

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Thursday, 13th September,
2012
at 6.00 pm

COUNCIL CHAMBER - CIVIC CENTRE

This meeting is open to the public

Members

Councillor Moulton (Chair)
Councillor Vinson (Vice-Chair)
Councillor Barnes-Andrews
Councillor Chaloner
Councillor Fitzhenry
Councillor Hannides
Councillor Lewzey
Councillor McEwing
Councillor Pope
Councillor Tucker

Appointed Members

Mrs U Topp, (Roman Catholic Church)
Mr T Blackshaw, The Church of England (Dioceses
of Winchester & Portsmouth)
Vacancies – Parent Governors Representatives

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PUBLIC INFORMATION

Role of Overview and Scrutiny

Overview and Scrutiny includes the following three functions:

- Holding the Executive to account by questioning and evaluating the Executive's actions, both before and after decisions taken.
- Developing and reviewing Council policies, including the Policy Framework and Budget Strategy.
- Making reports and recommendations on any aspect of Council business and other matters that affect the City and its citizens.

Overview and Scrutiny can ask the Executive to reconsider a decision, but they do not have the power to change the decision themselves.

Overview and Scrutiny Management Committee

The Overview and Scrutiny Management Committee holds the Executive to account, exercises the call-in process, and sets and monitors standards for scrutiny. It formulates a programme of scrutiny inquiries and appoints Scrutiny Panels to undertake them. Members of the Executive cannot serve on this Committee.

Southampton City Council's Priorities

- More jobs for local people
- More local people who are well education and skilled
- A better and safer place in which to live and invest
- Better protection for children and young people
- Support for the most vulnerable people and families
- Reducing health inequalities
- Reshaping the Council for the future

Smoking Policy

The Council operates a no-smoking policy in all civic buildings.

Mobile Telephones

Please turn off your mobile telephone whilst in the meeting.

Fire Procedure

In the event of a fire or other emergency a continuous alarm will sound and you will be advised by Council officers what action to take.

Access

Access is available for disabled people. Please contact the Democratic Support Officer who will help to make any necessary arrangements.

Dates of Meetings: Municipal Year 2012/13

2012	2013
12 July	24 January
16 August	14 February
13 September	14 March
11 October	11 April
8 November	
13 December	

CONDUCT OF MEETING

TERMS OF REFERENCE

The general role and terms of reference for the Overview and Scrutiny Management Committee, together with those for all Scrutiny Panels, are set out in Part 2 (Article 6) of the Council's Constitution, and their particular roles are set out in Part 4 (Overview and Scrutiny Procedure Rules – paragraph 5) of the Constitution.

RULES OF PROCEDURE

The meeting is governed by the Council Procedure Rules and the Overview and Scrutiny Procedure Rules as set out in Part 4 of the Constitution.

DISCLOSURE OF INTEREST

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Personal Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PERSONAL INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

- (i) Any employment, office, trade, profession or vocation carried on for profit or gain.
- (ii) Sponsorship:

Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

(iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

- a) the total nominal value for the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
- b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

BUSINESS TO BE DISCUSSED

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM

The minimum number of appointed Members required to be in attendance to hold the meeting is 4.

Other Interests

A Member must regard himself or herself as having a, 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

AGENDA

Agendas and papers are now available online via the Council's Website

1 APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)

To note any changes in membership of the Panel made in accordance with Council Procedure Rule 4.3.

2 DISCLOSURE OF PERSONAL AND PREJUDICIAL INTERESTS

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

NOTE: Members are reminded that, where applicable, they must complete the appropriate form recording details of any such interests and hand it to the Democratic Support Officer

3 DECLARATIONS OF SCRUTINY INTEREST

Members are invited to declare any prior participation in any decision taken by a Committee, Sub-Committee, or Panel of the Council on the agenda and being scrutinised at this meeting.

4 DECLARATION OF PARTY POLITICAL WHIP

Members are invited to declare the application of any party political whip on any matter on the agenda and being scrutinised at this meeting.

5 STATEMENT FROM THE CHAIR

6 MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)

To approve and sign as a correct record the Minutes of the meetings held on 16 August 2012 and to deal with any matters arising, attached.

7 SCHOOL ORGANISATION: SCHOOL PLACES PLANNING

Report of the Cabinet Member for Children's Services detailing considerations relating to school organisation and places planning, attached.

8 PROGRESS IN THE FIRST 100 DAYS

Report of the Leader of the Council providing a summary of the priority actions that have been pursued by the new administration in its first 100 days, attached.

9 FORWARD PLAN

Report of the Senior Manager – Customer and Business Improvement

- detailing items requested for discussion from the current Forward Plan;and
- seeking the Committee’s indication as to what items will be required for discussion scheduled for the period October 2012 to January 2013

attached.

a) MINERALS AND WASTE PLAN: FURTHER CHANGES

To consider a briefing paper outlining the forthcoming Cabinet decision – “Minerals and Waste Plan: further changes” ,attached.

b) Southampton Transition Employment Project (STEP)

To consider a briefing paper detailing the forthcoming Cabinet Decision – “Southampton Transition Employment Project (STEP)”attached.

10 LORDSHILL MASTERPLAN

Report of the Cabinet Member for Resources detailing the development of the Lordshill Masterplan, attached.

11 MONITORING SCRUTINY RECOMMENDATIONS

Report of the Senior Manager – Customer and Business Improvement, detailing actions and monitoring progress of the recommendations of the Panel, attached.

WEDNESDAY, 5 SEPTEMBER 2012 HEAD OF LEGAL, HR & DEMOCRATIC SERVICES

Agenda Item 6

SOUTHAMPTON CITY COUNCIL
OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
MINUTES OF THE MEETING HELD ON 16 AUGUST 2012

Present: Councillors Moulton (Chair), Barnes-Andrews, Chaloner, Fitzhenry, Lewzey, McEwing, Pope, Tucker, Smith and Turner

Apologies: Councillors Vinson and Hannides

Also in Attendance Councillor Payne - Cabinet Member for Housing and Leisure Services
Councillor Noon – Cabinet Member for Efficiency and Improvement
Councillor Letts – Cabinet Member for Resources

9. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The Committee noted that in accordance with Council Procedure Rule 4.3 Councillors Smith and Turner acted as substitute for Councillor Hannides and Vinson respectively for the period of this meeting.

10. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

RESOLVED: that the minutes for the Committee meeting on 12 July 2012 be approved and signed as a correct record subject to the following amendment:

to amend Minute Number 4 Resolution (ii) by adding the wording “from service cuts”.

Minute Number 4 Resolution (ii) to read:-

(ii) the Safeguarding budget be ring fences from service cuts for 2013/14;

(Copy of the minutes circulated with the agenda and appended to the signed minutes).

11. **OAKLANDS SWIMMING POOL**

The Committee considered the report of the Cabinet Member for Housing and Leisure detailing the major issues relating to the proposed closure of Oakland’s Swimming Pool.

(Copy of the report circulated with the agenda and appended to the signed minutes).

In attendance were Councillors Morrell and Thomas and Mr Harry Mitchell (Lordshill Tenants Association and Church Warden) and with the consent of the Chair, addressed the meeting:

RESOLVED that

- (i) the Cabinet Member should request that officers circulate the number of users who took up the free swim initiative at Oaklands Pool to the Committee;
- (ii) the Cabinet Member informs the Committee of the date when officers were instructed to stop repairs to Oaklands Pool

- (iii) the Cabinet Member should request officers that information be circulated to the committee detailing what capital grants might have been available for refurbishing swimming pools following the end of the free swimming initiative;
- (iv) the Cabinet Member explores all funding streams available, including Olympic legacy, to support Oaklands Pool;
- (v) the Cabinet Member refers to the running costs of Oaklands Pool as a subsidy and not in terms of losing money when referring to Oaklands Pool;
- (vi) the Cabinet Member provides details to the Committee outlining when the brief was changed to remove a swimming pool from the Lordshill Masterplan
- (vii) the Cabinet Member request that officers consult the staff and parents of children who go to the nursery on the Oaklands site; and that
- (viii) the Cabinet Member ensures that nothing is done to Oaklands Pool that will make it more expensive to re-open and operate.

12. **FORWARD PLAN**

The Committee considered the report of the Senior Manager – Customer and Business Improvement detailing items requested for discussion from the current Forward Plan. (Copy of the report circulated with the agenda and appended to the signed minutes).

Mr Gary Edwards (Southampton Advice and Representation Centre) was in attendance and, with the consent of the Chair address the meeting in relation to Agenda Item 8 Appendix 2 – “Process for Awarding Grants to Voluntary Organisations 2013/14 and Beyond”

RESOLVED that

- (i) the Cabinet Member for Housing and Leisure Services be requested to instruct officers to circulate to the Committee information on whether the proposed Houses of Multiple Occupancy (HMO) licence fee is tax deductible for landlords
- (ii) the Cabinet Member for Housing and Leisure Services includes in proposed scheme for Houses of Multiple Occupancy (HMO) carbon monoxide monitoring and gas appliance safety checks;
- (iii) the Cabinet Member for Housing and Leisure Services ensures that all ward Councillors are informed of the consultation events outlined in the briefing paper attached to the report as Appendix ;
- (iv) the Cabinet Member for Efficiency and Improvement request that officers review examples of participatory budget schemes trails from outside the City boundaries that include other organisations and authorities.
- (v) the Committee noted that Council Tax benefit was a key element to those receiving welfare payments. The Committee noted that the proposed terms of reference for the Scrutiny Review of the welfare reforms made reference to the forthcoming changes in council tax benefit. The Committee therefore requested that the Panel discuss the matter at the appropriate meeting of the Review with the Cabinet Member invited to attend.

13. **SCRUTINY REVIEW PROGRAMME 2012/13 - TERMS OF REFERENCE**

The Committee noted the report of the Senior Manager – Customer and Business Improvement seeking approval for the terms of reference for the Scrutiny Review Programme 2012-2013 (Copy of the report circulated with the agenda and appended to the signed minutes).

14. **MONITORING SCRUTINY RECOMMENDATIONS**

The Committee considered the report of the Senior Manager – Customer and Business Improvement, detailing actions and monitoring progress of the recommendations of the Committee. (Copy of the report circulated with the agenda and appended to the signed minutes).

RESOLVED that

- (i) the Committee received and noted responses made to recommendations at its July Meeting in regard to Agenda Item 11 Appendix 2 “Changes to Existing Revenue and Capital Budgets”
Recommendation agreed as Minute Number 6(i)
That the Cabinet Member revisits Capita’s contribution to the Council’s savings target prior to the next budget being set
Response
The Council is currently engaged in negotiations with Capita seeking to deliver significant savings from the Capita contract for 2013/14 onwards. The Council is engaged with Capita at Chief Executive and Board Level in taking forward discussions and savings proposals.
Recommendation agreed as Minute Number 6(iii)
That the Cabinet Member ensures that information is in the public domain in sufficient time to scrutinise the mini budget before Council consideration in September.
Response
The Mini Budget will be considered at Full Council on the 12th September. Unfortunately OSMC do not meet until the 13th September, and so it will not be possible for OSMC to consider the Mini Budget report before Full Council makes its decision. The Mini Budget information will be published with the Council papers.
- (ii) the Committee received and considered the response from the Cabinet Member of Resources to the recommendation agreed as Minute Number 6(ii) made at its July meeting -
“That the Cabinet Member requests details of the Capita Partnership’s Senior Managers pay levels and circulates to OSMC”

Stating that:

“This has not been requested at the current time. The Council is working positively with Capita to deliver savings, and this would only serve as a distraction.”

and made a revised resolution that

“the Cabinet Member requests details of the Capita Partnership’s Senior Managers pay bands and the number of managers in each band and circulates to Committee Members”

Agenda Item 7

DECISION-MAKER: OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
SUBJECT: SCHOOL ORGANISATION: SCHOOL PLACES PLANNING
DATE OF DECISION: 13 SEPTEMBER 2012
REPORT OF: CABINET MEMBER FOR CHILDREN'S SERVICES & LEARNING

STATEMENT OF CONFIDENTIALITY

None

BRIEF SUMMARY

This report has been requested by the Chair of the OSMC. It summarises the demand for mainstream and special school places in Southampton as well as proposals to cope with the predicted shortfall of places. It also provides brief detail on CSL's future plans for SEN provision in the city.

RECOMMENDATIONS:

- (i) That the Committee considers the report and provides feedback.

REASONS FOR REPORT RECOMMENDATIONS

1. To assist the Committee in understanding the council's approach to school places planning in the city (both in mainstream and special schools).

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

3. Mainstream Places

Primary:

As is the case nationally, and in London and the South East in particular, Southampton is experiencing a significant increase in demand for primary school places. This is principally driven by an underlying increase in the birth rate in the local area since 2008, but also affected by other factors such as: recent inward migration (e.g., from the accession states of the European Union; higher 'retention' levels – i.e., more parents entitled to a place in the city taking up that place; less housing market movement from within the city to properties outside the city; improved educational standards overall in the city, particularly at the early years and primary phase key stages).

In 2008/9 the LA needed to ensure that a total of 2,480 Year R places were available for children in the city. By 2011/12 this had increased to 2,805. Based on current forecasts we expect that the LA will need to provide a total of 3,240 Year R places to meet demand in 2015/16. This represents a 30% increase in primary places provision over the period 2008/9 – 2015/16. This is amongst the sharpest increases, nationally.

The table below provides details of how many children we expect to enter Year R (the first year of school) over the period 2012/13 – 2016/17:

Academic Year	Year R PAN	Year R forecast	Surplus / Deficit
2012/2013	3,030	2,963	67
2013/2014	3,030	2,912	118
2014/2015	3,030	3,040	-10
2015/2016	3,030	3,240	-210
2016/2017	3,030	3,141	-111

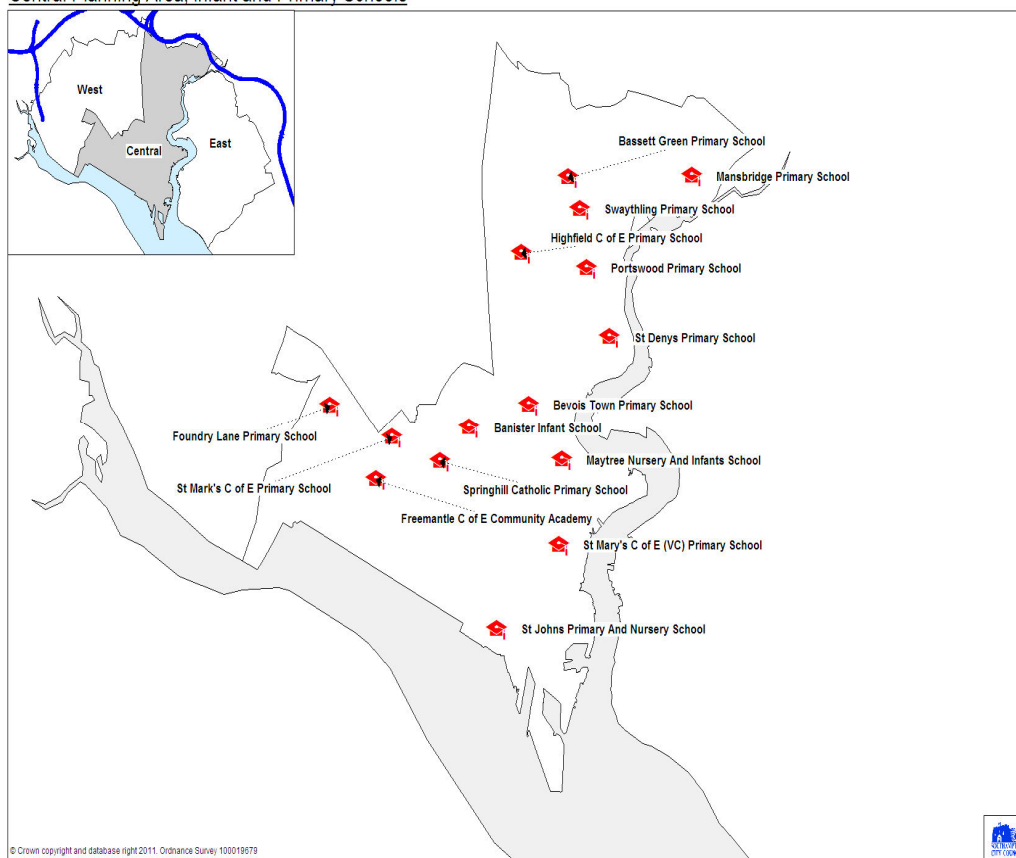
The Published Admission Number (PAN - 2nd column from the left) shows the number of places the LA can currently offer as a result of the proposals that cabinet has approved to date. The final column indicates whether there is a surplus or deficit of places. It should be noted that a significant deficit will accrue unless further projects to provide additional places are commissioned.

The greatest demand for additional places over the period 2012/13 – 2016/17 is in schools in the central spine of the City. This is illustrated in the table below:

	East	Central	West	Total
PAN 2012/2013 less Forecast Year R NOR	46	-45	66	67
PAN 2013/2014 less Forecast Year R NOR	100	-71	89	118
PAN 2014/2015 less Forecast Year R NOR	28	-113	75	-10
PAN 2015/2016 less Forecast Year R NOR	-87	-160	37	-210
PAN 2016/2017 less Forecast Year R NOR	-47	-128	64	-111

The schools / areas most affected in the central area are illustrated in the map below:

Central Planning Area; Infant and Primary Schools



The expansion projects that have been commissioned to date are consistent with this pattern of demand and have been focussed primarily on schools within the central area. Similarly the proposals that are due to be presented to Cabinet in September regarding the expansion of Basset Green, Bevois Town and St John's, are also consistent with this pattern of demand.

If Cabinet approves the recommendation to add additional places at these schools then the overall deficit will be reduced, although not eliminated. This is illustrated in the following table :

	East	Central	West	Total
PAN 2012/2013 less Forecast Year R NOR	46	15	36	97
PAN 2013/2014 less Forecast Year R NOR	100	-11	89	178
PAN 2014/2015 less Forecast Year R NOR	28	-23	75	80
PAN 2015/2016 less Forecast Year R NOR	-87	-70	37	-120
PAN 2016/2017 less Forecast Year R NOR	-47	-38	64	-21

**PAN figures include delay of Fairisle Infant expansion until Sept 2014 (originally planned for September 2012) and implementation of Bassett Green & Bevois town from September 2012 and St John's from September 2014.*

The CSL Infrastructure Team is currently developing proposals for the further management of this deficit.

All expansion projects commissioned to date have been based on extensive consultation, including a minimum of 4 weeks formal pre-statutory consultation and 4 weeks statutory consultation. Where significant building work is required then further additional pre-statutory and statutory consultation is conducted in line with the requirements of the Town and Country Planning Act. In addition, proposals are also discussed thoroughly on an informal basis with head teachers and governors prior to their being recommended to Cabinet. Finally, the pupil place planning data and forecasts are regularly shared with schools and were most recently discussed at the Primary Schools Forum in July.

All projects have been funded by capital provided by the Department for Education (DFE) and have been delivered via a combination of minor and major refurbishment of existing accommodation, the provision of additional modular accommodation on site, and in some cases, the provision of additional or replacement new-build accommodation on existing sites.

Secondary

There is currently a significant surplus of secondary school age places in Southampton. This is a function of the low cohort of children that entered Southampton primary schools in the early part of the 2000s. However, we expect that this surplus will consistently decrease over the next decade as the current increased primary cohort moves into the secondary phase. Based on current forecast data, we expect that the city's existing capacity for secondary age places will be exceeded by 2018/19, and that a significant deficit of places will exist by 2020. This is illustrated in the table below:

Academic Year	Year 7 PAN	Year 7 forecast	Surplus / Deficit
2012/2013	2290	1900	390
2013/2014	2290	1937	353
2014/2015	2290	2020	270
2015/2016	2290	1996	294
2016/2017	2290	2140	150
2017/2018	2290	2227	63
2018/2019	2290	2309	-19
2019/2020	2290	2573	-283
2020/2021	2290	2488	-198
2021/2022	2290	2623	-333

As with primary schools, the city centre is likely to have the greatest demand for secondary school places with there being a deficit of Year 7 places as early as 2016/2017. This is illustrated in the following table:

	East	Central	West	Total
Total PAN	1050	700	540	2290
PAN 2012/2013 less Forecast Year 7 NOR	240	52	98	390
PAN 2013/2014 less Forecast Year 7 NOR	219	40	94	353
PAN 2014/2015 less Forecast Year 7 NOR	163	17	90	270
PAN 2015/2016 less Forecast Year 7 NOR	153	34	107	294
PAN 2016/2017 less Forecast Year 7 NOR	183	-107	74	150
PAN 2017/2018 less Forecast Year 7 NOR	100	-81	44	63
PAN 2018/2019 less Forecast Year 7 NOR	65	-110	26	-19
PAN 2019/2020 less Forecast Year 7 NOR	-47	-203	-33	-283
PAN 2020/2021 less Forecast Year 7 NOR	-11	-172	-15	-198
PAN 2021/2022 less Forecast Year 7 NOR	-68	-220	-45	-333

At present St Anne's Catholic College is the only secondary school in the city centre. It is possible that surplus spaces in the east and west of the city may offset some of the deficits in the city centre in the short term, although is not likely to be a tenable solution for more than one or two years. In 2019/2020 the city could be short of nearly 300 Year 7 places (compared with the number currently available).

The cumulative affects of these deficits could leave the city with a deficit number of places equivalent to an average sized secondary school (approximately 800 places) by 2021/2022.

4. Special School Places

As the number of children in the city increases, it is also anticipated that the number of children requiring a place at a Special School will also increase.

Academic Year	Total SEN Forecast (age 4-15)	No. Places	Deficit/Surplus
2012/2013	320	344	24
2013/2014	325	344	19
2014/2015	333	344	11
2015/2016	348	344	-4
2016/2017	354	344	-10

Forecasting special school places is more complex than for mainstream places and the forecast above is based on the assumption that the proportion of all children currently requiring a special school place, will remain at a similar level in the future, and that the breakdown of types of special school place will remain similar. The actual numbers of children requiring special school places could change as a result of a number of factors that are largely unpredictable; e.g., the number of children with SEN moving into the city; changes to the timing and the way children are assessed; an uneven spread of particular types of SEN; the relative success or otherwise of mainstream provision for SEN. Given the complexity of the needs of some children it is very difficult to accurately predict what the specific needs may be, where they could be best supported and, crucially, what choices parents choose to make against the backdrop of their statutory entitlements. A further complication is that special schools do not have a formal Published Admission Number (PAN) in the same way that mainstream schools do – they have a total number of places available and the number of children they admit is based on the number of pupils

that left the previous year. This was exemplified by the necessary recent decision to add eight additional places at Springwell School; whilst the forecast above does not indicate a shortage, it became apparent at the SEN placement meeting in May 2012 that there were 8 children who could not be placed at the school if its capacity were not increased.

A revised Special Educational Needs Strategy is currently being developed and is scheduled to be published for consultation in November 2012. The main objective of the SEN strategy is to ensure that all children and young people in Southampton receive high quality support that enables them to thrive and prosper as individuals. This will be achieved through:

- Working together with parents, carers and across professional disciplines to deliver high quality multi-agency assessments to identify strengths and needs.
- Delivering flexible, personalised support through high quality provision for SEN in both mainstream, special schools and pupil referral units
- Making sure the balance of provision reflects as closely as possible the anticipated needs in the city
- Minimising the extent to which it is necessary to purchase special school places from independent provision (inside or outside the city) unless demanded by an assessed complexity of need that cannot otherwise be met

RESOURCE IMPLICATIONS

Capital/Revenue

5. If the proposals to expand Basset Green, Bevois Town and St John's are taken forward (after consultation and cabinet approvals) it is anticipated that the expansion projects would be funded via the Basic Need Capital Grant, which the council receives from the DfE to provide extra school places in the city.

This batch of grant funding would also be used for the short term expansion of Springwell school.

Property/Other

6. It is proposed that Bassett Green would be expanded with an extension to the existing school, Bevois Town by a combination of extension and refurbishment and St John's by either an extension or the refurbishment of existing council owned space. As we are in the very early stages of the process (the consultation is not due to start until the end of September) it has not yet been confirmed exactly how each capital project would be taken forward (if approved). To have final plans in place prior to consultation and cabinet decisions would be to pre-determine the outcomes of these processes and thus inappropriate.

The expansion of Springwell will be achieved initially via the rental of a modular building, which is planned to be on site for November 2012. Plans for this are already in place given that the additional places are required for the 2012/13 academic year. This will be treated as a revenue cost and funded from the Schools Intervention Fund. It is proposed that a two classroom extension will be built at the school to make the expansion more permanent (at least in terms of admitting additional year R children).

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

7. The duty to undertake overview and scrutiny is set out in Section 21 of the Local Government Act 2000 and the Local Government and Public Involvement in Health Act 2007.

Other Legal Implications:

8. None.

POLICY FRAMEWORK IMPLICATIONS

9. None.

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KEY DECISION? N/A

WARDS/COMMUNITIES AFFECTED: None directly as a result of this report.

SUPPORTING DOCUMENTATION

Non-confidential appendices are in the Members' Rooms and can be accessed on-line

Appendices

1. None

Documents In Members' Rooms

None

Integrated Impact Assessment

Do the implications/subject of the report require an Integrated Impact Assessment (IIA) to be carried out. No

Other Background Documents

Integrated Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
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Agenda Item 8

DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
SUBJECT:	PROGRESS IN THE FIRST 100 DAYS
DATE OF DECISION:	13 SEPTEMBER 2012
REPORT OF:	LEADER OF THE COUNCIL
STATEMENT OF CONFIDENTIALITY	
None	

BRIEF SUMMARY

At the Cabinet meeting on 21st August 2012 a report was presented that summarised the priority actions that have been pursued by the new administration in its first 100 days. The Cabinet report also sets a backdrop to the revised Council Plan 2012-16 to be considered by the council in November. This will reflect the council's strategic direction of travel.

RECOMMENDATIONS:

- (i) That the Committee notes the report.

REASONS FOR REPORT RECOMMENDATIONS

1. In response to a request from the Chair of the Overview and Scrutiny Management Committee

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

3. A report summarising the priority actions that have been pursued by the new administration in its first 100 days was presented to Cabinet on 21st August. These have been progressed through seven working groups comprising councillors and officers and chaired by the relevant Cabinet Members. The details of the activities undertaken by the 7 working groups are included in Appendix 1. Initial work in key areas also enabled the Cabinet to take decisions to make modest additional investment at their meeting in July 2012. It is important to highlight that in some cases, the work undertaken by the working groups has been of a cross cutting nature so that the lead for a particular service area may fall within one Portfolio but the work has been undertaken by another working group. For example, while the lead for skills falls within the Communities Portfolio, the discussions about apprenticeships have taken place within the Children's working group.
4. The 6 main cross Portfolio areas of achievement in the first 100 days highlighted in the Cabinet report were:
 - a) Supporting residents and enabling them to voice their views on local issues:
 - Approval to draw down government funding for developing a local programme to support families with complex problems and launching the local *Families Matter* programme
 - Full Council agreed a motion put forward in July on a

“Referendum” which will be progressed as soon as reasonably practicable on the basis of legal advice. A copy of the letter sent to the Minister of State for Housing and Local Government is attached as Appendix 2.

- b) Improving the environment:
 - Development of a programme of 12 – 16 StreetCREDs (Crime and Environment Days) to tackle ASB, HMOs and environment related issues in neighbourhoods
 - Reviewing options to increase recycling, deliver waste collection and disposal savings, car parking policies.
- c) Affordable housing:
 - Pursuing options to increase the number of affordable homes being developed in the city so that we can achieve, on average, one affordable home per day
- d) Innovative partnership approaches:
 - Appointment of a Chief Scientific Officer with the University of Southampton
 - Developing a partnership approach with other front runners for our future energy policies and strategy.
- e) Skills, employment and enterprise opportunities:
 - Development of a project plan for a 'dragons den' style initiative to offer spare capacity to young business people and identification of 24 full apprenticeship placement opportunities across the Council
 - Youth Contracts: targeted work placement opportunity for 100 unemployed 16/17 year olds in the City. These placements are supported via Wheatsheaf Trust and City Limits and by the establishment of a 6 week 'hit squad' to achieve the target
 - Pre-apprenticeship funding through a match bid of £35k to support 70 young people to access a pre apprenticeship course to provide young people with the necessary skill/support/confidence to apply for an apprenticeship
 - Agreement for 2012/13 scheme has been reached with bus companies, colleges and the council to support reduced bus fares for any 16-19 year old attending a Southampton college, and free of charge to those who qualify for a bursary. This subsidised bus transport for 16-19 year olds attending Southampton colleges will help offset the loss of Educational Maintenance Allowance.
- f) Developing a motivated workforce:
 - Southampton model to retain and retrain staff - the Southampton Transition to Employment Programme (STEP) will be considered by the Cabinet and Council in September 2012
 - Constructive discussions with the Unions on resolution of the dispute which started in 2011
 - Further streamlining of the council's structures with a view to reducing costs – resulting in the new Environment and Economy Directorate.

5. The current Council Plan covers the period 2011– 2014 and as we want to set the direction of travel for the next three years, this plan is currently being redrafted to cover the period up to 2016. It is due to be considered by the full council at its meeting in September 2012.

RESOURCE IMPLICATIONS

Capital/Revenue

6. None

Property/Other

7. None

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

8. Section 1 of the Localism Act 2011 (General Power of Competence) together with the Local Government Act 2000 to the extent that it defines the powers, functions and duties of a Local Authority Executive.

Other Legal Implications:

9. None.

POLICY FRAMEWORK IMPLICATIONS

10. None.

AUTHOR:	Name:	Suki Sitaram	Tel:	023 8083 2060
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KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	All
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SUPPORTING DOCUMENTATION

Non-confidential appendices are in the Members' Rooms and can be accessed on-line

Appendices

1.	Report back from the working groups
2.	Letter to the Minister of State for Housing and Local Government

Documents In Members' Rooms

	None
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Integrated Impact Assessment

Do the implications/subject of the report require an Integrated Impact Assessment (IIA) to be carried out.	No
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Other Background Documents

Integrated Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)

Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)

	None	
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Agenda Item 8

Appendix 1

APPENDIX 1

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First 100 days report back from the Communities Working Group

Background

This working group will focus on the council's Change Programme, supporting families with complex problems, enforcement, reducing crime and tackling key community safety issues within the City.

Membership

- Cllr Rayment – Cabinet Member and lead on Families Matter
- Cllr Blatchford – lead on joined up enforcement
- Cllr McEwing – lead on Welfare Reforms
- Cllr Thomas – lead on Fuel Poverty
- Cllr Kaur – lead on StreetCRED
- Director of Environment and Economy
- Director of Children's Services
- Senior Manager, Customer and Business Improvement
- Lead Managers for different topics

Top priorities for the first 100 days

- "Families Matter" (The government's Troubled Families programme)
- Joined Up Enforcement
- CREWs – on a monthly basis, in response to the feedback from residents
- Retention of ICE Bus and Street Pastors
- Fuel Poverty

Key issues

- Perception is that the city is shabby and tired looking and may contribute to the "broken window syndrome"
- Improving awareness of what and how to recycle and which bins to use for what
- Perception that the city council is not tough enough on enforcement
- Strong and consistent messages through a range of modern communication channels
- Adequate funding for taxi marshals
- Interdependencies with police and enforcement services
- Work with partners to develop and launch a 'Southampton apprentice and intern initiative' to take on young people
- CCTV review of the outsourcing process
- Encourage meetings between Police and Councillors
- Understand the growing Organised Crime Groups in relation to how this affects Southampton and consider how we can work with the Police on this issue

Work completed in the first 100 days

- Workshop sessions on the Environment and Joined Up Enforcement
- Night time economy visit to observe first hand the work being done by Street Pastors and the ICE Bus
- Council approval to invest modest sums in
 - helping the council to change the environment from "Shabby to Chic" through the introduction of 12 - 16 StreetCREDs and supporting local people to improve their physical environment
 - delivering joined up robust enforcement so that we can work towards a zero tolerance approach
 - continuing the critical, value for money scheme of taxi marshals
- Workshop sessions to explore how best to support families with complex problems that carry on from generation to generation and agreed the local work on the Troubled Families programme would be known as "Families Matter"
- Cabinet approval for drawing down the government funding for Troubled Families and to appoint a full time coordinator – recruitment has been agreed
- Organised four Night Time Economy (NTE) sessions in August with the Police for Councillors from all political groups

Next steps

- Shared priorities through a single cross council lead for enforcement
 - Political lead - Cllr Rayment
 - Manager lead – Mitch Saunders
- Develop joint enforcement action plan and report quarterly to Cllr Rayment and Cllr Thorpe
- Promote successful enforcement and raise awareness of what the council expects
- Monthly meetings of enforcement teams to share intelligence and to decide enforcement priorities
- Identify legal barriers and restrictions relating to enforcement and how to overcome them
- Actions from the Night Time Economy visit
 - Support and recognition for the work of the Street Pastors and ICE Bus
 - Explore with South Central Ambulance Service how to reinstate the 'roaming' paramedic service to support Street Pastors and the ICE Bus
- Recruitment to the "Families Matter" team
- Agree and develop the "Families Matter" model

Additional investment: £60k

StreetCRED	10k
Joined up Enforcement	30k
Taxi Marshal	10k
Community Cohesion / Diversity	10k

Families Matter Government Funding £750k

Work Programme for the rest of the year (until April 2013)

- "Safer" Southampton joined up conference with partners to establish resident's priorities
- No Cold Calling Zone City
- Multi-skilling the street workforce to improve coordinated responses
- Set up and encourage participation in city-wide initiatives on volunteering and community links
- Impact of the Welfare Reforms on those who are living in poverty and on low incomes
- Sustainable, long term "Families Matter" model to help families with complex, multiple problems
- Consider how best to foster better relations between diverse and intergenerational communities
- Localism Act, particularly in relation to community right to challenge, community right to buy and community asset transfer
- Equality and safety impact assessments
- Consultation
- Fuel Poverty

First 100 days report back from the **Housing Working Group**

Background

This working group will focus on considering options with regard to housing issues in the city with a focus around developing and delivering new homes on council owned land.

Membership

- Cllr Payne, Cabinet Member - Housing & Leisure Services
- Cllr Letts, Cabinet Member - Resources
- Cllr Noon, Cabinet Member - Efficiencies & Improvement
- Cllr Mintoff
- Director of Environment and Economy
- Deputy Director of Environment
- Senior Manager, Housing
- Lead managers for different topics

Top priorities for the first 100 days

- 1,500 affordable homes by 2016
- Additional HMO Licensing
- Work with other local authorities and housing associations to exploring the delivery of green energy

Key issues

- Housing Revenue Account (HRA) Buy Out implications
- Housing revenue finance including HRA, proposals for implementing national government changes in the most tenant friendly manner, and the housing rents strategy
- Estate regeneration
- Welfare reform implementation and the impacts upon housing
- Reviewing the Housing Allocations Policy

Work completed in the first 100 days

- Consideration of the scale and constraints in the provision of affordable housing in the city including the reactivation of stalled sites. Explored the use of the council's role as an enabler to release sites and prepared launch of the Getting Southampton Building initiative
- Review of current housing position potentially established funding for 438 new affordable homes across the period 2011-15
- 725 affordable homes in the pipeline
- Developed proposals for a Southampton Licensing Scheme for houses in multiple occupation (HMOs) that will incorporate properties subject to mandatory HMO licensing and smaller properties through an additional licensing scheme
- Prepared for the consultation on the draft Tenancy Strategy 2012-16
- Ceased selling council houses on the open market as a matter of policy

Next steps

- Launching the initiative Getting Southampton Building on the 23 August to explore measures to identify measures to 'Get Southampton Building'. This involves private developers and key stakeholders to explore collaboration to deliver more housing (of all tenures) and link this to providing more jobs and training opportunities with a strong focus on looking at stalled sites in the city
- Development of a comprehensive action plan to stimulate site development for affordable housing.
- Obtaining Cabinet approval on the 21 August for the consultation of the Southampton Licensing Scheme for Houses in Multiple Occupation (HMOs)
- Contributing to the work of the Leader's Group and with other local authorities and housing associations to set up an arms length company to deliver green energy
- Consulting on the draft Tenancy Strategy 2012-16

Additional investment: £20k

£20k to support the HMO Licensing Scheme

Work Programme for the rest of the year (until April 2013)

- 23 August 2012 'Get Southampton Building' outcomes collated and followed up to produce an action plan. Pursue work on stalled sites including individual meetings on specific sites
- HMO Licensing Public consultation, for twelve weeks from 3 September 2012 to 26 November 2012. Followed by Cabinet consideration of the outcome of the consultation at its meeting on 29 January 2013. As appropriate designating the entire city as being subject to additional licensing, which will come into effect on 1 April 2013 phased in over five years
- Completing the consultation exercise on the draft Tenancy Strategy and report to Cabinet on the proposals including the landlord tenancy policy and letting policy

First 100 days report back from the **Resources & Improvement Working Group**

Background

This working group will focus on exploring opportunities and challenges facing Southampton City Council, with regard to maximising its capital assets, asset disposal and transfer of assets to community groups, ensuring best use of capital assets, the future of the council's capital programme and how the council can generate efficiencies through the establishment. It will also seek to identify opportunities for improving the delivery of services in the most efficient and cost-effective way.

Membership

- Cllr Letts, Cabinet Member - Resources
- Cllr Noon, Cabinet Member - Efficiencies & Improvement
- Cllr Keogh
- Cllr Chaloner
- Head of Finance
- Senior Manager, Finance
- Senior Manager, Property, Procurement and Contract Management
- Senior Manager, HR and OD

Top priorities for the first 100 days

- Develop a Staff Retention Strategy based on Sunderland City Council's strategy, to fit the situation in Southampton.
- Establish a City Council apprenticeship scheme and encourage the participation of the private sector
- Discussions to achieve a settlement of the current industrial dispute
- Proposals to respond to localisation of council tax
- Offer minimum wage summer internships in the council to Southampton based undergraduates
- Public sector land ownership register

Key issues

- Understand what assets we own and what is in the ownership of other public bodies. Decide on the criteria for disposal and retention
- Review the council's list of unlet properties and identify which could be used for our 'start-up business' initiative
- Review the services currently outsourced with contractors
- Investigate how the assets of the Local Government Pension Scheme could be invested to improve the city's economy
- Carry out an audit of current funding streams and investigate the possibility of adding new ones e.g. European Social Fund, Green Deal and Skills money
- Work with other 'Capita' local authorities to drive in value from contracts
- Deliver a Southampton Commercial Services entity to allow us to trade, profit and re-invest

Work completed in the first 100 days

- Constructive discussions have taken place with the unions to achieve a resolution of the dispute
- Details of a Southampton Transition Employment Programme (STEP) developed for Cabinet and Council consideration in September 2012. Project manager identified
- 16-18 year olds agreed as priority group for apprenticeship recruitment. 24 full apprenticeship placement opportunities identified across the council
- Review of existing property ownership maps
- Cabinet consideration of proposals for localisation of council tax arrangements on 21st August 2012
- Approval of budget proposals to achieve savings
- Discussions held with Graduate Jobs South to identify placement opportunities for summer internships in the council

Next steps

- Appointment of Apprenticeship Training Agency. Marketing, recruitment and support of young people to undertake pre-apprenticeships and apprenticeships
- Fully engage with private sector employers to maximise employment and training opportunities for Southampton people
- Bring in an internship programme for Southampton based undergraduates with the aim of giving them increased chances of future graduate work
- Actively engage with other public sector partners to ensure we get maximum value from our combined capital assets including buildings and land

Additional investment

- £250,000 identified from external grant to the Council to support skills for local residents

Work Programme for the rest of the year (until April 2013)

- Introduce, with full employee engagement, the new redeployment policy based on skills assessment and staff retention
- Reach a full and complete settlement of the outstanding industrial dispute and ensure that in the future we fully engage with our staff on matters which affect them
- Carry out a full review of the current capital programme to ensure it fits with the administrations priorities
- Work with our private sector partners to drive out costs and make savings
- Set a balanced budget with a minimum number of redundancies and the maximum retention of services

First 100 days report back from the Adults Services Working Group

Background

This working group will seek to consider options with regard to some immediate issues within Adult Social Care.

Membership

- Cllr Stevens, Cabinet Member - Adult Services
- Cllr Lewzey
- Cllr Cunio
- Cllr Laming
- Joint Director for Health and Adult Social Care
- Senior managers in Adult Social Care

Top priorities for the first 100 days

- Alternative delivery options for Adult Social Care including Local Authority Trading Company
- Health and Wellbeing Board/Partnership bodies
- Audit of Adult Social Care structure and logistics
- One day conference for Health professionals
- Health and Wellbeing Strategy
- Transition Plan for 16+ into Adult Social Care
- Patient/user and public involvement scheme into trusts, providers and community health organisations

Key issues

- Demand-led pressures – related to demography (85+/dementia services – increasing needs of older population)
- Impact of personalisation agenda (Deliver 60% customers with personal budgets – increase in personal budget advocacy)
- Adult Social Care cost and investment
- Family Nurse/Health Partnerships
- Health passport for all Southampton citizens
- Users and clients to feel safer in the city
- Better use/access to leisure provision in the city
- Data – health tracking in the city/region
- Health Champions
- Develop a realistic Health and Well Being Strategy (from conference)
- Early diagnosis, intervention and prevention programme for all areas of Adult Social Care

Work completed in the first 100 days

- A programme of activities has been developed to establish a clearer picture of our public health responsibilities and to organise a one day conference, which will be held in October 2012.
- A further independent appraisal of the options for the future of Adult Social Care provider services has been undertaken and reported to the Change Programme Board. The Board determined that more assurance is required and has asked that an external appraisers' help be sought
- Work is being undertaken with a range of stakeholders to develop a specification for the new Healthwatch provider in the City
- Monitoring and review of the Blue Badge arrangements in the City is ongoing and the service has been significantly improved over the last 2 years
- The Health & Wellbeing Strategy is now out for consultation and will be attended in light of comments received

Work completed in the first 100 days – continued.....

- Health passport / records system is being designed to allow users better access to health and care providers in the city
- Investigation into improving transition arrangements for 16+ being led by Cllr Cunio
- Work has been started to develop a better working relationship between Community Safety services and Adult Services so that vulnerable people are more routinely identified as a specific focus in community safety work
- Patient involvement plan – development of Links, relationship with Health Overview and Scrutiny Panel and the Health and Wellbeing Board

Next steps

- An external check on the evidence already generated about future options for provider services in Adult Social Care will be sought
- Amendments will be made to the Health & Wellbeing Strategy as a result of the feedback from the consultation
- A process will be started for developing the new Healthwatch organisation
- Progress will be made towards developing a form of health passport once agreement has been reached on the scope of the work
- Proposals for improving arrangements for 16+ transition will be produced

Additional investment:

None at present

Work Programme for the rest of the year (until April 2013)

- A meeting is planned in September to consider how costs in Adult's and Children's Social Care can be managed
- Attention needs to be given to early intervention and prevention, assessing the value of existing work and identifying what might realistically be achieved in the future.
- Work will be undertaken to try to improve access to leisure provision in the City for people whose vulnerabilities make this access difficult

First 100 days report back from the **Leader's Working Group (Future Economic Development, Commissioning and Cultural Services)**

Background

This working group will seek to consider options with regard to the future of economic and cultural services within the City. Issues range from defining a strategic purpose and direction for culture in Southampton, to improving existing infrastructure and rolling out new services within the context of significant financial pressures.

Membership

- Cllr Williams, Leader of the Council
- Cllr Letts - Cabinet Member for Resources
- Cllr Shields
- Cllr Burke
- Cllr Paffey
- Director of Environment and Economy
- Senior Managers from the Environment and Economy directorate as appropriate

Key issues

- Communications review
- External funding opportunities for green investment
- Southampton New Arts Centre (SNAC)

Work completed in the first 100 days

- "Referendum" - Motion put forward to the full council meeting in July which was agreed: "This council is in full support of local residents concerned by the proposals for a major biomass plant in the docks and therefore urges the Executive to undertake a referendum amongst those immediately affected in the Freemantle and Millbrook wards as soon as is practicably possible in order to influence the final decision of the Secretary of State and with minimal use of scarce council resources"
- 'Dragons Den' project plan developed and consulted internally
- Developed initial details for a Southampton Festival at the end of September
- Minimum wage summer internships in the council to Southampton based undergraduates - Discussions held with Graduate Jobs South and Council HR to identify placements
- Desk top research to learn from other councils that have set up Fairness Commissions was completed. A visit to Islington Council, which was the first council to set up a Fairness Commission, has assisted in the development of terms of reference for discussion by councillors
- City View is part of the budget proposals which is currently being consulted on
- Appointment of the Chief Scientific Adviser
- Administration formally confirms support for SNAC

Top priorities for the first 100 days

- Southampton Festival every September
- Referendum on local priorities
- Offer spare capacity to young business people as part of a 'Dragons Den' style event
- Review of City View magazine
- Audit of all privately owned development sites and intervene where possible to get things moving
- Establish a 'Fairness Commission'
- Build strong relationships with both universities

Next steps

- Arrangements for internships to be included as a strand in the People Plan being drafted by HR, as part of a wider policy of supporting paid and unpaid work experience within the Council
- Develop terms of reference to set up a Southampton Fairness Commission and to establish it by the New Year
- Confirm date of the Southampton Festival. Consultation programme to help shape potential future of the Festival
- Progress "Referendum" as soon as reasonably practicable on the basis of legal advice

Additional investment: £50k

- £25k agreed for the Southampton Festival
- £10k agreed for the setting up of a Fairness Commission
- £10k agreed for 'Dragon's Den'
- £5k Referendum – indicative costs

Work Programme for the rest of the year (until April 2013)

- Access EU funding for Green Deal and Skills agenda
- Skills training across the City
- Review of City View magazine
- Partnership approaches to energy policies and funding
- Develop Consultation programme for next year's Southampton Festival and a business case by April 2013
- Energy – how to promote all government initiatives and social tariffs
- Work with our local universities to launch an access into education initiative, bursaries, mentoring and support
- Implement a Work programme for the Fairness Commission

Referendum

Attached, as Appendix 2, is a copy of the letter sent to the Minister of State for Housing and Local Government requesting that the Government acts to enable a referendum on the proposed new biomass plant to coincide with the Police and Crime Commissioner elections.

We are awaiting a response from the Minister.

First 100 days report back from the Environment & Transport Working Group

Background

This working group will consider options for improving the environment around our visitors, residents and businesses; delivering sustainability and a better public realm within the city.

Membership

- Cllr Thorpe - Cabinet Member for Environment & Transport
- Cllr Furnell
- Cllr Jeffrey
- Cllr Whitbread
- Director of Environment and Economy
- Senior Managers in the Environment and Economy Directorate

Key issues

- Street cleaning
- Waste management
- Planning
- Public transport
- Roads and pavements
- Street lighting
- Car Parking

Top priorities for the first 100 days

- Review waste policies and measures for increasing recycling levels
- Local highway issues and future investment in roads and pavements
- Parking Review: Overall strategy in relation to LTP 3 and Parking Charging Strategy
- Marking on street parking bays

Work completed in the first 100 days

- The first piece of work ordered by the Cabinet member was to re-examine the provision of buses across our city
- Review of our PFI street lighting contract including the level and process for consultation of residents, businesses and elected members
- Initiated a holistic evaluation of our income generation services; skip hire, bulk waste and trade recycling
- Begin assessing our arrangements for fly tipping, communication with the public, provision of recycling banks and the range of recyclables collected
- Commencement of the review of highway and structures maintenance policy, investment and defect intervention levels. Consideration of measures to minimise financial liabilities for structures and income opportunities
- Exploring options for the provision of locality based investment in resident prioritised highway improvements, using a preferendum model
- Initial review of car parking policies and charging structures, including the workplace parking levy and shared use of on-street parking for residents
- Initiated a trial for the increasing on street parking by marking individual bays

Next steps

- Finalise the refinement of new recycling models, reduced CO2 levels, improved recycling levels and reduced cost
- Complete the review of skip hire and bulky waste business/charges, develop commercial waste recycling, review of recycling banks and opportunities for more and a greater range of materials
- Conclude the review of highway and structures maintenance policy, investment and defect intervention levels. Finalise measures to minimise financial liabilities for structures and increase income opportunities
- Refine winter maintenance arrangements
- Improve communication channels
- Finish the locality based investment opportunities
- Finalise the strategic review of car parking policies and charging regimes
- Continue to explore opportunities for sponsorship

Additional investment: £50k

£10k Parking Bay Marking Trial

£40k Parking Strategy

Work Programme for the rest of the year (until April 2013)

Finalise the refinement of two kerbside recycling options	Autumn 2012
Review highway intervention levels and communication strategy	Autumn 2012
Complete highway structures investment strategy	Autumn 2012
Complete highway investment review	Autumn 2012
Prepare detailed parking income options	Autumn 2012
Complete locality based highway investment opportunity review	Autumn 2012
Complete highway communication strategy review	Winter 2012
Identify an area for the marked car parking bays, survey and implement trial then provide feedback on the outcomes	Winter 2012
Complete individual waste service reviews	Spring 2013
Complete the highway winter maintenance review	Spring 2013
Complete car parking policies review and develop a document for adoption	Spring 2013
Further consideration of the workplace levy opportunities	Spring 2013

First 100 days report back from the **Children's Working Group**

Background

This working group will consider options with regard to some immediate issues within Children Services and Learning. This includes the financial pressures in Children's Services and Learning, implementation of Southampton Education Maintenance Allowance (EMA), improvements to educational achievement and the recruitment and retention of social workers.

Membership

- Cllr Bogle, Cabinet Member - Children's Services
- Cllr Darren Paffey
- Cllr Andrew Pope
- Cllr Sally Spicer
- Cllr Mary Lloyd
- Director and Senior Managers - Children's Services and Learning
- Director of Environment & Economy

Key issues

- Meeting demand for nursery place provision for 2 year-olds
- Short term primary place demand
- Sufficient long term secondary provision
- Partnership working with the education sector and education leaders
- Capacity challenges in Further Education
- Children's social workers retention and recruitment
- Response to the inspection of Safeguarding and Looked After Children

Top priorities for the first 100 days

- Establish a childcare coalition to increase the quality and quantity of childcare in the city
- Parenting campaigns delivered through schools and sure start
- Greater support for young people via family support and frontline support
- Improving educational attainment
- Maintain a focus on school attendance
- Research why parents choose schools outside the city and identify actions to address this
- Ensure young people get advice to take the pathway that leads to jobs
- Southampton EMA – ensure transport costs are not a barrier to accessing to education
- Improve Skills/Training/Apprenticeship opportunities
- Launch an access into education initiative, bursaries, mentoring and support programme with local universities
- Pilot the concept of using a school as a community hub with a range of public services provided from the site
- Investigate the use of social enterprise companies and partners to operate children's services functions

Work completed in the first 100 days

Early Years:

- Initial work taken place with Early Years Child Care Partnership Board to look at quality and quantity of childcare provision
- A review of Early Years teachers has taken place
- Successfully secured pilot services for Early Years services

Attainment:

- Early Years teachers and senior inspectors working together to address under performance in early years
- Phonics screening programme of support being delivered to develop phonics teaching
- Secondary head teachers and council have formed working groups to further improve attainment at KS4 including 1:1 tuition in English/Maths, English/Maths city wide access courses, tracking all young people
- Annual review of schools scheduled for September 2012

Work completed in the first 100 days Continued ...

- Survey of parents who chose schools outside of Southampton City boundary. Collective approach agreed across secondary schools open days for Year 6 pupils and their parents.
- Southampton EMA - Launch event 7 September 2012. Provide subsidised bus transport for 16-19 year olds attending Southampton colleges, to offset the loss of EMA Agreement for 2012/13 scheme reached with bus companies, colleges and council to support reduced bus fares for any 16-19 year old attending a Southampton college, and free of charge to those who qualify for a bursary
- Youth Contracts: targeted work placement opportunity for 100 unemployed 16/17 year olds in the city. Placements supported via Wheatsheaf Trust and City Limits. Establishment of a 6 week 'hit squad' to achieve this target
- Pre-apprenticeship funding. Match bid of £35k to support 70 young people to access pre apprenticeship course to provide young people with necessary skill/support/confidence to apply for an apprenticeship
- Apprenticeship opportunities development and recruitment fayre held on 18 June attended by over 300 young people, parents and guardians
- Access into education initiatives, bursaries, mentoring and support with universities launched.
- Work on Special Educational Needs Pathfinder being shared nationally by Department for Education. Team giving evidence to the Minster for Children and Families
- New process for recruitment of social care staff refined to enhance the City's ability to recruit

Next steps

- Re-launch of Early Years Child Care partnership to look at quantity and quality of childcare provision
- Parenting Campaigns: Communications campaign to be developed using City View, Tenants Link and review of promotional material encouraging use of parent support and better access. Build into workforce Induction plan
- Attainment and targeted work with schools
- In November 2012 a survey of all year 7 parents choosing a school outside of Southampton boundary to take place
- Information, Advice and Guidance: secure knowledge from schools, collate and analyse how schools are delivering the new responsibility. Exploration with employers on developing electronic hub
- Partnership working with schools and head teachers, encourage the inclusion of ward councillors
- School organisation policy
- Further Education: meeting convened for the autumn
- Widen access to transport funding for apprentices and other groups of young people
- Expansion of apprenticeships opportunities
- Consolidate and implement strategy that enables retention of social care staff
- Support a Community Hub at Lordshill Academy

Additional investment: £100k

£65k – carry forward for Southampton EMA

£35k – match funding for pre apprenticeship funding

Work Programme for the rest of the year (until April 2013)

- Review looking at maximising usage of Children's Centres – linked to Early Years & Families Matter
- Parenting support campaigns and greater intervention in young people's lives – Families Matter
- Attainment and attendance – continuation of programme to improve levels in line with South East and national average
- Apprenticeship Scrutiny Review
- Continual review of Safeguarding and Children Looked After
- Model and pilot approaches that enable shift of resources over time from 'high end crisis tier 3 and 4' to early intervention

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HEAD OF LEGAL, HR & DEMOCRATIC SERVICES

RICHARD IVORY, Solicitor
Southampton City Council
Civic Centre
Southampton SO14 7LT



FAREHAM BOROUGH
COUNCIL
www.fareham.gov.uk

Appendix 2



Southampton and Fareham Legal Services Partnership

Direct Dial: 023 8083 2794
Email: richard.ivory@southampton.gov.uk
Please ask for: Mr R J Ivory

Fax: 023 8083 2308
Our ref: RJI/lcb/
Date: 25th July 2012

Rt Hon Grant Shapps MP
Minister of State for Housing and Local Government
House of Commons
London
SW1A 0AA

Dear Mr Shapps

LOCAL AUTHORITY POLLS AND THE POLICE AND CRIME COMMISSIONER ELECTIONS

As you will be aware from conversations you have had with the Leader of Southampton City Council, Dr Richard Williams, the Council would like to undertake a poll under Section 116 Local Government Act 2003 in relation to various issues in the city, not least the proposed new biomass plant which yesterday the authority decided to formally object to.

One proposal in order to save the significant cost of running a poll separately, is that it should be timed to coincide with the Police and Crime Commissioner elections, due to take place on 15th November 2012.

As you will be aware, certain elections and polls can be combined, but the Police and Crime Commissioner elections are being run specifically under the relatively new Police Reform and Social Responsibility Act 2010 and not under other electoral legislation. As a result, the poll and the election cannot be combined unless there is a revision to Section 15 of the Representation of the People Act 1985. My understanding is that this could be achieved by the passing of secondary legislation or by derogation order, but I am conscious that time is rather against us unless this is undertaken by the Government very shortly.

The Leader of the Council has, therefore, asked me to write to you personally to secure your commitment to this course of action which will clearly not only benefit Southampton but the wider local authority community, both in relation to this year's forthcoming election and Police and Crime Commissioner elections in the future.

I look forward to hearing from you at your earliest convenience.

Yours sincerely

Richard Ivory
Head of Legal, HR & Democratic Services

Cc: Councillor Richard Williams Leader
Alistair Neill Chief Executive,
Mark Heath Director of Corporate Services / Returning Officer
Carolyn Downs Chief Executive, Local Government Association
Rt Hon Eric Pickles Secretary of State for Communities and Local Government
Bob Neill MP Parliamentary Under Secretary of State
Dr Alan Whitehead MP Southampton Test
John Denham MP Southampton Itchen
Caroline Nokes MP Romsey & Southampton North
Sir Merrick Cockell Chairman, Local Government Association
David Sparkes OBE Vice-Chairman, Local Government Association
Gerald Vernon-Jackson Vice-Chairman, Local Government Association
Marianne Overton Vice-Chairman, Local Government Association

If you would like this letter sent to you in another format or language, please contact the number at the top of this letter.

Agenda Item 9

DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
SUBJECT:	FORWARD PLAN
DATE OF DECISION:	13 SEPTEMBER 2012
REPORT OF:	SENIOR MANAGER – CUSTOMER AND BUSINESS IMPROVEMENT
STATEMENT OF CONFIDENTIALITY	
None	

BRIEF SUMMARY

This item enables the Overview and Scrutiny Management Committee to examine the content of the Forward Plan and to discuss issues of interest or concern with the Executive to ensure that forthcoming decisions made by the Executive benefit local residents.

RECOMMENDATION:

- (i) That the Committee discuss the Forward Plan item listed in paragraph 3 of the report to highlight any matters which Members feel should be taken into account by the Executive when reaching a decision.

REASONS FOR REPORT RECOMMENDATIONS

1. To enable Members to identify any matters which they feel the Cabinet should take into account when reaching a decision.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

3. The Forward Plan for the period September 2012 – December 2012 has been circulated to members of the Overview and Scrutiny Management Committee. The following issue was identified for discussion with the Decision Maker:

Portfolio	Decision	Requested By
Resources	Southampton Transition Employment Project (STEP)	Cllrs Moulton and Vinson
Resources	Minerals and Waste Plan	Cllr Moulton

4. Briefing papers responding to the Forward Plan items identified by members of the Committee are appended to this report. Members are invited to use the paper to explore the issues with the decision maker.

RESOURCE IMPLICATIONS

Capital/Revenue

5. The details for the items on the Forward Plan will be set out in the Executive decision making report issued prior to the decision being taken.

Property/Other

6. The details for the items on the Forward Plan will be set out in the Executive

decision making report issued prior to the decision being taken.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

7. The details for the items on the Forward Plan will be set out in the Executive decision making report issued prior to the decision being taken.

The duty to undertake overview and scrutiny is set out in Section 21 of the Local Government Act 2000 and the Local Government and Public Involvement in Health Act 2007.

Other Legal Implications:

8. None.

POLICY FRAMEWORK IMPLICATIONS

9. None.

AUTHOR:	Name:	Mark Pirnie	Tel:	023 8083 3886
	E-mail:	Mark.pirnie@southampton.gov.uk		

KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	None directly as a result of this report.
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SUPPORTING DOCUMENTATION

Non-confidential appendices are in the Members' Rooms and can be accessed on-line

Appendices

1.	Briefing Paper – Southampton Transition Employment Project (STEP)
2.	Briefing Paper – Minerals and Waste Plan

Documents In Members' Rooms

	None
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Integrated Impact Assessment

Do the implications/subject of the report require an Integrated Impact Assessment (IIA) to be carried out.	No
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Other Background Documents

Integrated Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
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	None	
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BRIEFING PAPER

SUBJECT: MINERALS AND WASTE PLAN: FURTHER CHANGES
DATE: 13TH SEPTEMBER 2012
RECIPIENT: OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

THIS IS NOT A DECISION PAPER**SUMMARY:**

On 18th September 2012 Cabinet will consider a report which recommends approval of further changes to the emerging Minerals & Waste Plan. These changes are in response to comments made by the Inspector at the recent public examination of the plan which, when adopted, will guide the determination of relevant planning applications within the city. The plan has been jointly prepared for the whole of Hampshire by the relevant planning authorities, and its preparation has been led by Hampshire County Council.

The proposed changes will be the subject of public consultation, with the comments received being taken into account by the Inspector in finalising his report. As regards the impact on the city, the changes include stronger support for new wharf proposals which might in the future enable the relocation and regeneration of existing wharves within the city.

BACKGROUND and BRIEFING DETAILS:

1. The Hampshire Minerals and Waste Plan will form part of the development plan for the city. Planning applications for, or affecting minerals and waste development will be considered against this plan. The plan is being prepared jointly by Southampton City Council, Hampshire County Council, Portsmouth City Council, and the national park authorities for the New Forest and the South Downs.
2. Following Cabinet approval on 24th October 2011 the plan was submitted for public examination which was held in June 2012. Only changes requested by the Inspector can now be made, and such further changes are the subject of the cabinet report. The following paragraphs set out the approach in the main plan as it affects Southampton in order to provide the background for the suggested further changes.

The Plan as Approved in October 2011**Minerals**

3. The plan aims to ensure an adequate supply of aggregates to meet the needs of the economy and the construction industry. It sets a target to supply 5.56 million tonnes per annum (mtpa) of aggregates. This target is made up of locally 'land won', recycled and rail imported aggregates; as well as the safeguarding of capacity at South Hampshire's wharves to land 2 mtpa of marine dredged aggregates.

BRIEFING PAPER

4. Southampton's mineral wharves are situated along the River Itchen. Three are situated on its west bank by the football stadium and one on its east bank. These wharves alone supply about half of South Hampshire's aggregate needs. The plan safeguards the wharves from redevelopment or incompatible nearby development. However, the plan recognises that if the wharves could be made available for redevelopment this would make an important contribution to city centre and waterside regeneration. Therefore, if the wharves can be relocated or are no longer needed, the plan supports their redevelopment.
5. Whilst the plan considers the existing wharves can meet needs through the plan period, it explains that the position should be monitored. This will identify whether the existing wharves continue to meet modern needs, and whether opportunities for new, more efficient, wharves have arisen which would enable the regeneration of the existing wharves. Consequently the plan also identifies and safeguards locations that may provide opportunities for new wharves in the future. Two such locations are at "land identified in the Port of Southampton Master Plan" (eg Dibden Bay) and "military / naval land" (eg Marchwood military port).
6. The Plan safeguards mineral resource areas (eg sand and gravel) from sterilisation. Small parts of the city are covered by these areas at Stoneham / Mansbridge and the eastern edge of the city.

Waste Management

7. The overall aim is to manage waste in the following order of priority: reduce; re-use; recycle; recovery (of energy); and, as a last resort, landfill. The target is to achieve a 60% recycling rate and divert 95% of waste from landfill by 2020. By 2030 there is a need for a minimum of 0.29 mtpa of additional recycling and 0.39 mtpa of additional energy recovery capacity. The aim is for Hampshire to achieve net self sufficiency in the management of waste, and to focus facilities, where possible, close to urban areas and existing waste management facilities. The Plan supports appropriate low carbon energy from waste plants. It also includes policies to control specialist forms of waste (eg construction; landfill; hazardous / low level radioactive and liquid waste). The Plan does not make provision for London's waste.
8. The Plan does not allocate specific sites for waste management use (except for 2 landfill sites). However, it sets out the types of sites where waste management uses will generally be supported and these include suitable industrial areas or similar previously developed land. The indicative spatial diagrams in the plan show the Southampton area as being suitable for waste management, including waste transfer, recycling and recovery. Publically available background documents identify potential sites which might be suitable for such waste management uses. These documents are not specific allocations and proposals (on these or other sites) will be assessed further at the planning application stage to test their acceptability. The sites identified in Southampton as potentially suitable are as follows:-
9. **Port of Southampton – Western Docks (new site)**. An appropriate small scale renewable energy plant. The acceptability of larger facilities would need to be demonstrated (eg given the proximity to residential areas).

BRIEFING PAPER

10. **Redbridge Lane (greenfield site); Millbrook, Empress Road, Central Trading Estate, Willments ship yard / Hazel Road, Ashley Crescent (existing industrial areas).** In general these sites are identified as suitable for enclosed facilities (eg transfer stations, material recycling facilities). Some sites are also likely to be suitable for more open uses which already operate in parts of the city, such as aggregate and metal recycling, a household waste recycling centre, or for an appropriate energy from waste facility. Individual proposals will be assessed on their merits.
11. **Woolston Waste Water Treatment Works (existing).** Southern Water is currently assessing the options for this site. The odours from the current facility constrain the ability to fully develop the adjacent Centenary Quay site. Any on site upgrade should meet higher standards to remove this constraint.
12. The Plan safeguards existing significant waste management facilities from redevelopment and incompatible nearby development. However redevelopment will be supported where there is a strong justification, or the facility is no longer needed or is relocated. The facilities safeguarded in Southampton are at : Ashley Crescent and Empress Road (metal recycling and waste transfer); Princes Street (metal recycling wharf); Dock Gate 20 (the new household waste recycling centre); and Millbrook Waste Water Treatment Works.
13. The Plan includes policies to manage and control minerals and waste development. These policies relate to design, pollution, access, climate change, habitats and landscapes.

The Further Changes (the subject of the Cabinet report)

14. During the public examination the independent planning inspector, recommended that the Councils jointly propose some changes to the plan. The main changes which affect Southampton are:

General

15. A new policy to refer to the presumption in favour of sustainable development set out in the National Planning Policy Framework.

Wharves

16. The changes below in paragraphs 18a – 18e, will have the effect of supporting appropriate new wharves. This may also enable existing wharves within the city to be relocated and regenerated for other uses.
 - a. New policy wording to support and consider proposals for new wharves (with an emphasis on deep water and rail connected wharves). New text to set out the associated facilities that should be provided.
 - b. More explicit references that the 'Port of Southampton Master Plan' land to be safeguarded refers to Dibden Bay and to the existing port. Further clarification that safeguarding simply allows for consideration of the appropriateness of a new wharf, not a presumption in favour of development (eg the words 'possible location' are deleted).
 - c. A reference to the National Ports Policy Statement, which promotes sustainable new wharves.
 - d. Further clarification that issues affecting wharves need to be monitored throughout the plan period.

BRIEFING PAPER

- e. Clarification of the importance of overall mineral wharf capacity and that if, to enable regeneration, wharves are relocated, the new wharf site should be deliverable and sustainable.

Location of Waste Management Facilities

- 17. A spatial dimension is introduced to the policy on the location of waste management facilities: they will be steered towards urban areas and strategic road corridors (and these are indicated on the key diagram). The emphasis on focussing facilities on suitable industrial estates is maintained. Other sites will be considered if they have good transport connections, are suitable, and there is a special need. There is additional guidance and support for facilities on suitable sites adjacent to existing waste water treatment works.
- 18. Before introducing an Additional HMO Licensing Scheme, the council must comply with the specific requirements set out within sections 56 and 57 of the Housing Act 2004. This includes being satisfied that a significant proportion of the HMOs proposed under the additional scheme are being managed sufficiently ineffectively. The council must also consider whether there are any other courses of action available to them that might provide an effective method of achieving the objectives of any proposed designation and how the making of the designation will significantly assist the council in achieving its objectives. The council must also consider the Departmental guidance document, "Approval Steps for Additional and Selective Licensing Designations in England". Consultation must also take place and the scheme must be consistent with the authority's overall housing strategy.

Minor Changes

- 19. There are a wide range of other minor changes, including :
 - a. Editing, shortening and use of terminology
 - b. Clarifying that:
 - i. where redevelopment of a wharf is proposed there should be no prospect of it returning to a transport use in a reasonable period of time (text to policy 16);
 - ii. any additional need for aggregates will be met through recycled, marine dredged or rail imported aggregates first where possible (text to policy 17);
 - c. Strengthening references to:
 - i. assessing the cumulative impacts of development (policy 9);
 - ii. good design and the co-location of facilities (policy 12 and 24);
 - d. Broadening out the reference to hazardous waste from landfill to all waste management facilities (policy 32).

Major Changes Which Do Not Affect Southampton

- 20. There are also major changes which do not affect Southampton, for example regarding the provision of silica sand and brick making clay. Brief references to not providing for landfill waste from London are deleted.

Next Steps

BRIEFING PAPER

21. If the council (and the other Hampshire authorities) support the changes requested by the inspector there will be public consultation on the 'Further Changes' in October / November 2012. The inspector will then consider the changes, and the comments on them, before finalising his report. The Inspector's report is 'binding', which means that if the Councils wish to adopt the plan they must incorporate his main changes. The plan forms part of the Council's 'Policy Framework', so the decision to adopt will need to be taken by the full Council.

RESOURCE/POLICY/FINANCIAL/LEGAL IMPLICATIONS:

Capital/Revenue:

22. Southampton City Council has contributed 14% of the cost of producing the Plan with the last payment occurring in 2011/12.

Property/Other:

23. The Council has land interests on the following sites and areas:
Millbrook / Central Trading Estate – see paragraph 12
Stoneham – see paragraph 8
Town Depot. (The effect of adopting the Plan will be to delete an earlier 1998 plan which identified the site as suitable for waste uses. This will facilitate the regeneration of Town Depot for other uses).

Legal:

24. The report is prepared in accordance with sections 16, 17 and 19 of the Planning and Compulsory Purchase Act, 2004

Policy Framework Implications:

25. The Hampshire Minerals and Waste Plan will form part of the Council's policy framework and development plan. Planning applications have to be determined in accordance with the Plan unless material considerations indicate otherwise.

Further Information Available From:

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BRIEFING PAPER

SUBJECT: SOUTHAMPTON TRANSITION EMPLOYMENT PROJECT (STEP)
DATE: 13TH SEPTEMBER 2012
RECIPIENT: OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

THIS IS NOT A DECISION PAPER**SUMMARY:**

Cabinet is scheduled to consider the report of the Head of Legal, HR and Democratic Services on 18th September 2012 which seeks approval to review and implement enhanced redeployment and recruitment policies and processes. The enhanced arrangements will be managed through the Southampton Transition Employment Project (STEP).

The new arrangements will provide a holistic approach to the retention, redeployment and recruitment of staff and the use of agency and temporary staff. The purpose of the review is to implement improved measures for staff who are displaced in the organisation by ensuring that they are given priority when vacancies arise and by providing an enhanced level of training, assistance and other options.

BACKGROUND and BRIEFING DETAILS:

1. The recommendations included in the report are:
 - To approve the high level principles for STEP as outlined in the report, including the extension of the redeployment period from 3 to 4 months and the implementation of a short and long term strategy
 - To approve consultation with staff and unions on the details of the final long term solution following a review of work to be undertaken between October and March 2013
 - To delegate authority to the Head of Legal, HR and Democratic Services after consultation with the Cabinet Member for Resources to amend any HR policies and procedures to support the proposals
 - To delegate authority to the Head of Legal, HR and Democratic Services to take any such necessary actions to enable this project to proceed and be implemented.
2. The reasons for the report recommendations are:
 - The current recruitment and redeployment arrangements need to be reviewed in order to facilitate the change programme within the organisation and to ensure staff are given as much support as possible when jobs are changed or deleted
 - Staff need clarity of the options which are available to them and assistance and training to ensure that their attributes and qualities are best used by the organisation
 - Recruitment procedures need to be reviewed so that they are flexible and efficient to ensure that costs are minimised and that services are maintained.
3. Objectives of the proposed changes:

There are a number of over arching principles to which the Authority wants to adhere.

BRIEFING PAPER

These are, that the solution must:

- Be both financially and operationally sustainable
- Maximise flexibility in the use of budgets and staff
- Maximize the effectiveness of the redeployment process to get the right people in the right jobs
- Build a positive working environment through a collaborative approach with the workforce and the unions
- Encourage existing talent to stay with the council by building career pathways
- Treat people well by maximising their chances of redeployment
- Be enforced and adhered to by managers.

The way that change is brought in to the organisation is important. The Authority wants change delivered quickly but in a practical way that is supported by managers. In order to achieve this, it is proposed that the longer term vision for the management of staff recruitment and redeployment is supported by a shorter term pilot to assist staff already, or who are likely to be, displaced.

4. **Review Strategy**

A short term strategy will address the immediate issue of staff currently on the redeployment register and will also allow for a bedding in period whereby policy and procedural changes, costs and savings can be assessed prior to a wider roll out of new policies and processes.

The following paragraphs detail the features of the proposal.

5. **Short Term Plan (October 2012 to March 2013)**

The actions which will be carried out in this period include:

- The length of time staff are on the redeployment register (as a consequence of budget decisions) to be extended from 3 to 4 months, to allow additional time for training and support. This period would then be their notice period.
- Consideration and assessment of an additional 'compromise agreement' payment for staff not wishing to be redeployed
- Improved assessment of staff on the redeployment register to facilitate improved matching to a wider range of permanent and temporary posts
- Development of a personal training programme where staff are taken through personal assessment and training options and integration with other relevant agencies such as Job Centre Plus, outside agencies and other Council departments
- Development of an improved intranet and written information on options for staff and guidance for managers which integrates with the training programme
- A review of the use and control of the temporary pool, to ensure it is being used in the most efficient way and to the benefit of existing staff and services
- A review of the use of casual, temporary and agency staff
- Development of 'personal assessment' software
- Development of detailed policies to support the changes
- Production of a further report to Council to agree the long term strategy.

BRIEFING PAPER

6. Long Term Vision (from April 2013)

The long term strategy will also likely encompass the following additional features

- A central Employment Agency (EA) which will manage all staff recruitment and redeployment
- The Employment Agency will ensure that
 - Staff resource is managed and monitored as a single entity
 - Displaced staff are properly assessed as to their skills and abilities, with an emphasis on the abilities of staff as well as their past experiences to ensure staff are given every opportunity to be matched to vacant jobs
 - The use of temporary staff is both reduced from current levels and minimised thereafter and that temporary posts are used to help staff who need to be redeployed
 - The use of agency and casual staff is minimised to reduce costs and posts filled wherever possible using staff on the redeployment register
- Processes are managed automatically using new systems. A new intranet micro site will support the process and 'personal assessment' software will help manage the assessment of staff capabilities skills and job matching
- Staff who are placed on the redeployment register will be guided, assisted and mentored through
 - Detailed assessment of strengths and skills and assigned a personal careers advisor
 - structured training plans and 'hand held' through a series of training options including working for other areas within the Authority
 - Introductions to external agencies and internal managers who can direct redeployed staff to permanent jobs
- Allow staff with a permanent post to voluntarily place themselves on the redeployment register to move to new areas of work

Additional incentives will be considered to create 'churn'; that is movement of staff within and out of the Authority.

RESOURCE/POLICY/FINANCIAL/LEGAL IMPLICATIONS:

Capital/Revenue:

7. The proposals in the report will require a revenue budget of £210,000 in 2012/13 to cover the following items, provision for which is held in the Organisational Development Reserve:

2012/13

Set up costs intranet Micro site	£ 10,000
Increased redeployment period	£100,000
Employee assessment and job matching, systems and resources	£ 50,000
Staff support and management costs	£ 50,000
Total	£ 210,000

DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
SUBJECT:	LORDSHILL MASTERPLAN
DATE OF DECISION:	13 SEPTEMBER 2012
REPORT OF:	CABINET MEMBER FOR RESOURCES
STATEMENT OF CONFIDENTIALITY	
None	

BRIEF SUMMARY

This report has been requested by the Chair of the Overview and Scrutiny Management Committee. It provides a summary and update of how the draft Lordshill Masterplan is progressing with regards to options for the redevelopment of the Lordshill District Centre.

RECOMMENDATIONS:

- (i) That the Committee considers and notes the report.

REASONS FOR REPORT RECOMMENDATIONS

1. To assist the Committee in understanding the council's current thinking with regards to the redevelopment potential of the Lordshill District Centre.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

3. Policy CS3 of the adopted LDF Core sets the planning policy framework for a comprehensive redevelopment of the Lordshill District Centre, and seeks to improve its design and expand the range of services to serve the north-western areas of the city.
4. A plan of the defined Lordshill District Centre is attached to this report at ***Appendix 1***.
5. Lordshill is one of the more deprived communities in the city. Located at the northern edge of the city it suffers from poor facilities, high levels of unemployment and poor educational attainment compared with the rest of the city and sub-region. Lordshill is, however, also potentially well-located to benefit from new investment; it has a commercially strong District Centre with a good community offer, is close to the regional road network, and new investment in school facilities is underway.
6. To assist in the delivery of this vision the Council has appointed David Lock Associates (DLA) to prepare a draft Lordshill Masterplan. This document will, once adopted, establish the broad planning principles against which a planning application can be measured. It provides the opportunity for affected stakeholders to engage in the process ahead of a formal planning application.
7. With the closure of the Oaklands School and Pool site DLA have been advised to explore their redevelopment potential as part of the wider Masterplanning options.
8. The draft Masterplan has to date identified four key drivers for change. These are:-

- (i) Estates Regeneration – the Council is investigating existing economic deprivation and social disadvantage across all of its housing areas. A significant proportion of housing within Lordshill remains within the public sector. The aim of the Estates Regeneration Programme is to provide more and better homes in mixed tenure communities, by upgrading council housing stock and creating quality places which instil civic pride.
 - (ii) Co-Location of Community Based Services – Increasingly local authorities and the voluntary sectors have to deliver their services for less money and more efficiently. There are opportunities for innovative practices and methods of working which can include collocating services into single buildings which are shared by a range of service providers thereby helping reduce capital, running and maintenance costs.
 - (iii) Education – The Council has initiated the replacement of the existing Oaklands and Millbrook Secondary Schools with a new academy at the Five Acre Field recreation ground site.
 - (iv) Private Sector Inputs and Partnerships –While large areas of housing stock and some local facilities are within the Council’s ownership and control, it does not own commercial properties in the centre. It does own the freehold of the car park but this is on a long-leasehold, which may constrain change, and as highways authority it also owns the surrounding road system. Major change within Lordshill will depend on attracting private sector investment and this will require the Council to use its own land to unlock opportunities for large-scale private sector investment and provision of new facilities. With this in mind officers have engaged representatives from British Land and Sainsburys to discuss the opportunities for redevelopment of their land within the Centre.
9. Officers have set up a cross-directorate steering group to assist DLA in the preparation of the draft Masterplan. This document is not yet ready for public release as the form of the final options for redevelopment is dependent on the outcome of ongoing discussions with British Land as the major landowner. Wider public engagement is planned in due course, assuming that a number of commercially viable options can be developed with British Land.
10. A successful masterplan would need to have the support of all existing landowners and stakeholders, including the existing community, but would need to be realistic and its delivery. If a viable scheme can be progressed, it may be possible to accelerate delivery by progressing a planning application, rather than adopt a separate masterplan as an intermediate stage.
11. It is unlikely that any redevelopment proposals will be implemented in the immediate-short-term, as the pre-planning and application stages are likely to take at least 18 months to 2 years to complete. Temporary solutions are, therefore, being explored by the affected departments and SCC Property Services.

RESOURCE IMPLICATIONS

Capital/Revenue

12. The DLA work is nearing completion and has been funded within existing budgets. As a key landowner in the District Centre, the Council's ability to secure additional private investment to facilitate the delivery of the project is strengthened for the reasons outlined above.

Property/Other

13. The City Council owns a significant land portfolio in and around the Centre which it will need to release and redevelop in order to secure investment from the private sector.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

14. The duty to undertake overview and scrutiny is set out in Section 21 of the Local Government Act 2000 and the Local Government and Public Involvement in Health Act 2007.

Other Legal Implications:

15. None.

POLICY FRAMEWORK IMPLICATIONS

16. None.

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KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	Coxford
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SUPPORTING DOCUMENTATION

Non-confidential appendices are in the Members' Rooms and can be accessed on-line

Appendices

1.	Defined Lordshill District Centre
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Documents In Members' Rooms

	None
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Integrated Impact Assessment

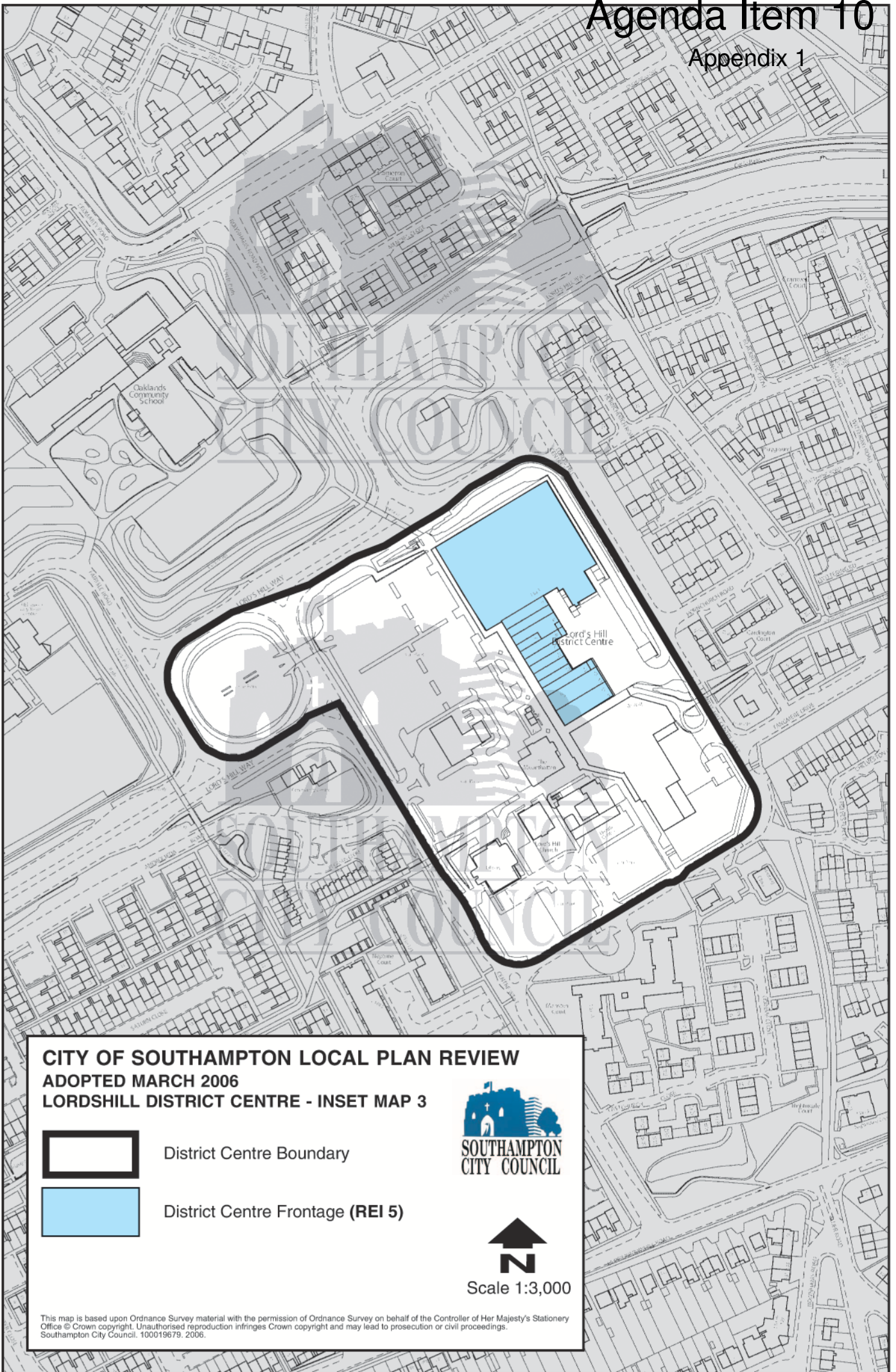
Do the implications/subject of the report require an Integrated Impact Assessment (IIA) to be carried out.	No
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Other Background Documents

Integrated Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
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DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
SUBJECT:	MONITORING SCRUTINY RECOMMENDATIONS TO THE EXECUTIVE
DATE OF DECISION:	13 SEPTEMBER 2012
REPORT OF:	SENIOR MANAGER – CUSTOMER AND BUSINESS IMPROVEMENT
STATEMENT OF CONFIDENTIALITY	
None	

BRIEF SUMMARY

This item enables the Overview and Scrutiny Management Committee to monitor and track progress on recommendations made to the Executive at previous meetings.

RECOMMENDATIONS:

- (i) That the Committee considers the responses from Cabinet Members to recommendations from previous meetings and provides feedback.

REASONS FOR REPORT RECOMMENDATIONS

1. To assist the Committee in assessing the impact and consequence of recommendations made at previous meetings.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

3. Appendix 1 of the report sets out the recommendations made to Cabinet Members at previous meetings of the Overview and Scrutiny Management Committee. It also contains summaries of any action taken by Cabinet Members in response to the recommendations.
4. The progress status for each recommendation is indicated and if the Overview and Scrutiny Management Committee confirms acceptance of the items marked as completed they will be removed from the list. In cases where action on the recommendation is outstanding or the Committee does not accept the matter has been adequately completed, it will be kept on the list and reported back to the next meeting. It will remain on the list until such time as the Committee accepts the recommendation as completed. Rejected recommendations will only be removed from the list after being reported to the Overview and Scrutiny Management Committee.

RESOURCE IMPLICATIONS

Capital/Revenue

5. None.

Property/Other

6. None.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

7. The duty to undertake overview and scrutiny is set out in Section 21 of the Local Government Act 2000 and the Local Government and Public Involvement in Health Act 2007.

Other Legal Implications:

8. None.

POLICY FRAMEWORK IMPLICATIONS

9. None.

AUTHOR:	Name:	Mark Pirnie	Tel:	023 8083 3886
	E-mail:	Mark.pirnie@southampton.gov.uk		

KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	None directly as a result of this report.
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SUPPORTING DOCUMENTATION

Non-confidential appendices are in the Members' Rooms and can be accessed on-line

Appendices

1.	Monitoring Scrutiny Recommendations – 13 th September 2012
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Documents In Members' Rooms

	None
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Integrated Impact Assessment

Do the implications/subject of the report require an Integrated Impact Assessment (IIA) to be carried out.	No
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Other Background Documents

Integrated Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
None	

Overview and Scrutiny Management Committee: Holding the Executive to Account

Scrutiny Monitoring – 13th September 2012

Date	Portfolio	Title	Action proposed	Action Taken	Progress Status
12:07:12	Resources	Changes to existing revenue and capital budgets	<p>That the Cabinet Member requests details of the Capita Partnership's Senior Managers pay levels and circulates to OSMC</p> <p>Follow up 16th August:</p> <p>That the Cabinet Member requests details of the Capita Partnership's Senior Managers pay bands and the number of managers in each band and circulates to OSMC</p>	<p>This has not been requested at the current time. The Council is working positively with Capita to deliver savings, and this would only serve as a distraction.</p> <p>To be updated at the 13 September meeting of the OSMC</p>	
16:08:12	Housing and Leisure	Oaklands Pool	That the number of users who took up the free swim initiative at Oaklands Pool is circulated to the OSMC	Work in progress – This information will be circulated to the Committee as soon as it is available	
			That the Cabinet Member informs the OSMC of the date that officers were instructed to stop repairs to Oaklands Pool	20 th June 2012	
			That information on the capital grants that were available for refurbishing swimming pools following the free swim initiative be circulated to the OSMC	<p>£69,296 awarded to SCC (advised 27th November 2008).</p> <p>Funding was for development to improve access, and had to provide lasting community benefit. It could not be used to carry out lapsed repairs and maintenance works.</p> <p>Suggested uses: architects fees, QS fees, cost of feasibility studies, legal fees, site surveys.</p> <p>Excluded uses: purchase of land, consultant's fees to develop funding applications. Had to be spent by March 2011. Could not be used for partnership funding for funding bids from April 2009.</p>	

Date	Portfolio	Title	Action proposed	Action Taken	Progress Status
				Money was spent on improving DDA access at Bitterne Leisure Centre (reception area) and a grant made to Red Lodge Swimming Pool (£6.5k)	
			That the Cabinet Member explores all funding streams available, including Olympic legacy, to support Oaklands Pool	To be updated at the 13 September meeting of the OSMC	
			That the Cabinet Member uses the term subsidise instead of losing money when referring to Oaklands Pool	To be updated at the 13 September meeting of the OSMC	
			That the Cabinet Member provides details to the Committee outlining when the brief was changed to remove a swimming pool from the Lordshill Masterplan	To be updated at the 13 September meeting of the OSMC	
			That staff, and parents of children who go to the nursery on the Oaklands site, are consulted about the proposals	To be updated at the 13 September meeting of the OSMC	
			That the Cabinet Member ensures that nothing is done to Oaklands Pool that will make it more expensive to re-open and operate	To be updated at the 13 September meeting of the OSMC	
16:08:12	Housing and Leisure	Licensing scheme for HMO's	That the Cabinet Member informs the OSMC whether the HMO licence fee is tax deductible for landlords	The licence fee would be classed as an allowable expense for landlords for tax deduction against rental income as it is an expense wholly and exclusively for the property letting business.	Completed
			That the new HMO licensing scheme includes Carbon Monoxide monitoring and gas appliance safety checks	The proposals for the new HMO licensing scheme incorporate requirements for Carbon Monoxide detectors and gas appliance safety checks.	Completed
			That all ward Councillors are informed of the consultation events outlined in the report	All Councillors will be informed of the consultation events when they have been confirmed (by 7 September 2012).	
16:08:12	Efficiencies and Improvement	Grants	That the Cabinet Member, when exploring opportunities for participatory budgeting, looks at examples wider than Thornhill	Case studies from the national Participatory Budgeting Unit will be considered when exploring opportunities for Community Chest.	