

KENT COUNTY COUNCIL

EDUCATION AND YOUNG PEOPLE'S SERVICES CABINET COMMITTEE

MINUTES of a meeting of the Education and Young People's Services Cabinet Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Friday, 18 September 2015.

PRESENT: Mrs P T Cole (Vice-Chairman), Mr D L Brazier, Mr R E Brookbank (Substitute for Mr L B Ridings, MBE), Mr L Burgess, Mr G Cowan, Mrs M E Crabtree, Mr S Foulkes (Substitute for Mr Q Roper), Mr S C Manion, Mr M J Northey, Mr R Truelove, Mr T L Shonk, Mr A Tear and Mr M J Vye

ALSO PRESENT: Mr R W Gough, Mrs S V Hohler and Mr P J Oakford

IN ATTENDANCE: Mr P Leeson (Corporate Director Education and Young People Services), Ms G Cawley (Director of Education, Quality and Standards), Ms S Vandersteen (Kent-Tech Manager), Mr S Bagshaw (Head of Fair Access), Mr S Good (SEN Review - Project Manager), Mr D Adams (Area Education Officer - South Kent), Ms A Agyepong (Equalities and Diversity Manager), Ms J Hook (Commissioning Manager), Ms F Kroll (Director, Early Help and Preventative Services) and Ms C A Singh (Democratic Services Officer)

UNRESTRICTED ITEMS

97. Apologies and Substitutes
(Item A2)

Apologies were received from Mr Ridings, Mr Pearman, Mr Ozog, Mr Brunning, Mr Roper and the Cabinet Member, Mr Hill.

Mr Brookbank was present representing Mr Ridings, Mr Foulkes was present representing Mr Roper; and Deputy Cabinet Member, Mrs Hohler, was present representing Mr Hill.

98. Declarations of Interest by Members in items on the Agenda
(Item A3)

No declaration of interest were made.

99. Future meeting dates 2016/17
(Item A4)

RESOLVED that the future meeting dates for 2016/17 were noted as follows:

2016

Thursday, 21 January

Thursday, 17 March

2017

Wednesday, 1 February

Thursday, 30 March

Wednesday, 11 May

Friday, 1 July

Thursday, 22 September

Wednesday, 23 November

100. Minutes of the meeting held on 8 July 2015

(Item A5)

RESOLVED that the Minutes of the meeting held on 8 July 2015 were correctly recorded and that they be signed by the Chairman.

101. Verbal Updates

(Item A6)

(Mr Cowan made a declared of interest as he is a Foster Parent)

1. The Cabinet Members, Mr Gough and Mr Oakford; and the Corporate Director, Mr Leeson gave their verbal updates highlighting the following:

2. Mr Gough advised that the GCSE results were in line with the first entry level results that were achieved in 2014.

3. Many MPs had been raising their concerns about the issue of Fair Funding as parts of the country had been underfunded in relation to schooling. Kent was one of those that had been underfunded especially when looking at the schools block. Last year there had been some mini reforms from the government with the allocation of £390m to support some of the underfunded local authorities but the way this had been drawn up meant that Kent did not benefit. This was because it did not take account of the degree of extensive delegation and devolution to schools that Kent had undertaken over the years, in accordance to what the government had been keen for local authorities to do, particularly in areas of high need. Mr Gough assured Members that Kent would remain engaged in the debate and considered that there was some prospect of improvement in the area of the schools block but he was wary of seeing a repeat of reforms which by not taking in the full picture would not work in Kent's favour. He added that with aggregate DSG flat cash settlements it was not clear that the government could move radically without creating large numbers of losers as well as winners.

4. A report was being submitted to the Governance and Audit Committee on 2 October 2015 that had Education and Young People's Services Cabinet Committee relevance. The report related to a complaint from School Governors that addressed a number of issues, in particular, the scope for complaints of that kind to go to the Local Government Ombudsman. The Local Government Ombudsman had taken a view that it had no locus in this area and took the view that it should be able to be complained to, if appropriate. The paper would also look at improving the process and record keeping regarding decisions made in accordance with some statutory powers.

5. Mr Gough responded to questions by Members as follows:
- a) Mr Gough advised that it was incumbent on the Local Authority to act as an advocate for those schools that were having budget difficulties. A vast amount of schools funding was driven by pupil numbers. There were serious concerns regarding the 2013 school funding reforms and the impact of Kent's ability to provide support to schools that were undergoing periods of financial pressure. He referred to the situation of secondary schools giving the example of a maintained school; Chaucer Technology School, Canterbury and Oasis Academy, Hextable that were both closed at the time due to low pupil numbers and deficit budget situations. Both closures could be soon followed by the need to put back secondary provision in those areas, when the intake of secondary pupils will increase in the next few years. Representations had been made on this issue and for more flexibility in the way that the government applied this to all schools in Kent.
 - b) Mr Gough advised that there were significant changes to how vocational courses were treated last year. The issues this year were about GCSE grade boundaries which was still the subject of appeals. There was now a greater focus on core subjects. Mr Leeson referred to the Wolfe report recommendations and the removal of a large number of vocational qualifications from those that could be counted as GCSE equivalent grades. There was a significant falling off of schools delivering vocational courses because they would no longer count in GCSE outcomes. In the past two to three years there had been a dip in the extent to which the vocational offer had been available in schools. Mr Leeson considered that schools had picked up the ball quickly following the delivery of new vocational and technical qualifications and that this year's results had not been overly affected. The issues this year were to do with what had been happening with developing new GCSE qualifications and changes to grade boundaries, especially with IGCSE in English. Schools have had to make quick decisions in a short period of time in turbulent change about what their KS4 curriculum should include and what should be available. He considered that there had been an impact this year in a number of schools in terms of what had been achieved. This had an impact on the options and pathways that were available to Post 16 year olds. All schools were aware that young people were expected to stay in the system beyond the age of 16 on a training or further learning pathway. This was a key area and one of enormous change that had not bedded down yet.
6. Mr Leeson gave his verbal update. He advised on the outcome of a process looking at the future direction of Community Learning and Skills. There had been a proposal for Community Learning and Skills to become a local authority trading company for its future sustainability. Following much work, the decision was made that it would be better for the service to remain in KCC with a new commissioning approach to the service giving a clear client-provider relationship between the County Council and Community Learning and Skills.
7. Many schools had improved their examination results. 244 Kent Primary schools performed above the national average this year, 22 Primary schools were below the floor standard.

8. Mr Leeson advised that overall, the schools' provisional National Curriculum and examination results were positive. The Early Years Foundation Stage results [5yr olds] 73% of those children achieved a good level of development. This result was above the national average of 62%. KS1 [7yr olds] improved in reading, writing and maths. The results were above the national average of 84%-85% of youngster achieving in reading and maths but was slightly lower in writing. In KS2 [11yr olds] there was a small but welcome uplift in the results achieving the combined Level 4 in reading, writing and maths to just over 80%. This figure was 78.8% last year. The results were provisional and last year there was a 1% uplift after the validated results were received. He reminded Members that in 2011 the figure was 65% and in 2012 it was 72% indicating a good upward trend at KS2.

9. Mr Leeson advised that the GCSE results were stable in line with what was achieved in 2014. 57.4% had achieved 5 good GCSEs including English and maths, which was above the national average last year. There had been turbulence in the results again this year. Some schools had done very well improving their performance and a number of schools had surprising dips in their GCSE outcomes. There were more secondary schools now below the secondary floor standard, currently 40% of pupils achieving 5 good GCSEs including English and maths, this was 29 schools. There was significant work to be carried out with those schools to consider what the underlining causes for the dip in outcomes were.

10. Mr Leeson reflected on Post 16 saying that performance remained static, with a slight increase in the number of A and B grades achieved at A Level. There had been a three year decline in core A Level performance overall. Mr Leeson reminded Members of the July Ofsted figures for the good and outstanding schools in Kent was 82%, including 83% of Secondary schools and 82% of Primary schools and 87% of Special Schools. 90% of Pupil Referral Units (PRUs). This continued an upward trend in terms of Ofsted outcomes and a welcome improvement of 10% in Primary school performance over the last year. The number of Kent schools requiring improvement had reduced to 85. There were 67 Primary schools and 14 secondary schools that were not yet good schools. The impact on pupils was significant, with 83% of pupils in Kent now attending a good or outstanding school. Members were reminded that this figure was 62% in 2012, a 20% improvement made a great difference to pupils' life chances. In 2012, 126,000 Kent pupils attended a good or outstanding school. In 2015, 178,000 Kent pupils attended a good or outstanding school.

11. All of the new school places had been delivered for September this year, the majority of which were for Primary school places. 19 new forms of entry had been added to Primary at reception year classes and 300 temporary reception places that would not be needed in the long term. A small number had also been added to secondary schools eg a new form of entry at the Judd school, Tonbridge. In total, over the last year, more than 2500 places had been added to the Primary schools in Kent. Mr Leeson referred to the Education Commissioning Plan and said that officers continued to work hard to keep pace with the increasing demand for school places through migration into Kent on a continual basis. There were a significant number of new arrivals, this summer, of families and children that the local authority was not aware of. Through the work of the Admissions Team and Area Education Officers 150 children arrived in the summer who needed school places of which there were 14 children that the Local Authority was still working with to secure a school place for the

start of the new school year. Mr Leeson highlighted that this had taken a lot of work and cooperation of schools to go over their Published Admissions Number. He expressed his gratitude to those schools for responding so positively.

12. Mr Leeson responded to questions by Members as follows:

- a) Mr Leeson explained that there were many factors regarding the A levels and Post 16 results, one of which was a number of students following A level pathways who perhaps would achieve more following high level technical and vocational qualifications instead. Last year the vocational qualifications Post 16 were very positive and had improved significantly and had good outcomes for a number of Post 16 students.
- b) Mr Leeson said that the migration into Kent was mostly from areas of London. They were locating in the North of Kent in Gravesham, Swale and Sheppey, adding to increasing pressures on school places. Mr Gough added that progress measures were important. A Key point from the Education and Adoption Bill was the definition of a “coasting school”. There were definitions of absolute levels of performance and also progress. Kent was keen to advocate strongly the focus on progress, with the system in Kent with absolute levels Kent schools were likely to be caught by the floor measure in terms of absolute performance, even if they were doing well in their progress.
- c) Mr Leeson advised that this would be the last year for reporting on the national curriculum levels and the last year for reporting on 5 GCSEs with English and maths. Members noted that next year the reporting on school results would be unfamiliar.
- d) The Education and Young People’s Services Directorate was congratulated on its achievements.
- e) The improvement in the Ofsted reviews of the PRUs was welcomed.
- f) A comment was made that the gap in the Early Years Foundation Stage was very important at this level.
- g) A request was made for a future report on diminishing the attainment gap. Mr Leeson advised that a more detailed report would be submitted to the December meeting on the outcomes which would include the detail regarding attainment gaps etc.
- h) Mr Leeson advised that there were many things that needed to be in place to improve the attainment levels at A level and Post 16. This included the curriculum offer expanded to meet the development needs of all young people. There were still gaps in provision in parts of Kent. There was a need to ensure that every young person coming to the age of 16 years achieves the best they can but those opportunities needed to be available Post 16 and onwards. The vocational opportunities needed to be available in 6th Form as well as FE colleges.
- i) Mr Leeson agreed to give Members information to support their understanding on the new way the curriculum was being measured and reported as from next year. It was advised that School Governors would need support too.

13. Mr Oakford gave his verbal updates highlighting that he attended the Virtual School Kent (VSK) Annual Awards Day that celebrates the academic achievement of children in care. He advised that all categories of attainment bar one were above the

national average. Mr Oakford commended the work of the Headteacher of VSK, Mr T Doran, and his Team.

14. The Cabinet Committee noted that there had been less Unaccompanied Asylum Seeking Children (UASC) arriving in Kent during September. However, there had been a change in the makeup of those children with more under 16 year olds in September than seen in previous months. This would put more pressures on school places. He advised that there were currently 730 UASC children in Kent. He clarified that the number had reduced as when they turn 18 years old they became care leavers. As a care leaver, if they were in education the local authority was still responsible for them until they were 21 years old. Mr Oakford advised that the number of care leavers was growing as the UASC became 18 years old. He advised that the support from the government was lower for a care leaver and this was where the largest gap was and biggest financial burden. There were currently 400 care leavers and the number was growing each week. Since the Cabinet Committee last met two temporary reception centres had been opened; Swattenden Centre, Cranbrook and Ladesfield, Whitstable, to accommodate the increased number of UASC.

15. Mr Oakford formally thanked the Youth Service Team who managed to make the buildings ready to receive the UASC in four weeks.

16. Mr Oakford explained that the Corporate Director, Andrew Ireland, through a network had approached other local authorities through a voluntary distribution system. To date 35 UASC had been placed within other local authorities [The local authority where the child was placed would have full financial and care responsibility and accountability]. The Cabinet Committee noted that some UASC had been placed outside of Kent but remained Kent's responsibility which put pressure on the resources.

17. A short documentary was produced and released to the media that showed interviews with a few of the UASC in the reception centre [The identities of the UASC were disguised]. Mr Oakford said this was carried out in response to the influx of enquires from the national press, to allow the local authority to retain control of the situation. However, there was an incident where a report interviewed a young person in supported accommodation over a long period of time. The reporter was advised not to use the film as Kent as the Corporate Parent did not give permission and would seek to take legal action if any part of the interview was released.

18. Kent continued to have discussions with the government on a national dispersal scheme to move the UASC across the UK, so that the young people can be better supported. Mr Oakford considered that the news that the UK was going to take in refugees from Syria, reported in the national press, had deflected the attentions away from this at present but Kent would keep that dialogue going.

19. Mr Oakford responded to questions by Members as follows:

- a) Mr Cowan congratulated the effective work of the VSK Team.
- b) A comment was made that it was important for the UASC to be assessed as soon as possible so that those young people can be in school.
- c) A Member commented that they were pleased and supported the decision to control the information released to the media by making a short

documentary and regretted the incident of a young person being used by the media.

- d) Mr Oakford advised that money had been received from the government for last financial year and for the first quarter of this financial year but there was still funding that had not been received. He reminded Members that the largest funding gap was with the care leavers as only half of the cost was covered by the government. The government had suggested that the allowance for this financial year should be slightly less than in the past which would create more of a challenge. The Leader was corresponding with the government regarding funding.
- e) The Youth Service was thanked for the efficient way it reacted over Swattenden Centre, Cranbrook.
- f) Mrs Hohler advised that a suitable location had been found for the Youth Hub in Tunbridge Wells and was underway.
- g) Mr Oakford advised that between 8 and 10% of UASC were likely to go missing. It was assumed that part of this was due to trafficking. This put pressure on the Police and other agencies. For the time a child was missing they remained on the missing register, some were never found.

20. RESOLVED that the responses to questions by Members and the information given in the verbal updates be noted with thanks.

102. Procurement of SEN Transport provision for Phase 1 Schools

(Item B1)

1. The Cabinet Member, Mr Gough, introduced the report advising that SEN Transport was an area of the Education Budget that had often proved difficult to control. The aim was to save money and boost the experience for the young people and the schools that manage those relationships. This would be carried out through a single provider and route optimisation for each of the schools undertaking the pilot. At present there were three Special schools; Ifield, Gravesend, St Nicolas, Canterbury and Grange Park, Wrotham. There had been extensive engagement with the schools, the parents and the providers as the process moved closer to the contract award next April 2016.

2. The Head of Admissions and Transport, Mr Bagshaw, advised that there had been a move from contracting on a single route basis to schools to one where all the different transport routes to a school had been looked at to seek procurement for all of the routes to one school through one operator or a group of operators that came together. The benefits of this approach would provide the opportunity to drive down costs, improve the quality of supporting the journeys and challenging poor performance.

3. Mr Leeson, Mr Bagshaw and Mr Good responded to questions by Members as follows:

- a) Mr Bagshaw advised that there had been engagement with all the operators. There were a number of small operators that would not be able to cover a contract as large and as in depth as this on their own. Those small businesses had been encouraged to come together as a consortium to ensure that they an opportunity to bid for the contract. This was a pilot and how the market developed to meet the change was awaited.

- b) Mr Bagshaw and his Team were congratulated for the work they carried out
- c) Mr Bagshaw agreed to supply the exact number of students that were receiving home to school transport, but advised that this figure was fluid.
- d) Members commended the communications made with parents, students, schools and operators.
- e) Mr Good advised that lessons learned through this process would be used in the future to ensure that schemes were sustainable. There was an understanding that each school would have different needs and the transport arrangements would be designed with those in mind.
- f) Mr Good advised that within the SEN transport contracts there would be clauses that would be mandatory including meeting with parents and the child beforehand and attending parents evening during the Spring Term. Where there was a struggle with change for the family there would be a phased approach so that disruption was minimised.
- g) Mr Leeson said that this was well planned. Headteachers were supporting the project. Phase II would be rolled out next year.

4. RESOLVED that:-

- (a) the responses to questions by Members be noted; and
- (b) the Cabinet Committee endorsed the decision to be taken by the Cabinet Member for Education and Health Reform for the award of contract for SEN Transport Provision in Phase 1 following completion of the procurement process for the provision of SEN Transport provision on a single school basis.

103. Early Help and Preventative Services Commissioning Intentions for 2016-17
(Item B2)

1. The Corporate Director, Mr Leeson, introduced a report that outlined the proposals for future commissioning intentions, central to which was the alignment of approaches with Public Health to ensure the maximum utilisation of resources and integrated approaches to service delivery.

2. Mr Leeson advised that a restructure of the Early Help and Preventative service had been undertaken to integrate teams at district level. The second phase of reorganising the service, to produce better quality support for children and families with better outcomes, was to look at the range of commissioned services that were used to support those families. There were over 100 different contracts in place to provide different kinds of support for families in their localities. This report looked at the re-commissioning of many of those services and rationalising those to integrate with the models that were now delivered in each district.

3. The Director of Early Help and Preventative Services, Mrs Kroll, highlighted the four appendices to the report; (i) KCC strategic and supporting outcomes, (ii) Existing EHPS contracts, (iii) Diagnostic report and (iv) Procurement timeline. All of the work had been informed by the 2015 Commissioning Framework for KCC, delivering better outcomes through improved commissioning and aligned with the new structure of EHPS. Mrs Kroll stated that underpinning all commissioning must be the outcomes for children and young people. There also needed to be a

consistent approach across Kent. Mrs Kroll advised that all of the 100 contracts across Kent had been aligned to end at the same time. The first phase to end by March 2016 and the second phase by October 2016. She explained that many of the contracts dealt with single issues instead of the whole family. Many of the contracts had cumbersome pathways to access services causing delays and waiting lists due to a high level of bureaucratic processes before children could access services. Work had been carried out to improve the specification to improve access to support services. The work needed to complement EHPS as well as Specialist Children's Services.

4. Mrs Kroll gave an overview of the scope of the Commissioning Framework. This included all the family work, the youth offer contracts, the Emotional Health and Wellbeing, to be aligned with the Public Health work regarding the Child and Adolescent Mental Health Services (CAMHS) specification. The re-commissioning would be for a "family approach" that included the Troubled Families work, the Youth offer, Young Carers; and Emotional Health and Wellbeing. This would also be aligned with the recommissioning in October 2016 of Health Visitors, School nursing, substance misuse and Emotional Health and Wellbeing.

5. Mrs Kroll advised that there was a grant programme being developed to ensure that small local organisations had access to grants and promoted innovation and promoted local solutions.

6. Mrs Kroll explained the timeline. There were two phases; (i) the Youth Services and Young Carers and the grant programme which would be at the start of the procurement in October 2015. The award would be made in January 2016 for the contract to start in April 2016 and (ii) the Emotional and Wellbeing would follow the same path as the first phase but with the contract starting in October 2016.

7. Mr Leeson and Mrs Kroll received comments and responded to questions by Members as follows:

- a) Members welcomed the report.
- b) Mrs Kroll advised that Emotional Health and Wellbeing needed to be looked at in a different way to how it was looked at before. The Young Healthy Minds contract had led to very lengthy waiting lists with a cumbersome way of accessing that service. This meant that the problems could get worse and lead to referrals to the CAHMS service. The aim was to build capacity in schools and youth hubs by training all staff on the importance of good early identification of emotional need. The detail of that specification had not been fully formed.
- c) The Cabinet Committee noted that the second contract dealing with community work would ensure the CAHMS services were delivered in family focused places where young people felt comfortable eg children centres or youth hubs. Mr Leeson advised that the recommissioning of KCC resources for Mental Health and Wellbeing was also being carried at the same time intentionally to align with the commissioning for the CAHMS contract. The CAHMS contract was a large piece of work, especially with reducing the waiting times and putting the work of CAHMS into schools and children centres.

- d) Mrs Kroll had been working closely with the Strategic Commissioning Team to ensure that there were sound processes in place as part of the specification with robust contract monitoring systems.

8. RESOLVED that:-

- (a) the comments and responses to questions by Members be noted; and
- (b) the Cabinet Committee endorsed the decision to be taken by Cabinet to proceed with the outlined commissioning intentions and to re-commission Early Help services in 2016.

104. Performance of Early Help and Preventative Services

(Item C1)

1. Mr Leeson introduced a report on the progress made to date in delivering an effective Early Help and Preventative Service, the current performance of the service and the performance monitoring arrangements that had been developed. The performance of this service was also scrutinised by Kent Safeguarding Children's Board, where regular reports were presented.

2. Mr Leeson and Mrs Kroll received comments and responded to questions by Members as follows:

- a) Mrs Kroll advised that skilled staff were working with children who looked after their parents.
- b) Mrs Kroll advised that where required a family would continue to be monitored for a year. This reduced the need for high intensive work. There was a lot of work being carried out with young people and families through a structure that had clear lines of responsibility. Members of staff were no longer isolated. There were now integrated units of four or five members of staff. They would come together once a week to review their client caseloads.

3. RESOLVED that:-

- (a) the responses to questions by Members be noted; and
- (b) the progress to date, the current performance and the arrangements for monitoring performance through the scorecard be noted.

105. Teacher Recruitment and Retention Activity for 2015

(Item C2)

1. The Cabinet Member, Mr Gough, introduced a report that gave an update on Teacher Recruitment and Retention Activity for 2015 and key issues in relation to teacher recruitment and retention in Kent schools.

2. The Director of Education, Quality and Standards Mrs Cawley, highlighted that in common with the national picture, schools in Kent were experiencing difficulties in teacher recruitment in Science, Mathematics, English, Modern Foreign Languages and Design Technology. She advised that work was being undertaken

with Canterbury Christ Church University to address the issue; this included retraining courses run for teachers that wanted to change the subject they taught.

3. Mr Leeson, Mrs Cawley and Mrs Vandersteen received comments and responded to questions by Members as follows:

- a) A Member referred to the difficulties that Sheppey Academy was having in recruiting teaching staff.
- b) Mrs Cawley advised that there was an important area of work being undertaken regarding the development of a Leadership Strategy to nurture and develop our own school Leaders. The Teachers School Alliance and Teachers Network were looking at tools to find pathways to support teachers.
- c) Mrs Cawley explained that there was a clear message that it was difficult to recruit Mathematics and Science teachers in all schools including Grammar schools. This was a national problem. Mr Leeson stated that it was important that schools to have good leaders. He advised that there was a significant turnover of Headteachers. Kent had done well in securing good leadership of its schools and was confident with its arrangements. It was recognised that a number of schools with headteacher vacancies were being led by an Executive Headteacher but the arrangements in each case were robust. These also included a Head of School or an interim Headteacher. Mr Leeson advised that arrangements were underway to support small Kent schools to federate with Executive Headteacher arrangements.
- d) A Member advised that schools in Sevenoaks had difficulties in recruiting teachers due to the cost of housing in the area. Mrs Cawley advised that this may not change but a teacher applying to that area may need to think long term about their career and progression.
- e) Mrs Cawley stated that Kent was not losing more teachers than elsewhere in the country.

4. RESOLVED that the responses to questions by Members and the report be noted.

106. Active Travel Strategy *(Item C3)*

1. The Area Education Officer, Mr Adams, introduced a report on the development of an Active Travel Strategy to be adopted as County Council policy. The strategy would be cost neutral and provide strategic guidance in order to maximise existing investment in projects. He highlighted that if developed the Strategy would; provide a commissioning framework for all directorates and partner organisations, inform local transport and health policies, provide a context for bids for external funding; and deliver an increase in walking and cycling to contribute to keeping Kent moving and healthy.

2. Mr Adams received comments and suggestions by Members as follows:

- a) A comment was made that this was a good initiative, but it was important to have parents on side when encouraging children to be more active.

- b) A suggestion was made that it was about changing attitudes. There had been similar initiatives developed over the years including cycling lanes on the roads but the roads were considered too dangerous for cyclists. To allow this initiative to work there would need to be radical change.
 - c) It was suggested that there were parents that did not allow their children to walk or cycle to school because of the volume of traffic, a fear of strangers and because of bad weather. The attitudes of parents would need to change.
 - d) A Member referred to a cycling scheme set up for Pfizer employees to cycle to the town centre but there were fears regarding the increase in traffic year on year.
 - e) A suggestion was made that the 106 scheme could be used in this strategy.
 - f) A comment was made that consideration needed to be given to children who were travelling further from home to get to school.
3. Mr Adams considered that an overarching strategy was required. He agreed with the suggestions regarding parents' attitudes being key. The Cabinet Committee noted that there were practical issues that would need to be addressed in schools including; storage for bikes, wet clothes etc.
 4. RESOLVED that the comments and suggestions by Members be noted and the development of an Active Travel Strategy for Kent be noted.

107. Work Programme 2015/16

(Item C4)

1. The Cabinet Committee considered its proposed work programme for 2015/16.
2. A comment was made that there were sufficient topics on the work programme to be carried out.
3. RESOLVED that the work programme for 2015/16 be agreed.

108. Annual Equality and Diversity Report for Education and Young People's Services 2014-15

(Item D1)

1. The Equality and Diversity Corporate Lead, Mrs Agyepong, introduced a report that sets out the position statement for services within the Education and Young People's Services (EYPS) Directorate regarding equality and diversity work and provided an update on progress in delivering Kent County Council's Equality Objectives for the year 2014-15.
2. RESOLVED that the following be noted:-
 - (a) the current performance of EYPS in relation to equality priorities in Appendix 1 of the report;
 - (b) the progress EYPS had made in reducing inequalities in 2014-15 and future key actions proposed in Appendix 1 of the report; and

- (c) future reports be received annually in order to comply with the Public Sector Equality Duty (PSED).

109. Education and Young People's Services Directorate Scorecard
(Item D2)

1. The Cabinet Committee considered a report that reviewed the performance management framework, a monitoring tool for the targets and the milestones for each year up to 2018, set out in the Strategic Priority Statement, Vision and Priorities for Improvement and service business plans.
2. RESOLVED that the revised and expanded Education and Young People's Services performance scorecard, which had been designed to reflect the expanded scope of the work the Directorate, including Early Help be noted.