

<b>Item No.</b> 6.	<b>Classification:</b> Open	<b>Date:</b> 29 April 2013	<b>Meeting Name:</b> Corporate Parenting Committee
<b>Report title:</b>		Annual Report of Adolescent and Aftercare Service	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Strategic Director of Children's and Adults' Services	

## RECOMMENDATIONS

1. Corporate parenting committee to promote key partnerships/protocols with other council services to target looked after children (CLA) and care leavers to deliver tangible outcomes regarding apprenticeships, training and further education.
2. Corporate parenting committee to promote all council departments considering targeted interventions/inclusions for CLA and care leavers.
3. Corporate parenting committee to note the widened responsibilities placed upon local authorities, by the Care Planning Regulations 2011, in particular additional responsibilities towards young people resuming education.
4. Corporate parenting committee to note the legislative changes contained within the Legal Aid, Sentencing and Punishment of Offenders 2012 Act.
5. Corporate parenting committee to note the commencement of the tendering process for the provision of high quality, cost effective semi-independent accommodation.

## KEY MESSAGES

6. The adolescent and aftercare service (AAC) continues to perform well, delivering good outcomes for children in care and care leavers.
7. The AAC service continues to develop a broad range of partnerships which enhance services and target support where most needed to vulnerable young people.
8. The AAC service relocated to its new premises in Talfourd Place/Curlew House, March 2012. This brings all services for CLA under one roof. The new building enhances service capacity to deliver successful interventions to young people in care and care leavers.
9. The AAC service has implemented statutory changes detailed in the Care Planning Regulations 2011, with particular respect to transitions to adulthood, via the implementation of its 'succeeding into adulthood' policy.
10. The AAC service, alongside Southwark Youth Offending Team, is implementing a

protocol which ensures Southwark's specialist children's services respond to changes brought about by Legal Aid, Sentencing and Punishment of Offenders 2012 Act (LASPO).

11. The AAC service alongside Southwark's commissioning service has commenced the process of tendering for high quality cost effective semi-independent accommodation provision.

## **BACKGROUND INFORMATION**

### **Adolescent and Aftercare Service**

12. The AAC service was established in 2007 as part of a single service business unit for Southwark's looked after children and care leavers.
13. The AAC service provides the care planning function for looked after children from the age of 13-18 and aftercare support until the young person achieves the age of 21 (25 if attending university/higher education).
14. It has six teams which provide the full range of services for looked after children and care leavers (13-21). These being:
  - Two teams for children in care aged 13-18
  - Two aftercare teams for care leavers aged 18-21 (25 if in university or higher education)
  - One team for unaccompanied minors and unaccompanied minor care leavers
  - One project team delivery specialist and targeted interventions.
15. The core responsibilities of the AAC service are to:
  - Deliver personalised care planning to include health, education, pathway and transition plans
  - Maintain meaningful contact and support for young people who have left care up to the age of 21
  - Deliver support to young people who wish to attend university/higher education up to the age of 25
  - In partnership with primary health, specialist health trusts and drug treatment agencies, deliver effective health interventions to include reducing teenage pregnancy and substance misuse
  - Deliver specialist partnerships with police, community safety and youth offending services to address issues relating to youth offending including children in care who are on the cusp of crime or associating with gangs.
  - To work alongside colleagues in Southwark's CLA Education Team to narrow the gap relating to attainment
  - Deliver a range of interventions post 16 to promote semi-independent skills including group work, life skills training and to deliver placement stability
  - Deliver effective participation arrangements with young people and Speakerbox to improve, evaluate and shape services
  - Working in partnership with Southwark housing, supporting people (including Adult Services) and the private sector (commissioned services), deliver

- appropriate living accommodation and support for care leavers
- Contribute towards an effective strategy to support young people in employment, education or training from the age of 16-21, involving partnerships with employment and training support workers, Southwark Works, Southwark's Apprenticeship Scheme and targeted youth support (TYS)
- Provide specialist advice, intervention and support, specific to unaccompanied minors and unaccompanied minors leaving care, and those with no recourse to public funds
- Provide corporate parenting committee with an overview of the services and performance of the AAC service for the period 2011-2012 including post inspection actions
- Provide corporate parenting committee with overview on service implementation of care planning regulations 2011
- Provide corporate parenting committee with overview of the services response to legislative changes towards young people who offend
- Provide corporate parenting committee with knowledge of tendering process for high quality semi-independent provision for children young people in care/leaving care.

## **KEY ISSUES FOR CONSIDERATION**

### **Care Planning Regulations**

16. From 1 April 2011, the care planning regulations placed greater responsibility upon local authorities towards young people for whom they are corporate parents.
17. The regulations placed a greater emphasis on local children's services to raise their aspirations for children in care and those leaving care, to enable them to reach their potential and have same opportunities as their peers. Successful transitions for young people at the appropriate time were seen to be a vital part of achieving this.
18. The regulations state:
 

"Care leavers should expect the same level of care and support that others would expect from a reasonable parent. The local authority responsible for their care should make sure that they are provided with the opportunities they need, which will include offering them more than one chance as they grapple with taking on the responsibilities of adulthood"
19. Southwark AAC service continues to have high aspirations for its children and young people and will continue to provide interventions that evidence these aspirations. CLA within Southwark will be provided with a variety of support and opportunities which enable them to make positive contributions their community.

### **Post Inspection Care Planning Case Management – Social Work and Personal Advisor**

20. The core function of the AAC service is to provide qualified experienced and motivated social workers and personal advisors to each looked after child and care

leaver.

21. Currently the AAC team has no social worker vacancies and one vacancy for a personal advisor. Social workers currently have a maximum case load level of up to 15 looked after children and personal advisors have between 25-30 care leavers.
22. Social work and personal advisor activities are monitored with regards to the impact of their direct work with children and care leavers as well as delivering key planning activities around education, employment and preparation for independence (from 18).
23. The safeguarding and children looked after inspection 2012 found services to CLA to be good. The exception to this was the service's ability to successfully prepare and support young people with the transition to independence. This was judged adequate.
24. Areas for development echoed those that had been identified in the Speakerbox "Tell it as it was" Survey 2012. Speakerbox also identified the need for more consistent and effective relationships between young people, social workers and personal advisors.
25. The inspection noted that workers knew children/young people well, many of whom experience good stable relationships. Some examples of very good work with teenagers were seen demonstrating a strong commitment and perseverance from professionals.
26. In response to both these reports, the service has devised a detailed action plan to strength staff skills in building effective relationships with young people and ensuring transitions are smooth.
27. All social workers and personal advisors have completed or are scheduled to complete the Speakerbox training, aimed at developing knowledge and understandings of issues facing the young people in care/leaving care.
28. A series of training and development days were commissioned and achieved approximately 100% attendance. The development days aimed to teach practitioners motivational interviewing techniques as a method of engaging young people. In conjunction with learning and development, future action learning sets are to be considered to ensure the service is making effective use of these skills.
29. The service is able to recognise the importance of the role carried out by personal advisors (PAs) in ensuring successful transitions occur for young people. The service has committed to developing these groups of staff. PAs are responsible for implementing post-18 aftercare support to young people, and ensuring that young people have inspirational pathway plans. Colleagues within the learning and development service are in the process of identifying suitable training providers that can deliver to this group of staff.
30. All staff within the service are due to embark on training in the "signs of safety" approach to working with families. This approach will ensure that families/children

and young people receive a consistent approach and method of intervention from first contact with specialist children's services through to the time when they leave care. Future work within this area will enhance our work with young people who are deemed to be high risk, in particular young people who offend.

### **Care Planning Regulations – Pursuing Further Education**

31. From April 2011, Care Planning Regulations introduced additional duties upon local authorities to support care leavers. An additional provision of £400,000 was made available in the budget to cover the anticipated cost of support for care leavers. This was to cover the additional requirements of the regulations.
32. Section 23CA of the 1989 Act requires that young people previously eligible for leaving care services who resume programmes of education or training after the age of 21 are entitled to continuing support from a PA. In effect this means care leavers up to the age of 25 can return to Southwark and request an assessment of their needs for support should they wish to resume their education.
33. To date Southwark has received 12 requests from young people for this support. Following an assessment of their need and a review of their last pathway plan, carried out by the aftercare teams. The service has re-opened ten of these cases, providing financial support in the form of university packages, as well as allocating a PA.
34. The service routinely offers further education and higher education packages of support to young people, including financial support, assistance with accommodation costs and course materials. In 2011/2012 the service offered 45 packages to young people for further and higher education support.

### **Education/Employment/Training Partnerships**

#### **Education**

35. For those younger children (13-16) still receiving statutory education, the service is supported by a CLA education team.
36. The AAC service has access to a secondary education officer, as well as a SEN officer and data officer. The team assist social workers with the provisions of pupil premiums, Personal Education Plans and home tuition.
37. The team are also part of the operational monitoring group for young people at risk of disengagement in Years 10 and 11. There is a six-weekly tracking group chaired by the AAC service manager with key personnel to track individuals at risk of become not in employment, education and training (NEET) at the end of statutory education.

#### **Not in Employment, Education and Training**

38. The AAC service have an active partnership with Southwark Employment, training support workers and Southwark Works to provide allocated staff who are able to target the most vulnerable care leavers who struggle to access the employment,

education and training markets.

39. In recognition of the barriers faced by some young people leaving care, the AAC service pioneered a new approach to re-engaging some of the more disaffected young people. The Drop in service was launched in 2010. The initiative is delivered in partnership with Southwark's youth work service (TYS).
40. The drop-in service enables the service to continue supporting young people and maintaining some momentum towards young people regaining access to employment, education and training opportunities. The drop in service uses techniques employed by the youth service in engaging young people with an ultimate aim of reintroducing them to college or employment within a six-month period.
41. From May 2012, the drop-in resource has been reshaped with input from young people to include improved kitchen, group work and IT resources. The new premises have to date received positive feedback from young people. The service has input and advice from partner workers and provides access to the following services: Insight – drugs and alcohol worker, IT suite for job search, bidding for permanent accommodation, leisure pursuits, social networking sites, writing CVs, and a CLA nurse, as well as the young women's worker.

### **Apprenticeship Scheme**

42. In partnership with Southwark's organisational development team, they looked after service has developed a protocol to enable care leavers to fully access the council's apprenticeship scheme.
43. To support this process, each year the AAC service deliver a short preparation course for those care leavers who wish to apply for a Southwark apprenticeship.
44. The CLA service provides a leadership role (modelling) through the establishment of two apprenticeship posts within the service, in finance and group work.
45. The AAC service has gone on to negotiate successfully apprenticeship opportunities for young people within the business sector of London. We have prepared and assisted a number of young people to complete apprenticeship positions within multi national KPMG. The KPMG apprenticeship programme attracts candidates from a variety of backgrounds, the majority with degree level qualifications.
46. To date we have successfully supported a young person in this program for every year it has been in operation. This is an excellent achievement for our young people and we are hopeful that another candidate will be successful in April 2013.
47. The AAC service continues to seek out new ways in which we can assist young people gain employment/educational opportunities. We are currently organising an event aimed at bringing colleagues/employers together with our young people. This is the Step Forward event in partnership with Southwark works.
48. The event is taking place at Southwark's Learning resource centre in Cator Street.

It is an opportunity for care leavers to hear from local businesses and colleges in an effort to engage them into employment/education.

### **Targeted interventions**

49. The AAC service has developed a number of key initiatives to enhance services provided and improve outcomes for children leaving care at 18 and achieving full independence at 21.
50. Following reshaping of the AAC service in 2012, the service now includes the project team, led by a practice manager; it includes specialist workers within the services, who undertake targeted interventions with young people. Situated within this team is the AAC service group worker.

### **Group work**

51. The AAC service group worker is able to deliver a range of activities and learning opportunities for young people in care and care leavers. This acts as a focal point for partners who wish to deliver key health and developmental inputs for looked after children and care leavers. Examples of the impact of group work can be seen through the delivery of sexual health promotional activity and more social events such as black history month and the CLA celebration ceremony which includes a staff/young people choir.
52. In 2012 following on from feedback from young people who had regularly used group work, the programme was revised to include focused sessions as well as opportunities for young people to develop social and independence skills.
53. The programme is overseen by a steering group, who are responsible for the design and evaluation of the programme, the steering group consists of staff from the AAC service, alongside young people and Speakerbox
54. The group work programme feature sessions which include Change or Die sessions, which addresses issues of gang culture, health sessions delivered by our CLA nurse and women's worker, Speakerbox sessions and safer choices around sexual exploitation and female involvement in gangs.
55. Unfortunately despite being in our new premises for some time, the resource area has only recently been fully operational for young people. The group work programme has offered a reduced programme of work, making use of local and community resources such as children centres.

### **Life skills training**

56. An area highlighted within the Ofsted inspection was the need to further develop transition for young people. Ofsted noted:

“That half of the young people they surveyed felt they had been adequately prepared for leaving care, half felt this could have been improved”.
57. Through the AAC inspection plan the service is embarking upon a programme of

transformation, which includes all young people's placement plans post-18 being reviewed at a panel. All young people being allocated a personal advisor at 17 and a half to assist them with the transition from care to aftercare.

58. The service has been revised and will re-launch a life skills programme in 2013. The intention is to make this mandatory to all young people under 16, in an attempt to further develop their skills in living independently.
59. The life skills programme will run four to six times per year and will focus upon cooking, basic DIY, managing money, managing your home, domestic and financial planning – understanding the benefits system, child tax credit, child care allowances tax, etc.
60. Participants will evaluate the usefulness of each session by completing an evaluation form and each participant will be required to complete a quiz at the end of the session, to determine whether a basic understanding of the subject matter has been achieved.
61. Under the new semi-independent service specification successful providers must ensure young people not only attend the AAC programme, but also evidenced how they are developing young people skills in this area.
62. The service has also worked with fostering service and learning and development to run a series of independence skills training for foster carers. The training to date has been well received with evaluation forms citing it as excellent training, and requests that it be extended.

### **Fusion Partnership**

63. Since April 2011 Southwark's leisure centre contractor, Fusion is committed to delivering free gold memberships to looked after children and care leavers from ages 14 – 20. Facilitated by the project team, young people can attend sessions as part of the group work programme or as individuals with foster carers. To date we have authorised 266 applications for fusion membership.

### **Tate Gallery**

64. As part of expanding young people's cultural experience and the opportunity for them to make a positive contribution. We have worked with the Tate gallery to run a number of workshops aimed at increasing and developing CLA and care leavers' access to modern art. With the assistance of well known artists from the Tate, young people have visited and experienced exhibitions at the Gallery, participated in workshops within the gallery and showcased their work including making a video.

### **Accommodation**

#### **Southwark Housing Partnership**



65. Southwark Specialist services have a long standing protocol with Southwark housing. The protocol enables care leavers to access level two priority housing at 18.
66. Ofsted noted that within Southwark:

“the existence of strong partnerships with housing are well established ensuring priority for care leavers through Supporting People arrangements and providing secure tenancies for care leavers. A large majority of responses to the inspection survey show that care leavers live in good or very good accommodation”.
67. Under leaving care legislation, local authorities are required to provide suitable accommodation for all care leavers. For most care leavers in London this results in care leavers being allocated a house of multiple occupants or a temporary tenancy in the private market.
68. Through Southwark’s protocol with housing (including supporting people) Southwark is able to offer a tenancy (twelve month probationary tenancy in keeping with general Southwark policy) at 18 which provides suitable accommodation at affordable rental costs.
69. For all young people who are deemed to be vulnerable at 18 and require additional support, the service has direct referral access to “supporting people” placements which provide up to two years supportive housing till the young person is ready and able to cope with their own tenancy.
70. Southwark’s CLA and young people are an extremely diverse group and Southwark therefore needs to have a comprehensive range of placement types and carers who are capable of meeting these diverse needs. Southwark takes the view that the most important thing in helping children in care achieve the best possible outcomes is through the provision of stable family placements.

### **Semi Independent Accommodation**

71. Section 23B of the 1989 Act requires the local authority to provide relevant children with, or maintain them in, suitable accommodation. Bed and breakfast accommodation is not considered to be suitable.
72. Southwark has embarked on a detailed commissioning programme to source providers who can offer high quality provision of accommodation and support to young people in care and those leaving care.
73. As part of a consultative process involving staff and young people. Southwark has devised a service specification framework for the deliverance of semi-independent provision. The framework serves to ensure Southwark implements its corporate parenting functions and legal duties (Care Planning Regulations sufficiency duties) in offering a range of provision to meet the needs of its young people.
74. The tendering process will ensure that Southwark works with a number of highly experienced providers within the private and voluntary sector to secure appropriate

and high quality accommodation and support.

75. The specification offers various levels of support, depending on the young person's needs, from high 24 hour support to low level interventions. Successful providers will be expected to ensure young people participate in and fully utilise the resources available at the AAC service, including accessing group work and specialist services.
76. In preparation for the changes imposed upon by the LASPO, we have included within the commissioning contract the provision of services to young people who may be remanded to local authority accommodation. A detailed service specification has been drawn up in consultation with AAC service and YOS. LASPO is an opportunity to local authorities to develop provision including accommodation that can serve as an alternative to a remand to care for young people.

### **Staying Put**

77. The Care Planning Regulations placed responsibilities upon local authorities to ensure young people have opportunity to remain in stable long term placements. From the age of 18, young people are no longer legally "looked after" and fostering arrangements do not apply.
78. Southwark Staying Put Policy ensures for those young people with a stable foster placement that they can continue to live in their former foster home as a transition to independence. This is more in line with what is experienced nationally by young people outside of the care arena.
79. During 2011/2012 Southwark supported over 24 young care leavers to stay put with former foster carers in order to complete their education or continue to develop their independence skills.

### **Additional Vulnerability**

80. The CLA service recognises that the AAC service provides support for some of the most vulnerable young people and young adults in the community. It is recognised that this group may be particularly subject to issues relating to youth crime, substance misuse and anti social behaviour.
81. The effective management of risk is a key task within social work, sometimes often overlooked in provisions to CLA. The recent national media coverage of events such as those in Rochdale has served to raise the vast issue of safeguarding this already vulnerable group of young people.
82. The government has published revised guidance to address issues such as children missing from care or home, child sexual exploitation and child trafficking. Within Southwark we have clear policies in place to address these areas.

### **Children missing from care**

83. The Southwark Safeguarding Board has revised its procedures for children missing from care.

84. Within the AAC service all teams have been issued with these revised procedures. Staffs have also participated within workshops to ensure procedures are clearly understood and implemented.
85. Workshops have been co-facilitated with the head of safeguarding and the lead police officer for missing children at a number of events, including the recent Children Looked After Conference (attended by a wide range of professionals, statutory and non statutory) as well as at the Safeguarding Children Conference. Future workshops will be targeted at foster carers on children missing from care.
86. For the older group of young people (18+) the aftercare service is aware of the procedures relating to safeguarding vulnerable adults. The teams use these procedures to support high risk cases, i.e. Missing from home, young people with mental health issues, substance misuse etc.

### **Child sexual exploitation and trafficking**

87. The service continues to make referrals to the multi agency sexual exploitation panel (MASE) as well as the local authority Local Authority Designated Officer for Child Protection. All staff have within their performance appraisal a target to complete updated child protection training. Managers have a target to complete training in managing risk in child protection.
88. Senior management oversight has strengthened, with risk management briefings being completed monthly by all teams within the service to enable us to identify risk and ensure a consistent service approach.
89. Where necessary the service manager will chair risk management meetings to ensure risk is managed and staff are supported. The service has reporting procedures in place in which notification to the director is clear, as well as procedures for notification of potential risk or media interest to the council.

### **Safer Choices Partnership**

90. The AAC service is part of a group of London boroughs running the Safer Choices programme. In partnership with the children's society this programme is aimed at young women who experience a number of risk factors in relation to gang culture. These risks include sexual violence, sexual exploitation, gang association and involvement in violent crime.
91. The programme offers group work and intensive one-to-one support that focuses on developing resilience and positive support networks to enable young women to develop healthy and safe relationships.
92. This project is funded by the Big Lottery and includes the ability to commission further training awareness for practitioners to raise awareness and increase professional skills.
93. Some CLA may be additionally vulnerable to teenage pregnancy, substance misuse and engagement in youth crime. Others might have additional pressures upon their emotional well being and mental health as a result of previous trauma or neglect. The

AAC service therefore have a screening process which can identify young people from the age of 13 (or later if arriving in care over the age of 13) which can highlight specific vulnerability and trigger referrals to key partners.

94. As a result of the vulnerability screening the following specialist referrals can be made:
- a) Teenage pregnancy – Young Women’s Worker (the CLA Service joint funds a women’s worker with the teenage pregnancy strategy to target young women in care. The Family Nurse Partnership Service is also available to provide support to young mothers.)
  - b) Substance misuse – Insight (commissioned substance misuse services for young people) through a specific protocol which offers targeted services to looked after children.
  - c) Vulnerability to youth crime – the screening process triggers a strategy meeting involving Southwark’s youth offending service to identify early intervention and diversionary activities as well as support to placement carers.

#### **Youth Offending – Legal Aid, Sentencing and Punishment of Offenders 2012 Act (LASPO)**

95. Joint work with Southwark Youth Offending Service continues to make progress. The 2012 Ofsted inspection noted that Success has also been achieved recently in reducing the numbers of looked after children entering the criminal justice system, following extensive work with the youth offending service.
96. With the introduction of the new LASPO changes, the partnership working is an area that will to continue to be developed and embedded within the service.
97. LASPO brings with it wide range of reforms, including major changes to how children and young people are treated whilst awaiting trial or sentencing. The Act creates a new youth remand and sentencing structure.
98. The duties under the legislation were first introduced September 2012, with additional responsibilities being introduced in April 2013. One of the main changes is that children and young people subject to a youth detention order automatically become CLA.
99. Together with the Youth Offending Service (YOS) Southwark has agreed that these cases will be jointly owned by the AAC/YOS service. A new procedure is being implemented within the service to ensure smooth transitions from YOS to AAC.
100. Joint risk management meetings occur on cases where both services are involved and concerns are raised about a young person’s risk. Likewise the service manager is a member of the YOS Risk Management Panel.

#### **Communication and Participation**

101. The AAC service has now gone live with its website. The site shows details of the

provisions and services we provide, as well as how we link with other services. The website information can be printed in PDF format and has a voice over feature. At this present time the website is in English only, but this will be reviewed.

102. The website has a blog feature, which young people can use to leave comments about the service. It can also be used to upload information about upcoming events, news flash information, group work activities, job/training opportunities and a whole range of other information.
103. The AAC service are fully committed to consulting with young people relating to their individual care plans and evaluation and shaping of services. The service actively uses the Speakerbox magazine to promote services and delivers a range of information materials for young people.
104. All young people when they reach the age of 13 are invited to visit the AAC service for an induction event where they meet staff and key partners. A similar induction event is managed by the Aftercare Team when young people reach the age of 18 to explain the service and introduce them to key partnership staff.

### **Service Overview**

105. The performance and impact of the AAC service is subject to regular scrutiny by the corporate parenting committee through the series of partnership reports and performance reports.

### **POLICY IMPLICATIONS**

106. A review of the Staying Put policy – Succeeding into adulthood, is being undertaken by the service, to ensure it remains fit for purpose given the changes to higher education support and children/young people who offend.

### **RESOURCE IMPLICATIONS**

107. The AAC service delivers statutory provision for looked after children and care leavers and is delivered within current resources allocated to the CLA services. There are additional resource implications for the service to meet the increased numbers of CLA as result of LASPO. A percentage of funding for the additional CLA numbers has been transferred from the ministry of justice to the local authority.

### **CONSULTATION**

108. As part of the overall CLA service, the AAC service has a key part in delivering direct involvement of young people in their individual service plans and evaluating and shaping service delivery.

### **Community impact statement**

109. Southwark CLA service works to promote the five outcomes for children in care as outlined in “Every child matters”. It is recognised that placement stability, engagement in education, access to leisure and healthy lifestyles all help to build

resilience for young people to successfully achieve economical wellbeing and making a positive contribution from the age of 18.

## BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
AAC Inspection Improvement Plan	Adolescent and aftercare service Southwark Council 160 Tooley Street London SE1 2QH	Alex Kaitell Service Manager: 020 7525 1009

## APPENDICES

No.	Title
None	

## AUDIT TRAIL

<b>Lead Officer</b>	Rory Patterson, Director of Children's Social Care	
<b>Report Author</b>	Alex Kaitell, Service Manager	
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