



Rutland County Council

Catmose Oakham Rutland LE15 6HP.
Telephone 01572 722577 Email governance@rutland.gov.uk
DX28340 Oakham

Minutes of the **TWO HUNDRED AND SEVENTY FIRST MEETING of the COUNCIL** held in the Council Chamber, Catmose, Oakham, Rutland, LE15 6HP on Monday, 12th March, 2018 at 7.00 pm

PRESENT:

Mr I Arnold	Mr G Brown
Mr N Begy	Mr K Bool
Mr E Baines	Miss R Burkitt
Mr B Callaghan	Mr R Clifton
Mr G Conde	Mr R Foster
Mrs J Fox	Mr R Gale
Mr O Hemsley	Mr J Lammie
Mr A Mann	Mr M Oxley
Mrs L Stephenson	Mr A Stewart (for part of the meeting)
Miss G Waller	Mr A Walters
Mr D Wilby	Mr A Lowe

APOLOGIES:

Mr O Bird	Mr W Cross
Mr J Dale	Mr C Parsons

OFFICERS PRESENT:

Debbie Mogg	Director for Resources (Monitoring Officer)
Dr Tim O'Neill	Director for People and Deputy Chief Executive
Mr Jeremy Barnes	Electoral Services Officer
Mrs Natasha Taylor	Governance Manager

669 APOLOGIES

Apologies were received from Mr Bird, Mr Cross, Mr Dale and Mr Parsons.

670 CHAIRMAN'S ANNOUNCEMENTS

The Chairman confirmed that his announcements had been circulated in advance of the meeting.

The Chairman welcomed Mr Adam Lowe to the Council and congratulated him on his election to the Oakham South East Ward.

671 ANNOUNCEMENTS FROM THE LEADER, MEMBERS OF THE CABINET OR THE HEAD OF PAID SERVICE

There were no announcements from the Leader, Members of the Cabinet or the Head of Paid Service.

672 DECLARATIONS OF INTEREST

Mr Conde declared a personal interest in Item 10 of the agenda (Education Framework) as his granddaughter received SEND support.

Mrs Stephenson declared an interest in Item 10 of the agenda (Education Framework) as she was employed at Leighfield Primary School and had two children attending Uppingham Church of England Primary School.

Miss Waller declared an interest in Item 10 of the agenda (Education Framework) as she was Vice-Chair of Governors at Ryhall Primary School.

Mr Callaghan declared an interest in Item 10 of the agenda (Education Framework) as he was a Governor at Casterton College.

The Monitoring Officer confirmed that members did not have to declare an interest by virtue of having children or grandchildren at Rutland Schools.

673 MINUTES OF PREVIOUS MEETING

The minutes of the 268th meeting of the Rutland County Council District Council held on 15 January 2018; the 269th (Special) Meeting of the Rutland County Council District Council held on 5 February 2018; and the 270th (Special Council Tax) Meeting of the Rutland County Council District Council held on 26 February 2018, were confirmed by the Council and signed by the Chairman.

674 PETITIONS, DEPUTATIONS AND QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no petitions, deputations or questions from members of the public.

675 QUESTIONS FROM MEMBERS OF THE COUNCIL

There were no questions from members of the Council.

676 REFERRAL OF COMMITTEE DECISIONS TO THE COUNCIL

No Committee decisions had been referred.

677 CALL-IN OF DECISIONS FROM CABINET MEETINGS DURING THE PERIOD FROM 13 JANUARY 2018 TO 9 MARCH 2018 (INCLUSIVE)

No call-ins were received.

678 REPORT FROM THE CABINET

Report No. 57/2018 from the Cabinet was received, the purpose of which was to consider the recommendations of Cabinet referred to Council for determination and report the Key Decisions made by Cabinet since the publication of the agenda for the previous meeting of the Council on 26 February 2018.

- 1) Council **NOTED** the Key Decisions made since the publication of the agenda for the previous meeting of the Council on 26 February 2018, as detailed in Appendix A to Report No. 57/2018.

- 2) **20 February 2018**
Decision No. 622
Report No. 38/2018
EDUCATION FRAMEWORK 2017-2020

Mr Wilby introduced and moved the recommendations in the report. Mr Foster seconded the recommendations.

During his introduction Mr Wilby confirmed that this was an overarching strategy which covered early years through to post-16 education. The Education Provider Prioritisation and Entitlement 2017-18 was in essence the implementation manual. A press release had been issued that day confirming that all 364 applicants for secondary school places had been given one of their choices with 96% being given their first choice. The paper covered the monitoring of standards in an environment where 85% of Rutland children were in academies and this was likely to increase. The Education Performance Board, Chaired by Mr Wilby, monitored the performance of all schools and the Head Teachers Group to instigate collaboration and training to ensure best practice across the County in partnership with other organisations such as the National Leaders of Education, The Rutland Teaching Alliance and East Midlands Teaching School Alliance and where appropriate the Diocese Education Leadership, along with Rutland County Council Officers. Currently all schools were judged good or outstanding and our results compare favourably with national standards. Harrington School was developing well with cohort increasing to 110 pupils starting in September. There was more work to do for post-16 students and there was more work underway to provide vocational and apprenticeship opportunities. Children Looked After, overseen by the Virtual Head and Corporate Parenting Board, which all members were welcome to attend. Also improvements were being explored to improve the support to children with special educational needs and disabilities. A recent safeguarding audit had highlighted the need to re-focus on recruitment practices and this was in hand. School Governors also play an important part. Being a small County Rutland must continue to use resources wisely and collaborate well to sustain and improve our educational offer to Rutland children.

During debate of the recommendations, points raised included:

- i. Mr Oxley was concerned regarding the shrinking number of maintained schools and how those remaining could be supported if they wished to remain outside of the academy structure. Mr Wilby confirmed that all schools are encouraged to work together through the Head Teachers Group and the Rutland Teaching Alliance in collaboration with the Local Authority;

- ii. Mr Baines required clarification as to the support for academies highlighted in the report and whether the costs for such RCC Officer support would be recharged back to academies, given the financial challenges being experienced by the Council at present. Mr Wilby confirmed that collaboration would continue to be important to ensure that teaching practices remained high. Any resultant costs should be given consideration, but it would depend on where the support came from for school improvement; for instance it may come from the Local Authority; but may also come from other sources. The Chairman suggested that further detail could be provided outside of the meeting and appended to the minutes;
- iii. Mr Conde asked how special mental health provision in schools may impact on education and the further detriment that would be imposed by difficulties in accessing general practice surgeries in relation to the proposed closure of the surgery at Ketton. Mr Wilby noted the ongoing consultation and that it would not be appropriate to comment on this specifically, but assured Mr Conde that support for all children with disabilities remained a high priority;
- iv. Mr Foster confirmed that there was a close collaboration with Rutland Schools with resilience training and development of a whole school approach to focus on young people and mental health;
- v. Miss Waller confirmed that Schools outside of the Rutland academy trusts still work in partnership with those schools. It would be helpful to develop a more coherent vision for education of Rutland children, in spite of recent GCSE results which had shown good value added, there was still some room for improvement. Miss Waller had some concerns regarding post-16, in particular regarding cost and investing in a non-academic post-16 offer when there were facilities in neighbouring Counties, in view of current financial position. In addition Rutland did not have many young people leaving school at post-16 and may not necessarily be able to cater for their individual needs/preferences. In future Education Frameworks it would be good to see the apprenticeship route being aimed at academic young people and also some detail about careers advice to young people in schools. Mr Wilby confirmed that it was often more feasible for young people to go outside the County to Post-16 Colleges that had the appropriate facilities. Facilities that could be offered within the County would still be looked at, but not on a large scale. Members should put any ideas through to the Education Team;
- vi. Mr Clifton highlighted the need to focus on the transition post-16 for young people receiving special education need and disability support. Mr Clifton asked whether exclusions were a problem in Rutland Schools given recent media attention on this subject. Mr Wilby confirmed there had been improvements made in this area and the focus remained on inclusion and supporting children to remain within educational settings; and
- vii. Mrs Stephenson noted the importance of academies engagement with the Local Education Authority and cited the results of a recent survey on Safeguarding where the response rate from academies had been poor.
- viii. The Chairman noted that the increase in pupils at Casterton was a good news story, but there was always the problem with funding for places not coming until the next fiscal year.

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Mr A Stewart left the meeting and did not return.

RESOLVED

- 1) To **APPROVE** the Education Framework 2017-20 as the key driver for sustained education improvement across Rutland education settings.

679 REPORTS FROM SCRUTINY COMMISSION / SCRUTINY PANELS

No reports were received.

680 JOINT ARRANGEMENTS AND EXTERNAL ORGANISATIONS

- i. Mr Baines –
Rutland Water Partnership – 12 January 2018
Nothing to report.
Rural Community Council – 17 January 2018
Building in Loughborough Road Leicester has been sold and there would be temporary lease in Leicestershire, the first meeting will be at Ashwell Enterprise Park. Also attended the winding up of Rutland Community Spirit event in Victoria Hall and Mr Baines wanted to record his thanks and appreciation for all the good work that had been done.
Environment Agency Northern Region – 19 January 2018
Precept was set at 1% increase. Newly appointed Flood Defence Officer for Leicestershire was pleased to offer any help that she could to Rutland.
Annual Meeting of the Leicester University Court
Recently appointed Chair – Professor Iain Gillespie, gave a presentation on working with Leicestershire Local Enterprise Partnership on entrepreneurialism, asked if could extend this to Rutland and subsequently the Chief Executive has arranged a meeting. This year marks the centenary of the foundation of Leicester College and there will be a meeting on 11 April 2018 with the intention of setting up a fund for modest grants available for residents of Rutland, in order to mark the centenary.
- ii. Miss Waller – East Midlands Councils
Miss Waller had attended the EMC Employment Board and the EMC Refugee Group and had provided a summary of both of those meetings to Councillors and was happy to answer any questions from members.
- iii. Mr Foster – Armed Forces Champion
Text of Mr Foster's Update printed below:
I am delighted as your Armed Forces Champion to update you on our progress during 2017.

Last year was a busy year for our Armed Forces community in Rutland and for us as a Council in supporting them.

The Poachers, 2nd Battalion the Royal Anglian Regiment, left Kendrew Barrack for Cyprus and were replaced by The Tigers, 1st Battalion, The Princess of Wales's Royal Regiment, in preparation for which the earlier part of 2017, a significant amount of officer time was deployed in an engagement visit to Cyprus to support this transition. This involved closely working with families to plan school placements and health requirements as well as a full spectrum of local area information.

The final squadron of 1 Military Working Dog also returned from Germany in 2017, uniting for the first time the whole regiment at St George's Barracks. The Council also supported this move.

We launched our Armed Forces Discount Scheme in 2017 and this has proved very popular with Armed Forces Personnel, and the businesses offering the discount. Over 40 businesses are supporting the scheme already, offering a wide range of discounts and I thank them most warmly for their support of our Service Family.

Last summer the Council co-sponsored a Symposium with Rutland Health Watch. The objective was to bring organisations together to review specifically how we support Veterans in the County. The event was well attended and, after a full debate updating all the various viewpoints across the county, led to the setting up of a working group to develop a bid for funding from the national Armed Forces' Covenant Fund, more of which later.....!

Importantly, December 2017 saw us re-signing to emphasise our ongoing, wholehearted and fulsome commitment to the Armed Forces' Community Covenant. We have widened the signatories to reflect all of our regiments and the broad range of organisations that support our pledge to the entire Armed Forces Community.

On 3rd September 2017 I was proud for the first time to participate in the raising of the Red Ensign in Rutland marking the contribution made by the Merchant Navy in times of war and conflict.

Once again we supported: Armed Forces Flag Raising Day; the Armistice Two Minutes Silence and the Oakham Remembrance Service and Parade.

So what will 2018 bring?

We will extend the Armed Forces Discount Scheme to Rutland Veterans.

We will work to increase the number of businesses supporting the scheme.

We will support the various activities planned to commemorate the 1918 anniversaries.

Last month I represented RCC at the Annual Covenant in the Community Conference, attended and addressed by Minister of State Tobias Ellwood and AVM Gary Tunnicliffe, Assistant Chief of the Defence Staff for Personnel Capability {who used to work for me in the 1990s!!!} and later this month I have been invited to speak at a Public Policy Exchange conference in London, "The Return to Civvy Street - fulfilling our duties to Armed Forces Veterans".

I am also delighted to advise that our bid for Covenant funding has been successful and we have been awarded £110k to support a range of activities, initially for Rutland, but then planned to expand across South Kesteven and Market Harborough including:

- The appointment of an Armed Forces Officer for a period of two years

- Identification of Veterans and families within our community and the creation of a Veterans' database
- Mapping services and information and a gap analysis
- Engagement with the Veterans' Gateway
- Extension of the AF discount scheme
- Training for front line staff
- Closely examine our terms of employment here at the Council to ensure that all those from the ex-service family employed by us receive due consideration for their time following the drum, as happens already for loyal service to the civil authority.

Finally, we will of course be pleased and proud to continue to support our Rutland serving units- 1Military Working Dogs, The Princess of Wales's Royal Regiment, 7 Logistic Regiment and 2 Medical Regiment (albeit 2018 will see them depart from Rutland as they are scheduled for disbandment).

So another busy year planned for 2018 and my thanks go to all of the RCC officers who energetically support this important work, not least the tireless Helen Briggs our Chief Executive, and all the organisations within Rutland who work in partnership with us to support our Armed Forces Community.

681 NOTICES OF MOTION

No notices of motion had been submitted.

682 PAY POLICY 2018-19

Report No. 30/2018 from the Chief Executive was received, the purpose of which was to comply with S. 38 to 43 of the Localism Act 2011 which requires local authorities to produce a Pay Policy Statement.

Mr Hemsley introduced and moved the recommendations in the report. Mr Brown seconded the recommendations.

During debate the following points were raised:

- i. Mr Conde raised a question regarding the lowest paid staff comparison table at section 9.3 of the report in that the "Lowest salary from lowest paid staff group" was higher than the "Average salary of lowest paid staff group". The Chairman confirmed that this would be investigated and a response would be provided outside of the meeting.

RESOLVED

- 1) To **APPROVE** the updated Pay Policy for 2018-19.
- 2) To **NOTE** that the policy reflects salary levels as at 2017-18 pending the outcome of national pay negotiations for 2018-19 and that the Pay Policy Statement will be updated once the outcome is known.
- 3) To **APPROVE** the proposal to put in place the provision to withhold pay increment progression until the employee satisfactorily completes their probation.

683 REVIEW OF POLLING DISTRICTS AND POLLING PLACES

Report No. 39/2018 was received from the Chief Executive, the purpose of which was to seek Council approval of the recommendations of the Returning Officer to conclude the review of polling districts and polling places for Oakham North West Ward.

Mrs D Mogg, Director for Resources, introduced the report and confirmed the duty placed on the Council to keep polling places under review and that a full review would be done before the next elections in 2019. It was necessary to review Barleythorpe at this time due to the increase in electorate and the formation of Barleythorpe Parish Council.

Mr Hemsley moved the recommendations in the report and this was seconded by Mr Lammie.

During debate the following points were raised:

- i. Mr Gale asked whether it was possible to use a polling station in a neighbouring Parish, such as Langham, to save the additional cost. Mrs Mogg confirmed this was not possible as Langham was a separate Polling District.

RESOLVED

- 1) To **APPROVE** the designation of the Oakham United Football Club building, Main Road, Barleythorpe, Oakham, Rutland, LE15 7EE as the designated polling place for the polling district of Barleythorpe.

684 REVIEW OF POLITICAL BALANCE

Report No. 59/2018 from the Director for Resources was received, the purpose of which was to review the political balance of Committees and Panels in accordance with Section 15 of the Local Government and Housing Act 1989 and Regulations made thereunder and request the Council to approve the allocation of seats in accordance with the statutory requirements concerning political balance.

Mr Mogg, Director for Resources, introduced the report and confirmed that the political balance required review following the election of Councillor Adam Lowe. The calculation had resulted in a reduction in Conservative seats by two, creating two vacant seats for non-aligned councillors. The Conservative Group had confirmed that they wished to reduce their allocation of seats on the Audit and Risk Committee and the Employment and Appeals Committee. Council were asked to nominate one non-aligned member to each of these committees.

The Chairman confirmed that each recommendation would be proposed, seconded and voted upon separately.

Mr Hemsley moved recommendation 1) in the report and this was seconded by Mr Wilby.

RESOLVED

- 1) To **APPROVE** the revised political balance calculation as per paragraph 2.5 of this report.

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In accordance with the provisions of Procedure Rule 11, paragraph 2 – Recording of Votes – Mr Gale requested that his votes against the above resolution be recorded.

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Mr Hemsley moved recommendation 2) in the report and this was seconded by Mr Begy.

During debate on recommendation 2) the following points were raised:

- i. Miss Waller asked for clarification on why there was over representation of non-aligned members on some committees and no representation on others. Mrs Mogg confirmed that the number of seats on each Committees and the proportionate allocation did not allow for each committee/panel to have identical proportionality;
- ii. Miss Waller accepted that the percentages would not allow for exact proportionality on each committee and accepted that there was a level of compromise, but felt that where possible there should be representation of non-aligned councillors on every committee/panel;
- iii. Mr Hemsley confirmed that he would give this consideration at Annual Council in May when the Political Balance would be reviewed again;
- iv. Mr Gale commented that in his view the Council would work better without political groups;
- v. Mr Baines enquired as to whether Mr Lowe could continue to be the Town Council representative on the Conduct Committee. Mrs Mogg, confirmed that Mr Lowe could continue to hold that position, but that this appointment was due for review in May 2019.

RESOLVED

- 2) To **APPROVE** the allocation of seats to Political Groups shown at paragraph 2.6 and notes the membership of each committee as set out in Appendix 1 of Report 59/2018.

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In accordance with the provisions of Procedure Rule 11, paragraph 2 – Recording of Votes – Mr Gale requested that his votes against the above resolution be recorded.

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The Chairman invited Council to make nominations for the vacant seat on the Audit and Risk Committee from the non-aligned members.

Mr Oxley proposed Mr Lowe and this was seconded by Mr Baines.

The Chairman invited Council to make nominations for the vacant seat on the Employment and Appeals Committee from the non-aligned members.

Mr Conde proposed Miss Waller and this was seconded by Mrs Stephenson.

RESOLVED

3)

- i. Mr Lowe be appointed to the Audit and Risk Committee; and
- ii. Miss Waller be appointed to the Employment and Appeals Committee.

685 ANY URGENT BUSINESS

No matters of urgent business were received.

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The Chairman declared the meeting closed at 8.30 pm.

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Full Council 12 March 2018

Response to Question from Mr Baines – Minute Number 678 Discussion Item ii)

A local authority must exercise its education functions with a view to promoting high standards (Section 13A of the Education Act 1996). Local authorities should act as champions of high standards of education across their schools. The 2017-18 Prioritisation and Entitlement document (included in the Council papers) outlines the school improvement activity that we undertake with all of our schools, maintained or academies.

Key within school improvement is routine 'risk assessments' based on clear criteria which have been shared with, and agreed by, our school leaders. As an outcome, all schools are notified of their current risk assessment outcome and congratulated if 'green'. If 'amber' or 'red' they will be informed of this and the reasons for our assessment. If this is a maintained school, this will be followed up by an arranged meeting with Head and Chair of Governors; if this is an Academy, the head teacher will be asked to invite us in to talk about the areas identified and to discuss actions they are taking. All actions at this level are at no charge to maintained schools or academies because this is a key aspect of our statutory role for ensuring children and young people have access to good education provision. To date, we have had good engagement at this level with maintained schools and academies whose assessment identified there was a potential risk to their effectiveness.

Following the autumn term prioritisation activity, 2 schools (one academy and one maintained) were notified that they had been assessed as a high risk and two (one academy and one maintained) as medium. In each case, the head teacher was informed and offered an opportunity to discuss our assessment outcome and to identify what was being planned/ actioned to address concerns raised. Meetings were held in each of the schools identified as high risk; the academy demonstrated that procedures were already being established through school to school support; school to school support was brokered by the LA for the maintained school. In the case of the medium risk maintained school, a programme of school to school support was brokered; the academy provided evidence that the issues being identified as concern were being addressed through leadership changed.

Spring term prioritisation processes are currently being completed.

Where it is identified that external support would be of benefit, school to school support, or wider Teaching School Alliance support, would be recommended as appropriate. This would be an independent arrangement for academies, and LA would not cover their costs or complete that work, therefore 're-charging' would not be required. We would, of course, continue to provide this level of support for maintained schools.

Wider support, the Sustained Sector-led Improvement Programme, is a commissioned programme which has just commenced. This has been offered to all maintained schools and academies because this is a key driver in the future of school improvement within the current national education landscape. Key funding for this was through last autumn's £50,000 DfE School Improvement Grant to LAs. This is central to the LA's statutory duty to set high expectations for school performance and ensure that the education sector is taking shared accountability for the performance of schools within the authority. This is central to current national education strategies.