



Overview and Scrutiny Committee

Tuesday, 28th March,
2017
7.00 pm

Committee Room Two
Town Hall
Redditch



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**If you have any queries on this Agenda please contact
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Overview and Scrutiny

Committee

Tuesday, 28th March, 2017

7.00 pm

Committee Room 2 Town Hall

Agenda

Membership:

Cllrs: Jane Potter (Chair) Andrew Fry
 Gay Hopkins (Vice-Chair) Paul Swansborough
 Joe Baker Jennifer Wheeler
 Tom Baker-Price Nina Wood-Ford
 Matthew Dormer

<p>1. Apologies and named substitutes</p>	<p>To receive apologies for absence and details of any Councillor (or co-optee substitute) nominated to attend this meeting in place of a member of this Committee.</p>
<p>2. Declarations of interest and of Party Whip</p>	<p>To invite Councillors to declare any Disclosable Pecuniary Interests or Other Disclosable Interests they may have in items on the agenda, and to confirm the nature of those interests, and any Party Whip.</p>
<p>3. Minutes (Pages 1 - 10)</p>	<p>To confirm the minutes of the most recent meeting of the Overview and Scrutiny Committee as a correct record.</p> <p>(Minutes attached)</p> <p>(No Specific Ward Relevance)</p>
<p>4. Mental Health Services for Young People Task Group - Final Report (Pages 11 - 54) Councillor Nina Wood-Ford</p>	<p>To consider the Mental Health Services for Young People Task Group's final report and to determine whether to endorse the group's recommendations.</p> <p>(Report attached, presentation to follow)</p> <p>(No Specific Ward Relevance)</p>

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<p>5. Task Group Reviews - Draft Scoping Documents</p> <p>(Pages 55 - 58)</p> <p>Councillor Joe Baker</p>	<p>To consider any scoping documents provided for possible Overview and Scrutiny review and to determine whether to launch that review.</p> <p>A completed scoping document has been submitted in relation to the following subject:</p> <ul style="list-style-type: none">• Homelessness <p>(Scoping document attached)</p> <p>All Wards</p>
<p>6. Crime and Disorder Scrutiny Panel - Chair's Update</p> <p>Councillor Matthew Dormer</p>	<p>To receive an update from the Chair, Councillor Matthew Dormer, on the outcomes of the latest meeting of the Crime and Disorder Scrutiny Panel, held on Wednesday 22nd March.</p> <p>(Verbal report)</p> <p>(No Specific Ward Relevance)</p>
<p>7. Working Groups - Update Reports and Annual Review</p> <p>Councillor Tom Baker-Price, Councillor Jane Potter</p>	<p>To receive updates on the latest activities of the following working groups and to determine whether these groups should continue to form part of the Council's Overview and Scrutiny process:</p> <ol style="list-style-type: none">1) Budget Scrutiny Working Group – Chair, Councillor Jane Potter; and2) Performance Scrutiny working Group – Chair, Councillor Tom Baker-Price. <p>(Verbal reports)</p> <p>(No Specific Ward Relevance)</p>
<p>8. Overview and Scrutiny Annual Report 2016/17</p> <p>(Pages 59 - 78)</p> <p>Councillor Jane Potter</p>	<p>To consider the draft contents of the Overview and Scrutiny Annual Report 2016/17 and to identify any changes to make to this report prior to its presentation at the meeting of Council due to take place on 24th April 2017.</p> <p>(Draft report attached)</p> <p>(No Specific Ward Relevance)</p>

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<p>9. Executive Committee Minutes and Scrutiny of the Executive Committee's Work Programme (Pages 79 - 88)</p>	<p>To consider the minutes of the latest meeting(s) of the Executive Committee and also to consider whether any items on the Executive Committee's Work Programme are suitable for scrutiny.</p> <p>Members are asked to note that no meetings of the Executive Committee have taken place since 7th February 2017. The minutes from that meeting were considered by the Overview and Scrutiny Committee on 14th February 2017.</p> <p>(Executive Committee Work Programme attached).</p> <p>(No Specific Ward Relevance)</p>
<p>10. Overview and Scrutiny Work Programme (Pages 89 - 92)</p>	<p>To consider the Committee's current Work Programme, and potential items for addition to the list arising from:</p> <ul style="list-style-type: none">• The Forward Plan / Committee agendas• External publications• Other sources. <p>(Report attached)</p> <p>(No Specific Ward Relevance)</p>
<p>11. Task Groups - Progress Reports Councillor Jane Potter</p>	<p>To consider progress to date on the current reviews against the terms agreed by the Overview and Scrutiny Committee.</p> <p>The current reviews in progress are:</p> <p>a) Staff Survey Joint Scrutiny Task Group – Redditch Borough Council lead Member, Councillor Jane Potter.</p> <p>(Verbal report)</p> <p>All Wards</p>
<p>12. Health Overview and Scrutiny Committee Councillor Nina Wood-Ford</p>	<p>To receive a verbal update on the recent work of the Worcestershire Health Overview and Scrutiny Committee.</p> <p>(Verbal report)</p> <p>(No Specific Ward Relevance)</p>

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13. Exclusion of the Press and Public

Should it be necessary, in the opinion of the Borough Director, during the course of the meeting to consider excluding the public from the meeting on the grounds that exempt information is likely to be divulged, it may be necessary to move the following resolution:

“That, under S.100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following matter(s) on the grounds that it/they involve(s) the likely disclosure of exempt information as defined in the relevant paragraphs (to be specified) of Part 1 of Schedule 12 (A) of the said Act”.

These paragraphs are as follows:

Subject to the “public interest” test, information relating to:

- Para 1 – any individual;
- Para 2 – the identity of any individual;
- Para 3 – financial or business affairs;
- Para 4 – labour relations matters;
- Para 5 – legal professional privilege;
- Para 6 – a notice, order or direction;
- Para 7 – the prevention, investigation or prosecution of crime;

and may need to be considered as ‘exempt’.



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MINUTES

Present:

Councillor Jane Potter (Chair), and Councillors Joe Baker, Tom Baker-Price, Andrew Fry, Paul Swansborough, David Thain (substituting for Councillor Gay Hopkins), Jennifer Wheeler and Nina Wood-Ford

Officers:

D Allen, M Bough, S Hanley and J Pickering

Democratic Services Officers:

J Bayley and A Scarce

67. APOLOGIES AND NAMED SUBSTITUTES

An apology for absence was received from Councillor Gay Hopkins with Councillor David Thain attending as her substitute.

68. DECLARATIONS OF INTEREST AND OF PARTY WHIP

Councillor Jane Potter declared an other disclosable interest in respect of the areas with in the Medium Term Finance Plan which referred to the surrender of the Council's interest in the Kingsley Sports Centre site, Minute No. 71. She left the room and took no part in the discussions in respect of this element of the item.

69. MINUTES

RESOLVED that

the minutes of the meeting held on 10th January 2017 be confirmed as a correct record and signed by the Chair.

70. COUNCIL HOUSING GROWTH PROGRAMME REPORT

Officers presented the Council Housing Growth Programme Report which set out the available options for growth, taking into account requirements for expenditure of the Housing Revenue Account (HRA). Those options were in addition to the Council's Mortgage Rescue and Buy Back schemes. The aim of these options was to

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Chair

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mitigate against the impact of the changes to the HRA and meet the affordable housing need in the Borough. This included a number of elements:

- purchasing stock from the open market, whilst ensuring that this did not impact on the housing market;
- construction of new stock with a developer;
- purchasing units on Section 106 sites, which was often done for housing associations;
- purchasing properties 'off plan' on developments,
- regenerating existing stock; and
- purchasing stock from other registered providers.

Officers were recommending that all options should be undertaken to increase the HRA stock to ensure proposed numbers were achieved. Officers confirmed that it was anticipated that 109 properties would be required by the end of 2018/19 and then a programme of 13 units per year from 2019/20.

Following presentation of the report Members discussed a number of areas in more detail:

- Concerns as to whether the Council would be able to meet the timescale in order for the Council not to have to return any of the funds. Officers confirmed that they were on track for this financial year.
- The impact on the housing market and the potential for property prices to increase due to the Council's interest in purchasing a particular type of property. Officers confirmed that this was being regularly monitored and the properties would be valued in accordance with standard procedures to ensure that an appropriate price was paid.
- Members were supportive of the building of properties to increase the Council's housing stock.
- The type of property that was most needed and the estimated value of such properties.
- Concerns around the buy back scheme taking houses off the market and thereby restricting those available for first time buyers.

RESOLVED that

the Council Housing Growth Programme be noted.

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71. MEDIUM TERM FINANCIAL PLAN

Officers presented the Medium Term Financial Plan 2017/18 – 2020/21 and in so doing highlighted the following:

- Updated information which had been provided in the additional papers pack, following revisions made by the Executive Committee.
- The inclusion of a fourth year in the plan – this had not been included within the Efficiency Plan.
- Quarterly updates would be provided in order to monitor the areas which had been included within the Efficiency Plan.
- A significant reduction in the Revenue Support Grant and how this would be addressed.
- The report contained information about how the Council would maintain funding in order to meet its strategic purposes and ensure residents received quality services that met their needs.
- The provision settlement and a number of issues which were included within the information received; projections on Council Tax income; additional flexibility on Social Care, a new approach to the New Homes Bonus Scheme and the ability to increase Council Tax by two per cent or £5.
- The Capital Programme had been extended to four years and Heads of Services needed to be reminded that this should be accurately recorded for future years.
- The key themes identified in the Efficiency Plan needed to be mapped out, also over a four year period, to ensure that savings were achieved.
- More detailed reports would need to be prepared over the following years and these would be brought before both the Overview and Scrutiny function and the Executive Committee at regular intervals. The first of these was expected in June.

Officers provided Members with detailed information showing the projected shortfall should no further savings be made, which included unavoidable pressures and capital bids. Additional savings had been identified and these were also included within the report, together with the staff suggestions which were designed to secure either savings or additional income. Particular reference was made to unavoidable pressures, including the Microsoft License Cost increase, and it was confirmed that these could not be shared across Redditch and Bromsgrove Councils.

The proposals for savings put forward from the Administration were considered in detail, in particularly those in respect of Leisure

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Services and the surrendering of interest in sites at Kingsley Sports Centre and Arrow Vale Sports Centre.

At this stage of the meeting, in the absence of the Chair of the Committee, as detailed in Minute No. 68, Councillor Tom Baker-Price chaired the meeting whilst the Committee considered the surrender of interest in the Kingsley Sports Centre Site.

Members discussed the cost of the services provided at Kingsley Sports Centre and it was confirmed that discussions would be held with the school in respect of the withdrawal of those funds and the savings which could be made.

Further clarification was requested in respect of the costs for both Kingsley and Arrow Vale Sports Centres, in particular the cost of credit card payments and why these costs were not being passed on to the customer. Officers confirmed that this had been a decision made by Members, but was something which had been highlighted in the staff suggestions and would be investigated further in the future. Charging for cash payments was something which would not be considered, although it was noted that a number of other authorities did not accept cash.

Consideration was given to how the sites could be made more efficient rather than surrendering the Council's interest and concerns were raised about the potential level of interest from other parties in running them. It was confirmed that once the Council had withdrawn its funding it would be the responsibility of the schools, as the owners of the properties, and the Council would have no further interest. Members discussed how the Council needed to ensure it had a balanced budget with minimal disruption to services.

Officers went on to explain a number of other savings which had been put forward by the Administration including sourcing external funding for the Christmas Light Display and charging for the Shopmobility service. In this respect a survey of users had been carried out and from the results there was general consensus that customers would be happy to be charged. Charging for pre application services with developers and a review of the pre 9.30 am concessionary bus travel would also contribute significant savings.

A number of other savings and income streams were highlighted including the reduced cost of landscaping on the highways, the introduction of a Garden Waste Service, a review of charging for pest control, review of fleet costings and revenue opportunities including car parking. Savings still needed to be made in respect of

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the management structure, which had been included within the Efficiency Plan.

Following presentation of the report Members discussed a number of areas in more detail:

- Members thanked officers for the hard work which had been needed in order to achieve a balance budget and for the clear and comprehensive report.
- The areas to be included within the Leisure Services model and the options available. Some Members expressed concerns about the amount of savings proposed and how these would be achieved.
- A formal business case to be brought forward with the options available for Leisure Services. It was confirmed that Members would receive a report updating the information received by the Committee in 2015. The next stage would be a more detailed high level report providing the options available and how the savings would be achieved.
- The cost of the work by the consultants in respect of Leisure and Cultural Services with questions being raised about the potential for officers to carry out that work.
- What services would be included within the business case for Leisure and Cultural Services.
- The option for the National Trust to be invited to manage the Bordsley Abbey site.
- The cost of Microsoft Licenses and the procurement process in order to achieve best value for the Council.
- Savings and the benefits and pitfalls of the introduction of a four year election system as opposed to the current elections by thirds system and whether this provided the Council with stability.
- Members were impressed with the variety of staff suggestions put forward.

RESOLVED that

the report be noted.

72. CRIME AND DISORDER SCRUTINY - JOINT SCRUTINY PROPOSAL

Officers presented a proposal which had been put forward by Bromsgrove District Council in respect of the potential joint scrutiny of the Crime and Disorder Reduction Partnership. Members were reminded that originally there were three separate partnerships in the north of the county which more recently had been combined into

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one partnership for North Worcestershire. This was similar to South Worcestershire and it was confirmed that joint scrutiny arrangements had been successfully established there.

There was a legal requirement for the Council to allocate the scrutiny of the Crime and Disorder Reduction Partnership to a specific committee and to hold at least one meeting each year covering this role. Redditch had chosen to set up the Crime and Disorder Scrutiny Panel to carry out this work. Officers highlighted that the Panel was only able to scrutinise the work of the Partnership as a whole and not individual partners. This had proved to be challenging and had led to only a minimal number of recommendations being made in the last six years.

Officers confirmed that Bromsgrove District Council had also written to the Chairman of Wyre Forest District Council's Overview and Scrutiny Committee and she would be attending the Bromsgrove Overview and Scrutiny Board meeting due to be held on 27th March, when this would be discussed further.

Following presentation of the report Members discussed a number of areas in more detail:

- The differing needs of each Council and whether these would be addressed with the introduction of joint scrutiny.
- The benefits of joint scrutiny.
- The previous work of the Panel and the outcomes of that work.
- How officers envisaged the joint scrutiny panel working.

RESOLVED that

no further action be taken and that the Council continues with the current arrangements for scrutinising the local Community Safety Partnership, subject to two meetings a year of the Crime and Disorder Panel being held in the coming year.

73. EXECUTIVE COMMITTEE MINUTES AND SCRUTINY OF THE EXECUTIVE COMMITTEE'S WORK PROGRAMME

Officers highlighted to Members that during the Executive Committee meeting held on 17th January 2012 the Budget Scrutiny Working Group's recommendation in respect of the recharge process had been approved. The Executive Committee had also endorsed the proposals from the Committee in relation to the HRA.

During consideration of the latest edition of the Executive Committee's Work Programme Members discussed a number of

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items including the Housing Business Case. Members identified the Engagement Strategy, scheduled for a decision in April 2017, as a suitable item for further scrutiny.

RESOLVED that

- 1) the Engagement Strategy be added to the Overview and Scrutiny Committee's Work Programme for pre-scrutiny at the 28th March meeting of the Committee; and**
- 2) the Executive Committee Minutes of 17th January and 7th February 2017, together with the Executive Committee's Work Programme, be noted.**

74. OVERVIEW AND SCRUTINY WORK PROGRAMME

Officers highlighted that there were a number of items which needed to be allocated to future meetings of the Committee and confirmed that an update on the Sustainability and Transformation Plan would be received from the Worcestershire Health Care Trust and Worcestershire Acute Hospitals NHS Trust at the July meeting.

The Chair requested for a future meeting a presentation on Economic Development within the Borough to ensure that appropriate action was being taken.

Officers also highlighted that there had been an error in the date of the next meeting of the Committee circulated in the calendar sheets for Members' consideration. It was confirmed that this meeting would take place on the 28th March 2017.

75. WORKING GROUPS - UPDATE REPORTS

Budget Scrutiny Working Group – Chair, Councillor Jane Potter

Councillor Potter confirmed that at the latest meeting of the Working Group Members had concentrated on the Medium Term Financial Plan and had asked for further information in respect of the Council's contracts in order to gain a better understanding of the process.

Performance Scrutiny Working Group – Chair, Councillor Tom Baker-Price

Councillor Baker-Price explained that the Working Group had looked at usage of the Civic Suite and were pleased to see that the

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staff had a level of discretion over negotiating charges and that block bookings were being made more regularly.

The group had also met with the Head of Business Transformation and Organisational Development who had provided information in respect of staff appraisals. A new process was being rolled out and this would be monitored by Human Resources. At the Group's next meeting Members would be reviewing the gas safety inspection process.

76. TASK GROUPS - PROGRESS REPORTS

Mental Health Services for Young People Task Group – Chair, Councillor Nina Wood-Ford

Councillor Wood-Ford confirmed that the Group was coming to the end of its investigations and had that morning, held a lengthy meeting when draft recommendations had been formulated. She had also recently attended an initial meeting to discuss the development of a Suicide Prevention Plan for Redditch which had proved most interesting.

Staff Survey Joint Scrutiny Task Group – Vice Chair, Councillor Jane Potter

Councillor Potter advised that at the previous week's meeting the Group had interviewed the Chief Executive as Chairman of the Performance Board and the lead officers for the three main work streams, which covered Organisational Culture, People Management and Meeting Customers' Needs. The introduction of an appraisal scheme and regular one-to-one meetings and team meetings should be in place within 12 months.

The group had a meeting planned for 22nd February when they would review the work carried out to date and decide on the next stage of the investigation.

77. HEALTH OVERVIEW AND SCRUTINY COMMITTEE

Councillor Nina Wood-Ford, the Council's representative on the Worcestershire Health Overview and Scrutiny Committee (HOSC), advised that she had attended two meetings of the Committee since her last update.

At the first meeting, the main topic was a presentation from the West Midlands Ambulance Service. Members had been advised that this was the only ambulance service to achieve each of the

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national emergency access targets for 2015/16 and remained the top performing service in the country. Information had also been provided within the presentation in respect of the waiting time at A&E departments, with Worcester Royal Hospital being the poorest performer. The Ambulance Service had placed members of staff within the A&E Department in order to try and reduce the waiting times.

The agenda for the second meeting, which had taken place on 7th February, had concentrated on the response which had been received from the Care Quality Commission (CQC) in respect of Worcestershire Acute Hospitals NHS Trust. This included details of both the announced and unannounced visits which had been made and the areas of improvement which needed to be completed by the end of March 2017, in order for the Section 29A notice to be lifted.

Following Councillor Wood-Ford's update, Members discussed the role of HOSC and the lack of task and finish work carried out as part of the health scrutiny process.

78. WEST MIDLANDS COMBINED AUTHORITY OVERVIEW AND SCRUTINY COMMITTEE

Councillor Jenny Wheeler, the Council's representative on the West Midlands Combine Authority Overview and Scrutiny Committee, confirmed that she had attended the most recent meeting of the Committee. Members had discussed the draft order for how Overview and Scrutiny was going to work following the election of a Mayor for the combined authority area and the Committee's work programme.

Three select committees had been set up and Councillor Wheeler had been appointed as Vice Chair of the Mental Health Select Committee due to her experience working on the Mental Health Services for Young People Task Group. The meeting had been held in the morning and during the afternoon a training event had been held which covered a number of financial areas including audit and risk.

**OVERVIEW AND SCRUTINY
COMMITTEE**28th March 2017**MENTAL HEALTH SERVICES FOR YOUNG PEOPLE TASK GROUP – COVERING
REPORT**

Relevant Portfolio Holder	Councillor Bill Hartnett, Portfolio Holder for Community Leadership and Partnership (including Voluntary Sector and Health Services)
Portfolio Holder Consulted	No
Relevant Head of Service	Judith Willis, Head of Community Services
Ward(s) Affected	No specific ward relevance.
Non-Key Decision	

1. SUMMARY OF PROPOSALS

This report provides an overview of the findings of the Mental Health Services for Young People Task Group. More detailed information about the evidence basis for the group's recommendations can be found in the group's final report attached at Appendix 1.

2. RECOMMENDATIONS

The Committee is asked to **RECOMMEND** to the Emotional Wellbeing and CAMHS Partnership Board that

- 1) **Child and Adolescent Mental Health Services (CAMHS) should not withdraw services from young people who fail to engage during their appointments; and**
- 2) **a representative of the new Liaison and Diversion Service for Worcestershire should work as a Change Champion in Connecting Families once the service starts to operate in the county.**

The Committee is asked to **RECOMMEND** to Worcestershire County Council that

- 3) **Worcestershire County Council's Public Health Department should review the provision of Youth Mental Health First Aid training to determine whether a concessionary rate could be offered to enable staff from smaller Voluntary and Community Sector organisations to participate.**

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The Committee is asked to **RECOMMEND** to the Executive Committee that

- 4) The Leader of the Council should write to the Secretary of State for Education, the Rt. Hon. Justine Greening, urging her to ensure that **Personal, Social, Health and Economic Education (PSHE) Lessons**, to include lessons about mental health and wellbeing issues, become a statutory part of the national school curriculum;
- 5) a new theme should be added to the Council's grants programme which is dedicated to projects which help people experiencing mental health and wellbeing problems; and
- 6) Senior officers, following consultation with the Portfolio Holders for Corporate Management and Housing respectively, should review the implications for Council Services of the following actions detailed in the **West Midlands Combined Authority Mental Health Commission's *Thrive West Midlands Action Plan***:

Action 4: the proposal to evaluate a financial incentive to encourage companies to demonstrate their commitment to mental health and wellbeing.

Action 5: the proposal to help people to gain housing and work (including potentially supported accommodation).

The outcomes of this work should be reported for the consideration of the Executive Committee.

The Committee is asked to **RESOLVE** that

- 7) The Mental Health Services for Young People Task Group should be reconvened in 12 months' time to receive monitoring updates from officers about progress in the Borough with the implementation of:
 - a) the actions detailed in the ***Worcestershire Transformation Plan for Children and Young People's Emotional Wellbeing and Mental Health***;
 - b) the **West Midlands Combined Authority Mental Health Commission's *Thrive West Midlands: An Action Plan to Drive Better Health and Wellbeing in the West Midlands***; and
 - c) the **Suicide Prevention Plan for Redditch**.

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3. KEY ISSUES**Background**

- 3.1 In May 2016 Elected Members attended an Overview and Scrutiny Work Programme planning event at the Town Hall. The purpose of this session was to provide Members with an opportunity to discuss issues that might be suitable for scrutiny during the year. One topic that Members identified during this event as suitable for further investigation was mental health services.
- 3.2 In July 2016 Councillor Nina Wood-Ford submitted a scoping document for the consideration of the Committee which was endorsed by Members. This document detailed the terms of reference for a review of mental health services for young people. The decision was taken to concentrate on services for young people to enable scrutiny Members to consider action that could be taken to support people manage their mental health and wellbeing difficulties before they reached adulthood.
- 3.3 Councillor Wood-Ford was appointed to Chair the Task Group. Councillors Andrew Fry, Gay Hopkins, David Thain and Jenny Wheeler were also appointed to this group.

Financial Implications

- 3.4 All the financial implications arising from the group's recommendations are detailed in the final report.

Legal Implications

- 3.5 All the legal implications arising from the group's proposals are detailed in the final report.

Service / Operational Implications

- 3.6 This review has been a very intense exercise. A total of 23 meetings took place over a period of eight months creating a significant workload for both Members and Officers.
- 3.7 Subject to the group's seventh recommendation being approved the Mental Health Services for Young People Task Group will need to be reconvened in 12 months' time. If this recommendation is endorsed it is suggested that Councillors Fry, Hopkins, Thain, Wheeler and Wood-Ford should be reappointed to serve on the group due to the expertise they have developed in the subject matter.

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Customer / Equalities and Diversity Implications

- 3.8 The group has proposed numerous actions which are designed to enhance mental health services for children and young people. Some of these recommendations could also have a positive impact on services for adults.

4. RISK MANAGEMENT

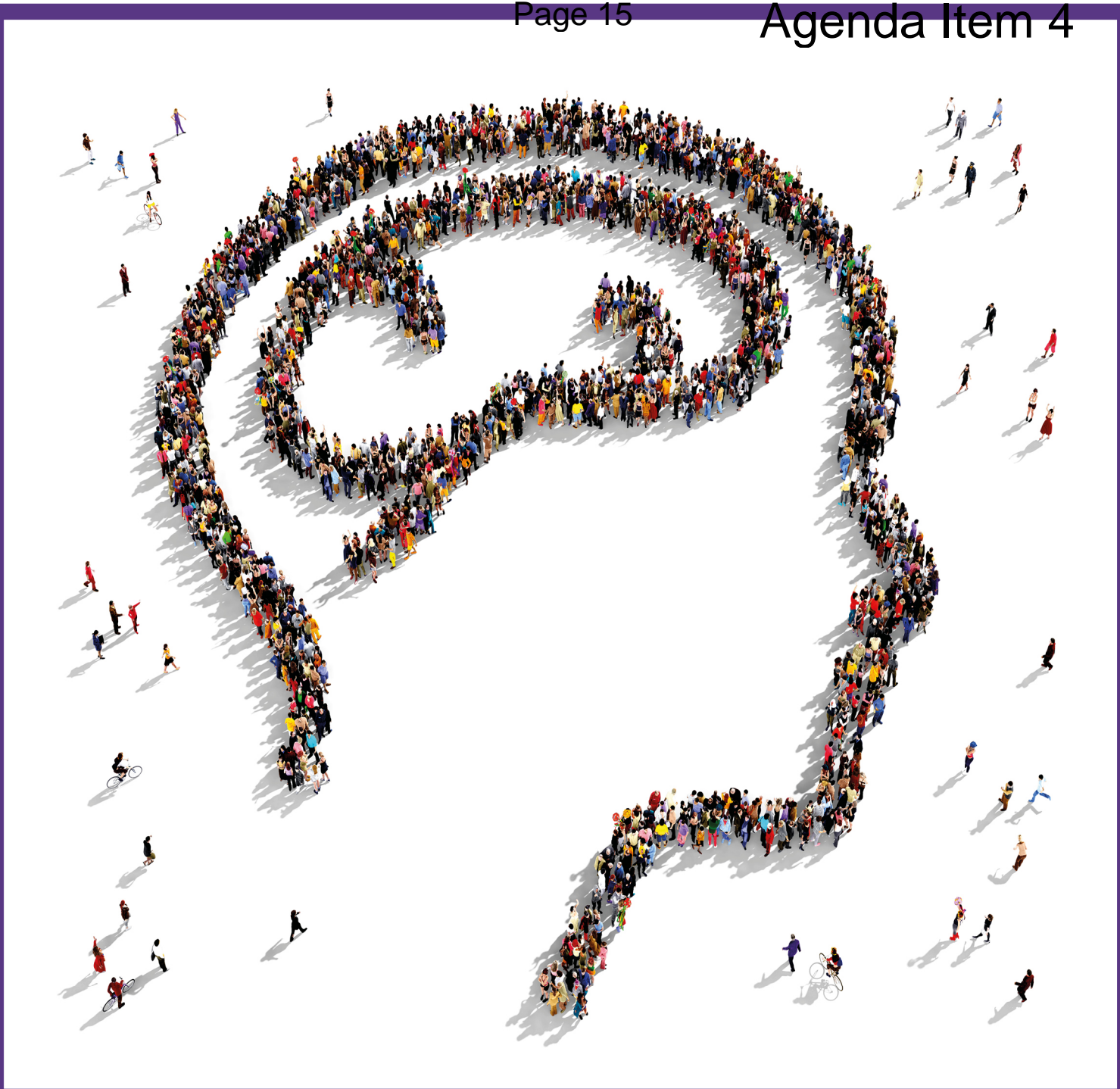
No specific risks have been identified.

5. APPENDICES

Appendix 1 – The Mental Health Services for Young People Task Group’s final report and appendices.

AUTHOR OF REPORT

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Mental Health Services for Young People

Redditch Task Group
March 2017

REDDITCH BOROUGH COUNCIL

making a difference

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Membership of the Task Group

Councillors Nina Wood-Ford (Chair), Andrew Fry, Gay Hopkins, David Thain and Jennifer Wheeler.

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Completed

March 2017

Contact

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FOREWORD

This review of Mental Health Services for Young People in Redditch has taken us through over 23 meetings, during which we have undertaken numerous interviews, including with some very dedicated mental health workers.

The reason we started this Overview and Scrutiny was because of the high levels of mental health issues in Redditch. The timing was good as it coincided with changes to mental health services and we wanted to make sure that these changes would result in a fair share of services being provided to young people in Redditch.

The subject is really complicated but a number of issues did stand out which I feel should be highlighted. Whilst funding for Child and Adolescent Mental Health Services has not reduced, wider cuts to public sector finances are worrying and have implications for the support available to young people. There are certain high risk groups who need particular support, including young offenders, care leavers, people from black and minority ethnic communities, lesbian, gay, bisexual and transgender people and people living in deprived communities. Unfortunately in Worcestershire the young people who live in Redditch are particularly in need of support to help manage their mental health and wellbeing because of the higher levels of deprivation in the Borough than in the rest of the county. Schools have a significant influence over young people and can really help to enhance their students' mental wellbeing, including through good quality Personal, Social, Health and Economic (PSHE) Education lessons.

I would like to thank the people who gave us their time, feedback and advice. Also the rest of my co-workers on this review, Councillors Andy Fry, Gay Hopkins, David Thain and Jenny Wheeler, for all their hard work and of course Jess Bayley for her enthusiasm and continuous hard work producing all that paperwork and, of course, in the end this final document.

We know we do not have all the answers to these problems but we hope that if our recommendations are followed the mental health of young people in Redditch would undoubtedly be improved.



Councillor Nina Wood-Ford
Chair of the Mental Health Services for Young People Task Group

SUMMARY OF RECOMMENDATIONS**CHAPTER 1: EMOTIONAL WELLBEING AND CAMHS PARTNERSHIP BOARD****Recommendation 1**

Child and Adolescent Mental Health Services (CAMHS) should not withdraw services from young people who fail to engage during their appointments.

Financial Implications: There would potentially be financial implications, particularly in respect of staff time and administration costs, if CAMHS workers were to persist in arranging to meet with young people who fail to attend their appointments. However, Members note that by removing a young person from the CAMHS system in these circumstances that young person's mental health problems are not addressed and may even deteriorate. In the long-term the group feels that greater persistence by CAMHS would help to reduce the number of subsequent referrals from different organisations of the same young person to CAMHS as well as the overall costs to the wider public sector.

Legal implications: No legal implications have been identified.

Recommendation 2

A representative of the new Liaison and Diversion Service for Worcestershire should work as a Change Champion in Connecting Families once the service starts to operate in the county.

Financial Implications: No financial implications have been identified though there may be the costs of officer time in terms of arranging for this to take place.

Legal implications: No legal implications have been identified.

Recommendation 3

Worcestershire County Council's Public Health Department should review the provision of Youth Mental Health First Aid training to determine whether a concessionary rate could be offered to enable staff from smaller Voluntary and Community Sector organisations to participate.

Financial Implications: The group understands that currently organisations can pay a fee of £45 for members of staff to participate in Youth Mental Health First Aid training delivered by Worcestershire County Council. The introduction of a concessionary scheme would therefore have financial implications for the County Council both in terms of loss of revenue and the potential to cover the costs of delivering the training.

Legal implications: No legal implications have been identified.

CHAPTER 2: REDDITCH BOROUGH COUNCIL**Recommendation 4**

The Leader of the Council should write to the Secretary of State for Education, the Rt. Hon. Justine Greening, urging her to ensure that Personal, Social, Health and Economic Education (PSHE) Lessons, to include lessons about mental health and wellbeing issues, become a statutory part of the national school curriculum.

Financial Implications: The cost of time producing a letter.

Legal implications: PSHE is a non-statutory subject, though the Government expects schools to make provision for it.

Recommendation 5

A new theme should be added to the Council's grants programme which is dedicated to projects which help people experiencing mental health and wellbeing problems.

Financial Implications: The group is not proposing that more funding be allocated to the Grants Programme. They also feel that the Executive Committee, advised by the Council's Grants Panel, should determine the amount of funding from the overall grants pot that should be allocated to this theme.

Subject to the Executive Committee agreeing to add this new theme it should be noted that this would not form part of the Council's grants process until 2018/19.

Legal implications: No legal implications have been identified.

Recommendation 6

Senior officers, following consultation with the Portfolio Holders for Corporate Management and Housing respectively, should review the implications for Council Services of the following actions detailed in the West Midlands Combined Authority Mental Health Commission's *Thrive West Midlands Action Plan*:

- a) Action 4: the proposal to evaluate a financial incentive to encourage companies to demonstrate their commitment to mental health and wellbeing.
- b) Action 5: the proposal to help people to gain housing and work (including potentially supported accommodation).

The outcomes of this work should be reported for the consideration of the Executive Committee.

Financial Implications: There would be the cost of officer time in terms of undertaking this review. However, the group believes that this would be a useful investment of time if it enables the Council to appreciate the potential resource implications for the local authority of implementing these actions.

Legal implications: No legal implications have been identified.

CHAPTER 3: FURTHER SCRUTINY**Recommendation 7**

The Mental Health Services for Young People Task Group should be reconvened in 12 months' time to receive monitoring updates from officers about progress in the Borough with the implementation of:

- a) the actions detailed in the *Worcestershire Transformation Plan for Children and Young People's Emotional Wellbeing and Mental Health*;
- b) the West Midlands Combined Authority Mental Health Commission's *Thrive West Midlands: An Action Plan to Drive Better Health and Wellbeing in the West Midlands*; and
- c) the Suicide Prevention Plan for Redditch.

Financial Implications: There would be the costs of Officer and elected Members' time in terms of reconvening the group to hold an additional meeting to monitor progress with these matters.

Legal implications: No legal implications have been identified.

INTRODUCTION/BACKGROUND INFORMATION

Introduction

In May 2016 Elected Members attended an Overview and Scrutiny Work Programme planning event at the Town Hall. The purpose of this session was to provide Members with an opportunity to discuss issues that might be suitable for scrutiny during the year. One topic that Members identified during this event as suitable for further investigation was mental health services. This suggestion received support from the Leader of the Council, who was in attendance, and the Council's Corporate Management Team (CMT). At the meeting of the Overview and Scrutiny Committee in June 2016 Members agreed that this subject should be the subject of a detailed scrutiny review. As the Council's representative on the Worcestershire Health Overview and Scrutiny Committee (HOSC) Councillor Nina Wood-Ford was invited to take a lead on this subject.

In July 2016 Councillor Wood-Ford submitted a scoping document for the consideration of the Committee which was endorsed by Members. This document detailed the terms of reference for a review of mental health services for young people. The decision was taken to concentrate on services for young people to enable scrutiny Members to consider action that could be taken to support people to address or manage their mental health and wellbeing difficulties before they reached adulthood. Members were keen for the review to concentrate on the needs of young people with low level mental health problems and to explore how early intervention could help to prevent a young person's condition from deteriorating.

A number of key objectives were set for this review:

- To clarify the roles of different agencies in supporting young people with low level mental health problems.
- To consider current arrangements in the provision of Child and Adolescent Mental Health Services (CAMHS), including any local strategies which shape services.
- To investigate current preventative action undertaken to support young people vulnerable to developing mental health problems and to identify ways in which this could be improved.
- To consider the impact on Council services of demand from young people with 'low level' mental health problems.
- To clarify at what point a young person's mental health is considered serious enough to merit direct intervention from mental health services.
- To explore best practice in other parts of the country in terms of supporting young people with 'milder' mental health problems and the potential to replicate this in the Borough of Redditch.

Evidence Gathering

During the course of the review Members gathered evidence from a range of sources. Interviews took place with Officers from Redditch Borough Council and a Focus Group session was held with Redditch staff to find out about the impact of working with young people experiencing mental health difficulties on Council services. Interviews were also held with representatives of Worcestershire County Council's Early Help Team, Public Health Directorate and the Children's Department. In addition the group also consulted with representatives of Worcestershire CAMHS, the Worcestershire Health and Care Trust, Redditch and Bromsgrove Clinical Commissioning Group (CCG), the West Mercia Youth Justice Service, the Redditch Positive Activities Sub-Group (part of the Redditch

Partnership) and representatives of local Voluntary and Community Sector (VCS) Groups.

Written information formed a key source of evidence considered by the group. In particular Members reviewed the content of the *Worcestershire Transformation Plan for Children and Young People's Emotional Wellbeing and Mental Health* (which will be referred to as the Worcestershire Transformation Plan throughout the rest of this report). Documents produced at the national level were also taken into account, including the *Future in Mind: Promoting, Protecting and Improving our Children and Young People's Mental Health and Wellbeing* (Department of Health and NHS England, 2012) and *The Five Year Forward View for Mental Health*, (report from the independent Mental Health Taskforce, February 2016). Towards the end of the review the West Midlands Combined Authority's (WMCA) Mental Health Commission published *Thrive West Midlands: An Action Plan to Drive Better Mental Health and Wellbeing in the West Midlands* (January 2017). As the Council recently signed up in principle to the WMCA's Mental Health Concordat and is a non-constituent member of the WMCA Members reviewed the content of this document and it helped to inform their recommendations. The findings of the independent Education Policy Institute's review of CAMHS, *Children and Young People's Mental Health: Time to Deliver* (November 2016) was also taken into account to enable Members to compare local practice to services at the national level.

The group attempted to engage with local schools as part of their investigation. Recognising that it would be difficult in the time available for Members to visit every school the group sent a short survey to all the local schools in the Borough which was designed to enable Members to find out about the extent to which students are experiencing mental health problems locally and the support required by schools. Unfortunately, Members were disappointed that only four schools completed and returned a survey for the consideration of the group. Given this low response rate Members did not feel that they could draw any conclusions based on the feedback they had received in the four surveys, though Members would like to thank staff from the four schools who did respond for taking the time to submit feedback.

National Context

The review occurred during a period of change in respect of mental health service provision and shifting attitudes towards mental health and wellbeing difficulties. At the national level there has increasingly been a significant amount of time and research dedicated to exploring the impact of mental health difficulties in the UK. Key documents considered by the group, as detailed above, revealed the following:

- Mental Health problems are estimated to have an economic and social cost to the UK economy of £105 billion per year.
- The WMCA's Mental Health Commission has estimated that the cost of mental ill health in the West Midlands is £12.6 billion per annum.
- In February 2016 it was reported that £34 billion was spent on mental health services each year.
- However, in 2012/13 it was estimated that total spend on children's mental health services was £0.70 billion.
- Half of all mental health problems are established by the time somebody is 14 years old.
- One in ten children aged 5 – 16 have a diagnosable mental health problem.

- An estimated 75 per cent of mental health problems in adult life start by the age of 18. (This figure excludes dementia and associated illnesses).
- Groups at higher risk of developing mental health problems include people living in deprived communities, black and minority ethnic (BAME) communities, lesbian, gay, bisexual and transgender (LGB&T) people, people who have been in the care system, homeless people, unemployed people, those who have been involved in the criminal justice system and people with substance abuse problems.
- It is estimated that the costs of perinatal mental ill health are £8.1 billion per annual birth cohort, or £10,000 per birth.
- Public attitudes towards mental health problems are changing, partly due to work on the Time to Change initiative. However, there still remains stigma within wider society in respect of mental ill health and addressing this requires action over the long-term.

By 2012 there was already recognition of the need to invest in mental health services and to support people experiencing mental ill health. The *Future in Mind* report, published that year, proposed the introduction of Transformation Plans for children and young people's mental health at the local level. These Transformation Plans were designed to "...cover the whole spectrum of services for children and young people's mental health and wellbeing from health promotion and prevention work, to support and interventions for children and young people who have existing or emerging mental health problems, as well as transitions between services." Local partners, led by the local CCG, were encouraged to develop these plans for their local area, with extra funding, announced in the Autumn Statement 2014, made available to the most robust local Transformation Plans.

More recently in January 2017 the Prime Minister announced plans to transform attitudes towards mental health, with a focus on children and young people. Measures announced to improve mental health services included additional training for school staff, improving support for staff experiencing mental ill health in the workplace and an extra £15 million for community care. The impact that this announcement will have on local services was difficult for the group to assess at the time of writing though Members welcomed the enhanced focus on CAMHS.

Local Context – Services for Young People

At the local level partners have explored the prevalence of mental health and wellbeing problems and the demographic factors that may be impacting on this. Through their research Members discovered the following:

- Whilst Worcestershire is not particularly deprived Redditch is the most deprived district within the county.
- Redditch is the district with the highest proportion of children in the total local population at 22 per cent (Worcestershire Transformation Plan).
- There were higher rates of hospital admissions for self-harm in Worcestershire than the national average in 2010-13 (Worcestershire Transformation Plan).
- Rates of hospital stays due to self-harm for young people living in Church Hill, Woodrow and Winyates were higher than other parts of the Borough in the period 2006/07 to 2010/11. (Redditch Health and Wellbeing Profile, October 2013).
- Redditch had a higher admission rate to hospital for people of all age groups experiencing mental ill health than any other district in the county in the period 2008/09 to 2012/13. (Redditch Health and Wellbeing Profile, October 2013).

- The rate of suicides for all age groups in Redditch in 2012 -14 was higher than the national average. (Redditch Health Profile, 2016).
- In Worcestershire it is estimated that there could be 82,420 adults experiencing a common mental health problem, such as anxiety or depression. (Primary Care Mental Health Needs Assessment, June 2015).

At the local level the Worcestershire Transformation Plan was approved by the Worcestershire Health and Wellbeing Board in September 2015. The document contains a detailed action plan outlining the various actions that partner organisations will undertake to improve support services for children and young people experiencing mental ill health in the county, in line with national aspirations. Many of these actions were scheduled to be delivered in 2016 and 2017. The Worcestershire Transformation Plan is also a live document that will be updated as lessons are learned and new opportunities arise; in November 2016 an update to the plan was presented for the consideration of the Worcestershire Health and Wellbeing Board. As such the Task Group launched their review during a time of change and before the Worcestershire Transformation Plan had been implemented in totality, which made it difficult for Members to assess the overall impact of the plan at the local level. However, the Worcestershire Transformation Plan was considered to be robust enough for partners to be awarded some of the extra funding announced in the Autumn Statement 2014.

Whilst recognising that the Worcestershire Transformation Plan is a live document the group did wish to highlight the following as positive examples of the work arising from the plan:

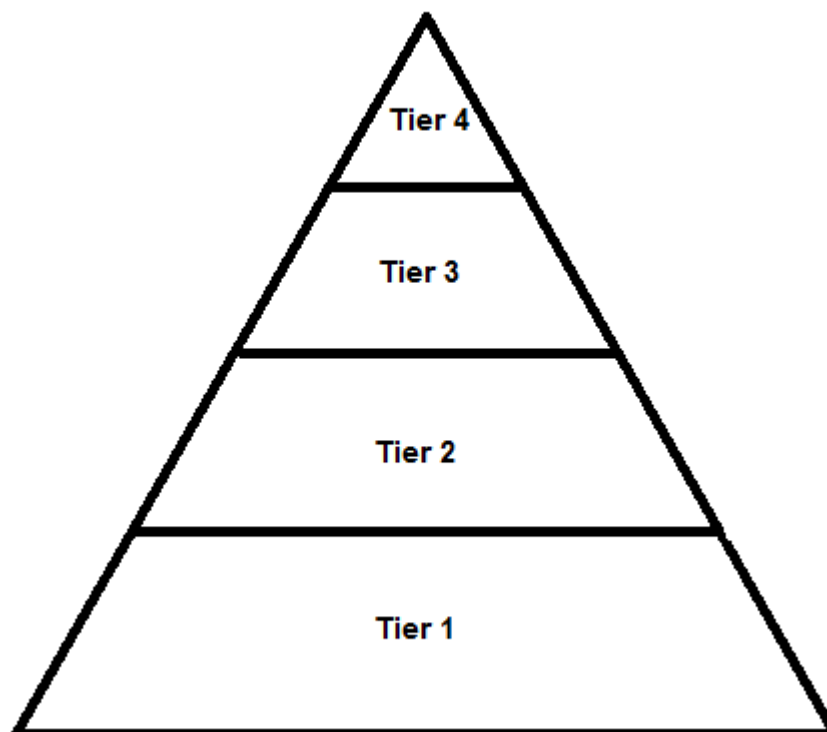
- The work of partners is co-ordinated by a multi-agency Emotional Wellbeing and CAMHS Partnership Board. Members welcomed the Board's work to monitor implementation of the actions detailed in the plan and their inclusive approach to encouraging representatives of organisations that support young people to attend meetings of the Board.
- The introduction of a toolkit for schools. Members considered a draft copy of the Emotional Wellbeing and Mental Health toolkit for schools developed by partners as part of their work on the Worcestershire Transformation Plan. The group welcomed the focus on signposting teachers to relevant sources of information that could support schools in particular circumstances and would encourage all schools in the Borough of Redditch to make use of this resource.
- The introduction of a single point of access (SPA), whereby any young person aged 0 – 18 can be referred by any professional for support. Members were relieved to find that this service can be accessed online as it means that young people are not required to obtain funds in order to travel to access services.
- Members welcomed the launch of a review by members of the Emotional Wellbeing and CAMHS Transformation Partnership Board to assess the needs of children and young people with autism and the support services required both prior to and after diagnosis. A number of expert witnesses consulted by the group had expressed concerns that support for young people with autism and their families was limited, particularly after diagnosis. The group hope that the current review work should address their concerns.
- The introduction of a specialist eating disorder service for children and young people with various types of eating disorder.
- Good performance in respect of waiting times for services. Members were initially concerned that the target waiting time for children and young people is 18 weeks from referral to initial appointment. However, they welcomed information that suggested in reality the majority of young people referred to CAMHS are seen

within four weeks, with emergency cases seen within 48 hours. This compares favourably with lengthier waiting times that the Education Policy Institute identified in other parts of the country in November 2016.

- The introduction of the Kooth online counselling and wellbeing service for the use of Worcestershire based children and young people. Kooth is an established online counselling service in the country which is accessible outside of working hours. Members welcomed the availability of this service to young people in the county, recognising that many children and young people are comfortable using social media to communicate and, in some cases, might feel encouraged to express themselves more openly on this forum than in person.

CAMHS are the principle services provided to support children and young people experiencing mental health and wellbeing problems. In Worcestershire young people aged 0 - 18 can access services from the CAMHS-SPA Monday – Friday from 9 -5pm. There is also an out of hours service, which has access to a specialist CAMHS worker, and is available 24 hours a day.

The CAMHS service is structured in a way that recognises that young people may be experiencing mental ill health difficulties at varying levels of severity. This structure has a tiered model, from Tier 1, at the lowest level, to Tier 4, at the most severe level, as demonstrated by the diagram below:



Assessments of children and young people referred to the SPA are carried out by trained professionals in the CAMHS team. In cases where children and young people are assessed as having mental health needs at Tiers 3 or 4 they will receive support from CAMHS workers. Young people considered to have milder mental health problems, assessed as being at Tiers 1 or 2, receive support within the community. further clarification about the tiers is detailed below:

- Tier 1: These services are provided by practitioners who are not Mental Health specialists including GPs, health visitors, school nurses, teachers, social workers Connecting Families, and staff from VCS organisations. These services are provided to children and young people experiencing the lowest level mental health and wellbeing difficulties. A key focus at this stage is on helping young people to build resilience.
- Tier 2: Specialist CAMHS Officers are building capacity amongst organisations that work directly with children and young people to provide enhanced support to those experiencing slightly more advanced mental health and wellbeing problems who do not meet the criteria for Tier 3.
- Tier 3: Multi-disciplinary teams, including CAMHS, provide support to young people with complex mental health needs including clinical depression and psychosis. There is also a Tier 3+ team working with children and young people with complex needs to help them avoid inpatient admissions to hospital.
- Tier 4: The most severe cases involve admission to hospital where services are provided through acute care, though CAMHS staff remain in contact with the child or young person. Members have been advised that currently there are no specialist psychiatric hospital beds for children and young people in Worcestershire which is not uncommon for a county CAMHS area. Young people admitted to hospital at Tier 4 are often therefore referred over the border to Birmingham or sometimes further away from home.

Local Context – Services for Adults

The focus of the Task Group's review was on services for children and young people. However, Members did also consider arrangements for the delivery of Adult Mental Health Services in Worcestershire (AMHS). This was considered to be important as AMHS services are provided to adults aged from 16 years or older.

The group discovered that AMHS services were also in the process of change. At a primary care level AMHS services have recently been redesigned, resulting in the introduction of the Worcestershire Healthy Minds service in April 2016. The Healthy Minds service provides support to adults experiencing low level stress, anxiety, depression or low moods; it is not used to support people with urgent mental health problems. In order to be eligible to access the service adults must be registered with a GP in Worcestershire. Adults can access the service via the Worcestershire Wellbeing Hub, online or by telephone. Depending on the outcomes of an initial assessment the individual may be signposted to other services or be placed on a waiting list for an appropriate form of intervention.

In 2016 a proposed redesign of secondary care services for AMHS was placed out to consultation. The aim of the re-design was to make services more effective, efficient and able to facilitate better outcomes for service users. Key proposals included changes to: acute inpatient wards, Home Treatment Teams, Community Mental Health Teams and the Recovery Service in south Worcestershire. The outcomes of this re-design remained to be confirmed at the time of writing.

Local Transition Arrangements

In terms of transition arrangements Members have been advised that there are CAMHS workers embedded in AMHS and vice versa to enable a smooth transition for young people between services. Not all young people will be referred to AMHS as their needs may be met during their childhood. However, Members have been advised that when, in

the professional opinion of CAMHS workers, it is considered that a young person will continue to need support in adulthood, handover arrangements are put in place whilst that young person is 17 years old.

Financial situation

The group was advised during the course of the review that in Worcestershire the budget allocated to CAMHS had been maintained rather than reduced as in some parts of the country. Indeed in the Worcestershire Transformation Plan the following was noted:

“The current commissioning budget (2015/16) for specialist CAMHS T2/3/3.5 for the 0-18s population has not been reduced since the last needs assessment in 2011, despite local government and CCG savings being made in other service areas. Worcestershire CAMHS has been protected during and following the 2012 service redesign and has had additional investment both from the LA (local authority) and CCGs.”

The group welcome this direct financial support for CAMHS which they have been advised contrasts favourably with the approach adopted in other parts of the country. However, Members do have some concerns about the impact of financial savings on the rest of the support system for children and young people. During this period the financial situation facing local authorities has become very challenging, with both Redditch Borough Council and Worcestershire County Council experiencing reductions to their Revenue Support Grants from the Government. Unfortunately this has led to cuts to some services utilised by children and young people, most notably the Early Help service which was the subject of budget reductions of over 50 per cent in 2016. VCS organisations have struggled, with sources of funding from the public sector having been reduced in response to Government austerity, creating greater competition in terms of applications for any remaining grant funding. Furthermore, towards the end of the group’s review nationally schools were starting to report financial difficulties which could again in their ability to support their students’ wellbeing.

These services provide much of the support available to young people with lower level mental health and wellbeing problems (at Tier 1 of the system). As further cuts are anticipated Members are concerned that this situation could continue to deteriorate to the detriment of children and young people. In particular, Members are concerned that reduced funding at these levels could impact on the availability of support at the lower level which could in turn lead to greater demand being placed on CAMHS services at Tiers 2, 3 and 3+ in future.

Regional Context:

On 30th January 2017 the Leader, Councillor Bill Hartnett, announced at a meeting of full Council that the local authority had in principle signed up to the WMCA’s Mental Health Concordat for action for the West Midlands. This concordat committed partner organisations from across the region to improving the mental health and wellbeing of people within the region.

Following this announcement the *Thrive West Midlands Action Plan* was published by the WMCA. This details a series of 19 actions that have been identified by partners as a way to improve support for people experiencing mental health and wellbeing difficulties. Members of the group had been advised towards the end of their review that meetings would be held in the spring to explore the Council’s role, as a non-constituent member of

the combined authority, in terms of delivering the actions detailed in the action plan. As such at this stage the group is unable to note the exact implications for Redditch residents or the impact of this plan on local services.

However, Members felt that it was important to note this development due to the potential implications for Redditch. Whilst Redditch residents continue to receive mental health services from Worcestershire CAMHS and AMHS Redditch is in a unique position as the Council is the only local authority in the county to have become a non-constituent member of the WMCA. The group have some concerns that this could potentially create complications in terms of local service delivery. However, Members have welcomed the contents of the action plan and agree that the document contains constructive proposals that could have a positive impact on support services in the region for people experiencing mental ill health.

Redditch Borough Council

The Council's commitment to the WMCA Mental Health Concordat is not the first action taken by the local authority in respect of mental health. Members signed up to the Time to Change pledge at a meeting of Council in December 2014. The Time to Change pledge was a public statement of aspiration that an organisation wanted to tackle mental health stigma and discrimination. Any organisation could sign the pledge and there were no restrictions around the size of that organisation or the sector from which it came. Since this time a number of events and activities have been held at Redditch Town Hall which were designed to enhance the wellbeing of staff. Awareness amongst Council employees of this subject has also been improved, helping to address the stigma associated mental ill health and to build a supportive culture within the organisation.

The Council also provides a number of services which can have a positive impact on people's mental health and wellbeing. In particular the Leisure and Cultural Services team provides and / or secures the sustainability of a range of activities that can enhance a person's sense of wellbeing, including physical activities, the work of the Palace Youth Theatre and cultural events such as Morton Stanley Festival. This has included the Sports Development and Arts and Events teams participating in the local social prescribing model of supporting people who have been referred by their GPs to take part in activities that will have a positive impact on their physical health and mental wellbeing.

CHAPTER 1: EMOTIONAL WELLBEING AND CAMHS PARTNERSHIP BOARD

Recommendations 1	Child and Adolescent Mental Health Services (CAMHS) should not withdraw services from young people who fail to engage during their appointments.
Financial Implications	There would potentially be financial implications, particularly in respect of staff time and administration costs, if CAMHS workers were to persist in arranging to meet with young people who fail to attend their appointments. However, Members note that by removing a young person from the CAMHS system in these circumstances that young person's mental health problems are not addressed and may even deteriorate. In the long-term the group feels that greater persistence by CAMHS would help to reduce the number of subsequent referrals from different organisations of the same young person to CAMHS as well as the overall costs to the wider public sector.
Legal Implications	No legal implications have been identified.

The group was generally very positive about the work that partners had been undertaking in respect of the Worcestershire Transformation Plan, as detailed in the introduction above. Members were also impressed by the dedication and professionalism demonstrated by the CAMHS staff consulted during the course of the review. However, there were some areas where expert witnesses consulted by the group suggested that improvements could be made.

In particular concerns were raised by witnesses from the VCS and statutory sectors who worked directly with young people about the approach adopted by CAMHS to liaising with young people who did not attend appointments with their CAMHS worker. Members were advised anecdotally about examples where children and young people who had failed to attend appointments with CAMHS had subsequently been removed from the team's books. The Task Group appreciates that CAMHS have finite resources and need to ensure that these are used as effectively as possible. However, witnesses who work with young people directly have advised that young people are often less reliable than adults, particularly if they are vulnerable and have had negative experiences when working with representatives of statutory organisations in the past.

The evidence gathered by the group suggested that this approach to working with young people is not unique to Worcestershire. The Education Policy Institute's review, *Children and Young People's Mental Health: Time to Deliver*, reported that there were cases of this occurring across the country:

"We saw examples of thresholds still being in place: "the level of difficulty the child or young person experiences will be significantly interfering with their ability to cope." And of services stating their policy of removing people from the waiting list if they did not attend an appointment (in spite of research indicating that this is a common problem for young people who need the most help)."

Similar concerns were raised in the *Future in Mind* report, published in 2012, which highlighted that it was the most vulnerable young people who were likely to disengage whilst being in particular need of support:

“Some children, young people and families find the formal setting of a clinic off-putting and are unwilling to attend. This can lead to them saying that they do not wish to be referred or not turning up – particularly for some highly vulnerable groups, such as those involved with gangs or those who have been sexually exploited. As a consequence some services experience high rates of children, young people and families not attending appointments. It is important that services monitor attendance and actively follow up families and young people who miss appointments and inform the referrer... It may be necessary to find alternative ways to engage the child, young person or family.”

The group believes that this approach to working with young people is short-sighted. In the long-term Members believe that persevering with young people when they fail to attend appointments would benefit both that young person’s mental health and wellbeing and public sector organisations. Members are concerned that in cases where a young person is removed from the waiting lists in these circumstances they will no longer receive support, though their mental health problems will not have been addressed. In this context Members concur that there is a risk the young person will be referred back to CAMHS at a later date, potentially once they are experiencing more serious mental health problems. Maintaining contact with the young person if they do not attend appointments could also be helpful from a financial perspective. The Worcestershire Transformation Plan reported that in 2014/15 the average cost per admission of a young person to hospital due to urgent need for support with a mental health condition was £55,889.

Therefore the group would urge CAMHS to take note of this proposal and to seek to work with young people in different ways where they fail to attend appointments, rather than remove them from waiting lists. This may require CAMHS, or the members of the Emotional Wellbeing and CAMHS Partnership Board, to spend some time investigating the reasons why young people tend to disengage from the appointments process in Worcestershire. Members would contend that this would represent a good investment of time and resources.

Recommendations 2	A representative of the new Liaison and Diversion Service for Worcestershire should work as a Change Champion in Connecting Families once the service starts to operate in the county.
Financial Implications	No financial implications have been identified though there may be the costs of officer time in terms of arranging for this to take place.
Legal Implications	No legal implications have been identified.

During the course of the review Members were advised about the forthcoming launch of a Liaison and Diversion Service in Worcestershire. Liaison and Diversion services are designed to provide early intervention for vulnerable people as and when they come into

contact with the criminal justice system. This includes providing support to people who are suspected of committing an offence but have not yet been arrested or taken into Police custody. The Liaison and Diversion service is designed to assess and identify whether people have mental health issues, learning disabilities, substance abuse problems or other vulnerabilities as soon as possible once they have come into contact with the criminal justice system. Whilst the service works with all age groups there is a specific Children and Young Persons Care Pathway.

The NHS Standard Contract for the Liaison and Diversion Service highlights a need for the team to understand the local population and demand for services: “...*this is vital to ensure that the right workforce is available for delivering the service specification. Individuals who enter into an L&D (Liaison and Diversion) service are more likely to have multiple and varied health needs and vulnerabilities than the rest of the general population...*” To help develop this local knowledge Members believe it would be helpful for a representative of the service to act as a Change Champion in Connecting Families.

Connecting Families was established in January 2016 as part of a project that was trialed in Redditch though is now being extended into the rest of Worcestershire. The purpose of Connecting Families is to achieve all systems change in terms of the support provided to vulnerable families within the local community, in line with Systems Thinking principles. Representatives from a range of partner organisations, including Redditch Borough Council’s Housing Locality and Financial Inclusion Team Officers, Worcestershire County Council’s Early Help staff, representatives of West Mercia Police and other organisations work in a partnership environment within the local community. A number of organisations have already appointed representatives to act as Change Champions, who promote best practice in particular areas for service provision. This includes a Change Champion from CAMHS.

Representatives of Connecting Families were consulted by the group during the course of the review. It became clear, from the evidence provided, that many of the residents that Connecting Families works with have a range of complex needs for which they require support. In many cases this included people who were experiencing mental health and wellbeing difficulties.

By working directly in the community Connecting Families is developing local knowledge about the needs of local residents and the areas where they place demand on public services. The group believes that a member of the Liaison and Diversion Service, by acting as a Change Champion in Connecting Families, could utilise this opportunity to develop local knowledge that would benefit the service. At the same time this Change Champion could help to enhance knowledge amongst partner organisations participating in Connecting Families of the needs of vulnerable people in the criminal justice system.

The group has been advised that in many parts of the country where a Liaison and Diversion service has already been established links are often created between the service and any CAMHS workers embedded in the youth justice system in order to develop local knowledge. The group would envisage that this would also occur in Worcestershire. Members interviewed representatives of the West Mercia Youth Justice System as part of the review. The group was advised that a significant proportion of young people who come into contact with the Youth Justice system have mental health and wellbeing problems and in many cases this may not have been diagnosed prior to committing their offence. Members were very impressed by the work of the team in Worcestershire, particularly with the re-offending rates for young offenders which were lower, at 28.5 per cent, than other parts of the West Mercia region, at 33.4 per cent, as

well as lower than the national average rate of 37.7 per cent. The group believes that the links between the new Liaison and Diversion service for Worcestershire and a Change Champion in Connecting Families could enhance any working relationships that are developed between the service and the West Mercia Youth Justice system by providing additional local knowledge.

There is already a Liaison and Diversion service operating in the area covered by the Birmingham and Solihull Mental Health NHS Foundation Trust. However, at the time of writing there was no Liaison and Diversion Service in Worcestershire. NHS England, which is responsible for commissioning the service, advertised the contract in late 2016, to cover the period 1st April 2017 to 31st March 2018. At the time of writing the group was therefore uncertain how the service would be delivered in Worcestershire. However, the service is briefly referred to in the latest update to the Worcestershire Transformation Plan and was brought to the attention of the Task Group by representatives of the Emotional Wellbeing and CAMHS Partnership Board. For this reason the group is asking the Board to consider this proposal at this stage and to raise it with members of the Liaison and Diversion service for Worcestershire once the service is in place.

Recommendations 3	Worcestershire County Council's Public Health Department should review the provision of Youth Mental Health First Aid training to determine whether a concessionary rate could be offered to enable staff from smaller Voluntary and Community Sector organisations to participate.
Financial Implications	The group understands that currently organisations can pay a fee of £45 for members of staff to participate in Youth Mental Health First Aid training delivered by Worcestershire County Council. The introduction of a concessionary scheme would therefore have financial implications for the County Council both in terms of loss of revenue and the potential to cover the costs of delivering the training.
Legal Implications	No legal implications have been identified.

During the review Members came to the conclusion that it was essential for effective mental health training to be provided to staff working with children and young people if appropriate support was to be made available when needed. In particular, Members felt that this was crucial for staff working within the community who might be providing non-specialist support to young people with lower level mental health and wellbeing problems (at Tiers 1 and 2 of the CAMHS system).

A number of expert witnesses advised that they had participated in Youth Mental Health First Aid training provided by Worcestershire County Council's Public Health Directorate. The vast majority of expert witnesses praised this training, which they highlighted as providing useful practical guidance to working with young people with mental health difficulties. Participation was subject to the payment of a fee of £45. The group has been advised that the majority of organisations, including larger VCS organisations that work with children and young people, would be able to afford to pay a fee at this level.

However, Members are concerned that smaller VCS organisations that work with children and young people might struggle to pay.

Provision of training to VCS organisations was considered by Members to be an important issue to address. In Worcestershire youth services are no longer delivered directly by the County Council. Instead youth services are commissioned as positive activities for young people. In Redditch these positive activities are primarily provided by VCS groups. By providing these positive activities VCS organisations regularly come into contact with children and young people and may be in a position to identify early signs of mental health or wellbeing problems. As such VCS groups are a key partner in Worcestershire that could help to provide support to young people with low level mental health needs but in order to do so their staff need to be appropriately trained.

In this context Members are suggesting that it would be helpful for Worcestershire County Council's Public Health Department to investigate the potential to introduce a concessionary scheme for participation in Youth Mental Health First Aid training. The group would envisage that only smaller VCS organisations would be eligible, if such a scheme was adopted, which would hopefully help to limit the financial implications for the County Council. The benefits of introducing such a scheme would be to ensure that smaller VCS organisations that work with children and young people are placed in a better position to support children and young people experiencing mental health and wellbeing difficulties.

CHAPTER 2: REDDITCH BOROUGH COUNCIL

Recommendations 4	The Leader of the Council should write to the Secretary of State for Education, the Rt. Hon. Justine Greening, urging her to ensure that Personal, Social, Health and Economic Education (PSHE) Lessons, to include lessons about mental health and wellbeing issues, become a statutory part of the national school curriculum.
Financial Implications	The cost of time producing a letter.
Legal Implications	PSHE is a non-statutory subject, though the Government expects schools to make provision for it.

Throughout the review schools were cited by expert witnesses as a key source of influence over young people. In many cases children and young people may start to exhibit their mental health and wellbeing problems through behavior change and school was the main environment, outside the home, where this might first be identified.

Unfortunately, as detailed in the introduction to this report, the Task Group struggled to engage directly with schools during the course of the review. Whilst Members were disappointed about the limited engagement of local schools with their exercise they discovered that this is not unusual. A number of expert witnesses, from a range of organisations, reported that they also struggled to engage with local schools. There were some exceptions to this. Members welcomed information about Respect – The Community Safety Schools Programme, co-ordinated by the Council’s Community Safety Team. As part of this programme Officers engage with some, though not all schools in the local area. A variety of sessions are provided, ranging from sessions for an entire year and workshop sessions for classes to on-to-one mentoring. A number of issues are covered in these sessions, including healthy relationships, self-harm, anti-social behavior and online safety. Connecting Families had also successfully engaged with a number of schools, though again this did not include every school in the Borough.

The lack of responses from local schools to the group’s survey made it difficult for the Task Group to assess the extent to which schools prioritised their students’ wellbeing or the effectiveness of PSHE Redditch schools. However, Members believe that these lessons, which cover areas such as diversity and equality, relationships, personal financial choices, drugs education and people’s rights and responsibilities, have the potential to have a positive impact on a student’s mental health and wellbeing. Indeed the PSHE Association’s definition of these lessons would suggest that the subject of mental health and wellbeing is relevant in this context: “*The PSHE Association defines personal, social, health and economic education (PSHE) as: ... a planned programme of learning through which children and young people acquire the knowledge, understanding and skills they need to manage their lives, now and in the future.*” (House of Commons Briefing, November 2016).

According to a briefing paper produced by the House of Commons Library in respect of PSHE lessons in England (published in November 2016) PSHE is a non-statutory subject, though schools are expected to make provision for it. Attempts have been

made in recent years to make these lessons statutory. The Parliamentary Women and Equalities Committee recommended in September 2016 that PSHE lessons should become statutory and collectively a number of Chairs of Parliamentary Select Committees have called for the lessons to be made statutory. Within Local Government there have also been proposals for PSHE lessons to be placed on a statutory footing; in February 2016 Members from Bristol City Council recommended that PSHE lessons should be made statutory in their *Report of the People Scrutiny Mental Health Working Group*.

Traditionally opposition to making PSHE lessons statutory has been based on concerns about the extent to which this would conflict with parental responsibility. The House of Commons Briefing notes that “*opposition to statutory PSHE often focuses on the issue of parental responsibility and whether it is appropriate for the type of issues covered in PSHE to be taught by teachers rather than parents.*” However, Members believe that statutory PSHE lessons would help the vast majority of children and young people, including in respect of managing their mental health and wellbeing. The group would suggest that if these lessons become statutory parents should have the right to choose to remove their children from lessons.

The group was heartened by the announcement from the Secretary of State for Education, the Rt. Hon. Justine Greening, in March 2017 that Relationships and Sex Education are due to be placed on a statutory footing from September 2019, following consultation. This will require all primary schools in England to teach Relationships Education and all secondary schools to teach Relationships and Sex Education. The parental right of withdrawal from sex education will be retained under these proposals.

The subject of relationships is fairly broad and Members are anticipating that this will require schools to cover a range of subjects, including healthy relationships and domestic violence. The group is particularly keen for lessons in respect of relationships to address safe use of social media. A number of expert witnesses raised concerns that education about use of social media is needed by young people. In part this should help young people to understand acceptable forms of behavior on social media and the risks involved in sharing too much personal information. The group also recognises that unfortunately, due to the behavior of some individuals on social media, support that enables young people to build resilience to cope with negative comments from internet ‘trolls’ might also be helpful.

Members were disappointed to learn, from a House of Commons Library Briefing, *Sex and Relationships Education in Schools (England)* (March 2017) that these statutory requirements do not apply to Academies or free schools. However, Members would urge academy schools in Redditch to adopt these lessons and to comply with the Sex and Relationships Education guidance issued by the Secretary of State when this becomes a statutory part of the National Curriculum.

The announcement in respect of Relationships and Sex Education was accompanied by an announcement from the Secretary of State for Education that she intended to create a power to make PSHE statutory in future, following further work and consultation. The group believes it is urgent that this process is pursued as soon as possible as Members agree that this would have a beneficial impact on the mental health and wellbeing of young people. To demonstrate the strength of feeling locally in respect of this matter Members believe it would be helpful if the Leader of the Council could write a letter outlining the support of the local authority for making PSHE lessons a statutory part of the national curriculum.

Recommendations 5	A new theme should be added to the Council's grants programme which is dedicated to projects which help people experiencing mental health and wellbeing problems.
Financial Implications	<p>The group is not proposing that more funding be allocated to the Grants Programme. They also feel that the Executive Committee, advised by the Council's Grants Panel, should determine the amount of funding from the overall grants pot that should be allocated to this theme.</p> <p>Subject to the Executive Committee agreeing to add this new theme it should be noted that this would not form part of the Council's grants process until 2018/19.</p>
Legal Implications	No legal implications have been identified.

Redditch Borough Council has an established grants programme. Each year opportunities for VCS groups to apply for funding are advertised in the local press and on the Council's website. Larger project grants are allocated in accordance with themes that match the Council's strategic purposes and for each theme a list of relevant subject areas is advertised to enable groups to identify whether their project would be eligible to receive funding. There are also the Stronger Communities grants provided as part of the programme, which are for grants of up to £500 for grassroots community events and projects.

In the Council's current grants programme VCS organisations theoretically can apply for funding in any theme to support residents with mental health and wellbeing problems. Furthermore, the Investing Grants theme, which provides organisations with an opportunity to apply for grants valued at up to £6,000, specifically includes reference to delivery of projects that support "*residents with low/medium level mental health/wellbeing issues*" and "*Dementia/Alzheimer's support projects.*" However, these topics are listed alongside nine other wide-ranging areas, including projects that support health and fitness, digital inclusion, local community clubs, intergenerational and cross-cultural initiatives and employment support.

The Task Group has been advised that in 2016/17 a number of projects that provided support to people with mental ill health were funded through the Council's grants programme. This included a grant to enable the Redditch Mental Health Action Group (MHAG) to provide life coaching and mentoring services, a grant to Redditch Community Amateur Boxing Club to support young people with low self-esteem and a low sense of aspiration and funding for the Men in Sheds initiative to help older people to develop new skills and improve their mental health and wellbeing. Members have also been advised that in 2016/17 50 per cent of the projects awarded funding supported young people.

Despite this the group believes that more could be done through the Council's grants programme to provide support to people of all ages who are experiencing mental health and wellbeing problems. Members had some concerns that, due to the wide range of areas encompassed within the Investing Grants theme, there was the potential that

specific projects that help people experiencing mental ill health could miss out on funding. There is also no guarantee that every year VCS groups would apply for funding for mental health and wellbeing support projects as they might instead choose to focus on other aspects of the theme.

Providing a specific mental health and wellbeing theme would help to demonstrate the Council's commitment to addressing mental health problems within the community, in line with the local authority's signing of the Time to Change pledge and WMCA Mental Health Concordat. Members would suggest that if this recommendation is approved consideration should be given to enabling VCS organisations to apply for funding within this theme to support training costs that will enable VCS staff to best meet the needs of people experiencing mental health and wellbeing problems.

The group is aware that the Executive Committee receives a report every summer outlining proposed new themes for the Council's Grants Programme in the following financial year. Subject to the Executive Committee agreeing to introduce a new theme to support projects that help people experiencing mental ill health it should be noted that this would only form part of the Council's Grants Programme from 2018/19 onwards. Members are not proposing the amount of funding that should be allocated to this theme as they feel that this should be determined by the Executive Committee, following advice from the Council's Grants Panel.

<p>Recommendations 6</p>	<p>Senior officers, following consultation with the Portfolio Holders for Corporate Management and Housing respectively, should review the implications for Council Services of the following actions detailed in the West Midlands Combined Authority Mental Health Commission's <i>Thrive West Midlands Action Plan</i>:</p> <p>a) Action 4: the proposal to evaluate a financial incentive to encourage companies to demonstrate their commitment to mental health and wellbeing.</p> <p>b) Action 5: the proposal to help people to gain housing and work (including potentially supported accommodation).</p> <p>The outcomes of this work should be reported for the consideration of the Executive Committee.</p>
<p>Financial Implications</p>	<p>There would be the cost of officer time in terms of undertaking this review. However, the group believes that this would be a useful investment of time if it enables the Council to appreciate the potential resource implications for the local authority of implementing these actions.</p>
<p>Legal Implications</p>	<p>No legal implications have been identified.</p>

Towards the end of their review Members did consider the contents of the *Thrive West Midlands Action Plan*. This document details the 19 actions that the WMCA's Mental Health Commission identified as necessary to improve support for people living and

working in the West Midlands region who experience mental ill health. Members agreed that it was important to consider the contents of this document as Redditch Borough Council is a non-constituent member of the WMCA and has signed up to the WMCA's Mental Health Concordat. The group also noted that as a signatory of the concordat the Council had a responsibility to help deliver these actions, as detailed in the *Thrive West Midlands Action Plan*:

“To ensure that all key organisations in the WMCA play their part, we decided to seek an agreement whereby organisations commit to action – a concordat for Action for the West Midlands. This is a significant statement of commitment and common purpose that has been shared, agreed and signed by senior representatives in the partner organisations. These organisations have subsequently agreed to implement the Action Plan.”

The group unanimously welcomed the report and noted that the actions detailed within the document are constructive. However, Members agreed that two of the actions could have particular implications for the Council which they felt merited further investigation, as to the implications for Council resources, at the local level.

The first of these is Action 4; ‘evaluating a financial incentive to encourage employers’. The focus of this action is on working with the Government to trial a ‘Wellbeing Premium’, or tax incentive that rewards employers that can demonstrate commitment to the mental health and wellbeing of their staff. According to the action plan this trial could include offering “...companies a financial incentive, which might include a discount on their business rates, in return for action to improve the wellbeing of their workforce.” The action plan notes that the Wellbeing Premium could be offered to those companies for a period of two to three years. Members recognise that there is no guarantee that Redditch Borough Council would be participating in the trial. However, the group was mindful of the challenging economic circumstances facing local government and the contribution made by business rates to the Council's finances. In this context The Task Group is contending that it would be prudent, following consultation with the Portfolio Holder for Corporate Management, for Officers to investigate the possible implications of Action 4 for the Council's finances and any potential contingency plans that might need to be put in place if this initiative is implemented in Redditch in the future.

The second area that Members felt required further investigation was Action 5; ‘helping people to gain housing and work’. This action details further work that could be undertaken on a scheme to offer a Housing First service, involving intensive mental health support. The Action Plan describes Housing First in the following terms:

“...a form of supported housing which works on the principle that getting someone into a secure home immediately with the right level of support, without needing to go through a series of stages to attain ‘housing readiness’ helps them address mental ill health, substance misuse and alcohol issues more effectively...the housing provided is permanent with a secure tenure, and the offer of housing is not conditional on receiving treatment although support can be offered on a long term basis if required.”

The group recognised that this scheme could enable some of the most vulnerable people experiencing mental ill health to access accommodation. The scheme would also help to address one of the concerns raised by some expert witnesses about the need for supported accommodation to be made available to people who have experienced severe mental health problems and are recovering in the community.

The group did consult with representatives of the Council's Housing team during the course of the review and were advised that under the Housing Act 1996 the local authority must ensure housing is made available to those who are homeless or in priority need. Section 189 (1) of the Housing Act 1996 defines priority need as "*a person who is vulnerable as a result of old age, mental illness or handicap or physical disability or other special reasons or with whom such a person resides or might reasonably be expected to reside.*" Members have been advised that mental health is already taken into account by Officers when considering whether to prioritise an individual for housing.

The group agrees it is important to clarify whether the potential introduction of a Housing First scheme in the Borough could impact on who is prioritised for housing, the type of housing that needs to be made available and the work of the Housing Locality and Housing Options teams. In this context Members are suggesting that it would be helpful for Officers, following consultation with the Portfolio Holder for Housing, to investigate the potential implications to the Council of Action 5 of the *Thrive West Midlands Action Plan* further.

CHAPTER 3: FURTHER SCRUTINY

Recommendations 7	<p>The Mental Health Services for Young People Task Group should be reconvened in 12 months' time to receive monitoring updates from officers about progress in the Borough with the implementation of:</p> <p>a) the actions detailed in the <i>Worcestershire Transformation Plan for Children and Young People's Emotional Wellbeing and Mental Health</i>;</p> <p>b) the West Midlands Combined Authority Mental Health Commission's <i>Thrive West Midlands: An Action Plan to Drive Better Health and Wellbeing in the West Midlands</i>; and</p> <p>c) the Suicide Prevention Plan for Redditch.</p>
Financial Implications	<p>There would be the costs of Officer and elected Members' time in terms of reconvening the group to hold an additional meeting to monitor progress with these matters.</p>
Legal Implications	<p>No legal implications have been identified.</p>

At the end of most scrutiny reviews once Members' recommendations have been considered and a decision has been taken by the Executive Committee, or relevant partner organisations, the Task Group is disbanded. Implementation of the recommendations is then monitored by the Overview and Scrutiny Committee until all actions have been completed. However, for this review Members are suggesting that it would be appropriate to reconvene the Mental Health Services for Young People Task Group in 12 months' time.

To some extent the group found during the course of the review that because the Worcestershire Transformation Plan was still in the process of being implemented it was not always possible for Members to assess the impact that actions detailed in the plan were having in the Borough. Once 12 months have elapsed many of these actions should have become embedded in local services, which should make it easier for Members to assess their impact.

The *Thrive West Midlands* Action Plan is in an even earlier stage of implementation, as the document was only published on 31st January 2017. The group is anticipating that the Council, as a non-constituent member of the WMCA, will play a role in helping to implement the actions in this plan. Members feel that it should be possible to assess progress with this in 12 months' time. To avoid duplicating the work of the WMCA Overview and Scrutiny Committee the group is suggesting that the update in respect of this matter should only focus on action taken by Redditch Borough Council through interviews with Council Officers.

Towards the end of the review Members were informed that work would be starting on producing a Suicide Prevention Plan for Redditch. This work, which will be coordinated

by the Redditch Partnership, will focus on practical steps that can be taken to prevent people taking their own lives through an ambitious zero suicide approach. Redditch was selected as a pilot area in Worcestershire to develop a Suicide Prevention Plan due to the relatively high suicide rates in the Borough (compared to the national average). The group has been advised that the findings from work on this plan will help to inform a refresh of the existing Worcestershire Mental Wellbeing and Suicide Prevention Plan. The Task Group commends partners for taking action to produce a Suicide Prevention Plan for Redditch. Due to the potential significance of this plan to the local community Members believe it would be helpful for the Task Group to be provided with an opportunity to pre-scrutinise the content of the proposed plan.

The Overview and Scrutiny Committee is asked to note that if the decision is taken to reconvene this group their terms of reference will need to be focused entirely on monitoring local progress in respect of these three plans. It would not be appropriate for the group to relaunch an overarching review of mental health services for young people at this stage as this would represent duplication and would not be the best use of resources. To ensure that relevant knowledge is retained it is suggested that Councillors Fry, Hopkins, Thain, Wheeler and Wood-Ford should be reappointed to the Task Group if it is reconvened.

CHAPTER 4: ITEMS FOR NOTING

There were a number of additional areas which, whilst not forming the basis of recommendations, Members wished to highlight in their final report. These are outlined in detail in this chapter.

a) CAMHS Information Sessions

The criteria for referrals from CAMHS have changed since the early 2000s. In the past organisations could refer young people to CAMHS when they were experiencing a wide range of mental health and behavioural problems. However, by 2016/17 the role of CAMHS had changed. CAMHS is not a counselling or behaviour management service, and does not assess young people for neurodevelopmental disorders such as autism or attention deficit hyperactivity disorder (ADHD). These cases can be referred by CAMHS to the Umbrella Service in Worcestershire, which is the diagnostic pathway for neurodevelopmental disorders. Members have been advised that the decision had been taken to limit the referral criteria in order to enable CAMHS to concentrate on young people with mental health problems and to prioritise the most urgent cases. This has helped to reduce waiting times for CAMHS services amongst young people. However, there were some expert witnesses interviewed by the group who did not appear to be aware of the change in the eligibility criteria since the early 2000s and / or the reasons for this change.

Alongside representatives from a range of partner organisations Councillors Thain and Wheeler attended a free information session on the subject of Worcestershire CAMHS, which was delivered by members of that team, in September 2016. This was a really informative session that helped to clarify the role of the service, eligibility criteria for CAMHS and the support available to children and young people locally. To address any remaining confusion amongst partner organisations the group would encourage Worcestershire CAMHS to deliver more of these sessions in the near future and would suggest that any organisations involved in supporting children and young people arrange for representatives of their teams to attend.

b) CAMHS Age Range

The group was interested to learn during the review about flexible arrangements in place in other parts of the country, in terms of the age range of young people served by CAMHS, and how this facilitated a smooth transition from CAMHS to AMHS. In Birmingham, for example, young people can receive support from CAMHS up to the age of 25 years. In Worcestershire the age range of 0 – 18 year olds for CAMHS and 16 years or older for AMHS does entail some cross-over which may benefit both the young person and staff in terms of continuous care provision. However, many of the expert witnesses that the group consulted referred to young people as those aged into their early 20s. In some cases Members feel that this may have created some confusion outside of CAMHS in terms of the support available to young people. For example some representatives of VCS organisations raised anecdotal reports of young people being subject to lengthy waiting lists, even though the CAMHS team has evidence that all referrals made to the service are being met within the local 18 weeks target (though usually before this point).

Given this situation the group suspects that some of the young people that have been referred to in this manner were actually being treated by AMHS rather than CAMHS. The group is not suggesting that a long waiting list for AMHS services is acceptable and this is something that health practitioners may want to address as part of the current review of AMHS secondary care services. However, whilst no evidence can be provided to prove this without taking into account specific cases this may indicate that there is a need for further information to be provided to organisations not just about CAMHS services but also about AMHS. The group would suggest that any such information sharing should replicate the model adopted for the CAMHS Information Sessions.

c) Early Help

The Task Group's review coincided with a period of significant change to Worcestershire Early Help services. In 2016 funding for Early Help was reduced by over 50 per cent in order to focus on children and families considered to be most in need of support. This resulted in a reduction in the size of the Early Help team during the year. Members were concerned about the loss of experienced, trained staff from this team and the potential impact that this might have on the quality of services available to children and young people with low level mental health problems. The group also worried that this reduction in staff could have a negative impact on the effectiveness of early intervention work.

Members have noted that concerns about Early Help were also identified by Ofsted in January 2017 in their inspection report into services for children in care, in need of protection or who are leaving the care system in Worcestershire. This report rated Worcestershire's Children's Services as inadequate and within the report Ofsted noted the following:

"...through the redesign of commissioned services, to ensure a focus on supporting the children and families who need it most, significant reductions are planned across Early Help services, including Children's Centres, these planned reductions have led to anxiety across the partnership and a lack of understanding regarding ownership of, and pathways to, early help."

The group welcomes Worcestershire County Council's announcement that £3.5 million will be allocated to looking after children in the county from April 2017 and that action will be taken with partners to address the concerns raised in the inspection report. As part of this process Members urge Worcestershire County Council and relevant partner organisations to consider and address the potential impact of changes to Early Help on support for children and young people with low level mental health and wellbeing problems.

d) GP Practices

During the course of the review Members learned that in south Worcestershire there has been for some time a system of 'Gateway Workers' in every GP Practice. Gateway workers are qualified mental health practitioners, usually a mental health nurse, social worker, occupational therapist or clinical psychologist, experienced in the assessment and treatment of mental health problems. The group has been advised that this practice was extended to North Worcestershire in the autumn of 2016.

Members are keen to urge partners to ensure these specialists do work in GPs practices, particularly as a number of the witnesses they consulted suggested that GPs were often the first point of contact when a young person was initially referred for support with mental health and wellbeing problems. To obtain assurance that this is being provided in 2017/18 Members would appreciate information about the impact of this scheme as part of the update on the Worcestershire Transformation Plan, if the group's seventh recommendation is approved.

e) Knowledge Bank

One concern raised with the group by a number of expert witnesses, particularly representatives of VCS organisations, was that there was a lack of information about services available locally to support people with specific needs. This could create difficulties for some service providers in respect of identifying the most appropriate organisations to refer children and young people on to for support. Members were advised that a directory of services would help organisations to better meet young people's needs in these circumstances.

Consequently the group was impressed to learn about the work of Council Officers to develop the Knowledge Bank. The Knowledge Bank will contain information about local support services and should help to raise awareness of those services. The Knowledge Bank will be made available to the public to access on the Council's website and officers will work to ensure that the details are updated as and when necessary. Members are in agreement that once the Knowledge Bank has been launched the availability of this resource should be advertised for the consideration of partner organisations.

f) Mindfulness

The group did receive information about techniques that could be used to enhance people's mental wellbeing. In particular Mindfulness was highlighted by a number of expert witnesses as a technique that could be utilised to help build resilience amongst young people. The NHS Choices website refers to Mindfulness in the following terms:

"Paying more attention to the present moment – to your own thoughts and feelings, and to the world around you – can improve your mental wellbeing. Some people call this awareness "mindfulness". Mindfulness can help us enjoy life more and understand ourselves better. You can take steps to develop it in your own life".

Mindfulness is also recommended by the National Institute for Health and Care Excellence (NICE) as a way to prevent depression in people who have had three or more bouts of depression.

Members noted that mindfulness techniques could be utilised in Redditch to help children and young people. Increasingly books are available in high street retailers on the subject of Mindfulness and parents could purchase these to help support their children. At school Mindfulness could be addressed as part of PSHE lessons, in assemblies and during after school club activities, though schools should use their discretion to determine the most appropriate method for their pupils.

g) Parental Guidance

During the review Members learned a lot about how CAMHS and other related services operate in Worcestershire. As part of their activities the group did find examples of guidance for parents and other carers online. However, Members were concerned about the extent to which parents (and other guardians) would know where to find this information. Members also noted that some people, particularly those on low incomes, would not have access to a computer or might lack confidence when using online resources. Under these circumstances the group urges CAMHS, the Worcestershire Health and Care Trust and other partner organisations to consider distributing paper copies of written guidance in public buildings around the county for the use of parents.

h) WMCA Mental Health Select Committee

In January 2017 the WMCA Overview and Scrutiny Committee established a Select Committee to review the findings of the WMCA Mental Health Commission. Due to her experience as a member of the Mental Health Services for Young People Task Group Councillor Wheeler, the Council's representative on the WMCA Overview and Scrutiny Committee, volunteered to be a member of the Mental Health Select Committee. At the agreement of Members Councillor Wheeler was appointed Vice Chair of this Select Committee.

The group welcomes the introduction of the Mental Health Select Committee and Councillor Wheeler's involvement in this work. By participating in the Select Committee Councillor Wheeler should also be in a position to ensure that if the group's seventh recommendation is approved work undertaken by scrutiny Members at a regional level is not duplicated when the Mental Health Services for Young People Task Group is reconvened.

CONCLUSION

The Mental Health Services for Young People Task Group has conducted a lengthy and detailed review. The group has taken into account evidence from a wide range of sources which has helped to inform their conclusions.

Members have found this to be an illuminating time to review Mental Health services. The ongoing work of partners on the Worcestershire Transformation Plan, *Thrive West Midlands* Action Plan and Suicide Prevention Plan for Redditch demonstrate that there is a lot of work being undertaken at the local and regional levels to improve mental health services for residents.

However, the Task Group is not complacent and Members recognise that further improvements can always be made. The recommendations Members are proposing have focused on actions the group feels could make a constructive difference to the services that are provided to children and young people.

APPENDIX 1**Scrutiny Proposal Form**

(This form should be completed by sponsoring Member(s), Officers and / or members of the public when proposing an item for Scrutiny).

Note: The matters detailed below have not yet received any detailed consideration. The Overview and Scrutiny Committee reserves the right to reject suggestions for scrutiny that fall outside the Borough Council's remit.

Proposer's name and designation	Councillor Nina Wood-Ford	Date of referral	05/07/16
Proposed topic title	Mental Health Services for Young People Task Group		
Link to local priorities including the strategic purposes	<ul style="list-style-type: none"> • Redditch Borough Council strategic purpose – help me to live my life independently (including health and activity). • Redditch Partnership priority to address health inequalities (including mental health). 		
Background to the issue	<p>On 31st May I attended Overview and Scrutiny training alongside nine other Councillors. During this training we considered potential topics for scrutiny. One topic that was considered by members was the support available to people with 'milder' mental health problems, comprising individuals whose mental health difficulties are not considered sufficient to be referred directly for support from mental health services. This topic had also recently been identified by the Council's Corporate Management Team (CMT) as a subject that scrutiny could helpfully investigate in further detail. There is clearly therefore concern about the support available to people in this position.</p> <p>Concerns about support for people with mental health problems have also recently received significant press coverage both locally and nationally. In Redditch a lot of work has been undertaken to try to help people with mental health problems by bodies such as the Mental Health Action Group (MHAG) and the Redditch Partnership. However, this does not mean that we should become complacent and a review of this subject could help these existing groups to further develop the support available.</p> <p>I am mindful of the need to ensure that scrutiny activities are focused in order to achieve constructive outcomes. There is a risk that a review of all mental health services for every</p>		

	<p>group in society would be overwhelming. I am therefore proposing that this review should focus on the support available to young people. Young people, if assisted effectively, may be helped to establish key areas of support that will help them to live constructive and fulfilling lives. In some cases additional support for young people may also help to prevent more serious problems from arising in their future.</p> <p>At the end of a review of this subject ideally young people and their families will be aware that support is available if they need it. I would hope that this review will help to inform both those young people at risk of developing mental health problems and people who may support them about the help that is available locally. I would also like to think that this review will help to challenge the stigma that unfortunately continues to be attached to issues surrounding mental health to the benefit of future generations.</p>
<p>Key Objectives Please keep to SMART objectives (Specific, Measurable, Achievable, Relevant and Timely)</p>	<ol style="list-style-type: none"> 1) To clarify the roles of different agencies in supporting (and referring) young people with 'milder' mental health problems. This could take into account the roles of the following: <ul style="list-style-type: none"> • Different branches of the NHS, including GP practices. • Voluntary and Community Sector organisations, including the mental health action group. • The criminal justice system, including the police. • The Redditch Partnership. 2) To consider current arrangements in the provision of child and adolescent mental health services, including any local strategies which shape services. 3) To investigate current preventative action undertaken to support young people vulnerable to developing mental health problems and to identify ways in which this could be improved. 4) To consider the impact on Council services of demand from young people with 'milder' mental health problems. This could involve consulting with Officers from frontline services. 5) To clarify at what point a young person's mental health is considered serious enough to merit direct intervention from mental health services. 6) To explore best practice in other parts of the country in terms of supporting young people with 'milder' mental health problems and the potential to replicate this in the Borough of Redditch.

<p>How long do you think is needed to complete this exercise? (Where possible please estimate the number of weeks, months and meetings required)</p>	<p>In order to complete a thorough and constructive review of this subject I am proposing that a Task Group exercise should be undertaken over a period of six to nine months.</p>
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Please return this form to: Jess Bayley or Amanda Scarce, Democratic Services Officers, Redditch Borough Council, Town Hall, Walter Stranz Square, Redditch, B98 8AH

Email: jess.bayley@bromsgroveandredditch.gov.uk / a.scarce@bromsgroveandredditch.gov.uk

APPENDIX 2
Acknowledgements

The group would like to thank the following people for providing evidence during the course of their review:

Catherine Aldridge (Sports Development Manager)
 Stephanie Andrews (CAMHS Manager – North)
 Keith Barham (West Mercia Youth Justice System)
 Dr Gordon Bates (Psychiatrist)
 Jayne Baylis (Housing Services Manager)
 Helen Broughton (Redditch Partnership Manager)
 Councillor Juliet Brunner (Chair of the Positive Activities Sub-Group)
 Hayley Capper (Arrow Vale)
 Philippa Coleman (Worcestershire Health and Care NHS Trust)
 Michele Conway (Connecting Families)
 Jenny Dalloway (Redditch and Bromsgrove Clinical Commissioning Group)
 Jennifer Delorenzo (Assistant Customer Support Manager)
 Kevin Dicks (Chief Executive)
 Jessica Glenn (Worcestershire County Council)
 Elaine Grant (formerly in the Early Help team and a member of the Redditch Mental Health Action Group)
 Ray Groves (RYCE)
 Sue Harris (Worcestershire Health and Care NHS Trust)
 Maureen Hayden (What's Your Point?)
 Alec Henderson (CAMHS Worker, West Mercia Youth Justice System)
 Cat Illingworth (Young Solutions)
 Shona Knight (Assistant Financial Support Services Manager)
 Sarah McIntosh (Community Safety Project Officer)
 Lee McKenzie (Sandycroft)
 Claire Mitchell (Health Improvement Co-Ordinator for Redditch)
 Huw Moseley (Arts Development and Events Officer)
 Colin Tipton (Batchley Support Group)
 Hayley Turner (St Basils – Redditch Branch)
 Gomez Vincent (Sports Development Officer)
 Richard Waterhouse (The Ditch)
 Charlotte Williams (Connecting Families)
 Tina Williams (Swanswell)
 Judith Willis (Head of Community Services)
 Claire Wilson (CAMHS Tier 2 Senior Clinician)
 Paul Woolcock (Batchley Support Group)
 Lauryna Zebrauskyte (CAMHS Tier 2 Senior Clinician)

Members would also like to thank the four schools in Redditch that completed their survey.

APPENDIX 3
Timeline of Activities

Date	Task Group Activity
26/07/16	Considering the group's terms of reference and key lines of enquiry.
02/08/16	Initial analysis of <i>Worcestershire's Transformation Plan for Children and Young People's Emotional Wellbeing and Mental Health</i> and consideration of the Community Mental Health profile for Worcestershire.
15/08/16	Interview with the Redditch Partnership Manager and Health Improvement Co-ordinator for Redditch.
25/08/16	Interview with the CAMHS Manager for North Worcestershire.
12/09/16	Considering written information received from Worcestershire County Council and the content of <i>Worcestershire's Mental Wellbeing and Suicide Prevention Plan 2014-2017</i> .
20/09/16	Councillor Thain attended a meeting of the Positive Activities Sub-Group to discuss mental health services with representatives of VCS organisations.
21/09/16	Councillors Thain and Wheeler attended a CAMHS Information Session at Redditch Town Hall.
26/09/16	Interview with the Community Safety Project Officer that leads the Respect Community Safety Schools Programme.
07/10/16	Interview with a former member of the Early Help team, who sits on the Redditch Mental Health Action Group.
20/10/16	Interview with the Operational Manager for Connecting Families and considering information about Youth First Aid Mental Health training.
31/10/16	Considering feedback received from schools in completed surveys, reviewing the feedback received by Worcestershire Healthwatch to a survey and considering the contents of the recently updated Worcestershire Transformation Plan.
15/11/16	Considering the contents of the <i>Future in Mind</i> and <i>The Five Year Forward View for Mental Health</i> reports.
24/11/16	Councillor Wood-Ford interviewed representatives of the Redditch and Bromsgrove Clinical Commissioning Group and Worcestershire County Council.
29/11/16	Considering scrutiny reviews conducted by other local authorities on the subject of mental health services and the Worcestershire Youth Cabinet's mental health survey.
05/12/16	Focus Group to discuss the impact of supporting young people with mental health problems on Council services.

06/12/16	Interview with representatives of Worcestershire Health and Care Trust and CAMHS to discuss local mental health services for young people.
14/12/16	Interview with the Head of Community Services about the Council's grants programme, considering further information about the Mental Health Challenge for local government and scrutinising the content of the draft schools toolkit.
09/01/17	Considering the content of the NHS Standard contract for Liaison and Diversion Services, assessing information about the Family Front Door, Worcestershire University's Suicide Safer Project and considering the Redditch Health Profiles for 2015 and 2016 as well as extracts from the Joint Strategic Needs Assessment Intelligence Update for Worcestershire.
18/01/17	Interview with representatives of the West Mercia Youth Justice Service and consideration of information about Adult Mental Health Services (AMHS).
26/01/17	Interview with the manager of the Redditch branch of St Basils, considering the content of the Education Policy Institute's <i>Children and Young People's Mental Health: Time to Deliver</i> report, reviewing the House of Commons Briefing Paper <i>Personal, Social, Health and Economic Education in Schools (England)</i> , considering information received from Swanswell and assessing the Council's policy in respect of prioritising people for housing.
14/02/17	Reviewing the content of the <i>Thrive West Midlands</i> Action Plan, considering information about the shared society, discussing information about action to produce a Suicide Prevention Plan for Redditch and identifying draft recommendations.
01/03/17	Reviewing feedback received from Officers and finalising the group's recommendations.
13/03/17	Agreeing the contents of the group's final report.

APPENDIX 4:
Glossary

ADHD – Attention Deficit Hyperactivity Disorder

AMHS – Adult Mental Health Services

BAME – Black and Minority Ethnic

CAMHS – Child and Adolescent Mental Health Services

CCG – Clinical Commissioning Group

CMT – Corporate Management Team

HOSC – Health Overview and Scrutiny Committee

LGB&T – Lesbian, Gay, Bisexual and Transgender.

MHAG – Mental Health Action Group (Redditch)

SPA – Single Point of Access for CAMHS services.

SRE – Sex and Relationships Education

PSHE – Personal, Social, Health and Economic Education lessons.

VCS – Voluntary and Community Sector

WAHT – Worcestershire Acute Hospitals NHS Trust

WMCA – West Midlands Combined Authority

**OVERVIEW AND SCRUTINY
COMMITTEE**

28th March 2017

HOMELESSNESS – PROPOSED TASK GROUP

Relevant Portfolio Holder	Councillor Mark Shurmer, Portfolio Holder for Housing.
Portfolio Holder Consulted	No.
Relevant Head of Service	Liz Tompkin, Head of Community Services and Judith Willis, Head of Community Services.
Ward(s) Affected	All wards.
Non-Key Decision	

1. SUMMARY OF PROPOSALS

This report provides Members with an opportunity to consider a proposal that has been received for Members to undertake a Task Group review of homelessness in Redditch.

2. RECOMMENDATIONS

The Committee is asked to **RESOLVE** to approve **one** of the following options:

- 1) **Subject to any changes agreed during the meeting, the proposed Homelessness Task Group be launched.**
- 2) **Members receive a presentation on the subject of homelessness in the Borough at a forthcoming meeting (or meetings) of the Overview and Scrutiny Committee.**
- 3) **No further action be taken by Overview and Scrutiny Members in respect of this matter.**
- 4) **Alternative action, to be identified and clearly specified during the meeting, be taken in relation to this matter.**

3. KEY ISSUES**Background**

- 3.1 The Overview and Scrutiny Committee can launch reviews of a range of topics. To ensure best use of resources Members are encouraged to focus on subjects that address the needs of the local community.
- 3.2 Homelessness was previously reviewed by Redditch Members in 2006. Sufficient time has elapsed for a fresh review of homelessness to explore the subject without duplicating the previous work of Members.

**OVERVIEW AND SCRUTINY
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Financial Implications

- 3.3 There are no direct financial implications for the Council.

Legal Implications

- 3.4 There are no direct legal implications for the Council.

Service / Operational Implications

- 3.5 The Overview and Scrutiny Committee is asked to note that as agreed in 2016/17 whilst meetings of the working groups continue to take place there are only sufficient officer resources to facilitate one Task Group at any one time.
- 3.6 Subject to the Mental Health Services for Young People Task Group review ending in March 2017 there will be no Task Group or Short Sharp Reviews taking place in Redditch at the start of the 2017/18 municipal year.

Customer / Equalities and Diversity Implications

- 3.7 A review of homelessness could have implications for some of the Council's most vulnerable customers.

4. RISK MANAGEMENT

No specific risks have been identified.

5. APPENDICES

Appendix 1 – Homelessness Task Group – Scoping Document.

AUTHOR OF REPORT

Name: Jess Bayley, Democratic Services Officer
Email: jess.bayley@bromsgroveandredditch.gov.uk
Tel: (01527) 64252 Ext: 3268

Scrutiny Proposal Form

(This form should be completed by sponsoring Member(s), Officers and / or members of the public when proposing an item for Scrutiny).

Note: The matters detailed below have not yet received any detailed consideration. The Overview and Scrutiny Committee reserves the right to reject suggestions for scrutiny that fall outside the Borough Council's remit.

Proposer's name and designation	Councillor Joe Baker	Date of referral	28/03/17
Proposed topic title	Homelessness Task Group		
Link to local priorities including the strategic purposes	<p>The subject of this proposed review links to the following strategic purposes:</p> <ul style="list-style-type: none"> • Help me to find somewhere to live in my locality. • Help me to live my life independently (including health and activity). • Help me to be financially independent. 		
Background to the issue	<p>In recent months there has been increasing public awareness of homelessness in Redditch. In particular, rough sleeping in areas located close to the Redditch ringway has received significant media attention. Residents I have spoken to are understandably concerned about homelessness and are keen to find out what action the Council can take to address this.</p> <p>I am aware that the causes of homelessness are varied and often multi-faceted. In some cases people can make themselves intentionally homeless. There can also be hidden homelessness, with people relying on friends for a bed for the night. I feel that given the current level of public interest in this situation it would be helpful if a scrutiny exercise could provide some clarity about the situation and identify any additional action that could be taken, either by the Council or partner organisations, to address homelessness levels.</p> <p>Earlier in my career I worked with homeless people in Scotland. I therefore feel I have useful background knowledge and would appreciate the opportunity to Chair this review if it is endorsed by Members.</p>		
Key Objectives Please keep to SMART objectives (Specific, Measurable, Achievable, Relevant and Timely)	<ol style="list-style-type: none"> 1) To review relevant Council policies and practices in respect of people experiencing or at risk of becoming homeless. 2) To establish the current levels of homelessness in Redditch, taking into account any official statistics. 		

	<ol style="list-style-type: none"> 3) To clarify the potential causes of homelessness. (This could take into account issues such as recent Benefits changes and drug and alcohol addictions). 4) To analyse the potential impact of homelessness on a person's physical and mental health. 5) To assess the existing support available to people who are homeless or at risk of becoming homeless. This should take into account support provided by public, private and Voluntary and Community Sector organisations. 6) To scrutinise the potential impact of the new Homelessness Reduction Bill on homelessness levels. 7) To review the findings of any scrutiny Task Groups that have investigated homelessness in other parts of the country and to identify any actions arising from these reports which could be usefully replicated in Redditch. 8) To investigate any opportunities for organisations to work in partnership to enhance support to people who are homeless or at risk of becoming homeless. This could include working in partnership to provide hostel accommodation. 9) To identify any additional action that the Council could take to address homelessness in the Borough.
<p>How long do you think is needed to complete this exercise? (Where possible please estimate the number of weeks, months and meetings required)</p>	<p>Subject to the Overview and Scrutiny Committee endorsing the review I am suggesting that this Task Group should be launched in the new municipal year. I believe that the Task Group would require nine months to complete their investigations.</p>

Please return this form to: Jess Bayley or Amanda Scarce, Democratic Services Officers, Redditch Borough Council, Town Hall, Walter Stranz Square, Redditch, B98 8AH
Email: jess.bayley@bromsgroveandredditch.gov.uk / a.scarce@bromsgroveandredditch.gov.uk



Overview & Scrutiny

Annual Report
2016/17



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FOREWORD BY THE CHAIR

I am very pleased to present the annual report for the Overview and Scrutiny Committee. This report provides an account of the work that the Committee has undertaken during the last twelve months, highlights progress that has been made, and identifies potential areas for further development.

As Chair, the last year has been a busy yet rewarding period. The Committee has continued to scrutinise the Council's budget by setting up a Budget Scrutiny Working Group to examine and understand better the finances of the Council. A Performance Scrutiny Working Group was also established to look at our performance. Both of these working groups have proved particularly useful in helping members to understand the council and its workings better and in so doing to make recommendations to Council which have proved helpful.

The Overview and Scrutiny Committee has worked to ensure that Council services are fit for purpose and enhance the wellbeing of our residents. It has also embarked on a number of Task Group and Short Sharp reviews. It was particularly pleasing that the work of our LGB&T Task & Finish group and the Officer concerned was acknowledged by the local community and awards were given to recognise this important piece of work.

We have seen a number of new developments, including the setting up of a West Midlands Combined Authority Overview and Scrutiny Committee, on which we have a representative, and the first joint scrutiny group with Bromsgrove. The latter shows signs of profitable working together in future by the two sets of councillors.

A further group which has the potential to help many residents is the Mental Health Services for Young People Task Group which has provided members with much interesting and helpful information which we hope will lead to improved outcomes for our residents, in particular our young people.

Finally, I would like to express my gratitude to all my fellow Committee Members for the hard work, support and enthusiasm that they have shown. I am also very appreciative of the hard work of Officers who support the work of the Committee, and would like to thank our lead support officers, Jess Bayley and Amanda Scarce, for the excellent work they have produced.



Councillor Jane Potter
Chair, Overview and Scrutiny Committee, Redditch Borough Council

INTRODUCTION

There is an annual requirement for the Overview and Scrutiny Committee to produce a report outlining its work and achievements during the previous year. The report contains information about the reviews that have been undertaken by Task Groups, Short Sharp Review Groups, and the work of the Crime and Disorder Scrutiny Panel. The report also provides an opportunity to reflect on the achievements of joint scrutiny Committees to which Redditch Members have been appointed.

This year scrutiny Members have placed an emphasis on undertaking more detailed scrutiny of the Council's budget and service performance through the work of the Budget Scrutiny and Performance Scrutiny Working Groups. The outcomes of these groups' work are detailed in the report below.

This report has been produced by the Democratic Services Officers with lead responsibility for Overview and Scrutiny in consultation with the Chair of the Committee and the remaining eight Members.

KEY PRINCIPLES OF SCRUTINY

Members at Redditch Borough Council aim to ensure that the Overview and Scrutiny process complies with the four key principles of scrutiny identified by the Centre for Public Scrutiny (CfPS), the organisation set up to promote effective scrutiny in local government. The four key principles of effective scrutiny are:

- to provide a critical friend challenge to executive policy-makers and decision-makers;
- to enable the voice and concerns of the public and its communities to be heard;
- for scrutiny to be carried out by independent minded governors who lead and own the scrutiny process; and
- to drive improvement in public services.

MEMBERSHIP GALLERY

The following Councillors have served as members of the Overview and Scrutiny Committee this year.



Councillor Jane Potter
Chair of the Committee



Councillor Gay Hopkins
Vice Chair



Councillor
Joe Baker



Councillor
Tom Baker-Price



Councillor
Matthew Dormer



Councillor
Andrew Fry



Councillor
Paul Swansborough



Councillor
Jenny Wheeler



Councillor
Nina Wood-Ford

A SNAPSHOT OF REPORTS / PRESENTATIONS RECEIVED THROUGHOUT THE YEAR

During the course of the year the Committee received a number of reports and presentations on a variety of subjects. Further details about the reasons why issues were selected for scrutiny and the outcomes of the scrutiny process are detailed below.

Scrutiny Work Programme Planning

In May 2016 all Members were invited to participate in a scrutiny work programme planning event and training session. The main aim of this event was to identify issues that would be suitable for further scrutiny during the year. Members worked in groups to identify issues and were keen to ensure that the subjects which were added to the Overview and Scrutiny Committee's work programme were selected in accordance with the four key principles of good scrutiny (as detailed on page 3 above). A range of issues were added to the work programme as a result of these discussions, both for the attention of the Committee and for consideration as potential Task Group activities.

Herefordshire and Worcestershire Sustainability and Transformation Plan

One of the principle issues identified during this session as suitable for the consideration of the Committee was the Herefordshire and Worcestershire Sustainability and Transformation Plan (STP). At the time of the session the introduction of these plans, designed to act as five year forward plans for local health services, had already been announced. However, the plans were at an early stage of development.

In July 2016 representatives of the Worcestershire Health and Care Trust and Worcestershire Acute Hospitals NHS Trust (WAHT) attended a meeting of the Overview and Scrutiny Committee to provide Members with an update on the requirements for the plans and areas of local interest. They were invited to provide a further update to the Committee in December 2016 once the plan for Herefordshire and Worcestershire had been drafted and was the subject of public consultation. Members appreciated having an opportunity to question the content of the plan and to provide feedback for the consideration of the two trusts.

Due to the significance of health services to all residents the Committee extended an invitation to every Member to attend meetings when these presentations were delivered. A further update on the Herefordshire and Worcestershire STP is scheduled for the consideration of the Committee in July 2017.

Employment Opportunities for People with Disabilities

Another subject that was identified as suitable for further scrutiny during the work programme planning event was employment opportunities in Redditch for people with disabilities. This subject was suggested following anecdotal reports about difficulties experienced by some people with disabilities when attempting to secure employment. Members were keen to find out more about the experiences of people with a range of both physical and learning disabilities.

In October 2016 representatives of the North Worcestershire Economic Development Unit and Job Centre Plus attended a meeting of the Committee to address this subject. The item consisted of two distinct sections; an update on employment opportunities and

support for people with disabilities at the local level and information about economic development strategies for the Borough. The latter part of the presentation helped to place the discussions in context. Due to the significance of this subject to residents living across the Borough the decision was taken to invite every Member to attend the Committee meeting when this item was discussed.

Committee level Budget Scrutiny

Despite the establishment of the Budget Scrutiny Working Group during the year Members agreed that, to ensure transparency, a number of key budget items should continue to be considered at meetings of the parent Overview and Scrutiny Committee. Primarily this was conducted via the pre-scrutiny process, whereby Members considered reports on various aspects of the Council's budget prior to a decision being taken by the Executive Committee. The following items were considered in this manner:

- The Council's Efficiency Statement
- Fees and Charges 2017/18
- Housing Revenue Account 2017/18
- Medium Term Financial Plan 2017/18 – 2020/21

A number of recommendations were proposed through the pre-scrutiny process and the majority of these were approved.

Council Plan and Leisure Intervention – Pre-Scrutiny

In line with requirements in the Council's constitution the Overview and Scrutiny Committee also pre-scrutinised the proposed content of the Council Plan 2017 – 2020 in January 2017. Members were interested to view the target actions recorded in the plan, which linked to the Council's strategic purposes. Given the significance of the plan to the local area Members agreed that the Committee should in future receive biannual monitoring updates on the progress that has been achieved implementing the actions detailed in the report.

During consideration of this item the Committee also received a verbal update on the leisure intervention work that was launched in 2015/16. Members were interested to receive this update, following a significant amount of scrutiny of leisure services in the previous municipal year. The Committee was advised that the intervention work, driving waste out of existing services, had been progressing well. However, Members did make it clear that further information would be helpful in writing and it was agreed that this should follow later in 2017.

Housing Growth Report

This year the Committee continued to consider the Executive Committee's Work Programme at meetings in order to identify potential items for scrutiny. One such item selected for scrutiny was the Housing Growth Strategy, due to the potential level of public interest and the significance of housing growth to the Council's finances. The committee was particularly keen to ensure that the Council was meeting its purchasing targets so that funding would not need to be returned to the Government. Members were reassured to learn that the Council had constructive plans in place in respect of future housing growth and welcomed the chance to comment on these.

Engagement Strategy – Pre-Scrutiny

Similarly the Council's Engagement Strategy was selected as a suitable item for pre-scrutiny following consideration of the Executive Committee's Work Programme. Members were keen to review the content of this strategy as the Committee recognises the importance of public engagement and the requirement for the Council to take into account the needs of the public (e.g. when redesigning services or launching new initiatives). In addition the Overview and Scrutiny process provides Members with an opportunity to consult with the public about issues impacting on the local community, as and when considered appropriate. The content of the Engagement Strategy could therefore potentially have implications for how scrutiny operates.

At the time of writing pre-scrutiny of this strategy had not yet taken place, though any recommendations will be reported for the consideration of the Executive Committee in April 2017.

LGB&T COMMUNITY AWARDS

During the year Members who had served on the Provision of Support Networks for the LGB&T Community Task Group, and the Democratic Services Officer who supported this review, were honoured with awards from the LGB&T Support Services Redditch community group. These awards, which recognised the work of the Councillors and the Officer on this review, were presented at a meeting of full Council by a range of dignitaries, including the Chair and Vice Chair of the community group, the Mayor of the Borough and a representative of Stonewall. A further award, recognising the Council's support for the LGB&T Community, was accepted by the Leader on behalf of the Council. It was particularly rewarding to receive the awards from the local LGB&T community as the scrutiny review was launched to address concerns within the community about the level of support available locally for lesbian, gay, bisexual and transgender people and all Members appointed to the group had aimed to make a positive difference to the lives of people within that community.

The awards were followed by an update at a meeting of the Overview and Scrutiny Committee on the action that has been taken by the Council to implement some of the recommendations arising from the work of the Task Group. In particular Members were pleased to learn that the Council is aiming to participate in the Stonewall Equality Index. Whilst the Committee feels it would be unrealistic to expect the Council to achieve a high rating in the index in its first year participation should have a positive impact on the organisation as relevant policies and procedures should be reviewed and updated as part of the process leading potentially to positive outcomes for LGB&T staff. The group also hopes that participation in the Stonewall Equality Index will help to empower LGB&T staff working for the Council and provide further reassurance of the local authority's support.

Members welcomed the hard work of officers from the Council's Policy Team, and partner organisations, to arrange the latest LGB&T history month celebrations in February 2017. This encompassed a range of activities at a number of venues, including at the Palace Theatre. Members hope to continue to support this event in the future.

CRIME AND DISORDER SCRUTINY

Membership: Councillors Matthew Dormer (Chair), King, Potter, Swansborough and Wood-Ford.

The Police and Justice Act 2006 required every local authority in England and Wales from April 2009 to have a designated Committee with responsibility for scrutinising the work of the local Crime and Disorder Reduction Partnership (CRDP), often referred to as a Community Safety Partnership. Under this legislation Scrutiny Committees are only permitted to hold the partnership as a whole to account not individual partner organisations. The Crime and Disorder Scrutiny Panel, established in 2010 as a Sub-Committee of the Overview and Scrutiny Committee, has been allocated responsibility for scrutinising the work of the North Worcestershire Community Safety Partnership, which covers the Redditch area.

In February 2017 Members received an invitation to participate in joint scrutiny of the North Worcestershire Community Safety Partnership with Bromsgrove and Wyre Forest District Councils' Overview and Scrutiny Committees. This proposal to undertake joint scrutiny had been suggested by Bromsgrove Members to enhance the scrutiny process and increase the potential for there to be constructive outcomes from scrutiny of the local community safety partnership. A joint scrutiny arrangement has been successfully trialed in the south of the county for this purpose and it was suggested that similar arrangements could be replicated in the north. However, the Redditch Overview and Scrutiny Committee concluded that the subject merited scrutiny at a local level only and Members agreed to increase the number of meetings of the Crime and Disorder Scrutiny Panel from one to two per year from 2017/18 onwards.

The meeting of the Crime and Disorder Scrutiny Panel is scheduled to consider one item at its next meeting on 22nd March. This will comprise an update on the work of the North Worcestershire Community Safety Partnership over the last 12 months.

HEALTH OVERVIEW AND SCRUTINY

Councillor Nina Wood-Ford was the Council's representative on the Worcestershire Health Overview and Scrutiny Committee (HOSC) in 2016/17. District and Borough Councils are invited to appoint representatives to the HOSC to ensure that the interests of the district in relation to health are taken into account. Councillor Wood-Ford provides regular updates on the work of HOSC for the consideration of the Redditch Overview and Scrutiny Committee. She can also report any items suggested for the consideration of HOSC on behalf of Redditch Members.

During the year Councillor Wood-Ford has advised the Redditch Overview and Scrutiny Committee about the outcomes of discussions of the following topics at meetings of HOSC:

- Ongoing developments with the review of WAHT and the outcomes of an unannounced Care Quality Commission (CQC) inspection.
- The issuing of a Section 29a notice following further CQC inspections of WAHT's services.
- The consultation process in respect of the future of WHAT services.
- Changes to public health budgets and the implications for local services.

- The redesign of Adult Mental Health Services (AMHS) and the reduction in services at Orchard Place.
- The use of E-cigarettes.
- The views of HOSC Members in relation to the Herefordshire and Worcestershire Sustainability and Transformation Plan (STP).
- The performance of the West Midlands Ambulance Trust, which was found to be good.

WEST MIDLANDS COMBINED AUTHORITY OVERVIEW AND SCRUTINY COMMITTEE

Councillor Jenny Wheeler was appointed to serve on the West Midlands Combined Authority (WMCA) Overview and Scrutiny Committee which was newly established in 2016/17. In order for Members to develop their knowledge of the role of the Committee and to avoid duplication a decision was taken for Councillor Wheeler to provide regular updates to the Redditch Overview and Scrutiny Committee on the work of this body.

To ensure that the WMCA Overview and Scrutiny Committee could make a constructive contribution in terms of holding the West Midlands Combined Authority's Partnership Board to account a scrutiny workshop session took place in November 2016. Councillor Wheeler attended this session alongside other Councillors and Officers representing both constituent and non-constituent members of the WMCA. The findings of this session helped to inform the work programme of the WMCA Overview and Scrutiny Committee, which subsequently launched three Select Committees to investigate particular subjects in detail. Due to her experience and knowledge developed as a member of the Mental Health Services for Young People Task Group Councillor Wheeler volunteered to participate in the Select Committee that was established to review the findings of the WMCA Mental Health Commission's work. Councillor Wheeler has since been appointed the Vice Chair of this group.

WORKING GROUPS

This year scrutiny working groups were established by the Overview and Scrutiny Committee. These groups were tasked with considering the Council's budget and service performance (as detailed on the Council's measures dashboard) respectively.

BUDGET SCRUTINY WORKING GROUP

Membership: Councillors Jane Potter (Chair), Matthew Dormer, David Thain and Jenny Wheeler.

The Budget Scrutiny Working Group was established in June 2016 to provide scrutiny Members with an opportunity to investigate budgetary matters in greater detail. The Overview and Scrutiny Committee had taken a decision to introduce the working group in light of the challenging financial circumstances facing local government.

Meetings of the group were held every month. During these meetings Members considered a range of subjects including the following:

- Management of the Council's property assets by the Place Partnership and the Council's contribution to funding this partnership.
- The Council's Efficiency Statement and progress with the implementation of the aspirations detailed within this.
- Budget pressures for the Council and the action planned to achieve savings and / or generate further income for the Council.
- The Council's capital programme. Based on the evidence they gathered Members recommended that senior officers should improve forward planning and add any one off funding requirements for later years in the programme as this was not happening regularly. The group also proposed that the length of the programme should be extended from three to four years in line with the length of the Council's Efficiency Statement.
- Housing Services and the Right to Buy process. Members were keen to learn more about the amount of funding available to the local authority from sales of Council houses which could be reinvested in new properties and the length of time in which this funding was available to spend. The group was also keen to ensure that this process was managed efficiently so that the council did not need to pay any funding back to Government.
- The Shopmobility service and the potential to reduce the costs associated with delivering that service through alternative models of service delivery. Members received information about a survey that had been conducted with customers and recommended a review of the different options available to manage the service. The Executive Committee has since considered and approved changes to the operation of the service, including the introduction of a new charging system.
- Recharging arrangements between Council departments as well as between local authorities in shared services. In particular the group welcomed the work of the Officer Recharges Working Group and recommended a wholesale review of recharging arrangements, though Members are eager to ensure that Officers' time is accurately recorded in terms of where they are delivering services and the tasks involved.
- Section 106 funding agreements. The group has monitored expenditure of Section 106 funds in line with proposals from the Overview and Scrutiny Committee in 2016 that use of this funding should be scrutinised by Members.

PERFORMANCE SCRUTINY WORKING GROUP

Membership: Councillors Tom Baker-Price (Chair), Natalie Brookes, Matthew Dormer and David Thain.

Performance Scrutiny was identified by Members as an area in need of improvement in 2015/16. Performance monitoring is a key aspect of good practice in the scrutiny process nationally. It was not considered to be appropriate to replicate the performance scrutiny arrangements in place at other local authorities as Redditch Borough Council, in partnership with Bromsgrove District Council, has developed a separate approach to managing the performance of services. This involves focusing on performance measures for services, rather than targets or performance indicators, and progress in respect of these measures is logged on a corporate dashboard. The working group was established to monitor performance in relation to these measures on the dashboard as well as to identify any areas missing from the dashboard.

Following a demonstration of the dashboard by representatives of the Council's Policy Team Members were tasked with identifying items from the dashboard which they considered suitable for further scrutiny. During the course of the year Members considered a number of issues including the following:

- The potential for the dashboard to be made available as a tool which other local authorities could use to manage performance.
- The Council's performance management system, the focus on measures over targets and the extent to which this was the best system available to enable Council services to meet the needs of residents.
- Performance in respect of Lifeline services, following concerns amongst Members that the data on the dashboard appeared to indicate a decline in the number of customers. The group noted that changes in customer numbers had been influenced by factors outside the Council's control and were encouraged by the dedication of staff. Members agreed that more could be done to market the service to other potential customers and a recommendation on this subject was approved by the Executive Committee in December 2016.
- The potential to add measures to the dashboard specifically relating to the activities of elected Members. As part of this process the group recommended the introduction of a measure monitoring Members' participation in training. This recommendation is due to be considered at the next meeting of the Council's Member Support Steering Group.
- In connection to this the group also suggested that broadcasting arrangements for Committee meetings should be explored in order to enhance the transparency of the decision making process. However, this proposal was rejected by the Overview and Scrutiny Committee.
- Sickness absence levels within Housing Services and the potential causes of this was debated. Members learned that due to the nature of their work staff in the team were more likely to be exposed to colds and other viral illnesses whilst staff with physical duties might be unable to fulfil their roles if they sustained injuries which prevented heavy lifting.
- The fluctuation in the number of customers visiting Forge Mill Needle Museum was discussed. Members were advised that the museum had been selected as a potential site for the use of the crematorium during renovation works and for this reason had been unable to book a programme of events during an otherwise typically busy period.

- The possibility of adding a measure in respect of the participation of people with disabilities in physical activities was discussed with officers from the Sports Development Team. Members were pleased to learn about the inclusive approach adopted by the Council and the significant amount of work undertaken by officers to promote sporting opportunities to the public. Based on their discussions the group concluded that no additional measures for this subject were necessary.
- The potential for Leisure and Cultural activities to have separate branding from the Council in order to encourage participation was discussed with a range of officers. On the one hand the group felt that there would be greater participation, potentially to the benefit of people's health, if separate branding could be used in these circumstances. However, Members also noted the need for consistency in use of branding and to ensure that this complied with an overarching corporate approach.
- The use of the civic suite and income generated from external bookings was considered during a meeting of the group. Members interviewed Officers about measures for this purpose as there was general consensus that an increase in the hiring out of the civic suite could have a beneficial impact on the Council's finances. Members were impressed with the work that Officers had been undertaking to market the civic suite and noted the limitations mid-week, particularly in respect of use of these rooms for Committee meetings as part of the local democratic process.
- Performance in respect of gas safety inspections was discussed during an interview with Officers. Members agreed that it was important to receive an update in respect of this matter following a breach of the regulations in 2015. The group interviewed Officers about the work that has been undertaken by the Council since this breach occurred as well as the current position and Members welcomed the hard work of Officers to address this.
- Members have concluded that in future it would be helpful for the Performance Scrutiny Working Group to scrutinise the development of measures for the Council Plan which was approved in January 2017.

Future of the Working Groups

The Overview and Scrutiny Committee agreed that at the end of the municipal year the outcomes from the work of these groups would be assessed. Based on this information a decision will be made as to whether these groups should continue to exist, either in their current or in an amended form.

TASK GROUPS AND SHORT, SHARP REVIEWS

The final reports of all completed investigations can be found on the Council's website within the Overview and Scrutiny section.

MENTAL HEALTH SERVICES FOR YOUNG PEOPLE TASK GROUP

Membership: Councillors Nina Wood-Ford (Chair), Andrew Fry, Gay Hopkins, David Thain and Jenny Wheeler

Deadline: March 2017.

During the scrutiny work programme planning event in May 2016 mental health was identified as a subject that was suitable for further scrutiny. This subject had also recently been identified by the Council's Corporate Management Team (CMT) as an area where a scrutiny investigation could make a positive difference to the lives of Redditch residents. At a meeting of the Overview and Scrutiny Committee in June 2016 Members agreed that it would be useful to investigate the subject of mental health further. In particular, it was proposed that a review of support services for children and young people with mental health and wellbeing difficulties would be particularly helpful.

In July 2016 the review was launched with the following terms of reference:

- To clarify the roles of different agencies in supporting (and referring) young people with 'milder' mental health problems.
- To consider current arrangements in the provision of child and adolescent mental health services, including any local strategies which shape services.
- To investigate current preventative action undertaken to support young people vulnerable to developing mental health problems and to identify ways in which this could be improved.
- To consider the impact on Council services of demand from young people with 'milder' mental health problems.
- To clarify at what point a young person's mental health is considered serious enough to merit direct intervention from mental health services.
- To explore best practice in other parts of the country in terms of supporting young people with 'milder' mental health problems and the potential to replicate this in the Borough of Redditch.

The review has taken place in a context in which at the national level mental health has increasingly been the subject of public scrutiny and there have been a number of Government announcements on the subject. At the local level Members have found that partners have recently been working to improve CAMHS services through service transformation work. Significant progress has been made with the delivery of actions detailed in a transformation plan for the county, though more changes are scheduled to take place. The Council has also signed up to the WMCA's Mental Health Concordat during the period in which the review has been taking place. All of these developments have been taken into account by the group and have informed the seven recommendations which are due to be reported for the consideration of the Overview and Scrutiny Committee on 28th March.

JOINT OVERVIEW AND SCRUTINY INVESTIGATIONS**INCREASING PHYSICAL ACTIVITY JOINT SCRUTINY TASK GROUP****Review Host: Worcestershire County Council****Redditch Borough Council representative: Councillor Gareth Prosser****Completed: June 2016.**

The Worcestershire County Council (WCC) Overview and Scrutiny Performance Board (OSPB) at a meeting on 26th February 2015 discussed the Worcestershire Public Health Annual Report 2014. A key theme in this report is a local aim to increase opportunities for participation in physical activities. The report highlighted that "*...physical activity rates decrease quite steeply after the age of 45...*" (although) "*...when comparing with the region and England, Worcestershire participation rates are relatively high...*" It also noted that "*...there is fragmentation of responsibility between County, District and national (Sport England) levels...*" The County Council was keen to ensure opportunities to access sport and physical activity were available to all, and were interested to find out what impact the 2012 Olympics had had on participation rates. For these reasons the Board concluded that a review of this subject would be worthwhile.

The Board recognised that, due to the involvement of district Councils with the delivery of leisure and cultural services at the local level, it would be appropriate for this review to be conducted as a joint exercise. The Redditch Overview and Scrutiny Committee considered the terms of reference for this review on 7th July 2015. The Committee agreed that this was an important subject and noted that participation would correspond with addressing two of the Council's strategic purposes including: provide good things for me to do, see and visit and help me to live my life independently (including health and activity). The review could also help to address significant issues relating to health inequalities which the local authority is committed to addressing as a member of the Redditch Partnership. Furthermore, Members noted the links to a previous review completed by the Committee, a review of action that could be taken to tackle obesity levels in the Borough, which was completed in March 2015.

The Task Group completed their investigations in June 2016 and the Redditch Overview and Scrutiny Committee noted the outcomes of the investigation in July 2016. The recommendations were largely endorsed by Worcestershire County Council's Cabinet subject to a few amendments to the wording of some recommendations. As Worcestershire County Council was the host authority for the review it is envisaged that County Members will take a lead on monitoring implementation of the group's recommendations.

STAFF SURVEY JOINT SCRUTINY TASK GROUP

Review Host: Bromsgrove District Council

Redditch Borough Council representatives: Councillors Tom Baker-Price, Jane Potter (Vice Chair) and Jenny Wheeler.

Bromsgrove District Council representatives: Councillors Steve Colella (Chair), Caroline Spencer and Shirley Webb.

Deadline: May / June 2017

Bromsgrove District Council's Overview and Scrutiny Board has considered the outcomes of the Councils' staff surveys conducted in 2013 and 2016 at a number of meetings over the past three years. In September 2016 Members expressed concerns about the outcomes from the first staff survey and the decline in the number of employees who had completed the second survey in 2016. Based on these concerns Members agreed that it would be helpful to launch a Task Group to investigate the matter further.

As many of Bromsgrove District Council's staff work in services shared with Redditch Borough Council a decision was taken to approach the Redditch Overview and Scrutiny Committee about the potential to hold this as a joint review. Members in Redditch welcomed Bromsgrove Members to a meeting of the Committee in October 2016 and, based on the information provided, agreed that Redditch should take part in this exercise.

The Task Group has been allocated the following terms of reference:

- To consider how to increase the response rates in future.
- To consider the merits of the questions both in terms of desired outputs and number of questions.
- To establish reasons for the low response rates.
- To benchmark the survey with other similar organisations
- To make recommendations to the Bromsgrove Overview and Scrutiny Board and Redditch Overview and Scrutiny Committee.

The review is the first joint scrutiny exercise to involve Redditch and Bromsgrove Members only. To ensure that the review operates effectively and in a balanced manner a decision was taken at the start of the investigation to hold meetings at alternate locations and to appoint an equal number of Members from each authority's scrutiny Committee to the review. At least one Member of each authority needs to be present for the meetings to be quorate to ensure that both Councils can contribute to the evidence gathering and recommendation setting stages of the process. The group's final report is due to be reported to the Overview and Scrutiny Committee in September 2017.

OVERVIEW AND SCRUTINY CONTACT DETAILS

For additional copies of this report, or to find out more about Overview and Scrutiny at Redditch Borough Council, please contact:

Jess Bayley, Democratic Services Officer
Jess.bayley@bromsgroveandredditch.gov.uk
Tel: (01527) 64252 Extn: 3268

Amanda Scarce, Democratic Services Officer
a.scarce@bromsgroveandredditch.gov.uk
Tel: (01527) 881443

Address:

Overview and Scrutiny,
Democratic Services,
Redditch Borough Council,
Redditch Town Hall,
Walter Stranz Square,
Redditch
Worcestershire
B98 8AH

Further Information

Further information about the Overview and Scrutiny process at Redditch Borough Council can also be found on the Council's dedicated web pages. To access these web pages please use the web address attached here:

<http://www.redditchbc.gov.uk/council/the-council/overview-and-scrutiny.aspx>

EXECUTIVE COMMITTEE LEADER'S WORK PROGRAMME

3 April 2017 to 31 July 2017 update

(published as at 16th March 2017)



This Work Programme gives details of items on which key decisions are likely to be taken by the Borough Council's Executive Committee, or full Council, in the coming four months. "Key Decisions" are ones which are likely to:

- (i) result in the Council incurring expenditure, foregoing income or the making of savings in excess of £50,000 or which are otherwise significant having regard to the Council's budget for the service or function to which the decision relates; or
- (ii) be significant in terms of its effect on communities living or working in the area comprising two or more wards in the Borough;
- (iii) involve any proposal to cease to provide a Council service (other than a temporary cessation of service of not more than 6 months).

If you wish to make representations on the proposed decision you are encouraged to get in touch with the relevant report author as soon as possible before the proposed date of the decision. Contact details are provided. Alternatively you may write to the Head of Legal, Equalities and Democratic Services, The Town Hall, Walter Stranz Square, Redditch, B98 8AH or e-mail: democratic@bromsgroveandredditch.gov.uk

The Executive Committee's meetings are normally held at 7pm on Tuesday evenings at the Town Hall. They are open to the public, except when confidential information is being discussed. If you wish to attend for a particular matter, it is advisable to check with the Democratic Services Team on (01527) 64252, ext: 3257 to make sure it is going ahead as planned. If you have any other queries, Democratic Services Officers will be happy to advise you. The full Council meets in accordance the Council's Calendar of Meetings. Meetings commence at 7.00pm.

EXECUTIVE COMMITTEE MEMBERSHIP

Councillor Bill Hartnett, Portfolio Holder for Community Leadership and Partnership
Councillor Debbie Chance, Portfolio Holder for the Local Environment
Councillor Greg Chance, Portfolio Holder for Planning, Regeneration, Economic Development and Transport
Councillor John Fisher, Portfolio Holder for Corporate Management
Councillor Yvonne Smith, Portfolio holder for Community Safety and Regulatory Services
Councillor Mark Shurmer, Portfolio Holder for Housing
Councillor Pat Witherspoon, Portfolio Holder for Leisure and Tourism
Councillor Juliet Brunner
Councillor Brandon Clayton

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Mental Health Services for Young People Task Group - Final Report Key: No	Executive 4 Apr 2017		Report of the Mental Health Services for Young People Task Group	Jess Bayley, Democratic Services Officer Tel: 01527 64252 ext 3268
Local Transport Plan 4 - response to consultation Key: No	Executive 4 Apr 2017 Council 24 Apr 2017		Report of the Head of Planning and Regeneration	Louise Jones, Planning Officer Tel: 01527 64252 ext 3221
Response to Solihull Local Plan consultation Key: No	Executive 4 Apr 2017 Council 24 Apr 2017		Report of the Head of Planning and Regeneration	Ruth Bamford, Head of Planning and Regeneration Tel: 01527 64252 ext 3219
Redditch Sports and Physical Activity Strategy 2017/2022 Key: Yes	Executive 4 Apr 2017		Report of the Head of Leisure and Cultural Services	Dave Wheeler, Leisure Services Manager Tel: 01527 64252 ext 3313
Shared Service Business Case for Customer Access and Financial Support Key: No	Executive 4 Apr 2017 Council 24 Apr 2017	Exempt report as consultation has not yet begun	Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Voluntary and Community Sector Grant Funding - allocation of unallocated funds for 2017/18 Key: No	Executive 4 Apr 2017		Report of the Head of Community Services	Judith Willis, Head of Community Services Tel: 01527 64252 ext 3284
Worcestershire Housing Partnership Plan Key: No	Executive 4 Apr 2017		Report of the Head of Community Services	Derek Allen, Housing Strategy Manager Tel: 01527 881278
Overview and Scrutiny Committee Annual Report 2016/17 Key: No	Council 24 Apr 2017		Report of Overview and Scrutiny Committee	Jess Bayley, Democratic Services Officer Tel: 01527 64252 ext 3268
Council Procurement Rules Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Financial Regulations Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Engagement Strategy Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Transformation and Organisational Development	Deb Poole, Head of Business Transformation and Organisational Development Rebecca Dunne, Policy Manager Tel: 01527 881256 Tel: 01527 881616
Equalities Strategy Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Transformation and Organisational Development	Rebecca Dunne, Policy Manager Tel: 01527 881616
Health and Safety Policy - Driving at Work Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Transformation and Organisational Development	Deb Poole, Head of Business Transformation and Organisational Development Tel: 01527 881256
Health and Safety Policy - Statutory Inspections Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Transformation and Organisational Development	Deb Poole, Head of Business Transformation and Organisational Development Tel: 01527 881256

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Review of Service Delivery Options - HRA Gas Maintenance Service Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Housing Services	Liz Tompkin, Head of Housing Tel: 01527 64252 ext 3304
Policy for HRA Gas Maintenance Key: Yes	Executive 6 Jun 2017		Report of the Head of Housing Services	Liz Tompkin, Head of Housing Tel: 01527 64252 ext 3304
Housing Business Case Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Housing Services	Liz Tompkin, Head of Housing Tel: 01527 64252 ext 3304
Partnership with a White Label Energy Company for the Provision of Energy Key: No	Executive 6 Jun 2017		Report of the Head of Environmental Services	Kath Manning, Climate Change and Energy Support Manager Tel: 01527 587094
Write Offs April 2016 - March 2017 Annual Report Key: No	Executive 6 Jun 2017		Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Review of Saturday Opening Hours Key: No	Executive 6 Jun 2017		Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252
Anti Fraud and Corruption Policy Key: No	Executive 6 Jun 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Consolidated Revenue and Capital Outturn and Financial Reserves Statement 2016/17 Key: No	Executive 6 Jun 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Energy Management Budget Bid Key: No	Executive 6 Jun 2017 Council 19 Jun 2017		Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252
Planning Fees Key: No	Executive 6 Jun 2017		Report of the Head of Planning	Ruth Bamford, Head of Planning and Regeneration Tel: 01527 64252 ext 3219

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Reddicard Review Key: No	Executive 11 Jul 2017		Report of the Head of Leisure and Cultural Services	Julie Heyes, Business Development Manager Tel: 01527 881377
Budget process 2018/19 Key: No	Executive Between 1 Sep 2017 and 31 Mar 2018		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Voluntary and Community Sector Grant Funding 2018/19 Key: No	Executive 12 Sep 2017 Council 2 Oct 2017		Report of the Head of Community Services	Judith Willis, Head of Community Services Tel: 01527 64252 ext 3284
Finance Monitoring Quarter 1 2017/18 Key: No	Executive 12 Sep 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Economic Priorities for Redditch Annual Report 2016-17 Key: Yes	Executive 12 Sep 2017		Report of the Head of North Worcestershire Economic Development and Regeneration	Dean Piper Tel: 01562 732192

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Fees and Charges 2018/19 Key: No	Executive 31 Oct 2017 Council 20 Nov 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Local Council Tax Support Scheme Key: No	Executive 31 Oct 2017 Council 20 Nov 2017		Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252
Pay Policy 2018-19 Key: No	Executive 31 Oct 2017 Council 20 Nov 2017		Report of the Head of Transformation and Organisational Development	Becky Talbot, Human Resources and Development Manager Tel: 01527 64252 ext 3385
Finance Monitoring Quarter 2 2017/18 Key: Yes	Executive 12 Dec 2017		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
HRA Initial Budget 2018/19 - 2020/21 Key: No	Executive 16 Jan 2018 Council 29 Jan 2018		Report of the Executive Director Finance and Resources and Head of Housing Services	Liz Tompkin, Head of Housing Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 64252 ext 3304 Tel: 01527 881207
Council Tax Base 2018/19 Key: Yes	Executive 16 Jan 2018		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207
Finance Monitoring Quarter 3 2017/18 Key: Yes	Executive 27 Mar 2018		Report of the Executive Director Finance and Resources	Jayne Pickering, Executive Director, Finance and Resources Tel: 01527 881207

Overview & Scrutiny

Committee

28th March 2017

WORK PROGRAMME

(Report of the Chief Executive)

Date of Meeting	Subject Matter	Officer(s) Responsible for report
ALL MEETINGS	REGULAR ITEMS	(CHIEF EXECUTIVE)
	Minutes of previous meeting Consideration of the Executive Committee Work Programme Call-ins (if any) Pre-scrutiny (if any) Task Groups / Short, Sharp Review Groups – feedback Working Groups - feedback Committee Work Programme	Chief Executive Chief Executive Chief Executive Chief Executive Chair of Task Group / Short, Sharp Review Chair of Working Group Chief Executive
	REGULAR ITEMS Update on the work of the Crime and Disorder Scrutiny Panel. Quarterly Tracker Report Updates on the work of the Worcestershire Health Overview and Scrutiny Committee Annual Monitoring Report – Redditch Sustainable Community Strategy	Chair of the Crime and Disorder Scrutiny Panel Relevant Lead Head(s) of Service Redditch Borough Council representative on the Health Overview and Scrutiny Committee Relevant Lead Head(s) of Service

Overview & Scrutiny

Committee

28th March 2017

OTHER ITEMS - DATE FIXED		
28th March 2017	Crime and Disorder Scrutiny Panel – Update Report	Councillor Matthew Dormer
28th March 2017	Draft Overview and Scrutiny Annual Report – to finalise	Councillor Potter
28th March 2017	Homelessness Task Group – Considering Proposed Terms of Reference	Councillor Baker
28th March 2017	Mental Health Services Task Group – Final Report	Councillor Wood-Ford
May 2017	Engagement Strategy – Pre-Scrutiny	Relevant Lead Head(s) of Service
May 2017	Redditch Partnership – Monitoring Update Report	Relevant Lead Director
September 2017	Council Plan - Monitoring Update	Relevant Lead Head(s) of Service
July 2017	Sustainability and Transformation Plan - Update	Representatives of the Worcestershire Health and Care Trust and Worcestershire Acute Hospitals NHS Trust
December 2017	Economic Development Strategy - Presentation	Relevant Lead Director

Overview & Scrutiny

Committee

28th March 2017

OTHER ITEMS – DATE NOT FIXED		
	Housing Benefits Presentation	Relevant Lead Head(s) of Service
	Joint Strategic Needs Assessment - Presentation	To be confirmed
	Leisure Services Options Short, Sharp Review – reconsideration of the group’s final report	Councillor Potter
	Place Partnership Presentation	Relevant Lead Head(s) of Service
	Tackling Obesity Task Group - Feedback	Councillor Potter

