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## **LIFELONG LEARNING OVERVIEW & SCRUTINY COMMITTEE** **23 JANUARY 2015**

Minutes of the meeting of the Lifelong Learning Overview & Scrutiny Committee of Flintshire County Council held at Delyn Committee Room, County Hall, Mold CH7 6NA on Friday, 23<sup>rd</sup> January 2015

**PRESENT:**     **Councillor Ian Roberts (Chairman)**

Councillors   Marion Bateman,   Ian Dunbar,   Ron Hampson,   Phil Lightfoot,  
Mike Lowe,   Dave Mackie,   Nancy Matthews,   Vicky Perfect,   Paul Shotton,  
Nigel Steele-Mortimer and Carolyn Thomas

**CO-OPTED MEMBERS:**   Mrs Janine Beggan,   Mr David Hytch   and   Mrs Rebecca Stark

**APOLOGIES:**   Councillors Colin Legg.

**ALSO PRESENT:**

Councillors Veronica Gay and Richard Jones

**CONTRIBUTORS:**

Leader and Cabinet Member for Finance, Chief Executive, Cabinet Member for Education, Cabinet Member for Waste Strategy, Public Protection and Leisure, Chief Officer Education and Youth, Chief Officer Organisational Change, Chief Officer Organisational Change, Corporate Finance Manager, Principle Leisure Services Officer, Secondary Schools Officer

**IN ATTENDANCE:**

Housing & Learning Overview & Scrutiny Facilitator and Overview & Scrutiny Support Officer

**51.   DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

No declarations of interest were made.

**52.   BUDGET CONSULTATION PROCESS 2015/16**

The Chairman welcomed the contributors to the meeting.

Councillor David Mackie referred to the budget factsheets document circulated at the beginning of the meeting and raised concerns that Members of the Committee had not been given sufficient time to read the information. The Chief Executive explained that the budget factsheets were further detail of budget proposals together with responses to questions Members had raised during the budget workshop sessions.

The Chair agreed to adjourn the meeting until 2.40 pm to allow Members of the Committee time to read the budget factsheet document.

The meeting resumed at 2.43 pm.

The Leader outlined the budget consultation process to date, which included briefing meetings with Group Leaders and Chairs of Overview & Scrutiny Committees, culminating with the Overview & Scrutiny mop-up session scheduled to be held on Friday, 30<sup>th</sup> January, 2015, prior to the final budget proposals being presented to County Council on the 17<sup>th</sup> February, 2015. Regular updates had been given to Members over recent months and the Leader commented on the unprecedented financial challenges facing all Councils across Wales. The draft budget report, presented to Cabinet on 16<sup>th</sup> December, 2015 highlighted a £16.4m budget gap for 2015/16. Following intensive work a balanced budget had been achieved. The risk to frontline services was a unique challenge with no magic formula and no additional money available.

The Leader commented on the consequential revenue provision and briefed Members on his lobbying of Ministers and the Welsh Government (WG). He expressed his disappointment following the Autumn Statement that no additional funding for service protection was being allocated to Local Government.

The Chief Executive, Chief Officer (Education & Youth), Chief Officer (Organisational Change (1)) and Chief Officer (Organisational Change (2)) gave a detailed presentation which covered the following areas:-

#### Education and Youth

- National Position
- Revised Local Position
- Strategy to close the extended gap
- Big Budget Conversation
- Final Steps in the Budget
  
- Education and Youth Budget 2015/16
  - Schools
  - School Funding
  - School Budgeting
  - Education and Youth (Central)
  - Business Plan Efficiencies
  
- Operational Change (2)
  - Leaning service areas
  - Increased income
  - New ways of delivering Facilities Management services
  - Increased marketing and product growth
  - Business Plan Efficiencies
  
- Organisational Change (1) Leisure and Libraries Budget Proposals 2015/16
  - Leisure and Libraries
  - Business Plan Efficiencies
  - Static Libraries
  - Mobile Services
  - Sports Development – Lets Walk Cymru
  - Leisure Centre – above inflation increase in tariff

- Clwyd Theatr Cymru – Budget 2015/16
  - Challenge
  - Proposal
  - Business Plan Efficiencies

**The comments and questions which were raised by Members of the Committee on the presentations, together with the responses given, are detailed in Appendix 1 (attached).**

Members welcomed the opportunity once all the information had been digested to refer any further questions to the mop up session of Corporate Resources. The Chair thanked Officers for the openness in which the workshops and verbal updates had been delivered to Members and felt members of the public were better prepared for the year ahead.

**RESOLVED:**

That the presentation be noted.

**53. MEMBERS OF THE PRESS AND PUBLIC IN ATTENDANCE**

There were one member of the public and three members of the press in attendance.

(The meeting started at 2.00 pm and ended at 5.00 pm)

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**Chairman**

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## Overview & Scrutiny Budget Consultation 2015/16

### Lifelong Learning Overview & Scrutiny Committee – 23 January, 2015

Section	Issue/Question	Response
<b>EDUCATION &amp; YOUTH</b>		
	Is there any proposals to raise Council Tax	At this stage there are no proposals to raise Council Tax above 3%. This would be considered as a last report to meet the budget gap.
	In the 2010/11 budget proposals what was the overall cut to the education budget.	This was 2%.
	Has any work been carried out to present to the Welsh Government the impact reduced budgets would have on class sizes.	Whilst reviewing the funding formula last year, one of the factors taken into account was class sizes.  Locally the Council has done a lot of modelling work to show how funding reduction would impact schools.
	Continuing see increased reference to schools using the Pupil Deprivation Grant (PDG) to pay for services.	This was dependent on the eligibility criteria and needed to be reflected in the schools own funding formula.
	The documents show a budget reduction of 2.5% in Post 16 education provision, is this correct?	Yes that is correct.

<p><b>1. Cease Cognitive Ability Test</b></p>	<p>Concern over proposals as the CAT test is a useful tool to track each child individually.</p>	<p>Consultation has been undertaken with the Teacher Federation who agree that this test is nice to have but not essential. Little difference between the data from the CAT test as is received through GCSE examination results.</p>
	<p>Concern that the loss of the CAT test would be a significant loss.</p>	<p>As above.</p>
<p><b>6. Primary &amp; Early Years Education</b></p>	<p>Not clear how the savings would be met through the early entitlement of the Foundation Phase Grant.</p>	<p>Appreciate that the savings of £317k is a high figure, but this has been considered with great thought and method to improve ways of working.</p> <p>There was the opportunity to maximise and use another funding stream.</p> <p>It was agreed that this be added to the Committee's Forward Work Programme, in order to track the impact of this proposal.</p>
<p><b>8. Further remodelling of Music Service to move to 'full cost recovery'</b></p>	<p>Concern that this would be the tipping point of what was affordable including the cost of exam fees. The School Music Service provides pupils with a number of skills.</p>	<p>The School Music Service was highly valued and this was reflected in the document. Other services have sustained similar levels of reduction in funding.</p>
	<p>There are no comments on schools that may be willing to subsidise the</p>	<p>As above.</p>

	School Music Service but for those where this is not viable this would have a net effect on parents.	
<b>13. Pupil Referral Service</b>	Concern over the reduction of Pupil Referral Unit provision which was felt to be an investment in children's future.	The proposal would ensure a consistent approach across all School in Flintshire.  It was agreed that this be added to the Committee's Forward Work Programme, in order to track the impact of this proposal.
	Would like to see this matter closely monitored to ensure no negative impact on pupils.	
<b>ORGANISATIONAL CHANGE (1)</b>		
<b>6. Sports Development – Lets Walk Cymru</b>	This is a small amount of money for something that has such a large impact. There are also a number of healths benefits to the work carried out by a large number of volunteers. Could this proposed efficiency saving be reduced to £10k.	Still see walking as important due to the health outcomes. It is important to retain the generic support the Council provides but this can be done in a more cost effective way.
<b>THEATR CYMRU</b>	There is a need for more productions to be put on at Theatr Clwyd.	Acknowledged.
	Support to provide more in-home productions and changes to business practices.	As above.

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# 2015-16 Council Fund Revenue Budget

**Lifelong Learning Overview  
and Scrutiny Committee 23<sup>rd</sup>  
January 2015**





# Content

- » National position
- » Revised local position
- » Strategy to close the budget 'gap' with the latest position on work in progress
- » Public Feedback on the Draft Budget
- » Member involvement in the budget
- » Specific Portfolio Issues
- » Final steps in the budget
- » Review of the Medium Term Financial Plan
- » Service Budget Issues



# National Position

- » Final Local Government Settlement published with a marginal reduction in Council funding through the Revenue Support Grant (-£0.065M)
- » Continuing risk of further reductions in specific grants
- » The 'consequential' revenue provision for Wales from the Chancellor's recent budget statement now allocated by Welsh Government with no additional funding for local government for service protection





# Revised Local Position

- » Original Council Fund budget gap for 2015-16 at £16.4M based on the Settlement
- » Following the first draft budget report to Cabinet in December a 'gap' of £1.76M remained
- » Following a final assessment of the under-achievement of the in-year workforce efficiency targets and the reduction of funding in the Settlement the extended gap stands at £3.625M

# Strategy to Close the Extended Gap

- » Corporate financing options (specifically inflation provision, reserves and balances and central loans and investments)
- » Workforce efficiency projects
- » Income opportunities
- » Reserve further service change options





# Up to Date Strategy Position

Option	£M
Procurement Supplier Charging	0.116
Non Standard Inflation Provision Review	0.348
Reduction in Fire and Rescue Authority Levy Provision	0.124
Council Tax Reduction Scheme Projected Provision	0.130
Central Loans and Investments Reviews	1.830
Workforce Efficiency Projects	0.300
<b>Running Total</b>	<b>2.848</b>
<b>Remaining Gap</b>	<b>0.777</b>



# Remaining Strategy Actions

- » Review the rigour of method of calculation, the reliability of the figures and the risks
- » Complete review of any further options
- » Revisit income options including Council Tax
- » Assess options for use of 'bridging' reserves and carry forward of efficiency target risk into the new financial year



# Big Budget Conversation

- » Big Budget Conversation run in August and September
- » Outcomes from the first stage feedback:
  - » Increased public awareness and concern
  - » Social services for the young and vulnerable particularly valued
  - » Support for charging if it protects services
  - » General support for alternative delivery models, merging services with other councils, and considering increasing Council Tax above 3%







# Big Budget Conversation

- » Draft Budget Proposals published mid December
- » Website and Your Council Electronic Newsletter Circulation (9200 newsletter circulation)
- » Public information with the option for feedback (3000 budget website pages 'hits' with 90+ feedback forms received)
- » Equal Impact Assessment work ongoing with consultation with local representative organisations
- » Public feedback to be provided to Overview and Scrutiny Committees to inform budget scrutiny
- » Specific engagement with town and community councils and other local organisations on community assets ongoing





# Member Involvement

- » Budget planning workshops (end October/early November)
- » Group Leaders and Overview and Scrutiny Chair Briefings
- » Drop-in sessions 19 December and 16 January and individual enquiries and follow-ups
- » Staged Cabinet and Corporate Resources Overview and Scrutiny Committee updates



# Final Steps in the Budget

- » Complete work on gap closure options
- » Overview and Scrutiny special budget meetings through January
- » Cabinet finalises the budget – 17<sup>th</sup> February
- » Full Council sets budget – 17<sup>th</sup> February
- » Full Council sets Council Tax – 3<sup>rd</sup> March



# Specific Portfolio Issues

## EDUCATION & YOUTH BUDGET 2015/16



# Education & Youth (Schools)

- » Main Priorities are:
  - » supporting core teaching and learning in schools;
  - » maximising resources available to support “frontline” work with children, young people and their families;
  - » reviewing operating models, structures and job designs to reflect new working practices and reduce posts;
  - » rationalising of assets supporting efficiency and new ways of working.



# School Funding

- » Specific Grant Funding
  - » Education Improvement Grant – 10% lower than previous grants (incl. SEG, Foundation Phase, 14-19, MEAG, Traveller Ed.)
  - » Post 16/ Sixth Forms – 2.51% lower (supported by increasing student numbers)
  - » Pupil Deprivation Grant - £918 to £1050 per eligible pupil
- » Local Authority Funding
  - » 0.6% uplift in line with Ministerial Expectations



# School Budgeting

- » Schools will face inflationary costs pressures (pay inflation, increase in pensions costs)
- » Schools have choices to make about affordable staffing, local service provision and service subscriptions. There is some supportive analysis e.g. Sutton Trust.
- » Many of the non-staff costs are 'fixed' or unavoidable, for example NNDR. The bulk of the savings would have to come from staffing.

# School Budgeting

Item	£'m
Pay inflation 1%	0.775
Increased employers' teacher pension costs	0.796
non-pay inflation	0.217
Estimated Demography Adjustment	0.350
0.6% Ministerial Protection	-0.520
<b>School Level Pressures</b>	<b>1.618</b>





# School Budgeting

- » “Central” actions impacting on schools
  - » Resource Provision £90k
  - » PE Equipment £15k
  - » Remissions- General £122k
  - » Remissions- Music £35k
  - » Schools Library Service £189k



# 10% Less Spending Power Over Time

- » Members requested modelling of the impact of reduced spending power over time on pupil teacher ratios.
  - » Two Form Entry Primary School- 26.9 to 30.8
  - » Key Stage 3- 20.36 to 25.45
  - » Key Stage 4- 15.51 to 19.38



# Education & Youth (“Central”)

- » Main Priorities are:
  - » supporting core teaching and learning in schools;
  - » maximising resources available to support “frontline” work with children, young people and their families;
  - » reviewing operating models, structures and job designs to reflect new working practices and reduce posts;
  - » rationalising of assets supporting efficiency and new ways of working.

# Business Plan Efficiencies

## Education and Youth

No	Specific Proposals	15-16 Proposals £m	RISK status for the acceptability and deliverability of the proposal
1	School Management and Information Team - Cease Cognitive Ability Test testing	0.030	G
2	Commissioning & Performance - Clerking to Governors & Legal fees	0.012	G
3	Reduce Subscriptions	0.005	G
4	Reduce Project Support Staffing (0.4)	0.012	G
5	Governor Training Efficiency	0.003	G
6	Primary & Early Years Education - Maximising Deployment of Early Entitlement Foundation Phase Grant (including new model for provision of 10% teacher time in funded early years settings).	0.317	G
7	Secondary 14-19 & Continuing Education - Cease funding Clwyd Theatr Cymru Service Level Agreement, with provision made through main Council Service Level Agreement with Clwyd Theatr Cymru	0.020	G
8	Further remodelling of Music Service to move to "full cost recovery"	0.061	A
9	Inclusion Services - Autism support – current vacancy - removal of dedicated Autism Spectrum Disorder advisor role	0.060	A
10	English as an Additional Language /Gypsy Traveller Support - current vacancy-removal of post	0.045	A

# Business Plan efficiencies – cont.



11	Young Peoples' Counselling Service – current vacancy - reduction in full time equivalent counsellors to 3.5	0.040	G
12	Inclusion Welfare Service – current vacancy - reduction in full time equivalent posts to 8.5	0.040	G
13	Pupil Referral Service / Behaviour Support Service – reduction of Pupil Referral Unit provision and income generation through traded service for children & young people with Behaviour, social, emotional difficulties	0.050	R
14	Youth Justice Service – education link role to be offered via different model	0.050	G
15	Learning Inclusion – reduction in Statutory Assessment service	0.060	A
16	Nant Mawr Satellite – premises, caretaking & cleaning costs	0.017	G
17	Access (School Planning & Provision) - transfer remissions responsibilities to schools	0.157	G
18	School uniforms policy change to statutory level	0.019	G
19	Reduce provision for mobile classrooms	0.044	G
20	Transfer responsibility for physical education equipment inspection service to schools	0.015	G
21	21st Century Schools - Reduction in School Organisation Review Budget (£35k)	0.004	G
22	Youth Services - Youth Justice Service Staffing Reduction	0.028	G
23	Youth Service Planned Management Reductions & Vacancy Management	0.091	G
24	Schools School Library Service - Dedelegation & Cessation	0.189	G
25	Rationalisation of Resource Provision	0.090	G
	<b>TOTAL</b>	<b>1.459</b>	

<b>Total</b>	<b>Education &amp; Youth</b>	<b>1.459</b>
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## Specific Portfolio Issues

# ORGANISATIONAL CHANGE (2) BUDGET PROPOSALS 2015/16



# Organisational Change (2)

## » **Main service priorities:**

- » Leaning service areas
- » Increased income
- » New ways of delivering Facilities Management services
- » Increased marketing and product growth



# Business Plan Efficiencies

## Organisational Change 2

1	<b>Catering</b> Work process changes and office efficiency	0.005	G
2	Staff structural change	0.042	G
3	Stock management and control	0.140	G
4	Increase meal numbers (income)	0.080	G
5	Debt recover (income)	0.025	G
	<b>Totals</b>	<b>0.292</b>	
6	<b>Cleaning</b> Staff structural change (cost reduction)	0.019	G
7	Different model of delivery (mobile)	0.002	A
	<b>Totals</b>	<b>0.021</b>	
8	<b>Security</b> Staff reductions	0.116	A
	<b>Totals</b>	<b>0.116</b>	

<b>Total</b>	<b>Organisational Change 2</b>	<b>0.429</b>	
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## Specific Portfolio Issues

# ORGANISATIONAL CHANGE (1) LEISURE AND LIBRARIES BUDGET PROPOSALS 2015/16



# Leisure and Libraries

- » **Proposals equal approximately 9% of leisure and libraries budget**
- » **Approach to 2015/16 proposals is as follows:**
  - » No major facility closures
  - » This will enable at least 12 months discussions about potential alternative delivery models for facilities e.g. community asset transfer
  - » Prioritise those that deliver key outcomes e.g. health, learning
  - » Increase efficiency and consider integration of services
  - » Enabling users to develop capacity to retain provision where feasible



# Business Plan Efficiencies

## Organisational Change 1

No	Specific Proposals	15-16 Proposals £m	RISK status for the acceptability and deliverability of the proposal
1	Libraries - Static Libraries	0.049	A
2	Mobile Services	0.026	A
3	Library Headquarters	0.030	G
4	Staffing	0.068	G
	<b>Totals</b>	<b>0.173</b>	
5	<b>Leisure</b> Sports Development - PE in School Sport	0.017	G
6	Sports Development - Lets Walk Cymru	0.015	A
7	Nofio Clwyd - Removal of Evening Sessions	0.110	A
8	Leisure Centre - Above inflation increase in tariff	0.045	A
9	Deeside Leisure Centre - No ad hoc climbing or high ropes	0.029	G
10	Deeside Leisure Centre - Security	0.032	G
11	Deeside Leisure Centre - Skate regrind	0.006	G
12	Saltney Sports Centre - Close Saturday	0.004	A
13	Leisure Centre - Facility Manager	0.049	G
	<b>Totals</b>	<b>0.307</b>	
<b>Total</b>	<b>Organisational Change 1</b>	<b>0.480</b>	



# Static Libraries

- » £0.049m
- » Reduce overall opening hours of libraries from 414.5 per week to 337.5 to enable more efficient use of staff to cover the library network and replace caretaking provision with a cleaning service
- » Based on full review of opening hours
- » Ensures one or more libraries are open 6 days a week between 8.15 a.m. and 7.00 p.m.
- » Moving to cleaning provision is more appropriate and cost effective and can be achieved without redundancies



# Mobile Services

- » £0.026m
- » Combine housebound service with library delivery service thereby retaining housebound deliveries to all clients
- » No change in frequency of delivery of books
- » Savings achieved through reductions in vehicles and integration of staff without any redundancies
- » Staff will still be able to address any immediate customer concerns and signpost to other services
- » Deliveries will come from local library not central library



# Sports Development – Lets Walk Cymru

- » £0.015m
- » Cease support to Walkabout Flintshire groups by not providing officer support, promotion, insurance and administration for generic walking routes
- » Sports Development will still be able to provide support to train walk leaders for these groups and to those groups who undertake pram walks, 30 minutes walks, Nordic walks
- » Sports development to provide support to walk leaders and volunteers from Walkabout Flintshire groups to enable the groups to operate more generic walks themselves



## Leisure Centre – above inflation increase in tariff

- » £0.045m
- » The average price increase for 2015 across all Leisure Services activities is 3.5%
- » Some charges to clubs and organisations have been increased by a higher percentage to be more in line with neighbouring areas
- » Some health related activities have been increased less than 3.5%
- » Last years increase was 3%



# Service Budget Proposals

## Clwyd Theatr Cymru Budget 2015/16





# Challenge

- » Flintshire left with the full responsibility for a regional production theatre at last reorganisation
- » A significant investment but also a significant economic generator
- » Highly valued with a national reputation; out of proportion for a medium-sized Welsh Council
- » Without the main theatre the successful Youth Theatre arm is not viable



# Proposal

- » Develop a new and more efficient operating model
- » Set at 1/3 Council budget reduction (£350k) over 2 years with £200k reduction in 2015/16
- » Achieve by: reduction in programme from 8 to 6 in house productions; more efficient operation; increase in income
- » Appointment of new Artistic Director and future consideration of an alternative method of delivery to support changes



# Organisational Change Budget 2015/16

## Business Plan efficiencies

### Clwyd Theatr Cymru

No	Specific Proposals	15-16 Proposals £m	Risk status for the acceptability and deliverability of the proposal
14	Proposal to reduce shows and increase productivity	0.200	A

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