

AGENDA FOR

CABINET

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To: All Members of Cabinet

Councillors : M C Connolly (Leader and Cabinet Member for Business Engagement and Regeneration) (Chair), R Shori (Deputy Leader and Cabinet Member for Finance), P Heneghan (Cabinet Member for Children, Families and Culture), T Isherwood (Cabinet Member for Environment), J Lewis (Cabinet Member for Communities), A Simpson (Cabinet Member for Health and Wellbeing) and S Walmsley (Cabinet Member for Resource and Regulation)

Dear Member/Colleague

Cabinet

You are invited to attend a meeting of the Cabinet which will be held as follows:-

Date:	Wednesday, 2 September 2015
Place:	Meeting Rooms A & B - Town Hall
Time:	6.00 pm
Briefing Facilities:	If Opposition Members and Co-opted Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
Notes:	

AGENDA

1 APOLOGIES FOR ABSENCE

2 DECLARATIONS OF INTEREST

Members of Cabinet are asked to consider whether they have an interest in any of the matters of the Agenda, and if so, to formally declare that interest.

3 PUBLIC QUESTION TIME

Questions are invited from members of the public present at the meeting about the work of the Council and the Council's services.

Approximately 30 minutes will be set aside for Public Question Time, if required.

4 MINUTES OF THE LAST MEETING *(Pages 1 - 8)*

To approve as a correct record the minutes of the last meeting held on 8 July 2015.

5 GREATER MANCHESTER ROAD ACTIVITIES PERMIT SCHEME - CHANGES TO THE SCHEME TO ENSURE COMPLIANCE WITH THE AMENDED 2015 PERMIT SCHEME REGULATIONS *(Pages 9 - 12)*

6 BURY DOMESTIC ABUSE STRATEGY 2015-2018 *(Pages 13 - 36)*

7 BURY DRUG AND ALCOHOL STRATEGY *(Pages 37 - 72)*

8 CORPORATE FINANCIAL MONITORING REPORT - APRIL 2015 TO JUNE 2015 *(Pages 73 - 98)*

9 EMPLOYMENT EQUALITY ANNUAL REPORT 2015 *(Pages 99 - 126)*

10 HOME TO SCHOOL/HOME TO COLLEGE SEN TRAVEL *(Pages 127 - 132)*

11 URGENT BUSINESS

Any other business which by reason of special circumstances the Chair agrees may be considered as a matter of urgency.

12 EXCLUSION OF PRESS AND PUBLIC

To consider passing the appropriate resolution under Section 100 (A)(4), Schedule 12(A) of the Local Government Act 1972, that the press and public be excluded from the meeting for the reason that the following business involves the disclosure of exempt information as detailed against the item.

- 13 FORMER FIRE STATION SITE, BURY - DEVELOPMENT OPTIONS**
(Pages 133 - 144)
- 14 RADCLIFFE TOWN CENTRE REGENERATION - RETAIL DEVELOPMENT SITE** *(Pages 145 - 156)*

Report attached.

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Minutes of: CABINET

Date of Meeting: 8 July 2015

Present: Councillor M C Connolly (in the Chair)
Councillors R Shori, P Heneghan, J Lewis, A Simpson and
S Walmsley

Public Attendance: 5 members of the public were present at the meeting.

Apologies for Absence: Councillor T Isherwood

CA.145 DECLARATIONS OF INTEREST

Councillor Connolly declared a personal interest in any matters relating to the fact that his partner is employed in Adult Care Services.

CA.146 PUBLIC QUESTION TIME

A period of thirty minutes was allocated for any members of the public present at the meeting to ask questions about the work or performance of the Council or Council services.

No questions were asked.

CA.147 MINUTES

Delegated decision:

That the minutes of the meeting held on 10 June 2015 be approved and signed by the Chair as a correct record.

CA.148 PHYSICAL ACTIVITY AND SPORT STRATEGY FOR BURY 2015-2020

The Cabinet Member for Health and Wellbeing submitted a report presenting a Physical Activity and Sport Strategy for Bury 2015-2020.

The proposed strategy provides a framework to increase participation in physical activity and sport and to act as a lever for change to improve the health and wellbeing and quality of life for individuals, their families and the wider community. The strategy has been developed as a result of the evidence around the number of positive health and social benefits that are associated with physical activity and sport. The two main aims of the Strategy are:

- Adopt a targeted approach to supporting the inactive to become active
- To sustain and increase participation for those already active.

Delegated decision:

That approval be given to the Physical Activity and Sport Strategy for Bury 2015-2020 as detailed in the report submitted.

Reason for the decision:

The Strategy will provide the direction and approach to influencing the behaviour of the communities in Bury and outline the Council's approach to the development of sports and physical activity in Bury.

Other options considered and rejected:

1. To approve the strategy with amendments. Any proposed changes would need to be set out in detail to enable full assessment of the amendments in relation to equality legislation.
2. To reject the recommendation. This increases the risk that more people will be inactive. The consequences of this are likely to include more people living with poor health and increasing pressure and demand on health and social services.

CA.149 MODERNISATION INTERMEDIATE CARE SERVICES - REQUEST FOR APPROVAL TO USE CAPITAL TO REFURBISH KILLELEA HOUSE

The Cabinet Member for Health and Wellbeing submitted a report regarding a proposal to refurbish Killelea House. Killelea House is Bury's Intermediate Care Facility which provides rehabilitation for adults who are either discharged from hospital and need intensive rehabilitation or people who are at risk of being admitted to hospital.

The proposal to refurbish the facility is made on the basis of an invest-to-save model and has been structured to maximise the existing available assets in a more efficient way. This will address the increasing demand for social care services which help people to remain independent and promote self care.

Delegated decision:

1. That approval be given to the refurbishment of the existing Killelea site and the co-location of the equipment store and Care Link Service.
2. That approval be given to undertake the consultation and involvement of stakeholders to finalise the design and specifications.
3. That approval be given to the financial expenditure as detailed in the report submitted up to £2,108,700 (including fees). The method of funding to be determined by the Interim Executive Director of Resources and Regulation.
4. That approval be given for the establishment of a project team to take the work on the project forward.

Reason for the decision:

There is a need to continue to develop services for the future which promotes maximum independence for the individual and supports people who care for them to continue in their caring role by providing valuable respite opportunities.

Other option considered and rejected:

1. Reject the recommendations. The current layout is not conducive to promoting people's health and well being and is hampering service outcomes.
2. Rebuild a facility in a town centre location.

CA.150 PEOPLE STRATEGY 2015 TO 2020

The Cabinet Member for Resource and Regulation submitted a report presenting a People's Strategy. The People Strategy has been produced to support the Council's 'Our Vision, Purpose and Values' and is designed to set the objectives and provide the overarching framework and mechanism to measure progress towards them in a simple and meaningful document that is accessible to everyone. The Strategy includes a 'Our People Charter' and a 'Our Health and Wellbeing Pledge' for all employees.

In order to achieve the Council's Vision for the next five years the organisation will need leaders of people and leaders of place. The Council as an organisation will need to be innovative, agile, connected and transparent. People issues will be high on the agenda.

Delegated decision:

That approval be given to the People Strategy 2015 to 2020 as detailed in the report submitted.

Reason for the decision:

This decision provides the direction and framework for the Council's people policies and practices for the next five years.

Other option considered and rejected:

To reject the recommendation. This would leave the Council without a clear Strategy regarding its people.

CA.151 RISK MANAGEMENT ANNUAL REPORT 2014/2015

The Deputy Leader and Cabinet Member for Finance and Housing submitted a report providing details of Risk Management activity that has taken place over the past 12 months. The report outlines risk management policies and practices now in place and the key issues that will be addressed during the coming financial year.

Recommendation to Council:

1. That approval be given to re-affirm support for the Council's approach to Risk Management.
2. That the progress made throughout 2014/2015 and the actions planned for 2015/2016 be noted.

Reason for the decision:

Risk Management is an integral part of the Council's approach to Corporate Governance and service and financial planning. Robust Risk Management practices safeguard the Council's assets and reputation.

Other option considered and rejected:

To reject the recommendation.

CA.152 CORPORATE PLAN PROGRESS REPORT - QUARTER 4 2014-2015

Cabinet, 8 July 2015

The Leader of the Council submitted a report outlining the progress made during Quarter 4 2014-2015 for the performance indicators and projects within the Bury Council Corporate Plan.

The information contained in the report has been extracted from the Performance Information Management System (PIMS) and provided by the responsible services.

It was reported that this would be last monitoring report on the Bury Plan. A new monitoring framework was under development to track progress on the 'Vision, Purpose and Values' programme.

Delegated decision:

That the report submitted be noted.

Reasons for the decision:

The Council publishes a Corporate Plan each year this provides a robust performance management framework to properly measure the effectiveness and value for money of the services it delivers.

Other option considered and rejected:

To reject the recommendation.

CA.153 PROPOSED TENDER ACTIVITY AND CHANGE IN SERVICE DELIVERY MODEL FOR SHORT BREAK SERVICES FOR CHILDREN AND YOUNG PEOPLE WITH DISABILITIES

The Cabinet Member for Children Families and Culture submitted a report setting out proposals to re-design the Short Breaks Services for Children and Young People with Disabilities and their families.

Delegated decision:

That approval be given to the proposal as detailed in the report submitted for short break services and de-commission the Red Centre.

Reason for the decision:

The proposals will improve the outcomes for children and young people with disabilities and make the best use of resources available.

Other options considered and rejected:

1. To approve the recommendations with amendment.
2. To reject the recommendation and retain the existing arrangements.

CA.154 GRANT: PILOT TO SUPPORT CARERS TO REMAIN IN PAID WORK

The Cabinet Member for Health and Wellbeing submitted a report regarding Bury's Pilot to support working carer's to retain employment. The funding secured is £125,032 over a period of two years.

The pilot will build upon existing carer's services and support in Bury and build an evidence base to promote the use of assistive technology. A dedicated project officer will be recruited to ensure that key stakeholders, including employers, are involved throughout.

Delegated decisions:

1. That approval be given to support the aims and objectives of the pilot to support carer's to remain in paid work.
2. That approval be given to the Council participating in the pilot.
3. That approval be given to support being provided to managers and carer's to be part of the pilot.
4. That approval be given to support the implementation of any recommendations that come out of the pilot (eg refreshing carer-friendly policies and procedures).

Reason for the decision:

Bury's carer's play a vital role in service delivery. The pilot seeks to ensure that carer's are able to stay in employment.

Other option considered and rejected:

To reject the recommendation.

CA.155 REVENUE AND HOUSING REVENUE ACCOUNT OUTTURN 2014/2015

The Deputy Leader and Cabinet Member for Finance and Housing submitted a report providing details of:

- the revenue outturn figures in respect of the last financial year, 2014/2015, detailing any specific carry-forward requests and the proposed application of the carry-forward rules;
 - major variances between the revised estimate and the outturn;
 - the level of school balances;
 - Housing Revenue Account outturn for the year;
 - The minimum level of balances in the light of risk assessments

The figures in the report are consistent with the figures included within the Statement of Accounts which were approved by the Responsible Finance Officer on 5 June 2015 and will be presented to Audit Committee on 15 July 2015.

Delegated decisions:

1. That in view of the Council's financial situation and the budget pressures faced in 2015/2016 and future years approval be given that the normal cash ceiling rules governing the carry forward of over and underspendings be suspended and that:-
 - a) The final Revenue Outturn and Housing Revenue Account Outturn for 2014/2015 and the explanations for major variances as referred to in Appendices A, B and C of the report submitted be noted;
 - b) Overspendings in the departments of Children, Young People and Culture and Communities & Wellbeing are not to be carried forward;

Cabinet, 8 July 2015

- c) The level of the General Fund balances be noted;
- d) The minimum level of the General Fund balance to be retained at £4.5m subject to regular review as part of the budget monitoring process.

Reason for the decision:

There is a requirement to present an annual report on the Revenue and Housing Revenue Account as part of the Council's Financial Procedure rules.

Other option considered and rejected:

To reject the recommendations.

CA.156 CAPITAL OUTTURN 2014/2015

The Deputy Leader and Cabinet Member for Finance and Housing submitted a report providing details of:

- The capital outturn figures in respect of the last financial year 2014/2015;
- Major variances between the Revised Estimate and the Outturn;
- The financing of the Capital Programme in 2014/2015;
- Re-profile of budgets/allocations and slippage of funding into 2015/2016;
- Details of the capital receipts realised during the year.

Delegated decisions:

1. That the final Capital Outturn for 2014/2015 and explanations for major variances as detailed in Appendix A and report submitted be noted.
2. That the financing of the Capital Programme in 2014/15 as referred to in Paragraph 3.5 of the report submitted be noted.
3. That approval be given to the re-profiled/slippage requests and associated funding into 2015/2016 as referred to in Appendix B of the report submitted.
4. That the level of Capital Receipts realised in year and proposed use of the sites disposed of during the year as referred to in Appendix C of the submitted be noted.

Reason for the decision:

The successful management of capital investment in the Borough supports the delivery of all of the Council's Aims and Objectives.

Other option considered and rejected:

To reject the recommendations.

CA.157 2014/2015 TREASURY MANAGEMENT ANNUAL REPORT

The Deputy Leader and Cabinet Member for Finance and Housing submitted a report presenting a review of Treasury Management activities during 2014/2015.

Delegated decisions:

That the report submitted be noted.

Reason for the decision:

The review is produced in accordance with the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice.

Other option considered and rejected:

To reject the recommendations.

CA.158 MINUTES OF ASSOCIATION OF GREATER MANCHESTER AUTHORITIES / GREATER MANCHESTER COMBINED AUTHORITY

The minutes of the meetings of the Association of Greater Manchester Combined Authority and the Joint AGMA Executive Board and the Greater Manchester Combined Authority held on 29 May 2015 were submitted.

Delegated decision:

That the minutes of the meeting of the Association of Greater Manchester Combined Authority and the meeting of the Joint AGMA Executive Board and the Greater Manchester Combined Authority held on 29 May 2015 be noted.

CA.159 EXCLUSION OF PRESS AND PUBLIC

Delegated decision:

That in accordance with Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of the following item of business as it involves the likely disclosure of exempt information as detailed in the condition of category 3.

CA.160 LONG LEASE OF COUNCIL OWNED LAND TO SIX TOWN HOUSING AT HAWORTH CLOSE, BURY, FOR THE DELIVERY OF A NEW EXTRA CARE SCHEME

The Deputy Leader and Cabinet Member for Finance and Housing submitted a report seeking approval to the granting of a long term lease of the site of the former Haworth Close learning disability centre to Six Town Housing.

Delegated decision:

That approval be given to Authorise the Interim Executive Director of Resources and Regulation to lease the land at Haworth Close to Six Town Housing for a 125 year period at a nominal rent.

Reason for the decision:

The proposal provides significant benefits to both Six Town Housing and the Council.

Other option considered and rejected:

To reject the recommendation and retain the site for alternative uses.

COUNCILLOR M C CONNOLLY
Chair

(Note: The meeting started at 6.00 pm and ended at 6.50 pm)

REPORT FOR DECISION

Agenda Item	
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DECISION OF:	CABINET
DATE:	2 SEPTEMBER 2015
SUBJECT:	GREATER MANCHESTER ROAD ACTIVITIES PERMIT SCHEME - CHANGES TO THE SCHEME TO ENSURE COMPLIANCE WITH THE AMENDED 2015 PERMIT SCHEME REGULATIONS
REPORT FROM:	COUNCILLOR TONY ISHERWOOD - CABINET MEMBER FOR ENVIRONMENT
CONTACT OFFICER:	David Fowler, Assistant Director (Localities)
TYPE OF DECISION:	CABINET KEY DECISION
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain
SUMMARY:	This report advises Members of the effect of legislative changes on the Greater Manchester Road Activity Permit Scheme (GMRAPS), the impact of the Key Route Network (KRN) on its operation and the necessary changes and processes to be carried out to ensure compliance.
OPTIONS & RECOMMENDED OPTION	<p>Recommended option:</p> <ol style="list-style-type: none"> That the proposals outlined in this report be approved, and that Officers be authorised to take the necessary action to agree the legal changes necessary to the GMRAPS documentation, to issue the Order and to approve the Deed of Variation <p>Alternative option: That the proposals be not approved</p> <p>This is not recommended, as it would mean that the GMRAPS scheme would no longer be compliant with legislation and could not be lawfully operated.</p>
IMPLICATIONS:	
Corporate Aims/Policy Framework:	Do the proposals accord with the Policy Framework? Yes

Statement by the S151 Officer: Financial Implications and Risk Considerations:	<p>This report outlines proposed changes to the GMRAPS scheme to ensure compliance with new permit regulations coming in to force with effect from October 2015.</p> <p>Officers will continue to work closely with staff from the Greater Manchester Combined Authority and Transport for Greater Manchester to ensure that the GMRAPS project remains financially sound for the Council.</p>		
Health and Safety Implications	No direct impact on health and safety		
Statement by Executive Director of Resources	There are no wider resource implications arising from this report.		
Equality/Diversity implications:	No (see paragraph below)		
Considered by Monitoring Officer:	<table border="0"> <tr> <td data-bbox="762 848 815 887">Yes</td> <td data-bbox="1046 848 1206 887">Comments</td> </tr> </table>	Yes	Comments
Yes	Comments		
Wards Affected:	All		
Scrutiny Interest:			

TRACKING/PROCESS

DIRECTOR:

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
Scrutiny Committee	Cabinet/Committee	Council	

1.0 BACKGROUND

- 1.1 Following completion of the 2nd year of the Greater Manchester Road Activity Permit Scheme (GMRAPS) on the 28th April 2015, the amended version of the Permit Regulations, the Traffic Management Permit Scheme (England) (Amendment) Regulations (S.I. 958/2015) 'the Amendment Regulations' came into force on 30 June 2015.
- 1.2 All existing permit schemes, including GMRAPS, are required to be compliant with the Amendment Regulations by 1 October 2015.

- 1.3 A summary of the main amendments to the Regulations that apply to GMRAPS are as follows:-
- Enables local highways authorities or strategic highway companies to vary or revoke existing schemes and removes the requirement to ask the Secretary of State.
 - All schemes must adopt standard wording and numbering for permit conditions as set out in the Statutory Guidance for Highway Authority Permit Schemes – Permit Scheme Conditions dated March 2015.
 - A new evaluation regime has been introduced – Evaluation is required after each of the first 3 years and then 3 yearly after that. In carrying out the evaluation, an evaluation shall include consideration of (a) whether the fee structure needs to be changed in light of any surplus or deficit; the costs and benefits (whether or not financial) of operating the scheme; and whether the scheme is meeting key performance indicators where these are set out in the Guidance. The outcome of the evaluation is to be made available within 3 months to the relevant consultees.
 - The introduction of additional permit categories that offer discount for works taking place outside of traffic- sensitive times on the main category 0-2 highways.
- 1.4 In addition to the national amended Regulations, the Greater Manchester Combined Authority (GMCA) agreed on 24 February 2015 that TfGM's role within GMRAPS would be extended to "jointly agree" applications on the Key Route Network (KRN) with the Districts.
- 1.5 This new role will require new procedures and systems establishing within the bounds of existing national legislation. The enhanced process on the KRN recognises TfGM's role in the initial consideration of the permit application together with an enhanced approach to the management of the mitigation of the consequences of the works by the relevant Local Authority.
- 1.6 It is anticipated the outcomes of the enhanced KRN approval procedure will have the beneficial consequences of further reducing roadworks' impact on traffic signal operation and public transport whilst improve stakeholder communication and co-ordination thereby making travel easier in Greater Manchester.
- 1.7 To account for the increased work to deliver the enhanced KRN responsibilities, it is therefore proposed to increase the distribution of Permit Fees in certain key areas. The distribution of income between the Districts and TfGM resources will be determined in consultation with the Districts.
- 1.8 The new reimbursement rates for the consideration of Permit Applications on the Key Route Network have been consulted on with all Greater Manchester Local Authorities to ensure consideration of KRN permit applications are undertaken consistent, timely manner across the sub-region.

2.0 ISSUES

2.1 Risk Management

The key risk is that of not meeting the national legislative deadline of being compliant with the amended legislation by 1 October 2015.

2.2 Equality and Diversity

The Equality Analysis has not identified any adverse impacts.

3.0 CONCLUSION

- 3.1 TfGM in their administrative capacity for GMRAPS have requested that the Council in its capacity as the local Highways Authority approves the Deed of Variation that considers the changes to the amended Regulations and the new KRN processes by the 1 October 2015.
- 3.2 The Council has also been requested to issue the Order, with amended scheme document attached by the 3 September 2015; confirming that the amended scheme will come into effect on the 1 October 2015. At the same time TfGM will provide no less than four weeks' notice for statutory consultees for all 10 AGMA Orders coming into effect.
- 3.3 The legislative changes to be adopted were to be reported to GMCA at the scheduled meeting on the 28 August 2015.
- 3.4 The new operational aspects as per the amended Regulations will start on the 1 October 2015 with documentation, website and software updated.
- 3.5 The new operational aspects of the Key Route Network is anticipated to start on the 1 April 2016, when the new increase of the distribution of Permit Fees for consideration of permits on the KRN will also be introduced.

List of Background Papers:-

E-mail correspondence with Transport for Greater Manchester including draft documents

Contact Details:-

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REPORT FOR DECISION

DECISION OF:	Cabinet – 02 September 2015
SUBJECT:	Bury Domestic Abuse Strategy, 2015-18
REPORT FROM:	Councillor Tamoor Tariq Lead Member, Community Safety
CONTACT OFFICER:	Cindy Lowthian, Communities Manager
TYPE OF DECISION:	CABINET – KEY DECISION
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain
SUMMARY:	Tackling domestic violence and abuse is a priority for Bury’s Community Safety Partnership. This Strategy supports that ambition by seeking to reduce repeat incidents through a focus on prevention and early intervention. It is a partnership document which seeks to consolidate the work of the Council and partners by setting out a robust framework to deliver real change.
OPTIONS & RECOMMENDED OPTION	<p>Option 1 (recommended) It is recommended that Cabinet:</p> <ol style="list-style-type: none"> a) Supports the vision and commitment of the Community Safety Partnership to reducing domestic violence and abuse, particularly repeat offending. b) Adopts the Bury Domestic Violence Strategy (2015 – 2018). c) Authorises officers to: <ul style="list-style-type: none"> • Develop a robust implementation and delivery plan to take forward the actions identified in the strategy. • Review existing services and make such changes as may be necessary (including the introduction of new ways of working) to meet the strategic priorities and improve outcomes for victims of domestic violence and abuse. <p>Option 2 (not recommended)</p>

	<p>To not support the strategy.</p> <p>Option 1 is the preferred option. This is because tackling DVA requires a whole system, multi-agency response. The Strategy is a partnership document which has been developed following a multi-agency review of domestic violence and abuse in the borough. It sets out a clear direction of travel which is more closely aligned to Team Bury priorities and the Council’s ambitions to support our most vulnerable residents. Without a multi-agency strategy, the ability of the Council to work with partners to tackle domestic violence and abuse through early intervention and prevention would not be possible.</p>
<p>IMPLICATIONS:</p>	
<p>Corporate Aims/Policy Framework:</p>	<p>Do the proposals accord with the Policy Framework? Yes</p>
<p>Statement by the S151 Officer: Financial Implications and Risk Considerations:</p>	<p>This strategy will be developed and implemented within existing financial resources and additional funding (over two years) which the Council has secured through the Greater Manchester Innovation Fund to further develop ‘STRIVE’.</p>
<p>Health and Safety Implications</p>	<p>There are no known health and safety implications arising from this report. Any changes in services or operating practice arising from the implementation of the Strategy will be subject to appropriate risk assessments and implemented in line with existing policy.</p>
<p>Statement by Executive Director of Resources</p>	<p>There are no wider resource implications arising from the Strategy, however successful implementation should help mitigate future demands upon Council services.</p>
<p>Equality/Diversity implications:</p>	<p>The Equality Analysis (EA) shows that domestic violence and abuse can impact on individuals and communities across all equality strands. Whilst females remain the single highest category of victim, the number of males suffering abuse is also growing. There are also increasing incidents among same sex couples. The EA highlights cultural issues that can be more prevalent within some communities including Forced Marriage, Honour Based violence and Female Genital Mutilation.</p> <p>The Equality Analysis indicates the strategy</p>

	will have an overall positive effect across the equality strands for all victims. The Strategy provides a framework for partners to work together to build the confidence of all victims to report at an earlier stage, with an emphasis on early intervention.
Considered by Monitoring Officer:	Yes JH
Wards Affected:	All
Scrutiny Interest:	

TRACKING/PROCESS

**DIRECTOR: EXECUTIVE DIRECTOR,
COMMUNITIES AND WELL BEING**

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
10.08.15	10.08.15		Domestic Violence and Abuse Steering Group (DVSG), 10.07.15 Community Safety Partnership (CSP) 29.07.15 .
Scrutiny Committee	Cabinet/Committee	Council	
	02.09.15		

1.0 BACKGROUND

- 1.1 Domestic abuse is defined as: “any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been intimate partners or family members regardless of gender or sexuality (this definition includes ‘honour based violence, female genital mutilation and forced marriage)”.
- 1.2 Tackling domestic violence and abuse remains a key priority for both the Office of the Police and Crime Commissioner and Bury’s Community Safety Partnership (CSP). Bury’s revised CSP Plan (2014 to 2017) made a commitment to review the partnership response to domestic violence and abuse, including the development of a refreshed Domestic Violence and Abuse Strategy. The Domestic Violence and Abuse Steering Group (DVSG) were tasked with overseeing this work.

2.0 THE REVIEW

- 2.1 In October 2014 the DVSG commissioned New Economy to produce a domestic abuse profile for Bury. Its primary purpose was to review all the available

evidence on DVA to directly inform the review and development of the strategy. This profile demonstrated the significant impact DVA has on our communities including:

- There are on average up to 4000 recorded incidents each year.
- A significant proportion of incidents are repeat incidents. Of the 300+ incidents of domestic abuse reported every month, 80% will have been from people who have reported abuse in the previous twelve month period.
- Of those who do report abuse, approximately 10% are assessed to be high risk.
- 65% of reported incidents involve families with children.
- Costs to society are high; support from statutory agencies for each high risk victim and their families is put at £20,000 per case, mainly on crisis intervention rather than work to break the cycle or prevent future occurrences.

2.2 More detailed discussions were held with partners to build a better understanding of the current response to domestic violence and abuse. These discussions looked at reporting pathways, how agencies assess risk and record incidents and the support pathways in place. This work was informed through discussions at the Domestic Violence and Abuse Steering Group and Community Safety Partnership.

2.3 One to one discussions were also held with key commissioners and service providers including children and young people services, Adult Care Services, Health, Housing Assessment and Greater Manchester Police.

3.0 KEY ISSUES FOR CONSIDERATION

3.1 Key issues arising from the review are as follows:

- Reports/Recording – a need to build more consistent approaches to the way in which partners deal with reports of domestic violence and abuse and how they record cases (to facilitate improved monitoring and performance management).
- CAADA DASH Risk Assessment - Over the past year and a half, there has been a decrease in referrals to the MARAC (a multi agency risk assessment conference to support high risk victims). Bury also has the lowest referral rate into MARAC by agencies other than the Police. Further work is required to ensure key services embed the CAADA DASH national accredited risk assessment tool in order to identify risk and trigger a response for victims at the earliest possible moment.
- Pathways – High risk victims are monitored and supported through the MARAC. The level of support given to lower/standard risk victims is more varied. However, it is from the lower risk categories where all domestic homicides over the past few years have occurred.
- Whole Family Approach - more work needs to be done to engage the families of victims affected by domestic violence and abuse. The aim is to increase resilience and reduce the longer term damage domestic abuse can have on children. This includes the need to engage with perpetrators to challenge and change behaviours.

3.2 Overall the findings from the review indicate that more emphasis has to be given to prevention and early intervention, tackling issues at an earlier stage,

reducing repeat incidents and diverting people away from risk of harm and high cost, statutory interventions.

4.0 A SHARED STRATEGY FOR CHANGE

4.1 The final strategy (attached as Appendix 1) aims to focus partnership activity more clearly on four key objectives:

- a) Improve prevention and early intervention
- b) Changing behaviours and attitudes
- c) Strong leadership and management
- d) Reducing repeat victimisation

4.2 A number of proposed actions are included in relation to each strategic objective. These actions support delivery of each objective. Progress is already being made including:

- a) Over the past year, Bury has piloted an initiative called 'Operation Strive'. This is a police led initiative which involves follow up visits to first time callers assessed as standard risk. The purpose is to intervene earlier with the victim and their family, signposting to other services to prevent repeat incidents.
- b) Bury has been allocated additional funding (over two years) through the Greater Manchester Innovation Fund to further develop 'STRIVE' (which is now being rolled out across Greater Manchester). This includes funding to support the development of a Victim Champion Network (comprising of partner organisations) to develop and improve pathways of support for victims. This work will include the recruitment and training of volunteer 'peer to peer' mentors.
- c) Over the past three months, 175 individuals have attended training on domestic violence and abuse, including the use of a new referral form which incorporates the nationally accredited CAADA DASH Risk Assessment Tool. The aim of this training is to increase confidence across partner agencies in dealing and supporting all victims of domestic violence abuse.
- d) Bury is one of three districts working with the Office of the Police and Crime Commissioner to develop a voluntary perpetrator programme for the Borough (to be commissioned during 2015).

5.0 GOVERNANCE & PERFORMANCE

5.1 Work to develop and implement the Strategy will be overseen by the Domestic Violence Steering Group. This group is chaired by the Council's Lead Member for Community Safety, Councillor Tamoor Tariq. They have been tasked with developing a multi-agency delivery plan to deliver objectives within the Strategy.

5.2 Overall accountability for the implementation of the Strategy rests with the Community Safety Partnership.

5.3 Regular updates and performance reports will be shared with the Community Safety Partnership.

6.0 CONSULTATION

- 6.1 The Strategy has been developed in consultation and discussion with statutory, voluntary and community representatives from both the Community Safety Partnership and Domestic Violence Steering Group. Many of these agencies work directly with victims including the Women's Housing Action Group (WHAG), Victim Support and the Chair of the MARAC. The review and strategy have been regular items on the agenda for both meetings over the past ten months.
- 6.2 The finalised Strategy was considered by the Domestic Violence Steering Group in July 2015 and signed off by the Community Safety Partnership on 29 July 2015.

7.0 CONCLUSION AND RECOMMENDATIONS

- 7.1 Bury's Community Safety Plan and the Greater Manchester Police and Crime Plan make domestic violence a priority. This Strategy supports that ambition by seeking to reduce repeat incidents and working towards breaking cycles of abuse that can have such a devastating impact on victims, families and children. Building on the work that has already been undertaken in Bury, this Strategy sets out a robust framework for real change – tackling issues at an early stage to divert individuals and families away from the risk of harm and high cost, statutory interventions.
- 7.2 It is recommended that Cabinet:
- a) Supports the vision and commitment of the Community Safety Partnership to reducing domestic violence and abuse, particularly repeat offending
 - b) Adopts the Bury Domestic Violence Strategy (2015 – 2018)
 - c) Authorises officers to:
 - Develop a robust implementation and delivery plan to take forward the actions identified in the strategy
 - Review existing services and make such changes as may be necessary (including the introduction of new ways of working) to meet the strategic priorities and improve outcomes for victims of domestic violence and abuse.

List of Background Papers:-

Bury Domestic Abuse Strategy 2015-18

Bury Domestic Abuse Theme Analysis – New Economy, October 2014.

Equality Analysis


Contact Details:-

Cindy Lowthian, Communities Manager, Communities and Wellbeing.
C.Lowthian@bury.gov.uk, (0161) 2535121.

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Communities & Wellbeing	
Service	Corporate Policy on behalf of the Communities Team	
Proposed policy	Domestic Abuse Strategy 2015 -2018	
Date	25 June 2015	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Jackie Summerscales (for Communities Manager, Communities and Community Safety).
	Post Title	Principal Officer Corporate Policy
	Contact Number	0161 253 7652
	Signature	
	Date	25 June 2015
Equality officer consulted	Name	
	Post Title	
	Contact Number	
	Signature	
	Date	

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>This Strategy supports the ambitions of the Community Safety Plan and is intended to provide direction to organisations working in the Borough with residents at risk of, experiencing and/or perpetrating domestic abuse over the next three years.</p> <p>It aims to tackle domestic abuse at an early stage and reduce repeat abuse in order to divert more people away from the risk of harm and high cost statutory interventions.</p> <p>It will help focus where all resources available will need to be used, maximising the benefits to residents, the Council and other public services.</p> <p>The Strategy has four key objectives which make the most of existing assets and emerging opportunities:</p> <ol style="list-style-type: none"> 1. Improving prevention and early intervention 2. Changing behaviours and attitudes
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	<p>3. Strong leadership and management 4. Reducing repeat victimisation</p>
<p>Who are the main stakeholders?</p>	<p>Service users Bury Council Community Safety Partnership Domestic Violence Steering Group Greater Manchester Police Probation Services – Community Rehabilitation Company and National Probation Services. Pennine Acute Six Town Housing Pennine Foundation Trust Victim Support WHAG IDVA Services One Recovery Early Break Clinical Commissioning Group General Practitioners Schools Colleges Children’s centres</p>

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	<p>Police systems data show that figures of domestic violence and abuse (in relation to both victims and perpetrators) broadly represent the population profile of the Borough. This Strategy aims to reduce domestic violence and abuse across all communities within the Borough.</p> <p>Analysis undertaken by the Greater Manchester Female Genital Mutilation (FGM) Steering Group shows that whilst FGM is practised in various forms across all races and cultures, the majority of FGM takes place in 29 African and Middle Eastern Countries.</p> <p>This means that some UK communities with links to these countries may be more at risk. Greater Manchester is one of six hotspot areas for FGM in the UK.</p> <p>This strategy includes an action to build an improved understanding of FGM within the Borough and communities which maybe most at risk.</p>
Disability	Yes	No	<p>Research undertaken by Women's Aid showed that those with a disability (mainly women) were twice as likely to experience domestic violence than non-disabled individuals. (British Crime Survey, also confirmed by data from other countries). They are also likely to experience abuse over a longer period of time and to suffer more severe injuries as a result of the violence.</p>

			<p>Women with a disability may find it harder to protect themselves or to access sources of help. This may be due to feelings of isolation, because it is harder for them to disclose without an abuser being present, or reliance for care, or they may have concerns about moving out of their home if it has been specially adapted.</p> <p>This strategy aims to make it easier for all those who are (or feel) subjected to abuse to access information and advice.</p>
Gender	Yes	No	<p>Nationally, it is estimated that domestic violence will affect one in four women, but it also affects men. One in six men will be affected at some point in their lives. During 2014/15, Bury MARAC (Multi Agency Risk Assessment Conference) dealt with 247 high risk cases of domestic abuse, 96% involved female victims. This reinforces the need for a multi-agency response to build confidence in reporting for both women and men.</p>
Gender reassignment	Yes	No	<p>The Strategy aims to reduce domestic abuse across the Borough. This includes all forms of domestic abuse perpetrated against individuals who are/have undergone gender reassignment.</p>
Age	Yes	No	<p>The Strategy will have a positive effect on residents of all ages including children. Every year, at least 950,000 children witness some form of domestic abuse which can have a long term impact upon their emotional and physical development. This Strategy plans to engage with communities, children’s centres, schools and other young people’s settings to raise awareness and increase capacity for effective early interventions. □□□□</p>
Sexual orientation	Yes	No	<p>The relatively high proportion of male victims with female offenders (8%), and victims with same gender offenders (10%) is a reminder that domestic abuse requires tackling on multiple fronts. The Strategy aims to</p>

			reduce all forms of domestic abuse perpetrated against individuals because of their sexual orientation.
Religion or belief	Yes	No	Honour based violence and forced marriage is common in some cultures and it is important that we engage with communities to raise awareness in order to prevent and challenge all forms of abuse.
Caring responsibilities	Yes	No	<p>There is growing recognition that those with caring responsibilities (parents and grandparents) can be victims of domestic violence and abuse. The Domestic Abuse Profile undertaken by New Economy shows that interfamilial violence accounts for 14% of crimed cases (where a relationship has been recorded). These involve children offending against parents/grandparents.</p> <p>The research undertaken through Women's Aid shows that disabled women are twice as likely to be victims as non disabled women; carers and PAs can sometimes be perpetrators.</p> <p>This Strategy aims to improve the way we work with both victims and perpetrators to reduce domestic violence and abuse. A review will be carried out of existing provision in terms of quality and effectiveness, identifying gaps and duplication in services.</p>
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	The Strategy aims to address domestic abuse in the Borough, including harassment and victimisation of Bury Residents.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	No	
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	Reducing repeat victimisation is a key priority within the Strategy. This will involve working across communities to understand needs and harness strengths. The Strategy aims to build resilient communities where domestic abuse will not be tolerated.

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
<p>Bury Domestic Abuse Theme Analysis – 2014 (New Economy) provides a profile of domestic abuse related issues across the Borough, based upon both qualitative and quantitative information and research.</p> <p>Consultation with internal and external partner agencies including Greater Manchester Police, Pennine Acute, Pennine Foundation Trust and Six Town Housing, that come into contact with those at risk of experiencing and/or perpetrating domestic abuse.</p>		<p>October 2014</p>
<p>Consultation with the Domestic Violence Steering Group 10 April 2015 and 10 July 2015.</p>		
<p>Consultation with the Community Safety Partnership – 21 Jan 2015, 29 April 2015 and 29 July 2015.</p>		

4b. Are there any information gaps, and if so how do you plan to tackle them?

The Strategy includes an action to build a better understanding of the prevalence of Female Genital Mutilation (FGM) and Honour Based Violence (including forced marriage) in the Borough. Further work will be undertaken through the Domestic

Violence and Abuse Steering Group to develop this work.

There is a lack of a multi-agency common data collection and recording system across all DVA risk categories. Improving our current approach should allow us to better understand and monitor DVA in the Borough across all agencies. The Strategy includes an action to establish a multi-agency common data collection and recording system to facilitate monitoring and future decision making. This includes adoption of a common assessment and referral process.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The Strategy will have a positive effect on equality. Mechanisms to reduce levels of domestic abuse are intended to protect and help all communities in the Borough. Furthermore, it will ensure that appropriate services are in place for those at risk of, experiencing and/or perpetrating domestic abuse.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	<p>N/A</p>
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	<p>The Strategy aims to raise awareness of domestic abuse and build confidence in reporting. It will also encourage greater understanding across communities. A generic training programme has been developed to ensure a collaborative approach towards addressing domestic abuse across the Borough.</p>
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>Submit Strategy to the Community Safety Partnership for approval on the 29 July 2015.</p> <p>Submit Strategy for support from SMT/SLT and Cabinet August/September 2015. Implementation is expected September/October 2015.</p> <p>The Domestic Violence Steering Group will develop a SMART 'Delivery Plan' to support the strategic objectives of the Strategy.</p> <p>Equality considerations will continue to be taken into account as the Strategy is applied, for example in decision-making processes about funding for services and promotion of activities.</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

The Strategy will be monitored by the Domestic Violence Steering Group and Community Safety Partnership supported by the Communities Team, to ensure effective implementation of the Strategy and delivery objectives.

Decision making and financial administration processes will be subject to scrutiny by

Internal Audit.

The Strategy will be reviewed in 2018 to take account of any changes in legislation and working practices.

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.

BURY DOMESTIC ABUSE STRATEGY 2015-18

Building stronger, safer communities



Foreword

Domestic violence is a national scandal. Across the country, one in four women and one in six men will be affected by domestic abuse at some point in their lives whilst two people lose their lives each and every week.

Living with violence – as a victim or as a family member – makes an everlasting impression. Repeat victims pay a an even heavier price in terms of their health and well being, their sense of self worth and relationships with others. The cost to society is also high. Support from statutory agencies for each high risk victim and their families is put at £20,000 per case, mainly on crisis intervention rather than work to break the cycle or prevent future occurrences.

Only responding to problems when they are serious enough to warrant criminal intervention is not acceptable to us in Bury. We want to put an end to domestic abuse and create a society where every family is safe. This means focussing our activities on early identification, prevention and victim support as well as prosecution.

With this in mind, we have identified four key objectives to help us achieve our goal:

- 1.Improving prevention and early intervention
- 2.Changing behaviours and attitudes
- 3.Strong leadership and management
- 4.Reducing repeat victimisation



Chief Supt Chris Sykes
Greater Manchester
Police and Chair of the
Bury Community Safety
Partnership

Achieving these objectives will be challenging. It will require work across agencies to identify people at risk at a much earlier stage. We also need to respond better to the problem – particularly repeat incidences – if we are to make inroads into the numbers. In relation to high numbers of repeat incidents we need to continue to improve our local response. Raising awareness and improving local intelligence is essential to improving prevention and understanding what works, whilst ensuring perpetrators are held to account.

Building on work that has already been undertaken in Bury, this Strategy sets out a robust framework for real change. We believe it captures the elements necessary to successfully challenge abuse and help our residents lead safe, happy and healthy lives.



Cllr Mike Connolly,
Leader of Bury Council
and Police and Crime
Lead for Greater
Manchester

Introduction and Context

Domestic abuse can happen to anyone at any stage in their life, regardless of age, gender, social status, religion, sexuality or ethnicity. It is defined broadly and encompasses:

'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been intimate partners or family members regardless of gender or sexuality (this definition includes 'honour based violence, female genital mutilation and forced marriage)'.

In 2014/15, the Bury division of GM Police recorded 3,960 incidents of domestic abuse. However national prevalence figures suggest that a district of Bury's size and composition should expect to have in the region of 6,200 incidents. This is a sizeable gap. As there is no evidence that Bury is significantly different from comparator localities, the most likely cause is significant under reporting of incidents; a view supported by anecdotal evidence that many victims, particularly those suffering emotional, financial and sexual abuse are reluctant to come forward.

Of those that do report abuse, approximately 10% are assessed to be high risk. These victims are monitored by a multi agency risk assessment conference (MARAC) which affords access to a greater range of support services to protect victims and manage the risks. Resources preclude the same level of support being provided to standard or lower risk cases although it is from the lower risk categories where all domestic homicides over the past few years have occurred.

Whilst recognising that under reporting is an issue, the statistics we do have challenge common preconceptions of domestic violence. Females remain the single highest category of victim but the number of males suffering abuse is growing. There are also increasing incidents among same sex couples. Given this position, it is difficult to adopt a 'one size fits all' approach. People's needs and circumstances are different. Achieving the right balance between consistency of practice, meeting individual needs and recognising the interests of the wider community will be fundamental to improving outcomes for local people.

Bury's Community Safety Plan and the Greater Manchester Police and Crime Plan make domestic violence a priority. This strategy supports that ambition by seeking to reduce repeat incidents and working towards breaking cycles of abuse. Emphasis has to be given to prevention – tackling the issue at an early stage to divert more people away from the risk of harm and high cost, statutory interventions. To do this we have to get a better understanding of the nature and scale of the problem and tailor advice and support to individual needs. Otherwise it is unlikely that we will be able to stop people with lower level needs becoming priority cases or repeat victims.

Improving prevention and early intervention

Identifying and protecting those at risk of, and/or experiencing, domestic abuse.



Gathering the evidence

It is recognised that Bury's approach to understanding the needs of victims requires further improvement. Gaps in reporting means that we have been unable to build up a true picture of the problem. This will be addressed by promoting a better co-ordinated approach. Victims should have confidence to report incidents and employees should have the knowledge, skills and professional curiosity to recognise the signs of abuse and report those concerns. Data accurately recorded and readily available is essential in identifying high risk victims, trends, hotspots/disparities and other themes which should inform our decision making.

Knowing what is available

The long-term effects of domestic abuse are devastating. Many victims find it difficult to function in their daily lives, making them less able to leave the abusive relationship. They frequently suffer from a range of illnesses including mental health problems and can become isolated from friends and family. Having access to advice and information is an important first step.

Communication



The cycle of abuse

At least 950,000 children a year in Britain witness some form of domestic abuse. In Bury, 65% of reported incidents involve families with children and witnessing these events could be having a long term impact upon their emotional and physical development. Children growing up in violent households often suffer from behavioural and emotional problems and are more likely to use illegal substances, break the law, drop out of school and become offenders themselves – perpetuating a cycle of abuse for generations.

We will:

- Identify key contacts within each agency/department to lead on domestic abuse issues and act as a channel into services for other agencies.
- Train staff to recognise potential signs, assess risk and know where to get help.
- Develop a common approach to identifying risks & making referrals, with tools to help practitioners intervene early.
- Make it easier for people who are (or feel) subjected to abuse to access information and advice.
- Build our understanding and awareness of honour based violence and Female Genital Mutilation and the support services available.
- Work to break the cycle of abuse by engaging with individuals, families and communities to raise awareness, promote self help and increase capacity for effective early intervention.

Changing behaviours and attitudes

Working with victims and perpetrators to reduce the risks of re-offending.

Knowing what works

There has been a long standing focus on tackling the symptoms of domestic abuse and a range of services are already in place for victims and survivors. We need to understand how effective these services are, whether individuals feel protected as a result and how we can intervene effectively to stop the abuse happening in the first place. Requiring victims to leave a relationship may not be feasible. It may not be what the victim wants. Accordingly, we need to better understand behaviours to help promote safe and sustainable relationships. We need to develop services that are sufficiently flexible even where victims wish to remain in a relationship with their abusive partner.



Increasing victim resilience

Domestic abuse seriously undermines the confidence and self esteem of the victims. We therefore need information, advice and training that improves the mental as well as physical well being of individuals. We need to better understand the evidence base for the programmes currently in use. Future commissioning must ensure that advice or training is less rigid, encourages people to take ownership of their situation and reflects the complexities of modern relationships.

Tackling the other half

Breaking the cycle of abuse can only happen if we engage properly with perpetrators. Awareness raising and/or disapproving of their actions is not enough. We need to understand what triggers the behaviour and help perpetrators develop coping strategies which will stop the violence and other forms of abuse. Such a programme will be vital to attaining a more sustainable approach to reducing offending behaviour and the demand it puts on public services.



We will:

- Review existing provision in terms of quality and effectiveness, identifying any gaps/duplication in services.
- Work with agencies to build a collaborative approach towards addressing domestic abuse.
- Support campaigns (such as White Ribbon) to raise awareness and promote zero tolerance.
- Review existing training and support programmes for victims and perpetrators to improve their impact on future behaviours.
- Work with agencies in the criminal justice system to establish voluntary perpetrator programmes which challenge offending behaviour and reduce the incidence of repeated domestic abuse.

Strong leadership and management

Targeting resources to improve outcomes for individuals and families.

Building safer communities

Whist Team Bury is developing a good track record for translating local ambitions into actions, domestic violence is not the domain of a single agency and is seldom an isolated event. Only by working together can agencies tackle the wider household circumstances (such as housing, debt, addiction and unemployment) that frequently accelerate breakdowns in relationships.

Partnership working in Bury is strong, mechanisms are in place to coordinate intelligence. The adoption of domestic abuse as a shared priority by the Community Safety Partnership provides the necessary leadership. From this positive starting position, services can work together to maximise capacity, present a coherent approach to the problem and align resources to make a difference to local people. Agencies working together means better, more timely help for those at risk.



Resources

As pressure on funding mounts, we have to maximise the use of resources to deliver our ambitions. With each high risk case costing around £20,000, the rationale for developing preventative measures is strong and we will seek out opportunities to attract new money into the system from Government and other sources to try out new methods of working.

We will also continue to look at how we can do things better, share responsibilities and harness existing resources to drive efficiencies and reduce demand on public services. This strategy outlines the areas to be reviewed. A more detailed action plan will follow to ensure that better outcomes at reduced cost are delivered.

We will:

- Establish a common data collection and recording system for all risk categories to facilitate monitoring, tracking and future decision making.
- Develop the customer pathway to streamline referral methods and access to support.
- Map the funding allocated to domestic abuse services from all agencies to identify ways of improving the application of resources to achieve better outcomes for victims and their families.
- Coordinate agency activities to focus on reducing domestic abuse, particularly repeat offending.
- Work together at Greater Manchester level to identify opportunities to resource a consistent, coherent programme of support to victims.

Reducing repeat victimisation

Assisting people to avoid becoming frequent targets of abuse.

Changing the local picture

Of the 300+ incidents of domestic abuse reported to the Police every month, 80% will have been from people who have reported abuse in the previous twelve month period. Case studies indicate however that the victim will have suffered violence or abuse on numerous occasions perhaps over an extended period of time before it gets reported.

This is not acceptable. Everybody deserves to live in peace with dignity and respect. This strategy therefore sets out actions to promote early identification and reporting of incidents, tackle offending behaviour and support those victims at the earliest opportunity to prevent escalation and further demand on public resources.



Sustainable communities

We aspire to a place where people who are subject to abuse (in whatever form) do not suffer in silence. Learning from domestic homicide reviews tells us that whilst victims may not be known to the Police or care agencies, they all visit GPs, hospitals and other public services. We need to work with these bodies to ensure that any signs of abuse are captured and reported – and training is provided on the support that can be given.

The same goes for our localities. Communities have an important role to play in supporting families through difficult periods – preventing situations turning to crisis and thereby reducing the risk of escalation into violence or other forms of abuse.

We will:

- Consider perpetrator risk assessments when dealing with high risk victims at MARAC to aid safety planning.
- Monitor the number of repeat incidents and MARAC referrals over a 12 month rolling period to track progress.
- Develop clear protocols and methods for sharing information about people at risk of experiencing or perpetrating domestic abuse to mitigate risk.
- Further develop the 'STRIVE' initiative supporting early intervention for standard risk victims to prevent repeats. This will include work to develop a 'victims' champion network' to support these victims and their families to help prevent escalation to medium or high risk.
- Work with agencies, front line workers and voluntary organisations to build capacity within communities to identify and reduce the prevalence of repeat offending.

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REPORT FOR DECISION



Bury
COUNCIL

Agenda Item	
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DECISION OF:	CABINET
DATE:	2 SEPTEMBER 2015
SUBJECT:	BURY DRUG AND ALCOHOL STRATEGY
REPORT FROM:	COUNCILLOR A SIMPSON - CABINET MEMBER FOR HEALTH & WELLBEING
CONTACT OFFICER:	Ann Norleigh Noi – Strategic Planning & Development Lead (Substance Misuse & Tobacco Control)
TYPE OF DECISION:	CABINET (KEY DECISION)
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain.
SUMMARY:	<p>This report seeks approval of the draft Bury Drug & Alcohol Strategy 2015-18.</p> <p>The strategy has been developed following the three key themes from the National Drug strategy (December 2010);</p> <ul style="list-style-type: none"> • Reducing Demand • Restricting Supply • Building recovery in Communities <p>In order to deliver against the three key themes, seven key objectives have been identified and included in the strategy based on local priorities.</p> <p>Key Objectives;</p> <ol style="list-style-type: none"> 1. Ensure that all strategic plans recognise the role of drug and alcohol misuse particularly where there are cross cutting thematic areas. 2. Increase knowledge and awareness about the harm caused by drugs and alcohol so that people can make informed choices and resist pressures, particularly young people and those on the periphery of drug and alcohol misuse. 3. Break inter-generational substance misuse by supporting a whole family approach and by targeting resources appropriately. 4. Ensure that all legal substances are sold responsibly.

	<p>5. ensure that robust partnership clinical governance is in place</p> <p>6. Support people to make a full recovery.</p> <p>7. Improve housing outcomes where appropriate for people in recovery.</p> <p>An action plan has been developed with key partners which will ensure that cross cutting themes are robustly linked to this strategy, for example, Children’s Trust Board and Community Safety Partnership Strategies.</p>
<p>OPTIONS & RECOMMENDED OPTION</p>	<p>Option 1. Approve the draft strategy. This is the recommended option as the strategy provides the direction and framework for reducing the harms caused by drugs and alcohol for the next five years.</p> <p>Option 2. To not approve the strategy would leave the Council without clear intention, and could lead to more people misusing drugs and/or alcohol which would increase the demand on local services.</p>
<p>IMPLICATIONS:</p>	
<p>Corporate Aims/Policy Framework:</p>	<p>Do the proposals accord with the Policy Framework? Yes</p>
<p>Statement by the S151 Officer: Financial Implications and Risk Considerations:</p>	<p>The Strategy will be delivered within existing financial resources.</p>
<p>Health and Safety</p>	<p>There are no health and safety issues arising directly from this draft Strategy. Any changes in services or operating practice will be subject to risk assessments and implemented in line with existing policy.</p>
<p>Statement by Executive Director of Resources:</p>	<p>A robust Drug and Alcohol Strategy will help ensure the wellbeing of residents, and mitigate future demands upon Council services.</p>
<p>Equality/Diversity implications:</p>	<p>Service provision will be driven by the strategy and will ensure that there is equality of access for all Bury residents. Providers are required to capture minimum data sets for the purpose of monitoring a number of areas including, race, gender, disability etc and this is analysed to ensure proportionate representation.</p>
<p>Considered by Monitoring Officer:</p>	<p>Yes This strategy is in line with the Council’s vision and takes account of its duties and responsibilities under the Equality Act 2010.</p>

	It will feed into a number of other projects and strategies currently operated by the Council, at both a local and national level. It has no other direct legal implications that can be identified at present.
Wards Affected:	All
Scrutiny Interest:	This strategy has not been to scrutiny

Chief Executive/ Strategic Leadership Team	Executive Member/Chair	Ward Members	Partners
Senior Leadership Team 17.09.2015			
Scrutiny Committee	Committee	Council	

1. BACKGROUND

1.1 The aim of the strategy to drive forward key local objectives and incorporate key themes of the national drug & alcohol strategies. This is achieved by developing strategies with key partners and stakeholders at local level. The strategy will inform the strategic direction to address substance misuse and cross cutting issues and also inform future commissioning decisions.

2. PURPOSE OF BURY DRUG & ALCOHOL STRATEGY

2.1 As a result of some social problems becoming over medicalised, for example addiction, the cost to the public purse has become prohibitive. The key themes framework within this strategy will ensure that we make a shift to prevention, early intervention & recovery, at a lower cost to the public purse.

The strategy is an attempt to reclaim addiction treatment and recovery as a social issue that has its solution in communities and will support people in long term recovery to change their behaviour, and for the council to develop an asset based community support model for recovery from addiction.

The primary outcomes from our investment in addiction and other ancillary services should be about social integration - employment, health living, housing support and looking after children.

3. PROCESS USED TO DEVELOP Bury Drug & Alcohol Strategy

3.1 During the development of this strategy, consultation has taken place with partners at both an operational and strategic level through direct meetings and also group meetings. A task and finish group was also established to take this work forward and have continued to meet throughout the process.

3.2 Detailed consultation events were held at a wider partnership level on two occasions followed by several events/forums involving just key partners and stakeholders. Focus groups have been facilitated where appropriate, to ensure as wider consultation as possible, which included schools, colleges and community groups, and these groups ran alongside an online survey conducted between October and December 2013.

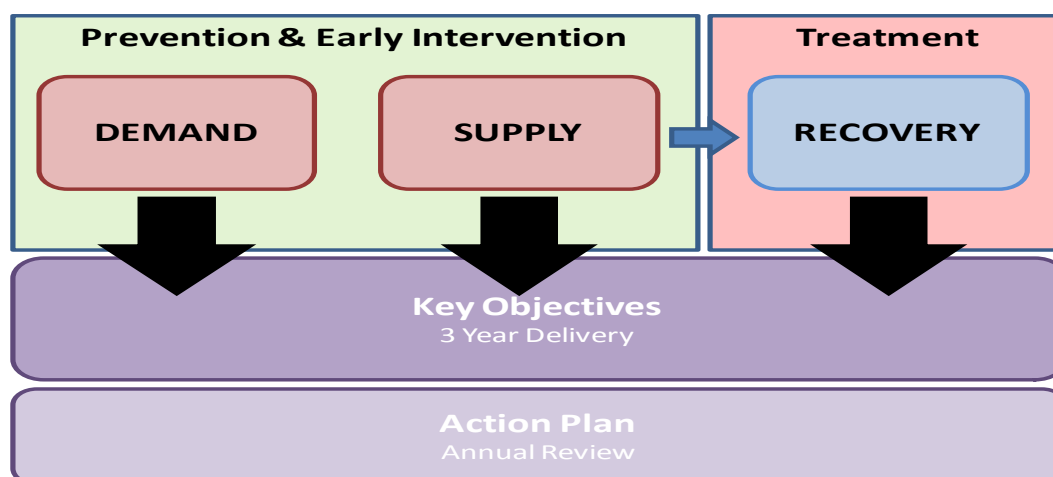
4. OVERVIEW OF BURY DRUG & ALCOHOL STRATEGY

4.1 The misuse of drugs and alcohol impacts on individuals, families and communities in a range of ways, and can lead to increased health inequalities, worklessness, poor outcomes for children and families and increased crime and disorder, and therefore, no one organisation can address this issue.

This Drug & Alcohol Strategy will address substance misuse through the delivery of a 'Recovery Focused Service' helping individuals to become abstinent, and along with education, training and support will equip them with the tools to address the full range of need.

The strategy aims to ensure that services are provided for those who need them, through better awareness raising, education and early intervention and prevention and it will also ensure easier access to services for individuals and their families.

The delivery framework is set out below;



2. RISKS

2.1 The absence of a strategy can lead to lack of focus from partners and lack of partnership involvement and therefore, disparate provision. This could have a direct impact on the council's vision to develop a borough wide approach to reduce the harms caused by drug and alcohol misuse.

3. EQUALITY AND DIVERSITY ISSUES

3.1 90% of the in treatment population state that they are white British, and these numbers are representative throughout the treatment population across the country, and will therefore benefit from the strategy given that this is the largest population in the cohort.

4. CONCLUSIONS AND RECOMMENDATIONS

Bury Drug & Alcohol is a three year strategy

List of Background Papers:-

Bury Drug & Alcohol Strategy 2015 – 2018

Equality Analysis 2015

Drug & Alcohol Action Plan

Contact Details:

Ann Norleigh Noi Strategic

Planning & Development Lead (drugs & alcohol, tobacco control)

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0161 253 6004

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Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Communities & Well Being	
Service	Strategy & Development Unit	
Proposed policy	Bury Joint Drug & Alcohol Strategy – 2015 - 2018	
Date		
Officer responsible for the 'policy' and for completing the equality analysis	Name	Ann Norleigh Noi
	Post Title	Senior Partnership Implementation Officer
	Contact Number	0161 253 6004
	Signature	
	Date	May 2015
Equality officer consulted	Name	Mary Wood
	Post Title	Principle Officer - Equalities
	Contact Number	0161 253 6795
	Signature	
	Date	

2. AIMS

<p>What is the purpose of the policy/service and what is it intended to achieve?</p>	<p>The aim of the strategy is to drive forward key local objectives and incorporate key themes of the national drug & alcohol strategies. The strategy will inform the strategic direction to address substance misuse and cross cutting issues and also inform future commissioning decisions.</p> <p>The delivery framework for the strategy is set out below:</p>
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	<p>The 7 Key objectives are :</p> <ol style="list-style-type: none"> 1. Ensure that all strategic plans recognise the role of drug and alcohol misuse particularly where there are cross cutting thematic areas 2. Increase knowledge and awareness about the harm caused by drugs and alcohol so that people can make informed choices and resist pressures, particularly young people and those on the periphery of drug and alcohol misuse. 3. Break inter-generational substance misuse by supporting a whole family approach and targeting resources appropriately 4. Ensure that all legal substances are sold responsibly 5. Ensure that robust partnership clinical governance is in place 6. Support People to make a full recovery 7. Improve housing outcomes where appropriate for people in recovery
<p>Who are the main stakeholders?</p>	<ul style="list-style-type: none"> - Service Users their families and/or carers - Local partners including, police, probation, public health children and young people services, - GPs, CCG, - providers - H & WB Board - Bury Residents - Team Bury - CSP - CTB - One Recovery Bury

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.

If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	90% of the in treatment population state that they are white British, and these numbers are representative of throughout the treatment population across the country. Therefore they will benefit given that this is the largest population in the cohort.
Disability	No	No	
Gender	Yes	No	The current profile of service users is that of predominately male (70%+); this is reflected throughout the in-treatment population across the country. Community location of services and more flexible opening hours will assist in ensuring services are more accessible to females, particularly those with transport issues, child care issues.
Gender reassignment	No	No	
Age	Yes	No	The service will enhance transition of young adults from young peoples services to adult services. It will also endeavour to engage younger drug users such as stimulant users and older alcohol users where there is a potential for increase in the number of older people seeking help support in terms of their alcohol use.
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	Yes	No	There is provision to support those caring people dependent on drugs or

			alcohol. The support available for families and children who care for parents who misuse substances will have a positive impact on the families and carers of service .
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	No	The strategy aims to ensure that services are provided for those who need them. Better awareness raising, education and early intervention and prevention and enabling easier access to services for individuals, including those across all protected characteristics.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6






3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.



4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Partnership Service Mapping for substance misuse	 Service Mapping.doc	2011/12
Consultation during the development of strategy	 Summary of Partnership Events.d	2011/12
Greater Manchester Alcohol strategy	 Greater Manchester Alcohol Strategy.pdf	2014 - 2017
Bury JSNA Drugs	 Greater Manchester - Bury - Drug Data - J	2014/15
Bury JSNA Alcohol	 Greater Manchester - Bury - Alcohol Data	2014/15

<p>Alcohol & Older People</p>	 Alcohol and older people.doc	<p>Bury 2013/14</p>
<p>National Drug Strategy</p>	 National Drug Strategy 2010.pdf	<p>December 2010</p>

4b. Are there any information gaps, and if so how do you plan to tackle them?

Currently, we do not collect detailed data regarding the use of emerging drugs, ie, NPS/legal highs which could be detrimental to specific groups. A task and finish group is currently being established to look at how we can progress this.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>Service provision will be driven by the strategy and will ensure that there is equality of access for all Bury residents.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>The action plan is currently being developed with partners. Once this is complete, the final draft will be presented to SMT, SLT and then Cabinet for final sign off. Once this been competed the action plan will be monitored in several forums including Childrens Trust Board and community Safety Partnership Groups.</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

<p>Providers are required to capture minimum data sets for the purpose of monitoring a number of areas including, race, gender, disability etc and this is analysed to ensure proportionate representation.</p> <p>This information is validated and cross matched with several data sets to ensure compliance and then reports are shared with Substance Misuse Partnerships.</p> <p>There is a substance misuse partnership meeting which includes wider partners and providers where steps are taken to agree actions and challenge ineffectiveness. This will then be reported to several strategic groups for governance.</p> <p>PHE make available needs assessment data annually, which enables partnerships to interrogate detailed demographic data, which would help to highlight any gaps.</p>

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.

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Bury Drug & Alcohol Strategy

2015 – 2018

Stronger, Safer Bury

Drugs

Alcohol

Recovery

Pain

Addiction

Sorrow

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Executive Summary

The misuse of drugs and alcohol impacts on individuals, families and communities in a range of ways, and can lead to increased health inequalities, worklessness, poor outcomes for children and families and increased crime and disorder, and therefore, no one organisation can address this issue.

Substance misuse is cross cutting with so many thematic areas, for example, it can be a health, economic or crime issue. With this in mind, Team Bury will be the vehicle for driving forward the key objectives in this strategy.

Partners, key stakeholders (including service users and carers) and the general public were consulted during the development of this strategy. Consultation has included two wider partnership events, focus sessions and online questionnaires. A partnership strategy task & finish was established in order to progress the development of the strategy.

Both national drug and alcohol strategies emphasise the importance of prevention and recovery. Locally, our approach is to tackle the problem holistically, i.e. it is clear that we can improve outcomes by investing in prevention, self-help and mutual support within our communities and where people need more intense support, adopting a community based recovery approach, will ensure best results for Bury residents who have drug and or alcohol addiction/dependency problems.

Partners are committed to ensuring that prevention and recovery underpin all drug and alcohol interventions, and as a result, helping to generate savings by reducing demand on a range of public services by directly improving the health and wellbeing of the people involved and affected.

The Local Authority have been brave and innovative by embracing different ways of working with providers, customers and carers including cultural changes in the way public services are delivered. This also includes the development of more integrated person-centred services, and increasing partnerships with private, voluntary and community sectors. If we can support and empower individuals and mobilise communities to tackle these issues, we can prevent much of the harm caused and help to build more resilient communities to face the future.

Foreword

Welcome to Bury Drug and Alcohol Strategy 2015-2018 which has been developed by a wide range of stakeholders, adopting a partnership approach to tackling drug and alcohol misuse in Bury.

This strategy comes at a challenging time for public services and this places increasing emphasis on the need to maximise the impact of our resources and strengthen partnership working. Therefore, it is vital to ensure that the public resources are used efficiently and effectively and in a cross collaborative way to provide good quality services and education regarding the harm that substance misuse causes to individuals, families and communities.

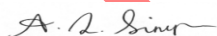
Bury Council and its partners have made a collective commitment to improve the lives of children and adults, helping them to enjoy a healthy, safe and fulfilling life, by enabling them to make informed choices and ensuring support is available for anyone who requires it.

The strategy highlights the main priorities for the next three years and sets out the actions needed to address them. We aim to deliver on a comprehensive set of actions that will help people to avoid, and recover from, drug and alcohol misuse and therefore deliver improved life outcomes.

Listening to people who have used services in the past, their families and communities, has underpinned the development of the strategy and is vital if we are to empower people not only to seek help, but also to help themselves.

Team Bury is committed to reducing health inequalities and making a real difference to communities. Working together we will deliver integrated services that provide quality interventions for young people, vulnerable adults and families living with addiction and dependency problems.

Cllr Andrea Simpson



Labour Councillor for Sedgley Ward
Chair of Health and Wellbeing Board
Cabinet Member for Health & Wellbeing

Mike Owen



Chief Executive Bury
Chair Bury Wider Leadership & Team Bury

Pat Jones-Greenhalgh



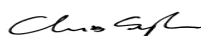
Executive Director
Communities & Wellbeing
Vice Chair Health & Wellbeing

Mark Carriline



Executive Director
Children Young People & Culture
Chair Children's Trust board

Chris Sykes



Territorial Commander (Bury & Rochdale)
Chair Community Safety Partnership

Lesley Jones



Director of Public Health Bury
Chair of Public Health Commissioning Group

1. Our Vision and why this is important

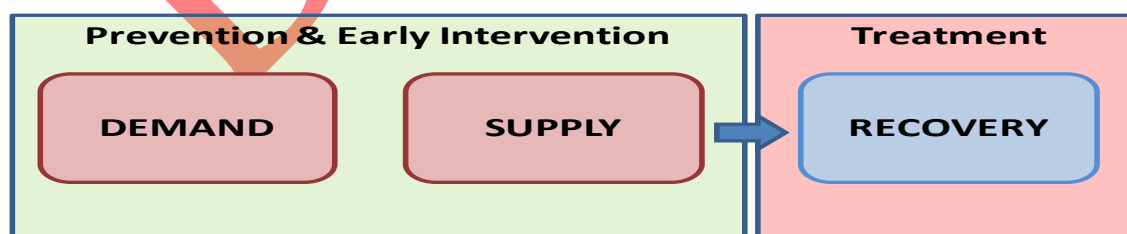
a. Introduction

- 1.1. This strategy sets out a clear vision for Bury Council and its partners in order to develop a borough wide approach to reduce the harms caused by drug and alcohol misuse.
- 1.2. This strategy has been developed during a time of great challenge for public services. Ever increasing demands on a limited public sector budgets, requires the Council and its partners to work together to maximise the use of resources, to enable delivery of better outcomes for people with drug or alcohol-related problems.
- 1.3. Evidence highlights that substance misuse, as well as dependence, is a significant contributor to health inequalities. Its negative impact on health and well being produces further inequalities between individuals and their communities, which in turn impacts negatively on opportunities; preventing Team Bury partnership from achieving its objectives.¹
- 1.4. Bury sees that tackling drug and alcohol misuse and dependency is a key priority. Doing so, has the potential to substantially reduce the harms caused to individuals, children, young people, families and communities.

b. Our Vision and Outcomes

- 1.5. This drug and alcohol strategy will address substance misuse through the delivery of three key strands, as identified by

(Figure 1) Three Key Delivery Strands



- 1.6. As reflected in figure 1, we need to intervene earlier with those who are most at risk to prevent drugs or alcohol misuse from developing. We also need to prevent those on the periphery of substance misuse from becoming entrenched and where the problem escalates and people need support /

¹ Reduced health inequalities; reduced worklessness; improved outcomes for children and families, and reduced crime and disorder.

treatment, we have a 'Recovery Focused Service' helping individuals to become abstinent and remain abstinent. Only through this three pronged approach can we effectively tackle the challenges we face within the resource constraints.²

1.7. Bury has developed a clearly defined shared vision and through the implementation of the national and regional strategies at a local level, is:

"To provide a safe community where children, young people and adults are not exposed to the harms caused by drug and alcohol use and associated criminality, ill health, health inequalities and negative socio economic experiences; and, to develop an environment of shared responsibility and commitment to achieving that vision among partners and communities Borough wide".

1.8. **The three key aims are:**

- **Reducing demand** – This will be achieved by preventing substance misuse in the first place, thereby creating an environment where people who have never taken drugs or misused alcohol can continue to resist, and by making it easier to stop for those that do misuse drugs or alcohol.
- **Restricting supply** – By taking appropriate action with partners, Bury will reduce availability of illicit and other harmful drugs
- **Building recovery in communities** – Bury's strategic focus is to enable people to recover. Therefore, we will work with people wanting to address their dependency to drugs and alcohol, by continuing to commission recovery orientated service and interventions where recovery is pivotal.

Strategic Context: This strategy sets out our approach to tackling drug and alcohol use in Bury; it will also incorporate a focus on Prescription Only Medication (POM) and Over the Counter (OTC) medicines as well as emerging New Psychoactive Substances (NPS) and body enhancing substances.

1.9. It is important to set this strategy within a strategic context to ensure it is aligned to relevant local, city-regional, and national policy directions.

1.10. The ambition of the 2012 national alcohol strategy is to "change behaviour so that people think it is not acceptable to drink in ways that could cause harm to themselves or to others"³. The outcomes the strategy wishes to achieve are:

- Reduction in alcohol fuelled violent crime;
- Reduction the number of adults drinking above the NHS guidelines;

² This is aligned to the national drug strategy (December 2010) and is echoed in the 2012 national alcohol strategy.

³ Alcohol Strategy, 2012, page 5

- Reduction in the number of people binge drinking;
- Reduction in the number of alcohol related deaths; and,
- Sustained reduction in both the numbers of 11-15 year olds drinking alcohol and the amounts consumed.

1.11. This strategy also supports the Greater Manchester Alcohol Strategy 2014-2017 which has “an overarching purpose to reduce demand on public services and address complex dependency issues through early intervention and prevention activity”⁴. It seeks to achieve this purpose through:

- reduce alcohol-related crime, antisocial behaviour and domestic abuse;
- reduce alcohol-related health harms; and,
- establish diverse, vibrant and safe night-time economies⁵.

2. Where are we now?

a. Socio Economics

- 2.1. The socio economic background (low income, deprivation, unemployment, poor housing, and educational achievement) of an individual can affect patterns of behaviour relating to drug and alcohol use. Problems can be exacerbated by people who are on benefits, receiving low incomes and experiencing debt. The cycle is often repeated when children grow up in families experiencing these problems.
- 2.2. The map (figure 2) below illustrates levels of deprivation in the Borough and when comparing this with the postcodes of the in treatment population for both drugs and alcohol, there is a definitive correlation between areas of deprivation and drug and alcohol misuse. However, the postcode information also indicates that there are pockets of binge/high risk drinkers within more affluent areas of the Borough.
- 2.3. When mapping the postcodes of young people accessing specialist substance misuse services, there is a definite correlation between areas of deprivation and substance misuse.
- 2.4. There are a range of risk factors for example, mental health, homelessness, employment status etc which may mean that a person is at risk of substance misuse. It is therefore difficult to quantify the number of people who may be at risk.
- 2.5. In both cases, someone's misuse and dependency affects everybody around them, including their families, friends, communities and society. Addicted drug users commonly commit acquisitive crimes such as shoplifting, burglary

⁴ The Greater Manchester Alcohol Strategy 2014-2017, page 9

⁵ The Greater Manchester Alcohol Strategy 2014-2017, page 4

or robbery to fund their habit. Some also take up other economically motivated crimes such as prostitution, while others resort to begging. The illicit drugs market often uses violence to regulate itself, and the fact that drugs can reduce inhibitions and increase aggression means that drug use is linked to anti-social behaviour and violent crime. Factor in drugs law offences, drug driving and money laundering, and drug misuse contributes significantly to the crime burden and policing costs of any local area.

b. Current Position: Drugs⁶

Prevalence

There are robust processes in place for capturing and reporting on specific substances, for example, Heroin, Cocaine, alcohol etc. However, information/evidence on the use of some substances including New Psychoactive Substances (NPS) is sketchy and there can be a hidden problem.

Work with partners to gain a better understanding of the local picture in terms of addiction/dependence to prescription only medicines (POM) and over the counter medication (OTC) is currently being undertaken. However, JSNA report (Sept 2014) indicates that 15% (n=103) of the in-treatment population during 2013/14 cited POM/OTC use (down from 17% in 2012/13); 10% also disclosed use of illicit substances.

Treatment outcomes

According to the PHE JSNA people who complete treatment successfully, are most likely to do so within two years of treatment entry: in Bury, almost half (42%) of the in-treatment population has been in treatment over two years (52% opiate; 5% non-opiate) with a substantial proportion (26%) in treatment over 6 years. Work is being undertaken to address this issue and ensure recovery is an achievable and sustainable option for this population.

Hepatitis C prevalence

In the 2012 Hepatitis C in the UK report⁷ national, estimates suggest approximately 216,000 individuals in the UK are chronically infected with hepatitis C (HCV)⁸.

Performance Enhancing Drugs & NPS

The PHE JSNA report indicates that, of the individuals new to treatment during 2013/14 none cited club drug use, (club drugs were categorised as: Ecstasy;

⁶ Profile of drug use and drug users in treatment is taken from the 2012/2013 Needs Assessment (source National Drug Treatment Monitoring System); the Public Health England alcohol and drugs JSNA support pack, Quarter 4 report 2013/14 and Diagnostic tool. The data is not reproduced in full within this strategy and the section acknowledges that there are some data gaps at present.

⁷ Hepatitis C in the UK, 2012, Health Protection Agency

⁸ Ibid, page 7

Ketamine; GHB/GBL; Mephedrone and Methamphetamine NPS other) with opiate use. This could be because service users are choosing not to disclose that they are using.

It is proving difficult to analyse hospital A & E data because it is not clear where a patient has presented following an adverse reaction to NPSs. For example, such a presentation could be recorded as 'fitting' but not record as a result of taking NPSs.

One Recovery Bury Partnership Board, the local mechanism for addressing emerging or changing trends in substance misuse are to focus on this at meetings. This will ensure that Bury has a robust partnership approach in place.

Mental Health and Substance Misuse

There have been links made between having a mental health condition and misusing drugs and alcohol (dual diagnosis), and some people that are dependent on alcohol or drugs often have underlying mental health illnesses.

People, who have a mental health problem, such as schizophrenia or depression, as well as a dependency on drugs or alcohol, 'dual diagnosis'. The complexity of dual diagnosis often leads to problems with money, employment, housing and physical health.

There are currently 540 people accessing one recovery Bury for either drug/alcohol/or both dependency and of that number (n=81; 15%) also have a mental health problem. However, this figure cannot be wholly relied upon and is considered to be an under estimate in the main as, many people whose substance misuse, and their lives are chaotic may be undiagnosed/not accessing mental health services and/or not admit to having a mental health problem. The action plan that accompanies Bury Joint Mental Health Strategy 2012 -2017⁹ acknowledges the cross cutting links between mental health and substances misuse and includes actions that will help to improve outcomes for service user with a dual diagnosis.

Many people that are dependent on alcohol often have underlying mental health problems" and often present to services with high levels of complexity in terms of physical and mental ill health as well as alcohol related issues. The Chapman Barker Unit (CBU) (Greater Manchester West NHS Mental Health Foundation Trust) continues to be a key provider for this particular service user group.

In the Greater Manchester West Strategic Plan Document 2014 – 2019¹⁰, there is a commitment, subject to funding, to continue to deliver its Rapid Access (alcohol) Detoxification Acute Referral (RADAR) service. RADAR aims to reduce the burden on acute hospitals from alcohol related admissions.

⁹ Bury Joint Mental Health Strategy 2012 - 2017

¹⁰ Gtr Mcr West Mental Health Trust Strategic Plan (2014 – 2019)

Anti Social Behaviour

During the consultation process for this strategy, the general public, service users/carers and professionals were asked whether or not they believed there were any issues relating to substance misuse where they live. Of those who responded, 67% stated there were issues with drug misuse including dealing.

c. Current Position: Alcohol¹¹

Prevalence in Bury – Demand

The misuse of alcohol impacts on individuals, families and communities in Bury in various ways and can be a barrier to reducing health inequalities, improving outcomes for children and families and reducing crime and ASB.

While many people who drink alcohol do so without negative consequences, people who regularly drink above the recommended risk limit carry the increased risk of a range of health, social and economic harms. Some of the issues related to alcohol misuse can include physical and mental health issues homelessness and domestic violence and abuse.

Alcohol is linked or can cause a range of diseases, and include;

- A range of acute chronic conditions including, cancers and cardiovascular disease
- A range of mental and physical birth defects (Foetal Alcohol Spectrum Disorders)
- Alcohol is implicated in many areas of mental ill health including depression and anxiety, suicide

Alcohol is the significant cause of morbidity and premature death. Alcohol-specific mortality include those conditions where alcohol is causally implicated in all cases of the condition; for example, alcohol-related liver cirrhosis (100%) are caused by alcohol.

Data from the LAPE indicate that for females of all ages, in the period 2010-2012¹², Bury has the 6th highest number of alcohol specific female mortalities across Greater Manchester. For males, Bury records the 2nd lowest levels of alcohol related mortality within the Greater Manchester areas.

In terms of alcohol-related mortality outcomes where alcohol is causally implicated in some but not in all cases, for example hypertensive diseases, various cancers and falls. The LAPE data¹³ shows that Bury has the highest number of alcohol related female mortalities across Greater Manchester and the lowest for alcohol related mortalities in males.

¹¹ Profile of alcohol use and individuals in treatment is taken from the 2012/2013 Needs Assessment (source NDTMS), the Public Health England Joint Strategic Needs Assessment, and also Public Health England Local Alcohol Profiles (LAPE) for 2014. The data is not reproduced in full within this strategy and the section acknowledges that there are some data gaps at present.

¹² LAPE for England 2014

¹³ LAPE for England 2014

The latest PHE JSNA (September 2014) indicates that Bury has higher rates of mortality – both alcohol specific and related and is ranked 309 worst from a total of 326 partnerships nationally.

- Data from Local Area Profiles for England (LAPE) reports indicates that the rate of binge drinking in Bury has continued to decline since 2010/11 and at 17.4% is currently below the national average which is 20%.
- Bury has a higher than average level of binge drinking locally (the estimate of the percentage of the population aged 16 years and over who report engaging in binge drinking in Bury is 25.1%, as opposed to 23.3% national)

Alcohol and older People

People over 65 years constitute 16% of the population in Bury, (Population Census 2011) (ONS, 2012), this amounts to 29,540 residents.

Reports from various provider services and the changing demography of Bury would suggest that there is an increasing older population in Bury and that alcohol misuse and its related problems are becoming more common¹⁴. This is likely to have an impact on alcohol treatment and other services such as social care.

Offending behavior

The PHE JSNA report (September 2014) indicate that the rate of alcohol related recorded crime and alcohol related violent crime in Bury are lower than the national average (over a three year period: 2010/11, 2011/12 and 2012/13). The report categorises Bury in the 'higher harm levels'.

- Alcohol related recorded crime and alcohol related violent crime for the whole of Bury (6.67 and 4.78 per 1,000) are on a par with the rate nationally (6.45 and 4.75 per 1,000) and PHE therefore deems Bury to experience 'higher harm levels' than the norm
- Bury has a higher than average level of binge drinking locally (the estimate of the percentage of the population 16 years old and over who report engaging in binge drinking in Bury is 25.1%, as opposed to 23.3% nationally)

Hospital Alcohol Liaison Service

Between January and June 2014, there were 260 referrals to the alcohol liaison service based at Fairfield Hospital. However, nearly 50% of referrals were for people living in Rochdale as Fairfield is one of the nearest A & E department for Rochdale residents.

¹⁴ Alcohol & Older People Public Health Bury (2013)

Substance Misuse and Domestic Abuse¹⁵

Women experiencing domestic violence are up to fifteen times more likely to misuse alcohol and nine times more likely to misuse drugs and than women generally. Some women are introduced to substances by their abusive partners as a way of increasing control, and when a woman's partner is also her supplier, it is particularly difficult for her to end the relationship.

On average, 8.8% of domestic violence crimes were drug influenced in Bury, with 42% alcohol influenced. Two out of three recent Serious Case reviews in Bury involving domestic abuse, cited alcohol as being the precursor to the domestic abuse.

Substance Misuse – Impact on children & Young People

d. Prevalence

'Substance misuse is often a symptom rather than a cause of vulnerability among young people. However, the impact of parental substance misuse can have a major negative affect on a young persons life. However, many have broader difficulties in their lives that are compounded by drugs and alcohol and that need addressing at the same time'.¹⁶

The number of children affected by the crosscutting and often compounding issues of parental alcohol and drug problems is not known.

A report published by the Office of the Childrens Commissioner (OCC) in 2012 '*Silent Voices*' – supporting children and young people affected by parental alcohol misuse stated that "the effects of parents' alcohol misuse on children may be hidden for years, while children try both to cope with the impact on them, and manage the consequences for their families"¹⁷,.

Public Health England (PHE) reported in October 2013 that approximately 1 in 3 of England's alcohol treatment population has a child living with them at any one time, and 22% are living with parents who are drinking hazardously¹⁸.

As indicated early, in Bury, the proportion of individuals accessing treatment for alcohol use and living with children is 44% (own or others children). In addition, 47% of the adults in treatment for drug use live with children (their own or others) a further 4% are parents not living with children.

Bury Joint Strategic Needs Assessment (2013) states that 'substance misuse can reduce the ability of parents to provide practical and emotional care for their children, and in some cases, young children become carers of addicted

¹⁵ **Bury DV Profile 2014**

¹⁶ Alcohol and drugs: JSNA support pack

Good practice in planning young people's specialist substance misuse interventions, Public Health England, 2013

¹⁷ 'Silent voices' Office of the Childrens Commissioner

¹⁸ Public Health England 'Alcohol & Drugs JSNA' Oct 2013

parents'.¹⁹ This can result in serious consequences, including neglect, educational problems, emotional difficulties, abuse, and the possibility of becoming drug and alcohol misusers themselves

In terms of alcohol and drug use among children and young people in the Borough, information presented in the Bury Children's Trust, Bury Children & Young People's Plan 2011-14: Needs Assessment shows the following:

- In a 2009 Trading Standards survey of 1,172 14-17 year olds in Bury 29% claim to purchase alcohol themselves (NW average: 26%)
- 24% claim to binge drink at least once a week
- There are higher rates of binge drinking among young people in Bury (aged 16 plus) with 25.1% locally compared with 20.1% nationally.²⁰
- Nearly half of young people who are assessed by the Youth Offending Service have a substance misuse issue

Data from the Young Persons' Alcohol & Tobacco Survey (2013, Trading Standards North West) indicate over three quarter (77%) of young people in Bury think that getting drunk is fun, and 61% regard it as normal to get drunk. This is consistent with young people's views across the North West as a whole.

Substance misuse can be an issue for any young person however it is the most vulnerable children and young people with wider issues that are compounded by substance misuse. The most vulnerable groups of children and young people are identified by Public Health England²¹ in the 'Risk Harm Profile' as follows:

- early use
- NEET (not in education, training or employment)
- have an STD
- in contact with the youth justice system
- family breakdown
- inadequate housing / homelessness
- offending
- low educational attainment
- looked after child
- parental substance misuse
- have mental health problems
- involved in self harm
- teenage pregnancy / parent

Offending Behaviour

Offending behaviour among children and young people is known to be linked to substance misuse: nearly half of young people under the age of 18 years old who are assessed by the Youth Offending Service have a substance misuse issue.²² This strategy aims to ensure that early identification of substance use

¹⁹ Bury Young People's Needs Assessment, 2013, p. 14

²⁰ NDTMS 2012/13

²¹ Ibid

²² Youth Justice Board

and interventions to address this are in place to prevent the escalation of use and harm.

Parental Substance Misuse

Child Protection and Looked after Children

Bury Children's Trust, Bury Children & Young People's Plan 2011-14: Needs Assessment states that 70% of children are admitted to care due to concerns about abuse and neglect. For over two thirds of children admitted for neglect, parental drug and alcohol misuse was a major contributing factor.

Safeguarding

Safeguarding is central to Bury's shared vision for protecting children, young people and families and there is commitment from all services and all professionals across Bury to work together. This strategy emphasises the need to address the negative impact of substance misuse and to safeguard children and young people as well as adults.

Sexual exploitation

Child Sexual Exploitation (CSE) involves the manipulation of a 'grooming' process involving '...befriending children, gaining their trust, and often feeding them drugs and alcohol, sometimes over a long period of time, before the abuse begins'.²³

In November 2013, the National Drug Treatment Monitoring System (NDTMS) included a question on CSE in the data set used to capture information from Young People's Specialist Substance Misuse services. The latest PHE JSNA report (September 2014) indicates child sexual exploitation to be an issue for a small number of young people engaging with treatment services in Bury.

3. Our Aims and Objectives

- 3.1. This document highlights the vision and rationale for this strategy. It also details the local picture, where we are now. Section 3 outlines our delivery framework for what we propose to do in the form of objectives, which are linked to the 3 aims of the strategy. Appendix A details the actions which will be delivered under each of the key objectives.
- 3.2. This strategy aims to create an environment where most residents have never taken drugs or may never misuse alcohol. However, the strategy also acknowledges that where people do need some support, there are

²³ NSPCC, 2013

interventions in place to help those individual who do misuse drugs and alcohol, in order that they are fully supported to stop.

- 3.3. Over the last 12 months significant work has been undertaken to begin to deliver against the 3 aims of the strategy; the substance misuse partnership have recently reconfigured services for substance misuse interventions and provision now offer a 'whole system approach'. However, we recognise that there is still significant work to be undertaken.
- 3.4. Figure 3, identifies that the series of key objectives have been designed to align to the 3 aims of the strategy. This approach recognises that some of the objectives may cut across more than one of the aims. For example, social perception of drug and alcohol use will be applicable to the whole population (reducing demand); however, will equally apply to people who have a dependency and require support to recover, albeit that the message and vehicle by which this is delivered may differ. The 7 objectives are identified in Table 1 below.

(Figure 3): **delivery framework**

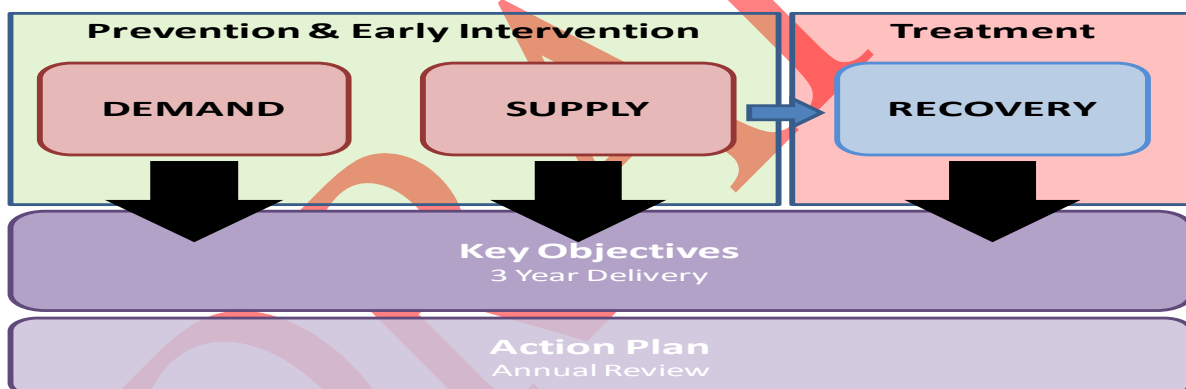


Table 1: Key Objectives

OBJECTIVE	AIMS			LIFE COURSE			
	Reducing Demand	Restricting Supply	Building Recovery & Resilience	Children (0-13)	Young People (14-25)	Adults (26-64)	Older Adults (65+)
1. Ensure that all strategic plans recognise the role of drug and alcohol misuse particularly where there are cross cutting thematic areas	✓	✓	✓	✓	✓	✓	✓
2. Increase knowledge and awareness about the harm caused by drugs and alcohol so that people can make informed choices and resist pressures, particularly young people and those on the periphery of drug and alcohol misuse.	✓			✓	✓	✓	✓
3. Break inter-generational substance misuse by supporting a whole family approach and targeting resources appropriately	✓		✓	✓	✓	✓	✓
4. Ensure that all legal substances are sold responsibly		✓					
5. Ensure that robust partnership clinical governance is in place	✓	✓	✓	✓	✓	✓	✓
6. Support People to make a full recovery	✓		✓		✓	✓	✓
7. Improve housing outcomes where appropriate for people in recovery			✓			✓	✓

4. Delivering our ambitions

a. Action Plan

- 4.1. The Action Plan in appendix A outlines 7 priority actions to be addressed in order to ensure that the key objectives are on track to be delivered.
- 4.2. This is the key document that will drive the implementation of the Strategy and will be overseen through the governance arrangements outlined below.
- 4.3. Whilst the key objectives of the strategy will remain the same, the Action Plan will be updated on an annual basis to ensure that the actions remain current and reflect developments that have been undertaken. Most of these are time limited and will require refreshing as partners work towards achieving the objectives

b. Resourcing

This strategy is developed at a time of significant challenge for public services and we therefore need to focus on the need to not only work in partnership but to work differently in order to maximise the use of our resources and deliver better outcomes for people of Bury

c. Governance

Team Bury is a partnership that includes Cabinet members, police, Community Rehabilitation Companies (CRCs), National Probation Service (NPS), Housing, Bury Third Sector Community Groups, Public Health England (PHE) etc and will be responsible for driving forward actions in the plan.

The key objectives in this strategy will maximise the use of local intelligence, partnership working and community engagement in order to deliver against actions on drugs and alcohol that will meet local need.

The delivery and performance management of the strategy will be led by One Recovery Bury Strategic Partnership Group and will be overseen by Team Bury Partnership.

5. Appendices

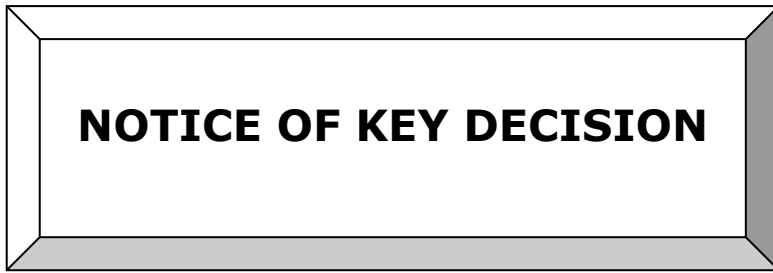
Appendix A – Action Plan

PRIORITY ACTIONS	CONTRIBUTION TO AIMS			Alignment of existing Strategies & Services	TIMESCALES	RESOURCING	PARTNERS
	Reducing Demand	Restricting Supply	Building Recovery in Communities				
1. Ensure that all strategic plans recognise the role of drug and alcohol misuse particularly where there are cross cutting thematic areas							
1.1 Ensure that key partner agencies are able to identify and signpost people to drug and alcohol services where appropriate	✓	✓	✓	CSP, H & WB, C & YP, MH			
1.2 Ensure that Young Peoples services work effectively with partner agencies to respond to the needs of children and young people	✓	✓	✓	CSP, H & WB, C & YP EH			
1.3 Develop multi agency responses to address drug and alcohol misuse	✓	✓	✓	CSP, H & WB, C & YP EH			
1.4 Build upon/Develop Partnership models of working to tackle substance misuse and the related harms	✓	✓	✓	CSP, H & WB, C & YP EH			
2.4 Appropriate staff know how to recognise substance misuse at the earliest opportunity and take appropriate action.	✓						
2. Increase knowledge and awareness about the harm caused by drugs and alcohol so that people can make informed choices and resist pressures, particularly young people and those on the periphery of drug and alcohol misuse.							
2.1 Develop and implement a system of communication in relation to drug and alcohol misuse	✓			C & YP, EH			
2.2 Improve information sharing processes to ensure that robust and timely information and intelligence in order to respond effectively to emerging trends	✓		✓	C & YP, EH			
2.3 Work with schools and colleges to address drug and alcohol misuse	✓		✓	C & YP, EH			
2.4 Provide education to raise awareness in relation to the harms of substance misuse in educational settings, for example, schools and colleges				C & YP, EH			
3. Break inter-generational substance misuse by supporting a whole family approach and targeting resources appropriately							
3.1 Undertake an assessment of need to better understand emerging issues and to provide targeted	✓		✓	C & YP, EH			

PRIORITY ACTIONS	CONTRIBUTION TO AIMS			Alignment of existing Strategies & Services	TIMESCALES	RESOURCING	PARTNERS
	Reducing Demand	Restricting Supply	Building Recovery in Communities				
early intervention as appropriate							
3.2 Improve identification and referral pathways into Young Peoples drug and alcohol services	✓		✓	C & YP, EH			
3.2 Identify children and young people at risk through A & E admissions and ensure that there is a robust pathway in place	✓		✓	C & YP, EH			
3.3 Develop effective links between safeguarding and carers groups in order to support people who affected by family drug or alcohol misuse	✓		✓	C & YP, EI, H & WB			
3.4 Develop robust early intervention and prevention model for working	✓		✓	EH			
3.5 Ensure that children and Young People have access to specialist interventions at the earliest opportunity	✓						
4. Ensure that all legal substances are sold responsibly							
4.1 Continue to support Purple Flag Initiatives		✓					
4.2 Tackle irresponsible and aggressive promotion and marketing that encourages excessive drinking of alcohol		✓		BLP, Gtr Mcr Alc Strat			
4.3 Develop multi agency responses to reduce the illegal sale of alcohol and legal sales of NPSs etc		✓		BLP			
4.5 Influence regional policy that relate to drug and alcohol misuse that will benefit Bury		✓		Gtr Mcr Alc Strat			
5. Ensure that robust partnership clinical governance is in place							
5.1 Work with CCGs to raise awareness and support GPs in relation to prescribing of specific drugs	✓	✓	✓	H & WB, C & YP, CSP,			
5.2. Reduce the number of people entering specialist services who are addicted to prescribed medication	✓	✓	✓	CCG, H & WB			
5.3 Develop robust referral pathways to and from primary care/specialist provision	✓	✓	✓	CCG, PH			
5.2 Evaluate One Recovery Bury Strategic Partnership group to ensure that partnership organisation are appropriately represented	✓	✓	✓	ORB			
6. Support People to make a full recovery							
5.1 Develop the Through The Gate/Gateway			✓				
5.2 Ensure that good quality services are commissioned that are able to respond effectively to need and emerging patterns of substance misuse			✓	PHCom Grp, C & YP, H & WB., CCG,			
5.3 Ensure that interventions support people to make a			✓	H & WB, CCG,			

PRIORITY ACTIONS	CONTRIBUTION TO AIMS			Alignment of existing Strategies & Services	TIMESCALES	RESOURCING	PARTNERS
	Reducing Demand	Restricting Supply	Building Recovery in Communities				
full recovery and are able to sustain							
5.4 Review existing intervention and continue to develop current multi agency model to increase number of people in recovery			✓	H & WB, CCG,			
5.5 Develop a local recovering community using peer mentoring/support			✓	H & WB, CCG,			
7. Improve housing outcomes where appropriate for people in recovery							
7.1 Identify key housing issues which are a barrier to successful recovery			✓	Housing Strategy, H & WB, CCG			
7.2 Develop accommodation pathway for wider drug/alcohol misusing population			✓	Housing Strategy, H & WB, CCG			
7.3 Develop accommodation pathway for people who are discharged from residential rehab			✓	Housing Strategy, CCG, H & WB			

DRAFT



Agenda Item	
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MEETING: CABINET
OVERVIEW & SCRUTINY COMMITTEE

DATE: 2 SEPTEMBER 2015
13 OCTOBER 2015

SUBJECT: CORPORATE FINANCIAL MONITORING REPORT –
APRIL 2015 TO JUNE 2015

REPORT FROM: DEPUTY LEADER OF THE COUNCIL AND CABINET
MEMBER FOR FINANCE AND HOUSING

CONTACT OFFICER: STEVE KENYON, INTERIM EXECUTIVE DIRECTOR
OF RESOURCES & REGULATION

TYPE OF DECISION: CABINET (KEY DECISION)

FREEDOM OF INFORMATION/STATUS: This paper is within the public domain

SUMMARY: The report informs Members of the Council’s financial position for the period April 2015 to June 2015 and projects the estimated outturn at the end of 2015/16.

The report also includes Prudential Indicators in accordance with CIPFA’s Prudential Code.

OPTIONS & RECOMMENDED OPTION Members are asked to note the financial position of the Council as at 30 June 2015 and to approve the s151 officer’s assessment of the minimum level of balances.

IMPLICATIONS:

Corporate Aims/Policy Framework:	Do the proposals accord with Policy Framework? Yes.
Statement by the s151 Officer:	The report has been prepared in accordance with all relevant Codes of Practice. There may be risks arising from remedial action taken to address the budget position; these will be identified by Directors at the

Statement by Interim Executive Director of Resources & Regulation:

quarterly Star Chamber meetings.

Successful budget monitoring provides early warning of potential major overspends or underspends against budgets which Members need to be aware of.

This report draws attention to the fact that, based on the most prudent of forecasts, several budget hotspots exist which will need remedial action.

Members and officers will be examining these areas in more detail at the Star Chambers.

This report is particularly significant as it informs Members of the baseline financial position from which the Council sets its 2016/17 budget.

Equality/Diversity implications:

No

Considered by Monitoring Officer:

Budget monitoring falls within the appropriate statutory duties and powers and is a requirement of the Council's Financial Regulations to which Financial Regulation B: Financial Planning 4.3. (Budget Monitoring and Control) relates. The report has been prepared in accordance with all relevant Codes of Practice.

Are there any legal implications?

Yes

Wards Affected:

All

Scrutiny Interest:

Overview & Scrutiny Committee

TRACKING/PROCESS

EXECUTIVE DIRECTOR: Steve Kenyon

Chief Executive/ Strategic Leadership Team	Cabinet	Overview & Scrutiny Committee	Council	Ward Members	Partners
10/08/15	02/09/15	13/10/15			

1.0 INTRODUCTION

- 1.1 This report informs Members of the forecast outturn for 2015/16 based upon current spend for the period 1 April 2015 to 30 June 2015 in respect of the revenue budget, capital budget and the Housing Revenue Account.
- 1.2 Projections are based on current trends, information, and professional judgement from service managers and finance staff.
- 1.3 The revenue budget projections highlight the fact that budget pressures do still exist in some key areas and it will be necessary to continue to examine options for improving the situation further.

2.0 BUDGET MONITORING PROCESSES

- 2.1 Reports will be presented quarterly to facilitate close monitoring of spend and implementation of action plans during the year.
- 2.2 Reports are also presented to the Strategic Leadership Team on a monthly basis and detailed monitoring information will also be discussed at Star Chamber meetings during the year.
- 2.3 It is intended that improvements will continue to be made to the budget monitoring process, building on the significant developments implemented over the past few years.

3.0 SUMMARY OF REVENUE BUDGET POSITION

- 3.1 The table below outlines the annual budget and forecast outturn based upon known factors and the professional views of service managers as at month 3:

Department	Budget £000	Forecast £000	Variance £000
Communities & Wellbeing	65,809	66,424	+615
Resources & Regulation	2,311	2,858	+547
Children, Young People & Culture	34,931	35,749	+818
DCN Residual	53	53	0
Non Service Specific	30,614	30,114	(500)
TOTAL	133,718	135,198	+1,480

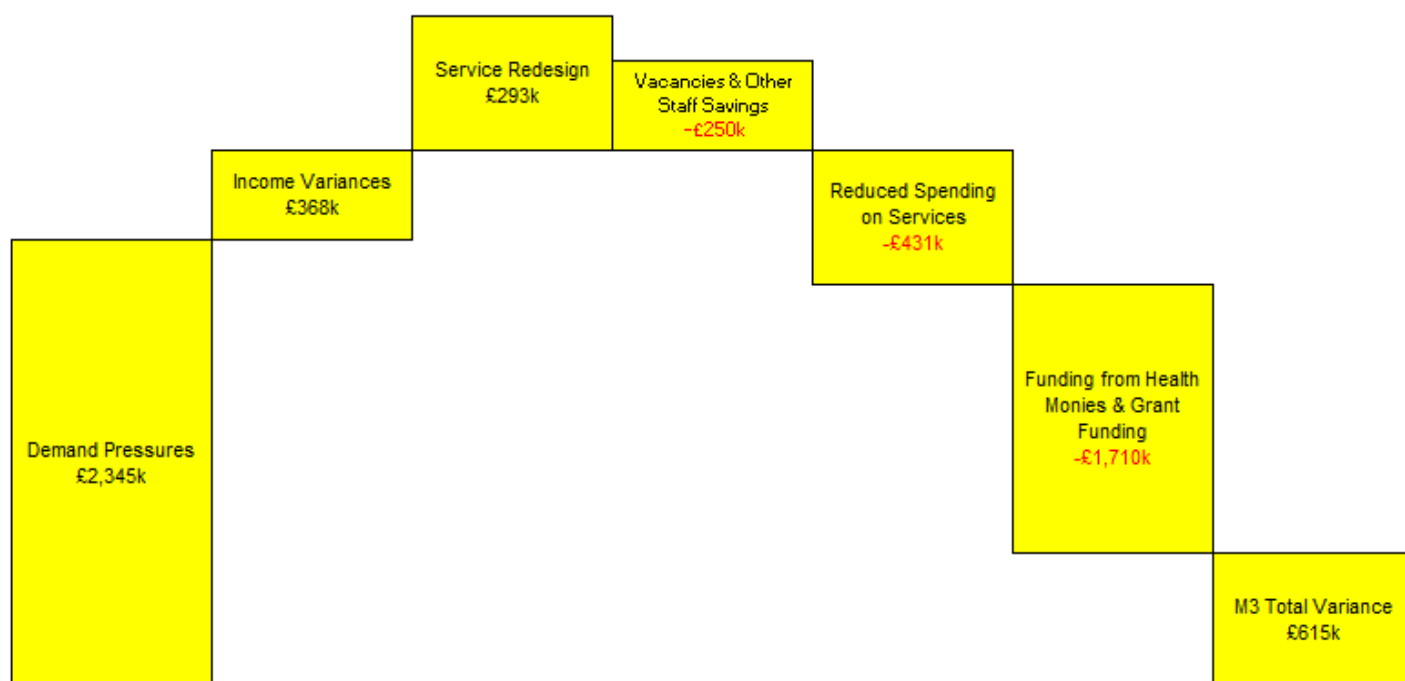
- 3.2 The projected overspend of **£1.480m** represents approximately **1.11%** of the total net budget of £133.718m.
- 3.3 Members need to be aware that financial reporting involves an element of judgement, and this particularly applies to the treatment of budget pressures. Often an area of overspending identified at this point in the year will resolve itself before the end of the year following appropriate remedial action.
- 3.4 However it is felt appropriate to alert Members to potential problems at this stage so that they can monitor the situation and take ownership of the necessary remedial action and this is the basis on which the report is written.

4.0 SERVICE SPECIFIC FINANCIAL MONITORING

4.1 COMMUNITIES AND WELLBEING

4.1.1 The current projected overspend for Communities and Wellbeing is **£0.615m**, which is 0.93% of the Department’s net budget of £65.809m

4.1.2 Reasons for major variations are illustrated in the chart overleaf;



4.1.3 Further details by service area are outlined below, along with remedial action being taken.

Theme	Variance £'000	Reason	Action Being Taken
Demand Pressures	+2,345	Care in the Community budgets particularly around Domiciliary Care, Residential Care and Self Directed Support Budgets - £1,994k. Killelea House and Care Management Staffing Budget - £197k (Reason-Staffing Cost Pressures).	A range of preventative strategies continue to be introduced to manage this demand, such as reablement, triage, improved screening, 'signposting', and crisis response as well as a programme of training for front line staff around efficient support package planning. In addition, all existing high & medium cost care packages are kept under regular review. This overspend is more than offset by a number of underspending budgets within the Operations service area. However senior management will continue to review and

Theme	Variance £'000	Reason	Action Being Taken
		<p>Home Support Scheme - £23k (Reason- Overspend not material, the net result of a small number of overspends).</p> <p>Finance - £33k (Reason- Overspend not material, the net result of a small number of overspends).</p> <p>Grounds Maintenance - £80k (Reason - savings not achievable as grass cutting is still required as specified by members.</p> <p>Parks - £18k (Reason - spending pressures on Health & Safety Work, rates and metered water supply).</p>	<p>act accordingly regarding staffing pressure within Killelea and Care Management budgets.</p> <p>This budget will continue to be monitored closely with the aim of steering the overspend back in line with 2015/16 budget provision.</p> <p>This budget will continue to be monitored closely with the aim of steering the overspend back in line with 2015/16 budget provision.</p> <p>Prudent spending is to be exercised on all discretionary budgets.</p> <p>Prudent spending is to be exercised on all discretionary budgets.</p>
Service redesign	+293	<p>A number of Budgets have yet to achieve savings target against specific schemes. As a consequence this is partly / wholly the reason for the overspends below:</p> <p>Falcon & Griffin Care Home - £38k (Reason - Savings not identified).</p> <p>Community Equipment Store - £100k (Reason - Savings not identified and overspend on equipment budgets).</p> <p>Urban Renewal Holding Account - £85k (Reason - Savings not identified).</p>	<p>An Action plan is being developed by senior management for each of the service areas, ensuring the savings targets are achieved.</p> <p>New community equipment contract may generate additional income to partly offset overspend.</p> <p>An Action plan is being developed by senior management for each of the service areas, ensuring the savings targets are achieved.</p>

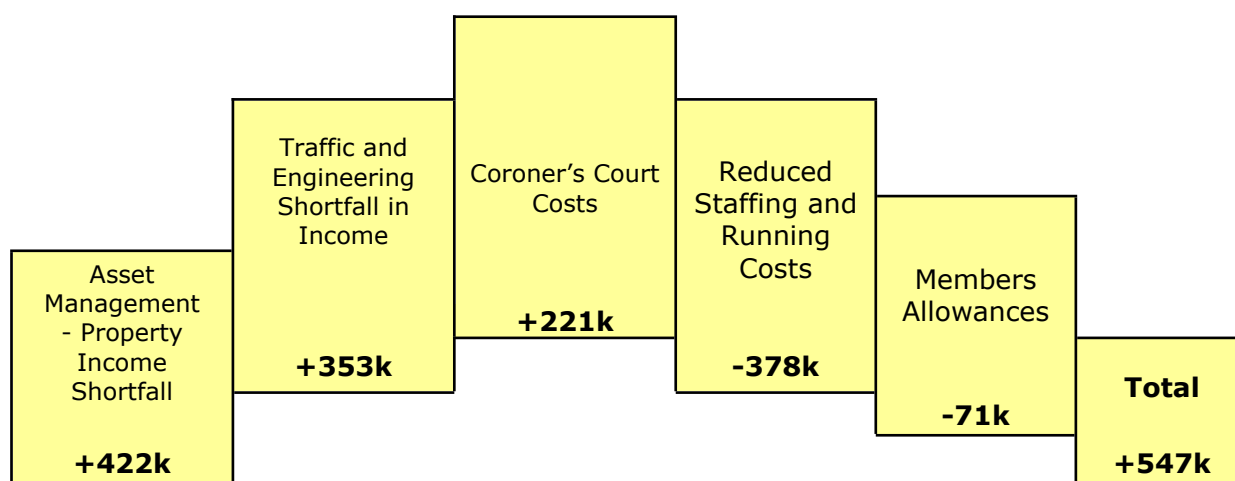
Theme	Variance £'000	Reason	Action Being Taken
		<p>Sports Development - £30k (Reason - savings not identified).</p> <p>Beverage, Cafes & Vending - £40k (Reason - Difficulty in meeting beverage service/café income target).</p>	<p>Offset by underspends if possible or use other savings transferred to reserves to offset cost pressure in short term.</p> <p>Service review has been undertaken and a restructure /actions identified to reduce costs.</p>
Income Variances	+368	<p>Workforce Development – (45k) - (Reason -Largely the result of Homes for people income budget forecast to exceed budget provision.</p> <p>Preventing Homelessness – £153k (Reason - Shortfall in income expectations).</p> <p>Civic Halls - £130k (Reason - Difficulties in achieving income targets).</p> <p>Leisure - £160k (Reason - income not meeting targets, delay in the opening of the temporary pool at Radcliffe and budget cuts).</p> <p>Transport Services (£150k) - (Reason - income forecast to exceed budget).</p> <p>Trade Waste - £120k (Reason - Shortfall on trade waste income due to reduced pricing, increased recycling requires additional bins).</p>	<p>This is a good news story for CWB and the hope is that further income can be generated from increased activity.</p> <p>Income recovery action plan is being developed by senior management team.</p> <p>Approval has been given to appoint a Marketing Events Officer to promote the service.</p> <p>Further development of the growth & implementation plan is required.</p> <p>Use to offset other overspends.</p> <p>Offset by underspends elsewhere in the service, budgets to be reviewed.</p>
Reduced Spend on Services	-431	<p>Carers services budget – £100k) - (Reason - Underspending on Carers personal budgets).</p> <p>Older People Fieldwork Team – (£82k) - (Reason - result of action to meet savings target).</p> <p>Mental Health service – (£173k) - (Reason - result of action to meet savings target).</p>	<p>Forecast underspends may be used to offset pressure within other areas of adult care service budgets.</p>

Theme	Variance £'000	Reason	Action Being Taken
		Day Centres for under 65s – (£42k) - (Reason - Transport costs within service reduced / small salary savings). Training Budget – (£10k) - (Reason - Training budget not expected to be spent in full). Other – (£24k).	
Vacancies and Other Staff Cost Savings	-250	Commissioning & Procurement – (£59k) - (Reason – Head of Service Vacant Post). Reablement Service – (£170k) - (Reason – Staffing Vacancies). Older Peoples Day Care – (£16k) - (Reason – Staffing Vacancies). Other – (5k).	Forecast underspend will be used to offset pressure within other areas of adult care service budgets
Funding from Health Monies & Grant Funding	-1,710	Funding to support the demand pressures of the Care in the Community budgets (£1,710k).	Utilisation of historic underspends from Adult Care Specific Grants and a contribution of the Health monies towards the demand pressures within Community Care.
	+615		

4.2 RESOURCES AND REGULATION

4.2.1 The Resources & Regulation Department is forecasting an overall overspend of **£0.547m**, or 23.66% of a net budget of £2.311m.

4.2.2 Reasons for major variations are illustrated in the chart below;



4.2.3 Reasons for major variations are illustrated in the table below;

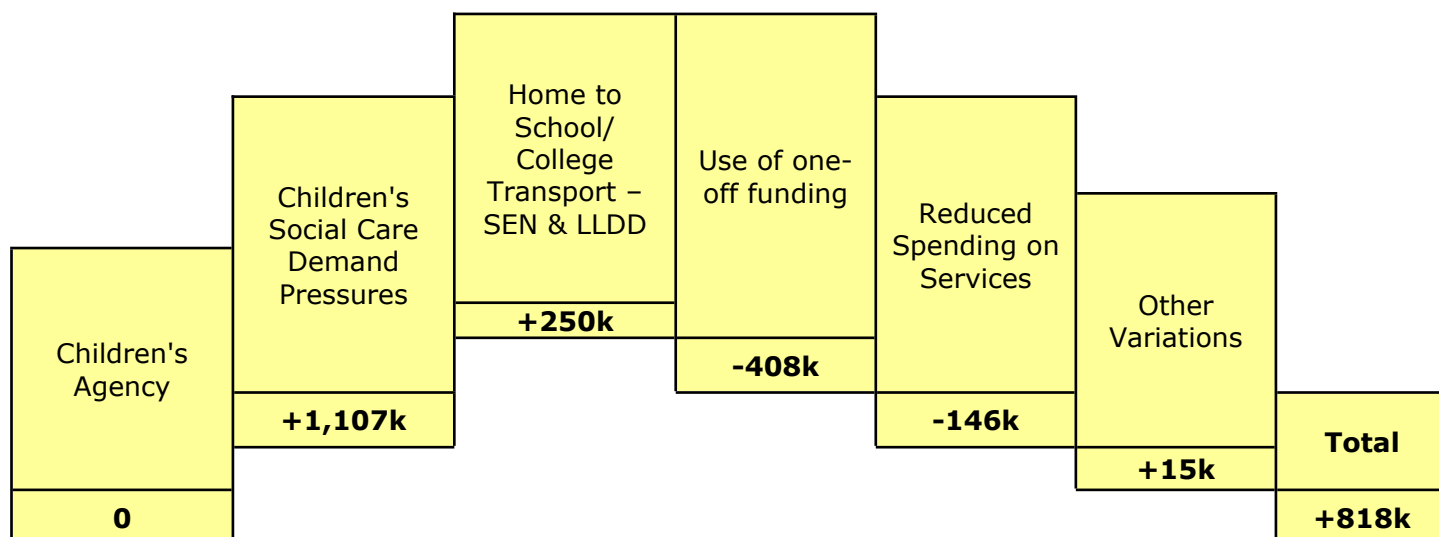
Activity	Variance £'000	Reason	Action Being Taken
Property Services	+422	<p>Shortfall in income due to reduced occupancy levels.</p> <p>Should all of the properties within the non-operational property portfolio be let, the level of current market rents is such that the income budgets would still not be achieved.</p>	<p>Although most of the units at Bradley Fold that were vacated in 2011/12 have now been re-let, rents are significantly lower than what were achieved before the economic downturn. A number of units which were previously let have now been demolished owing to their poor condition. and business cases are being looked at for redevelopment viability.</p> <p>The accounts for the Mill Gate Centre have been scrutinised in detail to ensure that all monies properly due to the Council are being paid and this will be an ongoing process.</p> <p>A report was approved by Cabinet on 3rd September 2014 which proposed the acquisition of secure property investments and the disposal of poorly performing assets. This would increase revenue income to the Council and achieve greater returns than monies currently held in other investments.</p>
Traffic & Engineering	+353	<p>Estimated shortfalls in income relating to on and off-street parking and parking fines (+£224k), Greater Manchester Road Activities Permit Scheme (GMRAPS) (+£82k), bus lane enforcement (+£47k).</p>	<p>Monitor income levels, adjust expenditure and targets where possible and review staff resources allocated to GMRAPS.</p> <p>Severance pay and management restructure delayed savings are one-offs to achieve planned savings longer term.</p>

Coroners Court Costs	+221	There are legislative changes around deaths occurring under Deprivation of Liberty Orders (DoL's) that are driving a significant increase in the volume of cases and thus costs.	Meetings being held between Coroner's Court and with DoL's Coordinators from Rochdale, Oldham and Bury Councils to assess the issue in more detail.
Reduced Staffing and Running Costs	-378	Vacant posts not filled and tightening of controllable expenditure across the department. Salaries savings in Finance & Efficiency (£143k) from Internal Audit, Accountancy and Procurement, Customer Support & Collections (£99k), Democratic Services restructure (£46k), HR (£14k), Press & Media (£27k), Licensing (£13k) Trading Standards (£30k), and minor underspends (£6k).	To be used to assist in reducing the estimated overspend within the department in 2014/15 and part included within the 2015/16 savings.
Members Allowances	-71	Reductions in the level of Special Responsibility Allowances paid to Members continue to result in this forecasted underspend.	To be used to assist in reducing the estimated overspend within the department.

4.3 CHILDREN'S, YOUNG PEOPLE AND CULTURE

4.3.1 The overall Children's, Young People & Culture budget is currently projecting an overspend of **£0.818m**, or 2.34% based on net budget of £34.931m.

4.3.2 Reasons for major variations are illustrated in the chart below;



4.3.3 Further details of the major variations are provided in the table below:

Activity	Variance £'000	Reason	Action Being Taken
<p>Demand pressures – Children’s Agency Placements</p>	<p>0</p>	<p>Continuing increased demand</p>	<p>Agresso has been reconciled with the agency placements database and projected end dates have been adjusted for Young People (mostly school leavers) who are leaving this budget.</p> <p>Mth3 Active placement comparison:- 2015/16 - 70; 2014/15 - 93; 2013/14 - 82.</p> <p>Young People who leave this budget sometimes return home or to an in-house foster placement, are placed for adoption or move into the leaving care budget.</p> <p>Prompt and regular reviews via the Complex Care Panel has led to securing better funding splits across education, Health and Social Care, further reducing the burden on this budget.</p>
<p>Children’s Social Care Demand Pressures</p> <p>Leaving Care</p>	<p>+1,107k</p> <p>Made up of:</p> <p>+597</p>	<p>Spending on housing and further education of 19+ students who have now left our care</p>	<p>This budget is likely to overspend significantly on housing as the service continues to support a number of young people in high cost placements who were previously accommodated within the Children's Agency Budget. This is as a direct result of initiatives put in place and the new placements are a significant saving to the authority.</p>

Advice & Assessment	+389		Early indications are that this budget will significantly overspend on social worker salaries pending the virement of budgets to cover the additional social workers recruited towards the end of the last financial year.
Emergency Duty Team	+31		Early indications are that this budget will overspend due to staff cover arrangements for two social workers with long term health issues.
Looked After Children	+27		The service will overspend as two agency social workers are covering vacancies; the posts have been recruited to with start dates not yet determined.
Strategic Lead	+63		The budget is under pressure as the interim Strategic Lead post is being covered by agency staff and also M Nugent has been brought back in, the increase in costs will be partially offset by a vacant post.
Home to School/College Transport – SEN & LLDD	+250	Continuing increased demand	For the past 2 financial years demand for these services has been well above the current budget level and is expected to continue. A much clearer position will be known once the academic years begin in September.
Use of External Funding	-408		Prior year grant balances being used to offset overspending elsewhere within the department.

Activity	Variance £'000	Reason	Action Being Taken
Reduced Spending on Services	-146k		
	Made Up of:		
Legal Fees	-60		Reductions in court costs
Management & Administration	-86		Vacancies in Finance and HR pending restructuring of the 2 sections
Other	+15		Mainly additional spending on developing shared services, which will provide efficiencies and budget management savings in the future

4.4 COMMUNITIES AND NEIGHBOURHOODS - RESIDUAL

4.4.1 The £53,000 budget relates to staffing costs, will be reallocated to services and is expected to break even.

4.5 NON-SERVICE SPECIFIC

4.5.1 There is a forecast net underspend of **£0.500m**, or 1.63% based on net budget of £30.614m. This relates primarily to the Council's Treasury Management activity (see Section 8.0, page 16 for further details).

5.0 CAPITAL BUDGET

5.1 Capital Programme

5.1.1 The revised estimated budget for the Capital Programme 2015/16 at the end of June is shown in the table below:

2015/16	£m
Original Capital Programme	25.690
Approved Slippage from 2014/15	16.546
In year adjustments and contributions	(0.946)
Revised Capital Allocation at Quarter 1	41.290
Estimated re-profiled projects into 2016/17	(9.272)
Revised working budget for Year at Qtr 1	32.018

5.1.2 The expenditure and funding profile for the Capital Programme together with a detailed breakdown of the Original Approved Programme, the Revised Estimate, Forecast Outturn, Actual Spend up to end of Month 3, and the estimated under/over-spend of the capital programme for 2015/16 is shown in Appendix A.

5.1.3 Members should note that given the complexity and size of some of the larger schemes currently in the Council's Capital Programme the information received from budget holders can vary significantly from one quarterly report to the next and should be read in this context.

5.1.4 At the end of Quarter1, a total of **£9.272m** of the 2015/16 budget has been identified for re-profiling to 2016/17. Most of this amount is attributed to Children Services Projects where the schemes are funded mainly by grants from Department of Education to a total of £6.485million.

The remainder is attributable to Highways Traffic Calming schemes with a total of £0.190m and a further £2.000m on the A56 Prestwich Village Corridor Improvements.

5.2 Expenditure

5.2.1 The Forecast Outturn as at Month 3 is indicated to be **£31.999m** and Budget Managers have reported that they expect to spend up to this amount by 31 March 2016.

5.2.2 The actual expenditure after accruals realised by the end of Month 3 totals **£3.508m**.

5.2.3 The main areas to record expenditure in the first quarter are:

• Property Redevelopment Schemes	£0.326m
• Children's, Young People and Culture	£0.909m
• Leisure Schemes	£0.732m
• Housing Public Sector	£0.710m

5.3 Variances

5.3.1 Appendix A provides details of variances for each scheme based on latest available information received from budget managers and at Month 3 it shows a projected underspend for the Programme of £0.019m. This amount is the balance of several larger schemes in the programme that are in the process to finalise details and not material in relation to the size of the programme. The schemes that are forecasted to overspend are monitored and analysed by budget managers. Remedial action if required will be taken as soon as the schemes' details for expenditure and funding availability are finalised.

5.3.2 Brief reasons for all variances are provided in Appendix A attached with this report.

5.4 Funding

5.4.1 The funding profile included in Appendix A shows the resources available to cover the capital programme during 2015/16.

5.4.2 The principal source of funding for Capital schemes approved for the 2015/16 programme is made of external resources together with resources unspent and carried forward from previous years. The Council and Cabinet have also approved

allocations towards the Prestwich Village schemes supported by the Council's own resources of **£2.000m** for the year.

- 5.4.3 The position of the capital receipts and borrowing as at the end of Month 3 is reported below. The figures in the table show the total funding requirement for the revised estimated capital programme inclusive of potential slippage into 2016/17 and the expected resources to be supported by the Council as at the end of Quarter 1 of the year.

2015/16 Use of Council Resources for Capital Investment	£m
Revised Capital Programme allocation for the year	32.018
Use of external funding and contributions	(28.438)
Balance of programme relying on Council resources	3.580
Use of Capital receipts and earmarked reserves	3.280
Use of Prudential Borrowing (2015/16 approved schemes)	0
Use of Prudential Borrowing (2014/15 schemes brought forward)	0.298
Total Council Resources used to support the Capital Budget for Year	3.578

5.5 Capital Programme Monitoring

- 5.5.1 The programme will be monitored closely during the year by Capital Programme Monitoring Group and Management Accountancy with an aim to deliver schemes on cost and time with minimum potential slippage into 2016/17.

6.0 HOUSING REVENUE ACCOUNT

- 6.1 The Housing Revenue Account (HRA) relates to the operation of the Council's housing stock and can be viewed as a landlord account. It is required by statute to be accounted for separately within the General Fund and is therefore effectively ring-fenced.
- 6.2 The latest estimates show a projected surplus (working balance carried forward) of £1.000m at the end of 2015/16. The projected outturn shows a working balance carried forward of £1.031m. See Appendix B.
- 6.3 There are a number of variations that contribute to the projected outturn position however there are no areas where the variance exceeds 10% and £50k.
- 6.4 The two main impacts on the HRA year-end balance are normally **void levels** and the **level of rent arrears**, but levels of **Right to Buy sales** can also be a major influence on the resources available.

Voids:

The rent loss due to voids for April to June was on average 1.8% which is in line with the void target level set in the original budget. If this performance continues for the rest of the year there will be no impact from void loss on the projection of rental income in Appendix B.

Six Town Housing continues to review the voids processes and the various factors affecting demand.

Arrears:

Six Town Housing have purchased and implemented a new computerised Housing Management System which went 'live' in May 2015; data extraction and reporting from this system is currently under development therefore the arrears information which follows is based on currently available data which may be subject to change once reporting has been refined and tested.

The rent arrears at the end of June totalled £1.047m, an increase of 10.6% since the end of March. Of this total £0.427m relates to former tenants and £0.620m relates to current tenants. The increase in the number of Universal Credit cases will account for a large part of the increase in arrears.

The Council is required to make a provision for potential bad debts. The contribution for the year is calculated with reference to the type of arrear, the amount outstanding on each individual case and the balance remaining in the provision following write off of debts.

Based on the performance to the end of June, projected for the full year, this provision would require an additional contribution of £0.307m to be made.

The 2015/16 HRA estimates allow for additional contributions to the provision totalling £0.488m, £0.183m for uncollectable debts and £0.305m to reflect the potential impact that welfare benefit changes could have on the level of rent arrears. Therefore there is a potential underspend of £0.183m. The projected outturn has not been amended to reflect this as the impact of increased numbers of Universal Credit cases coupled with further benefit changes needs to be assessed.

Right to Buy Sales:

From April 2012 the maximum Right to Buy discount increased from £26,000 to £75,000.

This has resulted in an increase in the number of applications and ultimately sales. There were 40 sales in 2013/14 and this increased to 41 sales last year.

The forecast for 2015/16 was set at 50, this being an increase of 7 on the level of sales assumed for Bury in the Government's self-financing valuation.

From July 2014 the maximum Right to Buy discount increased from £75,000 to £77,000 and the maximum percentage discount on houses increased from 60% to 70% (in line with the discounts allowed on flats). The maximum discount increased in April 2015 to £77,900.

From 26th May 2015 the qualifying period for Right to Buy has been reduced from 5 years to 3 years.

These changes may increase the number of applications and sales but it is too early after the changes to quantify this.

The number of sales has a direct effect on the resources available to the HRA – the average full year rent loss for each dwelling sold is around £3,800.

- 6.5 There have been 9 sales in the period April to June. At this stage the total number of sales is not expected to differ significantly from the forecast therefore rental income projections have not been adjusted.
- 6.6 The recently published Welfare Reform and Work Bill contains provision for a 1% reduction in social housing rents for 4 years from 2016/17 which will have a significant impact on future HRA resources; the impact of this and of other changes expected in the upcoming Housing Bill will be assessed as information becomes available.

7.0 PRUDENTIAL INDICATOR MONITORING

- 7.1 It is a statutory duty for the Council to determine and keep under review the "Affordable Borrowing Limits". The authority's approved Prudential Indicators (affordability limits) for 2015/16 is outlined in the approved Treasury Management Strategy Statement.
- 7.2 The authority continues to monitor the Prudential Indicators on a quarterly basis and Appendix C shows the original estimates for 2015/16 (approved by Council on 25 February 2015) with the revised projections as at 30 June 2015. The variances can be seen in the Appendix together with explanatory notes. The Prudential Indicators were not breached during the first three months of 2015/16.

8.0 TREASURY MANAGEMENT

8.1 Investments:

- 8.1.1 At the 30th June 2015 the Council's investments totalled £47.6 million and comprised:-

Type of Investment	£ Million
Call Investments (Cash equivalents)	17.6
Fixed Investments (Short term investments)	30.0
Total	47.6

- 8.1.2 All investments were made in line with Sector's suggested credit worthiness matrices and the approved limits within the Annual Investment Strategy were not breached during the first quarter of 2015/16.
- 8.1.3 The Council has earned the following return on investments:
Quarter 1 0.64%
- 8.1.4 This figure is higher than Sector's suggested budgeted investment earnings rate for returns on investments, placed for periods up to three months in 2015/16, of 0.50%

8.2 Borrowing:

- 8.2.1 No external borrowing was undertaken in the quarter to 30th June 2015.
- 8.2.2 At 30th June 2015 the Council's debts totalled £201.364 million and comprised:-

		30th June 2015		
		Principal		Avg. Rate
		£000	£000	
Fixed rate funding				
	PWLB Bury	140,553		
	PWLB Airport	3,308		
	Market Bury	57,500	201,361	
Variable rate funding				
	PWLB Bury	0		
	Market Bury	0	0	
Temporary Loans / Bonds		3	3	
Total Debt			201,364	3.92%

8.2.3 The overall strategy for 2015/16 is to finance capital expenditure by running down cash/investment balances and taking shorter term borrowing rather than more expensive longer term loans. With the reduction of cash balances the level of short term investments will fall. Given that investment returns are likely to remain low for the financial year 2015/16, then savings will be made by running down investments and taking shorter term loans rather than more expensive long term borrowing.

8.2.4 It is anticipated that further borrowing will be undertaken during this financial year.

9.0 MINIMUM LEVEL OF BALANCES

9.1 The actual position on the General Fund balance is shown in the following table:

	£m
General Fund Balance 31 March 2015 per Accounts	10.487
Less : Minimum balances to be retained in 2015/16	-4.500
Less : Contribution towards cost of Equal Pay	-1.500
Less : Forecast overspend	-1.480
Available balances at 1 April 2015	3.007

9.2 Based on the information contained in this report, on the risk assessments that have been made at both corporate and strategic level, on the outturn position for 2015/16 and using information currently to hand on the likely achievement of savings options, it is clear that there is no reason to take the minimum level of balances above the existing level of £4.500m.

9.3 In light of the above assessment it is recommended that the minimum level of balances be retained at **£4.500m**.

9.4 Members are advised that using available balances to fund ongoing expenditure would be a breach of the Council's Golden Rules. Likewise, Members are advised that the Authority faces significant funding reductions in the future, and balances are likely to be required to fund one-off costs of service transformation.

10.0 EQUALITY AND DIVERSITY

10.1 There are no specific equality and diversity implications.

11.0 FUTURE ACTIONS

11.1 Budget monitoring reports will continue to be presented to the Strategic Leadership Team on a monthly basis and on a quarterly basis to the Cabinet, Overview & Scrutiny Committee, and Audit Committee.

11.2 Star Chambers have been diarised for Quarters 1, 2 & 3 with Q1 meetings scheduled to take place in August and September 2015.

Councillor Rishi Shori, Deputy Leader of the Council and Cabinet Member for Finance and Housing

List of Background Papers:-

Finance Working Papers, 2015/16 held by the Interim Executive Director of Resources & Regulation.

Contact Details:-

Steve Kenyon, Interim Executive Director of Resources & Regulation, Tel. 0161 253 6922, E-mail: S.Kenyon@bury.gov.uk

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Bury MBC: Capital Budget Monitoring Statement

APPENDIX A

Month 3 - 2015/16

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		Notes	
	2015/16 Original Estimate	Slippage	Adjustments	Revised Estimate Before Reprofile	Reprofiled to Future Years	Revised Estimate After Reprofile Col.4-Col.5	Forecast Outturn 2015/16	2015/16 Month 03 Actual	Month 3 Variance / (Underspend) or Overspend Col.7-Col.6			
	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's			
Children, Young People & Culture	Support Services	-	7	-	7	-	7	-	12	(7)	⊖	
Children, Young People & Culture	DFES - Devolved Formula	500	1,022	(21)	1,500	(1,131)	369	372	79	2	⊕	Spend takes place over a 3yr rolling programme allocated directly to schools
Children, Young People & Culture	NDS Modernisation	4,778	7,115	(234)	11,659	(5,063)	6,596	6,662	759	66	⊖	Estimates included- to be looked at
Children, Young People & Culture	Access Initiative	-	24	-	24	(11)	13	13	-	-	⊕	
Children, Young People & Culture	Targetted Capital Funds	-	101	-	101	-	101	101	1	-	⊕	
Children, Young People & Culture	Upgrade and remodel Radcliffe Hall	700	-	-	700	-	700	700	-	-	⊕	
Children, Young People & Culture	Children Centres	-	44	-	44	(17)	27	27	0	-	⊕	
Children, Young People & Culture	Free School Meal Capital Grant	-	131	-	131	(71)	60	60	45	-	⊕	
Children, Young People & Culture	Early Education Fund	-	291	-	291	(191)	100	100	12	-	⊕	
Children, Young People & Culture	Libraries/Adult Education	-	62	-	62	-	62	-	(62)	-	⊖	Project completed
Communities & Wellbeing	Contaminated Land	-	25	0	25	(20)	5	5	3	-	⊖	
Communities & Wellbeing	Air Quality	-	9	-	9	-	9	9	-	-	⊕	
Communities & Wellbeing	Heat Network In Bury TC	-	44	-	44	-	44	44	-	-	⊕	
Communities & Wellbeing	Improving Info.Management	-	32	-	32	-	32	-	8	(32)	⊖	
Communities & Wellbeing	Play Areas	250	-	-	250	-	250	250	-	-	⊕	
Communities & Wellbeing	Radcliffe Temporary Pool	-	825	-	825	-	825	825	732	-	⊕	
Communities & Wellbeing	Learning Disabilities	-	224	-	224	-	224	224	8	(0)	⊖	
Communities & Wellbeing	Mental Health	-	-	-	-	-	-	-	-	-	⊕	
Communities & Wellbeing	Older People	455	-	-	455	-	455	455	34	-	⊕	
Communities & Wellbeing	Empty Property Strategy	199	527	-	726	(412)	314	314	1	-	⊕	
Communities & Wellbeing	GM Green Deal and ECO Deliver Partnership	0	55	-	55	-	55	55	-	-	⊕	
Communities & Wellbeing	Disabled Facilities Grant	781	182	-	963	-	963	943	74	(20)	⊖	Reprofile remaining budget to 14/15 - low/variable referral rates and some committed/problematic high spending cases
Communities & Wellbeing	Waste Management	-	102	-	102	-	102	102	19	-	⊕	
Communities & Wellbeing	Parks	-	0	-	0	-	0	20	-	20	⊖	
Resources & Regulation	Traffic Management Schemes	275	179	-	454	(200)	254	242	2	(12)	⊖	
Resources & Regulation	Prestwich Town Centre	2,000	485	(485)	2,000	(1,990)	10	10	-	(0)	⊕	
Resources & Regulation	Planned Maintenance	1,484	289	85	1,858	-	1,858	1,920	110	62	⊖	
Resources & Regulation	Bridges	394	136	-	530	-	530	468	77	(62)	⊖	
Resources & Regulation	Transportation & Parking	-	-	-	-	-	-	-	3	-	⊕	
Resources & Regulation	Street Lighting LED Invest to Save	203	861	-	1,064	-	1,064	1,064	22	-	⊕	
Resources & Regulation	Traffic Man/Road Safety	-	442	-	442	(28)	414	426	3	12	⊖	
Resources & Regulation	Environmental Projects	60	612	40	712	(137)	575	587	185	12	⊖	
Resources & Regulation	Development Group Projects	-	299	-	299	-	299	299	38	-	⊕	
Resources & Regulation	Corporate ICT Projects	71	173	-	243	-	243	140	-	(103)	⊖	Development of software in progress
Resources & Regulation	Townside Fields - Joint Venture	-	-	-	-	-	-	-	247	-	⊕	
Resources & Regulation	Opportunity Land Purchase	-	109	-	109	-	109	109	0	-	⊕	
Resources & Regulation	Demolition of the Rock Fire Station	-	90	-	90	-	90	94	0	4	⊕	
Resources & Regulation	Irwell Street Redevelopment	-	-	-	-	-	-	53	54	53	⊖	Initial design and consultation fees only
Resources & Regulation	18 Haymarket Street	-	86	(86)	-	-	-	-	5	-	⊕	
Resources & Regulation	Demolition of Former Police HQ, Irwell Street	-	370	-	370	-	370	370	8	-	⊕	
Resources & Regulation	Tile Street Refuse Removal	-	42	239	282	-	282	282	-	-	⊕	
Resources & Regulation	Bury Market - New Toilets	-	-	-	-	-	-	-	(5)	-	⊕	
Resources & Regulation	Former Petrol Filling Station near Murray Road	-	7	-	7	-	7	-	8	(7)	⊕	
Resources & Regulation	The Rock Fire Station Redevelopment	-	4	-	4	-	4	4	3	-	⊕	
Resources & Regulation	Radcliffe TC Bus Station Relocation	1,000	902	(1,000)	902	-	902	902	3	-	⊕	
Resources & Regulation	Radcliffe Market Redevelopment	-	(63)	-	(63)	-	(63)	-	12	63	⊖	Final account awaited
Resources & Regulation	Radcliffe TC Redevelopment	-	-	-	-	-	-	5	1	5	⊕	
Resources & Regulation	New Leisure Centre at Knowsley Street	-	-	-	-	-	-	79	79	79	⊖	Initial design and consultation fees only
Resources & Regulation	Property Management/ Sale of Assets	-	-	-	-	-	-	8	154	8	⊕	Offset at year end against realised sales.
Resources & Regulation	ELR Trust	-	12	-	12	-	12	12	6	-	⊕	
Housing Public Sector	Disabled Facilities Adaptations	552	63	-	615	-	615	615	65	-	⊕	
Housing Public Sector	Play Areas/St Lighting	250	-	-	250	-	250	250	-	-	⊕	
Housing Public Sector	New Energy Development Organisation (NEDO) works	-	-	503	503	-	503	503	-	-	⊕	
Housing Public Sector	Major Repairs Allowance Schemes	7,619	-	-	7,619	-	7,619	7,619	645	-	⊕	
Housing Public Sector	Major Repairs Allowance Schemes	4,119	635	-	4,754	-	4,754	4,654	-	(100)	⊖	commitment in revised estimate subject to approval.
Total Bury Council controlled programme	25,690	16,546	(946)	41,290	(9,272)	32,018	31,999	3,508	(19)			

Funding position:

Capital Receipts	-	429	-	429	(200)	229	149				
Reserve / Earmarked Capital Receipts	1,013	3,210	239	4,462	(1,412)	3,050	3,033				
General Fund Revenue	-	923	-	923	-	923	820				
Housing Revenue Account	250	700	503	1,453	-	1,453	1,268				
Capital Grants/Contributions	10,137	10,423	(118)	20,442	(6,670)	13,772	13,117				
HRA/MRA Schemes	12,290	-	-	12,290	-	12,290	12,373				
Supported Borrowing	-	-	-	-	-	-	-				
Unsupported Borrowing	2,000	861	(1,570)	1,291	(990)	302	1,239				
	-	-	-	-	-	-	-				
	25,690	16,546	(946)	41,290	(9,272)	32,018	31,999				

Key for budget monitoring reports

Projected Overspend (or Income Shortfall)

█	a major problem with the budget	more than 10% and above £50,000
█	a significant problem with the budget	more than 10% but less than £50,000
█	expenditure/income in line with budget	
█	a significant projected underspend (or income surplus)	more than 10% but less than £50,000
█	a major projected underspend (or income surplus)	more than 10% and above £50,000



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April 2015 - June 2015

	2015/16 Original Estimate £	2015/16 Latest Estimate £	2015/16 Projected Outturn £	2015/16 Variation Over/(Under) £
INCOME				
Dwelling rents	29,981,900	29,981,900	29,981,900	0
Non-dwelling rents	219,000	219,000	219,000	0
Heating charges	70,700	70,700	71,600	(900)
Other charges for services and facilities	950,800	950,800	913,100	37,700
Contributions towards expenditure	53,900	53,900	53,900	0
Total Income	31,276,300	31,276,300	31,239,500	36,800
EXPENDITURE				
Repairs and Maintenance	0	0	0	0
General Management	773,000	773,000	803,000	30,000
Special Services	786,400	786,400	786,400	0
Rents, rates, taxes and other charges	93,200	93,200	93,200	0
Increase in provision for bad debts - uncollectable debts	183,200	183,200	183,200	0
Increase in provision for bad debts - impact of Benefit Refo	305,300	305,300	305,300	0
Cost of Capital Charge	4,531,900	4,531,900	4,533,800	1,900
Depreciation/Impairment of fixed assets - council dwelling:	7,619,100	7,619,100	7,619,100	0
Depreciation of fixed assets - other assets	41,900	41,900	41,900	0
Debt Management Expenses	40,600	40,600	40,600	0
Contribution to/(from) Business Plan Headroom Reserve	(1,919,900)	(1,919,900)	(1,919,900)	0
Total Expenditure	12,454,700	12,454,700	12,486,600	31,900
Net cost of services	(18,821,600)	(18,821,600)	(18,752,900)	68,700
Amortised premia / discounts	(14,600)	(14,600)	(14,600)	0
Interest receivable - on balances	(65,400)	(65,400)	(65,400)	0
Interest receivable - on loans (mortgages)	(1,000)	(1,000)	(1,000)	0
Net operating expenditure	(18,902,600)	(18,902,600)	(18,833,900)	68,700
Appropriations				
Appropriation relevant to Impairment	0	0	0	0
Revenue contributions to capital	5,424,200	5,424,200	5,424,200	0
(Surplus) / Deficit before ALMO/SHU payments	(13,478,400)	(13,478,400)	(13,409,700)	68,700
Payments to Six Town Housing / Transfers re Strategic Housing Unit excluded from above				
Six Town Housing Management Fee	13,158,400	13,158,400	13,058,600	(99,800)
Contribution to SHU Costs	320,000	320,000	320,000	0
Total	13,478,400	13,478,400	13,378,600	(99,800)
(Surplus) / Deficit after ALMO/SHU payments	0	0	(31,100)	(31,100)
Working balance brought forward	(1,000,000)	(1,000,000)	(1,000,000)	0
Working balance carried forward	(1,000,000)	(1,000,000)	(1,031,100)	(31,100)

key for budget monitoring reports

Projected Overspend (or Income Shortfall) of

	a major problem with the budget - more than 10% and above 50K
	a significant problem with the budget - more than 10% but less than 50K
	expenditure/income on line with budget
	a significant projected underspend (or income surplus) - more than 10% but under 50K
	a major projected underspend (or income surplus) - more than 10% and above 50K

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The table below shows the prudential indicators as derived from the Treasury Management Strategy Report for 2015/16 and the Original Budget for 2015/16 as approved at Council in February 2015. The Original Budget for 2015/16 is compared with the Forecast Outturn for 2015/16 as at 30th June 2015.

CAPITAL EXPENDITURE	Original Budget 2015/16	Forecast Outturn at 31 June 15	Variance	Notes
	£'000	£'000		
Estimate of Capital Expenditure				
Non-HRA	13,150	17,678	34.43%	1
HRA existing expenditure	12,540	12,544		
TOTAL	25,690	30,222		
Estimate of Capital Financing Requirement (CFR)				
Non-HRA	119,584	118,352	(1.03%)	2
HRA existing expenditure	40,531	40,530		
HRA reform settlement	78,253	78,253		
	238,368	237,135		3

AFFORDABILITY	Original Budget 2015/16	Forecast Outturn at 31 June 15	Variance	Notes
	£'000	£'000		
Estimate of incremental impact of capital investment decisions				
Increase in council tax (band D, per annum)	-£1.99	-£0.06		4
Increase in housing rent per week	£0.00	£0.00		5
Ratio of Financing Costs to net revenue stream				
Non-HRA	3.02%	3.11%	3.09%	6
HRA	13.61%	14.44%	6.09%	6
Net External Borrowing only to support the CFR in Medium Term	£'000	£'000		
Net External borrowing over medium term	196,011	196,011		7
Total CFR over Medium Term	236,865	237,135		7
Net External Borrowing < Total CFR	TRUE	TRUE		

EXTERNAL DEBT	Original Budget 2015/16	Forecast Outturn at 31 June 15	Variance	Notes
	£'000	£'000		
Authorised limit of external debt				
Borrowing	194,100	192,800		8
Other long term liabilities	6,700	6,700		
HRA reform settlement	79,300	79,300		
TOTAL	280,100	278,800	(0.46%)	
Operational boundary				
Borrowing	159,100	157,800		8
Other long term liabilities	6,700	6,700		
HRA reform settlement	79,300	79,300		
TOTAL	245,100	243,800	(0.53%)	

TREASURY MANAGEMENT	Original Budget 2015/16	Forecast Outturn at 31 June 15	Variance	Notes
Upper limit for fixed interest rate exposure Net principal re fixed rate borrowing / investments	140%	130%	(7.38%)	9
Upper limit for variable rate exposure Net principal re variable rate borrowing / investments	-40%	-30%	(25.75%)	9
Upper limit for total principal sums invested for > 364 days	£10 m	£10 m		10
Maturity structure of fixed rate borrowing at 30	Upper/lower limit	Actual		
Under 12 months	40% - 0%	6.54%		
12 months and within 24 months	35% - 0%	8.28%		
24 months and within 5 years	40% - 0%	5.76%		
5 years and within 10 years	50% - 0%	2.24%		
10 years and above	90% - 30%	77.18%		

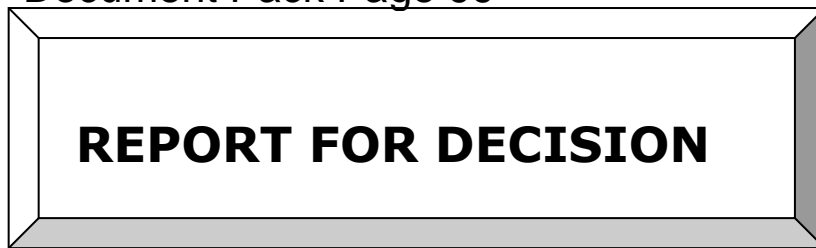
Notes to the Prudential Indicators:

1. The original budget shows the approved Capital Programme expenditure of £25,690,000. The forecast outturn of £30,222,000 is higher than budget because of slippage from 2014/15.
2. Following the Government announcement to reform the system of financing Council housing, the Authority had to pay the Department for Communities and Local Government £78.253m on the 28th March 2012. The Council financed this expenditure by PWLB loans.
3. Capital Financing Requirement relates to all capital expenditure – i.e. it includes relevant capital expenditure incurred in previous years. The Capital financing requirement reflects the authority’s underlying need to borrow.
4. The finance costs related to the increases in capital expenditure impact upon Council tax. The increase in Council Tax reflects the level of borrowing to be taken in 2015/16 to finance current and previous years’ capital expenditure.
5. There is no direct impact of capital expenditure on housing rents as the housing rent is set according to Government formula.
6. The ratios for financing costs to net revenue stream for both General Fund and HRA have remained relatively stable.
7. To ensure that borrowing is only for a capital purpose and therefore show that the authority is being prudent this indicator compares the level of borrowing and capital financing requirement (CFR) over the medium term. The level of borrowing will always be below the CFR.
8. The authorised limit and operational boundary are consistent with the authority’s plans for capital expenditure and financing. The authorised limit is the maximum amount that the authority can borrow.
9. The variable and fixed limits together look at the whole portfolio and will therefore together always show 100% exposure. Variable interest

rate limit can be positive or negative as investments under 364 days are classed as variable and are credit balances which are offset against debit variable loans. The smaller the balance of investments, the more likely the variable limit will be positive as the variable loan debit balance will be higher than the credit investment balance offset against it.

10. Principal sums invested for periods longer than 364 days have been set at £10 million. The investment balance is estimated to be cash flow driven, however if the opportunity arises that surplus investment balances are available then advantage will be taken of favourable rates.

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DECISION OF:	Cabinet
DATE:	2 September 2015
SUBJECT:	Employment Equality Report 2015
REPORT FROM:	Cabinet Member for Resources and Regulation
CONTACT OFFICER:	Catherine King, Principal Workforce Strategy Adviser Rosemary Barker, Head of People Strategy Tracy Murphy Assistant Director Resources and Regulation (HR and OD)
TYPE OF DECISION:	Cabinet (Key Decision)
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain
SUMMARY:	<p>The Public Sector Equality Duty (Equality Act 2010) requires the Council to annually publish equality information upon its workforce.</p> <p>The information must include data from various points in the employment lifecycle, disaggregated by the different protected equality characteristics.</p> <p>As well as being a legal requirement analysis of this data also helps inform our Equality and Diversity priorities for the coming year.</p>
OPTIONS & RECOMMENDED OPTION	<p>To approve publication of the information in the suggested format. The only other option would be to publish the information in a different format as to publish is a requirement on the Council.</p> <p>To support the recommended actions contained within the report</p>
IMPLICATIONS:	
Corporate Aims/Policy Framework:	Do the proposals accord with the Policy Framework? Yes
Statement by the S151 Officer: Financial Implications and Risk	There are no financial implications arising from this report.

Considerations:	
Health and Safety Implications	There is no impact in terms of Health, Safety and Welfare.
Statement by Executive Director of Resources (including Health and Safety Implications)	<p>This report is published to comply with the Public Sector Equality Duty under the Equality Act 2010.</p> <p>The report is for information only, but its contents should be used for monitoring and review of HR policies, processes and procedures whenever relevant.</p> <p>Steps will be taken to reduce the amount of "unknown" data.</p>
Equality/Diversity implications:	This document is a report on the equality characteristics of the workforce. No further equality analysis is required. By creating this document we are raising awareness of equality considerations, and the results will be used to tackle discrimination and advance equality of opportunity in employment.
Considered by Monitoring Officer:	<p>Yes</p> <p>When undertaking its functions, policy and decision making, the Council must have regard to the provisions of the Equality Act 2010, which include consideration of the public sector equality duty. It must be able to demonstrate that its actions are proportionate and undertaken to achieve a legitimate aim, in order to ensure it is not open to challenge. The information in the report is an important part of complying with its duties.</p>
Wards Affected:	All
Scrutiny Interest:	

TRACKING/PROCESS

INTERIM EXECUTIVE DIRECTOR of RESOURCES & REGULATION:

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
17.8.15	✓		
Scrutiny Committee	Cabinet/Committee	Council	
	2.9.15		

1.0 BACKGROUND

1.1 Under the Public Sector Equality Duty, which forms part of the Equality Act 2010, all public bodies are required to publish equality information. More specifically, this information must include workforce data at various points in the employment lifecycle that is disaggregated by the various protected equality characteristics.

1.2 The Employment Equality Report 2015 (copy embedded) provides this information for Bury Council. This document is published, as we are required to do, on the website at <http://www.bury.gov.uk/index.aspx?articleid=7303>.



Employment Equality
Report 2015.docx

1.3 The Council is proactive in addressing under representation and working towards a diverse workforce that is representative of the borough. Examples of this approach in recent years have included:

- The establishment and support for four successful diversity related employee groups in partnership with UNISON
- Regular publication of the council wide 'Diversity Matters' which highlights topical and key diversity related issues
- Monitoring and reviewing employment policies to ensure they are free from unconscious bias and exceed legislative requirements (including the Recruitment and Selection code)
- Redesigning recruitment and selection practices to remove unnecessary barriers
- Commissioning a survey of induction loop provision and acting upon the outcomes
- Design and delivery of Diversity related Training and Development from mandatory e-learning for all employees to a programme for line managers which has been recognised as best practice by Stonewall
- Design and implementation of the competency framework 'Bury Behaviours' which outlines what is expected of employees in terms of Values, Ethics and Diversity and measures this as part of employee review and informs development plans.
- Supporting diversity related community events
- Learning from and adopting best practice for example establishing Equality Allies and promoting 'No Bystanders'
- Driving our successful Backing Young Bury programme
- Carrying out employee surveys and acting upon the outcomes
- Exercises to reduce the level of unknown data

1.4 This list gives a flavour of the actions being taken and is by no means exhaustive. The work is overseen and directed by the Corporate Diversity Team which incorporates Equality specialists, Elected Members and senior Managers, functional leads, employee group chairs and union representatives.

2.0 ISSUES

2.1 The Employment Equality Report includes an equality breakdown of the following:

- The Council's workforce
- Recruitment including applications, interviews and appointments
- Take up of training

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- Take up of work life balance initiatives
- Disciplinarys (grievances are not currently monitored)
- Leavers
- Return to work after maternity leave
- The Borough of Bury population

2.2 Particular statistics and trends of note include:

Group	Workforce 2015	Workforce 2007	Borough of Bury (2011 census)	% Unknown
BME	6.11%	3.63%	14.7%	31.11%
Disabled	3.31%	1.58%	18.8%	34.86%
Male	23.04%	24.8%*	49%	0.01%
Female	76.95%	75.1%	51%	0.01%
16-24	7.03%	6.40%	10.7%	0.08%
LGB	1.01%	0.24%	6%**	43.52%
Christian	42.09%	33.67%*	63.0%	42.09%
Muslim	1.93%	1.24%*	6.1%	
Jewish	0.53%	0.22%*	5.6%	
Carers	22.98%	-	10.8%	66.96%

*Figures are for 2008 not 2007

**Stonewall estimate

However, it should be noted that:

- Not all Bury residents with a disability are able to work – we therefore use 8.25% as a target figure of those that are able to work
- Age – there is no-one under 16, and not many employees older than 65 in the workforce but obviously there are in the Borough of Bury, so it is not particularly useful to make this comparison
- Carers – within the Council we include employees who provide care for children – the Borough figures don't include this.

2.3 Clearly therefore, in the majority of cases, the workforce is becoming more diverse although it is still not representative of the Borough. As most recruitment has been internal only, this has impacted significantly on potential change to the make up of the workforce as whole.

2.4 Also of note is the high proportion of unknown data which we will continue to address over the coming year. Whilst we cannot force employees to provide equality monitoring information, we are working with Departmental and Corporate HR teams to find more creative ways to encourage this at all possible opportunities.

3.0 RECOMMENDATION

Whilst this report is presented primarily for information it's recommended that the contents should be used for monitoring and review of HR policies, processes and procedures to continue our work towards having a more representative workforce. One key priority will be to reduce the number of unknowns and this will be addressed over the coming year. Examples of activity to achieve this may include:

- Publicity re the reason why we ask for this information (Diversity matters for example)
- Integrating monitoring into HR practices at different stages of the employment lifecycle
- Further promotion of the self service facility on iTrent

4.0 A further report will be presented in twelve months' time which will provide comparative data for consideration.

List of Background Papers:

N/A

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Employment Equality Report 2015



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Introduction

Bury Council aims to have a workforce which reflects the diverse community of Bury, and to offer equality of opportunity in employment.

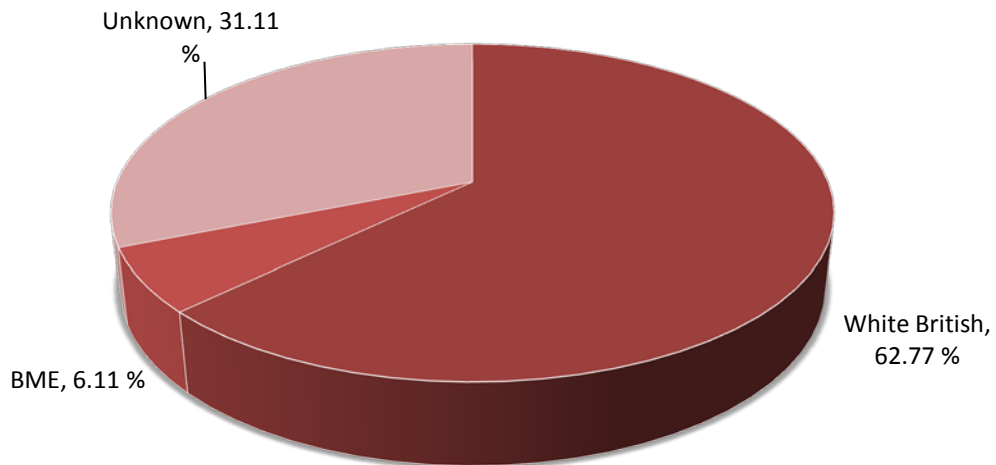
This report illustrates our progress against these aims. It also complies with the requirements of the Public Sector Equality Duty to publish equality information upon our workforce.

The report provides information for the financial year ending on 31 March 2015.

Key Workforce Facts

Race

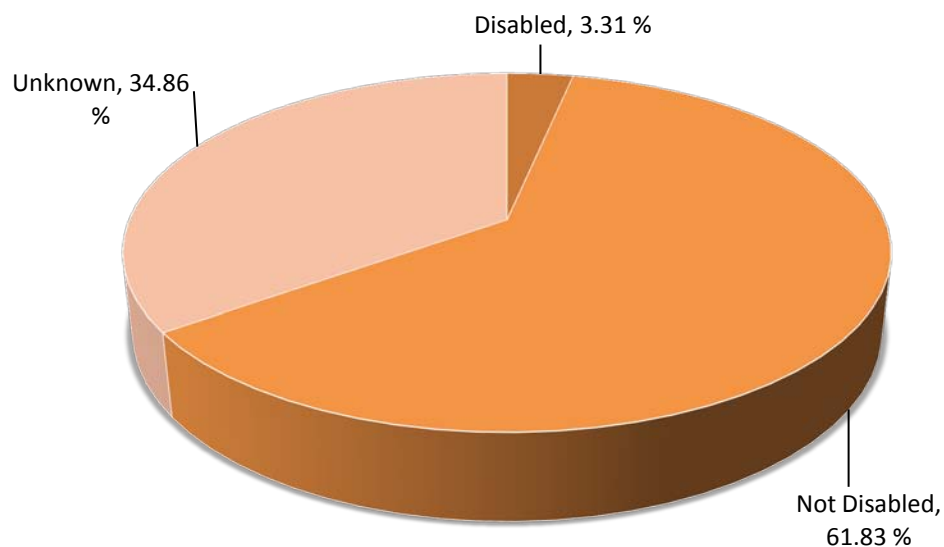
- At the end of March 2015, 6.11% of Council employees were from a black or minority ethnic background. This has steadily increased each year from 3.63% in June 2007.



- The amount of unknown data for race is 31.11%.

Disability

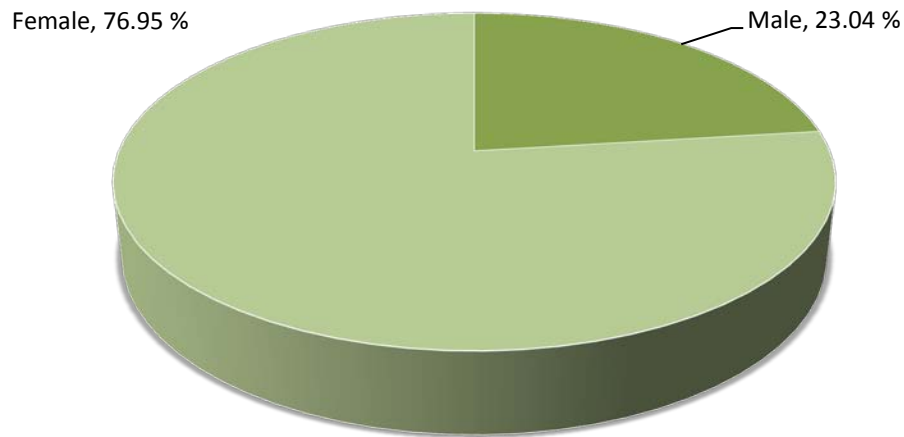
- At the end of March 2015, 3.31% of Council employees declared a disability. This has slowly but steadily increased from 1.58% in June 2007.



- The amount of unknown data for disability is 34.86%.

Gender

- At the end of March 2015, 76.95% of Council employees were female and 23.04% were male. There has been a small decrease in the number of male employees since June 2008, when the figure was 24.8%.



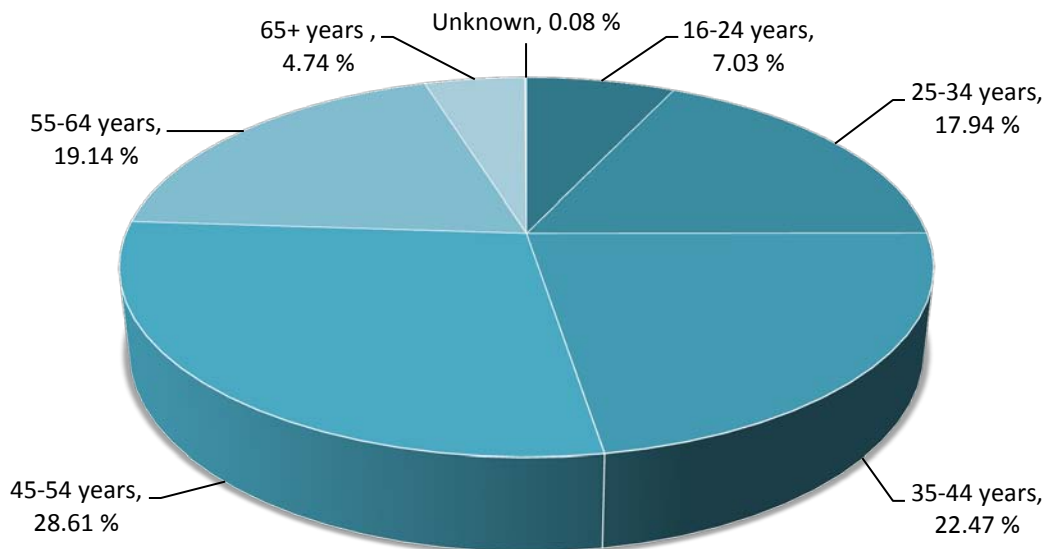
- The amount of unknown data for gender is 0.01%.

Gender Identity

- At the end of March 2015, 0.17% of employees declared that they were living or working in the gender other than that assigned to them at birth.
- The amount of unknown data for gender identity is 92.90%.

Age

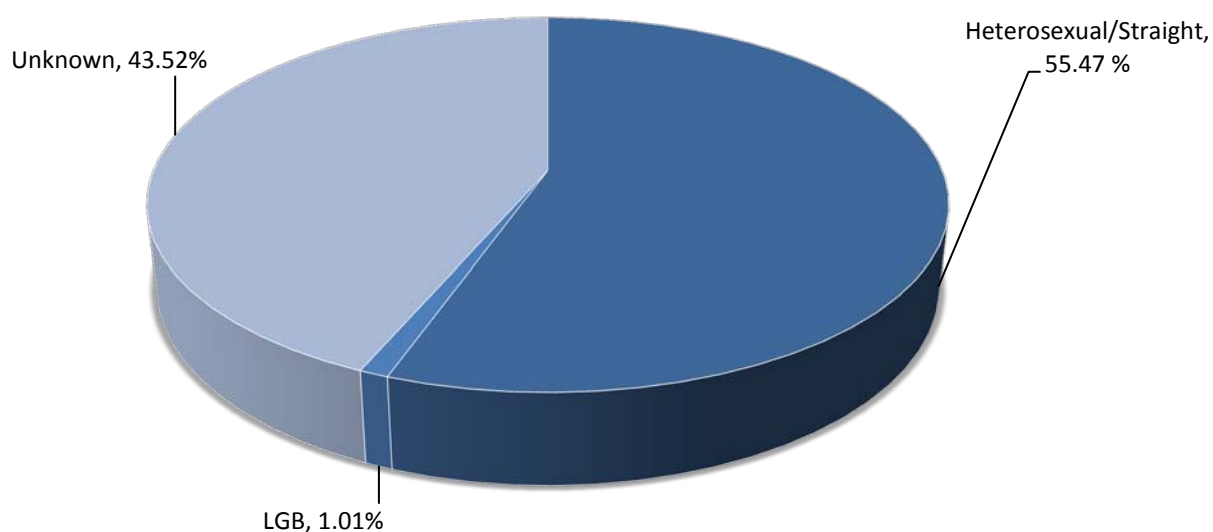
- At the end of March 2015, the number of 16-24 year olds in the workforce was 7.03%. With the support of our Backing Young Bury campaign, this has increased from a low of 6.63% in September 2012.



- The amount of unknown data for age is 0.08%.

Sexual Orientation

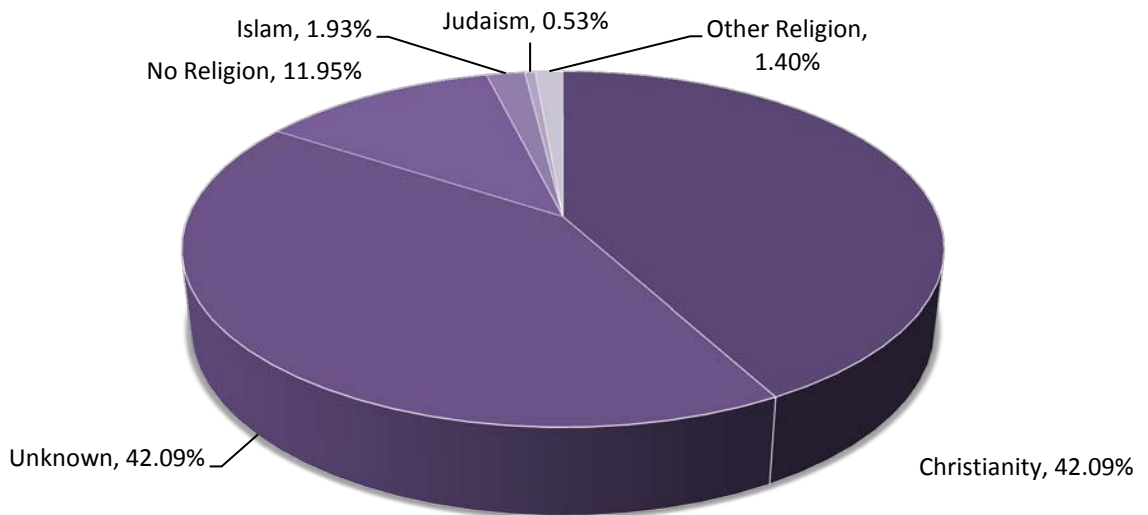
- At the end of March 2015, 1.01% of Council employees declared that they were lesbian, gay or bisexual. This has steadily increased each year from 0.24% in June 2007.



- The amount of unknown data for sexual orientation is 43.52%.

Religion or Belief

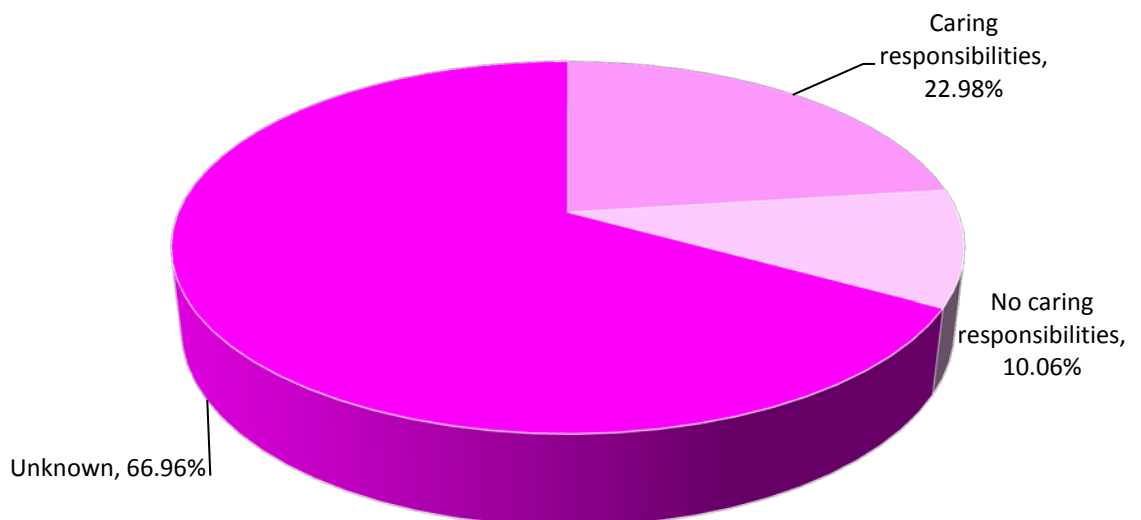
- At the end of March 2015, more employees declared a religion than ever before with 42.09% declaring themselves as Christians, 1.93% declaring themselves as Muslims and 0.53% declaring themselves to be Jewish. In June 2008, these figures were 33.67%, 1.24% and 0.22% respectively.



- The amount of unknown data for religion and belief is 42.09%.

Caring Responsibilities

- At the end of March 2015, 22.98% of Council employees declared a caring responsibility of some kind.



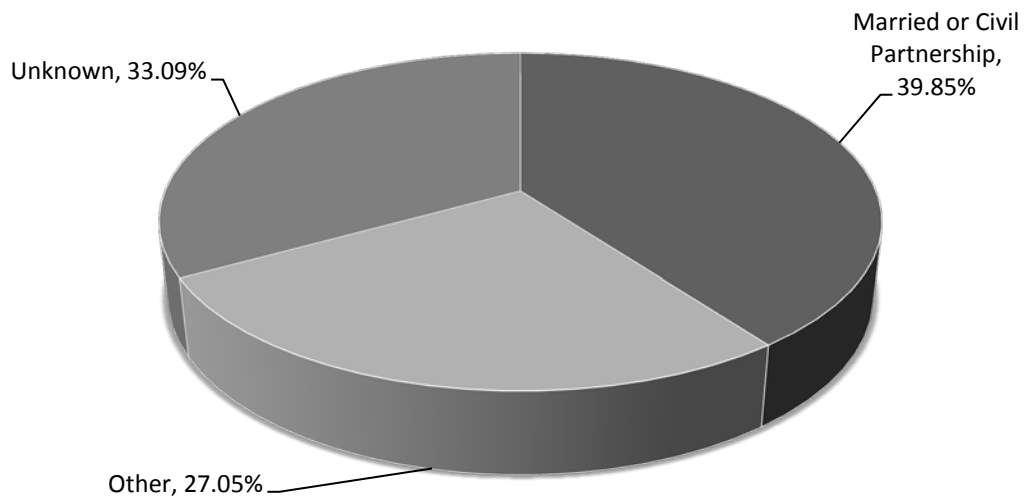
- The amount of unknown data for caring responsibilities is 66.96%.

Pregnancy and Maternity

- During the financial year 2014-15, 2.45% of Council employees took a period of maternity leave.
- Of those, 253 returned to work whilst 21 did not return to work.

Marriage and Civil Partnership

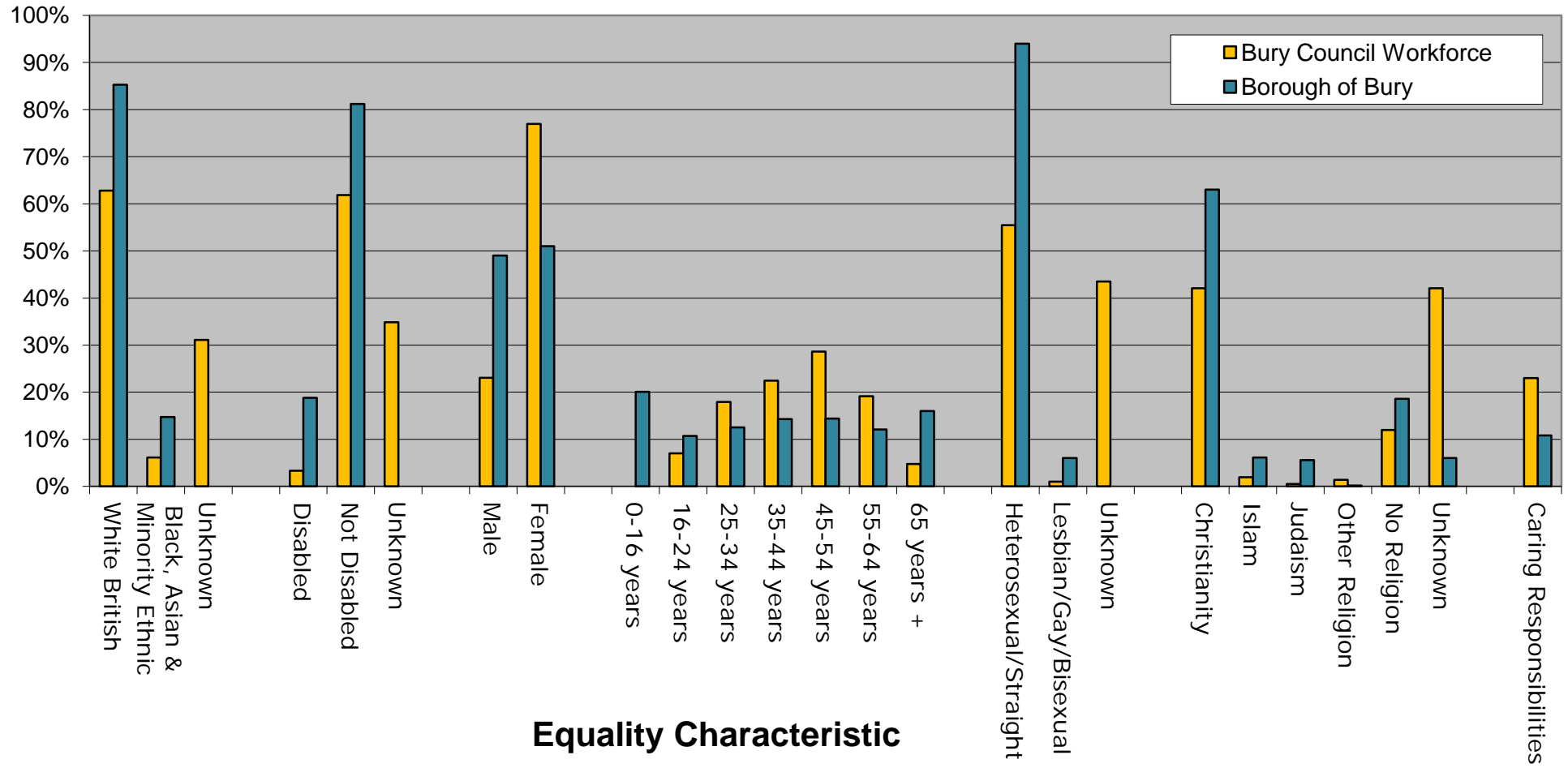
- At the end of March 2015, 39.85% of Council employees were in a marriage or civil partnership. This has increased from 33.09% in 2012.



- The amount of unknown data for marriage and civil partnership status is 33.09%.

Borough Comparisons

The graph below provides a useful comparison between the make-up of the Borough of Bury (mostly based on data from the 2011 Census) and the make-up of the Council's workforce.



Equality Monitoring Data

The following data has been taken from the Council's iTrent and e-recruitment systems to show data as at the end of March 2015.

It is split into the following tables: -

Table 1	Bury Council Workforce
Table 2	Recruitment
Table 3	Take up of Training
Table 4	Take up of Work Life Balance initiatives
Table 5	Disciplinaries
Table 6	Leavers
Table 7	Return to work after maternity leave
Table 8	Borough of Bury figures

Table 1: Bury Council Workforce

Race			
White		Mixed Race	
British	62.77% (6527)	White and Black Caribbean	0.27% (28)
Irish	0.94% (98)	White and Asian	0.08% (8)
Traveller of Irish Heritage		White and Black African	0.08% (8)
Gypsy/Roma	0.03% (3)	Any other Mixed Race background	0.21% (22)
Other White European	0.16% (17)	Black or Black British	
Any other White background	0.81% (84)	Black Caribbean	0.20% (21)
Asian or Asian British		Black African	0.28% (29)
Indian	0.45% (47)	Black British	0.29% (30)
Pakistani	1.57% (163)	Any other Black background	
Bangladeshi	0.11% (11)	Unknown	31.11% (3235)
Any other Asian background	0.25% (26)	(Total BME = 6.11% (636))	
Other Ethnic Backgrounds			
Chinese	0.17% (18)		
Any other ethnic background	0.15% (16)		

Disability			
Disabled	3.31% (344)	Unknown	34.86% (3625)
Not Disabled	61.83% (6429)		

Gender			
Male	23.04% (2396)	Unknown	0.01% (1)
Female	76.95% (8001)		

Gender Identity

Trans	0.17% (18)
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Age

16-24 years	7.03% (731)	25-34 years	17.94% (1865)
35-44 years	22.47% (2336)	45-54 years	28.61% (2975)
55-64 years	19.14% (1990)	65 years +	4.74% (493)
Unknown	0.08% (8)		

Sexual Orientation

Heterosexual/Straight	55.47% (5768)	Unknown	43.52% (4525)
Lesbian/Gay Woman/Gay Man	0.71% (74)	(Total LGB = 1.01% (105))	
Bisexual	0.30% (31)		

Religion or Belief

Christianity	42.09% (4376)	No Religion	11.95% (1243)
Islam	1.93% (201)	Other Religion	1.40% (146)
Judaism	0.53% (55)	Unknown	42.09% (4377)

Caring Responsibilities

Yes	22.98% (2389)	Unknown	66.96% (6963)
No	10.06% (1046)		

Pregnancy and Maternity

Pregnant	
Maternity Leave	2.45% (253)

Marriage and Civil Partnership			
Married or Civil Partnership	39.85% (4144)	Unknown	33.09% (3441)
Other	27.05% (2813)		

Total number of employees = 10,398

Table 2: Recruitment

Equality Characteristic	Applications	Interviews	Appointments	
Race	White British	76% (3319)	82% (1481)	56% (650)
	BME	22% (965)	17% (311)	9% (104)
	Unknown	1% (62)	1% (15)	35% (410)
Disability	Disabled	6% (278)	7% (120)	2% (25)
	Not Disabled	93% (4023)	93% (1676)	59% (681)
	Unknown	1% (45)	1% (11)	39% (458)
Gender	Male	25% (1073)	20% (362)	19% (224)
	Female	73% (3191)	79% (1421)	81% (940)
	Unknown	2% (82)	1% (24)	0% (0)
Gender Identity				
Age	16-24	17% (747)	14% (258)	18% (212)
	25-34	26% (1119)	26% (472)	28% (326)
	35-44	24% (1048)	25% (459)	23% (264)
	45-54	22% (971)	23% (411)	17% (203)
	55-64	8% (346)	9% (162)	11% (133)
	65+	3% (111)	2% (42)	2% (18)
	Unknown	0% (4)	0% (3)	1% (8)
Sexual Orientation	Heterosexual /Straight	93% (4026)	94% (1695)	60% (701)
	LGB	3% (89)	1% (34)	1% (13)
	Unknown	5% (231)	4% (78)	39% (450)
Religion Or Belief	Christianity	53% (2305)	55% (990)	39% (457)
	Islam	8% (354)	6% (117)	3% (29)
	Judaism	1% (22)	1% (16)	1% (10)
	Other Religion	30% (1292)	31% (561)	16% (189)
	No Religion	3% (151)	3% (58)	2% (21)
	Unknown	5% (222)	4% (65)	39% (458)
Caring Responsibilities	Yes			10% (112)
	No			12% (143)
	Unknown			78% (909)
Pregnancy and Maternity	Pregnant			
	Maternity Leave			
Marriage or Civil Partnership	Married or Civil Partnership			22% (251)
	Other			20% (237)
	Unknown			58% (676)

Total applications = 4346

Total interviews = 1807

Total appointments = 1164

NB. Most recruitment has been internal only. All posts are advertised – the Council does not promote employees.

Table 3: Take up of Training

Race	
White British	81.53% (1496)
BME	7.74% (142)
Unknown	10.74% (197)
Disability	
Disabled	7.85% (144)
Not Disabled	76.73% (1408)
Unknown	15.42% (283)
Gender	
Male	22.62% (415)
Female	77.38% (1420)
Unknown	0% (0)
Gender Identity	
Trans	
Age	
16-24	5.12% (94)
25-34	14.66% (269)
35-44	20.38% (374)
45-54	37.17% (682)
55-64	21.14% (388)
65+	1.47% (27)
Unknown	0.05% (1)

Sexual Orientation	
Heterosexual / Straight	76.29% (1400)
LGB	2.34% (43)
Unknown	21.36% (392)
Religion or Belief	
Christianity	55.20% (1013)
Islam	1.96% (36)
Judaism	0.44% (8)
Other Religion	1.74% (32)
No Religion	21.36% (392)
Unknown	19.29% (354)
Caring Responsibilities	
Yes	31.34% (575)
No	13.90% (255)
Unknown	54.77% (1005)
Pregnancy and Maternity	
Pregnant	
Maternity Leave	
Marriage and Civil Partnership	
Married or Civil Partnership	50.19% (921)
Other	36.08% (662)
Unknown	13.73% (252)

Total number of places on training courses = 1835

Table 4: Take up of Work Life Balance initiatives

Race		Sexual Orientation	
White British	90.33% (850)	Heterosexual / Straight	82.04% (772)
BME	7.44% (70)	LGB	1.80% (17)
Unknown	2.23% (21)	Unknown	16.15% (152)
Disability		Religion or Belief	
Disabled	8.61% (81)	Christianity	63.02% (593)
Not Disabled	87.78% (826)	Islam	1.91% (18)
Unknown	3.61% (34)	Judaism	0.74% (7)
Gender		Other Religion	2.66% (25)
Male	22.53% (212)	No Religion	18.17% (171)
Female	77.47% (729)	Unknown	13.50% (127)
Unknown	0% (0)	Caring Responsibilities	
Gender Identity		Yes	46.76% (440)
Trans		No	19.66% (185)
Age		Unknown	33.58% (316)
16-24	0.21% (2)	Pregnancy and Maternity	
25-34	7.86% (74)	Pregnant	
35-44	24.55% (231)	Maternity Leave	3.08% (29)
45-54	40.81% (384)	Marriage and Civil Partnership	
55-64	24.34% (229)	Married or Civil Partnership	62.91% (592)
65+	2.23% (21)	Other	33.79% (318)
Unknown	0% (0)	Unknown	3.29% (31)

Total number of work life balance opportunities taken up = 941

Table 5: Disciplinarys

Equality Characteristic	Disciplinarys		
Race	White British	50%	11
	BME	50%	11
	Unknown	0%	0
Disability	Disabled	5%	1
	Not Disabled	64%	14
	Unknown	32%	7
Gender	Male	41%	9
	Female	59%	13
	Unknown	0%	0
Gender Identity	Trans		
Age	16-24	0%	0
	25-34	14%	3
	35-44	41%	9
	45-54	23%	5
	55-64	23%	5
	65+	0%	0
	Unknown	0%	0
Sexual Orientation	Heterosexual /Straight	45%	10
	LGB	0%	0
	Unknown	55%	12
Religion Or Belief	Christianity	36%	8
	Islam	0%	0
	Judaism	0%	0
	Other Religion	5%	1
	No Religion	18%	4
	Unknown	41%	9
Caring Responsibilities	Yes	14%	3
	No	9%	2
	Unknown	77%	17
Pregnancy and Maternity	Pregnant		
	Maternity Leave		
Marriage or Civil Partnership	Married or Civil Partnership	41%	9
	Other	32%	7
	Unknown	27%	6

Total number of disciplinarys = 22

Table 6: Leavers

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Race									
White British	59.9%	64.7%	92.0%	79.3%	51.2%	40.0%	73.6%	55.5%	79.0%
BME	6.0%	11.8%	4.0%	2.4%	9.0%	0.0%	7.0%	5.3%	4.8%
Unknown	34.1%	23.5%	4.0%	18.3%	39.8%	60.0%	19.4%	39.1%	16.1%
Disability									
Disabled	4.1%	0.0%	0.0%	6.1%	1.6%	0.0%	9.3%	3.2%	14.5%
Not Disabled	57.7%	76.5%	88.0%	73.2%	53.7%	20.0%	71.3%	53.3%	64.5%
Unknown	38.2%	23.5%	12.0%	20.7%	44.7%	80.0%	19.4%	43.5%	21.0%
Gender									
Male	22.0%	29.4%	16.0%	23.2%	26.2%	60.0%	34.9%	17.9%	24.2%
Female	77.9%	70.6%	84.0%	76.8%	73.4%	40.0%	65.1%	82.1%	75.8%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age									
16-24	8.8%	0.0%	0.0%	0.0%	18.4%	40.0%	0.8%	8.8%	1.6%
25-34	19.5%	5.9%	0.0%	0.0%	21.3%	60.0%	10.1%	23.8%	14.5%
35-44	20.3%	23.5%	0.0%	0.0%	18.4%	0.0%	24.0%	24.7%	3.2%
45-54	21.8%	11.8%	4.0%	0.0%	20.5%	0.0%	38.0%	23.8%	9.7%
55-64	22.4%	41.2%	92.0%	64.6%	15.6%	0.0%	24.0%	13.4%	67.7%
65+	7.2%	17.7%	4.0%	35.4%	5.7%	0.0%	3.1%	5.6%	3.2%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sexual Orientation									
Heterosexual /Straight	52.6%	52.9%	36.0%	41.5%	51.6%	40.0%	64.3%	51.0%	72.6%
LGB	0.8%	0.0%	0.0%	0.0%	0.4%	0.0%	0.8%	1.1%	0.0%
Unknown	46.7%	47.1%	64.0%	58.5%	48.0%	60.0%	34.9%	49.9%	27.4%
Religion or Belief									
Christianity	39.0%	29.4%	40.0%	45.1%	62.9%	20.0%	44.2%	37.7%	62.9%
Islam	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.1%	0.0%
Judaism	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Other Religion	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.9%	0.0%
No Religion	11.7%	23.5%	0.0%	4.9%	14.5%	20.0%	17.8%	11.2%	14.5%
Unknown	45.4%	47.1%	60.0%	50.0%	22.6%	60.0%	34.9%	47.5%	22.6%
Caring Responsibilities									
Yes	18.8%	35.3%	40.0%	26.8%	15.6%	0.0%	34.9%	14.8%	24.2%
No	9.6%	5.9%	0.0%	4.9%	14.8%	0.0%	7.8%	7.9%	25.8%
Unknown	71.6%	58.8%	60.0%	68.3%	69.7%	100%	57.4%	77.3%	50.0%
Pregnancy and Maternity									
Pregnant									
Maternity Leave	1.6%	0.0%	0.0%	0.0%	0.8%	0.0%	4.7%	1.7%	0.0%
Marriage and Civil Partnership									
Marriage or Civil Partnership	38.4%	58.8%	60.0%	68.3%	28.3%	0.0%	48.1%	34.1%	56.7%

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Other	24.6%	29.4%	28.0%	25.6%	19.3%	40.0%	38.8%	23.8%	21.0%
Unknown	37.0%	11.8%	12.0%	6.1%	52.5%	60.0%	13.2%	42.2%	19.4%

Total All Leavers = 1313

Total Compulsory Redundancy/Retirement = 17 (1.3% of all leavers)

Total Voluntary Redundancy = 25 (1.9% of all leavers)

Total Other Retirement = 82 (6.2% of all leavers)

Total End of Contract = 244 (18.6% of all leavers)

Total Dismissals = 5 (0.4% of all leavers)

Total Compromise/Mutual Termination = 129 (9.8% of all leavers)

Total Resignation/Other = 749 (57.0% of all leavers)

Total Not Known = 62 (4.7% of all leavers)

Table 7: Return to work after maternity

Race	
White British	66% (167)
BME	2% (6)
Unknown	32% (80)
Disability	
Disabled	3% (8)
Not Disabled	61% (154)
Unknown	36% (91)
Gender	
Male	N/A
Female	100% (0)
Unknown	N/A
Gender Identity	
Trans	
Age	
16-24	3% (8)
25-34	58% (146)
35-44	37% (93)
45-54	2% (5)
55-64	0% (1)
65+	0% (0)
Unknown	0% (0)

Sexual Orientation	
Heterosexual / Straight	58% (148)
LGB	0% (0)
Unknown	42% (105)
Religion or Belief	
Christianity	41% (104)
Islam	2% (5)
Judaism	0% (0)
Other Religion	1% (3)
No Religion	17% (42)
Unknown	39% (99)
Caring Responsibilities	
Yes	21% (52)
No	8% (19)
Unknown	72% (182)
Marriage and Civil Partnership	
Married or Civil Partnership	40% (100)
Other	31% (79)
Unknown	29% (74)

Total number of employees who returned to work after maternity leave = 253

Table 8: Borough of Bury figures

Race	
White British	85.3%
BME	14.7%
Disability	
Disabled	18.8%
Not Disabled	81.2%
* The Council uses 8.25% for disability target setting as agreed with our local Disability Community Group - Disability Access and Involvement Forum	
Gender	
Male	49%
Female	51%
Age	
0-16	20.1%
16-24	10.7%
25-34	12.5%
35-44	14.3%
45-54	14.4%
55-64	12.1%
65+	16.0%

Sexual Orientation	
Heterosexual / Straight	94%
LGB	6%
Religion or Belief	
Christianity	63.0%
Islam	6.1%
Judaism	5.6%
Other Religion	0.2%
No Religion	18.6%
Unknown	6.0%
Caring Responsibilities	
Yes	10.8%

Figures based primarily on 2011 Census and Stonewall guidance re sexual orientation.

Further Information

This document can be made available in a number of accessible formats, including Braille, large print or other languages upon request.

If you do need this information in an alternative format, or have any other queries please contact us: -

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Agenda Item	
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DECISION OF:	CABINET
DATE:	2 SEPTEMBER 2015
SUBJECT:	HOME TO SCHOOL/HOME TO COLLEGE SEN TRAVEL
REPORT FROM:	CABINET MEMBER FOR CHILDREN , FAMILIES AND CULTURE
CONTACT OFFICER:	PAUL COOKE STRATEGIC LEAD (SCHOOLS, ACADEMIES AND COLLEGES)
TYPE OF DECISION:	EXECUTIVE (NON KEY DECISION)
FREEDOM OF INFORMATION/STATUS:	THIS PAPER IS WITHIN THE PUBLIC DOMAIN
SUMMARY:	<p>The Children & Families Act 2014 introduced significant reforms to the way that services for children and young people with Special Educational Needs or Disability are provided, commissioned or delivered. Home to school transport or financial assistance to support travel to school is an important element of that provision.</p> <p>The existing policy framework for home to school/college transport does not meet the expectations set out in the Act to provide greater flexibility and choice to families, and to enable to use of personal budgets where this is requested.</p> <p>This report sets out proposed changes to the Council's policy and seeks approval from Cabinet to consult with all stakeholders on those changes, and to receive a further report in December 2015 setting out the outcome of that consultation.</p>

	The proposed changes set out in this report have been informed through the triborough work with Oldham and Rochdale and ongoing engagement with stakeholder groups.
OPTIONS & RECOMMENDED OPTION	<ol style="list-style-type: none"> 1. Cabinet approve consultation on proposed changes to the Council's policy framework for home to school / college SEN transport and travel assistance 2. That no further action is taken <p>Option One is recommended on the basis that the proposals respond to the statutory requirements introduced by the Children and Families Act 2014, and will ensure that the policy framework is informed by the outcome of consultation with stakeholders.</p>

IMPLICATIONS:	
Corporate Aims/Policy Framework:	<p>Do the proposals accord with the Policy Framework?</p> <p>The revised policy, if ultimately adopted, will replace the current Home to school and home to college transport policies</p>
Statement by the S151 Officer: Financial Implications and Risk Considerations:	<p>These proposals have been developed to address the requirements of the Children and Families Act (2014).</p> <p>The proposals will be implemented within existing resources</p>
Health and Safety	The proposals outlined in this report will be implemented taking account of relevant Health & Safety and safeguarding responsibilities.
Statement by Executive Director of Resources:	There are no wider resource implications arising from this report.
Equality/Diversity implications:	
Considered by Monitoring Officer:	<p>Yes JH</p> <p>Where consultation is undertaken, as is proposed, it must be fair and "proportionate" to the purpose and objectives of the consultation exercise.</p>

	<p>General principles which derive from decided cases as to how consultations should be conducted are:</p> <ul style="list-style-type: none"> • Consultation should occur when proposals are at a formative stage (as here); • Consultation should give sufficient reasons for any proposal , to permit intelligent consideration; • Consultation should allow adequate time for consideration and response; • The degree of specificity regarding the consultation should be influenced by those who are being consulted and; • The demands of fairness are likely to be higher when the consultation relates to a decision which is likely to deprive someone of an existing benefit. <p>Further advice will be given in due course but ultimately there must be clear evidence that the decision maker has considered the consultation responses, or a summary of them, before taking the decision on the policy.</p>
Wards Affected:	All
Scrutiny Interest:	

TRACKING/PROCESS

DIRECTOR: Executive Director of Children, Young People & Culture

Chief Executive/ Strategic Leadership Team	Executive Member/Chair	Ward Members	Partners
Scrutiny Committee	Committee	Council	

1.0 BACKGROUND

1.1 The Children & Families Act 2014 introduced significant reforms to the way that services for children and young people with SEN or Disability (SEND) are provided, commissioned or delivered. Home to school transport or financial assistance to support travel to school or college is an important element of that provision.

- 1.2 Transport, or financial assistance for travel, for children and young people to facilitate attendance at school or college, is provided by the Council in a number of circumstances:
- Home to School (Mainstream)
 - Home to School (Special Educational Needs)
 - Home to College (Special Educational Needs)
 - Attendance at Respite Care/Short Breaks
- 1.3 In accordance with the Education Act 1996 (EA 1996) the council has a duty to make necessary travel arrangements for all 'eligible children'. There is also statutory guidance about the transport for post 16, published by DfE 2014.
- 1.4 Home to School (Mainstream) transport was subject to review in 2013 and is therefore out of the scope of this review. This report focuses on the Home to School (SEN), Home to College (SEN), and Respite Care/Short Breaks.
- 1.5 The manner in which transport and financial assistance for travel is currently provided is no longer totally compatible with the principals of the SEND reforms which place greater emphasis on the needs of the child or young person, and planning for their future to enable greater flexibility and choice in the way parents or carers access provision, together with the requirement to provide personal budgets where requested by parents or carers.
- 1.6 Transport and/or travel assistance needs to be a key element in the preparation of an Education, Health and Care Plan, and changes in eligibility and assessment for travel assistance need to be clearly aligned to the Education Health and Care(?) Plan process.
- 1.7 The local authority now has a statutory duty for young people with Learning Difficulties and Disabilities up to the age of 25, and there is DfE guidance in respect of post-16 transport/travel assistance. The Council's current policy is incompatible with the statutory obligations.
- 1.8 Transport is also provided to children and young people attending respite care or short breaks immediately after school. This is provided on a discretionary basis by the Council but is not reflected in the Council's policy and therefore there is no clear position with regards eligibility, or in what circumstances transport and/or financial assistance to travel will be provided. A separate review of short breaks is being undertaken and issues in relation to eligibility for and provision of transport and/or financial assistance will need to align to the outcome of that review.
- 1.9 In order to meet statutory obligations and respond to the needs and expectations of parents and carers it is proposed to review the eligibility criteria and modes of delivery for Home to School (SEN), Home to College (SEN) and Respite Care.
- 1.10 The proposed changes have been informed by work with Oldham and Rochdale Councils and ongoing engagement with stakeholders, including school staff, parent support groups, social care staff and other professionals.

- 1.11 Different models of delivery have already been introduced, independent travel training, mileage rate payment to families and inclusive provision of transport within the placement for some pupils attending out of borough schools.
- 1.12 The Council currently provides transport for 334 pupils to schools and 20 students to colleges
- 1.13 There is no intention to make financial savings as a result of the policy change. In the first instance the proposed policy, with clear criteria for eligibility and provision of financial assistance, will enable escalating costs from demand pressures to be contained.

2.0 PROPOSED CHANGES

- 2.1 Consultation will focus on a number of key aspects of the proposed policy framework as set out below.
- 2.2 It is proposed that pupils be assessed for travel assistance taking into account the needs of the child or young person, and the distance between home and school. There is long-standing custom and practice of transport being provided to all Children and Young People attending a special school, and a significant proportion of children and young people with statements / education health care attending Resource provision, and in some instances mainstream schools.
- 2.3 Where there is an assessed need, the statutory duty placed on the local authority to facilitate attendance at school will be met through one of a number of offers, with each of those offers being subject to strict criteria:
 - Independent travel training and the provision of a bus pass (bus passes are issued free of charge by Transport for Greater Manchester to students with LDD(?) currently this is a lifelong entitlement)
 - Use of personal budgets to enable families to make their own travel arrangements
 - Payment of mileage allowance to enable parents to transport their child
 - Home to school transport but with common collection up points
 - Home to school (door to door service)
- 2.4 The provision of door to door service will only be provided where all other options have been exhausted.
- 2.5 The policy will contain a clause that enables a request to be made to the LA for consideration under exceptional circumstances, and an appropriate appeal mechanism where parents are unhappy with the outcome.
- 2.6 The Council will also work further with independent special schools to explore options for transport to be provided by the schools at part of the overall package.
- 2.7 The home to college transport policy will need to be reviewed in light of the new post 16 statutory guidance.
- 2.8 In respect of transport to and from respite care, the cost of which is currently a charge against the schools budget, it is proposed to cease the arrangements

and appropriate provision made within personal budgets to enable families to make their own arrangements for accessing short breaks. This will form part of the review of Short Breaks to be undertaken during the autumn term 2015.

- 2.9 Because of the comprehensive nature of these changes and the need to link eligibility and assessment to the Education Health and Care Plan process, the intention would be to put in place a transport policy framework with provision for it to be applied and implemented on a phased basis informed by the annual review process.

3.0 FINANCIAL IMPLICATIONS

- 3.1 While there is no intention to make financial savings as a result of the policy changes, the introduction of independent travel training programme has to date resulted in a reduction in the number of vehicles required to transport pupils to Elms Bank Specialist Arts College.

4.0 RISKS

- 4.1 The key risks associated with the proposed change in policy are of legal challenge and reputational damage to the Council.
- 4.2 The option to maintain the status quo and retain the existing policy does little to mitigate the potential for legal challenge as the existing policy framework does not meet the expectations of the SEND reforms as set out in the Children and Families Act.
- 4.3 The recommended option in this report is for the Council to consult with all stakeholders on proposed changes to the policy framework which will mitigate the potential for legal challenge.

5.0 EQUALITY AND DIVERSITY ISSUES

- 5.1 The policy will impact on key groups. Whilst the intention is to put in place a policy framework that is flexible and responsive to the needs of children and young people and their parents and carers there is the potential for a negative, or perceived negative impact on protected groups. Consultation with all stakeholders has, and will continue to inform development of the policy. An equality assessment will consider the impact of the proposed policy before final submission to Cabinet for adoption.

List of Background Papers:-

Contact Details:-

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