

Public Document Pack



**Service Director – Legal, Governance and
Commissioning**

Julie Muscroft

The Democracy Service
Civic Centre 3
High Street
Huddersfield
HD1 2TG

Tel: 01484 221000

Please ask for: Penny Bunker

Email: penny.bunker@kirklees.gov.uk

Thursday 5 April 2018

Notice of Meeting

Dear Member

Overview and Scrutiny Management Committee

The **Overview and Scrutiny Management Committee** will meet in the **Council Chamber - Town Hall, Huddersfield** at **10.00 am** on **Friday 13 April 2018**.

This meeting will be webcast live and will be available to view via the Council's website.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read 'Julie Muscroft', on a light-colored background.

Julie Muscroft

Service Director – Legal, Governance and Commissioning

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

The Overview and Scrutiny Management Committee members are:-

Member

Councillor Julie Stewart-Turner (Chair)

Councillor Gulfam Asif

Councillor Cahal Burke

Councillor Elizabeth Smaje

Councillor Rob Walker

Agenda

Reports or Explanatory Notes Attached

	Pages
1: Minutes of Previous Meeting	1 - 14
<p>To approve the Minutes of the meetings of the Committee held on 26 February and 12 March 2018.</p> <hr/>	
2: Interests	15 - 16
<p>The Councillors will be asked to say if there are any items on the Agenda in which they have disclosable pecuniary interests, which would prevent them from participating in any discussion of the items or participating in any vote upon the items, or any other interests.</p> <hr/>	
3: Admission of the Public	
<p>Most debates take place in public. This only changes when there is a need to consider certain issues, for instance, commercially sensitive information or details concerning an individual. You will be told at this point whether there are any items on the Agenda which are to be discussed in private.</p> <hr/>	
4: Inclusion and Diversity Strategy - Action Plan Update	17 - 22
<p>To receive an update on the implementation of the Inclusion and Diversity Strategy.</p> <p>Contact: Cllr Shabir Pandor/David Bundy. Tel: 01484 221000</p> <hr/>	
5: Update on the Leader / Deputy Leader priorities for the 2017/18	
<p>To consider a progress report on the delivery of the Leader and Deputy Leader priorities for the Council.</p> <hr/>	

6: Year End Lead Member Reports

23 - 34

To receive the municipal year end highlight reports on scrutiny work from the Chair of Scrutiny and the Scrutiny Panel Lead Members.

7: Future meetings of the Committee

To consider arrangements for meetings of the Committee in the 2018/19 municipal year.

Contact: Penny Bunker, Governance & Democratic Engagement Manager. Tel: 01484 221000.

Contact Officer: Penny Bunker

KIRKLEES COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Monday 26th February 2018

Present: Councillor Julie Stewart-Turner (Chair)
Councillor Cahal Burke
Councillor Elizabeth Smaje
Councillor Rob Walker

Apologies: Councillor Gulfam Asif

140 Minutes of Previous Meeting

The minutes of the meeting of the Committee held on 15 January 2018 were agreed as a correct record.

141 Interests

No interests were declared.

142 Admission of the Public

That all agenda items be considered in public session.

143 Findings of Commons Select Committee on Overview and Scrutiny in Local Government

The Overview and Scrutiny Management Committee considered a report which summarised the findings of the 2017 Communities and Local Government Select Committee which has looked into Overview and Scrutiny in Local Government. It was noted that at the time of considering the report a formal response to the recommendations of the Select Committee was still awaited from Government.

The Committee noted that the Select Committee had considered whether overview and scrutiny arrangements in England were working effectively and whether local communities were able to contribute to and monitor the work of their councils. Issues explored included:

- effectiveness and holding decision makers to account
- political impartiality and independence from executives
- independence of scrutiny officers
- selection of chairs and members
- how topics are selected
- use of specialist external advisers
- scrutiny of external organisations
- the role of scrutiny in devolution deals

The Committee continued to consider the areas of recommendation made by the Committee within the context of practice in Kirklees. It was evident that in some authorities there was an inappropriate Executive influence within Scrutiny. It was felt that in Kirklees Scrutiny set its own agenda and invited cabinet members

Overview and Scrutiny Management Committee - 26 February 2018

attendance as appropriate. It was important to continue to maintain constructive relationships with cabinet members.

The Select Committee had identified the ability for scrutiny to access confidential information as a barrier. The Scrutiny Committee agreed that scrutiny should be able to access all information as part of looking at issues and not be subject to legislative restrictions.

The Select Committee had examined the resourcing of scrutiny work in detail. It was recognised that the amount of dedicated scrutiny resources had diminished in line with the wider reduction of resources in Local Government. It was emphasised that scrutiny should be supported by officers who could operate with independence and provide impartial advice. The Select Committee also concluded that there should be greater parity of esteem between Scrutiny and the Executive with Scrutiny committees having the same access to the expertise and time of senior officers and the Chief Executive as their Cabinet counterparts. The Select Committee proposed that the statutory scrutiny officer post should have a seniority and profile equivalent to the councils Corporate Management Team. It was also suggested that the statutory scrutiny officer would be required to make regular reports to full council.

The Scrutiny Management Committee recognised that diminishing resources did impact on the amount of work that scrutiny could undertake. Cllr Smaje suggested it was important that within the scrutiny sector there was a sharing of best practice both at officer and member level. The Council needed to heed the lessons from high profile failures and reflect those lessons within the scrutiny approach in Kirklees.

There followed a discussion on the reporting of scrutiny work at council. Cllr Stewart-Turner welcomed the recent discussions of scrutiny findings reports and felt that progress had been made in engaging Councillors. However it was suggested that Scrutiny should provide more regular updates on work programmes and seeking views of Councillors on issues that Scrutiny was looking at. The Committee did not consider it appropriate that the statutory Scrutiny officer should be required to report to Council as Scrutiny should be member led in such arenas. It was further suggested that Scrutiny should be reporting back to Council on the outcomes of Scrutiny work particularly where Scrutiny can illustrate the difference that has been made as a result of Scrutiny recommendations.

All members of the Management Committee supported the clear separation of the Executive and Scrutiny and the independence of committees and panels to be able to set their own agenda. It was not felt that there was a particular problem in this area in Kirklees. Cllr Stewart-Turner agreed to raise the views of the Committee in her next briefing with the Chief Executive.

The Committee continued to explore independent and impartial advice and the use of advisors. Councillor Smaje indicated that one of the Scrutiny Co-optees on the Health & Adult Social Care Panel was an emeritus professor from Huddersfield University and his expertise had proved invaluable to the Panel. It was suggested when we started looking to recruit further co-optees that we might consider how to encourage people with professional expertise to become co-optees.

Overview and Scrutiny Management Committee - 26 February 2018

Councillor Smaje advised that within Health Scrutiny there was a West Yorkshire Scrutiny Panel which already brought key scrutiny members together across authorities. All members welcomed the idea of having a network to pick up on key issues and share good practice.

The Committee continued to look at the role of the public in overview and scrutiny and how we better engage and involve the public moving forward. It was recognised that this linked in part to improved scrutiny communications. It was recognised that processes needed to be simple and not onerous in order to encourage public engagement.

RESOLVED -

- 1) That the findings of the Commons Select Committee report into Overview and Scrutiny in Local Government be noted.
- 2) That the Committee supports the sharing of confidential information with Scrutiny on request, whilst recognising the need to maintain the confidentiality of such information.
- 3) That sharing of good practice across local authorities should be encouraged, possibly through the establishment of a network.
- 4) That in addition to the Scrutiny Annual Report and Ad Hoc Panel finding reports, the Scrutiny Panel Lead Members should share Panel highlights at Council approximately three times a year.
- 5) That the Committee supports the ambition that Scrutiny should be able to “follow the council pound” and have the power to oversee any taxpayer funded service.

144 Scrutiny Lead Member Reports

The Scrutiny Committee considered reports from each of the 4 scrutiny panel lead members which highlighted work being undertaken by the panels.

Councillor Cahal Burke, Lead Member of the Children’s Scrutiny Panel highlighted work undertaken between 27 November 2017 and 26 February 2018. This had included:

- A visit to the Drop in Centre
- Consideration of Kirklees Safeguarding Children’s Board annual report
- Scrutiny of the findings of the Ofsted monitoring visit in October 2017
- School transport
- Consideration of performance information

It was further noted that the Elective Home Education Ad-Hoc Panel work was ongoing, with activities planned including 2 meetings to be held in the near future. Cllr Burke advised that Councillor Donna Bellamy was now attending as the scrutiny representative on the Children’s Services Improvement Board.

Looking forward the Scrutiny Panel would look at mainstream school transport proposals and have a briefing on special educational needs and disabilities. The

Overview and Scrutiny Management Committee - 26 February 2018

revised Children and Young Peoples' Plan would also be considered by the Scrutiny Panel in April 2018.

The Committee welcomed the report including the news of the visits being undertaken by the Scrutiny Panel to look at the service from a user perspective.

There followed a further discussion on the future role of the CSE & Safeguarding Member Panel and the Corporate Parenting Board and how they related to Overview & Scrutiny. Cllr Burke indicated that he would be discussing this issue with the Cabinet Member.

The Committee continued to look at the Lead Member report for the Economy & Neighbourhoods Panel. Councillor Walker indicated that the panel had prioritised 3 areas namely, housing, transport and towns & communities. Following a meeting in November where the Panel had received an overview of housing issues and had highlighted several topics for further consideration which included:

- age designation and letting of properties
- the availability and demand for supported housing
- the provision of affordable new homes

In December the Panel had looked in more detail at the demand and supply of supported housing in Kirklees. This was followed by the opportunity for members of the Panel to visit the extra care housing schemes at Crosland Moor and Heckmondwike.

In the new year the Panel held a meeting to look at the issues facing the development of transport links in Kirklees and West Yorkshire, focussing in particular on local rail links. A senior representative from Network Rail was invited to attend the panel meeting on 15th March for a further informal discussion on how the proposed developments would impact on local rail services in towns and villages within the Kirklees district.

The Committee noted that Cllr Walker had attended the Cabinet Portfolio Briefing meeting to follow up on the discussion on extra care housing and to discuss how a small group drawn from the Scrutiny Panel would be following up on the issues raised.

The Management Committee welcomed the progress made, including the visit and constructive meetings with Cabinet Members and senior officers. It was welcomed that Cllr Walker had extended the invitation to the informal meeting with Network Rail to all councillors.

In considering the work of the Health & Adult Social Care Scrutiny Panel, Cllr Smaje highlighted the issues covered at panel meetings and any follow up activity. The panel had looked at wheelchair services in Kirklees and made recommendations to the Clinical Commissioning Group, it was awaiting feedback.

The Committee noted that the Panel had received a further update at its meeting in January on tuberculosis in Kirklees. This followed previous scrutiny investigation work into the approach in Kirklees. Cllr Smaje reported that the panel was pleased

Overview and Scrutiny Management Committee - 26 February 2018

with the work that had been carried out by Public Health and had confidence that the action plan was robust enough to strengthen TB control within Kirklees.

Cllr Smaje indicated that there were still areas of the previous adult mental health assessment scrutiny investigation which she wished to follow up on and information would be circulated when an update was available.

The Committee also noted that the Joint Health Overview & Scrutiny Committee (Yorkshire and Humber) had met to consider the details of NHS England's final decision on the commissioning of congenital heart disease services for adults and children across Kirklees. The members of the Committee recognised the work as an excellent example of joint health scrutiny arrangements and it was agreed that the Committee would cease to be operational at the end of the current municipal year.

In the absence of the Lead Member, Cllr Stewart-Turner reported on the highlights of the work of the Corporate Scrutiny Panel. There followed a discussion on the future overview of the Transformation Programme. Cllr Stewart-Turner proposed that in future, given the cross cutting nature of the Transformation Programme, the Overview & Scrutiny Management Committee would maintain the overview of the progress of the whole programme. Any scrutiny work to look in more detail at certain aspects, for example procurement and commercialisation strands, would continue within the Corporate Scrutiny Panel. Cllr Stewart-Turner indicated that she had asked for an overview for the Management Committee for the final meeting of the municipal year.

Cllr Stewart-Turner circulated details of the work she had undertaken in her capacity as Chair of Scrutiny, this had included attendance at the Centre for Public Scrutiny Conference where Cllr Stewart-Turner had been interested to hear about the work being undertaken to strengthen governance with Rotherham Council. Cllr Stewart-Turner circulated information to members of the Committee on a range of topics relevant to scrutiny work. Cllr Stewart-Turner indicated that as part of her crime and disorder remit she had met with Chief Superintendent Cotter to understand the work of the community safety partnership and improvements in working with offenders with mental health difficulties.

Cllr Stewart-Turner had attended briefings with the Chief Executive and Cllr Sheard and Cllr Pandor were now attending the same briefings.

Cllr Stewart-Turner had raised the issue of scrutiny communications with the Chief Executive including the need to replace the previous Scrutiny web page with an alternative that gave the public information.

Cllr Stewart-Turner asked if all Lead Members could develop action logs to enable actions to be monitored thereby allowing scrutiny to identify the difference it was making.

In closing the discussion of the Lead Member reports Cllr Cahal Burke raised concerns regarding access to information and officer attendance from Children's Services. On some occasions the Scrutiny Panel had been able to have good discussions but generally reports were not provided in a timely way and this was delaying the progress of some areas of scrutiny work.

Overview and Scrutiny Management Committee - 26 February 2018

Cllr Stewart-Turner reported back on her discussions with the Chief Executive in which she had raised similar concerns. Cllr Stewart-Turner asked that where members had concerns regarding scrutiny access and information or officer resources then they needed to identify those to Cllr Stewart-Turner so that they could be used as examples within discussion.

RESOLVED -

- 1) That the Panel Lead Member reports on recent activities within Scrutiny Panels be received and noted.
- 2) That the overview of the Transformation Plan be carried out by the OSMC with the Corporate Panel continuing to look in more detail at specific strands such as procurement and commercialisation.

145 Agenda Plan 2017/18

The Management Committee considered the remainder of the agenda plan for the 2017/18 municipal year. It was agreed that the Transformation Programme and Lead Member reports would be included on an additional meeting agenda in April 2018.

RESOLVED -

- 1) That the Scrutiny Committee agenda plan for the remainder of the municipal year be noted.
- 2) That an additional item be added to the meeting on 13 April on the Transformation Programme.
- 3) That a year end Lead Member report be presented to the Committee meeting on 13 April 2018.

146 Arrangements for Future Meetings

The Management Committee confirmed that the date of the next meeting would be 12 March 2018 at 9.30am. It was further agreed that an additional meeting of the Committee would be held on 13 April 2018 at 10.00am.

RESOLVED -

- 1) That the next meeting of the Committee be held on Monday 12 March 2018, starting at 9.30am.
- 2) That an additional meeting of the Committee be held on Friday 13 April 2018 at 10.00am.

Contact Officer: Penny Bunker

KIRKLEES COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Monday 12th March 2018

Present: Councillor Julie Stewart-Turner (Chair)
Councillor Gulfam Asif
Councillor Cahal Burke
Councillor Elizabeth Smaje
Councillor Rob Walker

147 Membership of Committee

All members of the Committee were present.

148 Interests

No interests were declared.

149 Admission of the Public

It was agreed that all agenda items would be considered in public session.

150 The work of the West Yorkshire Combined Authority Scrutiny Function

Cllr Robert Light, Chair of Scrutiny at the West Yorkshire Combined Authority attended the committee meeting to provide an overview to the approach of the work of Scrutiny at the Combined Authority.

In introduction Cllr Light explained the history of the development of the West Yorkshire Combined Authority which had brought together a number of existing bodies including the Association of West Yorkshire Authorities and the Leeds City Region into one body. In 2014 the Combined Authority was established providing a more cohesive body at regional level. Initially it started as a shadow board and was fully established in 2015, focusing on the areas of transport and investment, skills and jobs. The Local Economic Partnership sits alongside the Combined Authority. The Combined Authority also has an investment committee with final decisions being made by the Leaders Board.

The Combined Authority had not reached agreement concerning an elected Mayor, however it had been successful in securing a growth deal with time limited funding for about 3 years. The challenge would be how to sustain ongoing work when the growth deal funding had run out.

Cllr Light continued to explain in more detail the different constituent parts of governance structures within the Combined Authority.

Cllr Light explained that the Scrutiny Committee membership was based on proportionality and had a total of 18 members. This included a range of experienced members at both Leader and Cabinet Level as well as some long term Scrutiny members. The work of the Scrutiny Committee focused on 2 areas, firstly, key agenda items and priorities and secondly, future issues. The Combined Authority Chair attended the meeting with the Investment Committee Chair at least once a

Overview and Scrutiny Management Committee - 12 March 2018

year. The Chair of the Local Enterprise Partnership also attended on a separate occasion.

Recent work had seen scrutiny of the assurance framework which saw the Committee shape proposals and establish small working groups to progress scrutiny of the issue. The Scrutiny Committee had also tried to look at investment including grant approval criteria and midterm reviews to ensure that investment had delivered the predicted outcomes.

The Scrutiny Committee had looked at risk and whether the approach of the Combined Authority was appropriate. Devolution was also a standing item on the Scrutiny Committee agenda to enable regular updates to understand progress and any risks. The Scrutiny Committee regularly reviewed the forward plan of the Combined Authority and had the opportunity to influence proposals.

In looking to the future Cllr Light indicated that the work of Ad Hoc Scrutiny Panels would continue to look at investment and assurance and how the Combined Authority delivers jobs and business growth. Scrutiny of the work of the Transport Committee would also continue.

The Management Committee thanked Cllr Light for providing the comprehensive update on the history of the development of the Combined Authority and the current work of the Scrutiny function. The committee then discussed with Cllr Light the funding challenges facing the Combined Authority given no devolution deal had yet been agreed. Cllr Asif also recognised the benefits to the Leeds City Region but wanted to understand how we were able to ensure that the Kirklees district also benefited in a proportionate way. Cllr Light recognised that some projects for example, the clean air zone started in the Leeds area however, analysis had been undertaken concerning the geographical allocation of funding over the last 3-4 years and Kirklees Council had received slightly more proportionally than some other authorities within the region.

The Committee continued to discuss the Economic and Inclusive Growth Policy of the Combined Authority and how it was being developed and whether it linked to the skills agenda. Cllr Light pointed to some examples of work on the skills agenda including apprenticeship hubs but recognised that there was more to do and the opportunity for Kirklees Council to have greater influence in these areas. The Committee discussed how the work of the Leeds Economic Partnership linked to the strategic direction of the Combined Authority. Cllr Light reported that progress had been made as a result of the Combined Authority Strategic Framework which had been influenced by Kirklees. So previous decisions made in isolation were no longer the case. The point was raised that Kirklees could be more proactive in coming forward for schemes when funding was available. Leeds City Council always had a number of schemes ready to go and were therefore very successful in securing the available funding for their area.

RESOLVED -

- 1) That Cllr Robert Light be thanked for his informative briefing on the governance structures and work of Scrutiny in the West Yorkshire Combined Authority.

2) That the Scrutiny Committee consider a further update in about a year's time.

151 Statutory Scrutiny of Crime and Disorder

The Management Committee considered a report which provided an update on the Kirklees Community Safety Plan particularly related to crime reduction and preventing violent extremism.

Chris Walsh, Safer Kirklees Manager indicated that the Kirklees Community Safety Plan had 4 key outcome themes which were;

- Increasing confidence and satisfaction
- Reducing crime
- Tackling anti-social behaviour
- Protecting people from serious harm

Attached is appendix 1 to the report was a summary of the strategic intelligent assessment findings which had been used to inform the Community Safety Partnership Plan. Headlines indicated that over the past 3 years the total number of crimes recorded by the police have increased by 70%. It was stated that the vast majority of this increase was associated with recording changes to improve quality and consistency. The level of crime within the Kirklees district was below the average for other similar areas. It was estimated that the actual increase in risk was around 5%.

Residential burglary had increased by 41% over 3 years and one of the changes in recording meant that burglary of sheds and garages was included within statistics. Vehicle crime had also increased by 27% although figures were stabilising. Changes in technology had continued to influence the nature of vehicle crime, although the main volume was associated with items being left on display.

The report continued to explain that violent crime had seen the largest impact in recording changes. This had resulted in levels of recorded violent crimes having increased over 200%. Violent offences tended to be most concentrated within town centres with the highest risks associated with young men aged 18-23. A tiered approach was in place to try to prevent violent crime happening in the first place and where it does, to stop it at the earliest stage.

The report also highlighted the areas of tackling anti-social behaviour, confidence and satisfaction and protecting people from serious harm. It was noted that in respect of confidence and satisfaction, 80% of Kirklees respondents reported feeling safe in their local area.

In considering the information on the findings of the Strategic Intelligence Assessment, the Scrutiny Committee explored demographics within the Kirklees district that might have contributed to the statistics. It was suggested that the Management Committee receive a copy of the full assessment which covers a period of 3 years to gain a fuller understanding of contributing factors.

There followed a discussion on anti-social behaviour and nuisance and how it is recorded. A chart was circulated which proved a breakdown by ward. The

Overview and Scrutiny Management Committee - 12 March 2018

Management Committee asked for further details on ASB including fly tipping, noise nuisance, and arson. In respect of the confidence and satisfaction survey, Mr Walsh indicated that the CliK Survey in Kirklees was used. This was a 3,500 representative sample of residents of the district. In addition the Police and Crime Commissioner Survey had informed the intelligence assessment.

The Committee continued to discuss the arrangements for local ward members to be able to discuss ongoing issues of crime and disorder with police representatives. Neighbourhood Management Groups did not meet in every area and Councillors wanted reassurance that issues being reported were being responded to and dealt with. Whilst recognising the impact of reducing resources, the Committee wanted to understand how community safety partners would interact with Councillors moving forward.

The Management Committee was interested to understand how the Community Safety Partnership was reviewed to measure its effectiveness. Carole Gilchrist, Head of Communities indicated that there was performance monitoring information that underpinned the Community Safety Partnership Plan across the 4 themes. As part of a recent service review four Officers had been appointed to oversee all the performance data in respect of the work of the theme groups.

The discussion continued to explore the use of CCTV and the regulations which meant that there had to be necessary authorities in place to utilise evidence gathered through CCTV.

Cllr Walker highlighted issues regarding domestic abuse related to drug and alcohol abuse and the impact on children. Chief Superintendent Cotter stated that where there were repeat incidents of domestic abuse schools were contacted so they were aware and children were appropriately cared for.

The crime and disorder update continued with a progress report on the work of the Kirklees Prevent Hub. The update included a local overview, the position regarding national threat and risk and local threat and risk incidents. Details of individual convictions in Kirklees in 2017 were also listed.

It was noted that the role of social media and online extremism continued to be a predominant risk factor in individuals being referred to Channel in Kirklees. It continued to be critical for preventative work to be undertaken with parents and young people to highlight the dangers of online extremism and ensure young people are given the skills to think critically.

It was noted that the Kirklees Channel Panel continued to meet on a monthly basis and that Kirklees had been in 1 of 9 local authorities to take part in a Channel pilot known as Dovetail. The Home Office had deemed the pilot a success and it was anticipated that regional rollout in 2019 would involve Kirklees providing support to other areas.

Lee Hamilton, Prevent Coordinator, continued to update the Management Committee on work in schools which ranged from full day workshops as part of an alternative curriculum day or sessions that were embedded within the school timetable and curriculum. It was noted that sessions did not always specifically refer

Overview and Scrutiny Management Committee - 12 March 2018

to radicalisation, extremism or terrorism but covered learning outcomes to build resilience, focusing on;

- Beliefs and values
- Identity
- Developing empathy
- Risk identification and management
- The development of critical thinking skills
- Understanding influence, persuasion and manipulation
- Assessing and evaluating fact from fiction.

Since April 2017, 42 projects have been delivered to over 4,000 students across 29 schools.

The Management Committee welcomed that Cllr Robert Light was leading the development of a Yorkshire and Humber Prevent Elected Members Network. The network which had been in operation since July 2017 brought together elected members and prevent leads from priority and non-priority areas in a regular forum with the Home Office. In recognising the important role that elected members play in the delivery of prevent, the network had recently developed a 2018 Yorkshire and Humber Briefing Pack for elected members.

The Management Committee thanked Mr Hamilton for the informative update and the progress that had been made since the last report. Cllr Cahal Burke highlighted that the Children's Scrutiny Panel had also looked more specifically at the work in schools and was satisfied with the work being undertaken. The Management Committee welcomed the case studies that had been attached to the report to help to illustrate the issues that were being addressed through prevent work.

The final part of the crime and disorder update was provided by Chief Superintendent Steve Cotter who explained changes to Community Neighbourhood Policing teams and how increased resources were being allocated. It was noted that additional sergeants were being employed with an increase from 25 to 50 constables and 85 PCSO's to work across the Kirklees area. The Policing structure was aligned closely with early help and community safety in taking an early intervention and prevention approach.

RESOLVED -

- 1) That Chief Superintendent Steve Cotter, Carol Gilchrist, Lee Hamilton and Chris Walsh be thanked for attending the meeting.
- 2) That a full copy of the Partnership Strategic Intelligence Assessment be circulated to committee members.
- 3) That the discussion on cohesion be postponed and picked up as part of next year's work programme with Scrutiny being given an early opportunity to influence any proposals.

Overview and Scrutiny Management Committee - 12 March 2018

- 4) That the Scrutiny Committee supports the intention to have discussions with ward councillors on working arrangements at ward level. The Committee to receive feedback on the outcomes following the discussions.
- 5) That the Committee supports the development of guidance so councillors can understand the different options for using CCTV as part of crime and disorder work.
- 6) That the Prevent briefing pack be recirculated to councillors.
- 7) That the update on policing changes in neighbourhood teams, including additional sergeants and an increase in PCSOs, be welcomed and noted.

152 The Corporate Approach to Performance Management

The Management Committee received a progress report on work to revise the council's approach to performance management. Rachel Spencer Henshall, Service Director, Policy, Intelligence and Public Health and Mike Henry, Head of Intelligence and Performance, attended the meeting to discuss the issue with the Committee.

The Committee noted that Mr Henry was new to the post and was tasked with creating an intelligence framework to work alongside the rollout of outcome based accountability. Performance would be underpinned by effective business critical indicators to be overseen by both Cabinet and senior officers. It was recognised that there needs to be an understanding of how the Council was going to reintroduce meaningful challenge into performance monitoring work.

The Management Committee continued to discuss the role of Scrutiny in considering performance information and how it can provide an informed challenge and add value. It was emphasised that Scrutiny needed to understand when things were underperforming at an early stage to be able to provide a timely challenge. It was also suggested that Scrutiny might use the intelligence function to commission work to inform issues on the work programme. In this way Scrutiny would have access to information outside of the information provided by the service area. The Management Committee welcomed this idea and recognised that there had to be sufficient forward planning to enable this independent research to be taken. The Management Committee also shared concerns that by the time they received performance information it was at least 3 months out of date. It was agreed by all parties that timeliness was critical to providing a constructive and meaningful challenge.

Cllr Julie Stewart-Turner was keen to develop a workshop for Scrutiny members to understand the revised approach and the role of Scrutiny in Scrutinising performance moving forward. Cllr Julie Stewart-Turner, Chair of Overview and Scrutiny agreed to meet with Ms Spencer-Henshall to develop the proposal for a workshop at the beginning of the new municipal year.

RESOLVED -

- 1) That Rachel Spencer Henshall and Mike Henry be thanked for attending the meeting

Overview and Scrutiny Management Committee - 12 March 2018

- 2) That the Chair of Scrutiny meet with Ms Spencer Henshall, Service Director, Policy, Intelligence and Public Health to agree the approach to a Scrutiny workshop on the future scrutiny of performance information.
- 3) That the opportunity for Scrutiny to commission additional intelligence reports for future pieces of Scrutiny work be welcomed and noted.

153 Agenda Plan 2017/18 / Date of next meeting

The Management Committee noted that the next meeting will be held on Friday 13 April 2018 at 10.00am. Agenda items for discussion would include an overview of the Transformation Programme. It was noted that Cllr Asif was unable to attend the meeting on the 13th and his apologies were noted.

RESOLVED - The Committee noted the arrangements for the next meeting on 13 April at 10am.

This page is intentionally left blank

KIRKLEES COUNCIL			
COUNCIL/CABINET/COMMITTEE MEETINGS ETC			
DECLARATION OF INTERESTS			
Overview & Scrutiny Management Committee			
Name of Councillor			
Item in which you have an interest	Type of interest (eg a disclosable pecuniary interest or an "Other Interest")	Does the nature of the interest require you to withdraw from the meeting while the item in which you have an interest is under consideration? [Y/N]	Brief description of your interest

Signed: Dated:

NOTES

Disclosable Pecuniary Interests

If you have any of the following pecuniary interests, they are your disclosable pecuniary interests under the new national rules. Any reference to spouse or civil partner includes any person with whom you are living as husband or wife, or as if they were your civil partner.

Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner, undertakes.

Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.

Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority -

- under which goods or services are to be provided or works are to be executed; and
- which has not been fully discharged.

Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.

Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.

Any tenancy where (to your knowledge) - the landlord is your council or authority; and the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.

Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -

- (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
- (b) either -

the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

Name of meeting: Overview and Management Scrutiny Committee

Date: 13 April 2018

Title of report: Update on the Council's Inclusion and Diversity Strategy and Action Plan 2017-21

Purpose of report

The Council's new Inclusion and Diversity (I&D) Strategy and Action Plan 2017-21. This report provides Overview and Management Scrutiny Committee (OMSC) progress on outcomes and actions outlined in the Plan.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	No
The Decision - Is it eligible for call in by Scrutiny?	Not applicable
Date signed off by Strategic Director & name	Rachel Spencer-Henshall
Is it also signed off by the Service Director for Finance IT and Transactional Services?	Not applicable
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Not applicable
Cabinet member portfolio	Cllr Shabir Pandor

Electoral wards affected: All

Ward councillors consulted: Not applicable

Public or private: Public

1. Summary

The new Strategy and Action Plan was agreed at Full Council in September 2017 -

- As a public sector organisation, we are required to comply fully with the Public Sector Equality Duty (PSED)
- The 4-year [Action Plan](#), in the first year, has an internal focus in respect of its activities, outcomes and measures
- A more external focus on outward-facing community related issues will be incorporated into the plan in years 2, 3 and 4

The Strategy and Plan is supported by the [I&D Kirklees Policy Statement](#) which establishes the direction of travel and cultural change we need to make in the organisation. Importantly the Strategy and Action Plan seeks to go beyond compliance and address the needs of Kirklees as a place and its citizens – it is not simply responding to central government requirements.

2. Information required to take a decision

2.1 Background

We are half way through the first year of the Action Plan, which is deliberately internally focused. Set out below is a summary of the key areas of progress made thus far, followed by areas requiring further development in the respective sections of the Plan.

COMMITTED AND DIVERSE WORKFORCE

Areas of Progress:

- A promotional campaign has begun to encourage employees to fill in the “equality profile” fields in the council’s internal SAP system; this is not a mandatory process but an increase in data will provide a better baseline for all protected characteristic groups; although see below for “Further Development...”
- We now have in place a process to publish our workforce profile and have baseline data for the past two years for four of the nine protected characteristic groups
- Here are the key issues in terms of our workforce for the 4 protected characteristic groups we have data on i.e. ethnicity, gender, disability and age:
 - **Ethnicity** - the lower two pay grades have the highest proportions of BME employees. The BME proportion halves from Grades 9-12 to Grades 13-16 and then halves again when moving from Grades 13-16 into Grade 17 and above. In summary we remain particularly underrepresented at senior level in terms of BME employees
 - **Disability** - at 7.7%, the highest proportion of employees declaring a disability is in the senior management pay grade. However, the cohort is small and this equates to just two people and overall the Council is underrepresented in terms of disabled employees
 - **Gender** - there are significantly more females than males at all major pay grades and an over-representation at all pay grades in comparison to the average gender mix for the District's working population. It is most disproportionate at the senior management pay grade - for every male there are three females. The gap is closest at Grades 13-16.
 - **Age** – the figures show that we are overrepresented by older people at all pay grades

To help address some of the issues around aging workforce profile Kirklees has put a lot of effort into its apprenticeship scheme. For example:

- There has been an emphasis on attracting and retaining high quality employees and “growing our own” -
 - The Council has supported over 90 apprentices in the last year
 - targeted apprentice adverts to match the council’s needs and designed assessment centres that are specifically geared to young people
 - promoted apprenticeships in schools, offering support where needed
 - developed non-traditional apprenticeships such as marketing and digital
- Developing our Workforce, we have:
 - developed a good quality apprenticeship programme with a broad range of skills and behaviours, support and development

- developed support packages for managers to help them manage their apprentices
- been recognised as 'highly commended' in the [Apprenticeship Awards 2017](#)

N.B. It is important to note that there has been a reduction of over 1000 employees across the whole organisation from 2016-17

- The Council's first Gender Pay Gap report has been published in March 2018 to ensure compliance with the latest requirements of the PSED. The figures reflect the fact that:
 - We have retained a number of services in house which employ high proportions of female workers in comparison to other local authorities
 - The make-up of council staff differ where some organisations use in house services compared to contracting services
 - A large proportion of our senior staff measured at grade 17 and above are female and this is a change from recent years

Going forward, we continue to ensure recruitment for all posts is open and inclusive and pay award proposals for 2018/19 will help to reduce gender pay gaps. We are committed to reducing the gender pay gap and will look into additional initiatives to address this

Further Development Required:

- Moving forwards we will be improving our data collection on the following protected characteristic groups: gender reassignment, pregnancy and maternity, religion or belief, and sexual orientation

POSITIVE AND INCLUSIVE APPROACH

Areas of Progress:

- Our new Kirklees [People Strategy](#) is about achieving our vision and shared outcomes through a strong focus on great people. Inclusion and Diversity is integral here, so the different work streams are all specifically looking at how we can support a positive and inclusive approach in Kirklees. The work streams include:
 - **Leadership and Management** – the current priority for this work stream has been ensuring that we make good use of the Apprenticeship Levy to support leadership and management development for our employees. We will be offering a Level 3 team leader/supervisor development programme; analysis of our workforce data shows an under-representation of young and BME employees at higher job grades, so we are encouraging Senior Leadership Teams to specifically consider this angle in identifying potential programme participants as a means of helping to address this 'inclusivity gap'. It is currently anticipated that the first cohort of 10 participants will start the programme in May-June 2018
 - **Performance** – involving redesigning the appraisal process and embedding I&D more explicitly within it
 - **Workforce planning** – we are currently piloting a toolkit, data about the workforce will be a large part of the work, it is anticipated that a toolkit will encourage managers to think about and importantly plan for the future to address any issues/gaps, which will include diversity
 - **Recruitment** – currently in the research and scoping stage but there will be a focus on recruitment being informed by workforce planning which is likely, in many cases to include diversity and potentially recruiting differently; employee networks will be engaged in this process

- The next Employee Survey will be issued in April and will include questions relating to peoples experience of the organisation from an I&D perspective; the results will be analysed against those from 2016 and then published

LISTEN AND ACT

Areas of Progress:

- Increased support has been given to the Council's employee networks who have been in existence for varying numbers of years. Meetings between all employee network chairs and a Service Director are held on a six weekly basis where ideas to improve support to networks are discussed, along with opportunities for contributions to council strategic priorities.
- More work needs to be done, however progress has been made and achievements by each network will be outlined in the meeting

Further Development Required:

- Improved mechanisms need to be developed to share and showcase good practice examples around I&D across services, as well as gathering intelligence from frontline workers
- As indicated above all the networks require additional support in terms of how the Council enables members to contribute to the Council's core business

ZERO TOLERANCE

Areas of Progress:

- Revised guidance for employees and managers has been developed and published about procedures relating to bullying and harassment; plus, importantly clarification has been given to how hate crime should be managed when affecting employees
 - since the revised guidance has only recently been issued it is too early to report whether this has resulted in an increase or decrease in reported incidents – this data will be published as part of the next I&D Annual Report due later this year

THE WAY WE DO THINGS IN KIRKLEES

Areas of Progress:

- Equality Impact Assessments (EIAs) are becoming more embedded in how services operate, for example the [2017-18 Budget proposals](#); although see below for "Further Development..."
- The Council's Behaviours and Expectations have I&D make explicit reference to treating people with dignity and respect and valuing diversity, an indication of how extensive these are embedded is will come out of the pending Employee Survey analysis

Further Development Required:

- The aforementioned EIAs are becoming more embedded, yet more can be done such as making them integral to the Council's service planning cycle – an activity currently being undertaken
- The need to use the insight and experience of communities to improve services is beginning to come through the consultation element of EIAs but will need to be developed more fully in the more outward facing Year 2 of the Action Plan

INCLUSIVE POLICIES

Areas of Progress:

- As already stated the EIA process is improving and all new policies, and those being reviewed, have to be put through this framework

SPREAD THE WORD

- A coherent communication plan will be constructed in the coming year
- A second Annual I&D Report will be published later this year

2.2 Additional Information

- We have committed to being a Disability Confident employer - the Council has joined leading employers and made a commitment to become a Disability Confident Employer. The Government initiative helps employers to change attitudes and promote good practice in employment.
- A range of support is available for employees via:
 - the Council's internal MiPod facility (links, videos and articles for learning and development around inclusion and diversity) which includes modules on unconscious bias, our responsibilities under PSED, "From Inclusion to Diversity" and how to conduct an EIA
 - MiPod Xtra (learning options including e-learning packages and workshops)
 - Kirklees intranet (tools and guidelines including dignity and respect and our Reasonable Adjustment Passport to assist Disabled Employees to retain agreed reasonable adjustments should they move job roles; a similar idea is being developed for Working Carers)
- In order to give the I&D agenda the degree of priority required in the organisation, senior political leadership has now been assigned to the programme with the lead member role going to Deputy Leader - Cllr Shabir Pandor; plus on the officer side the senior management sponsor is Service Director for Housing - Naz Parkar

3. Consultees and their opinions

Not Applicable

4. Next steps

To undertake a comprehensive 6-month review of the initial broad Action Plan with a view to focusing on more specific areas of targeted action to address outstanding areas of inequality.

Also to begin developing more outward-facing activities, outcomes and measures for year 2 of the Action Plan.

5. **Officer recommendations and reasons**

For members of the committee to note the contents of the report and ongoing progress with the I&D Strategy and Action Plan.

6. **Cabinet portfolio holder's recommendations**

To note a content of the report and the commitment to continuous improvement on the I&D agenda.

7. **Contact officer**

David Bundy, Corporate Policy Officer
01484 221000

9. **Background Papers and History of Decisions**

Council - Wednesday 13th September 2017 – new Inclusion and Diversity Strategy

Decision: Council endorsed the adoption of the new Inclusion and Diversity Strategy, with annual progress reports being presented to Council following the yearly updates to the strategy.

10. **Service Director responsible**

Rachel Spencer-Henshall, Strategic Director - Corporate Strategy and Public Health
01484 221000

Scrutiny Lead Member Report

Lead Member: Cllr Liz Smaje Panel: Health and Adult Social Care Scrutiny Panel

Period of Update : From 15 February 2018 – 29 March 2018

Panel Highlights

(Include examples of pre decision work, scrutiny getting out and about, etc.)

Lead member briefings with:

- Strategic Director for Adults and Health
- Adult Services (team overseeing Adult Care Offer Consultation)

Panel Meetings and follow-up:

- Panel meeting 13 March 2018. Items discussed included: Update on Podiatry Services in Kirklees following the findings from the consultation; Adults Care Offer Consultation; and the presentation of the Kirklees Safeguarding Adults Board 2016/17 Annual Report.
- 20 March 2018 Informal meeting with Adult Services to follow up Panel feedback and comments on the Adults Care Offer consultation questionnaire.

Outcomes:

(Summarise the value scrutiny has added by looking at the issue(s) and any recommendations)

The Panel has provided feedback and recommendations to Locala and CCGs regarding the proposed changes to Podiatry Services in Kirklees. The recommendations have been aimed at : improving access for individuals that have mobility issues; ensuring that alternative provision is in place before any of the current service locations are removed; ensuring consideration is given to individuals who are housebound and do meet the eligibility criteria; and providing clear alternative transport options.

The Panel has also provided constructive feedback to adult services on the planned approach to the Care Offer consultation that included suggested changes to the proposed questionnaire. The feedback has been considered and resulted in a number of changes to the questionnaire that has made it a clearer and more concise document.

Monitoring Work

(If monitoring previous recommendations please identify what difference Scrutiny has made)

The Panel has recently received an update on the recommendations from the scrutiny review of adult mental health assessments. This is currently being considered by the Panel and will be discussed in full at the April meeting.

Looking Ahead

(What are the next issues the Panel plans to look at?)

At the meeting scheduled for 10 April 2018 the Panel will be undertaking the annual review of its 2017/18 Work Programme and determining those items that need to be carried forward to next year, those that need to be monitored and to consider proposals for new areas of scrutiny during 2018/19. In addition Representatives from the Care Quality Commission will be in attendance to outline the activity and scope of work that has taken place across the Kirklees district and provide an overview of the results of the inspections.

End of Year Highlights

The Panel's work programme has covered a wide breadth of issues and involved input from a range of people and organisations across the health and social care sector.

There have been many issues that the Panel have scrutinised throughout the year which have resulted in suggestions and recommendations designed to improve the quality of services to patients and users of NHS commissioned services and Adult Social Care these have included:

1. Work undertaken on the Health Optimisation Programme
2. Input into the Wellness Model Draft Specification
3. Agreed actions on Wheelchair Services to improve user experience
4. Changes to Podiatry Services in Kirklees.
5. Scrutiny influence in helping to improve the Adult Care Offer consultation questionnaire

Below are two examples from the above list that describes in more detail the outcomes of the work carried out by the Panel.

1. Wheelchair Services in Kirklees

This area of work was included as a new emerging issue on the work programme after the Panel was made aware of a number of issues that related to the standard and quality of service being delivered by the provider Opcare. The Panel considered the matter at its meeting in January 2018 which included input from the commissioners and Healthwatch Kirklees who represented the views of service users. The Panel also wrote to all Kirklees Councillors seeking their input on the matter.

The Panel made a number of suggestions and recommendations to improve the quality of services to service users. The Panel has agreed to hold a further meeting to include representation from Opcare and to check on the progress of its recommendations.

2. Podiatry Services in Kirklees

At its meeting in November 2017 the Panel considered the outcomes of a consultation on proposed changes to Podiatry Services in Kirklees. The Panel issued a number of recommendations on how issues highlighted by the consultation would be addressed and requested to see the final report prior to a final decision being made.

As outlined in the highlights section above the Panel has issued a number of recommendations to Locala and CCGs which the Panel believe will help to mitigate

the impact of the changes for many service users.

The Panel has committed to continue to monitor and assess the quality and standard of the services being provided.

Finally I would like to thank everyone who has been on the Health and Adult Social Care Panel, the Joint Health Scrutiny Panels and the West Yorkshire Panel during the year for the hard work and dedication they have shown when carrying out the important work of scrutiny.

I would also like to thank scrutiny officers for their support and hard work during this very busy year.

This page is intentionally left blank

Scrutiny lead member report - April 2018 (Including end of year report for 2017/18)

Lead Member: Rob Walker – Economy and Neighbourhoods Panel

Period of update : First report (18 Sept to 27 Nov 2017). Second report (28 Nov 2017 to 26 Feb 2018). Third report (27 Feb to 3 April 2018)

Panel Highlights

(a). Recap - Summary of the things which we included in the previous reports

4 Oct – First Panel meeting - Agreement that the topics to consider and prioritise were:-

- 1. Housing*
- 2. Transport*
- 3. Towns and communities*

7 Nov – Second Panel meeting – Housing issues - Presentation on state of nation in Kirklees.

14 Dec – Third Panel meeting – The demand for and supply of supported housing in Kirklees.

(NOTE:- Late Jan 2018 – Provided opportunity for members of the Panel to visit the extra care housing schemes at Sandymount, Crosland Moor and Meadow Green and Meadow Green Lodge, Heckmondwike (Cllrs Judith Hughes and Rob Walker participated in the visits)

18 Jan – Fourth Panel meeting – Presentation and good cross party discussion on the key issues facing the development of the transport links in Kirklees and West Yorkshire, focusing in particular on our local rail links. The Panel followed up on this discussion at its meeting on 15 March 2018. Further details provided below.

15 Feb – Fifth Panel meeting – Presentation and discussion on the key issues facing the development of the key transport links in Kirklees and West Yorkshire, focusing in particular on our local road links.

(NOTE:- At the close of the formal meeting, we also held a “Housing Reference Group” with members and officers to discuss (i) Homelessness and rough sleeping, and (ii) how to progress the interest and work in extra care housing)

19 Feb - Economy Portfolio Briefing meeting – Met with Cllrs McBride and Mather, plus Karl Battersby, the new Strategic Director for Economy and Infrastructure, to discuss the work of the Panel to-date, plus potential items for the work programme in 2018/19.

(b). New things for this latest Lead Member report

15 Mar 2018 – Sixth Panel meeting - We used this Panel meeting for:-

1. Homelessness and rough sleeping in Kirklees - Discussed a really informative and useful briefing note on the co-ordination and range of services and work which the council and local agencies and groups in Kirklees do provide.

The topic was raised as an issue of concern by members of the panel in view of the severe weather in the period from December 2017 through to March 2018.

The outcome of the discussion was:-

- That the briefing note be shared with all councillors for information and reference
- Cllr Rob Walker and officers to follow up on the actions raised in the debate and, in particular, the work to establish and develop the work of those agencies involved in the “Rough sleeper outreach initiative” and Homelessness Forum.
- Councillors wanted more information, plus assurances, on the development of a local “Rough sleeper outreach initiative”, plus the work with community groups and volunteers, to help make sure that they and their colleagues are able and trained to deal appropriately with those vulnerable people who are homeless or sleeping rough.

2. Economy and neighbourhoods scrutiny panel in 2017/18 - Re-checked the work programme for 2017/18 – What had been achieved, which items would have to rollover to 2018/19 and potential new topics for 2018/19.

Members also explained how much they had enjoyed the meetings and work of the Panel in 2017/18

Outcomes associated with our work to-date:

Housing

- Raised awareness of the issues which members need to consider
- Highlighted concerns that planning approvals result in new housing, but it takes time
- Raised concerns about the availability of affordable housing – to buy or to rent
- Identification of a key issues for further attention e.g. provision of supported housing
- Proposed creation of housing reference group to consider a number of issues starting with the demand for and supply of more supported housing
- However, now feel that this topic, along with a number of other housing topics, should be picked up in a new cross party Housing Task Group (Naz Parkar)
- Raised awareness of the services for homeless people and rough sleepers, plus how the services and work in Kirklees compare to neighbouring authorities.

Transport

- Raised awareness and understanding of the key issues – rail and road links - which members and officers need to consider in 2018/19
- Transport for the North have agreed to hold a public consultation event in Kirklees on the development of its Strategic Transport Plan (A 30 year planning document)
- Informal and private meeting with Kieran Dunkin, Network Rail, on 15 March 2018, to discuss the recent announcements on the development of the trans pennine rail routes. All parties are keen to “stay in touch” as the plans, the opportunities and work start to develop from 2018/19 onwards

Monitoring Work

Details of the Q1 and Q2 reports were shared with members of the panel in Dec 2017, with news of the Q3 report shared with the Panel in Feb 2018.

End of year report and looking ahead to 2018/19

Firstly, I would like to thank all of the councillors and officers who have all contributed, honestly and openly, to the work of the Panel in 2017/18, plus the excellent discussions in the actual Panel meetings.

I think that we looked at some important topics, some of which will require further attention in 2018/19, as (i) we were never going to be able to deal with them in a couple of meetings, and (ii) as we ran out of time to get in the brief period from Sept 2017 to Mar 2018 to consider some of the issues in detail.

Looking ahead to the potential list of items for the work of the Panel in 2018/19, I would suggest that the shortlist include:-

1. Housing – Work on allocations policy and a new housing strategy
2. Towns and communities in Kirklees
3. Waste minimisation – Work on the new contract and a strategy for waste minimisation
4. Skills strategy for Kirklees
5. Work on a new economic strategy (including questions on social value and sustainable growth)

General comments

I'd really like to place on record my thanks to all of the members and officers that have contributed to the meetings and work of the Panel in 2018/19, plus the help and support which they have provided to me in my first year as a Panel lead member.

Cllr Rob Walker – 4 April 2018

This page is intentionally left blank

Scrutiny Lead Member Report

Lead Member: Cllr Cahal Burke

Panel: Children's Scrutiny Panel

Period of Update: From 26th February 2018 to 3rd April 2018

Panel Highlights

The Children's Scrutiny Panel met on 5th March during the above period. The main highlights from the meeting were:-

- **Proposals for changes to Home to School Transport Policy for children attending mainstream school**
- **Special Educational Needs and Disabilities**
- **Visit to Woodlands, Lindley**

Outcomes:

- The Panel received the Cabinet report with proposed changes to the Home to School Transport Policy. The Panel requested that the proposed policies for both mainstream and SEND children return for consideration by the Panel
- The Panel received the SEND report relating to the upcoming inspection by Ofsted. However, the Panel were concerned about the level of detail within the report, and requested that further information be brought to the next meeting of the Panel on 16th April. The Panel received the Self Evaluation Form (SEF) following the meeting.
- Members of the Panel who visited Woodlands updated the other members on the visit. There were some questions raised by members, and a report addressing these will be brought to the meeting of the Panel on 16th April.

Monitoring Work

- The Elective Home Education ad-hoc is ongoing and will report regularly to the Panel.
- Ofsted visited Kirklees in March, and the letter to the Director of Children's Services from them will be considered at the Panel meeting on 16th April.
- There is some discussion as to whether the Improvement Board minutes should continue to be considered by the Children's Scrutiny Panel. The Panel are awaiting an update.
- The visit to Duty and Advice had to be cancelled due to bad weather – a further visit will be arranged.
- The Panel would like to visit a forum of Head Teachers and Governors to explore their experiences of the new front door policy. A date will be confirmed at a later date.

Looking Ahead

- Cllr Donna Bellamy will continue to attend the meetings of the Improvement Board.

- The new Children & Young People's Plan will not be considered at the meeting in April as planned, as further work is being undertaken. The Panel would like assurances that they will have the opportunity to comment on and influence the final plan.
- The Panel would like to be assured that staff are well supported to do their job and that retention rates improve.
- The Panel had not seen as significant an improvement in Children's Services as anticipated, however the Panel appreciated the work that has been done to date, given the substantial changes in the service.

Panel meeting 16th April 2018

- Ofsted visit update – letter to Director for Children's Services
- SEND
- Children's Residential Homes update (to include Edge of Care)
- Improvement Board Minutes & Update – to be confirmed
- Performance monitoring

End of Year Highlights

Suggested highlights & key challenges:

- PHSE & Prevent – completed
- Improvement Plan – completed
- Corporate parenting – issues highlighted, to be monitored throughout 2018/19
- SEND – issues highlighted, to be monitored throughout 2018/19
- KSCB – completed, although reports to Panel recommended on 6 monthly intervals

General comments

Cllr Kendrick has continued her work to ensure that senior officers provide quality information is provided to the Panel to enable Members to effectively scrutinise the work of Children's Services.

Scrutiny Lead Member Report

Lead Member: Julie Stewart-Turner

Panel: OSMC

Period of Update : From 26/2/12

to 04/4/18

Panel Highlights

(Include any pre decision work, examples of scrutiny getting out and about,

Call Ins

Corporate Governance and Audit Panel agreed the Call In Process with minor changes. Officer recommendation a. was changed so that it is not a requirement for the Lead Signatory to a Call In to demonstrate steps take to raise / resolve concerns prior to the Cabinet decision being called in – it was changed to ‘may set out, where appropriate, any steps taken’ All other items were agreed as recommended.

Lead Member Briefing

David Sheard and Shabir Pandor, joined us for my regular briefing with Jacqui Gedman and Julie Muscroft. We discussed Comms, and the Scrutiny Team are working on developing this further. We also discussed the Select Committee report, and the Lead Member Briefing note, plus the work programme

Urgent Decisions

I've agreed for one urgent decisions to be taken during this period: a change of contractor to large project in Dewsbury

Performance Monitoring

Penny and I met with Rachel Spencer-Henshall and Mike Henry, to go over in more detail what we would like regarding performance monitoring data, and intelligence regarding issues on our work programmes. We should receive a paper outlining process to date, and future aims in the new municipal year.

CMG

I'm doing a presentation to CMG on April 5th

Outcomes:

(Summarise the value scrutiny has added by looking at the issue)

Constitution will be changed to reflect changes to the Call In process.

Monitoring Work

(If monitoring previous recommendations please identify what difference Scrutiny has made)

I've been able to attend a couple panels to try and keep up with panel work programmes: Health and Adults on 13th March, and Neighbourhoods on 15th March. Corporate on 8th March had to be cancelled due to weather, and is rescheduled for April 19th, so I intend to sit in at that meeting, and I'm looking forward to the Children's Panel on the 16th.

General comments

I recognise that the Scrutiny Officers have been under pressure this year, but they have all performed very professionally, and they are a great asset to us all.