

MEETING:	Cabinet
DATE:	Wednesday, 4 March 2020
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

Minutes

3. Minutes of the previous meeting held on 19th February, 2020 (Cab.4.3.2020/3) *(Pages 3 - 6)*

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.4.3.2020/4) *(Pages 7 - 8)*

Petitions

5. Petitions received under Standing Order 44 (Cab.4.3.2020/5)

Items for Decision/Recommendation to Council

Deputy Leader

6. Provision of Statutory Services to the Oughtibridge Valley Development (Cab.4.3.2020/6) *(Pages 9 - 18)*

Children's Spokesperson

7. Outcomes of the Youth Parliament's "Make Your Mark" Ballot (2019) (Cab.4.3.2020/7) *(Pages 19 - 26)*
8. School Term Times and Holiday Dates for Community and Voluntary Controlled Schools 2021-2022 (Cab.4.3.2020/8) *(Pages 27 - 36)*
9. Validated Education Outcomes in Barnsley 2019 (Cab.4.3.2020/9) *(Pages 37 - 58)*

Core Services Spokesperson

10. Corporate Plan Performance Report - Quarter 3 October to December 2019 (Cab.4.3.2020/10) *(Pages 59 - 88)*
11. Corporate Financial Performance Quarter Ending 31st December 2019 (Cab.4.3.2020/11) *(Pages 89 - 96)*
12. Gender Pay Gap Report 2019 (Cab.4.3.2020/12) *(Pages 97 - 124)*

13. Implementation of the 2020/21 Pay Policy Statement (Cab.4.3.2020/13)
(Pages 125 - 142)
RECOMMENDATION TO FULL COUNCIL ON 2ND APRIL 2020

Regeneration and Culture Spokesperson

14. Community Asset Transfer - Valley Community Centre, Cudworth
(Cab.4.3.2020/14) (Pages 143 - 150)
15. Holden House, Barnsley - Lease Renewal to Riverside Housing Association
(Cab.4.3.2020/15) (Pages 151 - 160)
16. Exclusion of Public and Press
It is likely that the public and press will be excluded from this meeting during consideration of the items so marked because of the likely disclosure of exempt information as defined by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, subject to the public interest test.

Joint Regeneration and Culture and Core Services Spokespersons

17. Barnsley - A Gigabit City: A Full Fibre Digital Transformation for Barnsley
(Cab.4.3.2020/17) (Pages 161 - 172)
Reason restricted:
Paragraph (3) Information relating to the financial or business affairs of any particular person (including the authority holding that information)

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Lamb and Platts

Cabinet Support Members:

Councillors Charlesworth, Franklin, Frost, Saunders, Sumner and Tattersall

Chair of Overview and Scrutiny Committee

Chair of Audit Committee

Sarah Norman, Chief Executive

Rachel Dickinson, Executive Director People

Matt Gladstone, Executive Director Place

Wendy Lowder, Executive Director Communities

Julia Burrows, Director Public Health

Andrew Frostdick, Executive Director Core Services

Michael Potter, Service Director Business Improvement and Communications

Neil Copley, Service Director Finance (Section 151 Officer)

Katie Rogers, Head of Communications and Marketing

Anna Marshall, Scrutiny Officer

Martin McCarthy, Service Director Governance, Members and Business Support

Corporate Communications and Marketing

Please contact Martin McCarthy on email governance@barnsley.gov.uk

Tuesday, 25 February 2020

MEETING:	Cabinet
DATE:	Wednesday, 19 February 2020
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

MINUTES

Present Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Frost, Gardiner, Howard, Lamb and Platts

Members in Attendance: Councillors Franklin and Tattersall

177. Declaration of pecuniary and non-pecuniary interests

Councillor Tattersall declared a non-pecuniary interest as a School Governor in respect of Minute Numbers 182 and 183.

Councillors Andrews, Frost and Howard declared a non-pecuniary interest as Board members on Barnsley Business Innovation Centre (BBIC) in respect of Minute Number 186.

178. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 5th February, 2020 had been called in.

179. Minutes of the previous meeting held on 5th February 2020 (Cab.19.2.2020/3)

The minutes of the meeting held on 5th February, 2020 were taken as read and signed by the Chair as a correct record.

180. Decisions of Cabinet Spokespersons (Cab.19.2.2020/4)

There were no Records of Decisions by Cabinet Spokespersons under delegated powers to report.

181. Petitions received under Standing Order 44 (Cab.19.2.2020/5)

RESOLVED that the report notifying the receipt of the following petitions be noted and the recommended actions for responding to them be endorsed:-

- (a) Containing the signatures of 95 signatories, in respect of pedestrian safety on Wellington Crescent and Underwood Avenue at Worsbrough Bank End, Barnsley.

The Council's Traffic group will inform the petitioners representative that;

As part of the continued pressure on Highway service budgets; the dedicated budgets for introducing traffic calming and Traffic Regulation Orders (TROs) that could introduce parking restrictions, yellow lines etc has been reduced to

zero. The only money available for traffic measures is the road safety budget and which is targeted to sites on a priority basis.

The method used to ascertain the priority sites is by using Personal Injury Collision (PIC) data obtained by South Yorkshire Police.

The Council receives an allocation of Integrated Transport funding from the Department for Transport (DfT), via the Sheffield City Region, to carry out remedial measures/improvements at locations where there is a history of PIC collisions. The Council educates and promote road safety to the general public.

The Authority has a statutory duty to monitor all PIC's and each year officers interrogate the database to determine the list of priority locations, which require intervention first.

Following this, officers then seek to resolve issues at these locations using the available funding received.

There have been 4 collisions on Wellington Crescent and Underwood Avenue during the last four years and have occurred on the road away from the school. This area does not fall within the current priority collision list.

As a result, it does not meet the criteria for the provision of parking restrictions and traffic calming but the Council will continue to monitor the location as part of ongoing collision analysis.

In addition, the Authority is aware that the school has not responded to or accepted any support from the Council's Road Safety team to discuss measures available from the Council to educate and promote road safety to the children, parents and teachers. The road safety can provide support including:-

- Signs in the shape of children at zig-zigs,
- School representative to attend PACT,
- Work with parking enforcement and children to educate drivers – children issue notices to parents with support from parking officers,
- Request Smiley Sid attends the school from the Police.

These measures will require support from the school to be effective.

No further action on this matter.

Children's Spokesperson

182. School Admissions Arrangements in the Borough (2021/22) (Cab.19.2.2020/6)

RESOLVED that the proposed school admission arrangements for community and voluntary controlled primary and secondary schools for the school year 2021 – 2022, as detailed in the report now submitted, be approved in order to ensure compliance with legislation.

183. Co-ordinated Scheme of Admissions to Community and Voluntary Controlled Schools (2021/22) (Cab.19.2.2020/7)

RESOLVED that the proposed co-ordinated scheme for admission to primary and secondary schools for the school year 2021 – 2022, as detailed in the report now submitted, be approved in order to ensure compliance with legislation.

184. Exclusion of Public and Press

RESOLVED that the public and press be excluded from the meeting during consideration of the following items, because of the likely disclosure of exempt information as described by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, as follows:-

<u>Item Number</u>	<u>Type of Information Likely to be Disclosed</u>
185	Paragraph 3
186	Paragraph 3

Regeneration and Culture Spokesperson

185. High Street Heritage Action Zone (Cab.19.2.2020/9)

RESOLVED:-

- (i) that approval be given to the acceptance of grant funding from Historic England totalling £1.968m to contribute towards the improvements to buildings on the Eldon Street high street, improving visitors' first impressions of the town for those arriving by public transport, as detailed in the report submitted;
- (ii) that the release of Council capital resources of £2m in matched funding (as detailed in Section 7 and Appendix A) be approved; and
- (iii) that the commencement of the High Street Heritage Action Zone programme (highlighted in Section 4 of the report) from 1st April 2020 be agreed.

186. Barnsley Business Innovation Centre Company Restructure and Partnership Arrangements (Cab.19.2.2020/10)

RESOLVED:-

- (i) that approval be given to the proposed restructuring of the Barnsley Business Innovation Centre (BBIC) company structure as outlined in the report now submitted;
- (ii) that the Executive Director Core Services be given delegated authority to negotiate and conclude the revised company constitution of the Barnsley Business Innovation Centre and the members agreement on behalf of the Council; and
- (iii) that it be noted that Council representation on the Board of Directors will remain the same as the existing BBIC company.

.....
Chair

BARNSELY METROPOLITAN BOROUGH COUNCIL

CABINET SPOKESPERSONS' DECISIONS

Schedule of Decisions taken for weeks ending 14th and 28th February, 2020

<u>Cabinet Spokesperson</u>	<u>Item</u>	<u>Decisions</u>
1. Children's Services	School Placement and Sufficiency Strategy for Children and Young People with Special Educational Needs (2017-20): Expansion of Additional Resource Unit at Hoyland Springwood Primary Academy	that approval be given to authorise expenditure, amounting to a total of £387,150, for the purpose of refurbishing the Additional Resource Unit at Hoyland Springwood Primary Academy. This will help provide up to 10 quality placements for children aged 5-11 who have been diagnosed with complex needs and thereby prevent these young and vulnerable children from being placed in more costly, independent provision out of the Borough. The decision will ensure greater value for money and the more effective use of available resources.
*2. Adults and Communities	The Deed of Variation for the Development of the Women's Centre	that approval be given to entering into of a Deed of Variation which will enable the property identified to be used for the delivery of domestic abuse services and use as a Women's Centre, whilst also being retained for the provision of substance misuse support services in accordance with the terms of Public Health England (PHE) funding.

* Not for publication – contains exempt information, Local Government Act 1972, Part I, Schedule 12A Paragraph 3 apply.

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BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**Report of the Executive
Director Core Services**

Provision of Statutory Services to the Oughtibridge Valley Development

1. Purpose of report

- 1.1 To put arrangements in place to ensure that all residents of this development receive high quality and consistent statutory services as they move into this development pending a boundary review.
- 1.2 To agree to write to the Local Government Boundary Commission for England to ask them to undertake a Principal Area Boundary Review specifically limited to the part of the boundary between Sheffield City Council and Barnsley MBC that passes through this development. This would enable the entirety of the development to move into the Sheffield City Council area so that Barnsley would no longer have any statutory responsibility for the provision of services to this area.

2. Recommendations

- 2.1 That a Service Level Agreement is reached with Sheffield City Council to provide services to this development.
- 2.2 That the council writes to the Local Government Boundary Commission for England to request a Principal Area Boundary Review once the development is complete.

3. Introduction

- 3.1 Outline planning applications for residential housing on the site that formerly housed Oughtibridge Mill were submitted jointly to both Sheffield City Council (SCC) and Barnsley Metropolitan Borough Council (BMBC) in 2016, with a reserved matters application setting out detailed plans for 290 new dwellings submitted to SCC at the start of September 2019 and due for determination by early to mid-December. A map of the development and surrounding area is appended.
- 3.2 A letter was received by BMBC and SCC from Bradfield Parish Council in March 2019, setting out a number of issues that the parish council had identified in relation to service delivery for the new properties once built. In essence, the core concern is that the new development is located within Barnsley, but it has no road connection to the rest of Barnsley without a long detour through Sheffield, which results in a number of potential issues detailed in the table below.

- 3.3 On receipt of the letter from the parish council, officers from BMBC and SCC began working together to fully understand the problem and determine what options might be available to mitigate some of the issues that arise from what is an unusual issue, particularly given the size of the development.
- 3.4 The site crosses the boundary between Sheffield and Barnsley, with a total of 290 dwellings proposed across the whole site, with a majority expected to be on the Barnsley side of the boundary.
- 3.5 Development proposals are for all properties to be connected to the highway network through Sheffield, with anyone wanting to reach the development from Barnsley having to travel through Sheffield to do so.
- 3.6 There is a reasonable expectation that residents will seek to access services in Sheffield, and that delivery of services by SCC may well be the most logistically simple approach (and therefore the most cost effective use of public funds).
- 3.7 If SCC were to accept responsibility for delivery of some or all services to properties on the BMBC side of the boundary, there are questions of democratic representation and accountability to resolve, namely that the area would be represented by Barnsley councillors who would have very limited influence over the delivery of council services to the development.
- 3.8 Properties on the Barnsley side of the border would pay council tax to Barnsley, but may predominantly use services provided by Sheffield.
- 3.9 The new properties will form part of the natural community around Oughtibridge and Wharncliffe Side, which is covered by Bradfield Parish Council. The development also crosses the boundary between Bradfield and Wortley Civil Parishes, which are currently co-terminous with the LA boundaries. Properties on the Barnsley side of the boundary will not be subject to the Bradfield Parish precept but could be reasonably expected to access services provided by the Parish Council. For example, Bradfield Parish Council currently pays for the maintenance of the local park. BMBC had planned to undertake a Community Governance Review with the cooperation of Wortley Parish Council to remove the area of this development from the Wortley PC area prior to any houses being completed so they would not be liable for the Wortley PC precept.
- 3.10 In assessing key issues, officers have worked with a services to assess which services will experience the most challenges in providing their service to this development These are:
- Highways maintenance and street-scene
 - Waste collection and disposal
 - Schools and education
 - Primary care services
- 3.11 Legal agreements are in place already for SCC to adopt the bridge being built to connect the proposed development to Langsett Road North, and for SCC to provide school places for the development should additional capacity be

required, with capital contributions agreed with the developer to support this. This reflects an assumption that the impact of service demand will be felt in SCC, as acknowledged in BMBC's Local Plan. Discussions are also ongoing as to whether SCC adopts the whole road network for the estate, given access to the development will only be through Sheffield.

- 3.12 There is agreement that for some services, service delivery will happen in, or is best undertaken in, Sheffield. In the case of primary care services it is accepted that residents of the proposed development are overwhelmingly likely to want to register with Oughtibridge GP Surgery; demand for library services is likely to be felt in one of the several Sheffield libraries that are closer than the nearest BMBC library; and waste collection will be logistically simpler for Sheffield, given it will have crews in the Sheffield part of the development already.
- 3.13 In addition to impacts on service delivery, there are other identified implications for BMBC and SCC, in relation to National Housing Targets, New Homes Bonus and council tax income. As noted above, BMBC have already agreed through our published Local Plan that because service demand from the development will be felt in Sheffield, the additional houses within the BMBC boundary will count towards SCC's housing target. This does not apply to New Homes Bonus or to Council tax income, which are received by the host authority.

4. Proposal and justification

- 4.1 Given that Sheffield City Council already provide statutory services to all the houses in the vicinity of this development and that there are significant logistical challenges to BMBC of providing services, in particular waste disposal and highway maintenance, it would be best for the residents of this new development if SCC provided these services.
- 4.2 Due to the complexities caused by residents paying council tax to BMBC and being represented by BMBC ward members but receiving services from SCC it would make the most sense for the entirety of this development to move into the SCC area.
- 4.3 The legal vehicle to do this is a Principal Area Boundary Review carried out by the Local Government Boundary Commission for England. This review would take around 15 months. It is proposed that the council should write to the commission and ask them to undertake a review under the following conditions:
- 1) That the review only consider the area of this development and not the wider borough
 - 2) That the review not be concluded until after all houses in the development are completed so that BMBC receives the New Homes Bonus for the properties.
 - 3) That there are no wider implications for BMBC's ward boundaries as no currently occupied houses will be moving between Local Authority Areas.

- 4.4 As houses will be completed and occupied in advance of the PABR, that BMBC reaches a Service Level Agreement with Sheffield City Council to provide all statutory services to all houses in the development pending the completion of this review at which point SCC will be responsible for the services in perpetuity.

5. Implications for local people / service users

- 5.1 Only the future residents of this development are affected by this proposal. These residents would receive security as their services would always be carried out by the same authority to the same standard.

6. Financial implications

- 6.1 Agreement would have to be reached between SCC and BMBC on the cost of the provision of services pending the completion of the boundary review under the SLA.
- 6.2 It is likely that the residents of these houses will be paying full council tax and that the cost of these services will be met through the council tax received by these properties once they are occupied.

7. Employee implications

- 7.1 None

8. Communications implications

- 8.1 None

9. Consultations

- 9.1 None

10. Appendices

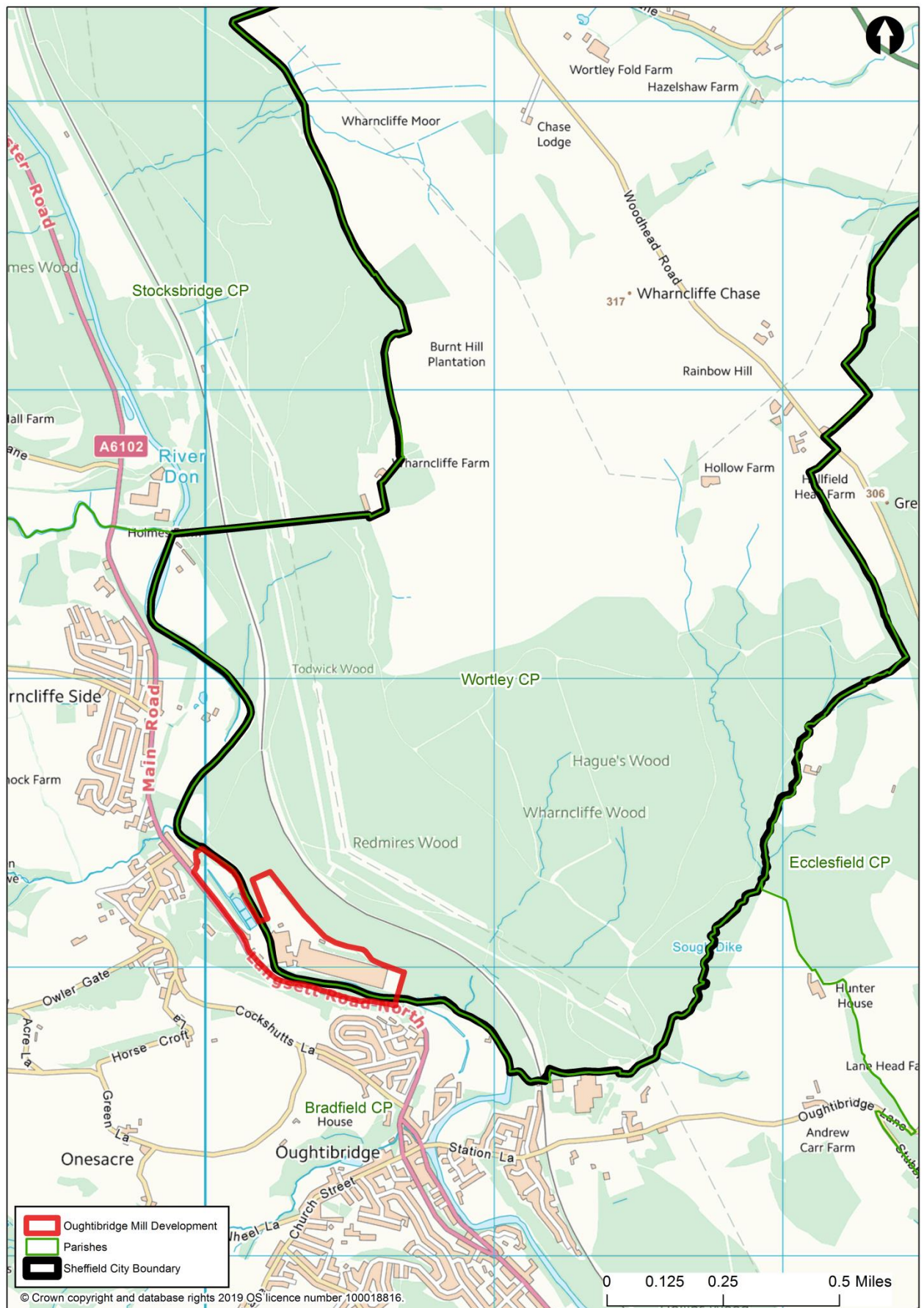
- 10.1 A map of the affected area is listed in Appendix 1
- 10.2 A map of the wider area of the development is listed in Appendix 2.

11. Background papers

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Officer Contact: A.C. Frosdick **Date:** 16th January 2020

Appendix 1 – Map of development and surrounding area



Appendix 2 – Wider area context

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BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**REPORT OF THE
EXECUTIVE DIRECTOR
(PEOPLE) TO CABINET**

OUTCOMES OF THE YOUTH PARLIAMENT'S "MAKE YOUR MARK" BALLOT (2019)

1. PURPOSE OF REPORT

- 1.1 To update cabinet on the outcome of the November 2019 United Kingdom Youth Parliament Make Your Mark (MYM) ballot and campaign results.

2. RECOMMENDATIONS

- 2.1 **That Cabinet receives and promotes the priorities identified by young people through the National MYM ballot for the duration of the campaign period.**
- 2.2 **That Cabinet note the significance and scale of the MYM ballot and champion the issues identified by Barnsley's 11-18 year old population through their local area arrangements, consultation mechanisms and commissioning of services for young people.**

3. INTRODUCTION

- 3.1 On the 8th November 2019 as part of the United Kingdom Youth Parliament House of Commons sitting, members of the United Kingdom Youth Parliament (UKYP) came together on a national stage to debate and decide on the most important issues for young people across the country, marking the end of what was Parliament Week.
- 3.2 The issues they debated were decided upon via the 'Make Your Mark' (MYM) public vote for 11-18 year olds across the United Kingdom based on a shortlist of topics voted on by Members of the Youth Parliament from their manifesto. This is the single largest and focused consultation exercise for young people aged 11-18 years both locally and nationally.
- 3.3 The annual UKYP MYM ballot is managed by the British Youth Council, a youth led charity which aims to empower young people across the UK to have a say and be heard.
- 3.3 The MYM ballot process has been facilitated in Barnsley since it was first introduced by the Targeted Youth Support Services' Youth Voice and Participation Team. The team are responsible for the election, coordination and support for Barnsley's democratically elected Youth Council and its youth voice infrastructure and the MYM ballot is an extension of their work at both a local, regional and national level,

providing an engagement mechanism for Barnsley's young people to have their voices and views heard.

The team facilitate the campaign at a local level, leveraging in the resource of the Youth Council and United Kingdom Youth Parliament members to encourage take up and participation in the voting process from all Barnsley young people within the eligible population age range. This year's campaign was undertaken in over eighteen different educational establishments including secondary schools, Barnsley College sites, Greenacre School, Springwell academy and a variety of other specialist and bespoke youth forums across the borough, utilising the resource of the existing youth voice infrastructure (see diagram). A total of 9,954 Barnsley young people participated in this year's ballot which represents approximately 47% of the eligible 11-18 year old population within the Borough.

- 3.4 Barnsley's overall contribution to the national ballot of over 800,000 votes has helped to determine the priority campaigns for young people for the year ahead. From the national voting process, young people voted for the following topics in priority order:

1. Protect the environment
2. Put an end to knife Crime
3. Mental Health

- 3.5 The top two of these national topics were chosen to be the winning campaigns overall and will be used to form the structure of Barnsley's Youth Council's workplan over the next twelve months. Throughout this period, the Youth Council will seek to use the views of young people to inform strategic developments in the relevant areas (ie; community safety and environmental awareness) and will utilise local partners and structures to channel their consultation channels and explore joint ways of working and collaboration with adult providers and stakeholders. Areas of success will be celebrated and recognized and shared on a national stage with other UKYP representatives.

- 3.6 As well as voting on a list of national pre- determined priorities as described above, a new feature in this year's MYM ballot was the opportunity for young people to vote on their own local priorities. Young people were asked to list in their own words, their three key local topics that should feature in the next twelve months work plan alongside the national priorities.

- 3.7 Upon consolidation of the results, the top three local issues identified by Barnsley young People only were as follows;

1. The effects of drug use in Communities
2. Young People's access to Transport (the offer)
3. Community Safety including ASB, Crime, gangs and policing

- 3.8 Barnsley Council's youth voice and participation infrastructure has a long standing and established relationship with schools and other education providers that is used to support the work of Barnsley's Youth Council in engaging with their peers to influence positive changes for young people. The service employs a range of youth voice and participation support worker posts who work alongside youth councillors

on a day to day basis to provide engagement opportunities both within schools and localities to build on and develop the MYM priorities for Barnsley as well as identifying any new or emerging generic themes for young people. The service acts as a conduit to connect Barnsley's Youth Councillors with adult stakeholders and decision makers to ensure that young people's views are fed into the relevant policy areas and any strategic forums where there is an alignment in thinking. A further benefit to young people's engagement is the positioning of youth voice and engagement activities within BMBC's Targeted Youth Support Service. The services and partners that comprise this area of work act as a further feeder mechanism to support young people opportunities for participation and engagement across the Borough and as part of existing locality arrangements.

- 3.9 This year's MYM priorities will also feature in the campaign work of Barnsley's recently elected Young Mayor, Alyssa Butler's. This new role and profile will give Barnsley young people the opportunity to be heard at a local, regional and national level through the championing and advocacy work undertaken by the Young Mayor working alongside the Youth Council and other more specific youth voice forums to ensure diversity in our representation and involvement of young people.

4. PROPOSAL AND JUSTIFICATION

- 4.1 The MYM consultation results are significant in terms of the scale of young people consulted with as part of the ballot process and this is the single biggest campaign priority led by young people for young people. The results from the MYM campaign, both local and national will be used to inform and influence new and emerging strategies certifying young people's interests in policy developments.

- 4.2 An example of this is the issue of Transport, which has been a recurring theme for young people throughout the last three MYM ballots and continues to feature significantly in the Youth Council's campaign work. This is a positive example of where Youth Council representatives have worked successfully alongside other regional youth voice groups and in collaboration with the South Yorkshire Passenger Transport Executive Group and Sheffield City Region combined Youth Authority to develop a Regional Transport Charter for Children and Young People. The Youth Councils work in this area is ongoing as this remains an identified area of interest both locally and regionally.

4.3 Barnsley 2030

The ratified MYM results for 2019 have been used to inform Phase One of the development of 'Barnsley 2030' which culminates at the end of March 2020. In addition, the Youth Council have been supported to work alongside Thinkingplace to link the results of the MYM campaign with the key lines of enquiry leading the Barnsley 2030 consultation exercise. The Barnsley 2030 survey is being promoted across existing engagement channels within the youth voice infrastructure to ensure that young people are encouraged to participate and to supplement this, specific youth focus groups have been commissioned to inform the engagement stage. BMBC officers from the respective areas have made the strategic links to ensure certainty around young people's continued involvement in the evolution of the strategy.

- 4.4 The key issue identified by Barnsley young people in the current campaign combined from the UK and devolved vote was theme of 'Protecting the Environment'.
- 4.5 Climate change is something that threatens to seriously impact much of the world and there is growing public awareness and widespread concern on the impact of climate change. Barnsley Council recently declared a Climate Emergency to bring these issues to the forefront of everyone's attention and programmes such as Zero 40 and Zero 45 are helping the Council to achieve its ambition to reduce the impact of carbon emissions.
- 4.6 This is also linked to Town Spirit, the Council's new way of working better together and a key feature of this year's MYM campaign will be to link up the work of the Youth Council, the Young Mayor and their peer networks in promoting and encouraging young people's involvement and action in strategic campaigns and initiatives to raise the profile of BMBC's ambitions for performance in this area.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

Barnsley's Youth Voice network provides a single strategic infrastructure to support young people's engagement in democratic processes and is inclusive of other forums for vulnerable group people who may not otherwise be able to participate. The service works in partnership with other partners and stakeholders to ensure representation from across the borough and its localities.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 Campaign work will take place over the next twelve months around the key themes and priorities and should present an understanding and awareness of further opportunities for involving young people through the existing youth voice networks.

7. FINANCIAL IMPLICATIONS

- 7.1 There are no financial implications arising from this report.

8. EMPLOYEE IMPLICATIONS

- 8.1 There are no employee implications as a result of this proposal.

9. LEGAL IMPLICATIONS

- 9.1 There are no legal implications for the Council emerging through this proposal.

10. CUSTOMER AND DIGITAL IMPLICATIONS

- 10.1 There are no implications for using the existing range of channels in accessing the Council's services or the onus towards Digital First and online transactions

11. COMMUNICATIONS IMPLICATIONS

- 11.1 The national and local results of the MYM campaign have already been promoted through the Council's communication channels. The UKYP British Youth Council will continue to promote the two national campaigns and relevant successes over the next twelve months. The Regional and local campaigns will be promoted and supported by the Regional Youth Work Unit and Barnsley's Youth Voice and Participation Team.

12. CONSULTATIONS

- 12.1 The Barnsley Youth Council, People Directorate Management Team, Senior Management Team and the Lead Member for Children have been consulted on the proposal within this report. Other indirect consultation with the relevant stakeholders will take place to develop the campaign themes over the next twelve months.

13. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

- 13.1 The MYM campaign results will support the overarching priorities within the Council's Corporate Plan, specifically around:

- People Achieving their potential
- Strong and resilient communities

The MYM campaign results will also support the overall vision, strategic priorities and key outcomes of the refreshed Borough Children and Young People's Plan (2019-21).

14. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION

- 14.1 As a reflection of the Borough's evolving communities, the MYM priorities will include a commitment towards promoting equality, diversity and social inclusion and to help eliminate unlawful discrimination and to ensure that every young person has a right to have their voices heard.

15. TACKLING THE IMPACT OF POVERTY

- 15.1 The MYM campaign champions the causes that matter the most to young people as identified by themselves and encourages their participation and involvement regardless of background or status. Every young person has the right to participate in the ballot in order to effect change and to help improve the range of outcomes and life chances available to them.

16. TACKLING HEALTH INEQUALITIES

- 16.1 There are no implications for tackling health inequality or the promotion of health and wellbeing directly emerging through this report.

17. REDUCTION OF CRIME AND DISORDER

- 17.1 Community safety and a fear of knife crime have been highlighted as priorities in both local and national voting processes by young people. The work undertaken with the United Kingdom Youth Parliament and the Regional Youth Work Unit will help to inform the development of policy and local strategies and services to address the issues and to understand the reasons as to why these were featured in the campaign.

18. RISK MANAGEMENT ISSUES

- 18.1 There should be no risks to the Council in promoting the work of the MYM campaign through the Council's youth voice infrastructure.

19. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

- 19.1 There are no implications for the health and safety of the public or employees and for the resilience of the Borough, emerging through compilation of this report

20. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

- 20.1 The recommendations are compatible with the Articles and Protocols of the Convention.

21. CONSERVATION OF BIODIVERSITY

- 21.1 The outcomes of the "Make Your Mark" Ballot signify the unequivocal importance to young people of protecting the Environment and sustainability.

22. GLOSSARY

Make Your Mark – MYM
United Kingdom Youth Parliament - UKYP

23. LIST OF APPENDICES

Appendix 1: Engaging the voice and participation of young people in Barnsley – Schematic

24. BACKGROUND PAPERS

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Report author: Nina Sleight (Service Director: Education, Early Start and Prevention)

Financial Implications/Consultation



...Joshua Amahwe (05/02/2020).....
(To be signed by senior Financial Services officer
where there are no financial implications)
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Targeted Youth Support Service - Youth Voice and Participation

Engagement with Young People

Decision Making Process/Route

The Youth Voice & Participation team support young people from schools/academies, the community and voluntary sector to identify & outline their issues and concerns which feed into the formal/structured forums

Barnsley's elected Youth councillors

Drop in's in secondary schools / academies to consult with constituents

Monthly Youth Council Meeting

Attendance and input at strategic groups and boards to feedback YP views and influence developments e.g. Combined Youth Authority

Members of Youth Parliament

Regional (Yorkshire & Humber) youth conventions

Steering Group Reps
Youth Select Committees

Annual Sitting
HOC Annual Debate

Inform strategic developments working in collaboration with service providers and stakeholders

Barnsley Youth Voice Network Group

Issues directed to Barnsley Youth Council and other relevant forums

Issues raised are pursued via the most appropriate decision making route

Trust Executive Group (TEG)

The Annual MYM sultation undertaken identify local, regional and national issues/campaigns for the year ahead

Weekly Drop ins in all Secondary schools and Academies, Barnsley College

Issues directed to Barnsley Youth Council and other relevant forums

Executive Directors

Care4Us Council

Drop in's in appropriate secondary schools / academies

Monthly Care4Us Council Meetings

Quarterly interface with Corporate Parents and cabinet spokesperson

Area Councils

Specific and tailored engagement and consultation with vulnerable groups e.g. LAC, SEND, BME young people etc.

Children's Rights/Advocacy Rights Service

Issues taken to the appropriate decision makers

Feedback and Improvement Team

Issues directed to the Care4Us Council and other relevant forums

Full Council

SEND Forum

Focus groups in specialist schools and SEND Settings inc youth provision

Issues directed to Barnsley Youth Council forums

Views fed into strategic groups e.g. SEND improvement group

Cabinet spokesperson

Elected Members

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BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.

Report of the Executive Director
(People) to Cabinet

SCHOOL TERM TIMES AND HOLIDAY DATES FOR COMMUNITY AND VOLUNTARY CONTROLLED SCHOOLS 2021-2022

1 Purpose of Report

- 1.1 To seek approval for the term times and holiday dates pattern for the 2021-2022 school year to maintain the three year rolling programme of dates.

2 Recommendations

It is recommended that:

- 2.1 **Option 1 of the proposed term times and holiday dates for 2020-2021 be approved as this option meets more of the guiding principles than Option 2.**

3 Introduction

- 3.1 The setting of the three year rolling programme of term times was introduced to enable schools to plan strategically over a longer period.
- 3.2 It was agreed that in each successive year the pattern will be extended by a further year to maintain the rolling three year programme
- 3.3 Term dates are determined by a set of agreed principles adopted by 26 Local Authorities in the North East of England (see Appendix 1).
- 3.4 For 2018-19, consideration was given to a proposed change from the traditional model and Barnsley Council undertook discretionary consultation with a wider group of stakeholders than was required statutorily.
- 3.5 Following analysis of the responses, Cabinet determined that the 'traditional' pattern of a long summer break would remain and that full consultation would not be required for the following years unless there was a significant demand for change, to acknowledge that the overall response previously was to remain with the traditional pattern.

4 Proposals and Justification

- 4.1 It is proposed that the continuation of the current 'traditional' pattern of school term and holiday dates be adopted for the academic year 2021-2022.

5 Consultation

- 5.1 Discussions have also taken place between the four South Yorkshire Local Authorities, as they do on an annual basis, in order to co-ordinate holiday dates as far as possible.
- 5.2 A number of authorities are now adopting a fixed Easter pattern and dependent on the pattern which Rotherham ultimately adopt, Barnsley could be out of sync with most of its neighbouring authorities in the future (See Appendix 2). Cabinet may wish to give this consideration in the future.
- 5.2 The relevant Trade Unions have been consulted and responses have been received from NEU and NASUWT. Feedback was received with no objections to the drafts circulated.

6 Risk Management

- 6.1 The statutory duty for determining term times and holiday dates for community and voluntary controlled schools remains that of the Local Authority although informal consultation in order to maintain an open and transparent process has been undertaken as above.
- 6.2 There are often minor variances at voluntary aided schools and academies since it is the responsibility of their respective governing bodies to determine their individual dates.

7 Financial and Employee Implications

- 7.1 There are no implications arising from this report.

8 List of Appendices

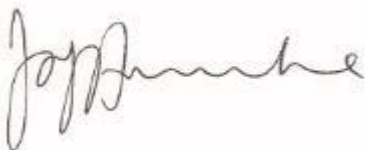
Option 1 Term and Holiday Dates
Option 2 Term and Holiday Dates
Appendix 1 Guiding Principles Compliance Summary
Appendix 2 Comparison with Neighbouring Local Authorities

9 Background Papers

If you would like to inspect background papers for this report, please e-mail governance@barnsley.gov.uk so that appropriate arrangements can be made

Author: Nina Sleight (Service Director: Education, Early Start and Prevention)

Financial implications/Consultation



Joshua Amahwe (12/02/2020)

(To be signed by senior Financial Services Officer where no financial implications)

**BARNSELY METROPOLITAN BOROUGH
COUNCIL OPTION 1
SCHOOL CALENDAR FOR THE 2021/2022
ACADEMIC YEAR**
For community and voluntary controlled schools

September (22 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October (16 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November (22 days)						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December (13 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January (20 days)						
M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February (15 days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March (23 days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April (11 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May (19 days)						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June (19 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July (15 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

 Denotes Bank Holidays

 Denotes School Holidays

195 days – including 5 days to be taken as professional development days for teaching staff

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**BARNSELY METROPOLITAN BOROUGH
COUNCIL OPTION 2
SCHOOL CALENDAR FOR THE 2021/2022
ACADEMIC YEAR**
For community and voluntary controlled schools

September (22 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October (16 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November (22 days)						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December (13 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January (20 days)						
M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February (15 days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March (23 days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April (11 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May (19 days)						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June (19 days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July (15 days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

 Denotes Bank Holidays

 Denotes School Holidays

195 days – including 5 days to be taken as professional development days for teaching staff

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SCHOOL CALENDAR FOR THE 2021-2022 ACADEMIC YEAR
For community and voluntary controlled schools

GUIDING PRINCIPLES

	Option 1	Option 2	Comments
Wherever possible, in any academic year, terms should be of equal length and split weeks avoided or kept to a minimum. Where there is an odd number of weeks the second half term should be shorter of the two.	x	x	Both options have un-equal half-terms in Spring and summer
The school year will normally start on the first day of September. During the consultation it was proposed that for Barnsley schools the first day of term should be a Monday in order that staff and children do not start a new school year in a split week.	x	x	To start on Monday 6 th would mean schools did not finish until the middle of the last week in July
The Autumn half term break will be five days which are the last period Monday to Friday in October. According to the year, October half term can start as early as Monday, 21 October and as late as Monday, 27 October.	√	√	
The Christmas break will include at least 10 school days, and will normally start at the end of the school day on the Friday which is on, or otherwise immediately prior to, 22 December. It will include the New Year's Day holiday which is outside that period, and the day after New Year's Day, where this is a weekday.	√	√	
The February half term holiday will be five days Monday to Friday, which divides the term as far as possible into two equal parts. Where there is an odd number of weeks the second half will be the shorter of the two.	√	x	Option 2 gives the usual February half term dates but to adopt this option would mean that the second half of the term were longer – see Principle 1

	Option 1	Option 2	Comments
Easter Break - The Spring Term will normally end at the close of the afternoon session on the Friday before Good Friday. The holiday will be 10 schools days. Where the LGA recommended patterns would result in a break between the Easter bank holidays and the school Easter holidays, consideration will be given to modifying Easter to incorporate the bank holidays in the school holiday. The Easter bank holidays could be at the start (with the Spring Term ending at the close of the afternoon session on the Thursday before Good Friday), middle, or end of the school Easter break, but never outside the break itself.	√	√	
The Spring Bank half term will be five days Monday to Friday from the statutory holiday which falls as the last Monday in May.	√	√	
End of School Year - Taking into account the above pattern, term will end on the date which achieves 195 school days of which five days shall be declared training days. The term will normally end on the third Friday in July The summer break will not be less than five weeks and preferably not less than six weeks.	√	√	
	√	√	

DETERMINATION OF SCHOOL TERM AND HOLIDAY DATES 2021-2022

COMPARISON WITH NEIGHBOURING LOCAL AUTHORITIES

	September Start Date	Traditional Pattern	Fixed Easter Pattern	February Half Term	Notes
BARNSELEY	Wednesday 1st	√		21 st February	
SHEFFIELD	Wednesday 1st		√	14 th February	Have adopted a fixed Easter pattern for the last few years
ROTHERHAM	Wednesday 1st		√	14 th February	Consulting on both patterns but likely to adopt the fixed Easter pattern.
DONCASTER	Wednesday 1st		√	14 th February	Consulting on both patterns but likely to adopt the fixed Easter pattern
LEEDS	Monday 6th		√	14 th February	
WAKEFIELD	Monday 6 th	√		21 st February	

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BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**REPORT OF THE
EXECUTIVE DIRECTOR (PEOPLE)
TO CABINET**

VALIDATED EDUCATION OUTCOMES IN BARNSELEY (2019)

1. PURPOSE OF REPORT

- 1.1 To inform Cabinet of the validated education outcomes for children and young people in the Borough, at each stage of the National Curriculum, from Early Years Foundation Stage (EYFS) to Key Stage 5 in 2019.

2. RECOMMENDATIONS

- 2.1 That Cabinet notes the validated education outcomes in the Borough for 2019 and the actions to be taken to improve the progress of all categories of pupils at each stage of the National Curriculum.

3. INTRODUCTION

3.1 Profile of Schools in Barnsley

- 3.2 The table below indicates the number of Local Authority maintained schools and those which have converted to academies in the Borough as at 1st September 2019*.

	Maintained schools	Academies	Total
Primary	40	38	78
Secondary	1	9	10
Special		2	2
Pupil Referral Unit		1	1
Total	41	50	91

- 3.3 *There are 91 state-funded schools in Barnsley. Holy Trinity is an all-through 3-16 academy but is counted here as two settings, one primary and one secondary.
- 3.4 There are 13 Multi-Academy Trusts working in Barnsley. In addition to primary and secondary schools, there are two main providers of post16 / Key Stage 5 provision, Barnsley College and Penistone Grammar School.

4. SUMMARY OF PUPIL OUTCOMES

4.1 Performance of Note

- The percentage of pupils achieving a strong pass in English Language/Literature and mathematics (The Basics) at Key Stage 4 is above national for the very first time since its introduction in 2016/17.
- The positive gap with national for a standard pass in The Basics at Key Stage 4 has improved further to 2.7 percentage points above national. Barnsley is ranked 92nd out of the 150 local authorities in England reporting this measure. Back in 2010/11 when a performance measure for GCSE English and mathematics was first introduced, we ranked 149th and were 14.9 percentage points below the national average.
- Attainment 8 is now close to the national average with Barnsley being ranked 115th out of 150 local authorities in England. In 2010/11, Capped Average Point Score was used to report the best 8 results. At this time, we ranked 148th out of the 150 local authorities reporting this measure. Due to the different scoring systems used for the two measures, a gap with national is not comparable.
- The percentage of pupils achieving the expected standard in reading, writing and mathematics combined at Key Stage 2 is now 1 percentage point above the national average. Barnsley is ranked 60th out of the 151 local authorities in England for this measure. In 2012/13 (when the measure was Level 4B and above in reading, writing and mathematics) we ranked 136th and were 5 percentage points below the national average.
- The positive gap with national in Key Stage 2 mathematics at the expected standard has improved further and boys now outperform their peers nationally.
- Progress in reading at Key Stage 2 was once again not significantly below national.
- Progress in mathematics at Key Stage 2 improved further and remained significantly above national

4.2 Areas for Improvement are detailed in section 5.

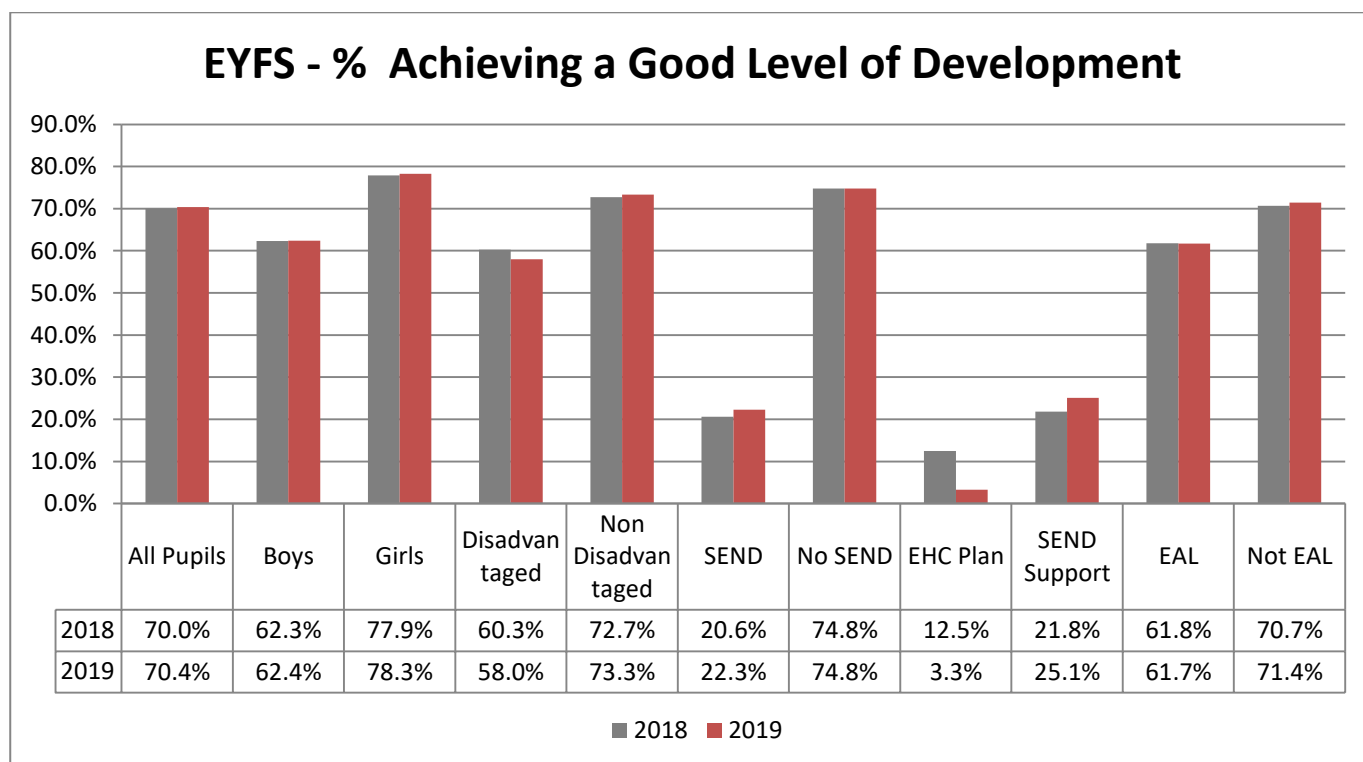
4.3 Early Years Foundation Stage Outcomes (EYFS) (5 Years Old) (Measured against State Funded Schools Nationally)

4.4 The key measure in EYFS is the percentage of children achieving a Good Level of Development (GLD).

4.5 The percentage of pupils reaching a Good Level of Development in Barnsley has increased from 70% in 2018 to 70.4% in 2019. National results have improved from 71.5% to 71.8% therefore the Barnsley/national gap has closed from 1.5 percentage points to 1.4 percentage points below.

4.6 Barnsley ranks 105th in comparison to all 151 local authorities in England in terms of the percentage of pupils achieving a good level of development in the Early Years Foundation Stage Profile (EYFSP) in 2019. This is a slight decrease on 2018 when we were ranked 104th.

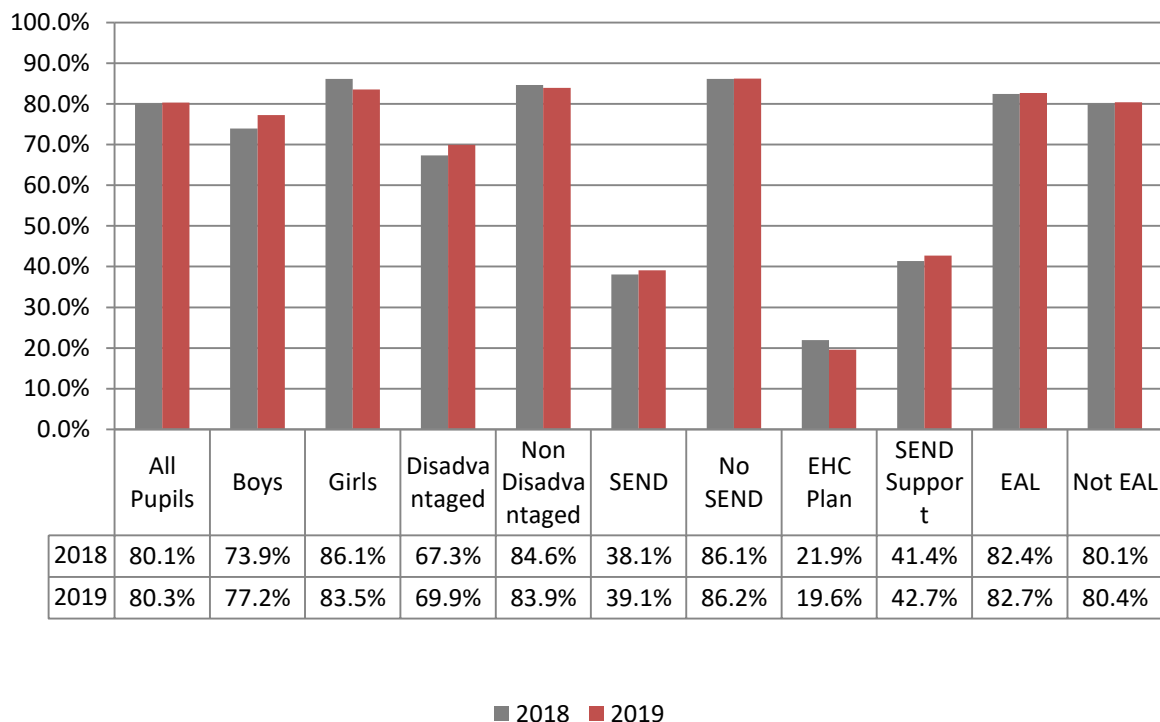
- 4.7 67% of Barnsley schools achieved a GLD in line with or above the national average compared with 58% in 2018. A school is classed as in line with national if any negative difference equates to less than one pupil.
- 4.8 As illustrated in the graph below, there was an improvement across most pupil groups between 2018 and 2019 with the exception of disadvantaged pupils and SEND pupils with an Education and Health Care Plan (EHCP). Girls continue to do better than boys. SEND Support pupils showed the greatest improvement with an increase of 3.3 percentage points.



- 4.9 In comparison to other local authorities in South Yorkshire, Barnsley remained below Doncaster (72.5%) but is now above Rotherham (70.3%) and Sheffield (70.0%) in 2019.
- 4.10 Key Stage 1 (KS1) Outcomes (6 – 7 Years Old) (Measured against State Funded Schools Nationally)
- 4.11 Year 1 Phonics
- 4.12 At the end of Year 1, children are assessed on their phonics knowledge. The gap between results for Barnsley children and national performance narrowed again in 2019 from 2.4 percentage points below to 1.6 percentage points below. 80.3% of Barnsley children are now working at the expected standard in comparison to 80.1% in 2018. Outcomes nationally decreased by 0.6 percentage points.
- 4.13 In comparison to all 151 local authorities in England, Barnsley ranks 113th in terms of end of the Year 1 Phonics outcomes. This is an improvement in comparison to 2018 where we were ranked 125th.
- 4.14 44% of Barnsley schools are in line with or above the national average, compared with 55% in 2018.

- 4.15 As illustrated in the graph below, improvements were seen for most pupil groups although outcomes for girls, SEND pupils with an EHCP and non-disadvantaged pupils performed at a lower rate in 2019 in comparison to 2018. Boys continued to perform below girls.

Year 1 Phonics - % Achieving the Expected Standard



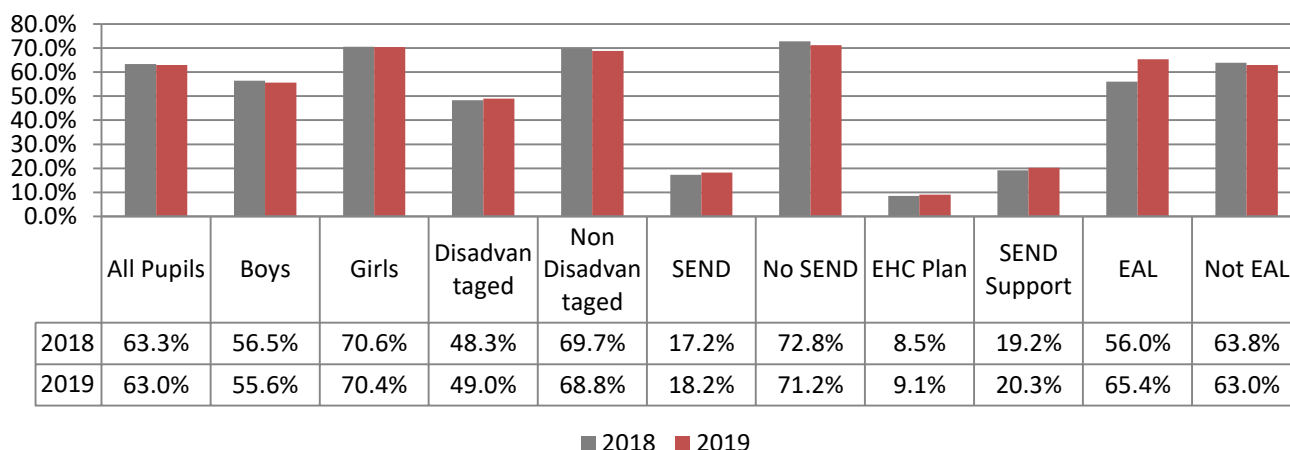
- 4.16 In comparison to other local authorities in South Yorkshire, Barnsley performed at the same rate as Doncaster (80.0%) and Rotherham (80.0%) but outperformed Sheffield (77.0%) in 2019. Data in the Department for Education's Phonics Statistical First Release is rounded.

4.17 Key Stage 1 Outcomes (Reading, Writing and Mathematics)

- 4.18 At Key Stage 1 the percentage of Barnsley pupils achieving the expected standard in Reading, Writing and Mathematics dropped to 63.0% in 2019 from 63.3% in 2018. Nationally there was a greater drop and therefore the gap between Barnsley and national closed from 2.0 percentage points below to 1.9 percentage points below.
- 4.19 Data is not published nationally for all local authorities for this indicator therefore it is not possible to provide information on rank or performance against South Yorkshire local authorities.
- 4.20 68% of Barnsley schools are in line with or above national in 2019. This is a further improvement on the 65% in 2018.

- 4.21 As illustrated in the graph below, most pupil groups saw a decrease between 2018 and 2019 although disadvantaged, SEND and pupils with English as an additional language (EAL) improved, with EAL having the greatest increase at +9.4 percentage points. Boys continued to perform below girls.

KS1 - % Achieving Expected Standard in Reading, Writing & Mathematics

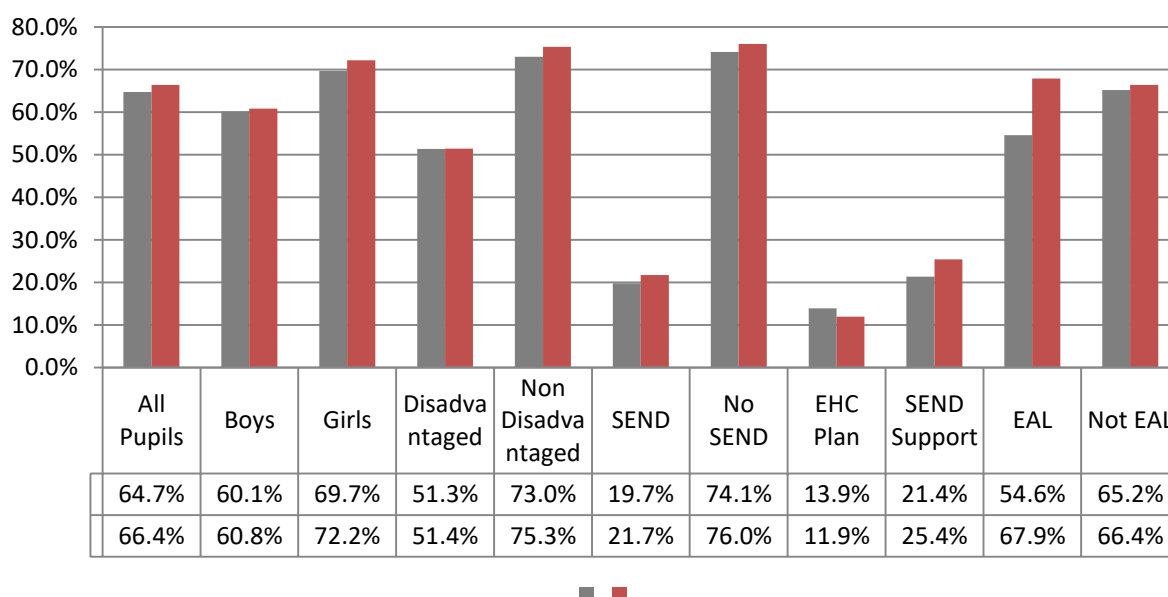


- 4.22 The gap with national is still widest in Reading although results for Barnsley pupils increased from 71.6% to 72.3% with the gap with national closing from 3.8 percentage points below in 2018 to 2.6 percentage points below in 2019. Nationally there was a decrease in this subject. In terms of the percentage of pupils working at a greater depth in Reading the gap with national has widened to 4.4 percentage points below due to Barnsley outcomes reducing at a greater rate than the reduction seen nationally. 20.6% of Barnsley pupils were assessed as working at a greater depth in 2019 in comparison to 21.5% in 2018.
- 4.23 Barnsley is ranked 117th in comparison to all 151 local authorities in England in terms of the percentage of Key Stage 1 pupils achieving the expected standard in Reading in 2019. This is an improvement on 2018 when we ranked 124th.
- 4.24 In Writing the gap with national at the expected standard closed in 2019 and is now 2.2 percentage points below national. There was again no change to the 67.0% of pupils in Barnsley working at the expected standard although nationally there was a decrease from 69.9% to 69.2%. At greater depth the gap also closed in Writing to 1.9 percentage points below as Barnsley reduced at a slightly lower rate than the national average. 12.9% of pupils were assessed as working at a greater depth in comparison to 13.9% in 2019.
- 4.25 Barnsley is ranked 105th in comparison to all 151 local authorities in England in terms of the percentage of Key Stage 1 pupils achieving the expected standard in Writing in 2019. This is an improvement on 2018 when we ranked 116th.
- 4.26 In Mathematics the gap with national at the expected standard also closed in 2019 and is now 1.1 percentage points below. Although outcomes fell from 74.6% to 74.5% in 2019 there was a greater reduction nationally. At greater depth the gap

has widened to 2.3 percentage points below as the reduction from 20.0% in 2018 to 19.4% in 2019 is greater than the reduction of 0.1 percentage point nationally.

- 4.27 Barnsley is ranked 79th in comparison to all 151 local authorities in England in terms of the percentage of Key Stage 1 pupils achieving the expected standard in Mathematics in 2019. This is an improvement on 2018 when we ranked 89th.
- 4.28 At the expected standard in Reading Barnsley performed equal to Rotherham and Sheffield (72%) but just below Doncaster (73%). In Writing Barnsley performed equal to Sheffield (67%) and just below Doncaster (68%) and Rotherham (68%). In Mathematics Barnsley outperformed Doncaster (74%), Rotherham (73%) and Sheffield (74%). Data in the Department for Education's Key Stage 1 Statistical First Release is rounded.
- 4.29 Key Stage 2 (KS2) Outcomes (11 Years Old) (Measured against State Funded Schools Nationally)
- 4.30 The percentage of children achieving the expected standard in Reading, Writing and Mathematics increased from 64.7% in 2018 to 66.4% in 2019 and is now above the national average. However, the percentage working at the higher standard dropped from 9.0% in 2018 to 8.2% in 2019 resulting in the gap with national increasing to 3 percentage points below (based on rounded data).
- 4.31 Barnsley is ranked 60th in comparison to all 151 local authorities in England in terms of the percentage of Key Stage 2 pupils achieving the expected standard in Reading, Writing and Mathematics combined in 2019 which is an improvement on the rank of 72nd in 2018.
- 4.32 69% of Barnsley schools are in line with or above national in 2019. This is an improvement on the 60% in 2018.
- 4.33 As illustrated in the graph below, most pupil groups saw an improvement between 2018 and 2019 although boys continued to perform below girls. EAL pupils saw the greatest increase at +13.3 percentage points.

KS2 - % Achieving Expected Standard in Reading, Writing and Mathematics

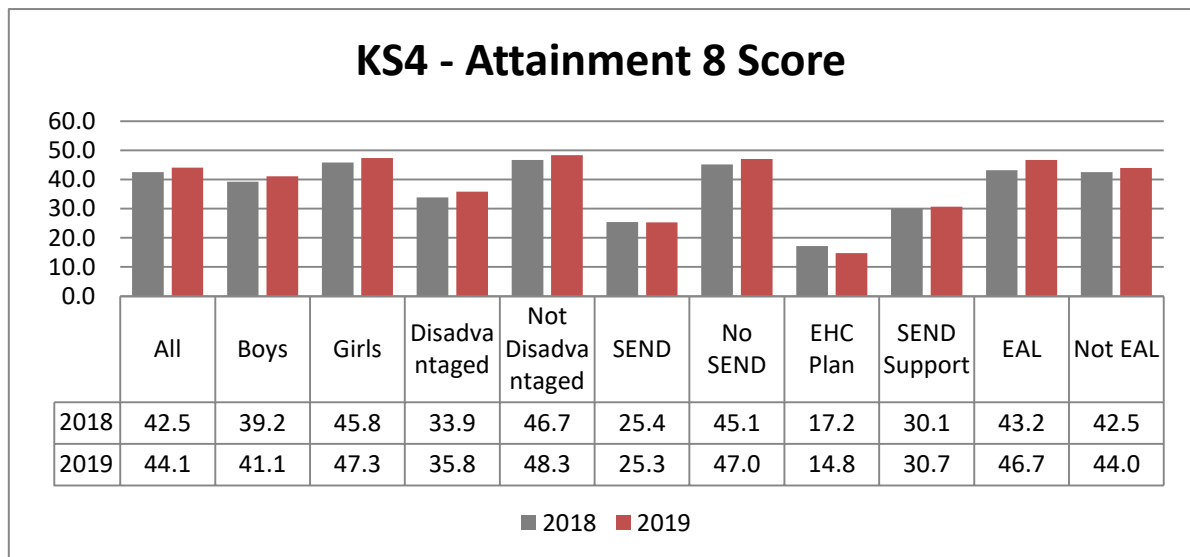


- 4.34 Attainment in Reading, Writing and Mathematics in Barnsley remains higher than Doncaster (61%), Rotherham (59%) and Sheffield (64%) at the expected standard. Data in the Department for Education's Key Stage 2 Statistical First Release is rounded for this measure.
- 4.35 The gap with national at the expected standard is now widest in Writing. In 2018 Barnsley performed 0.1 percentage points above national but in 2019, at 77.5%, we are 1.5 percentage points below. However, the gap in Reading has improved from 1.9 percentage points below in 2018 to just 0.8 percentage points below in 2019 with 73.0% of pupils working at the expected standard. In Mathematics our positive gap with national has improved from 0.8 percentage points above to 2.0 percentage points above with 81.1% now working at the expected standard.
- 4.36 The gap with national at the higher standard is widest in Reading. In 2018 Barnsley performed 3.5 percentage points below national but in 2019, at 22.5%, we are 4.8 percentage points below. The gap in Writing has also widened from 2.0 percentage points below in 2018 to 4.1 percentage points below in 2019 with 16.2% of pupils working at greater depth. However, in Mathematics our gap with national has closed from 0.8 percentage points below to 0.6 percentage points below with 26.2% now working at the higher standard.
- 4.37 Rates of progress from Key Stage 1 to Key Stage 2 decreased slightly in Reading from -0.04 to -0.08 but is not significantly different to the national average of 0.0. Progress also decreased in Writing from a positive 0.50 above national to -0.06 although this is not significantly different. Outcomes remained significantly above national in Mathematics, improving further from 0.65 above the national average to 0.83.
- 4.38 Barnsley ranks 94th in terms of our reading progress score, a decrease on the previous year when we ranked 84th. However, we outperformed Doncaster (-1.2),

Rotherham (-1.3) and Sheffield (-0.3). In terms of our writing progress score, we are ranked 86th in comparison to 49th the previous year. This was above Rotherham (-0.3) but equal to Doncaster and Sheffield. The improvement in our maths progress score resulted in our rank improving from 55th in 2018 to 44th in 2019. This is above Doncaster (-0.3), Rotherham (-0.4) and Sheffield (-0.1).

4.39 Key Stage 4 (GCSE) Outcomes (measured against All Schools Nationally)

- 4.40 Previously the key performance measure at Key Stage 4 was the percentage of students achieving 5 A*-C grades, including English and Mathematics. This measure is no longer reported on. The significant performance measures now are Attainment 8, measuring students' attainment across a range of 8 qualifications and Progress 8, which measures the average progress of each school's students against their average attainment level at the end of primary school. A progress score of 0.0 means that the progress students have made is, on average, in line with what is expected, given their starting point. A positive score means students on average, have made better than expected progress and a minus (-) score, less than expected progress.
- 4.41 Another change to measures at GCSE is a switch from reporting grades as letters (e.g. A-C) to reporting as numbers, with grades ranging from 1 to 9, with a 9 indicating the highest grade possible. Within the number grading system, a grade 4 is equivalent to a standard C and a grade 5 considered a strong C. Thus, the percentage of students achieving a grade 4 or above is broadly equivalent to the old measure of grade C and above.
- 4.42 We also report on the percentage of students achieving a grade 4 or above in both English Language or Literature and Mathematics – referred to as “The Basics”.
- 4.43 Attainment 8
- 4.44 The average Attainment 8 score for Barnsley pupils increased from 42.5 in 2018 to 44.1 in 2019 and is now just below the national average, which increased from 44.5 to 44.7.
- 4.45 Barnsley is ranked 115th in comparison to all 150 local authorities in England in terms of our Attainment 8 score (City of London not included in the published data). This is an improvement on the 2018 rank of 140th.
- 4.46 As the graph below illustrates, almost all pupil groups saw an improvement between 2018 and 2019. Only SEND as a group overall and pupils with an EHCP saw a decrease. EAL pupils saw the greatest increase at +3.5 points.
- 4.47 Barnsley now outperforms Doncaster (44.0) but remains below Rotherham (44.4) and Sheffield (44.9).

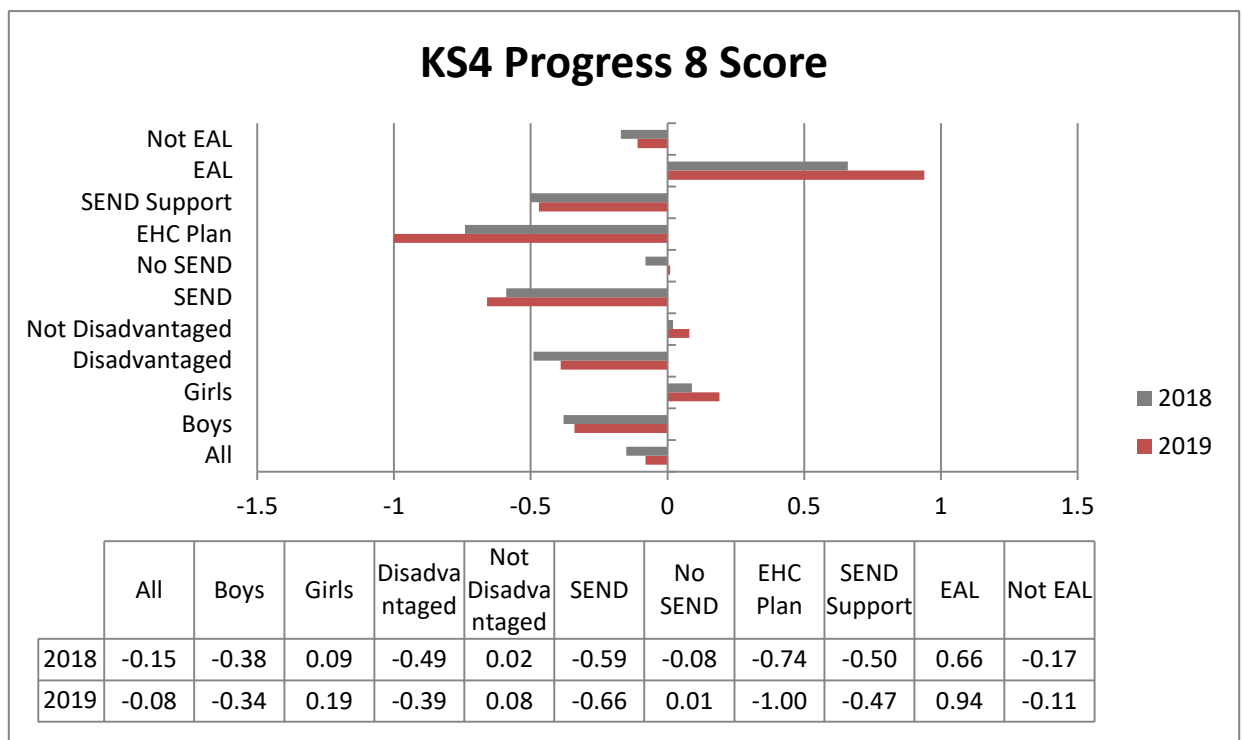


4.48 Progress 8

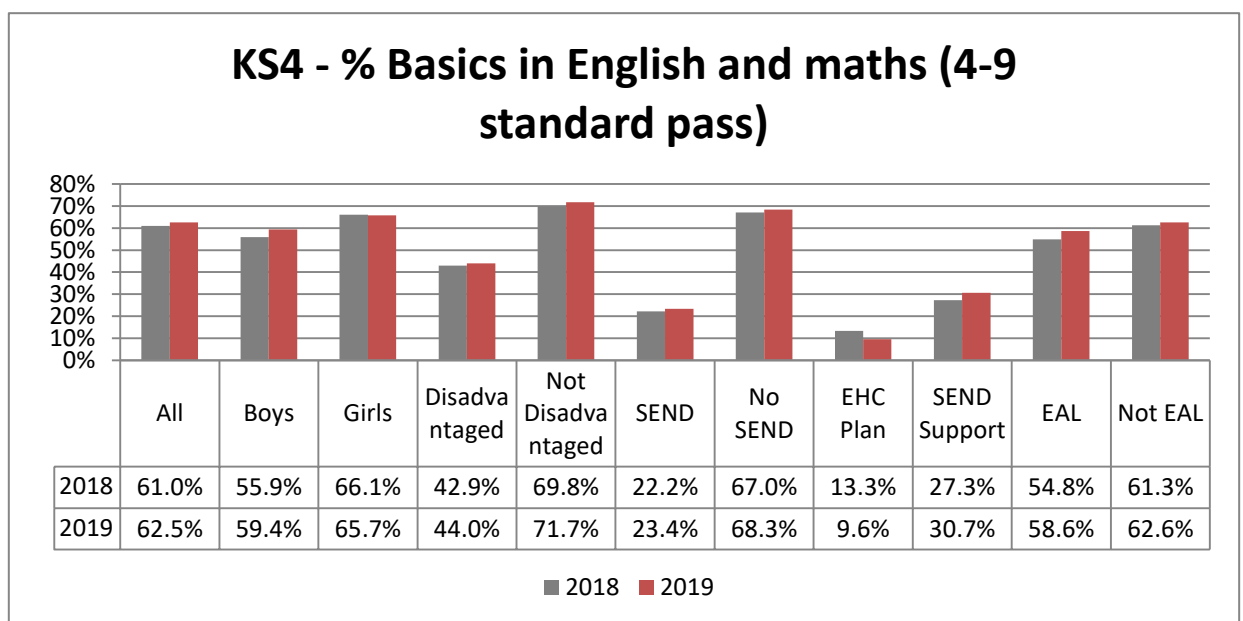
4.49 In 2019 the average Progress 8 score for Barnsley students improved from -0.15 to -0.08 but remains significantly below the national average.

4.50 In comparison to all 150 local authorities in England Barnsley is ranked 83rd in terms of our Progress 8 score which is an improvement on the 2018 ranked position of 112th.

4.51 As the graph below illustrates, almost all pupil groups saw an improvement between 2018 and 2019. Only SEND as a group overall and pupils with an EHCP saw a decrease. EAL pupils saw the greatest improvement from 0.66 in 2018 to 0.94 in 2019.

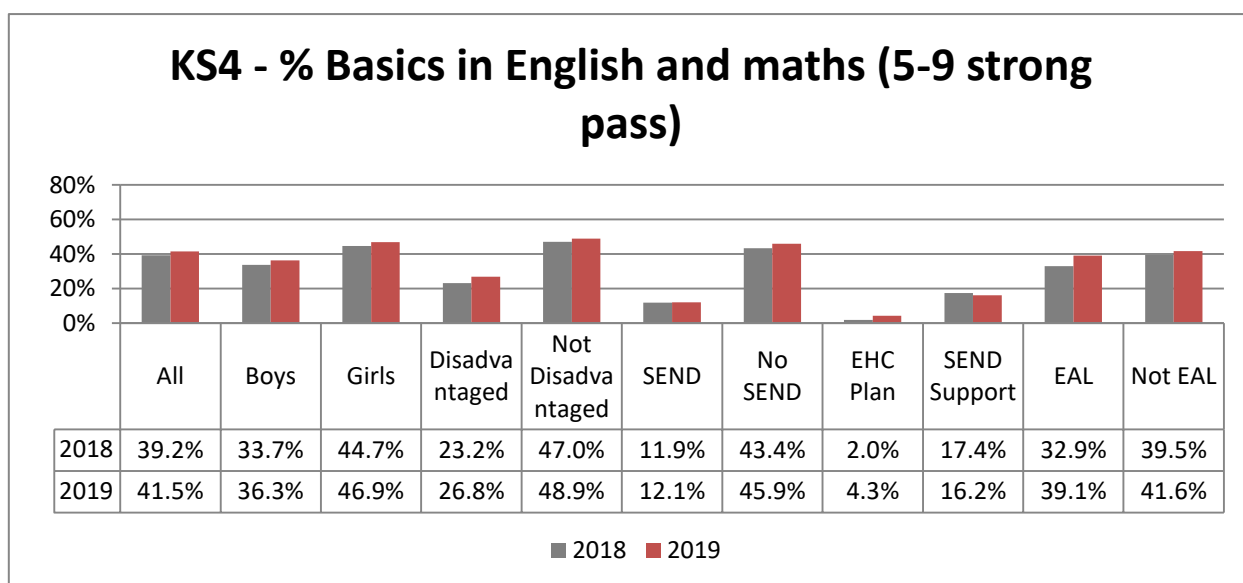


- 4.52 Barnsley now outperforms Doncaster (-0.09) and Rotherham (-0.14) but remains below Sheffield (-0.03).
- 4.53 Standard Pass in English Language/Literature and Mathematics (The Basics)
- 4.54 In 2019 Barnsley improved its position further with 62.5% of students achieving a grade 4-9 standard pass in The Basics in comparison to 61.0% in 2018. The increase nationally was smaller, from 59.4% in 2018 to 59.8% in 2019.
- 4.55 Barnsley is ranked 92nd in comparison to all 150 Local Authorities in England in terms of the percentage of pupils achieving a standard pass in The Basics (grades 4-9 in English Language or Literature and Mathematics). This is an improvement from the rank of 107th in 2018.
- 4.56 As the graph below illustrates, almost all pupil groups saw an improvement between 2018 and 2019. Only Girls and pupils with an EHCP saw a decrease. EAL pupils saw the greatest increase at +3.8 percentage points.



- 4.57 Barnsley once again outperformed Doncaster (62.1%), Rotherham (59.1%) and Sheffield (59.5%).
- 4.58 Strong Pass in English Language/Literature and Mathematics (The Basics)
- 4.59 In 2019, Barnsley outperformed national for the first time in a strong pass in English and Mathematics. Barnsley continued to improve its position with 41.5% of students achieving a grade 5-9 strong pass in The Basics in comparison to 39.2% in 2018. Nationally there was a reduction from 40.2% in 2018 to 40.1% in 2019.
- 4.60 Barnsley is ranked 85th in comparison to all 150 local authorities in England in terms of the percentage of pupils achieving a strong pass in The Basics (grades 5-9 in English Language or Literature and Mathematics). This is an improvement on the rank of 113th in 2018.

- 4.61 As the graph below illustrates, almost all pupil groups saw an improvement between 2018 and 2019. Only SEND Support pupils saw a decrease. Again EAL pupils saw the greatest increase at +9.4 percentage points.



- 4.62 Barnsley now outperforms Doncaster (38.3%), Rotherham (38.0%) and Sheffield (38.8%).
- 4.63 Key Stage 5 (A-Level) Outcomes
- 4.64 The Average Point Score per Entry for all Level 3 Qualifications (A level and equivalent) decreased further in Barnsley from 31.04 in 2018 to 29.22 in 2019. Barnsley is now 4.20 points below the national figure of 33.42.
- 4.65 Barnsley is ranked 130th in comparison to all 151 local authorities in England in terms of APS/Entry for All Level 3 qualifications. This is a decrease from 2018 when we were ranked 85th.
- 4.66 Barnsley now performs below Doncaster (31.68), Rotherham (30.65) and Sheffield (31.91).
- 4.67 For the percentage of students achieving 3 or more A*/A grades Barnsley decreased from 9.6% in 2018 to 6.8% in 2019 and is now 6.2 percentage points below the national average of 13.0%.
- 4.68 Barnsley is ranked 113th in comparison to all 151 local authorities in England in terms of the percentage of pupils entered for and achieving 3 or more A*/A grades. This is a decrease from 2018 when we ranked 69th.
- 4.69 Barnsley continues to outperform Doncaster (6.3%) and Rotherham (5.3%) but remains below Sheffield (13.3%).
- 4.70 The percentage of Barnsley students achieving an AAB combination of grades (including two facilitating subjects such as history, geography and physics) reduced

from 12.0% in 2018 to 9.6% in 2019. Outcomes are now 6.9 percentage points below the national average of 16.5%.

- 4.71 Barnsley is ranked 105th in comparison to all 151 Local Authorities in England in terms of the percentage of pupils achieving AAB including 2 facilitating subjects. This is a decrease from 2018 when we ranked 80th.
- 4.72 Barnsley remains above Rotherham (7.5%) and Doncaster (8.1%), but below Sheffield (16.8%).

5. ACTION TO IMPROVE EDUCATION OUTCOMES

- 5.1 Barnsley continues to work with school and academy leaders to deliver a sector-led education improvement strategy. This model has proved effective in driving up standards in Barnsley schools and academies. This means that school improvement activity is led by those who understand the sector best. Building on these provisional outcomes, the Barnsley Alliance Education Improvement Strategy has therefore identified seven areas of priority in order to realise our ambitions for children and young people across Barnsley.
- 5.2 To continue to improve attainment and progress.
- 5.3 To further improve the quality of teaching and learning so that it is consistently good or better.
- 5.4 To close the achievement gap between vulnerable groups and their peers with a particular focus on those pupils who have a special education need or disability and / or are eligible for pupil premium funding, including children in care and those eligible for free school meals.
- 5.5 To improve attendance and develop better access to alternative provision for pupils at risk of exclusion.
- 5.6 To build leadership capacity which empowers leaders at all levels to develop a sustainable model of continuous improvement across all Barnsley schools.
- 5.7 To promote access to greater opportunity for children and young people through supporting the aims of the More and Better Jobs Strategy
- 5.8 In addition to the priorities set out above, the Alliance has recognised the need to improve inclusion in Barnsley schools and academies by focusing on developing practice to support children and young people with SEND.
- 5.9 Outcomes for Children with Special Educational Needs and Disabilities
- 5.10 Numbers of SEN pupils across the authority are generally quite low and therefore outcomes can vary year on year due to the different primary needs of pupils in the cohorts.

5.11 Early Years Foundation Stage

- 5.12 The percentage of SEND pupils achieving a good level of development is improving year on year although the gap with national remains unchanged (based on rounded data).

EYFS - Good Level of Development	2017	2018	2019
Barnsley - SEND	18.0%	20.6%	22.3%
National - SEND	23.0%	24.0%	25.0%

- 5.13 SEND pupils with an Education Health Care Plan (EHCP) saw an improvement in 2019 in comparison to 2017, although results were not as high as the 2018 outcomes, resulting in the gap with national reverting to a negative gap. However, the results relate to a small group of pupils across the local authority – 38 in 2017, 33 in 2018 and 30 in 2019.

EYFS - Good Level of Development	2017	2018	2019
Barnsley - EHC Plan	2.6%	12.5%	3.3%
National – EHC Plan	4.0%	5.0%	5.0%

- 5.14 Outcomes for SEND pupils with SEND Support needs have been improving year on year with the cohort reducing from 228 in 2017, to 225 in 2018 and 199 in 2019. The gap with national continues to close.

EYFS - Good Level of Development	2017	2018	2019
Barnsley - SEND Support	20.6%	21.8%	25.1%
National – SEND Support	27.0%	28.0%	29.0%

5.15 Year 1 Phonics

- 5.16 The percentage of SEND pupils achieving the expected standard in Phonics at the end of Year 1 is improving year on year and the gap with national continues to close.

Y1 Phonics Expected Standard	2017	2018	2019
Barnsley - SEND	36.7%	38.1%	39.1%
National - SEND	43.0%	44.0%	43.0%

- 5.17 Outcomes for SEND pupils with an EHCP have remained fairly static since 2017 with an increase seen in 2018. Again, results relate to small groups of pupils across the local authority – 66 in 2017, 64 in 2018 and 56 in 2019. Latest results are in line with the national average.

Y1 Phonics Expected Standard	2017	2018	2019
Barnsley - EHC Plan	19.7%	21.9%	19.6%
National – EHC Plan	18.0%	19.0%	20.0%

- 5.18 Outcomes for SEND pupils with SEND Support needs have been improving year on year with the cohort reducing from 346 in 2017, to 314 in 2018 and 307 in 2019. Gaps with national continue to close.

Y1 Phonics Expected Standard	2017	2018	2019
Barnsley - SEND Support	39.9%	41.4%	42.7%
National – SEND Support	47.0%	48.0%	48.0%

5.19 Key Stage 1

- 5.20 The percentage of SEND pupils achieving the expected standard in Reading, Writing and Mathematics at the end of Key Stage 1 has been improving since 2017. As a result of the continued improvements, outcomes are now just below the national average.

Key Stage 1 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - SEND	13.6%	17.2%	18.2%
National - SEND	18.0%	19.0%	19.0%

- 5.21 Outcomes for SEND pupils with an EHCP have been improving year on year with a varying cohort of 73 in 2017, 94 in 2018 and 88 in 2019. Outcomes in 2018 and 2019 were above the national average.

Key Stage 1 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - EHC Plan	2.7%	8.5%	9.1%
National – EHC Plan	8.0%	8.0%	7.0%

- 5.22 Outcomes for SEND pupils with SEND Support needs have been improving year on year with a varying cohort of 354 in 2017, 422 in 2018 and 374 in 2019. Gaps with national continue to close.

Key Stage 1 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - SEND Support	15.8%	19.2%	20.3%
National – SEND Support	19.0%	21.0%	21.0%

5.23 Key Stage 2

- 5.24 The percentage of SEND pupils achieving the expected standard in Reading, Writing and Mathematics at the end of Key Stage 2 has been improving since 2017 and is now equal to the national average (using rounded data).

Key Stage 2 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - SEND	15.8%	19.7%	21.7%
National - SEND	18.0%	21.0%	22.0%

- 5.25 SEND pupils with an EHCP saw an improvement in 2019 in comparison to 2017, although results were not as high as the 2018 outcomes. However, the number of

pupils with an EHCP at the end of Key Stage 2 has been increasing year on year – 89 in 2017, 101 in 2018 and 134 in 2019. Despite the decrease in 2019 outcomes remain above the national average.

Key Stage 2 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - EHC Plan	9.0%	13.9%	11.9%
National – EHC Plan	8.0%	9.0%	9.0%

- 5.26 Outcomes for SEND pupils with SEND Support needs have been improving year on year with a reducing cohort of 398 in 2017, 370 in 2018 and 359 in 2019. Outcomes are now equal to the national average (based on rounded data).

Key Stage 2 Expected Standard in Reading, Writing and Mathematics combined	2017	2018	2019
Barnsley - SEND Support	17.3%	21.4%	25.4%
National – SEND Support	20.0%	24.0%	25.0%

5.27 Key Stage 4

- 5.28 The Attainment 8 score of SEND pupils improved in 2019 in comparison to 2017 but was not quite as high as the 2018 score. As a result the gap with national has widened slightly.

KS4 Attainment 8 Score	2017	2018	2019
Barnsley - SEND	21.4	25.4	25.3
National - SEND	27.1	27.2	27.6

- 5.29 The Attainment 8 score of SEND pupils with an EHCP have fluctuated since 2017 with results being based on 96 pupils in 2017, 98 pupils in 2018 and 94 pupils in 2019. Outcomes have been above the national average for three years in a row.

KS4 Attainment 8 Score	2017	2018	2019
Barnsley - EHC Plan	15.2	17.2	14.8
National – EHC Plan	13.9	13.5	13.7

- 5.30 The Attainment 8 score of SEND pupils with SEND Support needs has been improving year on year. The cohort size has increased from 151 in 2017 to 172 in 2018 and 179 in 2019. The gap with national continues to close.

KS4 Attainment 8 Score	2017	2018	2019
Barnsley - SEND Support	25.3	30.1	30.7
National – SEND Support	31.9	32.2	32.6

- 5.31 The Progress 8 score of SEND pupils improved in 2019 in comparison to 2017 but progress for this group was highest in 2018.

KS4 Progress 8 Score	2017	2018	2019
Barnsley - SEND	-0.79	-0.59	-0.66
National - SEND	-0.59	-0.61	-0.62

- 5.32 The Progress 8 score of SEND pupils with an EHCP improved in 2018 in comparison to 2017 but dropped in 2019. Despite these the group still made more progress than this group nationally.

KS4 Progress 8 Score	2017	2018	2019
Barnsley - EHC Plan	-0.87	-0.74	-1.00
National – EHC Plan	-1.04	-1.09	-1.17

- 5.33 The Progress 8 score of SEND pupils with SEND Support needs has been improving year on year but remain below the national average for the group.

KS4 Progress 8 Score	2017	2018	2019
Barnsley - SEND Support	-0.75	-0.50	-0.47
National – SEND Support	-0.43	-0.43	-0.43

- 5.34 The percentage of SEND pupils achieving a Standard pass in The Basics has been improving year on year. The gap with national is closing.

KS4 Basics 4-9 Standard pass	2017	2018	2019
Barnsley - SEND	15.4%	22.2%	23.4%
National - SEND	25.0%	25.8%	26.7%

- 5.35 The percentage of SEND pupils with an EHCP achieving a Standard pass in The Basics has improved since 2017 although outcomes were highest in 2018. The gap with national is closing but is still higher than the 2017 gap.

KS4 Basics 4-9 Standard pass	2017	2018	2019
Barnsley - EHC Plan	9.4%	13.3%	9.6%
National – EHC Plan	10.7%	10.5%	11.1%

- 5.36 The percentage of SEND pupils with SEND Support needs achieving a Standard pass in The Basics has been improving year on year. The gap with national continues to close.

KS4 Basics 4-9 Standard pass	2017	2018	2019
Barnsley - SEND Support	19.2%	27.3%	30.7%
National – SEND Support	30.1%	31.3%	32.3%

- 5.37 The percentage of SEND pupils achieving a Strong pass in The Basics has been improving year on year. Despite this the gap with national widened slightly.

KS4 Basics 5-9 Strong pass	2017	2018	2019
Barnsley - SEND	4.9%	11.9%	12.1%
National - SEND	12.8%	13.5%	13.8%

- 5.38 The percentage of SEND pupils with an EHCP achieving a Strong pass in The Basics has improved since 2017 but saw a slight drop in 2018. The gap with national is closing.

KS4 Basics 5-9 Strong pass	2017	2018	2019
Barnsley - EHC Plan	3.1%	2.0%	4.3%
National – EHC Plan	5.3%	5.3%	5.5%

- 5.39 The percentage of SEND pupils with SEND Support needs achieving a Strong pass in The Basics has improved since 2017 although outcomes were highest in 2018. Outcomes are similar to the national average in 2019.

KS4 Basics 5-9 Strong pass	2017	2018	2019
Barnsley - SEND Support	6.0%	17.4%	16.2%
National – SEND Support	15.5%	16.5%	16.8%

5.40 Outcomes for Children Looked After (Provisional Data)

- 5.41 The Statistical First Release (SFR) for looked after children is not due to be released until March 2020. This report therefore provides a brief commentary on the outcomes for BMBC looked after children compared with the outcomes for all Barnsley children. The national outcomes for looked after children for the previous year (2018) have been provided to give an indication of where the results are likely to fall in comparison with national outcomes once released. A further detailed report (Virtual School Head's Annual Report) will be provided following the publication of the SFR which will compare Barnsley CLA results with CLA national and include granular analysis of sub-groups once the data is available.

5.42 Key Definitions Concerning Outcomes for Children Looked After

- 5.43 SFR cohort: refers to the cohort of all pupils looked after by Barnsley on 31st March 2018, having been in care continuously for the previous 12 months in each group. This cohort is used in the national statistics published in documents entitled Statistical First Releases (SFR). This is the cohort to be used when comparing Barnsley with the performance of looked after children nationally. ARE refers to age related expectations.

5.44 Statutory Outcomes for Children Looked After

5.45 Early Years Foundation Stage Data

EYFS 2 Children	2017 outcome	2018 outcome	2019 outcome	3 year trend	Outcome compared with all Barnsley Children
Children achieving GLD	20%	36%	50%	upward	Gap narrowing

There is no 2018 national CLA data published for EYFS outcomes.

5.46 Year 1 Phonics Check Data for Children Looked After

Y1 phonic 11 Children	2017 outcome	2018 outcome	2019 outcome	3 year trend	Outcome compared with all Barnsley Children
Passing the Y1 Phonic check	14.3%	62%	50%	Upward	Gap widened in 2019

There is no 2018 national CLA data published for phonic outcomes

5.47 End of Key Stage 1 Statutory Outcomes for Children Looked After

KS1 Outcomes 9 Children	2017 Outcomes	2018 Outcomes	2019 Outcomes	3 Year Trend	Outcome compared with All Barnsley Pupils
Securing ARE in Reading	28.6%	40%	50%	Upward	Gap narrowing
Securing ARE in Writing	28.6%	40%	50%	Upward	Gap narrowing
Securing ARE in Mathematics	42.9%	60%	62.5%	Upward	Gap narrowing
Securing ARE in Reading, writing and mathematics combined	28.6%	40%	50%	Upward	Gap narrowing

2018 KS1 national CLA Data for comparison: Reading 51%; Writing 42%; Mathematics 49%; Reading, writing and mathematics combined 37%

5.48 End of Key Stage 2 Statutory Outcomes for Children Looked After

KS2 Outcomes 10 Children	2017 Outcomes	2018 Outcomes	2019 Outcomes	3 year Trend	Outcome compared with All Barnsley Pupils
Securing ARE in Reading	45%	12.5%	55.5%	Upward	Gap narrowing
Securing ARE in Writing	45%	25%	66.6%	Upward	Gap narrowing
Securing ARE in Mathematics	40%	31.3%	77.7%	Upward	Gap narrowing
Securing ARE in GPS	50%	25%	66.6%	Upward	Gap narrowing
Securing ARE in Reading, writing and mathematics	25%	6.3%	55.5%	Upward	Gap narrowing

2018 KS2 national CLA Data for comparison: Reading 51%; Writing 49%; Mathematics 47%; Reading, writing and mathematics combined 35%

5.49 End of Key Stage 4 Statutory Outcomes for Children Looked After

KS4 Outcomes 13 Children	2017 Outcomes	2018 Outcomes	2019 Outcomes	3 year Trend	Outcome compared with All Barnsley Pupils
Average attainment 8	18.5	28	25.5%	Upward	Gap widen in 2019
Grade 4 and above in English	21	43.8	38.4%	Upward	Gap widen in 2019
Grade 4 and above in maths	15.7	43.8	30.7%	Upward	Gap widen in 2019
Grade 4 and	14.3	43.8	23%	Upward	Gap widen in 2019

above in both English and maths					
5 GCSE at grade 4 and above plus English and maths	14.3	37.5	23%	Upward	Gap widen in 2019
5 or more GCSEs grade 4 and above	-	37.5	38.4%	Upward	Gap widened 2019
Secured other qualifications	-	93	93%	maintained	Maintained

2018 KS4 national CLA Data for comparison: Attainment 8 18.9; Grade 4 in English and mathematics 17.6%; 5 GCSE plus English and Mathematics 15%

- 5.50 The KS4 2019 cohort was a lower ability cohort than 2018 with 46% having identified SEND and 31% having an EHCP compared with 25% identified SEND and 7% with a statement/EHCP the previous year. For this reason we were not expecting the same level of attainment as in 2018.

Overall the results suggest that while they are not as high as the previous year they are likely to be above national CLA results. The results remain well above the results of 2017. There were some real stand-out individual results this year with one child achieving 9 GCSEs at grade 7-9 and another with strong foster carer support securing 4s across the board - a grade above their predicated target grades in all subjects.

The results for achieving grade 4 in English and Maths combined (23%) are however not as high as we had hoped with 3 children missing their targets of grade 4 in English and Maths. As there are only 13 children in the cohort this makes a big difference to the percentages. It is notable that all three had placement breakdowns in KS4 indicating that stability is, as ever, a key factor in securing good educational outcomes.

- 5.51 All except one child in the cohort has an identified post 16 destination. The young person without a post 16 destination has a planned location move as part of the care plan and will receive targeted intervention advice and guidance support over the coming weeks to identify appropriate provision in the new locality.

6. PROPOSAL AND JUSTIFICATION

- 6.1 The validated education outcomes for 2019 provide Cabinet with insight into areas of the National Curriculum where pupil progress is being made and maintained, together with the areas where further improvement is sought and the action to be taken in order to continue to close the gap with the National Average.

7. CONSIDERATION OF ALTERNATIVE APPROACHES

- 7.1 This report is to enable Cabinet to maintain oversight of a key policy priority for the Council and the Borough, namely to ensure pupils obtain qualifications which will help fulfil their potential.

8. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 8.1 The report will be of interest to parents and carers' of children attending schools and academies in the Borough and how they are performing, together with the Local Authority's proposals for further improving learning and teaching standards as part of its partnership-based approach through the Barnsley Alliance.

9. FINANCIAL IMPLICATIONS

- 9.1 There are no direct financial implications arising from this report.

10. EMPLOYEE IMPLICATIONS

- 10.1 There are no employee implications arising directly through this particular report.

11. LEGAL IMPLICATIONS

- 11.1 There are no legal implications emerging through consideration of this specific report.

12. CUSTOMER AND DIGITAL IMPLICATIONS

- 12.1 There is no impact upon the ability of the consumer to access the Council's services, including school admissions and other school-related services or upon the onus towards encouraging digital transactions.

13. COMMUNICATIONS IMPLICATIONS

- 13.1 The provisional education outcomes achieved by pupils during 2019 will form the basis of a media release.

14. CONSULTATIONS

- 14.1 No consultation has arisen in the compilation of this report.

15. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

- 15.1 Attainment outcomes forming part of the Council's Corporate Performance Reporting Framework (Quarter 3: 2019/20) are being considered as part of the separate report on today's agenda.

16. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION

- 16.1 Continuing to improve the attainment of disadvantaged pupils and closing the gap in outcomes between such pupils and their peers, is a priority of the Barnsley Alliance for School Improvement. This is pursued, rigorously, by the Alliance's 'Developing Leadership Capacity' Sub Group and Special Educational Needs (including Disabilities) (SEND) Oversight Board. SEND improvements are identified as a specific priority within the Barnsley Alliance Education Improvement Strategy.

17. TACKLING THE IMPACT OF POVERTY

- 17.1 Enabling all pupils to achieve their potential through attendance at a good school, will better equip them to continue to be engaged in training, education and employment; access the local labour market and become more resilient against the effects of deprivation.

18. TACKLING HEALTH INEQUALITIES

- 18.1 Please see Paragraph 17.1.

19. REDUCTION OF CRIME AND DISORDER

- 19.1 There are no implications for tackling crime, disorder or anti-social behaviour arising directly through consideration of this particular report.

20. RISK MANAGEMENT ISSUES

- 20.1 Through the Barnsley Alliance, all schools and academies are risk-assessed at regular intervals in order to ensure teaching and learning standards are of good quality. Schools are supported to maintain and improve standards through a sector led approach (*Please see Paragraphs 5.1 and 5.8*).

21. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

- 21.1 There are no implications emerging through this report.

22. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

- 22.1 There are no implications for the Convention through considering this report.

23. CONSERVATION OF BIODIVERSITY

- 23.1 No implications are likely to arise through consideration of this report.

24. GLOSSARY

- 24.1 EAL - English as an Additional Language
EHCP – Educational and Health Care plan
EYFS – Early Years Foundation Stage
GCSE – General Certificate in Education
GLD - Good Level of Development
KS - Key Stage
SEN - Special Educational Needs
SEND - Special Educational Needs and Disability
CLA – Children Looked After
Y1 – Year 1
ARE – Age Related Expectations

25. LIST OF APPENDICES

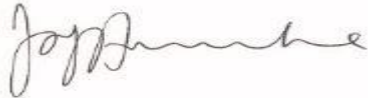
- 25.1 There are no appendices to this report.

26. BACKGROUND PAPERS

26.1 If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Report author: Nina Sleight (Service Director: Education, Early Start and Prevention)

Financial Implications/Consultation



...Joshua Amahwe (12/02/2020).....

*(To be signed by senior Financial Services officer
where there are no financial implications)*

BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

REPORT OF THE DIRECTOR OF CORE SERVICES TO CABINET

CORPORATE PLAN PERFORMANCE REPORT QUARTER 3 OCTOBER TO DECEMBER 2019

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to introduce the council's latest Corporate Plan Performance Report, drawing upon information available for Quarter 3 (Q3), and to provide a headline overview of progress against the Corporate Plan Scorecard.

2. RECOMMENDATIONS




It is recommended that:

- 2.1 Cabinet members note the Q3 performance position against the Corporate Plan outcomes.
- 2.2 Cabinet review, challenge and scrutinise the contents of the Corporate Plan Performance report in relation to the delivery of the Corporate Plan priorities and outcomes.
- 2.3 Cabinet members note that the Stronger Communities Narrative Report is no longer provided as part of the Corporate Performance products. Dissemination of this report is now determined by the Communities Directorate.

3. INTRODUCTION/BACKGROUND

- 3.1 The Corporate Plan contains three priorities, supported by 12 outcomes. These are reflected in the 2020 Outcomes Framework and outline what the council has committed to undertake in order to deliver the priorities. It is also recognised that the council is not solely accountable for delivering these outcomes, as it works in partnership with other organisations. The Q3 position against these outcomes is summarised in the Scorecard below.

4. Corporate Plan Scorecard

  		
1. Create more and better jobs and good business growth	6. Every child attends a good school and is successful in learning and work	10. People volunteering and contributing towards stronger communities
2. Increase skills to get more people working	7. Reducing demand through improving access to early help	11. Protecting the borough for future generations
3. Develop a vibrant town centre	8. Children and adults are safe from harm	12. Customers can contact us easily and use more services online
4. Strengthen our visitor economy	9. People are healthier, happier, independent and active	
5. Create more and better housing		

Key – The ratings are based upon the performance indicators that relate to each Corporate Plan outcome and 2020 Outcome Framework achievement to provide a rounded picture of performance, including financial performance.

- | | |
|----------|--|
| R | Performance against majority of indicators is below target for this point of the year |
| A | Performance is mixed, some indicators will be on track to achieve targets and others will require improvement to achieve targets |
| G | Performance against majority of indicators is in line with targets for this point of the year |

5. Progress against Priorities and Performance Measures

- 5.1 The Q3 position for each priority area is detailed in the Corporate Performance Report, which includes both the data and supporting narrative. The Q3 Corporate Performance Dashboard can be accessed via this link:
<http://bmbsmtst01/PBIReports/powerbi/DMT%20Reports/CPR%20Power%20BI%20201920?rs:embed=true>

6. Consultations

- 6.1 Consultations have taken place with a number of officers from all Directorates within the council who have contributed to the report and its content.
- 6.2 Consultation has also taken place with all members of the Senior Management Team who have collectively reviewed the report.

7. Risk Management Issues

- 7.1 The report identifies a number of performance issues and risks as an underlying consideration throughout the report under each of the outcomes.

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made.

OUR VISION
WORKING TOGETHER FOR
A BRIGHTER FUTURE
A BETTER BARNSELEY

Corporate Plan Performance Report

THRIVING &
VIBRANT ECONOMY

PEOPLE ACHIEVING
THEIR
POTENTIAL

STRONG &
RESILIENT COMMUNITIES



Quarter 3 October – December 2019

The council's Corporate Plan for 2017-21 sets out what we aim to achieve over the next four years to improve outcomes for our customers and the community. It explains what we want to do, how we plan to do it, and how we'll measure whether we're on track to achieve it. We feel that specific areas warrant greater attention, emphasis, and possibly resources, to influence other areas of activity and make the greatest impact overall, so this is where we'll focus our performance management and reporting arrangements to keep a closer eye on how well we're doing.

The image displays three vertical panels, each representing a pillar of the strategic plan. Each panel has a background color (purple, green, and red respectively) and a repeating pattern of small white dots. At the top of each panel is a banner with the text 'OUR PRIORITIES'. The first panel (purple) features the text 'THRIVING & VIBRANT ECONOMY' with a gear icon at the bottom. The second panel (green) features the text 'ACHIEVING THEIR POTENTIAL' with a gear icon at the bottom. The third panel (red) features the text 'STRONG & RESILIENT COMMUNITIES' with a gear icon at the bottom.

Each priority is broken down into outcomes, which are long term and sustainable benefits that support the overall success of the priority. For each outcome there are performance indicators (PIs) which are the activities that we measure to understand whether we're on track to achieve it.

This report provides an overview on how we are performing for the quarter. It should be read in partnership with the accompanying performance Data table (a link to which is available on the last page of this report).

Throughout the document you will see that some of the figures are coloured differently. This “RAG (Red, Amber or Green) Rating” indicates how we are performing against our targets and is explained below, where figures are not coloured, there are no targets set but we still want to monitor our performance.

We have highlighted the PIs that are RAG rated as red throughout the report.

	Performance is more than 10% below target for this point of the year
	Performance has been satisfactory and within 10% of the target for this point of the year
	Performance against indicator is in line with targets or better for this point of the year

Corporate Plan Score Card Quarter 3



The ratings are based upon the performance indicators that relate to each Corporate Plan outcome to provide a rounded picture of performance, including financial performance. At year end, individual indicators are mostly given either a red or green RAG dependent upon targets being met or not. In exceptional cases we may assign an amber rating where the target is missed by a narrow margin.

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R	Performance against majority of indicators is below target for this point of the year
A	Performance is mixed, some indicators will be on track to achieve targets and others will require improvement to achieve targets
G	Performance against majority of indicators is in line with targets for this point of the year

Outcome 1 - Create more & better jobs & good business growth

We've helped **42** new businesses to start trading and supported **83** businesses to expand in Q3. Our work with the private sector has created **410** jobs for the borough. 55% of jobs created in Q3 were associated with the boroughs SME businesses, compared to just 15% coming from the boroughs large companies. 15% were associated with inward investment activity.

In Q3, **12** companies have chosen to relocate to Barnsley. These investors have occupied over 103,699 sqft of floorspace, helping to create over 65 new jobs and securing over £15.1 million of private sector investment into the borough.

Launchpad

Launchpad 2 commenced during Q3. This helps to provide ongoing support for people just starting to think about working for themselves and new business owners (up to 3 years old) who are keen to grow their companies and create jobs.

They can quickly access a range of new and existing business advice, workshops, seminars, one-to-one coaching and mentoring services.

Inward Investment

By the end of Q3, 40% of the total floorspace uptake has been attributed to Inward Investment activity.

Inward investment has been secured through the successful lettings at PIF Funded Enterprise 36, and the long term vacant unit at Fall Bank Industrial Estate, together with a number of smaller units at Mitchells Enterprise Centre, and MWS accommodation at Kendray, Oakwell, BBIC and the DMC.

Despite this high performance, 31% of all enquiries closed due to no premises being available and the ongoing issue of lack of stock continuing to constrain economic growth. To address the constrained stock levels seven schemes have now been approved for Sheffield City Region JESSICA/PIF2 funding and we anticipate 536,000ft2 of speculative development to take place in the next twelve months which will improve enquiry conversion rates and secure investment and jobs for the borough.

Growth Hub Enhancement

There has been further successful delivery and overachievement of outputs for the £2.7m ERDF Sheffield City Region project. Over the past three years, over 260 Businesses have been supported and 83 jobs have been created by key account managers in Barnsley who have been able to deliver expert one-to-one assistance to help aid business growth.

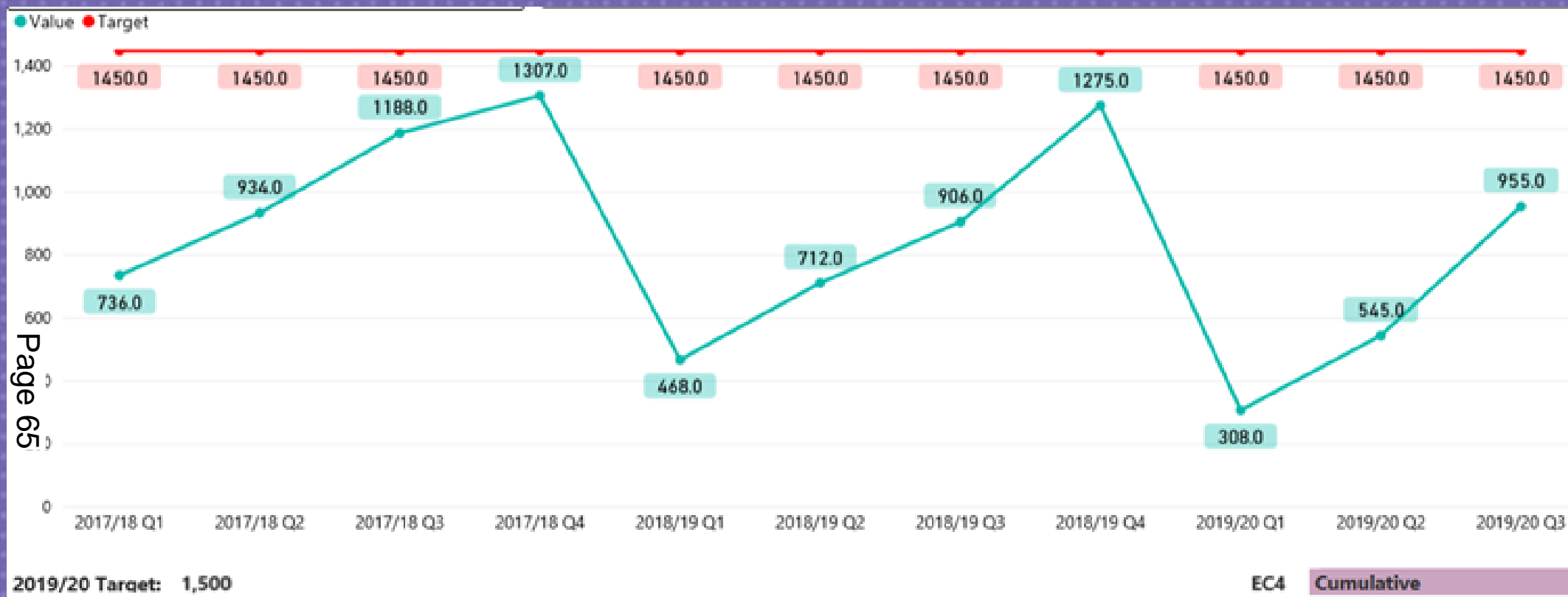


Planning Applications

There is continued good performance in Q3 with **90%** being determined within agreed timescales. However there has been a reduction in the number of major applications determined. This may be due to economic uncertainty, or that applicants may have been holding off submitting applications until they had clarity on our Supplementary Planning Documents which were out for consultation at the time applications were being prepared.



EC4: Number of Private sector jobs created



Planned Improvement Actions:

- During 2020, new developments which have been in the pipeline for the last couple of years should come to fruition, including the projects supported via the Property Investment and JESSICA funds. The construction of new industrial properties will provide more 'product' to the market and provide new employment opportunities.
- There are a number of inward investors due to relocate to the borough during 2020 included William Rowland, DURA-ID, NHS blood and transplant (bring approximated 500+ new employment positions to the borough).
- Due to the lack of business support products at Sheffield City Region the Enterprising Barnsley Team have proactively sought new opportunities to develop new business support projects that will help stimulate new jobs in the borough.

Outcome 2 – Increase skills to get more people working

A total of seven further apprentices started on the programme in Q3, equating to **0.60%** of our workforce. We also have an additional 4 apprenticeships that started in Quarter 3 but are still awaiting training providers to finalise payments.

The number of 16 & 17 year olds on apprenticeships is currently performing well. At Q3 the percentage of young people engaged in an apprenticeship is **7.3%**. In terms of benchmark comparator data (Nov 2019), Barnsley performance compares strongly: the regional figure was 5.9% and national 4.3%.

The percentage of care leavers who are in education, training or employment is 1.4%

is 27 of 44 care leavers. Engagement is lowest for 21 year olds (43.8%), compared with 66.7% for both 19 year olds and 75% for 20 year olds. Whilst performance has improved slightly from Q2, it remains below target (65%).



Workplace Health

In October 2019 the second Be Well@Work Annual Awards Ceremony took place. This year there were 5 awards and the number and quality of applications compared to the previous year was really impressive which shows the increasing number of businesses across Barnsley recognising the importance of improving workplace health and wellbeing.

Q3 performance on employment opportunities for those with learning disabilities is **5.6%** which puts us above target for the first time.

The service will continue to develop further work opportunities and move even more of this cohort from the scheme into permanent paid employment outside of the current offer. To support this, we are developing video clips to share with employers and a marketing brochure to show the benefits the service offers and the support employers can receive to bring in new workers who have support needs but who can be a real asset to their organisation.

The number of 16 & 17 year old young people who are NEET or classed as not known is dropping further. The 3 month average in quarter 3 is currently 7.8% which is an improvement of 0.5% on last year's figure of 8.3%. Regional and national figures for December are not yet available.

Ambition Barnsley 2019

This year's interactive careers event Ambition Barnsley took place at the Metrodome Complex on the 20th November, turning out to be our busiest and best yet! Organised and managed by Young People's Skills and Enterprise team, the event saw 10 schools attending throughout the day, with over 450 students from Years 9-11 experiencing upwards of 60 exhibitions thrown by major employers, training providers, and more.

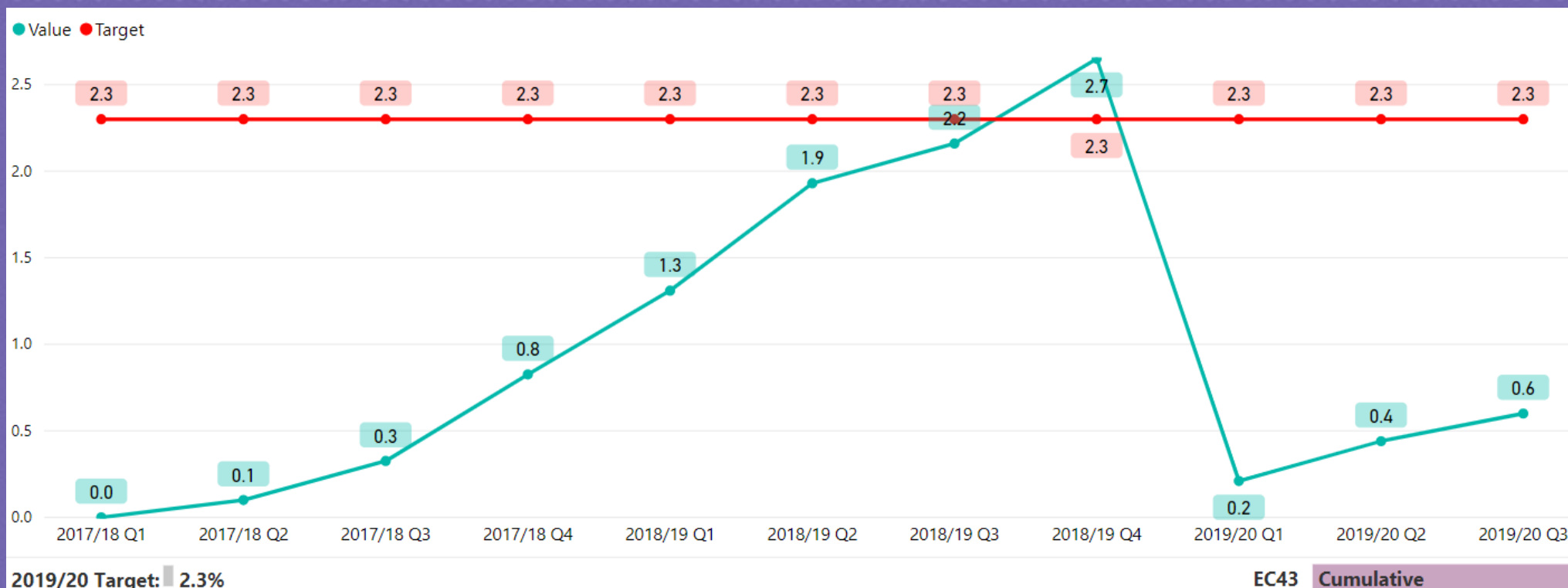
In the evening over 1000 visitors came along to the Metrodome Complex, making this our highest ever turnout. The overall event was more interactive than ever, with exhibitors bringing new car and engine technology, hair and make-up tutorials, video games and engineering activities to take part in. As well as having global conglomerates Rolls Royce attend the event, for the first ever time, we also provided the people of Barnsley with their first chance to see the future of the town centre

through VR headsets, which the representatives of GlassWorks promoted throughout the day.





EC43: Number of apprentice starts each year as a percentage of the Council workforce



A total of 31 apprenticeships are estimated to start in Q4, including 9 Local Environmental Services apprentices in Jan 2020. Another Future Leaders programme will commence in Q4 2019/20 (for 48 employees). These 48 starts will contribute to the total 2019/20 apprenticeship target.

If all estimated starts are achieved within Q4 (as detailed above) we will achieve the annual 2.3% Public Sector Target for 2019/20.

Outcome 3 – Develop a vibrant town centre

Footfall in Barnsley town centre at Q3 has seen an increase on the previous year, reflecting the impact of the completion of the town centre public realm and the opening of Market Kitchen and JD Sports in October.

Footfall was **1,627,772** in Q3. Whilst footfall in Q1 and Q3 has seen an improvement year on year, the Q2 summer period had lower footfall and may impact on achievement of the overall target.

88% of town centre units are occupied and **84%** of market stalls (target 95%).

Opening of Market Kitchen

October saw the official opening of Market Kitchen. The Glass Works' independent food court welcomed tastes from around the world as cuisines from India, Thailand and the Balkan Peninsula arrived in the town centre, along with a fully licensed bar. The food court housed upstairs in Barnsley Market - which was already home to three traditional market cafes, Dolly's Desserts and Daddy Beanz Coffee - added Rajah, Khao Niew and Jar Bar to the space on Saturday 26 October, whilst bar offer Cucina Sky Lounge also opened its doors.

Quack Rotisserie and Breeze Bros pizza, followed at the end of the year.

Market Kitchen has seating for more than 500 people and provides a terrace with outdoor seating and views across the new public square. Food outlets are encouraged to source ingredients directly from the market or from local providers, helping to sustain the local economy.



Barnsley Bright Nights

Barnsley Bright Nights was the town centre's second annual Winter Lights Festival and ran from Thursday 28 to Saturday 30 November 2019. The event included the traditional Christmas Switch-On and fireworks, plus an illuminated trail of installations at venues across the town centre over three days of the festival.

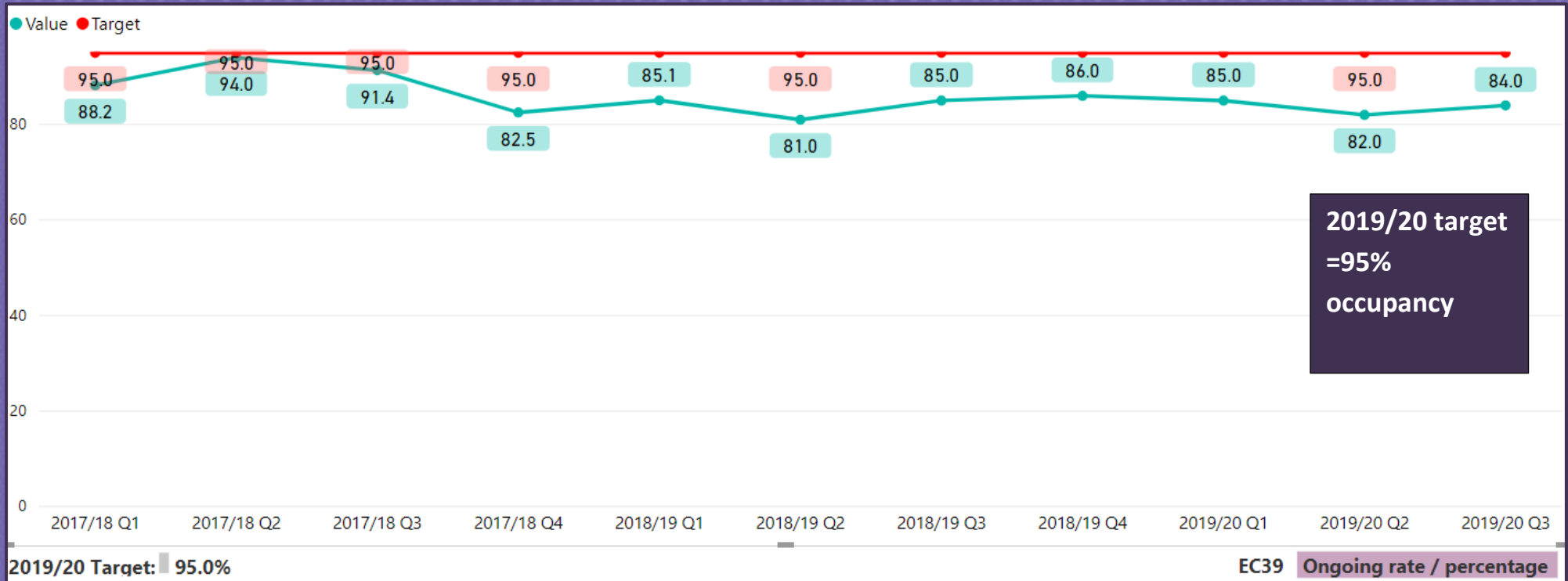
The format of engaging a number of locations to move people around the town has proved to be successful and helped to transfer footfall to different venues. This not only provided an opportunity to showcase newly opened facilities such as Market Kitchen and the Library at the Light Box, but also meant that established places such as the Cooper Gallery, St Mary's Church and Barnsley Civic had an opportunity to attract non-traditional audiences, raise awareness of their offer and encourage repeat visits. The Library at the Lightbox had 1800 additional visitors on Thursday evening alone, almost 4,000 people visited Market Kitchen and almost 5,000 people went to see Luke Jerome's "Gaia" installation in Barnsley College.

The event was exceptionally well received with over 10,000 people attending, generating £270,000 worth of economic impact to the town centre and was a return on investment of £4.50 for every £1 of delivery budget spent.





EC39: Occupancy level of town centre markets



Occupancy is steadily increasing as the market establishes itself and the Glassworks scheme starts to come online. Market Kitchen is almost 100% occupied. There is now a growing interest in the ground floor Food Hall and Q4 will see additional lets in this location.

The rent reduction on the first floor has seen two new units let and we are looking to develop a youth enterprise zone in this location to develop interest in the remaining units. An initial benchmarking exercise has shown that whilst performance is below target, we are outperforming a number of comparator markets within the region.

BARNSELEY MUSEUMS

Barnsley museums have performed strongly in Q3, with record visitor numbers reported in November and December. A total of **315,239** people visited our museums contributing an estimated **£6.9 million** to the local economy.

Wentworth Castle gardens has exceeded its targets during Q3 and continues to build on its positive start. The service remains on track to show a full year on year growth of over 7%



'The Second World War, Barnsley's Story'

This quarter saw the opening of the Second World War exhibition at the Town Hall, with associated activities including the dramatic spectacle of a Spitfire outside the Town Hall.

The free exhibition highlights the spirit of the people of Barnsley who gave up their time, money and in some cases lives to support the war effort for a better and brighter world for future generations.



Venice, Paradise of Cities Exhibition 14 September – 30 November

To mark 200 years since the birth of writer and art critic John Ruskin, Barnsley Museums opened this exhibition at the Cooper Gallery to celebrate his most beloved of places - Venice.

The exhibition included 19 paintings of Venice from the 18th century to the 1930s, this included nine paintings from the Cooper Gallery's own collection, three of which were conserved for the exhibition. Also on display was a work by Canaletto from Cannon Hall Museum's collection, and loans from four galleries around the country.

The Gallery had 21,053 visitors during the exhibition period contributing to:

- Over £7,000 in visitor spend
- £600 in donations
- £51m online press readership
- 81,000 social media reach

Incredibly positive feedback came through in the evaluation of the exhibition, indicating the ability of exhibitions like this to evoke memories, pride and happiness.



Outcome 5 – Create more & better housing

334 New homes have been built in Q3; **19** of these are affordable homes



Affordable homes completions consist of:

- Three section 106 units (affordable rent) by Yorkshire Housing from Barratts, Lee Lane, Royston.
- Ten Council build bungalows at Meadstead, Royston.
- Six acquisitions/conversions funded via the Empty Homes Programme.

Keep Warm this Winter

To coincide with Fuel Poverty Awareness Day in November, we launched our Keep Warm this Winter Campaign to highlight services available to residents who are struggling to keep their homes warm. Support includes the Better Homes Barnsley scheme which offers new boilers, and loft and cavity wall insulation to homeowners and private tenants. Grants are available to those on low incomes and with health conditions made worse by the cold. The scheme is currently offering first-time gas central heating systems to eligible homeowners for free and at a cost of £750 for landlords with eligible tenants.



96.2%

of our housing stock meets Barnsley Decent Homes Standard.

26

empty properties have been brought back into use in Q3. We have now met and exceeded the annual target.

22 days

is the Barnsley Homes average property void time.

97.8%

Is the Barnsley Homes rental collection rate.

Outcome 6 – Every child attends a good school and is successful in learning and work

Ofsted Ratings – Education

Early Years settings in the Barnsley borough continue to achieve above national average outcomes at their Ofsted inspections. Currently, **98%** of childcare providers have either a good or outstanding outcome compared to 96% nationally and regionally.

The proportion of pupils attending schools and settings judged good or outstanding by Ofsted is **68.2%** at the end of December 2019 and is a further decrease on the previous quarter.

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74.1% of Education, Health and Care Plans were issued within 20 weeks, excluding exceptions. Performance at the end of Quarter 3 remains well above the national, regional and statistical neighbour average.

We have seen an increase in the number of children who are school ready to **70.4%** in 2019. This increase of 0.4 percentage points is slightly higher than the national increase of 0.3 percentage points and therefore the gap continues to close.

66.4% of pupils in Barnsley are achieving the expected standard or above in combined KS2 reading, writing and maths. Barnsley is now above the national figure of 65.3%. We also outperformed the regional average of 63.4%, and the statistical neighbour average of 64.5%. Results are based on the validated data published in December.

69% of schools (55 out of 80) performed above or in line with the national average at the expected standard in reading, writing and maths at KS2. This has increased from 60% in 2018 and 50% in 2017.

51.4% of disadvantaged pupils in Barnsley achieved the expected standard in combined KS2 reading, writing and maths, in comparison to 65.3% of all pupils nationally - closing the gap to 14 percentage points below (15 percentage points below in 2018).

Provisional KS4 data shows that the attainment 8 score of our **disadvantaged** pupils increased from 33.9 in 2018 to **35.7** in 2019. As a result, the gap to the national average for all pupils, which remained at 44.5, has closed.

Take up of two year old's entitlement to free childcare/education remains at **75%.**

Alongside our existing marketing, for Q4 we will have newly designed marketing and new campaigns active within Barnsley Interchange, Barnsley Alhambra and on local bus tickets. We have a set of animations to focus on key messages such as flexibility, benefits and employment, concerns children are too young and extended family caring for children. We hope that this will help to break down the barriers some eligible families face in terms of taking up their places.

Free Childcare

is available for your 2 year old

Choose 1 of the 3 ways to apply

- 1: Apply online using the BMBC Citizen Portal
- 2: Drop in to one of weekly Childcare surgeries running Monday mornings at the Library @ The Lightbox anytime between 9am and 12noon
- 3: Pop along to your local childcare setting and ask them to help with an assisted application

How do I apply online via the BMBC Citizen Portal?

- Search 'Barnsley Family service directory'
- Click 'Barnsley FSD'
- Click on 'Family Information'
- Then click on 'Free Childcare for eligible two year olds'

Read all the information before you click to apply at the bottom of the page.

Before you start you will need your national insurance number

Using the Citizen Portal

If you have older children you may already have a citizen portal account when you applied for their school place. You can log on using the same email and password

If you have not used the Citizen Portal before click 'Register'.

Outcome 7 – Reducing demand through improving access to early help

Adult Social Care Outcomes Framework (ASCOF) highlights excellent performance

The Adult Social Care
Outcomes Framework 2018/19
Handbook of Definitions

ASCOF was published in October and evidences our excellent performance in 2018/19. From 2017/18, our performance has improved in 16 out of the 22 measures with the remainder remaining the same other than one area (Direct Payments) in which a reduction was a predicted outcome of planned service improvements. Barnsley is above the averages of both England and our statistical neighbours in 19 of the 22 performance measures. Particularly pleasing is our performance on:

- **Overall satisfaction of people who use services with their care and support.** Barnsley Council's performance at **74.7%** is a significant improvement on the 2017/18 performance (66.4%) and now puts us way ahead of the national and statistical neighbour average of 64%.
- **The proportion of people who use services who say that these services have made them feel safe and secure.** Barnsley ranks as the highest performing Local Authority on this measure at **97.1%**
- **Delayed transfers of care from hospital.** As a system Barnsley is the second best performing nationally and best regionally for this indicator.

Timeliness of Adult Social Care Reviews

Performance continues to improve on this measure in Q3 with **91%** of adult social care reviews completed on time. This is well above target. Barnsley's performance far exceeds the national average of 60.9% and currently ranks top two in terms of performance among regional ADASS groups.

Direct Payments

45.8% of adult social care clients were in receipt of direct payments in Q3. This is on course to meet the year-end target.



Troubled Families

The number of claims made to DCLG for significant and sustained improvement is **252** at Q3. Despite the anticipated slow-down in Q3, performance continues to improve.

Preventing Young People from Entering the Criminal Justice System

The Out of Court Triage Panel was introduced in April 2019 as part of a wider range of prevention strategies to reduce the number of young people entering the Youth Justice System for the first time and to further reduce Barnsley's re-offending rates in comparison to its YOT statistical neighbours. The panel is led by Targeted Youth Support's Early Intervention and Prevention Service and introduces a change to the way in which young people are assessed, implementing a joint decision making process with Targeted Youth Support Service, the Police, the young person and their family to ensure that decisions consider all relevant factors and that intervention plans are constructed to reduce further re-offending.

Re-ablement

62.2% of re-ablement clients completed the programme in Q3 with no long term needs. This measure is now above target. Barnsley is also performing above the national average for patients still at home 91 days following re-ablement at 85% (National figure 82.4%).



Outcome 8 – Children and adults are safe from harm

- **91.4%** of looked after children were in family fostering placements at the end of Q3, against our target of 90.7%. 287 looked after children were in family placements at the end of December – a record high.
- **15.4%** of referrals in to children's social care were repeat referrals in Q3 against a target of 18%. This is the lowest reported re-referral rate for more than two years.
- **31%** of assessments for children's social care were carried out within 20 days of referral in Q3.
- 128 of 147 (**87.1%**) Section 47 investigations proceeded to initial child protection conference within 15 days. This is well above the year end target.
- 40 children (**28.6%**) were subject to a child protection plan for a second time in Q3.

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At the end of Q3, we have successfully prevented homelessness in **458** cases (191% of target).

Fall in anti-social behaviour incidents

There were **982** anti-social behaviour incidents reported in Q3. This is significantly below target and reflects the proactive interventions and joint operations that have taken place this year. When comparing this quarter to the same time last year there has been a 17% reduction.

In Q3 we also evaluate 'Dark Nights.' ASB and criminal damage for the Dark Night period shows an overall significant reduction in offences compared to the two previous years; from 371 incidents in 2017, 235 in 2018 to 187 for this last quarter, an overall downward reduction of 50%.

282 people aged 65+, and **13** people aged 18-64 have been permanently admitted to residential and nursing care to date. Performance for the 65+ age-group is marginally outside the target.

Delayed transfers of care attributable to Social Services was **0.2** per 100,000 population for October and November.

96.3% of Adult Safeguarding Section 42 decisions were made within 72 hours.

Takeover Challenge

Barnsley once again took part in #TakeoverChallenge in November.

The Takeover Challenge was launched in 2007 by the Children's Commissioner's Office as a fun, imaginative and exciting activity to encourage organisations across England to open their doors to children and young people to take over adult roles. Locally, it is a great opportunity to promote participation in line with Barnsley's Pledge to Children in Care and Care Leavers and ensures that children have a right to have their views heard on the decisions that affect their lives and for these views to be taken seriously.

The day saw children and young people across Barnsley stepping into the shoes of a wide range of adult jobs, with opportunities offered including a day with:

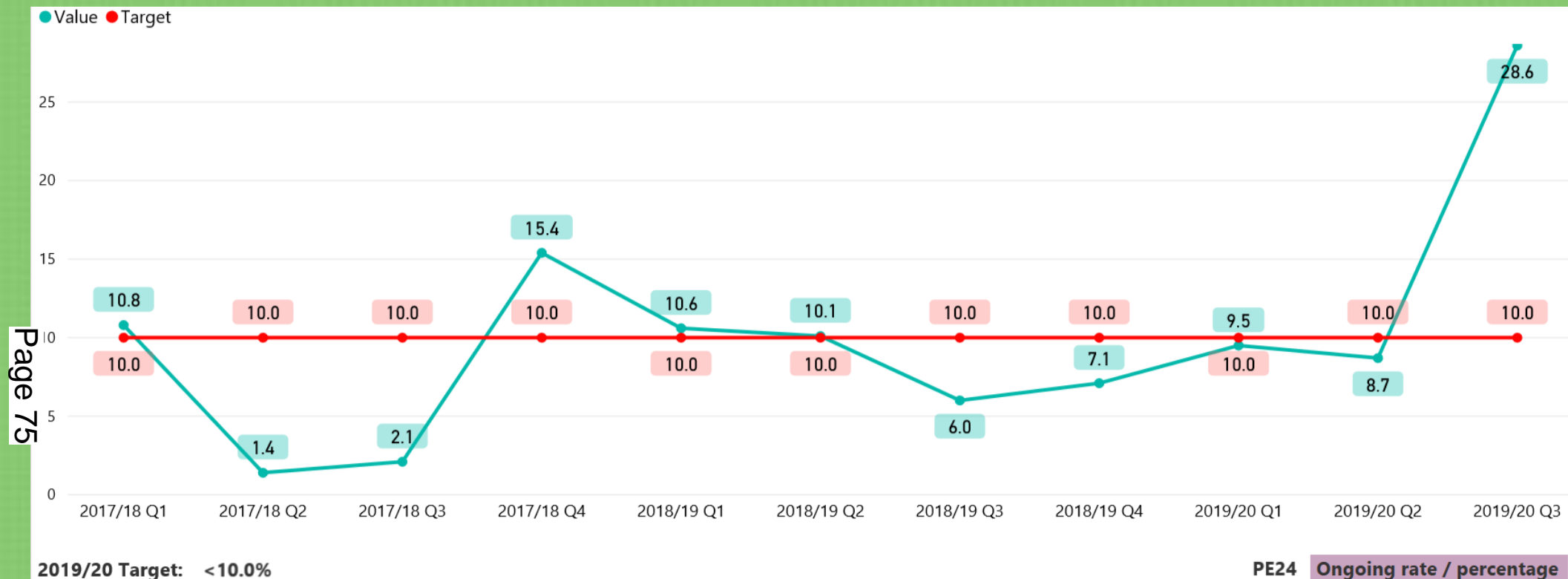
- Barnsley Town Neighbourhood Policing Team
- Barnsley Council's Chief Executive Sarah Norman
- Barnsley Children's Social Care
- Family centres
- Wigfield Farm
- The Civic Theatre
- Nursing in the Community
- Public Health
- Museums Twitter takeover



Around ten young people attended the joint Trust Executive Group and Safeguarding board meeting to share their experiences. Barnsley's first Young Mayor, Alyssa Butler, was also sworn in at a Full Council meeting.



PE24: Children becoming the subject of a Child Protection Plan for a second or subsequent time ever



Performance deteriorated in Q3, rising well above the 10% year-end target to 28.6%. 40 children became the subject of a child protection plan for a second or subsequent time in Q3, which correlates with a general overall increase in child protection numbers throughout that quarter. The figure at Q2 was 8 children. Whilst our Q3 performance is above our target, it is still below all benchmarks and service are confident that this is not a long-term trend.

Outcome 9 – People are healthier, happier, independent and active

Life Expectancy (LE) and Healthy Life Expectancy (HLE)

Life expectancy and healthy life expectancy are very important measures of population health and wellbeing for Barnsley. The measures provide context to the impacts of policy changes and interventions at national and local level. If healthy life expectancy is considerably below the overall life expectancy in an area, then it indicates a population that develops long term health conditions earlier in their lifetime. Consequently, this can lead to both men and women living in poor health for many years.

The Office for National Statistics published new data for life expectancy and healthy life expectancy in Q3 for the period 2016-18. This data illustrates significant improvements in the healthy life expectancy for Barnsley females and some improvement for Barnsley males. Our life expectancy data for both males and females continues to be static which is very similar to the national picture.

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Excess Weight in Children

The National Child Measurement Programme (NCMP) is an annual programme delivered by all local authorities in England. It involves measuring the height and weight of Reception and Year 6 children in schools. The programme provides vital information to help us understand national and local trends in child weight and to develop an approach to create an environment where the healthier choice is the norm.

The latest data (2018/19) shows that 97.7% of Reception and 96% of Year 6 pupils took part in the NCMP. This is positive as high participation helps to ensure robust data on child weight status. It also demonstrates the excellent working relationship between our primary schools, Public Health Nursing Team and the engagement with our children and families.

Excess Winter Deaths (EWDs)

EWDs are a statistical measure to quantify the effect of winter months. As the EWD index varies each year, we previously looked at a 3-year average for this measure. Data is now only published for single years which makes monitoring trends more difficult at a local level.

The most recent figures (2017/18) for Barnsley, give an EWD index figure of **39.4%**, ranked by Public Health England as being similar to the England rate of 30.1%. We know that EWDs in Barnsley occur in the over 65s age group. Flu, pneumonia and respiratory diseases are generally the main cause of EWDs.



There is no clear explanation for excess winter mortality and is due to a variety of wider factors, such as temperature, socio-economic circumstances, underlying health conditions, influenza and other viral infections, fuel poverty, housing tenure & housing conditions, and personal and social behaviours.

Warm Homes & Hospital Discharge Service

A high-level, integrated partnership action plan for Barnsley has been developed to implement a single point of access for housing & health. This will address cold homes and fuel poverty aligned with hospital discharge and as part of the wider Assisted Living Review.

The plan also sets out actions to improve uptake of flu vaccinations; falls prevention; and develop a partnership wide communication plan. The progress in Barnsley continues to feed into a wider Sheffield City Region approach to address excess winter deaths and cold homes, raising the profile of this critical public health issue at a national level.

The Warm Homes & Hospital Discharge Service (part of ABLE commissioned by Communities Directorate) are working with the households in fuel poverty to benefit from energy efficiency and savings on energy tariffs.

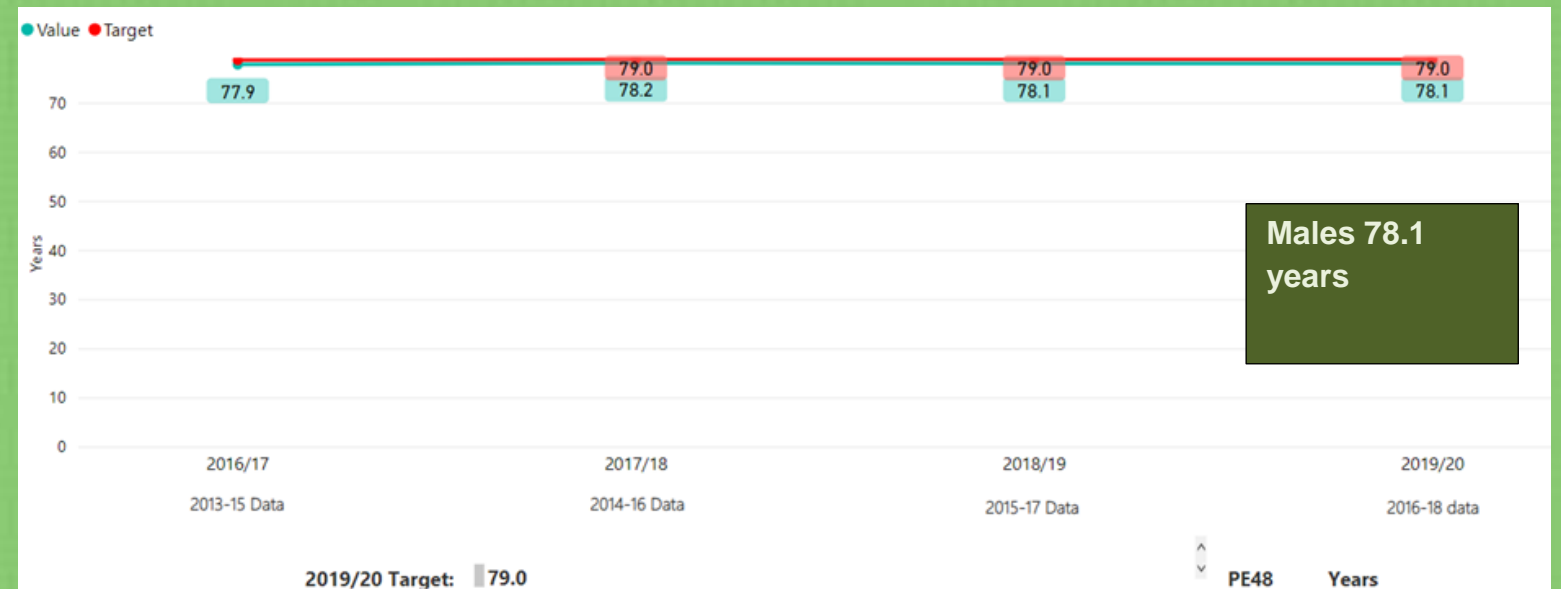
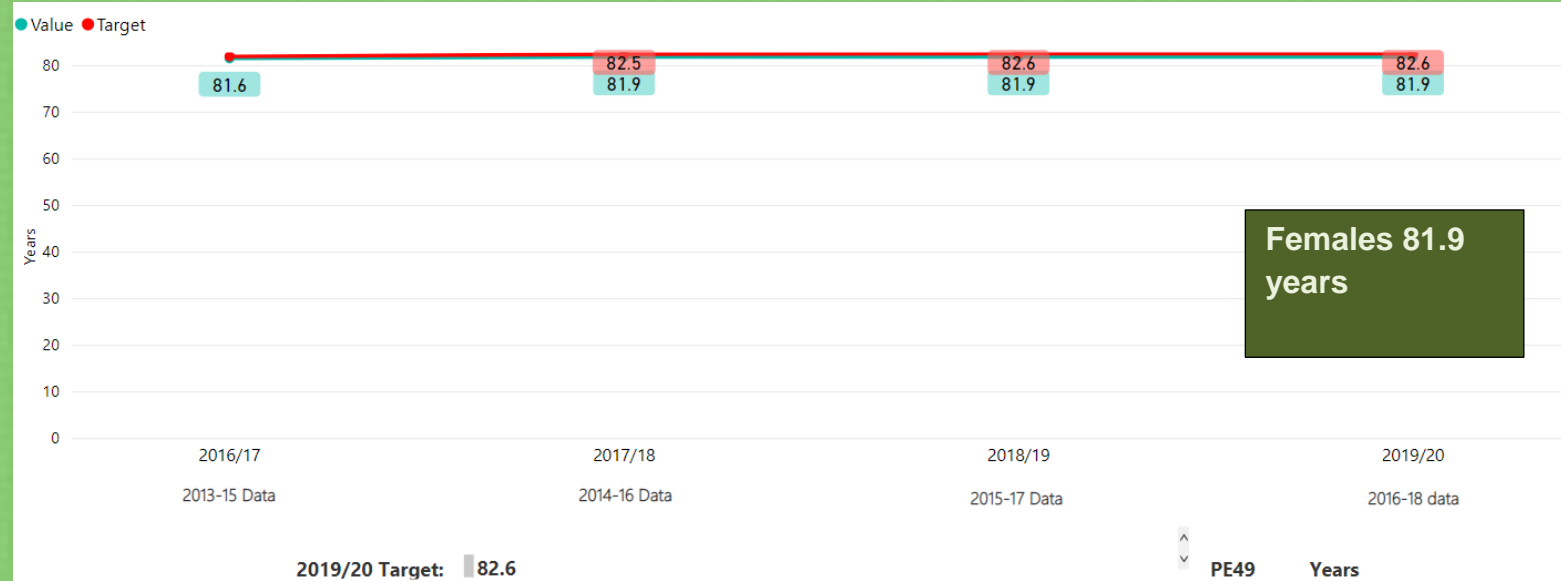


PE48 & 49 Life Expectancy

Life expectancy for Barnsley women has remained static at **81.9** years for the last three timepoints.

This is also the case for the life expectancy of Barnsley men (**78.1** years) which has not changed from data published for 2015-17.

Whilst this is disappointing, we are seeing a similar picture in other local authorities and nationally with virtually no improvement in life expectancy for several years.





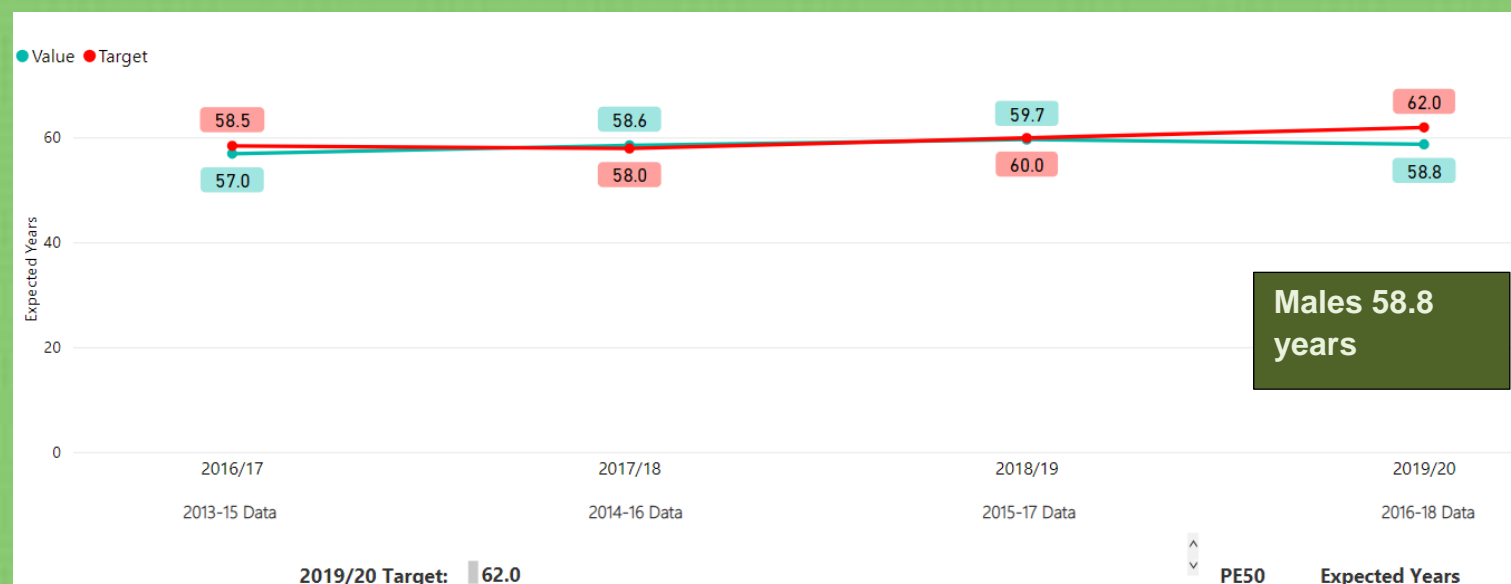
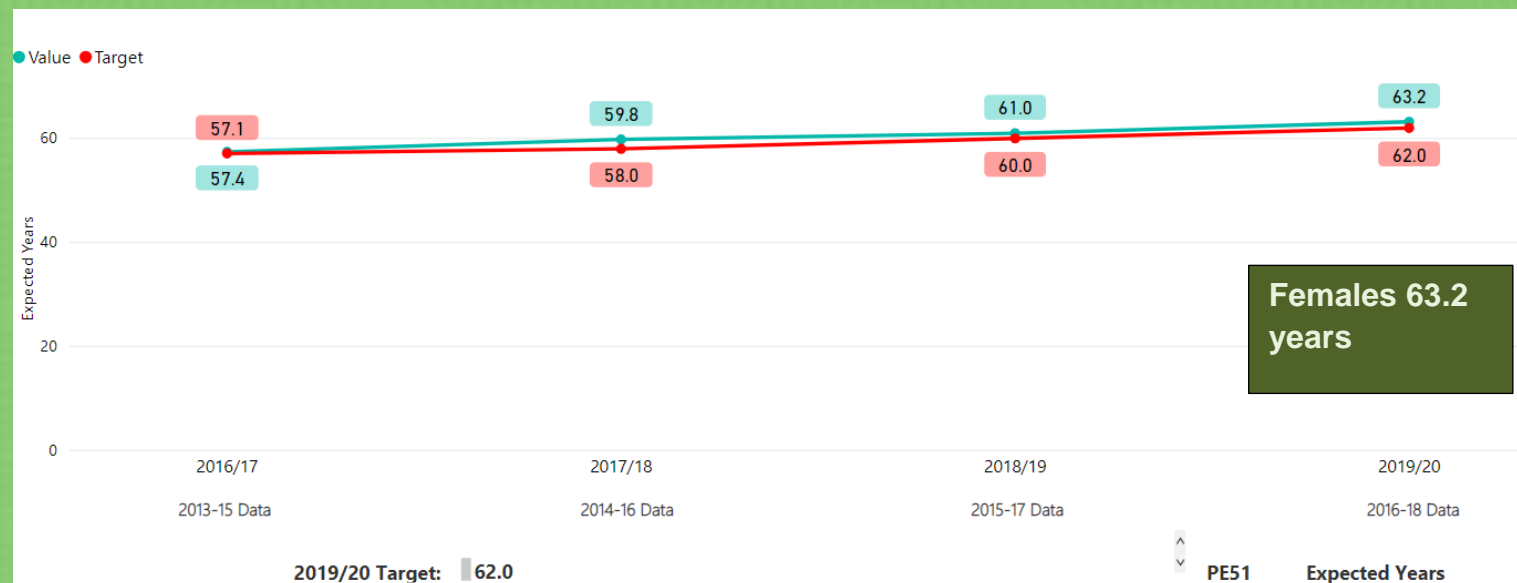
PE 50 & 51: Healthy Life Expectancy

Barnsley female healthy life expectancy data shows a dramatic improvement of 2.2 years from 2015-17 to **63.2** years and is closing the gap between Barnsley and England to **0.7** years.

There is positive news that men's healthy life expectancy (**58.8** years) has increased slightly when compared with earlier time points.

These indicators provide an indication that our population is living longer before they may experience ill health.

Looking at our trend data and comparing it to England we know that our healthy life expectancy rates for both men and women have increased quicker than the England trend.

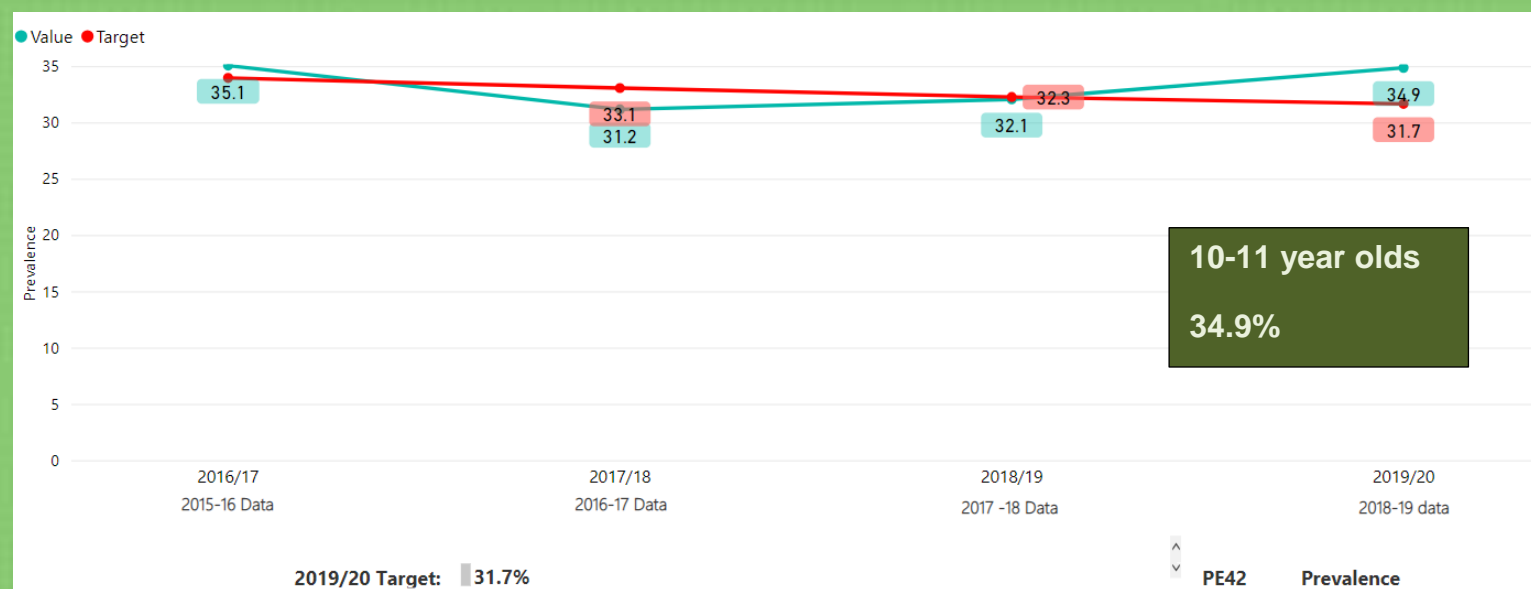
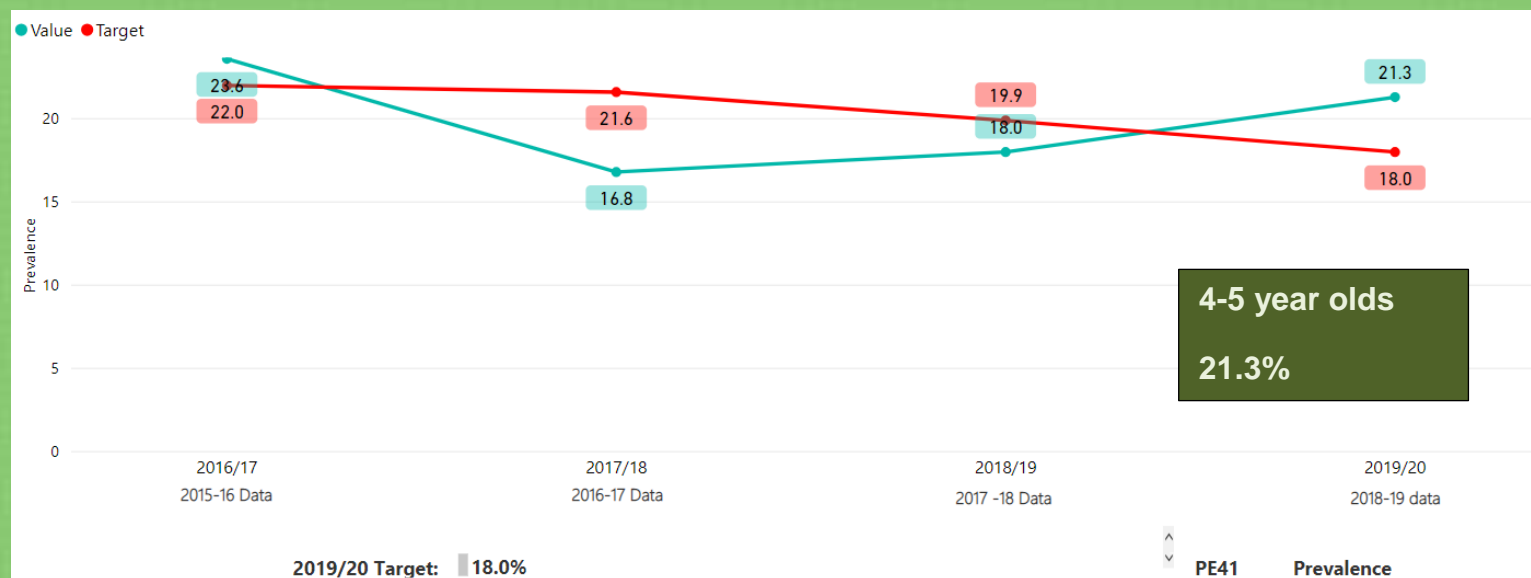




PE 41 & 42: Excess weight in children

Overall, the data shows that the proportion of Barnsley children in both reception (76.8%) and Year 6 (63.2%) who are a healthy weight is not significantly different from the England average. However, these indicators are RAG rated red due to setting challenging corporate targets.

This data shows an ongoing positive picture for Barnsley in comparison to some of our neighbouring authorities who are experiencing significantly increasing levels of excess weight for both year groups.



Outcome 10 – People volunteering and contributing towards stronger communities



1,850 people volunteered in their communities in Q3. Whilst there has been a drop again in Q3, we are at 96% of our annual target. Take-up of volunteering opportunities is often seasonal, in the summer months we tend to see a significant number of people volunteering due to the weather and the number of events available.

586 were new volunteers, an increase on the last quarter. Volunteering activity in Q3 equates to **£101,305** equivalent cashable value.

3585 volunteer hours were completed for Barnsley Museums in Q3, with a cashable equivalent of £48,440

BARNSELY MUSEUMS

Christmas in Hoyland Event

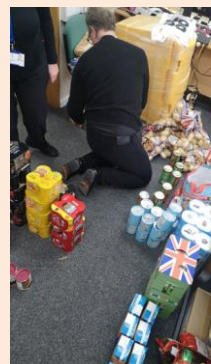


The Christmas in in Hoyland project was a fantastic partnership between Hoyland Milton and Rockingham Joint Ward Alliance and 'Proud to be Part of Hoyland'. The aim of the project was to bring social cohesion to Hoyland, and improve the footfall on the high street. The event encouraged residents to come into the town centre and spend their money in Hoyland. Having Christmas lights and a well-lit Christmas tree ensured the area looked well cared for and created a festive atmosphere which encouraged residents into the town centre and to spend more time there. Teams from across the Council were involved at various stages. Hoyland Community Choir volunteered to provide the entertainment free of charge with a programme packed full of festive songs, and a volunteer Father Christmas provided every child with a selection box received from a number of donors including the Joint Ward Alliance, and local businesses. The whole project brought the community together and improved the feel of the High Street.

Community resilience following floods – Lundwood

Page 80

Flooding in November resulted in damage to 44 homes in Lundwood, causing distress to residents within the community. The Ward Alliance created 'crisis hampers' containing essential items to help families through this time. The project also ensured that children and residents were safe by utilising Burton Grange as a safe, warm and dry space. Due to the generosity of local people and businesses they were able to throw a Christmas party at the centre to bring the community together. The number of volunteers that helped and assisted at this time was staggering. Their actions included clearing rubbish, cleaning homes, and distributing hot food where needed. There was a real sense of community spirit as everyone came together to help each other, showing that in times of need, the Lundwood area is a strong and resilient community. The Area Team assisted in the organising and coordination of the project, bringing volunteers and partners (Berneslai Homes) together. They also passed on contact information and support, co-ordinated the delivery of hamper items, gathered volunteers to make up the hampers, and planned the distribution of all the hampers in a timely manner.



Outcome 11 – Protecting our borough for future generations

Average Duration of Works on Principal / Major Routes was **4.82** days in Q3.

The average length has been pushed up by ongoing major works to install Virgin Media in Royston, major gas replacement works in Worsbrough and Monk Bretton areas, a major water main renewal in Royston, major works at the new Wakefield Road Lidl, and four BMBC resurfacing schemes taking more than 30 days.

78% of works were 5 days duration or less.

99% of category 1 pot holes were repaired within 24 hours

93% of signal faults (traffic lights) were fixed within 24 hours which below our target of 97%

97.4% of household waste was diverted from landfill in Q3. We are on track to be above target on this indicator.

96.9% of all refuse collections were made on the scheduled day in Q3. Performance was well above target in both October and December, but fell slightly in November, largely due to localised flooding.

In Q3 there were **8.40** fly tipping incidents recorded per 1,000 population.

We have seen quite a high number of reported flytips but this is in line with the national trend and the number of reports of flytips will naturally be higher due to the change in the reporting system. We are doing some fantastic work in the task and finish group to help identify key hotspot areas to help reduce the impact of flytipping in these areas.



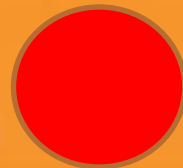
A further **31** properties have benefitted from energy efficiency works in Q3. We are still behind target in delivery of this scheme due to a number of factors, including lack of ECO funding from Engie, changes made to our statement of intent that has prevented us from being able to access ECO funding through sub-contractors and lack of resource internally to promote and manage the scheme.

In Q3, we derived enough energy from waste to power **2,976** homes. We are on track to comfortably exceed the annual target.

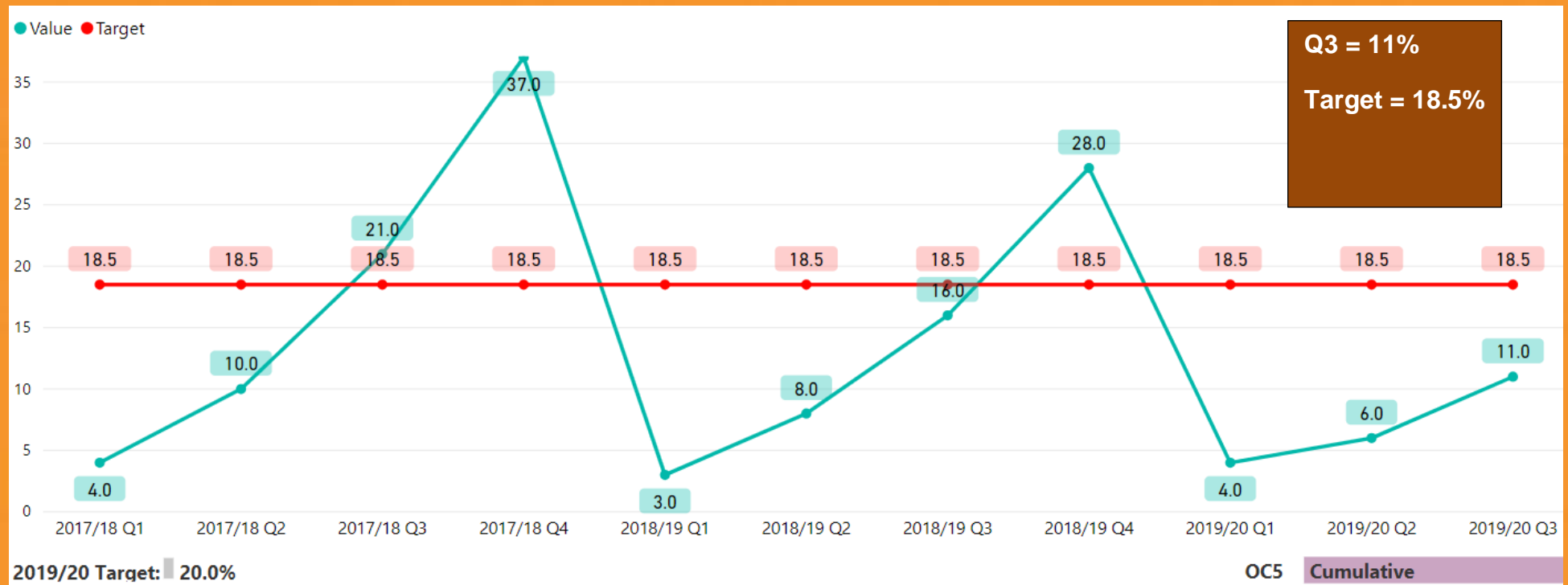
11% of the energy used by the Council was derived from renewable sources. This means that we are unlikely to achieve the 20% target by end of Q4 based on previous years' performance.

80% of the total highways cost (revenue and capital) is spent directly on carriageway and footway repairs, so we are currently exceeding this target.

Total cumulative expenditure over Q1, Q2 and Q3 for Highways & Engineering was £18.649M of which £14.831M was spent on Highway repairs.



OC5: Percentage of BMBC energy derived from renewable sources

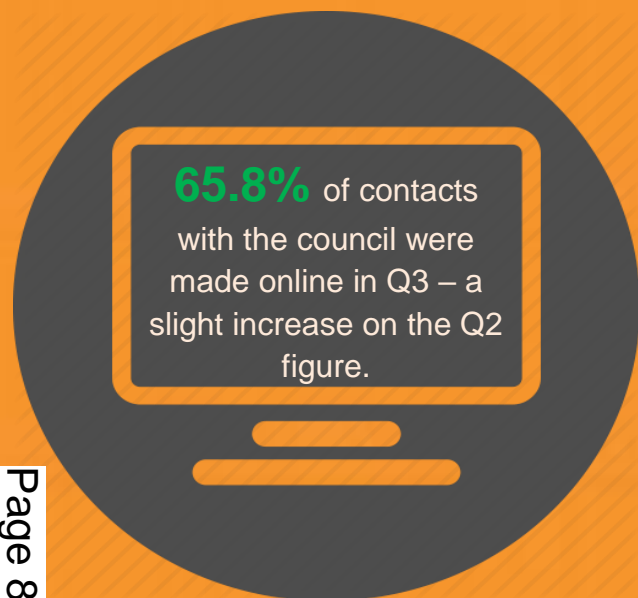


Overall performance has improved across the 22 biomass installations.

8 of 11 Berneslai Homes installations have been fully operational throughout the quarter with Hudson's Haven remaining offline due to a boiler fault (this site has been offline for 12 months now) and minor maintenance issues to 2 further installations. 5 of 11 BSF Schools installations have been fully operational throughout the quarter with Kirk Balk still offline and temporary issues to other sites effecting generation.

The total share of 11% from renewables means that we are unlikely to achieve the 20% target by end of Q4 currently based on previous years' performance with total generation still lower at end of Q3 2019 than Q3 in 2017. The Housing & Energy team are currently working with Procurement to establish a process for identifying and reporting performance issues with BSF installations.

Outcome 12 – Customers can contact us easily and use more services online

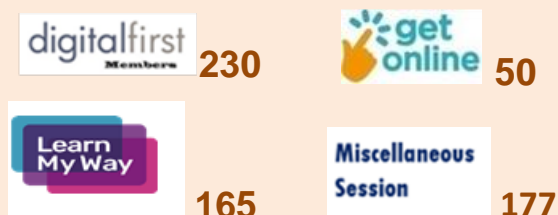


Digital Champions

The council's Digital Champions continue to run regular sessions in community venues to help people gain the skills and confidence to access services and information online.

622 People, 141 sessions, 261 hours training

Attendees by session type Q3



Online basics – Billingley Village Hall

We met Brian and Barbara at Billingley Village Hall where they attended a free 6-week Online Basics Course. Being a retired couple and feeling excluded from the Internet and digital technology, Brian and Barbara hoped that by attending the course they'd leave with enough skills, knowledge and confidence to have a go at using the Internet. After attending the course for 4 weeks and using a tablet supplied by the Digital Champions, Brian and Barbara decided to pluck up the courage and purchase a tablet of their own! Since then, they have met the Digital Champions for a 1-2-1 session. They now feel confident enough to use Google to find websites and information and can communicate with their friends and family through Email. They've even started using Spotify, Netflix and YouTube to keep themselves entertained!



Superfast Broadband

Take up of superfast broadband is now on target at 51.9%

There are currently 60,643 live connections across south Yorkshire, out of 116,858 total deployment. Take up of Openreach fibre (FTTC) in commercially covered areas of South Yorkshire is 59.3%



Athersley Community Shop

Community Shop stores are located in areas of deprivation, with membership that is open to people who live locally and receive welfare support. As well as getting access to heavily discounted food to help to feed their families, members can attend free courses and sessions allowing them to address the issues that are causing them challenges in their life. It was at the Community shop where we met Ash who had recently become unemployed. He had very little digital skills and confidence and had never previously worked in a role that required digital skills. After completing the course and now being able to apply for more and better jobs he feels the skills he has gained will make him more employable:



"I'm not necessarily looking for a job with computers but if I needed digital skills to be able to carry out part of a role, I'd feel a lot more confident putting myself forward for it."

ONE COUNCIL

Compliments linked to our values Q3



84 Complaints and **76** Compliments were received in Q3. In Q3 last year these were 76 and 138 respectively.

Our staff undertook **60** days of Employer Supported Volunteering in Q3.

Our "One Council" Priority includes the things that we want to achieve to ensure that we are running our council as efficiently as we can, enabling us to provide the best possible outcomes for our district and its residents.

100% of forecast efficiency savings have been achieved in Q3

The Council Tax collection Rate in Q3 was **95.97%**

The Business Rates collection rate was **98.65%**

The proportion of total BMBC influenceable spend spent with locally based suppliers is **61.9%** at Q3.

Sickness absence was **2.27** days per full time employee (FTE) in Q3.

Smart Working Showcase

In October we held a Smart Working showcase in the reception area outside Westgate Plaza. This gave staff the chance to explore the possibilities of new furniture that would help us to work more efficiently and effectively. We also installed the Smart Working presentation outside the exhibition so colleagues could find out more about the project with virtual reality examples of how floorplates could look in the future. Survey feedback was collected during the showcase period, which provided some encouraging feedback.

"Brilliant, really encourages people to work differently and supports creative thinking. Much more modern approach to our working day!"

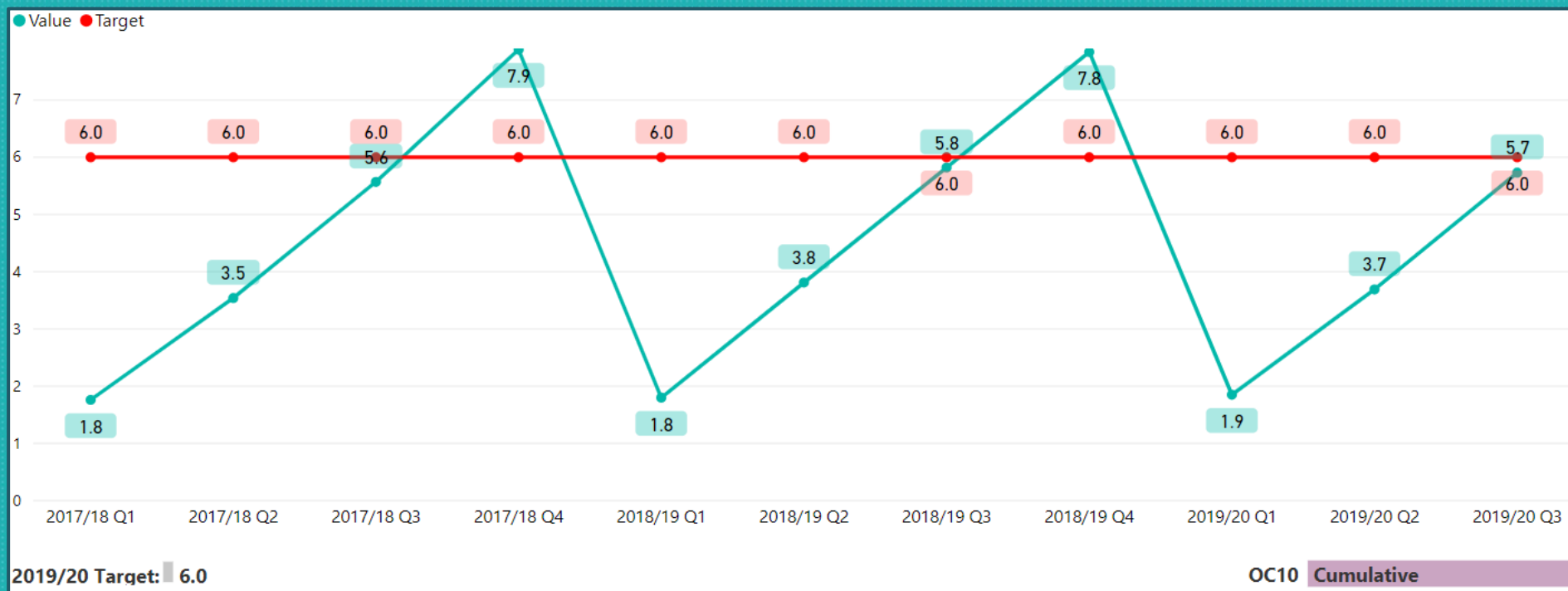


Joining the 'Upstream Collaborative'

In October we were proud to announce that we have been asked to join one of twenty councils in a new collaborative network called the 'Upstream Collaborative' to support local government innovation. This is after we were identified as a council that is leading the way in culture change. This means that as a council, we can share the ideas and skills that we use every day with other local authorities to show how changes in the way we go about our work can positively affect residents, improve public services and build better relationships. This is also the perfect opportunity for us to find out what other authorities are doing and whether we can use some of their ideas and thinking to help pave our future.



OC10: Total sickness absence - number of days per FTE employee



Total sickness absence in Q3 was 2.27 days. This means we will miss the annual target of 6 days per FTE employee.



Finance Data - Spend Per Outcome

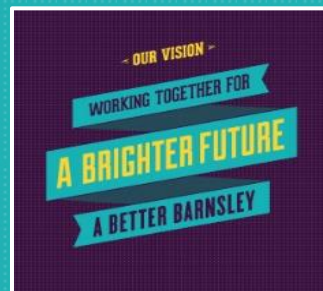
Outcome	Budget	Out-turn	Variance	% variance	Commentary
Outcome 1	1,590,234	1,533,104	57,130	-4%	Staff savings in Development management
Outcome 2	1,386,943	1,382,751	4,191	0%	Balanced position as per Q3
Outcome 3	(20,473)	76,530	97,003	-474%	Lower than anticipated market rents
Outcome 4	2,189,058	2,179,860	9,198	0%	Balanced position as per Q3
Outcome 5	1,360,520	1,346,747	13,772	-1%	Staff turnover and mat leave savings
Outcome 6	10,339,998	11,181,428	841,430	8%	Additional cost of Home to School transport due to increased pupil numbers and a 15% increase in in- borough transport costs combined with Inclusion services increased Use/Cost of agency staff
Outcome 7	6,056,219	5,496,926	559,293	-9%	Staff turnover and vacancies within the service combined with underspends relating to contracts, and additional RSI funding
Outcome 8	79,186,063	75,810,469	3,375,593	-4%	Increased client contributions/income, health funding and direct payments claw back
Outcome 9	5,326,279	5,359,193	32,914	1%	Balanced position as per Q3
Outcome 10	4,844,515	4,683,135	161,380	-3%	Unspent funding to support the delivery of a range of contracts / initiatives across Area Council
Outcome 11	26,160,969	26,321,274	160,305	-1%	Anticipated savings relating to street lighting energy combine with savings in strategic transport
Outcome 12	2,919,171	3,079,389	160,218	5%	Increases in staffing costs and standby payments

Contact us

If you have any additional questions about our corporate performance, please contact us at:
BusinessImprovement&Intelligence@barnsley.gov.uk

In addition to this report, we have published a data table [here](#) which provides the detail around all of our corporate performance indicators. These are the activities that we measure to understand whether we're on track to achieve against our overall outcomes and priorities.

<https://www.barnsley.gov.uk/services/our-council/our-performance/how-we-measure-our-performance/>



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BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

Report of the Executive Director – Core Services &
Service Director – Finance (Section 151)

CORPORATE FINANCIAL PERFORMANCE QUARTER ENDING 31st DECEMBER 2019

1. Purpose of Report

- 1.1 To consider the financial performance of the Authority during the third quarter ended December 2019 and assess the implications against the Council's Medium Term Financial Strategy (MTFS).

2. Recommendations

- 2.1 It is recommended that Cabinet:

CORPORATE FINANCIAL PERFORMANCE

- Note the current forecast General Fund revenue operational underspend for 2019/20 of £5.877M and agree that this be considered as part of the updated Reserves Strategy which will form part of the 20/21 budget setting process;
- Note the current forecast Housing Revenue account (HRA) operational underspend of £1.981M;
- Approve the writing off of historic bad debts totalling £1.736M (£1.563M General Fund/ £0.173M HRA);

CAPITAL PROGRAMME PERFORMANCE

- Note the forecast position on the 2019/20 and overall five year Capital Programme;
- Approve project scheme slippage of £22.487M;
- Note the new schemes approved during the Quarter totalling £11.922M;
- Approve a total net increase in scheme costs in 2019/20 of £0.482M;

TREASURY MANAGEMENT

- Note the key messages from the Council's Treasury Management activities carried out during the quarter.

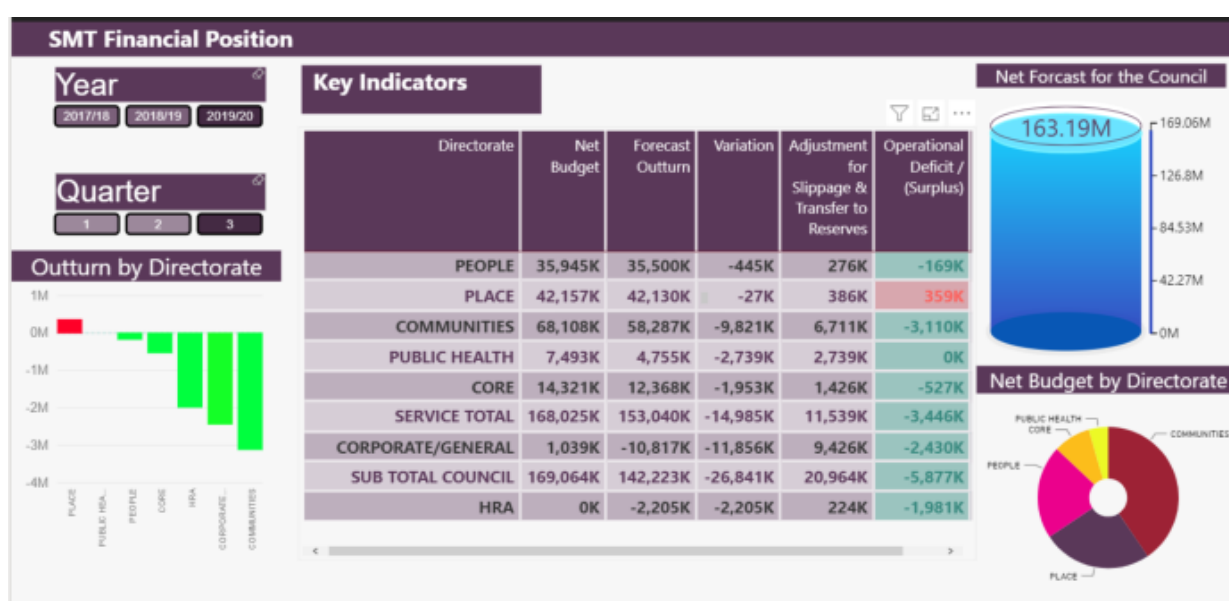
3. Overall General Fund Position to the Quarter Ending December 2019

The Council is currently reporting an overall projected General Fund revenue underspend for 2019/20 of £5.877M. This is comprised of a forecast underspend on Directorate budgets of £3.447M and a further £2.430M underspend on Corporate budgets.

In addition, there is also an underspend of £1.981M forecast on the Housing Revenue Account.

This position is summarised below with further detail provided in the attached link.

Key Messages



- 3.1 The General Fund revenue outturn position as at December 2019 is currently reporting a healthy forecast underspend of £5.877M. There is also a forecast underspend on the Housing Revenue Account of £1.981M which will be available to support future strategic housing priorities. These provisional balances have been considered in the updated Reserves Strategy forming part of the 20/21 budget setting process.
- 3.2 It should be noted that £21M of resources available in 2019/20 will be spent in 2020/21 and beyond in line with the Council's Reserves Strategy which had always envisaged that some of these resources would be spent in future years and also recognising revised plans for specific schemes and initiatives originally anticipated to complete this financial year.
- 3.3 There is also a 100% delivery forecast against the 2019/20 efficiency targets.
- 3.4 Core income collection also remains positive with Council Tax collections being on track to deliver against target (96.00%) and Business Rate collections forecasting above target (98.85%).

- 3.5 Government have recently announced a one year spending review to provide some funding certainty for 2020/21. It is expected that this will release one-off resources to invest in key priorities. The Council's MTFS is currently in the process of being updated to reflect this and to roll forward the forecast for a further year (to 2022/23).
- 3.6 It should be noted that there remains considerable funding uncertainty beyond 20/21, pending the Government's full Comprehensive Spending and Fair Funding reviews.

Directorate Updates

People Directorate

- 3.7 The People Directorate is currently forecasting an **underspend of £0.169M**; a slight improvement from Q2 (£0.061M), as a result of increasing vacancies and staff turnover. However, Children in Care remains an area of concern, projecting an overspend of £0.452M for 2019/20, although this represents a reduction of £0.176M since Q2 due to the reduced cost of LAC placements. This overspend is fully offset by the planned use of the 2019/20 Social Care Grant, although this position is unsustainable in the long term unless future spending reviews address the funding position on an ongoing basis.
- 3.8 The outturn for centrally retained Dedicated Schools Grant (DSG) remains unchanged and continues to forecast an overspend of £5.9M by the year end mainly relating to the SEND/High Needs Block. The recent announcement by the Government of additional funding for SEND will provide some mitigation in future years alongside the ongoing actions stemming from the SEND Strategic Review action plan and potential increased contributions from schools which the schools forum have recently agreed.

Place Directorate

- 3.9 An **overspend of £0.359M** is forecast for the Place Directorate. Waste disposal continues to be a key area of concern for the Directorate due to the fall in the market price of recycled materials. The rising costs in Home to School Transport, reflecting the wider pressures in SEND, also continue to cause concern. These overspends have been mitigated to some extent by underspends elsewhere in the Directorate predominately relating to delays in recruitment to vacant posts and the early delivery of 2020/21 efficiency savings (LED street lighting).
- 3.10 The overspends in the Waste and Home to School Transport services have been mitigated moving forwards with additional budget provision provided for in the Council's MTFS.

Communities Directorate

- 3.11 The Communities Directorate is forecasting an overall **underspend of £3.1M**, an improvement of £0.302M from Q2. This is predominately due to an operational underspend in Adult Social Care of £2.7M resulting from the early delivery of future years efficiency savings (increased client contributions and additional funding from health), and increasing levels of non-recurrent funding. However, this is not sustainable longer term and the delay of the ASC Green Paper makes it difficult for long term planning.

- 3.12 Provider services are also forecasting an underspend of £0.589M mainly as a result of the early delivery of future years efficiencies (Keresforth centre and Assisted Living Technology).
- 3.13 An underspend of £0.164M is forecast for Safer, Stronger & Healthier Communities as a result of vacancies across the structure.
- 3.14 The above is offset by an overspend in IT and Customer Services of £0.360M mainly due to the increased cost of software licences, some of which is one-off in nature.

Public Health

- 3.15 Public Health continues to forecasting an **underspend of £2.7M**. This includes resources (£2.1M) previously identified as being required to support the 4 year plan. The remaining underspend relates to Regulatory Services which is due to staff vacancies / turnover and unspent resources carried forward from 2018/19. It is proposed that the full underspend be earmarked to support the delivery of the four year public health plan as well as delivering a number of planned food inspections.

Core Directorate

- 3.16 The Core Directorate is currently forecasting an **underspend of £0.527M**, a reduction of £0.057M since Q2. The underspend across the Directorate is mainly due to delays in recruiting to new staffing structures, together with the early delivery of 2020/21 efficiencies within the Council Governance BU. There is also additional one off income received from court fees and unexpected government grant income awarded to the Benefits and Taxation and Elections services respectively.

Corporate Budgets

- 3.17 Corporate budgets are forecasting to be **underspent** by £2.430M by the end of 2019/20. This relates to an underspend on the budget set aside to meet the Council's debt costs which is due to the continuing low interest rate environment, together with additional one-off government grant received in year.

Housing Revenue Account

- 3.18 The Housing Revenue Account (HRA) is forecasting an **underspend of £1.981M** due to higher than anticipated rental income from lower than expected void levels, together with the expected collection of an additional week's rent in this financial year.
- 3.19 The HRA Medium Term Financial Strategy and 30 year business plan is currently in the process of being updated. It is expected that this will release resources for further investment in both Council Housing and wider strategic housing priorities. This will be presented to Cabinet during the next financial year.
- 3.20 The Housing Property Repair and Improvement Programme (PRIP) contract has recently been re-procured with the new contractor (Wates Construction) to commence delivering the programme from 1st April 2020. The impact of this on Berneslai Homes operation and subsequent impact on the HRA is currently being determined

4. Overall Capital Position to the Quarter Ending September 2019

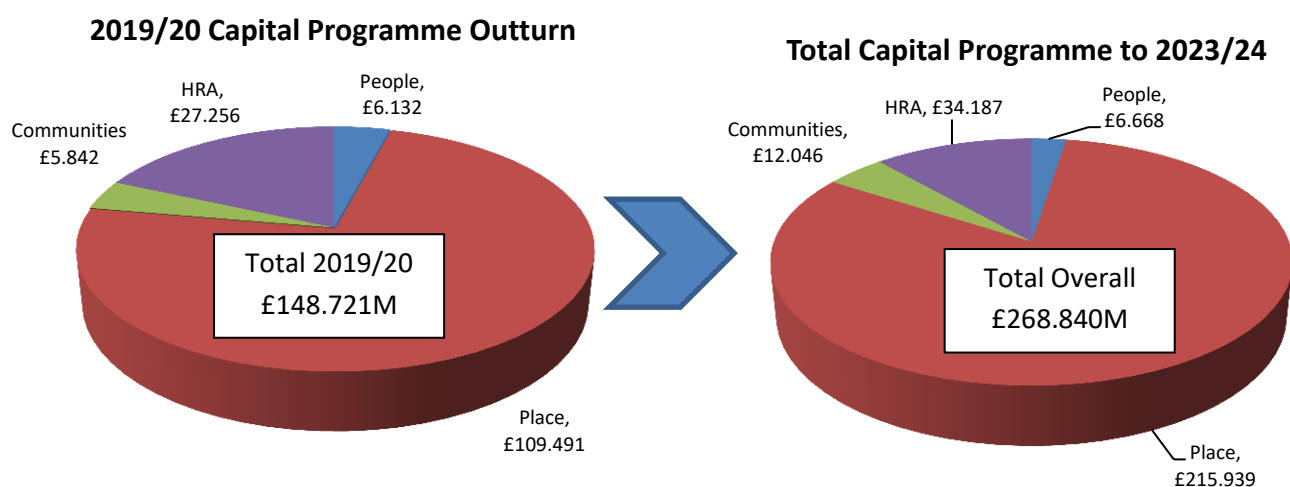
The position on the Council's Capital Programme for 2019/20 is currently projected to be an overall lower than anticipated expenditure of £22.045M.

This includes scheme slippage of £22.487M. There is also an increase in scheme costs totalling £0.388M which all relates to schemes with restricted (specific) funding.

There have also been new schemes approved during the quarter totalling £11.922M.

The position on the Council's Capital Programme over the five year period to 2023/24 is currently projected to be an overall higher than anticipated expenditure of £0.388M mainly due to increased costs on the Council's Traffic Signals programme.

- 4.1 The Council's capital programme is planned over the five year period 2019/20 through 2023/24 inclusive. The total capital programme over the period stands at £268.840M. This is distributed across the respective directorates as shown in the chart below:



Key 2019/20 Movements

	2019/20 £M	Later Years £M	Total £M
Reported Variance as at 31st December			
<i>As a result of:</i>			
<u>Slippage:</u>			
People	(0.441)	0.441	-
Place	(18.007)	18.007	-
Communities	(1.519)	1.519	-
HRA	(2.520)	2.520	-
Sub-Total	(22.487)	22.487	-

	2019/20 £M	Later Years £M	Total £M
<u>Re-phasing:</u>			
People	0.005	(0.005)	-
Communities	0.009	(0.009)	-
Sub-Total	0.014	0.014	-
<u>Funded Increases/(Decreases) in Scheme Costs*:</u>			
People	0.040	(0.040)	-
Place	(0.240)	-	(0.240)
Communities	(0.095)	-	(0.095)
Housing Revenue Account	0.723	-	0.723
Sub-Total	0.428	(0.040)	0.388
Total	(22.045)	22.433	0.388

2019/20 Slippage

4.3 Scheme slippage totaling £20.889M is reported during the quarter. This includes slippage on the Market Gate Bridge (£5.144M) to 2020/21 to align with the wider Glassworks construction program.

4.4 There has also been slippage on the Vehicle Replacement Programme (£5.565M) due to the lead time required between order and delivery. Minor slippage has also occurred other schemes including the Property Investment Fund Phase 2 (£1.043M), and Barnsley Homes Scheme – Roofing / Central Heating Replacement schemes (£1.700M).

2019/20 Re-phasing

4.5 The above slippage has been partly offset by re-phasing of the LED Street Light Replacement Programme (£1.598M) due to the lantern replacement element of the scheme being ahead of schedule.

2019/20 Scheme Variation

4.6 There has also been a minor cost variation of £0.388M across the programme. The key cost increase relates to additional adaptations works on the non Barnsley Homes Standard Major Adaptation scheme (£0.500M) due to an increase in demand.

2019/20 New Scheme Approval

4.7 A number of new capital schemes have been approved during the quarter totaling £11.922M. These include:

- New build housing developments at St Michaels -£5.341M (Cab 8.1.2020/3)
- New build housing development at Billingley View -£2.510M (Cab 8.1.2020/9);
- Increase in scheme costs on the M1 J36 Phase 2 – Goldthorpe scheme – £2.745M (Cab11.12.2019/17);
- Dorothy Hyman Phase 2 development - £0.381M (S106 Capital Board); and
- SAP infrastructure upgrade programme (£0.350M) (Cab 27.11.20019/4).

5. Treasury Management update

Economic Summary

There has been a steady rise in PWLB borrowing rates throughout most of the quarter following the 1% increase announced by HM Treasury. There is speculation that the base rate will fall in the near future due to low economic growth and uncertainty over future the trade arrangements with the EU, although the general expectation remains that rates will rise over the medium term.

Borrowing Activity

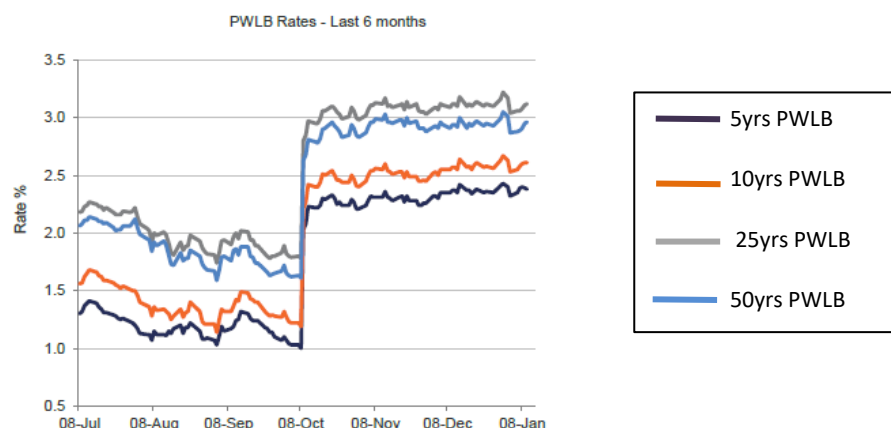
Some £38M of new fixed-rate borrowing was undertaken during the quarter, including drawing down the £20M deferred loan which was secured during 2018/19. The Council may need to borrow an additional £203M (including £68M of fixed-rate borrowing) by the end of 2021/22 to address the remaining capital financing requirement,

Investment Activity

Security and liquidity remained the key investment priorities, with the majority of new investments placed in secure Money Market Funds and instant access accounts.

Key Messages – Economic Summary

- 5.1 Interest rates remain a key driver of the Council's Treasury Management activities. There was a steady rise in PWLB borrowing rates throughout the quarter following the 1% increase announced by HM Treasury (on the 9th October):



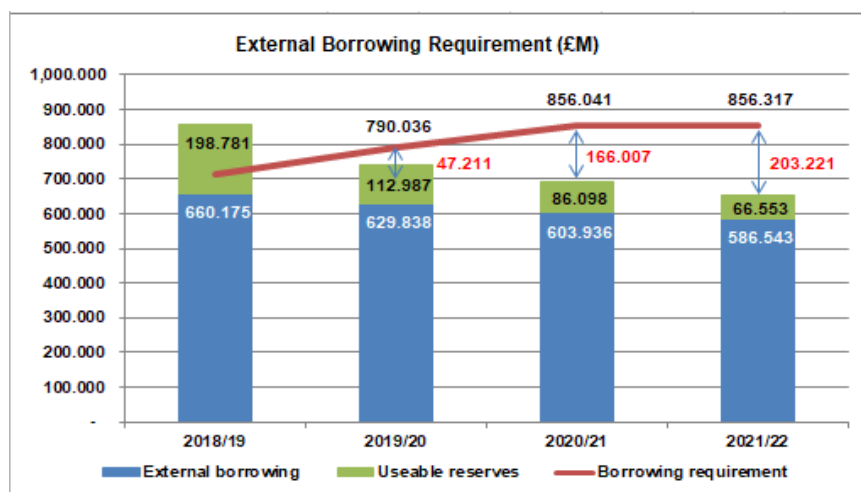
- 5.2 There has since been some speculation of a base rate cut in the near future due to low economic growth and uncertainty over future trade arrangements with the EU. However, there is still a general expectation that rates will rise over the medium term, although any further rises are expected to be gradual (see table below from the Council's advisors):

	Latest Interest Rate Projections (Link Asset Services)						
	Latest	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Base Rate	0.75%	0.75%	0.75%	0.75%	0.75%	1.00%	1.00%
25 Year PWLB	2.95%	3.30%	3.40%	3.50%	3.60%	3.70%	3.70%
50 Year PWLB	2.78%	3.20%	3.30%	3.40%	3.50%	3.60%	3.60%

** The Public Works Loan Board (PWLB) is an Executive Agency of HM Treasury whose primary function is to lend money to local authorities.*

Key Messages – Borrowing Activity

- 5.3 As reported at Q2, and given the recent movement in interest rates the S151 Officer's advice was to keep a watching brief on further rate movements which may necessitate bringing forward borrowing activity into Q3 and / or Q4. Subsequently £38M of new fixed-rate borrowing was taken during the quarter, including £20M of deferred loan funding secured in 2018/19. The purpose of which was to cover the repayment of maturing PWLB loans.
- 5.4 As highlighted above there is a requirement to borrow upto £203M to the end of 2021/22 as a result of planned capital investment activity and existing loans that are due to mature. It is expected that upto £68M of this borrowing requirement will need to be fixed out to deliver the objective of reasonable cost certainty in line with the approved treasury management strategy.



Key Messages - Investments

- 5.6 The Council's investment strategy is to ensure that its cash balances are invested prudently and are available when needed to meet its spending commitments objectives are security and liquidity.
- 5.7 In order to deliver this any new investments are placed in secure money market funds and instant access accounts. However, advantage is also taken of the competitive rates offered on short term local authority deposits.

Background Information – available on request

Corporate Finance Performance Q3 detailed
Capital Programme Monitoring Report Q3 detailed
Treasury Management Review Q3 detailed

BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**REPORT OF THE EXECUTIVE DIRECTOR -
CORE SERVICES TO CABINET ON
19 FEBRUARY 2020**

GENDER PAY GAP REPORT 2019

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the findings of the council's Gender Pay Gap Report as of 31 March 2019.

2. RECOMMENDATIONS

- 2.1 That Cabinet notes the results outlined in Appendix 1.
- 2.2 That Cabinet endorses the long-term commitment to reducing the council's Gender Pay Gap and notes the Action Plan at Appendix 2.

3. INTRODUCTION

- 3.1 A series of government initiatives have been undertaken in order to address the gender pay gap in the UK workforce. The Equality Act 2010 is the main legislation in the UK governing equal pay.
- 3.2 The Equality Act gave the government powers to introduce more detailed regulations requiring employers to publish their gender pay gap statistics.
- 3.3 Under this section of the Act, public authorities with more than 150 employees were required to publish annual details of their pay gap and ethnic minority and disability employment rates from 2011. Outside of the public sector, businesses were asked to undertake gender equality analysis and reporting on a voluntary basis.
- 3.4 The voluntary approach was unsuccessful as very few employers published their gender pay gaps. Therefore, in March 2015, the government confirmed it would exercise its powers under the Act to require mandatory reporting. Cabinet should note that the council followed the voluntary approach and has reported its gender pay gap annually since 2007

- 3.5 The Government published the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which implemented the mandatory gender pay gap reporting requirement for public sector employers with 250 or more employees. As a result of this, public sector bodies are required to publish details of their gender pay gap no later than 30 March each year using pay data as of 31 March the previous year
- 3.6 It is important to note that the gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women.
- 3.7 Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this and in addition to legislative requirements detailed above, the Council has also undertaken an Equal Pay Review since 2007.
- 3.8 However, due to differences in data requirements it is no longer feasible to continue with the equal pay review in its current form as mandatory gender pay gap reporting sets different parameters therefore previous data is no longer comparable.
- 3.9 In order to carry out mandatory gender pay gap reporting, the Council has followed the guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS).
- 3.10 The data used for gender pay gap reporting has been collected from the Councils SAP Enterprise Resource Management System and manipulated to extract the essential information.
- 3.11 Following its consultation process, the Government confirmed that, for the purposes of mandatory gender pay gap reporting, employees of English local authority maintained schools would be considered employees of the governing body of that school. The council is therefore not required to include employees of maintained schools in its reporting arrangements. Employees of Academies (who are independent of the Council) are also not included.
- 3.12 In accordance with gender pay gap guidance employees on casual contracts have also not been included in the Gender Pay Gap data.
- 3.13 The Councils Gender Pay Gap Reporting guidance reflects the requirements of the mandatory gender pay gap reporting for public sector employers.
- 3.14 In March 2018, the Council carried out analysis of their first gender pay gap using pay data as of 31 March 2017, in accordance with the Equalities Act 2010 and guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS). The findings from this and the Councils second gender pay gap for pay data as of 31 March 2018 were published on the Gender Pay Gap Reporting Service portal and on the [Councils website](#).

4. PROPOSAL AND JUSTIFICATION

4.1 Analysis from the Councils third gender pay gap (outlined at Appendix 1) has been undertaken using pay data as of 31 March 2019. The findings of which are to be published in March 2020 on the Gender Pay Gap Reporting Service portal and on the [Councils website](#)

4.2 The Calculations

4.2.1 Two statistical measures of 'average pay' have been used for the Council's gender pay gap as identified in the ACAS guidance.

4.2.2 A **Mean** average involves adding up all the numbers and dividing the result by how many numbers were in the list.

4.2.3 A **Median** average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

4.2.4 Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example, if we included several highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid-point and for this reason the Council consider that median pay is a more representative figure than mean pay.

4.3 Gender Pay Gap Results

4.3.1 The gender pay gap analysis indicates positive results with a 0% median gender pay gap for both hourly rate of pay and bonus pay.

4.3.2 All the results from the gender pay gap analysis and supporting narrative can be found at Appendix 1 – Gender Pay Gap Report 2019

4.3.3 Comparisons of the 2019 and 2018 gender pay gap (hourly rates of pay and bonus pay) have been undertaken using available data from Councils within the Yorkshire and Humber region.

2019 Gender Pay Gap Comparisons				
Employer	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)	% Difference in bonus pay (Median)	% Difference in bonus pay (Mean)
Barnsley Metropolitan Borough Council	0	6.5	0	42.2
Hambleton District Council	-8.3	-5.9	0	0
Leeds City Council	7.8	5.9	21.1	11.5

2018 Gender Pay Gap Comparisons				
Employer	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)	% Difference in bonus pay (Median)	% Difference in bonus pay (Mean)
Barnsley Metropolitan Borough Council	9.6	6.1	0	-134.7
Calderdale Metropolitan Borough Council	-0.1	2.9	33	25
City Of Bradford Metropolitan District Council	11.1	8.1	0	0
City of York Council	0.8	3.9	0	0
Doncaster Metropolitan Borough Council	16.5	14.8	0	0
East Riding of Yorkshire Council	0	9.1	0	95.2
Hambleton District Council	-10.2	-5.8	0	0
Harrogate Borough Council	-2.6	-0.9	0	0
Kirklees Council	14.2	10.9	0	0
Leeds City Council	10.8	6.3	-0.2	-9.2
North Yorkshire County Council	11.8	10.9	0	0
Rotherham Metropolitan Borough Council	13.3	9.9	0	0
Selby District Council	9.2	11.1	0	0
Sheffield City Council HQ	8.4	2.6	0	0
Wakefield Metropolitan District Council	2.1	4.7	0	0

4.3.4 Comparisons of the current 2019 figures have been undertaken against the previous 2018 and 2017 figures and the headline findings are highlighted below.

4.3.5 Hourly Rate of Pay

	2017	+/-	2018	+/	2019
Median	12.4%	-2.8%	9.6%	-9.6%	0%
Mean	8.1%	-2%	6.1%	+0.4%	6.5%

According to the Office of National Statistics the national mean (average) pay is 17.8%. The results above show that the council's median gender pay gap is a positive move with a decrease of 9.6%. The mean gender pay gap has increased by 0.4%.

It is believed the reason the Median and Mean Pay Gaps have altered is as a result of continued changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands. For example, pay rates have increased due to the implementation of the nationally agreed pay award in April 2018. There has also been a reduction in females and an increase in males in Grades 1-3 and an increase in females and a slight reduction in males in Grade 12+.

In combination this has resulted in a more significant increase in median hourly rate for females (+£1.50) than males (+£0.26), both of which are now equal. There has also been an increase in the mean hourly rate for males (+£0.91) and an increase in mean hourly rate for females (+£0.80).

4.3.6 Bonus Pay

For gender pay gap reporting purposes bonus payments includes anything relating to profit sharing, productivity, performance and commission for which the council doesn't make any of these payments.

The council does however need to include the following payments under bonus pay:

- Long service awards - a £100 voucher awarded to employees upon achievement of 25 years' service
- One off recruitment and retention payments – In accordance with the Recruitment and Retention policy, one off payments can be awarded to recruit or retain employees in key posts to ensure the Council maintains a skilled and experienced workforce. As part of the approvals process associated with awarding the payments, managers are required to consider the wider impact on protected characteristics before awarding a payment.

Results show that median bonus pay has stayed the same with both female and male employees being paid equally. This is due to the number of £100 Long Service Award payments made, which is applied consistently to all employees.

There has however been a decrease in employees receiving a long service award in 2019; (14 males in 2019 compared with 21 males in 2018 and 9 in 2017 and 27 females in 2019 compared with 28 females in 2018 and 19 in 2017).

The mean bonus pay reflects that female employees receive 42.2% less than male employees. It is believed that the increase in mean bonus pay (which is now in favour of males) is due to more recruitment and retention payments being applied to males than females 7 males in 2019 (compared with 0 males in 2018 and 3 males in 2017) and 5 females in 2019 (compared with 1 female in 2018 and 11 females in 2017).

Although the average recruitment and retention payment is currently in favor of males, if the long service award payment, which is applied consistently to both female and male employees were to be excluded, analysis would show the mean as -15.8% in favor of females.

The results show that the mean pay gap will fluctuate year on year as a result of the recruitment and retention payments, which is why the median pay gap is a more representative figure as this is reflective of the long service award of £100 which is applied consistently to all employees.

4.3.7 Proportion of Females and Males receiving a bonus payment

When calculating the proportion, this takes into account the overall number of employees receiving a bonus payment (Long Service Award plus Recruitment and Retention Payments) which shows;

The number of males receiving a bonus has stayed the same.

The number of females receiving a bonus payment has increased by 3.

Proportion of females in receipt of a bonus payment has increased by 0.1%

Proportion of males in receipt of a bonus payment has stayed the same.

This reflects an overall decrease in both males and females achieving 25 years' service (14 Females and 27 males in 2019 compared with 21 males and 28 females in 2018). There is however an increase in females who have received a retention payment (5 in 2019 compared with 1 in 2018). More males than females have received a recruitment and retention payment in total for 2019 (6 recruitment payments and 1 retention payment for males compared with 5 retention payments for females) with males being paid 18.9% more than females. However, when comparing the average between females and males, females are paid 14.7% more than males.

4.3.8 Quartile Pay Bands:

Lower Quartile – The number of females has decreased by 0.7%, whereas the number of males has increased by 0.6%

Lower Middle Quartile – The number of females has increased by 2.4%, whereas the number of males has decreased by 2.4%

Upper Middle Quartile – The number of females has decreased by 0.9% whereas the number of males has increased by 1%

Upper Quartile – The number of females has increased by 1.7% whereas the number of males has reduced by 1.8%

The analysis shows that the gender distribution between the quartiles is still not even and overall more females are employed than males

4.4 Action Plan and Future Developments

4.4.1 In addition to the 2017 analysis and reporting, an action plan was developed which outlined the Council's ongoing commitment to reducing any gender pay gaps in our organisation.

4.4.2 It is important to note that the gender pay gap action plan is a long term piece of work that requires ongoing commitment in order to reduce the Council's gender pay gap.

4.4.3 Since mandatory reporting commenced in 2017, the Government Equalities Office (GEO) has published a report identifying a number of evidenced based actions that employers can undertake to help to reduce their pay gaps. The council already carries out some of these actions e.g. uses structured interviews for recruitment and promotions, uses diverse selection panels, uses transparent promotions, pay and reward processes, delivery of leadership development training and have been doing so for some years prior to mandatory reporting requirements. It is however noted that there are several actions we can improve on e.g. identifying better career pathways for those in lower grades, investigating the feasibility of offering enhanced Shared Parental Leave at the same level as enhanced maternity pay, improving methods of agile and flexible working by examining and removing any barriers, investigating the feasibility of blind shortlisting in recruitment to remove any unconscious bias.

4.4.4 The gender pay gap action plan 2019 (outlined in Appendix 2) has been updated to reflect progress made to date and new actions have been identified including taking on board actions from the GEO's published report. The council will continue to progress the actions, undertaking regular reviews throughout the year and reporting on progress through the Organisation Improvement Board and the next gender pay gap reporting for 2020.

4.4.5 The council remains committed to equality of opportunity for its workforce and pledged to include ethnicity and disability as part of this review. However, there are issues around data quality in this area which is currently being addressed. Once this has improved sufficiently, ethnicity and disability along with other protected characteristics will be reported on an alternating cycle.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

5.1 There are no alternative approaches that the council can consider due to the mandatory requirement to report the councils gender pay gap as a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

6.1 There are no implications for local people and service users arising from this report.

7. FINANCIAL IMPLICATIONS

7.1 There are no direct financial implications for the council as a result of this report.

8. EMPLOYEE IMPLICATIONS

8.1 There are no employee implications for the council as a result of this report.

9. LEGAL IMPLICATIONS

9.1 There are no legal implications for the council arising from this report.

10. CUSTOMER AND DIGITAL IMPLICATIONS

10.1 The gender pay gap report is published on the gender pay gap portal and on the council's website. The report can be viewed by either a html flipbook or PDF version.

11. COMMUNICATIONS IMPLICATIONS

11.1 The Communication and Marketing team are aware of the outcome of the 2019 Gender Pay Gap analysis and have provided support in developing the narrative to ensure it is clear and understandable. The team will also provide support and guidance on any media activity arising from outcome.

11.2 To comply with mandatory requirements the Gender Pay Gap results and supporting narrative will be published on the council's website and on the Gender Pay Gap Reporting Service portal on GOV.UK.

12. CONSULTATIONS

- 12.1 The Senior Management Team has been consulted
- 12.2 The Equalities and Inclusion Team has been consulted.
- 12.3 The Communications and Marketing Team has been consulted
- 12.4 The Trade Unions have been informed.

13. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION

- 13.1 The 2019 analysis continues to solely address gender, but in order to establish a meaningful approach to the analysis; other protected characteristics will be included in future years. The analysis in this report contributes to the equality priority of understanding and improving workforce diversity.

14. RISK MANAGEMENT ISSUES

- 14.1 The ACAS guidance on gender pay gap reporting provides a standard framework to be applied to calculate gender pay gaps which therefore reduces risk of inconsistencies in this area.
- 14.2 Pay and grading arrangements will always have an element of risk attached to them particularly with regard to equal pay. However, undertaking Gender Pay Gap Reporting is in itself a tool to identify and mitigate the risks associated with pay inequality, along with the Council's job evaluation process.

15. GLOSSARY

ACAS - Advisory, Conciliation and Arbitration Service

GEO - Government Equalities Office

16. LIST OF APPENDICES

Appendix 1: Gender Pay Gap Report 2019.

Appendix 2: Gender Pay Gap Action Plan 2019

17. BACKGROUND PAPERS

ACAS Managing gender pay gap reporting guidance.

Office of National Statistics (ONS) 2019 Annual Survey of Hours and earnings for national mean and median average gender pay gap figure.

Government Equalities Office Report - Reducing the gender pay gap and improving gender equality in organisations: Evidence-Based Action for Employers

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made.

Report author: Michael Potter – Service Director Business Improvement, Human Resources and Communications

Financial Implications/Consultation

A handwritten signature in black ink, appearing to be 'N. Lee', written in a cursive style.

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(To be signed by senior Financial Services officer where no financial implications)

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GENDER PAY GAP

.....

REPORT 2019



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BARNSLEY
Metropolitan Borough Council



At Barnsley Council we value diversity and are committed to equality within our workforce.

Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity.

The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.

Pay fairness is important for everyone, individually but for society as a whole. As a Council we have worked hard on the actions identified last year to tackle the gender pay gap. Our third gender pay gap report shows that for 2019, our median gender pay gap is 0% and our mean gender pay gap is 6.5%.

We continue to recognise that this is a long term journey and therefore acknowledge that while ever we have a gender pay gap we still have work to do and as a council and we are fully committed to continue to address this imbalance.

A handwritten signature in dark ink, appearing to read 'Sarah Norman'.

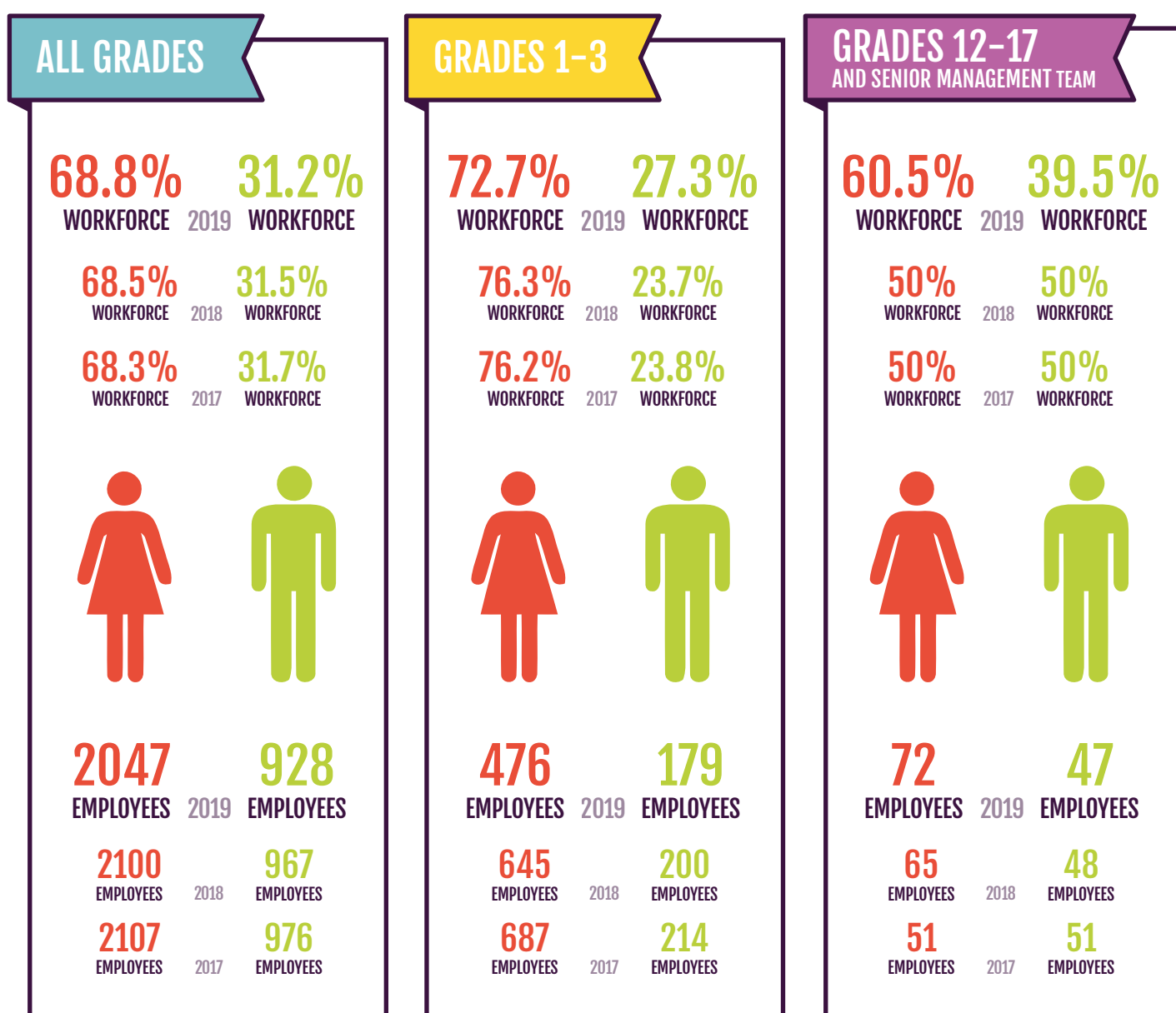
Sarah Norman, Chief Executive

UNDERSTANDING BARNSELEY COUNCIL'S GENDER PAY GAP

Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this the Council have undertaken and published equal pay reviews voluntarily since 2007, identifying and fulfilling any action points each year.

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which places a mandatory requirement on public sector employers with 250 or more employees.

Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.8%. The majority of female employees are clustered within the bottom three grades. Jobs available within these grades are popular with female employees, either because of the type of work involved or because a large number of the job roles are part-time, which can be balanced against out of work responsibilities. This pattern is observed across the UK workforce and is a result of deep-rooted gender hierarchies in the labour market and is influenced by stereotypical thinking around "male" and "female" occupations.

BARNSELEY COUNCIL'S GENDER PAY GAP

The calculations on page 4 and 5 make use of two types of averages:

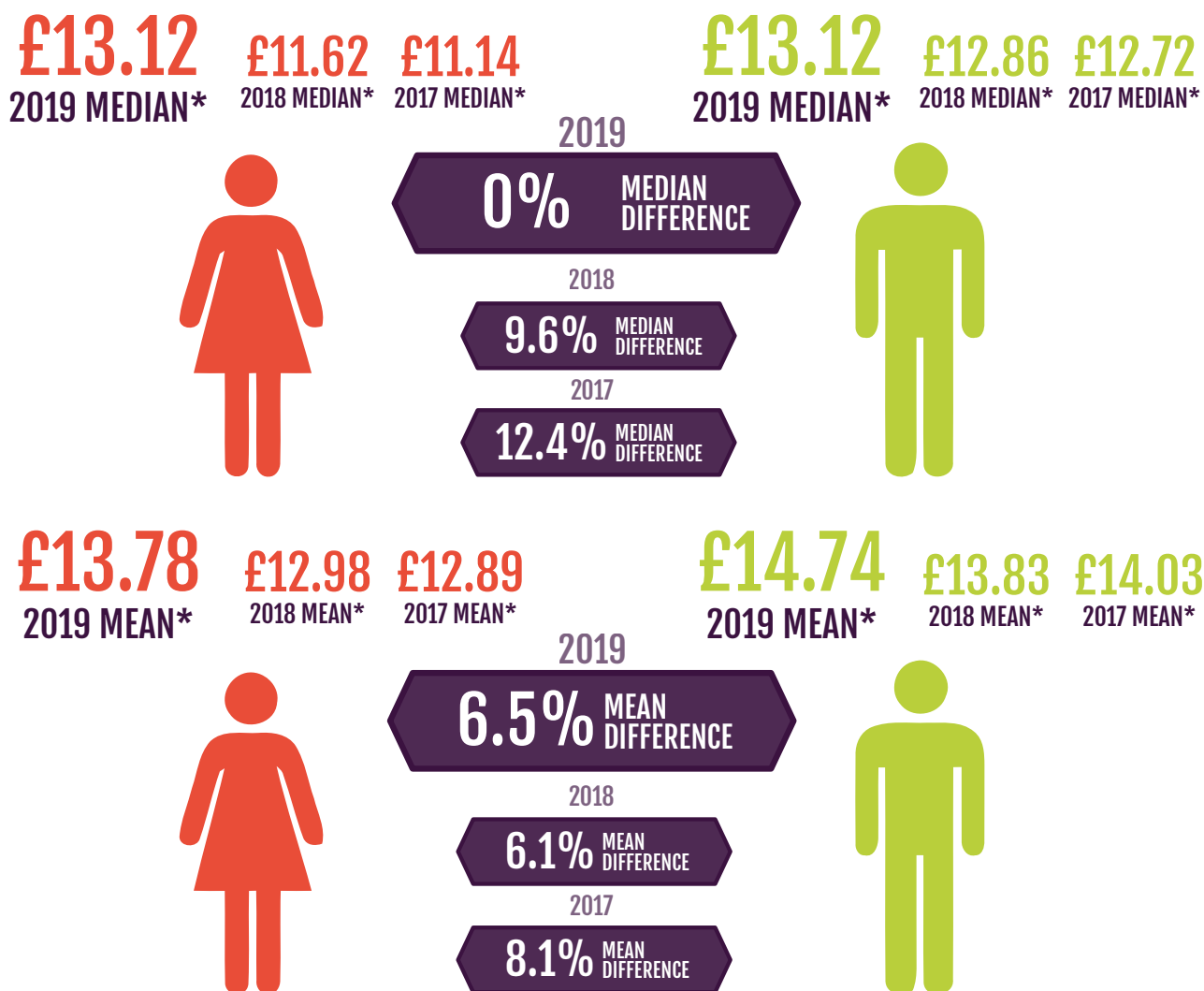
MEDIAN – which involves listing all of the numbers in numerical order (lowest to highest) and selecting the middle number. If there is an even number of results, the median is the mean of the two central numbers.

MEAN – which involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example if we included a number of highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid point and for this reason we consider median pay to be a more representative figure than mean pay.

HOURLY RATE OF PAY



Results show that the median (middle) pay for both female and male employees in the 2019 pay period is equal at 0%.

The mean (average) pay shows however that female employees are earning on average 6.5% less than a male employee. This is compared to 17.8% nationally according to the Office for National Statistics.

We believe that our Mean and Median gender pay gaps have altered as a result of continued changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands.

For example, pay rates have increased due to implementation of the nationally agreed pay award in April 2018. We have also seen a reduction in both females and males in Grades 1-3 and an increase in females along with a slight reduction in males in Grades 12+.



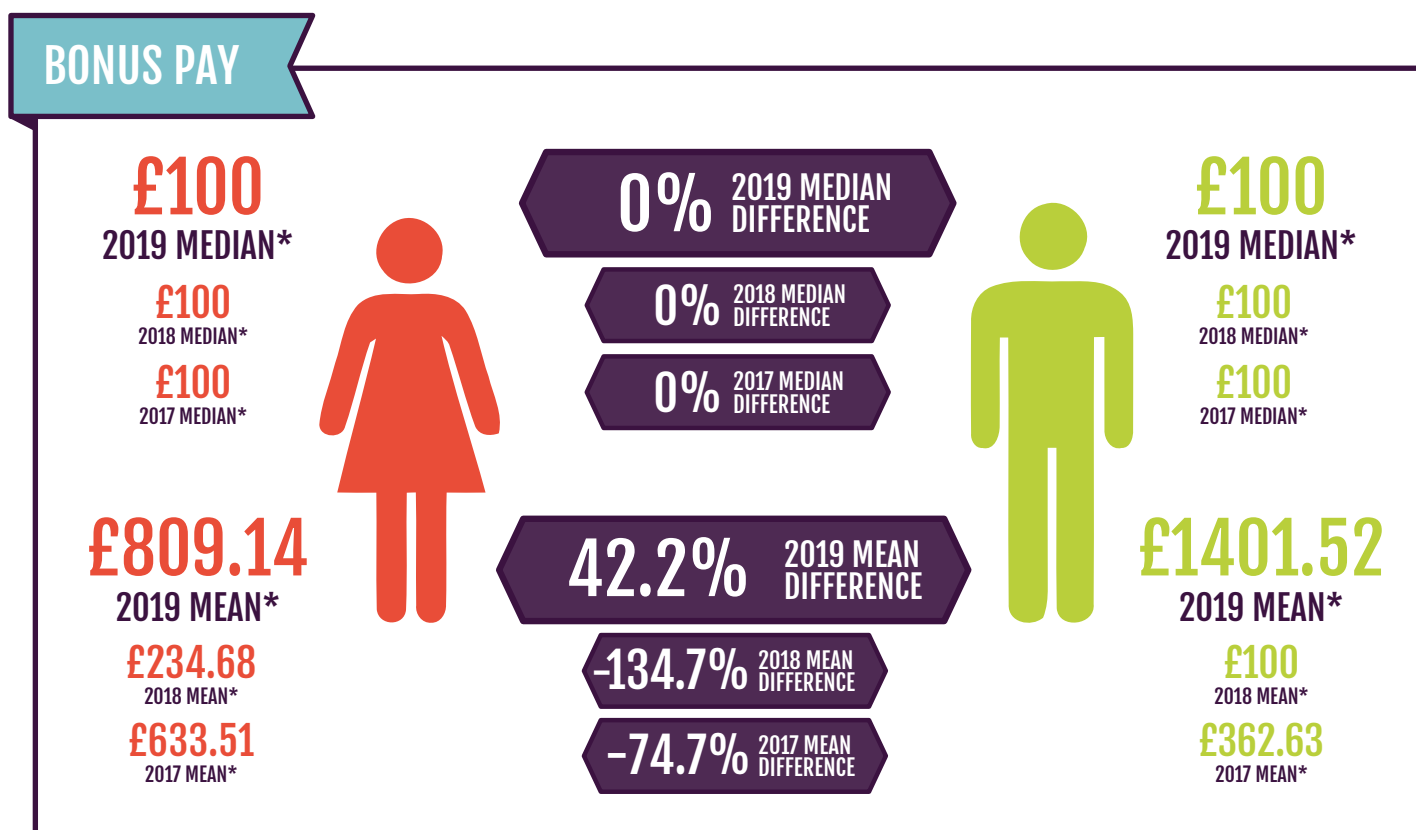
BARNSELEY COUNCIL'S BONUS GENDER PAY GAP

For gender pay gap reporting purposes bonus pay includes anything that relates to profit sharing, productivity, performance and commission for which the Council doesn't make any of these payments.

Bonus pay also includes long service awards with a monetary value and incentive payments, which have been taken into account in the calculation of bonus pay as follows.

The Council operate a long service award of a £100 voucher, which is applied consistently to all females and males upon achieving 25 years service.

The Council has a Recruitment and Retention Policy where one off payments can be awarded to recruit or retain employees in key posts to ensure that the Council maintains a skilled and experienced workforce. As part of the approvals process associated with recruitment and retention payments, managers are required to consider the wider impact on protected characteristics before awarding a payment.



The median bonus pay continues to show that females and males are paid equally. This is due to the long service award payment of a £100 voucher being applied consistently to both females and males upon them achieving 25 years service.

Within the 2019 bonus pay period 41 employees achieved 25 years service and received a £100 voucher. 27 were female (65.9%) and 14 were male (34.1%). This reflects a reduction in both females and males achieving 25 years service compared with previous figures, however this is still reflective of the Councils workforce.

The mean results show that female employees received 42.2% less in bonus pay than males. Which is due to more males receiving a recruitment or retention payment than females in the 2019 bonus pay period.

1 Recruitment payment was applied to just 1 male employee within the 2019 bonus pay period and a retention payment was applied to 5 females and 6 males.

Although the mean difference is currently 42.2% in favor of males, if we removed the £100 long service award payments and calculate purely on recruitment or retention payments, the mean would show -15.8% in favor of females.

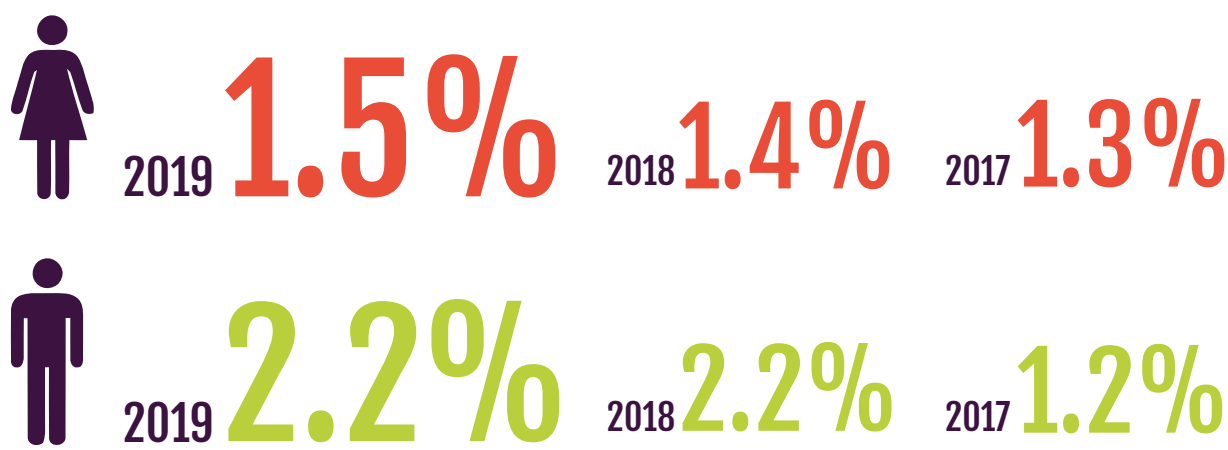
This is another reason we consider median pay to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment or retention payments.

PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



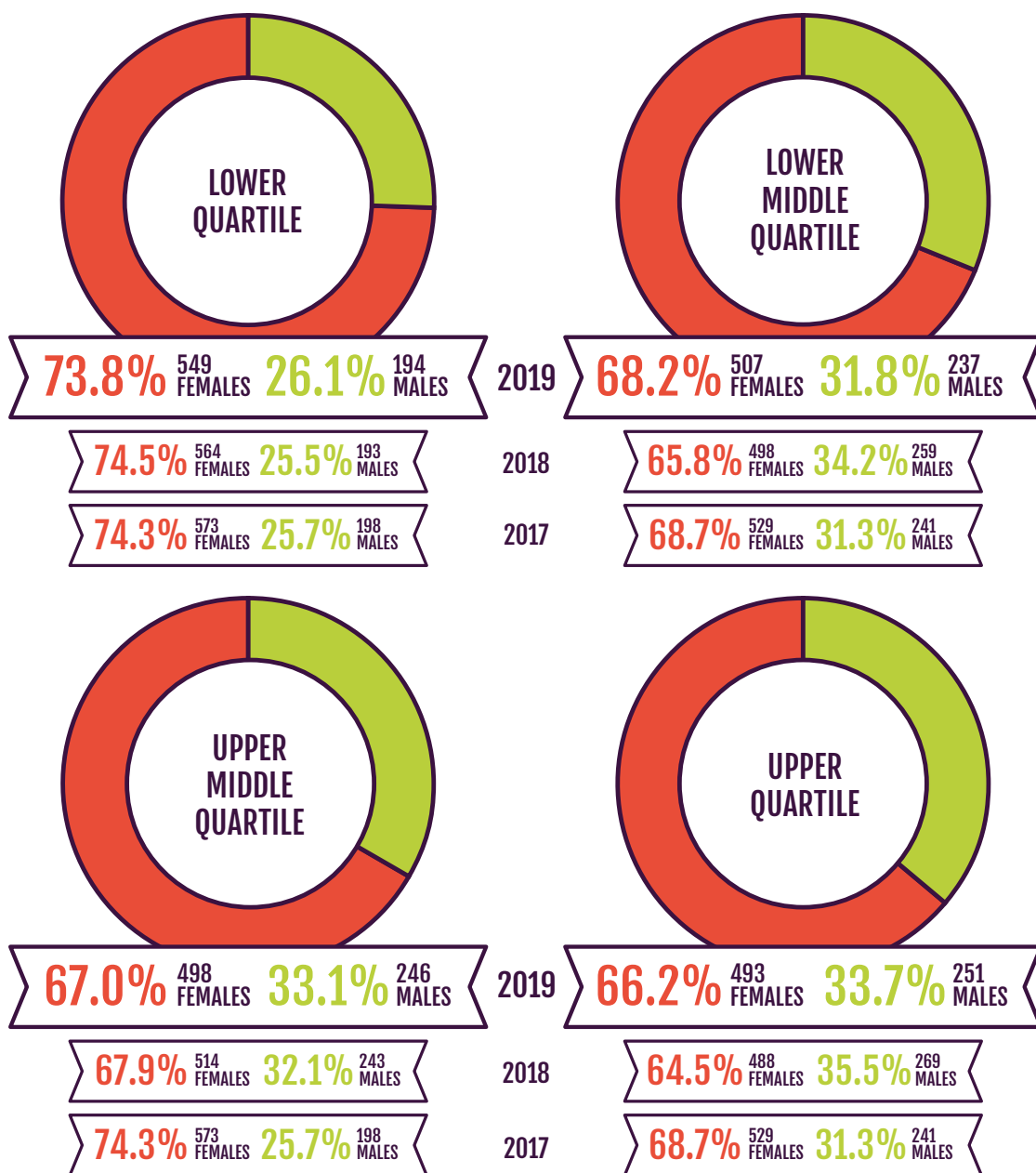
PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates overall that both males and females are treated the same with a 0.7% difference.

PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

QUARTILE PAY BAND



*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 19 was 2975, which has been arranged by the lowest hourly rate of pay to the highest hourly rate of pay. The total has then been divided into four quartiles with the same hourly rate of pay being distributed evenly by gender where they cross the quartile boundaries.

Analysis continues to show that the gender distribution between the quartiles is not even - more females are employed 68.8% than male. In particular female employees make up approximately 72.7% of the three lowest grades (1 - 3) which sit within the lower quartile.

TACKLING THE GENDER PAY GAP

As part of our ongoing commitment to addressing our gender pay gap we have developed a series of actions that the Council will continue to focus on to try and reduce the gap which include:

- Investigating how the gender pay gap findings can support improving the gender pay profile
- Investigating how to improve career pathways for those in lower grades (for example Grades 1-3)
- Monitoring all recruitment and retention payment applications, to avoid and remove any gender bias
- Assessing whether (and extent to which) occupational gender-segregation or gender imbalance in promotional opportunities are part of the cause for the over-representation of women in particular grades. (for example Grades 1-3)
- Ensuring cultural change through the continuation of the Barnsley Leadership Programme to all managers, helping to create strong, motivational and effective managers and leaders at every level.
- Continuing to improve the various methods of recruitment to attract a more diverse mix of candidates
- Continuing to improve methods of agile and flexible working by examining and removing any barriers
- Analysing leavers by gender and seniority each year to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.
- Analyse differences in pay between females and males by age, full time and part time, and occupation.



Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
01/01/2018	1	Investigate how gender pay gap findings can support improving gender pay profile e.g. interviews with employees to identify why they are attracted to particular roles and not others, positive action statements in recruitment, work to remove stereotypes associated with particular roles and other positive action initiatives	Steps already taken to review and improve wording in adverts & images on website to remove any gender bias.	To be investigated further by interviewing current employees re attraction	Targeted work ongoing e.g engaging with the public via Facebook and Instagram, engaging with previous candidates and investigating details in exit questionnaires etc. A recruitment review is also underway & will look at this in more detail. Data collated from Diversity and Inclusion set for the Investors In People shows 18/7% of people strongly agree and 44.8% of people agree the Council is committed to recruiting a diverse workforce.	Recruitment Review to be completed. Recruitment Team to also develop a video to promote the various roles within the Council to assist in improving the gender pay profile e,g there is an Occupational Gender Segregation within Grades 1-3 where there is a higher female representation than males in particular roles.	31/12/2020
01/01/2020						Investigate how the Council can identify better career paythways for those in lower grades.	31/01/2021

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
				Investigating benefits of involvement with HeforShe campaign. Proposal to go to BLT in first instance	Considered, but found not to be appropriate as focus is on reviewing local internal arrangements.	Not to be progressed	N/A
01/01/2018	2	Continue to monitor all recruitment and retention payment applications, challenging where required and seeking justification to avoid and remove any gender bias.	Recruitment and Retention Payment form updated to include section on considering the impact on other staff.		Form reviewed further to ensure continues to be up to date. However, part of this process is with regard to payments which apply to the post and are not person specific. The payment is decided beforehand. The rationale is in relation to retaining or recruiting a specific set of skills in short supply in terms of the wider market.	Not to be progressed	N/A

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
			Tracker developed for monitoring payments made and ongoing challenge being undertaken to prevent any gender bias.		Monitoring ongoing and challenge with managers has continued.	Review approvals process to incorporate a mixed gender joint panel as this could help to eliminate any gender bias.	31/01/2020
01/01/2018	3	Assess whether (and extent to which) occupational gender-segregation or gender imbalance in promotional opportunities are part of the cause for the over-representation of women in particular grades. (for example Grades 1-3)	Same as action 1 progress made.	Further analysis required on length of time in role to identify if people are getting stuck at particular levels.	No progress made	Need evidence to support this, therefore could include section on career development & aspirations on next employee survey	31/12/2020
			Analysis of gender by grade and recruitment data undertaken and appropriate challenge being undertaken to prevent any gender bias	Further analysis required on applicant pools in different fields and how this compares against actual applicants.	No progress made	To be picked up through recruitment review.	31/12/2020
01/01/2018	4	Investigate whether any barriers to promotion for female employees into Senior Management. (Grades 12 and above)	Same as action 3 progress made.	Survey and focus groups to be held with female managers to assess any potential barriers	Increase in females in grade 12 and above and data collated from the Diversity and Inclusion set for the Investors In People shows that 22.5% of	Complete	N/A

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
01/01/2018	5	Review pay data on an alternating cycle in relation to ethnicity and disability to ensure the Council are complying with the Council's Equality Scheme.	Placed on hold until data quality improved.	To monitor and review every 6 months for any improvements	SuccessFactors project starting January 2020 provides opportunity to improve equalities data	To review once Success Factors is live	31/12/2020
01/01/2018	6	Ensure cultural change through continuing to roll out the Barnsley Leadership Programme to all managers, helping to create strong, motivational and effective managers and leaders at every level.	Future Leaders Programme Ongoing	Continuation of Future Leaders Programme	Out to Tender for provider to continue running Future Leaders Programme	To secure future provider and continue the delivery of the Future Leaders Programme.	21/01/2021
			Measurement from Employee Survey shows positive shifts in cultural change moving in the right direction	Compare with data in next Employee Survey	Data collated from the Diversity and Inclusion set for the Investors In People shows that 15.1% of people strongly agree and 36.3% of people agree that the Council has a culture where everyone feels respected.	Measurement required from employee survey going out in 2020.	30/09/2021

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
01/01/2018	7	Continue to improve the various methods of recruitment to attract a more diverse mix of candidates	Positive steps taken to remove any barriers including a physical presence at dedicated recruitment fayres e.g. Equalities Fayre (BME & Disability) Job's/Career Fairs. Ability to produce real time analytics to reflect methods undertaken	Investigate feasibility of blind shortlisting to remove any unconscious bias	No scope to do this via Engage.	Investigate feasibility through Success Factors.	30/04/2020
				Investigate feasibility of running unconscious bias training	More diverse job fairs have taken place. In addition a recruitment review is underway. Funding available for unconscious bias training. Workforce. Organisation & Workforce Improvement Team leading on this.	Organisation & Workforce Improvement Team to make a decision regarding who the training should be rolled out to.	30/04/2020
01/01/2018	8	Continue to improve methods of agile and flexible working by examining and removing any barriers.	Unable to report on and identify areas where flexible working requests are approved or refused, as no longer recorded centrally	Investigate feasibility of reintroducing reporting mechanism	Not feasible under current process.	Investigate feasibility through Success Factors.	31/07/2020

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
				Ensure all jobs advertised are offered as having flexible working options, such as part-time work, remote working, job sharing or compressed hours	Delivered and ongoing.	N/A	N/A

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
				Encourage leaders to role model working agile/flexibly and to champion agile/flexible working	Work smart project commenced April 2019 will consider Barnsley as modern employer with modern working practices including a full review of agile working.	Continue to promote via SMART working initiative	31/12/2020
				Encourage men to work agile/flexibly, to reflect it's not only a female benefit.	Work smart project commenced April 2019 will consider Barnsley as modern employer with modern working practices including a full review of agile working.	Continue to promote via SMART working initiative	31/12/2020
01/01/2019	9	Encourage uptake of Shared Parental Leave and maternity support leave with males.	N/A	N/A	0 applications received within 2019. Only 2 applications received overall (1 in 2016 and 1 in 2017). It should be recognised this is based on personal choice.	Not to be progressed	N/A

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
		Investigate feasibility of offering enhanced Shared Parental Leave at the same level as enhanced maternity pay	N/A	N/A	Current research has identified three employment tribunal cases for sex discrimination with regard to Shared Parental Pay. Two of which were successful (against Capita Customer Management Ltd & Network Rail) and one wasn't (against Leicestershire Police) No binding case law that specifically requires employers to enhance shared parental pay if they enhance maternity pay, and its not required by legislation either.	Further research required, particularly with regard to other authorities stance on enhanced shared parental pay.	31/12/2020
01/01/2019	10	Analyse leavers by gender and seniority each year to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.	N/A	N/A	Process issue identified as current gap in terms of exit arrangements. Complete route & branch review which is currently underway.	Route & Branch review to be completed to compliment work on Success Factors. In addition to undertake (as & when) gender pay gap on protected characteristics once data available.	30/09/2020

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Date to be delivered
01/01/2019	11	Investigate feasibility of a programme for recruiting returners who have taken extended career breaks for caring or other reasons who are not currently employed or in roles they are over qualified.	N/A	N/A	Identified as not cost effective and too resource intensive.	Investigate feasibility through Success Factors Talent & Learning modules at end of programme.	31/01/2021
01/01/2020	12/01/1900	Analyse differences in pay between females and males by age, full time and part time, and occupation.	N/A	N/A	N/A	Analysis of 2020 gender pay gap data to identify mean and median pay gaps in male and females by age and full time and part time and occupation	31/12/2020

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BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Service Director Business
Improvement, Human Resources &
Communications

Implementation of the 2020/21 Pay Policy Statement

1. Purpose of Report

The purpose of this report is to seek approval to implement the council's 2020/21 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

2. Recommendations

That approval is given to implement the 2020/21 Pay Policy Statement contained at Appendix 1 with effect from 1st April 2020.

3. Introduction

- 3.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The statement must articulate the council's policy towards the pay of the workforce, particularly Chief Officers and lowest paid employees.
- 3.2 The Act requires that Pay Policy Statements are produced annually, are considered by full council and are published on the council's website.

4. Proposal and Justification

- 4.1 The 2020/21 Pay Policy Statement has been reviewed in accordance with the Act and has been updated with the following:
- Paragraph 2.2 has been amended to remove reference to changes to Service Director pay as this has now been implemented.
 - Paragraph 2.5 has been updated to reflect the updated School Teachers Pay and Conditions Document 2019.
 - Paragraph 3.1 has been updated to reflect the increase in the Foundation Living Wage.
 - Paragraph 4.1 has been updated lowest and highest paid salaries and pay multiple.
 - Paragraph 4.2 has been updated to reference the 2018/19 Statement of Accounts.
 - Paragraph 9 has been updated to reflect the legal position with regard to the employment of persons in receipt of a pension.

5. Consideration of Alternative Approaches

- 5.1 An alternative option would be to not produce a Pay Policy Statement. However this would contravene section 38(1) of the Localism Act 2011. Consequently this is not a realistic option.

6. Implications for Local People/Service Users

- 6.1 There are no implications for local people and service users arising from this report.

7. Financial Implications

- 7.1 There are no direct financial implications for the council as a result of this report.

8. Employee Implications

- 8.1 The proposed Pay Policy Statement applies to all employees except those employed in locally managed schools and brings together a number of existing policies and local agreements in one document.

9. Legal Implications

- 9.1 The Pay Policy consolidates a number of existing policies that have previously been reviewed by Legal Services.

10. Communications Implications

- 10.1 To comply with mandatory requirements the Pay Policy will be published on the council's website.

11. Consultations

- 11.1 The Senior Management Team was consulted on 21st January 2020.
- 11.2 The Pay Policy was circulated to the Trade Unions on 21st January 2020 and was discussed at the Employee Relations Forum on 29th January 2020.

12. Promoting Equality and Diversity and Social Inclusion

- 12.1 The implementation of this policy will ensure that any issues relating to pay are applied fairly and consistently.

13. Risk Management Issues

- 13.1 The recommended policy provides information on how the council remunerates its employees and as such provides a standard framework to be applied to employee remuneration therefore reduces the risk of inconsistencies in this area.

14. Glossary

DCLG – Department for Communities and Local Government.

15. List of Appendices

Appendix 1 – 2020/21 Pay Policy Statement.

16. Background Papers

16.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.

16.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.

16.3 DCLG Local Government Transparency Code 2014.

16.4 Localism Act 2011

These documents are contained in working files in Human Resources and are available for inspection.

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Officer Contact: Janine Hollingsworth

Date: 10 January 2020

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PAY POLICY STATEMENT FOR THE PERIOD 1 APRIL 2020 TO 31 MARCH 2021**Contents**

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PAY POLICY FOR THE PERIOD 1 APRIL 2020 TO 31 MARCH 2021

1.0 INTRODUCTION AND SCOPE

- 1.1 At Barnsley Council we value diversity and are committed to equality within our workforce. Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity. The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.
- 1.2 Pay fairness is an important part of this commitment and as well as defining our policy on pay and related allowances, as a council, we are working on actions identified to tackle our gender pay gap.
- 1.3 In addition Section 38 - 43 of the Localism Act 2011 (as supplemented) requires Barnsley Metropolitan Borough Council (referred to as the Council) to produce a policy statement that covers a number of matters concerning the pay of the Council's employees.
- 1.4 It details the arrangements for the determination of salary, how salary levels are determined, the method for pay progression (where applicable) and the payment of allowances. It should be noted that the policy does not apply to employees within locally managed schools.

2.0 DETERMINATION OF PAY

2.1 Chief Officers

The Council's policy on remunerating Chief Officers is set out below and in Annex A. For the purpose of the policy a Chief Officer is defined as the Chief Executive and Executive Directors. The terms and conditions of employment for such Chief Officers are as specified in the Joint National Committee for Chief Executives and Joint National Committee for Chief Officers as supplemented by Local Agreements.

2.1.1 Salary on Appointment

The post will be advertised and appointed to at the agreed approved salary unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

2.1.2 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in

question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside those specified in the contract of employment.

2.2 NJC Grades 1 to 17

The Council uses the National Joint Council (NJC) Job Evaluation Scheme and has a pay structure consisting of 17 Grades which can be found in the link below.

[17 Grade Pay Structure](#)

The grading structure currently covers all staff on NJC terms and conditions up to Heads of Service level.

The pay grades for positions on NJC terms and conditions are determined utilising the NJC Job Evaluation scheme which is implemented jointly with the respective Trade Unions.

2.2.1 Salary on Appointment

Employees appointed to positions on NJC Grades 1 to 17 will normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

2.2.2 Salary on Promotion/Secondment

On promotion or secondment employees should normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

2.2.3 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations.

2.2.4 Pay Progression

Pay progression for employees on NJC Grades 1 to 17 is as outlined in the Incremental Pay Progression Guidance attached in the link below.

[Pay Progression](#)

2.3 Service Directors

Service Directors will be paid on the same fixed salary determined through pay benchmarking.

2.3.1 Salary on Appointment

Appointments will be to the agreed fixed salary for Service Directors unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

2.3.2 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside those specified in the contract of employment.

2.4 Soulbury Officers

2.4.1 Salary on Appointment

The Soulbury Committee provides a voluntary collective bargaining machinery in respect of the salaries and service conditions of the following categories:-

- a) Educational Improvement Professionals
- b) Educational Psychologists

An employee appointed to one of these positions for the first time shall be placed at the minimum of the scale deemed appropriate by the Council. Where the employee has had previous experience which the authority considers should be regarded as equivalent value to service, the Council shall determine a higher incremental point up to the maximum.

2.4.2 Educational Improvement Professionals

A salary scale for Educational Improvement Professionals should consist of no more than 4 points (subject to additional points needed to accommodate discretionary scale extensions or SPA points).

Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 8.

Senior Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 13

Leading Educational Improvement Professionals undertaking the full range of duties

would usually be appointed on a minimum point of 20.

[Education Improvement Professionals Pay Scale](#)

2.4.3 Educational Psychologists

Trainee Educational Psychologists in their second and third year of training should be paid on a point selected from the 6 point Trainee Educational Psychologist pay scale. While Trainee Educational Psychologists will be employed on the basis that they will be available for work for 3 days per week in the second year and 4 days per week in the third year of training, it is not intended that their pay rates should be applied on any pro rata basis

Assistant Educational Psychologists are paid on the Assistant Educational Psychologist pay scale and should not remain on this scale for more than 4 years. Educational Psychologists would usually be appointed on an individual 6 point pay range on Scale A which will be 1-6, 2-7 or 3-8 based on an assessment of recruitment and retention and other local factors. Managers have the discretion to appoint above the minimum of the selected scale.

Senior Educational Psychologists would usually be appointed on a 4 point pay range on Scale B

Principal Educational Psychologists would usually be appointed on a 4 point pay range on Scale B with a minimum starting point of point 4.

Educational Psychologists paid on Scales A/B are also eligible for up to 3 Structured Professional Assessment (SPA) points

[Educational Psychologists Pay Scale](#)

2.4.4 Salary on Promotion/Secondment

On promotion or secondment employees should normally be placed on the first point of the range for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

(The Council should provide a career structure for Educational Psychologists and further details can be obtained from The Report of the Committee on Salary Scales and Service Conditions of Inspectors and Advisory Officers of Local Education Authorities).

2.4.5 Incremental Pay Progression

The pay awards for Advisors, Inspectors and Psychologists are effective from 1st September each year subject to six months service in the post, until the maximum of the grade is reached.

Soulbury staff also have the opportunity to apply for up to 3 further points on the salary scale (in addition to their 4 point range) and these are called Structured Professional Assessment points (SPA's). A copy of the application for Structured Professional

Assessment Points Guidance notes can be found in the link below:-

[Structured Professional Assessment Guidance](#)

2.5 Centrally Employed Teachers

The pay policy for Centrally Employed Teachers falls under the terms of the School Teachers Pay and Conditions Document (referred to as the Document).

[School Teachers Pay and Conditions 2019](#)

The Council will review every qualified teacher's salary with effect from 1 September each year. Reviews may take place at other times of the year to reflect any changes in circumstances or job descriptions that will affect pay.

The statutory pay arrangements give significant discretion over the awarding of allowances and the criteria used by the Council to determine the application of the discretionary elements. Decisions on the way these discretions will be used are the responsibility of the Executive Director, People.

2.6 Adult Education Tutors

2.6.1 Following the cessation of the (Silver Book) a Local Agreement for Adult Education Lecturers was agreed and implemented in September 2002. The Agreement covers staff employed as Lecturers (Qualified and Unqualified), Curriculum Co-ordinators, Lead Tutors, Curriculum Support and Information Officers Learning /Project Co-ordinators.

[Adult Education Tutors Pay Scales](#)

2.6.2 Salary on Appointment

A new employee to the Service would normally be appointed at the bottom of the relevant pay scale although additional increments may be considered for previous relevant experience or continuous service in establishments recognised under the Redundancy Payments (Modification) Order 1999.

2.6.3 Pay Progression

The pay awards for employees covered by the Local Agreement for Adult Education Lecturers 2008 are based upon the percentage pay increase awarded to JNC Youth and Community Workers. Any such awards are effective from 1st September each year.

During employment annual increments shall be awarded on 1st September each year subject to six months service in the post, until the maximum of the grade is reached.

2.7 Agenda For Change

The Agenda for Change pay structure is applicable to staff within the extended remit of the NHS Pay Review Body (NHSPRB). The pay spine is divided into 9 pay bands (pay band 8 is subdivided into 4 ranges) and positions were assigned to a pay band in

accordance with the NHS Job Evaluation Scheme.

2.7.1 Salary on Appointment

Upon commencement to a post staff were normally appointed to the lowest pay point of the agreed band with the exception of staff appointed on Band 5 who have accelerated progression through the first two pay points in six monthly steps providing management are satisfied that they meet the required 'standard of practice'. This 12 month period is known as the 'Preceptorship'. Employees affected by TUPE transferred on the same terms and conditions applicable pre-transfer. The Council reserves the right to evaluate and appoint to all new posts in accordance with the NJC terms and conditions for Local Government Employees.

2.7.2 Salary on Promotion

Pay on promotion should be set either at the minimum of the new pay band or, if this would result in no pay increase, the first pay point in the band which would deliver an increase in pay. However, as stated in 2.7.1, the Council reserves the right to evaluate and appoint to all posts, including promotion opportunities, in accordance with the NJC terms and conditions for Local Government Employees.

2.7.3 Pay Progression

Progression through the individual pay bands is by annual increments on the anniversary of appointment to the post. This progression is dependent upon satisfactory performance in the role and demonstration of the agreed knowledge and skills appropriate to that part of the pay band as detailed in the NHS Knowledge and Skills Framework.

3.0 LOWEST PAID SALARY

- 3.1 The lowest pay point in this Council is Grade 1 point 6 which equates to an annual salary of £17,364 and can be expressed as an hourly rate of pay of £9.00.
- 3.2 The Council is committed to tackling low pay and has committed to pay a low pay supplement equivalent to the Foundation Living Wage rate.
- 3.3 The pay rate is increased in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services and through increases to the Living Wage as advised by the Living Wage Foundation.

4.0 HIGHEST PAID SALARY

- 4.1 The highest paid salary in this council is currently £175,000 which is paid to the Chief Executive. The median average salary in this council (not including schools) is £23,111. The ratio between the two salaries, the 'pay multiple' is 7.57:1. The authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Council and as such the Council takes the view that the pay multiple acts as a control element which will be monitored and reported annually as part of the review of this Pay Policy.

- 4.2 The Council is required to publish Chief Officer salaries on an annual basis as part of the Statement of Accounts. Details can be found at:

[Statement of Accounts 2018/19](#)

5.0 OTHER PAY RELATED POLICIES

A number of other pay related policies are outlined below which are applicable to all employees except centrally employed school teachers, whose statutory pay and conditions of service fall under the terms of the School Teachers Pay and Conditions Document. The information contained below provides a summary of allowances and must be read in conjunction with the relevant 'Conditions of Service' document/Local Agreement.

The Council also has a protocol which allows changes to working practices to be agreed and implemented. As a consequence the agreements relating to premium payments, shift allowances and standby payments may have been varied from the standard agreement.

5.1 Allowances

5.1.1 Bank Holiday Working

- Employees required to work on a public or extra statutory holiday shall, in addition to the normal pay for that day, be paid plain time rate for all hours worked within their normal working hours for that day. In addition, at a later date, time off with pay shall be allowed as follows:
 - Time worked less than half the normal working hours on that day - half day
 - Time worked more than half the normal working hours on that day - full day

5.1.2 Overtime/Additional Hours

- Overtime rates – Employees who are required to work overtime/additional hours beyond their working week are entitled to receive enhancements on the following basis
 - Monday to Sunday - time and half

The Council has a Planned Overtime Policy which applies to employees of Grade 7 and above who undertake overtime. Full details of the provision can be found at: [Planned Overtime Policy](#)

- Part-time employees will only be paid overtime rates in circumstances where an equivalent full time employee would receive them e.g. for a part-time employee who normally works Monday to Friday, work up to 37 hours per

week will be paid at plain time, thereafter and at weekends overtime rates will be payable.

5.1.3 Weekend Working

- Employees who are required to work on Saturday and/or Sunday as part of their normal working week are entitled to the following enhancements:
 - Monday to Sunday - time and half

5.1.4 Night work

Employees who work at night as part of their normal working week are entitled to receive an enhancement of time and half for all hours worked between 10pm and 6am, Monday to Sunday i.e. no additional enhancement is payable for weekend working.

The night rate shall be payable in addition to the enhanced rates of pay for additional hours (overtime) worked on a Monday to Sunday night between the hours of 10pm and 6am e.g. an employee working Saturday night as overtime will receive time and half for hours worked Saturday plus an additional 50% of the hourly rate due to working at night (between 10pm and 6am).

5.1.5 Alternating Shifts

- An enhancement of 10% will be payable to employees working alternating shifts providing all of the following criteria are met:
 - The total period covered by the shifts is 11 hours or more
 - There are at least 4 hours between the starting time and the earliest and latest shift

5.1.6 Rotating Shifts

- An enhancement equivalent to:
 - 10% of salary for three shifts on a rota basis including a night shift over 5 or 6 days, or
 - 10% of salary for three shifts on a rota basis including a night shift over 7 days will be payable to employees working rotating shifts providing all of the following criteria are met:
 - ◆ The total period covered by the shifts is 18 hours or more
 - ◆ At least 4 hours worked between 7pm and 7am.

5.1.7 In addition to the above mentioned the Council has a number of local agreements covering areas such as:

- Car Mileage Allowance - employees who use their private car whilst undertaking official business in the course of their employment, mileage will be reimbursed at the Approved Mileage Allowance Payments (AMAP) rates as

specified by HM Revenue and Customs.

- Recruitment and Retention Procedure - provides a series of payment options to assist with recruitment and retention issues.
- Deprivation of Liberty Safeguards Payments - The Council has a statutory duty to undertake assessments under Deprivation of Liberty Safeguards (DOLS). A payment will be made in accordance with the local agreement.
- Laundry Allowance - additional payment to recompense employees for cleaning allocated uniforms.
- Standby/Call out - An employee who is contractually required or volunteers to be available on a standby/call out basis will be recompensed by payment of an amount determined locally.
- Approved Mental Health Professionals (AMHP) allowance - Is an annual allowance paid over 12 equal monthly instalments to AMHP's who undertake this role in addition to their post.

The above is not an exhaustive list of local agreements.

6.0 PROFESSIONAL SUBSCRIPTIONS

- 6.1 This payment of fees currently applies only to employees of Legal Services who are Solicitors and are required to hold a practising certificate and for Social Care Workers who are required to be registered by the Health and Care Professionals Council (HCPC).

Payment will not be made for membership of any other professional organisation, whether or not membership is a requirement of the appointment.

7.0 REMUNERATION COMMITTEES

- 7.1 The Council does not utilise a Remuneration Committee to determine grading of posts. The evaluation of posts is a complex issue requiring use of specialised trained panels to recommend grades for posts as determined by the appropriate evaluation process. Recommended grades are subject to approval by the agreed Council decision making process i.e. Delegated/Cabinet Reports.

8.0 SELECTIVE VOLUNTARY EARLY RETIREMENT/VOLUNTARY SEVERANCE POLICY

- 8.1 The Selective Voluntary Early Retirement and Voluntary Severance schemes enable the Council to reduce the size of its workforce in line with prevailing economic conditions, whilst at the same time compensating eligible employees by either immediate payment of pension benefits and/or a redundancy payment. The Council's Policy relating to all employees who are members of the Local Government Pension Scheme can be found at:

[SVER and VS Policy](#)

- 8.2 The Policy covering employees who are members of the Teachers Pension Scheme is available at:

Redundancy SVER Teachers

- 8.3 Where the level of severance pay/redundancy pay is calculated in accordance with the Councils policy and the resultant payment is more than £100,000 then approval must be sought by Council prior to agreement to release the payment.

9.0 EMPLOYMENT OF PERSONS IN RECEIPT OF A PENSION OR REDUNDANCY/ SEVERANCE PAYMENT

- 9.1 The authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post.
- 9.2 If a candidate is an employee in receipt of a pension (this includes ill health pensions) from a public sector organisation including local government, civil service, teachers pensions, police (Civil or Warranted Officers), armed forces, or any other covered by the Modification Order or a redundancy/ severance payment as a result of being made compulsory redundant this will not rule them out from being employed by the authority.
- 9.3 The re-engagement of public sector employees can, , provide practical solutions to specific workload/project staffing needs due to their previous knowledge and experience.
- 9.4 The authority will consider applications from persons in receipt of pensions and there is no barrier to such a person being appointed. Pensions Regulations have provisions to reduce pension payments in certain circumstances of those who return to work within local government service. Should an applicant in receipt of a pension be successful, they should be advised that commencing employment with the authority may affect their pension entitlements and they should therefore seek advice from the relevant Pensions Authority
- 9.5 The authority will also apply the provisions of the Statutory Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant and appropriate.

10.0 PENSION SCHEMES

10.1 Local Government Pension Scheme

Eligible employees automatically become a member of the Local Government Pension Scheme (LGPS) if they have a contract of employment for at least three months. Where the employee has a contract for less than three months, the employee may elect to join the scheme. However, LGPS scheme regulations are superseded by pension's auto-enrolment legislation which requires all employees to automatically pay pension contributions where the earnings level is above the threshold. Employees may choose to opt out of auto-enrolment. The LGPS is a tax approved occupational pension scheme set up under the Superannuation Act 1972. . The contribution rate depends on the level of earnings but is currently between 5.5% and 12.5% of pensionable pay.

The Council pays the balance of the cost of providing benefits in the LGPS currently 26.12%. Every three years an independent review is undertaken to calculate how much the employer should contribute to the Scheme. Increases or decreases in the cost of providing the scheme may, in future, need to be shared between members and employers, in accordance with government guidance.

Full details of the LGPS can be found at:

[South Yorkshire Pensions Authority - Homepage](#)

10.2 **Teachers Pensions Scheme**

For Centrally employed teachers or posts that the Council decides are eligible for membership of the Teacher's Pension Scheme (TPS) new appointees will automatically become scheme members.

The TPS is a contributory scheme administered by Teachers' Pensions (TP) on behalf of the Department for Education (DfE). It is a defined benefit 'final salary' scheme providing a lump sum and pension after retirement. Members of the TPS contributions rates range from 7.4% to 11.7% depending on the level of earnings. The Council pays a further 23.68%.

Information relating to the TPS can be found at:

[Teachers Pension Scheme](#)

10.3 **NHS Pension Scheme**

Some employees in Public Health roles have pension protections and continue to contribute to the NHS Pension scheme.

Information relating to the scheme can be found at:

[NHS Pension Scheme](#)

11.0 **AMENDMENTS TO THE POLICY**

- 11.1 It is anticipated that this policy will not need to be amended further during the period it covers i.e. 1 April 2020 to 31 March 2021, however if circumstances dictate that a change of policy is considered to be appropriate during the year then a revised draft will be presented to full Council for consideration.

12.0 **POLICY FOR FUTURE YEARS**

- 12.1 The policy will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Council prior to the start of each financial year.
-

13.0 EQUALITY AND DIVERSITY

- 13.1 This policy has been impact assessed by Human Resources, if on reading this policy you feel there are any equality and diversity issues, please contact your Directorate Human Resources Business Partner who will if necessary ensure the policy is reviewed.

14.0 INCOME TAX AND NATIONAL INSURANCE CONTRIBUTIONS

- 14.1 Sections 682-702 of the Income Tax (Earnings and Pensions) Act 2003 (ITEPA) impose a duty on an employer to account for PAYE on employment income paid to employees. PAYE applies to all payments of income within the charge to tax under ITEPA 2003.
- 14.2 There are three classes of national insurance contributions (NICs) which are payable by or in respect of employees:
- Class 1 contributions, which are earnings related. Primary contributions are paid by “employed earners” secondary contributions are paid by employers.
- Class 1A contributions, which are payable annually by secondary contributors only, based upon taxable value of benefits reported on forms P11D.
- Class 1B contributions, which are payable annually by secondary contributors only, based on the tax borne under a PAYE Settlement Agreement (PSA).

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Annex A Chief Officer Remuneration

Aspect of Chief Officer Remuneration	BMBC Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.
Pay Increases	The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts subject to approval by the appropriate decision making process.
Additions To Pay	The Council would not make additional payments beyond those specified in the contract of employment.
Performance Related Pay	The Council does not operate a performance related pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed in accordance with Council Policy.
Earn-Back (Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.
Bonuses	The Council does not pay bonus payments to employees.
Termination Payments	The Council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The Council also applies the appropriate Pensions regulations when they apply. The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred regarding senior officers are published in the Council's accounts as required under the Accounts and Audit (England) Regulations 2011.
Transparency	The Council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Employment of persons in receipt of a pension or redundancy/severance payment	Refer to Section 9.

BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**REPORT OF THE EXECUTIVE
DIRECTOR PLACE**

COMMUNITY ASSET TRANSFER - VALLEY COMMUNITY CENTRE, CUDWORTH

1. PURPOSE OF REPORT

- 1.1 To seek Cabinet approval for the grant of a 20 year lease of Valley Community Centre shown edged black on the attached plan to Valley Community Association (VCA), a registered Charitable Incorporated Organisation (CIO).
- 1.2 The lease will provide security of tenure to enable VCA to continue to provide the activities and facilities currently available at the centre to the community.

2. RECOMMENDATIONS

- 2.1 **That the Council grant a 20 year lease to VCA on terms and conditions to be agreed.**
- 2.2 **That the Corporate Asset Manager be authorised to finalise Heads of Terms for the proposed 20 year lease.**
- 2.3 **That the Executive Director Core Services (Legal) be authorised to complete the lease to VCA. The grant of the lease will be in accordance with Local Government Act 1972, but at less than best consideration based on the delivery of local social economic and environmental wellbeing powers as introduced by the Local Government Act 2000 and the General Disposal Consent (England) 2003.**

3. INTRODUCTION

- 3.1 The Valley Community Centre in Cudworth is a 1990's built community centre with car park and children's outside play area. It has been maintained internally and externally to a good standard.
- 3.2 Valley Community Association run the centre, which offers room space for hire to anyone in the community.
- 3.3 The centre, which is open 7 days a week, is run on a day to day basis by volunteers and one part time employee- a caretaker who works 20 hours per week.

- 3.4 VCA occupies the property by way of holding over under a 20 year lease from 1997 which was granted to The Trustees of The Valley Community Association. The trustees have since formed as a registered charitable entity.
- 3.5 The lease is at nil rent and with internal only repairing liability. Berneslai Homes are responsible for external repairs.
- 3.6 VCA have requested a new lease on similar terms to secure their future occupation of the property in order to continue to provide the activities and facilities currently available at the centre to the community.
- 3.7 VCA have provided a business plan which illustrates that the community centre broadly breaks even in terms of income and expenditure, therefore the VCA are unable to commit to paying a market rent for the property. The letting would therefore be at less than best consideration.

4. PROPOSAL AND JUSTIFICATION

- 4.1 VCA proposes to continue to manage the community centre for the benefit of the local community on a long term basis.
- 4.2 It is proposed that the council grant VCA a new, secure, 20 year lease of the property on internal repairing terms at a peppercorn (nil) rent, giving VCA security of occupation. This will allow them to provide certainty to parties wishing to book the facilities well in advance. Also, when seeking external grant funding, a requirement of the funding body is often an applicant's long term security of tenure in their premises.
- 4.3 Community activity and leisure facilities are considered to be important in fostering social cohesion and improving physical and mental health of residents. The centre will be available for use by the whole community offering a range of activities for all ages and abilities thereby the recommendation is in line with the Council's aims of promoting equality, diversity and social inclusion and tackling health inequalities.
- 4.4 Without VCA's continued involvement it is likely that the facility will close and begin to incur significant ongoing security and maintenance cost liabilities to the Council, in addition to the recreational loss to the community.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

- 5.1 **Refuse to grant the lease** – VCA believe it possible that they will not be able to continue to successfully manage and maintain the property without long term security of tenure. Should they choose to disband and vacate it would result in the Council becoming responsible for maintenance and security costs for the immediate future until either an alternative user/tenant could be found or the site was disposed of.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 The community will have continued access to convenient local facilities for social, group activity and recreational purposes.

- 6.2 Social, activity and recreation facilities offer an opportunity for locals to improve physical and mental health and wellbeing.

7. FINANCIAL IMPLICATIONS

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer)
- 7.2 Under reports previously submitted and approved by Cabinet, the Asset Disposal Programme 2013-2018 (Cab.12.03.2014/13) and the Community Asset Transfer Policy (Cab.30.1.2013/6.3), these reports stated that any property leased out by the Council should be at a market rent, unless otherwise specifically agreed by Cabinet, and that in the case of offering a property for rent or lease at a lower market value, the anticipated socio-economic benefits are taken into consideration.
- 7.3 The report sets out to grant a lease for 20 years, allowing VCA an opportunity to continue to run the facility without putting its future in jeopardy should the lease not be granted.
- 7.4 Under the terms of the lease VCA will be responsible for all future internal repairs & maintenance. In addition they will pick up all other outgoings and utility costs for the property. However, the costs of all maintenance would fall to the Council if the proposed lease wasn't granted and community centre were to be handed back.
- 7.5 The proposal to award the lease at a nominal rent ensures the best use of the asset and will have significant benefits to the local community as outlined within section 6 of this report.
- 7.6 VCA will pay the councils reasonable legal and surveyors fees in respect of the lease.
- 7.7 There are no undue VAT implications arising for the Council as a result of the proposed lease to VCA.
- 7.8 For the purpose of IFRS the lease will be classified as a Finance lease.
- 7.9 As a result of the above there are no direct financial implications associated with this proposal.

8. EMPLOYEE IMPLICATIONS

- 8.1 There are no implications for BMBC employees as a result of this recommendation.

9. LEGAL IMPLICATIONS

- 9.1 Under section 123 Local Government Act 1972 (and the General Consent based on it) for a property to be disposed of at undervalue (if it is under £2M potential unrestricted value, as this clearly is) the disposal must provide social, economic or environmental benefits within the Borough.

10. CUSTOMER AND DIGITAL IMPLICATIONS

10.1 No implications.

11. COMMUNICATIONS IMPLICATIONS

11.1 No implications.

12. CONSULTATIONS

12.1 A list of stakeholders consulted during the preparation of this report includes:

Core Services - Legal Services
Core Services - Finance

12.2 Local ward members have been consulted on the proposed recommendation and support the proposals as detailed within this report.

13. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

13.1 VCA's commitment to managing and maintaining the facilities for the benefit of the local community is demonstrated by their work over their last 20 years' occupation of the property. This is in alignment with the continuing development, consolidation and expansion of community resources as detailed in the Council's corporate plan.

13.2 Local community centres can play a key role in building strong and resilient communities by bringing together the diverse range of people living in the community. Facilities may also be utilised by doctors, support groups and health workers working to tackle loneliness.

13.3 The granting of a 20 year lease is in alignment with the continuing development, consolidation, and expansion of community resources as detailed in the Council's Corporate Plan, most specifically the outcomes identified as part of the Strong & Resilient Communities priority

14. REDUCTION OF CRIME AND DISORDER

14.1 If the property is not transferred to the community group by way of a new 20 year lease it is likely that it would become vacant. Vacant properties tend to attract vandalism and other anti-social behavior, therefore its continued occupation is favorable.

14.2 Availability of community facilities and activities is considered important in reducing crime and disorder particularly amongst younger age groups.

15. RISK MANAGEMENT ISSUES

15.1 It is considered that VCA represent a responsible custodian for a local asset to the benefit of the community.

- 15.2 The lease will contain the standard provision for the Council to instigate forfeiture proceedings if the tenant does not comply with material covenants.

16. GLOSSARY

- 16.1 VCA- Valley Community Association
IFRS – International Financial Reporting Standards
VAT – Value Added Tax

17. LIST OF APPENDICES

Appendix 1 Location Plan

18. BACKGROUND PAPERS

Correspondence regarding this matter is held on the files in Asset Management – not available for inspection contains exempt information

Financial Implications/Consultation



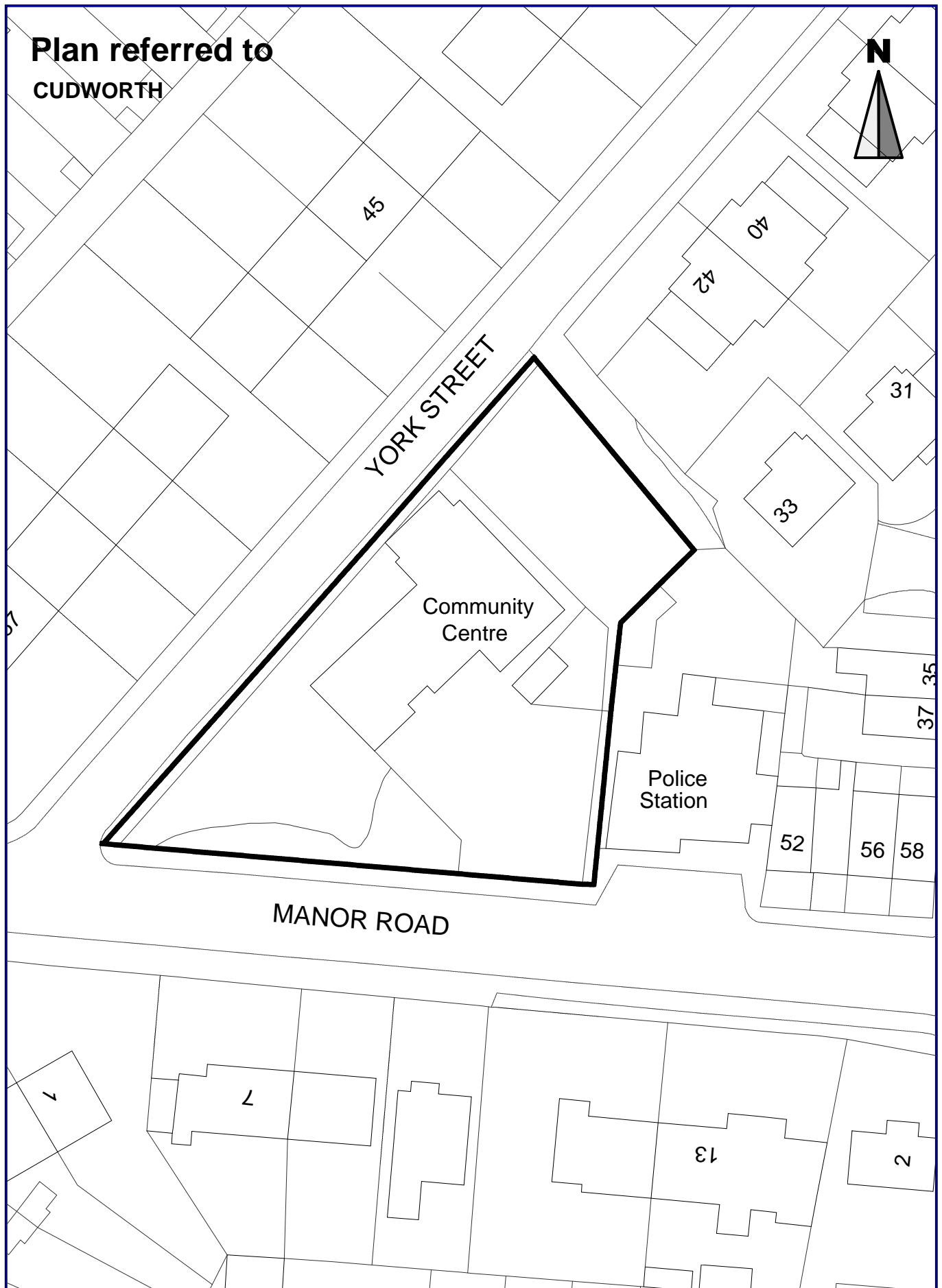
.....
(To be signed by senior Financial Services officer where no financial implications)

Office Contact: Tanya Hunter

Date: 12 December 2019

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Plan referred to
CUDWORTH



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PO Box 634, Barnsley, S70 9GG

e-mail: Assetmanagement@barnsley.gov.uk
website: www.barnsley.gov.uk

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BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

**REPORT OF THE EXECUTIVE DIRECTOR PLACE
TO CABINET**

HOLDEN HOUSE, BARNSLEY
LEASE RENEWAL TO RIVERSIDE HOUSING ASSOCIATION

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek Cabinet approval for the surrender of the existing 60 year ground lease in respect of Holden House and Holden Court, allowing for the grant of a further 125 year ground lease to Riverside Housing Association in order for them to secure funding for the re-modelling of Holden House to provide general needs accommodation providing more suitable one and two bed flats.

2. RECOMMENDATIONS

- 2.1 **That Cabinet approves the surrender of the existing ground lease and the grant of a further 125 year ground lease to Riverside Housing Association.**
- 2.2 **That the Corporate Asset Manager be authorised to finalise Heads of Terms for the surrender of the existing 60 year lease and grant of a further 125 year ground lease to Riverside Housing Association.**
- 2.3 **That the Corporate Asset Manager be authorised to instruct the Executive Director Core Services (Legal) to complete the surrender of the existing lease and grant of a new 125 year ground lease to Riverside Housing Association. The grant will be in accordance with Local Government Act 1972.**

3. INTRODUCTION

- 3.1 Riverside Housing Association is a social housing provider who originally took a 60 year lease in respect of Holden House together with additional land located at Race Street on the periphery of Barnsley Town Centre. They have developed the additional land to provide 16 flats now known as Holden Court.

The Council have recently changed the model for the delivery of supported living and for this reason Holden House in its current layout no longer supports the Council's revised business model.

- 3.2 As the properties developed at Holden Court are included in the same lease as Holden House they are included in the current proposals to surrender the original lease and grant a further 125 year ground lease.
- 3.3 The existing lease provides for a peppercorn rent. On renewal a modern ground rent will be payable based on social housing rents for both Holden Court and Holden House and will be subject to review on a 10 year rent review pattern.
- 3.4 Holden House currently provides for 28 single person accommodations, in surrendering the existing lease and granting a further 125 year lease this will allow Riverside to apply for funding to reconfigure the property providing 16 one and two bed flats plus one bedsit. This will provide accommodation that does not require support provisions offering accommodation to a different cliental. The existing cliental has been provided alternative accommodation as part of the new business model throughout Barnsley and has now been rehoused.
- 3.5 As part of this process Riverside has undertaken an options paper and concluded that the reconfiguration of the property for residential purposes would be the most viable. The second alternative was for use as office purposes. It is noted that the current market for the secondary office space is less viable at this moment in time.
- 3.6 In order to allow Riverside to secure funding for the reconfiguration of Holden House it is necessary to surrender the existing lease and to subsequently grant a further 125 year lease.

4. PROPOSAL AND JUSTIFICATION

- 4.1 It is proposed that the existing lease between the Council and Riverside is surrendered and a further 125 year ground lease be granted.
- 4.2 The granting of a further 125 year ground lease will allow Riverside to secure funding for the reconfiguration of Holden House and complete outstanding repairs. This will provide 16 social residential units for couples and families on the periphery of the town centre plus one bedsit.
- 4.3 The new lease will require Riverside to pay a modern ground rent based on social rents throughout the term and will be reviewed on a 10 year review pattern.
- 4.4 Riverside has undertaken an options paper and through this process confirmed that the most viable proposition for Holden House is to reconfigure the property providing one and two bed residential accommodations for families and couples on the periphery of the town centre. Whilst redevelopment costs for office purposes is marginally less than for residential purposes the demand for secondary office makes this alternative unviable from a revenue perspective at this moment in time.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

- 5.1 The alternative is for Riverside to surrender the existing lease of the whole to the Council. The Council would subsequently be taking back a property that was configured in such a manner that it could not let the accommodation due to the changes in the business model for supported housing. The Council would have to

source funding to reconfigure Holden House in order for it to continue to support social housing purposes.

- 5.2 A further alternative is for the lease to be surrendered and for the Council to take ownership of Holden House and Holden Court and subsequently take on the management of the properties at Holden Court and dispose of Holden House.

In disposing of Holden House the property may remain empty for a significant period of time prior to redevelopment further resulting in a dilapidated building being present on the main arterial route into Barnsley from the M1 motorway. Any purchaser may choose to rent out the property based on its existing configuration. The complication associated with renting Holden House for residential purposes in its existing configuration is that the current antisocial problems emanating from Holden House and affecting the local community and town centre is likely to continue.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 Once Holden House has been remodeled couples and families will have access to improved social housing providing a safe and pleasant environment in which people can thrive.
- 6.2 The lease renewal will allow Riverside to invest in the property carrying out a total refurbishment of Holden House and undertake outstanding repairs to the property continuing to providing social housing for the benefit of the residents of Barnsley encouraging a prosperous community.
- 6.3 The investment in Holden House will help maintain residential accommodation at Holden House reducing antisocial behavior currently experienced at this site and its effect on the town centre prior to the changes to the delivery of supported housing at Holden House.

7. FINANCIAL IMPLICATIONS

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer).
- 7.2 Should the property be returned to the Council the Council will be liable for empty rates and securing the property until its future is decided.
- 7.3 The report sets out the proposal to surrender the existing lease and grant of a further lease for a term of 125 years allows Riverside to apply for funding to improve the property and continue to run the facility and serve the local community without putting the future Holden House at risk.
- 7.4 Under the terms of the new lease Riverside will be required to pay a modern ground rent of £9,504 pa, which is based on social housing rental and this will be revised on a 10 year rent review pattern.
- 7.5 The reconfiguration of Holden House will allow the property to continue providing social housing for families and couples without the Council contributing towards the refurbishment costs. The remodeled property will provide the Council with access to

17 residential units for social housing purposes at a satisfactory standard. The Council will receive Council tax from each of the newly remodeled properties.

7.6 Should Holden House be sold it would result in a capital receipt for the Council this will not be achieved if it continues to be used for social housing purposes.

7.7 The grant of a new lease will allow Riverside to obtain funding to remodel Holden House and provides the Council with an income in doing so.

7.8 There are no undue VAT implications arising for the Council as a result of the proposed lease surrender and grant to Riverside.

7.9 For the purpose of IFRS the lease will be classified as an Operating lease.

8. EMPLOYEE IMPLICATIONS

8.1 There are no implications for BMBC employees as a result of this recommendation.

9. COMMUNICATIONS IMPLICATIONS

9.1 There are no communications implications arising out of this recommendation.

10. CONSULTATIONS

10.1 A list of stakeholders consulted during the preparation of this report includes:

Place
Communities
Core Services - Finance

10.2 Local Ward Members are aware of the scheme and support the proposal.

11. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

11.1 Place is working closely with Riverside in order to secure the future of Holden House in providing continued social housing.

12. PROMOTING EQUALITY AND DIVERSITY AND SOCIAL INCLUSION

12.1 The granting of a new lease to Riverside will secure the investment in the property to provide suitable housing for the community and assist in the continued viability of the Holden House for social housing purposes providing residential accommodation for families and couples. This will benefit both the well-being of the local community and reduce antisocial behavior.

13. TACKLING THE IMPACT ON EQUALITY

13.1 There are no issues arising from this report.

14. TACKLING HEALTH IN EQUALITIES

- 14.1 The provision of suitable social housing by way of investing in the Holden House will provision additional accommodation for the community.

15. REDUCTION OF CRIME AND DISORDER

- 15.1 In investigating the options set out in this report, the Council's duties under Section 17 of the Crime and Disorder Act 1998 have been considered.
- 15.2 Vacant or under used buildings and land can attract vandalism and unauthorised uses such as fly tipping, substance abuse and other anti-social behavior. Therefore the proposal to grant a new lease for a 125 year term will keep the facility in use and help to prevent such problems.

16. RISK MANAGEMENT CONSIDERATIONS

- 16.1 The granting of a new lease to Riverside will see a continuation of the delivery of social housing.
- 16.2 The changes to the service delivery model for supported housing by the Council and reconfiguration of Holden House will reduce the antisocial behavior around the site as whole and in the town centre.
- 16.3 Renewing the lease to Riverside will secure an income to the Council throughout the term of the lease in terms of a modern ground rent together with providing suitable social housing generating Council tax. The proposals will reduce antisocial behavior both at the site and in the town centre reducing the costs associated with dealing with such matters by the relevant authorities.

17. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

- 17.1 The lease for the property will be carried out giving full consideration to current Health and Safety Legislation.

18. COMPATIBILITY WITH EUROPEAN CONVENTION ON HUMAN RIGHTS

- 18.1 This report recognises the promotion and importance of equality, diversity and human rights for all members of the local community and the wider Borough.

19. CONSERVATION OF BIODIVERSITY

- 19.1 There are no issues arising as a result of this report.

20. GLOSSARY

- 20.1 IFRS – International Financial Reporting Standards

21. LIST OF APPENDICES

21.1 Appendix A – Financial Implications.

21.2 Appendix B – Site Plan

22. BACKGROUND PAPERS

22.1 Correspondence regarding this matter is held on the files in Asset Management – Not available for inspection contains exempt information

Office Contact: Tanya Hunter

Date: 22 January 2020

APPENDIX A
Report of the Executive Director of Place

FINANCIAL IMPLICATIONS

Service - Scheme of Delegation

i) **Capital Expenditure**

	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>
	£	£	£
BMBC Spend	0	0	0
	0	0	0
	0	0	0
To be financed from:			
BMBC Existing Resources for Match Funding	0	0	0
	0	0	0
	0	0	0

ii) **Revenue Effects**


	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>	<u>Later</u>
	£	£	£	Years
				£
<u>Expenditure</u>				
	0	0	0	0
	0	0	0	0
<u>Income</u>				
Ground Rent		9,504	9,504	76,032
	0	9,504	9,504	76,032
	0	-9,504	-9,504	-76,032
To be Financed from:				
	0	0	0	0

There is no impact on the Medium Term Financial Strategy. Income generated to be used to invest across the estates portfolio.

Impact on Medium Term Financial Strategy

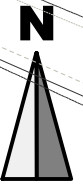
This report has no impact on the Authority's Medium Term Financial Strategy.

	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>
	£m	£m	£m
Current forecast budget gap	0	0.028	4.857
Requested approval	0	0	0
Revised forecast budget gap	0	0.028	4.857

Agreed by: ...  On behalf of the Service Director and Section 151 Officer - Finance

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Plan referred to Barnsley



Warehouse

RACE STREET

HOLDEN COURT

Holden House

Hall

St
George's
Church

Garage

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