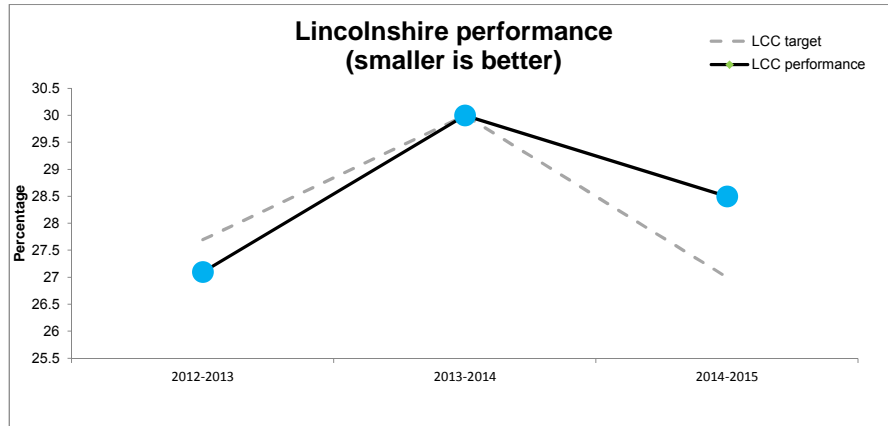
COMPARATIVE DATA SOURCE

No comparative data is available for this indicator yet.

Percentage gap in achievement between the lowest 20% of achieving children in the local authority

This indicator is owned by **MICHELLE ANDREWS**

This indicator is not in any wider plans



Comment on latest performance from Michelle Andrews:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

Historically according to DfE SFR data LCC has performed worse than Stat neighbours, east midlands and nationally with Norfolk being the exception. In 2011-12 Lincs performance rate was 0.12 compared with 0.09 for the East Midlands region and 0.07 Nationally. Lincolnshire's rate of exclusions increased from 2010/11 to 2011/12 and if increased at the same rate then the projected rate of exclusions for 2014-15 would be 0.18. The rate in Lincolnshire needs to turn a corner and that will be done by maintaining a rate of 0.12 and hence this is the proposed target for 2014-15. The next SFR data is released in July 2014, unfortunately just too late to be considered in this process.

2014/2015 TOLERANCE RATIONALE

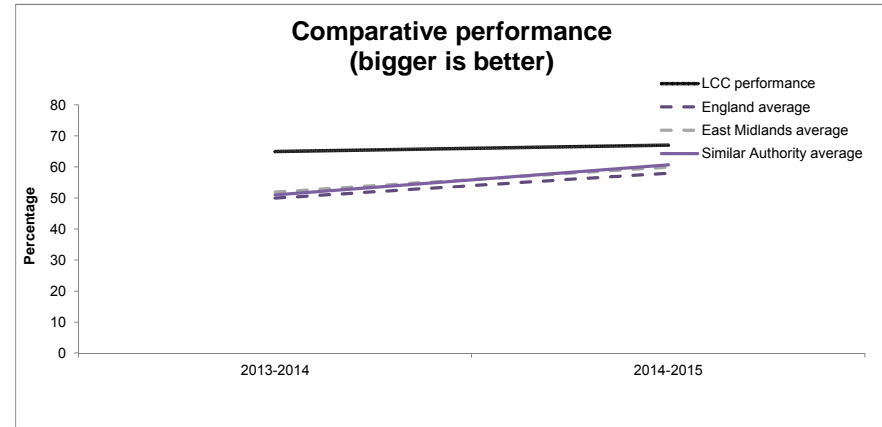
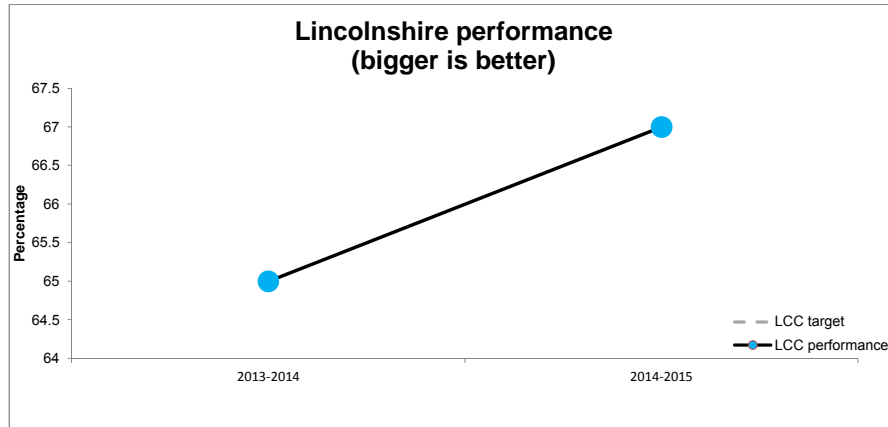
- It is proposed to not exceed the 0.12 target as performance worse than this would indicate an increasing rate of permanent exclusions.
- The minimum target of 0.10 would align us within the performance achieved in 2010-11.
- Therefore the proposed tolerance is ± 0.01

COMPARATIVE DATA SOURCE

DfE SFR??

Percentage of Children achieving at least the expected level in the Early Years Goals in the prime areas of learning and in the specific areas of Literacy and Mathematics

This indicator is owned by MICHELLE ANDREWS
This indicator is not in any wider plans



Comment on latest performance from Michelle Andrews:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

To continue a year on year improvement and remain in the top quartile of performance. The targets are modest as 2013 was the first year of assessing children against a new framework and therefore our evidence base is unreliable.
Target set in Jan 2014 as indicator is in Council Business Plan.

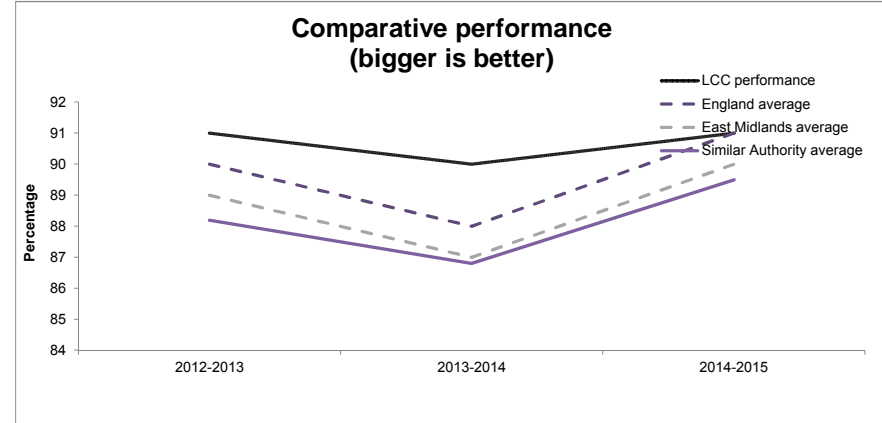
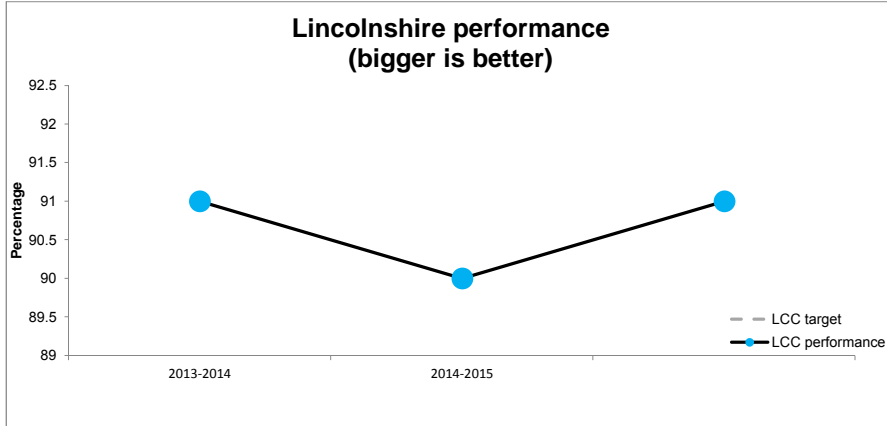
2014/2015 TOLERANCE RATIONALE

Upper - would need highlighting if anything bigger than this
Lower - Lower tolerance would mean we are no worse than we currently are

COMPARATIVE DATA SOURCE

Children making expected progress in Reading between Key Stage 1 and Key Stage 2

This indicator is owned by CFBT
 This indicator is not in any wider plans



Comment on latest performance from CFBT:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

We only have one year's worth data for Eng Reading (2013) as previously the subjects were grouped and reported as English. The previous 2 years of English data (2011 & 2012) was showing an increasing trend of which Lincolnshire was above all its comparators – as we were for Reading in 2013. Target set based on this trend of increase we were previously showing

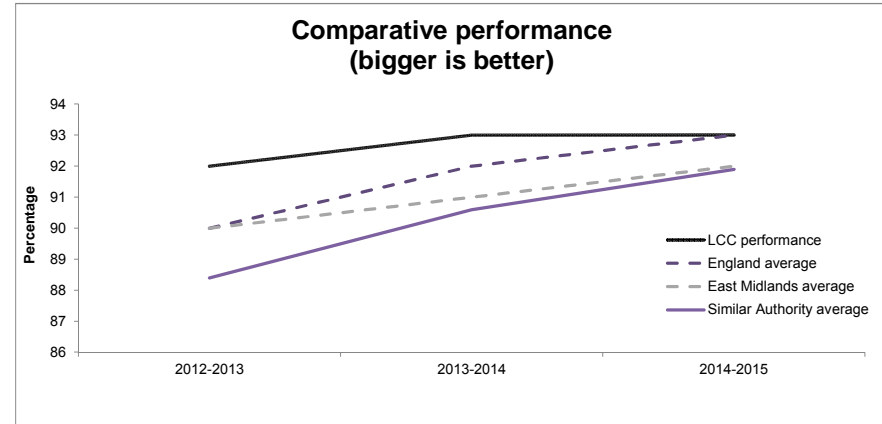
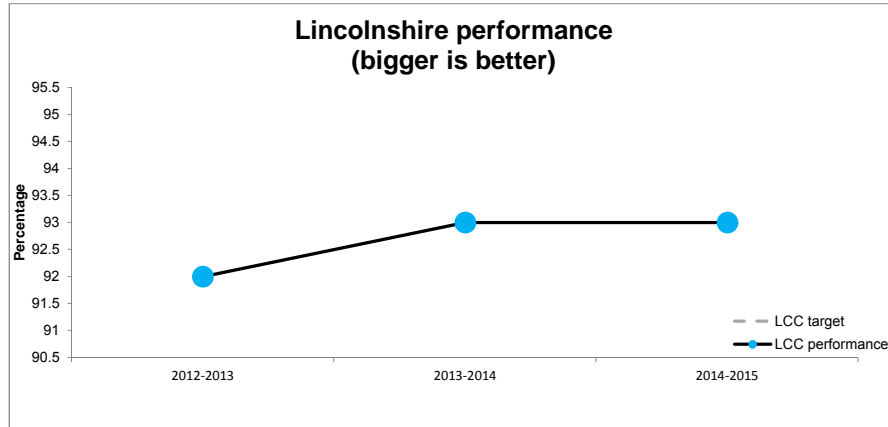
2014/2015 TOLERANCE RATIONALE

Lower - target is an ambitious target so would aim to be no worse than we currently are as we are still significantly above our closest comparator (National)
 Upper value set closer to target as would need to highlight if we are able to make that significant an improvement

COMPARATIVE DATA SOURCE

Children making expected progress in Writing between Key Stage 1 and Key Stage 2

This indicator is owned by CFBT
This indicator is not in any wider plans



Comment on latest performance from CFBT:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

We only have one year's worth data for Eng Writing (2013) as previously the subjects were grouped and reported as English. The previous 2 years of English data (2011 & 2012) was showing an increasing trend of which Lincolnshire was above all its comparators – as we were for Writing in 2013. Target set based on this trend of increase we were previously showing

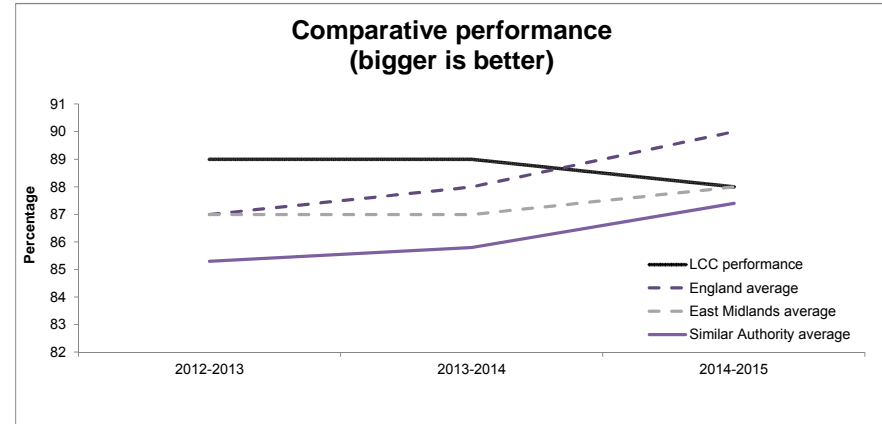
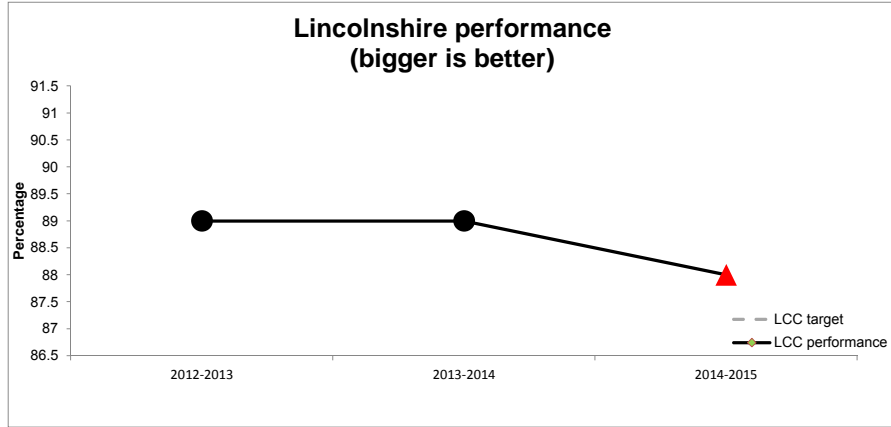
2014/2015 TOLERANCE RATIONALE

Lower - target is an ambitious target so would aim to be no worse than we currently are as we are still above our closest comparator (National) Upper value set closer to target as would need to highlight if we are able to make that significant an improvement

COMPARATIVE DATA SOURCE

Children making expected progress in Maths between Key Stage 1 and Key Stage 2

This indicator is owned by CFBT
This indicator is not in any wider plans



Comment on latest performance from CFBT:

Lincolnshire was 2% below national levels in 2 levels progress in Mathematics, but was in line with the East Midlands average and 1% above statistical neighbours. This represented a 1% drop compared with 2013; nationally there had been a 3% increase from 88% in 2013. CfBT Education Services developed a focused action plan to address this which has been presented to DMT which includes dedicated Education Adviser time to monitor school effectiveness and to investigate and address, where possible, issues identified at school, academy, district or LA level in order to improve overall performance. This could be through the identification and brokering of intervention and support and the development of focused support programmes.

2014/2015 TARGET RATIONALE

All comparators plateaued in 2012-2013 - suggesting that there is little room for improvement - a small target to raise to the 90% bracket would still be aspirational as will be hard to move up to percentage points

2014/2015 TOLERANCE RATIONALE

Lower value is still aiming for improvement following the plateau over the last 2 years and the Upper value is an aspirational one and should be highlighted if gone over.

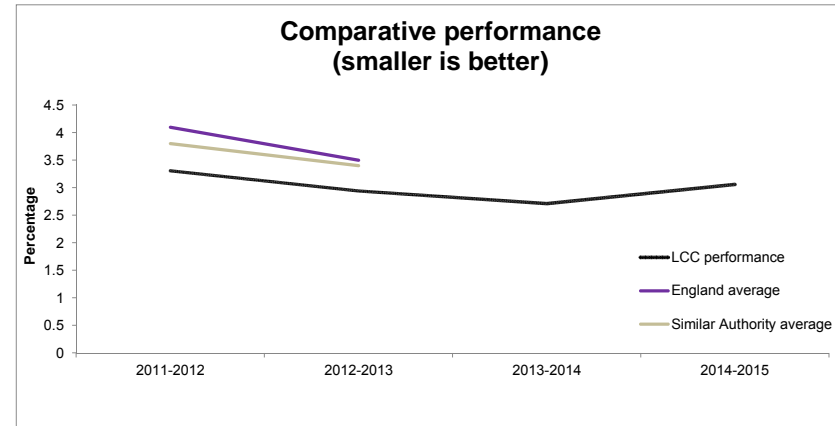
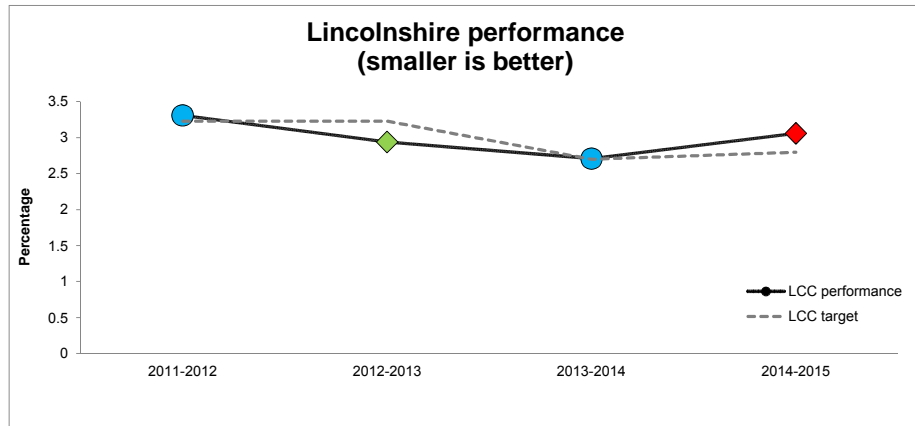
COMPARATIVE DATA SOURCE

Learn And Achieve

Rate of fixed term exclusions

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

This is a final performance measure for fixed term exclusions for the 2013-14 academic year as measured in July 2014. Performance for this academic year to date shows that there are 7% fewer fixed term exclusions than compared to last year. The Local Authority has limited jurisdiction over 33% of schools that are academies with 57% of the pupil population (at the time of this result). In comparison to other measures this still represents a good performance for the Authority as it is still 0.48% better than national and 0.62% better than the East Midlands region. Both the national and East Midlands performance have also similarly worsened but more so than we did.

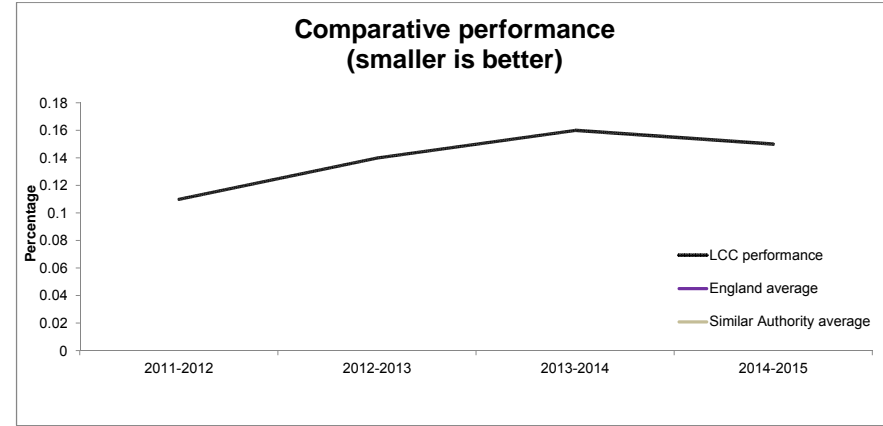
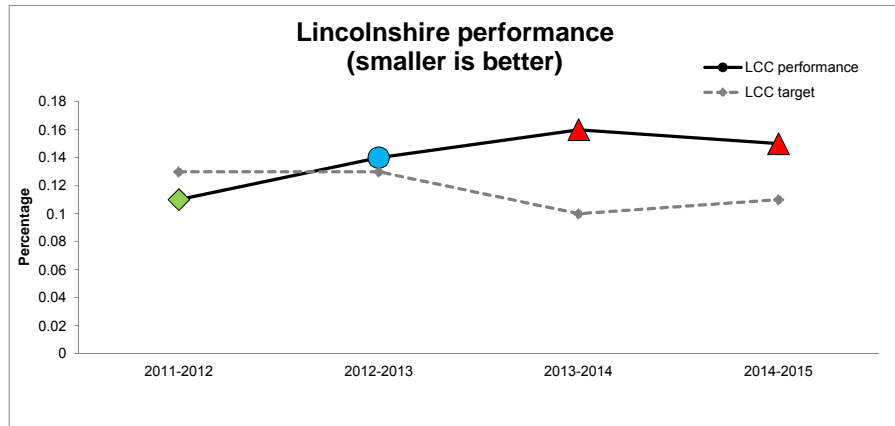
2014/2015 TARGET RATIONALE

- Lincolnshire's performance over the year 2011-2012 has been significantly better than national, East Midlands and Stat neighbour performance with only Staffordshire outperforming Lincolnshire consistently with a rate of 2.93 compared to 3.03 for Lincolnshire. Lincolnshire has however been closing the gap against the performance of Staffordshire whose project rate of exclusions for 2014-15 is 2.87% compared to Lincolnshire's projected figure of 1.89%. It is therefore proposed that any target exceeding 2.87% would make us the best performing stat neighbour. The proposed target is therefore 2.8% which when set with a suitable tolerance should ensure we are the best authority with regard to fixed term exclusions.

Rate of permanent exclusions

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

This is a final performance measure for permanent exclusions for the 2013-14 academic year as measured in July 2014. Performance for this academic year to date shows that there are 5% fewer permanent exclusions than compared to last year. The Local Authority has limited jurisdiction over 33% of schools that are academies with 57% of the pupil population (at the time of this result). This performance is nearly twice as worse as the East Midlands average and two and a half times as worse than the national average. The Local Authority has worked with a small group of Headteachers in a single area to try to understand the detail of the reasons for permanently excluding pupils, this has shaped the Authorities thinking in the redesign of services to support early intervention in behaviour. Additional models of support are being worked up with schools during the summer term. There are now only two other Local Authority areas that have worse performance than Lincolnshire in the whole county.

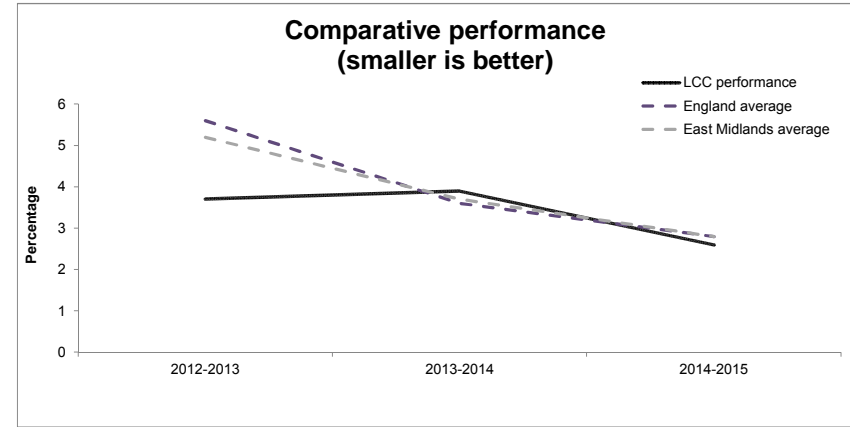
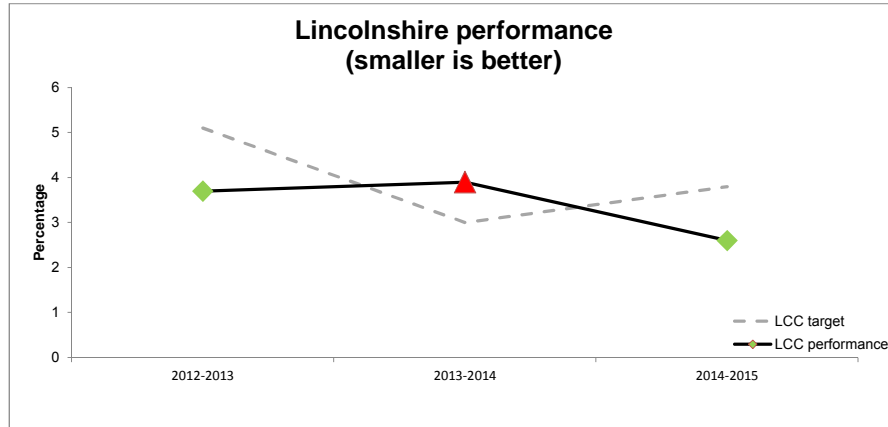
2014/2015 TARGET RATIONALE

Historically according to DfE SFR data LCC has performed worse than Stat neighbours, east midlands and nationally with Norfolk being the exception. In 2011-12 Lincs performance rate was 0.12 compared with 0.09 for the East Midlands region and 0.07 Nationally. Lincolnshire's rate of exclusions increased from 2010/11 to 2011/12 and if increased at the same rate then the projected rate of exclusions for 2014-15 would be 0.18. The rate in Lincolnshire needs to turn a corner and that will be done by maintaining a rate of 0.12 and hence this is the proposed target for 2014-15. The next SFR data is released in July 2014, unfortunately just too late to be considered in this process.

Primary School persistent absence rate

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

This is a final performance measure for primary persistent absence for the 2013-14 academic year as measured in July 2014. The attendance strategy 'Every Day Matters' was launched in September 2012 and has recently (April 2015) been revised to focus on achievements to date and next steps. The performance of this target is hard to predict as it is governed by the activity and take up within individual schools. Whilst the worst 16 schools each year are intensively worked with there is no free intervention for others. As more and more schools improve their processes and tackled absences from school earlier we would expect to see a continuing decline in persistent absence.

2014/2015 TARGET RATIONALE

Historically according to DfE SFR data LCC has performed worse than Stat neighbours, east midlands and nationally with Norfolk being the exception. In 2011-12 Lincs performance rate was 0.12 compared with 0.09 for the East Midlands region and 0.07 Nationally. Lincolnshire's rate of exclusions increased from 2010/11 to 2011/12 and if increased at the same rate then the projected rate of exclusions for 2014-15 would be 0.18. The rate in Lincolnshire needs to turn a corner and that will be done by maintaining a rate of 0.12 and hence this is the proposed target for 2014-15. The next SFR data is released in July 2014, unfortunately just too late to be considered in this process.

2014/2015 TOLERANCE RATIONALE

- It is proposed to not exceed the 0.12 target as performance worse than this would indicate an increasing rate of permanent exclusions.
- The minimum target of 0.10 would align us within the performance achieved in 2010-11.
- Therefore the proposed tolerance is ± 0.01

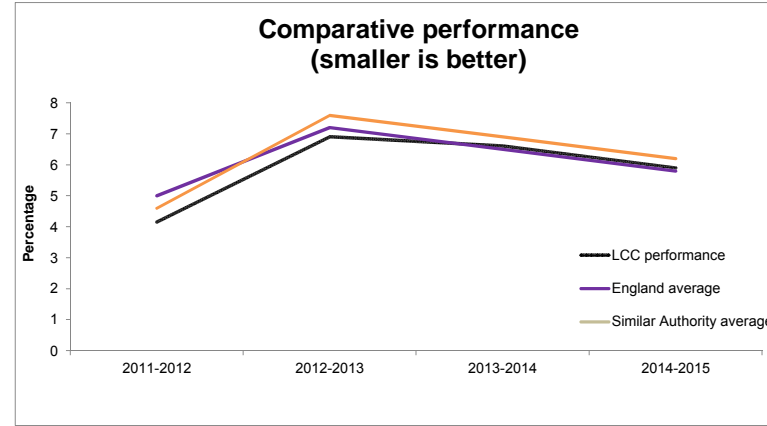
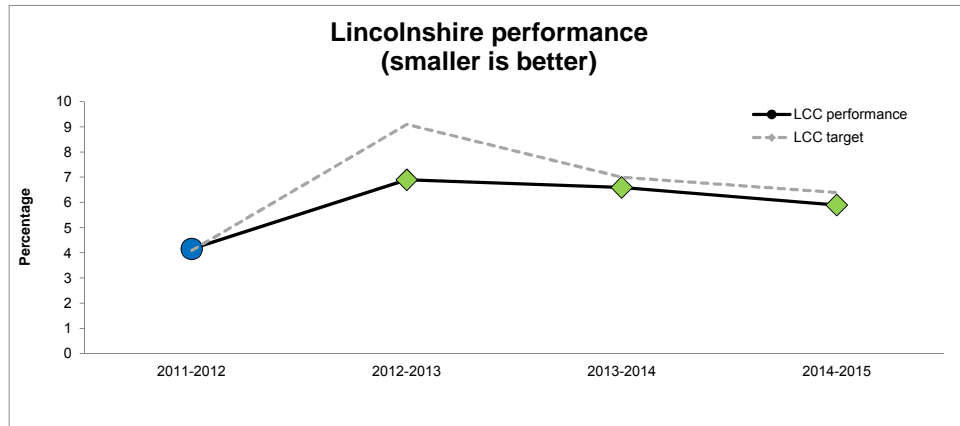
COMPARATIVE DATA SOURCE

DfE SFR??

Secondary School persistent absence rate

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

This is a final performance measure for secondary persistent absence for the 2013-14 academic year as measured in July 2014. The attendance strategy 'Every Day Matters' was launched in September 2012 and has recently (April 2015) been revised to focus on achievements to date and next steps. The performance of this target is hard to predict as it is governed by the activity and take up within individual schools. Whilst the worst 16 schools each year are intensively worked with there is no free intervention for others. As more and more schools improve their processes and tackled absences from school earlier we would expect to see a continuing decline in persistent absence.

2014/2015 TARGET RATIONALE

Historically according to DfE SFR data LCC has performed worse than Stat neighbours, east midlands and nationally with Norfolk being the exception. In 2011-12 Lincs performance rate was 0.12 compared with 0.09 for the East Midlands region and 0.07 Nationally. Lincolnshire's rate of exclusions increased from 2010/11 to 2011/12 and if increased at the same rate then the projected rate of exclusions for 2014-15 would be 0.18. The rate in Lincolnshire needs to turn a corner and that will be done by maintaining a rate of 0.12 and hence this is the proposed target for 2014-15. The next SFR data is released in July 2014, unfortunately just too late to be considered in this process.

2014/2015 TOLERANCE RATIONALE

- It is proposed to not exceed the 0.12 target as performance worse than this would indicate an increasing rate of permanent exclusions.
- The minimum target of 0.10 would align us within the performance achieved in 2010-11.
- Therefore the proposed tolerance is ± 0.01

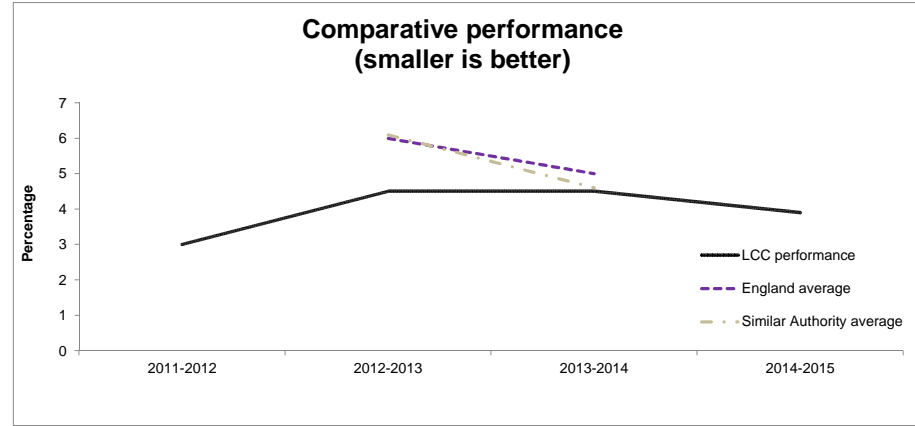
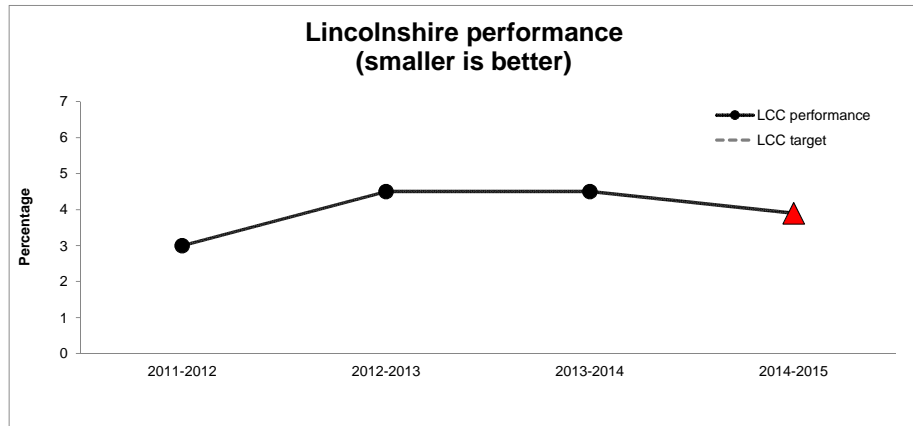
COMPARATIVE DATA SOURCE

DfE SFR??

Looked After Children persistent absence rate

This indicator is owned by **KIERAN BARNES**

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

Lincolnshire are performing well below national average (lower is better). When we compare to last years performance we have made an improvement. The performance for this year is the second best outcome over past six years. All persistent absentees referred to EWS. Persistent absence rate is now set at 90% to ensure even earlier intervention from the Virtual School/EWS. Attendance is discussed at all ePEP meetings and attendance targets set accordingly. Weekly contact from Virtual School Business support to monitor progress of students with attendance below 90%.

2014/2015 TARGET RATIONALE

- The target for Q1 is set highest and reflects the actual recorded for 2012/13 (4.1%).
- The target for Q2 is higher than Q3 & Q4 to reflect the fact that historically absence for the whole cohort is usually higher in Q2, allowing remedial action to be taken in Q3 & Q4.
- As the cohort involved is in the region of 220 children 0.5% represents approximately 1 child. Therefore the numerical equivalent target would be 6 or less children being persistently absent

2014/2015 TOLERANCE RATIONALE

- As highlighted in the target rationale 0.5% represents 1 child.
- The lower limit is set to allow for a minimum of 4 children being persistently absent to reflect that it is unlikely for the whole cohort to be settled in education at any time.

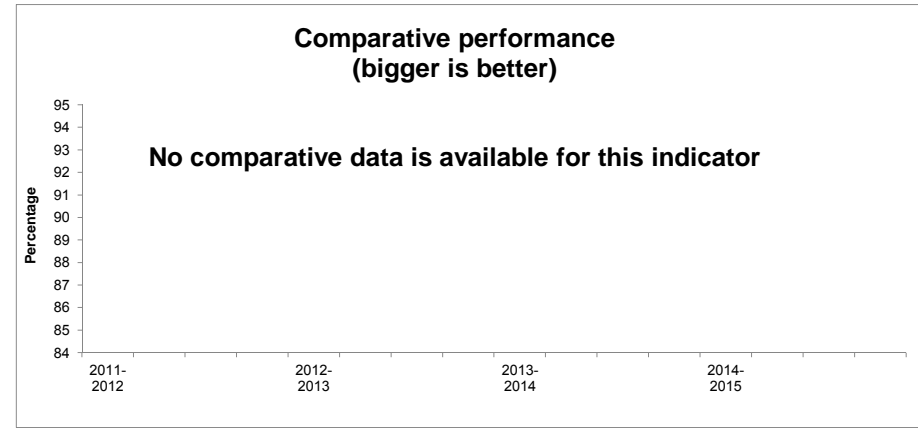
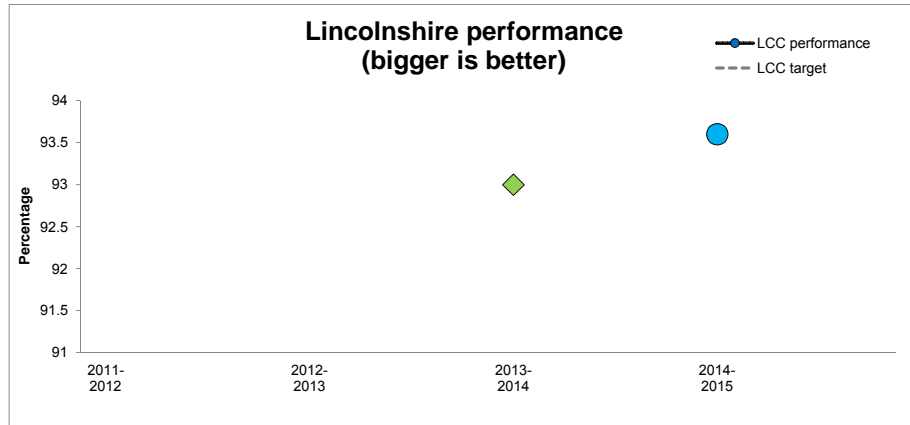
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Primary Admissions First Choice

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

There is no national, regional or stat neighbour average data available to inform the target and so this years target is arbitrary based on improving against previous years' performance. It is advised to revise this target when data is available from the SFR later in June 2014 for 2015-16 targets.

The proposed target has been set based on the projected rate for 2014-15 based on the last three years data at 93.4%. This target is 1.1% better than the figure achieved last year. This would align us with performance achieved in 2010/11.

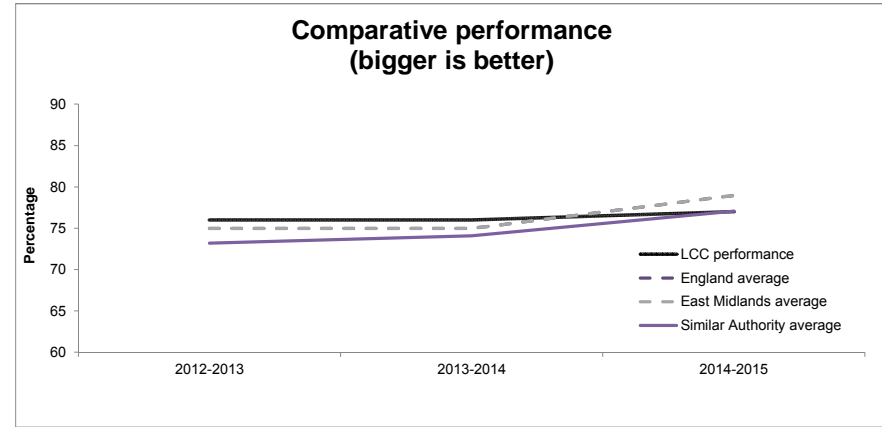
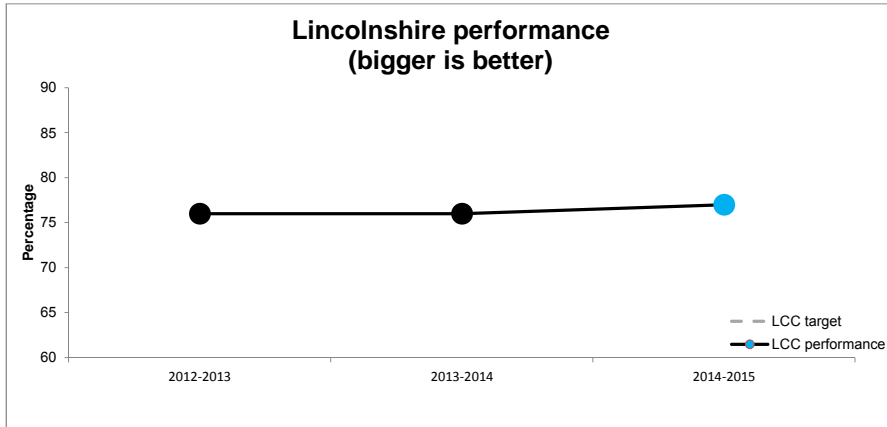
2014/2015 TOLERANCE RATIONALE

- Using the rationale above means that hitting the upper tolerance means we will have achieved our second best ever performance in line with 2010/11 data and hitting the lower tolerance means we will achieve 0.9% better performance than last year.
- This tolerance is somewhat arbitrary as we are only looking for improved performance against our own benchmarks

COMPARATIVE DATA SOURCE

Achievement of Level 4 or above in combined Reading, Writing and Maths at Key Stage 2 (Threshold)

This indicator is owned by **CFBT**
This indicator is not in any wider plans



Comment on latest performance from CFBT:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

To demonstrate an improvement on previous year after reaching a plateau in 2013, which should ensure our performance remains above regional, national and statistical neighbour performance. This new national indicator is more challenging than the old L4+ in English and Maths measure, and therefore strategies are required in order to ensure pupils achieve across all 3 elements.

2014/2015 TOLERANCE RATIONALE

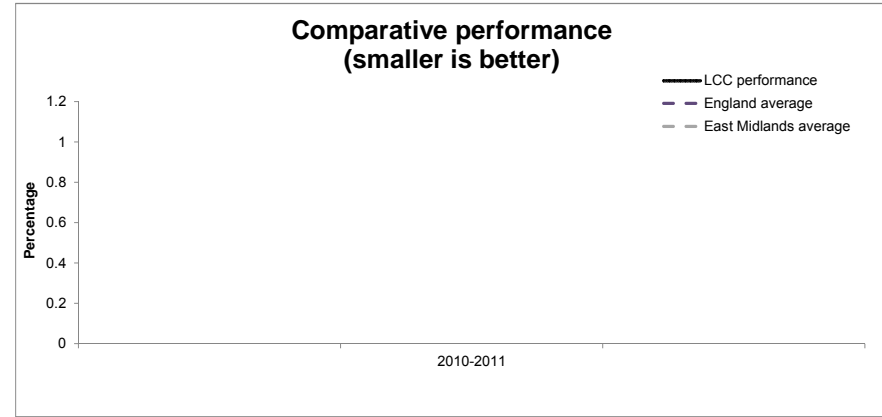
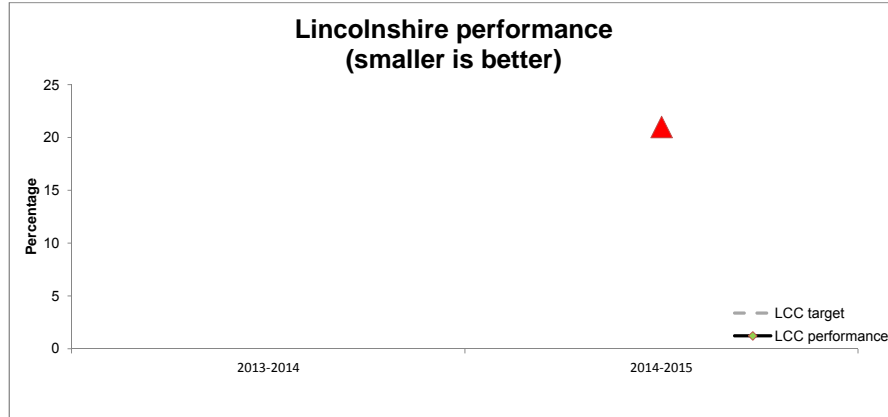
Upper – would require significant improvement to achieve this and anything above should be highlighted
Lower – this value would make us no worse than last year

COMPARATIVE DATA SOURCE

Achievement gap between pupils eligible for Pupil Premium Grant and their non Pupil Premium Grant Peers (achieving Level 4 or above in Reading, Writing and Maths KS2)

This indicator is owned by CFBT

This indicator is not in any wider plans



Comment on latest performance from CFBT:

When we compare with 2010, the gap is closing between the outcomes for Year 6 pupils eligible for Free School Meals (FSM) who achieved level 4 or above in reading, writing and maths and all other pupils. However, only 61.5% of pupils eligible for FSM attained L4+ compared with 67% of similar pupils nationally. Nationally, 83% of non-PPG pupils attained L4+). In order to address this, there will continue to be a focus on the performance of all groups of pupils, and particularly those eligible for the Pupil Premium Grant. The LA/ CfBT Closing the Gap offer to educational settings will contribute to Lincolnshire's Child Poverty Strategy by focussing on closing the educational gaps for vulnerable groups, particularly those children and young people eligible for Pupil Premium Grant. It will provide challenge for schools to access a 'robust evaluation' of how they spend all funding, in particular Pupil Premium funding, to support disadvantaged students. This will be augmented by the Education Adviser Core Offer

2014/2015 TARGET RATIONALE

To continue a year on year improvement in terms of closing the gap, and bring our performance closer to that of our regional and statistical neighbours.

2014/2015 TOLERANCE RATIONALE

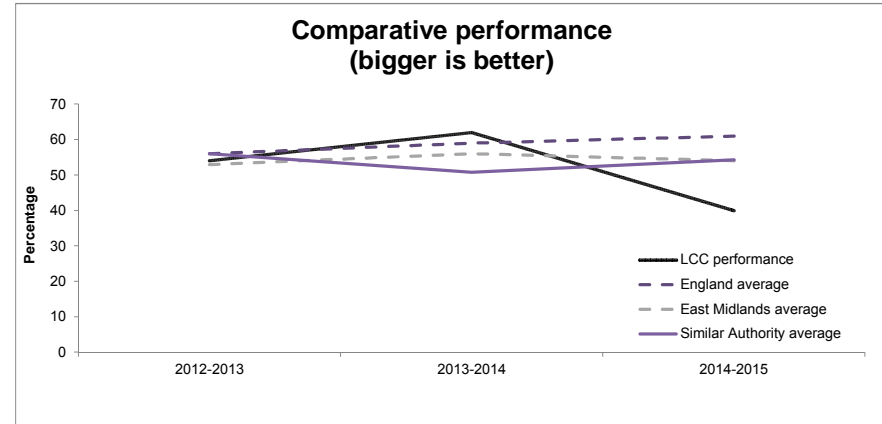
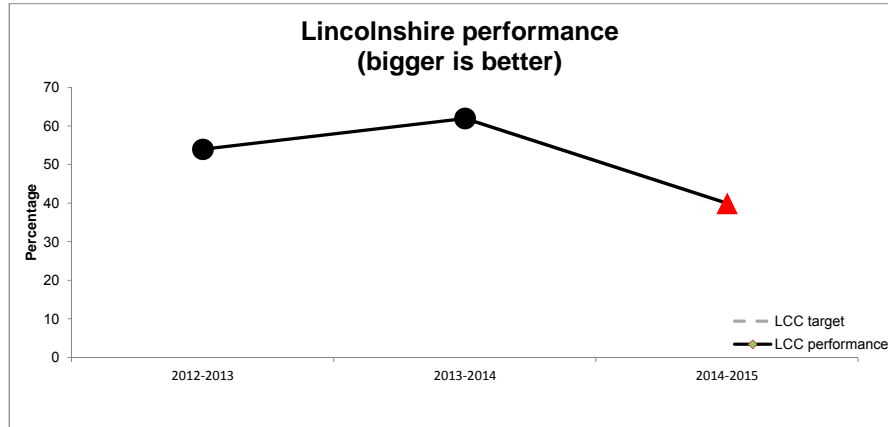
Upper brings us in line with our stat neighbours linear projection
Lower an aspirational target that would see us likely to be out performing nationally

COMPARATIVE DATA SOURCE

Looked after Children reaching Level 4 in Maths at Key Stage 2

This indicator is owned by **KIERAN BARNES**

This indicator is not in any wider plans



Comment on latest performance from KIERAN BARNES:

The small cohort size means under achievement is represented by 1 pupil.

2014/2015 TARGET RATIONALE

The cohort consists of just 14 young people who have been matched against expected grades published by Fischer Family Trust. Of the 14 young people, 7 have between 71% & 100% of achieving a level 4 and the other 7 between 0% & 26%. Target of 50% is based on 7 /14 people achieving this.

2014/2015 TOLERANCE RATIONALE

As the predicted grades are so far above or below 50% it is highly unlikely that any of the young people will either under or over achieve. Therefore we have set no tolerances here

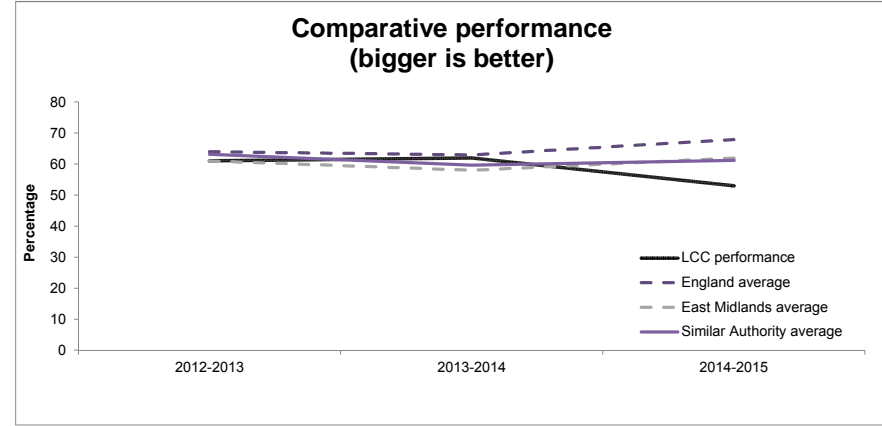
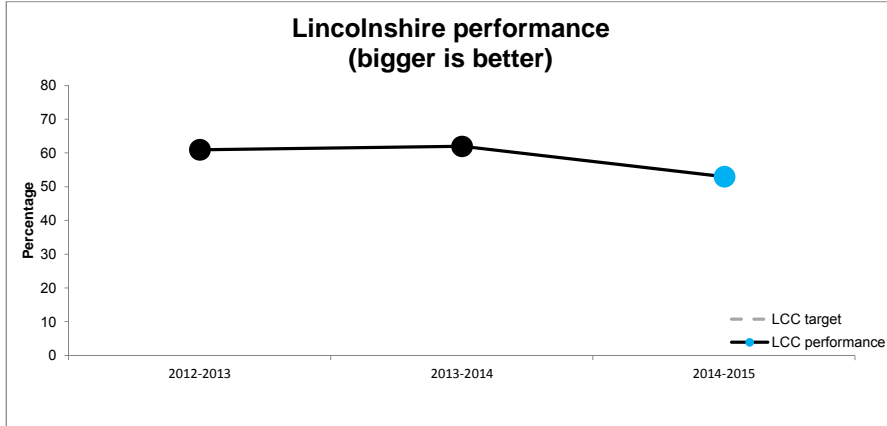
COMPARATIVE DATA SOURCE

Local Authority Interactive Tool

Looked after Children reaching Level 4 in Reading at Key Stage 2

This indicator is owned by KIERAN BARNES

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

The cohort consists of just 14 young people who have been matched against expected grades published by Fischer Family Trust. Of the 14 young people, 8 have between 53% D18& 100% of achieving a level 4 and the other 6 between 0% & 29%. Therefore the target has been set at 8/14 = 57%

2014/2015 TOLERANCE RATIONALE

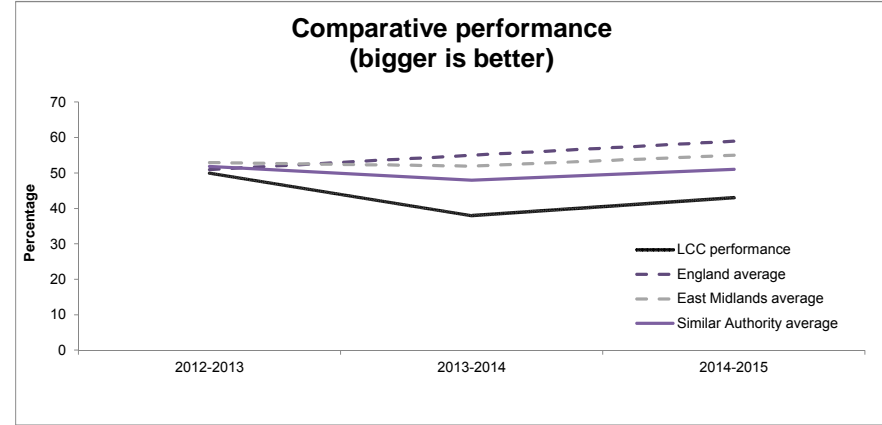
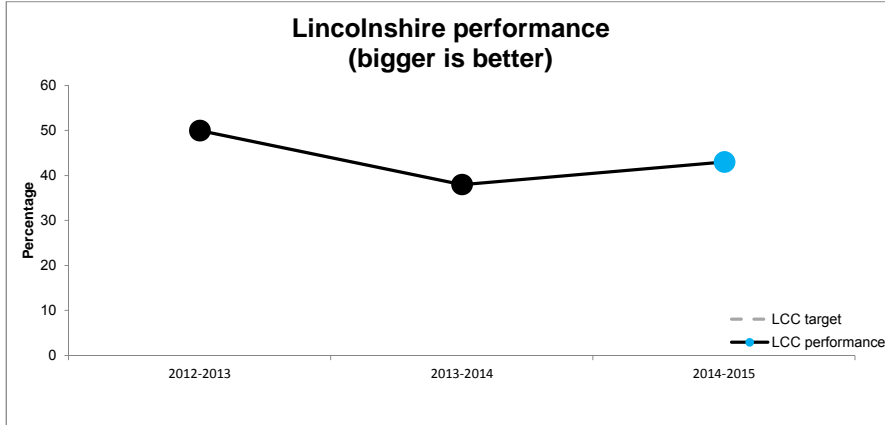
Due to the small numbers (just 14 young people), each person represents 7.1%. There is 1 young person at 53%. Therefore the tolerance has been set at a level of +0, -1 young person.

COMPARATIVE DATA SOURCE

Looked after Children reaching Level 4 in Writing at Key Stage 2

This indicator is owned by **KIERAN BARNES**

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

The cohort consists of just 14 young people who have been matched against expected grades published by Fischer Family Trust. Of the 14 young people, 6 have between 63% & 100% of achieving a level 4 and the other 8 between 0% & 39%. Therefore the target has been set at $6 / 14 = 43$

2014/2015 TOLERANCE RATIONALE

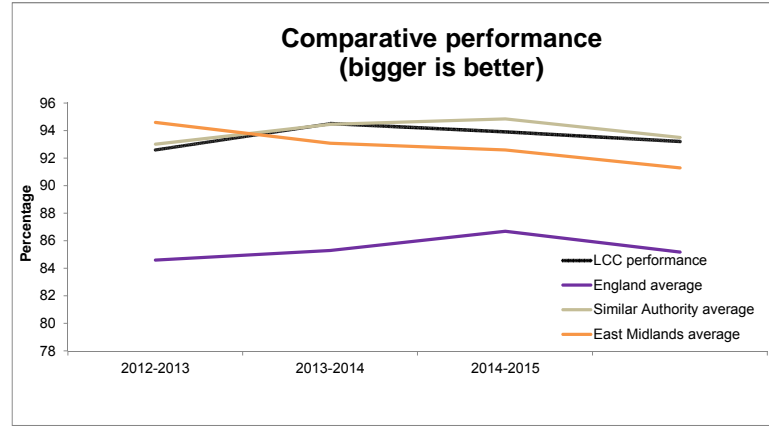
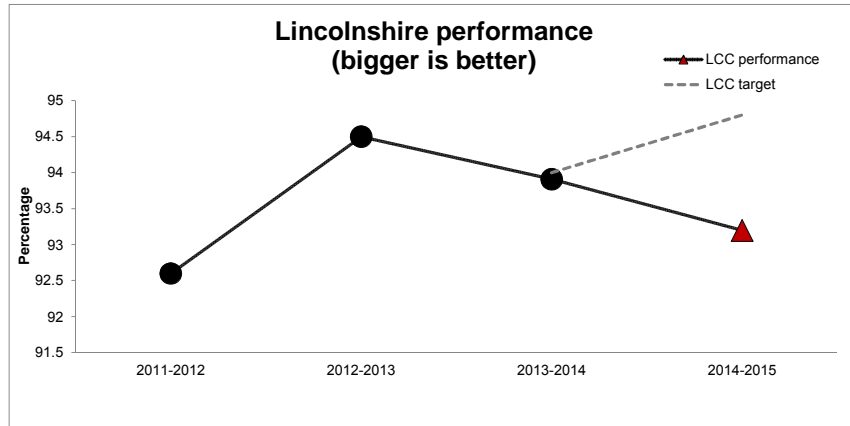
As the predicted grades are reasonably above or below 50% it is highly unlikely that any of the young people will either under or over achieve. Therefore no tolerance has been set

COMPARATIVE DATA SOURCE

Secondary Admissions First Choice

This indicator is owned by **JOHN O'CONNOR**

This indicator is not in any wider plans



Comment on latest performance from John O'Connor:

This is a final outcome. This indicator is outside the Council's direct control as it is driven by parental preference. Over the last 3 years half the refusals of first preference applications were because parents made a grammar school their first preference for a child who had not qualified in the 11+ tests (parents know the test results before they express their preferences). We advise parents to make their preferred non-selective school their first preference in this situation, as a refusal of a grammar school place is inevitable and parents gain the right of appeal to an independent panel by including the grammar school at preference 2 or 3. Although we were a little below our statistical neighbours (0.3%) we were above the East Midlands average of 91.3% and the England average of 85.2%. The cohort was 500 children larger this year, which always reduces first preference satisfaction. We also noted that the number of applications for the oversubscribed schools increased considerably this year due to parental preference; this too will have reduced first preference satisfaction. All children received an offer of a school place and there are places available in all areas for this cohort. We will review the wording of our advice to parents on the 11+ issue and monitor the availability of sufficient places with the provision planning team.

2014/2015 TARGET RATIONALE

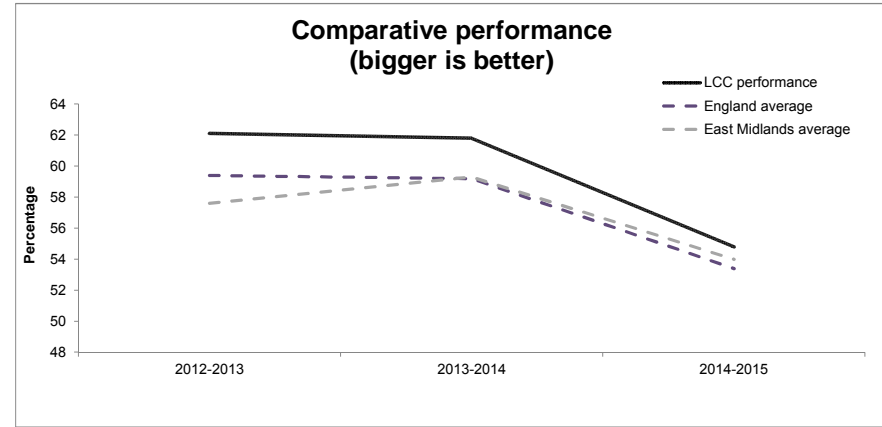
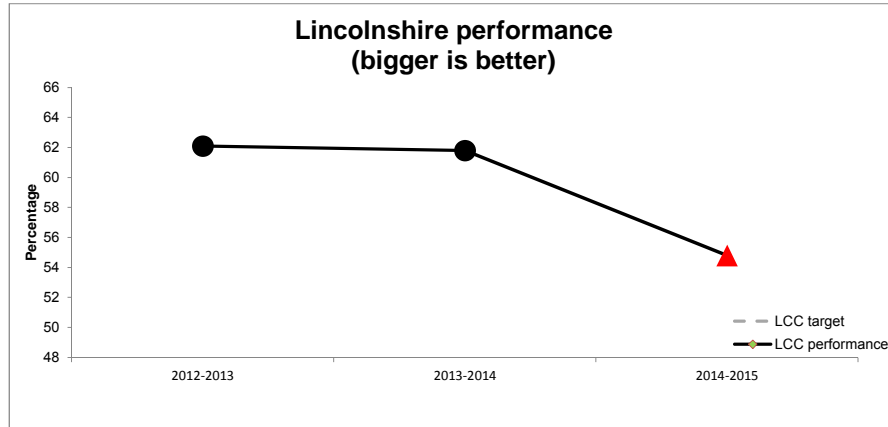
A target of 94.8% would require some improvement on last year and would still leave Lincolnshire well above the national average. Statistical neighbours cannot be used as a benchmark as many of our stat neighbours are not selective authorities and there still persists the impression that putting a grammar school as first choice makes a difference, but it does not. Non-qualifying children therefore cannot achieve their first choice so using the stat neighbour average is not realistic as the ceilings/upper limits are not the same. The proposed target has been set based on the projected rate for 2014-15 based on the last three years data at 93.4% This target is 1.1% better than the figure achieved last year. This would align us with performance achieved in 2010/11.

- This tolerance allows some flexibility but still ensures an improvement on last year.

Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths

This indicator is owned by CFBT

This indicator is not in any wider plans



Comment on latest performance from CFBT:

Results at KS4 fell very sharply across the country because of changes to the examinations and curriculum.

The vast majority of secondary schools in Lincolnshire are academies which we monitor through their results and we challenge when results are poor. However, the local authority has no statutory right of entry into these institutions and does not provide improvement services. These can be purchased from a variety of sources which are signposted. Where performance is poor and not improving, the local authority refers academies to the Regional Schools Commissioner for remedial measures to be taken.

It should be noted that if the data from the Lincolnshire Bourne school for English are counted, then the Lincolnshire Actual 5+A*-C (inc Eng&Mat) figure would be 56.6% which places Lincolnshire in line with the national average; Lincolnshire's ranking within the statistical neighbour group would rise from 6th to 4th and the national ranking would rise from 102nd to joint 84th.

2014/2015 TARGET RATIONALE

To maintain our performance, which is above national, regional and statistical neighbour averages. We are targeting similar performance in 2014-15 due to significant changes to curriculum and qualifying subjects making an improvement difficult to achieve whilst schools respond to these factors.

2014/2015 TOLERANCE RATIONALE

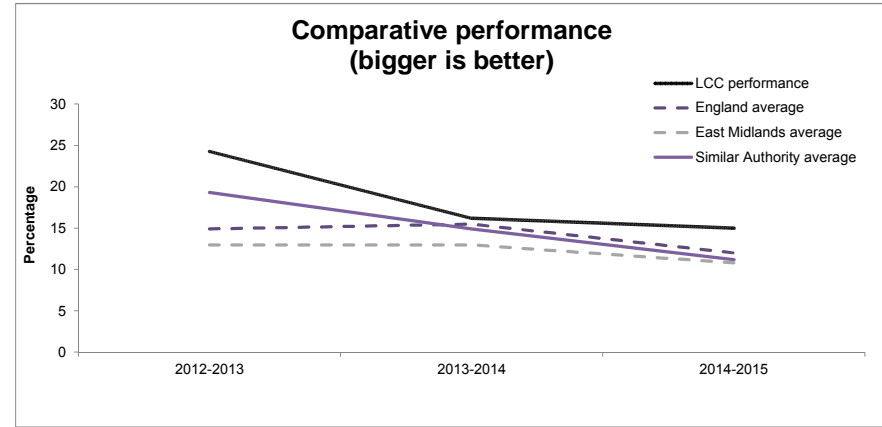
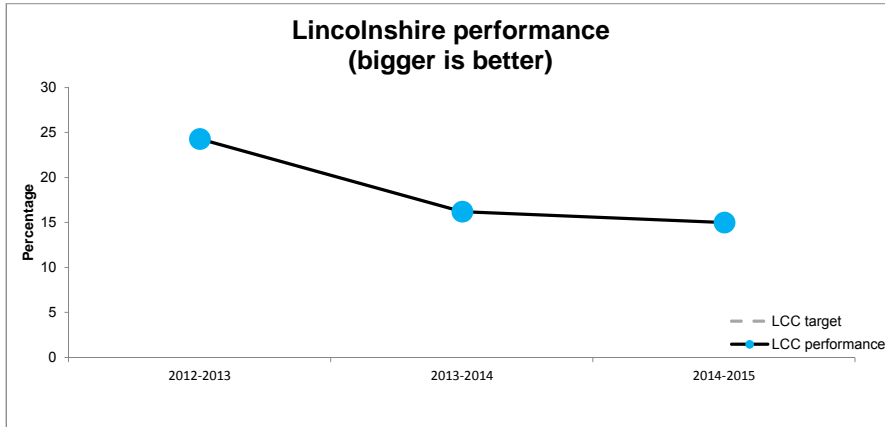
Lower - Value would still be above out current position and follow the upward trends of our Statistical neighbours and the East Midlands groups
Upper - would require significant improvement and would need to be highlighted if such a significant shift occurs.

COMPARATIVE DATA SOURCE

Looked after Children achieving 5 A*-C GCSEs (or equivalent) at KS4 (with English and Maths)

This indicator is owned by **Kieran barnes**

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

The cohort consists of 36 young people who have been matched against expected grades published by Fischer Family Trust. Of the 36 young people, 9 have between 51% & 98% of achieving 5 A*-C GCSEs and the other 27 between 0% & 48%. The target has been set at $7 / 36 = 19.6\% = 20\%$. For 2013 the published statistics for England, East Midlands and Lincolnshire were 15.3%, 13.0% and 16.2% respectively. This would still leave LAC achievement far short of the overall cohort, who score around 65% for this

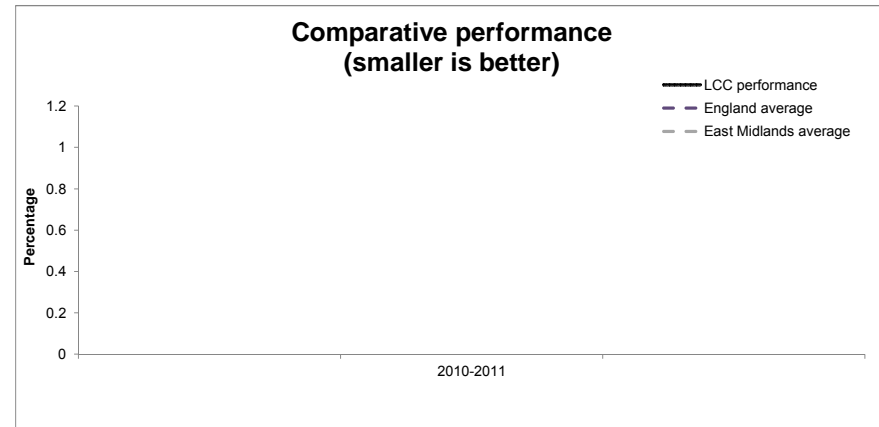
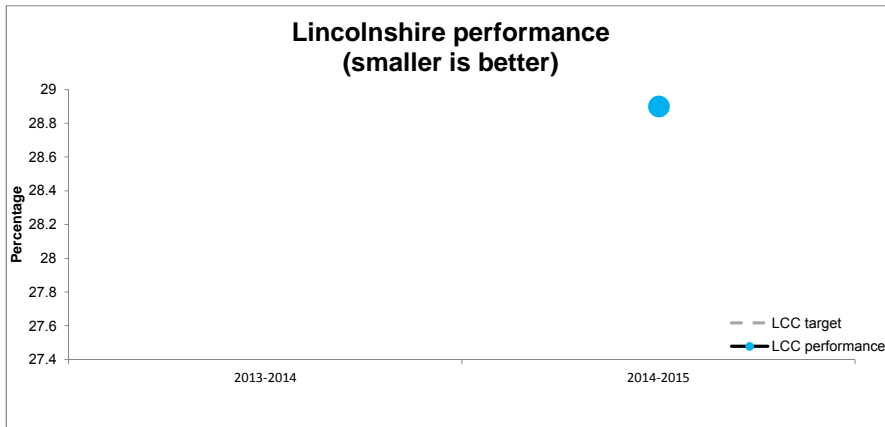
2014/2015 TOLERANCE RATIONALE

Due to the small numbers (just 36 young people), each person represents 2.8%. There are 3 young people between 44%-48% and another 3 between 51%-58%. Therefore the tolerance has been set at a level of +/- 3 young people

COMPARATIVE DATA SOURCE

Achievement gap between pupils eligible for Pupil Premium Grant and their non Pupil Premium Grant peers (achieving %+ A*-C GCSEs including English and Maths)

This indicator is owned by CFBT
This indicator is not in any wider plans



Comment on latest performance from CFBT:

The gap between the performance of Pupil Premium Grant (PPG) and non-PPG pupils in Lincolnshire is closing over time, at a rate that is more rapid than seen nationally, but at 28.9% it is still wider than seen nationally and is wider than seen in Lincolnshire Early Years (16.6%), Key Stage 1 (15.9%) and Key Stage 2 (20.5%). The LA/ CfBT Closing the Gap offer to educational settings will contribute to Lincolnshire's Child Poverty Strategy by focussing on closing the educational gaps for vulnerable groups, particularly those children and young people eligible for Pupil Premium Grant. It will provide challenge for schools to access a 'robust evaluation' of how they spend all funding, in particular Pupil Premium funding, to support disadvantaged students. This will be augmented by Education Adviser Core Offer

2014/2015 TARGET RATIONALE

To continue a year on year improvement in terms of closing the gap, and bring our performance closer to that of our regional and statistical neighbours.

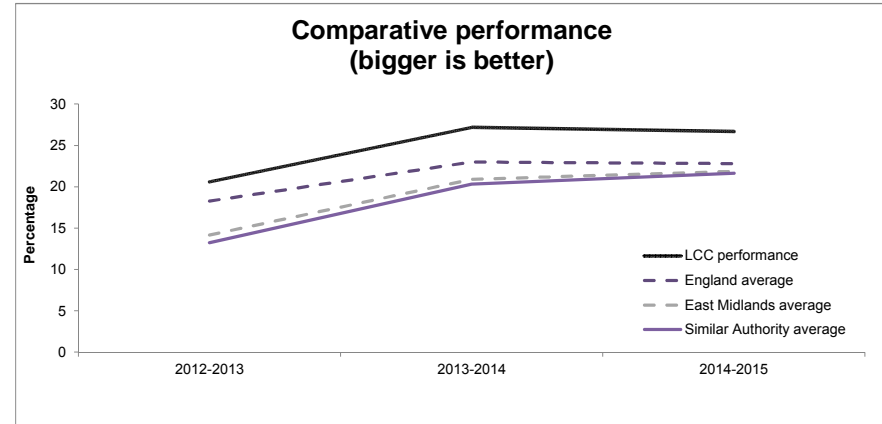
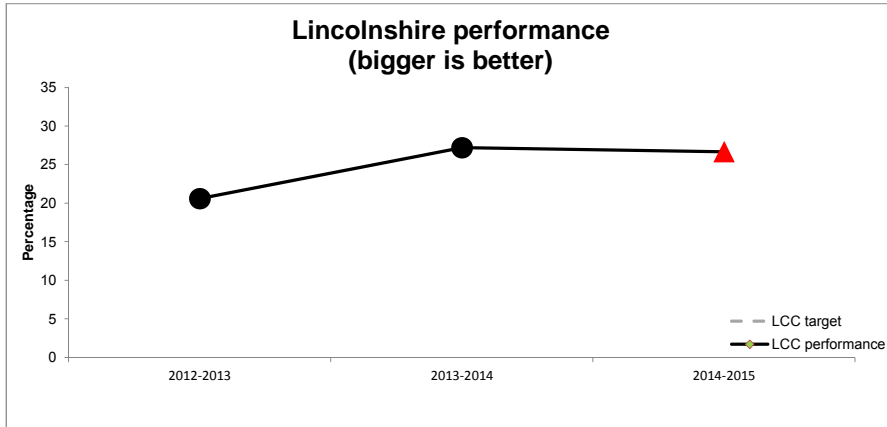
2014/2015 TOLERANCE RATIONALE

Upper Value would make us better than National and in line with their projected
Lower would still show improvement on last years Lincolnshire figures

COMPARATIVE DATA SOURCE

Percentage of pupils achieving the English Baccalaureate at KS4

This indicator is owned by CFBT
 This indicator is not in any wider plans



Comment on latest performance from CFBT:

Lincolnshire was well above the national figure and ranked 1st among its statistical neighbours.

2014/2015 TARGET RATIONALE

Currently above all comparators - showing a good level of increase - aim to achieve a linear progression based on 3 years data. Baring in mind that the 2013 figure was the first one where the students were aware of the overall outline of the qualification before it was taken, the previous years had either just started the course or were working towards when the Eng Bacc was introduced

2014/2015 TOLERANCE RATIONALE

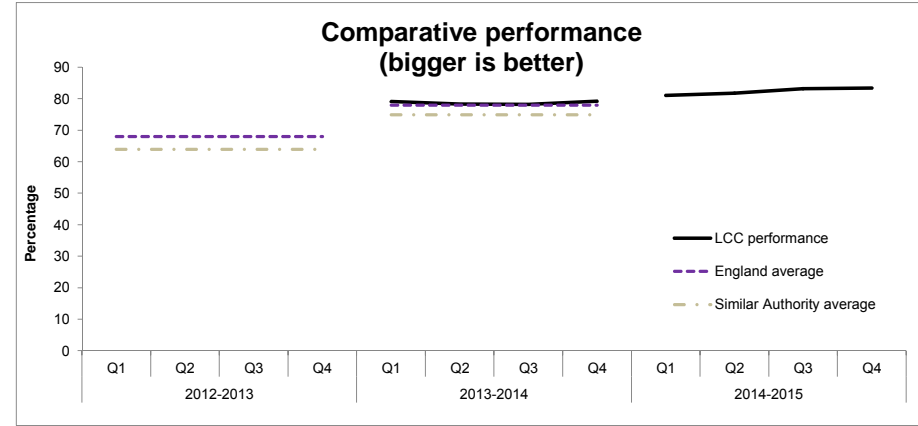
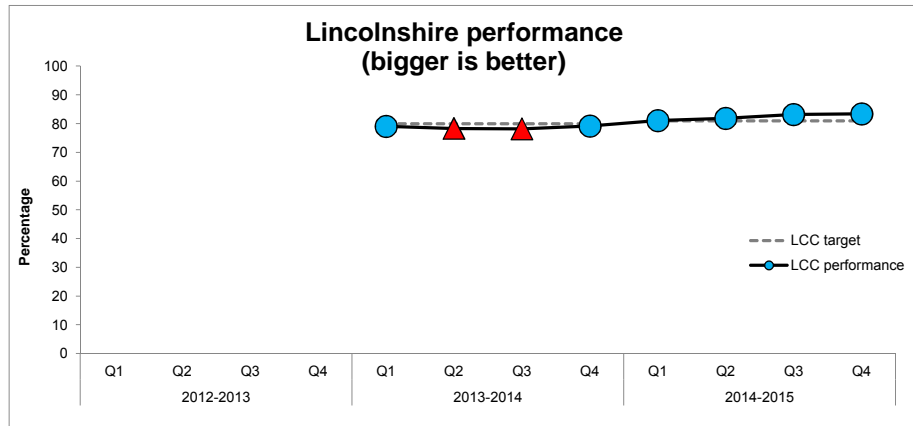
Low – would be an improvement on last years figure without being too aspirational – a 1% change in KS4 achievement could be hard to achieve
 High – Unlikely to go beyond this target, however if it does it should be highlighted

COMPARATIVE DATA SOURCE

Percentage of pupils in good or outstanding schools

This indicator is owned by **KEITH BATTY**

This indicator is not in any wider plans



Comment on latest performance from Keith Batty:

No commentary is required as this measure is within tolerance.

2014/2015 TARGET RATIONALE

All comparator figures started levelling off in 2013/14 year. A Logarithmic trend has been used here as the data has increased quickly and is now levelling out

Using the logarithmic trend to aim to stop the downward trend. An adhoc report to predict expected Ofsted in the Secondary sector suggested that we would increase overall % pupils in this sector.

2014/2015 TOLERANCE RATIONALE

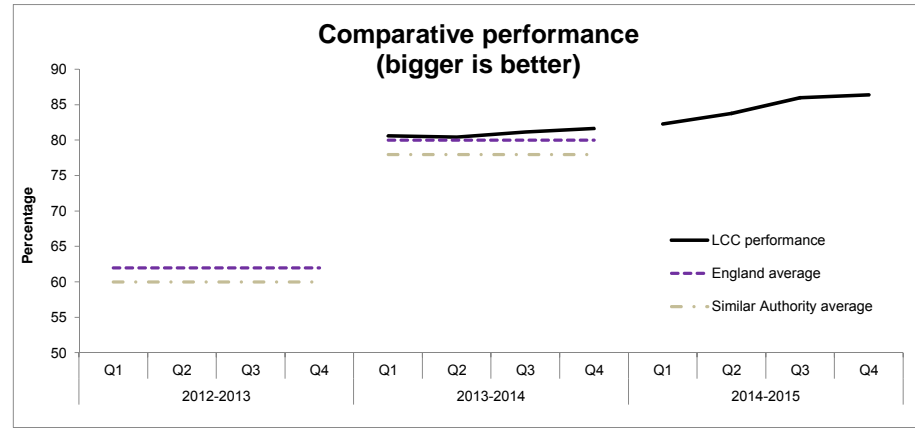
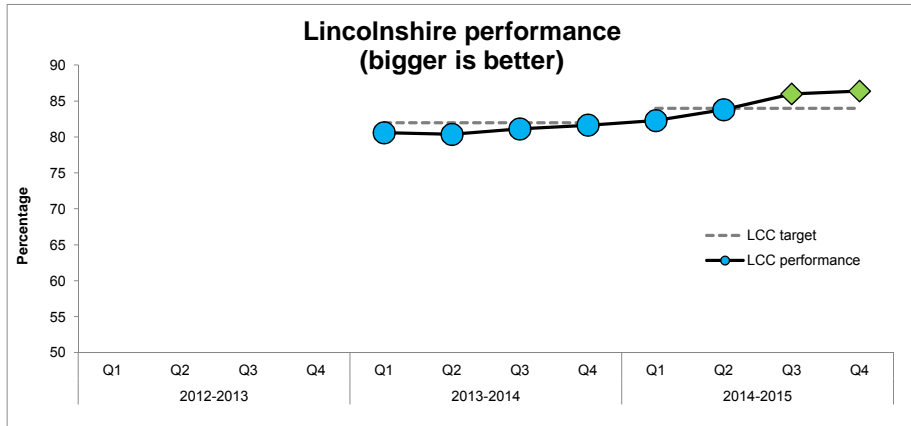
Upper - using an equal distribution of tolerance
Low - to maintain our current position

COMPARATIVE DATA SOURCE

Percentage of schools judged to be good or outstanding

This indicator is owned by **KEITH BATTY**

This indicator is not in any wider plans



Comment on latest performance from Keith Batty:

2014/2015 TARGET RATIONALE

The data is showing an increase here over the years - using a linear line to project forward a year and set the target (Lincolnshire's linear trend) and lower tolerance (National Linear trend)

2014/2015 TOLERANCE RATIONALE

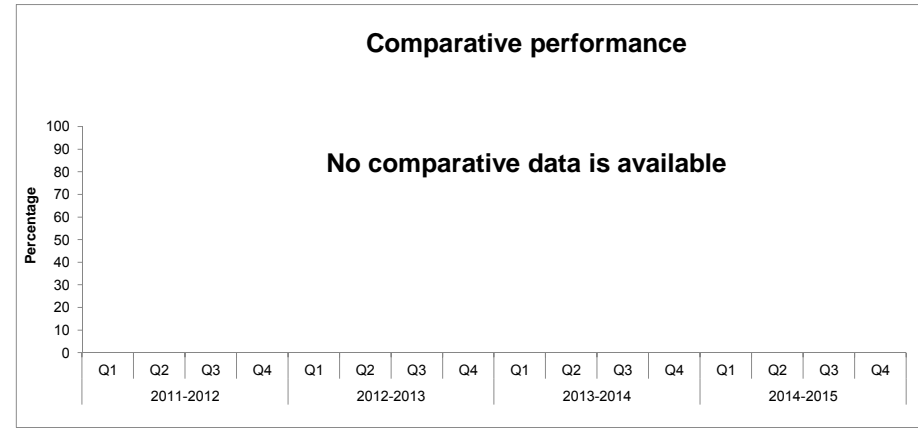
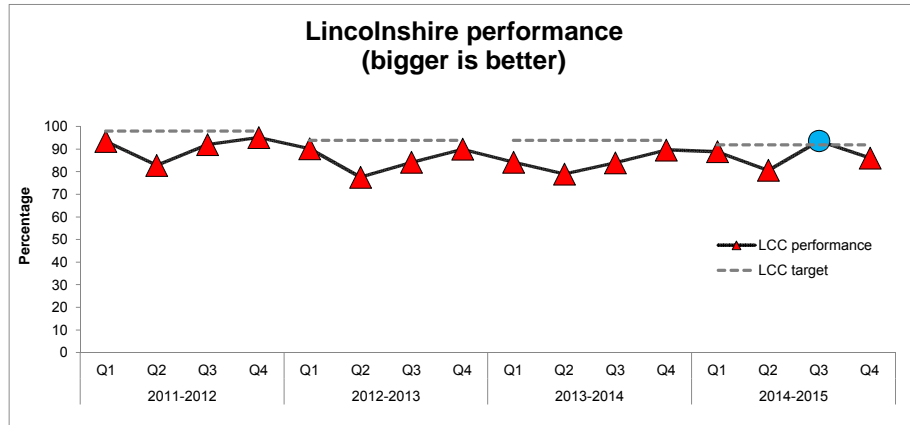
High - is the % is increase enough it should be recognised
Low - using the National linear trend and also to improve on last year's figures

COMPARATIVE DATA SOURCE

Looked After Children with a Personal Education Plan

This indicator is owned by **KIERAN BARNES**

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

Data conflicts between ICS and new Epep system were not identified in time. Action has been taken to ensure data is now accurate between both systems. Monitoring shows data issues now resolved and performance will be on track in Summer Term 2015.

2014/2015 TARGET RATIONALE

This target of 92% was agreed by DMT as suitably stretching.

2014/2015 TOLERANCE RATIONALE

The tolerance range of 90% - 95% was agreed by DMT as suitably stretching.

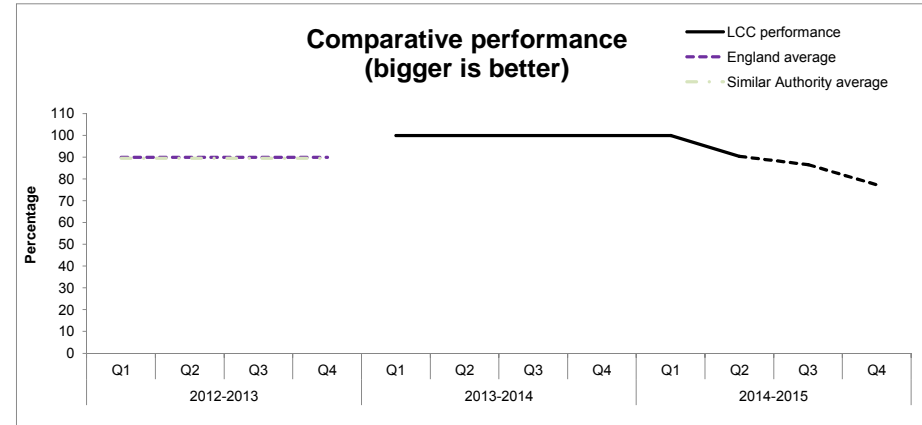
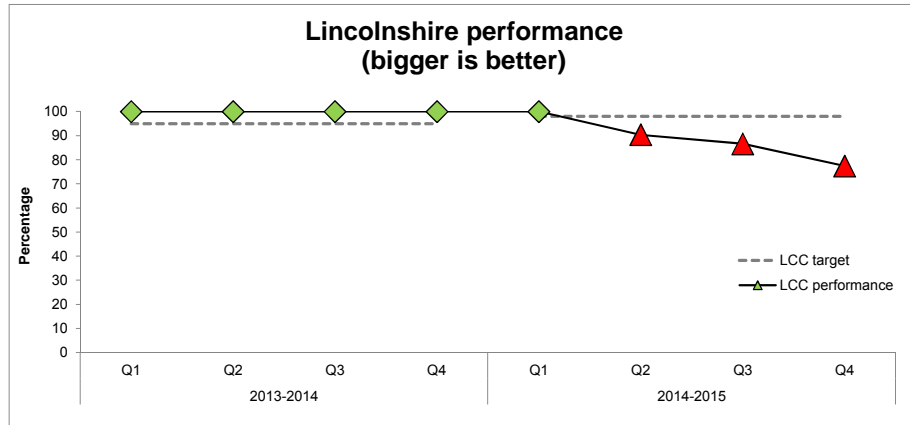
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of statements in the statutory timescale

This indicator is owned by **SHERIDAN DODSWORTH**

This indicator is not in any wider plans



Comment on latest performance from Sheridan Dodsworth:

The number of Statements completed in statutory timescales was under-performing by 17.6% against a target of 95% in Quarter 4. Lincolnshire had consistently issued 100% of Statements within timescale but a number of issues have been identified in relation to the quality of the Statements. This has resulted in additional work for the Special Educational Needs and Disability (SEND) Team that has been operating with only 50% staffing until recently after a significant restructure last year. The implementation of new legislative requirements, in terms of the introduction of Education, Health and Care Plans, is running in parallel with the 'old' Statementing process which has also been a challenge for the team. The appointment of a temporary practitioner to write Statements ensured that the last of the Statements were completed in Quarter 4 and all future work is now focusing on meeting the requirements of the new legislation. Whilst timescales have suffered all Statements are now complete and the quality of the Statements has improved.

2014/2015 TARGET RATIONALE

The Statementing process is changing and therefore will require a new measure capturing the new process. On the basis of previous performance of 100 the target is set to recognise good performance.

2014/2015 TOLERANCE RATIONALE

Upper limit recognising good performance
Lower limit to ensure poor performance is captured whilst ensuring previous target is improved upon

COMPARATIVE DATA SOURCE

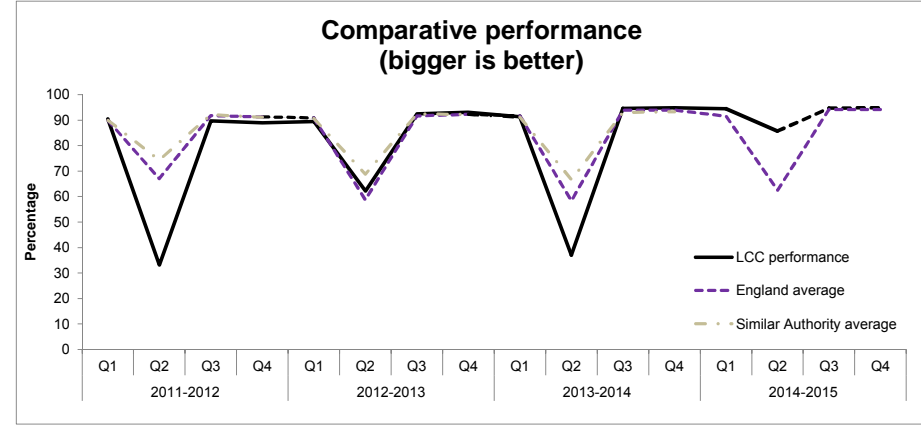
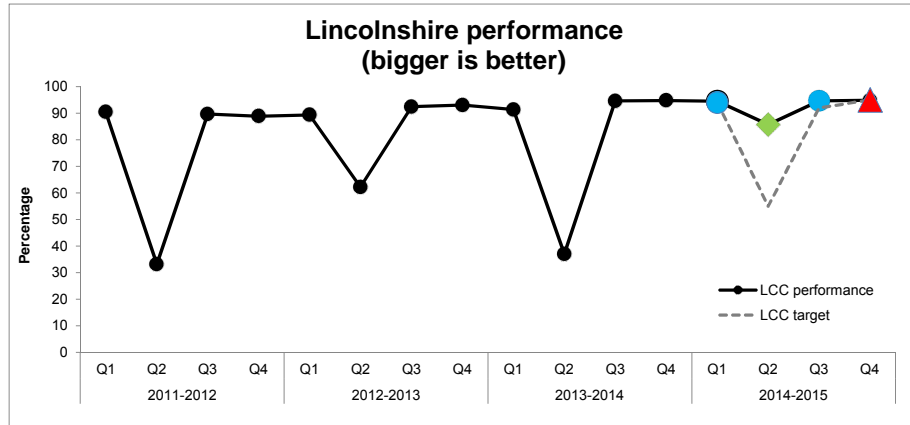
Local Authority Interactive Tool

Ready For Adult Life

Percentage of 16 year olds Participating in Learning (according to RPA)

This indicator is owned by **MAGGIE FREEMAN**

This indicator is in the **COUNCIL BUSINESS PLAN** and the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Maggie Freeman:

Work to support young people to meet their statutory duty to remain in education until their 18th birthday continues to be a high priority, and the careers service works with young people who are not in education and training (NET), or who drop out of education early, to identify opportunities that are appropriate to meet their needs. There has been a small change in the mix of participation, with a drop in the number of young people aged 16 to 17 undertaking Apprenticeships. Work is ongoing in partnership with training providers and the Employment and Skills Board to reverse this reduction and therefore increase participation still further.

2014/2015 TARGET RATIONALE

To continue participation in line with the new Raising of the Participation Age agenda. Target set with an aim to maintain our current performance which is, currently, above all comparators. Dip in Q2 allows for the "Roll up" process before we start getting Destinations data in following the end of the academic year – this is an anticipated dip.

2014/2015 TOLERANCE RATIONALE

No Lower tolerance as the targets are for maintenance, we do not expect to have a worse performance than previous years. Upper value of 3% allows us to achieve a good level of improvement.

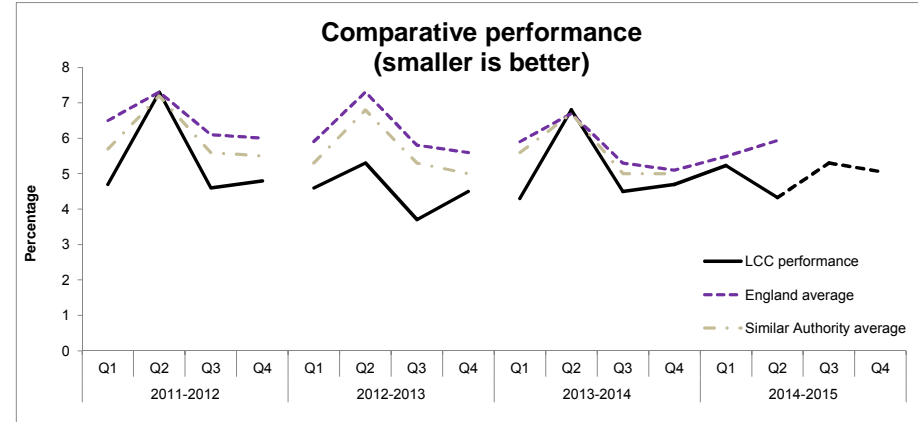
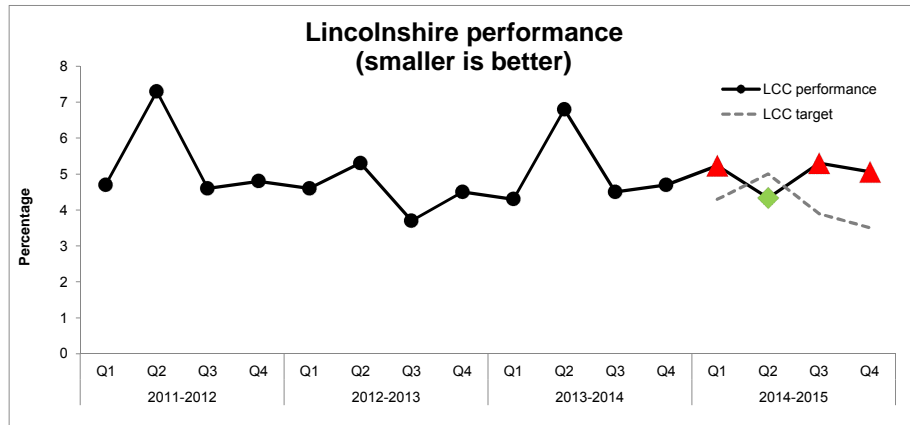
COMPARATIVE DATA SOURCE

National Client Caseload Information System

Young people not in education, employment or training (adjusted)

This indicator is owned by **MAGGIE FREEMAN**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Maggie Freeman:

There are 2.1% more young people identified as not in education, employment or training (NEET) than target. This is a direct result of the improvements in reducing the percentage of 18 year olds whose education, employment and training status is unknown, down to 6% at the end of March 2015, compared to 23.3% in March 2014. The progress made in reducing the 'unknowns' has identified some young people who are NEET, who would have otherwise been recorded as 'unknown'. Whilst the local authority has a duty to track the education and employment status of 18 year olds, there is no duty to support them back into education. It is the role of Job Centre Plus to support them to find employment.

2014/2015 TARGET RATIONALE

Q1 - maintain our good performance whilst reducing unknowns, and improvement on end of Q4 2013/14
Q2 - slight shift due to Destinations updates coming through but should aim for the shift not to be too significant
Q3 & 4 - aspirational target to improve NEETs whilst improving unknowns. We are already performing better on our NEETs than our comparators.

2014/2015 TOLERANCE RATIONALE

Quarter 1 - no worse than last Quarter 1
Quarter 2 - improvement on 2012/13 Quarter 2 which is our best performance over the last 3 years
Quarter 3 & 4 - continues the standard tolerance

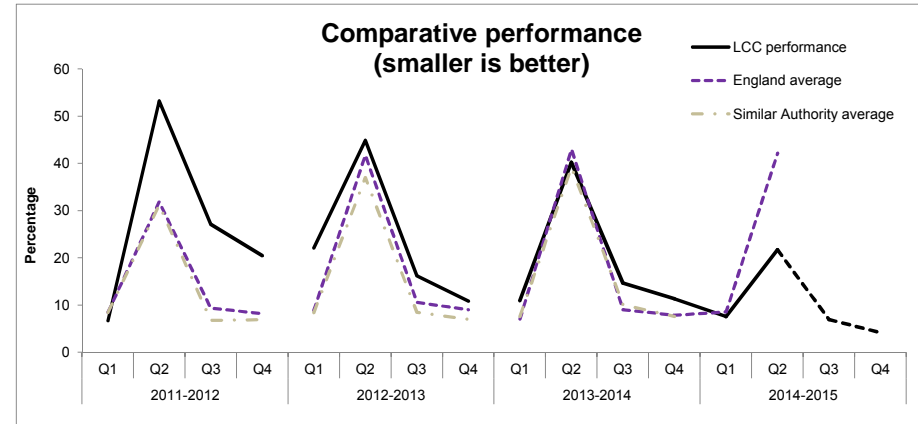
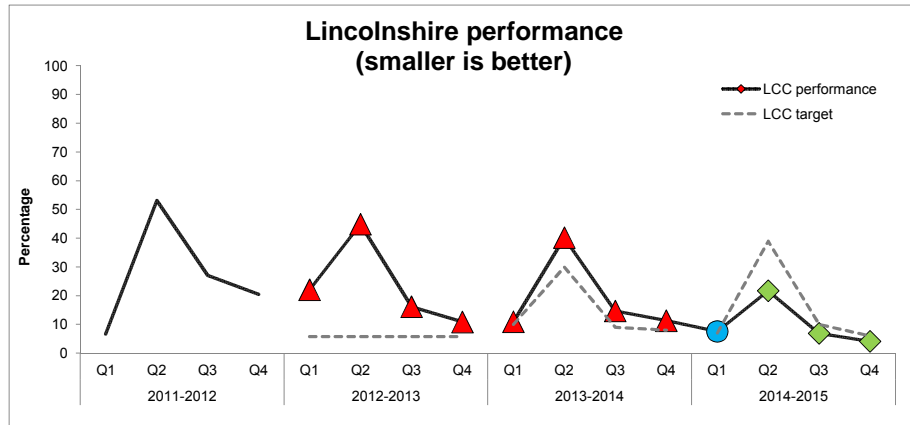
COMPARATIVE DATA SOURCE

National Client Caseload Information System

Percentage of 16 to 18 year-olds whose situation is 'unknown'

This indicator is owned by **MAGGIE FREEMAN**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from Maggie Freeman:

The Performance is better than target. This is as a result of the work undertaken to reduce the number of 18 year olds whose situation is unknown, which has reduced from 23.3% in March 2014 to 9.6% in March 2015. This has been achieved through the allocation of additional resource including additional CSC tracking and additional hours working by the Education Practitioners (Careers Guidance). The use of the additional resource to increase hours rather than numbers of staff has worked particularly well, as this has enabled out of hours and evening working to take place in order that contact be made with those individuals who are employed or in full time education. The proportion of 16 and 17 year olds whose situation is unknown has also reduced slightly. The information about the destinations of young people was available earlier this year which enabled earlier intervention to take place.

2014/2015 TARGET RATIONALE

To bring Lincolnshire in line with our statistical neighbours - as the reason for unknowns are potentially down the geographical layout of Lincolnshire we should aspire to be in line with them.
Quarter 2 – this spike falls at the end of September shortly the beginning of a new academic year and it takes some time to identify those people have continued in education.

2014/2015 TOLERANCE RATIONALE

Whilst the overall target is challenging it should be achievable to stay within the tolerance levels if the Unknowns are effectively targeted with the final target tolerance being between 8% and 5%

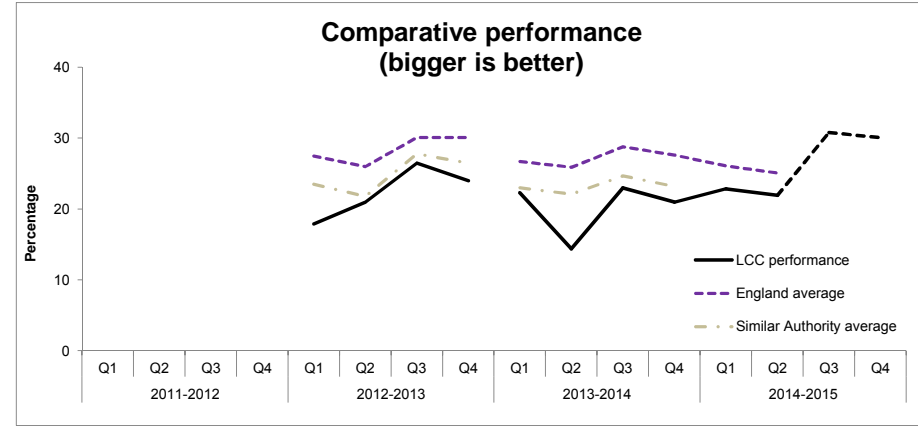
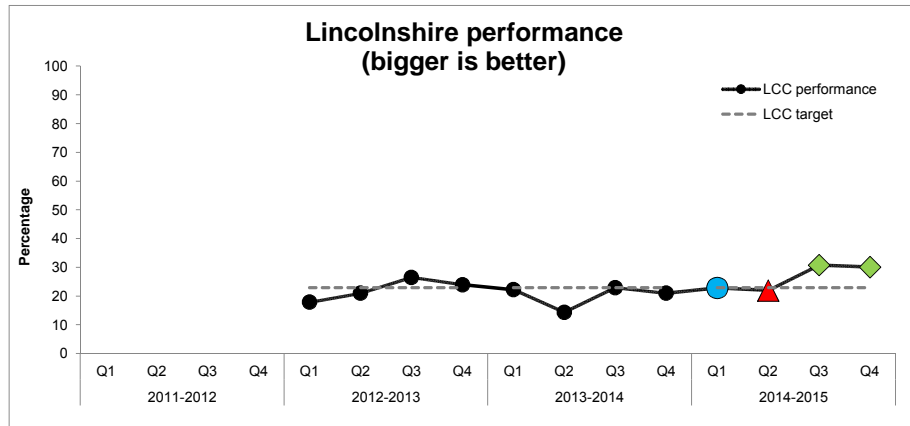
COMPARATIVE DATA SOURCE

National Client Caseload Information System

Percentage of teenage mothers 16-18 in EET

This indicator is owned by **LIZ MORGAN**

This indicator is not in any wider plans



Comment on latest performance from Liz Morgan:

We have had a robust EET action plan in place for 14/15 and have had a dedicated secondee to address issues around this target since April 2014. Whilst Q3 and Q4 figures are historically higher than other quarters, this figure suggests that the additional emphasis on EET in this small sub group has achieved results. The team have continued to build links with Children Centres, the Family + Unit and the staff working within them across the county to deliver the YEP and Moving On courses. This has required significant work to ensure that notifications of TP are recorded accurately on ASPIRE and ICS which has increased opportunities to ensure that early and appropriate support can be put in place. Ongoing work with midwifery services has resulted in a change to the notification process from January 15 which has already resulted in a notable increase in the number of pregnant teenagers being identified early.

2014/2015 TARGET RATIONALE

Figures for July 2013-June 2014 show Lincolnshire at 22%
Target set at 23% to show roughly a 5% increase on the last 12 months' data.

2014/2015 TOLERANCE RATIONALE

Lower tolerance set at level of last year's performance
Upper level set to mirror it.

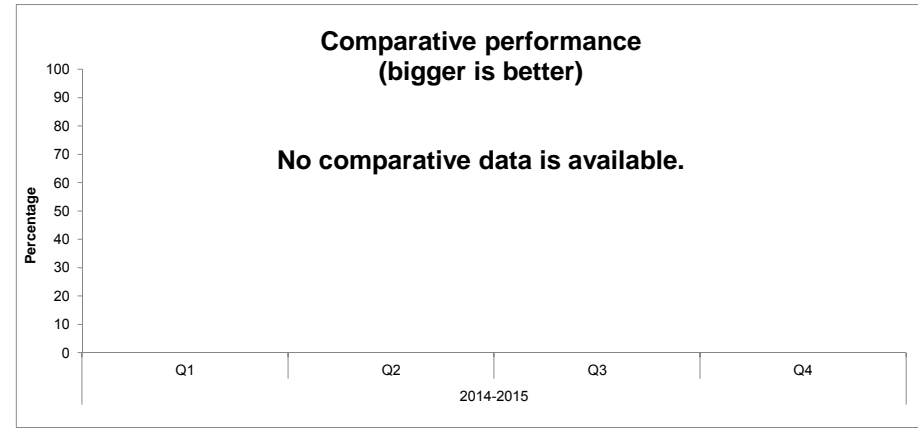
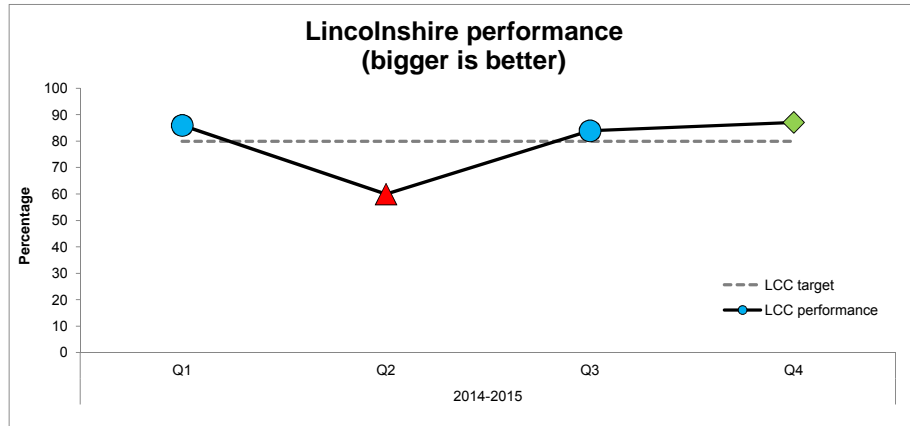
COMPARATIVE DATA SOURCE

National Client Caseload Information System

16-18 year old Looked After Children who are participating in learning

This indicator is owned by **KIERAN BARNES**

This indicator is not in any wider plans



Comment on latest performance from Kieran Barnes:

A Virtual School non statutory age coordinantor has been appointed in October. This appointment appears to be having a positive impact upon participation.

2014/2015 TARGET RATIONALE

- The cohort consists of approximately 50-70 young people.
- Data extracted from Aspire and ICS suggests that approximately 80% of LAC young people are participating in learning.
- Total Lincolnshire population in learning is approximately 81% so target is comparable.

2014/2015 TOLERANCE RATIONALE

- Due to the small numbers (between 50-70 young people), each person represents 1.5%-2%.
- The tolerance is set at level to allow for 3-4 young people either way. This seems reasonable as performance in the range 74% - 86% would still be comparable with the wider cohort.

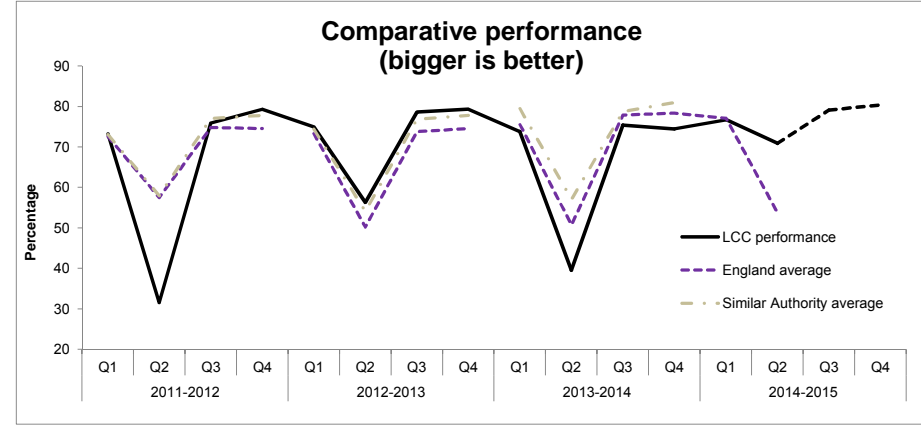
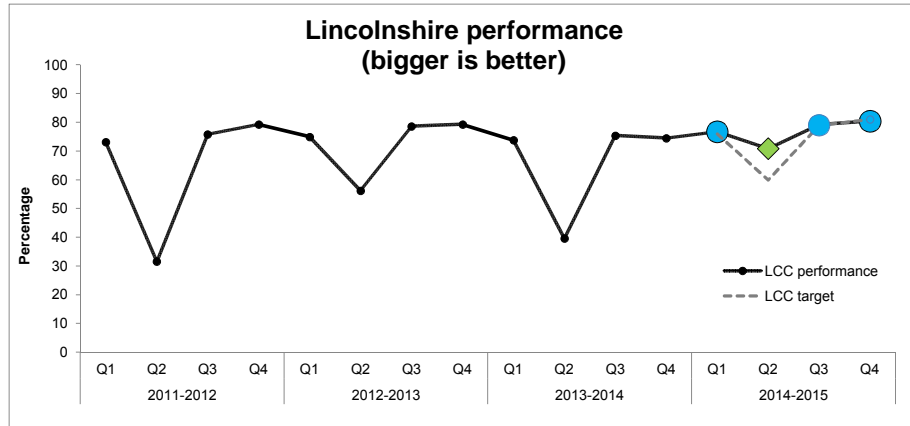
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of 16-18 LLDD in learning

This indicator is owned by **MAGGIE FREEMAN**

This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

The target has been set to bring the In learning figure in line with the National and Stat Neighbour linear projected figures
Historically Q2 unknowns would go down but with the theory that the LLDD team would be working on the unknown gap in the older cohort that this usual spike could be avoided.

2014/2015 TOLERANCE RATIONALE

Tolerances are set to ensure lowest expected value is an improvement on our current situation and matched the National linear trend.

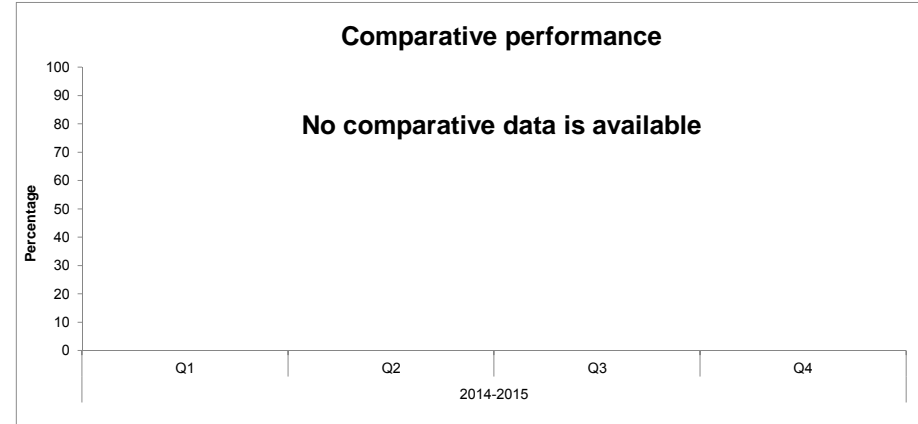
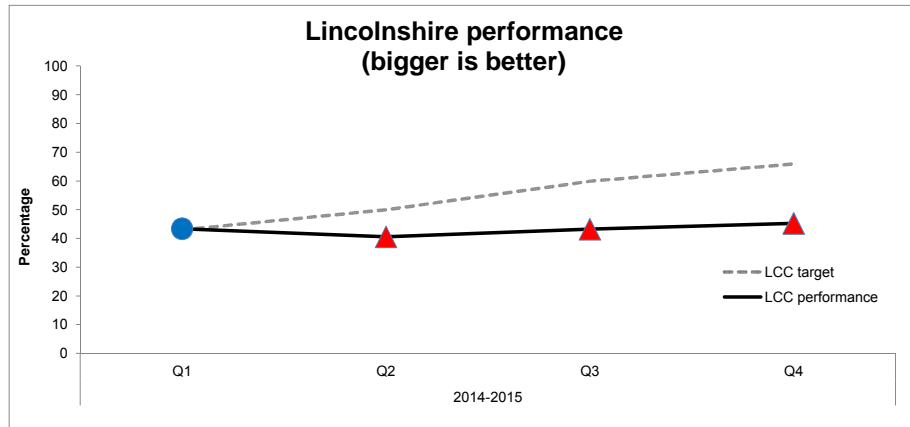
COMPARATIVE DATA SOURCE

National Client Caseload Information System

Percentage of 19-25 LLDD in legitimate outcomes

This indicator is owned by **MAGGIE FREEMAN**

This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

This is a new performance target for this year. The introduction of the SEND reforms has been a priority for staff and has meant that progress in establishing the education, employment or other outcome for this group has not been as rapid as anticipated. Staff are continuing to record the status of those young people and young adults they are currently working with. A specific piece of work will be required to establish the outcomes for those young adults (mainly the older age group) with whom there has been no contact by Children's Services for some time due to their having left education.

2014/2015 TARGET RATIONALE

This is a new way of recording the outcomes of the LDD 19-25 cohort and as such there is no comparable data, these are Lincolnshire only recognised outcomes.

Our current figure is 43% and has been entered against Q1 as this target was late being set.

The target has been set using the large number of unknowns in this group, assuming that half of these will be found to be in legitimate outcomes.

2014/2015 TOLERANCE RATIONALE

This number is not expected to decrease, it is expected to increase as we start to receive new data sets, therefore a small lower tolerance allows little reduction in this figure and a large upper tolerance has been set as we have new items available to record against this group of clients and do not know what impact this will have on the over all figures.

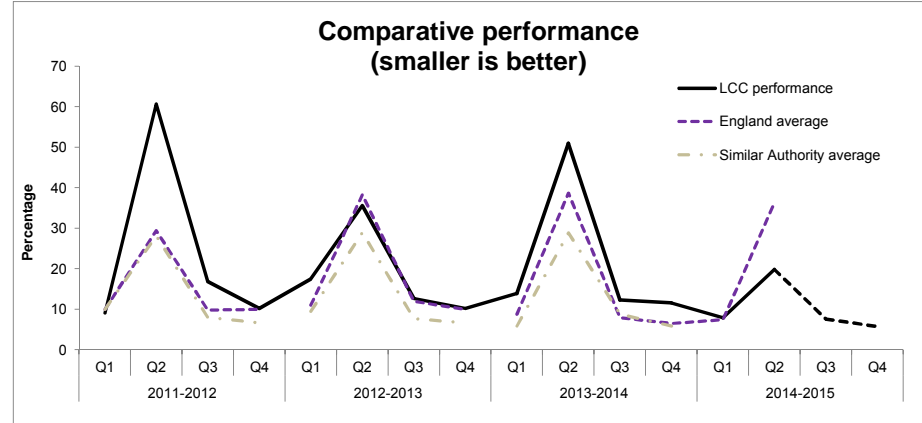
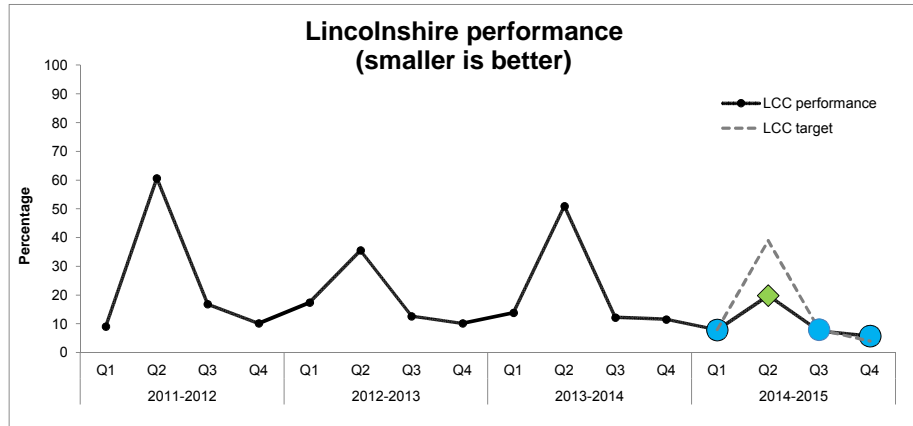
COMPARATIVE DATA SOURCE

No comparative data is available.

Percentage of 16-18 LDD clients with an unknown situation

This indicator is owned by **MAGGIE FREEMAN**

This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

As a vulnerable group we should know the whereabouts of all of the LLDD cohort. Currently LCC are worse at recording the whereabouts of these young people than the universal 16-18s cohort. The target is set to make a significant improvement on the number of unknowns and the target for this group should be better than the target for the universal.

2014/2015 TOLERANCE RATIONALE

The tolerance is set to allow the target to be in line with the linear progression of our statistical neighbours.

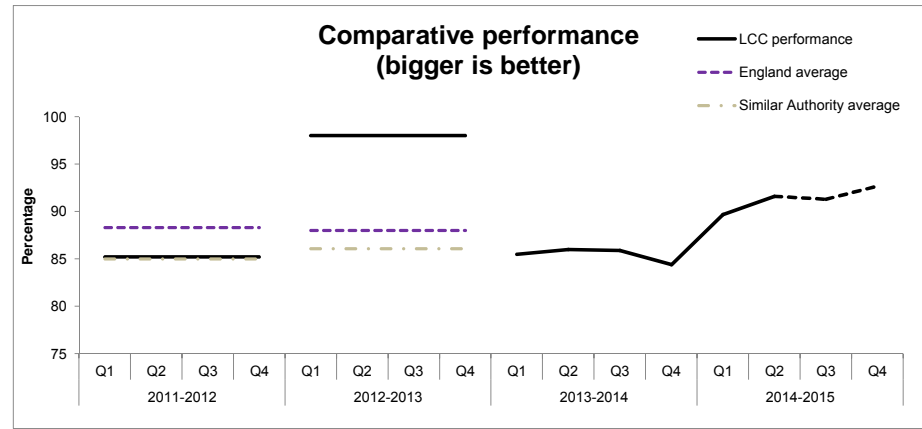
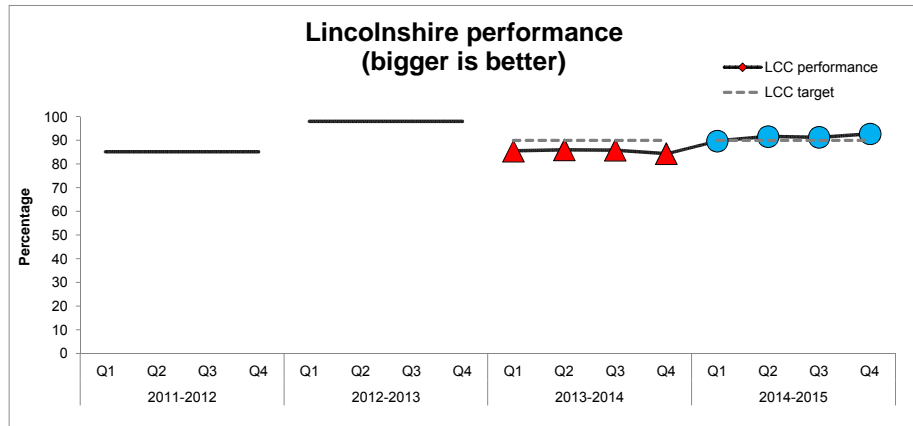
COMPARATIVE DATA SOURCE

National Client Caseload Information System

Care Leavers in suitable accommodation

This indicator is owned by **JOHN HARRIS**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from John Harris:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

National target is set to achieve 90%
Lincolnshire's historical performance is better than statistical neighbours and the England average. However the March 2014 position suggests that we are now worse and probably in the lowest quartile.
Target set to return back to achieving national target.

2014/2015 TOLERANCE RATIONALE

Upper tolerance set at the level achieved by Lincolnshire in 2013.
Lower tolerance set to accommodate an improvement on 2014 performance but keep us above our statistical neighbours.

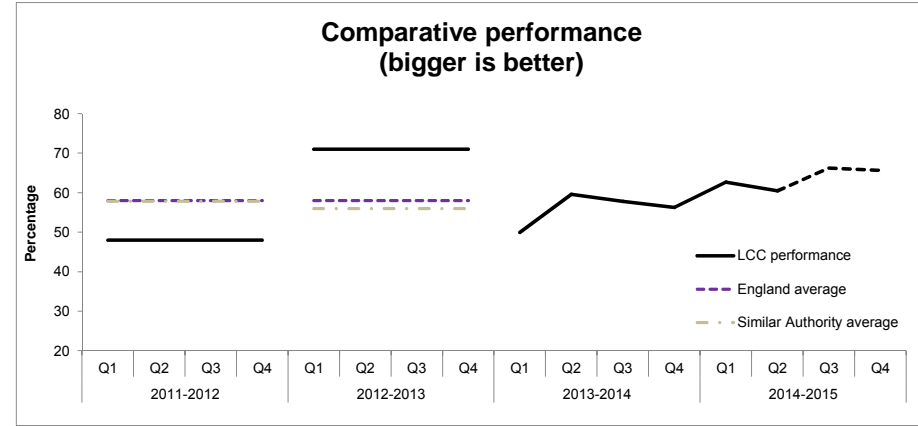
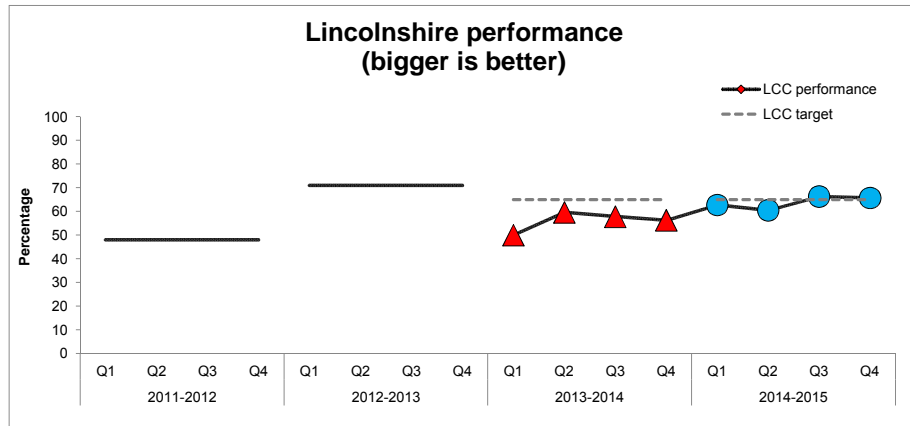
COMPARATIVE DATA SOURCE

Local Area Interactive Tool

Care Leavers in suitable employment, education or training

This indicator is owned by **JOHN HARRIS**

This indicator is in the **CHILDREN AND YOUNG PEOPLE'S PLAN**



Comment on latest performance from John Harris:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

National target is set to achieve 65%
Lincolnshire's historical performance is better than statistical neighbours and the England average. However the March 2014 position suggests that we are now worse and probably in the lower middle quartile.
Target set to return back to achieving national target.

2014/2015 TOLERANCE RATIONALE

Upper tolerance set at 3% to aim to regain position in Quartile Band A again.

Lower tolerance set to maintain position achieved in 2014 – trend data is showing a downward trend between 2013 and 2014.

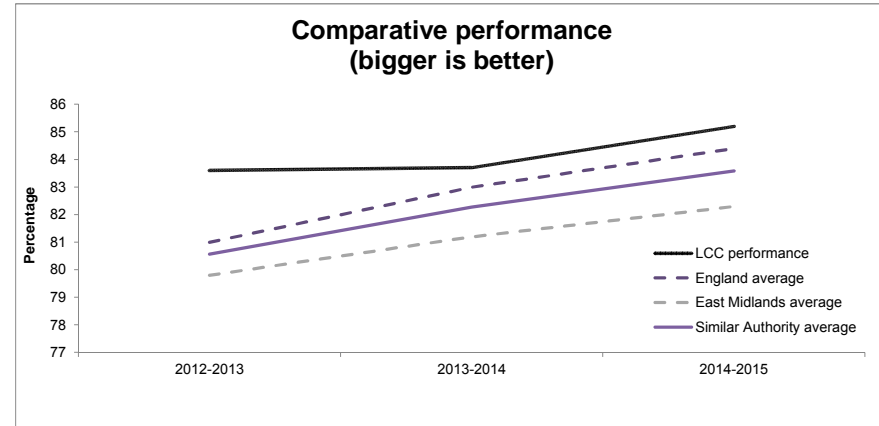
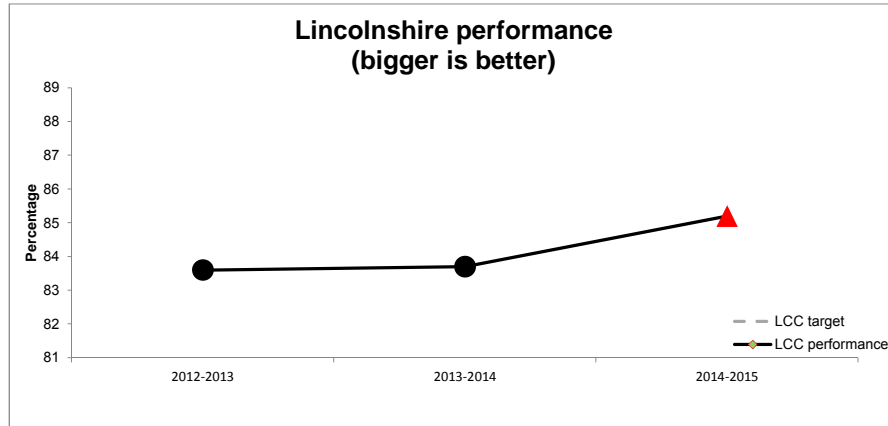
COMPARATIVE DATA SOURCE

Local Area Interactive Tool

Achievement of a Level 2 qualification by the age of 19

This indicator is owned by MAGGIE FREEMAN

This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

Performance, although below target at 85.2%, is above the national average for England at 84%, and is an improvement of 1.5% on the previous year. As the increase in participation of 16 and 17 year olds in education as a result of the introduction of the duty to participate in education until the age of 18 works through the system, (the cohort who left statutory education in July 2014 are the first to whom the duty to remain in education until the age of 18 applies), attainment of level 2 by the age of 19 should increase further.

2014/2015 TARGET RATIONALE

Using the linear lines for National and Lincolnshire figures - National Linear trend and aiming to be better for 2014 target and Lincolnshire for lower tolerance - using 3 years of Lincs and comparator data to recognise the upward trend

2014/2015 TOLERANCE RATIONALE

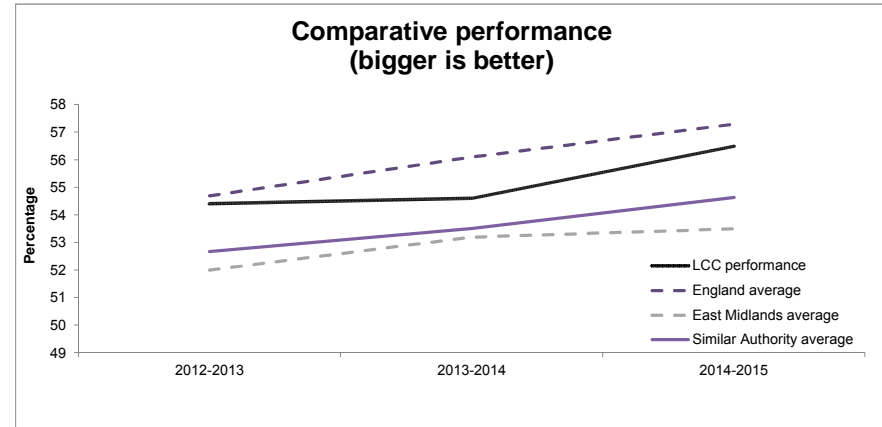
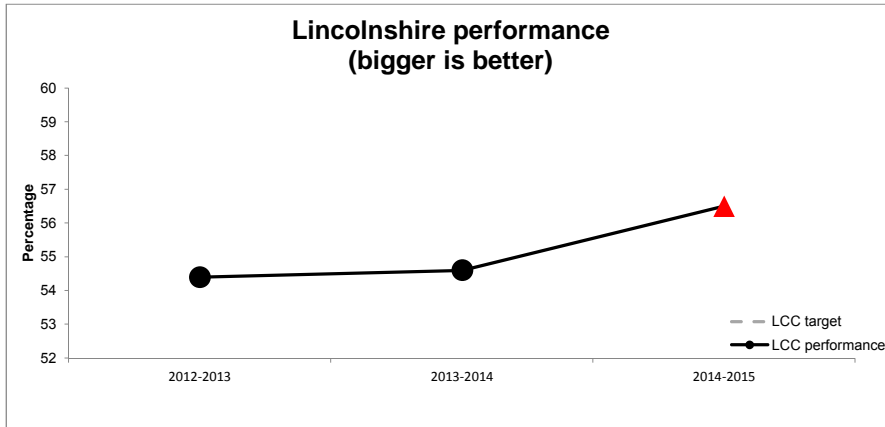
Low - following Lincolnshire linear trend
high - any more would be a great achievement and against the 3 year Lincolnshire trend.

COMPARATIVE DATA SOURCE

Achievement of Level 3 qualification by the age of 19

This indicator is owned by **MAGGIE FREEMAN**

This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

Attainment of level 3 at age 19 is 2.5% below target. There has been an improvement of 1.9% from the previous year. It does however remain slightly below (0.8%) the national average. The high proportion of young people who leave school after completing AS level, rather than progressing to A2, and the high proportion of young people who repeat level 2 qualifications particularly Apprentices, and then do not progress to level 3 programmes, have an impact on this target. The Council's Strategic Priorities for Post 16 education, highlight these issues as priorities for the sector to address and work is ongoing with schools, colleges and other providers.

2014/2015 TARGET RATIONALE

Currently below National figure - all showing increase - aim to achieve a linear progression based on nationals line based on 3 years data.

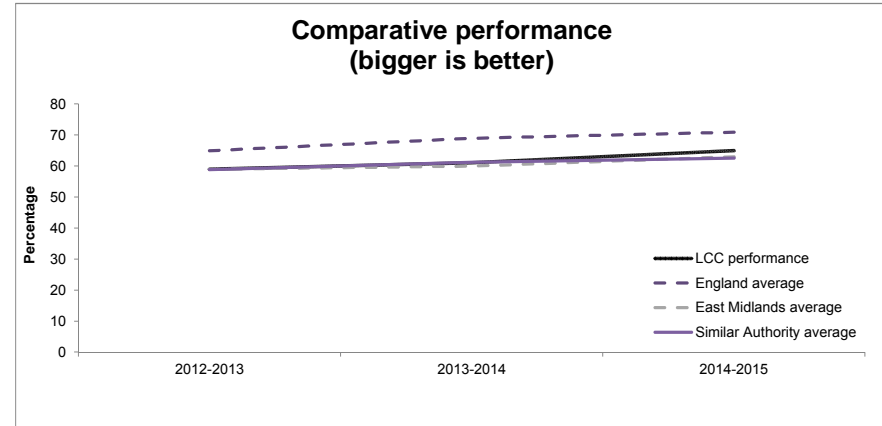
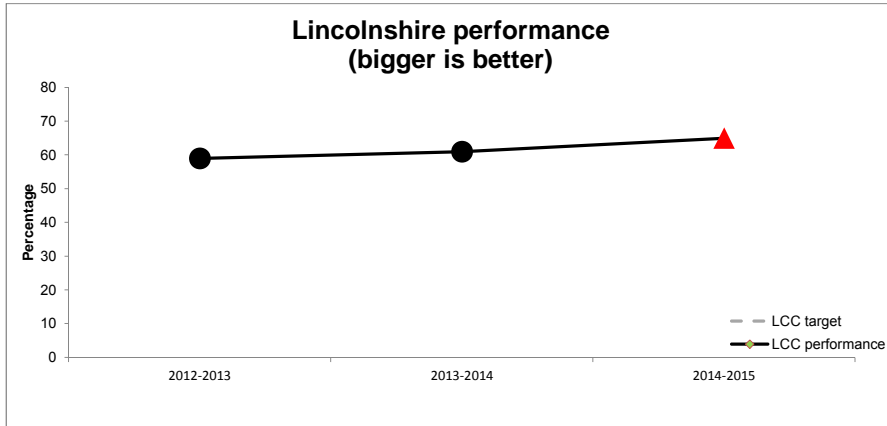
2014/2015 TOLERANCE RATIONALE

Upper - would be a good level of increase
Low - follows Lincolnshire's linear projected figure

COMPARATIVE DATA SOURCE

Achievement of a Level 2 qualification by the age of 19 in the Pupil Premium Group

This indicator is owned by **MAGGIE FREEMAN**
This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

Performance is significantly below target and 6% below the national average. It is however, 2% above that of the East Midlands and has increased by 4% from the previous year. The gap in attainment increases as children and young people progress through education. Work is being undertaken to close the gap in attainment in early years, and key stages 1,2,3 and 4 to ensure young people have not fallen so far behind by the time they leave statutory education. The cohort who left statutory education in July 2014 are the first to whom the duty to remain in education until their 18th birthday applies. Remaining in education will enable some of these young people to attain level 2. In addition the introduction of Study Programmes in September 2013 should start to have an impact from this year onwards.

2014/2015 TARGET RATIONALE

Already doing better than comparators - aim to follow Lincolnshire's linear trend

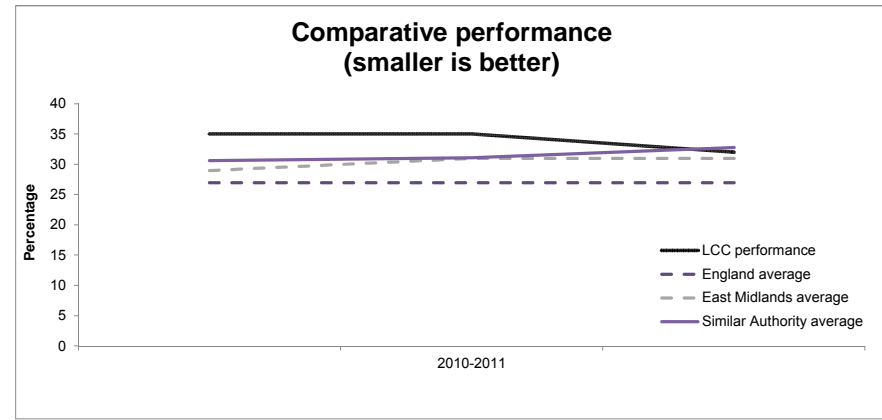
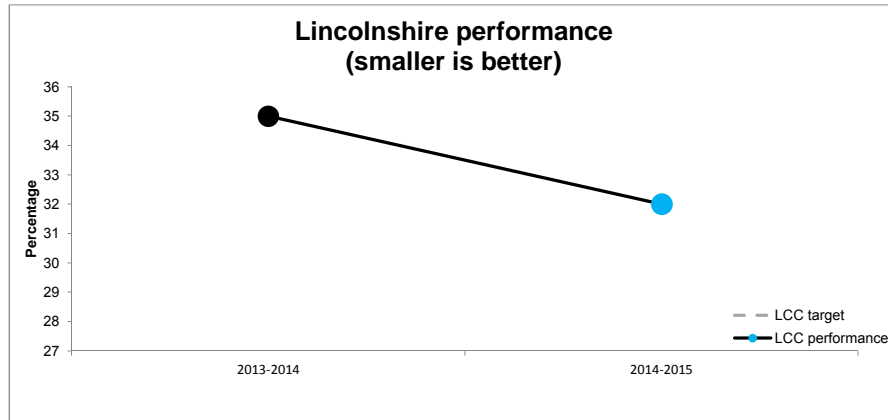
2014/2015 TOLERANCE RATIONALE

High - would require significant improvement for this target to be achieved
Low - still improvement on last year

COMPARATIVE DATA SOURCE

Achievement gap of a Level 2 qualification including English and Maths by the age of 19 between the "Pupil Premium Group" and their peers

This indicator is owned by MAGGIE FREEMAN
This indicator is not in any wider plans



Comment on latest performance from Maggie Freeman:

No comment is required as this measure is within tolerance

2014/2015 TARGET RATIONALE

30% = matching peers, negative = better than peers, positive = worse than peers – everyone plateaued for last 3 years and stat neighbours getting worse, need to aim on an improvement in this aspect aim to be better than EM and draw closer to National

2014/2015 TOLERANCE RATIONALE

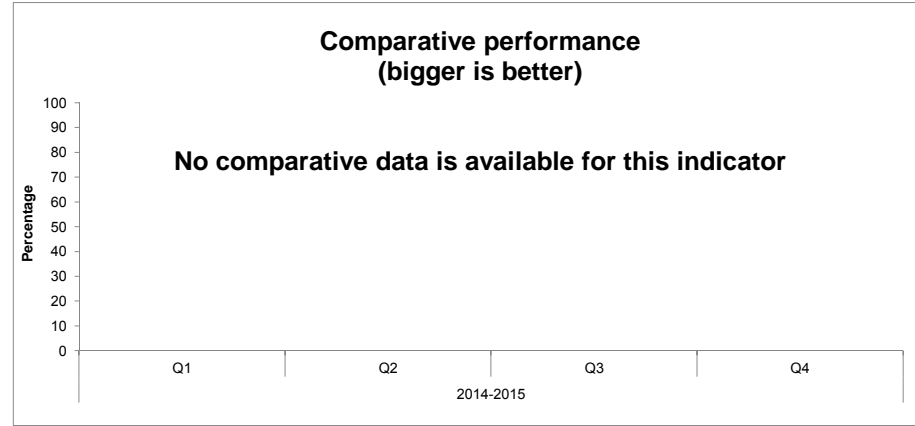
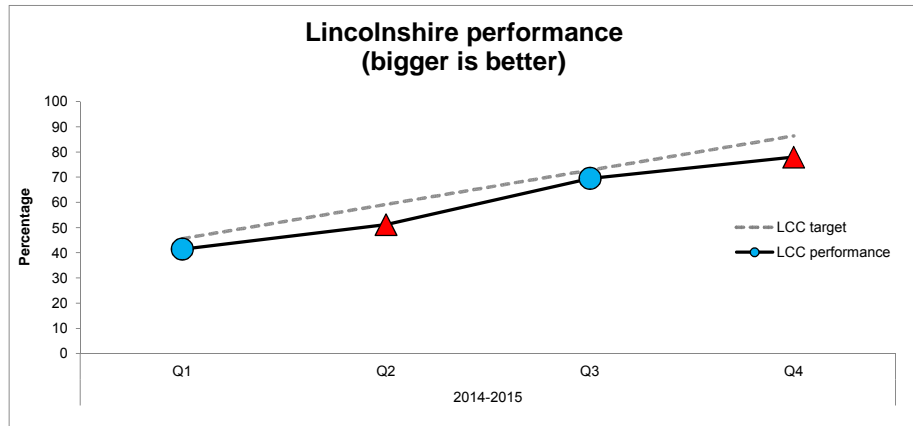
Upper - would still require improvement to get to where our stat neighbours were last year
Lower - last 3 years national figure

COMPARATIVE DATA SOURCE

Percentage of Troubled Families turned around

This indicator is owned by **JO KAVANAGH**

This indicator is not in any wider plans



Comment on latest performance from Jo Kavanagh:

To date Lincolnshire has turned around 79% of the total number of families in phase one of the Troubled Families Programme whilst slightly behind our target number of families, this is still regarded as strong performance when compared nationally. This progress has enabled Lincolnshire to become an early adopter of phase 2 of the programme ensuring families in Lincolnshire will benefit from the extended programme for another 5 years. The next claim window is at the end of May 2015 when it is anticipated that Lincolnshire will achieve 100% of families turned around in phase one of the programme.

2014/2015 TARGET RATIONALE

This is a new measure. Historical data is not available for this. Performance is being monitored against what is happening nationally. A Lincolnshire target of 1370 families to be "turned around" has been agreed – to be achieved by Jun 2015. This is a cumulative measure starting from March 2013. The numbers turned around as at Jun 2014 is 568. The incremental targets projected forward have been set. The rationale for the 100% target in June is that there will be a final opportunity between April – Jun 2015 to make a claim for an outcome payment.

2014/2015 TOLERANCE RATIONALE

Upper value set at 5%. Lower value set to 5%.

Tolerances have been set allow some flexibility each quarter to stay on track to reach the overall target. They have been set at 5% because staying close to the target is vital throughout the year if achievement of 100% is to be achieved in Jun 2015. A common tolerance level has been applied by other LA's.

COMPARATIVE DATA SOURCE

No comparative data is available for this indicator yet.

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Date created: 16-Apr-15
 Position as at 31-Mar-14

Symbol Key				
+	●	◆	>>	?
Green - No Issues	Blue - No significant concerns	Red - Significant issue(s)	Not yet started	Missing information

Activity Name	Overall Summary		Comment
	Feb-15	Mar-15	
Children & Young People Scrutiny Committee			
Project			
FWT Troubled Families	●	●	<p>The project continues to make progress and is on target to achieve Phase 1 requirements. Planning is still underway for Phase 2.</p> <p>The FWT Management team have spent a considerable amount of time carrying out recruitment during March and are pleased to announce that 14 new members of staff have been appointed pending Reference Verifications and DBS Check. Start date for new members will be Tuesday 5th May. Work is underway for their Induction Programme to run smoothly.</p> <p>A draft Outcomes Plan for Phase 2 has been developed and will be taken to the Steering Group in April for partners to contribute to.</p> <p>A whole team meeting took place where presentations were delivered by Domestic Violence and CfBT.</p> <p>The performance team are preparing for the final claim for families which have been "turned around" in Lincolnshire. This claim takes place in May 2015 and is the final opportunity for authorities to claim for successful work with families under the first phase of DCLG's Troubled Families programme. So far, 79% of the county's 1370 target number of families have been turned around.</p> <p>In March, 12 young people presented themselves as homeless in Lincolnshire. This is slightly lower than the average of 13.83 presentations per month over the last year. Since April 2014, 42% of young people have been returned home or stayed with other family or friends. 29% of young people found Supported Accommodation, 9% had no further contact, 10% were Social Care Responsibility, 4% found private rented accommodation, and 6% were inappropriate referrals</p> <p>Scrutiny Comments: Progress was reported as part of the Quarter 3 Performance report considered at the meeting held on 6 March 2015.</p>

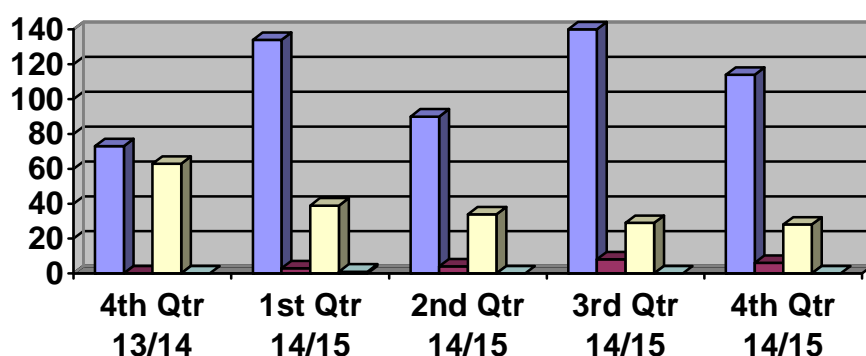
Activity Name	Overall Summary		Comment
	Feb-15	Mar-15	
Youth and Community Development	●	●	<p>The project continues to progress with a number of leases still with legal representatives under negotiation. Community Partners have recently shown interest in a couple more centres so only one will be out of scope and unlikely to be taken on by the community in the near future. Locality Teams lead delivery continues in the centres which haven't yet been signed across to Community groups.</p> <p>Scrutiny Comments: Progress was reported as part of the Quarter 3 performance item at the 6 March 2015 meeting and the Committee requested that a progress report be brought to a future meeting.</p>

Customer Satisfaction Information – Scrutiny Committees

Children and Young People Scrutiny Committee		
Date Range for Report	1 st January – 31 st March 2015 (1 st October – 31 st December 2014)	
Total number of complaints received across all LCC service area.	236 (267)	
Total number of complaints relating to <u>Children and Young People Scrutiny Committee</u>	148 (177)	
Total number of compliments relating to <u>Children and Young People Scrutiny Committee</u>	12 (3)	
Total Service Area Complaints	Schools	114 (140)
	Corporate – Education and School	6 (8)
	Statutory - Children’s Care	28 (29)
	Youth Service	0 (0)
Schools Complaint Reason Codes	Admission issue	0 (2)
	Allegation against Head Teacher	2 (8)
	Allegation against other school staff	4 (8)
	Attendance Issues	4 (12)
	Bullying – Homophobic	0 (0)
	Bullying – Gender	0 (1)
	Bullying – Racial	3 (1)
	Bullying – SEN	1 (3)
	Bullying – Social Media	1 (0)
	Bullying Issue	17 (16)
	Class/School Organisation	12 (4)
	Equality Issue	1 (0)
	Exclusion Issue	6 (9)
	Inconsistency in application of rules	2 (1)
	Meals/Snacks/Drinks	1 (2)
	Medical	13 (9)
	Other	10 (17)
	Parental responsibilities/rights	6 (5)
	Procedural Irregularity	6 (7)
	Racial Issues	9 (5)
	School Neighbours	1 (2)
	School Uniform	1 (2)
	SEN	10 (13)
	Social Media Abuse	1 (2)
	Truancy Issues	0 (0)
	Unfair treatment by staff	1 (11)
	No category selected	2 (0)

Corporate – Education and School Complaint Reason Codes	Age	0 (0)
	Breach of confidence	0 (1)
	Conduct/Attitude/Rudeness of staff	0 (2)
	Delayed Assessment of Service request	0 (0)
	Disability	0 (0)
	Disagree with policy	0 (2)
	Disagree with Procedure	0 (1)
	Insufficient Information Provided	0 (1)
	Other	0 (0)
	Procedure not Followed	0 (1)
	Procedural - Other	0 (0)
	Service Delay	0 (0)
Statutory - Children’s Care Complaint areas	Children	22 (20)
	Children Looked After	2 (2)
	Children with Disabilities	0 (3)
	Other	4 (4)
	Children Access	0 (0)
	Children Family Support	0 (0)
Youth Service Complaint Reason Codes	Conduct/Attitude/Rudeness of staff	0 (0)
	Procedural – Other	0 (0)
Service Area Compliments	Schools	0 (0)
	Corporate - Children’s	0 (0)
	Statutory - Children’s Care	12 (0)
How many LCC Corporate complaints have not been resolved within service standard	10 (5)	
Number of complaints referred to Ombudsman	6 (9)	

Total Complaint Receipts by Quarter



Summary

LCC Overview of Complaints

The total number of LCC complaints received for this quarter (Q4) shows an 11.6% decrease on the previous quarter (Q3). When comparing this quarter with Q4 2013/14 there is a 6.4% decrease.

Children's and young people's Services Overview of Complaints

Children's services received a 16.4% decrease (29 complaints) in the number of complaints received compared to quarter 3. When comparing this with quarter 4 2013/14 there is a 5% increase when 141 complaints were received.

In quarter 4 of 2013/14, schools made up 55% of the total complaints received, with statutory complaints at 45%. In quarter 4 of 2014/15, schools have made up 77% of total complaints with statutory at 19% and corporate at 4%.

School Complaints

The volume of complaints for quarter 4 (114) is high compared with last year for the same period (78), but broadly in line with quarter 4 in the years since the local authority ceased to be the appeal body for unresolved school complaints in September 2010 [2013 (105), 2012 (110) 2011 (110)].

As usual, complaints about bullying represent the highest single reason (17) but remain within the usual range. Bullying is not always accurately defined by parents and can be used to describe 'fall outs'.

13 complaints relate to pupils with medical needs. This is higher than usual and continues an upward trend observed in quarter 3 (9). Preceding quarters have ranged between 2 and 6 complaints. This rise coincides with new duties for schools on meeting pupils' medical needs and new Department for Education guidance.

12 complaints relate to aspects of class/school organisation and this follows the average for quarter 4 in the last three years [2014 (7), 2013 (15), 2012 (11)].

SEN complaints (10) remain higher than in previous years, but slightly lower than for quarter 1 (13) & quarter 3 (13) of this financial year. As the SEND (Special

Educational Needs and Disabilities) reforms become more embedded, the volume of SEN complaints may return to previous single figure levels.

The category of Racial Issues (9) includes schools' Racist Incident (RI) reports as well as complaints by parents. As Ofsted now look closely at identity-based bullying, more schools appear to be sharing RI reports.

Education and School (Corporate) Complaints

Education and School corporate complaints received 6 complaints this Quarter. 5 of these complaints were regarding school admissions. 2 of these complaints were recorded as partially substantiated, with 3 complaints recorded as not substantiated. The remaining complaint is regarding allocation of transport, with no outcome registered.

Children's Care (Statutory) Complaints

Complaint receipts in Quarter 4 for Children's Social Care have decreased by 1 complaint. From the 28 complaints received this quarter, 4 complaints were substantiated, 8 were partly substantiated and 16 were not substantiated.

The substantiated complaints were regarding:

- Inconsistent information in meeting and assessment notes.
- Team Around the Child (TAC) meeting concerns.
- Customer not received copies of minutes from review meetings.
- Delay in receiving communication following an Early Help Assessment request.

Overall Children's and Young People Compliments

Statutory Children's Care received 12 compliments this Quarter. The compliments were regarding:

- 10 compliments for social workers and children's care staff for their support and help.
- Compliment for the Child Protection Conference.
- Compliment for the work undertaken by CWD (Children with Disabilities), social workers, occupational therapists and the staff at Haven Cottage.

Ombudsman Complaints

In Quarter 4 of 2014/15, 6 LCC complaints were registered with the ombudsman. 2 of these complaints were recorded against Children and Young People. 1 was recorded against Statutory Children's Care and 1 against Education and Schools.

**Appendix E: Summary of most recent Mainstream Ofsted Inspections-
breakdown of 'Overall Effectiveness' judgement by school type as at
31/03/2015**

Table 1a/1b: Schools/Pupils in Schools rated Outstanding or Good

Schools Outstanding or Good	CS166	Pupils in Outstanding or Good	CS165
299	86.4%	83,623	83.4%

Table 2a/2b: Count and percentage of schools by Phase and Overall Effectiveness Category

Phase	Outstanding	Good	Requires Improveme	Inadequate	Total
All-through	-	-	1	-	1
Nursery	3	2	-	-	5
Primary	36	202	30	1	269
PRU	-	-	-	1	1
Secondary	13	23	12	2	50
Special	6	14	-	-	20
Total	58	241	43	4	346

Phase	Outstanding	Good	Requires Improvement	Inadequate
All-through	-	-	100%	-
Nursery	60%	40%	-	-
Primary	13%	75%	11%	0%
PRU	-	-	-	100%
Secondary	26%	46%	24%	4%
Special	30%	70%	-	-
Total	17%	70%	12%	1%

Table 3a/3b: Count and percentage of pupils by Phase and Overall Effectiveness Category

Phase	Outstanding	Good	Requires Improveme	Inadequate	Total
All-through	-	-	1003	-	1003
Nursery	319	164	-	-	483
Primary	9508	37168	5753	207	52636
PRU	-	-	-	220	220
Secondary	14388	20397	7905	1599	44289
Special	546	1133	-	-	1679
Total	24761	58862	14661	2026	100310

Phase	Outstanding	Good	Requires Improvement	Inadequate
All-through	-	-	100%	-
Nursery	66%	34%	-	-
Primary	18%	71%	11%	0%
PRU	-	-	-	100%
Secondary	32%	46%	18%	4%
Special	33%	67%	-	-
Total	25%	59%	15%	2%

Table 4: Schools not yet inspected

DfE Number	School Name	Number on Roll
9251106	Acorn Free School	-
9252006	Lincoln Carlton Academy	115
9252010	Boston Pioneers Free School Academy	115
9252014	Beacon Primary Academy	53
9252016	Elsea Park Primary School	45
9252021	Wygate Park Academy	38
9252023	Weston St Mary CE Primary School	43
9252024	Grantham The Isaac Newton Primary School	346
9252027	St Giles Academy	444
9252035	Ingoldsby Wood Academy	-
9252168	Keelby Primary School	182
9254008	Lincoln University Technical College	141
9254011	Tattershall The Barnes Wallis Academy	275
9254013	Thomas Middlecott Academy	-
9254050	Horncastle Banovallum School	610
Total:		2407

Table 5: Schools currently judged to be Inadequate and/or under an Interim Executive Board

DfE Number	School Name	Academy Sponsor	Status	Time in Special Measures	Number on Roll	Comment
9252247	Gainsborough Benjamin Adlard Community	CfBT Schools Trust	Inadequate	-	207	HMI visit 05/03/15 noted 'Leaders have responded positively to the inspection findings, and have acted swiftly to address the areas for improvement identified in the inspection'.
9255416	Sir John Gleed School	CfBT Schools Trust	Inadequate	716 days	1332	Reinspected 24-25/03/15; awaiting confirmation of outcome but recognises impact of actions school leaders are taking
9251105	The Lincolnshire Teaching and Learning C	-	Inadequate	65 days	220	Interim HT in place w/e 13/04/15. Action Plan and LA Statement completed; awaiting 1st HMI visit.
9254061	North Somercotes The Birkbeck School	-	Inadequate	66 days	267	LA Statement submitted 13th April. Action plan completed and in place. Enhanced adviser support in place. Governing body still in place with new Chair and Vice Chair. Tier 3 visit 14 April. Awaiting 1st HMI visit.
9252220	Theddlethorpe Primary School	-	IEB	-	69	HMI visit 10/02/15 noted newly appointed interim HT has 'taken necessary and important actions promptly since joining the school last month, things are now moving in the right direction
9253111	Lincoln St Peter at Gowts CE Primary Scho	-	IEB	-	236	IEB has now been replaced with Governing Body. Can be removed from this section
9253137	Saltfleetby CE Primary School	-	IEB	-	30	Interim HT and IEB taking effective action. Some concerns ref financial viability of school. LCC Finance team aware. Awaiting section 5 inspection - school causing concern
Total:					2361	

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Open Report on behalf of Richard Wills, the Director responsible for Democratic Services

Report to:	Children and Young People Scrutiny Committee
Date:	05 June 2015
Subject:	Children and Young People Scrutiny Committee Work Programme 2015

Summary:

This item enables the Children and Young People Scrutiny Committee to consider its own work programme for the coming year.

Actions Required:

- (1) To comment and agree on the content of the work programme, as set out in Appendix A to this report.
- (2) To note the content of the Children's Services Forward Plan, as set out in Appendix B to this report.

1. Background

Current Work Programme

At every meeting of the Committee, Members are invited to consider their future Work Programme and to agree on items to be included in the Work Programme. The current work programme for the Committee is attached at Appendix A to this report.

Forward Plan

Also attached at Appendix B for the Committee's consideration is a list of the intended decisions of the Executive or Executive Councillor for Adult Care and Health Services, Children's Services, which fall within the remit of the Children and Young People Scrutiny Committee.

Scrutiny Activity Definitions

Set out below are the definitions used to describe the types of scrutiny, relating to the items:

Budget Scrutiny - The Committee is scrutinising the previous year's budget, the current year's budget or proposals for the future year's budget.

Pre-Decision Scrutiny - The Committee is scrutinising a proposal, prior to a decision on the proposal by the Executive, the Executive Councillor or a senior officer.

Performance Scrutiny - The Committee is scrutinising periodic performance, issue specific performance or external inspection reports.

Policy Development - The Committee is involved in the development of policy, usually at an early stage, where a range of options are being considered.

Consultation - The Committee is responding to (or making arrangements to respond to) a consultation, either formally or informally. This includes pre-consultation engagement.

Status Report - The Committee is considering a topic for the first time where a specific issue has been raised or members wish to gain a greater understanding.

Update Report - The Committee is scrutinising an item following earlier consideration.

Scrutiny Review Activity - This includes discussion on possible scrutiny review items; finalising the scoping for the review; monitoring or interim reports; approval of the final report; and the response to the report.

2. Conclusion

That consideration is given to the content of this report.

3. Consultation

a) Policy Proofing Actions Required

No policy proofing is required for this report.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Children and Young People Scrutiny Committee Work Programme
Appendix B	Children's Services Forward Plan

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Tracy Johnson, who can be contacted on 01522 552164 or Tracy.Johnson@lincolnshire.gov.uk.

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Theme: “That every child, in every part of the county should achieve their potential”

Chairman: Councillor John Hough

Vice Chairman: Councillor Ray Wootten

5 June 2015		
Item	Contributor	Purpose
Review of the Council’s Home to School Transport Policy in Relation to Discretionary Grammar School Transport – Proposal for a Scrutiny Review	Tracy Johnson Scrutiny Officer	Scrutiny Review Activity
Frontline Social Workers and Safeguarding Scrutiny Review – First Monitoring Update	Janice Spencer Assistant Director – Children's (Safeguarding)	Scrutiny Review Activity
Appointment of Looked After Children / Care Leaver Representative	Tracy Johnson	Status Report
Proposal to expand capacity at Pinchbeck East Church of England Primary School (Final Decision)	John O'Connor Children's Service Manager – Education Support	Pre-Decision Scrutiny (Executive Councillor decision on 22 June 2015)
Proposal to expand capacity at Spalding Parish Church of England Day School (Final Decision)	John O'Connor	Pre-Decision Scrutiny (Executive Councillor decision on 22 June 2015)
Consultation on the future of Brocklesby Park Primary School and potential closure (Final Decision)	John O'Connor	Pre-Decision Scrutiny (Executive Councillor decision on 22 June 2015)
Theme Performance: Quarter 4	Sally Savage Chief Commissioning Officer – Children's	Performance Scrutiny

24 July 2015		
Item	Contributor	Purpose
Lincolnshire Safeguarding Children Board (LSCB) Neglect Strategy	Andrew Morris LSCB Business Manager	Status Report
Corporate Parenting Panel Update	Cllr David Brailsford Chairman of the Panel	Member Report

24 July 2015		
Item	Contributor	Purpose
Improving Employment and Skills in Lincolnshire's Growing Business Sectors - Update	Maggie Freeman 14-19 Commissioner Clare Hughes Principal Development Officer (Skills)	Update Report
Ofsted Action Plan	Debbie Barnes Executive Director for Children's Services	Status Report
Monks Dyke Tennyson College – Options Paper	TBC	Status Report
New Key Stage 4 Performance Measures	Keith Batty Director of CfBT Education Services	Status Report
Anti Bullying	Sophie Whitehead Anti Bullying Officer	Status Report

11 September 2015		
Item	Contributor	Purpose
Strategic Priorities for 16 – 19 (25) Education and Training for 2016/17	Maggie Freeman	Pre-Decision Scrutiny (Executive decision on 6 October 2015)
Theme Performance: Quarter 1	Sally Savage	Performance Scrutiny
Impact of the Inclusion Review Action Plan on Pupil Exclusions	John O'Connor	Update Report
Implementation of SEND Reforms – Lessons Learned	Sheridan Dodsworth Children's Service Manager – SEND John O'Connor	Status Report
Lincolnshire Safeguarding Boards Scrutiny Sub-Group Update	Cllr Ron Oxby Chairman of the Sub Group	Member Report
Review of Education Support Arrangements (Provisional)	Tony Warnock Operations and Financial Advice Manager	Consultation

16 October 2015		
Item	Contributor	Purpose
Troubled Families Programme - 2 nd Phase Update	Jo Kavanagh Head of Service Lincoln and West Lindsey Locality and Families Working Together	Project Update Report

Lincolnshire's Annual Childcare Sufficiency Report 2015/16	Geraldine O'Neill Lead Consultant (EYE) Birth to Five Service	Status Report
Review of Education Support Arrangements (Provisional)	Tony Warnock	Pre-Decision Scrutiny (Executive Councillor Decision)
Additional Item		
Additional Item		
Additional Item		

27 November 2015		
Item	Contributor	Purpose
Theme Performance: Quarter 2	Sally Savage	Performance Scrutiny
Additional Item		
Additional Item		
Additional Item		
Additional Item		
Additional Item		

Items to be Scheduled

Transport Provision to Riseholme College	David Robinson School Services Manager	Pre-Decision Scrutiny (Executive Councillor decision)
Youth and Community Development	TBC	Update Report
School Performance 2015	Keith Batty	Status Report (4 March 2016 meeting)

Theme Outcomes

The Children and Young People Scrutiny Committee is aligned to the five principles set out in the Children and Young People's Plan 2012-2015:

- 1. Early Intervention and Prevention**
 - Strong universal services, providing early action and intensive support to vulnerable children and young people.
- 2. Safeguarding and Best Start in Life**
 - Ensuring children are safe in every environment.
 - Encouraging community responsibility for safeguarding.
- 3. Aspiration and Well Being**
 - Ensuring all those working with children champion the importance of aspiration.
 - Develop self-esteem, self-belief and resilience in all children, young people and their families.
- 4. Learning and Achievement**
 - All children being the best that they can be.

- Closing the gap between vulnerable groups and children living in disadvantaged communities.

5. Best Use of Resources

- Integrating delivery with a focus on outcomes, life chances and opportunities.
- Effective use of resources to provide better services locally.
- Empower communities, creating opportunities for them to engage.

For more information about the work of this Committee please contact Tracy Johnson, Scrutiny Officer, on 01522 552164 or by e-mail at tracy.johnson@lincolnshire.gov.uk

FORWARD PLAN OF DECISIONS RELATING TO CHILDREN'S SERVICES FROM 1 JUNE 2015

DEC REF	MATTERS FOR DECISION	DATE OF DECISION	DECISION MAKER	PEOPLE/GROUPS CONSULTED PRIOR TO DECISION	DOCUMENTS TO BE SUBMITTED FOR DECISION	HOW TO COMMENT ON THE DECISION BEFORE IT IS MADE AND THE DATE BY WHICH COMMENTS MUST BE RECEIVED	RESPONSIBLE PORTFOLIO HOLDER AND CHIEF OFFICER	KEY DECISION YES/NO	DIVISIONS AFFECTED
I009028 New!	Proposal regarding the future of Brocklesby Park Primary School (Final Decision)	22 June 2015	Executive Councillor: Adult Care and Health Services, Children's Services	Interested parties as DfE guidance including parents, school staff, neighbouring schools, County, District and Parish Councils, MPs, Trade Unions and Diocese	Report	Children's Services Manager - Education Support Email: john.o'connor@lincolnshire.gov.uk Tel: 01522 553213	Executive Councillor: Adult Care and Health Services, Children's Services and Executive Director of Children's Services	Yes	Ancholme Cliff; Market Rasen Wolds; North Wolds
I009029 New!	Proposal to expand capacity at Pinchbeck East Church of England Primary School (Final Decision)	22 June 2015	Executive Councillor: Adult Care and Health Services, Children's Services	Interested parties as DfE guidance including parents, school staff, neighbouring schools, County, District and Parish Councils, MPs, Trade Unions and Diocese	Report	Children's Services Manager - Education Support Email: john.o'connor@lincolnshire.gov.uk Tel: 01522 553213	Executive Councillor: Adult Care and Health Services, Children's Services and Executive Director of Children's Services	Yes	Spalding East and Moulton; Spalding Elloe; Spalding South; Spalding West
I009030 New!	Proposal to expand capacity at Spalding Parish Church of England Day School (Final Decision)	22 June 2015	Executive Councillor: Adult Care and Health Services, Children's Services	Interested parties as DfE guidance including parents, school staff, neighbouring schools, County, District and Parish Councils, MPs, Trade Unions and Diocese	Report	Children's Services Manager - Education Support Tel: 01522 553213 Email: john.o'connor@lincolnshire.gov.uk	Executive Councillor: Adult Care and Health Services, Children's Services and Executive Director of Children's Services	Yes	Spalding East and Moulton; Spalding Elloe; Spalding South; Spalding West

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