

Agenda

Meeting: Young People's Overview & Scrutiny Committee

Venue: Brierley Room, No 3 Racecourse Lane Northallerton DL7 8QZ

Date: Friday 28 February 2020 at 10am

PLEASE NOTE START TIME OF MEETING

The Brierley Building (main County Hall building) is closed now until July 2020. All Committee meetings will be held in either No. 1 or No. 3 Racecourse Lane, Northallerton, DL7 8QZ. Please note the venue above for the location of this meeting. Please report to main reception which is located in No. 3 Racecourse Lane

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Business

1. **Minutes of the meeting held on 6 December 2019.** (Pages 4 to 10)
2. **Declarations of Interest**
3. **Public Questions or Statements.**

Members of the public may ask questions or make statements at this meeting if they have given notice Ray Busby of Legal and Democratic Services (*contact details below*) no later than midday on Tuesday 25 February 2020, three working days before the day

of the meeting. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:-

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes);
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

- | | <i>Suggested timings</i> |
|---|--------------------------|
| 4. Chairman's Remarks - Any correspondence, communication or other business brought forward by the direction of the Chairman of the Committee. (FOR INFORMATION ONLY) | 10-10.05am |
| 5. Teacher Recruitment – The Rural Challenge - Report by Judith Kirk, Assistant Director Education and Skills, Education and Skills (CYPS)

(Pages 11 to 14) | 10.05-45am |
| 6. CYPS Financial Position – Joint report by the Corporate Director, Children and Young People's Service and the Corporate Director, Strategic Resources.

(Pages 15 to 22) | 10.45-11.30am |
| 7. Work Programme – Report of the Scrutiny Team Leader.

(Pages 23 to 29) | |
| 8. Other business which the Chairman agrees should be considered as a matter of urgency because of special circumstances. | |

Barry Khan
Assistant Chief Executive (Legal and Democratic Services)

County Hall
Northallerton

18 February 2020

NOTES:

Emergency Procedures for Meetings

Fire

The fire evacuation alarm is a continuous Klaxon. On hearing this you should leave the building by the nearest safe fire exit. From the **Brierley Room** this is the main entrance stairway. Once outside the building please proceed to the fire assembly point outside the main entrance

Persons should not re-enter the building until authorised to do so by the Fire and Rescue Service or the Emergency Co-ordinator.

An intermittent alarm indicates an emergency in nearby building. It is not necessary to evacuate the building but you should be ready for instructions from the Fire Warden.

Accident or Illness

First Aid treatment can be obtained by telephoning Extension 7575.

Young People Overview and Scrutiny Committee

1. Membership

County Councillors (13)					
	<i>Councillors Name</i>	<i>Chairman/Vice Chairman</i>	<i>Political Group</i>	<i>Electoral Division</i>	
1	ARNOLD, Val		Conservative	Kirkbymoorside	
2	BURR, Lindsey MBE		NY Independents	Malton	
3	DUCKETT, Stephanie		Labour	Selby Barlby	
4	HOBSON, Mel		Conservative	Sherburn in Elmet	
5	JEFFERSON, Janet	Chairman	NY Independents	Castle	
6	LUNN, Cliff		Conservative	Selby Brayton	
7	MANN, John		Conservative	Harrogate Central	
8	MARTIN, Stuart MBE		Conservative	Ripon South	
9	METCALFE, Zoe		Conservative	Knaresborough	
10	MUSGRAVE, Richard		Conservative	Escrick	
11	PLANT, Joe		Conservative	Whitby Streonshalh	
12	QUINN, Gill	Vice-Chairman	Conservative	Mid-Craven	
13	WILKINSON, Annabel		Conservative	Swale	
Members other than County Councillors – () Voting					
	<i>Name of Member</i>	<i>Representation</i>			
1	VACANCY	Church of England			
2	VACANCY	Non-Conformist Church			
3	VACANCY	Roman Catholic Church			
4	CAVELL-TAYLOR, Dr Tom	Parent Governor			
5	VACANCY	Parent Governor			
6					
Non Voting					
1	STRACHAN, Ross	Secondary Teacher Representative			
2	MALTBY, Stephen	Primary Teacher Representative			
3	WATSON, David	Voluntary Sector			
4	SHARP, David	Voluntary Sector			
Total Membership – ()				Quorum – (4)	
Con	Lib Dem	NY Ind	Labour	Ind	Total
10	0	2	1	0	13

2. Substitute Members

Conservative		Liberal Democrat	
	<i>Councillors Names</i>		<i>Councillors Names</i>
1	METCALFE, Zoe	1	
2	PEARSON, Chris	2	
3	JEFFELS, David	3	
4	PARASKOS, Andy	4	
5		5	
NY Independents		Labour	
	<i>Councillors Names</i>		<i>Councillors Names</i>
1		1	RANDERSON, Tony
2		2	
3		3	
4		4	
5		5	

North Yorkshire County Council

Young People Overview and Scrutiny Committee

Minutes of the meeting held on Friday 6 December 2019 at 10am at County Hall, Northallerton.

Present: County Councillor Janet Jefferson in the Chair.

County Councillors: Val Arnold, Lindsay Burr MBE, Stephanie Duckett, Cliff Lunn, John Mann, Joe Plant and Gill Quinn

Co-opted Members: Dr Tom Cavell-Taylor, David Sharp (North Yorkshire Youth) and David Watson (Voluntary Sector).

Officers: Clare Barrowman (Health and Wellbeing Adviser, Education and Skills (CYPS)) Ray Busby (Principal Scrutiny Officer (Central Services)), Martin Kelly (Assistant Director, Children and Families (CYPS)).

Apologies for absence were received from: Councillors Stuart Martin MBE, Richard Musgrave, Zoe Metcalfe and Annabel Wilkinson.

Copies of all documents considered are in the Minute Book

183. Minutes

Resolved –

That the Minutes of the meeting held on 6 September 2019 having been printed and circulated be taken as read and be confirmed and signed by the Chairman as a correct record.

184. Any Declarations of Interest

There were no declarations of interest to note.

185. Public Questions

The Committee considered a statement submitted by a Dr P Mcparlin raising certain aspects raised in his correspondence with the Children and Families Service.

Dr Mcparlin asked that the question be laid before the Scrutiny Committee meeting as part of the Public Question Time procedure. Dr Mcparlin had chosen not to attend the meeting.

A paper was circulated which set out his questions, juxtaposed with the Corporate response of the Director for Children and Services.

Dr Mcparlin has asked that certain aspects raised in his correspondence with the Children and Families Service be laid before the Scrutiny Committee meeting as part of the Public Question Time procedure.

They fall into two main areas:

Communications between the authority and adoptive parents.

Response:

Adoptive parents receive support and services from the point of enquiry/assessment through to placement and final adoption order. This support is undertaken by the adoption and Looked After Teams.

Following the Adoption Order being granted families can decide if they wish to continue to receive support or not. If they would like further support this is called post adoption support.

For those families who are not an open case to the LA they receive newsletters throughout the year about events and information i.e. drop ins, invites, planned activity days etc. It would be the responsibility of the adoption service and the allocated social worker to have good working relationships and clear communication streams.

How adopted parents are informed of the right to claim various items to be considered in the adoption support from the authority.

Response:

Adoption Allowance: Dependent on specific circumstances, adopters may receive payments following an assessment of the child's needs and the family's circumstances. There may be a single one-off payment for a specific time limited period or a longer term monthly allowance. Both are subject to ongoing means test.

Post Adoption Support: Adopters may receive additional support based on an assessed level of need. This would include but not limited to; training, advice, support in schools, applications to the adoption support fund to receive therapeutic interventions.

Each case is individual and therefore we do not have a list of things that would be entitlements. There is no right to claim but adopters are made aware of support available during assessment.

Dr Mcparlin states "I've written about 12 articles on adoption in the last year mainly to help government and parents. And such recommendations are also used and influence the Adoption Leadership board, nationally".

He invited members to consider an article published in Community Care which: "...sets out the issues and allows scrutiny members to call upon me for further information evidence if they so choose."

Response:

During the assessment process and as part of the assessment finances are discussed in relation to the family's situation and on-going need. As with any parent when making the decision to become a parent it is important to know how this will impact on their finances.

Within the article it outlines the additional needs of children who have been through the care system. It is clear that children do often have additional needs and at times

for some these are significant. The adoption allowance is there to support parents take care of their child often up to the age of 18yrs to support these challenges. Other considerations such as adoption support services and therapeutic interventions can be secured through either the adoption team or adoption support fund.

Maximising Benefits NYCC is in the process of working with the Maximisation Benefits Team. This will give an additional resource to the service to support families through the complexity of entitlements (external to the local authority) they could/should receive.

For one off or revision to the means test calculations this is undertaken by the adoption social worker who will complete an updated assessment to identify circumstances and need. There is a requirement to gain a full understanding of the family's financial situation in order for a decision to be made. Workers are aware that this requires sensitivity however, cannot be avoided in order for a decision to be made. This assessment will consider additional entitlements for the child such as DLA.

Specifically, with regard to local NYCC procedures regarding claims made by adopter parents financial support, Dr Mcparlin asked members to note "...the authority is not minded to let some [eligible] claims be made retrospectively and this is inconsistent with them having earlier this year let me retrospectively claim for my son's health payments. "

Referring to circulated correspondence Dr Mcparlin expanded upon the general matters he believes this decision raises.

Response:

As outlined above NYCC have recently invested in an expert within the maximisation benefits team to support families understand their entitlements and support with this. This will be rolled out from January 2020

Dr Mcparlin asked that a form he has been asked to complete be brought to members' attention.

Response:

The form was the social worker's breakdown of areas to cover within the assessment to assist with the family's preparation in readiness for their meeting. This is not a form that is routinely used.

Dr McParlin decided not to lodge a complaint through the CYPS statutory complaints procedure. He submitted a FOI request regarding the process for and number of payments made to Parents requesting a payment for disability for their adoptive child.

Given the above, Dr Mcparlin invited the committee to comment upon whether the issues he raises "warrant your scrutiny".

Bearing in mind the two areas mentioned above

- **Communications between the authority and adoptive parents.**
- **How adopted parents are informed of the right to claim various items to be considered in the adoption support from the authority.**

He posed the following questions:

Is the committee aware in a request to consider financial adoptive support for disability activities?

- **Parents are subject to further means testing to submit to family panel**

Response:

All requests for additional funding in relation to any allowance adoption, SGO, CAO need to go to the family friends panel. An updated assessment is completed with the FF request. Decisions from there are communicated back to the family by their social worker. Regulations are considered which outline that the LA has duties to consider and may use their discretion to pay additional costs.

- **This can then be rejected by the authority before the assessment arrives at family panel with information given to the adoptive parents that the family panel would reject the assessment (even though at this time they have not seen it) that has been completed and tasked to its own social workers.**

Response:

A decision is not rejected; the family is advised of what is needed in order to make a decision where there is not enough information available.

- **The initial assessment interview having taken 3++ hours to record. Further hours to write up. Several days of parental time in gathering information for the social worker, which arguably could be better used in caring for a child with disabilities.**

Response:

Workers are required to undertake an assessment which outlines the child's needs and the reason as to why further financial support is required. This has to take into account all of the parent/carers financial commitments alongside income to determine need, for example if in receipt of DLA is this being spent on the child in relation to their disability.

- **Parents can then be told further means testing needs to be taken of far greater depth-time and scrutiny.**

Response:

Any change to an allowance that has already been completed would need to complete a revised calculation on what is being considered over and above those that are set out in the Means Test calculation guidance.

- **Is the scrutiny committee aware of the duress and onerous imposition it places on the parents who have volunteered their service in adoption to NYCC-at a fraction of the alternative option of finding the same children foster care etc. and just how humiliating this experience is?**

Response:

As with any parent who request a service or financial assistance it would be a requirement to undertake an assessment in order for a decision to be made. Workers are sensitive to the needs of the families they work with and are skilled in undertaking this work.

- **"... [I] would like to particularly ask the scrutiny committee about the fairness of allowing some retrospective payments for adoption support and yet not allow others, particularly where the authority has not been supportive in clear communications to parents about what is allowable for the disabled child as in the case of disabled sports disabled riding**

etc etc, that can account for an adoptive parent asking for retrospective payments be made."

- **whether forms need to be more clear and proactive ie the adoption annual income form re disability expenditures - and what will be taken into consideration**

Response:

When children are placed an adoption support plan outlines the needs of the child and at this point consideration is given to what is required to support that need.

Thereafter it would be the post adoption support assessment. All children's needs are individual and therefore it would not be possible to outline each area which would be considered. The regulations state; may offer financial assistance.

- Whether the form the authority gives asking adoptive parents to list expenditures could be more prescriptive in how parents of adopted children with disabilities are allowed to claim for items that particularly pertain to the child's disability and whether these could be listed for example riding for the disabled, sports for the disabled and other specific areas identified for disabled adoptive children.

Response:

See above

- **whether discretion to back pay an allowance for some issues and not others needs greater clarification.**

Response:

This point is considered in the assessment of need including the current previous and ongoing circumstances. Discretion is applied; decisions can be challenged through the Children Act complaints process.

Other Related Matters

In addition to these specific questions concerning communications and financial support, Dr McParlin has submitted two other articles he has authored which highlight other issues faced by parents who adopt a child with disabilities.

These may, he has suggested, add weight to the proposition that these be brought to the committee's attention at another time.

- Violence towards an adopter. Published Article
- the challenges of placing for adoption a child over the age of four. Not yet Published.

Ray Busby advised the committee that not the role of the committee to go through individual cases. Such matters should be referred to the relevant operational service.

There is a statutory process for complaints. That is the correct and proper process. Only by this method can personal circumstances be dealt with properly. The committee has no remit, role or responsibility or oversight over CYPS complaints. It would be inappropriate for the committee to comment upon the substance of a complaint.

The Chairman has the discretion to take individual representations from the public and share with the rest of the committee, where an individual case sheds light on a broader issue that affects a large number of people as part of the consideration of what should go on the work programme.

The Chairman advised that there is no requirement upon members to come to a decision in respect of the matters raised. Members confirmed they were happy that the statement had been properly responded to. They asked that the questioner's attention be especially drawn to the comments in the response about the directorates proposals around benefit maximisation.

Members considered whether the points raised warranted any particular work i.e. was there anything in there that they wanted to add to their work programme there and then. In this regard they were mindful of Martin Kelly's statement that internal work was planned on the directorate's policies and procedures in relation to adoption.

The committee has asked Martin Kelly to come back to them with details of this in, say, 6-9 months' time.

Members expressed the view that they did not consider themselves to be in an appropriate position to take a view as to whether the points raised - the non-personal ones that is – required any attention.

186. Statutory Relationships, Relationships and Sex Education and Health Education for all Schools

Considered –

Presentation by Clare Barrowman (Health and Wellbeing Adviser, Education and Skills (CYPS)) outlining Personal, Social, Health and Economic (PSHE) Education - a school curriculum subject in England and Ireland which focuses on developing the knowledge, skills and attributes to keep children and young people healthy and safe and to prepare them for life and work

The presentation covered:

- Personal, Social and Health Education – an explanation of what it encompasses and entails.
- Guidance issued for schools including the curriculum entitlement framework.
- the details of North Yorkshire County Council's action in respect of Relationships and Relationships and Sex Education in the context of impending statutory responsibilities.
- Keeping Children safe in schools.

Comments at the meeting reassured members that:

- The authority is offering good support and guidance to all schools irrespective of their governance arrangements
- The approach taken represents a clear understanding of our statutory commitments.
- There was a strong and effective focus on safeguarding throughout the guidance.
- Analysis of the results of the Growing Up in North Yorkshire in the context of PSHE has been approached logically and systematically.

Resolved –

- a) That the report be received.
- b) Members concluded that, on the evidence before them, the authority is offering good support and guidance to all schools irrespective of their governance arrangements

187. Work Programme

Considered -

The report of the Scrutiny Team Leader inviting comments from Members on the content of the Committee's Programme of Work scheduled for future meetings.

Resolved –

- a) Members again confirmed the content of the Work Programme.
- b) It was agreed that the report of the Young Peoples Champion be deferred to the next meeting.
- c) The Chairman report the considerations and findings of the Elective Home Education workshop meeting in her statement to council.

The meeting concluded at 11.20pm
RB

NORTH YORKSHIRE COUNTY COUNCIL**YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE****28 FEBRUARY 2020****TEACHER RECRUITMENT – THE RURAL CHALLENGE****1.0 Purpose of Report**

- 1.1 To consider some of the factors which schools face in rural communities. Many of these challenges however can be reflected across the entire education sector irrespective of the demography of school.

2.0 School Planning

- 2.1 North Yorkshire has significant numbers of small schools. As of the latest census we had 21 primary Schools with under 30 pupils on roll, and 51 primary schools with under 50 on roll. Notably there are 126 primary schools with 100 or less on roll, constituting 56% of our remaining 222 maintained primary schools.
- 2.2 The majority of our smallest schools are in rural areas many of which are generally seeing a decline in pupil population, in stark contrast to our urban centres where growth is typically the norm largely as a result of new housing. Surplus capacity in rural areas is high at around 15% and 3500 places county-wide. This can lead to vulnerability for individual schools if they see their popularity with parents decline resulting in falling pupil rolls.

3.0 School Finances

- 3.1 Schools balances stood at £14m as at 31st March 2019 – a reduction of £4m on the previous year. Balances remained broadly robust for primary schools although aggregate secondary school balances halved. Of particular concern is the financial balances position for Special Schools which reduced significantly. Analysis of the outturn position suggest that governors and other school leaders are taking action to address budget deficit projections but the financial position for many schools remains challenging.
- 3.2 Changes in pupil numbers, particularly for small schools, can require schools to take action to remain financially sustainable although funding is lagged which provides some limited time to adjust. Early action is imperative to avoid building up a financial deficit which otherwise leads to a harder, longer recovery plan. In some small schools, the LAs experience over the last few years suggests that, in some cases, financial sustainability issues can quickly turn into viability issues, often linked to challenges in school improvement and leadership issues.

4.0 Recruitment

- 4.1 Recruitment within a wide range of sectors can be challenging for North Yorkshire; as areas such as the Coast and the North Yorkshire Moors have challenges around mobility i.e. people coming to the areas to retire and skilled graduates moving to bigger cities for tailored opportunities and lifestyles. This has a knock on effect; with house prices around the picturesque villages being above average housing is out of the price range for graduates and young people preventing them access to the property ladder. This together with small schools providing limited career development opportunities due to their size and the prospect of long challenging commutes to change roles increases longevity of teachers in role. Whilst retention is positive in terms of consistency it limits growth, progression, skill development and can slow the adoption of modern methods whilst limiting opportunities for newly qualified teachers. With long service and experience comes higher pay under teaching terms and conditions, in school budgets this inevitably means fewer staff. When a vacancy occurs the challenge is therefore greater, and the gap has significant impact. The challenges identified above are reflected in the diversity data of teachers in LA schools across North Yorkshire, see Appendix 1.
- 4.2 These challenges are most acute in the North Yorkshire Coastal Area, In response a workforce planning and teacher recruitment solution has been implemented. Schools HR colleagues complete a health check regarding staffing and develop a workforce plan for the school to aid them rise to the challenges together with a middle leader development programme. Alongside this a recruitment specialist from NYCC's Resourcing Solutions has directly recruited for the schools using a personalised, proactive and partnership approach resulting in over 125 education professionals being appointed to coastal schools, schools being fully staffed for the new term in September and the financial benefits of saving advertising spend (estimated £21k) and avoid of requiring supply teachers (estimated £560k per term). In addition to the specialist recruitment support the Opportunity Area has funded relocation and recruitment incentives package to attract teachers and their families to the area which reimburses for stamp duty, estate agency fees and moving costs for example. This is having a positive effect on school recruitment and allows people to look at buying not just renting a property in the area. As a result we have welcomed 27 education professionals to the coast.

Recommendations

- 5.0 That the report be noted.

**County Hall
NORTHALLERTON**

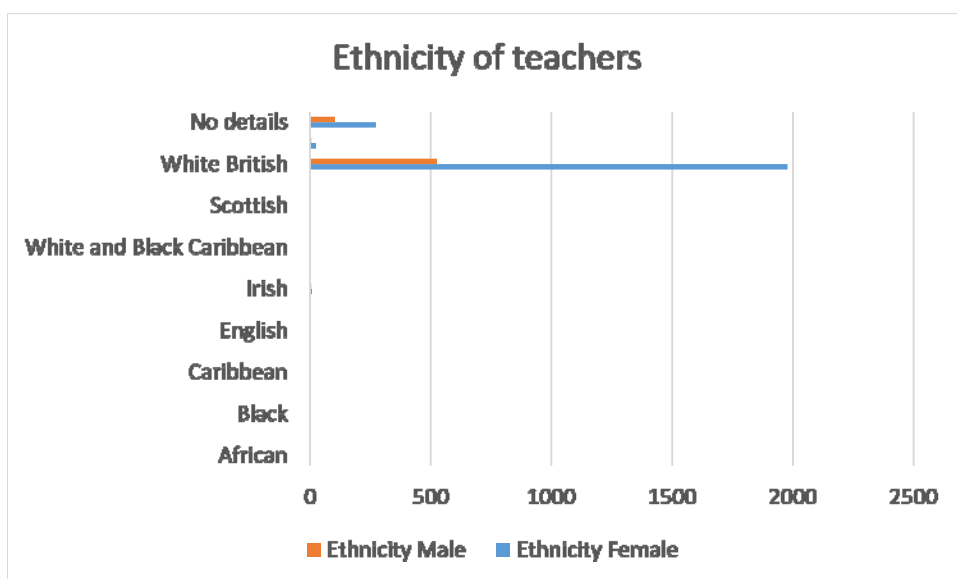
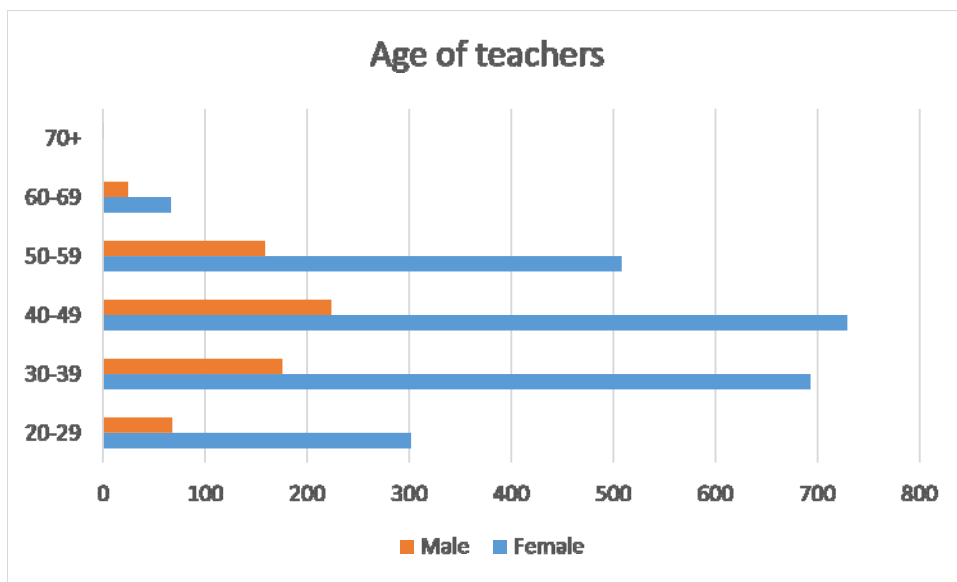
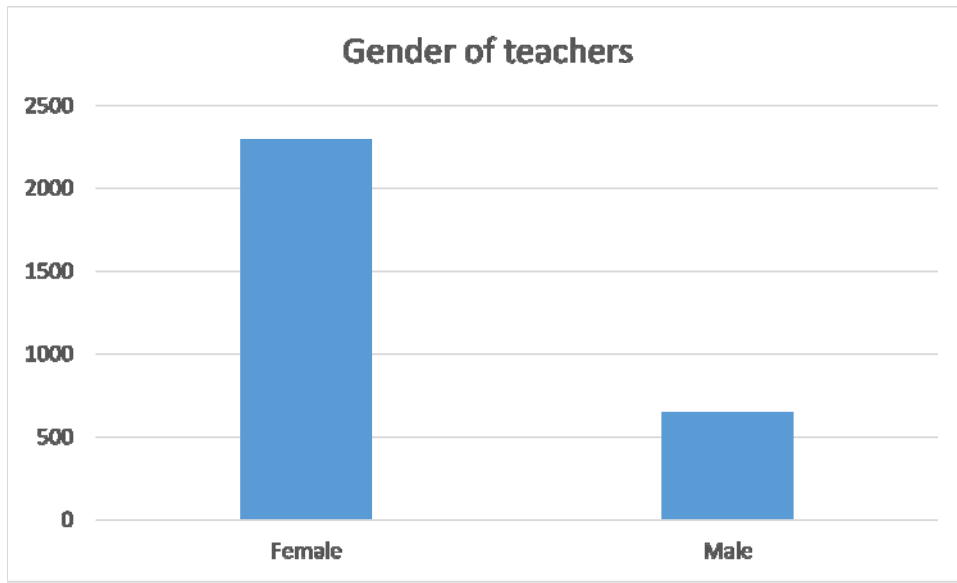
Author: Judith Kirk
Contact Details: Tel: 01609 532843
E-mail: Judith.kirk@northyorks.gov.uk

Presenter of Report: Judith Kirk
30 January 2020
Background Documents: None

Annexes: Appendix 1 – Diversity of teachers NYCC.

APPENDIX 1

Diversity of teachers NYCC: total number 2952



NORTH YORKSHIRE COUNTY COUNCIL

YOUNG PEOPLE'S OVERVIEW AND SCRUTINY COMMITTEE

28TH FEBRUARY 2020

CYPS FINANCIAL POSITION

1.0 PURPOSE OF REPORT

- 1.1 This report provides an update on the latest financial position in relation to local authority maintained schools as at 31st December 2019 based on the 2019/20 Revised Forecasts submitted by schools to the Local Authority. The report also provides an overview of the management actions undertaken during the 2019-20 financial year to date to support schools in financial difficulty (see section 2 through to section 5).
- 1.2 This report also highlights the areas presenting with the most significant financial pressures facing CYPS as at December 2020 and the management action that has been taken in response to the pressures (see section 6 through to section 9).

2.0 SCHOOL FINANCES**BACKGROUND**

- 2.1 In June 2019, a report was presented to the Young People's Overview and Scrutiny Committee highlighting the concerns identified in relation to school finances including:
- A year on year reduction in the overall aggregate level of school balances;
 - An increasing number of schools reporting an in-year financial deficit;
 - Increasing numbers of schools projecting both in-year financial deficits in future years and accumulated budget deficits in future years;
 - The average value of budget deficits rising;
 - Depleted Dedicated Schools Grant (DSG) reserves
- 2.2. The June 2019 report also provided an overview of the management actions being undertaken to support and challenge schools facing financial difficulties. Identified actions included individual communications and work with schools, the use of financial controls where appropriate and continued lobbying locally and nationally for improved funding levels for schools in North Yorkshire.
- 3.0 SCHOOL FINANCIAL POSITION 2018/2019**
- 3.1 School Revenue Balances decreased by £2.3m from £16.2m to £13.9m during the 2018-19 financial year. This represents a reduction of 14% on the 2017-18 Revenue Balances. This figure represents 6.3% of school budgets. The equivalent percentage reported in 2017-18 was 7% continuing the trend of declining school balances.

- 3.2 The overall position with regard to School Revenue Balances at the end of the 2018-19 financial year is summarised below, together with a comparison with 2017-18. The balances are also expressed as a percentage of school delegated budgets.

2018/2019	PRIMARY & NURSERY	SECONDARY	SPECIAL	PRU	TOTAL
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Revenue Balances	11,413	773	201	1,483	13,870
% of Revenue Budget	9.1%	1.0%	1.2%	39.4%	6.3%
Comparison with 2018 Revenue Balance					
Increase (+) Decrease (-)	+266	-1,302	-1,209	-72	-2,317

- 3.3 As at the 31st March 2019, 47 schools were in an overall accumulated revenue budget deficit. The table below provides an analysis by phase of this position:

Financial Year	Primary (incl. Nursery)		Secondary		Special (incl. PRU)		Total	
	No. Schools In Deficit	Average Deficit £'000	No. Schools In Deficit	Average Deficit £'000	No. Schools In Deficit	Average Deficit £'000	No. Schools In Deficit	Average Deficit £'000
2017/2018	44	-22.2	9	-275.9	1	-967.8	54	-82.0
2018/2019	35	-33.9	8	-384.6	4	-435.6	47	-127.8

The analysis indicates that whilst the numbers of schools in an accumulated revenue budget deficit have reduced compared to 2017-18, the average level of budget deficit has increased. It also needs to be noted that the number of Special Schools and PRU in budget deficit has increased from 1 in 2017-18 to 4 in 2018-19.

4.0 SCHOOL FINANCIAL POSITION 2019-20 TO 2021-22

- 4.1 Schools are required to submit financial forecast information to the Local Authority at two points during the financial year: Start Budget Forecasts by 20th May each year and Revised Budget Forecasts by 31st December each year. The table below provides an analysis of the position for the 2019/2020 financial year:

	2019/20 Start Budgets			2019/20 Revised Budgets		
	Total Forecast Revenue Balance £'000	No. Schools in Deficit	Average Value Revenue Deficit £'000	Total Forecast Revenue Balance £'000	No. Schools in Deficit	Average Value Revenue Deficit £'000
Primary (incl. Nursery)	6,818	40	-38.43	7,869	38	-38.16
Secondary	-1,038	8	-421.96	-1,121	7	-479.45
Special (Incl. PRS)*	-1,409	6	-557.5	-1,089	6	-536.25
Total	4,371	54	-155.6	5,659	51	-158.88

*2 Special School budgets still be finalised

- 4.2 The 2019-20 Revised Budgets indicate an improvement of £1.3m in the overall cumulative school revenue balance compared to the forecast 2019/2020 Start Budget position. The improvement is predominately due to the forecast revenue balance for primary schools increasing by £1.05m between the two forecasts. Secondary school budgets indicate a marginal deterioration of £83k and Special school and Pupil Referral Service (PRS) budgets indicate a marginal improvement of £320k, although this position may change once the two outstanding budget submissions are received. Whilst the 2019-20 Revised Budgets indicate an improvement in the 2019-20 financial position, an overall reduction of £8.2m is still forecast in school revenue balances between the 31st March 2019 and 31st March 2020.
- 4.3 The number of schools forecasting to have an accumulated budget deficit as at 31st March 2020 has reduced from 54 schools to 51 schools. Whilst the number of schools forecasting to be in deficit has reduced, the overall average budget deficit has marginally increased. This is due to the forecast average secondary school budget deficit increasing from £422k to £479k. Analysis indicates that the schools facing the most serious and significant financial challenges are:
- Very small primary schools
 - Small secondary schools
 - Special schools
- 4.4 The budget submission process requires schools to submit a three year financial forecast. The forecast financial position for school revenue budgets for the financial years 2020-21 and 2021-22, as per the 2019-20 Revised Budgets, is as follows:

	2020/2021			2021/2022		
	Total Forecast Revenue Balance £'000	No. Schools in Deficit	Average Value Revenue Deficit £'000	Total Forecast Revenue Balance £'000	No. Schools in Deficit	Average Value Revenue Deficit £'000
Primary (incl. Nursery)	5,810	59	-43.23	3,937	87	-56.00
Secondary	-3,378	9	-559.43	-5,871	12	-586.31
Special (Incl. PRS)*	-4,442	9	-575.27	-7,786	10	-789.33
Total	-2,010	77	-173.88	-9,720	109	-199.49

*2 Special School budgets still be finalised

- 4.5 The numbers of school forecasting to be in an overall revenue budget deficit position for the three financial years 2019-20 to 2021-22 is as follows:

	2018/19		2019/20		2020/21		2021/22	
	No. Schools in Deficit	% of Schools	No. Schools in Deficit	% of Schools	No. Schools in Deficit	% of Schools	No. Schools in Deficit	% of Schools
Primary (incl. Nursery)	35	15.2%	38	17.8%	59	27.7%	87	40.8%
Secondary	8	34.8%	7	36.8%	9	47.4%	12	63.2%
Special (Incl. PRS)*	4	30.8%	6	46.2%	9	69.2%	10	76.9%
Total	47	17.7%	51	20.8%	77	31.4%	109	44.5%

*2 Special School budgets still be finalised

- 4.6 The analysis indicates a deteriorating financial position for future years with regard to an increasing number of schools forecasting to be in an accumulated budget deficit position, the average level of school deficits increasing and the aggregate value of school's revenue balances moving into an overall deficit position next financial year.

5.0 SUPPORTING SCHOOLS IN FINANCIAL DIFFICULTY

- 5.1 The Local Authority has continued to strengthen the proactive work undertaken during the 2019/20 financial year with those schools who are either currently in budget deficit or are forecasting future budget deficits. Actions undertaken include:

- The introduction of a RAG rating system in order to prioritise levels of intervention in individual schools which are facing financial challenges
- Individual meetings with those schools facing the most significant financial challenges
- Financial reviews have been undertaken with a number of schools in budget deficit who are struggling to develop a deficit recovery plan.
- The strengthening of financial controls and reporting requirements for those schools in financial deficit and those schools converting to academy status under a sponsored arrangement
- Proactively reviewing school eligibility for additional funding sources e.g. falling rolls fund and pupil growth funding.
- A research project into effective financial and resource management in small schools. The results from the research should be available in Summer 2020.
- Continuing to lobby the DfE and local MPs for fairer funding for North Yorkshire schools.

5.2 In Autumn 2019 the DfE announced increases in school funding for the next three financial years (2020-21 to 2022-23). Within North Yorkshire the additional funding has allowed for the following increases to be applied to school budgets for the 2020/21 financial year:

- A minimum funding guarantee of +1.84%; this ensures a minimum increase of 1.84% in funding per pupil between the 2019/20 and 2020/21 financial years with regard to the pupil led funding factors.
- No cap on funding gains as a result of the introduction of the National Funding Formula.
- The mandatory minimum per pupil level funding values of £3,750 for primary schools and £5,000 for secondary schools.

The impact of the additional funding for 2020/21 on individual school budgets will be able to be assessed once 2020/21 Start Budget submissions have been received from schools. Schools are required to submit their 2020/21 Start Budgets by 20th May 2020.

6.0 CYPs FINANCIAL PRESSURES

6.1 This report provides the latest forecast outturn, which shows an overall net overspending of **£1.9m**. This is a slight improvement compared with projections at Q2.

6.2 A summary of the main variances are shown in the table below:

Table 1: Summary of Variances

Service Area	Budget	Net Projected Outturn As at end of Dec 2019 (£k)	Variance to Budget As at end of Dec 2019 (£k)	Variance to Budget As at Q2 (£k)	Movement (£k)
Disabled Children's Services	5,482	6,057	575	467	108
Inclusion	704	858	154	230	(76)
Assessment & Reviewing Officers	666	635	(31)	(13)	(18)
Home to School Transport	25,259	26,232	973	1,307	(334)
Children & Families	34,827	34,187	(640)	(699)	59
CYPS Pooled Budget	1,414	2,305	891	841	50
Education & Skills	1,692	1,542	(150)	(111)	(39)
Finance & Management Support	1,027	458	(569)	(542)	(27)
School Redundancies & Pension Enhancements	838	1,022	184	190	(6)
CYPS Commissioning	1,237	1,224	(13)	(13)	0
Director's Unit	27	0	(27)	(27)	0
Safeguarding Unit	1,175	1,247	72	77	(5)
High Needs Commissioning	3,748	4,637	889	1,426	(537)
Sponsored Academy Deficits		0	0	0	0
Early Years Review		(81)	(81)	(80)	(1)
Outdoor Learning	(13)	29	42	(24)	66
Music	(127)	(81)	46	(100)	146
Funding from Supplementary School Block Transfer		(373)	(373)	(834)	461
Total	77,956	79,898	1,942	2,095	(153)

6.3 The following sections highlights some of the key areas of financial pressure and management action undertaken in response.

7.0 HIGH NEEDS AND SEN

7.1 The most significant financial pressure continues to relate to SEN within the High Needs Block of the Dedicated Schools Grant (DSG). In 2019-20, the Directorate is projecting an underlying overspend of £7.6m which is offset, in part, by the application of temporary funds agreed by DfE in December 2018, a 1% Schools Block transfer agreed by Secretary of State, and an LA contribution to High Needs.

7.2 The number of EHCPs has been the major driver of the financial pressure; there has been a 68% increase in the number of children and young people assessed as requiring an Education, Health and Care Plan since 2015. Through careful deployment of the Special Provision Capital Fund (North Yorkshire received the minimum allocation from DfE), the local authority has been able to increase special school places by c.170. However, commissioning of maintained special schools places has not been able to keep pace with demand due to the physical constraints of some schools and this has contributed to increased demand, and therefore, spend in the non-maintained and independent sector.

7.3 Costs within the High Needs Block have continued to exceed the funding allocation for the following reasons:

- the increase in High Needs funding has not kept pace with inflation and increases in demand;
- a significant element of the funding formula is based on historic spending. This bears no reflection to the actual cost drivers creating financial pressure and penalises the local authority (and schools) for past efficiencies.

7.4 For 2020-21, the DfE have allocated an additional £780m for High Needs nationally. North Yorkshire will benefit from an additional £5.4m which is welcome. However, this is insufficient to deal with the financial pressure. In 2020-21, the local authority expects an in-year shortfall in funding of approximately £12m:

- Deficit brought forward from 2018-19	£3.3m
- Est. deficit brought forward from 2019-20	£3.7m
- In-year shortfall 2020-21	£5.1m
Total Funding Shortfall 2020-21	£12.1m

7.5 To assist in meeting continued demand and to reduce spend in the independent sector, NYCC submitted a bid for a Free School in Selby. The bid was successful and DfE processes are underway to appoint a sponsor and take forward planning and building issues. Satellite provision from Mowbray School has also been established in Ripon, accepting pupils from January 2020. The strategic plan also seeks to strengthen the targeted mainstream offer for those young people that need an enhanced offer of support in a mainstream environment.

7.6 In February 2020, the DfE also released the outcome of a consultation on clarifying the ringfence arrangements for the Dedicated Schools Grant. This effectively prevents the local authority from funding any part of the DSG deficit from any source other than DSG.

8.0 SEN TRANSPORT

8.1 Linked with the pressures arising from the increase in Education, Health and Care Plans, the local authority continues to experience financial pressure in SEN home to school transport budgets. The number of children receiving special transport has risen, particularly as provision within Special Schools has risen. An in-year projected deficit of £1.0m reflects the pressure of a couple of extra transport days as well as the impact of PSVAR (Public Services Vehicle Accessibility Regulations). A number of management actions focussed on reducing expenditure have involved review of policy, developing a parental transport allowance, and undertaking an SEN Transport Focussed Review.

9.0 DISABLED CHILDREN'S SERVICES

9.1 There is an in-year projected financial pressure of £575k which reflects pressure on local commissioning budgets, increases in direct payments and a reduction in the number of children and young people who receive a health contribution to their package of care and support. The service is being reviewed and management action to review the level of health contributions is underway.

10.0 SUMMARY

10.1 Overview and Scrutiny Committee are asked to note the contents of the report.

STUART CARLTON
Corporate Director, Children and
Young People's Service

GARY FIELDING
Corporate Director, Strategic Resources

Report Prepared by Howard Emmet, Assistant Director, Strategic Resources

North Yorkshire County Council
Young People Overview and Scrutiny Committee
28 February 2020
Work Programme

1.0 Purpose of Report

- 1.1 This report invites Members to consider the committee's work programme for 2020/21, taking into account the outcome of discussions on previous agenda items and any other developments taking place across the county.
- 1.2 The work programme schedule is attached at Appendix 1.

2.0 Scheduled Committee dates/Mid-Cycle Briefing dates**2.1 Committee Meetings**

- Friday 26 June 2020 at 10am
- Friday 4 September 2020 at 10am
- Friday 11 December 2020 at 10am
- Friday 26 February 2021 at 10am

2.2 Mid Cycle Briefing Dates

- Friday 3 April 2020 at 10am
- Friday 29 May 2020 at 10am
- Friday 24 July 2020 at 10am
- Friday 16 October 2020 at 10am

3.0 Small School closures

- 3.1 In June last year you learned that finances remain challenging for a number of North Yorkshire's schools (an update is before this committee meeting). Then, members noted the number of small schools, especially those in rural areas, which were finding it difficult to manage the financial pressures. A discussion followed about those that appear to have no alternative but to consider closure – rather than, for example, confederation or collaborative arrangements.
- 3.2 You speculated that falling school rolls are often caused by changes in the makeup of the local area – limited job opportunities, local shops failing, and so on.
- 3.3 At the recent mid cycle briefing, members examined recent cases of local authority maintained schools which had proceeded to full closure. Some themes stood out:

- i. **Low pupil numbers** - A drop in numbers increases concern around the financial sustainability of the school and its ability to provide good quality education.
 - ii. **Breadth of curriculum** - Small school with declining numbers on roll limits the range of personal and academic challenges.
 - iii. **Adverse Financial position** - Pupil numbers determine a school's budget. A number of schools had an in-year deficit position. *"The local authority's ability to support schools experiencing financial difficulties is now limited and small schools became vulnerable following the introduction of a national funding formula which is largely driven by pupil numbers"*.
 - iv. **Leadership** – problems recruiting leadership teaching staff.
- 3.4 Members were pleased that the directorate had set out the position clearly and appropriately. In the light of information given and the evidence in front of them, those who attended believed that the directorate had demonstrated a clear understanding of the issues founded on robust information and data, with procedures and practices being well thought through and carried out effectively.
- 3.5 The consensus was that there was no advantage, in terms of scrutiny, in committing to any further work, but group spokespersons agreed to keep a weather eye over the topic - perhaps by looking occasionally at "live" cases - and bring it to your attention when that would be useful.
- 3.6 One of the elements in this discussion – Teacher Recruitment - is a topic at your meeting.

4.0 Annual Report of the Looked After Children's Group

- 4.1 This has now been deferred to your June committee meeting.

5.0 Working with Academies

- 5.1 At your June 2019 meeting, you agreed to review the relationship between Multi Academy Trusts and the local communities served by schools under Trust management.
- 5.2 The mid cycle briefing looked at the council's relationship with Academies and the breakdown of responsibilities between the two bodies. Much of this relationship is governed by stature, is prescriptive and is comprehensively documented. There was no immediate future benefit, members concluded, in planning for a thematic review of how local authorities and academies /MATS work together.
- 5.3 A more fruitful approach would be to continue to factor in the significance of how this relationship works in practice when topics fall to be scrutinised - like SEND, exclusions, attainment, admissions, and so on.
- 5.4 Having said that, members did weigh up the merits of doing a piece of work around the central place schools have in their community. It is well known that

what happens in school has a massive impact on its community for generations to come – yet schools can sometimes be insular and isolated from the outside community.

5.5 Strong links with the community can make a particular contribution to the work of schools serving disadvantaged communities. They have been shown to help raise educational standards and close the achievement gap between rich and poor children. In such contexts schools are often keen to raise aspirations of their children and parents, which can work when you take a 'neighbourhood' approach.

5.6 Early thoughts on what would be a useful line of enquiry included:

How do schools and Trusts relate to the communities they serve.

- Does the board of trustees have an outward focus, is it set up and encouraged to do so?
- Are effective and meaningful arrangements in place to engage with parents and the wider community to seek their views and feedback, which in turn informs the scrutiny provided by trustees and supports greater accountability.
- What resources are being tapped into?
- What are schools/trusts doing already?
- What new partnerships could be forged?
- What are schools/Trusts doing to help build the capacity of the local community?
- Are academies seen as a good neighbour in the community?
- Does the geographical spread of schools in MATs make sense? Does it avoid geographical isolation? Do trusts have a local focus, or a series of hubs which facilitate the sharing of good practice.

5.7 Work on this scale would not be a light undertaking. In terms of method, it could lend itself to an initial call for evidence being sent out, followed up by a series of conversations with schools – whatever their governance arrangements - to establish why some schools have a strong track record; what are they doing which others might find helpful to emulate.

5.8 The Chairman and I are giving this further consideration and will come forward with our thoughts and options.

6.0 Next committee items

6.1 Your June committee meeting will receive an update on the authority's offer to special educational needs and disabilities in children and young people. Given this is such a wide ranging subject, members may wish to give notice of elements they would want officers to cover.

6.2 At the same meeting, the Chairman has also agreed to take an update report on the North Yorkshire Coast Opportunity Area Programme, and has added the "Annual Attainment Report "Education is Our Greatest Liberator"" to the agenda business.

- 6.3 Having seen the last Executive Performance information and data, the Chairman is minded to look at the continued challenges within Key Stage 2 in certain areas of our North Yorkshire schools especially within Reading, Writing and Math's. The committee could consider what support it can give.

7.0 Recommendation

- 7.1 The Committee is asked to confirm, comment or add to the areas of work listed in the Work Programme schedule.

DANIEL HARRY
SCRUTINY TEAM LEADER
County Hall,
Northallerton

Author and Presenter of Report: Ray Busby
Contact Details: Tel: 01609 532655
E-mail: ray.busby@northyorks.gov.uk

19 February 2020
Background Documents Nil

YOUNG PEOPLES OVERVIEW AND SCRUTINY COMMITTEE

Scope

The interests of young people, including education, care and protection and family support.

Meeting Details

Committee Meetings	Friday 28 February 2020 at 10am
	Friday 4 September 2020 at 10am
	Friday 11 December 2020 at 10am
	Friday 26 February 2021 at 10am

Programme

Friday 28 February 2020 Committee Meeting at 10am			
TOPIC	CONTENT	APPROACH	LEAD
Teacher recruitment - the Rural Challenge	The challenges faced by schools, especially those in rural areas, in recruiting teaching staff.	Report and Presentation	Judith Kirk
School deficits and Financial Pressures	Update on position and action undertaken	Analysis report	Howard Emmett
Friday 26 June 2020 Committee Meeting at 10am			
TOPIC	CONTENT	APPROACH	LEAD
Report of the Young Peoples Champion	Account of Activity over the past year. Discussion of Issues and challenges – especially connected with inclusion and engagement of young people.	Consideration of report.	Cllr Annabel Wilkinson
SEND Strategy	Update on Progress against Strategic Plan	Report and presentation	Jane le Sage
Education is Our Greatest Liberator	Annual Update Report		

LAC Annual Report	Account of LAC members activity over the last 12-18 months	Report and presentation	Annabel Wilkinson assisted by Julie Bunn and Vicky Metheringham
North Yorkshire Coast Opportunity Area Programme	Update on Progress	Report and presentation	Richard Benstead
Friday 4 September 2020 Committee Meeting at 10am			
TOPIC	CONTENT	APPROACH	LEAD
Adoption procedures	An overview of Adoption arrangements, including planned work on the directorate's policies and procedures in relation to adoption.		Martin Kelly and Mel Hutchinson
Young people and Sex Education; Managing Risk and Safeguarding	How young people are helped to learn about the emotional, social and physical aspects of growing up. How we support schools to equip young people with the information, skills and values to have safe, fulfilling and enjoyable relationships and to take responsibility for their sexual-health and well-being.	Linked to Healthy Child Programme changes	
Children, Adolescents and the Media (online networks, social inclusion and bullying)	The challenging social and health issues that online youth experience. Benefits and Risks of Youth using social media. Examination of the core issues of bullying, popularity and status, depression and social anxiety, risk-taking, and sexual development.	Consideration of Implications. Particular focus on Cyberbullying and Online Harassment. Possible witness sessions.	
Young Carers	Especially those who support adults with mental health issues. The practical and emotional support made available to young people to ensure they enjoy and achieve, just like their peers. How NYCC works in partnership with schools, and GPs to identify young carers, raise much-needed awareness of their situation, and offer the support that they need, when they need it.	Consideration of Briefing Paper	

Mid Cycle Briefing Items

Date	Probable Item
3 April 2020	The Citizenship Agenda: Education and Democratic Citizenship Healthy Child Programme – possible briefing on progress of commissioning arrangements