

CABINET

Minutes of the Cabinet meeting held in the Town Hall, Rhyl on Tuesday 27 June 2006 at 10.00 a.m.

PRESENT

Councillors S A Davies, Lead Member for Business & Communications; P A Dobb, Lead Member for Health & Wellbeing; E C Edwards, Lead Member for Communities; R W Hughes, Leader and Lead Member for Regeneration; M A German, Lead Member for Children and Young People; P J Marfleet, Lead Member for Finance and Personnel; D Owens, Lead Member for Lifelong Learning; J Thompson Hill, Lead Member for Property and Asset Management and E W Williams, Lead Member for Environment.

Observers: Councillors J R Bartley; R E Barton; M LI Davies; G C Evans; K N Hawkins; M M Jones, N P Roberts and C H Williams.

ALSO PRESENT

Chief Executive; Deputy Chief Executive / Corporate Director: Resources, County Clerk and the Financial Controller.

APOLOGIES

Councillor S Roberts, Lead Member for Promoting Denbighshire

ANNOUNCEMENT

Councillor D Owens said the Authority was continuing with the Young Enterprise in Cardiff. He had been appointed to the Board of Young Enterprise.

Councillor R W Hughes welcomed pupils from Blessed Edward Jones and Rhyl High Schools to the meeting.

1 URGENT MATTERS

There were no Urgent Matters.

2 MINUTES OF THE CABINET

The Minutes of the Cabinet meeting held on 23 May 2006 were submitted.

Accuracy: Presentation by Ysgol Dinas Bran Students: percentage of recycled material to be 80%, not 18%.

Working Together as the Welsh Public Service: Amendment 8th line to read "the joint North Wales Authorities and North Wales Police bid to the Home Office ...".

Matters Arising:

Item 13 Capital Plan: Councillor P J Marfleet informed Members that he would be referring to the four projects discussed at the last Cabinet meeting as part of the Capital Plan report, when presenting the current report.

***RESOLVED** that, subject to the above, the Minutes of the Cabinet meeting held on 23 May 2006 be approved as a correct record and signed by the Leader.*

3 GREEN LANE, PAVILION AND STATION CAR PARKS, CORWEN AND DENBIGH MULTI STOREY CAR PARK

Councillor E W Williams presented the report seeking Members' consideration of the report along with the reports to Environment Scrutiny on 26.01 and 15.06.2006 with a view to reaching agreement on which options to proceed with.

The Head of Transport and Infrastructure informed Members that the Option / Recommendation at 2d Denbigh should be numbered 3 and applied to both the Corwen and Denbigh options.

Councillor Williams detailed his attendance at the public meeting held by Corwen Community Council and said it was important that whenever possible, Members heeded what the public had to say. He said Corwen was different from other towns as it was not possible to have onstreet parking on the A5 and he suggested this made it a special case for free parking.

Councillor M A German referred to car parking charges and asked whether charges were imposed to manage traffic flow, generate income or help businesses. On a personal level, he felt neither Corwen or Denbigh should be treated as separate cases to other areas in the Authority.

Councillor S A Davies said he had attended the public meeting in Corwen on behalf of the Leader. The current report should have been considered by Cabinet first and not Scrutiny Committee, who had made several recommendations. He suggested Cabinet should convene a special meeting to discuss the issue in more depth and further information be provided. Councillor E C Edwards seconded the proposal.

Councillor E W Williams reminded Members that Council had recommended Cabinet consider parking generally and the Environment Directorate would face budget pressures. The Denbigh parking scenario was different from Corwen. He said the Authority had opted for a low Council Tax rather than a higher charge on the community and car parking charges were not hidden charges.

Councillor P J Marfleet said car parking charges was an emotive subject and local Members in both Corwen and Denbigh had extensive dialogue with their communities. The Authority should make decisions on all known facts and explain to residents the basis on which those decisions were made. He

suggested that income generated from car parks in the south of the County should be provided on a separate basis. Councillor Marfleet said also stressed that the final recommendation by Scrutiny Committee regarding the Denbigh car park charges was inappropriate, as it is not for any individual service to recommend passing on budget pressures to other services.

Councillor J Thompson Hill said although he had sympathy with both Corwen and Denbigh, the same case could be said for anywhere in the County. He felt it inappropriate at the current stage of the financial year to rescind the decision already taken. He proposed, seconded by Councillor P A Dobb that the charges be introduced as per the original proposal. He said very detailed information had been supplied to Members and a decision should be taken on that basis.

Councillor E C Edwards said it was important to make the right decision, one which was fair throughout the County. He said some Members had other diary commitments and would not be available to discuss the issue after the Full Council meeting on 29.06.2006. He suggested all political groups should have an opportunity to consider the issue again.

Councillor E W Williams, referring to Councillor S A Davies' suggestion that further information be provided, said Members had been given all available information and a decision should be taken.

Councillor N P Roberts, Local Member said he had discussed the issue in detail with businesses, residents and partnerships in Corwen and in their opinion, Corwen should be treated as a separate case.

Councillor C H Williams reminded Members that all the other major towns in the County had free parking for up to 45 minutes and pleaded with Members that Corwen be treated as a separate case, as many shops had closed, some because of car parking charges.

With regard to annual parking tickets, Councillor M LI Davies said these were issued for long stay car parks and not shoppers car parks where the new charges, in his opinion, were quite unreasonable.

Councillor P J Marfleet said he agreed with some of the sentiments expressed but Members should not assume that one shop in Corwen had closed because of the proposed car parking charges as there were many reasons why businesses ceased trading. Overall motoring costs increased on a regular basis and a small percentage of such costs were car parking charges.

Councillor N P Roberts said no mention had been made to Scrutiny Committee regarding the results of the parking consultation in the Dee Valley which stated it was imperative that Corwen had free car parking.

The Corporate Director: Environment reminded Members that much officer time had been invested in producing the information and he believed that all information had been made available. In response to Councillor D Owens'

opposition to charging solely for fundraising for the Council, he said charging was necessary to ensure a turnover of vehicle spaces as costs for car park provision was high. Scrutiny Committee had discussed the issue on two separate occasions and had dealt with charging inconsistencies across the County.

Turning to car parking charges in the multistorey car park in Denbigh, Councillor E W Williams commended Councillor G M Kensler for the detailed information she had provided to Members and suggested this should be taken on board when the car parking charges review took place. The future of Denbigh College could not be put in jeopardy because of car parking charges and he advocated a 6 months' trial of a ticket system for students.

Councillor J R Bartley emphasised the seriousness of charges on Denbigh, which could not be compared with coastal towns. He asked Members not to impose the charges until the review had been carried out as charges had risen by 123%. He also suggested charges be waived on Sundays in car parks near to churches and chapels. Councillor R W Hughes said if such a scheme were implemented on Sundays, this would need to be throughout the County.

The Head of Transport and Infrastructure said waiving charges on Sundays would have a serious impact on income for the Authority. He said it was possible to provide free spaces for users of the Health Centre in Corwen but such provision in the multistorey in Denbigh would be more difficult.

Officers were thanked for the enormous amount of work undertaken by Councillor R W Hughes on such complex issues. She said the review should be carried out as soon as possible to ensure officers received guidance.

On being put to the vote, proposals for the Corwen b option and to defer the matter were lost.

(Councillors P A Dobb, M A German, D Owens and J Thompson Hill requested that it be noted that they voted against this proposal.)

A further amendment to the Corwen a option was proposed, that no charges be introduced, pending the outcome of an overall review into car parking charges throughout the Authority to be completed later in the year. On being put to the vote, this was carried.

Councillor E W Williams, whilst saying it was not necessarily the best solution, proposed the Denbigh b option. Members supported the option.

RESOLVED that Cabinet agree

(1) For Corwen:

No charges be introduced, pending the outcome of an overall review into car parking charges throughout the Authority to be completed later in the year.

(2) For Denbigh:

Charges to be introduced for the multistorey car park; but that free parking only be introduced for students to the multistorey car park on a 6 months trial basis. The detail of how this is to be managed to be agreed between the College and the Council.

At this juncture (11.25 a.m.) the meeting adjourned for 10 minutes to allow Members to participate in refreshments.

4 JOINT PROCUREMENT OF WASTE DISPOSAL SERVICES IN CONJUNCTION WITH CONWY CBC AND FLINTSHIRE CC

Councillor E W Williams presented the report seeking Members agreement to enter into joint contractual arrangements, alongside Conwy and Flintshire Councils, for the treatment and disposal of the Council's residual waste from April 2010 onwards.

In expressing his support for the arrangements, Councillor P J Marfleet reminded Members that any Welsh Assembly Government financial support could not be taken for granted.

The Head of Environmental Services said Flintshire County Council would be the Lead Authority for the joint procurement as they had a suitable site for the service but all three Authorities would be equal status partners and pay the same gate fee.

Sophia Feliciello, Maxine Wareing and Thomas Stanway from Blessed Edward Jones High School referred to the perceived inefficiency of the blue box recycling schemes where large families fill boxes very quickly and any additional recyclable materials were not collected. Councillor E W Williams said contractors would collect recyclable waste left with the boxes. He urged anyone to contact the Authority if this was not happening and if larger boxes were required. The Authority was currently meeting its recycling targets but constantly looked at ways of improving the collection of waste. However, not all recycling was profit-making. The Head of Environmental Services confirmed that larger bins were available and urged everyone to consider not purchasing items in plastic packaging. The pupils were reminded that the Authority's County Voice, delivered to each household in Denbighshire, reinforced the recycling theme on a monthly basis. Councillor Williams said further blue boxes would be introduced in Rhyl and across the County over the next 18 months but different arrangements would be required for rural areas. In response to a query regarding sanctions for non use of blue boxes, the Head of Environmental Services said legal powers could only be taken when stability of service collection had been achieved

RESOLVED that Members agree to enter into a formal partnership with Conwy and Flintshire Councils in order to jointly procure waste treatment and/or waste disposal facilities from April 2010 onwards. Members further note the mandatory legal requirements that have been placed upon the Council in relation to the tonnages of waste that it can send to landfill, and to

recognise the need to address the financial consequences of these requirements in forthcoming budget rounds.

5 IMPROVEMENT PLAN STAGE ONE: THE WORK PROGRAMME

Councillor R Hughes presented the report seeking Members' agreement to the Denbighshire County Council Work Programme 2006-2009, which is the first stage of the Improvement Plan [attached at Appendix 1 to the report].

Anna Pennington, Joe Grice and Nathan Williams from Rhyl High School expressed their views on street furniture in towns. Councillor E W Williams said there were too many signs in some places and the Authority was also looking into the use of A Boards by businesses on high streets.

RESOLVED *that Members agree the Denbighshire County Council Work Programme 2006-2009, which is the first stage of the Improvement Plan [attached at Appendix 1 to the report].*

6 HOUSING REVENUE ACCOUNT BUDGET 2006 / 2007

Councillor P A Dobb presented the report for Members to note the latest financial forecast position of the Housing Revenue Account (HRA) (revenue and capital) for the current financial year, which showed a potential net surplus at the year end of £476k against a budgeted surplus of £336k. The £18k increase was due largely to revised assumptions based on a review of the budget completed in May. Balances from 2005-2006 had been finalised and the balance brought forward, subject to final approval, was £1,855k.

Councillor Dobb also informed Members that tenders were currently being evaluated for the next stage of improvements.

RESOLVED *that Cabinet note the latest financial forecast position [revenue and capital] of the Housing Revenue Account for the current financial year.*

7 FINAL REVENUE ACCOUNTS 2005-2006

Councillor P J Marfleet presented the report for Members to note the final revenue outturn position for 2005-2-06 for both service and corporate budgets and seek Members' recommendation to Council the treatment of reserves as detailed in the report.

Finance Officers in all Directorates and all staff were congratulated by Members on their hardwork on achieving an underspend against the budget.

Councillor Maarfleet mentioned the addition to general balances and reminded Members of the need to ensure balances were maintained at a reasonable level.

Councillor Marfleet referred to certain assumptions the Authority had to make regarding the yield from Council Tax as householders had a right to appeal

against the recent revaluation exercise and the deadline for appeals was not until October 2006. An assumption of successful appeals had been built into the Council Tax base used at budget setting time and also into the yield for the year. This led to a requirement to set aside a provision to fund future successful backdated appeals.

RESOLVED that Members note the final revenue outturn position for the year ended 21.03.2005 and recommend to Council the establishment of reserves and carrying forward of earmarked balances as detailed in paragraphs 4.2 and 4.7 of the report.

8 REVENUE BUDGET 2006-2007

Councillor P J Marfleet presented the report asking Members to note the budget performance figures for the 2006/2007 financial year as detailed in the appendices attached to the report and agree the budget adjustments shown in Appendix 2 to the report which had taken place since the budget was agreed.

Councillor Marfleet said the Authority was currently in a better financial position than at the same time the previous year. He then referred to the cross directorate budget adjustments which had not been included but balanced each other out.

The Deputy Chief Executive / Corporate Director: Resources said the Authority would receive a grant of £26k for the enforcement of smoking ban.

RESOLVED that Members note the budget performance figures for the current financial year as detailed in the appendix to the report and agree the budget adjustments shown in Appendix 2 to the report which had taken place since the budget was agreed.

9 CABINET FORWARD WORK PROGRAMME

Councillor S A Davies presented the Cabinet Forward Work Programme. Councillor R W Hughes said the Community Capital Project report would be presented by an officer, rather than the Leader's name.

RESOLVED that Cabinet note the Cabinet Forward Work Programme.

10 URGENT ITEMS

There were no Part I Urgent Items.

EXCLUSION OF PRESS AND PUBLIC

RESOLVED under Section 100A(4) of the Local Government Act 1972 the Press and Public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 20 of Part 4 of Schedule 12A of the Local Government Act 1972.

PART II

11 SCHOOL BUILDING IMPROVEMENT GRANT 2006/06 - 2009/10

Councillor D Owens presented the report to inform Members of the proposed redistribution of SBIG monies over the period 2006-07 to 2009-10.

Members discussed the issue in detail, including any possible risks associated with overspends should they occur.

Councillor P A Dobb again voiced her concerns regarding the possibility of putting works in other schools in jeopardy should the new build at Prestatyn go ahead and was particularly concerned regarding health and safety issues. She asked that full details of health and safety issues be provided for Members.

The Corporate Director: Lifelong Learning confirmed that the projects had been taken from the Schools' Asset Management Plans and that those listed were of the highest priority, in order. He shared Members' concerns regarding putting works in other schools in jeopardy.

Councillor E W Williams voiced concerns regarding the possibility of statutory items not being provided as a result of capital spending on non statutory items.

RESOLVED that Members note the proposed redistribution of School Building Improvement Grant funding for the period 2006-07 and 2009-10

13 REMEDIAL WORKS AT BRYN TYNER, CORWEN

(This item taken first)

Councillor J Thompson Hill presented the report seeking Members' agreement to an exemption to Contract Procedure Rules 10.1 as time limits required for tendering could not be met where the delay attributable to the tendering process would create or increase the threat of life or property. As part of the remedial action, access over adjoining property and acquisition as appropriate was required. He outlined the current situation in detail.

The Corporate Director: Environment said it was hoped that as much work as possible would be carried out during the summer.

Councillor N P Roberts suggested that the Welsh Assembly Government be asked to fund some of the remedial works. The Head of Development Services confirmed an initial enquiry had been made and the matter would be pursued.

RESOLVED that Cabinet agree an exemption from tendering in accordance with Contract Procedure Rules 10.1(b) and to acquire such property as is required to allow the work to proceed on terms to be agreed by the Head of Development Services and the County Clerk.

12 CAPITAL PLAN

Councillor P Marfleet presented the report for Members, outlining the current capital plan. In his introduction he made reference to additional expenditure which had to be incurred in the last month, which had caused him to reconsider whether the capital programme was totally deliverable in its current shape and form. He expressed concern that the Council's flexibility was limited and he therefore sought a re-examination of some of the major projects.

Councillor J Thompson Hill informed the non Asset Management Committee Members that the office accommodation proposal had been discussed at length by the Committee on 09.09.2006 and said a decision had to be taken.

Councillor P A Dobb expressed her concern regarding the analysis of office accommodation. Turning to the Summary at Appendix 4 to the report, she thought agreement had been reached to make a conscious effort to realise some capital receipts. If the Authority proceeded on current lines, a capital project would be jeopardised.

Councillor E W Williams said the Scala, Prestatyn was non statutory and would take a great deal of funding.

Councillor D Owens referred to Rhyl College and the extra funding sought for the development of a construction skills training facility. The Corporate Director: Lifelong Learning said a meeting was to be held with ELWa - DELLS on 28.06.2006 regarding the Learning Centres. In response to a query from Councillor Edwards, he confirmed that the projects have to be completed by the end of the summer 2008.

After further discussion, Members agreed:

RESOLVED that Members:

- [i] note the outturn position of the 2005/06 plan and approve the relevant statutory determinations as shown in Appendix 3 to the report
- [ii] note the position of the 2006/07 element of the Council's agreed Capital Plan
- [iii] recommend the inclusion of the Health and Safety works at Bryn Tyner as shown in paragraph 2.10 of the report
- [iv] defer the consideration of inclusion of the office accommodation move shown in paragraph 2.17 of the report until the Cabinet meeting on 29.06.2006
- [v] note the further request from Coleg Llandrillo in Appendix 5 for capital funding for the Construction Skills Centre at Rhyl College, but agree that, whilst supporting the project in principle, consider that financial support should be available from other sources.

The meeting concluded at 1.40 p.m.

CABINET

Minutes of the Cabinet meeting held in Council Chamber, County Hall, Ruthin on Thursday 29 June 2006 at 3.40 p.m.

PRESENT

Councillors M A German, Lead Member for Children and Young People; R W Hughes, Leader and Lead Member for Regeneration; P J Marfleet, Lead Member for Finance and Personnel; D Owens, Lead Member for Lifelong Learning; S Roberts, Lead Member for Promoting Denbighshire and J Thompson Hill, Lead Member for Property and Asset Management.

ALSO PRESENT

Chief Executive; Deputy Chief Executive / Corporate Director: Resources, County Clerk and the Financial Controller.

APOLOGIES

Councillor S A Davies, Lead Member for Business & Communications; P A Dobb, Lead Member for Health & Wellbeing; E C Edwards, Lead Member for Communities and E W Williams, Lead Member for Environment.

1 URGENT MATTERS

There were no Urgent Matters.

2 URGENT ITEMS

There were no Part I Urgent Items.

EXCLUSION OF PRESS AND PUBLIC

RESOLVED under Section 100A(4) of the Local Government Act 1972 the Press and Public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 20 of Part 4 of Schedule 12A of the Local Government Act 1972.

PART II

3 ACQUISITION OF LAND FOR PRESTATYN PRIMARY SCHOOL AT PLAS MORFA FARM, FFORDD PENRHWYLFA, PRESTATYN

Councillor J Thompson Hill presented the report seeking Members' agreement to purchase the land and property required for the construction of Prestatyn Primary School through an exchange of conditional contracts.

RESOLVED that Cabinet agrees to proceed to an exchange of conditional contracts to acquire the freehold on about 6.1 acres of land and property at Plas Morfa Farm, Ffordd Penrhwylyfa, Prestatyn. Completion of the purchase shall be conditional on planning consent within a timeframe of 9 months which shall be extended for a further 9 months in the case of an unsuccessful planning application:

- purchasing approximately 3.5 acres of land (hatched on plan Appendix 1 to the report) for siting the proposed Prestatyn West Primary School field, yard and parking area.
- purchasing approximately 1.9 acres of land, cross hatched on plan attached to the report, for the location of the proposed Prestatyn West Primary School buildings.
- purchasing approximately 0.7 of an acre to provide vehicular and pedestrian access to the school site (indicative route shown black on plan attached to the report).
- paying hope value for residential building land on pro rata per metre square basis for additional land if more than 0.7 of acre is required for access.
- agreeing that the purchase should proceed on the basis of an exchange of contract conditional upon planning consent being secured with a timeframe of nine months with a possibility of a further extension in case of an unsuccessful planning application.

The meeting concluded at 3.50 p.m.

REPORT TO CABINET

CABINET MEMBER: Councillor D Owens Lead Member for Lifelong Learning

DATE: 21 July 2006

SUBJECT: Single Education Plan 2006 - 2008

1.0 DECISION SOUGHT

- 1.1 That Cabinet approves the draft Single Education Plan 2006 – 2008 and recommend to County Council for adoption.
- 1.2 That Cabinet agrees to the publication of the final version by September 1 2006 and ensures that copies are available to all interested parties including via the authority's website.

2.0 REASON FOR SEEKING DECISION

- 2.1 Local Authorities in Wales are required to publish Single Education Plans (SEPs) in accordance with Section 26 of the Children's Act 2004, Section 29 of the Education Act 1996 and the Single Education Plan Regulations 2006, Wales.
- 2.2 The objective is that the SEP gives direction and focus, and sets intended outcomes for the education services provided by local authorities, in keeping with the national policies set out in the Welsh Assembly Government's paper "The Learning Country – A Paving Document" (September 2001).
- 2.3 The SEP supersedes the previous statutory plans namely – Education Strategic Plan; School Organisation Plan; Behaviour Support Plan; Early Years and Childcare Plan. These have been repealed although the plans themselves remain in force until replaced by the SEP from 1 September 2006.
- 2.4 The SEP is to cover the school years from 2006 until 2008. It is designed to support a more holistic approach to the provision of education services for children and young people as a **transitional** step to the Children and Young People's Plan which all local authorities in Wales will need to have from 2008.
- 2.5 The SEP takes account of the **Community Strategy** and supports the vision set out in that document *"By working together we will achieve a more prosperous, better educated, greener, safer and more confident future for the people of and communities of Denbighshire"*. It supports the principle of *"...excellent education with lifelong learning opportunities available to all...with young people actively involved in the issues affecting their communities having access to appropriate youth and children's provision in every town"*.
- 2.6 Furthermore, in drawing up the SEP, officers have been mindful of the latest visioning and consultation process undertaken by the council - **A Vision for Denbighshire 2025**. The SEP provides a strategic lead in ensuring the vision for 2025 will become a reality... *"We will invest in our schools in order to sustain high standards of educational attainment to meet the needs of the pupils, the wider community and the economy...we will bring communities closer to communities, with some areas identified as focal points where a range of services such as health and social care, youth facilities, education and*

neighbourhood policing can be accessed from one location.... we will safeguard the vulnerable children promoting their independence and ensuring everyone is able to realise their potential...we will have excellent schools with high standards of educational behaviour...we will provide vocational and apprenticeship opportunities...our work force will have the skills..”.

- 2.7 The SEP is a **strategic** plan and **not** a business or operational plan and as such refers to the main headlines and proposals. The detailed information on the actual tasks, monitoring arrangements, and targets will be included in individual services' operational plans.
- 2.8 The strategies in the plan will be monitored on a regular basis by the team leaders, and issues may be raised at the monthly meetings with the Head of Education Services and Education Management Team. Specific areas will also be monitored and reported on by the Head of Strategy and Resources. Progress reports will be produced for the Corporate Director of Lifelong Learning on request, and for Lifelong Learning Scrutiny Committee's Standards and Performance Sub Group.
- 2.9 A special children and young people version has been produced with a view to involve school councils and the youth services in the process.

The consultation period lasted for 8 weeks commencing 1 May 2006.

The draft version is expected to be adopted by the County Council by 31 July 2006 with publication of the final version by 1 September 2006.

3.0 POWER TO MAKE THE DECISION

- 3.1 All local authorities in Wales are required to publish Single Education Plans (SEPs) in accordance with Section 26 of the Children's Act 2004, Section 29 of the Education Act 1996 and the Single Education Plan Regulations 2006, Wales.

4.0 COST IMPLICATIONS

The actions outlined in the plan largely follow the current pattern of service delivery the costs of which are either contained within the allocated Education core budget or covered by specific WAG grants such as the Better Schools Fund, Welsh Language Board, etc.

5 FINANCIAL CONTROLLER STATEMENT

Costs in connection with the plan will need to be contained within the base budget and special funding available.

6.0 CONSULTATION CARRIED OUT

- 6.1 The Welsh Assembly Government expected the local authorities to involve a range of relevant interested parties in the consultation. Please refer to Appendix 1 for a list of all "authorities, organisations and groups" that have been consulted.
- 6.2 The Lifelong Learning Scrutiny Committee received a draft summary version at the May meeting.
- 6.3 To date the education department has received 6 responses mainly by e mail. Most of the comments are very supportive of the plan.

- 6.4 Despite WAG requirements for the plan to be strategic (2.7) and the introduction clearly stating that the plan is “strategic by nature - referring to the main headlines and proposals, some respondents commented on the lack of operational detail. Detailed information on tasks, targets and monitoring arrangements will be included in the individual services’ Business and Operational plans.”

7.0 IMPLICATIONS ON OTHER POLICY AREAS:

7.1 The Vision

This is referred to in 2.6

7.2 Other Policy Areas including Corporate

Education Strategic Plan
School Organisation Plan
Behaviour Support Plan
Early Years and Childcare Plan
Community Strategy
Welsh Education Plan
Children’s Plan

8.0 Action Plan

8.1 Lead Member - Cllr Dewi Owens

8.2 Lead Officer - Head of Education Services, Ieuan Lloyd Roberts

8.3 Cabinet to recommend adoption of the Single Education Plan by County Council before July 31 2006 and to its publication by September 1 2006.

9.0 RECOMMENDATIONS

9.1 That Cabinet approves the draft Single Education Plan 2006 – 2008 and its submission to County Council for adoption.

9.2 That Cabinet agrees to its publication by September 1 2006 and ensures that copies are available to all interested parties including posting on the authority’s website.

**CYNLLUN
ADDYSG
UNIGOL**

**SINGLE
EDUCATION
PLAN**



2006-2008

Mission Statement

'By working together we will create a vibrant learning county for children, young people and adults, with a strong cultural identity which values diversity and respects the individual.'

Draft for consultation

Single Education Plan

2006 – 2008

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Huw W Griffiths BSc (Econ) FCIPD
Cyfarwyddwr Corfforaethol : Dysgu Gydol Oes
Corporate Director : Lifelong Learning

Ieuan Lloyd Roberts BA
Pennaeth Gwasanaethau Addysg
Head of Education Services



Dear Reader

Denbighshire is a county of contrasts. The strategic aim is to make Denbighshire a Learning County, which requires provision that can meet wide-ranging contexts and needs.

This Single Education Plan (SEP) is the product of considerable consultation and builds on the good working relationships with schools and partner agencies. New technologies are well advanced and will accelerate new thinking about adaptable and innovative lifelong learning opportunities.

A spirit of autonomy has been successfully established within the county. The responsibility for raising standards is firmly based with headteachers and governors. The Local Authority's role is to support, challenge, monitor and resource.

Denbighshire, as a small local authority with a close-knit education team, is able to provide a sound and effective strategic lead. The education team demonstrates dedication, and continues to successfully communicate a vision of quality and high standards. Team members effectively promote a purposeful working partnership with schools. Schools are kept well informed and are consulted regularly about developments.

Headteachers respect the team's expertise, trust its judgements and are responsive to the guidance provided. We believe that we provide them with Best Value.

We share good practice, we widen membership of various partnerships so that we multiply the opportunities for multi-agency working and we bring in external viewpoints as often as we can afford to do so.

Unwn i wneud da – Denbighshire's motto. It means to unite to do well. We will unite to make a difference. We can count on our headteachers, staff, governors and partners to further improve and provide the best lifelong learning opportunities for all in Denbighshire, the 'Learning County'.

Yours faithfully

Huw Griffiths
Corporate Director
Lifelong Learning

Ieuan Lloyd Roberts
Head of Education
Lifelong Learning

Strategic Vision

Denbighshire - The Learning County

Our vision is to be:

- a vibrant learning county with a strong cultural identity
- inclusive through improving access, progression and quality of learning
- focused on the needs of our customers

Our mission is to:

- always work in partnership with our schools – headteachers, staff, governors, parents and pupils to provide an education service that is of the highest quality
- provide lifelong learning opportunities that build self-esteem, life and learning skills as well as specific academic, physical and artistic abilities
- encourage and support young people and adults from all walks of life to achieve their potential
- welcome open discussions as we move towards transforming the traditional 'school' base into a resource for the whole community at all times of the day and evening. To do that, one of our priorities will be to improve our learning environments through improving buildings
- adapt to meet particular needs and step in to challenge and intervene when circumstances warrant it.

Our principles include:

- a commitment to work towards equality of opportunity for all.
- a pledge to ensuring that diversity is celebrated and that a person's age, disability, gender, race, religion, sexual orientation, family background or language is given due regard in the education service.
- shaping our services to reflect the UN Convention on the rights of the child.
- Implementing the Welsh Education Scheme as agreed with the Welsh Language Board.

Our values are:

- always striving to make a difference through improvement
- sharing our vision and goals
- looking for imaginative and innovative solutions
- building respect and trust through openness and honesty
- encouraging individual autonomy within teams

Our behaviour is:

- co-operative, enthusiastic and motivated
- strategic and challenging
- inclusive and supportive of all learners in all contexts
- creative, unafraid of risks and communicators of good practice
- to act with high standard of conduct

Our aims are to:

- develop leaders as outstanding exemplars who care enough to ensure all learners are respected and also challenged
- raise standards so that no young person leaves school ill-equipped for employment
- develop excellence in the arts, sciences, humanities and technologies
- harness ICT to motivate young people, modernise our schools and capture community involvement
- treat all people equally and with fairness and promote inclusive and reflective communities of schools that value diversity and respect the individual
- involve and listen to our communities

1.0 INTRODUCTION

The Single Education Plan is the **key strategic plan**, which outlines the development of education in Denbighshire for 2006 – 2008.

This plan:

- ❖ takes account of the Community Strategy and is mindful of the latest visioning process undertaken by the County Council – A Vision for Denbighshire 2025.
- ❖ gives direction and focus for services in education in Denbighshire.
- ❖ is in keeping with the policies set out in the Welsh Assembly Government's policy document, "The Learning Country – A Paving Document" (September 2001) and "The Learning County 2" – Delivering the Promises
- ❖ is strategic by nature - referring to the main headlines and proposals. Detailed information on tasks, targets and monitoring arrangements are included in the individual service Business and Operational plans.
- ❖ sets out how the education services propose to work with its partners to increase educational opportunity and raise standards in education to benefit the people of Denbighshire.
- ❖ is based on the belief that improving the educational achievements of all children and young people lies at the heart of all actions.
- ❖ promotes the notion of excellent standards of education with lifelong community learning opportunities available to all.
- ❖ is a transitional step towards a more holistic approach to the provision of education services for children and young people, which is to be incorporated within the Children and Young people's Plan in 2008.
- ❖ will be monitored on a regular basis by the Education Management Team and reported on request to the Corporate Director of Lifelong Learning. Progress will also be reported via the Services' Quarterly Performance Reports and by update reports for the Lifelong Learning Scrutiny Committee and its Standards Sub Group.

KEY PRIORITIES

Our analysis of the Assembly Government policies and expectations, and our own local needs have led us to identify the following main priorities.

- 1. RAISING STANDARDS**
- 2. PUPIL SUPPORT AND INCLUSION**
- 3. PARTNERSHIPS**
- 4. PLANNING PLACES**

Each of these four priorities will have a series of actions and outcomes with links to other plans and relevant documentation including the Welsh Assembly Government's guidance on Single Education Plans.

These priorities will provide a focus for the development of education services' until 2008, when this plan will be replaced by a single plan - the Children and Young People's Plan.

Draft for consultation

1. Raising Standards		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>1.1</p> <p>Work with non-maintained settings, schools and other partners to develop all learners to their full potential.</p>	<p>1. Teachers will have developed consistent and reliable systems for assessing pupils' quality and standard of work</p> <p>2. Basic Skills Strategy for Wales fully implemented in all schools.</p> <p>3. Effective transition programme established between all phases of learning, with particular emphasis on securing continuity of learning through the medium of Welsh.</p> <p>4. Enrichment opportunities for all learners, in local, national and international contexts evident in all schools.</p> <p>5. Non-maintained settings and schools to have clear plans for the development and progression of essential skills for lifelong learning.</p>	<p>Moderation Teacher Packs Curriculum Support Operational Plans.</p> <p>Basic Skills Strategic & Operational Plans</p> <p>Governing Bodies Transition Plans Early Years Transition Plan Foundation Phase Transition Plan Prosiect Ail Gyfle/Second Chance Project Cynllun Addysg Gymraeg/ Welsh Language Plan Tim Data Tracking</p> <p>Charter of Opportunities Gifted and Talented Policy William Mathias Schools' Music Service Programme Wales Network for EU/International Awareness Arts Council of Wales Policies</p> <p>Key Skills Strategies Thinking Skills Policy Document Better Schools Fund Programme Curriculum Support Operational Plans. Literacy Strategy Numeracy Strategy</p>

Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>1.2</p> <p>Increase levels of attainment of all learners.</p>	<ol style="list-style-type: none"> 1. Schools operating in challenging circumstances achieve favourable results based on benchmarking data 2. Effective outcomes for schools receiving the RAISE grant and support provided for underachieving schools 3. Improved trends in attainment over time 4. SMART targets set for all schools 5. ESTYN reports and LEA monitoring procedures show effective use of Information Communications Technology in learning and teaching 	<p>Schools Causing Concern Policy Narrowing the Gap Guidance</p> <p>RAISE Grant Conditions School Improvement Strategy</p> <p>Service Business Plans Community Strategy Directorate Business Plan Performance Indicators (National) Quarterly Performance Reports</p> <p>Tim Data Target Database School Improvement Officer Visits Programme Service Business Plan</p> <p>ICT Plan ESTYN Reports Monitoring Initiative Reports</p>

Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>1.3</p> <p>Implement our School Improvement Strategy, focusing on:</p> <ul style="list-style-type: none"> • standards of achievement, • leadership and management • school ethos 	<ol style="list-style-type: none"> 1. The quality of leadership and management in non-maintained settings and schools is judged by Estyn and School Improvement Officers, to be Grade 3 or above. 2. All schools have submitted appropriate Self Evaluation Reports to the School Improvement Officers 3. Detailed school Development Plans submitted by all schools to school improvement officers 4. All governing bodies to have met formally with school improvement officer to discuss the School Improvement Report 	<p>Estyn Reports School Improvement Officer Reports Training Plans for Early Years and Foundation Phase Curriculum Support Operational Plans Healthy Schools Policy School Improvement Strategy School Improvement Group (Secondary) School Improvement Forum (Primary) Primary Headship Induction Programme Middle Management Training Programme Basic Skills Strategy Better School Fund Programmes New Headteacher Training Programme</p> <p>Self Evaluation Toolkit School Self Evaluation Report School Improvement Officers Annual Report Analysis of Data – School Profiles Governing Body Self Review Reports</p>

Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>1.3 <i>(continued)</i></p> <p>Implement our School Improvement Strategy, focusing on:</p> <ul style="list-style-type: none"> • standards of achievement, • leadership and management • school ethos 	<p>5. All schools make effective use of data and benchmarking information to analyse their performance, and show improvement.</p> <p>6. Teaching and support staff have access to training opportunities (nationwide, county and school based).</p> <p>7. Annual training programme available for governors and clerks to governing bodies</p>	<p>Tim Data School Profiles Curriculum Support Operational Plans Effective Use Of PLASC Data Governor Training Programme On Data Analysis School Improvement Group (Secondary) School Improvement Forum (Primary)</p> <p>Early Years Grant Better Schools Fund Programme Newly Qualified Teachers Induction Programme School Administrators Training Programme Learning Support Assistants Training Programme Higher Level Teaching Assistants Programme Continuing Professional Development Headship Development Programme SIMS Training Programme Curriculum Support Operational Plans</p> <p>Governors Training Programme Governors Bulletins - Monthly</p>

Action	Outcomes	Links to other plans (Single Education Plan Guidance)
1.4 Disseminate and share good practice	1. Strategic use of networks and seconded headteachers and senior management as “associate advisers” for specific aspects of school improvement.	Communication Strategy School Improvement Strategy and Operational Plans

Draft for consultation

2. Pupil Support and Inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.1</p> <p>Promote the inclusion of learners with additional needs into mainstream settings</p>	<p>1. All schools will have clear inclusion policies and procedures which are understood by all staff and which address the following learners:</p> <ul style="list-style-type: none"> o Minority ethnic learners including children/young people who have English or Welsh as an additional language; o Asylum seekers and refugees; o Gypsies and travellers; o Children/young people with special educational needs; o More able and talented children/young people; o Children who are looked after by the local authority; o Children/young people with medical needs; o Young parents and pregnant young women; o Lesbian, gay or bisexual young people; o Children with families in difficult circumstances; o Young carers; o Young offenders; o School phobics and refusers; o Children/young people who perform or who are employed. 	<p>WAG Inclusion & Pupil Support guidance Denbighshire Inclusion Policy Individual Service Operational Plans Index for Inclusion WAG "Respecting others" and Denbighshire Anti-bullying Guidance Self Evaluation Reports Accessibility Strategy Buildings Access Group Work Programme Governor Training Programme WAG Good Practice on Domestic Abuse Guidance Education of Looked After Children Policy & Guidance Inclusion and Pupil Support Training Directory EAL and EMAG Guidance; WAG - Caring for Young Carers: Raising awareness of Young Carers Issues;</p>

2. Pupil Support and Inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.1 (continued)</p> <p>Promote the inclusion of learners with additional needs into mainstream settings</p>	<p>2. All schools will ensure that data is used to inform learning so that all children and young people's learning needs are met.</p> <p>3. All schools have procedures in place to ensure that children and young people have access to accreditation and recognition appropriate to their needs;</p> <p>4. All schools have an Accessibility Action Plan to ensure clear procedures are set out for pupils with additional learning needs.</p> <p>5. All schools have active learner participation through School Councils;</p> <p>6. All schools move towards a Community Focused School approach with the emphasis on parental/community involvement</p> <p>7. All schools demonstrate continuing professional development in inclusion and additional learning needs</p> <p>8. All schools have effective procedures in place to ensure funding is targeted at specific needs, and monitoring systems in place to ensure value for money.</p>	<p>Tim data school profiles Fischer Family Trust data; PLASC data</p> <p>Strategy to support Able and Talented young people; Foundation phase Guidance; Developments KS2/KS3 and Transition Guidance; 14 -19 Learning Pathways;</p> <p>Special Educational Needs and Disability Act 2001</p> <p>WAG Funky Dragon initiative School Council Regulations and Guidance</p> <p>Community Focused Schools Guidance</p> <p>Professional Development Framework for Teachers in Wales – GTCW Inclusion and Pupil Support Training Directory</p> <p>School Budget Forum and Grants Guidance School budget outturn SEN spend</p>

2. Pupil Support and Inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.1 (continued)</p> <p>Promote the inclusion of learners with additional needs into mainstream settings</p>	<p>9. All schools have appropriate and flexible curriculum opportunities to meet the diverse needs of learners</p> <p>10. All Schools have opportunities for effective multi agency meetings to include ESWs, YOTs, Health, Social Services, Careers and Voluntary Sector Organisations</p>	<p>Flying Start; Foundation Phase; Transition Plans; 14-19 Learning Pathways;</p> <p>Children and Young People's Partnerships. National Service Framework NSF</p>

Draft for consultation

2. Pupil Support and Inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.2 Provide specialised support/provision to particular groups of learners with Additional Learning Needs.)</p> <p>2.3 Develop teacher expertise in supporting children with additional learning needs through continued professional development.</p> <p>2.4 Extend links between specialist provisions and mainstream schools.</p>	<p>1. Children and young people have access to specialist support as and when appropriate.</p> <p>1. All staff have an opportunity to access training on a range of additional needs</p> <p>1. Children and young people with additional learning needs make measurable progress</p> <p>2. All schools have evaluation and self assessment processes in place to inform planning</p> <p>3. All schools have access to specialist advice and support for addressing additional learning needs;</p>	<p>Service Operational Plans Looked After Children Personal Education Plans Care Leavers' Pathway Plans Individual Education Plans</p> <p>Better Schools Fund Annual Plans; Inclusion and Pupil Support Training Directory; Newly Qualified Teacher and Continuing Professional Development Programme; School Improvement Group (Secondary); School Improvement Forum (Primary); Denbighshire INSET Group; Learning Support Assistants Training Programme; Governors Training Programme;</p> <p>Joint Commissioning Procedures Speech and Language Pilot Project Monitoring & Assessment procedures Child Concern Model Pilot Unlocking the Potential of Special Schools grant</p> <p>Estyn Self Assessment and Denbighshire Self Assessment Toolkit Index for Inclusion</p> <p>Inclusion and Pupil Support Training Directory Curriculum Support Operational Plans</p>

2. Pupil Support and inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.5</p> <p>Ensure that young people with social, emotional and/or behavioural difficulties are offered support and guidance</p>	<ol style="list-style-type: none"> 1. All schools have access to peripatetic and outreach behaviour support. 2. Teachers and support staff have access to training in behaviour management by specialist staff. 3. All Schools have clear procedures in place to ensure improvement in educational outcomes for Looked After Children. 4. All Secondary Schools work to ensure that the specific needs of young people are met by a system of "Managed Moves" where appropriate. 5. All young parents and pregnant young women of school age have access to support, advice and guidance through the Young Parent Support Worker. 6. All schools have access to advice and support on permanent and fixed term exclusions. 7. All schools have strategies in place to avoid exclusions where appropriate. 8. All pupils who are disaffected or at risk of disengagement from education have an opportunity to access other support agencies - Careers Wales / Young Person's Substance Misuse Service / Young Person Health Advisors. 	<p>Outreach Behaviour Support Service Level Agreement</p> <p>Behaviour Support Moderation meeting procedures</p> <p>Pastoral Support Plans</p> <p>Behaviour Support Plans</p> <p>Education of Looked After Children Guidance; Personal Education Plans;</p> <p>Behaviour Support Service Training Programme</p> <p>Inclusion and Pupil Support Training Directory</p> <p>Managed Transfer agreement procedures</p> <p>Pregnant young women support programme</p> <p>Denbighshire Advice and Guidance on Exclusions; Exclusion database – Tim Data</p> <p>Social Services Plan and Children First Plan</p> <p>WAG Attendance Report</p> <p>Review of the School Curriculum and Assessment Arrangements 5-16;</p> <p>Personal/Social Education Framework;</p> <p>Extending Entitlement;</p> <p>School Personal/Social Education Policies;</p>

2. Pupil Support and inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.6</p> <p>Provide an alternative learning opportunity for those learners for whom mainstream provision is inaccessible</p>	<ol style="list-style-type: none"> 1. All schools make Alternative Education Provision available at Key Stages 2, 3, and 4 for pupils referred by schools 2. Improved attendance of pupils referred into Alternative Education Provision 3. Targeted young people will have an opportunity to access Educational Provision in College Programme. 4. The EPIC programme sustained and maintained 5. Re-engagement of targeted young people into education and training and improved behaviour of pupils referred into Alternative Education Provision 6. All pupils identified for additional support in terms of behaviour will have an opportunity to access statutory tests and exams and alternative forms of accreditation such as ASDAN, Open College Network, NVQs; 7. All schools offer appropriate progression and continuity so that young people move on to further education, employment or work based learning. 8. All schools work in partnership in order to access alternative funding to extend provision and develop other initiatives 	<p>Cymorth SLA and Reports Early Years Transition Plan Baby Think It Over Programme; Tim Data Database/Work Programme Careers Wales and LEA data on destinations of pupils leaving schools; Children Missing Education guidance; KIT protocols and guidance; Referral data Estyn Reports Internal Review – Stakeholder Questionnaires Forest Schools Programme Pixel Power Programme; Youth Esteem Programme; Weston Spirit Programme 14-19 Learning Pathways Internal review – Pupil Questionnaires Internal Review – Parent Questionnaires SLA with Further Education colleges WJEC Reports ASDAN Reports AQA Reports Lottery Funding Cymorth Better Schools Fund Additional Grant Guidance Special Educational Needs Code of Practice for Wales Foundation Phase Transition Plan</p>

2. Pupil Support and inclusion		
Action	Outcomes	Links to other plans and documents (Single Education Plan Guidance)
<p>2.6 <i>(continued)</i></p> <p>Provide an alternative learning opportunity for those learners for whom mainstream provision is inaccessible</p>	<p>9. Young Offenders are supported and enabled to re-engage in education and training so that the risks of re-offending are reduced.</p>	<p>Youth Inclusion Project Youth Offending Team Data</p>
<p>2.7</p> <p>Ensure that all children and young people are educated in their local community.</p>	<p>1. Where appropriate, most children and young people are educated in their local school.</p> <p>2. Children who are educated at home have access to advice and guidance and parents are able to access guidance through the Local Education Authority.</p>	<p>Inclusion Policy Index For Inclusion</p> <p>Home Education Guidance</p>

Draft for consultation

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.1</p> <p>have the best possible start in life</p>	<ol style="list-style-type: none"> 1. School representation on the Children and Young People’s Framework and the Young People’s Partnership; 2. Multi-agency partnerships established in all schools to address identified need; 3. Integrated Children’s Centres established in four areas in the County; 4. All schools involved in the Community Focused School initiative working towards becoming “full service schools”; 5. All schools participating in the Audit of the Community Focused School Initiative. 	<p>Learning Country and Learning Country 2;</p> <p>Children and Young People: Rights to Action;</p> <p>Early and Extending Entitlement;</p> <p>YPP Strategic Plan;</p> <p>CYP Framework Strategic Plan;</p> <p>Children & Young People’s Annual Delivery Plans;</p> <p>Flying Start;</p> <p>Foundation & Early Years Plans;</p> <p>Family Learning Plans;</p> <p>Basic Skills Strategy and Plan;</p> <p>Integrated Centres’ Business Plans;</p> <p>Community Focused Schools Strategy.</p>
<p>3.2</p> <p>have access to a comprehensive range of education and learning opportunities</p>	<ol style="list-style-type: none"> 1. Extending Entitlement is implemented in all schools and Youth Support Services; 2. Vocational educational opportunities established collaboratively between all schools, colleges, and work based learning. 3. A range of accredited learning established in all schools and Youth Support Services; 	<p>The Learning Country and Learning Country 2;</p> <p>14-19 Learning Pathways;</p> <p>Directorate Business Plan;</p> <p>Lifelong Learning Strategic and Operational Plans;</p> <p>School and College Development Plans;</p> <p>DCC Statement of Needs and Priorities</p> <p>CYP Plans;</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.2 <i>(continued)</i></p> <p>have access to a comprehensive range of education and learning opportunities</p>	<p>4. Work experience opportunities established in all schools which challenge stereotyping and meets the needs of individual learners and the labour market;</p> <p>5. Strategic partnerships of schools, colleges, work based providers established with participation of all providers</p> <p>6. All learners have an opportunity to access services through the Community Focussed Schools initiative</p> <p>7. Accessible prospectus of provision to formal and informal learning</p> <p>8. All 14-19 year olds have access to a learning coach.</p>	<p>YPP Strategic and Delivery Plan; Youth Service Plans; Out of School Hours Learning; Libraries & Museums Plans.</p> <p>14-19 Learning Pathways Network Development Plan YPP Strategic and Delivery Plan</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.3</p> <p>Enjoy best possible health and are free from abuse victimisation and exploitation</p>	<ol style="list-style-type: none"> 1. All young people 11-25 have an opportunity to access Youth Support Services – accessible to all. 2. All schools participating in the national Healthy Schools programme 3. The Youth Service and all youth centres participating in health promotion activities; 4. All schools participating in the Physical Education and School Sports and Dragon Sports Initiative 5. All settings operate best practice child protection /safeguarding procedures 6. Emotional and physical health and well-being programmes established in all settings; 7. Best practice anti-bullying procedures established in all settings; 8. All settings ensure information is available on counselling and support for specific issues 9. All settings have Sex and Relationship Education policies and procedures in place; 10. All settings have substance misuse education policies and procedures in place. 	<p>All Wales Child Protection Procedures; Working together to Safeguard Children;</p> <p>Healthy Schools' Scheme; Food & Nutrition statement;</p> <p>Youth Service Improvement Plan</p> <p>PE & Schools Sports Policy and plans; Personal and Social Education Framework; Youth Service Improvement Plan Child Protection Procedural guidance for Schools and other settings;</p> <p>Safe Routes to Schools; Transportation Plans;</p> <p>Anti- Bullying Guidance (Respecting Others), policy and plans;</p> <p>Staff Health and Well-being policies.</p> <p>Sex & Relationships Education policy and procedures;</p> <p>Drug & Alcohol policy and procedures</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.4</p> <p>have access to play, leisure sporting and cultural activities</p>	<p>11. All 14-19 yr olds have access to personal support programmes.</p> <p>1. All settings give children and young people opportunities for play, leisure and enrichment;</p> <p>2. Schools enable their facilities to be used for sporting and cultural activities within their local communities;</p> <p>3. Cultural diversity is recognised and celebrated in all settings;</p> <p>4. Open access play opportunities are offered in all areas across the county</p> <p>5. All settings offer open access opportunities out of school hours;</p> <p>6. All schools offer an opportunity for children and young people to access drama and dance and be able to perform;</p>	<p>14-19 Learning Pathways Network Development Plan</p> <p>Service Business and Operational Plans; Open Access Strategy and Operational Plans; Play, Leisure & Enrichment Strategy; Denbighshire Charter of Opportunities; Arts Business Plan; Leisure and Culture Business Plan; Dual Use of Buildings Plan; LEA Partnership Plans; Outdoor Education Plans; Out of School Hours Plans; Forest School Plan; PE and School Sports Plan; Dragon Sports Outdoor Learning Environment Development</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
3.4 (continued) have access to play, leisure sporting and cultural activities	<ol style="list-style-type: none"> 7. All settings may access a variety of organisations to ensure expertise in play, leisure and cultural activities is available. 8. All settings offer a range of sporting and outdoor education opportunities. 	

Draft for consultation

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.5</p> <p>are listened to, treated with respect, have their race, cultural and sexual identity recognised</p>	<ol style="list-style-type: none"> 1. All schools have schools councils established in line with statutory requirements; 2. All settings adopt the participation of young people strategy in line with the Hear by Rights Framework; 3. Denbighshire representation on Funky Dragon is in line with requirements; 4. School Council website established across Denbighshire; 5. All settings' equality policies reflect race, cultural, gender, disability and sexuality issues; 6. Regional consortia established; 7. All settings have involvement in citizenship activities such as Local Democracy Day; 8. All settings have involvement in Education for Sustainability and Global Citizenship initiatives such as International exchanges; 9. All young people are given an opportunity to take part in volunteering. 	<p>Participation Strategy; Children Don't Complain – Children's Commissioner's Report; Schools Councils Regulation and Guidance; Equal Opportunities Policy, Guidance and Plan; Equality Codes of Practice; Pupil Support and Inclusion Operational Plans; CCET Operational Plans; Unedig Youth Strategy; Hear by Rights Framework and Operational Plan; Accessibility Plans; Stonewall – Education for All for lesbian, gay and bisexual young people; Ethnic Minority Achievement and EAL Strategies; Traveller Education Plans.</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
<p>3.6</p> <p>have a safe home and a community that supports physical and emotional wellbeing.</p>	<ol style="list-style-type: none"> 1. All settings are involved with support for parents/carers by working in partnership with key agencies; 2. Child Protection and Safeguarding procedures for vulnerable adults are clear and understood by all staff; 3. All settings highlight working with parents as a priority with regard to physical and emotional well-being 4. Clear procedures are in place regarding working with CAMHS 5. All schools highlight safe home and a community as a priority in their Community Focused Schools plans; 6. Integrated Children's Centres share good practice across Denbighshire 7. All settings understand and publish accessible complaints procedures 8. All settings ensure children and young people have access to advocacy 9. All settings have children's complaints procedures in a child/young person friendly format 	<p>Children and young People: Rights to Action; All Wales Child Protection Procedures; Working Together to Safeguard Children; CAMHS Strategy;</p> <p>Children and Young People: Rights to Action;</p>

3. Partnerships		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
To ensure all children, young people and adult learners:		
3.7 are not disadvantaged by poverty	<ol style="list-style-type: none"> 1. All settings are able to signpost children to agencies dealing with key issues. 2. All settings address issues of poverty and disadvantage in policy, ethos and the curriculum 3. All settings target resources at greatest need 4. All settings implement actions relevant in the anti-poverty strategy and highlight healthy lifestyles. 5. All schools implement recommendations in Narrowing the Gap Report in order to enable all young people to progress and access further or higher education or training 6. Increase take up of free school meals for all children and young people who are entitled 7. All settings implement equality legislation and codes of practice. 	Anti-Poverty Strategy; Communities First Strategy and Plans; Narrowing the Gap; Equal Opportunities and Human Rights legislation and Codes of Practice;

4. PLANNING PLACES		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>4.1</p> <p>Work inclusively with all stakeholders to ensure sufficient places are available to meet the needs of pupils across all sectors in compliance with WAG legislation.</p>	<ol style="list-style-type: none"> 1. Statistical data on pupil population collected, analysed and reviewed. 2. Schools' capacity data measured, calculated, and reviewed in consultation with local stakeholders. 3. Develop recommendations arising from conclusions drawn from the above analyses in respect of unfilled places and over subscription. 4. Develop, monitor and project trend data over time to ensure plans reflect current and future needs. 	<p>Corporate Asset Management Plan</p> <p>Service Asset Management Plan</p>

4. PLANNING PLACES		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>4.2</p> <p>Develop and maintain a property portfolio responsive to the changing demands of modern educational requirements.</p>	<p>1. Continue to pursue all possible sources of funding to develop, expand and maintain education sites and buildings.</p> <p>2. Identify the priorities for allocating resources based on condition, sufficiency and suitability of the property portfolio.</p>	<p>SBIG Grants Programme</p> <p>Corporate Capital Programme NOF/Big Lottery</p> <p>Schools Strategic Site Master Plan</p>
<p>4.3</p> <p>Ensure sufficient provision to meet demand for Welsh Medium places.</p>	<p>1. Conduct a survey to quantify parental demand for Welsh Medium Education.</p> <p>2. Collect, analyse, and consider the survey responses and develop recommendations arising from any conclusions drawn.</p>	<p>Welsh Education Plan</p>

4. PLANNING PLACES		
Action	Outcomes	Links to other plans (Single Education Plan Guidance)
<p>4.4</p> <p>Maintain the low level of appeals arising from refused applications for admission to Denbighshire` schools.</p>	<ol style="list-style-type: none"> 1. Low level of appeals maintained and sustained 2. The number of refused applications monitored. 3. This information shared with appropriate stakeholders to inform future planning. 	<p>Schools' Admission Policy</p> <p>Admissions Forum</p>
<p>4.5</p> <p>Early Years Education</p>	<ol style="list-style-type: none"> 1. Free part time place available for every three year old, the September following his/her 3rd birthday at the nearest school. 2. Free part time place available for every child that turns three during the academic year in a non-maintained approved setting. 3. In a community where there is no non-maintained provision free part time places available at the local school. 	<p>Early Years Plan</p>

SUMMARY OF LEA TARGETS AND PERFORMANCE

Target Setting Methodology

The local authority has a well established Target Setting Policy and Procedure in place involving robust dialogue between the school and the authority's education officers.

Whole authority targets are based on the following:

- School targets for the next 3 years
- School targets past 3 years
- School results over the past 3 years
- Analysis of benchmarking data
- Use of Fisher Family Trust data
- Analysis of Denbighshire's performance against our 'family' group
- County targets past 3 years
- County trends past 3 years

Analysis of performance 2005

KS1 2005

Based on Teacher Assessments, the Core Subject Indicator (CSI) was 80.1%. This was within 1% of the Wales average of 80.9% and 2.7% lower than the CSI in 2004.

KS2 2005

Based on Teacher Assessments, the Core Subject Indicator (CSI) was 74.7%. This was above the Wales average of 72.3% and 4% *higher* than the CSI in 2004.

KS3 2005

Based on Tests, the Core Subject Indicator (CSI) was 53.5%. This was below the Wales average of 57.4% and 2.2% lower than the CSI in 2004.

Generally, since 2002, there has been an upward trend in pupils achieving the CSIs at KS1, KS2 and KS3. However, at GCSE level there has been a downward trend.

2005 GCSE

The results show that 48.5% of students achieved 5 GCSE grades 5A* to C. This was below the Wales average of 52% but *higher* than Denbighshire students' performance in 2004.

2005 GCSE

The results show that 82.9% of students achieved 5 GCSE grades 5A* to G. This was *below* the Wales average of 85.2% but *higher* than Denbighshire students' performance in 2004.

Benchmarking Trends

Since 2002, the majority of KS1 schools have consistently been ranked above the Welsh median. At KS2, since 2002, there has been a significant increase (8% to 36.2%) in the number of schools ranked in the first quartile. At KS3, between 2002 and 2005, there has been a downward trend in the number of schools placed above the median.

Based on Teacher Assessments and CSIs, Denbighshire does not compare favourably with our family group of similar authorities (Anglesey, Gwynedd, Conwy, Pembrokeshire and Carmarthenshire). At KS1 Denbighshire schools' average ranking was 4th and at KS3 the average ranking was 5th. However, at KS2, Denbighshire pupils achieved highly with an average ranking of 2nd when compared with similar authorities.

Has performance improved since 2003?

Key Stage 1 - based on Teacher Assessment	2005 Results	Improvement?	2004 Results	Improvement?	2003 Results
English	86.1%	Yes	85.6%	No	86.9%
Welsh	86.8%	No	92.6%	No	93.2%
Maths	87.9%	No	88.1%	No	88.8%
Science	87.3%	No	88.9%	No	90.5%
Core Subject Indicator (CSI)	80.1%	No	82.8%	No	83.7%

Key Stage 2 - based on Teacher Assessment	2005 Results	Improvement?	2004 Results	Improvement?	2003 Results
English	79.0%	Yes	76.2%	No	76.4%
Welsh	82.2%	No	82.7%	Yes	77.8%
Maths	81.6%	Yes	78.3%	Yes	73.6%
Science	86.8%	No	86.9%	Yes	84.0%
Core Subject Indicator (CSI)	74.7%	Yes	70.7%	Yes	69.3%

Key Stage 3 - Tests 2005	2005 Results	Improvement?	2004 Results	Improvement?	2003 Results
English	63.5%	No	63.8%	Yes	62.8%
Welsh	75.5%	Yes	69.5%	No	74.8%
Maths	69.0%	No	71.1%	Yes	67.5%
Science	69.9%	No	73.1%	Yes	70.5%
Core Subject Indicator (CSI)	53.5%	No	55.7%	Yes	54.2%

GCSE	2005 Results	Improvement?	2004 Results	Improvement?	2003 Results
Percentage of 15/16 yr olds achieving grade A*-C in GCSE English or Welsh, Mathematics, and science in combination (CSI)	33.4%	No	34.1%	No	35.0%
Percentage of pupils achieving five or more GCSEs at grade A* to C	48.5%	Yes	48.0%	Yes	47.0%

Draft for consultation

Summary of LEA Targets for Adoption in Single Education Plans by 31 July 2006

Target <i>Please see guidance for full definitions</i>	Actual Performance 2004/05	SESP Targets		Single Education Plan Targets		
		2004/05	2005/06	2006/07	2007/08 <i>NB subject to review in 06/07</i>	
Key Stage 2 Percentage of pupils achieving the CSI	74.7%	70%	72%	74%	75%	
Key Stage 3 Percentage of pupils achieving the CSI	52.5%	59%	60%	60%	61%	
Key Stage 4	Percentage of pupils achieving the CSI	33.4%	44%	44.3%	40%	41%
	Percentage of pupils achieving 5 or more GCSE passes at grades A*-C	48.5%	59%	58.5%	54%	56%
	The Average Point Score for 15 year olds	38.2	40	40	40	43
	Percentage of pupils leaving full time education without a recognised qualification.	4.3%	2.7%	0.9%	2.2%	2.2
Percentage of pupil attendance for primary schools	93.5%	92.5%	93%	93.5%	94.0%	
Percentage of pupil attendance for secondary schools	89.6%	90.5%	91%	91.2%	91.3%	
Permanent exclusions per 1,000 pupils for secondary schools	1.9%	Not set in this format	Not set in this format	1.0	1.0	
Fixed term exclusions; percentage of days lost for primary schools	0.014%	Not Set in this format	Not Set in this format	0.015%	0.013%	
Fixed term exclusions; percentage of days lost for secondary schools	0.16%	Not Set in this format	Not Set in this format	0.15%	0.13%	
Average length of fixed term exclusion for primary schools	2.93	Not Set in this format	Not Set in this format	3.5	3.3	
Average length of fixed term exclusion for secondary schools	3.78	Not Set in this format	Not Set in this format	4.1	3.8	

Summary of revised LEA Targets for publication as an addition to Denbighshire County Council's Single Education Plans by 31 July 2007

Target <i>Please see guidance for full definitions</i>		Actual Performance 2005/06	Target 2005/06	Target 2006/07 <i>As published</i>	Target 2007/08 <i>Reviewed</i>	2008/09 <i>NB subject to review in 07/08</i>
Key Stage 2	Percentage of pupils achieving the CSI		72%	74%	75	75
Key Stage 3	Percentage of pupils achieving the CSI		60%	60%	61	61
Key Stage 4	Percentage of pupils achieving the CSI		44.3%	40%	41	44
	Percentage of pupils achieving 5 or more GCSE passes at grades A*-C		58.5%	54%	56	57
	The Average Point Score for 15 year olds		40	40	43	44
	Percentage of pupils leaving full time education without an approved qualification.		0.9%	2.2%	2.2	2.2
Percentage of pupil attendance for primary schools			93%	93.5%	94.0	94.0
Percentage of pupil attendance for secondary schools			91%	91.2%	91.3	91.4
Permanent exclusions per 1,000 pupils for secondary schools			Not set in this format	1.0	1.0	1.0
Fixed term exclusions; percentage of days lost for primary schools			Not set in this format	0.015	0.013	0.011

Summary of revised LEA Targets for publication as an addition to Denbighshire County Council's Single Education Plans by 31 July 2007

Target <i>Please see guidance for full definitions</i>	Actual Performance 2005/06	Target 2005/06	Target 2006/07 <i>As published</i>	Target 2007/08 <i>Reviewed</i>	2008/09 <i>NB subject to review in 07/08</i>
Fixed term exclusions; percentage of days lost for secondary schools		Not set in this format	0.15	0.13	0.11
Average length of fixed term exclusion for primary schools		Not set in this format	3.5	3.3	3.1
Average length of fixed term exclusion for secondary schools		Not set in this format	4.1	3.8	3.5

MODEL SURVEY FORM FOR ASSESSING DEMAND FOR WELSH MEDIUM PROVISION

As a local authority we have a duty to plan school places. In accordance with our Welsh Education Scheme, we will assess the needs of children whose parents wish them to be educated through the medium of Welsh by inviting parents or guardians to complete the following questionnaire

Survey Form for Assessing Demand for Welsh Medium Provision

Do you have any pre-school children living with you at this address?

Yes

No

How many pre school children live with you here?

Please state the age(s) of the child/children

Have you thought about which primary school or type of school you would like your child to attend?

Yes

No

Which of the following schools is the nearest to your home?

Ysgol

Please circle the nearest school.

Which school might you choose for your child?

If a Welsh medium school were as close to your home as other schools would you be likely to choose this school for your child?

Yes

No

If a school with a Welsh Unit were as close to your home as other schools would you be likely to choose this school for your child?

Yes

No

What is the greatest distance from your home you would be prepared for your child to travel to reach a preferred school?

.....miles/km

Do you have child/children who now attend the school nearest to where you live?

Yes

No

If you answered **No** please answer the next question:

Please circle the statement you agree with.

The school was chosen because:

It is small and rural.

It provides education through the medium of Welsh

Personal convenience.

If a Welsh Unit was available in Ysgol would you chose to send your child to the Welsh Unit?

Yes

No

If you already have child/children at Ysgol would you consider placing them in the Welsh Unit at Ysgol

Yes

No

Any comments you would like to make:

.....
.....
.....
.....

Thank you for completing this questionnaire.

Name

Address

.....

If you support the concept of a Welsh Unit in Ysgol..... please read on.

Which of these considerations has influenced your choice of bilingual education?

Please tick the boxes if you agree with the statement.

Being able to speak Welsh and English give young people in Wales an enormous advantage when they enter the job market.

Statistics show that on average pupils who receive Welsh medium education achieve higher grades in examinations.

Research shows that children who speak two languages are better able to learn other European languages.

Grandparents are able to speak Welsh.

The ability to take part in Welsh cultural activities.

Any further comments

.....

.....

.....

Draft for consultation

The figures included within these tables refer to the position as at 25 June 2006. Certain aspects will require to be updated prior to the final version to be published by 1 September 2006.

Annex 3a

Pupil Numbers: Primary Schools and Maintained Nursery Schools: Position at January 2006

LEA No: 663
LEA Name: Denbighshire County Council

School Number	School Name	Welsh Indicator ¹	Type of School: Community/VC/VA/Foundation	Age Range ²	NOR at Jan ³	Capacity ⁴	Surplus capacity	Over capacity	S N or Admission number ⁵	Number of FTE places available in a designated nursery class ⁶	Number of pupils on roll in a designated nursery class ⁷	No of places available in temp accom ⁸	Surplus %	Over subscribed %	Number of admission requests refused for academic year 2005/06
2214	Betws Gwerfil Goch	a	Community	3 ~ 11	45	63	18	0	11	20	0	0	28.57	0.00	0
2057	Ysgol y Faenol, Bodelwyddan	b	Community	3 ~ 11	109	135	26	0	23	15	20	0	19.26	0.00	0
2070	Bodfari	b	Community	3 ~ 11	26	49	23	0	9	16	3	0	46.94	0.00	0
3061	Ysgol Dyffryn Ial Bryneglwys & Llandegla		VC	3 ~ 11	44	76	32	0	8	6	1	0	42.11	0.00	0
2215	Carrog	b	Community	3 ~ 11	41	76	35	0	11	13	1	0	46.05	0.00	0
2124	Cefn Meiriadog	b	Community	3 ~ 11	79	73	0	6	6	15	8	0	0.00	8.22	0
2163	Clocaenog	a	Community	3 ~ 11	19	44	25	0	9	0	4	0	56.82	0.00	0
2216	Corwen ~ Caer Drewyn	b	Community	3 ~ 11	98	116	18	0	23	20	14	0	15.52	0.00	0
2166	Cyffylliog		Community	3 ~ 11	24	60	36	0	11	0	1	0	60.00	0.00	0
2239	Cynwyd ~ Maes Hyfryd	a	Community	3 ~ 11	48	59	11	0	13	21	10	0	18.64	0.00	0
2136	Ysgol y Parc Infants ~ Denbigh	b	Community	3 ~ 6	136	152	16	0	48	24	33	0	10.53	0.00	0
2125	Frongoch Juniors ~ Denbigh	b	Community	7 ~ 11	228	230	2	0	50	0	0	0	0.87	0.00	0
2133	Gwaenynog Infants ~ Denbigh	b	Community	3 ~ 6	64	90	26	0	39	18	21	0	28.89	0.00	0
2236	Heulfre Juniors ~ Denbigh	b	Community	7 ~ 11	99	134	35	0	38	0	0	0	26.12	0.00	0
2134	Twm o'r Nant ~ Denbigh	a	Community	3 ~ 11	226	287	61	0	43	19	25	0	21.25	0.00	0
5900	St Brigid's ~ Denbigh	b	VA	3 ~ 11	131	126	0	5	9	6	8	0	0.00	3.97	0

School Number	School Name	Welsh Indicator 1	Type of School: VC/VA/ Foundation	Age Range 2	NOR at Jan 3	Capacity 4	Surplus capacity	Over capacity	S N or Admission number 5	Number of FTE places available in a designated nursery class 6	Number of pupils on roll in a designated nursery class 7	No of places available in temp accom 8	Surplu s %	Over subscribed %	Number of admission requests refused for academic year 2005/06
2011	Dyserth ~ Hiraddug	b	Community	3 ~ 11	189	224	35	0	33	27	25	0	15.63	0.00	0
2164	Gellifor	b	Community	3 ~ 11	80	106	26	0	9	10	6	0	24.53	0.00	0
2218	Glyndyfrdwy	a	Community	3 ~ 11	25	43	18	0	7	0	3	0	41.86	0.00	0
2219	Gwyddelwern	a	Community	3 ~ 11	49	37	0	12	8	15	8	0	0.00	32.43	0
2127	Henllan	a	Community	3 ~ 11	52	90	38	0	15	10	5	0	42.22	0.00	0
2262	Llanarmon-yn-Ial, Bro Fammau	b	Community	3 ~ 11	54	63	9	0	12	18	7	0	14.29	0.00	0
3044	Llanbedr	b	VC	3 ~ 11	55	89	34	0	9	11	11	0	38.20	0.00	0
2220	Llandrillo	a	Community	3 ~ 11	37	72	35	0	11	0	6	0	48.61	0.00	0
2135	Llandrynog ~ Bryn Clwyd School	b	Community	3 ~ 11	29	75	46	0	14	12	4	0	61.33	0.00	0
3045	Llanfair		VC	3 ~ 11	62	88	26	0	10	12	16	0	29.55	0.00	0
2228	Llanferres, Bro Fammau	b	Community	3 ~ 11	44	58	14	0	8	6	5	0	24.14	0.00	0
2234	Bryn Collen, Llangollen	b	Community	3 ~ 11	166	180	14	0	27	28	18	0	7.78	0.00	0
2261	Llanrhaeadr Y.C. Bro Cinmeirch	a	Community	3 ~ 11	47	44	0	3	14	16	9	0	0.00	6.82	0
3034	Llantysillio	b	VC	3 ~ 11	32	45	13	0	7	2	4	0	28.89	0.00	0
2067	Meliden	b	Community	3 ~ 11	116	158	42	0	26	20	17	0	26.58	0.00	0
2168	Pentrecelyn	a	Community	3 ~ 11	45	79	34	0	14	16	3	0	43.04	0.00	0
2034	Bodnant Infants ~ Prestatyn	b	Community	3 ~ 6	244	197	0	47	74	26	59	0	0.00	23.86	0
2079	Bodnant Juniors ~ Prestatyn	b	Community	7 ~ 11	357	323	0	34	70	0	0	0	0.00	10.53	0
2059	Penmorfa ~ Prestatyn	b	Community	3 ~ 11	565	513	0	52	78	33	60	0	0.00	10.14	0
2227	Ysgol y Llys ~ Prestatyn	a	Community	3 ~ 11	231	263	32	0	30	34	43	0	12.17	0.00	0
3057	Prion, Pant Pastynog	a	VC	3 ~ 11	25	66	41	0	10	0	7	0	62.12	0.00	0
2169	Rhewl		Community	3 ~ 11	41	60	19	0	13	23	6	0	31.67	0.00	0
2037	Ysgol y Castell ~ Rhuddlan	b	Community	3 ~ 11	179	229	50	0	31	23	29	0	21.83	0.00	0
2072	Bryn Hedydd ~ Rhyl	b	Community	3 ~ 11	406	432	26	0	49	31	53	0	6.02	0.00	0
2038	Christchurch ~ Rhyl	b	Community	3 ~ 11	371	394	23	0	71	32	45	0	5.84	0.00	0
2066	Dewi Sant ~ Rhyl	a	Community	3 ~ 11	368	424	56	0	50	43	79	0	13.21	0.00	0
2060	Emmanuel ~ Rhyl	b	Community	3 ~ 11	419	390	0	29	63	36	56	0	0.00	7.44	0
2039	Llewellyn ~ Rhyl	b	Community	3 ~ 11	605	663	58	0	87	45	69	0	8.75	0.00	0

School	School Name	Welsh	Type of School:	Age	NOR	Capacity	Surplus	Over	S N or	Number of	Number of	No of		Over	Number of
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Number		Indicator 1	Community/ VC/VA/ Foundation	Range2	at Jan 3	4	capacity	capacity	Admission number 5	FTE places available in a designated nursery class 6	pupils on roll in a designated nursery class 7	places available in temp accom 8	Surplu s %	subscr ibed %	admission requests refused for academic year 2005/06
3315	Ysgol Mair R.C. ~ Rhyl	b	VA	3 ~ 11	334	478	144	0	93	29	34	0	30.13	0.00	0
3050	Borthyn ~ Ruthin	b	VC	3 ~ 11	93	157	64	0	22	21	9	0	40.76	0.00	0
2256	Pen Barras School ~ Ruthin	a	Community	3 ~ 11	209	247	38	0	29	39	31	0	15.38	0.00	0
2255	Ruthin [English Medium]	b	Community	3 ~ 11	193	223	30	0	35	21	15	0	13.45	0.00	0
3024	St Asaph Infants	b	VC	3 ~ 6	109	124	15	0	38	25	20	0	12.10	0.00	0
2098	Esgob Morgan Juniors ~ St Asaph	b	Community	7 ~ 11	124	149	25	0	31	0	0	0	16.78	0.00	0
3051	Trefnant	b	VA	3 ~ 11	62	51	0	11	8	18	7	0	0.00	21.57	0
3020	Tremeirchion	a	VC	3 ~ 11	44	74	30	0	10	12	9	0	40.54	0.00	0
2263	Ysgol Gymraeg Y Gwernant ~ Llangollen	a	Community	3 ~ 11	87	76	0	11	15	19	6	0	0.00	14.47	0
							0	0							
							0	0							
							0	0							
							0	0							
							0	0							
	Total number of schools =53				7,565	8,754	1,399	210		906	933	0			0

Indicate whether MOE (from 13/95) or MCW

13/95

Pupil Numbers: Secondary Schools: Position at January 2006

LEA Number: 663 LEA Name: Denbighshire County Council															
School Number	School Name	1 Welsh Indicator	Type of School: Community/V C/VA Foundation	Age Range	2 NOR at January	3 Capacity	Surplus Capacity	Over capacity	4 SN or Admission No	AN for 6th form when available from MCW	No. of 6th Form Pupils on Roll	5 No of places available in temp accom	MOE Surplus %	Over subscribed %	Number of admission requests refused for academic year 2005/06
4026	Denbigh High School	b	Community	11~18	950	920	0	30	178	0	124	0	0.00	3.26	
4027	Ysgol Dinas Bran, Llangollen		Community	11~18	1,148	1,139	0	9	197	0	152	0	0.00	0.79	
4014	Prestatyn High School	b	Community	11~18	1,708	1,744	36	0	240	0	259	0	2.06	0.00	
4003	Rhyl High School	b	Community	11~18	1,219	1,325	106	0	268	0	83	0	8.00	0.00	
4601	Blessed Edward Jones High School, Rhyl	b	VA	11~18	465	570	105	0	103	0	41	0	18.42	0.00	
4031	Ysgol Brynhyfryd, Ruthin		Community	11~18	1,173	1,432	259	0	157	0	204	0	18.09	0.00	
4020	Ysgol Glan Clwyd, St Asaph	a	Community	11~18	826	817	0	9	204	0	114	0	0.00	1.10	
5900	St Brigid's School, Denbigh (Also see Primary)	b	VA	11~18	327	237	0	90	25	0	55	0	0.00	37.97	
Total number of schools = 8					7,816	8,184	506	138		0	1,032	0			
		Indicate whether MOE (from 13/95) or MCW				13/95									

Projections of Pupil Numbers 2007-2011

LEA No:
663

LEA Name: Denbighshire County Council

School number	School Name	Actual NOR at Jan 2006	Forecast NOR at Jan 2007	Forecast NOR at Jan 2008	Forecast NOR at Jan 2009	Forecast NOR at Jan 2010	Forecast NOR at Jan 2011
4026	Denbigh High School	950	950	927	937	924	923
4027	Ysgol Dinas Bran, Llangollen	1148	1157	1,146	1,111	1,075	1,052
4014	Prestatyn High School	1708	1720	1,705	1,696	1,678	1,666
4003	Rhyl High School	1219	1229	1,198	1,150	1,147	1,115
4601	Blessed Edward Jones High School, Rhyl	465	444	421	407	403	386
4031	Ysgol Brynhyfryd, Ruthin	1173	1176	1,184	1,189	1,180	1,179
4020	Ysgol Glan Clwyd, St Asaph	826	853	850	901	930	955
5900	St Brigid's School, Denbigh	327	329	332	335	337	337
	total pupils	7816	7858	7,763	7,726	7,674	7,613

PROVISIONS FOR PUPILS WITH SPECIAL EDUCATIONAL NEEDS IN MAINTAINED SETTINGS

Annex 4a Primary School Special Units in Maintained Settings

Name of setting	Type of Provision ¹	Language ²	No. Places ³	Gender
Ysgol Melyd	SLCD		10	M
Ysgol Mair	SLCD		10	M
Ysgol Emmanuel	MLD		12	M
Ysgol Christchurch	MLD		12	M
Ysgol Twm o'r Nant	MLD/SLCD		8	M

¹OA= Observation and Assessment

EBD= Emotional and Behavioural Difficulties

ASD = Autistic Spectrum Disorder

MLD = Mild Learning Difficulties

PD = Physical Difficulties

SLD = Severe Learning Difficulties

PMLD= Profound and Multiple Learning Difficulties

SLCD = Speech, Language and Communication Difficulties

SpLD = Specific Learning Difficulties

HI = Hearing Impaired

VI = Visually Impaired

MSI = Multi sensory Impairment

M = Mixed

Med = Medical Difficulties

² Indicate if available through Welsh medium

³ Number of pupils who can be accommodated

***Special units attached to mainstream schools may also be referred to as resource bases or units.**

Such bases or units, which are funded and maintained by LEAs, provide for the education of pupils with special educational needs on a full or part-time basis."

Annex 4b Secondary School Special Units in Maintained Settings*

Name of setting	Type of Provision ¹	Language ²	No. Places ³	Gender
Rhyl High School	MLD		12	M
Ysgol Dewi Sant	EBD		12	M
Ysgol Dinas Brân	EBD		12	M

¹ OA= Observation and Assessment

EBD= Emotional and Behavioural Difficulties

ASD = Autistic Spectrum Disorder

MLD = Mild Learning Difficulties

PD = Physical Difficulties

SLD = Severe Learning Difficulties

PMLD= Profound and Multiple Learning Difficulties

SLCD = Speech, Language and Communication Difficulties

SpLD = Specific Learning Difficulties

HI = Hearing Impaired

VI = Visually Impaired

MSI = Multi sensory Impairment

M = Mixed

Med = Medical Difficulties

² Indicate if available through Welsh medium

³ Number of pupils who can be accommodated

Special units attached to mainstream schools may also be referred to as resource bases or units. Such bases or units, which are funded and maintained by LEAs, provide for the education of pupils with special educational needs on a full or part-time basis.

Annex 4c

Special School Provision

Name of School	Type of Provision ¹	Language ²	No. Places ³			Gender
			Day	Res 38 week	Res 52 week	
Ysgol Plas Brondyffryn	ASD		80	24	12	M
Ysgol Tir Morfa	MLD/SLD		160	-	-	M

¹: OA= Observation and Assessment

EBD= Emotional and Behavioural Difficulties

ASD = Autistic Spectrum Disorder

MLD = Mild Learning Difficulties

PD = Physical Difficulties

SLD = Severe Learning Difficulties

PMLD= Profound and Multiple Learning Difficulties

SLCD = Speech, Language and Communication Difficulties

SpLD = Specific Learning Difficulties

HI = Hearing Impaired

VI = Visually Impaired

MSI = Multi sensory Impairment

M = Mixed

Med = Medical Difficulties

²: Indicate if available through Welsh medium

³: Number of pupils who can be accommodated

REPORT TO CABINET

CABINET MEMBER: Councillor P A Dobb, Lead Member for Health and Wellbeing

DATE: 18th July 2006

SUBJECT: Housing Revenue Account Budget 2006/07

1 DECISION SOUGHT

To note the latest financial forecast position (revenue and capital) of the Housing Revenue Account (H.R.A.) for the current financial year.

2 REASON FOR SEEKING DECISION

The need to deliver the Council's agreed budget strategies for the current financial year.

3 POWER TO MAKE THE DECISION

Housing Act 1985, Part II.

4 COST IMPLICATIONS

The initial outturn projections on the HRA at the end of June 2006 show a net surplus at the year end of £470k (Appendix 1) against a budgeted surplus of £333k. This is a minor decrease of £6k from the surplus reported in May. There are projected under spends in Rents and Supervision & Management with an over spend projected in Repairs & Maintenance. This leaves a total projected under spend in Management & Maintenance of £26k (£32k last month).

The HRA budget for 2006/07 will be revised soon to account for the new HRA Leasing Subsidy which has recently been introduced. The net impact of this to the HRA is thought to be favourable (approximately £40 per week net, per property leased) but it is a complex calculation and the full impact to the county council (i.e. accounting for the impact upon housing benefits) also has to be considered. To administer the scheme, it would be necessary to fund two new posts and these would have to be funded from the net gain on the lease subsidy. Clarification on some of the technicalities of the scheme is still being sought from the Welsh Assembly Government as a formal Direction. Once this has been received, the required adjustments will be made to the HRA budget and reported to Cabinet. At the time of writing the report, the Direction had still not been received.

There are few significant variances on the HRA budget to report. The subsidy payable to the Welsh Assembly Government is likely to increase as there have been fewer 'Right to Buy' sales so far than planned, which means there

is more stock attracting negative subsidy. The 'flip side' however, is that more rent income than planned will be received, hence the £87k positive variance on rent income. However, during June, sales started to increase so the situation may change in the coming months. A review of RTB sales is planned for July to try to establish whether a long term pattern is forming and the outcome will be fed into future budget reports.

The interest likely to be achieved on HRA balances and RTB mortgages will be higher than expected (by £55k) however, the amount of interest applied to HRA balances is volatile to fluctuations on the number of RTB sales through the year and therefore will be kept under review.

Progress on the HRA capital plan is included as Appendix 2. The total forecast expenditure for the year is £7.6m, which is in line with original estimates. However, this includes additional anticipated expenditure of £907k in 2006/07 on slippage from 2005/06 (major refurbishments contract), which is offset by a similar amount of slippage on the 2006/07 contract that will roll forward to 2007/08. The financing will move with the slippage so there is no adverse financial impact to the HRA.

The revenue and capital budgets as reported at the end of June 2006 do not adversely impact upon the council's Housing Stock Business Plan. It should be noted RTB sales at this stage of the year are slower than expected when compared to previous years, though they have recently begun to improve.

The Business Plan will be updated once the impact of the leasing subsidy is fully determined (when the Assembly Direction is received) and a review of sales forecasts is completed.

5 FINANCIAL CONTROLLER STATEMENT

The forecast surplus above estimates on the HRA is welcomed. Detailed work is required to update the HRA to account for the introduction of the leasing subsidy and to fully understand the impact on both the HRA and the county fund account. The position regarding RTB sales should be kept under close review. The recent improvement in sale numbers is welcome.

6 CONSULTATION CARRIED OUT

The HRA capital and revenue budget were agreed by Cabinet in January 2006.

7 IMPLICATIONS ON OTHER POLICY AREAS INCLUDING CORPORATE & THE COUNCIL'S VISION

The level of funding available to services together with budgetary performance impacts upon all services of the Council. The HSBP will help achieve the ideal living vision as through access to good quality, affordable housing, which is more energy efficient and designed to meet their needs.

8 ACTION PLAN

The Head of Housing Services and the Senior Management Accountant (Social Services and Housing) will update the HRA budget and Business Plan to account for the leasing subsidy (once the formal direction has been received), RTB sales forecasts and any other known changes and will report back to Cabinet accordingly.

9 RECOMMENDATION

To note the latest financial forecast position of the Housing Revenue Account (H.R.A.) for the current financial year.

Housing Revenue Account ~ 2006/07 Budget				
2005/06	Month 3	2006/07		
Actual		Original	Forecast	Variance
£		Budget	Out-turn	to
		£	£	Budget
				£
	<u>EXPENDITURE</u>			
1,240,343	Supervision & Management - General	1,118,954	1,099,618	19,336
219,533	Supervision & Management - Special	212,949	215,490	-2,541
129,481	Welfare Services	129,866	128,038	1,828
0	Homelessness - Leased Accommodation	0	0	0
373,200	Rents	391,451	368,896	22,555
2,657,345	Repairs and Maintenance	2,599,819	2,615,295	-15,476
4,619,901	Total - Management and Maintenance	4,453,039	4,427,338	25,701
28,745	Rent Rebates	0	0	0
927,876	Debt Charges	1,128,757	1,128,757	0
326,000	C.E.R.A.	0	0	0
0	Rent Rebate Subsidy Limitation	53,316	53,316	0
2,690,309	Subsidy	2,976,737	3,009,597	-32,860
-40,608	Provision for Bad Debts	50,000	50,000	0
8,552,223	Total Expenditure	8,661,849	8,669,008	-7,159
	<u>INCOME</u>			
8,534,781	Rents (net of voids)	8,803,016	8,889,732	86,716
94,189	Garages	96,912	99,488	2,576
143,532	Interest (Balances & RTB mortgages)	95,000	150,042	55,042
8,772,503	Total Income	8,994,928	9,139,262	144,334
	Surplus / Deficit (-) for the Year			
546,279	General Balances	333,079	470,254	137,175
-326,000	Earmarked Balances	0	0	0
1,308,768	Balance as at start of year ~ General	1,855,264	1,855,264	0
326,216	Balance as at start of year ~ Earmarked	0	0	0
1,855,264	Balance as at end of year ~ General	2,188,343	2,325,517	137,175
0	Balance as at end of year ~ Earmarked	0	0	0

Appendix 2

HRA Capital Plan Update 2006/07
Month 3

Actual 2005/06 £	Description	Approved Schemes £	Actual at End Jun £	Forecast Outturn £
751,529	Housing Repair Work Pre 2006/07	136,273	300	136,273
171,991	Environmental Improvement Works	373,000	8,181	373,000
2,650,442	2005/06 Major Improvements – All Groups	0	646,965	907,000
0	2006/07 Major Improvements – All Groups	2,979,000	26,958	2,072,000
2,011,332	Windows Replacement	2,982,000	299,902	2,982,000
743,287	Central Heating Contract	1,000,000	136,122	1,000,000
100,000	DFG - Council Properties	100,000	45,963	100,000
6,428,581	Total	7,570,273	1,164,392	7,570,273

2005/05 £	HRA Capital Plan Financed By:	Original £	Forecast £
2,400,000	Major Repairs Allowance Grant	2,400,000	2,400,000
556,500	Useable Capital Receipts	706,000	706,000
3,146,082	Prudential Borrowing	4,464,273	4,464,273
326,000	CERA	0	0
6,428,582	Total	7,570,273	7,570,273

REPORT TO CABINET

CABINET MEMBER: Councillor P J Marfleet, Lead Cabinet Member for Finance & Personnel

DATE: 21 July 2006

SUBJECT: Revenue Budget 2006/07

1. DECISION SOUGHT

1.1 Members note the budget performance figures for the 2006/07 financial year as detailed in the attached appendices.

2. REASON FOR SEEKING DECISION

2.1 The need to deliver the Council's agreed budget strategy for the 2006/07 financial year and avoid reducing already inadequate reserves.

3. POWER TO MAKE THE DECISION

3.1 Local Authorities are required under section 151 of the Local Government Act (1972) to make arrangements for the proper administration of their financial affairs.

4. COST IMPLICATIONS

4.1 This report details the latest projections of Service budget year end positions as reported by Directorates, together with information on pressures and savings within the corporate budgets. The service projections are as at the end of June 2006.

The appendix details a potential underspend totalling £119k. This excludes the schools' delegated budgets. It is clearly very early in the financial year and forecasts must be treated with caution at this point.

- i) **Social Services** is showing an under spend that is mainly due to the under spend brought forward from 2005/06 coupled with savings against Supporting People grant schemes. These savings have been made in anticipation of significant cuts in Supporting People funding in coming years.
- ii) **Lifelong Learning** has shown a reduced potential overspend but with continuing pressures on school transport and energy costs at leisure facilities.

Other potential but thus far unquantifiable pressures are the impact of the Single Status Pay Review and the appeals against the recent Council Tax revaluations, both of which may exceed the assumptions within the budget.

4.4 The **schools' delegated budget** – Early indications are that schools will be using £333k of their brought forward balances in 2006/07. This is a reduction of £175k compared with last month's report. Further work is being undertaken to attempt to reduce this further.

4.5 Details are also included in the appendix of the position regarding planned efficiency savings.

5. FINANCIAL CONTROLLER STATEMENT

5.1 Directorates need to continue to exercise tight control over their revenue expenditure to ensure they are able to remain within their budgets.

6. CONSULTATION CARRIED OUT

6.1 Lead Cabinet members need to continue to consult with Heads of Service to agree necessary remedial action to accommodate pressures in 2006/07.

7. IMPLICATIONS ON OTHER POLICY AREAS

7.1 The Vision

7.1.1 Proper management of the Council's revenue budget enables services to work towards delivering the Council's Vision.

7.2 Other Policy Areas Including Corporate

7.2.1 Proper management of the Council's revenue budget underpins activity in all of the Council's policy areas.

8. ACTION PLAN

8.1 All departments undertake regular budget monitoring and will continue to identify and take advantage of savings and efficiencies.

9. RECOMMENDATION

9.1 That Members note the budget performance figures for 2006/07 as detailed in the attached appendix.

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
POSITION AS AT END JUNE 2006**

Directorate	Budget			Projected Outturn			Variance			Variance Previous report £000s
	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	
Lifelong Learning (excluding schools delegated)	29,206	-10,627	18,579	29,282	-10,632	18,650	76	-5	71	89
Environment	37,188	-15,641	21,547	37,188	-15,641	21,547	0	0	0	0
Personal Services	51,724	-15,876	35,848	54,151	-18,467	35,684	2,427	-2,591	-164	-120
County Clerk	2,003	-570	1,433	2,003	-570	1,433	0	0	0	0
Resources	8,626	-2,636	5,990	8,790	-2,800	5,990	164	-164	0	0
Corporate, Miscellaneous & Benefits	26,557	-22,355	4,202	26,557	-22,355	4,202	0	0	0	0
Total All Services	155,304	-67,705	87,599	157,971	-70,465	87,506	2,667	-2,760	-93	-31
Capital Financing Charges/Investment Income			10,995			10,969			-26	0
Increase in Bad Debt Provision						0			0	0
Precepts & Levies			4,185			4,185			0	0
			102,779			102,660			-119	-31

Note:

The Management Accounting rules of the Council require debtor account entries to be reversed in respect of amounts outstanding for more 30 days after the due date. In the event that debts cannot be collected, services will be required to meet the cost of the debt write-off. This may impact on the actual outturn achieved by services at the year end.

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
LIFELONG LEARNING
POSITION AS AT END JUNE 2006

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Previous report £000s
Individual School Budgets	53,037	-4,291	48,746	53,689	-4,610	49,079	652	-319	333	508
School Funds Held Centrally	15,725	-4,660	11,065	15,739	-4,660	11,079	14	0	14	14
Non school Funding #	2,006	-881	1,125	2,006	-881	1,125	0	0	0	0
Corporate Services	443	-5	438	443	-5	438	0	0	0	0
Countryside & Leisure	5,739	-3,411	2,328	5,775	-3,403	2,372	36	8	44	36
Tourism, Culture & Heritage	5,293	-1,670	3,623	5,319	-1,683	3,636	26	-13	13	39
	29,206	-10,627	18,579	29,282	-10,632	18,650	76	-5	71	89
Total Lifelong Learning	82,243	-14,918	67,325	82,971	-15,242	67,729	728	-324	404	597

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
LIFELONG LEARNING
POSITION AS AT END JUNE 2006**

<u>Comments</u>	Current Month £000s	Previous Month £000s
EDUCATION		
Individual School Budgets:		
Following meetings with schools during June it is anticipated that school balances will be reduced by £333k this is a reduction of £175k from last month's report. The difference is mainly due to reviews in staffing structures in an attempt to minimise impact on their balances. Officers will continue to work closely with schools to assist in the identification of compensatory savings.	333	508
SCHOOL FUNDS HELD CENTRALLY		
School Transport		
Full year effect of re-tendered contracts in February in excess of budget	49	49
Other		
Various savings from vacancy control and delays in appointment of staff. Work is ongoing to identify savings to offset reported pressures.	-35	-35
NON SCHOOL FUNDING		
No items to report	0	0
CORPORATE SERVICES		
The latest projection indicates that there will be a projected overspend on the Translation Service budget. The shortfall has been met in the current year from underspend carried forward	35	35
	-35	-35
TOTAL EDUCATION	347	522
COUNTRYSIDE & LEISURE		
Energy costs above average 24% inflation allowance in budget. Average increase of 109% in electricity costs at Leisure Centres.	36	36
Impact of closure at Corwen Leisure Centre	28	0
Successful resolution of income dispute	-20	0
TOURISM, HERITAGE & CULTURE		
Energy costs above average 24% inflation allowance in budget. 86% increase in electricity costs at Pavilion Theatre	23	23
Increased income projected for sales of confectionary at Pavilion Theatre	-13	-13
Match funding revenue implications to maintain grants & committed Heritage events, increased premises costs & reduced income	33	29
Non-appointment of curator post	-30	0
TOTAL CULTURE & LEISURE	57	75
TOTAL LIFELONG LEARNING Total	404	597

CULTURE & LEISURE EFFICIENCY SAVINGS PROGRESS REPORT

Proposed Efficiency Saving	Target	Progress
Reduce funding to grant aided bodies	8,275	Achievable
Implementation of review of inherited terms & conditions for Library Service Staff	6,000	Unlikely to be achieved 06/07
New charges	6,000	Achievable
New tourist attraction lease at Children's Village & franchise at Riverside Park	8,000	Part Achievable
Ffrith Festival Gardens: secure new user, reduce fixed premises costs	10,000	Achievable subject to Council decision
Countryside & Leisure Services miscellaneous efficiencies	6,725	Achievable
Review of Leisure Centre staff rotas	5,000	Achievable
	50,000	
Education Efficiency savings	£	
Procurement contracts and teacher supply within schools	259,000	To be achieved by school governor bodies
Vacancy control/staff management	12,101	On target
Savings on supplies and services	40,689	On target
Introduce charge for grant administration	19,000	On target
TOTAL	330,790	

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
ENVIRONMENT DIRECTORATE
POSITION AS AT END JUNE 2006

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Previous report £000s
Development Services	9,108	-5,101	4,007	9,108	-5,101	4,007	0	0	0	0
Transport & Infrastructure (Notes 1 & 2)	8,986	-3,762	5,224	8,986	-3,762	5,224	0	0	0	0
Planning & Public Protection	4,237	-1,935	2,302	4,237	-1,935	2,302	0	0	0	0
Director & Support (Note 3)	1,503	-448	1,055	1,503	-448	1,055	0	0	0	0
Environmental Services	13,354	-4,395	8,959	13,354	-4,395	8,959	0	0	0	0
Total Environment	37,188	-15,641	21,547	37,188	-15,641	21,547	0	0	0	0

Notes

Potential areas of budget pressure

1 As part of the budget setting process the Directorate is expected to achieve net income of £190K on the following initiatives in 2006/07

(a) Introduction of car parking charges on Rhyl Promenade (net of start up costs)	£150K
(b) Review and rationalisation of car parking charges across the County	£40K
	£190K

Any further delay in the introduction of fees will have a serious impact on the Directorate being able to achieve the above during the 2006/07 financial year.

2 In the event of severe weather it is possible that the winter maintenance budget, together with the winter maintenance reserve, will be insufficient to cover the costs.

3 Continuing pressures on the Open Spaces budget will be closely monitored to ensure the service remains within budget during 2006/07

Other points

4 The above projections are on the assumption that any underspends on the 2005/06 outturn for the Directorate which are required to fund specific earmarked items are carried forward into the 2006/07 financial year.

5 The Directorate put forward a number of efficiency savings as part of the Budget setting process. These totalled £156K and will be monitored on an on-going basis throughout the financial year. These are summarised between the service departments below

Details	£'000s
Development Services - restructure	27 Achieved
Transport & Infrastructure - restructure	15 Achievable
Director & Support - efficiencies	12 Achievable
Planning & Public Protection - merger	57 Achievable
Planning & Public Protection - new charges	10 Under review
Environmental Services - reorganisation of street lighting	10 To be achieved
Environmental Services - public realm initiatives	15 To be achieved
Environmental Services - annual CCTV fee	10 Achieved
	156

**MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
SOCIAL SERVICES AND HOUSING
POSITION AS AT END JUNE 2006**

	Budget			Projected Outturn			Variance			Variance
	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Previous report £000s
Children Services	8,859	-616	8,243	8,845	-602	8,243	-14	14	0	0
Adult Services	34,072	-8,686	25,386	34,979	-9,090	25,889	907	-404	503	433
Business Support & Development	2,114	-145	1,969	3,861	-1,845	2,016	1,747	-1,700	47	47
Supporting People Grant	3,640	-3,637	3	3,313	-3,590	-277	-327	47	-280	-162
Cymorth Grant	1,651	-1,651	0	1,651	-1,651	0	0	0	0	0
Underspend Brough Forward 05/06	0	0	0	0	-374	-374	0	-374	-374	-374
	50,336	-14,735	35,601	52,649	-17,152	35,497	2,313	-2,417	-104	-56
Non HRA Housing	1,388	-1,141	247	1,502	-1,256	246	114	-115	-1	-5
Underspend Brought Forward 2005/6	0	0	0	0	-59	-59	0	-59	-59	-59
Total Personal Services	51,724	-15,876	35,848	54,151	-18,467	35,684	2,427	-2,591	-164	-120

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
SOCIAL SERVICES AND HOUSING
POSITION AS AT END JUNE 2006

<u>Comments</u>	<u>Current Month</u>	<u>Prev Month</u>
	<u>£000s</u>	<u>£000</u>
SOCIAL SERVICES		
CHILDREN'S SERVICES		
The outturn figures have been projected based on previous trends less the allocation of new monies received. The strategic aim to achieve a balanced budget in 2006/07 is still on track	0	0
ADULT SERVICES		
Learning Disabilities		
Residential placements together with Family Support are the main areas of budget pressure within 2006/07, this is in keeping with previous years as service demands continue to exceed the budget available. Outturn is based on known service users	286	268
Mental Illness		
Residential & Nursing spend is the main budget pressure based on current clients. The projection assumes client numbers remain reasonably constant in 2006/07. The change from last month is due to 2 new clients requiring services.	167	115
Older People		
Although Older people Purchasing achieved an overspend of approximately £95K in 2005-6, it is anticipated that a balanced budget will be achieved in 2006/07 due to new money being received. The current projection has been calculated using current client numbers and costs. The main area of overspend in the Provide Un is once again residential homes. There are concerns over achieving budgeted income and there may be a need to contribute to the costs of the Extra Care projects from the revenue budget.	74	74
PDSI		
The main budget pressure is still Community Care despite extra budget being allocated. Expenditure on minor adaptations and equipment is still a major budget pressure.	197	197
Performance Management & Commissioning		
The majority of these budgets relate to staffing. It is anticipated that these budgets will be almost fully utilised with the exception of a small amount of slippage on vacant posts.	-35	-35
Other Adult Services		
The majority of the under spend reported is budget that is as yet unallocated. This will be re-allocated within the service to meet pressures during the course of the year and also to meet the cost of the Social Work Pay Review.	-286	-186
Joint Working & Older People Strategy		
This budget is grant funded supplemented by a small base budget. Printing costs expected in 2006/07 should see this fully spent.	0	0
Cefndy Enterprises		
Indications for 2006-7 are that Cefndy should achieve a balanced budget.	0	0
TOTAL ADULT SERVICES	403	433
Business Support & Development		
Directorate support costs are forecast to be the main budget pressure, based on the pattern of spend in 2005/06, and the cost of implementing a major new IT system (PARIS).	-3	47
	-3	47
Supporting People Grant		
The Supporting People final grant settlement for 2006/07 is still under negotiation. Grant offers for SPG and SPRG have been received from WAG but were incorrect. Awaiting revised offers. There is an estimated underspend due to projects awaiting commissioning. It should be noted that once the SP grant is integrated into the RSG, the formula based settlement suggests this will result in a significant cut in funding and it may be prudent to earmark any underspend in 2006/07 to dampen the impact in future years.	-280	-162
	-280	-162

Under spend brought forward (2005/06)	-224	-374
NON-HRA HOUSING		
An underspend in Welfare Services is off setting a projected over spend in Homelessness. The budget is under review pending the introduction of the leasing subsidy in the HRA. If the brought forward balance is approved, innovative plans around affordable housing and housing strategy may be implemented.	-1	-5
Under spend brought forward (2005/06)	-59	-59
	-60	-64

TOTAL SOCIAL SERVICES & HOUSING	-164	-120
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Social Services and Housing Efficiency Savings 2005/06 - Progress Report

Children Services	Target	Details	Status	Comments
Family Support Workers	£148,000	Transfer funding to Supporting People	Achieved	
Adult Services				
Domiciliary Contract Efficiencies	£53,000	Single rate for Domiciliary Care introduced October 2005.	Achievable	
EMI Nursing / Domiciliary Efficiencies	£5,000	Block purchase of 5 EMI beds to be paid at previous year's	Achievable	
General - Extending charges	£30,000	All service users except Mental Health to be charged. Widened to Cornerstone and increase in Day care rates as agreed in 2004/05.	Achievable	Dependant on the individual income of clients.
Care Brokers	£30,000	To save Operational time and efficiency through Care Broker Services. Geographical patterns of provision should generate scope for efficiencies.	Achievable	
Local Authority Home Care	£11,000	Remove all Homecare overtime	Achievable	
Continuing Health Care	£70,000	Widen scope of current re-charging	Achieved	
General Contractual Savings in Adult Services	£20,000	Review of Link House and personal care service	Achievable	
Direct Payments	£10,000	Increase DP having financial benefits of £1.50 per hour	Achievable	
Adult Learning Disabilities- Contract Efficiencies in Work Opportunities & Community Living	£25,000	Carry out a review of costing etc. Similar to that carried out for older people to introduce planned purchasing.	Achievable	
Adult Learning Disabilities- Contract out Community Living Services.	£20,000	2 projects being tendered to independent sector.	Achievable	
Elderly Residential & Day Care	£16,000	Explore Options for the use of Llys Nant Special Care Unit and review agency cover.	Achievable	
Vacant Posts	£80,000	Staff savings through slippage on vacant posts.	Achievable	
Meals on Wheels	£5,000	Going out to tender for delivery of service and reviewing charging.	Achievable	
Voluntary Organisation Payments	£14,000	Reduction of 2% below inflationary uplift.	Achieved	
Business Support & Development				
Reduction in recruitment & Retention	£5,000	Less advertising costs due to better retention of employees.	Achievable	
NNDR - Henllan	£6,000	Henllan deleted from Valuations list so no NNDR charge.	Achieved	
Telephone Rental Streamlining	£1,000	Deleted Extension numbers no longer required.	Achieved	
Paris Project Savings	£8,000	Reduction in revenue costs by possible grant funding	Achievable	
Housing				

Homelessness	£5,000	Further savings to be made by transferring expenditure from B&B to leased accomodation.	Achievable
Totals	£562,000	Total = £647k -£85k re fee increase re-instated	

MONTHLY REVENUE BUDGET MONITORING REPORT - FINANCIAL YEAR 2006/07
RESOURCES, COUNTY CLERK, CORPORATE & MISCELLANEOUS
POSITION AS AT END JUNE 2006

	Budget			Projected Outturn			Variance		
	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
County Clerks	2,003	-570	1,433	2,003	-570	1,433	0	0	0
Resources Directorate									
Finance	4,133	-1,920	2,213	4,133	-1,920	2,213	0	0	0
Policy Unit	349	0	349	349	0	349	0	0	0
Audit	418	-63	355	418	-63	355	0	0	0
I.T	2,631	-480	2,151	2,631	-480	2,151	0	0	0
Personnel	1,095	-173	922	1,095	-173	922	0	0	0
Project Management	0	0	0	164	-164	0	164	-164	0
Total	8,626	-2,636	5,990	8,790	-2,800	5,990	164	-164	0
Corporate and Miscellaneous	4,924	-686	4,238	4,924	-686	4,238	0	0	0
Benefits	21,633	-21,669	(36)	21,633	-21,669	(36)	0	0	0
Capital Fin Charges/Investment Income	10,995	0	10,995	10,969	0	10,969	-26	0	-26

**CABINET
FORWARD WORK PROGRAMME**

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
AUGUST 2006 ~ NO MEETINGS	
SEPTEMBER 2006 ~ 1ST MEETING	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Corporate Quarterly Performance Report	Councillor P J Marfleet J Williams
Capital Plan	Councillor P J Marfleet R Parry
Review of Authority Procedures Regarding Rent Collection for Leased Buildings	A Evans K Jones
Alcohol Consumption in Designated Public Places	Councillor E C Edwards R Schwarz / I Prys Jones
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
Tenant Involvement in Council Housing Improvement Programme	Councillor P A Dobb P Quirk
Modernising Education: Report on Work in Stage I of Consultation	Councillor D Owens H W Griffiths
Llangollen Design Guide SPG	Councillor E W Williams M Pender
Approval of Wind Farm Draft SPG	Councillor E W Williams M Pender
Regional Partnership Board	Councillor R W Hughes J Williams
SEPTEMBER 2006 ~ 2ND MEETING	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Annual Treasury Report	Councillor P J Marfleet R Parry
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
Single Non Emergency Number Proposal	Councillor S A Davies P Wickes
SSIW Children's Services Inspection Report	Councillor M A German N Francis
HMO Licensing – License Conditions	Councillor P A Dobb G Owen
Actions from Cabinet reports	Councillor R W Hughes J Williams
OCTOBER 2006	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Review of Capital Prioritisation	Councillor P J Marfleet R Parry

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
Delegations to Officers	I K Hearle
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
Learning Disability Commissioning Strategy – may incorporate Review of Older People Commissioning Strategy	Councillor P A Dobb N Ayling
Approval of LDP Preferred Strategy and Strategic Options	Councillor E W Williams M Pender
NOVEMBER 2006	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Amendments to Travelling and Subsistence	Councillor P J Marfleet A Evans
Corporate Quarterly Performance Report	Councillor P J Marfleet J Williams
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
Review of Hospital Discharge Scheme	Councillor P A Dobb N Ayling
DECEMBER 2006	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
JANUARY 2007	
Revenue Budget Monitoring	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
FEBRUARY 2007	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry
Capital Plan	Councillor P J Marfleet R Parry
Treasury Management Strategy <i>Sets out the strategy for the coming year</i>	Councillor P J Marfleet R Parry
Corporate Quarterly Performance Report	Councillor P J Marfleet J Williams
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
MARCH 2007	
Revenue Budget Monitoring Report	Councillor P J Marfleet R Parry

REPORT TITLE	REPORT LEAD MEMBER / AUTHOR
Capital Plan	Councillor P J Marfleet R Parry
Housing Revenue Account Budget <i>Sets out the latest financial forecast position of the Housing Revenue Account</i>	Councillor P A Dobb P Quirk
Modernising Education Update	Councillor D Owens H W Griffiths

REPORT TO: Cabinet

REPORT BY: Chief Executive

DATE: July 21st, 2006

SUBJECT: Investigation into matters relating to a supply teacher

1 DECISION SOUGHT

1.1 For Cabinet to approve the Action Plan responding to the recommendations of the "Investigation into matters relating to a supply teacher" (June 2006)

2 REASON FOR SEEKING DECISION

2.1 In May 2005, the County Council commissioned CPEA Associates to investigate a number of matters relating to how a supply teacher came to be employed in schools in Denbighshire after retiring from the council's employment. Terms of reference for the investigation were circulated to all members in May 2005. The final report of the investigation, which has been complex, was delivered to the County Council on July 7th.

2.2 A summary version of the Terms of Reference, contextual information and the Executive Summary and Recommendations are attached at Appendix I.

2.3 The Authority has been fortunate in that, as far as we are able to ascertain, no harm to children has occurred as a result of the shortcomings identified in the report.

2.4 An Action Plan relating to the recommendations has been drafted and is attached as Appendix II. It has plainly been useful for the authority to have commissioned the investigation, which is a thorough piece of work, and it is essential that the authority learns from the findings- both officers and elected members.

2.5 A full copy of the report has been made available to the Lead Members for Lifelong Learning and for Children and Young People. Full copies are also being made available to the Children's Commissioner for Wales and to Welsh Assembly Government. A copy of the Executive Summary has been sent to all elected members. Members will also have the opportunity to scrutinize the Recommendations and Action Plan through appropriate Scrutiny and Corporate Governance Committees in September, if those Committees so wish. A Freedom of Information request has been received from a local newspaper and this is being processed in the normal way. A PR Strategy is also being developed.

3 POWER TO MAKE THE DECISION

The investigation has been undertaken under the Council's supplementary powers in section 111 of the Local Government Act 1972.

4 COST IMPLICATIONS

Most of the actions in the Action Plan can be undertaken within existing resources. The main exception is Recommendation 2 which recommends a substantial programme of child protection awareness-raising and training across the authority in addition to that already provided. This work is currently being scoped and has not yet been costed. It may therefore be necessary to seek financial support for this programme in 2006/07 and to make an appropriate bid through the 2007/08 budget process. Child protection training needs to be undertaken as a rolling programme and there will be an ongoing revenue consequence.

5 FINANCIAL CONTROLLER STATEMENT

Costs in connection with the recommendations in the Action Plan will need to be firmed up for consideration as part of the budget setting exercise for 2007/8 and budget monitoring in 2006/7.

6 CONSULTATION CARRIED OUT

The Approach and Methodology section of Appendix I sets out the extent of the work carried out in completing the investigation. The Corporate Director of Lifelong Learning, the Corporate Director of Social Services and Housing, the Head of Children's Services, and the Head of Personnel Services have all contributed to the Action Plan

7 IMPLICATIONS OF OTHER POLICY AREAS

7.1 The Vision specifically refers to the need to safeguard vulnerable children and adults.

7.2 Child protection is an increasing issue for all Directorates and elected members and one on which we need to share understanding. The recent adoption of the CRB policy has been a worthy step forward. The development of more robust training systems will provide further safeguards.

8 ACTION PLAN

The Action Plan arising from this report is attached at Appendix II

9 RECOMMENDATION

9.1 It is recommended that Cabinet approves the Action Plan (Appendix 2) responding to the recommendations of the "Investigation into matters relating to a supply teacher" (June 2006) attached at Appendix I.



Social Care, Children's Services and Management Associates

REDACTED COPY

APPENDIX 1

Investigation into matters relating to a supply teacher

Report for Chief Executive

Denbighshire County Council

June 2006

I. TERMS OF REFERENCE

To establish

- i.a The facts of when and how the supply teacher AR came to be employed in schools in Denbighshire after retiring from the council's employment.
- i.b What procedures were followed in respect of the employment of AR as a supply teacher, in particular what checks were made with the Criminal Records Bureau and what the result of the checks were. This may need to include confirming with the CRB what was the content of any information provided to the council at that time.
- i.c Whether, following retirement, AR gained or could have gained employment with Denbighshire County Council in any role other than as a supply teacher that would have provided AR with unsupervised access to children.
- i.d A detailed chronology of the commissioning and handling of the report from the NSPCC in particular whether the steps taken to deal with the recommendations in the report were taken in a timely fashion, with full cooperation and sharing of relevant information between different departments of the council and relevant outside agencies
[Note: this investigation is not to revisit the ground covered by the NSPCC report. It is to address only how the NSPCC report was commissioned and handled.]
- i.e A detailed chronology of the process used to establish whether AR was employed as a supply teacher in Denbighshire following the statement to that effect in the NSPCC's draft report of July 2004.
- i.f A detailed chronology of the process of referral to List 99 following the recommendation to this effect in the NSPCC's draft report of July 2004.
- i.g Whether information critical to handling this matter was passed effectively between officers and between officers and members (and vice versa) following AR's retirement.

To make

- i.h Such recommendations as are considered appropriate in respect of improvements to procedures and policies and training requirements to reduce the risk of any similar future recurrence;
- i.i Any recommendations as are considered necessary in respect of undertaking formal action under the council's disciplinary and/or capability procedures.

The full terms of reference document is at **appendix 1**

II. BACKGROUND AND CONTEXT

- ii.a AR (not the actual initials of the teacher) was a teacher at a school in Denbighshire. Allegations were made against AR in respect of causing harm to children. Child Protection Strategy meetings were held in March 2001. A disciplinary investigation was instigated in April 2001 by the Education Department on behalf of the Governing Body. In July 2001 the Governing Body concluded that there was “no case to answer”¹, prior to the completion of child protection investigations. AR subsequently retired on 31.8.03. At some point after AR's retirement, AR became a supply teacher and is believed to have taught at a number of schools in Denbighshire.
- ii.b The council commissioned a report, entitled Project Antler which was to report in two phases, from the NSPCC Specialist Investigation Service in August 2003 in respect of the original handling of the allegations against AR. In summary, the terms of reference were:
 - 1. To determine whether Denbighshire County Council and the relevant constituent members of Denbighshire Area Child Protection Committee responded appropriately to incidents at the school where AR used to be employed;

¹ *For accuracy, the term 'no case to answer' which was used by several staff within Lifelong Learning to describe the outcome of the disciplinary process against AR, it also appears in minutes of various meetings throughout the period under investigation; is not the finding of the disciplinary hearing. The term “no case to answer” was used by AR's trade union representative. The finding was “Allegations not proven on evidence submitted this morning. Therefore no further action to be taken”*

2. To review whether the organisations followed the appropriate Child Protection Procedures;

3. To produce a report for Denbighshire County Council senior officers with recommendations for action by the Denbighshire ACPC in respect of Child Protection practice. To address within this report matters of relevance for the Denbighshire Lifelong Learning Directorate in respect of the handling of the disciplinary investigations.

Phase 1 of the review reported in January 2004 and a Phase 2 draft report was received from the NSPCC in July 2004 and the project Antler final report was received in October 2004

ii.c In January 2005, further contact was made with Social Services in respect of AR's conduct prior to retirement. This has been dealt with in accordance with child protection procedures. All allegations against AR, and all other events prior to AR's retirement, lay outside the scope of this investigation. They have been dealt with either in the NSPCC report or under Part 4 of the All Wales Child Protection Procedures.

ii.d Although the events prior to AR's retirement do not form part of this investigation, and, therefore, do not form any part of the conclusions or recommendations, it is impossible to investigate the events surrounding AR's employment and the commissioning and handling of the NSPCC report without being aware of the events which form the background to this case and the impact they have had on the actions and events which do form the substantive part of the findings of this report.

III APPROACH AND METHODOLOGY

iii.a The approach to undertaking this work was to begin with a comprehensive review of documents held by all the key players. This involved reading all files, e-mail records, notes of telephone calls and minutes from the period concerned and establishing which may be relevant. Any items considered to have relevance were copied and taken away for further consideration. Numerous documents were examined, resulting in over 1,500 pages of relevant documentation, which were catalogued and bound. This documentation provided the information to prepare the interim report and initial chronology. The chronology is included as an integrated overview, it is also separately listed into:

- a chronology of the commissioning and handling of the NSPCC report
- a chronology of the process used to establish AR's employment status
- a chronology of the process of referral to List 99

This in table format and is at appendix 2.

- iii.b The second phase of the investigation included over 20 interviews and questioning of all key players and some further document reviews. Most of the interviews were with employees of Denbighshire County Council, but some people interviewed had been employed at the time of some of the events covered by the investigation, but had subsequently left. The people who agreed to co-operate with the investigation although no longer employed by the County Council were Sioned Bowen former corporate Director of Lifelong Learning, Caren Bryon, former Human Resource Manager for Lifelong Learning and Siwan Edwards, solicitor advising Social Services. I extend particular thanks to all of them as their co-operation was entirely voluntary and was offered willingly. During the second phase, key staff from NSPCC were also interviewed, again particular thanks are due to Haydn Minton and Pamela Smith who were willing to co-operate throughout. Similarly Dr Sarah Horrocks, Chair of the Area Child Protection Committee willingly agreed to an interview.

- iii.c Following AR seeking details under the Freedom of Information Act, AR contacted the investigation to request the opportunity to contribute. AR was advised of the terms of reference and that it had not been judged that AR would have any information which would inform the investigation. However, it was decided to agree to AR's request for an interview. Additionally, who has been Chair of Governors at the school concerned since 2002 contacted the investigation wishing to express some views about the process.

- iii.d Interviewees were offered the choice of having the interview digitally recorded, or contemporaneous notes if they preferred. Subsequently, any factual information included in the report relating to particular individuals was provided to them for the correction of any inaccuracies. This was, in accordance with the instructions of the commissioners of the investigation, in a non-photocopiable hard copy format. A draft report was produced for the Chief Executive, and opportunities provided for factual errors to be corrected, additionally some responses and rebuttals were also made at this stage. Any inaccuracies and factual errors, so identified, have been corrected in this final report, responses and rebuttals have not been included.

IV EXECUTIVE SUMMARY

iv a. How and when AR came to be employed as a supply teacher in Denbighshire

AR was employed through one of the normal routes for arranging the employment of supply teachers. The present process allows for schools to employ individuals directly without having to undergo a full application process, although all necessary checks are made. This has the potential to result in key information about an individual being unknown at the time of appointment. A considerable number of operational level staff within Lifelong Learning were aware of AR's appointment and it was not viewed

as a matter for concern. The allegations made against AR were seen as being an employment, rather than a child protection issue and as having been adequately dealt with through the disciplinary process. It is evident that there are several departments where the responsibility which all staff have in relation to the safeguarding and protection of children is not understood. This is a significant failing, it is the responsibility of all directorates within a local authority to safeguard and protect children, clearly this could not have been carried out effectively if parts of the organisation were unaware of accepted current practice in relation to safeguarding children. This is an urgent training need which should be addressed throughout the organisation.

Recommendation 1

Present arrangements for employing supply teachers and other school employees should be reviewed with a view to ensuring full completion of the LEA application forms in respect of any supply teacher, not presently on the LEA register, or any other employee whose employment has been directly arranged by the school. School Governing Bodies should also undertake this exercise for all current employees who have been directly recruited

Recommendation 2

Training in relation to the responsibilities of safeguarding and protecting children, including the importance of information sharing is undertaken with all those staff who are involved in the process of dealing with allegations about employees, but are not child protection specialists. This should include human resources and legal staff as well as governors, elected members and non-specialist education staff.

iv b The procedures followed in respect of AR's employment

AR was employed legally and all the correct procedures were followed when appointing AR to the register. AR's suspension was rushed; however, all appropriate processes were followed. Officers in Lifelong Learning state that they felt pressurised into expediting decisions to implement suspension. None of the Criminal Records Bureau checks in respect of AR showed any adverse information. North Wales Police reviewed their decisions in respect disclosure and confirmed that due to the 'age and lack of substance' of the information held, disclosure was not appropriate. Throughout the process, there was a failure of communication and a lack of a shared understanding or sense of corporate responsibility. The protection of children is a responsibility of all directorates within the local authority, and should be understood as such. The removal of AR from the Supply Register in December 2005 was based on information available to the local authority from the date of his suspension. There is a need to develop a greater degree of working

together around allegations against staff, and to develop opportunities to share understanding and build a sense of corporate perspective.

Recommendation 3

Consideration is given to developing opportunities for professionals to share concerns, perspectives and to clarify areas of misunderstanding or confusion where serious child protection allegations against staff are being investigated. This would promote more effective information sharing within the authority, and allow non-specialist staff to discuss and question issues which are not the concern of a strategy meeting. Such opportunities would support any measures in the All Wales Child Protections Procedures, and any outcomes of the current review. This process may also be valuable where there are allegations made against staff in respect of vulnerable adults.

Recommendation 4

A clear communication strategy is developed for inter-departmental working, particularly when dealing with allegations against staff. This should be incorporated into other recommendations for developing processes to support an effective corporate approach to dealing with allegations against staff. The strategy should be compatible with, and linked to, the communication strategy and protocols of the Denbighshire ACPC and the North Wales Child Protection Forum Protocol for resolving professional differences.

iv c Whether AR was, or could have been, employed by DCC in any role with access to children following AR's retirement

AR was employed as a supply teacher following AR's retirement. AR could have been employed in any other role, as there was no information available on AR's personnel record to indicate that any concerns had ever been raised. During the period of AR's suspension, it came to light, by chance, that AR had reached the interview stage for another post.

Recommendation 5

Procedures are developed to agree the criteria and process for recording 'soft information' about members of staff who have been the subject of concerns, regardless of the outcome of any formal proceedings

Recommendation 6

A protocol is developed to trigger information being circulated to other directorates when a staff member is suspended, dismissed or retired.

iv d The commissioning and subsequent handling of the NSPCC report

The report was commissioned as a defensive act, and not in the spirit of review and development. The commissioning and handling throughout lacked co-ordination and organisation and the pace and content seemed to be dictated by the contractor rather than the commissioners. There were unacceptable delays at various points in both commissioning and subsequently acting on the report, although following the initial Strategy Meeting, the recommendations of the report were driven forward and addressed rapidly and followed the All Wales Child Protection procedures in an entirely proper and appropriate way. It is also important to acknowledge that delays must be set into context of a demanding workload, where priorities must be given to children who are at immediate risk. The report never appeared to be seen as a corporate responsibility, it was handled by different directorates doing their own jobs. It is important that Denbighshire County Council address ways to develop effective partnership working around allegations against staff.

Recommendation 7

An agreed project management system should be adopted and implemented across the authority for all commissioned, and any appropriate internal work. There should be a project manager, clear milestones, aims and objectives. Learning outcomes, identification of good practice and areas for development should be a part of the objectives of all projects, and the process of reviewing and evaluating the learning from projects should be built into the performance management system of the authority

Recommendation 8

All reports relating to children or vulnerable adults containing recommendations should have a clear timeframe for action. Any recommendations should be considered by operational level officers with appropriate expertise within a known timescale.

Recommendation 9

An action plan to improve the integration of the working culture and to promote a sense of corporate ownership and common values within the workforce is developed by the Corporate Directors and Heads of Service in Lifelong Learning, Social Services and Housing

iv e Establishing AR's employment status and how the information was shared

People who held information about AR's employment status either: failed to see that it was of any great importance, made assumptions about what others knew, simply did not recognize it for what it was and therefore failed to act upon it, or did recognize its significance and still failed to act on it. There was a failure to share vital information by the contracted agency, the NSPCC and a collective failure by senior managers to recognise and act on information they had access to. Elected members and

school governors were not regularly included in communication loops, although elected members, unlike governors, were briefed at key points. The Leader of the Council (then Executive member for Lifelong Learning) did request officers to investigate the possibility that AR was working for Denbighshire County Council after receiving information. There is no evidence that any other elected members shared any information with officers, nor that any concerns were expressed by elected members, although it is inevitable that some elected members were aware of AR's employment.

Recommendation 10

That Denbighshire County Council raise with the NSPCC the concerns caused by the apparent failure of the NSPCC practitioners to share vital information and the impact of this apparent failure on subsequent actions in relation to AR.

Recommendation 11

Denbighshire County Council is advised not to pursue disciplinary or capability procedures as a consequence of the findings of this investigation.

Recommendation 12

Denbighshire County Council should consider the implications of the report's conclusions for corporate governance and leadership of the Child Protection and Safeguarding agenda and whether this could be improved through vesting accountability and responsibility for promoting the safeguarding, protection and welfare of children throughout the organisation in a specific Director. This will support the development of the recognition of corporate responsibility for safeguarding children within all directorates of the authority

Recommendation 13

The County Council should also consider how the implementation of previous recommendations in this report concerning project management, information sharing and communications, can contribute to addressing the concerns identified here.

iv f. Making the referral to List 99

The referral was made based on information which had been known to the authority for over 3 years. No new information had come to light, which could form the basis for such a referral. The referral was used as the basis for suspending AR from the teacher supply list, and because of this, the initial referral was made under pressure in order to expedite the suspension. The referral to List 99 was a direct response to the recommendation to that effect in the NSPCC report, there is no evidence that the senior management of Lifelong Learning believed that the referral was the appropriate course of action. The decision making process was unsatisfactory although the actions to make the initial referral were efficient and rapid.

APPENDIX 2

INVESTIGATION INTO MATTERS RELATING TO A SUPPLY TEACHER- ACTION PLAN			
Recommendation	Action	By who	By when
<p>Recommendation 1</p> <p>Present arrangements for employing supply teachers and other school employees should be reviewed with a view to ensuring full completion of the LEA application forms in respect of any supply teacher, not presently on the LEA register, or any other employee whose employment has been directly arranged by the school.</p>	<p>Recommendation accepted</p> <p>Current arrangements to be checked to ensure they meet the recommendations, for all employees, not purely supply teachers</p>	<p>HR Manager, Lifelong Learning</p>	<p>Ongoing</p>
<p>School Governing Bodies should also undertake this exercise for all current employees who have been directly recruited</p>	<p>Letter to be sent to all Chairs of Governors outlining the potential weaknesses of direct recruitment and requiring them to ensure a complete employment record for all directly recruited employees</p>	<p>Corporate Director, LLL</p>	<p>July 2006</p>
<p>Recommendation 2</p> <p>Training in relation to the responsibilities of safeguarding and protecting children, including the importance of information sharing, is undertaken with all those staff who are involved in the process of dealing with allegations about employees, but are not child protection specialists. This should include HR and legal staff as well as governors, elected members and non-</p>	<p>Recommendation accepted</p> <p>Suitable programmes of Child Protection training will be identified and costed for all groups mentioned, across the authority. These will include, but go further than information-sharing. Proposals will make best use of multi-agency training already available, will complement training already provided, for example through Lifelong Learning, and will identify the potential of using e-learning routes.</p>	<p>Corporate Director, SSH; Corporate Director, LLL</p>	<p>Action Plan by September 06</p>

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specialist education staff			
<p>Recommendation 3</p> <p>Consideration is given to developing opportunities for professionals to share concerns, perspectives and to clarify areas of misunderstanding or confusion where serious child protection allegations are made against staff. This would promote more effective information sharing within the authority, and allow non specialist staff to discuss and question issues which are not the concern of a strategy meeting. Such opportunities would support any measures in the All Wales Child Protection Procedures, and any outcomes of the current review. This process may also be valuable where there are allegations made against staff in respect of vulnerable adults</p>	<p>Recommendation accepted</p> <p>The new Child Protection Co-ordinator in Lifelong Learning will be given a specific role to ensure full explanations, support and the opportunity to discuss and question, is given to non-specialist staff in Lifelong Learning involved in allegations against staff.</p> <p>The new CPC in LLL and the existing postholder in SSH will be tasked to work together to ensure consistency in the interpretation of roles and responsibilities.</p> <p>This recommendation will also be shared with the Denbighshire Adults Protection Committee.</p>	<p>Child Protection Co-ordinators- SSH and LLL</p>	<p>Child Protection Co-ordinator in Lifelong Learning in post to be advertised July 2006</p>
<p>Recommendation 4</p> <p>A clear communication strategy is developed for inter-departmental working, particularly when dealing with allegations against staff. This should be incorporated into other</p>	<p>Recommendation accepted</p> <p>A protocol will be developed defining triggers, communication flows to Directors, to the Director with lead responsibility for child protection, and key others, when allegations are made against staff.</p>	<p>Director, Social Services and Housing with Corporate Executive Team</p>	<p>November 2006</p>

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<p>recommendations for developing processes to support an effective corporate approach to dealing with allegations against staff. The strategy should be compatible with, and linked to, the communication strategy and protocols of the Denbighshire ACPC and the North Wales Child Protection Forum Protocol for resolving professional differences.</p>			
<p>Recommendation 5 Procedures are developed to agree the criteria and process for recording “soft information” about members of staff who have been the subject of concerns, regardless of the outcome of any formal proceedings</p>	<p>Recommendation accepted Head of Personnel, with Directorate Personnel Officers and Business Managers, to scope</p> <ul style="list-style-type: none"> - the capacity of the Trent system to hold “soft information” securely <p>and to implement, following consultation</p> <ul style="list-style-type: none"> - the policy, criteria and process for recording, accessing, reviewing and removing “soft information” 	<p>Head of Personnel</p>	<p>Action Plan by September 2006</p>
<p>Recommendation 6 A protocol is developed to trigger information being circulated to other directorates when a staff member is suspended, dismissed or retired</p>	<p>Recommendation accepted Head of Personnel, with Directorate Personnel Officers and Business Managers, to define the circumstances in which information should be shared and devise an appropriate policy and procedure/protocol.</p>	<p>Head of Personnel</p>	<p>Action Plan by September 2006</p>
<p>Recommendation 7 An agreed project management system should be adopted and</p>	<p>Recommendation accepted An agreed corporate project management methodology already exists and its use is increasing, especially for large and complex projects. Its</p>	<p>All managers, especially Heads of Service</p>	<p>Ongoing</p>

APPENDIX 2

<p>implemented across the authority for all commissioned, and any appropriate internal work. There should be a project manager, clear milestones, aims and objectives. Learning outcomes, identification of good practice and areas for development should be a part of the objectives of all projects, and the process of reviewing and evaluating the learning from projects should be built into the performance management system of the authority</p>	<p>use for external, joint and politically complex commissions will be reinforced, however, via the Monthly Management Conference of Heads of Service.</p> <p>Training in project management is part of the corporate training programme. Learning from projects is used to improve performance and this is reported within the Council in various ways, including in monitoring reports against the Improvement Plan, Directorate Business Plans and the Capital Plan. The Corporate Executive Team have recently agreed that learning from projects will be an explicit part of their quarterly review of projects.</p>		
<p>Recommendation 8 All reports relating to children or vulnerable adults should have a clear timeframe for action. Any recommendations should be considered by operational level officers with appropriate expertise within a known timescale.</p>	<p>Recommendation accepted</p> <p>This is common practice for reports relating to children and vulnerable adults, with many processes already subject to time targets for completion. There can be omissions as this investigation shows. This recommendation will be discussed by the ACPC Case Review Sub-Group. It will also be shared with the Chair of the Adults Protection Committee.</p>	<p>Chair of ACPC</p>	<p>September 2006</p>
<p>Recommendation 9 An Action Plan to improve the integration of the working culture and to promote a sense of corporate ownership and common values within the workforce is developed by the Corporate Directors and Heads</p>	<p>Recommendation accepted</p> <p>Corporate Directors and Heads of Service will implement a specific portfolio of work across Social Services and Housing/Lifelong Learning in 2006/07 to support joint working. This will include delivery of the corporate child protection training programme identified under Recommendation 2, as well as continued joint work on common priorities eg corporate parenting responsibilities/attendance and attainment, developing future options</p>	<p>Corporate Directors and Heads of Service SSH and LLL</p>	<p>Being put in place through linked actions in Directorate and Service/Team Business Plans</p>

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of Service in Lifelong Learning and Social Services and Housing	for Disabled Children’s Services, development of community focused schools/family and youth support services, participation framework for children and young people, one-stop shop for complaints		
<p>Recommendation 10</p> <p>That Denbighshire County Council raise with the NSPCC the concerns caused by the apparent failure of the NSPCC practitioners to share vital information and the impact of this apparent failure on subsequent actions in relation to AR</p>	<p>Recommendation accepted</p> <p>DCC will meet with NSPCC Senior Managers to share with them the concerns arising from this investigation.</p>	Corporate Director SSH and CPEA	Actioned July 2006
<p>Recommendation 11</p> <p>Denbighshire County Council is advised not to pursue disciplinary or capability procedures as a consequence of the findings of this investigation.</p>	Recommendation accepted		
<p>Recommendation 12</p> <p>Denbighshire County Council should consider the implications of the report’s conclusions for corporate governance and leadership of the Child Protection and Safeguarding agenda and whether this could be improved through vesting</p>	<p>Recommendation accepted</p> <p>The Director with lead responsibility for child protection will be the Director of Social Services and Housing. For clarity, this role will be stated in the relevant job description. Expectations of the Director will be those outlined in Children Act 2004 guidance and “Working Together” 2006. Safeguarding, however, is everybody’s business, and all managers and individuals within the Council will continue to carry responsibilities commensurate with their specific roles. These are set out in the Accountability Framework which was agreed by the</p>	<p>Chief Executive</p> <p>Corporate Director,</p>	<p>Actioned May 2006</p> <p>From</p>

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<p>accountability and responsibility for promoting the safeguarding, protection and welfare of children throughout the organization in a specific Director. This will support the development of the recognition of corporate responsibility for safeguarding children within all directorates of the authority.</p>	<p>Council in 2003. This will be updated in the light of legislative changes, recirculated and linked to the corporate child protection training programme.</p>	<p>SSH</p>	<p>September 2006</p>
<p>Recommendation 13</p> <p>The County Council should also consider how the implementation of previous recommendations in this report concerning project management, information sharing and communications, can contribute to addressing the concerns identified here.</p>	<p>See Recommendations 3, 4 and 7 above. The training programme at Recommendation 2 will also assist development of common values and understanding of mutual responsibilities.</p> <p>The Local Safeguarding Children Board, to be established from October 2006, will have a Business Plan and, in Denbighshire, will report on a regular, exceptions basis to the Local Strategic Partnership. This will ensure a flow of information about child protection and promoting children’s welfare, at the most senior executive and member level.. The LSCB will also be responsible for ensuring the robustness of child protection arrangements, across agency, of the Single Plan for Children and Young People, to be in place from 2008.</p>	<p>Local Strategic Partnership/Local Safeguarding Children Board</p>	<p>From October 2006</p>