2022 CC 30

THE FIFE COUNCIL - CABINET COMMITTEE – BLENDED MEETING

Committee Room 2, 5th Floor, Fife House, North Street, Glenrothes

15th December, 2022. **10.00 a.m. – 12.35 p.m.**

PRESENT: Councillors David Ross (Convener), David Alexander, Lesley Backhouse, David Barratt, John Beare, James Calder, Ian Cameron (substituting for Councillor Judy Hamilton), Fiona Corps, Altany Craik, Dave Dempsey, Linda Erskine, Derek Glen, David Graham, Peter Gulline, Cara Hilton, Gary Holt, Rosemary Liewald, Jonny Tepp, Ann Verner (substituting for Councillor Carol Lindsay), Ross Vettraino, Craig Walker and Jan Wincott.

ATTENDING: Steve Grimmond, Chief Executive; Eileen Rowand, Executive Director (Finance and Corporate Services), Alison Binnie, Finance Business Partner (Education and Children's Services), Sharon McKenzie, Head of Human Resources, Fiona Allan, Service Manager, Anne-Marie Cardle, Service Manager, Jacqui Cameron, Service Manager, Human Resources, Lindsay Thomson, Head of Legal and Democratic Services, Alison Marr, Solicitor, Helena Couperwhite, Manager (Committee Services) and Michelle McDermott, Committee Officer, Legal and Democratic Services, Finance and Corporate Services; Kathy Henwood, Head of Education and Children's Services (Children and Families and Criminal Justice), Shelagh McLean, Head of Education and Children's Services (Early Years and Directorate Support); Angela Logue, Head of Education and Children's Services (Primary Schools and Improvement Support), Louise Playford, Service Manager (Asset Management and Development), Rona Weir, Education Manager, Pamela Colburn, Quality Improvement Officer, Sharon Smith, Quality Improvement Officer and Kevin Funnell, Service Manager (Operations), Education and Children's Services; Donald Grant, Community Manager (North East Fife), Communities and Neighbourhoods Service; and Ms. Mary Caldwell, Roman Catholic Church and Mr. Alastair Crockett, Cupar Baptist Church, Religious Representatives.

APOLOGIES FOR ABSENCE: Councillors Judy Hamilton and Carol Lindsay and Mr. Brian Blanchflower, Church of Scotland, Religious Representative.

55. DECLARATIONS OF INTEREST

No declarations of interest were submitted in terms of Standing Order No. 7.1.

56. MINUTE

The Committee considered the minute of the Cabinet Committee meeting of 17th November, 2022.

Decision

The Committee agreed to approve the minute.

57./

57. WORKFORCE MATTERS

The Committee considered a report by the Head of Human Resources setting out key strategic workforce activities and outlining the Council's approach to workforce planning and recruitment strategy. The report also presented proposals for future reporting on the progress against the success measured and actions of Our People Matter (the Council's workforce strategy) and on actions identified through the corporate workforce planning process.

Decision

The Committee:-

(1) agreed to the future reporting on Our People Matter, the Council's workforce strategy and Our People Plan, the Council's corporate workforce plan; and

(2) agreed the approach outlined in the recruitment strategy.

58. CHILDREN AND FAMILIES' STRATEGY 2022-2025

The Committee considered a report by the Executive Director (Education and Children's Services) reviewing the Children and Families' Strategy "Belonging to Fife" and recognising what had been achieved to date. The report also outlined next steps in the Belonging to Fife (2) strategy.

Decision

The Committee:-

(1) agreed the next steps in the Children and Families' Strategy, B2F(2), which included investment in additional staffing from the existing service budget;

(2) approved, in principle, the progression of Barnardo's Gap Homes to improve young people's transitions to independence, providing a revenue saving to the Council; and

(3) noted the test of change work around Community Social Work.

The meeting adjourned at 11.25 a.m. and reconvened at 11.40 a.m.

59. FIFE YOUNG PEOPLE HEALTH AND WELLBEING CENSUS

The Committee considered a report by the Executive Director (Education and Children's Services) advising elected members of the recommendation of the Education Scrutiny Committee of 15th November, 2022 with regard to the proposed arrangements for Fife Council to undertake a Survey of Young People's Health and Wellbeing and providing an alternative approach for members to consider in relation to processes associated with implementation.

Decision/

Decision

The Committee:-

(1) noted the content of the report to the Education Scrutiny Committee of 15th November, 2022 relating to implementing a survey within Fife on the Health and Wellbeing of Young People;

(2) noted the Education Scrutiny Committee recommendations to the Cabinet Committee that the Council does not implement the survey;

(3) noted the revised proposals for the data protection arrangements and that survey response data would be collected for statistical and research purposes only, as part of the Council's duty as a local authority to plan for children's services in our area;

(4) noted the concerns of the Education Scrutiny Committee and how these had been addressed in the revised proposals and on the basis that the survey would be anonymous, agreed to proceed with the survey; and

(5) agreed that the survey should proceed based on the previously used HBSC questions and with the assurance that such questions would only be asked of senior aged pupils.

60. SCHOOL LEADERSHIP MODELS

The Committee considered a report by the Executive Director (Education and Children's Services) providing members with an overview of the development of school leadership models from 2009 that had strengthened the leadership and management of our schools and early learning centres. The report also provided an outline of suggested next steps, building on the successes of the last thirteen years in Fife and current national and international research to enable the Education Service to continue to strengthen leadership and management arrangements in schools and early learning centres in order to achieve improvements in attainment, attendance and positive destinations.

Motion

Councillor Fiona Corps, seconded by Councillor James Calder, moved as follows:-

“Remove recommendations and replace with following recommendation:-

Bring back another paper to Cabinet Committee with detailed evidence analysing the costs and benefits of joint leadership models as well as the pressures leading to this potential change of approach, including the shortage of headteachers, the reasons for this and the plan to recruit and train more”.

Amendment

Councillor Craig Walker, seconded by Councillor David Alexander, moved that the recommendations detailed in the report be approved.

Roll/

Roll Call

For the motion – 13 votes

Councillors James Calder, Ian Cameron, Fiona Corps, Altany Craik, Dave Dempsey, Linda Erskine, David Graham, Peter Gulline, Cara Hilton, Gary Holt, David Ross, Jonny Tepp and Jan Wincott.

For the Amendment – 10 votes

Councillors David Alexander, Lesley Backhouse, David Barratt, John Beare, Derek Glen, Rosemary Liewald, Ann Verner, Ross Vettraino, Craig Walker and Mr. Alastair Crocket, religious interest representative.

Decision

The Committee agreed that a further paper be brought back to the Cabinet Committee with detailed evidence analysing the costs and benefits of joint leadership models as well as the pressures leading to this potential change of approach, including the shortage of headteachers, the reasons for this and the plan to recruit and train more.

61. LOCHGELLY SOUTH PRIMARY SCHOOL - IMPROVEMENT WORK

The Committee considered a report by the Head of Education and Children's Services seeking endorsement of the approach to deliver urgent improvement work to address historic mining issues at Lochgelly South Primary School.

Decision

The Committee:-

(1) noted all the options that were considered to address the required ground consolidation works, along with improvements, to the existing Lochgelly South Primary School building;

(2) noted the decision to proceed with a project of refurbishment of Lochgelly South Primary School, because of the need to achieve an appropriately managed decant from the property within the required timescale and a return to the property within a reasonable timescale; and

(3) endorsed officer recommendations for the temporary decant solution to St. Kenneth's RC Primary School, for all primary aged children, and Lochgelly Sunflower (MacGregor Avenue) Nursery, for eligible nursery children, to enable works at Lochgelly South Primary School to proceed.

62. COMMUNITY ASSET TRANSFER APPLICATION BY FOOTPRINT EAST NEUK

The Committee considered a joint report by the Head of Property Services and Head of Communities and Neighbourhoods Service seeking approval for a Community Asset Transfer request received from Footprint East Neuk under Part 5 of the Community Empowerment (Scotland) Act 2015 to purchase land at Dreelside Woods, Anstruther.

Decision/

Decision

The Committee approved the asset transfer request at less than market value at the price of £1 and all otherwise on terms and conditions to the satisfaction of the Head of Property Services and Head of Legal and Democratic Services.