

CABINET

THURSDAY, 29 SEPTEMBER 2016

PRESENT: Councillors Simon Dudley (Chairman), David Coppinger, Phillip Bicknell, Geoff Hill, Derek Wilson, Natasha Airey, MJ Saunders and Samantha Rayner

Principal Members also in attendance: Councillors Christine Bateson and Stuart Carroll

Deputy Lead Members also in attendance: Councillors David Hilton and Marius Gilmore

Officers: Rob Stubbs, Alison Alexander, Louisa Dean, Simon Fletcher, Russell O'Keefe, David Scott and Karen Shepherd

WELCOME

The Chairman welcomed all attendees to the meeting. He explained that the meeting was part of the council's initiative to get more people involved in the democratic process. The council was very proud of all the work undertaken at Charters, which was an outstanding school.

The Lead Member for Children's Services announced that the council would be taking part in Children's Takeover Day on 18 November 2016. The event would give children and young people the opportunity to takeover the role of an officer or a councillor for the day. details were available on www.wamster.org.uk. The day would include a mock Overview and Scrutiny Panel that would see participants scrutinising reports that would be considered by Cabinet the following week.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Cox, D Evans, Rankin and Targowska.

DECLARATIONS OF INTEREST

None received.

MINUTES

RESOLVED UNANIMOUSLY: That:

i) The minutes of the meeting held on 25 August be approved, subject to the following amendment:

- **p. 11 to read 'Councillor Mrs Jones commented that the additional resources referred to in the report had been to provide maternity cover; the issue of resourcing had not been addressed. The enforcement officers were working very hard but could not cope with the workload. *She also highlighted that a 0.5FTE Support Officer had been removed in November 2015.....'***

ii) The minutes of the Cabinet Participatory Budget Sub committee held on 17 August 2016 be noted.

APPOINTMENTS

Councillor Carroll was appointed as Principal Member for Communications and Public Health.

FORWARD PLAN

Cabinet considered the contents of the Forward Plan for the next four months and noted the changes that had been made to the plan since the last meeting. In addition it was noted that:

- The item 'Additional Library – Report of Consultation & Feasibility Studies' would be deferred from October to December 2015.
- The item 'Affordable Housing SPD' would be presented to Cabinet in November 2016
- The item 'Delivering Differently in Operations and Customer Services – IT' would be presented to Cabinet in November 2016.
- The item 'Delivering Differently in Operations and Customer Services – CCTV' would be deferred from October to November 2016.
- The item 'York House Windsor - Office Accommodation Update' would be presented to a Cabinet Regeneration Sub Committee in December 2015, rather than the full Cabinet.

CABINET MEMBERS' REPORTS

A) COUNCIL MANIFESTO TRACKER

Members considered details of progress that had been made against the Council's 137 Manifesto Commitments.

The Deputy Lead Member explained that 21 (15%) of targets had been met, 113 (83%) were on target and 3 (2%) were unmet. The format of the report had been amended to improve transparency and now included breakdowns by Directorate and Lead Member.

The Lead Member for Highways and Transport highlighted that contractors were still out repairing roads as the weather was still suitable. The council would spend £1.65m plus some government grant on repairing roads. He highlighted that the council's cycle strategy was about to go live. A report on working with utility companies would be discussed later on the agenda.

Ollie Grimes (Year 11) asked the following question:

'What plans does the council have to improve the safety of students walking on the paths around our school which we think are dangerously narrow?'

The Lead Member responded that although this was a simple question, it did not have a simple answer. Footpaths needed to be flat and a solid continuous surface. The council aimed to repair all problems very quickly, following review by officers or

notification of problems by residents. Ward Councillor Yong had told him that the path beside Heathermount was just 76cm wide, however the council did not own any land to enable the path to be widened. Councillor Dr L Evans was a governor at Heathermount and he would speak to her to see if the school would be able to give any land to allow this to happen. There was a 20mph zone around the school; most drivers did obey the limit but a speed survey would be set up to check.

Councillor Hilton commented that the Neighbourhood Action Group had worked with Charters pupils a few years previously put together road safety videos.

Hannah Heitplatz (Year 12) asked the following question:

‘Please can you tell us where the three new cycle routes will be and what else can the borough do to support the school in its plans to make a safe cycle path from Sunninghill to the school?’

The Lead Member commented that the manifesto commitment stated three new paths by April 2017; the council hoped to do more in the next few years. The Ascot town centre and Heatherwood roundabout route would be upgraded, as would the Wells Lane route. Other schemes were being looked at for Heatherwood to the station and Sunninghill via Lynwood. He knew that the Deputy Ranger of the Crown Estate was supportive of people cycling to Windsor. The council also provided cycle training for those aged 11 and over.

Hannah Heitplatz commented that alternative routes were needed, particularly as the school grew. An additional benefit of cycling was the health and wellbeing of pupils.

A local resident in attendance commented that he had written to the council several times about excessive speed on the narrow Charters Road. To enable more cycling, the primary issue was to reduce the speed of vehicles. The council only had a few speed monitors and therefore they were only located in one place for a few days. The 20mph limit was only when the lights were flashing.

The Chairman requested that a report be brought to Cabinet to address the issues of speed in the area and pedestrian and cycle access.

The Lead Member for Planning explained that a business case was being developed for an additional enforcement officer, an issue the council took very seriously. The Borough Local Plan was being developed with a focus on protecting the Green Belt and the character and amenity of urban areas.

Emily Buist (Year 11) and Elyse Airey (Year 9) asked the following question:

‘We think it is really important that the community has a multi-sports centre at Charters which the whole community can use. How will the council support us in achieving this aim?’

The Lead Member commented that the council recognised the importance of leisure and community facilities in the borough; they were detailed in the Borough Local Plan. The Lead Member for Culture and Communities commented that the council supported that existing leisure centre; it had recently invested £300,000 in new changing facilities and a fully equipped gym. She was working with officers to see what else could be provided. The Chairman commented that as the council realised

the land assets it held, it would ensure some of the money came to the south of the borough.

The Principal Member for Neighbourhood Planning, Ascot and the Sunnings commented that she was Ward Councillor for the area and a governor at Charters School. She highlighted that more volunteers had been found to help keep Ascot police station open for longer. This would be reviewed in October 2016. A roundabout was currently being designed for the London Road/Brockhurst Road crossroads.

Claudia Logan and Ben Miller (Year 7) asked the following question:

'Please can you tell us more about the plans for Christmas lights? Are there plans for a Christmas tree?'

The Principal Member confirmed that more lights were planned for the south of the borough. A tree was a very good idea. She hoped there would be one put up in Sunningdale, but she would need to discuss with the landowner and the parish council. She would also look at options for Sunninghill and South Ascot. The Deputy Lead Member for Ascot Regeneration commented that as a member of the parish council, he would ensure the issue was put on the agenda for the next meeting.

Anni Syrjanen (Year 10) commented that her question had already been covered, therefore she asked how students walking along Dry arch Road could be protected?

The Principal Member agreed that the road was narrow. She would look into options including a bollard or pedestrian light. The Chairman suggested this was another issue that could be addressed by the proposed report to Cabinet.

The Lead Member for Culture and Communities commented that she had 20 targets; 2 were met and 18 were on target. She highlighted that the council had recently bought Thriftwood Farm for conversion to an open space for residents. Plans for a new garden in honour of Sir Nicholas Winton were being implemented in Maidenhead. A public arts scheme for the Heatherwood roundabout was being consulted on. A new fountain had been installed at Clarence Road.

Angel Thomas (Year 12) asked the following question:

'How do you envisage the volunteering matching scheme to work? What opportunities are there for young people to get involved?'

The Lead Member stated that volunteers played a very important role in the borough. The council was working with charities and other volunteering groups to get them to register on the borough website to publicise volunteering opportunities. Businesses could also register and volunteer their staff to help in the community. Opportunities for young people included police cadets, Mencap, Sportsable, Scouts, libraries and museums. However, she appreciated a lot more could be done to expand the scheme.

David Butler and Hugo Webster (Year 9) asked the following question:

'We recycle as best we can at school but we think we can do better. How can the council help our school community to do more?'

The Lead Member for Customer and Business Services responded on behalf of the Lead Member for Environmental Services. He would be happy to send the council's Waste Recycling Marketing Officer into the school and offer advice. It would also be possible to help establish recycling champions who could share information on borough-wide initiatives.

The Lead Member for Children's Services explained that when the manifesto had been created the intention had been to reward individual teachers, however feedback from schools had been that it would be better to recognise groups or teams rather than individuals. The council was working with schools to redesign the scheme. It had been recognised that the proposal to start a service for volunteers at school would not add any value as the WAM Get Involved database already existed. Therefore information would be sent to schools to link them with local volunteers. The commitment relating to the attainment gap for poor pupils was unmet as, although there was lots of activity, progress could not be evidenced until January 2017.

Beth Kelly and Kat Murtagh (Year 10) asked the following question:

'When can we expect the mental health first aid courses to start at Charters and what will it involve?'

The Lead Member responded that a two day course had been developed but feedback from schools was that it was difficult to release staff for two whole days. Therefore a modular version of the course was being developed. The Lead Member for Finance thanked the pupils for raising such an important issue. He himself suffered from mental health issues and deeply regretted that the other 20% of the population that suffered did not feel as confident as he did in making such a declaration. Mental health needed to be addressed in an open and honest way to ensure it was better understood.

Richard Williams (Year 13) asked the following question:

'What effect would 'satellite grammars' have on the funding and quality of my education?'

The Lead Member explained that the borough had been looking at the option of a satellite grammar in light of the fact that over 700 pupils crossed the borough border to go to a grammar school each day. It would not happen overnight, but the council was committed to working with all schools to ensure pupils received an excellent education. Parental and pupil preference was very important, and a grammar school would increase choice. She did not believe the argument that selective education lessened education elsewhere. The council was looking at all options as, given the change in government policy, a satellite grammar was not the only option. School funding followed the pupil therefore this aspect would not be affected.

Richard Williams asked whether it was not possible that the council would just add greater choice for those who were not disadvantaged and less choice for those who were disadvantaged?

The Lead Member explained that the borough wanted to ensure fairness for all and would not promote a system that disadvantaged those who could not afford extra tuition. The Chairman commented that the council had committed £200,000 to exploring a satellite grammar school. Of this, only £5000 had been spent therefore the

remainder would be put back in. The DfE was now looking at broader opportunities to reintroduce selective education. As an administration, it had no interest in selective education only for those who could afford tuition. The DfE consultation also considered how those pupils just above the free school meals level could be identified.

The Lead Member for Adult Services and Health highlighted the commitment to maintain relationships with the NHS and Clinical Commissioning Groups to ensure access to local health services. He had earlier that day been discussing potential for new GP sites at Heatherwood hospital.

RESOLVED UNANIMOUSLY: That Cabinet:

i) Notes the progress in delivering the Council Manifesto Commitments

B) INITIAL SAVINGS IN RESPECT OF 2017-18 BUDGET

Members considered savings, detailed in in Appendix A, for submission to Council for the 2017-18 budgets. The Lead Member explained that the budget was set for April-May each year. The 2017/18 budget would be assembled over the next few months and presented to Full Council in February 2016 for approval. Through a combination of cost pressures, demands on services, reductions in government funding and a clear commitment not to raise council tax higher than inflation, there was a pressure to save £5.5m from 2017/18 onwards. The report identified a collection of signposts to key areas to deliver the necessary package of savings. This would enable the council to continue to deliver services without any cuts or reductions.

A number of innovative proposals had been identified, some of which had already been the subject of Cabinet reports. All the significant savings signposted would be the subject of an appropriate report to Cabinet to ensure full debate and scrutiny. This would culminate in a report to Full Council to identify a formulated view on all identified savings. The Overview and Scrutiny Panels commented that they did not feel this had been made clear in the recommendation. It was confirmed that the report would approve all savings on pages 59 and 60, and line item 4 on page 61, to go to Full Council. All others on page 61 would be subject to Cabinet reports therefore they were not as yet being approved to go to Full Council. Members therefore agreed amendments to recommendations i and ii to reflect this process.

RESOLVED UNANIMOUSLY: That Cabinet:

- (i) Note the savings listed in Appendix A for submission to Council in December 2016 for the 2017-18 budgets.**
- (ii) Authorises officers to work on any proposed savings initiatives where approval would be subject to a subsequent report to Cabinet between October 2016 and January 2017 to allow them to be included in the 2017-18 Budget report to Council, and to full debate by Members.**
- (iii) Authorises Strategic Directors in agreement with Lead Members to develop the relevant proposals and implement once approved.**

C) ROAD AND STREETWORKS PERMIT SCHEME

Members considered an update on the introduction of a Road and Streetworks Permit Scheme which supported the manifesto commitment '*...Work with utility companies to improve the quality of road and pavement repairs...*'. If approved, the scheme would start on 28 November 2016. The borough was not the first council to implement such a scheme; others had reported the benefits. Disruption usually occurred when utility companies dug up the roads. The scheme would determine how long works could last for and ensure the road surface was repaired to a high quality as quickly as possible. Utility companies could be fined if they did not keep to the rules. The scheme was self-financing and had been fully supported by the Highways, Transport and Environment Overview and Scrutiny Panel.

RECOMMENDED: That Cabinet:

- i) **Notes the outcome of the consultation.**
- ii) **Approves commencement of the Roads and Streetworks Permit scheme**

D) DELIVERY OF CHILDREN'S SERVICES

Members considered the outline business case to secure the Royal Borough as a shareholder in Achieving for Children.

The Lead Member explained that the report set out a recommendation to transfer children's services and services for young adults with a learning disability up to 25 years of age, to Achieving for Children. Achieving for Children was a community interest company delivering all children's services functions across the London Boroughs of Richmond upon Thames and Kingston upon Thames.

She recognised that this was a big decision for the council to make but also a hugely exciting and positive opportunity for the residents of the borough and the workforce. There were a number of benefits to be derived from the partnership, including back office efficiencies, workforce development, workforce recruitment and retention, creating income streams and scope for more integrated, cross-organisational delivery of services for residents.

The Lead Member provided some examples of where children would benefit:

Achieving for Children was a community interest company and therefore had the freedoms to set up its own schools or pupil referral units. This meant that a free school could be set up in the borough focused on specific needs that had been identified and the council could wrap all services around that child, rather than having to place that child out of the borough.

Achieving for Children would have a combined FTE workforce of 1,000. With a bigger workforce, there would be more opportunities for promotion and career development. The council expected, therefore, that staff would stay with the council rather than leaving to go to other authorities which meant that children would experience less turnover of social care workers and greater continuity.

In terms of educational attainment, Richmond was currently ahead of the borough and Kingston was below the borough in the attainment tables. There would be more opportunities for schools to work together to drive up standards meaning that children would benefit from improved teaching and learning.

The proposal was not just about the borough benefiting from joining Achieving for Children. The council would also be taking a lot of good practice into Achieving for Children. The borough was a solid 'Requires Improvement' authority and Ofsted recognised that it was on a clear trajectory of improvement. The council also brought innovation for example on 31 October 2016, health visitors would transfer into the Royal Borough which would improve the delivery of integrated services to families in the borough. Richmond and Kingston currently did not have health visitors within Achieving for Children and they were keen to learn from what the borough was doing.

During the first quarter of 2016, the Royal Borough undertook an options appraisal and business case. The two reports concluded that transferring children's services into a community interest company was a sensible way forward and Cabinet approved the proposal to enter into an exercise of due diligence with Achieving for Children. The due diligence had been completed and the conclusion on the part of the three councils was that there were no barriers to entering into a partnership. Richmond and Kingston saw a partnership with the borough as a positive step forward in line with their growth strategy.

The report made it clear that the council wished to enter into the partnership as an owner and equal shareholder which would underline the accountability for the services which were retained. The council was looking to transfer around 278 FTE and a gross budget of £92m, which was inclusive of Dedicated Schools Grant. This covered all of children's services statutory and discretionary frontline functions, with the transfer taking place on 1 April 2017.

The fundamental issue underpinning the transfer was that the services residents currently received would remain local, accessible and of high quality. She was confident that elected members, residents and the workforce would have a key role to play in shaping and further improving services through Achieving for Children in the future.

The Lead Member confirmed that the terms and conditions of staff moving to Achieving for Children would be protected.

The Chairman commented that the presentations given to staff had highlighted that:

- If no savings were achieved, the transfer was the right thing to do
- The proposal would provide better services through a more resilient organisation
- The proposal would only have been considered if it were beneficial to staff to improve retention

The Deputy Lead Member for Ascot Regeneration commented that he could see many benefits of joining as a partner, including greater resilience and areas of specialism. Communication and consultation with residents would be very important.

The Managing Director commented that the proposal was an enormously exciting opportunity to improve services, provide opportunities for the workforce and open the council up to more creative solutions to meet resident needs. As Director, she was assured of the safety of the services including the timescales for transition.

The Lead Member for Finance commented that he had no aspirations for the project to generate cost savings. It was difficult to imagine, despite the many critical services the

council provided, anything more important than the way the council supported and enabled the safeguarding and welfare of children and young people. It was clearly the right path to collaborate formally and operationally whilst also retaining a significant level of influence.

The Chairman thanked the Lead Member, the Managing Director and her team and the Leaders of the London Boroughs of Kingston and Richmond.

RESOLVED UNANIMOUSLY: That Cabinet:

- i. Approves the transfer of children's services and services for young adults with a learning disability under 25 years of age to Achieving for Children, effective 1 April 2017, in line with the business case at appendix 2, on the basis that the Royal Borough becomes an owner and equal shareholder in Achieving for Children.**
- ii. Approves officers to negotiate an Inter-Authority and Members' Agreement, including reserved matters, with Achieving for Children, London Borough of Richmond-upon-Thames and the Royal Borough of Kingston-upon-Thames, for approval by Cabinet in December 2016.**
- iii. Notes the two options in respect of pension liability, see point 4.8, and agrees to adopt the same principle used for the transfer of leisure services.**
- vi. Notes the requirement for transition funding of around £164K which will be met from existing children's services' budgets and the continued use of the £200K allocation from the Development Fund to support this project.**
- v. Confirms that the current Strategic Director of Adult, Children and Health Services will continue to deliver the statutory function of Director of Children's Services, see point 5.2, in order to oversee the transfer of services for the transition year, 2017-2018, with the function then transferring to Achieving for Children.**
- vi. Approves the Lead Member for Finance and the Strategic Director Adult, Children and Health Services to agree the level of resource required for support functions.**

E) UPDATE ON DRAFT BOROUGH LOCAL PLAN

Members considered an update on the draft Borough Local Plan. The Lead Member explained that the council had undertaken a number of consultations over the past two years. Some items had not previously been put forward as they were related to negotiations with Maidenhead Golf Club. The council had the option to go direct to the Planning Inspector with a draft submission, with residents able to comment directly to the Inspector, or to undertake further work and consultation with residents and delay submission until early 2017.

The Lead Member for Finance fully supported the option of further consultation. The Principal Member for Neighbourhood Planning, as Chairman of the Local Plans Working Group commented that the work by officers and Members had been very good but more time was needed to take into account changes in government policy.

RESOLVED UNANIMOUSLY: That Cabinet:

i. Endorse the approach and timetable set out in paragraphs 2.17 to 2.19.

F) OUTCOME BASED HOMECARE CONTRACT - ANNUAL REVIEW 2015-16

Members considered the benefits that had been delivered for borough residents in the first year of the Outcome Based Homecare (OBC) contract's operation, together with the benefits expected in the second year of the contract.

The Lead Member explained that there had been general agreement across the country that the best option for people to lead long and happy lives was to stay in their own home, but that care services were not good. The council had looked at a new way of providing services, based on improving outcomes, which was already in place in Wiltshire and agreed to implement a similar scheme in 2014. Prior to this the council employed a large number of care providers but following a tender process Carewatch was awarded the overall contract. Carewatch used 50% of their own staff and 50% subcontracted. Initial problems soon settled down and a saving of £150,000 was achieved. The new way of working was only introduced to those new to the service; currently 35 were in the scheme. One person had gone through the programme and regained skills to live an independent life. The report provided details of successes in the first full year, the Lead Member expected the scheme to expand.

RESOLVED UNANIMOUSLY: That Cabinet notes:

- i. The progress in offering outcome based homecare services and the benefits it offers to residents.**
- ii. The plans for developing the service in the second year of the contract**

G) FINANCIAL UPDATE

Members considered the latest financial update. The Lead Member commented that, as discussed earlier in the meeting, the council had to set itself challenging targets to deliver more services at a lower cost. Most areas were performing well, for example the Operations and Customer Services directorate was making good progress to deliver more for less including some innovative programmes.

The situation was more challenging in Adults, Children and Health as the services responded to the needs of vulnerable residents. An additional 6 vulnerable adults or children could have an impact on the budget of £250,000 per annum. However budgets were performing well. Some areas were being investigated including home to school transport and temporary accommodation costs. He expected the next update to report on evaluation of these areas.

RESOLVED UNANIMOUSLY: That Cabinet:

- i) Notes the Council's projected outturn position.**
- ii) Approves a £113k S106 funded capital budget for the expansion of Eton Porny school, (see paragraph 4.8).**

- iii) Approves the removal of a £195k capital budget in respect of a feasibility study of a satellite grammar school (see paragraph 4.9).

LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC

RESOLVED UNANIMOUSLY: That under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the remainder of the meeting whilst discussion takes place on items 8-9 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1-7 of part I of Schedule 12A of the Act

The meeting, which began at 7.30 pm, finished at 9.28 pm

CHAIRMAN.....

DATE.....