



**Oversight and Governance**

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## **EDUCATION AND CHILDREN'S SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE – SUPPLEMENT PACK**

Wednesday 15 February 2023

1.30 pm

Warspite Room, Council House

**Members:**

Councillor Laing, Chair

Councillor Mrs Pengelly, Vice Chair

Councillors Allen, Mrs Beer, Briars-Delve, Dr Cree, Cresswell, Deacon, Harrison, Loveridge, McLay, Reilly and Tofan.

Please find additional information enclosed in relation to items 5, 7, 8 and 11.

**Tracey Lee**

Chief Executive

## **Education and Children's Social Care Overview and Scrutiny Committee**

- 5. Tracking Decisions Log: (Pages 1 - 10)**
- 7. OFSTED Focused Visit Update and Response: (Pages 11 - 20)**
- 8. Recruitment and Retention Update: (Pages 21 - 26)**
- 11. Financial Monitoring Report - Month 9: (Pages 27 - 42)**

## Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

Minute No.	Resolution	Target Date, Officer Responsible and Progress
95 – Performance report	<p>Jean Kelly to provide data to the Education and Children's Social Care OSC in response to Councillor Harrison's query on the following:</p> <ol style="list-style-type: none"> <li>1. How many children have 'stepped up' from a Child in Need plan to a Child Protection plan?</li> <li>2. How many children and young people have successfully 'stepped down' from a Child in Need plan to Universal services and have no longer required the services of Plymouth City Council's Children's Social Work Service (CSW).</li> </ol> <p>This data is to be provided to Councillors before the next Scrutiny meeting and should also be reported within the next Performance report.</p>	<p><b>Date:</b> 16 June 2022</p> <p><b>Progress:</b> Action sent to Jean for progression.</p> <p><b>Date:</b> January 2023</p> <p><b>Progress:</b> Update from Paul Stephens (Performance Advisor): the recording of the activities, management, and outcomes for children are held within the Eclipse case management system (at a child level).</p> <p>However, meaningful reporting of historical movement, for example, transferring between services is not currently in place. This is a known reporting requirement on our 'reporting change log' and is awaiting the necessary developer resources to progress.</p>
96 – Kickstart Update	<p>Tina Brinkworth to provide data to the Education and Children's Social Care OSC on the following:</p> <ol style="list-style-type: none"> <li>1. Data of placements over different sectors</li> <li>2. How many of the Universal Credit claimants between the ages of 16 and 24 are in full time education?</li> </ol> <p>A detailed report following the conclusion of the Kickstart programme to be put on the agenda for February 2023's agenda</p>	<p><b>Date:</b> 13 February 2023</p> <p><b>Progress:</b> Briefing sent to members of the Committee. <b>Action is now complete.</b></p>

### Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

97 – City Wide Youth Services Provision	<p><b>Recommendation to Scrutiny Management Board –</b> The Committee agreed to:-</p> <p>For Dave Ryland (Community Connections Strategic Manager) and Martine Aquilina (Service Manager for Targeted Support) to endeavour to produce an app for the Young People in the city of Plymouth to access which would advise them of youth services they could access.</p>	<p><b>Date:</b> 16 June 2022</p> <p><b>Progress:</b> Recommendation sent to Ross Jago to be heard at Scrutiny Management Board.</p> <p>Update required.</p>
103 – Josh MacAlister's Independent Review of Children's Social Care	<p>Councillor Laing to write to the Minister of State for Schools and Childhood as Chair of the Education and Children's Social Care Overview and Scrutiny Committee to ask for government's endorsement to Josh MacAlister's recommendations and the estimated £2.6 billion required nationally to implement the recommendations.</p> <p>Councillor Laing to also write to the Secretary of State for Education to request funding for the local government settlement in line with the costs of inflation.</p>	<p><b>Date</b> 28 November 2022</p> <p><b>Progress:</b> Sent to Councillor Laing, Jane Anstis and Sharon Muldoon for action.</p> <p>Letter to Secretary of State for Education sent on 31/01/23 regarding requesting that the Local Government settlement increases in line with inflation.</p> <p>Letter to endorse Josh MacAlister's recommendations was being drafted.</p>
103 - Josh MacAlister's Independent Review of Children's Social Care	<p>Sharon Muldoon to circulate the new Recruitment and Retention Strategy once implemented to the Committee. This would also be placed onto the work programme for the Committee's consideration.</p>	<p><b>Date</b> 14 November 2022</p> <p><b>Progress:</b> Sent to Sharon Muldoon for progress</p> <p>The draft recruitment and retention strategy would be completed in early December and would be circulated once final checks had been completed.</p>

### Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

107 – Plymouth Safeguarding Partnership	John Clements to explore whether an invitation, or offer had been extended to Faith Groups in the city to be part of the Plymouth Safeguarding Partnership.	<p><b>Date:</b> 13 January 2023</p> <p><b>Progress:</b> John has met with members of the Faith Community relevant to Plymouth and exploring how the partnership can connect most effectively with a wide range of faiths. He is exploring also the quality of, and opportunities for, child safeguarding.</p> <p>Action complete.</p>
107 – Plymouth Safeguarding Partnership	John Clements to come back to the 15 February 2023 Scrutiny Committee to advise members how the plan had been progressing and whether young 'safeguarders' could also come to the meeting to advise the Committee of their role.	<p><b>Date:</b> 14 November 2022</p> <p><b>Progress:</b> Sent to John for progression.</p> <p>This would be added back to the work programme for the Committee.</p>
123 – School uniform	<p>A response to Council's Motion on Notice from 21 November would have a response to this Committee:</p> <p>The Cabinet Member for Education, Skills and Children and Young People will write to every school in Plymouth requesting further information on their uniform policy:</p> <ul style="list-style-type: none"> <li>· Recent reviews in light of statutory guidance</li> <li>· Branded items from single suppliers</li> <li>· The average cost of a school uniform and PE kit</li> <li>· Additional support, second-hand options and promotion of local charities</li> </ul>	<p><b>Date:</b> 07/02/2023</p> <p><b>Progress:</b> Report completed and circulated to members of the Committee.</p>

### Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

	2. Responses to the Cabinet Member's letter will be presented and considered at the next Education and Children's Social Care Overview and Scrutiny Committee. This will enable the committee to explore other ways that the Council can support families.	
114 – Policy brief	<p>Tina Brinkworth to provide information on:</p> <p>Whether City College Plymouth had faced any challenges in relation to T-Level courses and the quality that they provide. If there had been challenges, what dialogue had taken place?</p> <p>Challenges within the interim report mentioned the 45 day work experience aspect of the course and issues establishing corporate business partners. Is this something the Council could help with to offer high quality business placements?</p> <p>Tina Brinkworth to also provide information on whether any work had been completed with the University of Plymouth in respect of a mentoring programme for T-Level programmes.</p>	<p><b>Date:</b> 12 December 2022</p> <p><b>Progress:</b> Tina Brinkworth</p>
115 – Education Board	The Committee would be provided with the Terms of Reference for the Plymouth Education Board and the list of attendees that attend the Board.	<p><b>Date:</b> 12 December 2022</p> <p><b>Progress:</b> Sharon Muldoon/Jim Barnicott</p>
115 – Education Board	Work to be undertaken with Youth Parliament to understand young people's views on exam readiness.	<p><b>Date:</b> 12 December 2022</p> <p><b>Progress:</b> Jim Barnicott/Sharon Muldoon/Jenny Way</p>
118 – School Attainment	Attainment data to be reported back to the Scrutiny Committee in February with more granular data which could exam whether there had been any patterns emerging.	<p><b>Date:</b> 12 December 2022</p> <p><b>Progress:</b> On the agenda for February 2023</p> <p><b>Action – Complete</b></p>

### Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

118 – School Attainment	Sharon Muldoon to provide figures for children going down the route for an EHC. To provide figures of 6 week decision progress and 20 week production of the plan deadline.	<b>Date:</b> 12 December 2022 <b>Progress:</b> Sharon Muldoon.
116 - Inclusion Briefing: Children Missing out of Education	Children Missing Education, Table 1.3, top 3 reasons for Children Missing out on Education. Jim Barnicott to provide data around: <ol style="list-style-type: none"> <li>1. How many children resident in Plymouth were waiting to be admitted to a school</li> <li>2. What is the longest time they've waited</li> <li>3. What is the average wait time</li> </ol>	<b>Date:</b> 12 December 2022 <b>Progress:</b> Briefing sent to Members, <b>action complete.</b>
118- School Attainment	The Committee would be provided updates on all disadvantaged groups when the Department For Education provided final validated data. The Committee would also be provided updates on KSI and end of KSI attainment and phonics as well as KS4.  To also go onto the work programme for February's meeting,	<b>Date:</b> 12 December 2022 <b>Progress:</b> On the agenda for February 2023.
119 – Regional Schools Commissioner	Sharon Muldoon to extend an invitation to the Regional Director for South West Hannah Woodhouse to attend an Education and Children's Social Care Overview and Scrutiny Committee.	<b>Date:</b> 12 December 2022 <b>Progress:</b> Sharon Muldoon and Jake Metcalfe were working on finding a date in the next municipal year.
120 – Performance Scorecard	Sharon Muldoon to provide data on Care Experienced young people that were in Education, Employment or Training and data on 18-20 Years old's that were not care experienced to allow for comparison. Councillor Tippetts to be provided an update with current strategies in place to reduce the number of care experienced young people that are NEET.	<b>Date:</b> 12 December 2022 <b>Progress:</b> Sharon Muldoon/Jim Barnicott
120 – Performance Scorecard	Jim Barnicott to provide data on how many children looked after are in good/outstanding education settings including early years settings.	<b>Date:</b> 12 December 2022 <b>Progress:</b> Complete.
121 – Financial Monitoring Report Month 7	Councillor Carlyle to become involved in conversations with ICS around £500,000 of mitigations proposed within the Children's budget.	<b>Date:</b> 12 December 2022

### Education and Children's Social Care Overview and Scrutiny Committee – Tracking Decisions 2022/23

		<b>Progress:</b> Sharon Muldoon/David Northey/ Councillor Carlyle
I21 – Financial Monitoring Report Month 7	David Northey to send the monitoring report monthly to the Committee. David would also provide a full detailed breakdown of the numbers within the Monthly Monitoring report at the next scrutiny committee.	<b>Date:</b> 12 December 2022 <b>Progress:</b> David Northey



# SCHOOL UNIFORM RESPONSES



## Responses rate

Phase	Number of schools in phase	Number of responses
Primary	70	24
Secondary	19	9
Special/ACE	7	3
<b>TOTAL</b>		<b>36</b>

## Primary schools

**What is the average cost of a school uniform and PE kit for your school?**

Item	Non-branded	Branded
Trousers	£3.50	
Sweatshirts	£2.50	£13
Pinafores/dresses	£4.40	
Polo shirt	£2.50	£9
PE top	£2.00	£8
Navy shorts	£3.00	

Total cost of 'essential items': Polo shirt, sweatshirt, PE top

Total cost of non-branded essential items	£7
Total cost of branded essential items	£30

## Are families required to purchase branded items from single suppliers?

None of the primary schools that responded required parents to purchase a branded item from a single supplier.

One primary school had branded items available from the school office.

In all responses, parents had the option of purchasing a branded item, however, non-branded items were equally acceptable.

### **What additional support is in place for families, for example, second-hand options**

All primary schools that responded had support in place for families. Examples included:

- a selection of second-hand uniform at school that was sold on at school events
- targeted support for families with free second-hand uniform
- Donation of surplus second-hand uniform to the city centre uniform shop. Encouragement of parents to do the same.
- a stock of nearly new uniform and offer of a free jumper/cardigan to pupils eligible for pupil premium on an annual basis
- information about second hand uniform in newsletters and the school social media channels
- a free book bag and water bottle for reception aged children
- a free uniform to children with refugee or asylum seeker status
- a free branded sweatshirt to all children starting reception
- a swap shop rail/help yourself table in the playground

### **Has a review been carried out of the school uniform policy in light of the guidance along with details of any significant changes?**

Of the 24 primary schools that responded, 15 stated that they had carried out a review of their policy in light of guidance.

4 schools stated that no changes were needed following review due to policy already being aligned with guidance.

6 schools stated that following review changes to policy were made:

Change to policy	Number of schools
Stated in policy that branded items are optional	3
Stated in policy that second-hand items available	1
Extending the number of suppliers of branded items	1
Removed the requirement for branded items	3

## Secondary Schools

Essential branded item	Cost
Blazer	£36.00
Tie	£7.00
PE top	£17.50
School skirt	£25.00
Jumper	£25.00

Essential non-branded item	Cost range
White shirts X3	£8.50
Black trousers X2	£14.00
Black socks/tights	£5
School shoes	£30
PE trainers	£30

The average cost of a full secondary school uniform ranges from £133.91 to £159.51.

### **Are families required to purchase branded items from single suppliers?**

All secondary schools required parents to buy some branded items. These included

Blazer, Tie, Sports Polo Shirt, PE Fleece, Jumper, School Skirt, PE top

2 schools used a single supplier. However, 1 of these schools was undertaking a review of this position.

All secondary schools that responded had reduced the number of branded items in their school uniform.

Two stated that they require branded polo shirts for safeguarding purposes at sports fixtures and events.

### **What additional support is in place for families, for example, second-hand options**

All secondary schools that responded had support in place for families. Examples included:

- working closely with the Uniform Store in Plymouth, who provide free second hand uniform to students.
- an option to purchase any second hand school uniform available through the school
- a 25% discount on branded items school items where a child was in receipt of pupil premium
- a supply of second hand donated uniform

**Has a review been carried out of the school uniform policy in light of the guidance along with details of any significant changes?**

7 schools responded that they had reviewed their uniform policy in light of guidance.

**Significant changes included:**

- a reduction in the number of branded items, particularly PE kits
- Implementation of lower cost options. For example, a single PE T Shirt for all sports

**Special schools and ACE**

ACE offer families a heavily discounted uniform with no one item costing over £6. A flexible approach is taken to uniform based on pupil needs.

2 special schools responded. Both take a flexible approach to school uniform based on the needs of individual pupils.

In one school there is a requirement to purchase branded item, a blazer. There is provision to provide these items free of charge where needed.

# Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	15 February 2023
Title of Report:	<b>Ofsted Focused Visit Update and Response</b>
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Jane Anstis, Service Director CYPFS
Contact Email:	Jane.anstis@gmail.com
Your Reference:	<a href="#">Click here to enter text.</a>
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

This report provides an overview of the findings from the Ofsted Focused Visit to Plymouth's Front Door Services in December 2022 and the associated improvement plan.

## Update

The Focused Visit took place on 13<sup>th</sup> December. The letter published on 30<sup>th</sup> January set out the follow areas for improvement in social work practice;

- The quality and timeliness of assessments and initial plans.
- Response at the front door to domestic abuse.
- Timeliness of initial child protection conferences.
- Quality of supervision.
- Management oversight and decision-making.
- The specificity, prioritisation of actions and impact focus of the local authority's improvement plan.

The letter set out two areas for Priority Action;

1. The consistent understanding and application of thresholds for intervention and when to obtain or dispense with parental consent to ensure children are appropriately safeguarded.
2. The convening and timeliness of child protection strategy meetings and initial child protection case conferences when significant risks are evident for children.

The findings are fully accepted and support our diagnostic work through late summer 2022 from which we had implemented a robust improvement focus. Since the visit we have;

- Revised the Front Door Improvement Plan
- Undertaken a range of immediate improvements as set out in the Priority Action Plan

- Agreed an interim accelerated Improvement Board for the Front Door from February, chaired by Service Director pending the wider Improvement Board
- Increased our Team Management capacity including an Improvement Manager
- Launched our new Early Help Pre-Book Advice Line
- Developed multi-agency engagement at practice, operational and strategic levels.

Achieving improved practice and outcomes for children necessitates a relentless focus on the practice improvements needed within the Front Door and partnership focus, engagement and action.

The Department will be creating an Improvement Plan across Early Help and Social Care (currently under construction) and will have a number of agreed KPIs and milestones for improvement. Progress against this plan will determine the length of the Improvement notice. We will continue to benefit from our Sector led improvement Partners, Dorset.

Senior leaders have led direct meetings with staff across all service areas on publication of the letter to ensure staff are supported in taking the learning from the findings and that this meaningfully influences practice and the improvement work across the service.

### **Recommendations and Reasons**

The Committee is asked to note the contents of this report.

### **Alternative options considered and rejected**

None, this is an update report on the outcome of the Ofsted inspection

### **Relevance to the Corporate Plan and/or the Plymouth Plan**

None, this is an update report on the outcome of the Ofsted inspection

### **Implications for the Medium Term Financial Plan and Resource Implications:**

None, this is an update report on the outcome of the Ofsted inspection

### **Financial Risks**

None, this is an update report on the outcome of the Ofsted inspection

### **Carbon Footprint (Environmental) Implications:**

None, this is an update report on the outcome of the Ofsted inspection

### **Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

There are a number of issues arising from the report from Ofsted and these will be dealt with and addressed in the Improvement Plan.

### **Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Ofsted Letter - 30 January 2023							

**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

**Sign off:**

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Originating Senior Leadership Team member: Jane Anstis, Service Director for Children, Young People and Families											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 13/02/2023											
Cabinet Member approval: Councillor Carlyle, Cabinet Member for Educations, Skills and Children and Young People											
Date approved: 14/02/2023											

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30 January 2023

Sharon Muldoon  
Director for Children's Services  
Plymouth City Council  
Midland House  
Notte Street  
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PL1 2EJ

Dear Ms Muldoon

### **Focused visit to Plymouth City Council children's services**

This letter summarises the findings of the focused visit to Plymouth children's services on 13 and 14 December 2022. His Majesty's Inspectors for this visit were Anna Gravelle and Joy Howick.

Inspectors looked at the local authority's arrangements for the 'front door'.

This visit was carried out in line with the inspection of local authority children's services (ILACS) framework.

### **Headline findings**

Plymouth children's services were last inspected in 2018, when they were judged requires improvement to be good. A joint targeted area inspection was carried out in 2019, which focused on the response to children's mental health needs across the partnership, including at the front door.

Since then, the quality of social work practice for children in need of help and protection at the front door has declined. There are serious and widespread systemic failings in the front door service, which leave children at risk of significant harm. Thresholds are poorly understood by social workers, managers and professional partners. There is confusion about when to dispense with parental consent should risks to children escalate. Consequently, strategy discussions do not consistently take place, or are often delayed, when children are at risk of significant harm. This is sometimes due to the lack of availability of police colleagues out of hours. These shortfalls in practice prevent practitioners and partner agencies from sharing information effectively and agreeing a multi-agency plan. This, in turn, leads to delays in taking timely action to reduce risk for children.

Senior leaders recognise the significant practice deficits raised by inspectors during this visit and have plans in place to make the required changes. The director of children's services (DCS) has been in post for six months and has secured substantial

corporate support and financial investment to put in place the building blocks to secure the necessary improvements. This has helped secure a planned increase in workforce capacity, to progress the local authority's new vision and restructure of children's services over the coming months. The determination, enthusiasm and visibility of the newly appointed senior leadership team are much welcomed by staff.

Despite these developments, there has been a high turnover of staff in the service during the last 12 months, which has resulted in a stop-start approach to the improvement work. The recent integration of a new electronic recording system has been challenging. Much work has taken place to embed cultural change within the workforce. This is now beginning to take shape, with a move to a more open and learning culture, however, the pace of change has been too slow for children. The implementation of a proposed redesign at the front door is very new and, consequently, at the time of this visit, has not delivered the sustainable changes required.

### **Areas for priority action**

- The consistent understanding and application of thresholds for intervention and when to obtain or dispense with parental consent to ensure children are appropriately safeguarded.
- The convening and timeliness of child protection strategy meetings and initial child protection case conferences when significant risks are evident for children.

### **What needs to improve in this area of social work practice?**

- The quality and timeliness of assessments and initial plans.
- Response at the front door to domestic abuse.
- Timeliness of initial child protection conferences.
- Quality of supervision.
- Management oversight and decision-making.
- The specificity, prioritisation of actions and impact focus of the local authority's improvement plan.

### **Main findings**

Children in Plymouth do not receive a comprehensive early help offer and much work is still to be done by senior leaders, with partner agencies, to develop and coordinate effective early help support. The DCS has a clear vision to implement a new locality-based operating model. As part of this new approach, the systems for receiving referrals about children are under review. The aim is to create locality teams to provide effective early help to families, to strengthen partner agencies' accountability and to reshape front door services.

While planned improvements are under way, the initial assessment of children's needs and risks and the provision of support remain weak. This means that children are not always receiving the right help at the right time, through targeted early help support, to prevent escalation into statutory children's services.

Although assessments for most children who receive early help support are thorough and lead to well-developed plans to support children, this is not the case for all children. Decisions and thresholds for children to step up to children's social care and step down to early help are mostly appropriate.

Most referrals to the multi-agency safeguarding hub (MASH) receive a timely response, but referrals are not routinely risk assessed to establish an initial understanding of the level of risk for children. There is more work to do to agree a process for this in the MASH and wider partnership, in order to prioritise work more effectively. Parental consent is not always consistently sought from parents by professionals before making a referral. When serious concerns arise for children, there is widespread confusion about the application of thresholds and assessment of risk. When parental consent should be dispensed with due to escalating safeguarding concerns, this is not always done. There is a lack of a clear rationale to explain next steps. As a result, some children are left at risk of harm.

Many children experience repeated re-referrals before receiving the help and protection they need. There is insufficient consideration and analysis of historical information, including about cumulative neglect and its impact on children. Too many children experience repeated assessments, with limited change to their outcomes. This crucial information is not informing decision-making, which means that some children are left in situations of harm for too long.

Senior leaders are aware of these practice shortfalls and are seeking to address them through their improvement plan and redesign of the front door. While the existing improvement plan identifies the significant shortfalls found during this visit, it lacks specificity, appropriate prioritisation and a sufficient focus on impact. Funding has been agreed for an additional team manager, advanced practitioner posts and an improvement manager, to address the need for an increased level of management oversight at the front door. Longer-term plans are in place to launch a professional advice line to better support professionals from other agencies. Despite this, the pace of progress has been too slow and the impact of these interventions is awaited.

A significant number of concerns for children are not escalated to a child protection strategy meeting when they should be, or there is delay in holding meetings when there are risks of significant harm for children. Much emphasis is placed on gaining parental cooperation and waiting for responses from multi-agency checks, rather than a robust initial assessment of risk and effective child protection planning. When strategy meetings do take place for children, they are mostly timely, well attended by a range of relevant professionals and include an adequate summary of the risks to children. However, some strategy meetings do not capture partner agencies' views,

to inform decision-making. Actions from strategy meetings are not always measurable, to enable a timely response to risks for children.

Although partner agencies report a positive development in terms of co-location in the MASH, they also recognise that the understanding and application of thresholds remain a work in progress. They also report a lack of clear process to escalate concerns when they consider child protection strategy meetings should take place for children. There are too many times when professionals from partner agencies do not understand thresholds or how to appropriately refer and escalate concerns for children.

Most domestic abuse referrals are not triaged well. There is a lack of recorded use of domestic abuse tools to assess risks, or escalation to a multi-agency risk assessment conference. The impact of repeated incidents of domestic abuse and past history on children is not analysed well. Thresholds are not appropriately applied in terms of understanding and identifying when children are at risk of harm from domestic abuse, and when to escalate concerns. Although the local authority commissions a specialist domestic abuse service, it is not used sufficiently to strengthen practice at the front door.

Since the last inspection, the local authority has strengthened its process in response to children at risk of criminal or sexual exploitation. A review of the multi-agency child exploitation (MACE) meeting process and daily risk meetings within the MASH have helped to increase the focus on children at risk of exploitation, and for those who go missing. While some children do now benefit from detailed assessments that capture the risks to them accurately, and increased involvement when risks escalate, this is still not the case for all children. Work to tackle the risks to children from criminal or sexual exploitation is not aligned well with wider work to improve their welfare and safeguarding.

Most children receive a timely and effective response when emergency situations arise out of office hours. Decisions to accommodate children are appropriate. However, when children are placed with neighbours or family members in an emergency, recording of incidents is weak and senior manager oversight and rationale for decisions is not recorded. This makes it more difficult for senior managers to assure themselves that children are placed with families that are safe and well matched to children's needs. The local authority out-of-hours team experiences significant challenges and delays in contacting the police, due to police availability. This means that when joint working with the police is necessary, for example holding child protection strategy discussions or visits to some children and families, this is less effective. This means that there is a delay in providing a protective response and safety planning to some children.

Overall, the quality of assessments carried out by the initial response teams is inconsistent. Almost half of assessments lack a comprehensive analysis, and fail to identify cumulative neglect, patterns of parental behaviour and the impact on

children. Approximately a third of assessments are not completed in a sufficiently timely way to meet the individual needs of children. The quality of plans is variable. Stronger plans identify detailed actions and are written to the child. Weaker plans lack specific and measurable actions to support children and rarely include appropriate contingency planning.

Most children are seen at a frequency that matches their needs, are spoken to alone when appropriate, and their views are captured sufficiently. In some cases, some meaningful and sensitive direct work takes place with children to help capture their voices, although this is not consistently evident on the child's record. Some children's records are, however, missing from the electronic recording system. This includes records of child protection enquiries, assessments and visits to children. It is, therefore, unclear how risks have been managed and outcomes achieved for those children. There is a lack of management oversight in addressing these significant shortfalls.

When child protection enquiries identify that children's needs have escalated, appropriate decisions are made to proceed to an initial child protection conference. However, a substantial number of initial child protection conferences are significantly delayed, due to a combination of capacity issues and insufficient management oversight. During this visit, some children were still awaiting a child protection conference several weeks after the outcome of a child protection enquiry. Senior leaders acknowledge that this area of performance has declined. They have recently developed an action plan, which they shared with inspectors, to address this deficit. This includes a review of safety planning for children awaiting a child protection conference and increased levels of visiting by social workers. Despite this, children are still waiting far too long to receive the support they need through a multi-agency child protection plan.

Management oversight of practice at the front door is weak. Decisions are not consistently well recorded, do not demonstrate professional curiosity and lack an effective rationale for next steps to protect children. Social workers receive regular supervision, but the quality of supervision is not consistently reflective. Supervision does not address practice deficits through measurable and timely actions, in order to drive practice improvement.

The local authority has made some progress in improving the effectiveness of its quality assurance framework since the last inspection, although the pace of change has been too slow. The turnover of staff in the quality assurance and audit service has exacerbated this situation. However, there has been an increase in the frequency of audits in the last six months. This includes thematic and multi-agency audits, which now have a more consistent focus on the voices of children, and their experiences and outcomes. An additional strength of audit work is that practitioners and families are now part of this process, to help effect organisational change. At this early stage of implementation, the impact of audit findings on practice is inevitably very limited. There is more to do to embed learning from audit work. The senior leadership team also has plans to strengthen data quality and performance

management arrangements, which are currently underdeveloped and lacking effectiveness, which limits the local authority's ability to track and improve the timeliness of practice.

Senior leaders recognise that practice improvement has been delayed by additional workload pressures, high caseloads and staff retention challenges. There are now plans under way and funding in place to implement a service redesign at the front door. This will include an expansion of staffing and management oversight.

Staff report that senior leaders are exceptionally visible and that there is a much improved work culture. Most staff describe feeling much more confident in raising potential issues and describe an open and learning culture. While there is an extensive training offer, this is ineffective, as some staff struggle to attend training due to their high caseloads. The DCS has secured funding to strengthen practice through a team manager development programme, and the roll-out of a delayed neglect training programme to strengthen staff practice and their understanding of the impact of neglect.

Ofsted will take the findings from this focused visit into account when planning the next inspection or visit.

We have notified the Department for Education of the areas for priority action. You should submit an action plan that responds to these areas within 70 working days of receiving this letter. It would be very helpful if you can share an early draft of the action plan with us within 20 working days of receiving this letter.

Yours sincerely

Anna Gravelle  
**His Majesty's Inspector**

# Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	15 February 2023
Title of Report:	<b>Recruitment and Retention Update</b>
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Jane Anstis, Service Director CYPFS
Contact Email:	Jane.anstis@gmail.com
Your Reference:	<a href="#">Click here to enter text.</a>
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

This report provides an update following the report for the E & CSC Overview and Scrutiny Committee in September 2022 on the recruitment and retention position for CYPFS

## Background

Qualified social workers remain hard to attract and retain in the continued context of national shortage. In CYPFS this pressure is predominantly seen in the Children's Social Work service.

In September 2022, the committee heard the headline findings of the national Independent Review of Children's Social Care (2022) with regard to 'Realising the potential of the workforce' and the local findings of our recruitment and retention review, undertaken in collaboration with staff.

The presentation outlined the local, regional, national and professional context and pressures and described the 5 priorities set out in the draft Recruitment and Retention Strategy; which will be agreed by 1 March 2023

- Priority 1 Create the right climate and conditions for a thriving workforce (IRCSC3)
- Priority 2 Realise an inclusive culture (IRCSC3)
- Priority 3 Create an enhanced career pathway and development offer that remains attractive to staff as their careers and lives develop (IRCSC1 and 4, 5, 6)
- Priority 4 Establish a competitive and intentional approach to recruitment and Retention (IRCSC2)
- Priority 5 Ensure sustained focus, investment and accountability

## **Update against Priorities**

### **Priority 1 Create the right climate and conditions for a thriving workforce (IRCSC3)**

In order to ensure our workforce operate within the right climate and conditions for practice to thrive, we have a whole-system focus on ensuring we provide the right services for families at the right time. Since September, we have strengthened our Front Door responses including the establishment of an Early Help pre-book line. We have invested in the training and development of our team managers and created an additional team management post and an improvement manager post to support consistent and high quality decision-making. These measures will support progress towards manageable workloads.

In addition, we are working to ensure that the right roles and resources are in place to enable qualified social workers to focus on work with families. A new role of Assistant social worker is being explored and will ensure that this is affordable and aligned with the target operating model. This will potentially create a new pathway to 'grow your own' approach to recruitment of social workers through an expanded in-house traineeship.

Like other local authorities – the council is experiencing challenges recruiting to social worker and team manager roles. We are developing a retention incentive in response to regional and market pressures. The system will have to be fair and equitable with set criteria. We will have to ensure that this affordable and costed and demonstrates return on investment in the longer term.

Our overseas recruitment drive has successfully recruited 16 qualified and experienced social workers, nine of whom will join us in March. We will have a robust induction and on boarding process to support the new recruits. We will review the campaign to ensure the deliverables/outcomes have been achieved,

### **Priority 2 Realise an inclusive culture (IRCSC3)**

As a modern and progressive service, we understand the importance of continuing to build an inclusive culture through increased engagement, involvement and recognition of the skills, knowledge, talent and contributions of the workforce.

We have taken a collaborative approach to improving our services through the establishment of 'Leaders in Practice' groups, the first of which took place in January 2023. At this session there was representation from across the service to be part of the improvement journey. There were several elements considered such as best practice, how to contribute to change, and leading innovation. The group meets with the Senior Management Team on a monthly basis beginning with the review of the Improvement Plan and Ofsted outcomes.

### **Priority 3 Create an enhanced career pathway and development offer that remains attractive to staff as their careers and lives develop (IRCSC1 and 4, 5, 6)**

We are building on the strong foundations of the Professional Development service to ensure that everyone is able to pursue the right career opportunities for them.

In particular we are:



- Expanding the scope and role of the existing Academy beyond social work students and those on their assessed and supported year in employment to create a wider system offer; enhance training and career development pathways and opportunities at all levels.
- Reviewing and re-setting our curricula to ensure it responds to the key messages from quality assurance and inspection, links more closely to career progression, and the establishment of new recruitment pipelines.
- Implementing an early career framework. Early career retention is one of the biggest challenges that we face and it is where we can have the greatest strategic impact by allocating resource, effort to improve current retention levels.

#### **Priority 4 Establish a competitive and intentional approach to recruitment and retention (IRCSC2)**

We are currently reviewing our recruitment resource as part of our Target Operating Model (TOM) work to ensure we have the right people with right skills to meet the wider contextual and complex challenges in the sector. We will be developing a modern digital approach to recruitment including social media campaigns and activities and interactive microsite.

We will consider other incentives such as:

- The payment of the social work professional registration fee
- The establishment of a 'refer a friend' scheme and a returnee scheme

#### **Priority 5 Ensure sustained focus, investment and accountability**

We have begun to make tangible progress in our work in this space but recognise that more is needed and that the approach and impact must result in change.

The impact of this will be evident through progress against key performance measures within a new retention scorecard, including;

- Reduction in vacancy rate in CSW
- Reduction in agency spend in CSW
- Improvement in single assessment timeliness
- Average caseload reductions
- Percentage of audits meeting good
- Improving staff satisfaction levels.

#### **Recommendations and Reasons.**

The Committee is asked to note the contents of this report.

#### **Alternative options considered and rejected**

The changes contained in this briefing need to take place in order to improve services to children, young people and families.

**Relevance to the Corporate Plan and/or the Plymouth Plan**

Caring for people and communities and our work to support Children and Families to feel safe in the city

**Implications for the Medium Term Financial Plan and Resource Implications:**

Covered within budget provision.

**Financial Risks**

N/A

**Carbon Footprint (Environmental) Implications:**

It is the responsibility of all senior officers to ensure we develop and deliver our plans for both ensuring the Council is carbon neutral by 2030 and leading the City in carbon reduction. Digital will be a significant contributor to enable the Council and City to work, connect and behave differently in the future. Minimum use of printing and paper as emails, virtual meetings and other media will be utilised where possible in the delivery of services.

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council’s duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

The health safety and wellbeing of the workforce is kept under review using the current governance processes we have in place.

**Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7

**Background papers:**

*\*Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>

	1	2	3	4	5	6	7

**Sign off:**

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	22.23.375				114/13.2.23(2)		30223				
Originating Senior Leadership Team member: Jane Anstis, Service Director for Children, Young People and Families											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 13/02/2023											
Cabinet Member approval: Councillor Carlyle, Cabinet Member for Education, Skills and Children and Young People Date approved: 14/02/2023											

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## Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	15 February 2023
Title of Report:	<b>Finance Monitoring Report December 2022</b>
Lead Member:	Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy)
Lead Strategic Director:	David Northey, (Interim Service Director for Finance)
Author:	Stephen Coker, Lead Accountancy Manager (CEO & C&CS)
Contact Email:	<a href="mailto:David.northey@plymouth.gov.uk">David.northey@plymouth.gov.uk</a>
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

### Purpose of Report

This report sets out the revenue monitoring position of the Council forecast to the end of the financial year 2022/23 at Period 9.

### Recommendations and Reasons

That Education and Children's Overview and Scrutiny Committee notes:

1. The forecast revenue monitoring position at Period 9 as set out in this report in the sum of £2.812m.

### Alternative options considered and rejected

There are no alternative options – our Financial Regulations require us to produce regular monitoring of our finance resources.

### Relevance to the Corporate Plan and/or the Plymouth Plan

The report is fundamentally linked to delivering the priorities within the Council's Corporate Plan. Allocating limited resources to key priorities will maximise the benefits to the residents of Plymouth.

### Implications for the Medium Term Financial Plan and Resource Implications:

Robust and accurate financial monitoring underpins the Council's Medium Term Financial Plan (MTFP). The Council's MTFP is updated based on on-going monitoring information, both on a local and national context. Any adverse variations from the annual budget will place pressure on the MTFP going forward and require additional savings to be generated in future years.

### Financial Risks:

Financial risks concerning period 9 reporting are discussed in the body of the report and relate to the attainment of a balanced budget position in financial year 2022/23.

**Carbon Footprint (Environmental) Implications:**

No impacts directly arising from this report.

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

The reducing revenue and capital resources across the public sector has been identified as a key risk within our Strategic Risk register. The ability to deliver spending plans within budget is paramount to ensuring the Council can achieve its objectives

**Appendices**

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7

**Background papers:**

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
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**Sign off:**

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Originating Senior Leadership Team member: David Northey (Interim Service Director for Finance)											
Please confirm the Strategic Director(s) has agreed the report? Yes CMT											
Date agreed: 26/01/2023											
Cabinet Member approval: Deputy Leader and Cabinet member of Finance, after discussion with Cabinet colleagues											
Date approved: 26/01/2023											

**SECTION A: EXECUTIVE SUMMARY****Table I: End of year revenue forecast**

	Budget £m	Net Forecast Outturn £m	Variance £m
<b>Total General Fund Budget</b>	<b>197.750</b>	<b>200.562</b>	<b>2.812</b>

1. This report highlights a revised monitoring position at Month 9 (December 2022) of £2.812m over budget, which is a variance of +1.42% against the net budget. This is set out in Appendix C.
2. This represents an improvement of £0.314m on the previous position at Month 8 (November 2022) which reported a net forecast overspend of £3.126m.
3. The movement represents additional costs of £0.840m offset by further savings of £1.154m
4. It is worth noting the month-on-month improvement to the reported net adverse forecast position:

Month (Reporting period)	Gross pressures £m	Savings £m	Net pressures £m	Improvement in month £m	Cumulative improvement £m
June (3)	13.617	(3.686)	9.931		
July (4)	14.855	(6.131)	8.724	(1.207)	(1.207)
Aug (5)	14.372	(7.716)	6.656	(2.068)	(3.275)
Sep (6)	15.532	(9.541)	5.991	(0.665)	(3.940)
Oct (7)	15.532	(11.428)	4.104	(1.887)	(5.827)
Nov (8)	15.865	(12.739)	3.126	(0.978)	(6.805)
Dec (9)	16.705	(13.893)	2.812	(0.314)	(7.119)

5. The current position continues to reflect circa £6m of non-controllable costs including £3.3m relating to energy price inflation. This covers:
  - The Life Centre additional costs of £0.575m.
  - Street Lighting costs have increased by £0.898m
  - The two crematoria have increased costs of £0.345m
  - Corporate estate & car parking £1.455m
6. Aside from energy, the ongoing impact of the pandemic remains evident in terms of demand pressures and other changes which have seen a persistent increase in volumes of domestic waste and reductions in parking revenues as employees generally maintain homeworking. In adult social care and following the dislocation of the pandemic the numbers of people presenting as homeless has become more costly. The Council is not able to influence such demand pressures in the short term.

7. The Council's Children, Young People and Families Directorate is currently facing additional gross costs of £4.9 million regarding specialist residential placements for vulnerable children and other demand pressures – part of a national trend.
8. The national agreement for pay in Local Government in 2022/23 has resulted in an additional £2.9m increase on top of the 2% provision set aside in the Budget. This is a national issue.
9. For the reasons described the variance is still higher than would normally be expected at this point of the financial year and in response management will continue with a financial recovery plan with the aim of eliminating the forecast overspend. The plan includes:
  - Full review of payroll and pension costs, including the use of temporary agency staff
  - Continued management of vacant posts
  - Further review of the capital programme and the impact on in-year borrowing costs
  - Grant funding maximisation
  - Reduced running costs associated with an early exit from both Windsor and Midland House
  - Further review of all reserves and provisions and
  - Deferring all spend where appropriate
10. As shown in Appendix A, the planned in-year savings targets amount to £11.245m, of which £8.275m are reported as on track or scheduled for delivery. Officers will continue to pursue these savings to ensure full delivery by the end of the financial year.



**SECTION B: Directorate Review****Table 2: End of year revenue forecast by Directorate**

Directorate	Budget £m	Forecast £m	Forecast Net Variance £m	Status
Executive Office	5.605	5.917	0.312	over
Customer and Corporate Services	46.963	48.452	1.489	over
Children's Directorate	62.162	64.919	2.757	over
People Directorate	95.158	95.533	0.375	over
Public Health	(0.308)	(0.570)	(0.262)	under
Place Directorate	27.278	28.714	1.436	over
Corporate Account & Council wide items	(39.108)	(42.403)	(3.295)	under
<b>Total</b>	<b>197.750</b>	<b>200.562</b>	<b>2.812</b>	<b>over</b>

**Executive Office**

11. The Executive Office is reporting a gross pressure of £0.443m which includes additional member allowances, plus savings target set for 2022/23 not on track due to service demand. Mitigations of £0.131m have been identified leading to a net variance of £0.312m.

**Customer and Corporate Services Directorate (CCS)**

12. The CCS Directorate is forecasting a £0.137m improvement in the month resulting in a net overspend of £1.489m. The overspend is significantly driven by energy supply and unmet licence fee savings due to maintained levels of recruitment, other inflationary pressures and demand pressures on business support services and library income. To mitigate these pressures recruitment and all non-essential spend has been delayed or frozen.

**Children's Directorate**

13. For period 9 there has been an increase in pressure of £0.540m resulting in a net gross pressure of £4.961m. The principle variations this month relate to a small number of new care entrants with complex needs with a higher than average placement cost. Additionally, there are a small number of care packages which have been reviewed through their care planning process with the costs of providing care for these children increasing beyond the associated forecast. The Department continues to review its use of residential care and is where possible, seeking to reduce the use of this care type wherever possible.
14. In response to this the directorate has identified mitigations of £2.204m leading to a net variance of £2.757m.

**People Directorate**

15. The People Directorate is forecasting no change to M9 so the gross remains at £1.655m and is primarily due to additional cost and volume within both social care and homelessness and bed and breakfast provision..
16. The Department has identified mitigations of £1.280m giving a net variance of £0.375m.

**Office of the Director of Public Health (ODPH)**

17. Services within the Public Health office are reporting an under spend of £0.262m which has contributed to the Period 9 net position.

**Place Directorate**

18. The directorate is continuing to report a significant gross overspend of £3.860m. This is due to the impact of rising utility costs; lost income and increased domestic waste disposal costs. The net pressure is down on Period 8 by £0.179m further management actions to reduce costs and increased income. The overall pressure is due to a combination of factors including utility costs and expenditures due to the Pandemic.
19. There are £2.424m of savings in place to reduce this to a net variance of £1.436m.

**Corporate Items & Council wide**

20. The overall position shows a net underspend of £3.295m. Adjustments to reserves have been made in M9.

**SECTION C: Virements**

The table below covers the period **April to December 2022**

Directorate	Departmental movements	Totals
	£'000	£'000
Executive Office	207	207
Customer and Corporate Services	1,316	1,316
Childrens Directorate	1,070	1,070
People Directorate	458	458
Public Health	12	12
Place Directorate	1,107	1,107
Corporate Items	(4,170)	(4,170)
	0	0

**Details of Virements**

Main movements are partial reallocations of savings and the allocation of the Pay Award Budget for 2022/23

**SECTION D: Capital Programme****Capital Finance Report Quarter 3 2022/23**

The approved capital budget (representing forecast resources) is made up of two elements. One is the Capital Programme representing projects that have been approved and the other is future funding assumptions which are estimates of capital funding the Council is likely to receive in the future.

The five year capital budget 2022-2027, is currently forecasted at £594.268m (Q2 £585.951m) as at 31 December 2022.

Movement since Quarter 2 - 30 September 2022 is detailed in Table 1.

**Capital Programme movement**

Table 1 The Capital budget consists of the following elements:

Description	£m
Approved Capital Programme as at 30 September 2022	372.481
New approvals October to December (listed Annex A)	6.335
Reprofiling programme to 2027/28	-11.750
Virements & variations	-2.359
Capital Programme as at 31 December 2022	364.707
Future Funding Assumptions	229.561
<b>Total Revised Capital Budget for Approval (2022/23 -2026/27)</b>	<b>594.268</b>

In September a targeted exercise reviewing the cashflow profile of projects solely funded from borrowing identified £32.7m of budgeted spend in 2022/23 being slipped to 2023/24, through monthly monitoring challenges a further reduction of £15m has been achieved.

This has delivered revenue savings through lower borrowing which formed part of £0.300m reported within month 8 Treasury Management forecast.

A breakdown of the current approved capital budget by directorate and by funding is shown below in Table 2.

**Table 2 Capital Programme by Directorate**

Directorate	2022/23	2023/24	2024/25	2025/26	2026/27	Total
	£m	£m	£m	£m	£m	£m
People & Children's Services	8.604	8.390	3.668	0.132	-	20.793
Place - Economic Development	12.814	85.201	11.957	5.367	2.888	118.226
Place – Strategic Planning and Infrastructure	54.620	77.270	20.168	2.560	-	154.618
Place – Street Services	17.835	11.353	2.700	-	-	31.888
Customer & Corporate Services	7.439	7.962	0.605	-	-	16.006
Office for Director of Public Health *	9.823	10.682	2.670	-	-	23.175
<b>Total</b>	<b>111.135</b>	<b>200.857</b>	<b>41.768</b>	<b>8.060</b>	<b>2.888</b>	<b>364.707</b>

Financed by:	2022/23	2023/24	2024/25	2025/26	2026/27	Total
	£m	£m	£m	£m	£m	£m
Capital Receipts	3.411	7.774	0.530	0.831	0.046	12.592
Grant funding	47.074	65.808	3.742	1.803	-	118.427
Corporate funded borrowing	27.760	42.109	22.665	5.254	0.243	98.031
Service dept. supported borrowing	22.290	81.457	8.607	0.071	2.598	115.023
Developer contributions	9.086	3.596	6.090	0.058	-	18.830
Other contributions	1.514	0.113	0.133	0.043	-	1.804
<b>Total Financing</b>	<b>111.135</b>	<b>200.857</b>	<b>41.768</b>	<b>8.060</b>	<b>2.888</b>	<b>364.707</b>

### Capital Programme 2022/23 monitoring

As at Quarter 3 the approved Capital Programme forecast for 2022/23 was £111.135m.

Table 3 below includes a breakdown by directorate of actual cash spend as at 31 December 2022 shown as a value and percentage against latest forecast, overall 50.76%.

Comparable percentage for 2021 was 33.84%.

Profiling of the capital programme will continue to review robustness of forecasts to spend as project officers assess the inflationary impact to schemes and challenges to meet grant funding conditions.

**Table 3 2022/23 Programme including actual spend and % spent compared to latest forecast**

Directorate	Latest Forecast 2022/23	Actual Spend 2022/23 as at 30 Sept 2022	Spend as a % of Latest Forecast
	£	£	%
People	8.604	4.338	50.42
Place – Economic Development	12.814	6.015	46.94
Place – Strategic Planning & Infrastructure	54.620	25.420	46.54
Place – Street Services	17.835	10.818	60.66
Customer & Corporate Services	7.439	3.065	41.21
Office for Director of Public Health	9.823	6.752	68.74
<b>Total</b>	<b>111.135</b>	<b>56.408</b>	<b>50.76</b>

In December the 2022/23 forecast has reduced by £46.242m with a further £9.567m actual spend processed through General Ledger which has increased percentage spend from 19.34% to 50.76%.

Finance Officers will continue to challenge spending profiles in preparation for budget setting. With further work planned to incorporate an assessment of inflationary impact to overall capital programme and project officer review planned project delivery across 2022 to 2027.

## Annex A

NEW APPROVALS	Forecast year of spend				5 year programme approvals
	22/23	23/24	24/25	25/26	
	£	£	£	£	
Langdale Gardens Retaining Wall	84,303.00				
Council House - Fire Alarm replacement	35,000.00				
Efficiency Strategy	460,000.00	290,000.00			<b>750,000.00</b>
Refit of 4 Haxter Court Close for Delt Shared Services	200,000.00				
Chelson Meadow - Drainage	95,000.00				
Chelson Meadow - Welfare Facilities	25,000.00				
Chelson Meadow - CCTV	25,000.00				
Plympton Pool Replacement Boilers	70,000.00				
<b>subtotal Customer &amp; Corporate</b>	<b>994,303.00</b>	<b>290,000.00</b>			<b>1,284,303.00</b>
Improving Outdoor Play Phase 3	533.35				
Heat Sourcing in Corporate Buildings (Big	554,764.00				
Visual Impact Mitigation Scheme (VIMS)	81,412.44	81,469.23			
PfH PCH Partnership Agreement	40,000.00				
Civic Centre District Energy - Phase 2		474,591.00	2,421,892.00	76,423.00	
<b>Subtotal Strategic Planning &amp; Infrastructure</b>	<b>676,709.79</b>	<b>556,060.23</b>	<b>2,421,892.00</b>	<b>76,423.00</b>	<b>3,731,085.02</b>
ATF T2 - Street Lighting Upgrades in Parks	55,606.00				
Fleet Decarbonisaion Programme	568,000.00	323,000.00			
<b>Subtotal Street Services</b>	<b>623,606.00</b>	<b>323,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>946,606.00</b>
Rees Centre Wellbeing Hub	95,000.00				
Foster Home Adaptation	50,784.00				
Woodlands - ICT Projects	28,749.48				
Brook Green - ICT Projects	7,375.00				
Yealmpstone Farm - ICT Projects	10,755.50				
College Road - ICT Projects	26,738.70				
Plymstock School extension Arts & Drama Block	153,984.91				
<b>Subtotal People &amp; Childrens Services</b>	<b>373,387.59</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>373,387.59</b>
					5 year programme approvals
<b>TOTAL Capital Approvals</b>	<b>2,668,006.38</b>	<b>1,169,060.23</b>	<b>2,421,892.00</b>	<b>76,423.00</b>	<b>6,335,381.61</b>

## Appendix A 2022/23 Savings status (I) Summary

	<b>Total</b>	<b>Achieved savings</b>	<b>On track for delivery</b>	<b>Working on for delivery</b>	<b>Planned, internal/external actions required to deliver</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
Children's	<b>3.942</b>	2.073	0.956	0.467	0.446
People	<b>2.937</b>	1.392	1.545	0.000	0.000
ODPH	<b>0.037</b>	0.037	0.000	0.000	0.000
Customer & Corporate	<b>3.015</b>	0.407	0.000	0.494	2.114
Place	<b>0.964</b>	0.175	0.308	0.071	0.410
Corporate Items	<b>0.350</b>	0.000	0.350	0.000	0.000
<b>2022/23 Savings</b>	<b>11.245</b>	<b>4.047</b>	<b>3.196</b>	<b>1.097</b>	<b>2.970</b>

## Appendix A 2022/23 Savings status (2) Detail

Directorate / Plans	Target Savings	MTFS Savings	Achieved savings	Plans on track for delivery	Plans worked on for delivery	Planned, internal/external actions required to deliver
	£m	£m	£m	£m	£m	£m
<b>Children's</b>						
Placement Review	1.400	1.400	0.510	0.423	0.467	
AST	0.500	0.500	0.407	0.093		
Fostering	0.450	0.450	0.450	0.000	0.000	
Supporting Families	0.650	0.650	0.435	0.215		
Management Actions - CYPF	0.225	0.225		0.225		
Management Actions - EPS	0.717	0.717	0.271			0.446
<b>Children - Savings</b>	<b>3.942</b>	<b>3.942</b>	<b>2.073</b>	<b>0.956</b>	<b>0.467</b>	<b>0.446</b>
<b>People</b>						
Care Package Reviews	0.750	0.750		0.750		
Place Holder 1- reviews	0.430	0.430		0.430		
CES catalogue review	0.100	0.100	0.100			
Service Reviews	0.300	0.300		0.300		
Grant Maximisation	0.600	0.600	0.600			
Management Actions	0.100	0.100	0.100			
Advice / Information / Advocacy	0.050	0.050	0.050			
Social Inclusion	0.180	0.180	0.180			
Housing Services	0.250	0.250	0.250			
Alarms	0.112	0.112	0.112			
Leisure Management	0.065	0.065		0.065		
<b>People – savings</b>	<b>2.937</b>	<b>2.937</b>	<b>1.392</b>	<b>1.545</b>	<b>0.000</b>	<b>0.000</b>
<b>ODPH</b>						
Additional Income	0.037	0.037	0.037	0.000	0.000	
<b>ODPH – savings</b>	<b>0.037</b>	<b>0.037</b>	<b>0.037</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>



<b>CCS and Chief Exec</b>						
Efficiency	0.956	0.758				0.956
Soft FM Income	0.020	0.020	0.020			
Digital	0.025	0.025	0.025			
SLAs	0.040	0.040			0.040	
Fees and charges Review	0.016	0.016	0.016			
Coroner	0.070	0.030			0.070	
Public Conveniences	0.100	0.100			0.100	
ICT (c/fwd 21/22)	0.691	0.000	0.346		0.184	0.161
Hard FM (c/fwd 21/22)	0.550	0.000				0.550
IT Service (Unitary) Charge reduction	0.300	0.000				0.300
CEX	0.100	0.100			0.100	
CEX Review and Scrutiny Panels	0.147	0.147				0.147
<b>Cust. &amp; Corp. Services and CEX savings</b>	<b>3.015</b>	<b>1.236</b>	<b>0.407</b>	<b>0.000</b>	<b>0.494</b>	<b>2.114</b>
<b>Place</b>						
ED - Trust Lease review	0.075	0.075	0.075			
ED - TIC 3 year plan to break even	0.013	0.013			0.013	
ED - Theatre Royal SLA	0.100	0.100	0.100			
ED – Mt Edgcumbe break even position	0.045	0.045		0.045		
SPI - Capitalisation (Environmental Planning)	0.050	0.050		0.050		
SPI - Capitalisation (Strategic Transport)	0.030	0.030		0.030		
SPI – Planning Fee increase (pre-app, S38)	0.058	0.058			0.058	
SPI – Bus Shelter Advertising	0.075	0.075				0.075
SPI - Concessionary fares	0.183	0.183		0.183		
Highways – Invest To Save	0.230	0.230				0.230
Highways – Street Lighting	0.105	0.105				0.105
<b>Place savings</b>	<b>0.964</b>	<b>0.964</b>	<b>0.175</b>	<b>0.308</b>	<b>0.071</b>	<b>0.410</b>
<b>Corporate Items</b>						
Change Reserve	0.350	0.350	0.350			
<b>Corporate savings</b>	<b>0.350</b>	<b>0.350</b>	<b>0.350</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Overall Total savings</b>	<b>11.245</b>	<b>9.466</b>	<b>2.655</b>	<b>3.043</b>	<b>2.577</b>	<b>2.970</b>

**Appendix B Non Controllable Expenditure**

The table shows the level of non-controllable pressures within the Gross overspend as shown in Appendix D.

<b>Non Controllable Budget Pressures</b>	<b>£m</b>
Corporate Estate energy costs	2.243
2022/23 Pay award	2.592
Street Lighting energy costs	0.898
Off Street Parking energy costs	0.132
Streets Services – Fuel / other	0.641
<b>Total</b>	<b>6.496</b>

**Appendix C Gross to Net Pressures Month 9**

<b>Directorate</b>	<b>Gross Pressures Month 9 £m</b>	<b>Month 8 Savings £m</b>	<b>Month 9 Savings £m</b>	<b>Net Pressures £m</b>
Executive Office	0.443	(0.131)	0.000	0.312
Customer and Corporate Services	3.054	(1.128)	(0.437)	1.489
Children's Directorate	4.961	(2.204)	0.000	2.757
People Directorate	1.655	(1.280)	0.000	0.375
Public Health	0.150	(0.412)	0.000	(0.262)
Place Directorate	3.860	(2.245)	(0.179)	1.436
Corporate Account & Council wide items	2.582	(5.339)	(0.538)	(3.295)
<b>Total</b>	<b>16.705</b>	<b>(12.739)</b>	<b>(1.154)</b>	<b>2.812</b>

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