



MINUTES

AB - Public

Education and Families Committee
Room 16, Islesburgh Community Centre, Lerwick
Monday 3 October 2016 at 10.00am

Present:

Councillors:

P Campbell	G Cleaver
B Fox	T Macintyre
R Mackay	A Manson
F Robertson	G Robinson
D Sandison	G Smith
M Stout	M Tregonning
V Wishart	

Apologies:

A Manson (lateness)

In Attendance:

H Budge, Director – Children's Services
S Hunter, Executive Manager – Children's Resources
S Thompson, Executive Manager - Schools
N Watt, Executive Manager – Sport and Leisure
S Brunton, Team Leader - Legal
J Johnston, Active Schools Manager
M Thomson, Management Accountant
L Geddes, Committee Officer

Chairperson

Ms Wishart, Chair of the Committee, presided.

Circular

The circular calling the meeting was held as read.

Declarations of Interest

None

Minutes

The Committee confirmed the minutes of the meetings held on (i) 23 May 2016 on the motion of Mr Smith, seconded by Mr Cleaver; (ii) 9 June 2016 on the motion of Mr Stout, seconded by Mr Robinson; (iii) 13 June 2016 on the motion of Mr Smith, seconded by Mr Robertson; and (iv) 29 August 2016, on the motion of Mr Fox, seconded by Mr Stout.

28/16 Education and Families Committee Business Programme 2016/17

It was noted that the report that had been requested regarding telepresence would now be issued as a briefing note rather than a report, following comments that had been received during the agenda management process.

(Mr Sandison attended the meeting)

29/16 **Commonwealth Games 2014 – A Legacy for Shetland – 2015-16 Update**

The Committee considered a report by the Executive Manager – Sport and Leisure (CS-30-16-F) which presented an annual report on legacy outcomes for Shetland from the Commonwealth Games 2014.

The Executive Manager – Sport and Leisure summarised the main terms of the report, highlighting that there had been a significant increase in participant sessions - which were well above the national average - and also that there was a complete gender balance in these participant sessions. The Council received around £200,000 per annum to deliver programmes in this area of work, and this allowed for staff to work across the islands to deliver these.

(Ms Manson attended the meeting during the following discussion)

The Executive Manager – Sport and Leisure and the Active Schools Manager then responded to questions, and the Committee noted the following:

- It had generally been possible to access almost all the external funding to which the Council was entitled for the delivery of programmes although the Council had not been able to claim the full amount in some instances, for example where a post had been vacant. There were always new initiatives coming through from **sportscotland** and other national bodies, and efforts were made to ensure that the Council would be in a position to bid for these.
- The PE Support Programme would come to an end in March 2017, although some additional funding had been received which would enable it to run to the end of the school year.
- The school club links had peaked in 2014/15, although this remained quite strong locally. This programme was reliant on volunteers to deliver it.
- Sports people locally did tend to be disadvantaged in relation to equality of opportunity with competitors on the mainland. Dialogue had been taking place with **sportscotland** to raise this issue, and its chief executive was also having dialogue with ministers. Evidence had been submitted to **sportscotland** in terms of the travel costs for competitors going off-island, and a briefing paper would be submitted through COSLA. However it would be useful to take every opportunity to raise this issue, and sports groups could also make their case through the current ferry fares consultation that was taking place. Sport and Leisure would be making a contribution to this consultation.
- The responsibility for the development of community sports hubs had now passed to Sport and Leisure, and this was fully funded by **sportscotland**. The community sports hubs were currently being redesigned, and would be relaunched to get the message out to clubs and committees about the need for their engagement. It was planned to explore the establishment of additional sports hubs, particularly in Lerwick and the central area.

Some discussion took place regarding travel costs for attending national competitions, and what could be done to help ensure that talented athletes locally were not disadvantaged and on an equal footing with athletes on the mainland. It was felt that the Council could be making representations through COSLA's working groups, given that the Scottish Government had an equality agenda, and it may be possible to set up some sort of funding programme in terms of equality of opportunity. It was noted that the MSP was seeking conversations with the Sports Minister, and that a report on the ferry fares consultation would be coming back to ZetTrans and the Council, so these points could be emphasised.

On the motion of Mr Smith, seconded by Mr Stout, the Committee approved the recommendation in the report.

Decision:

The Education and Families Committee noted the contents of this report and its appendix, and RESOLVED to approve the recommendation in 3.6 that the format for monitoring legacy outcomes in Shetland be the presentation of the Sport and Leisure Services Annual Report for Active Schools, Sports Development and Community Sports Hubs to the Education and Families Committee during the proposed reporting period.

30/16

Annual Report from Chief Social Work Officer

The Committee considered a report by the Chief Social Work Officer (CS-28-16-F) which presented the Chief Social Work Officer Report 2015-16.

The Director of Children's Services summarised the main terms of the report on behalf of the Chief Social Work Officer, who was unable to attend today's meeting. She highlighted that it had been evidenced that good quality social work services were being delivered, and that the two areas which had been graded as 'adequate' had now returned to the previous higher grades, as could be seen in the reports being considered later on the agenda. It was important that the workforce continued to be supported as there would be challenges in maintaining the quality of services in the future, and work would be carried out to strengthen services across the directorate.

The Director of Children's Services and Executive Manager – Children's Resources then responded to questions, and the Committee noted the following:

- The Council had made an important move in creating a directorate which focused on children's services. There was a close working relationship between education and social work and there were a number of links with health. The concern highlighted in the report relating to the Integration Joint Board (IJB) related to the links between health, social care and the IJB and ensuring that these links continued to develop through the IJB process.
- Staff had access to a range of corporate training which would help develop the quality of management and leadership at all levels.
- Currently all Council staff were paid the same rate for out of hours services, and this was something which had been agreed by the Council as part of Single Status. The question had been raised by staff as to whether some of the risks relating to social work services were higher than other services, but to change these rates would open up issues relating to Single Status. It had been explored

if it would be possible for other local authorities to provide the managerial aspects for out of hours care. It could be said that the out of hours service relied on the good will of staff, particularly in relation to mental health services as there were insufficient Mental Health Officers locally to establish a paid on-call rota.

- The Committee had previously expressed concern regarding the number of child protection referrals, and it had been noted that this had been the result of new reporting procedures. There had now been a drop in the numbers, and one of the reasons for this was in relation to the numbers in the families that were being referred. The figures relating to the last three years were available online, but Children's Services had information going back a number of years in order to study trends.

It was commented that Members involved in training relating to the social work complaints process had been very appreciative of the training delivered by Social Work staff. The Committee also recorded its appreciation of staff in delivering the out of hours service. Concern was expressed that the delivery of the service was reliant on the good will of the staff, and that this therefore may impact on the quality of service delivery.

Mr Smith moved that a report be prepared for presentation to the Employees JCC and the Education and Families Committee by Human Resources regarding the out of hours service provided by social workers and mental health officers, and Mr Fox seconded.

Decision:

The Education and Families Committee noted the Annual Report from the Chief Social Work Officer, and agreed that a report be prepared for presentation to the Employees JCC and the Education and Families Committee by Human Resources regarding the out of hours service provided by social workers and mental health officers.

31/16

Shetland Child Protection Committee: Annual Report and Business Plan

The Committee considered a report by Director of Children's Services (CS-20-16-F) which presented detail of the work of the Shetland Child Protection Committee (SCPC) for the period April 2015 to March 2016, as set out in its Annual Report for 2015-16.

The Director of Children's Services summarised the main terms of the report, highlighting the key achievements over the period and the expansion to the membership of the SCPC's Quality Assurance Sub-Committee which had enabled it to take a lead on continuous improvement across children's services whilst retaining a focus on child protection.

It was commented that it would be useful for Members to have a fuller understanding of situations that staff required to deal with locally and the work that was carried out within the department, and that this would be particularly useful if it could take place early in the life of the new Council.

The Director of Children's Services advised that previous reports had included 'pen pictures' which provided more detail about specific circumstances. Another way this could be achieved would be to hold a seminar using anonymised information to help give Members a better understanding and more detail of the work that went on. Given Members' corporate parenting role, it may also be useful to hear from young

people in care or who had been looked after to explain their experiences of the process.

It was pointed out that the Council was now coming into its budget-setting process, and concern was expressed that Members may be making decisions without having a full understanding of what goes on in terms of delivering the budget and the potential impact the budget-setting process may have. Therefore it was important that Members did have a clear understanding and exploration of what services were actually delivering and the potential impacts, and of how services related to each other. This could be demonstrated in paragraph 3.8 of the report which illustrated the links between youth work and child protection.

Decision:

The Education and Families Committee noted the Annual Report.

32/16

Inspection of Services for Children and Young People

The Committee considered a report by Director of Children's Services (CS-31-16-F) which presented the updated action plan describing how services were taking forward the areas for improvement.

The Director of Children's Services summarised the main terms of the report, outlining the progress that had been made on the actions identified from the first visit in April. She advised that residential provision at Windybrae had now reopened, and referred to the cost implications for the Council as this was a growth in service that was required in order to meet the needs of young people who required to be accommodated. She was confident that when the inspectors returned in November, the progress that had been made could be demonstrated.

The Director of Children's Services then responded to questions, and the Committee noted the following:

- A local process was in place regarding the allocation of Named Persons, and it had been checked that there were no legal impediments to the process given the national situation regarding the relevant legislation.
- New methodology was in place in relation to chronologies. All significant events were all listed in one place in a diary, and an inter-agency template was used for this purpose.
- The Shetland Partnership had overall responsibility for addressing the recommendations in the report, and these had been delegated to the Integrated Children and Young People's Strategic Planning Group. Individual areas had been carrying out self-evaluations, but a broader self-evaluation across all agencies involved was not being carried out. This was being addressed and built into the action plan.

Reassurance was sought that the Shetland Partnership Board was taking cognisance of its responsibility, and it was noted that these reports were considered by the various groups involved and were presented to the Board as and when appropriate.

Decision:

The Education and Families Committee noted the updated action plan on the joint inspection of services for children and young people in Shetland.

Children's Resources – Family Placement Services – Fee Paid Carer Proposal & Fostering Allowances 2017/18 Proposal

The Committee considered a report by Executive Manager – Children's Resources (CS-26-16-F) which presented a proposal to introduce a new tiered Fee Paid Carer Scheme for Shetland Foster Carers and to extend the Scheme to include all foster carers who provide full-time care for children requiring to live away from home.

The Executive Manager – Children's Resources summarised the main terms of the report, advising that the proposals should help address some of the issues around foster carer recruitment and retention. Locally there was a pool of respite foster carers who were available to meet peaks in demand, but there was a shortage of teenage foster placements so there was a need to think about how to resource the service in future and a strategy was currently being finalised. He was confident that what was being proposed would help put the service in a stronger position to move forward from.

(Reverend Macintyre left the meeting during the following discussion)

The Executive Manager – Children's Resources then responded to questions, and the Committee noted the following:

- The age of potential foster carers was something that was addressed during the assessment process. Locally the 35-42 age group was the most likely to make enquiries, and enquiries were more likely to come from females than males.
- Foster carers were classed as self-employed and therefore responsible for dealing with their own taxation arrangements.
- As a requirement of the scheme, all foster carers must undertake at least 21 hours of training each year. It was recognised that there was a need to embrace technology more in the delivery of this training in order to make it easier for all to meet this training requirement.
- Shetland did not have any external fostering agencies, but was having a visit from the Aberlour Child Care Trust the following week to explore needs. Action for Children had a presence in Orkney.

It was commented that the proposals in the report were to be welcomed, and should help address concerns that had been expressed by the Committee in the past.

On the motion of Mr Robinson, seconded by Mr Campbell, the Committee approved the recommendations in the report.

Decision:

The Education and Families Committee RECOMMENDED that the Policy and Resources Committee RESOLVE to:

- Approve the introduction of the new tiered Fee Scheme for Foster Carers when existing contracts are due for renewal, and immediately for all new contracts

- Implement the proposed allowances for Foster Carers and Kinship Carers for financial year 2017/18

(Mr Robinson left the meeting)

34/16 **Children's Resources – Disability Shetland – ASN Holiday Club – Inspection Report**

The Committee considered a report by Executive Manager – Children's Resources (CS-25-16-F) which presented the Disability Shetland ASN Holiday Club Care Inspectorate Report from the inspection that took place on 6 July 2016.

The Executive Manager – Children's Resources summarised the main terms of the report, advising that it had been a positive report with no requirements or recommendations arising.

Responding to a question, the Director of Children's Services advised that a Service Level Agreement was in place with Disability Shetland to deliver the service. As Budget Responsible Officer, she had made a decision to cut the funding last year, as it had reached a point where it was no longer possible to ask her Executive Managers to continue cutting their budgets each year without looking at the voluntary sector, which had not been asked to make cuts. The budget now available did allow for the ASN Holiday Club to continue to be delivered and, at the moment, she was not considering making any further cuts from this budget. However this would depend on the Council budget-setting process and on the settlement received from the Scottish Government. She went on to say she was finding it increasingly difficult to meet the targets set for Children's Services within the existing budgets and against a background of national policy drivers.

Members commented that it was recognised that it was becoming more difficult to find ways of reducing the budget without cutting services. This particular example highlighted a specific difficulty where an external organisation's ability to function may depend on a small amount of funding being made available from the Council, and therefore it was important that decisions taken across the Council were not looked at in isolation.

Decision:

The Education and Families Committee RESOLVED to note the Disability Shetland ASN Holiday Club Care Inspectorate Report.

35/16 **Children's Resources – Isles Haven Nursery – Inspection Report**

The Committee considered a report by Executive Manager – Children's Resources (CS-24-16-F) which presented the Isles Haven Nursery Care Inspectorate report from June 2016.

The Executive Manager – Children's Resources summarised the main terms of the report, advising that the feedback received from the inspectors was very positive and that the two recommendations made had been addressed.

On the motion of Mr Robertson, seconded by Ms Manson, the Committee approved the recommendation in the report.

Decision:

The Education and Families Committee approved the Isles Haven Nursery Action Plan.

36/16

Children's Resources – Short Breaks for Children – Inspection Reports

The Committee considered a report by Executive Manager – Children's Resources (CS-23-16-F) which presented the Short Breaks for Children: Care Home Service and Support Service Care Inspectorate Reports from June 2016 and the Action Plan.

The Executive Manager – Children's Resources summarised the main terms of the report, advising that it had been highlighted that the difficulty in appointing to the Team Leader (Family Support) post was a weakness. This post had now been recruited to, and was having a positive impact on service delivery. There had been five recommendations which were being addressed.

Decision:

The Education and Families Committee RESOLVED to approve both the Short Breaks for Children Care Service and Support Service Action Plan.

37/16

Children's Resources – Adoption Service Inspection 2016

The Committee considered a report by Executive Manager – Children's Resources (CS-21-16-F) which presented the Adoption Service Care Inspectorate Report from the inspection that took place between 24-30 May 2016, and the associated Action Plan.

The Executive Manager – Children's Resources summarised the main terms of the report, advising that the inspection had taken place at the same time as the fostering inspection. The inspection had been conducted by a new inspector who had offered feedback in terms of the provision of evidence made available to her. Three recommendations had been made and were being attended to. In response to a query, he advised that interviews in respect of the Team Leader post referred to in paragraph 3.3 had taken place, and a preferred candidate had been selected.

On the motion of Mr Fox, seconded by Mr Stout, the Committee approved the recommendation in the report.

Decision:

That the Education and Families Committee RESOLVED to approve the following recommendations to the Adoption Service action plan:

- The agency should ensure that post adoption planning and information is in place for all children
- The agency should ensure that individual records are kept for children in a consistent manner
- The agency should introduce reviews for (*adoption*) panel members to consider their role as a panel member and learning and development needs

38/16

Children's Resources – Fostering Service Inspection 2016

The Committee considered a report by Executive Manager – Children's Resources (CS-22-16-F) which presented the Fostering Service Care Inspectorate Report from the inspection that took place between 24-30 May 2016, and the associated Action Plan.

Decision:

The Education and Families Committee RESOLVED to approve the Fostering Service Action Plan.

39/16 **External Audit Reports – Care Inspectorate and Education Scotland – Dunrossness Primary School Nursery Department**

The Committee considered a report by Director of Children's Resources (CS-19-16-F) which highlighted a recent report from the Care Inspectorate.

The Director of Children's Services summarised the main terms of the report, advising that the recommendation made had now been addressed.

Decision:

The Education and Families Committee considered and noted the Care Inspectorate Report on Dunrossness Primary School Nursery.

40/16 **Janet Courtney Halls of Residence – Care Inspectorate Inspection**

The Committee considered a report by the Executive Manager - Schools (CS-29-16-F) which highlighted a recent report from the Care Inspectorate.

The Executive Manager - Schools summarised the main terms of the report, advising that the inspection was classed as a 'low intensity' inspection as the inspectors were satisfied that a consistently high standard of care was being provided. In response to a query, she advised that training regarding child sexual exploitation was being rolled out to all relevant areas of staff, who were attending when they could be released to attend. She went on to express her thanks to the staff involved, making special mention of Mr George McGhee, Hostel Manager, who would shortly be retiring after 37 years of service.

The Committee recorded their thanks to the staff involved and to Mr McGhee for his many years of service, noting that all the inspections had been unannounced and consistently good.

On the motion of Mr Robertson, seconded by Mr Smith, the Committee approved the recommendation in the report.

Decision:

The Education and Families Committee considered the report on the Janet Courtney Halls of Residence, noted the actions to be taken by the Schools/Quality Improvement Service, and noted the recommendations to be included, where appropriate, in the relevant Improvement Plan.

41/16 **Halls of Residence Naming**

The Committee considered a report by the Director of Children's Services (CS-18-16-F) outlining the consultation process that had taken place, and seeking a decision on the name for the new Halls of Residence.

The Director of Children's Services summarised the main terms of the report, advising that the consultation process agreed by the Committee had been carried out, and her recommendation was based on the results received.

The Chair said that Mr McGhee had provided a sterling service for many years, but she felt that she could not go along with the recommendation in the report as one of the conventions for naming new buildings was that they should not be named after living people. She felt that there would be other more appropriate ways of

recognising Mr McGhee's contribution to the hostel, such as naming one of the social areas after him or inviting him to open the new building. She therefore moved that the name for the new Halls of Residence should be the "Anderson High School Halls", and Mr Smith seconded.

Members of the Committee speaking in support of the motion said that whilst they concurred with the remarks about Mr McGhee's service to the hostel over the years, they too felt that there were more appropriate ways in which his service could be recognised. It was commented that building names tended to be associated with benefactors, and reservations were expressed about naming buildings after Council employees. It was felt that it was appropriate and logical that it should be named after the school with which it was associated.

However it was questioned why a consultation process had taken place if the Committee was going to ignore the outcome of the process, which had been significantly in favour of the recommendation in the report. It was noted there had been just 72 responses in total to the consultation exercise, and it was suggested that it may have been useful if more thought had been given to including an explanatory note or guidelines along with the consultation exercise.

Decision:

The Education and Families Committee noted the results from the consultation carried out from 20 April to 8 June 2016, and the recommendation from the Director of Children's Services.

The Education and Families Committee agreed that the name for the new Halls of Residence should be the Anderson High School Halls.

The meeting concluded at 11.55am.