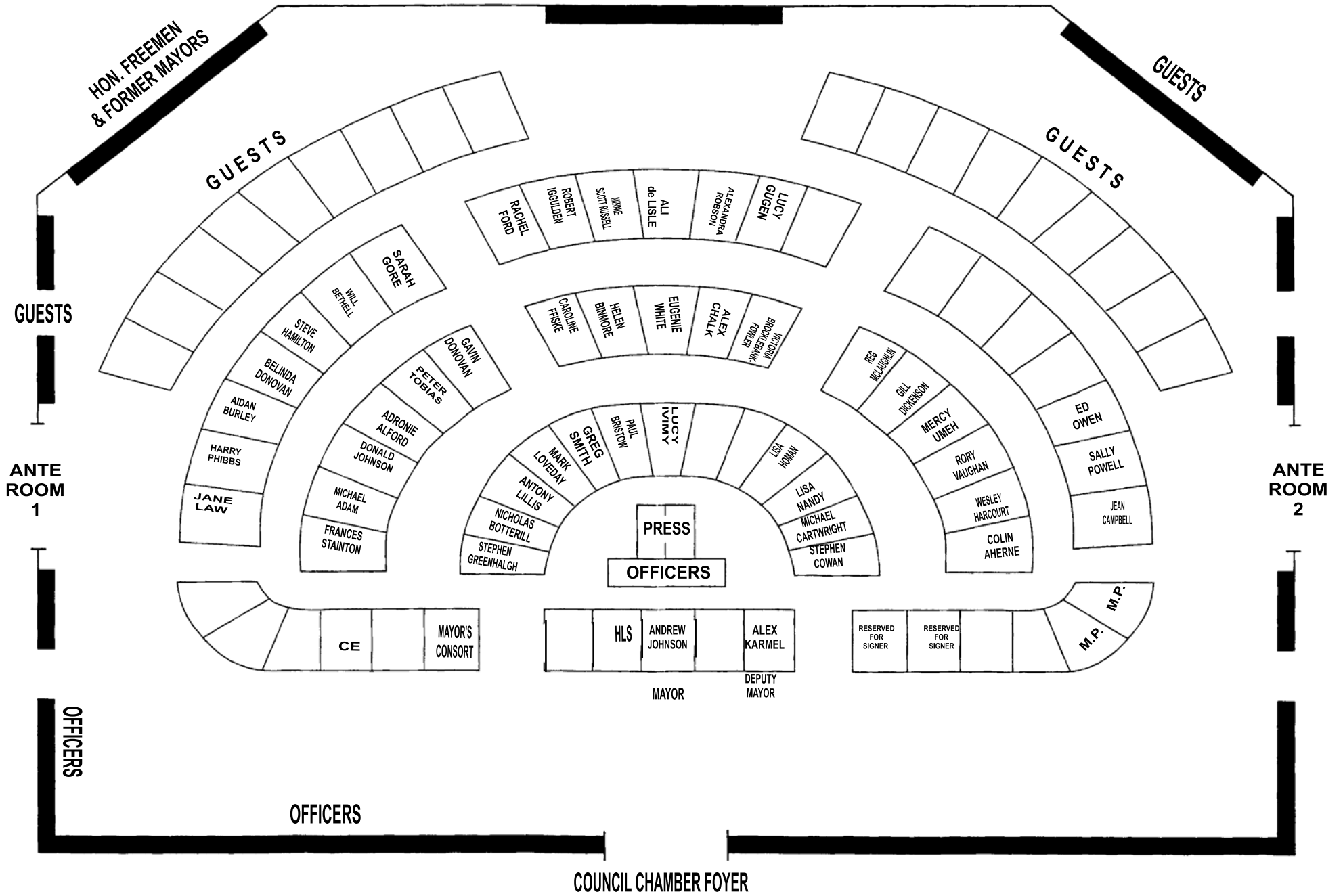


# COUNCIL AGENDA

(Ordinary Council Meeting)

Wednesday 28 January 2009

# COUNCIL CHAMBER SEATING 2008/09





The Mayor (Councillor Andrew Johnson)  
Deputy Mayor (Councillor Alex Karmel)

ADDISON

Helen Binmore (C)  
Belinda Donovan (C)  
Peter Tobias (C)

HAMMERSMITH  
BROADWAY

Michael Cartwright (L)  
Stephen Cowan (L)  
Lisa Nandy (L)

RAVENSCOURT PARK

Lucy Ivimy (C)  
Harry Phibbs (C)  
Eugenie White (C)

ASKEW

Gill Dickenson (L)  
Rory Vaughan (L)  
Lisa Homan (L)

MUNSTER

Michael Adam (C)  
Adronie Alford (C)  
Alex Karmel (C)

SANDS END

Ali de Lisle (C)  
Steve Hamilton (C)  
Jane Law (C)

AVONMORE &  
BROOK GREEN

Will Bethell (C)  
Alexandra Robson (C)  
Robert Iggulden (C)

NORTH END

Caroline Ffiske (C)  
Sarah Gore (C)  
Lucy Gugen (C)

SHEPHERDS BUSH  
GREEN

Mercy Umeh (L)  
Ed Owen (L)  
Alex Chalk (C)

COLLEGE PARK &  
OLD OAK

Wesley Harcourt (L)  
Reg McLaughlin (L)

PALACE RIVERSIDE

Donald Johnson (C)  
Minnie Scott Russell (C)

TOWN

Stephen Greenhalgh (C)  
Greg Smith (C)  
Antony Lillis (C)

FULHAM BROADWAY

Aidan Burley (C)  
Victoria Brocklebank-  
Fowler (C)  
Rachel Ford (C)

PARSONS GREEN AND  
WALHAM

Nicholas Botterill (C)  
Mark Loveday (C)  
Frances Stainton (C)

WORMHOLT AND  
WHITE CITY

Colin Aherne (L)  
Jean Campbell (L)  
Dame Sally Powell (L)

FULHAM REACH

Paul Bristow (C)  
Gavin Donovan (C)  
Andrew Johnson (C)

# SUMMONS

Councillors of the London Borough of  
Hammersmith & Fulham  
are requested to attend an  
Ordinary Meeting of the Council on  
Wednesday 28 January 2009  
at Hammersmith Town Hall, W6

The Council will meet at 7.00pm.

19 January 2009  
Town Hall  
Hammersmith W6

Geoff Alltimes  
Chief Executive

# COUNCIL

## - AGENDA -

28 JANUARY 2009

<u>ITEM</u>		<u>PAGE</u>
1.	<b>MINUTES – 17 SEPTEMBER 2008</b>	
1.1	To approve and sign as an accurate record the Minutes of the Ordinary Council Meeting held on 17 September 2008.	<b>204 -219</b>
2.	<b>APOLOGIES FOR ABSENCE</b>	
3.	<b>MAYOR'S / CHIEF EXECUTIVE'S ANNOUNCEMENTS (IF ANY)</b>	Circulated separately (Green Sheet)
4.	<b>DECLARATIONS OF INTEREST</b>	
4.1	If a Councillor has any prejudicial or personal interest in a particular report they should declare the existence and nature of the interest at the commencement of the consideration of that item or as soon as it becomes apparent.	
4.2	At meetings where members of the public are allowed to be in attendance and speak, any Councillor with a prejudicial interest may also make representations, give evidence or answer questions about the matter. The Councillor must then withdraw immediately from the meeting before the matter is discussed and any vote taken unless a dispensation has been obtained from the Standards Committee.	
4.3	Where members of the public are not allowed to be in attendance, then the Councillor with a prejudicial interest should withdraw from the meeting whilst the matter is under consideration unless the disability has been removed by the Standards Committee.	
5.	<b>PUBLIC QUESTIONS (20 MINUTES)</b>	
	The Leader / relevant Cabinet Member to reply to questions submitted by members of the public:	
5.1	<a href="#">Question 1 – Nigel Winkle</a>	<b>220</b>
5.2	<a href="#">Question 2 - John O'Callaghan-Williamson</a>	<b>221</b>
5.3	<a href="#">Question 3 – Jerry Beere and Anna Jones</a>	<b>222</b>
5.4	<a href="#">Question 4 – Frank Colcord</a>	<b>223</b>

<b>6.</b>	<b>ITEMS FOR DECISION / COMMITTEE REPORTS (IF ANY)</b>	
6.1	<b>COUNCIL TAX BASE AND COLLECTION RATE 2009/2010</b>	<b>224-230</b>
	<p>This report contains an estimate of the Council Tax collection rate and calculates the Council Tax base for 2009/10.</p> <p>The Council Tax base will be used in the calculation of the Band D Council Tax undertaken in the Revenue Budget Report for 2009/10.</p>	
6.2	<b>REVIEW OF THE COUNCIL'S CONSTITUTION - CHANGES TO CABINET PORTFOLIO RESPONSIBILITIES</b>	<b>231-255</b>
	<p>This report outlines proposed changes to Cabinet portfolio responsibilities. A further report will be submitted to Council in February detailing changes and amendments to the Schemes of Delegation. The revisions are mainly required to transfer powers and functions from the Environment department to Resident Services department from 1 April 2009.</p>	
6.3	<b>STAFF TERMS AND CONDITIONS</b>	<b>256-258</b>
	<p>This report provides the background to a request that Council agrees to delegate authority to the Council's Chief Executive to approve and implement new terms and conditions for staff following the conclusion of the current consultation with staff and the unions.</p>	
6.4	<b>CHILDREN AND YOUNG PEOPLE'S PLAN 2008-2011</b>	<b>259-298</b>
	<p>This report contains the final version of the Children and Young People's Plan for 2008-11, the over-arching plan for all services delivered to children and young people in Hammersmith and Fulham. The Plan is a statutory requirement under the The Children and Young People's Plan (England) Regulations 2005.</p>	
<b>7.</b>	<b>SPECIAL MOTIONS</b>	
	<p>To consider and determine any Special Motions:</p>	
7.1	<b>Special Motion No. 1 – VAT Charges on Parking and Sports Bookings</b>	<b>299</b>
7.2	<b>Special Motion No. 2 – Home Care Charging</b>	<b>300</b>
7.3	<b>Special Motion No. 3 – Rubbish Collection</b>	<b>301</b>
7.4	<b>Special Motion No. 4 – Sustainable Communities Act</b>	<b>302</b>
<b>8.</b>	<b>INFORMATION REPORTS – TO NOTE (IF ANY)</b>	

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# COUNCIL MINUTES

(ORDINARY COUNCIL MEETING)

WEDNESDAY 17 SEPTEMBER 2008





PRESENT:

The Mayor (Councillor Andrew Johnson)  
Deputy Mayor (Councillor Alex Karmel)

Councillors:

Colin Aherne  
Mrs Adronie Alford  
Helen Binmore  
Nicholas Botterill  
Paul Bristow  
Victoria Brocklebank-  
Fowler  
Aidan Burley  
Jean Campbell  
Michael Cartwright  
Alex Chalk  
Stephen Cowan  
Gill Dickenson  
Belinda Donovan  
Gavin Donovan

Caroline Ffiske  
Rachel Ford  
Sarah Gore  
Stephen Greenhalgh  
Lucy Gugen  
Steve Hamilton  
Wesley Harcourt  
Lisa Homan  
Robert Iggulden  
Lucy Ivimy  
Donald Johnson  
Jane Law  
Ali de Lisle  
Antony Lillis  
Mark Loveday

Reg McLaughlin  
Lisa Nandy  
Ed Owen  
Harry Phibbs  
Dame Sally Powell  
Alexandra Robson  
Minnie Scott Russell  
Greg Smith  
Frances Stainton  
Peter Tobias  
Mercy Umeh  
Rory Vaughan  
Eugenie White

## **21. MINUTES – 25 JUNE 2008**

7.01 pm - The minutes of the Ordinary Council Meeting held on 25 June 2008 were confirmed and signed as an accurate record.

## **22. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Mike Adams and Will Bethel.

Apologies for lateness were received on behalf of Councillors Gavin Donovan and Alexandra Robson.

## **23. MAYOR'S ANNOUNCEMENTS**

The Mayor's Announcements were circulated and tabled at the meeting. (Copy attached as **Appendix 1** to these minutes).

The Mayor congratulated and presented Simon Jones, Head of Communications, with an award from CIPR (Chartered Institute of Public Relations) - Public Sector Campaign of the Year where his team was a finalist in recognition of successfully leading a media campaign relating to the 3% reduction in council tax. He advised that the National Anthem would be played at the conclusion of the meeting.

## **24. DECLARATIONS OF INTEREST**

There were no declarations of interest made.

## **25. PUBLIC QUESTION TIME**

7.04pm - The Mayor called on those members of the public who had submitted questions to the Leader or to Cabinet Members to ask their questions:

Question No. 1 – Ms Bren Simson on behalf of Mr. Ian Griffiths to the Leader of the Council (Councillor Stephen Greenhalgh)

Question No. 2 – Ms Henrietta Bewley to the Leader of the Council (Councillor Stephen Greenhalgh)

Question No. 3 – Ms Catherine Remy to the Deputy Leader of the Council and Cabinet Member for the Environment (Councillor Nicholas Botterill)

[Copies of all public questions submitted and the reply given are attached at **Appendix 2** to these minutes.]

## **26. TREASURY MANAGEMENT OUTTURN REPORT**

7.15 pm - The report and recommendation was formally moved for adoption by the Leader of the Council, Councillor Stephen Greenhalgh.

The report and recommendation was put to the vote:

FOR	Unanimous
AGAINST	0
ABSTENTIONS	0

The report and recommendation was declared **CARRIED.**

7.15 pm **RESOLVED:**

To note the borrowing and investment activity for the period 1 April 2007 to 31 March 2008.

## **27. ANNUAL REPORT OF THE AUDIT COMMITTEE 2007/08 YEAR**

7.16 pm - The report and recommendation was formally moved for adoption by the Leader of the Council, Councillor Stephen Greenhalgh.

The report and recommendation was put to the vote:

FOR	Unanimous
AGAINST	0
ABSTENTIONS	0

The report and recommendation was declared **CARRIED.**

7.16 pm **RESOLVED:**

That the Council approves the annual report

## **28. SPECIAL MOTIONS**

### **Special Motion No. 1 – Borough Examination Results**

7.16 p m – Councillor Antony Lillis moved, seconded by Councillor Victoria Brocklebank - Fowler, the special motion standing in their names:

"This Council congratulates the Head teachers, staff and pupils of the borough's schools on an improved set of GCSE/'A' level results announced recently. This Council praises the hard work that has led to these results and will continue to support and work with our schools for sustained success in future years."

Councillor Antony Lillis reserved his right to speak.

Under Council Procedure Rule 15 (e) (vi), Councillor Dame Sally Powell moved, seconded by Councillor Reg McLaughlin, an amendment to the motion, after the word "staff" in the first line insert:

"governors, parents"

Speeches on the amendment were made by Councillors Dame Sally Powell and Councillor Reg McLaughlin before it was put to the vote:

FOR	Unanimous
AGAINST	0
ABSTENTION	0

The amendment to the motion was declared **CARRIED**.

Councillor Antony Lillis made a speech winding up the debate before the substantive motion was put to the vote:

FOR	Unanimous
AGAINST	0
ABSTENTION	0

The substantive motion was declared **CARRIED**.

7.36 pm - **RESOLVED**:

This Council congratulates the Head teachers, staff, governors, parents and pupils of the borough's schools on an improved set of GCSE/'A' level results announced recently. This Council praises the hard work that has led to these results and will continue to support and work with our schools for sustained success in future years.

### **Special Motion No. 2 – Super Sewer**

7.37 pm – Councillor Paul Bristow moved, seconded by Councillor Nicholas Botterill, the special motion standing in their names:

“This Council is firmly opposed to any attempt by Thames Water to place the entrance to the Thames Tidal Tunnel in Furnivall Gardens or one of the Borough’s other precious open spaces; notes that this plan would blight the area concerned for years, when even Thames Water admit it will make little difference to the already much-improved water quality of the Thames; believes the Government is only calling for the super-sewer to avoid EU fines; is dismayed that the estimated £2.5 billion cost would be added to residents’ water bills; and urges Thames Water and the Government to look at more effective solutions.”

Councillor Paul Bristow reserved his right to speak. While a speech on the motion was made by Councillor Nicholas Botterill.

Under Council Procedure Rule 15 (e) (vi), Councillor Stephen Cowan moved, seconded by Councillor Michael Cartwright, an amendment to the motion to delete all words after “open space’ and insert:

“We deeply regret the highly partisan, secretive and incompetent approach to this matter taken by the Conservative leadership and call on them to join with the Labour ward councillors and run a cross-party campaign that put the residents’

need to stop Thames Water blighting our open spaces for years to come above the Conservative Party's political considerations.”

Speeches on the amendment were made by Councillors Stephen Cowan and Michael Cartwright before it was put to the vote:

FOR	11
AGAINST	0
ABSTENTION	28

The amendment to the motion was declared **LOST**.

Councillor Paul Bristow made a speech winding up the debate before the substantive motion was put to the vote:

FOR	27
AGAINST	0
ABSTENTION	12

The substantive motion was declared **CARRIED**.

7.59 pm - **RESOLVED**:

This Council is firmly opposed to any attempt by Thames Water to place the entrance to the Thames Tidal Tunnel in Furnivall Gardens or one of the Borough's other precious open spaces; notes that this plan would blight the area concerned for years, when even Thames Water admit it will make little difference to the already much-improved water quality of the Thames; believes the Government is only calling for the super-sewer to avoid EU fines; is dismayed that the estimated £2.5 billion cost would be added to residents' water bills; and urges Thames Water and the Government to look at more effective solutions.

### **Special Motion No. 3 – White City Collaborative Care Centre**

8.01 pm – Councillor Mark Loveday moved, seconded by Councillor Lucy Ivimy, the special motion standing in their names:

“This Council welcomes the proposed White City Collaborative Care Centre scheme developed by the H&F Primary Care NHS Trust and Building Better Health.

The scheme will deliver over £30 million of new investment, innovative health care facilities, 23 shared ownership homes and 47 low cost homes for sale in one of the most disadvantaged parts of our community.

This Council condemns the intervention of the Secretary of State for Communities and Local Government by issuing a directive under Article 14 of the Town and Country Planning (General Development Procedure) Order 1995 and calls for the directive to be lifted to enable this visionary scheme to proceed.”

An amendment to the motion was immediately moved to delete paragraph three and replace it with:

“This Council welcomes the decision of the Secretary of State for Communities and Local Government not to call in the scheme and her withdrawal of the directive under Article 14 of the Town and Country Planning (General Development Procedure) Order 1995 which will now enable this visionary scheme to proceed.”

A speech on the amended motion was made by Councillor Lucy Ivimy before it was put to the vote:

FOR	27
AGAINST	11
ABSTENTION	1

The amendment to the motion was declared **CARRIED**.

Under Council Procedure Rule 15 (e) (vi), Councillor Lisa Nandy moved, seconded by Councillor Rory Vaughan, an amendment to the amended motion to delete all after the first paragraph, and insert:

“and calls on the administration to reinstate social rented housing in this development.”

Speeches on the amendment were made by Councillors Lisa Nandy, Rory Vaughan and Sally Powell (for the Opposition) and Councillors Lucy Ivimy and Stephen Greenhalgh (for the Administration) before it was put to the vote:

FOR	12
AGAINST	30
ABSTENTIONS	1

The amendment to the motion was declared **LOST**.

Councillor Mark Loveday made a speech winding up the debate before the substantive motion was put to the vote:

FOR	30
AGAINST	12
ABSTENTIONS	1

The motion was declared **CARRIED**.

8.25 pm - **RESOLVED**:

This Council welcomes the proposed White City Collaborative Care Centre scheme developed by the H&F Primary Care NHS Trust and Building Better Health.

The scheme will deliver over £30 million of new investment, innovative health care facilities, 23 shared ownership homes and 47 low cost homes for sale in one of the most disadvantaged parts of our community.

This Council welcomes the decision of the Secretary of State for Communities and Local Government not to call in the scheme and her withdrawal of the directive under Article 14 of the Town and Country Planning (General Development Procedure) Order 1995 which will now enable this visionary scheme to proceed.

#### **Special Motion No. 4 - Changes to Committee Memberships**

8.26 p.m – Councillor Francis Stainton moved, seconded by Councillor Jane Law, the special motion standing in their names:

“The following changes to the Pension Pensions Fund Investment Panel memberships will be made, effective from the day after the Council meeting:

Councillor Alexandra Robson - to come off Pensions Fund Investment Panel.

Councillor Donald Johnson - be appointed a member of Pensions Fund Investment Panel.

The substantive motion was then put to the vote:

FOR	Unanimous
AGAINST	0
ABSTENTIONS	0

The motion was declared **CARRIED**.

8.32 pm - **RESOLVED**:

The following changes to the Pension Pensions Fund Investment Panel memberships will be made, effective from the day after the Council meeting:

Councillor Alexandra Robson - to come off Pensions Fund Investment Panel.

Councillor Donald Johnson - be appointed a member of Pensions Fund Investment Panel.

#### **20. INFORMATION REPORTS TO COUNCIL (IF ANY)**

There were no information reports to this meeting of the Council.

\* \* \* \* \* CONCLUSION OF BUSINESS \* \* \* \* \*

- Council Minutes – 17 September 2008 -

Meeting ended: 8.34 pm. - Wednesday, 17 September 2008.

.....  
MAYOR



**ANNOUNCEMENTS BY  
THE MAYOR**

1. On 28<sup>th</sup> June 2008, I attended 'Celebrating Fulham, which was part of the 2008 Fulham Festival, Jerdan Place, SW6
2. On 30<sup>th</sup> June, I was delighted to attend the commemorative plaque unveiling ceremony for Connie Mark MBE, Mary Seacole House, Invermead Close, W12
3. On 5<sup>th</sup> July, I attended the Wendell Park and St Saviour Church, Summer Fair, Wendell Park, W12
4. On 5<sup>th</sup> July, I attended the Giles Hart Solidarity Memorial Committee, plaque unveiling ceremony, Ravenscourt Park, W6
5. On 7<sup>th</sup> July, I attended St James Independent School for Senior Girls, Speech Day event, Royal Geographical Society 1 Kensington Gore SW7
6. On 9<sup>th</sup> July, I attended the H&F lunch reception for the London In Bloom official judges, St Peter's Square, W6
7. On 10<sup>th</sup> July, I was delighted to attend and cut the ribbon to the newly refurbished Normand Park, Lillie Road, SW6
8. On 12<sup>th</sup> July, I attended a concert in aid of Leukaemia Research and The Royal Marsden Cancer Campaign, St Peter's Church, St Peter's Square, W6
9. On 13<sup>th</sup> July, I attended the Al-Muntada Primary School Community Fun Day, Hurlingham Park, SW6
10. On 18<sup>th</sup> July, I attended LAMDA Graduation Diploma Day, MaCowen Theatre, Logan Place, W8
11. On 18<sup>th</sup> July, I attended Vanessa Nursery Barbeque Fund Raising evening, Vanessa Nursery, Cathnor Road, W12
12. On 19<sup>th</sup> July, I attended the opening celebration of the first ever Shepherds Bush Festival, Shepherds Bush Green, W12
13. On 19<sup>th</sup> July, I attended Rev Joe Hawes 'Summer Drinks' reception, 70a Fulham High Street, SW6
14. On 21<sup>st</sup> July, I attended the London Mayor's Association AGM, Millbank Tower, Millbank SW1

15. On 23<sup>rd</sup> July, I attended H&F MIND and HAFAD Project Reception, London Bridge, Shad Thames, SE1
16. On 24<sup>th</sup> July, I was delighted to host a reception with Cllr Stephen Greenhalgh, Leader of the Council, to congratulate Sir William Atkinson's on his recent knighthood in the Queen's Birthday Honours in recognition of his services to education and the community of Hammersmith & Fulham
17. On 24<sup>th</sup> July, I attended the Air Training Corp 344 (Fulham) Squadron's Presentation evening, 190 Hammersmith Road W6
18. On 25<sup>th</sup> July, accompanied by my Mayoress, I attended the Mayor of Ealing 'Jazz Festival' charity event, Warpole Park, W5
19. On 28<sup>th</sup> July, I attended the Mayor of Greenwich, charity guided tour of Eltham Palace, SE9
20. On 30<sup>th</sup> July, I attended Olympia's Local Residents Associations' Social Evening, Olympia Hammersmith, W14
21. On 3<sup>rd</sup> August, I attended the Mayor of Kingston charity Picnic and Polo match, Ham Polo Club, Richmond
22. On 6<sup>th</sup> August, I attended the H&F Playday event, Ravenscourt Park, W6
23. On 8<sup>th</sup> August, accompanied by my Mayoress, I attended the Independence Day Celebrations at the Bhavan Centre, Castletown Road, London W14
24. On 10<sup>th</sup> August, I attended Ace Café's 'British & Classic Bikes' event, Ace Café, North Circular Road, NW10
25. On 11<sup>th</sup> August, accompanied by my Mayoress, I attended the Mayor of Newham regeneration tour of Newham and 2012 Olympic Stadium, Newham
26. On 4<sup>th</sup> September, I attended Pocklington Lodge 50<sup>th</sup> Anniversary Celebrations, Rylett Road, W12
27. On 4<sup>th</sup> September, I attended the Mayor of Ealing, charity canal boat trip, Little Venice, W2
28. On 6<sup>th</sup> September, I attended the Annual Polish Air Force Wreath Laying Memorial Service, Polish War Memorial, Northolt
29. On 6<sup>th</sup> September, I attended the Trinity Free Church anniversary service, Askew Road Methodist Church, Askew Road, W12
30. On 8<sup>th</sup> September, I was delighted to receive a cheque, presented by Mr George Irvin, Chief Executive of Irvin Leisure Ltd for my charity, Alzheimer's Society, Mayor's Parlour, HTH

31. On 10<sup>th</sup> September, I attended the Green Chilli Pepper restaurant re-launch, 220 King Street W6
32. On 10<sup>th</sup> September, I attended the Limerick Association (London) Annual Dinner, which Cllr John Gallahue, Cathaoirleach, of Limerick County Council and Frank Hamilton, News Editor also attended, St. Augustine's Church Hall, Fulham Palace Road, W6
33. On 13<sup>th</sup> September, I was delighted to attend the Mayor of Richmond charity race, 'The Michael Jones Riparian Challenge Trophy' which is part of the Great River Race. I accepted on behalf of LBHF and sailed onboard a Viking long boat from Richmond to Docklands. I also attended the Mayor of Tower Hamlets, Post Event Reception, Island Gardens, Isle of Dogs, E14
34. On 14<sup>th</sup> September, I attended and waved the chequered flag for the start of Ace Café London, Annual Motorbike ride-out to Brighton, Ace Café, North Circular Road, NW10
35. On 14<sup>th</sup> September, I attended the Licensing, Commission and welcome service, for Reverend Penelope Anne Seabrook MA, as Associate Vicar, All Saints Church, SW6
36. On 14<sup>th</sup> September, I was delighted to attend Boris Johnson, Mayor of London 'Thames Festival and Reception', OXO Tower Wharf, SE1
37. On 15<sup>th</sup> September, I hosted a visit from Fulham Brownies to the Mayor's Parlour, HTH
38. On 16<sup>th</sup> September, accompanied by my Mayoress, I attended Chelsea vs. Bordeaux Champions League football match, Stamford Bridge, SW6

**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 25 JUNE 2008**

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Question by: Ian Griffiths, 15 Cambridge Grove, London, W6 0LA

To the: Leader of the Council

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**QUESTION**

The cast iron railings of Cambridge Grove and Leamore Street have been allowed to fall into a very poor state. Why has this been allowed to happen?. How does this fit into the Council's plan for the regeneration of Hammersmith.

**RESPONSE**

Officers would normally undertake structural repairs through the Bridge Maintenance budgets allocated in the Local Improvement Programme funded by Transport for London but their funding criteria does not include repairs to retaining walls and therefore an alternative funding source has to be identified. The wall has been kept in a safe condition and essential safety checks have been carried out.

A short section of the wall in Cambridge Grove just north of the railway bridge has recently been reconstructed as the it had become dangerous because of the heavy use from unloading to the railway arches at this location.

Whilst the entire length of this retaining wall would benefit from similar repair it would not resolve the fundamental traffic problems which have given rise to the continual vehicle impacts on the railing bracings.

Essential brickwork re-pointing in Leamore Street has been carried out but the completion of this work has been delayed in Cambridge Grove due to utility company works. This work including the repair of the drainage pipes along the wall is programmed to be done shortly.

We do not just think that money should be spent refurbishing these railings until the traffic issues can resolved and the resources identified to carry out the design and refurbishment.

In order to successfully refurbish these railings the road alignment and parking arrangements need to be reviewed because a great deal of the damage to these historic railings has been caused by vehicles parking adjacent to the wall and impacting on the bracings.

Members of the administration met with representatives from the resident's association to discuss what possible options might be considered to resolve this problem. Further consultation will take place to determine a way forward once a funding source has been identified and preliminary feasibility work has been carried out.



**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 17 SEPTEMBER 2008**

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Question by: MS Henrietta Bewley, 4 Ravenscourt Place, London, W6 0UN.

To the:           Leader of the Council

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**QUESTION**

The Council claims it wants to help local businesses so why does the Council not want to sell the 10 unit trading estate on Askew Crescent to the existing tenants?

**RESPONSE**

The Council decided to sell the freehold of the site following the courts granting in October 2006 forfeiture of the head lease held by Bullitron Management. The Council marketed the estate in February 2008 and invited the occupiers to submit a bid. The Council received a number of bids including one submitted on behalf of the occupiers received on 3rd March 2008. This bid was not successful being less than other bids received. The occupiers were advised of this on 10th March 2008. The downturn in the market meant the preferred bidder was unable to proceed and all the previous bidders including the occupiers were invited to re bid by 10th July 2008 on the basis of a best and final offer. The occupiers re submitted a bid in the sum of £1 million but this was not pursued further as it did not offer value for money for the Council compared to other bids received. The Council has a legal duty to obtain Best Consideration from all its property disposals as well as a fiduciary duty to its Council Tax payers. In this case the Council received amongst others a bid in the sum of £1.325 million fully funded and with the bidder able to exchange in seven working days. The Council was keen to exchange before the market dropped further and the advice we received from our professional advisers was to accept this bid. Contracts were exchanged on 18th July and the sale completed on Friday 15th August 2008.

The Council is indeed keen to support local businesses by using its planning powers to ensure that viable business estates remain in employment use. This is why it has resisted approaches to develop this particular site for housing.

**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 17 SEPTEMBER 2008**

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Question by: Ms Catherine Remy, 43 Rylett Rd ,London, W12 9ST

To the: Deputy Leader and Cabinet Member for Environment

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**QUESTION**

Considering the number of schools and nurseries in the vicinity of Wendell Park, what plans does the Council have for traffic calming measures around Wendell Park Primary School?

**RESPONSE**

Hammersmith & Fulham Council is committed to meeting and surpassing the Government and Mayoral 2010 casualty reduction targets. These include a 60% reduction in the number of children killed or seriously injured on our roads. We have made good progress towards this target, and actually met it early with only 7 children seriously injured in 2007. In the most recent three year period there have been no accidents resulting in injury to children in the Wendell Park area.

We are also working towards two other mayoral targets of reviewing safety around schools and ensuring schools have approved travel plans (STP). I am pleased to tell you that both Wendell Park Primary School and Good Shepherd Primary School have been safety reviewed and have had their school travel plans approved. The most recent speed surveys we have are for Gayford Road, which isn't traffic calmed, and show an average speed of 20mph.

The above approval and review allowed us to bid for funding from Transport for London (TfL) to address the concern identified both actual and perceived. In 2007 we bid for funding to implement a 20mph zone in the Wendell Park area under the STP programme of works, however we were unsuccessful. Furthermore in both 2005 and 2006 we bid for a similar scheme under the casualty reduction programme of works, again without success.

Based on the bidding history of this location, the continued low occurrence of personal injury accidents and the prioritisation of other sites and locations in the borough we have not submitted a further bid for traffic calming in this location.

We will continue to monitor casualty rates here and across the borough to inform our priorities in line with the current casualty reduction targets.

# 5

No. 1

**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 28 JANUARY 2009**

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Question by: Nigel Winkle

To the: The Leader

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**QUESTION**

PPS has submitted a 'consultation report' as part of the documentation supporting the controversial, speculative development of the Goldhawk Industrial Estate by Londonewcastle. Despite claims to the contrary, neither I nor any neighbours I have spoken with were informed of the exhibition until after it had closed. As a result, people who live in the area that will be directly affected were given no opportunity to comment on the development before the planning application was made. Given the lack of genuine consultation, as acknowledged by councillors at the recent meeting of over 150 concerned people at Brackenbury School, and given that the application for planning permission for this development was made (either by design or by coincidence) just before the Christmas/New Year closedown so that it was very difficult for local people to contact relevant expert consultants, will the Council agree to a significant delay in the consideration of planning permission so that fully independent assessments can be made into all aspects of the application by Londonewcastle in conformity with Council policy of fostering local democracy?



**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 28 JANUARY 2009**

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Question by: John O'Callaghan-Williamson

To the: The Leader

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**QUESTION**

This relates to the Decent Homes Programme on the Arthur Henderson and other estates.

Why has the Decent Homes Project currently underway on Arthur Henderson Estate been changed from "Decent Homes Plus" to the basic delivery of "Decent Homes"?

- When did this change happen?
- Why are the front doors on Arthur Henderson Estate, that were to be changed as a mandatory act under "Decent Homes", as the Council told us it had to comply with building & fire regulations, now no longer being replaced?
- Are overhauled doors going to comply with the regulations that were the reason for their replacement in the first place?
- Why are Council tenants who's estate is undergoing current "Decent Homes" work, no longer being communicated with especially when changes happen as aforementioned? Why has tenant participation stopped?
- Does this not demonstrate the published findings that the Council is unable to properly manage and deliver on this project and continues to fail to raise from its poor standing thus far?
- Where is the money that was originally set aside for our costed "Decent Homes" upgrade been spent? As the project has been downgraded.

# 5

No. 3

**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 28 JANUARY 2009**

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Question by: Jerry Beere and Anna Jones

To the:       The Leader

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**QUESTION**

Could the Council Leader please confirm what the current official target for new housing in the borough is and how much of it should be affordable?

# 5

No. 4

**PUBLIC QUESTION TIME**

**LONDON BOROUGH OF HAMMERSMITH & FULHAM**

**COUNCIL MEETING – 28 JANUARY 2009**

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Question by: Frank Colcord

To the: The Leader

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**QUESTION**

Given the current economic conditions, on which planning guidelines are the Council focusing on to ensure that local employment and small business are encouraged rather than threatened?



# Report to Council

# 6.1

28 JANUARY 2009

**LEADER**  
*Councillor Stephen Greenhalgh*

**COUNCIL TAX BASE AND COLLECTION RATE 2009/2010**

**Wards All**

This report contains an estimate of the Council Tax collection rate and calculates the Council Tax base for 2009/10.

The Council Tax base will be used in the calculation of the Band D Council Tax undertaken in the Revenue Budget Report for 2009/10.

**CONTRIBUTORS**

DFCS  
ADLDS

**Recommendations:**

**The Cabinet recommends to Council for 2009-2010 financial year to approve:**

**HAS A PEIA BEEN COMPLETED?  
YES**

- (i) That the estimated numbers of properties for each Valuation Band as set out in this report, be approved.
- (ii) That an estimated Collection rate of 98.0% be approved.
- (iii) That the Council Tax Base of 79,179 Band "D" equivalent properties be approved.

## **1. BACKGROUND**

- 1.1 Under Section 33(1) of the Local Government Finance Act 1992 and the Local Authorities (Calculations of Council Tax Base) Regulations 1992, the Council (as billing authority) is required to calculate its Council Tax Base. This comprises both the estimated numbers of properties within each Valuation band plus the Council's estimate of its collection rate for the coming financial year.
- 1.2 For the current financial year the Council approved a Council tax base of 80,376 Band D equivalent dwellings, and an estimated Collection Rate of 98.0%, which resulted in a tax base of 78,768.
- 1.3 Under Section 11A of the Local Government Finance Act 1992 and the Council Tax (Prescribed Classes of Dwellings) (England) Regulations 2003 the Council has reduced discounts for Second Homes and Long Term Empty properties.
- 1.4 For 2005/06 and subsequent years until revoked, the Council approved discount reductions on Second Homes from 50% to 10% and on Long Term Empty properties from 50% to 0%.

## **2. PURPOSE**

- 2.1 The purpose of the report is for Council to approve the estimated Collection Rate and Council Tax Base for 2009/10.

## **3. DISCOUNTS**

### **3.1 Second Homes**

- 3.1.1 There are some 1,878 second homes in the borough. The reduction in discount from 50% to 10%, will add an additional 896 Band "D" equivalents to the taxbase for 2009/10.
- 3.1.2 Based upon 2008/09 Council Tax levels this reduction in the discount will generate income to the Council of £0.77m. Such additional income will directly benefit the Council and is allowed for within our Medium Term Financial Strategy. Our preceptor, the GLA, will also benefit from the reduction in the discount.

### **3.2 Long Term Empty Properties**

- 3.2.1 There are some 982 long-term empty properties and these have been reflected in the CTB1 return, which the Council provided to the DCLG on 24 October 2008. The net impact of the reduction in the discount on long term empty properties from 50% to nil, is to add an additional 560 Band D equivalents to the taxbase.

3.2.2 Based upon 2008/09 Council Tax levels this will generate additional income of £0.48m. Unlike the income generated from the reduction in the second homes discount the Government consider that such additional council tax income should not directly benefit the Council. Accordingly it is taken account of within the Formula (RSG) Grant process. The Government suggest that any decision regarding the long term empty property discount rate should be made for housing, rather than financial, reasons.

#### 4. VALUATION BAND PROPERTIES

- 4.1 The latest information on the number of properties within each valuation band is contained within a return (CTB1), which the Council provided to the DCLG on 24 October 2008.
- 4.2 This return reflected the actual number of properties shown in the Valuation List as at 15 September 2008 and the Council's records as at 6 October 2008.
- 4.3 A detailed analysis of the properties in each valuation band can be summarised as follows. There are a total of 80,569 dwellings on the list with some 32,157 properties estimated to receive a sole occupier discount. The total Band "D" equivalent is approximately 80,192 properties.

<b>Band</b>	<b>Band Size</b>	<b>Total Dwellings</b>	<b>Total after Discounts, Exemptions and Disabled Relief</b>	<b>Ratio</b>	<b>Band "D" Equivalents</b>
	Band A disabled relief	0	0.00	5/9	0.0
A	Values not exceeding £40,000	3,080	2,482.00	6/9	1,654.7
B	Values exceeding £40,000 but not exceeding £52,000	5,389	4,338.50	7/9	3,374.4
C	Values exceeding £52,000 but not exceeding £68,000	13,747	11,024.00	8/9	9,799.1
D	Values exceeding £68,000 but not exceeding £88,000	22,832	19,300.75	9/9	19,300.8
E	Values exceeding £88,000 but not exceeding £120,000	14,203	12,412.75	11/9	15,171.1
F	Values exceeding £120,000 but not	8,850	7,855.25	13/9	11,346.5

<b>Band</b>	<b>Band Size</b>	<b>Total Dwellings</b>	<b>Total after Discounts, Exemptions and Disabled Relief</b>	<b>Ratio</b>	<b>Band "D" Equivalents</b>
G	exceeding £160,000 Values exceeding £160,000 but not exceeding £320,000	10,497	9,556.50	15/9	15,927.5
H	Values exceeding £320,000	1,971	1,808.75	18/9	3,617.5
		<b>80,569</b>	<b>68,778.5</b>		<b>80,191.6</b>

## 5. ADJUSTMENTS TO THE VALUATION LIST

5.1 The above table shows the valuation band position at 15 September 2008 but the Council is also required to take into account likely changes during the financial year 2009-2010. The following potential adjustments need to be considered:

(i) New Properties

There are likely to be a number of new properties, conversions etc. added to the valuation list at some point during the year. There are approximately 336 units currently under construction on various sites in the Borough that will be added to the tax base sometime during 2009/10. It is estimated after allowing for different completion dates that this will equate to an additional 284 Band 'D' equivalents.

(ii) Banding Appeals

There have been over 8,800 appeals lodged with the valuation office in respect of initial Council Tax bandings. There are now, however, only 15 appeals unsettled. In view of this small number, it is not proposed to make any further adjustments for these.

(iii) Second Homes

The effect of reducing the discount for second homes from 50% to 10% from 1 April 2009, would add a further 896 Band "D" equivalents as outlined in section 3.1.

(iv) Student Exemptions

Dwellings wholly occupied by students are exempt from Council Tax. The projected Council Tax base needs to be adjusted to allow for students that have yet to prove their exemption for the new academic year. It is estimated that an adjustment of 577 Band "D" equivalents is required.

5.2 The Council is required to set its Tax Base on the total of the relevant amounts for the year for each of the valuation bands shown or is likely to be shown for any day in the year in the authority's valuation list.

5.3 Taking into account the latest information from the CTB1 return to the DCLG and the proposed adjustments, the Council is requested to approve the estimated numbers of properties for each valuation band as set out in the following table:

5.4

Band	Band "D" Equivalent	Adjustments for New Properties	Adjustments for second homes discount	Adjustments for student exemptions	Revised Band "D" Equivalents
A	1,654.7	0	18	-13	1,659.7
B	3,374.4	78	34	-28	3,458.4
C	9,799.1	77	79	-147	9,808.1
D	19,300.8	24	218	-151	19,391.8
E	15,171.1	24	181	-120	15,256.1
F	11,346.5	1	130	-76	11,401.5
G	15,927.5	80	180	-35	16,152.5
H	3,617.5	0	56	-7	3,666.5
	<b>80,191.6</b>	<b>284</b>	<b>896</b>	<b>-577</b>	<b>80,794.6</b>

## 6. COLLECTION RATE

6.1 The Council is also required to estimate its Collection Rate for 2009/10 at the same time as arriving at the estimated number of properties within the Tax Base. In arriving at a percentage Collection Rate for 2009/10, the Council should take into account the likely sum to be collected, previous collection experience and any other relevant factors.

6.2 The actual sum to be collected from local Council tax payers cannot be finally determined until, the preceptors' requirements are known and the Council has approved its budget. The Council therefore has to make an estimate of the sums to be collected locally making estimated allowance for sums from Council Tax Benefits and write-offs/non-collection.

6.3 The actual collection rate for 2008/09 achieved to mid November 2008 is 69.1% comprising cash collection of £53.6m and Council Tax benefit of £16.8m. It is estimated that a further £21.0m (27.1%) will be collected by 31 March 2009 and £1.4m (1.8%) thereafter.

6.4 Collection performance has been calculated in order to comply with Best Value performance indicator calculations. Latest calculations for 2007/08 and



2008/09 indicate that the current collection rate can be continued for 2009/10. It is therefore suggested that the collection rate for 2009/10 is maintained at 98.0%.

## **7. THE TAX BASE**

- 7.1 Under Section 33(1) of the Local Government Finance Act 1992 and the Regulations, the Council's tax base is calculated by multiplying the estimated number of Band "D" equivalents by the estimated collection rate.
- 7.2 Based on the number of Band "D" equivalents in the table in paragraph 5.4 above and the estimated collection rate in paragraph 6.4 above, the calculation is as follows:-

(Band D equivalents) x (Collection Rate) = (Tax Base)			
<b>80,795</b>	<b>x</b>	<b>98.0%</b>	<b>= 79,179</b>

## **8. COMMENTS OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES**

- 8.1 The tax base is set by 31 January each year, as outlined in the Local Government Finance Act 1992. It is used within the overall Council Tax and budget setting process, due to be reported to Budget Council on 25 February 2009.

## **9. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)**

- 9.1 The Council is under a statutory duty to set the Council Tax for the forthcoming financial year and to make a budget. This report forms part of that process. The Council is obliged, when making its budget, to act reasonably and in accordance with its statutory duties, the rules of public law and its general duty to Council Tax payers.
- 9.2 The basic amount of Council Tax must be calculated in accordance with Section 31(1) of the Local Government Finance Act 1992 and the Local Authorities (Calculation of Council Tax Base) Regulations 1992.
- 9.3 The Council Tax base has been calculated in accordance with the Act and the Regulations. Maintaining the estimated collection rate at 98.0% is a reasonable and realistic estimate.
- 9.4 Regulations under the Local Government Act 2003 allow the Council to reduce Council Tax discount for dwellings that are not the sole or main residence of an individual and which are furnished (second homes) to a minimum of 10%. The regulations also allow the Council to reduce Council Tax discount for dwellings that are unoccupied and substantially unfurnished for more than six months (long term empty properties) to zero.

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS**

<b>No.</b>	<b>Description of Background Papers</b>	<b>Name/Ext. of Holder of File/Copy</b>	<b>Department/ Location</b>
1.	Local Government Finance Act 1992	A. Lord Ext. 2531	2 <sup>nd</sup> Floor Town Hall Extension
2.	DCLG Return CTB1 (October 2008)	S. Barrett Ext. 1053	2 <sup>nd</sup> Floor Town Hall Extension
3.	Taxbase Adjustment Calculations	S. Barrett Ext. 1053	2 <sup>nd</sup> Floor Town Hall Extension
4.	Collection Rate Statistics	S. Barrett Ext. 1053	2 <sup>nd</sup> Floor Town Hall Extension

28 JANUARY 2009

**REVIEW OF THE COUNCIL'S CONSTITUTION -  
CHANGES TO CABINET PORTFOLIO  
RESPONSIBILITIES**

**WARDS**  
All

**Summary**

This report outlines proposed changes to Cabinet portfolio responsibilities. A further report will be submitted to Council in February detailing changes and amendments to the Schemes of Delegation. The revisions are required to transfer powers and functions from the Environment department to Resident Services department from 1 April 2009 in line with the new Corporate structure.

**CONTRIBUTOR: RECOMMENDATIONS**

**ADLDS**

- 1. That the changes, amendments and corrections proposed to the Council Constitution, as set out in Annex 1 to the report, be agreed.**

**1. COMMENTS OF MONITORING OFFICER**

- 1.1 The Monitoring Officer is satisfied that the Council's Constitution continues to fulfil its stated purposes, as set out in Article 1 of the Constitution.
- 1.2 Due to the changes to the Council's Corporate structure changes need to be made to the Cabinet Portfolios to accommodate the transfer of functions from the Environment Department to the Residents Service department. The proposed changes are set out in Annex 1.

**2. SCHEMES OF DELEGATION**

- 2.1 A further report will be submitted to Council in February outlining changes and amendments to the detailed Schemes of Delegation (which set out how responsibilities are assigned from the Council to its Directors and other officers) to reflect the changes to the Council's departmental structure and the responsibilities of individual Directors.

**3. CONTRACTS STANDING ORDERS**

- 3.1 These will be reviewed and updated where necessary during the annual review in May.

## LOCAL GOVERNMENT ACT 2000 - BACKGROUND PAPERS

<b>No.</b>	<b>Brief Description of Background Papers</b>	<b>Name/Ext. of holder of file/copy</b>	<b>Department/Location</b>
1.	Review of the Constitution Working papers/file	Michael Cogher Assistant Director of Legal and Democratic Services, Ext 2700	First Floor, Hammersmith Town Hall, Room 133a

# CONSTITUTION REVIEW 2009/10

## CABINET PORTFOLIOS (changes highlighted)

### Part 3 - Responsibility for Functions

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THE EXECUTIVE - LEADER & CABINET MEMBERS 2009/10		
LEADER	-	Councillor Stephen Greenhalgh
DEPUTY LEADER (+ ENVIRONMENT)	-	Councillor Nick Botterill
CABINET MEMBER FOR COMMUNITY & CHILDREN'S SERVICES	-	Councillor Antony Lillis
CABINET MEMBER FOR CRIME & <u>STREET SCENE</u>	-	Councillor Greg Smith
CABINET MEMBER FOR CULTURE & HERITAGE (+ CHIEF WHIP)	-	Councillor Frances Stainton
CABINET MEMBER FOR HOUSING	-	Councillor Lucy Ivimy
CABINET MEMBER FOR RESIDENTS SERVICES	-	Councillor Paul Bristow
CABINET MEMBER FOR STRATEGY	-	Councillor Mark Loveday

[NOTE: The following are Assistants to the above Cabinet Members, but do not have a Cabinet vote and are not deputies or substitutes for Cabinet Members, nor are they able to take executive decisions on behalf of the Cabinet Member:

Community, Olympics & Children's Services (Education) – Councillor Minnie Scott Russell, Councillor Victoria Brocklebank-Fowler  
Crime & Anti-Social Behaviour – Councillor Belinda Donovan  
Environment – Councillor Harry Phibbs  
Housing – Councillor Gavin Donovan  
Residents Services – Councillor Caroline Ffiske  
Strategy – Councillor Ali de Lisle  
Planning – Councillor Alex Chalk

# **1. Scope of Portfolio – Leader**

This portfolio covers the following areas:

## **1. Leader's Functions**

- 1.1 Ensuring collective deliberation with Cabinet Members.
- 1.2 Representing and acting as ambassador for the Authority, providing community leadership (e.g. Borough Partnership), and the development of a Local Strategic Partnership and the approval of the Local Area Agreement.
- 1.3 Strategic policy initiatives.
- 1.4 Responsibility for the Strategic Partner for Information Technology.
- 1.5 The Authority's capital and revenue budgets, including the medium term financial strategy, annual proposals on the Council Tax base, Council Tax levels and budget allocations between departments.
- 1.6 Determining applications and the approval of grants and loans to firms community and voluntary organisations, charities and trusts for the purposes of economic development and employment within the borough that fall within this portfolio.
- 1.7 Responsibility for the monitoring of revenue and capital budgets.
- 1.8 Responsibility for Pension Fund management.
- 1.9 Responsibility for Treasury Management.
- 1.10 Responsibility for organisational development.
- 1.11 Probity and financial monitoring.
- 1.12 Preparation of annual accounts.
- 1.13 Employee relations.
- 1.14 The content and production of the Authority's Community Strategy.
- 1.15 The provision of services in respect of electoral and other registration Services.
- 1.16 Reports from an independent person designated to investigate allegations of misconduct against the Council's Head of Paid Service.

- 1.17 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio.
- 1.18 The development, monitoring and implementation of the Authority's Communication Strategy.
- 1.19 The development, implementation and monitoring of the Authority's Public Consultation Strategy.
- 1.20 The strategic implementation of the Authority's Information Technology Strategy and the achievement of the Government's targets for electronic service delivery.
- 1.21 The Council's customer care and complaints policies.
- 1.22 Joint venture property/land developments with companies or statutory corporations.
- 1.23 Responsibility for managing the Council's non-housing property, including acquisitions and disposals.
- 1.24 The Leader may (notwithstanding any non-statutory provisions to the contrary in the Council's Constitution) take any decision likely to incur savings or expenditure of between £100,000 and £300,000 if he considers in all the circumstances that it is impracticable to defer the decision until the next scheduled meeting of the Executive (Cabinet). Any such decision shall be taken in compliance with the Access to Information Procedure Rules.
- 1.25 Adult Learning and Skills Service (incorporating local learning and skills).

## **2. Regeneration Functions**

- 2.1 Responsibility for the creation of a *Borough of Opportunity* through the renewal and regeneration of the most deprived parts of Hammersmith & Fulham.
- 2.2 Eradicating physical, economic and social deprivation.
- 2.3 Physical regeneration: Working with the Cabinet Member for Strategy on physical regeneration.
- 2.4 Social regeneration: Working with the Cabinet Members for Housing and Community and Children's Services.
- 2.5 The promotion of employment, economic development, training, work experience, and other forms of support which the Authority can target

to meet the needs of unemployed people within the Borough.

- 2.6 The development, monitoring and implementation of the Authority's responses to Government initiatives and programmes in respect of unemployed people in the Borough.
- 2.7 Monitoring the local employment situation and developing and implementing appropriate action in relation to the encouragement, promotion and development of employment training opportunities and services.
- 2.8 Establishing and maintaining effective working partnerships with local businesses in pursuance of the Council's regeneration strategy.
- 3. Area in which power is shared with the Deputy Leader and Cabinet Member for Environment and Cabinet Member for Strategy**
  - 3.1 Compulsory purchase of land for planning purposes.
- 4. Area in which power is shared with the Cabinet Member for Community and Children's Services**
  - 4.1 Adult Learning and Skills Service (incorporating local learning and skills).
- 5. Area in which power is shared with the Cabinet Member for Culture and Heritage**
  - 5.1 Establishing and maintaining effective working partnerships with local businesses in pursuance of the Authority's regeneration strategy.
- 6. Area in which power is shared with the Cabinet Member for Residents Services and the Cabinet Member for Community and Children's Services**
  - 6.1 Determining the Authority's response to matters affecting residents which are the responsibility of third parties.
- 7. Area in which power is shared with the Cabinet Member for Strategy**
  - 7.1 Physical regeneration.
- 8. Area in which power is shared with the Cabinet Member for Community and Children's Services and the Cabinet Member for Housing**
  - 8.1 Social regeneration.



**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, the Leader is responsible for all budgets in liaison with the relevant Cabinet Members, and:

**In conjunction with all Cabinet Members:**

All Directors

**In conjunction with all Cabinet Members**

Chief Executive

## **2. Scope of Portfolio – Deputy Leader and Cabinet Member for Environment**

- 1. The portfolio covers the following areas:**
  - 1.1 In the absence of the Leader, those areas assigned to the Leader, except with regard to those areas/powers specifically reserved for decision to the Council itself.
  - 1.2 Representing the Council's views on matters of corporate or strategic policy and any other matters which are within these terms of reference.
  - 1.3 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio.
  - 1.4 The implementation of the authority's planning policies.
  - 1.5 Policy and service implementation in respect of building control, street lighting, waste disposal and recycling, sewerage, buildings maintenance, controlled parking (except administration of permits) and parking enforcement.
  - 1.6 The preparation and consideration of environmental improvement schemes (except in parks and open spaces).
  - 1.7 The authority's local Transport Plan and Borough Spending Plan.
  - 1.8 Ensuring, in consultation with the relevant Cabinet Member, that adequate performance and quality is obtained from all Council contracts let, and on those services provided by the Authority, that services are delivered to ensure client and resident satisfaction.
  - 1.9 The Authority's powers and duties under all relevant legislation pertaining to building control.
  - 1.10 The inclusion of buildings in the List of Buildings of Special Architectural or Historic Interest.
  - 1.11 The exercise of the Authority's functions under Part II of the London Buildings Act (Amendment) Act 1939 in relation to the naming and numbering of streets and buildings.
  - 1.12 The maintenance and management of the Borough's roads, river walls, drawdocks, all subways, bridges including Hammersmith Bridge, and other civil engineering structures.

- 1.13 Policy and service implementation in relation to parking control.
- 1.14 Strategic land use, economic and transport planning, including oversight of UDP and local development framework preparation and review.
  
- 2. Area in which power is shared with the Cabinet Member for Culture and Heritage and the Cabinet Member for Residents Services**
- 2.1 Policy, management and development of Fulham Palace.
  
- 3. Areas in which power is shared with the Cabinet Member for Strategy**
- 3.1 Strategic land use, economic and transport planning, including oversight of UDP and local development framework preparation and review.
- 3.2 The consideration of briefs for development proposals, including proposals by Cabinet Members and for land subject to disposal for private development.
  
- 4. Areas in which power is shared with the Cabinet Member for Residents Services**
- 4.1. Policy, planning and strategy for parks and open spaces.
  
- 5. Area in which power is shared with the Cabinet Member for Crime and Street Scene**
- 5.1 Matters relating to the street scene.
  
- 6. Area where power is shared with the Leader and the Cabinet Member for Strategy**
- 6.1 Compulsory purchase of land for planning purposes.

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, the Deputy Leader is responsible for the following:

**In conjunction with the Leader**

Director of Environment

**In conjunction with all Cabinet Members**

Chief Executive

### **3. Scope of Portfolio – Chief Whip and Cabinet Member for Culture and Heritage**

The portfolio is in two distinct parts. Executive functions in respect of culture and heritage and the functions of the Chief Whip. The culture and heritage functions are as follows:

#### **CULTURE AND HERITAGE FUNCTIONS**

- 1.1 To establish appropriate forums for liaising and co-operating with and supporting amenity groups operating within the borough.
- 1.2 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio.
- 2 Area in which power is shared with the Deputy Leader and Cabinet Member for Environment and the Cabinet Member for Residents Services**
- 2.1 Policy, management and development of Fulham Palace.
- 3 Areas in which power is shared with the Cabinet Member for Residents Services**
- 3.1 To promote and assist the provision of good quality theatre facilities within the borough.
- 3.2 To formulate and implement policies likely to promote the development, preservation and enhancement of culture, heritage and tourism within the borough for the benefit of residents and visitors alike.
- 3.3 To establish and review appropriate mechanisms for the organisation and management of town centre festivals, community festivals and other commemorative, celebratory and cultural events (excluding fireworks displays).
- 4 Area in which power is shared with the Leader of the Council**
- 4.1 Establishing and maintaining effective working partnerships with local businesses in pursuance of the Authority's regeneration strategy.
- 5. Area in which power is shared with the Cabinet Member for Community and Children's Services and the Cabinet Member for Residents Services**
- 5.1 The Authority's arts strategy.

## CHIEF WHIP RESPONSIBILITIES

The Chief Whip occupies a central position in the smooth running of the Council, with the following specific responsibilities:-

- Liaison with the Leader of the Opposition on the following:
  - Organising meetings
  - Briefing on procedural matters
  - Full Council meetings
  - Filling of vacancies
- Liaison with the Chief Executive and Corporate Management Team on the following:
  - Decisions of the Administration Group
  - Programming of meetings
  - The decision-making process
- Chief Whip of the majority political group on the Council.
- Nominating Councillors to all internal bodies, including Overview and Scrutiny Committees, quasi-judicial bodies, task forces etc. in consultation with the relevant Cabinet member and Leader of the Opposition as appropriate.
- Liaison with Executive members and the Leader of the Opposition in respect of filling vacancies on outside bodies as appropriate.
- Organising meetings, including Overview and Scrutiny Committees, quasi-judicial bodies, task forces etc. in liaison with the Leader of the Opposition.
- Advising on Councillors' training and development needs in relation to their representative roles, and liaison with the Director of Finance and Corporate Services in respect of appropriate provision.
- Keeping under review the level of support services to Councillors in undertaking their representative role, and liaising with the Director of Finance and Corporate Services over variations in service.
- Informing Councillors of appropriate conferences and seminars, and making arrangements for them to attend such events.

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, this Cabinet Member is responsible for the following:

### **In conjunction with all Cabinet Members**

Chief Executive

## **4. Scope of Portfolio – Crime and Street Scene**

- 1. The portfolio covers the following areas:**
- 1.1 The development, monitoring and implementation of the Council's policies in relation to reducing crime and anti social behaviour.
- 1.2 The development, monitoring and implementation of the Authority's element of the borough Crime and Disorder Reduction Strategy in conjunction with Police and other Agencies.
- 1.3 Responsibility for ensuring the parks constabulary, street wardens and other enforcement officers concerned with tackling anti social behaviour perform well and work alongside the Metropolitan Police.
- 1.4 Responsibility for ensuring the effective running and establishment of Neighbourhood Watch Groups in the borough, working in partnership with the Metropolitan Police.
- 1.5 Responsibility for liaising with H&F Homes to ensure that the estate wardens tackle anti social behaviour.
- 1.6 Policy and strategy for the Safer Communities Division.
- 1.7 The development, monitoring and implementation of drug and alcohol policies as they impact on crime and anti social behaviour.
- 1.8 Working with all agencies to ensure enforcement services are effective in reducing crime and anti social behaviour including:
  - All forms of criminal behaviour;
  - Litter;
  - "Clean Sweep" - Tackling "Grot Spots";
  - Dog fouling;
  - Graffiti;
  - Street drinking; and
  - Street scene enforcement.
- 1.9 Policy, service implementation and enforcement in respect of street cleansing, refuse collection, consumer protection, trading standards, street trading, environmental health and public safety, corporate health and safety, pest control, food safety and contaminated land.
- 1.10 Security of all the Council's civic buildings.
- 1.11 The issuing of notices and enforcement requirements as set out in the Environmental Protection Act.
- 1.12 Implementation of the Council's Licensing and Gambling Policies.

- 1.13 Taking action to reduce fear of crime.
- 1.14 Representing the Council's views on matters of corporate or strategic policy and any other matters which are within these terms of reference.
- 1.15 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio. Include in all portfolios
- 1.16 Policy and service implementation in respect of mortuary, burial, cremation and Coroner services
- 1.17 The Authority's powers and duties in relation to private sector housing (including energy conservation)
- 1.18 The exercise of duties of the Council with respect to Emergency Planning services.
- 1.19 Matters relating to the street scene.

**2. Area in which power is shared with the Deputy Leader and Cabinet Member for Environment**

- 2.1 Matters relating to the street scene.

**3. Area in which power is shared with the Cabinet Member for Community and Children's Services**

- 3.1 The implementation and monitoring of projects and services in relation to the borough's Youth Offending Team and youth justice matters.

**Note:** For the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, this Cabinet Member is responsible for the following:

**In conjunction with the Leader**

Director of Residents Services

**In conjunction with all Cabinet Members**

Chief Executive

## **5. Scope of Portfolio – Cabinet Member for Community and Children’s Services**

### **1. Community and Health Functions**

- 1.1 The Authority's Social Services policies and strategic plans.
- 1.2 The Council’s responsibility for policy and operation of the Council’s Education and Social Services transport operation.
- 1.3 Meeting the Authority's statutory functions under the Children Act 1989, NHS and Community Care Act 1990, Immigration and Asylum Act 1999 and other appropriate legislation.
- 1.4 Ensuring that the needs of vulnerable adults and children are met.
- 1.5 The development, monitoring and implementation of the Authority's strategic policies in respect of social inclusion. The development, monitoring and implementation of the Authority's Voluntary Sector strategy, including any Council-wide conditions applied to grant aid or funding by the Authority.
- 1.6 Determining applications for financial assistance for community and voluntary organisations within the borough that fall within this portfolio.
- 1.7 The promotion of health education and public awareness of health issues within the borough, and implementation and monitoring of projects and services in relation to public health provision.
- 1.8 Consultation with the agencies and voluntary organisations concerned with public health matters in the borough, and encouraging and supporting the development of such organisations.
- 1.9 The establishment of partnerships and other forms of collaborative working with the Health Authorities to develop and monitor joint programmes and other projects and services relating to public health provision and education within the borough.
- 1.10 The development and implementation of community development projects in pursuance of social services objectives.
- 1.11 Developing and monitoring service provision in respect of residential facilities, provided for the care of children, older people, the chronically sick, disabled people, people with learning disabilities, people affected by HIV/Aids and people with mental health needs.
- 1.12 The administration of the AIDS Support Grant, Social Care Reform Grant and Stokes Grant.



- 1.13 The development of joint working, including joint commissioning of services with the Health Authorities and Trusts for the provision of social and health care.
- 1.14 Representing the Council's views on matters of corporate or strategic policy and any other matters which are within these terms of reference.
- 1.15 The development, monitoring and implementation of the Authority's strategy in respect of better government for older people and people with disabilities.
- 1.16 Responsibility for policy and practice for the Voluntary and Community Sector, including grants.
- 1.17 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio.

## **2. Children's Services Functions**

- 2.1 The role of 'Lead Member for Children's Services' as designated under Section 19(1) of the Children Act 2004 and described as follows in statutory guidance:
  - "a) Education Services - The Authority's functions in its capacity as Education Authority, except those excluded under Section 18(3) of the Act (namely certain functions relating to education, higher education and adult education);
  - b) Social Services - The Authority's social services functions within the meaning of the Local Authorities Social Services Act 1970 insofar as they relate to children, and the Authority's functions in relation to children and young people leaving care;
  - c) Health Services - Any health-related functions exercised on behalf of a National Health Service body under Section 31 of the Health Act 1999 insofar as they relate to children; and
  - d) Inter-agency Cooperation - The new functions of the Child Support Agency set out in the Act, in particular leading and building the arrangements for inter-agency co-operation.
- 2.2 Appointing Councillors to the Authority's Adoption Panel in accordance with the Adoption Legislation and Regulations.

### **The above functions incorporate:**

- The Council's role as 'corporate parent', including assistance to young people who have been looked after beyond their 16<sup>th</sup> birthday, where circumstances justify;
- Fostering and adoption services;
- Social services to children and young people with HIV/AIDS and/or those with drug or alcohol problems;
- The Council's responsibilities towards unaccompanied asylum seeking children;
- The Council's regulatory duties in relation to children's social services;
- Ensuring that families with social care needs experience a 'joined-up' service;
- The development of Children's Centres;
- Setting the overall direction in relation to the Council's organisation of funding of, and support to, schools;
- The Council's interest in nursery and 'early years' education, learning out of school hours, play and subsidised and unsubsidised childcare;
- Partnership working with the National Health Service to promote the interests of children and their families, including decision-making on such matters at the Joint Health Partnership Board;
- The Youth Offending Team and youth justice matters;
- The Council's youth services and its encouragement of other services to young people;
- As 'Young People's Champion', furthering the Council's commitment to the involvement of young people in decision-making processes where appropriate;
- Sports activities for children and young people; and
- The Council's relationship with the 'Connexions' service for young people offering support and career guidance (or any successor service).

### **3. Education Functions**

- 3.1 Strategic policy in respect of Education, school extended services, youth and Connexions.
- 3.2 Strategic policy in respect of raising school standards.
- 3.3 Consultation and liaison on educational matters with staff, parents, governors, pupils/students and other users, Government departments and other interested parties.
- 3.4 The budget allocation to schools and other establishments within the Education service with reference to rules laid down in the Scheme for Fair Funding of Schools as appropriate.
- 3.5 Developing and maintaining positive links, relationships and partnerships with local agencies and businesses to deliver all aspects of the service.
- 3.6 Appointing or nominating, and where appropriate removing, the Authority's representatives on appropriate organisations (including school governing bodies) that fall within this portfolio.
- 3.7 2012 Olympics.
- 3.8 Determining applications for financial assistance from the Voluntary Sector and Community Organisations within the Borough that fall within this portfolio.
- 3.9 The development, implementation and monitoring of the Authority's early years strategy.

### **4. Area in which power is shared with the Leader**

- 4.1. Adult Learning and Skills Service (incorporating local learning and skills);

### **5. Area in which power is shared with the Leader and Cabinet Member for Residents Services**

- 5.1 Determining, in consultation with the Leader, the Authority's response to matters affecting residents which are the responsibility of third parties.

### **6. Area in which power is shared with the Cabinet Member for Residents Services**

- 6.1 The Authority's sports strategy.

### **7. Area in which power is shared with the Cabinet Member for Culture and Heritage and the Cabinet Member for Residents Services**

7.1 The Authority's arts strategy.

**8. Area in which power is shared with the Cabinet Member for Crime and Street Scene**

8.1 The implementation and monitoring of projects and services in relation to the borough's Youth Offending Team and youth justice matters.

**9. Area in which power is shared with the Leader and the Cabinet Member for Culture and Heritage**

9.1 Social regeneration.

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/ industrial relations issues, this Cabinet Member is responsible for the following:

**In conjunction with the Leader**

Director of Children's Services

Director of Community Services

**In consultation with the Cabinet Member for Housing**

Director of Community Services

**In conjunction with all Cabinet Members**

Chief Executive

## **6. Scope of Portfolio – Cabinet Member for Housing**

The portfolio covers the following areas:

### **1. Housing Functions**

- 1.1 All aspects of housing services, housing policy and the housing programme (including those delegated to H&F Homes – the arms-length management organisation appointed to manage the Council's housing) and any other new or unallocated housing and associated functions.
- 1.2 The overall housing strategy, policy and forward programme through its business plan, Housing Investment Programme Strategy and other policy documents.
- 1.3 Exercising the Authority's powers and duties as a local housing authority, including new or unallocated housing and associated functions.
- 1.4 The Authority's powers and duties in relation to declaring renewal areas and clearance areas.
- 1.5 The level of rents and charges for property and services within the Housing Revenue Account and for any other property and services within the General Fund.
- 1.6 The disposal of individual void properties within the agreed criteria.
- 1.7 Housing land and property assets and, where appropriate, declaration of them as surplus to requirements.
- 1.8 Determining annual allocations in respect of the Housing Investment Programme including:
  - Conversion and modernisation of Council housing;
  - Registered Social Landlords (Assisted Development Programme);
  - Assistance for new build and rehabilitation schemes;
  - Home loans and improvement grants;
  - Housing stock, including acquisition and improvement;
  - Clearance areas and compulsory purchase of property;
  - Housing development programme; and
  - Renewal areas and area improvement.
- 1.9 The Council's powers and duties in relation to energy conservation, in public sector housing.

- 1.10 The compulsory purchase of land using housing powers.
- 1.11 The development, monitoring and implementation of the Authority's responses to Government initiatives and programmes in respect of housing.
- 1.12 Appointing or nominating, and where appropriate, removing the Authority's representatives on appropriate organisations that fall within this portfolio.

**2. Area in which power is shared with the Leader and Cabinet Member for Community and Children's Services**

- 2.1 Social regeneration.

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, this Cabinet Member is responsible for the following:

**In conjunction with the Leader**

Director of Children's Services  
Director of Community Services

**In conjunction with the Cabinet Member for Community and Children's Services**

Director of Community Services

**In conjunction with all Cabinet Members**

Chief Executive

## **7. Scope of Portfolio – Residents Services**

- 1. The portfolio covers the following areas:**
  - 1.1 Policy and operational matters in relation to the Council's Residents Services programme to provide high quality telephone, internet and face to face access to a range of services from time to time assigned to the Residents Services Department.
  - 1.2 Exercising the Council's functions in relation to parks and open spaces, including the provision of entertainment, sports, leisure, grounds maintenance and the development of parks and open spaces generally.
  - 1.3 Policy and service implementation in respect of public conveniences.
  - 1.4 To establish and review appropriate mechanisms for the organisation and management of appropriate entertainments and events in parks and open spaces, including fireworks displays.
  - 1.5 Policy and operational matters in relation to libraries, hiring of civic halls and facilities and the exercise of the Council's powers in relation to the provision of civic catering facilities.
  - 1.6 Appointing or nominating and, where appropriate removing, the Authority's representatives on appropriate organisations that fall within this portfolio.
  - 1.7 The management and administration of Wormwood Scrubs, Wormwood Scrubs Charity and the associated financial, legal and property services functions.
- 2. Areas in which power is shared with the Cabinet Member for Culture and Heritage**
  - 2.1 To promote and assist the provision of good quality theatre facilities within the borough.
  - 2.2 To formulate and implement policies likely to promote the development, preservation and enhancement of culture, heritage and tourism within the borough for the benefit of residents and visitors alike.
  - 2.3 To establish and review appropriate mechanisms for the organisation and management of town centre festivals, community festivals and other commemorative, celebratory and cultural events (excluding fireworks displays).

**3. Area in which power is shared with the Leader and Cabinet Member for Community and Children's Services**

3.1 Determining, in consultation with the Leader, the Authority's response to matters affecting residents which are the responsibility of third parties.

**4. Area in which power is shared with the Cabinet Member for Community and Children's Services**

4.1 The Authority's sports strategy.

**5. Area in which power is shared with the Cabinet Member for Community and Children's Services and the Cabinet Member for Culture and Heritage**

5.1 The Authority's arts strategy.

**6. Areas in which power is shared with the Deputy Leader and Cabinet Member for Environment**

6.1 Policy, planning and strategy for parks and open spaces.

**7. Area in which power is shared with the Deputy Leader and Cabinet Member for Environment and the Cabinet Member for Culture and Heritage**

7.1 Policy, management and development of Fulham Palace.

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, this Cabinet Member is responsible for the following:

**In conjunction with the Leader**

Director of Residents Services

**In conjunction with all Cabinet Members**

Chief Executive



## **8. Scope of Portfolio – Cabinet Member for Strategy**

The portfolio is responsible for strategy and regeneration and covers the following areas:

### **1. Strategy Functions**

- 1.1 Responsibility for ensuring that that the Council is responsive to the needs of local neighbourhoods and serves them well.
- 1.2 The development, implementation and monitoring of the Authority's Performance Review Strategy, including the monitoring of risk management registers, and the Authority's response to the Audit Commission's Annual Performance Indicator Reports.
- 1.3 The content and publication of the Annual Local Performance/Corporate Plan, and the establishment and setting of corporate targets for achievement, together with the establishment and setting of targets for individual services provided by the Authority.
- 1.4 The development and monitoring of the Authority's policies and procedures with regard to services, reviewing Corporate practice/procedures in this area (including contractual matters and tender evaluation), and ensuring the Council's compliance with all relevant UK and EU legislation.
- 1.5 The Council's contract processes, including approval of changes to the Council's Contracts Standing Orders and Approved List of Contractors, ensuring services are in compliance with EU Procurement Directives and Legislation in relation to service provision.
- 1.6 Responsibility for the Council's Corporate Procurement Strategy and the implementation of the National Procurement Strategy.
- 1.7 Responsibility for Comprehensive Area Assessment.
- 1.8 Responsibility for monitoring performance against the Local Area Agreement.

### **2. Regeneration Functions**

- 2.1 The development, monitoring and implementation of the Authority's regeneration strategy and associated bidding processes.
- 2.2 The development, monitoring and implementation of the Authority's strategic policy and operational matters relating to the European Union.

2.3 Appointing or nominating and where appropriate removing the Authority's representatives on appropriate organisations that fall within this portfolio.

**3. Areas in which power is shared with the Deputy Leader and Cabinet Member for Environment**

3.1 Strategic land use and economic and transport planning, including oversight of UDP and local development framework preparation and review.

3.2 The consideration of briefs for development proposals, including proposals by Cabinet Members and for land subject to disposal for private development.

**4. Area in which power is shared with the Leader and Deputy Leader and Cabinet Member for Environment**

4.1 Compulsory purchase of land for planning purposes.

**5. Area in which power is shared with the Leader**

5.1 Physical regeneration

**Note:** for the purposes of estimate preparation, monitoring and control and staffing/industrial relations issues, this Cabinet Member is responsible for the following:

**In conjunction with the Leader**

Director of Finance and Corporate Services

**In conjunction with all Cabinet Members**

Chief Executive



28 JANUARY 2009

**LEADER**

*Councillor Stephen Greenhalgh*

**STAFF TERMS AND CONDITIONS**

This report provides the background to a request that Council agrees to delegate authority to the Council's Chief Executive to approve and implement new terms and conditions for staff following the conclusion of the current consultation with staff and the unions.

**Wards**

**All**

**CONTRIBUTORS**

FCS

**Recommendations:**

- (i) **That authority is delegated to the Council's Chief Executive to exercise the Council's functions in determining whether to approve and implement new terms and conditions, with or without variation, for staff following the conclusion of the current consultation with staff and the unions.**

<p><b>HAS A PEIA BEEN COMPLETED? YES</b></p>
--------------------------------------------------

## **1. BACKGROUND**

- 1.1 The Council is consulting with staff about proposals for modernising terms and conditions. The main aim of the proposals is to bring the Council's terms and conditions into line with other councils and similar organisations. This will also provide the Council with an opportunity to reduce costs and improve service delivery.
- 1.2 The Council has been consulting with its staff and with the unions on a proposed new set of terms and conditions for staff since 16 October 2008. The consultation period is drawing to a conclusion and the comments from staff and the unions will be taken into account before consideration is given as to whether to implement the proposed set of terms and conditions with or without variation.

## **2. PURPOSE**

- 2.1 The purpose of the report is to request that Council agrees to delegate authority to the Council's Chief Executive to exercise the Council's functions to approve and implement the finalised set of terms and conditions for staff following the conclusion of the current consultation with staff and the unions as he considers appropriate.

## **3. PROPOSED CHANGES TO TERMS AND CONDITIONS**

- 3.1 An initial set of proposals have been consulted on since 16 October 2008. Proposals centre around the use of dependency days, flexitime, recess days, maternity and nominated carer leave, and changes to the sickness absence procedure. It is likely that there will be some changes as a result of consultation with staff and the unions.
- 3.2 The consultation has generated much interest and feedback from staff through focus groups and e-mails and there have been regular meetings with the unions. The general consultation with staff ended on 9 January 2009 but union meetings are continuing to be held beyond that date. The feedback received will need to be considered in full prior to a recommendation being made on the revised new set of terms and conditions and whether they should be implemented.

## **4. DELEGATION OF AUTHORITY**

- 4.1 Under the Local Government Act 2000, it is not possible for decisions in relation to terms and conditions to be made by the Cabinet. These decisions can only be made by the Council itself, or a committee of the Council or an officer.

- 4.2 It is recommended that the revision to staff terms and conditions is delegated to the Council's Chief Executive, consistent with his existing delegated power to implement national awards affecting wages, salaries and conditions of service. It would be unwieldy and impracticable to deal with such a complex matter at Council, particularly given the infrequency of meetings.
- 4.3 This delegation is specific to the consultation exercise in relation to the current proposals only. Any permanent delegation will be considered as part of the annual review of the Council Constitution and recommendations made accordingly.

**5. COMMENTS OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES**

- 5.1 A business case has been developed that demonstrates that the proposed changes to terms and conditions will lead to significant efficiencies, although these will mainly be non-cashable. The extent of these savings will depend on the finalised set of terms and conditions.
- 5.2 There are no specific savings built into the Council's Medium Term Financial Strategy to reflect these proposed changes but it is expected that managers will in future be able to implement local efficiency savings to contribute to savings targets as a result of any changes implemented eg teams with relatively high sickness would be able to use the proposed new procedures to increase team productivity and ultimately reduce headcount.

**6. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)**

- 6.1 As explained in the body of the report, decisions in relation to the terms and conditions of staff are non-executive functions under the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 and as such may not be taken by the Cabinet. Currently such matters are reserved to full Council but may be delegated to an officer.
- 6.2 In dealing with this matter the decision maker will need to consider the Council's employment and equalities duties but these are not directly relevant to the decision whether or not to delegate the function.

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS**

No.	Description of Background Papers	Name/Ext. of Holder of File/Copy	Department/ Location
1.	Consultation documentation	Debbie Morris	Mezzanine floor, HTH
2.	Business case	Debbie Morris	Mezzanine floor, HTH

# Report to Council

# 6.4

28 JANUARY 2009

**CABINET MEMBER  
FOR CHILDREN'S  
SERVICES**

*Councillor Antony Lillis*

**CHILDREN AND YOUNG PEOPLE'S PLAN  
2008-11**

**Wards  
All**

This report concerns the final version of the Children and Young People's Plan for 2008-11.

The Children and Young People's Plan, 2008-11 is the over-arching plan for all services delivered to children and young people in Hammersmith and Fulham. The plan is a statutory requirement under the The Children and Young People's Plan (England) Regulations 2005.

It defines the scope and remit of the Children and Young People's Partnership Board and the board is responsible for monitoring its implementation.

**CONTRIBUTORS**

CSD  
DFSC  
ADLDS

**Recommendation(s):**

**To approve the publication of the Children and Young People's Plan 2008-11.**

<p><b>HAS A PEIA BEEN COMPLETED? YES</b></p>
------------------------------------------------------

## 1. BACKGROUND

- 1.1. The Children and Young People's Plan, 2008-11 is the strategic plan for all services delivered to children and young people in Hammersmith and Fulham.
- 1.2. **DEVELOPMENT OF THE CHILDREN AND YOUNG PEOPLE'S PLAN, 2008 - 11**
- 1.3. The process to develop the plan was approved by the Children and Young People's Partnership in February 2008. The plan has been shaped by national and local agendas. It reflects the government's Children's Plan; the corporate priorities and Local Area Agreement; Children's Services business plan and the Primary Care Trust's Children and Young People and Maternity Strategy. Attention has also been paid to the Parks and Open Spaces strategy and housing agendas. Local need was analysed using demographic information from a range of sources. Consultation involved 28 groups of local children, Children's Services staff, schools, parents, the voluntary sector and the Primary Care Trust.
- 1.4. The resulting aim and set of priorities for Hammersmith and Fulham has been endorsed: **'to create a ladder of opportunity which enables young people to pursue happy and full lives, achieving economic wellbeing.'**

The priorities are:

1. Improving the health and wellbeing of children and young people;
2. Protecting children by providing a safe environment;
3. Identifying need early, working with families as problems arise;
4. Improving the quality of nurseries and schools for local children;
5. Ensuring every child has the chance to reach their full potential;
6. Encouraging young people to lead active and purposeful lives;
7. Maximising the opportunities open to young people as they move on from school or college;
8. Achieving best use of resources

## 2. THE PLAN AND SUPPORTING DOCUMENTS

- 2.1. Two versions of the plan and supporting documents have been produced so that partner organisations and the local community can access the plan at their preferred level of detail. All documents are on the Council's website:
- 2.2. The Children and Young People's Plan 2008-11
  - 2.2.1. The plan is in a concise format in order to make it accessible to as many readers as possible. It includes a page summary of the main desired outcomes, actions and targets. It has been published in anticipation of the approval of full council due to significant priorities around safeguarding.
- 2.3. Children's version of the plan



2.3.1. This has been produced by 8 young people from the Young Carers Project, the Kurdish Association for New Generations Abroad and Junior Youth, all of whom were involved in the consultation process. This has been distributed through organisations working with young people including schools, nurseries and community centres.

2.4. Action Plans for each Every Child Matters Outcome

2.4.1. The objectives, actions, lead officers and measurable targets are set out on excel spreadsheets for the Partnership Board to manage the performance of the plan. These are available electronically at [www.lbhf.gov.uk/CYPP](http://www.lbhf.gov.uk/CYPP).

2.5. Consultation Summary

2.5.1. This document summarises the most frequently expressed views from the wide variety stakeholders who gave feedback during consultation. This document will only be available electronically.

### **3. COMMUNICATING THE PLAN**

3.1. A communications plan has been drawn up for the promotion of the plan over a period of 6 months using written, verbal and electronic communication. It ensures full coverage of all those who contributed to the plan's development and will contribute to its delivery, including partner agencies.

### **4. REVIEWING THE PLAN**

4.1. The Children and Young People's Partnership Board will review the plan's progress via Milestone Reporting every six months. The reporting of outcomes will rotate to ensure that each Every Child Matters outcome is reviewed on a 6 monthly basis and will tie in with the monitoring of the Local Area Agreement targets.

4.2. The Milestone Reports will include the key targets set out in the action plans – principally Local Area Agreement Targets and key milestones. A member of the Children's Services Departmental Management Team is a nominated lead for each outcome and will be able to provide further commentary on progress.

### **5. RECOMMENDATIONS**

5.1. That the Council:

5.1.1. Formally approves the publication of the Children and Young People's Plan

### **6. COMMENTS OF ASSISTANT DIRECTOR LEGAL & DEMOCRATIC SERVICES**

6.1. The duty to have a Children and Young People's Plan is under s17 Children Act 2004.

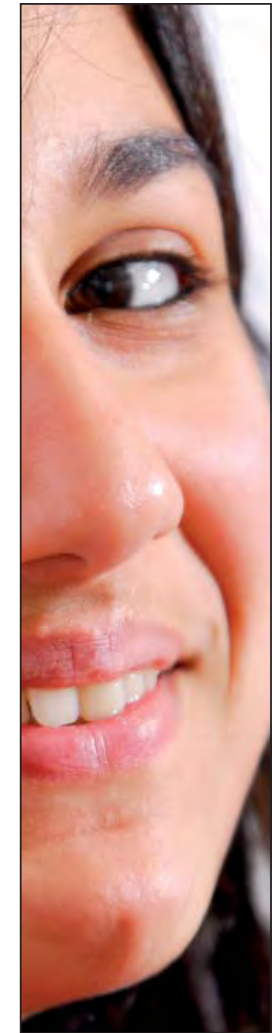
- 6.2. The main body of the report sets out how that duty is to be fulfilled.
- 6.3. There are otherwise no direct legal implications for the purposes of this report.
- 7. COMMENTS OF DIRECTOR OF FINANCE**
- 7.1. The Director of Finance has been consulted and notes that there are no direct financial implications arising from this report.

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS**

<b>No.</b>	<b>Description of Background Papers</b>	<b>Names/Ext. of Holder of Files/Copy</b>	<b>Department/ Location</b>
1.	Action plans for each Every Child Matters Outcome	Sian Atherinos 3546	Planning and Performance Team, CHS
2.	Children and Young People's Plan Consultation Summary	Sian Atherinos 3546	Planning and Performance Team, CHS
3.	Children and Young People's Plan 2008-11 Children's Version	Sian Atherinos 3546	Planning and Performance Team, CHS



# Children and Young People's Plan 2008-11





**Andrew Christie**

Director, Hammersmith & Fulham Children's Services



**Sarah Whiting**

Interim Chief Executive,  
Hammersmith & Fulham PCT



**Kevin Hurley**

Borough Commander,  
Hammersmith & Fulham  
Metropolitan Police

## Foreword

We have made significant improvements in services for young people since our last plan. Through effective partnership work and committed work-forces we have delivered real change in Hammersmith & Fulham.

The better outcomes include improved or sustained examinations results by children and young people and a reduction in the numbers of children coming in to care. We have seen an increase in the number of children securing a safe home environment through more adoptions and arrangements such as special guardianships and there has been a decrease in teenage conception rate - the best in London. We've had a reduction in offences by young offenders and a decrease in the number of young people not in education, employment and training. Finally, we are proud that all the borough's post 16 provision has been judged by Ofsted as good or outstanding.

We do not underestimate the challenge in delivering our new set of priorities over the next few years. We believe that a clear focus on continuing to improve standards in schools and an active approach to supporting families and safeguarding children will help us achieve our goals.

## Statement by Cabinet Member



Welcome to our children and young people's plan, which contains our collective ambitions for children and young people living in Hammersmith & Fulham. A lot of different organisations deliver services to children and young people in the borough and we all share the same aim - to create a ladder of opportunity which enables young people to pursue happy and full lives and to achieve economic well being.

In order to find out what we should focus on over the next three years we have taken time to talk and listen. We have listened to the many people who support local children and families as well as young people themselves. We have reflected on the council's ambition to create a borough of opportunity, the government's children's plan and taken into consideration the feedback from recent inspections of our services. We have developed a list of eight priorities, which are set in the context of the government's Every Child Matters framework. They look at the range of needs that children and families have highlighted from health to schooling.

This is an important and exciting agenda and the plan explains what we intend to do and how we will achieve it. What we must not lose sight of is the core issue of safeguarding children and this needs constant attention from me, my administration and all agencies. We also have a children's version of the plan, which was designed by local young people. This and further information, including feedback from the consultation process, can be found on the council's website [www.lbhf.gov.uk](http://www.lbhf.gov.uk).

**Councillor Antony Lillis**

**Chair of the Children and Young People's Partnership Board**

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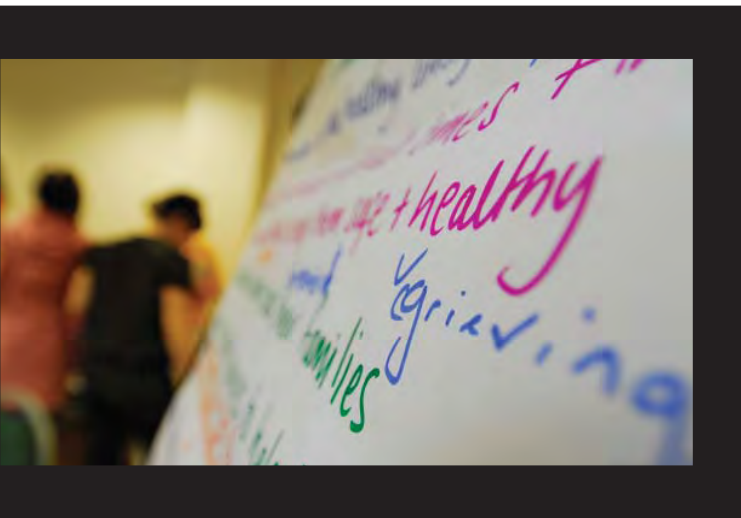


# Introduction

## Our aim

Our shared aim is simple. We want to create a ladder of opportunity, which enables all children and young people to lead happy and full lives achieving economic well being.

We know we can do much to make this a reality and that this requires us to work together. We also understand that some children are more vulnerable than others and that we sometimes need to focus our efforts on specific groups of young people to help all children to have full and happy lives.



## Our priorities

We have talked and listened to a large number of local children and their families to find out what they think are the most important matters for us to focus on over the next three years.

We have taken into consideration what we know about our community and what inspectors have recently told us to focus upon. As this is the second plan that we have written we have also reviewed our progress since 2006.

Our resulting eight priorities are set against the government's agenda that every child matters and spells out what young people can expect us to be doing. We are confident that they show the right balance of concern. They are to:

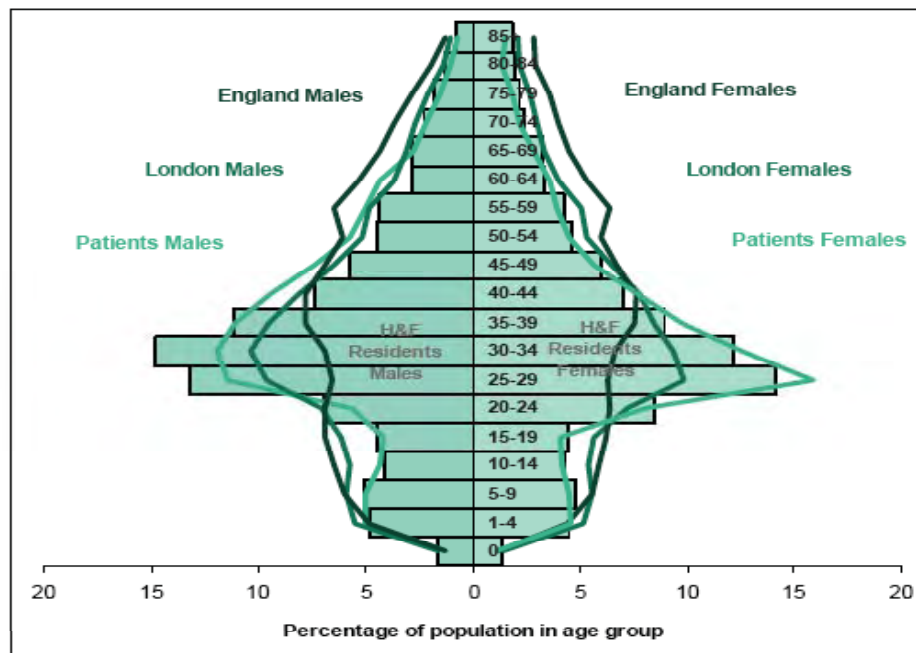
1. Improve the health and wellbeing of children and young people
2. Protect children and provide a safe environment
3. Identify need early, working with families before problems arise
4. Improve the quality of nurseries and schools for local children
5. Ensure every child has the chance to reach their full potential
6. Encourage young people to lead active and purposeful lives
7. Maximise the opportunities open to young people as they move on from school or college
8. Achieve best use of resources.

## What do we know about life for children and young people in Hammersmith & Fulham?

Hammersmith & Fulham is a small and densely populated (173,000) borough in west London, with the key characteristics of an inner city area such as high population density, wide variations in affluence and high proportions of non-white ethnic heritage groups.

There are an estimated 23,200 children and young people aged 5-19 years and 10,900 aged 0-4 years resident in the borough (ONS 2007 mid-year estimate). Because children who attend our schools can live in other boroughs and vice versa, the school populations are different, and in January 2008 there were 13,412 children aged 5-19 attending maintained schools and 2,820 aged 0-4 attending maintained settings in the borough.

Population pyramid of residents (2006) and GP-registered patients (March 2008)



## Population distribution

The population pyramid contains information on the resident population and also the number of people on GP's registers. The population is relatively young, with almost half of residents (45%) in their twenties and thirties, compared to 36% in London and 28% in England.

## Child poverty

Overall the borough is ranked as the 42<sup>nd</sup> most deprived local authority in the country with 27% of people and 51% of children in poverty; it also has some of the wealthiest households in the country. The following two maps show how measures of deprivation are distributed. The map overleaf shows overall deprivation for all residents and the second shows deprivation affecting children and their families. Areas coloured red are in the 10% most deprived areas in the UK.

# Introduction

## Mobility

There are high levels of mobility, both in the resident and school populations. Approximately 20% of the resident population moves house each year. This is the 7th highest mobility rate in England, and varies from 14% to 24% at ward level.

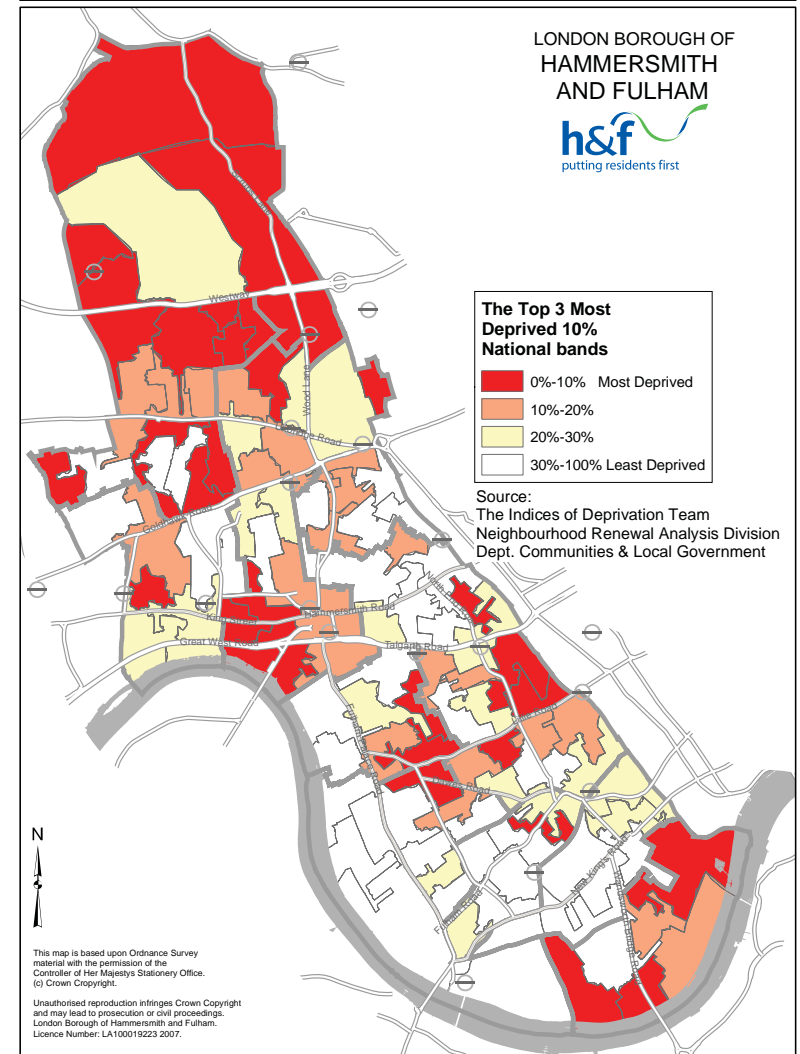


The proportion of children who leave or join a school during the course of the year is also high and varies at school level from approximately 7% to 54%. Cross-border movement of children is also significant; approximately 50% of children between the ages of 11 and 15 attend schools in other boroughs or independent schools.

## A diverse population

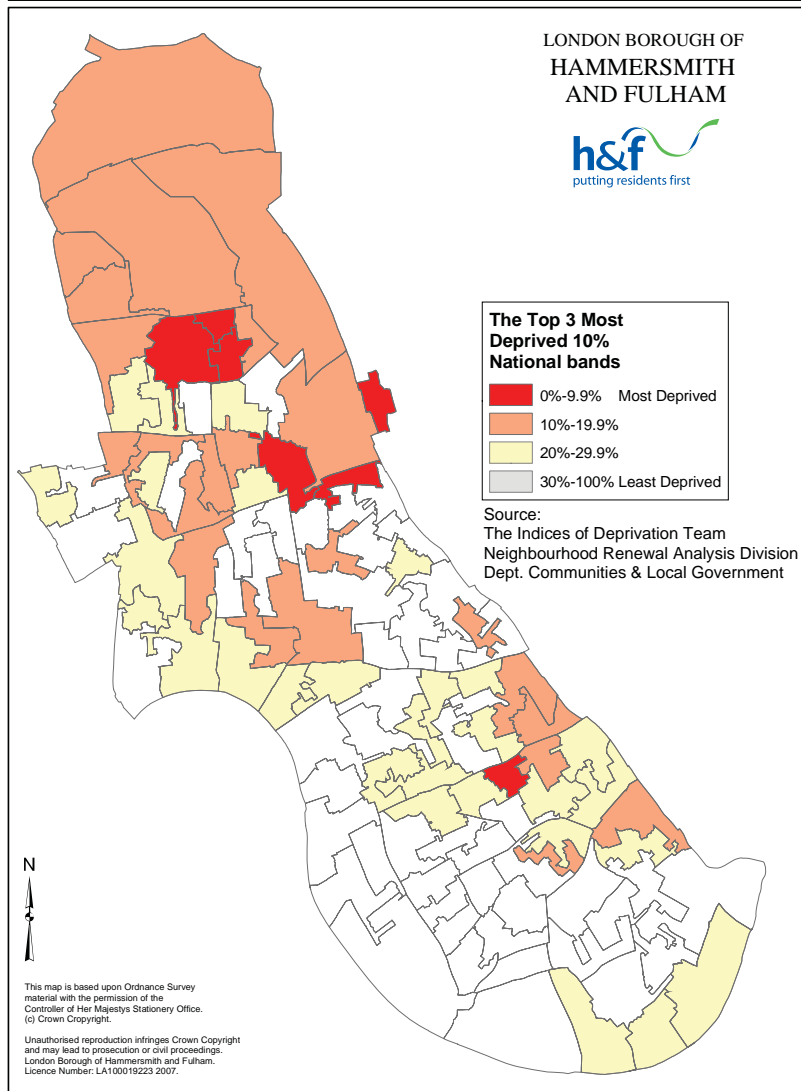
The borough has an ethnically diverse population with 22% of borough residents having a non-white ethnic origin and with approximately ninety different languages spoken. Most non-white ethnic heritage residents live in the north of the borough. Within the school population 68% of children are from non-white UK ethnic heritage backgrounds (72.9% in nurseries, 72% in primary schools and 64% in secondary schools). The proportion of children who speak English as an additional language in school is also very high. In 2007 at nursery level it was 39.9%, primary level it was 47.2% compared to 13.5% nationally and at secondary level it was 35.0% compared to 10.5% nationally.

Income Deprivation Affecting Children Index (IDACI) of the IMD 2007: Super Output Areas (SOAs) in Hammersmith & Fulham falling in the 30% most deprived nationally



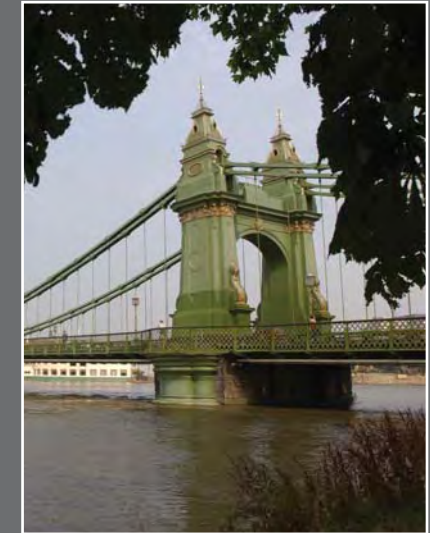


Index of Multiple Deprivation 2007 (IMD 2007): Super Output Areas (SOA's) in Hammersmith And Fulham by the Most Deprived 10% National bands



## North/South split

The maps show clearly that whilst there are regions of the borough (mostly in the north) where deprivation is significant for the whole population, the levels of deprivation affecting children and their families are much higher. Significantly, although the second map also has a broad north/south split, there are 'hot spots' of deprivation across the borough.



## Special educational needs

The levels of special educational need is high in H&F schools, especially in primary schools, where the borough was ranked 2<sup>nd</sup> nationally in 2007. In 2007 in primary schools the proportion of children with some level of special educational need was 28.0% (compared to 19.2% nationally) and at secondary level it was 21.2% (18.3% nationally).

## Children entitled to free school meals

Within the school population the levels of deprivation as measured by the percentage of children entitled to free school meals is very high compared to national averages. In 2007 in primary schools it was 41.2% compared to 15.9% nationally (with individual school figures varying between 8.3% and 69.1%) and at secondary level it was 25.3% compared to 13.1% (school variation between 3.9% and 59.0%).

# be healthy

## What do we know?

How do we help children and young people lead healthier life styles? Our view is that all elements of their lives, from how they like to exercise, to who they like to talk to when they feel unhappy are important.

The Primary Care Trust's strategy for children and young people and maternity services outlines local health needs and bases its strategy on the National Service Framework. As a partnership, we take our lead from them as they are the key organisation deciding what health services are needed to help young people be healthy. However, we also know that all agencies, including the council, contribute to ensuring that children lead healthy lifestyles and, most importantly, it is the role of parents to bring up their children to be healthy and resilient.

### Since our last plan local agencies have made excellent progress including:

- Increasing the breastfeeding initiation rate.
- Reducing the under 18 teenage conception rate - the biggest decrease in London and fourth largest in England.
- Running effective sexual health education combined with substance misuse education programmes in schools.
- Achieving excellent 'healthy schools' status.
- Improving the range of mental health services at all levels of need.

We know from looking at levels of need and listening to consultation that we need to focus on childhood obesity, sexual health, rates of immunisation and helping young people to avoid substance misuse. We need to offer more focused support and advice to groups of vulnerable young people such as those who are in care and we need to raise the quality of maternity care as demand for these services increases.

Feedback from children focused on school meals and healthy eating, being active and having easier access to potentially stigmatising services such as sexual health, drug and alcohol and counselling such services.



our first priority is  
improving the health and  
well-being of young people

## What do we plan to achieve?

- Children and young people are resilient and lead healthy lifestyles.
- Vulnerable children and young people taking fewer risks with their health.
- Children and young people with complex needs having good access to health and social care services.
- High quality maternity care for local women.

## How will we do this?

Here are some of the things that we plan to do:

- Improve the delivery of services affecting young people's health e.g. tackle obesity through better nutritional guidelines and family learning activities; involve children in the tendering process for their schools meals; immunise more children against MMR; test more young people for Chlamydia.
- Increase access to services for vulnerable young people by: using different venues; extending education on sex and relationships and substance misuse education in schools; target specific groups such as children in care and refugee and asylum seeking young people.
- Improve specialist services for young people with complex needs including those with disabilities e.g. the opening of a hydro-therapy pool for disabled children at Jack Tizard school; better emergency mental health help for young people 16-17 years.
- Tailored maternity support for more vulnerable women including smoking cessation support, breastfeeding support and earlier registration to maternity clinics.





## How will we measure our success?

We have a list of measures that will help us to know if we are making progress. Here are a few key ones:

- Develop the effectiveness of child and adolescent mental health services so that they are rated highly (15 out of 16 according to the national indicator 51).
- Reduce obesity rates of 11 year olds to 25% by 2011. We know that obesity for this age group is higher than the national average of 17%, and that we are 24th out of 32 London boroughs.
- Ensure 90% of children have up-to-date immunisations by their 2<sup>nd</sup> and 5<sup>th</sup> birthdays by 2011. Performance in Hammersmith & Fulham is already above London averages across all five measures of immunisation.
- Test at least 17% of under 25 year olds for Chlamydia on an annual basis by 2011 (from approximately 1% in 2008, with a national average of just under 2%).
- Increase delivery of substance misuse education to local secondary education providers by 10% per year.
- Reduce teenage conception rates to 36.8 by 2011. The fall in teenage conception rates has been outstanding historically, and current levels are around 44 per thousand (average for Inner London is 57 per thousand).
- Increase breastfeeding initiation rate to 85% by 2011. Breastfeeding rates have been generally high but have fallen to around 80% (with a national average of 65%).

Be Healthy

## Stories of success

### Child and Adolescent Mental Health Service (CAMHS)

Anna\* was an eight year old girl diagnosed with severe learning disabilities. She was presenting with reported 'sexualised' behaviour at school and had difficulties with toileting. Anna and her brother Luke\*, age three, were having trouble sleeping at night and keeping their mother awake for long periods. The family were referred by the Disabled Children's Team (DCT) to CAMHS with concerns their mother was depressed and finding it difficult to cope.

A range of professionals worked together to help Anna and her family find ways to cope as well as solutions to the difficulties they were facing at home and at school. They also arranged additional respite care for Anna at the weekends to reduce the pressure that the family were feeling.

The mother has reported vast improvements and is more positive and enthusiastic with both Anna and the continued sessions with the service.

### Extended Services

Priya\*, the mother of a four year old in Hammersmith & Fulham has recently benefited from a variety of services through our extended services provision. Priya had attended an initial parenting drop-in session at her son's nursery. She had been having difficulty getting her son to cooperate with her requests and sleep in his own bed through the night. During the session it became apparent that there were other issues affecting her relationship with her child and her ability to manage his behaviour.

Following the assessment Priya attended a seven week parenting course and sessions with the psychotherapist. On-site childcare with people her son knew allowed her to participate fully in the programme. Through



the support given she learnt practical strategies to develop her parenting skills whilst addressing the underlying feelings affecting her ability to enjoy parenting and to feel confident about her skills. The programme helped Priya put routines into place around sleep and meal times and as a result her son had fewer tantrums and listened to her instructions.

After completing the course Priya decided she would like to go back to work. The family mentor provided information and advice and she is now studying and doing volunteer work. Both Priya and her son continue to benefit from the extended school provision.

\*all names changed for confidentiality reasons

# stay safe

## What do we know?

Keeping children safe is one of the most important reasons for us to work together as a partnership and we take it very seriously. We know that good partnership work between the council, the Police, schools and local voluntary and community groups is essential to protect young people from harm and to prevent them from becoming victims. Our Local Safeguarding Board brings together key agencies to do just that. Since our last plan and round of inspections we have delivered:

- A reduction in the number of children coming in to care from 365 in 2006-07 to 309 at the start of this plan, achieved by supporting families as soon as problems arise.
- A significant increase in the number of adoptions and arrangements such as residence orders, which secure a safe and stable home environment for young people.
- Good involvement of children (98.5%) in child protection conferences and reviews enabling them to express their views and 100% of children were reviewed within timescales.
- Support to young people connected with violent incidents, such as the murder of a young person in the borough last year, to keep them safe and divert them towards constructive and positive activities.
- Accredited training to over 70 professionals on parenting so that they can support and advise parents running parenting groups across the borough.

Children have told us that 'staying safe' matters most to them; bullying and their personal safety on the streets and in parks are top priorities. Colleagues in the voluntary sector and schools have emphasised the need to support parents at an early stage and to work with them where there are long standing problems. Others have highlighted the need to deal with street crime, relationships between the police and young people and housing needs. Finally we heard that the needs of disabled children should be consistently addressed when planning services.



our second priority is  
protecting children  
and providing a safe  
environment

## What do we plan to achieve?

- Families able to access help at an early stage.
- Children know how to stay safe and feel safer.
- Good quality, responsive social care services.
- Safeguarding to be part of everybody's business.

## How will we do this?

### Here are some of the things that we plan to do:

- Ensure safeguarding is a top priority for agencies working with children and young people through multi-agency training and safer recruitment practices.
- Regularly audit the systems used to safeguard children from abuse.
- Action recommendations from local Serious Case Reviews and respond to concerns raised nationally.
- Promote early intervention; provide help and advice to families through parenting support and use of the common assessment.
- Better assessment of domestic violence at an early stage by training for staff.
- Improve coordination between Children's and Housing services, when young people first require support.
- Run 'Community Safety' days in schools in partnership with the police to build the resilience of young people.
- Improve community relations through a 'Safer Neighbourhood Annual Challenge' run in partnership with the police.
- Target the small minority of young people identified as being likely to commit violent crime.
- Better support for families by meeting the ambitions set out in the government's 'Aiming High For Disabled Children's Strategy'.
- Improve the quality, performance and responsiveness of social care services.
- Ensure strong communication lines between police and schools to protect young people from harm.
- Implement 'ContactPoint', the information sharing index for the borough.

## Early intervention

'Early intervention' is a range of activities that help families deal with problems before they become too serious. We focus our resources on effective early intervention to reduce the need for intensive, higher cost interventions later on.



our third priority is identifying need early,  
working with families before problems arise



## How will we measure our success?

Our stay safe approach means that we have a range of targets that extend from the broad areas of youth crime to the delivery of specific social care services. The intention is to ensure that local young people and families stay safe from harm and receive the best possible service:

- Improved usage of the common assessment in terms of lead professional involvement and plans of action.
- 10% increase in referrals to the Children's Centre Family Support team, on a year-on-year basis, providing support for the most vulnerable families with children under the age of five years.
- Specialist training on domestic violence for staff.
- A joint working protocol between our Housing and Children's services.
- The number of children sent to custody to be 5% less than in 2007, with the national figure currently at 6%. The latest figure for the borough is about 7%, making it 13<sup>th</sup> out of the 32 London boroughs.
- 30 young people at risk of violent crime to be targeted each year through a street outreach project to help them turn away from crime.
- Implement the 'Every Disabled Child Matters Charter'.
- Improve performance to 84% of 'core assessments' of children by social care teams to be completed within the required time period by 2011.  
We have already achieved a major improvement in performance between 2006 and 2007 from 66% to 81%.
- Improve the rate to 83% of referrals to children's social care services to be progressed to 'initial assessments' by 2011.
- The new information sharing index, 'ContactPoint' to be ready to start in 2010.



Stay safe!!!

## Stories of success

### Common Assessment Framework

Sarah\*, a three year old girl with a rare genetic bone condition had just started in nursery school. She could not attend without a parent present to ensure all her needs were met. The primary school wanted to carry out a common assessment as Sarah was involved with a number of agencies but not receiving sufficiently coordinated support.

Aside from the current professionals, the common assessment identified a need for occupational therapists, a paediatric physiotherapist and involvement from the borough's Individual Progress section. The council agreed funding to make adaptations to the school to enable Sarah to have full access and to be at the nursery on her own.

Additional support was provided through a specialist national organisation and they were introduced to another family with a child with the same condition.

Currently Sarah is attending school regularly and enjoying the support she requires. An occupational therapist is addressing the adaptations needed at home and Sarah's mother has now found employment in a school.



# enjoy and achieve

## What do we know?

We know that getting good examination grades helps young people climb the ladder of opportunity. However, we also know that it is important to enjoy learning in order for it to become a life-long habit. We agree with one of the under-pinning principles of the children's plan, that all children have the potential to succeed and should go as far as their talents can take them. Since our last plan we have delivered excellent outcomes for children:

- Examination results by children and young people at all key stages have been sustained or improved.
- Examination results by children and young people rank the borough as one of the highest performing in the country.
- A Hammersmith & Fulham school was ranked second most improved school in the country in 2007.
- A Hammersmith & Fulham school was in the top 1% nationally for contextual value added (CVA – a measure of the progress pupils make) at GCSE, and achieved an outstanding Ofsted report.
- Improved performance at GCSE for two target groups identified in 2006 - black Caribbean boys and those white British boys who are able to receive free school meals.

There is a strong and continual drive for improvement and change, which extends to the Building Schools for the Future programme, which we tell you more about on the following pages. In consultation head-teachers highlighted the need for more emphasis on the 'enjoy' in 'enjoy and achieve'. Children wanted to know about play and have opportunities to play closer to home.

Feedback also highlighted the need to improve the attainment of more vulnerable or underperforming groups of young people and to ensure good attendance at school.

A final theme was about the family: family learning, supporting and involving parents in education and working through schools to provide early intervention work.



our fourth priority is  
improving the quality of  
nurseries and schools for  
local children

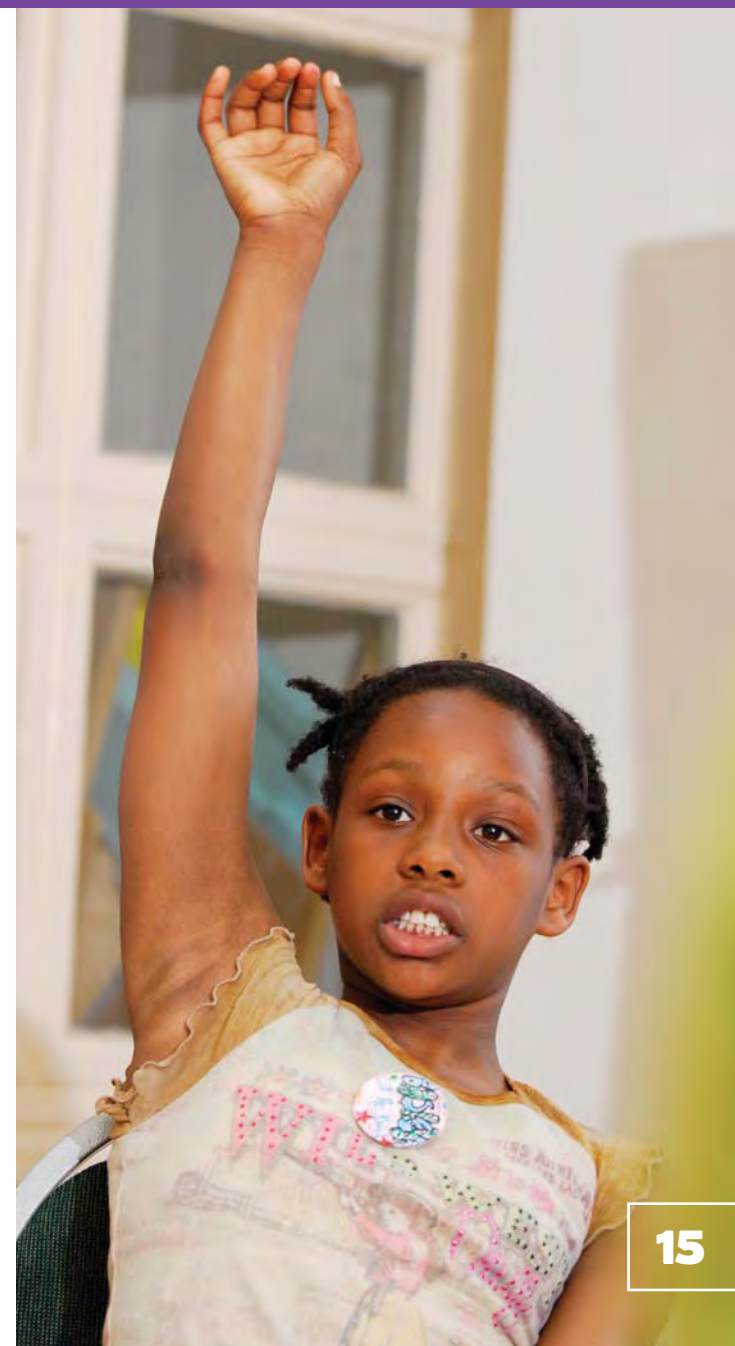
our fifth priority is to ensure every child has the chance to reach their full potential

### What do we plan to achieve?

- All children attend and enjoy school.
- All children are provided with the opportunity and are encouraged to achieve their best.
- Play opportunities are available and accessible to all children.
- Families are supported to help their children enjoy and achieve.

### How will we do this?

- Give children the best possible start by ensuring high quality early years provision.
- Develop more Children's Centres.
- Ensure through appropriate support that all children and young people attend school regularly.
- Give support to those children who need it most to help them gain the expected qualifications at age 11 (L4 in English and maths) and 16 (5A\* - C grades including English and maths).
- Ensure the curriculum on offer in our schools is creative and engaging so that children and young people enjoy their learning.
- Work with the Play Association to deliver new creative play opportunities in the borough through the play strategy.
- Develop a new short break service expanding play opportunities for disabled children.
- Provide more accessible and improved parks and open spaces.
- Use the web to make information available on play services and childcare for families.
- Provide more support to families through extended services in schools to put them in touch with helpful services (e.g. family learning, parenting, adult education) and to promote the use of the common assessment to support families.





## How will we measure our success?

- 15 Children's Centres in the borough by 2011.
- Meet the progress and equalities foundation stage targets by reducing the difference in average attainment of the bottom 20% of children and the rest in the Foundation Stage to 40% by 2009 (national average is 37%).
- Meet our attendance targets at primary and secondary.
- Improve the performance of specific pupil groups (black Caribbean boys and white British boys entitled to free school meals).
- 15% of children in care to achieve 5 or more A\*-C GCSE (including English and mathematics) in 2008-09, from a 2007 figure of 10% (equivalent to the national average).
- At least 90% of children achieving or exceeding the expected level of progress between the ages of 7 and 11 by 2009 (national levels are around 80%).
- 65% of all children getting 5 or more A\*-C grades (including English and mathematics) by 2009 (well ahead of the national 2007 average of 47%).
- Reduce to just under 6% (from 6.5% in 2007) the proportion of secondary school children who are persistent non-attenders (national average is 7%).
- 8 new local play projects, from which 15,000 children will have benefited by 2012.
- Development of inclusive play areas at Ravenscourt Park and Bishops Park.
- Increase the number of disabled children accessing respite care from 28 to 40 by April 2009.
- A new web-based 'Family Services Directory' available by the end of 2008.
- 150 additional common assessments to be completed by April 2009, 250 by April 2010 and 300 by 2011.

Enjoy and  
achieve!

## Stories of success

### Preschool Learning Alliance Father's Club

The Ravenscourt Park Fathers' Club has been running since February 2006 providing safe stimulating play experiences for fathers and their children aged 0-8 in a community setting.

From our research and consultation with pre-schools, parent and toddler groups, fathers and children it had become evident that there was a real need for fathers to have a place of their own to take their children. From this the 'H&F Pre-school Learning Alliance Fathers' Club' was born.

From the success of the Ravenscourt Park club we were able to secure further funding to open our second Fathers' Club in Bishop's Park.

The groups have been a real success with members from a variety of backgrounds telling us they feel more knowledgeable about their children's health, behavioural and educational needs and feel more supportive of their wife's/partner's roles. Most importantly, they all have fun with their children!

### Outstanding Ofsted inspection at Phoenix High School

In January 2008, Phoenix High School was inspected by Ofsted and received an outstanding judgement. The inspectors stated that 'the school continues to transform the life chances of both students and their families'.

The school's specialism in Science has played a key part in the dramatic improvements in standards and achievement. In 2007, the contextual value added measures from Key Stage 2 to 4 and from Key Stage 3 to 4 both place the school in the top 1% nationally for all subjects and for English and mathematics. The inspirational leadership of the head teacher, who has led the school since it opened over 10 years ago, has played a key part in contributing to the school's success. In recognition of this he was recently honoured with a knighthood. The school is now leading the consortium for the new IT Diploma for delivery in September 2008 and plans to open a new sixth form in the near future.



## Childcare Sufficiency Assessment (CSA)

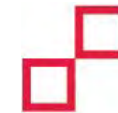
In 2008 the council consulted with local residents and childcare providers to develop a picture of the current and future childcare requirements.

The Childcare Sufficiency Assessment was developed and is available at [www.lbhf.gov.uk/CYPP](http://www.lbhf.gov.uk/CYPP)



## What is Building Schools for the Future? (BSF)

Building Schools for the Future (BSF) is the biggest ever national schools investment programme. The government aims to rebuild or renew every state secondary school in England over a 15 year period. The programme will change how students learn and will place technology for teaching and learning at the heart of building design.



Building schools for the future

## What does Building Schools for the Future mean for Hammersmith & Fulham?

BSF is not just about building. It will transform secondary education for children and young people living in the borough. Hammersmith & Fulham hopes to receive around £200 million from which all our state secondary schools will benefit to some degree. Our schools will be redesigned with the capacity to make use of modern technology and to keep pace with change as it happens. Local authority funding for BSF is being managed through a series of 15 phases or 'waves', as they are being called. Hammersmith & Fulham Council is in the latest wave (Wave 6) and is beginning to draft its plans which need to be submitted formally and accepted in order to receive the funding.

The council ran a consultation process to seek the views of key stakeholders, including parents, teachers and children on how to improve secondary education in the borough. The majority gave their backing to council proposals to extend parents' choice. This includes:

- Expanding Lady Margaret and Sacred Heart schools.
- New sixth form provision at secondary schools across the borough.
- Bringing together Henry Compton and Fulham Cross under one head teacher.
- Extending Queensmill School to take secondary pupils with severe autism.
- Developing Hurlingham & Chelsea as a foundation school.

Academic standards were the most important factor behind parents' school choice, along with ethos and discipline. The council is now in the process of writing our "Strategy for Change" document which sets out how the key agendas for the lives of children and young people will be fulfilled by our plans.

## How can people find out more?

The Hammersmith & Fulham website, [www.lbhf.gov.uk](http://www.lbhf.gov.uk), will be updated regularly to ensure that our BSF 'journey' is charted and the latest information on the project is available to anyone who wants to read it.

A regular BSF Newsletter will also be published throughout the lifetime of the BSF project which will give updates on its status.



# make a **positive** contribution

## What do we know?

It is essential that children and young people play an active role in our community and help to shape life in Hammersmith & Fulham. We know that involvement in crime and anti-social behaviour can have a negative effect on our community and a damaging impact upon children and young people's futures. We are working hard to tackle the issues that lead to a young person getting involved in crime and to provide positive activities for young people in general.

### Some recent successes have been:

- The involvement of 286 young people in the development of proposals for activities, which have provided opportunities for over 5,000 young people through the Youth Opportunity and Capital Funds.
- A 14% reduction in offences by young offenders in 12 months to October 2007 compared with 2006.
- The elections for the UK youth parliament in 2007 involved 23 schools and organisations and more than 1323 votes were cast.
- The participation of 94.9% of children in care in the statutory review of their care in 2007-08.
- The involvement of hundreds of children in consultation on the new Building Schools for the Future programme, including a Children's Conference.

Young people told us that consultation was important. In particular they felt that they could contribute to discussion & planning for safety and crime as they are aware of what is going on around them. They saw value in acknowledging achievements and positive activities, a view which was echoed by schools. Local voluntary organisations wanted to ensure that there were clear opportunities to voice concerns and influence the development of children's services. They also thought there could be more opportunities for young people to volunteer.



our sixth priority is  
to encourage young  
people to lead active and  
purposeful lives



■ Action plans and further details can be found at [www.lbhf.gov.uk/CYPP](http://www.lbhf.gov.uk/CYPP)

make a **positive** contribution

## What do we plan to achieve?

- Young people are involved in positive activities.
- Young people are given more opportunity to influence local decisions.
- Reduced anti-social behaviour and offending committed by young people.
- All communities feel able to contribute to service planning.

## How will we do this?

- Review local youth services to make them right for local young people.
- Encourage looked after young people to participate in their review of care.
- Work with young people as soon as they come in to contact with the police to divert them away from crime and avoid the lifetime negative impact of a criminal record.
- Increase the amount of 'restorative justice' (work with victims and perpetrators of crime in order to reduce repeat offending).
- Make the Borough Youth Forum a locally elected group of young people.
- Develop the forum for the 'Third Sector' to enable voluntary and community sector organisations to contribute to service planning.



make a **positive** contribution



## Make a positive contribution

### How will we measure our success?

- Take up of Youth services to be a minimum of 25%.
- Increase to 97% by 2011 the number of looked after children who participate in their review of care.
- 2% reduction each year in the number of first time entrants in to the Youth Justice System through to 2011.
- 2% reduction each year in the over-representation of minority ethnic offenders on the Youth Justice disposals.
- Develop the 'Third sector forum' for local community and voluntary organisations by April 2009.

## Stories of success

### Druglink Young People's Service

Asher\* was referred to Druglink Young People's Service when he was arrested for possessing crack cocaine. He'd been using it for almost a year and his life had become chaotic and out of control. Through Druglink's involvement he was able to avoid a custodial sentence under the condition of continued work to address his habit.

Unfortunately Asher's continuing problems resulted in him becoming homeless. His key worker supported him through this difficult time by referring him to Housing Services and helping him through the process of applying for a hostel. With his housing situation stabilised and his drug use more controlled, they began to consider his education and training needs and identified a course that he was interested in. They completed the forms together and Asher was accepted onto the training course.

Asher is now living in a hostel. He stopped using crack cocaine four months ago and continues to see his key worker to work on strategies for avoiding relapse. He is still attending and enjoying his training course.

### Youth Opportunity and Youth Capital Fund

The Youth Opportunity and Capital fund project is designed to enable young people to make choices about the type of activities they want to be involved in and to take responsibility for making them happen.

A group of young people from the W6 Youthworks project applied for and were awarded funding to purchase equipment for a multi-use computer suite. In the first few weeks that the suite was available different groups of young people aged between 12 and 18 were inspired to get involved in song writing, producing and recording.



Young people are sharing skills and encouraging their peers to try new things. The equipment is being used in a variety of ways from simple free internet access to enabling the youth band to record their songs with studio quality. One young person who was involved in applying for the funding said 'ever since we purchased all of our equipment we have gained so many new skills, the equipment has created a real buzz and excitement within all the young people connected with the project'.

# achieve economic **wellbeing**

Consultation for this plan has revealed that young people would like a greater range of more practical learning options as well as information about opportunities available at Key Stage 4 and after they leave school. Schools, early years providers, the voluntary sector and parents all felt that work experience and work based learning was important, as was the choice of pathways available for 14-19 year olds.

## What do we know?

We want young people to be ready for working life and equipped with the skills and experience to help them succeed. We know that certain groups of young people will need extra help and more support to get them on the right track. The Building Schools for the Future programme will change and improve the way that young people learn and prepare themselves for work. The 14-19 Education Plan 2008-13 outlines our shared aspirations for young people and the recognition of different needs. We are working closely with the local colleges, training providers and employers such as the Lyric Theatre to deliver a broad 14-19 entitlement. Since our last children and young people's plan we have made some important strides:

- All the borough's post-16 provision has been judged by Ofsted to be good or outstanding.
- The number of young people not in education, employment and training has decreased from more than 13% in 2006 to 7% in November 2008, largely due to the effectiveness of Connexions services.
- Excellent collaboration has led to a 100% success rate in the applications to deliver the new diplomas, starting with the I.T. Diploma in September 2008, led by Phoenix High School.
- The Education Business Partnership has delivered 45 vocationally specific work experience placements for the college-led Young Apprenticeship programme in 2007-08.
- The 14-19 Partnership has become a key strategic body with broad representation across all sectors.
- The number of young people choosing vocational courses has almost doubled since 2004, with high success rates on courses such as BTEC.
- 55% of young people aged 19 are achieving a Level 3 qualification, which is higher than the national average of 48% in 2007.



our seventh priority is to maximise the opportunities open to young people as they move on from school or college

Action plans and further details can be found at [www.lbhf.gov.uk/CYPP](http://www.lbhf.gov.uk/CYPP)

achieve economic **wellbeing**

## What do we plan to achieve?

- All young people are offered a broad range of learning opportunities and experiences including access to diplomas and apprenticeships.
- Young people are informed on how to get in to education, employment and training at post-16.
- Families are supported in making the most of opportunities available to them and their children, and help them make more informed choices.

## How will we do this?

- Broaden curriculum choice for 14-19 year olds.
- Increase the number of 19 years olds who achieve a Level 2 qualification.
- Increase the opportunities for young people accessing work based learning routes, including apprenticeships, and work experience including that for disabled young people and those with learning difficulties.
- Extend the special school provision to educate up to the age of 25 years, those young people who are disabled or have learning difficulties.
- Connexions to further decrease the number of young people not in education, employment or training by targeting specific groups of young people, who we know need more support e.g. those young people leaving care as well as young offenders.
- Increase the advice on childcare provision and learning opportunities available to parents through Children's Centres.



# achieve economic wellbeing



## How will we measure our success?

- Successful introduction of ten new diplomas in schools and colleges by 2011.
- Reach a target of 76% of 19 years olds to achieve a Level 2 qualification by 2011 (national indicator 74% in 2007).
- The Education Business Partnership will broker work experience placements for all young people age 14-19 including those with learning difficulties and disabilities.
- Preparation for diploma and apprenticeship entitlements for all young people by 2013 underway.
- Extend Queensmill school's age range from 3-19, planning for a new school site for children with severe autism.
- 80% of young people leaving care to be in education, employment or training by 2011 (from 73% in 2007, with a national average of 63%).
- 90% of young offenders leaving the Youth Offending Service to be in education, employment or training by 2011 (from 63% in 2007, with a national average of 69%).
- Double the provision available to advise parents of disabled children by April 2009 and provide information sessions to parents at schools through the extended services programme.
- Minimum of two adult learning opportunities in each Children's Centre each year.

Achieve economic  
well being

## Stories of success

### Connexions

Daniel\*, was a young man aged sixteen with epilepsy, complex behavioural difficulties, speech and language delay and was on the autistic spectrum.

He had been in an out-of-borough special needs residential school. However, due to his significant challenging behaviours and complex and multiple needs, the school was unable to accommodate his needs appropriately.

A Connexions Personal Adviser (PA) attended Daniel's review meeting and provided input, highlighting some suitable provisions within education and the community. The PA then proceeded to investigate alternative provision for Daniel across the borough.

Having provided intensive support and advice to Daniel and his parents, the PA was able to successfully place him in a further education establishment within the borough.

Daniel's family are very pleased with the positive outcome and the Connexions PA will continue to oversee Daniel's case.



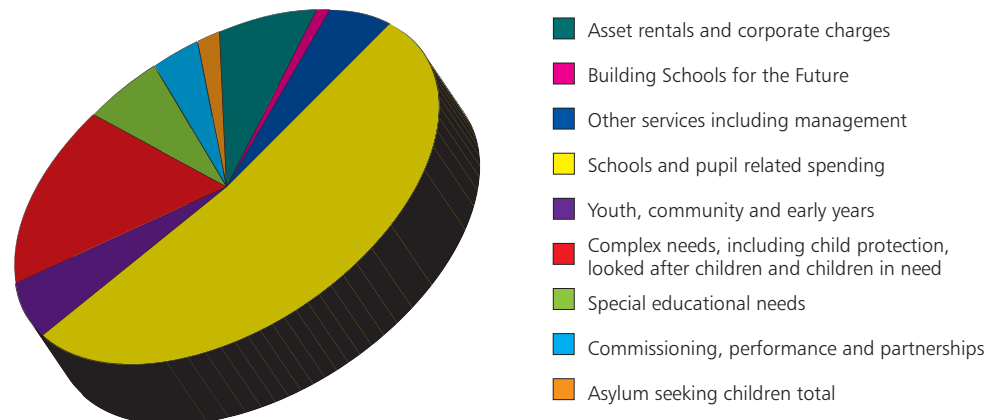
our eighth priority  
is to achieve best  
use of resources

## Budget

The council budget for children's services is £200 million in 2008-09, over 50% of which goes directly to schools, as illustrated in the chart. The allocation of funds is based on fairness, efficiency and value for money, shaped by the priorities in this plan and the Local Area Agreement (see the Glossary for details).

The Primary Care Trust sets out the indicative sum of £9,183,690 for children's services in 2008-09 in its Strategy for Children's and Maternity Services. The spending has been identified in line with priorities agreed with the council. This is strengthened by further developments, such as the expansion of the school health service.

We achieve good value for money by working as efficiently as possible. At a strategic level the Local Area Agreement commits the council, Police, Primary Care Trust and voluntary sector to work towards common goals for local children. For example, the Police service contributes to joint initiatives to develop a safer neighbourhood such as the Street Outreach Project we mention in the 'Stay Safe' section. We also work with partners further a field to achieve better and more efficient services, such as Westminster, Kensington and Chelsea and Hounslow Councils and the West London Alliance of eight councils. For example, we have a well developed system to agree joint funded packages for children with complex needs.





At an operational level we think carefully about providing a range of services to children, so that a team of professionals can coordinate their work to maximum effect. This coordination of effort (or service integration) includes colleagues from different departments, councils, agencies and sectors. This style of working is advocated in the Government's recent Children's Plan and the development of 'school clusters' (see the Glossary) has made this more achievable locally.

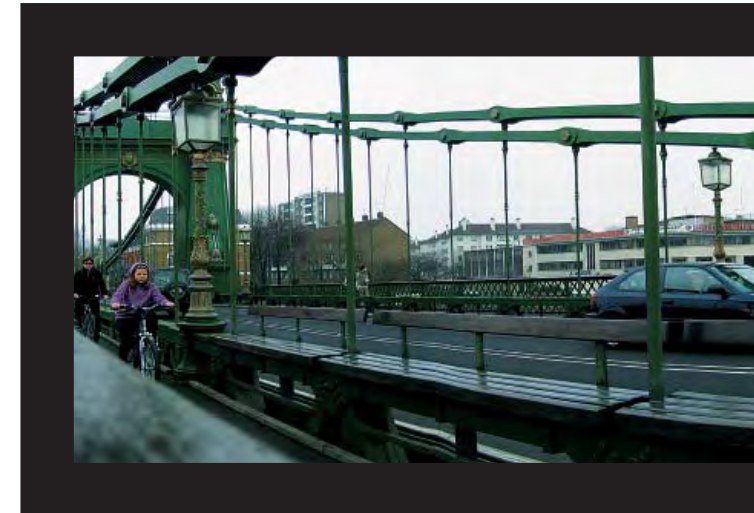
It is anticipated that the Building Schools for the Future Programme will provide further opportunity for frontline workers, such as teachers, social workers and school nurses to work more closely together. The voluntary sector, an essential partner, enables us to meet the needs of young people and families in the best possible way for them and brings additional inward investment through successful applications for external funds.

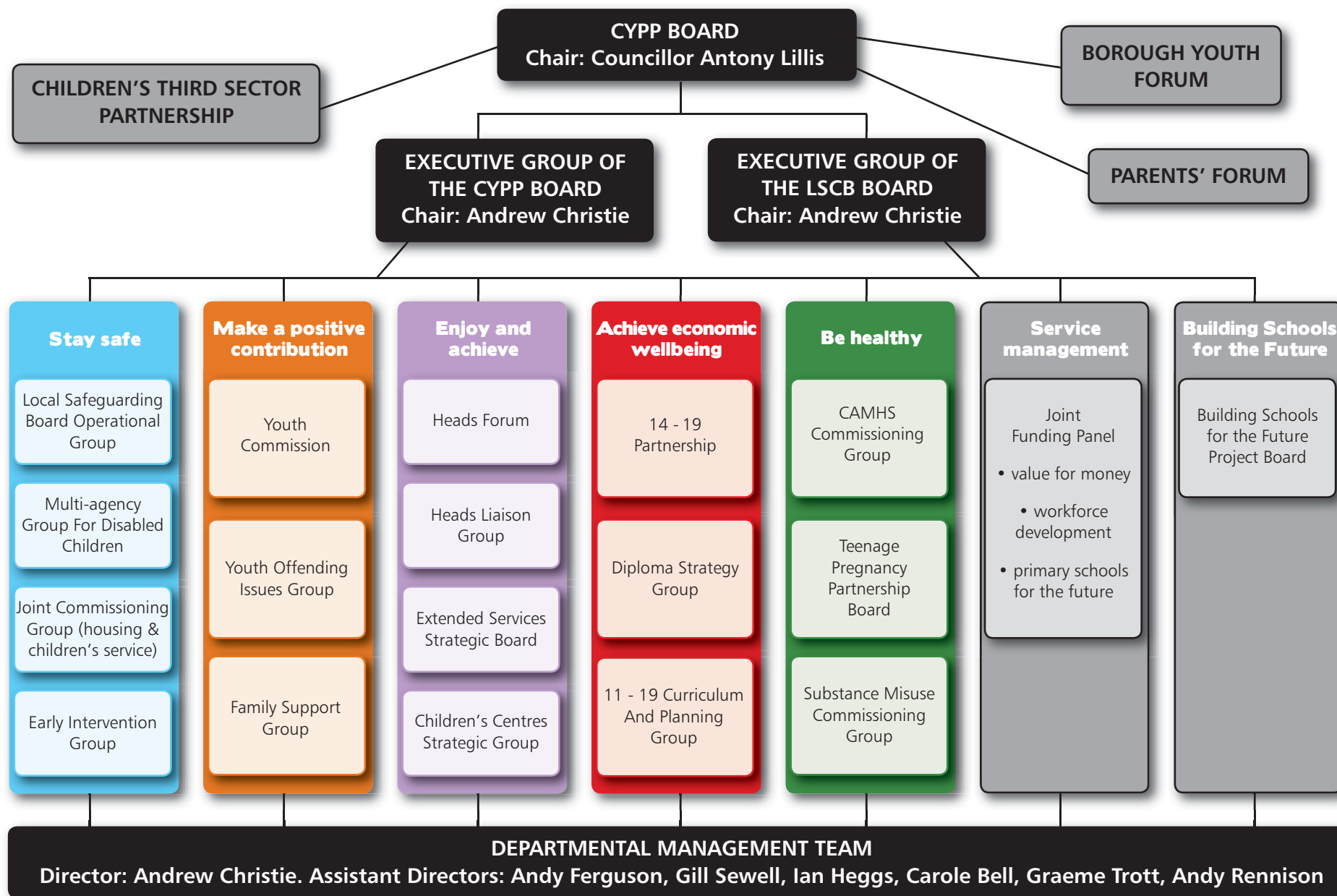
## Workforce planning

Our aim is "to develop a stable and well qualified workforce that works to consistent standards and practices in a safe way". We want Hammersmith & Fulham to be a place where people want to work and where all those who deliver services to children:

- Work better together and in partnership with other agencies - e.g. in sharing information and avoiding duplication of work or processes.
- Ensure that all children and young people are safeguarded from harm.
- Are competent and confident in their ability to provide a quality level of service.
- Show a willingness to develop personally and professionally.
- Have the qualities and skills that children and young people want and need.

In order to equip all staff working with children and young people with the core competencies required to deliver quality services, we will work with partner agencies (from the voluntary, community, maintained and private sectors) to undertake workforce planning, improve recruitment and retention, and provide enhanced training and career development opportunities.



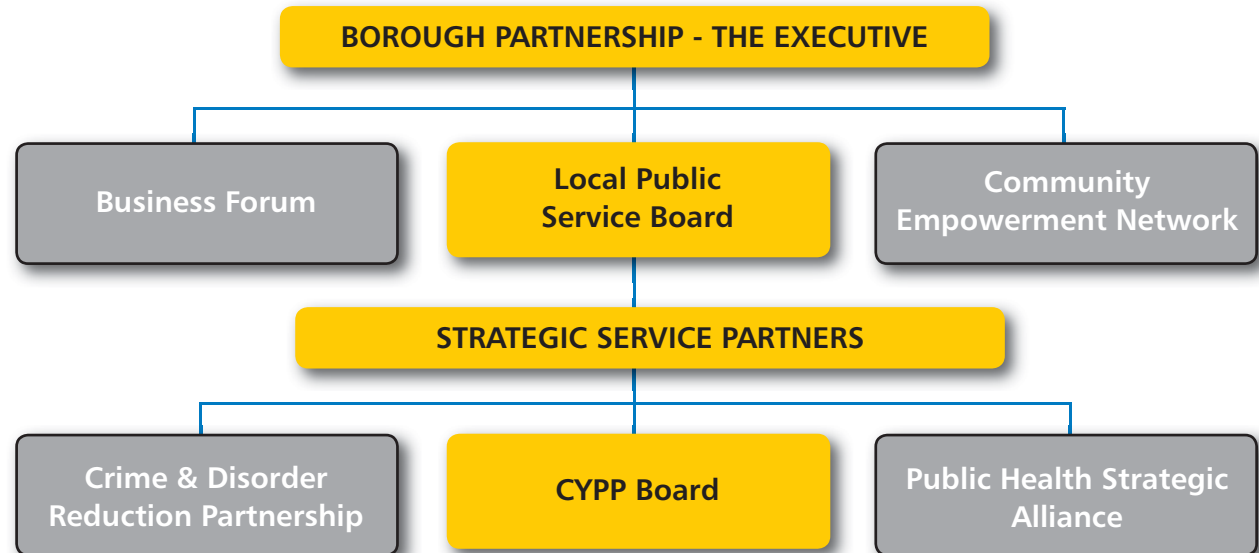


# CYPP governance structure

The Children and Young People's Partnership's scope and responsibilities are set out in this plan. We will review the strength of the arrangements and the accountabilities of members to ensure this is a robust structure and that the plan is delivered. It is a statutory requirement that the council undertakes an annual review of the plan.

The Partnership will monitor and challenge the progress made by agencies in delivering the objectives. **The detail on all objectives, such as what the action is and who is leading on it, can be found on the council's website: [www.lbhf.gov.uk](http://www.lbhf.gov.uk).** Each priority has actions and measures of success. Where possible we have made use of measures known as national indicators, which are used by all councils. Where the actions are more specific to Hammersmith & Fulham we have used local measures and targets.

## Our partnership



## The Children & Young People's Partnership Board

The board brings together representatives from the key organisations working for children and young people in the borough. They include the NHS Trusts, schools, the metropolitan police as well as community and voluntary organisations. Local parents are also represented in this partnership.

We make links to wider groups representing children and young people, parents and the voluntary sector. The Borough Youth Forum

ensures that we have heard things correctly and are getting things right for young people. The Parents Forum is an essential link to local families. The Forum for the Third Sector represents voluntary agencies, which run valuable services for many local families and play an important role in delivering our aims.

The Children and Young People's Partnership is linked to the work of the council via the public service board. This board has responsibility for

delivering the broad ambitions for Hammersmith & Fulham set out in the Community Strategy.

The partnership is supported by an executive group, made up of senior managers of local agencies. This group is also our Local Safeguarding Children's Board, which has been set up to help protect children from harm. The chart opposite shows the different partnerships working for children in the borough and the reporting structure in to the partnership.

# CYPP page summary



## BE HEALTHY

## STAY SAFE

### OBJECTIVES

1. Improve the health, well-being and resilience of children and young people through enhanced delivery of and access to universal services
2. Increase access to services for more vulnerable children and young people
3. Improve specialist services available for children with complex needs including those with disabilities
4. Ensure a wide range of choices are available for all women accessing maternity care

1. Provide support, advice and intervention to families at an early stage of need
2. Build the resilience of young people to be safe
3. Further improve social care services
4. Ensure safeguarding is a top priority for all agencies working with children and young people

### KEY TARGETS

**LAA LOCAL: NI 51:** Develop effectiveness of Child and Adolescent Mental Health Services so that they are rated highly. **NI 56:** Reduce obesity among primary school aged children in year six to 25% by 2011. **NI 113:** Test 17% of under 25yr olds for Chlamydia annually by 2011. **NI 112:** Reduce under 18 conception rate to 36.8 by 2011. **NI 115:** Increase substance misuse education in school etc by 10% each year.

**LOCAL:** ■ Ensure 90% of children have up to date immunisations by their 2nd & 5th birthdays. ■ More support to be given to refugee and asylum seeking young people to access mental health services. ■ New Hydro-therapy pool to be installed at Jack Tizard School. ■ Increase the percentage of mothers breastfeeding to 85% by 2011. ■ Decrease the number of women smoking during pregnancy to 3.1% by 2011.

**LOCAL:** ■ Improved usage of the common assessment in terms of lead professionals & action plans. ■ Specialist training on better assessment of domestic violence. ■ Improved access to good quality before/after school care for primary and secondary aged children. ■ A joint working protocol between Housing & Children's Services. ■ Run the 'Safer Neighbourhood Annual Challenge' in local school in partnership with police. ■ Target 30 young people at risk of violent crime in a prevention initiative 'Street Outreach Project'. ■ Sign up to the Every Disabled Child Matters Charter by end of 2009. ■ Work to deliver the 'Aiming Higher' standards for disabled children. ■ ContactPoint information sharing database to be in 'ready' state by 2001.

**LAA: NI 68:** Improve performance so that 83% of referrals to children's social care go on to initial assessment. **NI 60:** Improve performance to 84% of core assessments by social care teams to be done within the required timescale.

### OUTCOMES

- Children and young people are resilient and lead healthy lifestyles
- Vulnerable children and young people take less risk with their health
- Children and young people with complex needs have good access to health and social care services
- High quality maternity care for local women

- Families are able to access help at an early stage
- Children know how to stay safe and feel safe
- Good quality, responsive social care services
- Safeguarding is a part of everybody's business

## ENJOY AND ACHIEVE

1. Improve attitudes to learning, motivation and engagement of children to avoid exclusion from school
2. Improve attainment and inclusion of vulnerable and underperforming groups
3. Develop more play opportunities for children to have fun and enjoy themselves
4. Develop early intervention work to put families in touch with helpful services

**LAA:** Sixteen statutory national indicator targets have been set. **NI 108:** Support underperforming groups of young people to achieve more and better qualification qualifications at Key Stage 4 (ages 14-16 years).

**LOCAL:** ■ Reduce the number of exclusions of young people from school. ■ Raise the quality of early years provision. ■ Raise attainment at the end of Key Stage 1 by reducing the number of schools below 70% achieving level 2 in writing and those achieving 80% level 2 in maths. ■ Ensure that 15% of children in case taking GCSEs achieve 5 A\*-C results in 08/09. ■ Develop schools' capacities to meet the range of young people's special educational needs. ■ Eight new open access play projects. Improved access to Ravenscourt and Bishops Parks for disabled children. ■ Parenting programmes through the extended services based in schools. ■ Increased and improved use of the common assessment framework.

- All children attend and enjoy school
- All children are provided with the opportunity and are encouraged to achieve to the best of their ability
- Play opportunities are available and accessible to all children
- Families feel supported

## MAKE A POSITIVE CONTRIBUTION

1. Create better opportunities for young people
2. Empower young people to have a greater voice
3. Help young people to make positive choices about how they use their free time
4. Ensure all communities have the opportunity to contribute to service planning and access services

**LAA: NI 44:** 2% reduction each year in the over-representation of minority ethnic offenders in the Youth Justice System. **NI 111:** Reduce the number of first time entrants to the Youth Justice System aged 10-17 by 2% PA to 2011.

**LOCAL:** ■ Ensure at least 25% of youth population access local youth services. ■ Increase percentage of children in care who participate in their review of care to 97%. ■ By 2010 all schools have evidence of an active school council. ■ 90% parental involvement in annual reviews of children with statements of special educational need. ■ Increase restorative justice work to ensure that at least 50% of all relevant cases have some sort of reparation work. ■ Develop the Children's Third Sector Partnership by end of 2009. ■ Create the Children in Care Council by 2011. ■ Borough Youth Forum an elected body by end of 2009.

- Young people are involved in positive activities
- Young people influence local decisions
- Reduced antisocial behaviour and crime committed by young people
- All communities feel able to contribute to service planning

## ACHIEVE ECONOMIC WELLBEING

1. Promote and offer as wide a range of learning options as possible for learners in the 11-19 age range
2. Offer high quality information and advice to young people at key transition points in their lives
3. Address barriers to work and increase understanding of available help

**LAA: NI 79:** 83% of 19 year olds to achieve a level 2 qualification by 2011 (collated by LSC/GOL\*). **NI 117:** 16-18 year olds who are not in education, training or employment (NEET). **NI 45:** 90 of young people leaving the Youth Offending Service are in suitable employment, education or training. **NI 148:** 80% of young people leaving care are in suitable employment, education and training. **NI 148:** 87.5% of young people leaving full time education are in suitable employment, education and training.

**LOCAL:** ■ Introduction of ten new diplomas by 2011. ■ Development of all age provision at Queensmill school. ■ 32% of known teenage parents to be in employment, education or training by 2011. ■ Information sessions on return to work for parents through extended services based in schools. ■ Double information and advice provision available to parents of disabled children. ■ Increase the take-up of working / studying parents by 1% by April 2009 compared to the summer term.

- Young people are equipped with skills and experience to reach their full potential
- Young people are informed on how to get into education, employment and training
- Families are supported to make the most of opportunities and make more informed choices

OBJECTIVES

KEY TARGETS

OUTCOMES

# Glossary

## **BME**

Black and Minority Ethnic.

## **BSF**

Building Schools for the Future (BSF) is a 15 year programme, launched by the Department for Children, Schools and Families (DCSF), of investment and change that will help transform education for secondary age students in England.

## **CAF**

Common Assessment Framework - a new, standardised approach to assessing children's needs for services that will be used by all professionals working with children and young people.

## **CAMHS**

Child and Adolescent Mental Health Service.

## **Children's Centres**

A 'one stop shop' service for under fives offering early education, day care, health and family support.

## **ContactPoint**

A planned government database that will hold information on all children under 18 in England.

## **Core Assessment**

an in depth assessment which addresses the central or most important aspects of the needs of a child and the capacity of his or her parents or caregivers to respond appropriately to these needs within the wider family and community context.

## **CYPPB**

Children and Young People's Partnership Board.

## **Early Years and Childcare Audit**

An audit carried out by the early years service in the council to help potential providers to assess where there is unmet demand for all types of childcare

## **ECM**

Every Child Matters - government agenda incorporated in to the 2004 Children Act on the integration of children's services.

## **EET**

Employment, Education and Training.

## **Extended School**

School offering extended array of services.

## **Extended Services**

Strategic initiative to offer extended range of services in selected schools.

## **Foundation Stage**

The Foundation Stage is the British government label for education for pupils aged three to five.

## **FSM**

Free School Meals.

## **GCE A Level**

General Certificate of Education 'Advanced' level. One of the education pathways offered from Year 12.

## **GCSE**

The General Certificate of Secondary Education.

## **GP**

General Practitioner - family doctor.

## **Initial Assessment**

An initial assessment identifies whether a child or young person is a child in need, and the services and interventions that are required to respond to those needs. It will also identify where a core assessment is necessary to develop a fuller understanding of what is happening to a child or young person and family in complex circumstances.

## **Integrated Working**

Integrated Working focuses on enabling and encouraging professionals to work together effectively to deliver frontline services.

## **KS**

Key Stage - these are the four stages of pupils' progress in acquiring knowledge and skills as set out in the national curriculum. Pupils are tested at the end of each stage: Key Stage 1 (age 5 to 7); Key Stage 2 (age 8 to 11); Key Stage 3 (age 12 to 14); and Key Stage 4 (age 15 to 16).

## **LA**

Local Authority.

## **LAA**

Local Area Agreements - agreement between central government and a local area (the local authority and Local Strategic Partnership) and other key partners at the local level setting out the priorities for a local area.

## **LAC**

Looked After Children - this is the term used to describe any child who is in the care of the local authority.

## **LD**

Learning Difficulties.

## **Lead Professional**

A lead professional is someone who takes the lead to co-ordinate provision and be a single point of contact for a child or young person and their family, when a range of agencies and services are involved and an integrated response is needed.

## **LPSB**

Local Public Service Board.

## **LSA**

Learning and Skills Council - responsible for funding and planning education and training for over 16s.

## **LSCB**

Local Safeguarding Children Board - a statutory local board made up of all local agencies involved with children, which coordinates and ensures the effectiveness of these agencies in safeguarding and promoting the welfare of children. Replaces Area Child Protection Committee (ACPC).

## **MMR**

Measles, Mumps and Rubella.

## **NDC**

New Deal for Communities - a government initiative to tackle multiple deprivation in the most deprived neighbourhoods in the country, giving some of our poorest communities the resources to tackle their problems in an intensive and coordinated way.

## **NEET**

Not in Education, Employment or Training.

## **NFER**

National Foundation for Educational Research.

## **NHS**

National Health Service.

## **NSF**

National Service Framework for Children, Young People and Maternity Services. Commonly referred to as the Children's NSF, this is the Government's 10-year programmes (launched in September 2004) to stimulate long-term and sustained improvement in children's health.

## **OfSTED**

Office for Standards in Education - government body, responsible for setting and inspecting standards in education.

## **PCT**

Primary Care Trust - local organisation responsible for local health care services.

## **Respite Care**

Respite care is the provision of short-term, temporary relief for carers who might otherwise require a permanent placement for a child or young person in a facility outside the home

## **Restorative Justice**

Work with victims and perpetrators of crime in order to reduce repeat offending.

## **SALT**

Speech and Language Therapy.

## **School Cluster**

A group of schools working together to offer a range of extended services and activities.

## **SEAL**

Social and Emotional Aspects of Learning.

## **SEN**

Special Educational Needs.

## **SNAC**

Safer Neighbourhoods Annual Challenge.

## **SOA**

Super Output Area. SOAs are a unit of geography used in the UK for statistical analysis.

## **Special Guardianship**

Special guardianship is a new legal option intended to provide permanence for children for whom adoption is not appropriate. A special guardianship order (SGO) gives the special guardian parental responsibility for the child. Unlike adoption, under a SGO the parents remain the child's parents and retain parental responsibility, though their ability to exercise their parental responsibility is extremely limited.

## **Special Measures**

Any school failing an OfSTED inspection will be expected to improve within two years. During this time the school is said to be in special measures.

## **Third Sector**

Third Sector is another name by which the non-profit, or voluntary sector is known (government and the private sector being the first two sectors).

## **UASC**

Unaccompanied Asylum Seeking Children.

## **Ward**

A ward is an electoral district at sub-national level represented by one or more councillors. It is the primary unit of British administrative and electoral geography.

## **YOS**

Youth Offending Service.

# 7.1

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## **SPECIAL MOTION NO. 1 – VAT CHARGES**

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Standing in the names of:

- (i) Councillor Stephen Cowan
- (ii) Councillor Michael Cartwright

"This Council deplores the decision of the Tory Administration not to pass on the cut in VAT from 17.5% to 15% on charges for parking and sports bookings to residents. This Council calls for the immediate reversal of this mean and dishonest policy."

# 7.2

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## **SPECIAL MOTION NO. 2 – Home Care Charging**

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Standing in the names of:

- (i) Councillor Rory Vaughan
- (ii) Councillor Reg McLaughlin

"This Council deplores the Administration's recent introduction of home care charging, contrary to its explicit manifesto commitment not to do so. The £10 per hour charge (with the option to increase it to £12.40) is an unacceptable financial burden on elderly and disabled residents in the borough, and it has left them facing real hardship, as they have the stark choice of either paying for care that is critical to their well being or cutting back on essentials. This Council calls on the Administration to drop this pernicious charge immediately."



# 7.3

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## SPECIAL MOTION NO. 3 – Rubbish Collection

---

Standing in the names of:

- (i) Councillor Nicholas Botterill
- (ii) Councillor Mark Loveday

This Council notes that:

1. The Government is moving ahead with plans to introduce new local bin taxes, through so-called 'waste incentive pilot schemes', which will subsequently be rolled out to two in three homes according to Whitehall estimates;
2. Even the Government's own optimistic Impact Assessment admits that the poorest families will pay £72.31 a year more, and the Treasury has stated the new 'waste incentives' are officially classified as a tax;
3. Bin taxes will lead to a surge in fly-tipping and backyard burning, and in the Republic of Ireland, bin taxes have led to 4 in 10 households now burning their rubbish, and such burning of now causes 73% of all dioxin emissions;
4. The Government is not properly compensating local authorities for the new burdens imposed through landfill taxes and the Landfill Allowance Trading Scheme, increasing pressure on council tax, and

This Council resolves to:

1. Oppose Government plans for new bin taxes;
2. Write to the Secretary of State for Environment, Food & Rural Affairs rejecting the Government's invitation to participate in these new charges for the collection of household waste, and
3. Call on the Secretary of State to ensure local authorities are properly compensated for new burdens imposed by central government, instead of introducing new taxes.

# 7.4

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## **SPECIAL MOTION NO. 4 – Sustainable Communities Act**

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Standing in the names of:

- (i) Councillor Stephen Greenhalgh
- (ii) Councillor Nicholas Botterill

That this Council:

- (i) supports the bottom up process in the Sustainable Communities Act designed to allow local authorities and their communities to drive the help that central government gives in reversing community decline and promoting thriving, sustainable communities;
- (ii) notes that the Act gives local authorities the power to;
  - make proposals to government on the action and assistance government must take or give to promote sustainable communities, and that
  - those proposals can be for a transfer of public money and function from central to local control;
- (iii) notes that the Act defines sustainable communities broadly, that definition having the 4 aspects of;
  - the improvement of the local economy,
  - protection of the environment,
  - promotion of social inclusion, and
  - participation in civic and political activity;
- (iv) notes that reasons for a local authority choosing to use the Act include gaining new assistance from government, determining that assistance, being able to argue for transfers of public monies from central to local control and involving citizens in democracy;
- (v) resolves, having been invited to by central government in October 2008, to use the Act by preparing and submitting proposals on how central government can help by 31<sup>st</sup> July 2009; and

(vi) further resolves to

- to inform the local media of this decision;
- to write to local MPs, informing them of this decision; and
- to write to Local Works (at Local Works, c/o Unlock Democracy, 6 Cynthia St, London N1 9JF) informing them of this resolution to use the Act.