

To: Members of the Performance
Scrutiny Committee

Date: 12 July 2019

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Dear Councillor

You are invited to attend a meeting of the **PERFORMANCE SCRUTINY COMMITTEE** to be held at **10.00 am** on **THURSDAY, 18 JULY 2019** in **CONFERENCE ROOM 1A, COUNTY HALL, RUTHIN.**

Please note that a briefing session will be held for all members and Co-opted members at 9.15am, immediately prior to the main meeting. All members are asked to make every effort to attend this session.

Yours sincerely

G. Williams
Head of Legal, HR and Democratic Services

AGENDA

PART 1 - THE PRESS AND PUBLIC ARE INVITED TO ATTEND THIS PART OF THE MEETING

1 APOLOGIES

2 DECLARATION OF INTERESTS (Pages 5 - 6)

Members to declare any personal or prejudicial interests in any business identified to be considered at this meeting.

3 URGENT MATTERS AS AGREED BY THE CHAIR

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act 1972.

4 MINUTES OF THE LAST MEETING (Pages 7 - 16)

To receive the minutes of the Performance Scrutiny Committee meeting held on 13 June 2019 (copy enclosed)

10.05am – 10.10am

5 MANAGEMENT OF SCHOOL GOVERNING BODIES (Pages 17 - 32)

To consider a report on the Management of School Governing Bodies by the Education Planning and Resource Manager (copy enclosed) which seeks the Committee to discuss potential measures to ensure that school governing bodies are effective and compliant with legislation

10.10am – 11am

BREAK 11am - 11.15am

6 SCRUTINY WORK PROGRAMME (Pages 33 - 54)

To consider a report by the Scrutiny Coordinator (copy enclosed) seeking a review of the committee's forward work programme and updating members on relevant issues.

11.15am – 11.45am

7 FEEDBACK FROM COMMITTEE REPRESENTATIVES

To receive any updates from Committee representatives on various Council Boards and Groups

11.45am – 12pm

PART 2 - CONFIDENTIAL ITEMS

None

MEMBERSHIP

Councillors

Councillor Huw Jones (Chair)

Councillor Hugh Irving (Vice-Chair)

Ellie Chard

Arwel Roberts

Ann Davies

Peter Scott

Martyn Holland

David Williams

Geraint Lloyd-Williams

Voting Co-opted Members for Education (Agenda Item No. 5 only)

Kathleen Jones

Neil Roberts

David Lloyd

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DEDDF LLYWODRAETH LEOL 2000

Cod Ymddygiad Aelodau

DATGELU A CHOFRESTRU BUDDIANNAU

Rwyf i,
(enw)

*Aelod /Aelod cyfetholedig o
(*dileuer un)

Cyngor Sir Ddinbych

YN CADARNHAU fy mod wedi datgan buddiant ***personol / personol a sy'n rhagfarnu** nas datgelwyd eisoes yn ôl darpariaeth Rhan III cod ymddygiad y Cyngor Sir i Aelodau am y canlynol:-
(*dileuer un)

Dyddiad Datgelu:

Pwyllgor (nodwch):

Agenda eitem

Pwnc:

Natur y Buddiant:

(Gweler y nodyn isod)*

Llofnod

Dyddiad

Noder: Rhowch ddigon o fanylion os gwelwch yn dda, e.e. 'Fi yw perchennog y tir sy'n gyfagos i'r cais ar gyfer caniatâd cynllunio a wnaed gan Mr Jones', neu 'Mae fy ngŵr / ngwraig yn un o weithwyr y cwmni sydd wedi gwneud cais am gymorth ariannol'.

Code of Conduct for Members

DISCLOSURE AND REGISTRATION OF INTERESTS

I, *(name)*

a *member/co-opted member of
*(*please delete as appropriate)*

Denbighshire County Council

CONFIRM that I have declared a ***personal / personal and prejudicial** interest not previously declared in accordance with the provisions of Part III of the Council's Code of Conduct for Members, in respect of the following:-

*(*please delete as appropriate)*

Date of Disclosure:

Committee *(please specify)*:

Agenda Item No.

Subject Matter:

Nature of Interest:

*(See the note below)**

Signed

Date

*Note: Please provide sufficient detail e.g. 'I am the owner of land adjacent to the application for planning permission made by Mr Jones', or 'My husband / wife is an employee of the company which has made an application for financial assistance'.

PERFORMANCE SCRUTINY COMMITTEE

Minutes of a meeting of the Performance Scrutiny Committee held in Conference Room 1a, County Hall, Ruthin on Thursday, 13 June 2019 at 10.00 am.

PRESENT

Councillors Ellie Chard, Martyn Holland, Hugh Irving (Vice-Chair), Huw Jones (Chair) and Arwel Roberts

ALSO PRESENT

Chief Executive (JG), Corporate Director: Communities (NS), Strategic Planning Team Manager (NK), Strategic Planning and Performance Officer (EH), Strategic Planning and Performance Team Leader (IMc).

APOLOGIES

Apologies for absence were received from Councillor Ann Davies, Councillor Geraint Lloyd-Williams, Councillor Peter Scott and Councillor David Gwyn Williams

1 APOLOGIES

Councillors Ann Davies, Geraint Lloyd-Williams, Peter Scott and David Williams, along with Lead Member Councillor Bobby Feeley.

2 DECLARATION OF INTERESTS

N/A

The Chair commended the Head of Highways and Environmental Services and his team for the work they done during the recent adverse weather and also throughout the year. His gratitude was endorsed by the Committee and by the Chief Executive.

3 APPOINTMENT OF VICE-CHAIR

The Chair sought nominations from the Committee for the role of Vice Chair. Councillor Hugh Irving had expressed an interest in serving as the Committee's Vice-Chair for a further term and had submitted a CV which had been circulated to Committee members. Councillor Irving was nominated and seconded for the role, no other nominations were received and the Committee unanimously:

RESOLVED: - that Councillor Hugh Irving be appointed as the Committee's Vice-Chair for the 2019-20 municipal year.

Councillor Hugh Irving thanked members for their support.

4 URGENT MATTERS AS AGREED BY THE CHAIR

No urgent matters were raised.

5 MINUTES OF THE LAST MEETING

The minutes of the Performance Scrutiny Committee meeting held on 21st March 2019 were submitted.

Matters Arising –

Page 10 – School Governing Bodies – the Chair confirmed that a report on the Management of School Governing Bodies was scheduled for presentation to the next Performance Scrutiny Committee Meeting.

Page 13 – Housing Services Review – the Chair drew members' attention to the latest edition of the Housing Service's Newsletter which has been sent to all members. He commended the Service on the production of such an interesting and useful communication for tenants.

RESOLVED:- that the minutes of the Performance Scrutiny Committee meeting held on 21 March 2019 be received and approved as a correct record.

6 DRAFT DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT FOR 2018/19

The Corporate Director: Communities introduced the draft report (previously circulated) which provided the public with an honest overview of social care service provision in Denbighshire during 2018-19 and which sought the Committee's views on the Director's assessment of the service provision and the challenges that lay ahead prior to the report's submission to Care Inspectorate Wales (CIW). The report, written by the Corporate Director in her capacity as the Council's Statutory Director of Social Services, was a statutory requirement under Part 8 of the Social Services and Well-being (Wales) Act 2014 (SSWB Act) and was intended to demonstrate to the public that the Council had a clear understanding of its strengths, and more importantly its weaknesses and the challenges that lay ahead.

Introducing the report the Director paid tribute to the dedication and commitment of staff at all levels within both Adult and Children Social Care Services. Whilst every effort had been made to keep the report short, snappy and reader-friendly, due to the wide range of services delivered to all age groups by the Service, this was extremely difficult to achieve. The Director thanked elected members for the continued support that they provided for social care services in the county and ensuring that these important services were not used as a political tool by any of the political groups.

Responding to members' questions the Corporate Director: Communities and the Cabinet Lead Member for Education, Children's Services and Public Engagement, (the Lead Member for Well-being and Independence unfortunately could not attend due to another portfolio commitment):

- advised that in relation to the 'Have Your Say Survey' the 71% of children surveyed who said they were happy with the people they lived with equated to 7 children. Whilst at first sight this did not seem very positive it was important to bear in mind that these were children who had been removed from their parents and placed in foster care for their own safety. They were therefore going through a traumatic experience which was causing them some considerable distress. Where children were placed once removed from their parents depended on the circumstances behind their removal. Sometimes it would be appropriate to place them with family members or with family friends, other times it would be in their best interest to be placed with foster carers. Each case was assessed on its own merit, with the decision taken with the child's best interest in mind. Cost implications of their placement was never a factor. Whilst the Council did not have any children's homes of its own, there were a number of private homes operating in the county and another one, which was proposing to adopt a new and fresh approach to caring for looked after children was awaiting its licence to operate;
- advised that whilst the Council did aim to have its looked after children registered with a dentist within three months of them being taken into care this was not always possible, as they may have other more intensive needs which required to be met within the first three months of becoming looked after;
- advised that it was pleasing to report that Welsh Government (WG) transformation funding had been secured regionally for North Wales for the purpose of establishing a children's assessment centre and for developing Learning Disabilities work. North Wales was unique in identifying and securing funding to progress learning disabilities work;
- confirmed that the profile of 'safeguarding' across the Council had been raised quite considerably in recent years. The Council had a Corporate Safeguarding Policy which all staff were expected to abide by, each Service had its own designated Safeguarding Officer who reported to their Service on training provision etc. and who were responsible for reporting to the Safeguarding Board on compliance and on issues of concern within their Services. Disclosure and Barring Service (DBS) checks were undertaken and monitored on a regular basis etc. All Council staff were also required to complete e-learning modules on Safeguarding and Violence Against Women. All of these measures were in addition to the Council's statutory safeguarding responsibilities. The Council had adopted a corporate approach to safeguarding, consequently responsibility for safeguarding featured in three Cabinet portfolio holders' sphere of responsibility – the Lead Member for Education, Children's Services and Public Engagement, the Lead Member for Well-being and Independence and the Lead Member for Planning, Public Protection and Safer Communities;
- confirmed that the Council did have strategic and local operational input into North Wales Police's work around 'County Lines' substance misuse work. The Council's interaction with this work was illustrated to the Committee in the form of a number of recent examples of work undertaken with partner organisations. It was emphasised that the 'children' involved in 'County

Lines' investigations were themselves victims and extremely vulnerable. Consequently, every effort was made to support and safeguard them;

- explained that with respect of 'Elective Home Education' Denbighshire was one of the best local authorities for accurately reporting these figures, some authorities had a tendency to mask the figures. In recent years the Council had undertaken substantial work in order to identify all home-schooled children and actively engage with them and their families with a view to persuading them to re-enter mainstream education. Denbighshire's Director of Education was the Association of Directors of Education (ADEW) Wales' Lead Director for the North Wales region and its lead for home schooling. The Council had an excellent Home Education Service, a fact that had been recognised by Estyn in a recent inspection report;
- advised that if children were absent from school on medical grounds it was the school who was responsible for providing their education in the short and medium term. If their absence from school on medical grounds was deemed to be long-term the Council's Education and Children's Services would make provision for them to be educated;
- explained that the 'Measuring the Mountain' project was a Wales-wide initiative aimed at evaluating the impact of the SSWB (Wales) Act 2014 and understanding people's experiences of social care in Wales. Denbighshire had an insight into this project as a carer from the county was a member of the Panel. She was due to give a presentation on the Panel's work and its findings to the Regional Partnership Board in the near future. The Director undertook to furnish members with the national report when available;
- agreed that whilst the terminology in the report at times may seem unfamiliar i.e. citizens etc. they were now commonly used in the field of social care and preferred compared to previously used terminology, such 'client' or 'service-user';
- confirmed that the work of the Homelessness Prevention Service was county-wide and not confined to the north of the county, although the greatest demand on the Service was in the northern coastal area;
- advised that the Council was obliged to work with Betsi Cadwaladr University Health Board (BCUHB) as the local health board for the area. Whilst working in partnership with the Health Board was not always easy or ideal, it was continually improving with each partner now acknowledging each other's priorities and pressures;
- confirmed that Partnerships Scrutiny Committee would be examining safeguarding and meeting the needs of the homeless in the county as well as Children and Adults Mental Health Services (CAMHS) during the forthcoming months;
- acknowledged that Dementia was an area of growing concern. Grass root support and local services were very often the best course of action to support dementia sufferers and their families and carers. However, with an increase in the number of older people living with dementia it was anticipated that Wales would soon be at crisis point, similar to what happened in England a few years ago;
- emphasised that the Council had not secured additional funding from WG in order to address and fund identified pressures within social care and Children's Services. However, through shrewd and prudent financial planning as part of its Medium Term Financial Plan (MTFP) it had been able

to release an additional £2m to support the delivery of social care services in 2019/20. In addition the Council was quite effective at drawing down specific grant funding to help deliver certain elements of the services provided. However, due to the very fact that these grant monies were time limited being dependent upon them in the long-term would be an extremely risky strategy to follow, and whilst the SSWB (Wales) Act had changed early intervention and prevention work from being discretionary services to statutory ones, the Act had not recognised this by ensuring that the funding for them was included in the Revenue Support Grant (RSG). This continued to be paid in the form of grant funding, without any long-term security on its availability;

- confirmed that ‘whistleblowing’ in relation to social care services was always a challenge, despite the fact that it could be done anonymously. However, the new Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA) Framework would assist in such matters. The Council had a very good relationship with the unions in relation to whistleblowing matters; and
- advised that they were confident that a two week public consultation period on the Council’s County Conversations portal was sufficient time for residents to respond to the report’s contents

The Director agreed to include a definition, explanation and contextual information in the final document on terms such as ‘Social Prescribing’, ‘Moving the Mountain’ etc. It was also agreed to expand the wording in the second paragraph of the ‘Have Your Say Survey’ section on page 4 of the report to read “...feel supported to continue to care”, and to re-word the paragraph on ‘Elective Home Education’ on page 22 of the report in order to clarify that the “increase from 50 to 100 pupils who are no longer home educated” actually meant that they were now in mainstream education.

Following an in-depth discussion it was:

RESOLVED: - subject to the above observations and the inclusion of the requested amendments, that

- (i) the report provided a clear account of performance in 2018-19; and**
- (ii) the issues of concern raised during the discussion on the report were already scheduled into the forward work programme of the Council’s Partnerships Scrutiny Committee**

7 CORPORATE RISK REGISTER

The Cabinet Lead Member for Finance, Performance and Strategic Assets introduced the Planning and Performance Officer’s report (previously circulated) which presented the Committee with the Corporate Risk Register following its recent review by Cabinet and the Corporate Executive Team (CET). Attached to the report was a copy of the revised register along with details of the amendments made to it as part of the recent review, and the risk score methodology. He explained that during the recent review it had been decided that there was a need to consider risks associated with Brexit. It had also been noted that a few actions were due for completion. It was anticipated that by the time the next review would

be undertaken a number of new or escalated risks would be added to the register. These included risks relating to the level of compensation that may be payable to the former owner of the North Wales Hospital site, and the risks to the Council associated with the statutory duties placed on it under new legislation relating to Additional Learning Needs (ALN), this latter risk currently featured on the Service Risk Register for Education and Children's Services.

Responding to Members' questions the Lead Member and Officer:

- confirmed that they would check if DBS checks for schools extended to school governing body members and if the number of staff who had completed the mandatory Safeguarding, Violence Against Women and Data Protection e-learning module had increased from the 59.8% recorded in February 2019. It was confirmed that there were now nine modules in the mandatory e-learning package;
- advised that section 106 Agreements were in the Planning and Public Protection Service Risk Register and work was underway, following an internal Audit report, to integrate Section 106 Agreements into Corporate Plan Projects; and
- advised that the provision of dropped kerbs across the county appeared in the Service Register for the Highways and Environment Service.

At the conclusion of the discussion it was:

RESOLVED: - having considered the amendments to the Corporate Risk Register, and subject to the provision of the above information, to receive the revised version of the register.

8 THE EFFECTIVENESS OF WELL-BEING IMPACT ASSESSMENTS (WIA)

The Cabinet Lead Member for Finance, Performance and Strategic Assets introduced the Planning and Performance Officer's report (previously circulated) which presented the Committee with an update on the implementation and the effectiveness of the Council's approach to impact assessing its decisions, using its web-based Well-being Impact Assessment. During his presentation the Lead Member informed the Committee that Equality Impact Assessments (EqlAs) had been in existence for some time, however they had not always been effective or subject to sufficient challenge or scrutiny. With the introduction of the Well-being of Future Generations (Wales) Act 2015, Denbighshire had taken a proactive decision to develop a Well-being Impact Assessment to incorporate all aspects of the Act's requirements whilst still meeting other legislative requirements, for example the requirement to undertake EqlAs. In adopting this approach the Council had developed a sector-leading web tool to facilitate the undertaking of WIAs, an approach which had been cited as good practice by the Wales Audit Office (WAO). By undertaking the WIAs using this tool councillors were then presented with the information in an easily understandable set format which would aid the decision making, whilst all officers would be required to consider the impacts on all well-being goals and the sustainable development principle. This ensured that a consistent approach was used to undertake the WIA on every occasion. The Lead Member drew the Committee's attention to the differences that had been realised

through undertaking this approach, including better decisions and more effective challenge of the WIAs. Nevertheless, there was room for further improvement, hence the reason for reviewing their effectiveness.

The Lead Member and the Planning and Performance Officer advised that the WIAs examined as part of the review had been of variable quality, some suffering from subject bias by the author, and others clearly not being commenced early enough in the planning stage for the proposals under consideration. Work was currently underway with officers to emphasise the need to commence the WIA early on during the formation of a proposal or project and to continually update it throughout its lifetime. This was particularly important in relation to major projects the Council was planning to undertake. The Critical Friends Group process for challenging WIAs had proved particularly useful and there were plans to formally resurrect this process going forward. Elected members' support for the process was key for it to succeed as was their role in effectively challenging the WBIAs presented to them.

Responding to members' question the Lead Member and the Planning and Performance Officer:

- confirmed that not all WIAs were quality checked. The Business Improvement and Modernisation Service relied on officers to approach them for assistance and advice if they were struggling with completing WIAs. However, in some services i.e. the officers dealing with the Local Development Plan (LDP) there was a high level of expertise in completing WIAs and officers from all services were encouraged to work together where possible in order to produce high quality WIAs;
- confirmed that Denbighshire County Council owned the copyright for the WIA web tool. A number of other local authorities had shown an interest in it and Conwy County Borough Council was looking at using Denbighshire's tool, however Denbighshire did not envisage it becoming a major income generating stream for the authority;
- advised that there was a Frequently Asked Questions (FAQs) document on the Council's intranet as an aid to councillors and officers to challenge WBIAs; and
- agreed to give consideration on how best to give personal support to councillors to effectively challenge WIAs going forward i.e. through the provision of a session to Council Briefing, smaller group training and development events etc.

At the conclusion of the discussion the Committee:

RESOLVED: - subject to the above observation and the provision of support to all elected members in relation to developing skills to effectively challenge and scrutinise Well-being Impact Assessments, to receive the findings of the review of the Well-Being Impact Assessment Process.

The Cabinet Lead Member for Finance, Performance and Strategic Assets introduced the Strategic Planning and Performance Team Leader's report (previously circulated) which presented the Committee with information in relation to the Council's progress in delivering its Corporate Plan outcomes at the end of Quarter 4 2018-19. To comply with the requirements of the Local Government (Wales) Measure 2009 the report also detailed the Corporate Plan projects listed for delivery during the 2019-20 year. During his introduction the Lead Member informed the Committee that the report was being presented to members slightly earlier than in previous years, this was because councils were not constrained this year by the need to await the publication of Local Government Data Unit statistics. The Strategic Planning Team Leader advised members that incorporated into the report was the annual delivery document, the results of the residents survey, update on programme and projects' delivery, along with sustainable development references, diversity and equality information progress and case studies.

In response to members' questions the Lead Member, Chief Executive, Strategic Planning Team Leader and Strategic Planning and Performance Team Leader;

- advised that the graphs in Appendix 3 had been reproduced from the Verto Performance Management System and were not therefore easy to follow or read in printed format;
- agreed that the data on broadband connectivity, particularly in relation to the Clwyd West constituency was not encouraging, hence the reason the Council had designated as one of its corporate priorities that communities were connected and had access to goods and services locally, online and through good transport links. All North Wales local authorities had concerns in relation to broadband connectivity and its potential impact on economic growth, a fact which the WG had also acknowledged. For that reason it had been identified as the top priority under the North Wales Economic Ambition Board's North Wales Growth Deal. Lead Member and officers acknowledged that broadband connectivity and speeds, particularly in rural areas were of great concern as a number of small businesses were located in these areas whose viability was reliant on having digital and wireless connectivity;
- undertook to provide information to members on how the County's libraries would be able to support residents, particularly older and vulnerable people, to apply for blue disabled parking badges, government and other services digitally. They also agreed to provide information to the Committee on the Digital Isolation project.
- confirmed that whilst the Project Register was showing the 'Remodelling Waste Service Operations' as an amber, this was because it entailed capital works to be undertaken on the depots. Officers were confident that this project would be delivered; and
- advised that the Council had a clear policy in relation to school absenteeism and the issuing of fixed penalty notices for unauthorised absences. Nevertheless, different schools applied the policy in different ways. Education and Children's Services monitored this situation closely.

The Chair congratulated the Strategic Planning Team on compiling a well-written document which was easy to read and extremely informative. He also requested that as the winner of schools competition to design a logo for the County's Bee

Friendly Status had recently been announced, the logo be used in the final document ahead of its publication.

At the conclusion of the discussion the Committee:

RESOLVED: - subject to the above observations and provisions of the requested information, to receive and endorse the Council's performance in delivering its priorities and associated duties as detailed in the annual performance review 2018-19.

10 SCRUTINY WORK PROGRAMME

The Scrutiny Co-ordinator introduced the report (previously circulated) seeking Members' review of the Committee's work programme and providing an update on relevant issues.

The Committee agreed to the request to defer the presentation of the Street Naming and Numbering report to November 2019 as officers were unable to attend in September.

The Scrutiny Co-ordinator advised members that the findings of the Use of Plastics Task and Finish Group would not be presented to the Committee's meeting in September. This was because the Project Manager for the project was leaving the Council in the near future and a new officer would be required to manage the work and drive it forward.

Councillor Hugh Irving raised a further issue regarding the disposal of Plastics. In response the Scrutiny Co-ordinator highlighted that the new waste model was on Communities Scrutiny Committee's forward work programme for September.

The Scrutiny Chairs and Vice-Chairs Group had agreed that a report on the Management of School Governing Bodies should be scheduled into the Committee's forward work programme for July 2019.

A copy of the 'Member's proposal form' had been included in Appendix 2. The Scrutiny Co-ordinator requested that any proposals be submitted to herself.

RESOLVED: - that subject to the above the Forward Work Programme be approved.

11 FEEDBACK FROM COMMITTEE REPRESENTATIVES

Councillor Arwel Roberts reported that it was his pleasure to attend the Legal, HR and Democratic Services meeting and praised the Head of Service, for his work.

Councillor Hugh Irving drew members' attention to the latest 'Your Voice' information report on the Council's performance in dealing with complaints, which was contained in the 'information Brief' document circulated to Committee Members.

Meeting Closed 12:15pm

Report to: Performance Scrutiny Committee

Date of Meeting: 18th July 2019

Lead Member/Officer: Lead Member for Education, Children and Young People/
Head of Education and Children Services

Report Author: Education Planning and Resources Manager

Title: Management of School Governing Bodies

1. What is the report about?

1.1 The Authority's role in the management of School Governing Bodies.

2. What is the reason for making this report?

2.1 To clarify the scope, remit and empowerment of the Authority to ensure that school governing bodies are compliant in the areas of governor mandatory training, school governor vacancies, and governing bodies' compliance with statutory expectations in relation to policies, finance and procedures.

3. What are the Recommendations?

3.1 The Scrutiny Committee is invited to discuss the details of this report and discuss potential next steps. It is noted that in terms of school governance for many of the areas discussed, the Authority is able to influence and guide governing bodies, but it is ultimately the governing body themselves who have responsibility.

4. Report details: The Authority's Role

4.1.1 The Authority has specific powers in regard to certain areas of school governance; however, governing bodies are themselves autonomous organisations and they govern by virtue of the requirements of the School Standards and Framework Act 1998; through their own Constitution.

4.1.2 The Education Support team, in Education and Children Services, provides elements of support for those who volunteer to be Governors at their local schools. The support offered is complimented by that which Governors Cymru provide through their subscription service. This ensures that schools have access to immediate advice and guidance regarding any aspect of Governance. 46 of Denbighshire schools have already subscribed to Governors Cymru and 6 have chosen not to take their services.

Note: The Authority did have a Governor Support Officer until 2015 when this role was made redundant.

4.1.3 The Authority is required to provide access to mandatory training for Governors. This includes Induction and School Data training for all new Governors, as well as specific training for Chairs and Clerks. There is an

expectation that governors will complete this training within the timescales set and the governing body is expected to take action, which can include suspension, if governors are not compliant. All Governing bodies understand this requirement, and the Authority has reiterated this point through its guidance fact sheets and regular emails to Chairs, see Appendix 1.

4.1.4 There are timescales associated with the completion of this training; for which all Governors are expected to comply. These are:

- Induction for new governors (completed within 12 months of appointment)
- Chairs training (completed by chairs within 6 months of appointment)
- Clerks training (completed by clerks within 12 months of appointment)
- School data (to be completed by all governors within 12 months of appointment)

Note - For Governors in post prior to Regulation changes in 2011, the above criteria does not apply, on the presumption that they were appropriately trained before this date and have relevant experience. However the Authority has encouraged all Governors to complete the online training and regularly revisit it as refresher opportunity.

4.1.5 Across North Wales the authorities meet together (with GWE) on a regular basis to discuss Governor Support in the region. This group has developed on-line training, through Cynnal, for all mandatory units. Those Authorities in the east of the region also have reciprocal arrangements for face-to-face training with our Governors able to attend each other's sessions. However, more recently on-line training has been the primary focus due to low uptake of face-to-face training and cost of delivery.

4.1.6 The Authority is required to provide free mandatory training for all new Governors. However, the responsibility for ensuring Governors complete the training within the relevant timescales rests with the individual Chairs. A record of training and the status of each Governor must also be maintained by the Clerks. This ensures that Governors are able to discharge their duties on the governing bodies. **Note** – The Authority does maintain records for its own LEA Governors.

4.1.7 Annual Governor conferences are arranged by the Authority to provide additional specialist training and discussion in relevant areas. In Denbighshire these have been well received and uptake has been extremely good over the last few years; with regularly over 100 Governors attending to represent each school.

4.1.8 The Authority has an active Governors Association which meets at least twice a year. The Association is used to deliver additional training, updates and promote discussion. It is also an opportunity for Governors to challenge the Authority as well having input toward setting the forward work programme for the year ahead.

4.1.9 For those who are interested in becoming a Governor, the Authority has a robust process for encouraging people to become governors; with a facility on our website to register interest. The Authority has also used social media and undertaken recruitment exercises to promote becoming a governor. Where vacancies arise this list is used to fill those vacancies. Governing bodies have also been introduced to the practice of skill analysis, to ensure that their Governors have the right complement of skills across the governing body. The process of co-opting new governors on the basis of skill has also been a focus of discussion in Denbighshire.

4.2 **Governing Bodies: Policies, Finance & Procedures**

4.2.1 To ensure Governance compliance in schools, a facility has been developed by Governors Cymru in conjunction with Cynnal. This online 'Audit Tool' has been made available to all Denbighshire schools who subscribe to Governors Cymru; since the tool has quick links to relevant guidance on their website. The Authority has, for the last 2 years, paid for this facility to ensure those schools are compliant. Estyn are also aware of its use in our schools; in that it provides a quick and detailed way to assess a number of areas of compliance at inspection. **Note** - Recent Estyn inspections in Denbighshire schools have been very positive in regard to the input which Governors and good governance has in our schools. Some excerpts from their reports are shown in Appendix 2.

4.2.2 The Authority has read-only access to the audit tool to obtain an overview of all schools. This permits targeted support for schools or clusters if they are not yet compliant in certain areas. Relevant template policies and guidance are also provided by the Authority on our website for schools to adopt. A list of these is shown in Appendix 3. The audit tool itself covers a number of elements of Governance in schools and these are shown in Appendix 4.

4.2.3 Governing bodies are still in the process of fully populating the audit tool for their school. Current uptake of the audit tool is 98% and most schools and Governing Bodies are using it effectively. The audit tool covers statutory requirements in areas such as policy, safeguarding, health and safety and finance. Schools also have access to a very comprehensive checklist and audit of effective governance requirements to ensure they are compliant with current legislation.

4.2.4 Under the Government of Maintained Schools (Wales) Regulations 2005, each governing body must develop their Constitution and Instrument of Governance, and submit this for ratification to the Local Authority. This process sets out the calculation of how many Governors, and the designations of those Governors, for any given school.

4.3 **Governor Data**

4.3.1 The Authority does presently maintain data on Governors; however, this is not a mandatory requirement and is an extra measure taken by the Authority to ensure that we are aware of their individual status. Maintaining this information is often difficult across all of Denbighshire's schools since the total number of Governors in Denbighshire is 778. **Note** - The Authority is currently

trailing a new method of accessing Clerks records, securely and remotely, via the school HWB Learning Platform which will improve access to their information in the future.

4.3.2 Out of 778 there are 59 governor vacancies (plus 4x Clerk vacancies) split as follows

LEA	19	Additional Community	6
Community	11	Foundation	4
Staff	10	Teacher	2
Parent	7	Clerk	4

The total represents 7.5% posts vacant across all schools.

4.3.3 As mentioned in 4.1.9, the Authority has over recent months had a dedicated campaign to reduce LEA vacancies and match new governors with vacancies. This campaign is still in process and the Authority has approached governing bodies with these potential candidates, following which their appointments will be ratified. There are currently 159 LEA posts, of which 140 are filled.

4.3.4 The number of Governors currently in post who are required to have undertaken the mandatory training is 566, i.e. these are Governors who took up their post after Sept 2011. Those who have completed the training (according to Authority records) is as follows:

Induction Training – 249 out 566 have completed the training (44%)

School Data Training – 237 out of 566 have completed the training (42%)

Chairs Training – 37 out of 48 (4x vacancies) have completed the training (77%)

Clerks Training – 33 out of 48 (4x vacancies) have completed the training (69%)

Note: The Authority is not required to keep records as this is a role of the Clerk; however, in order to ensure the Authority has an overview of training we do monitor status throughout the year. These figures above represent the Authority's most current overview, although exact figures will be available from the governing bodies.

5. How does the decision contribute to the Corporate Priorities?

This is associated with the priority 'Younger people want to live and work in Denbighshire, and have the skills to do so'.

6. What will it cost and how will it affect other services?

Not applicable.

7. What are the main conclusions of the Well-being Impact Assessment?

A well-being impact assessment is not required as this does not relate to a policy change.

- 8. What consultations have been carried out with Scrutiny and others?**
This is a first stage discussion.
- 9. Chief Finance Officer Statement**
Not required.
- 10. What risks are there and is there anything we can do to reduce them?**
The report highlights the risk of governors not being trained correctly in order to discharge their duties on the Governing Body as required under legislation.
- 11. Power to make the Decision**
Government of Maintained Schools (Wales) Regulations 2005
School Standards and Framework Act 1998
Education Act 2002
The Education (Wales) Measure 2011
Scrutiny's powers with respect of policy development and review is outlined in Section 7.4.1 of the Council's Constitution.

Contact Officer:

Education Planning and Resources Manager
Tel: 01824 712692

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HYFFORDDIANT GORFODOL I LYWODRAETHWYR

Mae Mesur Addysg (Cymru) 2011 yn cynnwys darpariaeth sy'n caniatáu i Weinidogion Cymru bennu rheoliadau sy'n gwneud hyfforddiant ar rai pynciau penodol yn orfodol i Lywodraethwyr, yn benodol:

- Hyfforddiant cyflwyno ar gyfer yr holl lywodraethwyr sydd newydd eu penodi neu eu hethol.
- Hyfforddiant ar gyfer Cadeiryddion
- Hyfforddiant ar gyfer yr holl lywodraethwyr ar sut i ddeall a defnyddio data ysgolion.
- Pob clerc yn gorfod mynychu a chwblhau'r hyfforddiant

HYFFORDDIANT CYFLWYNO AR GYFER LLYWODRAETHWYR NEWYDD EU PENODI

Bydd yr hyfforddiant cyflwyno ar gyfer llywodraethwyr newydd eu penodi neu eu hethol yn canolbwyntio ar eu rolau a pharamedrau eu cyfrifoldebau ac yn eu darparu ag amlinellid bras o'r cyd-destun cyfreithiol y mae llywodraethwyr yn cynnal eu busnes oddi fewn iddo. Bydd deall y fframwaith hwn yn rhoi anogaeth a hyder i lywodraethwyr newydd gymryd rhan lawn a gweithredol yng ngwaith gwneud penderfyniadau'r corff llywodraethol.

HYFFORDDIANT AR GYFER CADEIRYDDION

Bydd yr hyfforddiant ar gyfer Cadeiryddion cyrff llywodraethu yn canolbwyntio ar arweinyddiaeth a chynnal perthnasau effeithiol gyda phartneriaid allweddol, e.e. penaethiaid, clerccod cyrff llywodraethol a'r awdurdod lleol, yn ogystal â rhoi'r sgiliau angenrheidiol i Gadeiryddion redeg corff llywodraethu effeithiol ac effeithlon a gweithio gydag a herio penaethiaid er mwyn codi safonau.

HYFFORDDIANT AR BERFFORMIAD YSGOL

Bydd hyfforddiant ar ddata perfformiad ysgol yn helpu llywodraethwyr i ddeall yr hyn y mae data ysgolion yn ei olygu ar gyfer eu hysgol, sut y mae'r ysgol yn cymharu ag ysgolion mewn sefyllfa ac amgylchiadau tebyg ac yn eu helpu i weld beth sydd angen ei wneud i wella perfformiad. Bydd dealltwriaeth o ddata ysgol yn rhoi'r hyder angenrheidiol i lywodraethwyr gymryd rhan lawn yn nhrafodaethau'r wrdd ar faterion perthnasol i ddata ac i ofyn cwestiynau priodol a threiddgar.

HYFFORDDIANT AR GYFER CLERCOD

Bydd hyfforddiant ar gyfer clerccod yn canolbwyntio i raddau helaeth ar eu rôl o gefnogi cyrff llywodraethu, cadeiryddion a phenaethiaid fel y'i pennir yn Rheoliadau Ysgolion a Gynhelir (Cymru) 2005. Mae cynnwys y rhaglen hyfforddi wedi'i ddylunio i roi gwell dealltwriaeth i glerccod o'u rolau a sut y mae hyn yn effeithio ar waith y corff llywodraethu, yn benodol eu perthynas a Chadeirydd corff llywodraethu a phenaethiaid.

BETH YW CYFRIFOLDEB Y CORFF LYWODRAETHU

Mae ar gyrrff llywodraethu gyfrifoldeb dros wahardd ac o bosibl ddiswyddo llywodraethwyr nad ydynt yn mynychu'r hyfforddiant gorfodol a bydd angen cadw cofnodion cywir a chyfredol o bresenoldeb er mwyn gwneud hyn. Yn y cyfarfod cyntaf, dylid dweud yn glir wrth lywodraethwyr newydd y bydd yn ofynnol iddynt fynychu'r cwrs cyflwyno gorfodol a'r hyfforddiant am ddata o fewn y cyfnod hyfforddi

angenrheidiol, oni bai fod y rheoliadau yn eu heithrio rhag gwneud hynny.

Os nad yw llywodraethwr yn cwblhau'r cwrs cyflwyno gorfodol a'r hyfforddiant data yn ystod cyfnod eu gwaharddiad, dylai'r Clerc a'r Cadeirydd fod yn ymwybodol o hyn drwy eu monitro eu hunain o'r sefyllfa. Yn yr amgylchiadau hyn, dylai'r cadeirydd ysgrifennu at y llywodraethwr ar ddiwrnod olaf y gwaharddiad yn dweud wrthynt eu bod wedi'u diswyddo o'u swydd fel llywodraethwr ac y bydd corff llywodraethu'n chwilio am rywun i gymryd eu lle.

PWY SY'N GORFOD MYNYCHU'R HYFFORDDIANT CYFLWYNO?

Mae'n ofynnol i unrhyw lywodraethwr a etholwyd neu a benodwyd ar ôl y dyddiad pan ddaeth y rheoliadau hyn i rym fynychu'r cwrs cyflwyno gorfodol o fewn blwyddyn i'w penodiad neu eu hetholiad.

Bydd unrhyw lywodraethwr a fu yn eu swyddi am ddwy flynedd neu lai pan ddaeth y rheoliadau i rym (h.y. ers Medi 2011) nad ydynt wedi mynychu hyfforddiant cyflwyno'r awdurdod lleol, hefyd yn gorfod mynychu'r hyfforddiant cyflwyno o fewn blwyddyn o gyflwyniad y rheoliadau h.y. Medi 2013.

PWY SY'N GORFOD MYNYCHU'R HYFFORDDIANT DATA?

Mae'n rhaid i bob llywodraethwr a etholwyd neu a benodwyd (gan gynnwys am dymor arall yn y swydd) ar ôl y dyddiad y daeth y rheoliadau i rym h.y. Medi 2013, fynychu'r hyfforddiant data o fewn blwyddyn o'u penodiad neu eu hetholiad.

PWY SY'N GORFOD MYNYCHU HYFFORDDIANT AR GYFER CADEIRYDDION?

- Pob Cadeirydd corff llywodraethu a etholwyd am y tro cyntaf ar ôl i'r rheoliadau ddod i rym ym Medi 2013.

- Unrhyw Gadeirydd corff llywodraethu a etholwyd ar ôl i'r rheoliadau ddod i rym na wnaethant fynychu'r hyfforddiant gorfodol o fewn dwy flynedd i'w hetholiad.

- Unrhyw Gadeirydd corff llywodraethu a etholwyd ar ôl i'r rheoliadau ddod i rym nad yw wedi mynychu hyfforddiant Cadeiryddion yr awdurdod lleol o fewn dwy flynedd cyn i'r rheoliadau ddod i rym - Medi 2011 - Awst 2013.

- Unrhyw Gadeirydd corff llywodraethu a etholir yn dilyn toriad perthnasol mewn gwasanaeth fel Cadeirydd.

PWY SY'N GORFOD MYNYCHU'R HYFFORDDIANT AR GYFER CLERCOD?

Mae'n ofynnol i holl glerccod cyrff llywodraethu a chlerccod pwyllgorau statudol fynychu'r hyfforddiant o fewn blwyddyn i'r amser pan ddaeth y rheoliadau i rym neu o fewn blwyddyn i'w penodiad.

GWYBODAETH YCHWANEGOL BWYSIG

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MANDATORY GOVERNOR TRAINING

The Education (Wales) Measure 2011 includes provisions to allow the Welsh Ministers to make regulations to make governor training mandatory on specific issues specifically -

- Induction training for newly appointed or elected governors.
- Training for Chairs
- Training for all governors on the use and understanding of school data.
- Require all clerks to attend and complete the training

INDUCTION TRAINING FOR NEWLY APPOINTED GOVERNORS

The induction training for newly appointed or elected governors focuses on their roles and the parameters of their responsibilities and provides them with a broad outline of the legal context within which governors conduct their business. Understanding this framework will give new governors the encouragement and confidence to be able to take a full and active part in governing body decision making.

TRAINING FOR CHAIRS

The training for Chairs of governors focuses on leadership and maintaining effective relationships with key partners ie head teachers, clerks to governing bodies and the local authority as well as providing Chairs of governors with the necessary skills to run an efficient and effective governing body and to work with and provide challenge to head teachers to raise standards.

TRAINING ON SCHOOL PERFORMANCE

The training on school performance data will help governors understand what the school data means for their schools, how they compare with schools in a similar position and circumstances and help them identify the action that needs to be taken to improve performance. An understanding of school data will give governors the confidence they need to take part in governing body discussions on data related information and to ask appropriate and searching questions.

TRAINING FOR CLERKS

Training for clerks very much focuses on their role in supporting governing bodies, Chairs of governors and headteachers, as laid down in the Government of Maintained Schools (Wales) Regulations 2005. The content of the training programme is designed to give clerks a better understanding of their roles and how this impacts on the work of the governing body, in particular their relationship with Chairs of governors and headteachers.

WHAT IS THE RESPONSIBILITY OF THE GOVERNING BODY?

Governing bodies are ultimately responsible for suspending and possibly disqualifying governors who do not attend the

Mandatory training and will require an accurate, up to date record of attendance to facilitate this.

At their first meeting it should be made clear to new governors that they will be required to attend the mandatory induction and data training within the required training period, unless the regulations exempt them from doing so.

If a governor does not complete the mandatory induction and data training during the period of suspension, the Clerk and Chair of governors should be aware of this through their own monitoring of the situation. In these circumstances the Chair should write to the governor on the last day of suspension and inform them that they are disqualified from continuing in office as a governor and that the governing body will be seeking a replacement.

WHO HAS TO ATTEND THE INDUCTION TRAINING?

Any governor newly elected or appointed after the date the regulations come into force is required to attend the mandatory induction within one year of their appointment or election.

Any existing governors who have been in post for two years or less when the regulations come into force (i.e. since September 2011) who have not attended local authority induction training, will also be required to attend the induction training within one year of the regulations coming into force. i.e. September 2014

WHO HAS TO ATTEND THE DATA TRAINING?

All governors elected or appointed (including for a further term of office) after the date the regulations come into force i.e. September 2013, must attend the data training within one year of that governors appointment or election.

WHO HAS TO ATTEND THE TRAINING FOR CHAIRS?

- All Chairs of governors elected for the first time after the regulations come into force in September 2013.
- Any Chair of governors elected after the regulations come into force and who has not attended the **mandatory training** within two years prior to their election.
- Any Chair of governors elected after the regulations come into force who has not attended **local authority Chair training** in the two years before the regulations come into force - September 2011 to 31 August 2013.
- Any Chair of governors who is elected following a relevant break in service as a Chair.

WHO HAS TO ATTEND THE CLERK TRAINING?

All clerks to governing bodies and clerks to the statutory committees are required to attend the training within one year of the regulations coming into force or within one year of their appointment whichever the latter.

IMPORTANT FURTHER INFORMATION

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Appendix 1 (continued)

Letter to Governing Bodies

Dear Head Teachers, Chairs of Governors and Governor Clerks

As I am sure you agree Governing bodies have an essential role to play in improving performance and a duty to promote the highest standards of educational achievement for all learners. Governors need to be knowledgeable to carry out their roles and responsibilities and effectively contribute to the school improvement agenda.

The Education (Wales) Measure 2011 (“the 2011 Measure”) includes provisions to allow the Welsh Ministers to make regulations to make governor training mandatory on specific issues. The mandatory induction training for new governors, training for Chairs, and training for all governors on understanding data will give governors a better understanding of their roles and responsibilities and the confidence to take a full and active part in governing body discussions to improve performance and achieve the best possible outcomes for their school. Any Governors newly elected or who have been in post for two years or less when the regulations came into force will be required to attend the mandatory induction training within one year of their appointment. All governors elected or appointed after the date the regulations came into force must attend the data training within one year of appointment or election.

Any governor who does not complete the training within the required training period will automatically be suspended from the governing body. If the governor does not complete the training within the six month suspension period they are automatically disqualified from continuing in office as a governor.

As a local Authority we are aiming that 100% of Governors have completed the Mandatory training. Mandatory training is available on line by following the link below

<https://www.denbighshire.gov.uk/en/resident/education/school-governors/training-for-governors-and-clerks.aspx>

The expectation will be that any governors who have not completed the mandatory training within the agreed timescales should be suspended pending successful completion.

Kind Regards

Appendix 2 - Recent Denbighshire Estyn Inspection Comments re Governance

Ysgol Y Lllys – No Governance Recommendations

By playing a prominent part in its monitoring, self-evaluation and strategic planning procedures, members of the governing body have rigorous knowledge of the school's performance. By visiting the school to scrutinise books and discuss the effect of new initiatives with teachers, they have a sound understanding of the strengths of provision and areas for improvement. This enables them to hold the school to account for its performance effectively.

Ysgol Trefnant – No Governance Recommendations

Governors know the school well. They have a secure understanding of the standards that pupils achieve and the provision the school makes for their learning. They use their knowledge well to challenge the school appropriately. The governing body has been particularly effective in ensuring the collaborative arrangements with a local school has positive benefits for both establishments including career development opportunities for staff.

Ysgol Esgob Morgan – No Governance Recommendations

The governing body is supportive and knows the school and the community it serves well. The partnership work, together with open, honest communication that exists between the leadership team and the governing body, is a notable strength of the school. Senior leaders provide governors with regular detailed reports about pupil outcomes, the quality of provision and progress against priorities. This means that governors have a thorough understanding of school's strengths and areas for development. This knowledge contributes successfully to their role as critical friends.

Rhos Street - No Governance Recommendations

A notable feature of the school's work is the way the governing body provides constructive support, challenge and valuable professional expertise in specific areas of the school's work. Their strategic input into all areas of school procedures is highly effective. Governors have a sound understanding of the school's performance through the dedicated work of the sub-committees and provide effective challenge to leaders on the impact of school improvement actions.

Pen Barras – No Governance Recommendations

The school is supported very well by the governors. They have a sound understanding of the school's strengths and areas that need to be developed further. The school's rigorous monitoring system ensures that they are knowledgeable about its performance. Their practice of visiting classes helps them to form a clear judgement on the standards of pupils' work and attainment, and enables them to challenge and question staff about the school's performance.

Betws GG – No Governance Recommendations

By working closely with the head teacher and leaders, the governing body has a sound understanding of its responsibilities. It has up-to-date knowledge of the schools' performance, and its role as a critical friend is developing suitably. It makes effective use of the findings of monitoring processes to make strategic decisions about the development of the schools in the federation.

Ysgol Twm o'r Nant – No Governance Recommendations

Report not yet public, but no governance issues reported by Estyn

Ysgol Pantpastynog – No Governance Recommendations

Report not yet public, but no governance issues reported by Estyn

Ysgol Gwernant– No Governance Recommendations

Report not yet public, but no governance issues reported by Estyn

Appendix 3

<p>Statutory Policies for Schools <i>These are policies that schools' governing bodies have a duty to produce and adopt</i></p>
<p>Attendance - Model policy CCTV - Model policy Charging - National guidance link Collective Grievance Procedure - Model policy Complaints - Model policy Curriculum - National guidance link Data protection - Model policy Disciplinary policy and procedure for head teachers and teachers - PDF policy Disciplinary policy & procedure for school support staff - PDF policy Engagement and Behaviour Policy - Model policy Equal Opportunities/ Equality - PDF policy Managing healthcare needs - Model policy Managing job performance and improving capability - PDF policy Model performance management policy for teachers template Officers code of conduct - PDF policy Safeguarding and Child Protection - Model policy Sex Education (primary schools) - Model policy Special Educational Needs - Model policy Teacher's Pay - Model Policy</p>
<p>Non-statutory recommended policies for schools <i>These policies are not required by law, but we do recommend that schools have them in place. The governing body is responsible for producing these policies</i></p>
<p>e-Safety - Model policy Food and Fitness: Primary Schools - Model policy Food and fitness: Secondary schools - Model policy Guidance and support of school staff with responsibility for Safeguarding Gender identity policy and implementation guidance - Model policy Head Lice - Model policy Intimate Care and Toileting - Model Policy Looked After Children - Model Policy Planning and approval procedures for educational visits - Model policy Preventing Misuse of Substances Policy: Primary School pupils - Model policy Preventing Misuse of Substances Policy: Primary schools - Model policy Preventing Misuse of Substances Policy: Secondary schools - Model policy Primary school sun safety - Model policy School Uniform and Appearance - National guidance link Secondary school sun safety - Model policy Sex and relationships education: Primary schools - Model policy Toilet facilities - Model policy Use of Reasonable Force & Physical Intervention - Model policy Whistleblowing - PDF policy</p>

Denbighshire County Council Education Services Policies

We use the following policies to deliver education services

Parental policy (school staff)
Admissions and transport - PDF policy
CCTV - Model policy
Community use of schools - PDF policy
Emergency planning (Schools) - Model policy
Fair processing notice - Model policy
Future use of surplus assets - PDF policy
Infant and junior amalgamation - PDF policy
Leadership and management - PDF policy
Mobile accommodation - PDF policy
Models for primary school organisation - PDF policy
Models for secondary school organisation - PDF policy
Promoting bilingualism - PDF policy
School Transport Policy (2018)
Surplus and deficit places - PDF policy
Use of reasonable force and physical intervention - Model policy

Appendix 4 – Overview of the Sections in the Audit Tool

Note – There are a number of questions required to be completed under each of these sections below; however, they have not been included here as they have been specifically developed by Governors Cymru and are available under subscription.

Part A	The initial ‘Preparation for Self-Evaluation – Documentation Check and Statutory Requirements’ focuses on ensuring that governing bodies are fulfilling their legal and regulatory functions.
Part B	How good are standards?
Part C	How good are wellbeing and attitudes to learning?
Part D	How good are teaching and learning experiences?
Part E	How good are care, support and guidance?
Part F	How good are leadership and management?

Example Screen Shot from the Audit Tool

SCHOOL GOVERNORS SELF REVIEW

<https://schoolgovernorsreview.wales>

The tool is divided into 2 separate questionnaires - A Suggested Foundation Questionnaire, and a Governors Self Review. Governing bodies are asked to make a judgment against 36 specific strands divided across 5 focus areas within the Suggested Foundation Questionnaire. The Governors Self Review is divided into 6 focus areas, with a total of 119 specific strands. Actions or action plans for improvement can be added for each strand, assigning responsibility and completion dates. Files or documents can be uploaded as evidence to support the evaluations, and a number of reports are available as outputs. It is also possible to view historical data by selecting a date.

Suggested Foundation Questionnaire



Governors Self Review



Self review

Strand description	Significant	Good	Developing	Needs improvement
Strand 1 My governing body is fully involved in setting the aims and values of the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strand 2 My governing body is fully involved in monitoring and evaluating the school	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strand 3 My governing body is fully involved in monitoring and evaluating the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strand 4 My governing body is fully involved in monitoring and evaluating the school	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strand 5 My governing body is fully involved in monitoring and evaluating the school	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Uploading evidence

Submitted evidence for Evaluation of Standards, Training and Development

Submitted evidence

Home | Settings | Profile | Logout

Available evidence

- Copy of the minutes of governors' annual all schools meeting held on 12th October 2017
- Minutes of the governing body meeting held on 12th October 2017
- Minutes of the governing body meeting held on 12th October 2017
- Minutes of the governing body meeting held on 12th October 2017
- Minutes of the governing body meeting held on 12th October 2017

See evidence

Upload file

Action plans

Action Plan for Role

Strand 1
My governing body is fully involved in setting the aims and values of the school

Completed actions in Strand 1

- Review aims and values (they have not been changed for ten years)
Marked 20/06/2017

Assigned to: Full Governing Body

By when: 05/09/2017

Report to:	Performance Scrutiny Committee
Date of Meeting:	18 July 2019
Lead Officer:	Scrutiny Co-ordinator
Report Author:	Scrutiny Co-ordinator
Title:	Scrutiny Work Programme

1. What is the report about?

The report presents Performance Scrutiny Committee with its draft forward work programme for members' consideration.

2. What is the reason for making this report?

To seek the Committee to review and agree on its programme of future work, and to update members on relevant issues.

3. What are the Recommendations?

That the Committee considers the information provided and approves, revises or amends its forward work programme as it deems appropriate.

4. Report details

- 4.1 Section 7 of Denbighshire County Council's Constitution sets out each Scrutiny Committee's terms of reference, functions and membership, as well as the rules of procedure and debate.
- 4.2 The Constitution stipulates that the Council's scrutiny committees must set, and regularly review, a programme for their future work. By reviewing and prioritising issues, members are able to ensure that the work programme delivers a member-led agenda.
- 4.3 For a number of years it has been an adopted practice in Denbighshire for scrutiny committees to limit the number of reports considered at any one meeting to a maximum of four plus the Committee's own work programme report. The aim of this approach is to facilitate detailed and effective debate on each topic.
- 4.4 In recent years the Welsh Government (WG) and the Wales Audit Office (WAO) have highlighted the need to strengthen scrutiny's role across local government and public services in Wales, including utilising scrutiny as a means of engaging with residents and service-users. From now on scrutiny will be expected to engage better and more frequently with the public with a view to securing better decisions which ultimately lead to better outcomes for citizens. The WAO will measure scrutiny's effectiveness in fulfilling these expectations.

- 4.5 Having regard to the national vision for scrutiny whilst at the same time focussing on local priorities, the Scrutiny Chairs and Vice-Chairs Group (SCVCG) recommended that the Council's scrutiny committees should, when deciding on their work programmes, focus on the following key areas:
- budget savings;
 - achievement of the Corporate Plan objectives (with particular emphasis on the their deliverability during a period of financial austerity);
 - any other items agreed by the Scrutiny Committee (or the SCVCG) as high priority (based on the PAPER test criteria – see reverse side of the 'Member Proposal Form' at Appendix 2) and;
 - Urgent, unforeseen or high priority issues

4.6 Scrutiny Proposal Forms

As mentioned in paragraph 4.2 above the Council's Constitution requires scrutiny committees to prepare and keep under review a programme for their future work. To assist the process of prioritising reports, if officers are of the view that a subject merits time for discussion on the Committee's business agenda they have to formally request the Committee to consider receiving a report on that topic. This is done via the submission of a 'proposal form' which clarifies the purpose, importance and potential outcomes of suggested subjects. No officer proposal forms have been received for consideration at the current meeting.

- 4.7 With a view to making better use of scrutiny's time by focussing committees' resources on detailed examination of subjects, adding value through the decision-making process and securing better outcomes for residents, the SCVCG decided that members, as well as officers, should complete 'scrutiny proposal forms' outlining the reasons why they think a particular subject would benefit from scrutiny's input. A copy of the 'member's proposal form' can be seen at Appendix 2. The reverse side of this form contains a flowchart listing questions which members should consider when proposing an item for scrutiny, and which committees should ask when determining a topic's suitability for inclusion on a scrutiny forward work programme. If, having followed this process, a topic is not deemed suitable for formal examination by a scrutiny committee, alternative channels for sharing the information or examining the matter can be considered e.g. the provision of an 'information report', or if the matter is of a very local nature examination by the relevant Member Area Group (MAG). No items should be included on a forward work programme without a 'scrutiny proposal form' being completed and accepted for inclusion by the Committee or the SCVCG. Assistance with their completion is available from the Scrutiny Co-ordinator.

Cabinet Forward Work Programme

- 4.8 When determining their programme of future work it is useful for scrutiny committees to have regard to Cabinet's scheduled programme of work. For this purpose a copy of the Cabinet's forward work programme is attached at Appendix 3.

Progress on Committee Resolutions

- 4.9 A table summarising recent Committee resolutions and advising members on progress with their implementation is attached at Appendix 4 to this report.

5. Scrutiny Chairs and Vice-Chairs Group

Under the Council's scrutiny arrangements the Scrutiny Chairs and Vice-Chairs Group (SCVCG) performs the role of a coordinating committee. The Group's next meeting is scheduled for 31 July 2019.

6. How does the decision contribute to the Corporate Priorities?

Effective scrutiny will assist the Council to deliver its corporate priorities in line with community needs and residents' wishes. Continual development and review of a coordinated work programme will assist the Council to deliver its corporate priorities, improve outcomes for residents whilst also managing austere budget cuts.

7. What will it cost and how will it affect other services?

Services may need to allocate officer time to assist the Committee with the activities identified in the forward work programme, and with any actions that may result following consideration of those items.

8. What are the main conclusions of the Well-being Impact Assessment? The completed Well-being Impact Assessment report can be downloaded from the [website](#) and should be attached as an appendix to the report

A Well-being Impact Assessment has not been undertaken in relation to the purpose or contents of this report. However, Scrutiny's through it work in examining service delivery, policies, procedures and proposals will consider their impact or potential impact on the sustainable development principle and the well-being goals stipulated in the Well-being of Future Generations (Wales) Act 2015.

9. What consultations have been carried out with Scrutiny and others?

None required for this report. However, the report itself and the consideration of the forward work programme represent a consultation process with the Committee with respect to its programme of future work.

10. What risks are there and is there anything we can do to reduce them?

No risks have been identified with respect to the consideration of the Committee's forward work programme. However, by regularly reviewing its forward work programme the Committee can ensure that areas of risk are considered and examined as and when they are identified, and recommendations are made with a view to addressing those risks.

11. Power to make the decision

Section 7.11 of the Council's Constitution stipulates that scrutiny committees and/or the Scrutiny Chairs and Vice-Chairs Group will be responsible for setting their own work programmes, taking into account the wishes of Members of the Committee who are not members of the largest political group on the Council.

Contact Officer:

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Note: Any items entered in *italics* have not been approved for inclusion at the meeting shown by the Committee. Such reports are listed here for information, pending formal approval.

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
26 Sept	Cllr. Huw Hilditch-Roberts	1. Provisional External Examinations and Teacher Assessments [Education]	To review the performance of schools and that of looked after children	Scrutiny of performance leading to recommendations for improvement	Karen Evans/Julian Molloy/GwE	May 2018
	Cllr. Bobby Feeley	2. Hafan Deg, Rhyl (12 months following the commencement of the contract)	To monitor the effectiveness of the transfer of the facility and services to an external provider and the impact of the transfer on services-users, staff, local residents and the local community (including lessons learnt from the process)	To evaluate the impact of the transfer of the facility and services on all stakeholders and to assess whether the services provided at Hafan Deg are in line with the contract specification, support the Council's vision for adult social care and the five ways to well-being and the requirements of the Social Services and Well-being (Wales) Act 2014	Phil Gilroy/Katie Newe	March 2018
	Cllr. Bobby Feeley	3. Cefndy Healthcare Annual Report 2018/19 and Annual Plan 2019/20	To consider the company's performance during 2018/19 and its Annual Plan for 2019/20	An assessment of the company's performance in delivering its business within budget and meeting targets will assist with the identification of future trends and requirements and support the delivery of the Council's priority relating to Resilient Communities	Phil Gilroy/Simon Rowlands/Nick Bowles	July 2018
28 Nov	Cllr. Julian Thompson-Hill	1. Corporate Risk Register	To consider the latest version of the Council's Corporate Risk Register	Effective monitoring and management of identified risk to reduce risks to residents and the Authority	Alan Smith/Iolo McGregor/Emma Horan	May 2018

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
	Cllr. Julian Thompson-Hill	2. Corporate Plan (Q2) 2017/2022	To monitor the Council's progress in delivering the Corporate Plan 2017-22	Ensuring that the Council meets its targets to deliver its Corporate Plan and the Council's services in line with its aspirations and to the satisfaction of local residents	Alan Smith/Iolo Mc Gregor/Heidi Barton-Price	February 2017
	Cllr. Richard Mainon	3. Draft Street Naming and Numbering Policy	To consider and comment on the revised policy following its review	The development of a robust policy which is compliant with all Council strategies and plans including the Welsh Language Standards	Alan Smith/Emma Jones	March 2019
	Task & Finish Group	4. <i>Use of Plastics (tbc)</i>	<i>To consider the findings and recommendations of the Use of Plastics Task and Finish Group</i>	<i>The formulation of recommendations to County Council on how it can reduce its use of plastics in a deliverable and sustainable way</i>	<i>Graham Boase/Rhian Evans</i>	<i>May 2019</i>
30 January 2020	Cllr. Huw Hilditch-Roberts	1. Verified External Examinations [Education]	To review the performance of schools and that of looked after children; and GwE's impact on the educational attainment of the County's pupils. The report to include actual figures in addition to percentages along with school absenteeism and exclusion data. The report to incorporate GwE's Annual report and information on the 5 year trend in relation to educational attainment in Denbighshire	Scrutiny of performance leading to recommendations for improvement	<i>Karen Evans/Julian Molloy/GwE</i>	<i>January 2019</i>
	Cllr. Brian Jones	2. Draft Sustainable Travel Plan	To consider the draft sustainable travel plan (including the Council's role in facilitating the locating of	To provide observations and recommendations that will support the delivery of the	Emlyn Jones/Mike Jones	By SCVCG June

Meeting	Lead Member(s)	Item (description / title)		Purpose of report	Expected Outcomes	Author	Date Entered
				vehicle charging points across the county, its work with other local authorities and stakeholders with respect of their availability and in relation to other potential alternative travel modes, and in supporting the community to switch to sustainable fuels)	corporate priorities relating to the environment and connected communities by reducing CO2 emissions and improving travel connectivity		2018 (rescheduled February 2019)
	Cllr. Tony Thomas	3.	Library Service Standards 2018-19 and draft Library Service Strategy	To: (i) consider the results of the WG's annual evaluation of the Council's Library Service; and (ii) examine the new draft Strategy for the Service	(i) Identification of any slippages in performance in order to formulate recommendations to redress the situation. (ii) Input into the new Library Service Strategy to ensure that it delivers the Council's Corporate Plan and its priorities in relation to Young People, Resilient and Connected Communities	Liz Grieve/Bethan Hughes	January 2019
	Cllr. Huw Hilditch-Roberts	4.	Customer Relationship Manager (CRM) System	To review the implementation of the new CRM system and its performance in delivering efficient and effective customer focussed services in line with the product specification and the Council's expectations	An efficient and effective customer enquiries system that deals with enquiries quickly, to a high level of customer satisfaction, whilst realising value for money for the Authority	Liz Grieve/Ffion Angharad	September 2018
19 March							
30 April	Cllr. Brian Jones	1.	<i>Commercial Waste Service Evaluation Plan</i>	To consider an the results of an evaluation exercise of the entire commercial waste service, including the performance of the Veolia contract and Waste Technical Team (including	Assurances that the Service is performing well and provides value for money in order to ensure that it aligns to the new waste operating model	<i>Tony Ward/Tara Dumas/Alan Roberts</i>	<i>By SCVCG January 2019</i>

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
			proposals for service changes and improvements)			
11 June	Cllr. Bobby Feeley	1. Draft Director of Social Services Annual Report for 2019/20	To scrutinise the content of the draft annual report to ensure it provides a fair and clear evaluation of performance in 2019/20 and clearly articulates future plans	Identification of any specific performance issues which require further scrutiny by the committee in future	Nicola Stubbins	June 2019
	Cllr. Julian Thompson -Hill	2. Corporate Risk Register	To consider the latest version of the Council's Corporate Risk Register	Effective monitoring and management of identified risk to reduce risks to residents and the Authority	Alan Smith/lolo McGregor/Emma Horan	June 2019
	Cllr. Julian Thompson -Hill	4. Annual Performance Review 2019-20	To monitor the Council's progress in delivering the Corporate Plan 2019-20	Ensuring that the Council meets its targets to deliver its Corporate Plan and the Council's services in line with its aspirations and to the satisfaction of local residents	Alan Smith/lolo McGregor/Heidi Barton-Price	June 2019

Future Issues

Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
Dolwen Residential Care Home	To consider the Task and Finish Group's recommendations relating to the future provision of services at Dolwen Residential Care Home, Denbigh	Pre-decision scrutiny of the task and finish group's findings and the formulation of recommendations for presentation to Cabinet with respect of the future provision of services at Dolwen with a view to ensuring that everyone is supported to live in homes that meet their needs and are able to live independent and resilient lives	Task and Finish Group/Phil Gilroy/Abbe Harvey	July 2018
<i>School Improvement Plans</i> [Education]	<i>To discuss with representatives of particular schools their progress in achieving their improvement plans</i>	<i>Provision of support to the schools to ensure they deliver their plans and improve outcomes for their pupils and the school as a whole</i>	<i>Karen Evans/Julian Molloy</i>	<i>February 2018</i>
Implementation of the Donaldson Report 'Successful Futures' – Independent Review of Curriculum and Assessment Arrangements in Wales [Education] Dependent upon the legislative timetable	To consider and monitor the plans to implement the agreed measures adopted by WG following the consultation on the review's findings	Better outcomes for learners to equip them with jobs market skills	Karen Evans	April 2015

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Information/Consultation Reports

Date	Item (description / title)	Purpose of report	Author	Date Entered
September 2019 & March 2020 [Information]	Corporate Plan 2017/22 (Q1) 2019/20 & Corporate Plan 2017/22 Q3 2020/21	Ensuring that the Council meets its targets and delivers its Corporate Plan and the Council's services in line with its aspirations and to the satisfaction of local residents	Alan Smith/Iolo McGregor/Heidi Barton-Price	September 2018

	To monitor the Council's progress in delivering the Corporate Plan			
Feb/May/Sept/November 2019 [Information]	Quarterly 'Your Voice' complaints performance to include social services complaints	To scrutinise Services' performance in complying with the Council's complaints and identify areas of poor performance with a view to the development of recommendations to address weaknesses. The report to include: (i) a comprehensive explanation on why targets have not been met when dealing with specific complaints, reasons for non-compliance, and measures taken to rectify the failures and to ensure that future complaints will be dealt with within the specified timeframe; (ii) how services encourage feedback and use it to redesign or change the way they deliver services; and (iii) details of complaints which have been upheld or partially upheld and the lessons learnt from them. <i>Consideration of the information provided will assist the Committee to determine whether any issues merit detailed scrutiny</i>	Kevin Roberts/Ann Lloyd/Phil Gilroy	November 2018
Information Report (6 monthly March & September)	Customer Effort Dashboard	To monitor the progress achieved in relation to developing the Customer Effort Dashboard. The feedback trend received from the system and how it is used to benefit residents in relation to assisting them to easily access required services and consequently improving the customer satisfaction experience of the Council <i>Consideration of the information provided will assist the Committee to determine whether any issues merit detailed scrutiny</i>	Liz Grieve/Ffion Angharad	November 2018
Information Report (June 2020)	Housing Services – Review of the effectiveness of the new working model for Housing Officers	To review the effectiveness and impact of the new Housing Officer model in delivering personal advice and support to tenants,	Geoff Davies/Jane Moore	March 2019

		particularly those who reside in older people's schemes		
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Note for officers – Committee Report Deadlines

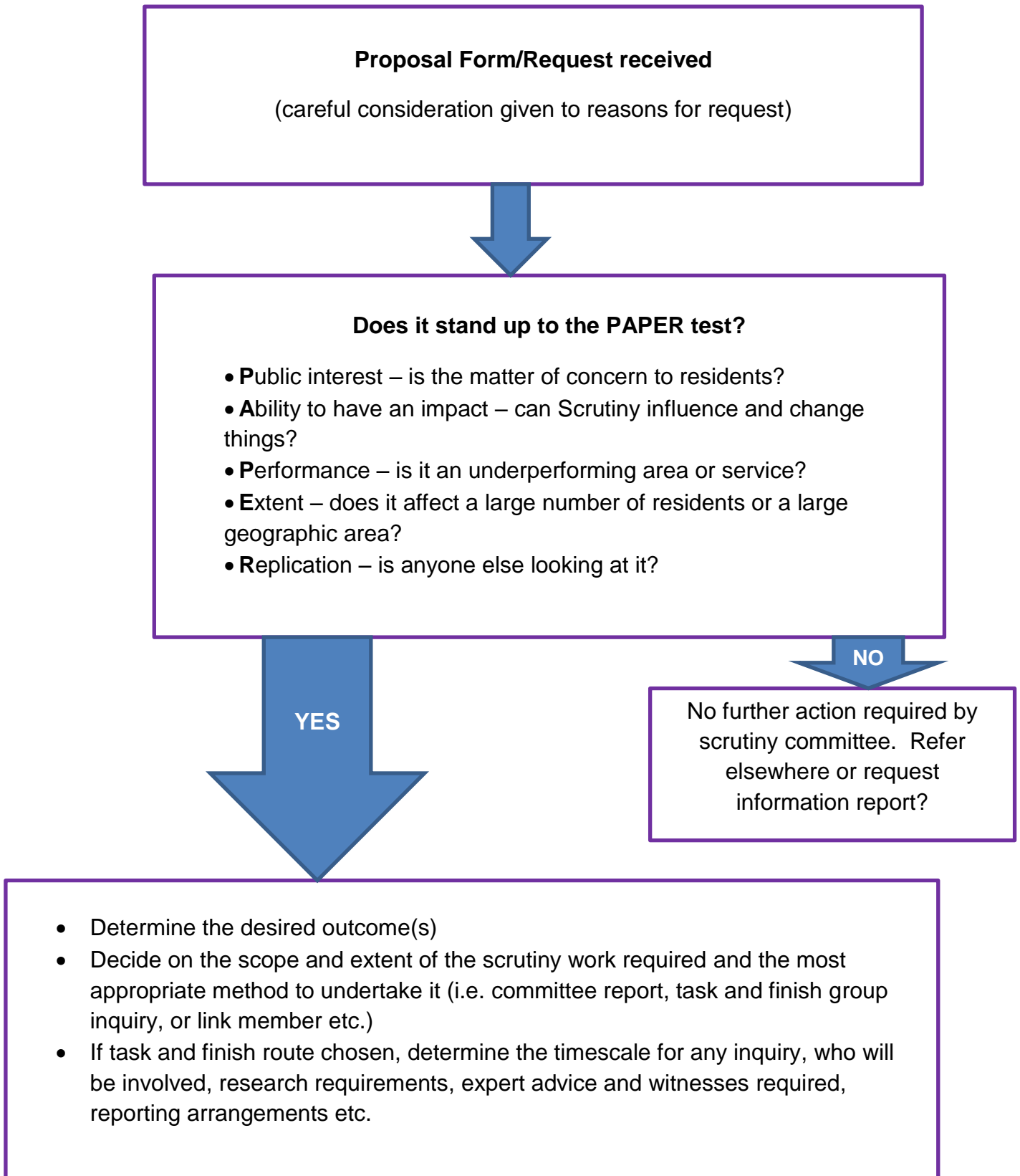
Meeting	Deadline	Meeting	Deadline	Meeting	Deadline
26 September	12 September	28 November	14 November	30 January 2020	16 January 2020

Performance Scrutiny Work Programme.doc
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Member Proposal Form for Scrutiny Forward Work Programme	
NAME OF SCRUTINY COMMITTEE	
TIMESCALE FOR CONSIDERATION	
TOPIC	
What needs to be scrutinised (and why)?	
Is the matter one of concern to residents/local businesses?	YES/NO
Can Scrutiny influence and change things? (if 'yes' please state how you think scrutiny can influence or change things)	YES/NO
Does the matter relate to an underperforming service or area?	YES/NO
Does the matter affect a large number of residents or a large geographical area of the County (if 'yes' please give an indication of the size of the affected group or area)	YES/NO
Is the matter linked to the Council's Corporate priorities (if 'yes' please state which priority/priorities)	YES/NO
To your knowledge is anyone else looking at this matter? (If 'yes', please say who is looking at it)	YES/NO
If the topic is accepted for scrutiny who would you want to invite to attend e.g. Lead Member, officers, external experts, service-users?	
Name of Councillor/Co-opted Member	
Date	

Consideration of a topic's suitability for scrutiny



Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
30 July 2019	1	Implementation of Alternative Delivery Model (ADM) for various leisure related functions and activities: ADM Implementation Costs & Revenue Savings	To approve the investment decision further to a review the one off cost for the implementation of the ADM project, and the associated revenue savings to be realised	Yes	Councillors Bobby Feeley and Julian Thompson-Hill / Graham Boase / Sian Lloyd Price
	2	Ethical Code of Employment	To seek Cabinet approval of the Ethical Code of Employment	Yes	Councillor Richard Mainon / Helen Makin
	3	Regional Pooled Budget Agreement	To approve a regional agreement to further develop a non-risk sharing pooled budget arrangement for care home accommodation for older people, to comply with the requirements of the Social Services and Wellbeing (Wales) Act	Yes	Councillors Bobby Feeley and Julian Thompson-Hill / Judith Greenhalgh / Steve Gadd
	4	Employment Policies	To gain approval from Cabinet for the adoption of five Employment Policies	Yes	Councillor Richard Mainon / Catrin Roberts / Andrea Malam
	5	East Rhyl Coastal Defence Scheme	To update Cabinet Members on the current status the East	Yes	Councillor Brian Jones / Wayne Hope

Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
			Rhyl Coastal Defence Scheme and seek approval of the scheme to the construction phase.		
	6	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Councillor Julian Thompson-Hill / Steve Gadd
	7	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Scrutiny Coordinator
24 Sep 2019	1	North Wales Growth Bid Governance Agreement 2	To approve the governance arrangements in relation to the implementation of the growth deal	Yes	Councillor Hugh Evans / Graham Boase / Gary Williams
	2	Rhyl Vision and Master Plan (report and presentation)	To agree to pursue the vision and key projects over the long term, committing resources to bring about the desired changes in collaboration with a wide range of stakeholders	Yes	Councillor Hugh Evans / Emlyn Jones / Mike Horrocks
	3	Implementation of Alternative Delivery Model (ADM) for	To consider and approve the Council's Strategic	Yes	Councillors Bobby Feeley and Julian Thompson-Hill /

Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
		various leisure related functions and activities: Board Membership	Governance Board for the Local Authority Trading Company (LATC) and review and recommend to Council the Board membership of the LATC		Graham Boase / Sian Lloyd Price
	4	Contract Procedures Rules	To consider the reviewed contract procedures rules which will require adoption and form part of the council constitution	Tbc	Councillor Julian Thompson-Hill / Lisa Jones
	5	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Councillor Julian Thompson-Hill / Steve Gadd
	6	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Scrutiny Coordinator
22 Oct 2019	1	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Councillor Julian Thompson-Hill / Steve Gadd
	2	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Scrutiny Coordinator

Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
19 Nov 2019	1	Quarter 2 Performance Report on the Corporate Plan	To provide members with analysis about performance and progress against our corporate priorities	Tbc	Councillor Julian Thompson-Hill / Nicola Kneale / Iolo McGregor
	2	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Councillor Julian Thompson-Hill / Steve Gadd
	3	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Scrutiny Coordinator
17 Dec 2019	1	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Councillor Julian Thompson-Hill / Steve Gadd
	2	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Scrutiny Coordinator

Note for officers – Cabinet Report Deadlines

Cabinet Forward Work Plan

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>
<i>July</i>	16 June	<i>September</i>	10 September	<i>October</i>	8 October

Updated 25/06/19 - KEJ

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Progress with Committee Resolutions

Date of Meeting	Item number and title	Resolution	Progress
13 June 2019	6. DRAFT DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT FOR 2018/19	RESOLVED: - <i>subject to the above observations and the inclusion of the requested amendments, that</i> <i>(i) the report provided a clear account of performance in 2018-19; and</i> <i>(ii) the issues of concern raised during the discussion on the report were already scheduled into the forward work programme of the Council's Partnerships Scrutiny Committee</i>	Director of Social Services informed of the Committee's observations and views
	7. CORPORATE RISK REGISTER	RESOLVED: - <i>having considered the amendments to the Corporate Risk Register, and subject to the provision of the above information, to receive the revised version of the register.</i>	Lead Member and relevant officers advised of the Committee's observations
	8. THE EFFECTIVENESS OF WELL-BEING IMPACT ASSESSMENTS (WIA)	RESOLVED: - <i>subject to the above observations and the provision of support to all elected members in relation to developing skills to effectively challenge and scrutinise Well-being Impact Assessments, to receive the findings of the review of the Well-Being Impact Assessment Process.</i>	Lead Member and officers advised of the Committee's comments. Officers to arrange to deliver appropriate skills training to elected members

	<p>9. ANNUAL PERFORMANCE REVIEW 2018/19</p>	<p><i>RESOLVED: - subject to the above observations and provisions of the requested information, to receive and endorse the Council's performance in delivering its priorities and associated duties as detailed in the annual performance review 2018-19.</i></p>	<p>Lead Member and officers informed of the Committee's comments. The Annual Performance Review document was subsequently presented to Cabinet on 25 June and County Council on 2 July for approval</p>
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