

## **Lancashire County Council**

### **Cabinet Committee on Performance Improvement**

**Minutes of the Meeting held on Wednesday, 4th February, 2015 at 10.00 am  
in Cabinet Room 'D' - The Henry Bolingbroke Room, County Hall, Preston**

#### **Present:**

County Councillor Jennifer Mein (Chair)

#### **County Councillors**

D Borrow	J Hanson
B Winlow	T Martin
M Tomlinson	G Driver

#### **1. Apologies for Absence**

None received

#### **2. Disclosure of Pecuniary and Non-Pecuniary Interests**

None declared

#### **3. Minutes of the Meeting held on 11 December 2014**

**Resolved:** - That the minutes of the meeting held on 11 December 2014 be agreed as a true and accurate record and be signed by the Chair.

#### **4. Response to Ofsted Inspection of Adult Learning**

Eddie Sutton, Assistant Chief Executive, attended and presented a report setting out the County Council's response to the recent Ofsted inspection of Lancashire Adult Learning.

It was reported that the inspection, which had taken place over the course of a week in November 2014, had resulted in a grading of 4, i.e. inadequate. Pages 2 - 3 of the report set out a summary of Ofsted's assessment, including a number of strengths.

The report set out the consequences of the inadequate grading in terms of the funding which Lancashire Adult Learning attracted from the Skills Funding Agency and also highlighted the referral to the Further Education Commissioner whose role it was to assess the capacity and capability of the existing governance and leadership arrangements to deliver rapid and sustainable improvement. The Commissioner had visited Lancashire on 20 and 21 January and his draft recommendations were expected at some point in February.

The inspection regime would involve regular six weekly visits from Ofsted leading up to a full re-inspection within 12 - 15 months. The Principal and Chief Executive of Colne College had agreed to work with the County Council on a part time basis for the remainder of the academic year to take forward the Post Inspection Action Plan. The Action Plan, set out at Appendix 'A' to the report, set out the actions and timescales to address the issues identified in the Ofsted inspection report.

It was anticipated that the Action Plan would be signed off by Ofsted, the Skills Funding Agency and the Further Education Commissioner by the end of February. It was proposed that the Cabinet Committee receive update reports on progress on a quarterly basis.

The Cabinet Committee expressed its disappointment at the outcome of the inspection but was confident that the Action Plan would address the issues which had been highlighted by Ofsted.

**Resolved: - That:**

- (i) The progress to date on the agreement of the draft Post Inspection Action Plan set out at Appendix 'A' to the report, now presented, in response to the Ofsted inspection report;
- (ii) Update reports to the Cabinet Committee be requested on a quarterly basis.

## **5. Deprivation of Liberty Safeguards (Dols)**

Barbara Lewis, County Head of Support Planning and Review, and Anita Lindon, Team Leader, Deprivation of Liberty Safeguards Team, Adult Services, Health and Wellbeing Directorate, attended and presented a report setting out an overview of the current situation regarding the Deprivation of Liberty Safeguards and the pressures faced by the County Council since a Supreme Court ruling in March 2014 increased the number of people who now fall within the remit of the legislation.

It was reported that numbers of applications had risen from approximately 350 in 2013/14 to over 1,700 since April 2014. Whilst the impact of the Supreme Court ruling was still being assessed, there was a significant financial burden on Councils as a result. County Councillor Borrow referred to the representations which were being made to Government in terms of the increased financial burden and potential changes to legislation to offset some of the unintended consequences of the Supreme Court ruling.

Reference was made to the impact on the Coroners service as the death of an individual subject to a Deprivation of Liberty authorisation was classed as a death in custody. It was also noted that a Deprivation of Liberty authorisation could only last a maximum of 12 months. At the end of that period, the process had to be undertaken again. This, in itself, had a significant impact as the administration process and paperwork required was lengthy and complex.

**Resolved: - That:**

- (i) The report, now presented, be noted;
- (ii) A further report be submitted for consideration by the Cabinet Committee in due course.

## **6. Corporate Human Resources - Health Check Report**

Katie Dunne, Service Manager, Corporate Human Resources, attended and presented a report setting out details of the County Council's performance against key metrics regarding workforce information for 2013/14 and the 3<sup>rd</sup> quarter for 2014/15.

Highlights reported for the 3<sup>rd</sup> quarter of 2014/15 included:

- The number of starters had increased
- The number of leavers had reduced;
- The number of recruitment adverts had increased;
- Recruitment advertising spend had increased.

It was noted that, in respect of the increase in new starters, this could be attributed to new posts created in the Environment Directorate in respect of capital programme projects, together with additional posts in Lancashire County Commercial Group relating to Free School Meals.

Sickness absence figures for the 3<sup>rd</sup> quarter were tabled at the meeting as follows:

Total number of days lost 2.52 Target 2.27 days  
Number of days lost per FTE - Short term 1.08  
Number of days lost per FTE - Long term 1.44  
Number of employees absent 6-12 months 150  
Number of employees absent over 12 months 49

Directorate	Days per FTE 2014/15	Target
Adult Services, Health and Wellbeing (ASHW)	3.57	2.98
Children and Young People (CYP)	2.98	2.61
Environment	2.07	2.06
Office of the Chief Executive (OCE)	2.00	2.61
County Treasurers	2.12	1.97

Lancashire County Commercial Group (LCCG)	3.82	3.09
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These showed that the total number of days lost was 2.52 against a target of 2.27. The top three reasons for absence in the 3<sup>rd</sup> quarter were mental health at 23%; medical/hospital at 13% and digestive system at 12%.

It was noted that the failure to achieve the target in the 3<sup>rd</sup> quarter may be related, in part, to the County Council's ongoing transformation process.

**Resolved:** - That the report, now presented, be noted.

## **7. Achievement of Looked After Children in Lancashire**

Bob Stott, Director for Universal and Early Support Services, and Jonathan Hewitt, Head of Quality and Continuous Improvement, Directorate for Children and Young People, attended and presented a report setting out details of the attainment, progress and achievements of Lancashire Children Looked After in 2014.

It was reported that there were over 1,600 Children Looked After in Lancashire with some 900 attending primary and secondary schools up to the age of 16. A large proportion of Children Looked After had special educational needs with around two thirds of those in Year 11 in 2014 falling into this category.

The report set out the educational performance of Children Looked After at the end of both Key Stage 2 and Key Stage 4. Whilst improvements had been made to performance at Key Stage 2, the performance at Key Stage 4 remained an area of concern where performance (from unvalidated data) was 8.9% of Children Looked After attaining five or more A\*- C grades at GCSE including English and Mathematics against a target of 13%. The report set out a number of possible reasons for this, together with priorities for development which had been incorporated into the recovery plan set out at Appendix 'B'.

The Cabinet Committee recognised the important role that the County Council played as the Corporate Parent for Children Looked After and welcomed the steps being taken to address the issues highlighted in the report and recovery plan.

**Resolved:** - That:

- (i) The report and recovery plan, now presented, be noted;
- (ii) A further report be considered by the Cabinet Committee in October 2015.

## **8. Urgent Business**

There was no urgent business to be considered.

**9. Date of Next Meeting**

The Cabinet Committee noted that the next meeting would be held on Thursday 12 March 2015 at 2.00pm in Cabinet Room 'B' - The Diamond Jubilee Room, County Hall.

**10. Notice of Intention to Conduct Business in Private**

**Resolved:** - That the Notice of Intention to Conduct Business in Private be noted.

**11. Exclusion of the Press and Public**

**Resolved:** - That under Section 100A(4) of the Local Government Act, 1972, the press and public should be excluded from the meeting during consideration of the following item of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part 1 of Schedule 12A to the Local Government Act, 1972 and that in all circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**12. Quarterly Report on the Service Delivery and Performance of the County Council's Waste Disposal Company**

Steve Scott, Head of Waste Management, attended and presented the quarterly report on the service delivery and performance of the County Council's waste disposal company.

**Resolved:** - That the report, now presented, be noted.

I Young  
County Secretary and Solicitor

County Hall  
Preston