



MINUTES OF MEETING of the PEOPLE COMMITTEE held via Video Conference (MS Teams), on THURSDAY 26 NOVEMBER 2020 at 9.30 AM

PRESENT

Councillor Graham Lindsay (Convenor)
Councillor Les Sharp (Vice Convenor)
Councillor Donald Balsillie
Councillor Martha Benny
Councillor Dave Clark (S)
Councillor Ellen Forson (S)
Councillor Darren Lee
Councillor Kathleen Martin

IN ATTENDANCE

Lorraine Sanda, Strategic Director (People)
Fiona Duncan, Chief Social Work Officer
Lindsay Sim, Chief Finance Officer
Lynda McDonald, Improving Outcomes Officer
Michael Boyle, Improving Outcomes Business Manager
Margaret McIntyre, Childrens' Service Manager
Marjorie McFarlane, Sports Development Manager
Whitney Barrett, Principal Educational Psychologist
Kaye Hills, Improving Outcomes Team Leader
Lesley Taylor, Psychologist
Councillor Dennis Coyne
Heather Buchanan, Solicitor (Clerk to the Committee)
Gillian White, Committee Services

The Convenor welcomed and congratulated the recently elected Councillor Dennis Coyne to the meeting where he was in attendance as an observer. The Convenor also congratulated Lorraine Sanda on her appointment as the Strategic Director of People.

The Convenor also thanked the staff in Education and Social Services for their work over this challenging period.

PC(20)08 APOLOGIES

Apologies were received from Pastor David Fraser, Religious Representative (Appointed Member), Rev Sang Y Cha (Appointed Member), Councillor George Matchett QPM and Councillor Helen Lewis. Councillor Dave Clark acted as substitute for Councillor Matchett and Councillor Ellen Forson acted as substitute for Councillor Helen Lewis.

PC(20)09 DECLARATIONS OF INTEREST

None.

PC(20)10 CONFIRM MINUTES OF MEETING HELD ON 30 JANUARY 2020

The minutes of the Meeting of the People Committee held on 30 January 2020 were submitted for approval.

Decision

The minutes of the Meeting of the People Committee held 30 January 2020 were agreed as a correct record and signed by the Convenor.

PC(20)11 CLACKMANNANSHIRE SPORT AND ACTIVE LIVING FRAMEWORK 2018 TO 2028

The report, submitted by Marjorie McFarlane, Sports Development Manager, provided the Committee with an update on progress with the Sport and Active Living Framework (SALF) 2018 to 2028. The report covered activities for the period 1st July 2019 to 30th June 2020.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Ellen Forson.

Decision

Having challenged and commented on the report, the Committee agreed to note the progress made since the framework was adopted at the People Committee meeting on 17 January 2019 and the recommendations for the way forward.

PC(20)12 THE IMPACT OF TRAUMA RECOVERY PLANNING WITHIN EDUCATION ON CHILDREN AND YOUNG PEOPLE'S MENTAL HEALTH AND WELLBEING

The report, submitted by Whitney Barrett and Lesley Taylor, Educational Psychology Service, provided the People Committee with an overview of the impact of trauma recovery planning within Education on children and young people's mental health and wellbeing.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Les Sharp.

Decision

Having challenged and commented on the report, the Committee agreed to note the impact of trauma recovery planning and next steps outlined in the paper.

**PC(20)13 SCOTTISH ATTAINMENT CHALLENGE: END OF YEAR REPORT
SEPTEMBER 2018**

The report, submitted by Cathy Quinn, Improving Outcomes Manager, shared the Scottish Attainment Challenge END-YEAR Academic Report – March 2020 to July 2020 report which was submitted to Scottish Government on October 2020.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Martha Benny.

Decision

Having challenged and commented on the report, the Committee agreed to note the report.

**PC(20)14 UPDATE ON EXPANSION OF EARLY LEARNING AND CHILDCARE
CLACKMANNANSHIRE COUNCIL DELIVERY PLAN 2017**

The report, submitted by Lorraine Sanda, Chief Education Officer/Strategic Director (People), provided an update on the progress of work that has taken place to deliver Clackmannanshire's ELC Expansion Plan 2017

Motion

That the Committee agrees the recommendations in the report.

Moved by Councillor Donald Balsillie. Seconded by Councillor Kathleen Martin.

Decision

Having challenged the report and commented on the current status, the Committee agreed to note the progress that has been made relating to the expansion of the ELC provision to 1140 hours for 100% of 3-5 year olds and eligible 2 year olds in Clackmannanshire.

PC(20)15 THE PROMISE

The report, submitted by Fiona Duncan, Chief Social Work Officer, provided a comprehensive summary of the Independent Care Review (ICR) and the seven output reports contained within The Promise. The Care Review was one of the most substantial, ambitious, and necessary reviews in the history of the Scottish Parliament with cross party support. The CR and The Promise delivered a powerfully simple message: care must have love and nurture at its heart. Keeping The Promise will mean all children will grow up loved, safe and respected so they can realise their full potential.

This report highlighted the strong foundations that Clackmannanshire has to build on The Promise and the critical Next Steps. Finally, The Promise asked that we begin to set out our 'honest assessment' of where we are now and what we need to do to transform the local 'care system' to ensure that Clackmannanshire 'Keeps The Promise'.

Motion

That the Committee agrees the recommendation set out in the report.

Moved by Councillor Les Sharp. Seconded by Councillor Ellen Forson.

Decision

The Committee agreed to :

1. Note the findings of the Independent Care Review and the seven output reports;
2. Note the detail of The Plan including the first key priority to have in place holistic universal and targeted family support to ensure the highest priority of early intervention and prevention;
3. Note that Scottish Government have committed to £4 million in funding to the Promise Partnership Fund to help scale up holistic family support;
4. Approve the pledge to 'Keep The Promise' in Clackmannanshire Council;
5. Note the reflections and strengths detailing the existing strong foundations in Clackmannanshire to align and build on the work of The Promise;
6. Note the critical work in The Money and Follow The Money that provides powerful evidence into the need to realign and move budgets 'upstream' by investing greater amounts into cross-cutting, collaborative early intervention, early help, prevention and family support to enable obsolescence of spend in crisis, acute and late intervention 'downstream', which can be devastating to children, families and communities throughout the lifespan and across generations;
7. Note the challenges and the 'honest assessment' of where we are now, and the cross-cutting collaborative work we need to do, to achieve the aspirations of The Promise. This assessment and work going forward will be incorporated into the Strategic Director People's plans for Redesign and Transformation; and
8. The Vice Convener of the People Committee, will convene a cross-party group to drive this area forward and ensure that Clackmannanshire "Keeps the Promise".

Action

Strategic Director (People)

In line with Standing Order 10.22, the Convenor agreed to adjourn the meeting at 11.45 am until 12.00 noon. The meeting re-convened with the same members present.

PC(20)16 NATIONAL IMPROVEMENT FRAMEWORK REPORT 2019/20

The report, submitted by the Chief Education Officer/Strategic Director (People), reported on the progress of improvement activities and performance made across Education from August 2019 to the end of June 2020 on our priorities identified in the National Improvement Framework (NIF) Plan 2019/20 and presented the NIF priorities going forward in 2020/21. Both the NIF Progress Report and the NIF Plan 2020/21 in relation were attached as Appendices 1 & 2 to the report.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Les Sharp.

Decision

Having challenged and commented on the report, the Committee agreed to note the report.

PC(20)17 PEOPLE BUSINESS PLAN 2019/20 – END OF YEAR REPORT & PEOPLE BUSINESS PLAN 2020/21

The report, submitted by the Chief Education Officer/Strategic Director (People), updated Committee on progress in relation to the end-year People Business Plan Report 2019/20 and to lay before Committee the People Business Plan for 2020/21.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Martha Benny.

Decision

Having challenged and commented on the report, the Committee agreed to note the information contained in the attached Report for 2019/20; and subject to ratification, granted approval for the Plan for 2020/21.

Action

Strategic Director (People)

PC(20)18 FINANCIAL PERFORMANCE 2020/21 AUGUST OUTTURN

The report, submitted by the Chief Finance Officer, provided an update on the financial performance for the People Directorate of the Council in respect of revenue spend for the current financial year, 2020/21. This was based on forecast information as at August 2020.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Les Sharp.

Decision

Having challenged and commented on the report, the Committee agreed to note the forecast General Fund revenue overspend relating to the People Directorate for the year of £2.787m, and delivery of planned savings in the year forecasted to achieve 97.7%.

PC(20)19 BE THE FUTURE: PEOPLE DIRECTORATE - RESPOND, REDESIGN AND TRANSFORMATION

The report, submitted by the Chief Education Officer/Strategic Director (People), reported on the progress and planning for the People Directorate following the appointment of the Strategic Director People in September 2020. The paper focused on the activity undertaken so far and the planning underway for response, recovery and redesign within the People Directorate. It complimented the update provided by the Chief Executive on 22 October 2020 to Council and the work underway as part of the Be the Future Programme.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Les Sharp.

Decision

Having challenged and commented on the report, the Committee:

- a) Noted the background information in relation to the current requirements for Response activity;
- b) Noted the changes to the Interim Structure as a result of recent changes and appointments;
- c) Noted the proposed redesign phases at para 3 (2) of the report;
- d) Agreed that an update on progress with Redesign to come forward by March 2021.
- e) Agreed to seek Council approval for delegated authority to the Strategic Director to appoint an acting Chief Education Officer for a period of three years from the existing pool of Education Service Managers at para 3.4.6. The ongoing need for this post will be reviewed on an annual basis in discussion between the Strategic Director and the Convenor and Vice Convenor of People Committee; and
- f) Agreed to seek Council approval for delegated authority to the Strategic Director to appoint an acting Chief Social Work Officer pending the wider service redesign.

Action

Strategic Director (People)

Ends 12:40 hours