

Agenda Reports & Other Papers

Presented to the
Meeting of the
County Council on
**Tuesday
17 July 2018**



HERTFORDSHIRE COUNTY COUNCIL

THE COUNTY COUNCIL

SUMMONS AND AGENDA

for the meeting to be held on Tuesday, 17 July 2018 at 10.00 a.m. in the Council Chamber, County Hall, Hertford.

GROUP MEETINGS

Conservative Group	10.00 am Monday, 16 July 2018	Council Chamber
Liberal Democrat Group	8.30 am Tuesday, 17 July 2018	Committee Room A
Labour Group	9.00 am Tuesday, 17 July 2018	Group Room

PRAYERS at 9.50 a.m.

Prayers led by The Reverend Simon Cragg, Christchurch Baptist Church, Welwyn Garden City.

Members are reminded that all equalities implications and equalities impact assessments undertaken in relation to any matter on this agenda must be rigorously considered prior to any decision being reached on that matter.

Members are reminded that:

- (1) if they consider that they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting they must declare that interest and must not participate in or vote on that matter unless a dispensation has been granted by the Standards Committee;
- (2) if they consider that they have a Declarable Interest (as defined in paragraph 5.3 of the Code of Conduct for Members) in any matter to be considered at the meeting they must declare the existence and nature of that interest. If a member has a Declarable Interest they should consider whether they should participate in consideration and vote on the matter.

PART I ('PUBLIC') AGENDA

1. MINUTES

- 1.1 To confirm the minutes of the Annual Meeting of the Council held at 10.00am on 22 May 2018 (circulated separately).
- 1.2 To confirm the minutes of the Extraordinary Meeting of the Council held at 10.30am on 22 May 2018 (circulated separately).

2. CHAIRMAN'S ANNOUNCEMENTS

3. PUBLIC QUESTIONS - STANDING ORDER 8(10)

To deal with questions from any member of the public being resident in or a registered local government elector of Hertfordshire, to the Leader of the Council and Executive Members about the policies and /or strategic priorities of the Council or about any matter over which the Council has power or which directly affects the County.

4. PUBLIC PETITIONS - STANDING ORDER 15

The opportunity for any member of the public, being resident in or a registered local government elector of Hertfordshire to present a petition relating to a matter over which the County Council has control, containing 1,000 or more signatures of residents or business ratepayers of Hertfordshire.

Notification of intent to present a petition must have been given to the Chief Legal Officer at least 20 clear days before the meeting where an item relating to the subject matter of the petition does not appear in the agenda, or at least 5 clear days where the item is the subject of a report already on the agenda.

[Members of the public who are considering raising an issue of concern via a petition are advised to contact their local County Councillor <http://www.hertsdirect.org/your-council/>

The Council's arrangements for the receipt of petitions are set out in [Annex 22 - Petitions Scheme](#) of the Constitution.]

If you have any queries about the petitions procedure for this meeting please contact Elaine Shell, Democratic Services Manager, by telephone on (01992) 555565 or by email to elaine.shell@hertfordshire.gov.uk

4A. TRAFFIC CONGESTION CAUSED BY THE MCDONALDS/BP SITE AT THE RUSH GREEN ROUNDABOUT (HERTFORD)

Local Members: A Stevenson, J Kaye

A petition containing more than 1000 signatures will be presented on the following matter:-

“Traffic congestion caused by the McDonalds/BP site at the Rush Green Roundabout

Work closely with Hertfordshire Police and McDonalds/BP to find and implement a safe solution to the major congestion caused by the vehicles queuing to enter the site and to alleviate the potential for a serious accident.”

The report of the Director of Environment and Infrastructure on the background to the subject of the petition is attached.

5. OFFICER REPORTS RELEVANT TO EXECUTIVE PORTFOLIOS

5A. WELWYN HATFIELD BOROUGH COUNCIL LOCAL PLAN: AMENDMENT TO STATEMENT OF COMMON GROUND AND HEARING STATEMENT (JANUARY 2018) IN RELATION TO NEW BARNFIELD, HATFIELD

Local Member: P M Zukowskyj

Portfolio: Growth, Infrastructure, Planning and the Economy

Report of the Director of Environment and Infrastructure (attached)

5B. HERTFORDSHIRE'S STRATEGIC PLAN FOR CHILDREN AND YOUNG PEOPLE 2018-21

Portfolio: Children, Young People and Families

Report of the Director of Children's Services (attached)

6. EXECUTIVE REPORT TO COUNTY COUNCIL

Report of the Executive (attached)

7. QUESTIONS TO EXECUTIVE MEMBERS

To deal with questions from Members of the Council to the Leader of the Council and Executive Members.

8. REPORT FROM THE OVERVIEW AND SCRUTINY COMMITTEE

Report of the Chairman of the Overview and Scrutiny Committee (attached)

9. REPORT FROM THE HEALTH SCRUTINY COMMITTEE

Report of the Chairman of the Health Scrutiny Committee (attached)

10. RECRUITMENT OF THE CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

Report of the Assistant Director of Human Resources (attached)

**11. REVISION TO THE LOCAL GOVERNMENT PENSION SCHEME
EMPLOYER DISCRETIONS POLICY**

Report of the Director of Resources (attached)

**12. SECTION 85, LOCAL GOVERNMENT ACT 1972 - VACATION OF
OFFICE BY FAILURE TO ATTEND MEETINGS**

Report of the Chief Legal Officer (attached)

13. NOTICES OF MOTION – STANDING ORDER 9 (6)

13A. S B A F H Giles-Medhurst to move (seconder: S K Jarvis):-

“The Executive Member for Highways and Environment is requested to review policies relating to pedestrians and cyclists to ensure that on all highways schemes the greater priority is given to those to encourage modal shift in line with Council’s aims and objectives and to bring the review to Highways and Environment Cabinet Panel.”

13B. S B A F H Giles-Medhurst to move (seconder: S K Jarvis):-

“The Director of Environment and Infrastructure is requested to ensure that in any footway (or off road cycle way) closure that is required for development work those users be afforded greater priority and that:-

- 1) Local Members be informed of such closures beforehand; and*
- 2) on principal routes adequate and safe pedestrian crossing facilities are provided by the developer including traffic controls to so protect them.”*

13C. S B A F H Giles-Medhurst to move (seconder: S K Jarvis):-

“Council considers that the practices of 'one and done' is embedded in the Integrated Works Programme for highways resurfacing/reconstruction and i2i projects to enable redundant crossovers to be raised, blocked gully gates to be cleared and, where possible, ponding at road junctions to be resolved with re-profiling or appropriate measures to ensure the long term benefits to the highway and footway network and thus reducing costs in the future.”

13D. S B A F H Giles-Medhurst to move (seconder: S K Jarvis):-

“The Executive Member for Highways and Environment is requested to review the policy of using "surface dressing" (stone chips) in urban settings and to use instead other more appropriate treatments on urban roads and to bring the review to Highways and Environment Cabinet Panel.”

13E. S K Jarvis to move (seconded):-

“The Council welcomes the decision of Charles Horton the Chief Executive of Govia Thameslink Railway (GTR) to resign in the light of GTR's appalling performance surrounding the introduction of the new Thameslink timetable this May. However it is clear that Network Rail and the Department of Transport are also responsible for the failures which have so greatly impacted the lives of many Hertfordshire residents. It therefore believes that Mark Carne, Chief Executive of Network Rail and Chris Grayling, Secretary of State for Transport should follow Mr Horton's example, accept their share of responsibility for the massive disruption caused and resign.”



**KATHRYN PETTITT
CHIEF LEGAL OFFICER**

Full copies of all reports may be found on the internet at
<http://cmis.hertfordshire.gov.uk/hertfordshire/CabinetandCommittees.aspx>

PETITION: 'TRAFFIC CONGESTION CAUSED BY THE MCDONALDS/BP SITE AT THE RUSH GREEN ROUNDABOUT' (HERTFORD)

Report of the Director of Environment and Infrastructure

Authors: Trevor Brennan, Strategy & Programme Manager, East Herts & Broxbourne (Tel: 01992 658406)
Chris Allen-Smith, Group Manager, Highways Operations and Strategy Eastern Herts (Tel: 01992 658167)

Executive Member: Phil Bibby, Highways and Environment

Local Members: Andrew Stevenson and Jonathan Kaye

1. Purpose of report

- 1.1 To advise County Council of the receipt of a petition relating to traffic congestion at the Rush Green Roundabout, Hertford and to set out for Members the background and other relevant information of which officers are aware relating to the subject matter of the petition.

2. Summary

- 2.1 Notice of intention to present a petition containing 1,000 or more signatures has been received pursuant to the County Council's Petition Scheme. The petition, entitled '*Traffic congestion caused by the McDonalds/BP site at the Rush Green Roundabout*' asks the Council to:

"Work closely with Hertfordshire Police and McDonalds/BP to find and implement a safe solution to the major congestion caused by the vehicles queuing to enter the site and to alleviate the potential for a serious accident."

- 2.2 The County Council's Petition Scheme provides that officers will prepare a Report for Members setting out the background and other relevant information of which they are aware relating to the subject matter of the petition but will not give a recommendation as to how the petition should be dealt with.

3. Procedure

- 3.1 The petition which is the subject of this report has been received in accordance with the Council's Petition Scheme (Annex 22 to the Constitution).
- 3.2 The deadline for receipt of motions from Members in respect of this Report under Standing Order 9 (3) is noon on Thursday, 12 July 2018.
- 3.3 Paragraph 54 of the Petition Scheme provides that the Petition Organiser will be given three minutes maximum to present the petition and will not otherwise be allowed to speak at the meeting. There is then a short debate by Council.
- 3.4 Paragraph 57 of the Petition Scheme states:

The Council will decide how to respond to the petition at the meeting. It may decide to take the action the petition requests or not to take the action requested for reasons put forward in the debate. Where the issue is one on which the Council Executive is required to make the final decision, the Council will decide whether to make recommendations to inform that decision. If the Council does not decide to deal with the petition in some other way, it will (at the discretion of the Chairman) be referred to the Overview and Scrutiny Committee, the appropriate Cabinet Panel or to officers for consideration and report to the Local Member and Group Spokesmen.

- 3.5 The subject matter of the petition relates to an Executive function and as such Council cannot make a decision on it but may make a recommendation to Cabinet if it so wishes.

4 Background and Other Relevant Information

- 4.1 The Rush Green roundabout in Hertford is a major interchange between two major A roads - the A414 carrying east-west traffic and A10 carrying north-south traffic and, as such, is a strategic node in Hertfordshire's road network. The roundabout also has junctions for two roads carrying local traffic and provides access to the Rush Green services which comprise a BP petrol station with integral small M&S food shop and coffee retail facilities and a McDonald's restaurant and drive-through. These services share a single access/egress point on the roundabout and there is no alternative vehicle access to the services other than via the roundabout. When there is high demand for the services, vehicles queuing to get into the services queue back onto the roundabout which can interfere with the free flow of traffic on the roundabout and some of the other movements on and off the roundabout.
- 4.2 Planning permission was granted (by East Herts District Council) in 2000 for the development of the site (3/00/0497/FP and 3/00/0606/FP).

- 4.3 BP Oil Uk Limited and McDonald's Restaurants Limited are the registered land owners of the site. The McDonald's restaurant and drive through are operated by a franchisee, not by McDonald's directly.
- 4.4 In 2006, traffic signals were installed on the Rush Green roundabout, primarily to reduce accidents. The signals were successful in achieving this; in the three year prior to their installation there were 58 personal injury collisions, during the three year period after the signals were installed this had dropped significantly to thirteen such accidents.
- 4.5 In August 2013 County Council Highways Development Management received correspondence (but not a formal planning application) from the McDonald's franchisee, setting out possible proposals for a new junction design and revised car park arrangement. The County Council reviewed the proposals and provided further comments and safety advice; however, the County Council's conclusion at the time was that the proposal would in fact make the situation more problematic. The County Council also included some suggested changes to a submitted 'sketch' drawing. Following this exchange no reply was received from the franchisee concerning the comments and safety advice.
- 4.6 In October 2014, the County Council was contacted by the surveying team at McDonald's UK, concerning the same junction and car park design as submitted by the franchisee the previous year. The County Council once again provided comments and safety advice and suggested a follow up meeting. The County Council did not receive any subsequent reply or suggested dates for a meeting.
- 4.7 In 2014, the Local Member for the western side of the roundabout (including the BP/McDonalds site) Cllr Andrew Stevenson, commissioned the County Council Integrated Transport Projects (ITP) Team to undertake a review of the highway network in and around the roundabout and make recommendations. As a result additional signage to fully implement a 'No Stopping' (Clearway) of the roundabout was agreed and implemented in partnership with Hertfordshire Constabulary. Police officers have subsequently carried out a number of enforcement exercises.
- 4.8 In 2015 further work on the above project was undertaken to look at the feasibility and benefits of installing additional lane guidance road markings and 'Keep Clear' markings on the roundabout where queues for the services can block the area where traffic from Stanstead Road joins the roundabout. This may be the proposal for a 'yellow box junction' referred to in a separate petition as 'Keep Clear' markings and a yellow box junction marking would seek to achieve similar ends, albeit by different regulatory routes.
- 4.9 A safety audit of the proposals raised a number of safety issues with these proposals as well as concerns that they would interfere with the phasing and optimisation of the traffic signals, creating other issues. As a result these proposals did not proceed.

- 4.10 In March 2017, Cllr Andrew Stevenson chaired a public meeting held at County Hall to discuss a number of highway network management issues concerning Ware Road, Hertford. This included comments from residents about traffic issues in and around the roundabout. McDonald's and Hertfordshire Constabulary representatives attended and were available to comment and answer questions.

5 **Current Initiatives**

- 5.1 Cllr Andrew Stevenson and County Council officers have continued to work in partnership with Hertfordshire Constabulary to continue the enforcement of the 'No Stopping' (Clearway) on the roundabout in order to better manage the issue, with the East Herts Chief Inspector taking a personal interest in the situation in order to find a solution. This included the police making the site owners aware that legal action could be taken if they did not act to address the issues created by their customers queuing to access the site.
- 5.2 Subsequently, a meeting has been held with representatives from the site owners, the franchisee, Hertfordshire Constabulary, County Council officers and the Local Member. At this meeting a number of proposals concerning new access and egress arrangements were presented by the site owners. There was general agreement that all parties involved will jointly explore the most effective solutions to the current situation.
- 5.3 County Council Highways Development Management have now received 4 (draft) access and egress arrangements which are currently under review on safety and highway implications grounds. This initial first step is welcomed, however a number of other issues (viability, funding of the works, landownership etc.) will need to be agreed by all parties before the County Council can be fully satisfied that the proposed revisions to access and egress arrangements are deliverable.
- 5.4 The initial work on the proposed access and egress arrangements is currently being undertaken and early conclusions are expected to be available in the coming months. Following this, and only if the proposals are deliverable, further more detailed work in terms of a fully 'costed' scheme, including what funding will be provided by the site owners will need to be undertaken.
- 5.5 In addition to continuing to work with all concerned to address the issues created by access to the services, the County Council continues to monitor for any emerging patterns of accidents on the roundabout (as it does across the road network). As a result of this ongoing monitoring, two clusters of accidents were noted and investigated on the roundabout, although neither is in the vicinity of the services.
- 5.6 One such cluster around the top of the southbound on-slip to the A10 had no obvious causal pattern that could be identified and addressed, so no

further works are planned there at this stage. The other cluster was around the junction with Stanstead Road on the southern side of the roundabout (not the northern junction with Stanstead Road adjacent to the services) and design work is currently ongoing to look at appropriate measures to help address these accidents.

6. Financial Implications

6.1 None arising from this Report.

7. Equalities Implications

7.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equalities implications of the decision that they are taking.

7.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum, this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EqIA) produced by officers.

7.3 The Equality Act 2010 requires the Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.

7.4 No EqIA was undertaken in relation to this matter.

Background Information

None

COUNTY COUNCIL
TUESDAY, 17, JULY 2018 AT 10.00AM

**WELWYN HATFIELD BOROUGH COUNCIL LOCAL PLAN:
AMENDMENT TO STATEMENT OF COMMON GROUND AND HEARING
STATEMENT (JANUARY 2018) IN RELATION TO NEW BARNFIELD, HATFIELD.**

Report of the Director of Environment and Infrastructure

Author: Sarah McLaughlin, Head of Growth and Infrastructure Unit
Tel: (01992) 588110

Executive Member: Derrick Ashley, Growth, Infrastructure, Planning & the
Economy

Local Member: Paul Zukowskyi, Hatfield South

1. Purpose of report

1.1 To inform Members of the discussion surrounding the site at New Barnfield in the Welwyn Hatfield Borough Council (WHBC) Local Plan Examination in Public and to enable Council to consider whether to approve the revision to the Statement of Common Ground (SoCG) and Hearing Statement for Welwyn Hatfield Borough Council Policy SP14 in relation to the land at New Barnfield as set out in para 6.7 of the Report.

2. Summary

2.1 The County Council has provided advice and feedback on a wide range of infrastructure matters throughout the Local Plan preparation process, including all consultation stages of the Local Plan and various versions of WHBC's Infrastructure Delivery Plan (IDP). The information provided has been used by WHBC to inform the site selection and evaluation process, which has formed the basis for allocation of land within the Local Plan.

2.2 Through representations submitted on behalf of County Council services, the need for 20 forms of entry (FE) of secondary education provision was identified to meet existing and new demand. It was anticipated that the need would be met via school expansions and through the identification of three new secondary school sites.

2.3 The emerging Local Plan identified two sites at North West Hatfield and Birchall Garden Suburb, the latter of which is located in East Hertfordshire but will also meet the need from the WHBC Local Plan. The County Council then commissioned a site search to identify a third site in the identified area of need. The assessment resulted in a shortlist of seven potential sites. The County Council owned site at New Barnfield was one of these shortlisted sites. Six of the sites were located, either wholly or partially, in the Green Belt

(including New Barnfield) and one of the sites was promoted for an alternative use, and has since been developed.

- 2.3 Through a Statement of Common Ground (SoCG) signed in October 2017 between the County Council, WHBC and Gascoyne Cecil Estates (GCE) it was agreed that up to 10FE of provision could be accommodated at a strategic housing site at North West Hatfield in addition to the already agreed 8FE school site as part of the strategic allocation for Birchall Garden Suburb. This agreement enabled the County Council to secure a secondary education strategy with only two new secondary schools, avoiding the need for a third. This SoCG was supported by a Hearing Statement (HS) submitted to the Inspector at the Local Plan Examination in Public in January 2018.
- 2.4 Further to the County Council's submissions, it was noted that any increase in housing numbers would necessitate the need for further secondary school site allocation(s). The Inspector has since directed Welwyn Hatfield to revisit its housing numbers and this will require a review of the education strategy for the WHBC area.
- 2.5 The New Barnfield site is currently a waste site allocation in the County Council Waste Local Plan. Following the unsuccessful application for a Recycling and Energy Recovery Facility, the site remains an unused brownfield site in the Green Belt.
- 2.6 The Inspector has sought direct confirmation from the County Council that, if housing numbers were to increase, the site at New Barnfield would be made available for secondary education. Officers continue to work collaboratively with officers at WHBC to seek an alternative allocated site for waste uses.
- 2.7 Given the knowledge of sites being promoted within the Local Plan process, and which may now come forward, it is the opinion of officers that the site at New Barnfield would form part of a revised strategy for secondary education in Welwyn-Hatfield. However, as an allocated waste site in the County Council's Waste Local Plan, any submission that the site would be used for education is not in line with County Council policy and so would require the agreement of full Council. As such, this report invites Council to consider whether to approve amendment to the January 2018 SoCG and Hearing Statement (HS). Any decision of Council on this Report will not amend the County Council's Waste Local Plan but will ensure that the submission of the amended SoCG and HS is in line with the requirements of the Council's Constitution.

3. Recommendation

- 3.1 The Growth, Infrastructure, Planning & the Economy Cabinet Panel will consider a report on this matter at its meeting on 5 July. The Panel will be asked to consider and comment on the report and to recommend to Cabinet at its meeting on 9 July that it recommends to full Council *"That County Council approves the revision to the Statement of Common Ground (SoCG) and Hearing Statement for Welwyn Hatfield Borough Council Policy SP14 in relation to the land at New Barnfield as set out in para 6.7 of the Report."*

Cabinet's recommendation to Council will be reported orally at the meeting and circulated in the Council Order of Business sheet.

4. Background

The Welwyn Hatfield Local Plan

- 4.1 County Council officers have engaged with WHBC officers on the development of the WHBC Local Plan. At an earlier stage of the Plan making process (March 2015) County Council officers identified the need for in excess of 20 forms of entry (FE) for secondary education provision to meet secondary need arising from the projected housing delivery target alongside existing demand.
- 4.2 At the next stage of the Plan making process (October 2016), WHBC had identified the allocation of two new secondary schools, a 6-8FE allocation south east of Welwyn Garden City at Birchall Garden Suburb (Site SDS2) and a 6-8 FE allocation at North West Hatfield (Site SDS5). The County Council objected to the Plan, identifying it as unsound, due to the under-provision of secondary school places.
- 4.3 Continuous engagement between the County Council and WHBC resulted in the County Council agreeing (in January 2017) that a solution to providing secondary capacity involving an 8FE school at North West Hatfield, with potential to expand the school to 10FE would overcome any objection, but would provide little flexibility and not support additional housing growth in the area.
- 4.4 Welwyn Hatfield Borough Council submitted its Local Plan on 15 May 2017. The submitted Plan does not provide enough housing allocations to meet the full Objectively Assessed Need (OAN), constraining allocations in significant part due to a lack of secondary education solutions.
- 4.5 On 17 October 2017, a Statement of Common Ground was agreed between WHBC, the County Council and Gascoyne Cecil Estates (GCE), confirming that the secondary school which would be made available at North West Hatfield would be 8FE with the capability of expansion to 10FE. WHBC and promoters (GCE) agreed that the County Council should re-evaluate the availability of other sites in the area, specifically New Barnfield, should housing numbers increase, requiring further secondary education capacity.
- 4.6 The Plan is now under examination by a Government appointed Inspector. Land promoters for sites which were not included in the submitted Local Plan have challenged the reasonableness of the constrained approach, raising further questions regarding the availability of New Barnfield to deliver a solution to additional secondary school capacity.
- 4.7 Following a meeting with WHBC in early January 2018, County Council officers submitted a further Statement of Common Ground to the Examination process, identifying that if the Plan proposed additional housing, the County Council would make the New Barnfield site available for a secondary school "and as and when it does so it would ensure that the capacity of adjacent lands to contribute to the future needs of the District is not prejudiced. In the

event that it becomes necessary WHBC and the County Council would work together to consider appropriate revision to the Infrastructure Delivery Plan to set out the approach to funding/planning obligations and or/Community Infrastructure Levy (CIL)". The Statement of Common Ground is supported by a Hearing Statement submitted by the County Council in January 2018.

- 4.8 As part of the Local Plan process, the Inspector has challenged WHBC to review its ability to meet its OAN and, as part of this work, WHBC is currently undertaking a further Green Belt Review to inform the capacity of the District to accommodate the additional 4000 houses to achieve full OAN. The results of that review are due in mid-July 2018. The probable result of that work is an increase in housing numbers, some of which is highly likely to be in the area south of the Borough, requiring the County Council to identify a new education strategy and consider the future of the site at New Barnfield and its suitability to meet secondary education need from an increase in local housing projections.
- 4.9 Any increase in housing numbers may determine that additional strategic allocations are promoted through the Plan making process, although any request for a secondary school site would inevitably impact on the land available for new homes in an area where Green Belt constraints already exist.
- 4.10 The hearing sessions are due to re-convene for one week from 26 June 2018, with further sessions due from September. It is envisaged that the Green Belt Review will feed into the September sessions though whether that relates to just those existing sites in the Plan, or to additional sites which might be necessary to achieve the full OAN of 16000 houses is not yet clear.
- 4.11 County Council officers continue to proactively engage with WHBC officers. As part of those ongoing discussions there may be potential for the identification of a new allocation for waste use as part of additional employment land proposed through the Local Plan process, subject to the outcome of the Green Belt review. Officers will pursue this point with their WHBC colleagues in forthcoming meetings.

Site History

- 4.12 A former secondary school and central resources library, the New Barnfield site was allocated as a waste site (Site AS048) in the County Council's Waste Site Allocations Development Plan Document (DPD), adopted in 2014. This document forms part of the current Waste Local Plan, and is a statutory document that is a material consideration in the WHBC Local Plan process and in relation to the determination of future planning applications on this site.
- 4.13 In 2011, Veolia Environmental Services (Hertfordshire) Limited submitted a planning application to enable the demolition of the existing buildings at New Barnfield and construction of a Recycling and Energy Recovery Facility (RERF) for the treatment of Municipal, Commercial and Industrial Wastes together with ancillary infrastructure.

- 4.14 In January 2013, the Secretary of State directed that the application be called-in for determination because the proposal involved matters giving rise to substantial cross boundary or national controversy.
- 4.15 On 8 July 2014 the Secretary of State for the Department of Communities and Local Government (“SoS”) refused to grant planning permission for the RERF at new Barnfield. Veolia successfully challenged his refusal in the High Court. The SoS re-determined the planning application and on 16 July 2015 issued a notice refusing the application. Since that date the site has not been subject of any further planning application.
- 4.16 Assuming retention of the existing Green Belt boundary and assuming all woodland areas are retained there are approximately 9ha available for a new school within the current site boundary.

The Waste Local Plan (WLP)

- 4.17 There have been a number of changes to the overall picture for waste within the County since adoption of the Waste Core Strategy & Development Management Policies Development Plan Document (in November 2012) and the Waste Site Allocations Development Plan Document (in July 2014). New waste facilities have added to the capacity to manage certain waste streams and some facilities have closed down.
- 4.18 As the economy has recovered out of recession, the Government has promoted a growth agenda which is being implemented through the district and borough Local Plans in Hertfordshire. An increase in development means there is an increase in waste production from construction projects and domestic waste from occupiers of new developments.
- 4.19 The Initial Consultation Draft Capacity Gap Report November 2017, completed as evidence to support the review of the WLP, identifies a significant shortfall in capacity for the management of the two largest waste streams: Non-Hazardous and Construction, Demolition and Excavation waste and the recycling and composting of non-hazardous waste, from the start of the Plan period. This gap is set to increase as Hertfordshire grows.
- 4.20 The County Council is currently progressing work on a review of the WLP, with the first consultation concluding in March this year.
- 4.21 The emerging WLP provides an opportunity to review the number, location and principles of waste site allocation, including the potential removal of New Barnfield from the WLP and the allocation of an alternative.

The County Council as the Waste Disposal Authority (WDA)

- 4.22 The infrastructure requirements of the WDA are detailed in the County Council’s Local Authority Collected Waste (LACW) Spatial Strategy (November 2016) and its Annex document on the provision of a Household Waste Recycling Centre (HWRC) service (November 2017). It is recognised by the WDA that the New Barnfield site could meet a wide range of waste needs that may emerge over the course of the Plan period but that the most

urgent need as a minimum is for a replacement HWRC to serve the Welwyn-Hatfield area.

- 4.23 The nearest HWRC, serving the Welwyn-Hatfield area, is located at Cole Green, off the A414. The site is currently running over-capacity (at 112%). This assessment assumes an equal distribution of residential visits during operational hours, which is not an accurate representation of the site use. The centre operates above capacity and queues back on to the primary road network during peak times.
- 4.24 The Cole Green HWRC is identified by the WDA as unsuitable¹. It is not feasible to adequately expand the existing centre and a short term rental agreement is in place. Leased from Tarmac Lafarge Aggregates, the lease commands a significantly higher fee than others in the network and is due to come to an end in 2021.
- 4.25 Consideration of the concentration of planned housing growth within the A414 corridor and existing population is a significant factor contributing to the unsuitability of the Cole Green HWRC. The provision of two super sites along this corridor, potentially distributed close to the A414 and A1(M) and one near the A414/A41 corridor could better serve the Welwyn-Hatfield area, alongside Potters Bar, St Albans, Hemel Hempstead Berkhamsted and Tring.
- 4.26 The needs of the Waste Management Service are acute and the identification of an alternative HWRC (to replace Cole Green) is a priority.

The County Council as the Local Education Authority

- 4.27 As previously outlined, alongside the met need for primary education, the County Council has identified the need for in excess of 20FE of secondary education to meet the demand proposed within the WHBC Local Plan alongside that from existing demand. This need can be met through expansions to existing schools and across two new sites at the two strategic site allocations at Birchall Garden Suburb and North West Hatfield.
- 4.28 Additional demand arising from any alternative growth scenarios will result in the need to identify options for meeting this additional need which cannot be met from existing identified capacity. It is considered that pressures would be greatest in the south of the Borough.
- 4.29 The allocation of sites included within the Local Plan is now under re-assessment due to a direction by the Inspector at the Examination in Public, and a Green Belt review is currently underway by WHBC. Any increase to housing numbers as part of the Local Plan process will require the identification of a further secondary school site. With no other current options available to the County Council, the site at New Barnfield is considered to be the most suitable and most preferred option (in spatial distribution terms) to meet this additional demand.

¹ For further information see the Local Authority Collected Waste Spatial Strategy at: <https://www.hertfordshire.gov.uk/media-library/documents/waste/spatial-strategy/hwrc-annex-to-the-lacw-spatial-strategy-2017.pdf>

4.30 A 9ha site is capable of delivering a new secondary school.

5. Financial Implications

5.1 The development of New Barnfield as a secondary school is likely to require, as a minimum, the acquisition of an alternative 1ha site for a HWRC.

5.2 There are a number of strategic developments coming forward in the Borough of Welwyn Hatfield which could contribute to the cost of the site and its development as a HWRC. However, those developments can only reasonably contribute a proportionate amount of funding through the S106 process – proportionate to their impact. Due to the wider strategic benefits of a HWRC it is likely that the majority of cost would need to be borne by the County Council.

5.3 The retention of the site at New Barnfield for waste may require the County Council to acquire an alternative secondary school site. The area available for a new school at New Barnfield is estimated to be approximately 9ha.

5.4 The strategic developments coming forward in the Borough could contribute towards the cost of the site and its development. Given the major impact of those sites on secondary education, the County Council would expect those sites to proportionally contribute towards the cost of the school. However, given the pooling restrictions surrounding S106, and with no adopted CIL at Welwyn Hatfield, the County Council would inevitably be faced with a funding gap.

5.5 Any proposal to acquire new land would need to be the subject of a capital bid with a full business case in due course. Inevitably this decision requires a trade-off between the potential acquisition of a new waste site or the potential acquisition of a new school site. Either scenario would be partially offset by S106 or CIL contributions towards costs.

6. Issues for Consideration

6.1 Any decision to make the land at New Barnfield available for secondary education purposes puts the needs of the WDA at risk. The service has a priority need for a new HWRC, and a wider need for a 'super site' along the A414 corridor.

6.2 Balanced alongside this is the need for secondary education which would require a larger site allocation. Site search work has identified this site as a potential option for delivery, alongside the two new schools identified at the strategic development locations.

6.3 The site at New Barnfield is still within the Green Belt, but was formerly a secondary school. Should the Green Belt review by WHBC consider this section of the Green Belt, between south Hatfield and Welham Green, to be of significant importance then returning the site to educational use will be a relatively straightforward process in town planning terms.

6.4 Assuming retention of the existing Green Belt boundary and assuming all woodland areas are retained, the New Barnfield site totals 9ha. Owing to a

possible lack of compatibility between school uses and a HWRC, an area of buffer may be required which would limit the amount of land available and may limit functionality. It is therefore not considered feasible to co-locate a secondary school and HWRC on the 9ha site. The potential to identify a 1ha HWRC site would be considered comparatively easier than a 9ha site for a new school. WHBC officers have indicated that they are committed to working with the County Council to identify a site, and will consider any opportunities that might present themselves through the new Green Belt review.

- 6.5 Finally, without the availability of the site at New Barnfield for secondary education, WHBC will be unable to meet demand for secondary education places to meet the growth expected to be identified in the Local Plan process. The Plan would likely fail at Examination and the Authority could be at risk of speculative development applications requiring County Council services to forward plan in a piecemeal fashion.
- 6.6 Officers recommend that Members agree that the land at New Barnfield would be made available for education purposes, on the condition that, as a minimum, an alternative HWRC site can be identified.
- 6.7 It is further recommended that the January 2018 Statement of Common Ground and the County Council Hearing Statement are revised, as highlighted below, and resubmitted as part of the Local Plan process:

*If additional housing is proposed, **and an alternative HWRC site is identified in a mutually agreeable location elsewhere in the Welwyn-Hatfield area**, the County Council would make the New Barnfield site available for a secondary school **as part of a review of the education strategy** and as and when it does so it would ensure that capacity of adjacent lands to contribute to the future needs of the District is not prejudiced. In the event that **the use of the site as a school** becomes necessary WHBC and HCC would work together to **secure an alternative location for an HWRC** and consider appropriate revision to the Infrastructure Delivery Plan to set out the approach to funding/planning obligations and/or CIL.*

- 6.8 The Statement of Common Ground (dated 23/01/18) is attached at Appendix 1 to the report and the relevant paragraph is shown at 6.2.
- 6.9 The Hearing Statement (dated 25/01/18) is attached at Appendix 2 to the report and the relevant paragraph is shown at 2.13.

7. Equalities Implications

- 7.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equalities implications of the decision that they are taking.
- 7.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum, this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EqIA) produced by officers.

- 7.3 The Equality Act 2010 requires the Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 7.4 This report is concerned with Hertfordshire County Council's amendment to an existing Statement of Common Ground and Hearing Statement. There are no direct or indirect implications for any persons with protected characteristics of this decision.
- 7.5 No EqIA was undertaken in relation to this matter.

Background Information

Report to the Growth, Infrastructure, Planning and the Economy Cabinet Panel, 5 July 2018

<http://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/976/Committee/143/Default.aspx>

Report to Cabinet, 9 July 2018

<http://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/663/Committee/8/Default.aspx>

STATEMENT OF COMMON GROUND

Between

**Welwyn Hatfield Borough Council and Hertfordshire County Council in relation to
Policy SP 14 New Schools**

1. Scope of this Statement

- 1.1 This Statement of Common Ground (SoCG) has been prepared to confirm the extent of co-operation and understanding between Welwyn Hatfield Borough Council (WHBC) and Hertfordshire County Council (HCC).
- 1.2 This SoCG confirms the shared and common objective between the above parties of delivery of new school infrastructure within Welwyn Hatfield throughout the plan period and in particular of the commitment to provision of additional education capacity as set out in Policy SP 14 of the Draft Local Plan Proposed Submission (DLPPS).

2. The Need for Secondary Education Provision

- 2.1 This SoCG has been prepared in response to WHBC's DLPPS, which will cover the period up to 2032 or 2033. As drafted Policy SP14 of the Plan states that there is "*a requirement for additional secondary education capacity equivalent to three new secondary schools*" to cater for the housing growth planned in the Borough (part i of Policy SP14), and suggests that a sequential approach will be applied to identifying further school capacity required as a result of any additional housing growth, (part ii of Policy SP14).
- 2.2 Part i of Policy SP14 in the DLPPS is open to the misinterpretation that three new secondary schools are required to cater for the growth identified in the DLPPS, whereas in fact new capacity for 18 forms of entry (fe) is required, and a strategy agreed between WHBC and HCC exists for providing this capacity in two new secondary schools (see also the Statement of Common Ground at Examination Document EX23).
- 2.3 The views expressed by the Inspector at the Local Plan examination to date, suggest that there is a strong likelihood that additional housing sites will need to be included to make the plan sound, over and above those in the DLPPS. If this were to be the case, then a third new secondary school would be likely to be required.

3. The Need for Primary Education Provision

- 3.1 All parties agree that it is necessary to meet education needs to support growth in the Local Plan. At paragraph 11.34 to 11.36 of its Regulation 19 consultation response, HCC objected to the soundness of the DLPPS. This was because;
- i) Paragraph 11.34 and 11.35 identified that there was a 2fe primary shortfall identified in Hatfield and a new 2fe primary is required to serve the south of the town;

- ii) Paragraph 11.36 indicated that in HCC's view the approach to provision of additional primary capacity was considered unsound as it would not ensure that additional school capacity would be provided in locations well-related to the communities in which they are needed.

4. Detailed Statement

- 4.1 The issue of additional primary school capacity to serve South Hatfield (3.1 i) above) has been resolved in the separate Statement of Common Ground agreed between WHBC, HCC, Mrs C Horton 1974 Discretionary Settlement and Ptarmigan Land in connection with Housing Site HS11. In relation to the issue of planning additional education capacity to meet needs arising from further additional housing growth over and above that set out in the plan (3.1 ii) above), WHBC and HCC are committed to further ongoing proactive, collaborative joint working to ensure that new school places are provided in locations well-related to any additional housing growth that is proposed in the plan. The successful resolution of all other outstanding Duty to Co-operate and soundness issues between WHBC and HCC provides ample evidence that the two authorities will work co-operatively to ensure this is the case.
- 4.2 Policy SP14 will be amended to reflect the fact that the reference to three secondary schools actually means 18 forms of entry (fe) of additional secondary school capacity to meet the needs arising from the DLPPS. The second criterion will be amended to acknowledge that further housing growth will lead to the requirement for further primary as well as secondary education capacity. WHBC and HCC will work together to ensure that appropriate additional school places are provided alongside additional housing growth.

5. Changes to Submission Plan (DLPPS)

- 5.1 Policy SP14 sub-paragraph i. will be modified so that the first sentence reads: *"The Council's housing target for the plan period leads to a requirement for additional secondary education capacity equivalent to 18 forms of entry."*
- 5.2 Policy SP14 sub-paragraph ii. Will be modified to add a new sentence before the penultimate sentence, as follows: *"A new primary school site is also identified within housing site HS11"* also so that the penultimate sentence reads: *"Additional identified housing growth, however, may lead to the requirement for further primary education capacity."*
- 5.3 In the event that Council subsequently proposes changes to the housing target in the DLPPS through modifications, for example to include additional housing sites, then further modifications may need to be made to Policy SP14 to reflect a revised strategy for providing new education capacity.

6. Future Co-operation

- 6.1 WHBC and HCC agree to continue to work together to ensure that the impacts on requirements for education are factored in to the identification of any additional housing allocations in the Local Plan.
- 6.2 If additional housing is proposed (as per 5.3 above), the County Council would make the New Barnfield site available for a secondary school and as and when it does so it would ensure that capacity of adjacent lands to contribute to the future needs of the District is not prejudiced. In the event that this becomes necessary WHBC and HCC would work together to consider appropriate revision to the Infrastructure Delivery Plan to set out the approach to funding/planning obligations and/or CIL.

Signed on behalf of Hertfordshire County Council

.....

Date: January 2018

Name: Trevor Mose

Position: Assistant Director Resources (Property)

Signed on behalf of Welwyn Hatfield Borough Council

.....

Date: January 2018

Name: Councillor Mandy Perkins

Position: Executive Member for Planning, Housing and Community

**EXAMINATION OF THE WELWYN HATFIELD BOROUGH COUNCIL LOCAL
PLAN**

**STATEMENT OF HERTFORDSHIRE COUNTY COUNCIL PROPERTY
DEVELOPMENT SERVICES ON BEHALF OF HCC SERVICES**

REPRESENTOR ID 904332

**TOPIC SPECIFIC POLICIES
HEARING SESSION 12 POLICY SP14 NEW SCHOOLS**



1.0 Introduction

1.1 This statement updates the position of Hertfordshire County Council (HCC) from a property and service provision perspective in relation to objections made in connection with Policy SP14 of the Plan regarding;

- The provision of sufficient secondary school capacity to cater for the education requirements arising out of the Draft Local Plan Proposed Submission (DLPPS). (HCC was identifying a need for a new school of 8fe with expansion potential to 10fe in Hatfield in paragraph 11.14 of its Regulation 19 representations).
- Consequently, HCC was identifying that the quantum of secondary school capacity in Policy SP14 of the Plan was insufficient to address secondary education needs.
- The provision of sufficient primary school capacity to serve South Hatfield, where HCC identified a shortfall of 2 forms of entry (fe) in provision in its regulation 19 representations. (See 11.35 and 11.36 of the HCC Regulation 19 representations).

2.0 The Inspector's Question Relevant to Policy SP14 New Schools

2.1 The Inspector has posed the question, in relation to policy SP14:

(138) Does the plan make adequate provision for the increased education capacity required to service the additional school population generated by the proposed development?

2.2 Aside from the three bullet points identified at 1.1 above, HCC were satisfied that the DLPPS as submitted makes appropriate provision to mitigate education impacts.

2.3 The HCC objection in relation to the soundness of the plan in terms of the adequacy of secondary school provision being made has been overcome. A Statement of Common Ground (SoCG) has been agreed with Welwyn Hatfield Borough Council (WHBC) and Gascoyne Cecil Estates (document EX23), which confirms that the strategic site north of Hatfield (SDS5 or Hat 1) will provide an 8fe secondary school with residual land for expansion to 10fe. As part of that SoCG, WHBC and HCC have agreed that the need for the additional 2fe expansion land will be reviewed in the event that housing numbers increase and a third secondary school site is required in order to support delivery of additional housing through the Plan.

2.4 The approach in EX23 therefore addresses the concern identified in the first two bullet points set out in 1.1 above.

2.5 HCC raised concerns regarding primary school capacity, (third bullet at 1.1 above), and specifically the failure of the DLPPS to identify 2fe of new primary capacity to address education needs in Hatfield.

2.6 A SoCG has been agreed between WHBC, the landowners/ promoters of Housing Site HS 11, and HCC. It has recently been submitted by the LPA to

the Programme Officer. This commits to the delivery of a 2fe primary school site as part of site HS 11. This provision overcomes HCC's concerns in relation to primary school provision associated with the submitted DLPPS.

- 2.7 In addition to the SoCG relating to Housing Site HS 11 and in order to provide further clarity WHBC have identified proposed amended wording to Policy SP14. This amended wording would ensure that explicit reference is made to the fact that:

“a new primary school site is identified within housing site HS11”

- 2.8 The proposed rewording of Policy SP14 is the subject of a separate Statement of Common Ground which has been agreed between WHBC and HCC. It has recently been submitted by the LPA to the Programme Officer.
- 2.9 In addition, the SoCG relating to Policy SP14, which has been agreed between WHBC and HCC, anticipates the requirement that additional housing sites may need to be factored in to the Plan. Paragraph 2.3 of the SP14 SoCG contains the Planning Authority's identification of the fact that the views expressed by the Inspector at the examination suggest that there is a strong likelihood that additional housing sites will need to be included in order to make the plan sound.
- 2.10 Paragraph 5.2 of the SP14 SoCG which has been agreed with WHBC acknowledges that:

“Additional identified housing growth, however, may lead to the requirement for further primary education capacity”

- 2.11 And para 5.3 continues that

“In the event that the Council subsequently proposes changes to the housing target in the DLPPS through modifications, for example to include additional housing sites, then further modifications may need to be made to Policy SP14 to reflect a revised strategy for providing new education capacity”.

- 2.12 At the Local Plan Examination session with the Council on 27th October 2017, the Inspector explicitly asked whether a third secondary school could be provided. Paragraph 2.3 of the SP14 SoCG agreed between WHBC and HCC, acknowledges the fact that the views expressed by the Inspector at the Local Plan examination to date, suggest that there is a strong likelihood that additional housing sites, over and above those in the submitted document will need to be included by WHBC in order to make the DLPPS sound. It again suggests that if this were to be the case then a third new secondary school is likely to be required.
- 2.13 HCC can confirm that if additional housing is proposed, the County Council would make the New Barnfield site available for a secondary school and as and when it does so it would ensure that capacity of adjacent lands to contribute to the future needs of the District is not prejudiced. In the event that this becomes necessary, WHBC and HCC would work together to

consider appropriate revision to the Infrastructure Delivery Plan to set out the approach to funding/planning obligations and/or CIL.

- 2.14 In summary, since HCC's original Regulation 18 and Regulation 19 representations, significant progress has been made in resolving education issues with WHBC and the relevant landowners/promoters. In the event that additional housing is proposed to make the plan sound then HCC and WHBC remain committed to working together to mitigate education impacts and collaboratively and constructively plan for additional school places. In so doing HCC and WHBC are positively embracing and putting into practice the advice contained at paragraph 162, first bullet, of the NPPF.
- 2.15 Taking into account the SoCG and proposed modifications referred to in this Hearing Statement, the plan is clearly making appropriate and adequate provision for the additional school population generated by the DLPPS, and clearly signals the joint approach which will be adopted if additional housing sites need to be considered in order to make the plan sound.

Matt Wood 25/01/18

**HERTFORDSHIRE'S STRATEGIC PLAN FOR CHILDREN AND YOUNG PEOPLE
2018-21**

Report of the Director of Children's Services

Author: Karen Noble, Performance Improvement Manager;
Tel: (01992) 588394

Executive Member: Terry Douris, Education, Libraries and Localism
Teresa Heritage, Children, Young People and Families

1. Purpose of report

1.1 To enable Council to consider whether to adopt the Hertfordshire's Strategic Plan for Children and Young People 2018-21 attached as Appendix A to the report

2. Summary

2.1 Hertfordshire's Strategic Plan for Children and Young People 2018-21 ("the Plan") outlines the Council's vision of giving every child, young person and their family the opportunity to live happy and fulfilling lives. It has been developed through discussions with staff, young people and partners and highlights the Council's ambition for children and young people in relation to Children's Services '[Outcome Bees](#)'.

2.2 If adopted by the Council, a web based version of the Plan will be created which will include video clips of young people and staff talking about support provided and the difference it's made. The aim is that the on-line pages will be 'live' during the life of the Plan to enable a refresh of video clips and links to relevant strategies and performance information.

3. Recommendation

3.1 The Children, Young People and Families Cabinet Panel considered a report on this item of business at its meeting on 20 June 2018. The Panel recommended to Cabinet that it recommends to Council "*That the Hertfordshire's Strategic Plan for Children and Young People 2018-21, as attached at Appendix A to the report, be adopted*". Cabinet will meet on 9 July 2018 to consider this recommendation. Cabinet's recommendation to Full Council will be reported orally at the meeting and circulated in the Council Order of Business sheet.

4. Background and Context

- 4.1 This Plan articulates more specifically the County Council's priorities for Hertfordshire's children and young people captured within the [Corporate Plan](#).
- 4.2 This three year plan will build on what the County Council is already doing well to target our resources on those children, young people and families that really need our help and guidance. The County Council is committed to meeting its statutory duties to protect children and young people effectively and ensuring that no child, family or community is left behind.

5. Financial Implications

- 5.1 There are no anticipated financial implications with regard to the publication of the Plan. The strategies referred to in the Plan underpin the savings targets identified for Children's Services in the Integrated Plan.

6. Equality Implications

- 6.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equalities implications of the decision that they are taking.
- 6.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EqIA) produced by officers.
- 6.3 The Equality Act 2010 requires the Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 6.4 Issues of equality and diversity are considered throughout the strategic focus, priorities and performance indicators in the Plan. This is illustrated, for example, in the focus on enhancing access to employment for young people with additional needs, or with low functional skills
- 6.5 Individual Equality Impact Assessments have been and will be completed for activity to deliver the priorities in the Plan.

Background Information

'Outcome Bees' - <https://www.hertfordshire.gov.uk/services/childrens-social-care/child-protection/hertfordshire-safeguarding-children-board/professionals-and-volunteers/hertfordshires-6-outcome-bees.aspx>

Corporate Plan - <https://www.hertfordshire.gov.uk/about-the-council/freedom-of-information-and-council-data/open-data-statistics-about-hertfordshire/what-our-priorities-are-and-how-were-doing/corporate-plan-2017-21.aspx>

Report to the Children, Young People and Families Cabinet Panel, 20 June 2018
<http://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/969/Committee/142/Default.aspx>

Report to Cabinet, 9 July 2018
<http://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/663/Committee/8/Default.aspx>

Foreword

Key
Hertfordshire
Facts

Vision

BE
SAFE

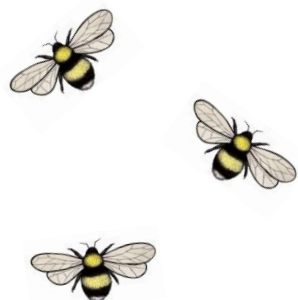
BE
HEALTHY

BE
AMBITIOUS

BE
INDEPENDENT

BE
RESILIENT

Hertfordshire
County of Opportunity
Hertfordshire County Council's
**Plan for Children
& Young People
2018 - 21**



Agenda Pack 31 of 103

A county that works for children, young people and families



BE
SAFE

BE
HEALTHY

BE
AMBITIOUS

BE
INDEPENDENT

BE
RESILIENT



Foreword

Hertfordshire’s Plan for Children and Young People presents more detail about the priorities for children, young people and their families outlined in Hertfordshire County Council’s Corporate Plan.

Part of the vision for Hertfordshire is to give every child, young person and their family the opportunity to live happy and fulfilling lives. This is underpinned by four ambitions which shape the work of the whole County Council, the: Opportunity to Thrive; Opportunity to Prosper; Opportunity to be Healthy and Safe; and Opportunity to Take Part. More specifically, the County Council in its role as a Corporate Parent for those children and young people who are in care or recently left care is committed to ensuring they feel safe, well cared for and supported to achieve their full potential.

These ambitions define the work of Children’s Services. The Service is part of the Hertfordshire system working for the benefit of children, young people, their families and communities.

We are supported by other departments within the County Council and partners such as the local district and borough councils, the health service, schools, police and the voluntary and community sector. Partnership working is essential in delivering effective services to all communities across Hertfordshire.

To achieve the Hertfordshire vision and ambitions for children, young people and their families, the County Council will work in a way that:

- Is open, honest and ethical;
- Identifies and addresses issues early;
- Values diversity, addresses inequality and supports the most vulnerable;
- Encourages commercial thinking and embraces digital opportunities to deliver services even more innovatively.

High quality schools and settings in Hertfordshire provide a high level of teaching from an early age which equip our children and young people for the future whatever their aspirations. However, whilst Hertfordshire is indeed a ‘county of opportunity’ for many, for some families and communities faced with generational issues and special educational needs and disabilities, accessing those opportunities is often hard to achieve.

This three year plan will build on what we are already doing well, it will evolve and develop our policies, procedures and the way that we work, but will target our resources on those children, young people and families that really need our help and guidance. The County Council is committed to ensuring that no child, family or community is left behind. In particular it is committed to meeting its statutory duties to protect children and young people effectively.

Financial pressures across the public sector; an increase in demography; the improvement of health care leading to the survival rate of children with complex medical conditions; an increase in the number of children with recognized complex behavioural difficulties; and an increase in the number of children and young people affected by intergenerational and societal pressures are placing extraordinary demands on Children’s Services. As a result, we are continually searching for new and innovative ways to deliver services to our communities to ensure we deliver the best services we can with the funding we have available.

Foreword

Key Hertfordshire Facts

Vision

BE
SAFE

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HEALTHY

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AMBITIOUS

BE
INDEPENDENT

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RESILIENT



Prevention is at the heart of all that we do. It is the basis of the Families First approach which focuses on providing support as problems emerge so families become more resilient and the challenges they face do not escalate. By helping families to sustain improvements, demand for more costly support is reduced. Success is dependent on partners and communities working effectively together to deliver early help to families, minimising the impact on the lives of children, the family and the communities around them. Our Family Safeguarding programme has changed the way child protection services are delivered leading to positive changes for families in terms of reducing crime, substance misuse, neglect, and health improvements and increasing attendance at school which in turn will be reflected in reduced demand on public services and a better prepared and skilled workforce across Hertfordshire.

To keep us focused on supporting families in a way that makes a positive difference to their lives, we are continuing to develop mechanisms to ensure we can evidence what works, share the learning across the services and develop and support our workforce to provide effective support to families.

For example, Children's Services has developed a new Outcomes Framework, known as the 'Six Outcome Bees' <http://www.hertfordshire.gov.uk/outcomebees> to enable us to assess and evidence our impact. This framework has been developed with the involvement of young people and partner organisations to ensure those things which are most important things to young people are identified and our performance against these are measured. The outcomes are inter-linked with all the 'bees' being important for the child or young person. Each outcome area means many different things depending on the individual or family we are working with. This framework enables us to set clear and measurable targets across the six domains that are agreed with service users, their families and our partners.

Hertfordshire is developing services in co-production with young people, families, carers and partner organisations to provide services which meet the needs of our communities and provide value for money in a time of scarce resources. The voice of children, young people and families spans our work as feedback is gathered about the services they receive and trained young commissioners are involved in the specification of services being commissioned.

Young people involved in 'Take Over Day' in November 2017 were asked what they consider are the two most important things to help them to live a happy and fulfilling life. Whilst these differ according to each young person, friends, family and being supported were commonly recurring themes. Hertfordshire relies on a skilled and dedicated workforce within the County Council, partner organisations and on staff and volunteers within the Voluntary and Community Sector. Together we will continue to work to improve all the outcomes for children, young people and families within Hertfordshire.



Julie Heritage
Executive Member for
Children's Services



Terry Douris
Executive Member for
Education, Libraries
and Localism



Jenny Coles
Director of
Children's Services

Foreword

Key Hertfordshire Facts

Vision

BE SAFE

BE HEALTHY

BE AMBITIOUS

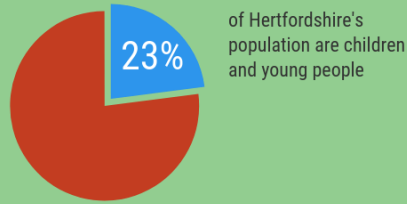
BE INDEPENDENT

BE RESILIENT

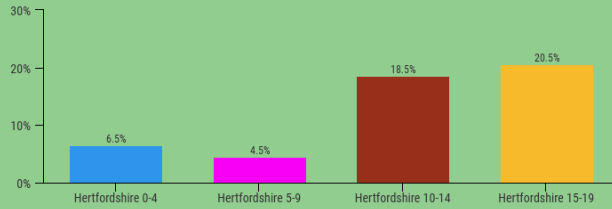
Population



Hertfordshire population 1,166,000



% increase in population by age group between 2017 and 2026 based on ONS 2014 population projections



The overall 0-19 projected increase is 11.9% in Hertfordshire and 6.3% in England

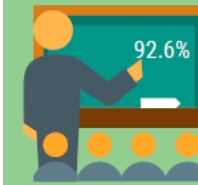
Hertfordshire A Place in Which to Grow

Early Years Foundation Stage

72.2% achieving a good level of development. (England average 70.7%)



Inequality gap 31.9% (England average 31.7%)



92.6% of Hertfordshire's schools rated as good or outstanding as at 31st March 2017 (England average 88.9%)

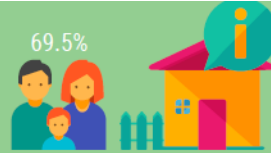
Referrals



6,360

referrals to children's social care received during 2016-17

Families in need reached at any children's centre 2016-17



69.5%

Children under 1 reached at any children's centre 2016-17



68.3%

Children in Need

Hertfordshire	England
193.1 children in need per 10,000 under 18 population	330.4 children in need per 10,000 under 18 population

Percentage of young people in Hertfordshire who are NEET as at March 2017

3.26%



6.2%

Percentage of young people in England who are NEET as at March 2017



Attainment 8 average score per pupil at Key Stage 4 2017



- Hertfordshire: 49.7
- England: 44.6
- Hertfordshire disadvantaged: 35.8
- England disadvantaged: 37.1
- Hertfordshire non-disadvantaged: 52.6
- England non-disadvantaged: 49.9
- Achievement gap between disadvantaged and non-disadvantaged pupils: 16.8

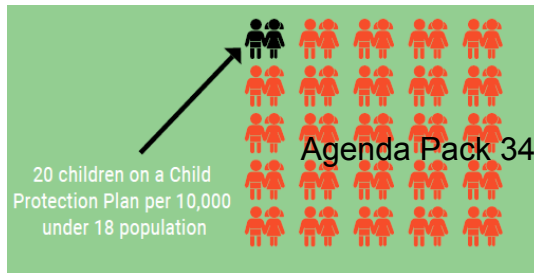


Child Protection

533 children on a Child Protection Plan as at 31/03/2017



701 children became subject to a Child Protection Plan during 2016-17



Children Looked After

905

Children looked after by Hertfordshire County Council as at 31/03/2017

100 CLA were adopted during 2016-17



75

CLA were Unaccompanied Asylum Seeking Children

That is 20% of those who left care

Strategic Focus

BE
SAFEBE
HEALTHYBE
AMBITIOUSBE
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- Hertfordshire is striving for continuous improvement to provide the right support in the right place at the right time. Hertfordshire's Plan for Children and Young People over the next three years is driven by a number of key strategies and approaches which are dependent on integrated multi-agency work with partners taking a holistic approach to meet the needs of families and improve outcomes for children and young people, these include:
 - A co-produced **Education, Skills & Training Strategy** will encompass school improvement and SEND priorities within schools and further education settings. The aim of partners in the education sector is to raise aspirations for all children and young people, enhance opportunities into higher education, training and employment by closing the gap in attainment and inspire young people to develop the skills to flourish in the workplace in their future lives.
 - The **Skills Strategy** aims to increase and develop Hertfordshire's workforce to ensure we can support a strong economy within which businesses can thrive, whilst enabling all residents of Hertfordshire to maximise their own individual potential and share in Hertfordshire's prosperity.
- The **Health & Wellbeing Strategy** aims to tackle health inequalities to make life better for everyone living in Hertfordshire with priorities based on the four life stages of Starting Well, Developing Well, Living and Working Well and Ageing Well. The strategy will shape the commissioning of services across the health and care system to develop more detailed action plans to improve the health and wellbeing of people who live and work in Hertfordshire. The importance of mental health and emotional wellbeing for children and young people, their parents and carers is reflected in the development and implementation of the **Mental Health and Wellbeing Transformation Plan** for children and young people in Hertfordshire.
- The focus of the **Families First Strategy** is early help and prevention. The needs of vulnerable children, young people and their families are identified at the earliest opportunity, are well assessed and met by families and agencies working effectively together. Improved and sustainable outcomes are achieved through building a family's resilience to, and increasing their capacity to manage, challenging circumstances.



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- **Keeping young people safe in their community**, or contextual safeguarding, is an increasing priority in Hertfordshire. This means protecting children and young people who are at risk because of factors outside of their family, such as child sexual exploitation, increasing levels of violence or gangs and the threats posed by radicalisation. A key focus for partners working together is to develop resilient communities where children and young people feel safe and part of a supportive community.
- The **0-25 Integrated SEND Commissioning Strategy** brings together SEND commissioning activity across the health and social care partnership to develop a more integrated approach with other services including Integrated Services for Learning, Early Help Services, Early Years Services, Learning and Housing support and Adult Care Services. The strategy reflects Hertfordshire's commitment to transform our support for children and young people with SEND to improve their journey from childhood into adulthood by increasing inclusivity and equity and reducing marginalisation thereby enabling young adults to have more fulfilled lives through better planning and preparation. The focus is to give families access to a wider range of support, self-directed wherever possible and deliver a more joined up response so that families receive a single, personalised, coherent offer of support.



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- **Family Safeguarding** is a whole-system approach within Children's Services to improve the quality of work undertaken with families, and thereby outcomes for children and parents. It brings together a partnership including the police, health (including mental health), probation and substance misuse services to tackle issues of domestic abuse, substance misuse and mental health within families.
- When children and young people come into care our **CLA Strategy** outlines our commitment to creating opportunities for our looked after children, young people and care leavers to reach their potential and have created a shared vision to promote positive outcomes. As Corporate Parents we want our looked after children to be given the same positive childhood experiences and opportunities that any parent would wish for their own child.
- These key areas of focus are reflected in Hertfordshire's Outcome Bees framework.

The Vision

Our Vision

Hertfordshire County of Opportunity:
A county that works for children and families

Hertfordshire gives every child, young person and their family the opportunity to live happy and fulfilling lives

Corporate Ambitions

Opportunity to be **HEALTHY & SAFE**

Opportunity to **PROSPER**

Opportunity to **TAKE PART**

Opportunity to **THRIVE**

Children's Services Outcomes

BE HAPPY

BE SAFE



BE HEALTHY



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www.hertfordshire.gov.uk/outcomebees

Priorities

Developing safe communities
Providing early help to build resilience
Protecting vulnerable children and young people

Providing children with a healthy start
Communities make healthy choices
Good mental health and emotional well-being

Narrowing the gap for underachieving groups
Raising aspirations for all children
Local integrated SEND support

Skills and Jobs for young people
Housing and accommodation choices
Employment for vulnerable young people

Empowered children making positive choices
Self-reliant families able to help themselves
Resilient children and young people





Hertfordshire's Ambition for Be Safe

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Our ambition to keep Hertfordshire's children, young people and families safe is everybody's business, not just the responsibility of statutory authorities.

Hertfordshire's focus is on early intervention and prevention to reduce the need for protection. To achieve this we are working with communities, enabling them to take responsibility for their own safety and the safety of those around them.

Our aim is to work in partnership with other organisations to deliver the right services at the right time to prevent problems escalating. Partner agencies throughout Hertfordshire are enabling self-help by sign-posting to information enabling families to access the right support as their needs arise.

Our Top Priorities

1. Develop safe communities by focusing on prevention.
2. Intervene early to address problems and build resilience.
3. Tackle domestic abuse and violence to protect and empower children, young people and families.



For more details you can visit:

[Families First Portal](#)

[Community Protection Plans](#)

[Domestic Abuse Strategy](#)

[Hertfordshire Safeguarding Children Board](#)

[Preventing Child Sexual Exploitation](#)

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Hertfordshire's Priorities for the Future

- Protecting children from abuse and neglect and supporting their recovery from any resulting trauma.
- Keeping children safe through our multi-disciplinary Family Safeguarding approach working in a holistic and integrated way to meet the needs of families.
- Helping young people and families experiencing mental health, substance misuse issues or domestic abuse to improve their ability to protect themselves and their children.
- Providing young people and families with early help to prevent problems from escalating, such as school attendance.
- Working to safeguard and promote the welfare of Unaccompanied Asylum Seeking Children.

How will we monitor our performance?

- Number of referrals to Children's Services
- Number of Families First Assessments closed due to needs met
- Number of children subject to a child protection plan
- Number of Children Looked After by the Local Authority
- Number of Children and Young People at risk of CSE being supported
- Number of children killed or seriously injured in road traffic accidents

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- Working in partnership to raise awareness of the risks of going missing and child sexual exploitation and help prevent it happening to young people in Hertfordshire.
- Working with partners to disrupt and tackle young people involved in violent activity which is closely related to the supply of drugs in Hertfordshire and child criminal or sexual exploitation and support victims.
- Working together with partner agencies and schools to reduce the threat from extremism.
- Using the wider resources of the Council, such as firefighters, to develop and promote community based prevention programmes.
- Targeting Road Safety campaigns to young people and newly qualified drivers between 17 and 25 years of age working towards the aim of zero road deaths in Hertfordshire.

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Hertfordshire's Ambition for Be Healthy

We are committed to improving the health and wellbeing of Hertfordshire's population and reduce the impacts of poor physical and mental health on children and families which can negatively affect educational achievement, income levels and quality of life.

Hertfordshire's focus on early intervention means working with partner organisations and schools to improve public health, key in preventing ill-health and disability saving the cost of future NHS treatment and social care.

Our aim is to ensure all children have a healthy start in life and are equipped with the knowledge and skills at an early age to make healthy and positive choices as they move into adulthood and throughout their lives.

Our Top Priorities

1. Ensure children have a healthy start and can make healthy choices.
2. Promote healthy lifestyles and healthy relationships so that people are able to participate to, and contribute to their community.
3. Provide information and a range of support for mental health and emotional wellbeing.

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The Daily Mile at Tannery Drift First School

For more details you can visit:

[Hertfordshire Health & Wellbeing Board](#)

[Health in Herts](#)

[Healthy Young Minds in Herts](#)

[Transformation Plan for Mental Health and Wellbeing](#)

[Hertfordshire Sustainability and Transformation Plan](#)

Hertfordshire's Priorities For The Future

- Delivering the Healthy Child Programme for 0-19 year olds through Family Centres and nurseries to promote, demonstrate and educate parents and carers about healthy eating so that children are a healthy weight from the earliest years.
- Delivering the National Child Measurement Programme to inform parents and carers about their child's weight and direct them to advice and support to help their children to reach and maintain a healthy weight.
- Schools are encouraging physical activity as part of the normal daily routine to keep children fit, help their mental wellbeing and resilience and help them do better at school.
- Improving early access to a continuum of mental health support and emotional wellbeing services delivered through a range of settings including schools.
- Supporting parents, carers, schools and services working with children and young people to provide good quality education about sex, healthy relationships and good sexual health.
- Commissioning services that provide personalised support and flexible responses that best meet the needs of individuals and families.



How will we monitor our performance?

- Percentage of children in reception and year 6 who are overweight or obese
- Percentage of immunisations up-to-date for Children Looked After
- Proportion of young people with a learning disability receiving an annual health check
- Number of young people accessing sexual health information
- Number of children and young people accessing targeted support through CAMHS

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Hertfordshire's Ambition for Be Ambitious

Our aim is to provide every child with a good start in life by supporting parents and early years settings to develop the skills and learning to ensure children across Hertfordshire begin school ready to thrive.

Hertfordshire's focus to provide 'A good school for every child in every district' has positively impacted outcomes at the end of Key Stages 1, 2, 4 and 5 and we wish to see these improve further.

Our aim is to improve outcomes for disadvantaged children who are not doing as well as their peers. Vulnerable children and those with challenging behaviour, those who are excluded from school or who otherwise miss elements of formal education need, and will receive, greater support. We wish to see disadvantaged children achieving well in line with their peers, locally and nationally, and aspiring to good future careers, higher and further education.

Our Top Priorities

1. Narrow the gap between our most vulnerable children and general society by supporting them to overcome adverse childhood experiences and recent trauma.
2. Raise standards, attainment and aspirations for all children.
3. Transform SEND provision by providing more local integrated support.



For more details you can visit:

[All Age Autism Strategy](#)

[Herts for Learning](#)

[Integrated Services for Learning](#)

[SEND Strategy](#)

[SEND Local Offer](#)

[YC Hertfordshire](#)

[Youth Justice](#)

[DfE Unlocking Talent Report](#)

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Hertfordshire's Priorities For The Future

- Bringing services together in Family Centres to provide local support to families.
- Working with our schools as key partners to produce and implement the School Improvement Strategy to improve the proportion of schools and settings which are Good and Outstanding and raise attainment across the county.
- Providing sufficient school places to meet needs and working with planners and developers to ensure new developments include community resources such as schools and green spaces.
- Inspiring and supporting young people to achieve their potential including progressing to apprenticeships or higher education and helping people with autism in education, transition to adulthood, training and work; developing skills and independence.
- Strengthening relationships with Multi-Academy Trusts, other school partnerships and Further Education colleges with a focus on supporting disadvantaged students.
- Developing our Special Education Needs and Disability (SEND) services to equip families and those that work with them to understand and address the underlying needs that result in behaviour difficulties.
- Supporting vulnerable young people, including young offenders and those who have disengaged, to stay in learning.
- Supporting families, enabling each child and young person to fulfil their potential both in childhood and as they move into adulthood.

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How will we monitor our performance?

- Percentage of eligible 2 year olds accessing free early education
- Proportion of schools and settings judged as Good or Outstanding by Ofsted
- The attainment of disadvantage children and young people at the Early Years Foundation Stage and each subsequent Key Stage
- Percentage of 16-17 year olds in learning
- The number of home educated children



Hertfordshire's Ambition for Be Independent

Our aim is for all vulnerable young people to move successfully through training into sustainable employment and independent living within our communities.

Hertfordshire's focus is on increasing opportunities, particularly for those who have been in care or are disadvantaged, to access further or higher education, apprenticeships and to develop the skills needed for employment and a life of independence in their own homes.

Our aims are to work with partners to increase the number of young people in education, employment and training. Through partnership working with employers, housing providers and local authorities, to provide people with access to a range of suitable jobs and accommodation options and reduce their risk of homelessness.

Our Top Priorities

1. Develop the skills of young people to flourish in the workplace.
2. Improve access to a wider choice of accommodation options and reduce homelessness.
3. Work with local economic partners to develop a broader offer of work experience and employment opportunities for our more vulnerable young people, including those with learning difficulties and disabilities.



For more details you can visit:

[Corporate Parenting Strategy](#)

[Hertfordshire Skills Strategy](#)

[SEND Local Offer](#)



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Hertfordshire's Priorities For The Future

- Working with partners to deliver the Skills Strategy to support, schools, colleges and other services to provide impartial careers guidance.
- Working with Hertfordshire Local Enterprise Partnership, education providers and employers to ensure all young people have the skills and experience to flourish in the workplace and contribute to the local economy.
- Identifying young people at risk of not being in education, employment or training and providing opportunities for additional support through volunteer mentors, work experience or employer mentoring to inspire them to achieve.
- Working with local employers to provide a wide range of opportunities for work experience, apprenticeships and workplace training including for young people with additional needs.
- Improving access to a range of accommodation choices for care leavers and young people with additional needs and developing their independent living skills.

How will we monitor our performance?

- Numbers of children receiving 30 Hours Free Childcare
- The proportion of young people aged 18-25 with a learning disability who are in employment
- Number of 18-25 year olds living in an independent setting
- Percentage of care leavers in suitable accommodation
- Percentage of young people, including care leavers in education, employment & training



- Helping vulnerable young adults, carers and those with disabilities to develop the confidence and skills to enable them to find work, build careers and be independent.
- Providing low cost courses to improve functional skills such as speaking & listening, reading & writing or courses which can help with gaining employment such as maths, computing and ICT skills or with finance, employment and skills mentoring.
- Providing 30 hours free childcare to support a move into employment for families where adults are not working.
- Providing good, reliable and accessible transport for young people, increasing their confidence and independence in making individual travel choices and promoting their physical and mental health.



Hertfordshire's Ambition for Be Resilient

Hertfordshire aims to increase self-reliance and peer support for children, young people and their families so they can access the information and support they need as soon as problems arise.

Our focus is on the development of self-help tools and information portals via the internet as an accessible and cost-effective way for us to provide advice and information to as much of Hertfordshire's population as possible. We support children in care and care leavers to establish their own support networks to help them transition to adulthood.

Our aim is to build community resilience enabling our children, young people and families to flourish and cope with the pressures faced in today's world.

Our Top Priorities

1. Ensure children have the best start in life and are equipped with the skills to make positive life choices.
2. Provide children and young people with the skills and information they need take responsibility for their own decisions.
3. Increase the resilience of families by providing them with the information, tools and services they need to help themselves.



For more details you can visit:

[Community First Strategy](#)

[Families First Portal](#)

[SEND Local Offer](#)

[YC Hertfordshire](#)

[Young Carers](#)



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Hertfordshire's Priorities For The Future

- Continue to develop the Families First Portal to provide information for families about organisations, services and groups in Hertfordshire where they can find support for themselves to help with problems they face.
- Provide support and solutions through local multi-agency co-ordinated working that involves a range of partner agencies, offering different services to meet the needs of each family in a more personalised way.
- Supporting the Community First Approach with the aim of preventing, reducing and/or delaying statutory intervention through community involvement which includes families, friends and community support groups to aid the most vulnerable in our society.

How will we monitor our performance?

- The number of children aged 3 & 4 benefitting from the Early Years Pupil Premium (EYPP) in addition to their free early education
- Numbers of children for whom Life Long Link networks have been created
- Sufficient local placements to increase choice for CLA
- Percentage of CLA in foster care who turn 18 in the year and stay put in their placement post 18
- Percentage of couples showing improved parental relationship following mediation or counselling



- Providing information to young people through YC Hertfordshire about local services and signposting to useful websites including job vacancies, advice drop in centres, travel services, youth projects, events and opportunities, music, media, games, performing arts and much more.
- Working with partners in the community, to ensure youth work projects and programmes provide information, guidance, work related learning and other positive experiences for young people which increase confidence, promote positive peer networks and build resilience.
- Providing stable placements for children in care and working with them and care leavers to build relationships with family members and establish their own ongoing support networks.
- Working with young carers and their families to provide support and prevent caring roles impacting on a child's ability to thrive, achieve and enjoy their childhood.

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HERTFORDSHIRE COUNTY COUNCIL

**COUNTY COUNCIL
TUESDAY, 17 JULY AT 10.00 A.M.**

EXECUTIVE REPORT TO COUNTY COUNCIL

LEADER OF THE COUNCIL

Agenda Item No.

6

This report is made by the Leader of the Council and, together with separate reports from each member of Cabinet, comprises the report under Standing Order 7.

1. Cabinet decisions since the last meeting of County Council

1.1 There will have been five Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The only item of business specifically attributed to me in my capacity as Leader of the Council was:-

Cabinet – 25 May 2018

- Cabinet Panels – Revisions

2. Employment Committee

2.1 On Thursday 7 June I chaired two meetings of the Employment Committee. Agenda items were Recruitment of the Chief Executive (Head of Paid Service) and Appointment of a Director of Environment & Infrastructure.

2.2 On Monday 18 June 2018, I chaired the Employment Committee. Items on the agenda were:-

- Pensions Schemes – annual update report on the Local Government Pension Scheme and Fire Fighter Pension Schemes Employer Discretions Usage
- Revisions to the Local Government Pension Scheme Employer Discretions Policy

3. Devolution: Local Collaboration

3.1 I have previously mentioned that I am involved in a number of conversations which seek to identify the best way forward for Hertfordshire particularly with the lack of clarity at national level regarding formal devolution for two-tier, shire areas. There continues to be sustained local interest in working better together and I am keen to identify and pursue options that might be available to us, other local authorities and public sector organisations in Hertfordshire moving forward.

3.2 As part of this work, the fourth Hertfordshire Public Sector Leaders' Partnership event took place on Thursday 19 April 2018 bringing together 26 organisations and approximately 100 attendees.

- 3.3 Attendees at the Partnership event gave a mandate to the Hertfordshire Public Sector Leaders' Steering Group to engage with Hertfordshire's MPs to raise awareness of the collaborative work that is being carried out in Hertfordshire. It is anticipated that a meeting with the MPs will take place in the early autumn.
- 3.4 On Wednesday 23 May 2018, I chaired a meeting of the Hertfordshire Public Sector Leaders' Steering Group. Membership of this group includes representatives from the Hertfordshire Leaders' Group, Hertfordshire LEP, the Police and Crime Commissioner, Hertfordshire Partnership Foundation Trust, Herts Valleys Clinical Commissioning Group and myself. Presentations were given and discussion took place regarding Hertfordshire's response to the Apprenticeship Levy, Local Transport Plan 4 and next steps following the event mentioned at 3.3.

4. National / Regional Events

- 4.1 On Wednesday 28 March 2018, I attended a meeting of the County Councils Network Council which was addressed by Rishi Sunak, MP, the Minister for Local Government.
- 4.2 On Thursday 5 April 2018, I attended the Local Government Association (LGA) Resources Board.
- 4.3 On Friday 6 April 2018 and Friday 18 May 2018, I attended meetings of England's Economic Heartland. This is a partnership of councils and local enterprise partnerships which includes the growth corridor from Oxford through Milton Keynes and across to Cambridge and is providing a single, joined-up voice to Government on infrastructure needs. It was agreed at Cabinet on 18 June 2018 that the County Council would become full members of this body.
- 4.4 On Tuesday 24 April 2018 and Tuesday 26 June 2018, I gave evidence at Westminster to the East of England All-Party Parliamentary Group sessions addressing infrastructure, investment and housing and the Local Industrial Strategy respectively.
- 4.5 On Wednesday 25 April 2018, I attended a London Stanstead Cambridge Corridor (LSCC) Board meeting and on Wednesday 27 June 2018, I attended the LSCC Conference.
- 4.6 On Thursday 24 May 2018 and Tuesday 10 July 2018, I attended meetings of the County Councils Network Executive.
- 4.7 On Monday 4 June 2018, I attended the inaugural Chamberlain Lecture being given by The Rt Hon Lord Heseltine.
- 4.8 On Friday 15 June 2018, I attended meetings of the South East Strategic Leaders (SESL), including the Annual General Meeting. This is a partnership of county and unitary authorities committed to nurturing the engine room of

the UK economy and promoting public service excellence. The Council has become a member of the partnership.

- 4.9 On Wednesday 20 June 2018, the Chief Executive and I, along with Derrick Ashley (Executive Member for Growth, Infrastructure, Planning and the Economy) attended a County Councils Network conference – Building for the Future.
- 4.10 On Thursday 28 June 2018, I attended the LGA Resources Board and, along with other colleagues, I attended the annual LGA Conference held in Birmingham on 3-5 July 2018.
- 4.11 On Wednesday 11 July 2018, I attended a roundtable discussion involving Hertfordshire, Essex and Crossrail 2.

5. Local / Internal events

- 5.1 On Wednesday 28 March 2018, I attended the Hertfordshire Fire and Rescue Service long service and good conduct medal presentation.
- 5.2 On Thursday 29 March 2018, I attended the launch of the Hertfordshire Science Partnership at the University of Hertfordshire, which was officially launched by Richard Harrington MP, Parliamentary Under Secretary (Department for Business, Energy and Industrial Strategy).
- 5.3 Following the launch event mentioned in paragraph 5.2, I attended the Hertfordshire Local Enterprise Partnership Annual Conference at the Fielder Centre in Hatfield, which was opened by Richard Harrington, MP and where plans to develop a Local Industrial Strategy for Hertfordshire were set out.
- 5.4 On Monday 9 April 2018, I had the opportunity to meet with Sandra Matthews-Marsh of Visit Herts.
- 5.5 On Monday 16 April 2018, I, along with other colleagues and officers, attended the signing of the Strategic Joint Venture between the Council's wholly owned property company, Herts Living Ltd, and Morgan Sindall Group.
- 5.6 On Wednesday 18 April, I attended the farewell event for the Mayor of Watford, Dorothy Thornhill. Since then, I have had the opportunity to meet with the newly elected Mayor, Peter Taylor, who visited to County Hall on Thursday 14 June 2018.
- 5.7 On Monday 23 April 2018, I attended the opening of the Cell and Gene Therapy Catapult manufacturing centre in Stevenage.
- 5.8 On Thursday 10 May 2018, I visited the Council's Integrated Discharge Team at Watford General Hospital.
- 5.9 On Wednesday 16 May 2018, I participated in the scrutiny of the Hertfordshire Local Enterprise Partnership.

- 5.10 On the afternoon of Wednesday 16 May 2018, I attended the opening of De Ramsey and Fisher Court at Rothamsted Research.
- 5.11 The annual County Show took place over the weekend of 27/28 May 2018. The event was well attended and a resounding success. I would like to thank colleagues, members of staff, partners, volunteers and performers, all of whom helped to ensure our marquee was lively, interesting and full of energy all weekend.
- 5.12 On Saturday 2 June 2018, I attended the High Sheriff's Garden Party.
- 5.13 On Tuesday 5 June 2018, I attended the Brookfield Garden Village exhibition.
- 5.14 On the evening of Thursday 7 June 2018, I attended the Inspiring Hertfordshire Awards at St Albans Cathedral.
- 5.15 On Friday 8 June 2018, I met with David Lloyd, Hertfordshire Police & Crime Commissioner to discuss the Addendum to his business case in respect of the possible change of governance of the Hertfordshire Fire and Rescue Service.
- 5.16 On Monday 11 June 2018, I attended the Local Enterprise Partnership's Apprenticeship Work conference at the Fielder Centre in Hatfield.
- 5.17 On the afternoon of Monday 11 June 2018, I attended the Council's 40 year Long Service Awards event, which was hosted by the Chairman of the County Council.
- 5.18 On Thursday 14 June 2018, I met with Charles Walker, MP to discuss issues around the provision of adult social care.
- 5.19 On the evening of Thursday 14 June 2018, I attended the University of Hertfordshire Annual Court meeting, which focussed on the Local Industrial Strategy.
- 5.20 On Thursday 21 June 2018, I attended the Hertfordshire Health and Wellbeing Board Conference.
- 5.21 On Monday 25 June 2018, I met with Stephen McPartland, MP for a general discussion.
- 5.22 On Tuesday 26 June 2018, I attended a Royal Visit at the University of Hertfordshire in Hatfield.
- 5.23 On Friday 6 July 2018, I attended the 70th Anniversary of the NHS East and North Herts NHS Trust at Lister Hospital in Stevenage.
- 5.24 On Saturday 14 July 2018, I attended the Chairman's Garden Party.

6. Hertfordshire Forward

- 6.1 Partnership working across Hertfordshire has developed considerably in the last few years and we now have much stronger and more active partnership working across all sectors. Therefore, to avoid potential duplication of effort, meetings, and events, I have decided the Hertfordshire Forward Strategy Group and Hertfordshire Assembly will cease to meet.
- 6.2 As a Council we remain strongly committed to partnership engagement and recognise the importance of bringing all partners from across the county together to collectively discuss the key issues facing us all. Therefore, the annual Hertfordshire Forward conference will continue and this year's conference will be held on the morning of Wednesday 19 September 2018 at Rothamsted Conference Centre with the theme of Growth and the Local Industrial Strategy.

7. Hertfordshire Leaders' Group (HLG)

- 7.1 A meeting of the HLG took place on Thursday 24 May 2018. Key items on the agenda included a presentation on Health and Social Care from a Local Authority perspective; long term strategic planning in Hertfordshire and feedback following the Hertfordshire Public Sector Leaders' Partnership Event (see 3.2 above). Leaders agreed to a series of facilitated workshops in relation to long term strategic planning and the first of these took place on Thursday 28 June 2018.
- 7.2 The next meeting will take place in July 2018 – date to be confirmed.

8. Forward Plan – July 2018

- 8.1 I invite the County Council to receive the updated Forward Plan dated 6 July 2018.

[Cabinet - 23 April 2018](#)

[Cabinet - 14 May 2018](#)

[Cabinet - 25 May 2018](#)

[Cabinet - 18 June 2018](#)

[Cabinet - 9 July 2018](#)

David Williams
Leader of the Council
July 2018

PORTFOLIO: ADULT CARE AND HEALTH**1. Cabinet decisions since the last meeting of County Council**

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The following items of business were specifically attributed to this portfolio:-

Cabinet – 14 May 2018**A016/18 - Adult Care Services – proposed participation in European Structural and Investment Funds Grant: Upskilling the workforce–**

Cabinet agreed the proposal to bid for European Structural Investment Fund (ESIF) monies under the 'Care to Step Up - Up-skilling the Workforce in the Health and Social Care Sector in Hertfordshire' programme offered by Hertfordshire Local Enterprise Partnership (LEP). The LEP is making available for investment £1.5m, to be matched by the successful applicant, to deliver a total funding package of £3m to support and promote a sustainable social care workforce by providing additional qualifications and specialist training for the sector. Cabinet agreed that if successful in the bid process, the Director of Adult Care Services, in consultation with the Executive Member for Adult Care and Health, be authorised to finalise the terms on which the ESIF is to be accepted by the Council, and the Council will take on the responsibility for the administration of the ESIF Grant and will arrange for delivery of the grant objectives.

Cabinet – 18 June 2018

A024/18 – Hertfordshire Adult Care Services Workforce Strategy 2018 - 2021–Cabinet approved the Hertfordshire Adult Care Services Workforce Strategy 2018 - 2021.

A023/18 - Approval of Hertfordshire Carers Strategy 2018-2021 – Cabinet approved the Hertfordshire Carers Strategy 2018-2021

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by CabinetCabinet – 24 September 2018

A027/18 – Adult Care Services Market Position Statements – Review – Cabinet will be asked to review and approve revised Market Position Statements for adult care services.

4. Key Partnerships

- 4.1 No partnership meetings have taken place during this period. Hertfordshire Health & Wellbeing Board Development Event on took place on 13 June 2018 and Hertfordshire Health and Wellbeing Board Annual Board Conference on the 21 June 2018.

5. Other comments

- 5.1 Officers and Members from the County Council have fully participated in a series of workshops with local NHS colleagues around their Sustainability and Transformation Planning process. Discussions around the creation of Integrated Care Partnerships and provider alliances are at a very early stage and we are seeking to influence and join where risk can be managed.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Adult Care and Health Cabinet Panel has met on 24 April 2018 and 12 June 2018. The matters discussed can be found at the following locations:

[Adult Care and Health Cabinet Panel - 24 April 2018](#)

[Adult Care and Health Cabinet Panel - 12 June 2018](#)

Fiona Hill
Deputy Executive Member for Adult Care and Health
July 2018

PORTFOLIO: COMMUNITY SAFETY AND WASTE MANAGEMENT

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The item of business specifically attributed to this portfolio is detailed below:-

Cabinet – 18 June 2018

The potential transfer of governance of Hertfordshire Fire and Rescue Service from Hertfordshire County Council to the Office of the Police and Crime Commissioner – The Police and Crime Commissioner (PCC) submitted an addendum to the local business case on 8 June. Cabinet agreed the process through which the County Council will formally respond and that the previously stated position of the Council in opposing the PCC's Local Business Case should not change.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet – 9 July 2018

A042/18 Approval of Regulation of Investigatory Powers (RIPA) Annual Report and the Adoption of a new Policy on Social Media in Investigations – Cabinet will receive its annual report on the use of the Regulation of Investigatory Powers (RIPA) within Hertfordshire County Council over the period 1st April 2017 to 31st March 2018 and will be invited to agree the use of policies on:

- (a) Directed Surveillance and Covert Human Intelligent Sources; and
- (b) Acquisition and Disclosure of Communications Data from communication service providers.
- (c) The Use of Social Media in Investigations.

Cabinet – 24 September 2018

The provision of a sustainable Household Waste Recycling Centre (HWRC) network: Cabinet may, subject to the view of the Cabinet Panel meeting on 10 September 2018, be required to consider a form of consultation to residents and timetable on options for cost recovery within the service. This could include seeking views on charging for the disposal of wastes that the Authority is not obliged to accept free of charge, further restricting the use of the centres by van, trailers and/or commercial type vehicles and restricting access to the centres by non-residents or requiring payment for access.

A045/18 Amendment to Trading Standards Formal Actions Policy -

Cabinet will be invited to approve a revised Trading Standards formal actions (prosecution) policy following legislation which gives Trading Standards departments the ability to issue penalty charge notices rather than taking prosecutions.

4. Key Partnerships

4.1 ADEPT Award

In early May at the Association of Directors of Environment, Planning & Transport (ADEPT) the Herts Fly Tipping Group (FTG) picked up its second honour of 2018 winning the Presidential Award for best project for 'Improving the Environment and Public Health'. The final figures for 2017/18 show the number of reported incidents fell by 2,731. This is a 17.9% reduction compared to 2016/17.

4.2 Hertfordshire Waste Partnership (HWP)

One of the highest priorities for the Member Group (which will have 5 new Members) will be to get to grips with the implications of the EU's recent adoption of the new Circular Economy Directive which the UK Government has confirmed will be reflected in the UK's new Resources & Waste Strategy due out in the autumn. This is likely to result in new and significant statutory targets for waste reduction and recycling.

5. Other comments

5.1 Residual Waste Treatment Programme

The public inquiry timetable for the planning application, from Veolia Environmental Services Ltd, for an Energy Recovery Facility (ERF) at Rye House, off Ratty's Lane, Hoddesdon has been confirmed and began on the 19th June. The inquiry includes a projected 20 'sitting days', concluding on the 2 August. There are 4 confirmed 'Rule 6' parties that will be represented in opposition to Veolia's proposals; they are the Borough of Broxbourne, Herts Without Waste, the Hoddesdon Society, and Nazeing Parish Council. Veolia, the Waste Planning Authority and the Rule 6 parties exchanged proofs of evidence on the 22 May. The majority of disposal arrangements under our current set of residual waste contracts expire in March 2021, with some arrangements coming to an end in 2020. The delay to the programme for the Rye House ERF means there is a requirement to secure short term 'bridging' contracts from 2020/21 to the point where Rye House (if positively determined) is operational or to provide alternative short term arrangements whilst a longer term view is developed.

5.2 The new Ware HWRC 'super-site' planning application

Following the last Executive Report to County Council, the application was not called in by the Secretary of State and planning permission was granted with a decision notice dated 13 March 2018. Officers are working with the main contractor to discharge planning conditions and, should matters proceed to timetable, it is expected that works on site will commence in October 2018. Construction is expected to take a year to complete during which time the existing facility will be unavailable. Discussions on alternative options for residents are underway with the HWRC contractor.

5.3 Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services

(HMICFRS) are scheduled to inspect Hertfordshire Fire and Rescue Service (HFRS) from the 9 to 13 July. The HMIFRS team will be seeking to determine the efficiency and effectiveness of the service. The team will focus on three main themes:

- how effective HFRS is at preventing, protecting against and responding to fire and other risks;
- whether HFRS provides value for money
- how well HFRS looks after its people and ensures fairness and diversity.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Community Safety and Waste Management Cabinet Panel will have met on 27 April 2018 and 21 June 2018. The matters discussed can be found at the following locations:

[Community Safety and Waste Management Cabinet Panel - 27 April 2018](#)

[Community Safety and Waste Management Cabinet Panel - 21 June 2018](#)

Terry Hone
Executive Member for Community Safety and Waste Management
July 2018

PORTFOLIO : CHILDREN, YOUNG PEOPLE AND FAMILIES

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The following items of business were specifically attributed to this portfolio:-

Cabinet – 18 June 2018

A069/17 Proposal to reconfigure existing services to schools to support them to meet the needs of primary aged children with Specific Learning Difficulties (SpLD) by 31 August 2018 - Cabinet accepted the amended proposals as detailed within the report and agreed to publish a statutory notice to close the 10 primary Specific Learning Difficulties (SpLD) bases, with effect from 31 March 2019

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet – 9 July 2018

A020/18 Hertfordshire's Children's Plan – Cabinet will be asked to recommend to Council that Council approves the Hertfordshire Strategic Plan for Children and Young People 2018-21.

A030/18 Invest to Transform funding for Childrens Services SEND (Special Educational Needs & Disability) services – Cabinet will be invited to approve the proposed approach of Children's Services to transforming the system, services and approach to support children and young people with Special Educational Needs and/or Disabilities (SEND) and their families, and to agree to the investment of £3,012,357 from the Prevention Invest to Transform funding.

Cabinet – 24 September 2018

A028/18 Changes to Local Safeguarding Board Arrangements – Cabinet will be asked to consider and approve proposed changes to local safeguarding board arrangements.

A044/18 Hertfordshire Adoption Service providing services for Luton Borough Council – Cabinet will be invited to consider a proposal that the Council's adoption service provides services for Luton Borough Council.

4. Key Partnerships

4.1 Update on Hertfordshire Children’s Safeguarding Board (HSCB) model

The review of the HSCB has been concluded and a draft proposal for future safeguarding partnership arrangements has been completed. This has been agreed by the three relevant agencies’ (County Council, Police and Health) Chief Officers and the Executive Member and shared across the Board. The proposed new arrangements will work in a similar way to now, however it is proposed that the governance mechanism, ie sub groups and committees be streamlined and that the Board look to work jointly with the Adult Safeguarding Board, where possible, merging some functions to enable a more streamlined approach to the partnership and achieving savings.

Final publication of Working Together 2018, the Government Guidance on how safeguarding arrangements should work, is due in the coming months and the new proposals will then be finalised. It is proposed that these new arrangements are presented to Children, Young People and Families Panel and Cabinet in September 2018 for approval followed by implementation in October. The HSCB has applied to be an ‘early adopter’ which would enable support from the Department for Education as well as shared learning with other local safeguarding children’s boards. The outcome of this application is due on later in June.

5. Other comments

5.1 Nascot Lawn

The transition of families from Nascot Lawn (NL) to County Council settings continues. Good progress is being made by the 0-25 Together Team. Nascot Lawn is continuing to be used by families at the moment and Hertfordshire Community Trust (HCT) has confirmed that there is sufficient staff to run services there until the end of July 2018. HCT is currently reviewing the position regarding staffing during August.

5.1.1 Over Night Short Breaks

As at 1 June, there were 41 families (from both Herts Valley’s Clinical Commissioning Group (HVCCG) and East and North Herts Clinical Commissioning Group (E&NCCG) who are being/have been supported to transfer to alternative services. The services which families are transferring to as at 01 June were as follows:

JUNE	Completed	In Progress	Not Started
Direct Payment	5		
Peartree House		6	
The Pines	1	5	
Shared Care	1		
West Hyde	6	6	7
Adult Care Provision	1	1	1
Out of county respite	1		
Total	15	18	8

The status of transitions by CCG is as follows:

Of the 41 children and young people transition:

- 32 HVCCG
- 9 East and North Herts

Complete (15)	10 HVCCG 5 E&NCCG	Either in Overnight Short Break HCC unit or Direct payments or shared care
In progress (18)	15 HVCCG 3 E&NCCG	An additional 6 will be transitioned by end of June
Not Started (8)	7 HVCCG 1 ENHCCG	
Total	41	

Of the eight families who have not started their transition by June 2018:

- 3 families are looking to transfer to West Hyde. 2 of these transitions are scheduled to begin in June. The other family is in discussion about potential interim solutions.
- 4 families are scheduled to begin transition in September 2018. All 4 families have agreed interim support.

From 01 July, a total of 12 families will still be receiving support at Nascot Lawn. Of these, 9 receive overnight support; and three families receive daycare.

Two young people are transitioning to adult care provision. Transitioning to this provision can take longer as families have to think about new forms of support. Families have to be introduced to new services and the choice can be daunting. Neither young person has yet turned 18 years however it is important that they do not experience two moves in a short time period.

5.1.2 Daycare

There were ten daycare children who had to be transferred to other services.

The progress of these transfers is as follows:

- 3 families have been supported to access Free Early Education in universal settings, or are accessing support their local Children's Centre.
- 1 family have chosen not to access any other support.
- 1 family will access Free Early Education when their child is old enough to become eligible.
- 3 families are being supported through the EHCP process to access special schools by the SEN teams.
- 2 families have chosen not to engage with universal services, but are being supported by 0-25 Together.

Members will be aware that we are seeking to extend West Hyde to create two additional bedrooms. The planning application will be made to Three Rivers District Council by the end of July and a decision should be forthcoming by the end of September. Building work is timetabled to commence in October, and is scheduled to be complete by the end of February 2019.

5.2 Outcome Bee Launch Event

A successful Outcome Bee Launch event was held on the 18 April to update partners on how the framework is being embedded in Children's Services and was an opportunity for partners to think about how they can use the Outcome Domains in their practice.

5.3 Gangs and Knife Crime Seminar

On the 23 of April Hertfordshire Constabulary and partners arranged a workshop aimed at raising awareness on the rise in violent crime and gang affiliation. Around 200 people from a range of organisations, including schools attended the seminar which provided a helpful opportunity to enhance their knowledge base and understand how this is impacting in Hertfordshire. Work is now going on to develop a multi-agency strategy.

5.4 CAMHS Transformation Conference

On 21 May, stakeholders from across Hertfordshire had the opportunity to hear feedback on the progress that has been made against Hertfordshire's Transformation Plan. Some of the presentations were particularly powerful because they were delivered either by young people who had received services or their parents. Key themes coming out of the conference included the importance of early help in schools, family centres and other settings, the need to have big ambitions in order to make the progress we are looking to achieve and strong links between physical and mental health and wellbeing.

5.5 Launch of the Mocking Bird Family Model

On 10 June, Hertfordshire County Council, with support from the Fostering Network, launched the first Mockingbird Fostering Hub. These Hub carers will not have any children in placement but will, instead, offer support and sleepovers to approximately ten, linked, fostering households. The model promotes the idea of an 'extended family' approach to fostering which gives carers a close support network and someone with whom they can share both their triumphs and their challenges and the children have a wider group of safe and trusted adults to turn to as well as the opportunity to meet other children in care who might have had similar experiences to them. Due to the positive feedback we have received from foster carers during the development period we are already planning our next three Hubs and we expect the model to improve both the retention of foster carers and the placement stability of children.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Children, Young People and Families Cabinet Panel will have met on Wednesday 20 June 2018. The matters discussed can be found at the following location:

[Children, Young People and Families Cabinet Panel](#)

**Cllr Teresa Heritage
Executive Member for Children, Young People and Families.
July 2018**

PORTFOLIO: EDUCATION LIBRARIES AND LOCALISM

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The following items of business were specifically attributed to this portfolio:-

Cabinet – 23 April 2018

A011/18 - 'Inspiring Libraries' – Delivering the next phase - An Outline Business Case concluded that a Public Service Mutual is the model offering the greatest scope to continue to deliver an affordable, sustainable and responsive public library service to Hertfordshire residents now and in the future. Cabinet endorsed the Outline Business and delegated to the Director of Resources authority to proceed to developing the Full Business Case and detailed Business Plan to support the setting up of a Public Service Mutual for approval by Cabinet in the autumn of 2018.

Cabinet – 18 June 2018

A034/18 – Whether or not to agree to the proposal to relocate the Primary Support Base (PSB) at Springmead Primary School to Swallow Dell Primary and Nursery School taking into consideration the outcome of a public consultation. Cabinet agreed to the proposal to relocate the PSB

A031/18 - A change in approach to developer sought contributions to school buildings. Cabinet agreed to the proposed change.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

A019/18 – Cabinet on 23 April 2018 - Following the decision of Cabinet, the proposal for the Ivy Learning Trust to sponsor Tower Primary School was discussed at the Regional Schools Commissioner's Headteacher Board in May and it has been confirmed that the Ivy Learning Trust has been approved as the Sponsor MAT for Tower Primary. The Ivy Learning Trust will therefore become Tower's sponsor from 1 September 2018.

Tower recently had an Ofsted monitoring visit and as a result the school will be removed from Special Measures. The official report has not yet been published on the Ofsted website but the Trust has written to the parents to inform them and told the staff.

From 1 September 2018, Tower Primary School will become known as Larkspur Academy. The Trust has a marketing strategy in place and has a number of events planned to introduce Larkspur to the community and to share their vision for the school. The Trust is confident that it will grow pupil

numbers and their financial plan is based on 22 pupils for the reception year 2019-20 rising to 30 for 2020-21 so they have taken the decision not to reduce their Published Admission Numbers.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet – 9 July 2018

A018/18 - Whether to publish a statutory notice in respect of the proposal to enlarge and relocate Westfield Community Primary School to a new school site at High Leigh, Hoddesdon, taking into consideration the outcome of a public consultation - Cabinet will be asked whether to publish a statutory notice.

A041/18 - Whether to agree to the governing body's proposal to change the category of Barley (VC) C of E School, Royston from Voluntary Controlled (VC) to Voluntary Aided (VA) - Cabinet will be asked whether to agree to the governing body's proposal.

4. Key Partnerships

4.1 Hertfordshire Compact

The Hertfordshire Compact Partnership continues to build on the positive relationship between Hertfordshire statutory organisations and the voluntary and community sector. The number of signatories to the Hertfordshire Compact continues to grow and we have our first 'Friend of Compact', a Community Interest Company, as a signatory. The partnership group decided in March to move to a 'Forum' approach and Connect Hertfordshire has been tasked with organising these events involving a much wider set of people from both the voluntary and statutory sectors. These events, to be held twice a year, will be a place for everyone to discuss ideas, seek advice and share good practice and stories of success relating to their experiences of the Compact way of working. They will be open to anyone to attend with a focus on presentations and facilitated discussion.

4.2 Armed Forces Covenant

The Covenant Board met on 6 March 2018 and was commended by Royal British Legion (RBL) representatives on the fact that we had written to Hertfordshire schools inviting them to consider the RBL Supporting Service Children in School Best Practice Guide. A number of schools responded providing examples of their current practice that were considered to be outstanding; subsequently a recommendation has been made to the RBL Director General to cite Hertfordshire as an example of an Authority demonstrating good practice.

On 24 May, I attended an Employer Engagement Business Breakfast hosted by the Ministry of Defence (MOD) at Knebworth Barns. The aim of the event was to brief Hertfordshire employers on the value serving personnel, both

regular and reservists, and veterans bring to business, encouraging employers to join the Employer Recognition Scheme.

The Council will have raised the Armed Forces Flag at County Hall on Monday 2 July in support of Armed Forces Day. The event hosted by the Chairman, is due to be supported by the High Sheriff, the Hertfordshire and Bedfordshire Army Cadet Force, Hertfordshire Aldermen, a Group of Pupil Parliament Children and members of the Covenant Board.

4.3 Hertfordshire Lifestyle and Legacy Partnership

The Lifestyle and Legacy Partnership met on 16 April 2018. The Partnership heard about the continued success of Hertfordshire's Year of Physical Activity (YOPA) and projects associated with YOPA, such as the 'Never too Late' campaign. We also heard that Hertfordshire Association of Cultural Officers (HACO) had endorsed a Hertfordshire's Year of Culture 2020 proposal, which will bring cultural providers from across the county together to promote participation in the arts as a way of raising wellbeing.

5. Other comments

5.1 Libraries

- On 11 May, I travelled to Chester to visit Storyhouse - a new library and arts centre, which co-locates the City's Central Library with a theatre and cinema to create a hub for cultural activities.
- On 15 May, I was delighted to officially open the newly refurbished Hitchin Library. New features include a much-improved children's library - complete with a Harry Potter wall - improved reference and study facilities with powered wi-fi benching, a disabled toilet and a bookable community meeting room. Since the completion of the refurbishment, more than 500 new members have joined the library – a 32% increase on the same period last year. The library has hosted a series of popular events, from Harry Potter Book Night, to the launch of a coding club, and a programme of talks from local authors.
- On 24 May, I attended an event to mark the fiftieth anniversary of the opening of Rickmansworth Library on its High Street site.

5.2 Education

5.2.1 Under 11s Allocations

Almost 97% of Hertfordshire children were allocated a place at one of their preferred primary schools on National Allocation Day (16 April 2018).

Of the 14,389 applications for reception places received for Hertfordshire children, 13,938 were allocated a ranked primary school. Of these over

86%(12,416) were allocated their first ranked school – compared to under 85% last year.

Following the second run of the Continuing Interest List the total number of Hertfordshire applications rose to 14,641.

The remaining number of applicants without a school of preference is 277 (105 of whom did not list their nearest school) this represents 1.8%.

5.2.2 Secondary Transfer Allocations

At National Allocation Day (1 March) nearly 95%of Hertfordshire children were allocated a place at one of their preferred secondary or upper schools. Despite an increase of 500 applications (3.7%) compared to last year, more children were allocated a place at one of their ranked schools.

Of the 14,175 Hertfordshire children who applied this year, 13,384 have a place at a preferred school (94.4%) and 11,018 children (78.1%) gained a place at their first ranked school.

388 (2.78%) remain non ranked allocations following the second run of continuing interest is (222 of which did not rank their nearest school).

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Education, Libraries and Localism Cabinet Panel will have met on 17 April 2018 and 5 June 2018. The matters discussed can be found at the following locations:

[Education, Libraries and Localism Cabinet Panel - 17 April 2018](#)

[Education, Libraries and Localism Cabinet Panel - 5 June 2018](#)

Terry Douris
Executive Member for Education Libraries and Localism
July 2018

PORTFOLIO: GROWTH INFRASTRUCTURE PLANNING AND GROWTH

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The following items of business were specifically attributed to this portfolio:-

Cabinet – 14 May 2018

A013/18 – Approval of Local Transport Plan 4 - Cabinet agreed:

- i) that the Local Transport Plan 4 supporting documents should include a new Rural Transport Strategy;
- ii) that an Electric Vehicle technical report be produced with consideration for an Electric vehicle strategy at a later date; and
- iii) to recommend to full Council that it adopts the draft Local Transport Plan 4, attached at Appendix B to the Report.

At its meeting on 22 May 2018 Council approved the adoption of the Local Transport Plan 4 and agreed that the Chief Executive, in consultation with the Executive Member for Environment, Planning and Transport, be authorised to make such make minor amendments as necessary prior to its publication.

Cabinet -18 June 2018

A006/18 – Hertfordshire County Council Membership of emerging Sub-National Transport Bodies - Cabinet agreed that the County Council joins England's Economic Heartland and its emerging Sub National Transport Board as a full member and joins Transport for the East as an Associate Member.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet – 9 July 2018

A043/18 Welwyn Hatfield Local Plan - approval to amend Statement of Common Ground and Hearing Statement (January 2018) in relation to New Barnfield Hatfield – Cabinet agreed to recommend to full Council that the proposed amendments to the Statement of Common Ground and Hearing Statement be approved. Council will consider this matter at its meeting on 17 July 2018.

4. Key Partnerships

4.1 I have attended the following Partnership Meetings :-

11 April - East West rail Consortium Annual General Meeting

20 April - Hertfordshire Local Transport Body Meeting

27 April - Maylands Enterprize Zone Partnership Board

30 April - Harlow/Gilston Garden Town Member Board

23 May - Oxford – Cambridge Expressway Stakeholder Conference

4 June - East of England Transport Forum

5 June - A414 Member Group

7 June - Hatfield Renewal Partnership Board Meeting

11 June - Duty to Co-operate Meeting with St Albans City and District Council

14 June - East-West Rail Consortium Board

18 June - Harlow and Gilston Garden Town Member Board

21 June - Six Authorities Group.

5. Other comments

5.1 Infrastructure Prospectus and Funding Strategy

The County Council on behalf of HIPP have appointed AECOM to prepare an Infrastructure and Funding Prospectus for the County. This document will pull together the confirmed growth and infrastructure requirements for the County to 2031, cost the infrastructure and then develop a funding strategy to set out how best to achieve the delivery. The work is programmed to have reached a draft stage by August and consultation with Stakeholders is programmed for September.

5.2 Joint Strategic Plan for the South West of the County.

A scoping meeting has taken place with East of England LGA (EELGA) and the Local Government Association, to map out the process to support the Joint Planning Exercise in the South West of the County. Over the next three months an intensive programme of meetings and 1 to 1's will take place involving the five Local Planning Authorities and the County Council, to map out an overall vision for this work and establish the ground rules for how the joint planning work will be conducted.

5.3 The Growth and Infrastructure Unit

The new Growth and Infrastructure Unit has now been established. It is designed to meet the challenge of growth across Hertfordshire. With 35 strategic sites already programmed for delivery through the current raft of Local Plans, and a third of those sites under detailed negotiation, the Unit will be ensuring that the impact of development is mitigated through the provision of appropriate infrastructure on behalf of County Council services. For example, based on recent estimates this equates to approximately 60 new primary schools and 20 new secondary schools to meet demand from current plan periods.

5.4 Govia Thameslink Railway (GTR) Services

Problems with the services delivered by GTR continue. A new far more limited emergency timetable has now been put into place, which generally reduces the number of services running to level before the changes. Further letters have been sent to GTR and the Minister to express our concerns about the impacts on our residents and businesses. GTR are currently programmed to give a presentation on their services to the meeting of the Growth, Planning, Transport and Economy Panel on 20 September.

5.5 East Midlands Mainline Franchise

The County Council has made representations on the recently published specification for the new East Midlands Mainline Franchise. The franchise specification (the Invitation to Tender – ITT) removes the need for intercity services to stop south of Kettering. Combined with the separation of Corby services into a commuter service, access from Hertfordshire to intercity services will be severely diminished.

5.6 Lead Local Flood Authority

The Council as Lead Local Flood Authority have been reviewing the Local Flood Risk Management Strategy for Hertfordshire and the draft document is now out for consultation with stakeholders. The Strategy gives an overview of how flood risk is managed in Hertfordshire and sets a framework to guide the actions of the Council and other partners.

6. **Cabinet Panels**

- 6.1 Since the last Executive Report to Council, the Growth, Infrastructure, Planning and the Economy Cabinet Panel will have met on 5 July 2018. The matters discussed can be found at the following locations:

[Growth, Infrastructure, Planning and the Economy Cabinet Panel - 5 July 2018](#)

Derrick Ashley
Executive Member for Growth, Infrastructure, Planning and the Economy
July 2018

HIGHWAYS AND ENVIRONMENT

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. There were no items of business were specifically attributed to this portfolio.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet - 24 September 2018

A022/18 Winter Service Operational Plan. Cabinet will be asked to approve the Winter Service Operational Plan for 2018/19

A038/18 Approval of Transport Asset Management Plan Annual Progress Report & Code of Practice - Well Managed Highways . Cabinet will be asked to approve this document.

Cabinet 22 October 2018

A037/18 Developments and Finance - Review of scope of works and charges to developers for newly created highways – Cabinet will be asked to agree a new approach for charging Developers for advice and for commuted sums.

A090/17 To consider whether to approve proposed changes to the current Highways Resilience– Cabinet will be asked to agree a range of strategies to ensure that the Highways Network is resilient.

A048/18 TRO Process- reviewing the reduction in consultation process for 20mph zone/limits – Cabinet will be asked to agree the new process for consulting on 20 mph Traffic Regulation Orders.

A049/18 LED Illumination Strategy – Cabinet will be asked to agree a new approach to LED lighting levels and timings.

4. Key Partnerships

- 4.1 The Road Safety Partnership is developing a refreshed Road Safety Strategy for Hertfordshire. Written to cater for a variety of audiences, the Strategy sets out how members of Hertfordshire's Road Safety Partnership and other stakeholders will work together to reduce death, injury and health loss resulting from crashes involving people who drive, ride or walk on

Hertfordshire's road network. A draft strategy and action plan has been shared with partners and comments have now been received from most. A daughter to the Local Transport Plan 4 (LTP4), the strategy has strong links to the Prevention and Health agendas and considers how a 'safe systems' approach might work in Hertfordshire. The strategy will be presented before the Panel in due course.

5. Other comments

- 5.1 I'm looking to improve the flow of local intelligence into the Highways Service, particularly as the increased capital maintenance funding and the release of revenue funding from restructuring Highways Locality Budgets (HLB_ means that the service can achieve more.
- 5.2 The new fault reporting system is far more user friendly for our customers, but it also provides much more accurate information from which officers and Ringway can make more informed decisions. This went live earlier this month and I would encourage fellow Members to use it to report basic faults.
- 5.3 I should also like to invite you to highlight your most important local maintenance issues to your assigned Assistant Highways Managers and that information will be passed on to the relevant programme managers within the Highways Service for their consideration.
- 5.4 This year the Highways Service is placing a particular emphasis on tree management and the control of vegetation, removal of redundant vehicle cross-overs and replacing signposts, in addition to medium sized footway and carriageway repairs that fall between the small patches that Ringway direct and the larger schemes within the Integrated Works Programme (IWP).
- 5.5 I have been working with officers on highway enforcement, looking at two main areas:
1. How we can strengthen our approach where residents drive across the footway without a dropped kerb;
 2. How we can ensure damage to the verge caused by third parties is put right at their cost.
- 5.6 Highway teams are looking at the possibility of creating a local act for Hertfordshire, similar to powers that exist for London boroughs, which would allow us to issue penalty notices for people who habitually drive over the footway. Developing a local act is not a quick fix and may take around 2 years to complete. In the meantime we are evolving our current approach and where someone continues to drive over the footway to access the property and the location meets our criteria, we will look to construct a dropped kerb and recover the costs.
- 5.7 We are looking to start a trial with one of the District/Borough Council's to help address the problem of verge damage caused by builders and developers parking and storing materials on the highway. This will include making the home owner aware of their responsibilities through the planning

process and getting information before works start so before surveys can be carried out and agreements reached on making good.

- 5.8 The Active and Safer Travel Team have been very busy throughout May and June with 208 schools participating in the Walk to School and Clean Air day campaigns. Initial figures look promising. A recent modeshift survey of over 22,000 children in schools with travel plans suggests 27.3% travelled to school by car compared to the figure of 47.3% quoted in the 2015 County Travel Survey.
- 5.9 Preparations are in place for the 2018 Learn 2 Live campaign which runs throughout September. Through powerful story telling from victims and members of the emergency services, the scheme will provide more than 7,000 young road users with solutions and options to avoid or mitigate risky behaviour.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Highways/Highways and Environment Cabinet Panel will have met on 9 May 2018 and 12 July 2018. The matters discussed can be found at the following locations:

[Highways Cabinet Panel - 9 May 2018](#)

[Highways and Environment Cabinet Panel - 12 July 2018](#)

Phil Bibby
Executive Member for Highways and Environment
July 2018

PORTFOLIO: PUBLIC HEALTH AND PREVENTION**1. Cabinet decisions since the last meeting of County Council**

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. There were no items of business specifically attributed to this portfolio.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

- 2.1 Nothing to report.

3. Anticipated/ future decisions to be made by Cabinet

- 3.1 There are two anticipated upcoming decisions to be made by Cabinet:-.

Cabinet – 24 September 2018

AA046/18 approval of the Hertfordshire County Council Air Quality Strategy – Cabinet will be invited to approve the Strategy.

Cabinet – 26 November 2018

A055/18 Approval of the Hertfordshire County Council Prevention Strategy – Cabinet will be invited to approve the Council's Prevention Strategy.

4. Key Partnerships

- 4.1. The Hertfordshire and West Essex STP (Sustainability and Transformation Plan) continues to develop a 5-year improvement plan to deliver more effective, joined-up and affordable services. A 'plan on a page' has been developed for each workstream and will be published on the STP website (<https://www.healthierfuture.org.uk/>) in the near future.

5. Other comments

- 5.1. The 2018 Excellence in Hertfordshire Public Health Awards were presented at the Health and Wellbeing Board Conference on 21 June 2018, with each of the six winners receiving a certificate of achievement. Members of the public had been asked to vote for their favourite online and decide on an overall winner for the Dr Joan Crawley Award. 2977 votes were cast with Hertfordshire Sports Village / University of Hertfordshire being announced as the winner with 33.69% of the vote. In second place was Jacky Fitzgerald, a Health Walks leader who embodies voluntary leadership by encouraging and supporting so many people to participate.
- 5.2. Since my last report, Hertfordshire's Year of Physical Activity has moved up a gear. April marked the start of our "It's Never Too Late" physical activity

campaign for older people. Shaped by local residents and behavioural research, the campaign is all about encouraging people to be more active long term. Leisure centres in each of the Districts have thrown in free day passes for participants and their friends as an incentive. Ongoing personalised support is offered over 12 weeks and delivered by trained HertsHelp staff. 82% of those signing up have opted for regular emails, but texts and phone calls are options too. So far 2,750 have signed up and we had a very good series of launch events. More than 60 primary schools now participate regularly in the Daily Mile, and over 40 recently did an intergenerational Daily Mile for families to be active together which was featured on the TV and local newspapers.

- 5.3. May was walking month, featuring the record breaking Herts Mass Health Walk on the 14 May – 815 walkers on one day, compared to 620 last year – with a full schedule of interesting walks across the month. June had a double linked theme, focusing on promoting cycling for women across the month due to the gender participation gap, and reviving the “This Girl Can in Herts” week, with more than 500 activities across the County.
- 5.4. In the coming months, July is Parks month, August is Families month (with a focus on promoting international play day on 1 August) and September will be “Get Back into...” month.
- 5.5. Public Health officers have been working closely with the NHS to jointly re-commission the adult weight management programmes in the community. More than 22,000 residents have benefited from these so far and evaluation has been very positive. This joint approach has been challenging, but ultimately comes down to the simple fact that working together gives the best results for the health and wellbeing of our residents.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Public Health Prevention and Performance Cabinet Panel met on 10 May 2018 and the Public Health and Prevention Cabinet Panel met on 26 June 2018.

The matters discussed can be found at the following locations:

[Public Health, Prevention and Performance Cabinet Panel - 10 May 2018](#)

[Public Health and Prevention Cabinet Panel - 26 June 2018](#)

Richard Roberts
Executive Member for Public Health and Prevention
July 2018

PORTFOLIO: RESOURCES & PERFORMANCE

1. Cabinet decisions since the last meeting of County Council

- 1.1 There will have been 5 Cabinet meetings (23 April 2018, 14 May 2018, 25 May 2018, 18 June 2018 and 9 July 2018) since the last Executive Report to County Council on 27 March 2018. The following items of business were specifically attributed to this portfolio:-

Cabinet - 18 June 2018

A035/18 Hertfordshire County Council Finance Report – Outturn Monitor, 2017/18 – Cabinet agreed a number of carry forwards from 2017/18 to 2018/19 and budget transfers to meet resource needs.

A029/18 The Provision of ICT Infrastructure for Herts FullStop – Cabinet approved an Invest to Transform Allocation to enable investment of £1.967m in the infrastructure of Herts FullStop.

2. Consequences of Cabinet decisions before the last meeting of the County Council on 22 May 2018

A014/18 Appointment of the Joint Venture Property Development Partner - Cabinet authorised the award of contract to DevCo as a wholly owned subsidiary company of the Preferred Bidder subject to a Parent Company Guarantee from the Preferred Bidder, in accordance with the procurement process, that leads to the formalisation of the partnership between Herts Living Limited and the Preferred Bidder.

3. Anticipated/ future decisions to be made by Cabinet

Cabinet – 9 July 2018

A033/18 Hertfordshire County Council Accommodation Strategy – Cabinet will be invited to agree the Office Accommodation Strategy.

Cabinet - 24 September 2018

A036/18 Hertfordshire County Council Annual Report 2017/2018 – Cabinet will be invited to approve the Council's Annual Report 2017/18.

4. Key Partnerships

- 4.1 Nothing to report.

5. Other comments

- 5.1 On the 15 June, I attended the East of England Annual Finance Summit: Financial Resilience in a time of Challenge and Change. Topics included:

- The Financial Sustainability of Local Authorities
- Update on the Local Government Fair Funding Review.

6. Cabinet Panels

- 6.1 Since the last Executive Report to Council, the Resources, Property and the Economy Cabinet Panel and the Resources & Performance Cabinet Panel will have met on 18 April and 6 June. The matters discussed can be found at the following locations:

[Resources, Property and the Economy Cabinet Panel - 18 April 2018](#)

[Resources and Performance Cabinet Panel - 6 June 2018](#)

Ralph Sangster
Executive Member for Resources & Performance
July 2018

REPORT FROM THE OVERVIEW & SCRUTINY COMMITTEE

The Committee met on 19 April 2018 at 10.00 a.m.

1. Integrated Plan (IP) 2018/19 – 2021/22 Recommendations for the Work Programme

- 1.1 The Committee received a report providing a number of proposed scrutiny activities identified by the Scrutiny of the Integrated Plan 2017/18 – 2021/22 evidence gathering groups.
- 1.2 The Committee agreed to the proposed scrutiny activities and requested these be added to the work programme, details can be found here [OSC Minutes](#)

2. Scrutiny of the Integrated Plan 2018/19 – 2021/22: Feedback

- 2.1 The Committee received a summary of the feedback on its scrutiny of the Integrated Plan 2018/19 – 2021/22.
- 2.2 The Committee noted the positive feedback summarised in the report particularly:
- the strong member interest and engagement
 - the Director of Resources ‘scene setting’ at the December meeting and the update on day one of the IP scrutiny.
- 2.3 Members supported the suggestions to address the negative comments in relation to the IP Scrutiny as detailed in 2.3 of the report. These are summarised below:
- A template statement for IP Chairmen to refer to when opening the evidence gathering sessions
 - IP Chairmen and Graduate Management Trainees to attend the Chairman’s briefing prior to day 2 to discuss the draft report
 - Ensuring the constituent elements of the IP process are understood i.e. the purpose of the discussion on the IP at Cabinet Panels and at the IP scrutiny; this should include a note and timeline for officers clarifying what happens and when
 - Add data interrogation to finance seminar
 - Chairman’s training to be undertaken early 2019.
- 2.4 Members of the Committee stated they were impressed with the way the IP process had been handled. The Chairman praised officers on the detailed organisation of the IP Scrutiny. He also applauded the communication with

Members which he thought was exceptional. Members also agreed the Graduate Trainees input was excellent.

3. The Risk Manager response to the Identified Risks from the Integrated Plan (IP) Process

3.1 The Committee received a report in relation to the risks identified from the scrutiny of the Integrated Plan 2018/19 - 2021/22 and the responses from the Risk Manager.

3.2 The Risk Manager had considered each risk identified by Members and provided a response to each entry.

4. Adult Care Services – 15 Year Plan – Chief Officer update

4.1 The Committee received an update from the Director of Adult Care Services (ACS) on the Service's 15 Year Plan. The 15 year direction document set out the strategic ambition for adult social care in Hertfordshire; the presentation covered:-

- an overview of the 15 Year Adult Care Service Plan
- how it would inform service provision and development
- how it would fit in with the Integrated Plan programme
- how partners and other key stakeholders would be involved.

5. Scrutiny Recommendations Update

5.1 The Committee received a report providing the recommendations from the Child Adolescent Mental Health Service (CAMHS) Transformation Plan Topic Group and Resilience -Hertfordshire County Council's Business Continuity Plan Topic Group.

5.2 Members noted that the Executive Member responses to the Hertfordshire Safeguarding Adult Health Board Topic Group, Community Protection Safe & Well Topic Group and Resilience - Hertfordshire County Council's Business Continuity Topic Group had been received. These would be considered by the Committee's Impact of Scrutiny Sub-Committee in due course.

6. Scrutiny Work Programme 2018 – 2019

6.1 The Committee considered its work programme 2018 – 2019, attached as Appendix 1 to the report, and those scrutinies scheduled for the forthcoming period.

6.2 The draft scoping documents for the Local Enterprise Partnership Topic Group and Free School Meals Topic Group attached as Appendix 2(a) and 2(b) to the report were also received and no further amendments were made by Members.

6.3 The Committee agreed its work programme for 2018/19 (full details of the changes and updates to the work programme are set out in the [Minutes here](#)).

The Committee met on 19 June 2018 at 10.00a.m.

7. Induction to Overview & Scrutiny

- 7.1 The Committee was provided with an overview of scrutiny and how it was undertaken at the County Council.
- 7.2 Following a discussion in relation to the first line of the Scrutiny Handbook Members agreed to delete the word 'best' from the sentence so it read 'The purpose of scrutiny is to ensure that decision-making in local government is efficient, transparent and accountable and that the decisions are taken in the interests of the residents of Hertfordshire'.

8. Scrutiny Recommendations Update

- 8.1 The Committee received a report providing the recommendations from the Local Enterprise Partnership Topic Group. Following an observation from a Member, the Head of Scrutiny advised the Committee that witnesses were invited to cover all relevant aspects of the subject to be scrutinised by each topic group; they were not always able to attend and the Committee had no mandate to force external witnesses to attend.
- 8.2 Members noted that the Executive Member responses to the Crime and Disorder 2018; Domestic Abuse Topic Group and the Child and Adolescent Mental Health Services Transformation Plan Topic Group had been received. These would be considered by the Committee's Impact of Scrutiny Sub-Committee in due course.
- 8.3 Members noted the Impact of Scrutiny (OSC) Sub-Committee (ISSC) met on 25 April 2018 and the Minutes of the meeting were received by the Committee. The ISSC 'recommendation tracker' summarising the status of Topic Group recommendations considered by ISSC in 2018/19, was also noted.

9. Scrutiny Work Programme

- 9.1 The Committee has agreed its work programme for 2018/19 (full details of the changes and updates to the work programme are set out in the [Minutes here](#)).

David Andrews
Chairman of the Overview & Scrutiny Committee
July 2018

REPORT FROM THE HEALTH SCRUTINY COMMITTEE

The Committee met on 9 May 2018

1. Update on formalising relations between West Hertfordshire Hospital NHS Trust and the Royal Free Hospital NHS Trust

1.1 The Committee received a presentation outlining the developing relationship between West Herts Hospital Trust (WHHT) and the Royal Free Hospital NHS Trust. It noted that the Trust Board had decided in principle to formalise the affiliation and become a clinical partner. A formal decision will be taken following engagement with staff and partners.

1.2 The relationship between the WHHT and the Royal Free provided a good opportunity to share experiences and good practice; the three key areas identified for this were:

- patient care
- clinical support
- corporate support.

2. Response to report of the whole committee scrutiny of Herts Valleys Clinical Commissioning Group's decision to withdraw funding from Nascot Lawn NHS Respite Centre

2.1 The Chief Executive of Herts Valley Clinical Commissioning Group (HVCCG) gave an update on the discussions that were held at its Finance and Performance Committee; the Committee was apprised of the background to the proposals and the discussions that had taken place over the last 12 months. The HVCCG's Finance and Performance Committee recommendation to its Board was that HVCCG should cease funding from Nascot Lawn respite centre and enter into an agreement with the County Council and East and North Hertfordshire CCG (E&NHCCG) for joint funding of an overnight short break service, with both CCGs providing £100k a year towards to support the overnight short breaks service, with additional funding for children eligible for continuing healthcare funding. Members noted that the final decision on the future funding of Nascot Lawn Respite Centre would be taken by the HVCCG Board on Thursday 10 May 2018. It was further noted that the meeting would be held in public and that a parent had been invited to give a presentation to the Board prior to any decision being reached.

2.2 The Health Scrutiny Committee also heard from a representative of the Hertfordshire Community Trust (HCT) who informed Members that the priority for HCT was to continue to provide the contracted service at Nascot Lawn and staffing was in place to do so until the end of June 2018. The Committee noted

that there had been a 50% reduction in service provision and that Nascot Lawn was currently operating the overnight short breaks on Tuesday, Wednesday and Thursday nights; this reduction in service provision resulted in a 50% reduction in allocation, affecting each family differently as weekend respite was no longer available.

- 2.3 The Health Scrutiny Committee heard from a parent who depended on the Nascot Lawn respite service. Members heard that she believed the lack of respite care to be an untenable situation; only four children had been transitioned, including hers, and 16 children were still waiting. She advised that she considered that two of the families that she was in contact with were in a traumatic state and unable to cope with the process and lack of choice.
- 2.4 The Committee agreed that, due to the timings of this meeting and the HVCCG Board meeting and consequential effects on other issues raised at the meeting, it would not be appropriate to make a recommendation to Full County Council for referral to the Secretary of State at this time.
- 2.5 The Chairman therefore proposed a revised set of proposals which were duly seconded. The Committee unanimously agreed that:-

The Committee:

- 1) *was disappointed that the Finance & Performance Committee recommendation to the Herts Valley's Clinical Commissioning Group (HVCCG) Board has not accepted in full the Recommendations of this Committee at its meeting on 21 March 2018;*
- 2) *noted that the situation is fluid and that since the publication of the Finance & Performance Committee recommendation further agreement on the issue of inflation appears to have been reached;*
- 3) *noted that the HVCCG Board will be making a decision on the Proposal on Thursday 10 May 2018;*
- 4) *considered that, unless further progress was made towards reaching an agreement in line with the Recommendations of 21 March 2018, and discussions in Committee on 9 May 2018 on the issue of entering into a section 75 agreement (Section 75 National Health Service Act 2006), the Proposal on Nascot Lawn remained one which is not in the interests of health in Hertfordshire;*
- 5) *recommended that, following a period for further negotiations between the HVCCG and the County Council to try and reach agreement on the Recommendations, Full Council considered whether it should exercise the power under Regulation 23(9) of The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013 to refer the Proposal to the Secretary of State and determine future actions.*

3. Scrutiny Work Programme

- 3.1 The Committee considered its work programme 2018 – 2019 and those scrutinies scheduled for the forthcoming period.
- 3.2 A scrutiny request for ‘Scrutiny of the working relations between Public Health and the NHS’ was received.
- 3.3 The draft scoping document for the Hospital Patient Flow scrutiny, attached as Appendix 2 to the report, was also received and no further amendments were made by Members.
- 3.4 The Child and Adolescent Mental Health Service Topic Group report was also received and its recommendations noted:
- 1. That Hertfordshire should become a ‘trailblazer’ and adopt the Green Paper with an amendment as to the amount of time needed to operationalise proposals. This should be reduced to 2020 rather than 2022/23.*
 - 2. Members understand the difficulty in evaluating CAMHS projects. However, the prototype and piloted services should be reviewed ahead of the implementation of the Green Paper.*
 - 3. CAMHS partners need to work with schools to make sure that there are designated MH leads can educate schools and community groups, whilst recognising the limit to which classroom teachers can provide this service.*
 - 4. All partners should explore developing further preventative and early intervention models to prevent children and young people reaching crisis. Using The Home Treatment Team model, run by HPFT, as an exemplar.*
 - 5. It is imperative that officers secure longer term funding for Empathy and similar projects as yearly funding is not sufficient for sustainability of a service.*

The Committee met on 3 July 2018

4. Induction to the Health Scrutiny Committee

- 4.1 The Committee welcomed Lesley Greensmyth as a new County Council representative on the Committee, and Paul Cousin and Helen Bromley as the district council representatives representing St Albans City & District Council and Welwyn Hatfield Borough Council respectively.
- 4.2 Members received a refresher session on the duties and expectations of the Health Scrutiny Committee.

5. Learning Disability Nursing Service - Update

- 5.1 The Committee received an update from officers from the Council and the Hertfordshire Partnership Foundation Trust on the work of Learning Disability Nursing Service.

6. Health & Wellbeing Board - Update

- 6.1 Members were scheduled to be provided with an update on this area, but due to a Peer Review being undertaken, officers were unable to attend the meeting.
- 6.2 Members agreed to defer this item to a future meeting of the Health Scrutiny Committee.

7. Nascot Lawn Respite Centre - Update

- 7.1 Members were updated on the on-going negotiations between Hertfordshire County Council's (HCC) Children's Services and Herts Valleys Clinical Commissioning Group (HVCCG) in respect of the Nascot Lawn NHS Respite Centre.
- 7.2 Members were pleased to hear that the Council and HVCCG had strengthened their collaborative working with respect to providing alternative respite provision for children, but were very concerned to hear that a majority of children had yet to receive their full entitlement to respite provision.
- 7.3 The Committee received updates from HVCCG, Children's Services, Hertfordshire Community Trust and a representative of the parents whose children used Nascot Lawn respite services.
- 7.4 Following further discussion and debate, the Committee unanimously agreed that:-

The Committee held a special meeting on 21 March 2018. At that meeting the Committee was not satisfied that the Proposal as put forward by Herts Valleys Clinical Commissioning Group (HVCCG) was in the interests of the health service but considered that it may be possible to reach an appropriate agreement with HVCCG.

The Committee approved a Motion for the preparation of a Report in accordance with Regulation 23(4) of The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013 setting out the issues considered by the Committee and its Recommendations in relation to:

- a. Transitional arrangements*
- b. Financial contribution*
- c. Details of nursing available for OSB*
- d. Type and nature of legal agreement*
- e. Engagement and consultation*

The Committee held a further meeting on 9 May 2018 where it was noted that HVCCG had not yet made a decision on the Proposal to withdraw £600,000 of funding for the Nascot Lawn NHS respite Centre as its full Board was due to take place on Thursday 10 May 2018.

On 9 May 2018 the Committee considered that there should be period for further negotiations between the HVCCG and the County Council to try and reach agreement on the Recommendations, following which full Council could consider whether it should exercise the power under Regulation 23(9) of The Local Authority (Public Health, Health and Wellbeing Boards and Health.

On 9 May 2018 HVCCG wrote to the Chairman of the Committee agreeing with the majority of the Recommendations made by Committee at the special meeting on 21 March 2018. HVCCG accepted the need to ensure that the arrangements for the proposed Overnight Short Break Service and its contribution to it should be set out in a formal section 75 NHS Act 2006 agreement.

On 10 May 2018 HVCCG considered the Proposal at its full Board meeting (held in public) and decided to withdraw £600,000 of funding for Nascot Lawn.

Negotiations between HCC Children's Services, HVCCG and East & North Herts Clinical Commissioning Group are currently ongoing to ensure that the Committees' Recommendations are fully taken into account in the final section 75 NHS Act 2006 Agreement.

7.5 The Committee made the following recommendations:

The Committee

- 1) is disappointed by the manner in which HVCCG have dealt with the issue of the Nascot Lawn funding, particularly the manner in which it engaged with the users of Nascot Lawn and partner agencies;*
- 2) notes that there is ongoing work to ensure that all the children and families using Nascot Lawn are fully transitioned to alternative respite provision;*
- 3) notes that there are continuing negotiations on the section 75 NHS Act 2006 agreement;*
- 4) considers that, as progress is being made towards agreement with the Recommendations of the special scrutiny meeting held 21 March 2018, it is not appropriate to recommend to full Council that it should exercise the power under Regulation 23(9) of The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013 to refer the Proposal to the Secretary of State;*
- 5) that, in order to ensure that the Committee's Recommendations of 21 March 2018 are fully taken into account, a topic group be established to scrutinise and report back to Committee as soon as reasonably practicable:*
 - (a) the negotiations and final agreement of the section 75 NHS 2006 Agreement;*
 - (b) the progress of transition of the children and families currently using Nascot Lawn to alternative respite settings;*

(c) *the establishment and development of the Overnight Short Break Service for Children in Hertfordshire - to ensure that that service fully meets the health (as well as social care) needs of the children and families accessing respite care;*

6) *considers that the Chairman should write to Simon Stevens, Chief Executive, NHS England to set out the Committee's concerns about the manner in which HVCCG conducted itself throughout the process since reaching its original decision to withdraw funding in January 2017.*

8. Scrutiny of the NHS Quality Accounts 2018/19 - Feedback

8.1 The Annual Scrutiny of Health Provider Quality Accounts took place in March 2018.

8.2 Members noted the feedback from the meeting and agreed to the suggestion within the feedback for nominated group Chairmen to undertake more training.

9. Proposed Annual Scrutiny of Clinical Commissioning Group Finances 2019/20

9.1 Members agreed the questions to be asked at the Health Scrutiny Committee on 24 October 2018 which will focus on the scrutiny of Clinical Commissioning Group finances.

10. Scrutiny Work Programme

10.1 The Committee considered its work programme 2018 – 2019, and those scrutinies scheduled for the forthcoming period.

10.2 The Committee noted the Patient Flow Topic Group Report and its recommendations:

1. *WHHT, ENHT and Hertfordshire County Council (HCC) work together to standardise the discharge process and introduce consistent practice across the county. This should be facilitated by:*

- a) *Planning for discharge by establishing estimated discharge dates (EDD) within the 24 hours of admission*
- b) *Improved use of community therapy following patient discharge*
- c) *Routine inclusion of pharmacists on board rounds.*
- d) *Implementation of Computers On Wheels (COWs) initiative*

A target of December 2018 should be set for implementation of these actions.

2. *The Clinical Commissioning Groups (CCG) support primary care to address unnecessary direct referrals. This should be done through mapping the type and locations of admission referrals. The data generated should inform subsequent communication with and development of professionals to reduce pressure on hospital patient flow. A target of December 2018 should be set for implementation of this action.*

3. *The Sustainability Transformation Partnership (STP) should oversee the development of programmes across the Hertfordshire and West Essex footprint and should review, monitor and advise on the continued sharing of good practice between the two main acute hospital trusts. Examples of good practice to be shared and implemented include:*
 - a) *The vanguard programme and the successful initiatives it piloted in East and North Hertfordshire*
 - b) *Introducing the Early Intervention Vehicle (EIV) model to the west of the county.*

11. Site Visits

- 11.1 In May 2018, Committee Members were invited to Watford Hospital by West Herts Hospital Trust (WHHT). Members spoke to the Deputy Chief Executive and the Chief Nurse. A tour was hosted by the Medical Director and included the Emergency Department and Resuscitation Unit, MRI and CAT scanners.
- 11.2 In June Committee Members visited Princess Alexandra Hospital (PAH), Harlow. PAH sits within the Hertfordshire & West Essex Sustainability & Transformation Partnership (STP) and Members are keen to increase their understanding of the hospital's services. PAH has recently emerged from special measures. Members were informed of the improvements that have taken place and a tour was hosted that included the emergency care journey patients take and the dementia and end of life wards.

12. HSC Chairman's Liaison

- 12.1 Relations between Health Scrutiny Committee and health organisations is important to the success of health scrutiny. To this end the Chairman has regular meetings with key health leaders. The Chairman has recently met the Chief Executive of East & North Herts Clinical Commissioning Group (ENHCCG); and the Chief Executive and Chair of Herts Community Trust (HCT). Meetings are also planned with the Chief Executive of West Herts Clinical Commissioning Group (HVCCG); and the Chair of West Herts Hospital Trust (WHHT).
- 12.2 The Chairman of the Health Scrutiny Committee will meet the new Chair of Healthwatch Hertfordshire at the next quarterly chairmen's meeting in July.

Seamus Quilty
Chairman
July 2018

RECRUITMENT OF THE CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

Report of the Assistant Director of Human Resources

Author: Sally Hopper, Assistant Director of Human Resources
(Tel: 01992 555692)

1. Purpose of report

- 1.1 To update Council on the recruitment process for the post of Chief Executive (Head of Paid Service).

2. Background and Summary

- 2.1 Following notice of the intention of the Chief Executive, John Wood, to retire by 31 March 2019 the Employment Committee met on 7 June 2018 to consider the approach to the recruitment to the post of Chief Executive (Head of Paid Service). At that meeting the Committee:

- (a) *Noted the intention of the existing Chief Executive, John Wood, to retire by 31 March 2019;*
- (b) *Delegated authority to the Assistant Director of Human Resources in consultation with the Leader of the Council to agree the actual retirement date with the Chief Executive;*
- (c) *Agreed to the recruitment to the post of Chief Executive (Head of Paid Service);*
- (d) *Delegated authority to the Assistant Director of Human Resources in consultation with the Leader of the Council to commence a recruitment campaign for the post of Chief Executive (Head of Paid Service) including engaging an Executive Search Company;*
- (e) *Agreed that the post of Chief Executive will be advertised at a salary as “attractive”; and*
- (f) *Agreed the draft job pack which includes the job description and person specification for the position as attached to the Part 2 Report and authorised the Assistant Director of Human Resources in consultation with the Leader of the Council to make such amendments as are appropriate.*

- 2.2 The Council's Constitution provides that the appointment of the Chief Executive is delegated to the Employment Committee and the appointment of the Head of Paid Service must be approved by Full Council before an offer of appointment is made to that person. The recruitment must be undertaken in accordance with the Officer Employment Procedure Rules set out in Annex 14 of the Constitution.
- 2.3 Since the Employment Committee meeting on 7 June an Executive Search Company has been appointed to assist the Council to identify suitable candidates to apply for the role and to manage appropriate aspects of the recruitment process. It is anticipated that the shortlisting and interview process by Employment Committee will take place between the period between late August to mid-October.
- 2.4 As mentioned in paragraph 2.2 Full Council needs to agree the appointment of the officer designated as Head of Paid Service prior to an offer of appointment being made to that person. The timing of the recruitment process may not fit in with the published programme of meetings for Council and so an extraordinary meeting of Council may need to be called for this purpose. On the current recruitment timetable it is anticipated that an Extraordinary Meeting of Full Council to agree the appointment will need to be held in either September or October. Provisional dates for full Council to meet have been identified as Thursday 13 September or Thursday 25 October (nb only one of these dates would be required).

3. Recommendation

That Council notes the contents of this Report and the provisional dates for an Extraordinary Meeting mentioned in paragraph 2.4.

4. Financial Implications

- 4.1 None arising from this Report.

Background Information

None

REVISION TO THE LOCAL GOVERNMENT PENSION SCHEME EMPLOYER DISCRETIONS POLICY

Report of the Director of Resources

Author: Emily Austin, HR Manager, Strategy & Reward (Tel: 01707 292751)

1 Purpose of report

- 1.1 To submit a proposed revised Local Government Pension Scheme (LGPS) Discretion Policy to Full Council.

2. Summary

- 2.1 The Council has a legal duty to update and publish a policy setting out the discretions the Council can exercise in regard to the LGPS. The current LGPS discretion policy was last revised in 2014. Following legal advice in relation to a recent dispute it is proposed to revise one of the discretions, the power to award additional pension (Discretion 4). The revised Discretions Policy is attached as Appendix 1.
- 2.2 The revised Discretions Policy was considered by the Employment Committee at its meeting on 18 June 2018. The Committee approved the revised Local Government Pension Scheme Discretions Policy, as attached to the report at Appendix 1, and recommended adoption of the Policy to Full Council.

3 Recommendation

- 3.1 That Full Council approves the revised Local Government Pension Scheme Discretions Policy as attached as Appendix 1 to the Report.

4. Background

- 4.1 The Council has a legal duty to prepare and publish a written statement of its policy relating to certain discretions that the Council has as an employer under the Pensions Regulations.
- 4.2 The Council is also under a duty to formulate, publish and keep under review the policy that the Council applies in exercising discretionary powers under Regulations relating to the payment of compensation to employees whose employment is terminated as a result of redundancy or certain other reasons.

4.3 The current policy has been reviewed in light of legal advice that Discretion 4 is written in such a way that it could be interpreted as meaning that the Council will never exercise this discretion, which is not legally permitted. The proposed change would bring Discretion 4 into line with a number of other discretions, where the policy is that they will be exercised only in exceptional or, in some cases, wholly exceptional circumstances. In the case of Discretion 4 it is recommended that it be exercised only in wholly exceptional circumstances. Some additional wording has also been added to the pre-amble to the policy designed to assist the consideration of what amounts to exceptional or wholly exceptional circumstances.

4.4 The discretion policy is required to be approved by Full Council. This will then be published on the Council's website and Intranet.

5. Revised Discretion – Award of Additional Pension

5.1 The revised LGPS Discretions Policy is attached at Appendix 1. The proposed revisions to the Policy are set out in bold italics.

5.2 The following change has been made to Discretion 4.

5.3 Discretion 4 sets out that the Council can award additional pension to current (in some cases former) employees who are members of the LGPS. The discretion as currently worded states that the Council will not award additional pension. This has now been revised to state that the Council will only award this in wholly exceptional circumstances.

5.4 The decision on the exercise of this discretion would be delegated to the Assistant Director, Human Resources as are all discretions under the policy and must be supported by a business case, as appropriate.

6. Financial Implications

6.1 All cost implications will be considered in each individual case by the Assistant Director, Human Resources and will be supported by a fully costed business case.

7. Equalities Implications

7.1 All decisions in relation to the pension discretions are approved by the Assistant Director, Human Resources and any equality implications will be considered as part of this process.

Background Information

Minutes and report to Employment Committee, 18 June 2018

<http://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/678/Committee/9/Default.aspx>

HERTFORDSHIRE COUNTY COUNCIL

LOCAL GOVERNMENT PENSION SCHEME

PAYMENT OF DISCRETIONARY COMPENSATION TO EMPLOYEES

POLICY ON EXERCISE OF EMPLOYER DISCRETIONS

Hertfordshire County Council (“the County Council”) as an employer is under a legal duty to prepare and publish a written statement of its policy relating to certain discretionary powers under the Regulations which apply to the Local Government Pension Scheme (“the LGPS”).

The County Council is also under a duty to formulate, publish and keep under review the policy that the County Council applies in exercising discretionary powers under Regulations relating to the payment of compensation to employees whose employment is terminated as a result of redundancy or certain other reasons.

This document is intended to comply with these duties and, in the following table, sets out the discretionary powers concerned, identifies the relevant Regulation that gives the County Council the discretion and describes how the discretion will be exercised.

Where, in relation to the exercise of any discretionary power, this document states that the Council will exercise, or normally exercise (or that it is the policy of the Council to exercise or normally to exercise) that power in a certain way only if there are exceptional or wholly exceptional circumstances, then the person or body making the decision on behalf of the Council in any particular case (“the decision maker”) must consider whether there are exceptional or, as the case may be, wholly exceptional circumstances which apply in that case. The decision maker should consider (but not to the exclusion of any other factors) the member’s personal circumstances, any compassionate issues and any benefits to the Council. All of these factors do not need to be present and any single circumstance may be exceptional, or wholly exceptional. The issue is whether the circumstances are such that they are so far beyond what would be regarded as normal or usual as to amount to exceptional.

The policy set out in this document will not be departed from except as provided for in the policy or following a variation to the policy approved by the Full Council of the County Council.

This statement is not a definitive statement of the law and is subject to the provisions of the relevant Regulations.

The Regulations that apply to the LGPS are:

- The Local Government Pension Scheme Regulations 2013 (these are referred to as the “Pensions Regulations”);
- The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (referred to as the “Transitional Regulations”);
- The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 applied to the LGPS before 1 April 2014, are preserved in part on a transitional basis by the Transitional Regulations and are referred to as the “Benefits Regulations”

The Regulations which apply to the payment of compensation to employees whose employment is terminated as a result of redundancy or other specified reasons are:

- The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (referred to as the “Compensation Regulations”).

In the table below:

- (1) “The Scheme” or “the Pension Scheme” means the LGPS and “the Fund” or “the Pension Fund” means the fund maintained under the LGPS;
- (2) “Member” means a member of the LGPS;
- (3) “Active member” means a member in employment and paying, or treated as paying, contributions to the LGPS, or absent from employment for a reason mentioned in Regulation 11 of the Pensions Regulations.
- (4) References to a member with transitional protection are those who can count membership accrued before 1 October 2006 and who have statutory transitional protection under the Transitional Regulations, wholly or partly, from changes that would otherwise be made to their pension entitlements and/or from actuarial reductions that would otherwise be applied to their pension benefits as a result of the coming into force of the Pensions Regulations on 1 April 2014.
- (5) References to a member meeting “the 85 year rule” are those a members whose age in whole years when added to the member’s total membership in whole years is 85 years or more.

The power to exercise and to take any decision in relation to the each of the discretions is delegated to the Head of Human Resources and Organisational Development.

This statement was approved by Full Council and is intended to comply with the County Council’s duties under Regulation 60 of the Pensions Regulations and Regulation 7 of the Compensation Regulations.

No.	Area	Regulation	Discretion	Policy Summary	Explanation
1	Funding of Additional Pension Contributions	Regulations 16(2)(e) and 16(4)(d) Pensions Regulations,	<p>To fund, in whole or in part, additional pension contributions on behalf of an employee where these are to be paid by regular contributions (Regulation 16(2)(e)) or by lump sum (Regulation 16(4)(d))</p> <p>Note: The amount of additional pension that may be credited to an active member's pension accounts may not exceed the additional pension limit of £6,500 (uplifted annually)</p>	The County Council will not normally fund additional contributions either wholly or in part, but may do so in wholly exceptional circumstances.	This means the Council can pay additional pension contributions of behalf of current employees. The County Council will however only do this in wholly exceptional circumstances
2	Flexible Retirement	Regulation 30(6), Pensions Regulations	To agree to an employee aged 55 or over reducing their hours of work or grade so that they may receive all or some of their retirement pension while still employed	The County Council will only agree to requests for flexible retirement in exceptional circumstances. Any additional cost to the County Council (payments to the Pension Fund) will be offset by the potential savings from the reduction in hours and/or grade.	This means the County Council can agree to an employee aged 55 or over drawing their pension whilst they continue to work for the County Council on reduced pay / hours or grade. The County Council will however only do this in exceptional circumstances.
3	Waiving of Actuarial Reduction to Pensions	Regulation 30(8), Pensions Regulations	To agree to waive, in whole or in part, any reduction that would otherwise be made on the early payment of a pension to a former employee aged 55 or to the	The County Council will only agree to waive actuarial reductions in the following	This means the County Council can agree to waive any reductions to an individual's pension where

			pension paid to an employee allowed to take flexible retirement under Regulation 30(6) of the Pensions Regulations	<p>circumstances:</p> <ul style="list-style-type: none"> (1) There would be no cost to the County Council; (2) In cases of exceptional hardship or on exceptional compassionate grounds 	they have left employment and / or where they have requested and been approved for flexible retirement from age 55. The County Council will however only do this where there is no cost to the County Council or in a case where the employee is suffering exceptional hardship or on exceptional compassionate grounds.
4	Award of Additional Pension	Regulation 31, Pensions Regulations	<p>To award additional pension to:</p> <ul style="list-style-type: none"> (1) an active member; or (2) a former active member who was dismissed by reason of redundancy or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency <p>Note: Any additional pension awarded (including any additional pension purchased by the employer under Regulation 16 of the Pensions Regulations (see above) may not exceed the additional pension limit of £6,500 (uplifted annually).</p> <p>Additionally, in the case of a former active</p>	<i>The County Council will only agree to award additional pension in wholly exceptional circumstances.</i>	This means the County Council has power to award additional pension to either a current employee in the LGPS or an employee who has left by way of redundancy or business efficiency. <i>The County Council will only do this in wholly exceptional circumstances.</i>

			member falling within (2) above, the resolution to award additional pension must be made within 6 months from the date on which the employment ended.		
5	Aggregation of Benefits: Concurrent Employments	Regulation 22 (7)(b), Pensions Regulations	To allow an active member with concurrent employments, who ceases an employment with an entitlement to a deferred pension, a longer period than 12 months in which to elect not to have the benefits in their deferred member's pension account aggregated with the benefits in their active member's pension account.	The County Council will consider each case on its merits, the length of any longer period allowed to be determined having regard to the facts of the particular case.	This means the County Council can allow individuals with more than 1 pension under different employment contracts longer than the usual 12 month deadline to choose not to combine the pensions. The County Council will consider each case on its own merits.
6	Aggregation of Benefits: Deferred Member becoming Active Member	Regulation 22 (8)(b), Pensions Regulations	To allow a deferred member who again becomes an active member a longer period than 12 months in which to elect not to have the benefits in their deferred member's pension account aggregated with the benefits in their active member's pension account.	The County Council will consider each case on its merits, the length of any longer period allowed to be determined having regard to the facts of the particular case.	This means the County Council can agree to an employee who has ceased to be an active member of the LGPS who again becomes an active member, longer than the usual 12 month deadline to choose not to combine the pensions. The County Council will consider each case on its own merits.
7	Early Payment of Pension in cases of Members with	Schedule 2, Transitional	To agree to that the transitional protections set out in Paragraph 1(3) of	It is not the County Council's policy to agree	This means the County Council will not agree to

	Transitional Protection	Regulations	Schedule 2 to the Transitional Regulations should apply. This affects members with transitional protection who choose to retire between the ages of 55 and 60. The transitional protections offer complete or partial protection from actuarial reductions depending on the circumstances.	to the application of Paragraph 1 (3) of Schedule 2 to the Transitional Regulations, which means that the County Council will not agree to the payment of unreduced retirement benefits to a member with transitional protection who meets the 85 year rule until they are aged 60.	the payment of unreduced pension benefits to a pension scheme member who is covered by the transitional protections who meets the '85 year rule' until they are aged 60.
8	Waiver of Actuarial Reductions to Pension in cases of Members with Transitional Protection	Schedule 2, Transitional Regulations	To waive on compassionate grounds, any Reduction that would otherwise be made to a member's pension payable on early retirement.	The County Council will only agree, on compassionate grounds, to waive any reduction that would otherwise be made to the pension payable to a member with transitional protection if there are exceptional circumstances	This means the County Council will only agree on compassionate grounds, to waive any reduction to pension benefits that would otherwise be made to the pension payable to a member covered by the transitional protections if there are exceptional circumstances
9	Inward Transfer of Pension Rights	Regulation 100, Pensions Regulations	To allow a person more than 12 months beginning with the date when they first became an active member in an employment to request the acceptance of a transfer value for certain accrued pension rights.	The County Council will consider each case on its merits, the length of any longer period to be determined having regard to the facts of the	This means the County Council can agree to allow an individual who has been employed for more than 12 months to request to transfer previous

			<p>Note: Regulation 100 of the Pensions Regulations requires that a request must be made within 12 months beginning with the date on which the member became an active member in an employment or such longer period as the employer and the Administering Authority may allow. The discretion is, therefore, exercisable concurrently by the Administering Authority.</p>	particular case.	pension funds into the LGPS fund. The County Council will consider each case on its merits.
10	Forfeiture Certificates	Regulation 91, Pensions Regulations	<p>To apply to the Secretary of State for the issue of a forfeiture certificate.</p> <p>Note: A forfeiture certificate may be applied for where a member has been convicted of an offence committed in connection with the member's employment and because of which the member has left that employment. A forfeiture certificate is a certificate, issued by the Secretary of State that the offence was gravely injurious to the State or is liable to lead to serious loss of confidence in the public service.</p> <p>To direct, where a forfeiture certificate has been issued, that any rights under the Pensions Regulations be forfeited.</p>	The County Council will consider each case on its merits, both in relation to applying for a forfeiture certificate and in relation to the giving of a direction, where a forfeiture certificate has been issued, that pension benefits be forfeited.	This means the Council can apply for a certificate from the secretary of state which permits withholding pension from an individual who has been convicted of certain offences.

			<p>Note: If the former employer has suffered loss as a direct consequence of the offence, a direction may only be given if the loss cannot be recovered except after an unreasonable time or at disproportionate cost.</p> <p>A direction may only be given if the application for a forfeiture certificate was made within a period of three months beginning with the date of the conviction</p>		
11	Recovery of Money Owed as a result of Misconduct	Regulation 93, Pensions Regulations	<p>To recover money owing to the former employer where a person has left employment as a result of grave misconduct or of a criminal, negligent or fraudulent act or omission in relation to that employment and owes money to the employer arising out of such that misconduct, act or omission.</p> <p>Note: If there is a dispute about the amount owed the County Council may only recover the money from the employee's pension benefits under a court order or the award of an arbitrator.</p>	The County Council will normally seek to recover any money owing as a result of a former employee's grave misconduct, or criminal, negligent or fraudulent acts or omissions from the employee's pension benefits.	This means the County Council can look to recover money from an ex-employee where they have left employment as a result of grave misconduct or of a criminal, negligent or fraudulent act or omission in relation to that employment.
12	Redundancy Payments	Regulation 5, Compensation Regulations	To base redundancy pay on actual pay where actual pay exceeds the statutory maximum under the Employment Rights Act 1996.	The County Council will base redundancy payments on an employee's actual pay in	This means the County Council can base the calculation of an individual's redundancy

				all cases.	pay on their actual weeks pay where it exceeds the statutory maximum weekly redundancy pay.
13	Compensation for loss of Employment	Regulation 6, Compensation Regulations	<p>To pay compensation to a person whose employment ceases</p> <ul style="list-style-type: none"> - by reason of redundancy; - in the interests of the efficient exercise of the County Council's functions; or <p>in the case of a joint appointment, because the other holder of the appointment leaves</p> <p>Note: Compensation may not be paid under this Regulation if:</p> <ul style="list-style-type: none"> - a person's period of membership of the Pension Scheme has been increased under Regulation 12 of the Benefits Regulations (see above); or - a person has been awarded an additional pension under Regulation 13 of the Benefits Regulations (see above). <p>In all cases the amount of compensation paid under this Regulation may not exceed 104 weeks' pay.</p>	<p>The County Council will not normally pay compensation under this Regulation except to ensure that an employee whose employment is terminated by reason of redundancy receives, under Regulation 5 of the Compensation Regulations and this Regulation a total of up to 30 weeks pay calculated in accordance with the Statutory Redundancy Pay Table.</p> <p>Note: The effect of the County Council's policy on the exercise of its discretions under Regulations 5 and 6 of the Compensation Regulations is that a person whose employment is terminated by reason of redundancy will be paid</p>	<p>This means the County Council will only pay an employee who is made redundant using the statutory redundancy calculation up to 30 weeks pay.</p>

			<p>In all cases the decision to pay compensation under this Regulation must be made no later than 6 months after the date of termination of the person's employment.</p>	<p>up to 30 weeks' pay calculated in accordance with the Statutory Redundancy Pay Table. A person whose employment is terminated in the interests of the efficient exercise of the County Council's functions, or where the other holder of a joint appointment leaves, will not normally be paid compensation under these Regulations.</p>	
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HERTFORDSHIRE COUNTY COUNCIL

COUNTY COUNCIL

TUESDAY, 17 JULY 2018 AT 10.00AM

Agenda Item No.

12

**SECTION 85, LOCAL GOVERNMENT ACT 1972 - VACATION OF OFFICE
BY FAILURE TO ATTEND MEETINGS**

Report of the Chief Legal Officer

Author: Kathryn Pettitt, Chief Legal Officer (Tel: 01992 555527)

Executive Member: David Williams, Leader of the Council

1. Purpose of report

- 1.1 For Council to consider delegating the power, under Section 85 of the Local Government Act 1972, to approve a reason for a Member's failure to attend meetings of the Council throughout a period of six consecutive months from the date of the Member's last attendance, to the Standards Committee.

2. Summary and Background

- 2.1 Section 85 of the Local Government Act 1972 ("the Section") provides that:

2.1.1 if a Member of the Council fails, throughout a period of six consecutive months from the date of his/her last attendance, to attend any meeting of the Council (or any Committee or Sub-Committee of the Council on which the Member sits); or

2.1.2 if a Member of the Council who is also a Member of the Executive fails throughout a period of six consecutive months from the date of his/her last attendance to attend any meeting of the Executive;

the Member shall cease to be a Member of the Council unless the failure to attend was due to some reason approved by the Council ("an approval") before the expiry of that period.

- 2.2 In relation to the circumstances set out in paragraph 2.1.1, the Council has a relatively small number of Committees and Sub-Committees and attendance at a Cabinet Panel meeting does not count as attendance for the purposes of the Section. Further, some Members of the Council are not Members of any Committee or Sub-Committee.

- 2.3 The Council's cycle of meetings is such that it is possible for a Member to fail to attend a meeting throughout a six month period by missing a

single meeting of Council. This is particularly the case where a Member misses either the July or November meeting of the Full Council. If a Member were to be in this situation the Member would cease to be a Member of the Council unless the Council gave an approval before the expiry of the six month period.

- 2.4 Approvals under the Section may currently only be given by Full Council. Given the situation described in 2.3 above, there may not be a meeting of the Council at which an approval could be considered before the expiry of the six month period. It is, therefore, proposed that the power to give approvals be delegated to the Standards Committee. Full Council would still be able to give approvals under the Section and would be requested to do so if there was an appropriately timed meeting for the application to be taken to.
- 2.5 It is also proposed that Members be advised that if a Member knows in advance that he/she will be unable to attend a meeting of the Council, particularly, the July or the November meeting, he/she should inform the Chief Legal Officer as soon as possible in order that consideration can be given to seeking an approval either from Council or from the Standards Committee.

3. Recommendation

- 3.1
1. That the Council's power, under Section 85 of the Local Government Act 1972, to approve a reason for a Member's failure to attend meetings of the Council and/or the Executive throughout a period of six consecutive months from the date of the Member's last attendance, be delegated to the Standards Committee.
 2. That the Chief Legal Officer be authorised to make any amendments as may be necessary to the Constitution to give effect to the decision at 1 above.

4. Financial Implications

- 4.1 None arising directly from this report.

Background Information

Section 85 of the Local Government Act 1972

<http://www.legislation.gov.uk/ukpga/1972/70/section/85>