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Thursday 7th April 2022

Notice of Meeting

Dear Member

Overview and Scrutiny Management Committee

The **Overview and Scrutiny Management Committee** will meet in a **Virtual Meeting - online** at **2.00 pm** on **Tuesday 19th April 2022**.

This meeting will be live webcast. To access the webcast please go to the Council's website at the time of the meeting and follow the instructions on the page.

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 Elizabeth Smaje (Chair)

Councillor Andrew Cooper

Councillor Andrew Marchington

Councillor Harpreet Uppal

Councillor Habiban Zaman

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of Committee

To receive apologies for absence of Members who are unable to attend the meeting.

2: Minutes of Previous Meeting

1 - 10

To approve the Minutes of the meeting of the Committee held on 15th March 2022.

3: Interests

11 - 12

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.

4: Admission of the Public

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.

5: Deputations/Petitions

The Committee will receive any petitions and hear any deputations from members of the public.

A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. In accordance with Council Procedure Rule 10 (2), Members of the Public should provide at least 24 hours' notice of presenting a deputation.

A member of the public can also hand in a petition at the meeting but that petition should relate to something on which the body has powers and responsibilities.

6: Kirklees Employment and Skills Plan 2022-2025: 'Aspire, Achieve and Include' 13 - 44

A report will be presented in respect of Kirklees Employment and Skills Plan 2022-2025: 'Aspire, Achieve and Include'.

Contact:

Edward Highfield – Service Director, Skills and Regeneration
Gillian Wallace – Head of Employment and Skills

7: Establishment of Ad Hoc Scrutiny Panel 45 - 48

The Committee will be asked to consider a proposal to establish an Ad Hoc Scrutiny Panel to scrutinise a number of the Council's ongoing regeneration projects.

Contact:

Leigh Webb, Governance Manager

8: Work Programme 2021-22 49 - 58

The Committee's Work Programme for 2021-22 is attached for Member's consideration.

Contact:

Sheila Dykes, Principal Governance and Democratic Engagement Officer

Contact Officer: Sheila Dykes

KIRKLEES COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Tuesday 15th March 2022

Present: Councillor Elizabeth Smaje (Chair)
Councillor Andrew Cooper
Councillor Andrew Marchington
Councillor Habiban Zaman

Apologies: Councillor Harpreet Uppal

61 Membership of Committee

Apologies were received from Councillor Uppal.

62 Minutes of Previous Meeting

The Minutes of the meeting of the Committee held on 3rd February 2022 were agreed as a correct record.

The Chair provided an update, as follows:

The Corporate Safeguarding Policy, which had been considered by the Committee on 3rd February, had been approved at the meeting of Cabinet held on 8th March 2022. The policy would be included in the Council's Policy Framework and would be reviewed on an annual basis, along with the associated guidance (Minute 58).

63 Interests

No interests were declared.

64 Admission of the Public

All items were held in public session.

65 Deputations/Petitions

No deputations or petitions were received.

66 Public Question Time

No questions were received.

67 Low Carbon Housing Pilot Project

A report was submitted in respect of the development of a Low Carbon Housing Pilot Project.

A report seeking approval to move forward with the project, specifically to appoint a specialist design team, was to be submitted to Cabinet on 5th April 2022.

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Naz Parkar, Service Director – Homes and Neighbourhoods and James Hinchliffe, General Manager – Development attended the meeting to introduce the report and gave a presentation covering the following:

- The context and background to the project and the associated challenges, from both a local and national perspective. This included: fuel poverty, the impact of the rising cost of living, addressing the climate emergency, inefficient older stock, provision of healthy living conditions, the drive for sustainable standards, volatility within the energy market, and regulatory changes.
- The approach to achieve the necessary behavioural change.
- Details of the project to construct 125 homes on a site in Liversedge, with a minimum of twenty units to Passivhaus standard, one zero-carbon house and the remainder achieving a minimum 31% reduction in carbon emissions on current building regulations. There was an intention to incorporate modern methods of construction and the scheme would also allow the Council to share learning, to assist in raising design standards for the future.
- A summary of the Passivhaus approach.
- The Forward Plan; including a start on site in 2023 with completion by 2026.

Questions and comments were invited from Committee Members, with the following issues being covered:

- The specification for a minimum of 31% carbon savings would apply to all the units on the site other than the zero-carbon and Passivhaus units. It was anticipated that the specialist design team may be able to assist in achieving an improvement on this figure. By 2025 the Government would require all new homes to produce 75 to 80% fewer carbon emissions, however the technical guidance had not yet been published and this proposal had been put forward in anticipation of this change.
- Significant exploratory work had been undertaken through talking to, and visiting, those authorities and designers that had already undertaken such projects, in order to benefit from their knowledge and experience, and research undertaken in relation to off-site manufacturing methods.
- The sharing of information and learning, both internally and externally, was important; the ambition was to share learning with the wider market and local contractor base and to develop construction skills and techniques to support new approaches to housebuilding in the future.
- It was questioned whether the proposed numbers of Passivhaus (20) and zero-carbon units (1) would be sufficient to provide the necessary data and demonstrate the principles and benefits that the Council was hoping for. In response it was explained that the stated numbers were a minimum and it was believed that they would be adequate to test the principles. The Council would take advice from the design team, once appointed, to assess if this could be increased. The scheme was at an early stage and the Council was open to testing different technologies and approaches to achieve the goals, with the focus being on outcomes rather than accreditation.
- It was agreed that proven outputs should be the primary focus. It was questioned whether air pressure testing would be undertaken as standard, in order to ascertain how energy efficient the units were, as there was a concern about the potential performance gap between the specified build standard for a unit and what

Overview and Scrutiny Management Committee - 15 March 2022

was actually achieved. It was explained that the specialist design team would advise on dealing with performance gaps and building-in tolerance.

- In terms of the need to build capacity to undertake such work, this project intended as a starting point, to test the principles and the concept and get the right model and measures in place which should then allow the development of such schemes to be quickly expanded.
- The necessary expertise for this project would be commissioned, and the report to Cabinet was seeking authority to take this forward.
- External water management for a Passivhaus build would be undertaken through the use of more passive methods, such as swales, rather than traditional methods.
- In order to try and encourage active travel and reduce reliance on carbon-using transport, liaison would be undertaken with bus operators serving the site and electric vehicle charging points would be provided.
- Further thought was needed around how the excess power generated from zero-carbon homes would be used and who would benefit from this, and advice would be sought from the specialist design team.
- A scheme in Sheffield had used a community solar panel system to supply a group of homes and this sort of practice should be given consideration. Arrays of panels could achieve economies of scale.
- Work would be undertaken with the new/prospective occupiers in respect of the lifestyle changes and adaptations needed to live in these new homes.
- Reference was made to the report of the Working Group on Passive Housing and the progress since that point. It was explained that the Council had gone to the market with a proposal for a Passivhaus development in 2016 but the costs at that point in time had meant that it was not taken forward.
- The objectives in terms of addressing the climate emergency and fuel poverty aligned, for example making a house more efficient would lower bills and making a contribution to energy generation meant less reliance on other technologies.

Resolved -

- 1) That the Low Carbon Housing Pilot Project be welcomed.
- 2) That the following points be taken into account in moving forward:
 - The ambition should be to achieve more than the minimum number set out in the design brief.
 - Consideration should be given to whether the numbers of Passivhaus and zero-carbon homes proposed in the pilot will be sufficient to gather the necessary data and demonstrate the principles and benefits.
 - The alignment between addressing the climate emergency and fuel poverty should be acknowledged.
 - Clarity is needed in respect of how the data will be collected and the skills and learning shared.
 - The focus should be on the outputs achieved and outcomes should be specified.
- 3) That the proposal to consult the Ward Councillors be noted.

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Local Flood Risk Management - Annual Review

A report was submitted which considered progress against the Action Plan of the Kirklees Local Flood Risk Management Strategy, during the previous twelve-month period.

Rashid Mahmood, Flood Manager, Planning and Development introduced the report and Chris Johnson, Operational Manager, Highways was also in attendance to answer questions. The following points were highlighted:

- The delivery of works, funded by the Department for Environment, Food and Rural Affairs Property Flood Resilience Grant, to protect properties and reduce internal flooding was progressing well.
- The £1.3 million Kirklees Culverts Project was on track for completion by 31st March 2022 and there may be potential for it to be extended into a second phase.
- A successful bid had been made for funding for a review of high-risk debris screen assets and this would commence in the new financial year.
- New software had been purchased to improve the Authority's local flood warning system by providing early intelligence of problems in the district.
- Springboard funding had been achieved for an innovation programme at regional level to increase resilience.
- The Community Flood Risk Education Programme had been completed.
- Work was progressing in respect of the development of a new Flood Risk Management Strategy, which would include a focus on nature-based solutions, community resilience, and how to manage the impact of climate change.
- The impact of, and response to, the recent storm events.

Questions and comments were invited from Committee Members, with the following issues being covered:

- In terms of adapting to worsening conditions, the Authority was keen to pursue nature-based solutions and work was ongoing with local groups together with the National Trust, Yorkshire Water and the Peak District National Park to address leaks and slow the flow. There was a need to scale up this work and a bid had been made to allow further mapping to be undertaken. In addition, climate science continued to develop, the Government had issued new climate change allowances that would be taken into consideration when assessing planning applications and projects, and new national models were being looked at.
- Had consideration been given to the use of more community-based approaches such as flood sacks, which were filled with water, so that people did not have to wait for a response to be able to take action.
- Since the report to the Committee in 2021, sandbags had been deployed in advance to ten areas that had been identified as being at risk. Approximately 150 gullies, that were known to have caused flooding to properties, had been added to the Pre-Flood Operational Plan and the highest risk gullies had been targeted prior to the recent storm events.
- In respect of a specific incidence in Albert Street, Huddersfield, it was explained that this had been an unusual occurrence and illustrated the challenges faced in trying to predict flooding.
- The list of gullies did evolve and the data was reviewed but if the list became too large it would not be possible to get to all of them in the limited time available.

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- It was suggested that circumstances could be altered in an area as a result of development and checks should therefore be undertaken post-completion, in case the nature of the drainage had changed.
- The Council worked closely with the Canals and Riverside Trust (CART).
- The response during the recent storm events had been good; it was considered that the teams had been well prepared and there had been good communication with residents.
- It was suggested that if officers experienced problems with access when clearing gullies, for example due to parked cars, that contact be made with the Ward Councillors who may be able to assist.
- In respect of engagement with smaller landowners on the implementation of natural flood management, and capacity to develop business cases, it was explained that a member of the team had taken on a role as natural flood management co-ordinator and was developing a partnership approach with various partners including the Aire and Calder Trust. Business cases were being developed and submitted and the necessary skills were being developed in-house; it was recognised that this was a key area of work to generate investment into the district.
- Four thousand priority gullies had been cleared to prepare for the winter season, with approximately 150 done in preparation for the recent storm events. In respect of more regular checks of gullies; there were eighty thousand gullies on the network and the level of available resources had necessitated a move to a risk-based approach to clearance in 2018. This approach was based on the gritting routes and encompassed thirty-five thousand gullies which were cleared once per annum, with the remainder done on a reactive basis with notification being provided by members of the public.

Resolved –

That officers be thanked for the annual progress report and that consideration be given to the following recommendations:

- Ward Councillors be contacted if problems are experienced with access when undertaking gully clearing, with parked vehicles for example, to see if they can provide assistance.
- The checking of high-risk gullies on a more regular basis.
- An assessment of the area in the vicinity of a development site post-completion, to ascertain if there have been changes to the drainage that would impact on flood risk.

69 Kirklees Domestic Abuse Strategy 2022-27

A report was submitted in respect of the Kirklees Domestic Abuse Strategy 2022-27.

Councillor Carole Pattison, Cabinet Member for Learning, Aspiration and Communities, was in attendance and introduced the strategy, developed with the Domestic Abuse Strategic Partnership, explaining that it covered a five-year period and took a whole family approach. The breadth of this strategy had been facilitated by the preceding strategies, which had enabled the establishment and development of the necessary resources to address domestic abuse. She noted that the impacts of domestic abuse were felt not just by an individual or a family but the whole

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community and there would be a strengthened approach to dealing with perpetrators.

Jill Greenfield, Service Director Customer and Communities, Jo Richmond, Head of Service, Communities and Chani Mortimer, Service Manager Domestic Abuse and Safeguarding Partnerships attended to present the report and answer questions. They highlighted the following points:

- There was a strong partnership in place and this provided a robust basis for launching a new strategy.
- It was recognised that there were still some barriers to accessing support and that navigating support could be a challenge for local people.
- The objective of the strategy was to provide a consistent, co-ordinated and high-quality approach regardless of the point at which someone accessed the system.
- Delivery of the new statutory duty linked to safe accommodation had been incorporated within the strategy .
- The delivery plan was being developed and scrutiny's input would be welcomed.
- The key themes running through the strategy included: responding to lived experience and providing feedback loops; intelligence-led resourcing as and when needed not just for 'hotspots' but also where there were few reports; supporting and increasing the skills of the workforce to ensure that they are equipped to respond in appropriate manner; how to support local specialist services to ensure that they are sustainable and embedded in the community; working directly with the community to understand impact and how this can be addressed; and agreeing individual partnership commitments.

The strategy was a partnership document and the Committee also welcomed Stuart Bainbridge from West Yorkshire Police and Denise Phillip, from NHS Kirklees Clinical Commissioning Group.

Stuart explained that:

- from the Police perspective the partnership approach was key, through the Kirklees Daily Risk Management Meetings (DRAMM) and Multi-Agency Risk Assessment Conference (MARAC) and third-sector partners
- Domestic abuse was a primary function for West Yorkshire Police and was, unfortunately, a growth area.
- The partnership approach would help support victims and direct perpetrators.
- The Mayor, Deputy Mayor and the Chief Constable had a strong understanding of domestic abuse and how a partnership approach would support the response. Resources had been focussed on domestic abuse and safeguarding and there had been an increase in staff and the development of new areas of work, such as the domestic abuse offender management team.
- The need to work collaboratively was acknowledged and understood.
- The Partnership Intelligence Portal would increase effectiveness and assist in filling the gaps in intelligence.

Denise explained that;

- Domestic abuse was a priority across the health organisations. It had been recognised that, during the pandemic and lockdown, it had become an increasing concern nationally, and this was reflected locally.

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- Work had been done on gap analysis and how to support progression for funding streams.
- Training had been provided for GPs on how to respond and additional funding allocated to acute providers to provide appropriate support for people presenting with disclosure of domestic abuse.
- There was a strong collective commitment to work together to have a domestic abuse informed system, with all parties to the partnership having an equal voice.

Questions and comments were invited from Committee Members, with the following issues being covered:

- The Ministry of Housing, Communities and Local Government funding for the advanced practitioner roles based within a refuge had ceased but an alternative source of funding had been identified, thus allowing this service to continue.
- A key part of the work was the focus on children and young people and there were established links with education and safeguarding colleagues. A recent pilot training programme in a local school had been received positively, with students being very engaged with the subject, and there were plans to roll this out more broadly.
- There was a need to work within localities and communities to raise awareness of what is classed as abuse and its impact, and to instil the confidence to report. Work was ongoing in this regard and there was a desire to find a way of engaging with boys and men and to continue to build on work such as the White Ribbon Campaign. The partnership would be mindful of this in developing the delivery plan and this would include raising awareness about non-physical forms of abuse.
- A request was made for timescales to be established for the community engagement activity and for this work to be specifically included in delivery plans. An update would be taken to Place Partnership Board on 23rd March and further feedback could be provided. Links could also be made between Elected Members and the local domestic abuse leads on request.
- There was refuge provision within the district and also access to external provision. Within Kirklees the provision was 'women only', and consideration was being given to how a range of accommodation options might be provided, without the communal living aspect, as there were a number of reasons why this might be unsuitable in some cases.
- Meeting the need for long-term sustainable housing was a challenge and models were being developed. Although it was acknowledged that this was a significant, potentially lengthy, piece of work there was a commitment to find better options than refuge or bed and breakfast accommodation.
- In terms of accessing information outside the abusive environment and building this back up further to the pandemic, a toolkit of resources was being pulled together to share with the community. Intelligence would be used to inform the establishment of links with the places where people go, and to ensure resources were available as and when needed. There were also innovative ways that information could be shared in a discreet manner, alongside the traditional methods that were also still in use, the use of virtual information, campaigns and through the Community Safety Officers and partners.
- Chani participated in the West Yorkshire Board and met with counterparts from the other local authorities in the region and they considered alignment of

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priorities and resources and the potential opportunities for joint commissioning. The Board was also working closely with the Mayor's Office to ensure alignment with the Mayor's Policing and Crime Plan, to contribute to the development of a specific strategy focussing on violence against women and girls, and to undertake joint working on commissioning and funding arrangements.

Resolved –

- 1) That the representatives of the Police and Health and officers be thanked for attending the meeting to present the new Domestic Abuse Strategy 2022-27.
- 2) That it be recommended that timescales be established for the community engagement activity around raising awareness of what is classed as abuse and its impact, and building confidence in reporting, and that officers be asked to ensure that this work is included in the delivery plan(s).

70 Appointment of Co-optees

The Committee was asked to appoint additional voluntary co-optees so that necessary preparatory work could be undertaken to ensure that they would be ready for allocation to the standing scrutiny panels in the 2022/23 municipal year.

The Chair took the opportunity to thank all the scrutiny co-optees for their valuable contributions to the work of scrutiny, particularly those who would be retiring at the end of the municipal year.

Resolved –

That the applicants set out in paragraph 1.4 of the report be appointed as co-optees in preparation for involvement in the 2022/23 municipal year.

71 Work Programme 2021-22

A copy of the current Work Programme had been circulated.

The next meeting would take place on 19th April 2022 with the following item scheduled for consideration:

- Employment & Skills Strategy

and an informal session to consider the possible scope for a piece of work in respect of social isolation and loneliness.

72 Any Other Business

Members recalled that the new Inclusion and Diversity Strategy had been discussed at an informal meeting held on 25th November 2021. The Chair reported that:

- The Strategy had been considered by Cabinet, on 14th December, where it had been endorsed and referred to Council. It would be submitted to the Council meeting on 16th March.
- A number of the points and issues raised by the Committee had helped to shape the final version, such as the development of a communications plan to engage

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with internal and external stakeholders and the inclusion of an outcome-based action plan, with impact measures and implementation timescales.

- In terms of integrating inclusion and diversity into each Council service, Priority One of the Strategy – ‘Inclusion First’ would ensure that all services considered inclusion and diversity in everything they do. The emphasis going forward was on services regarding Independent Impact Assessments as ‘living documents’ that should be revisited and revised as service designs or changes were put into effect.
- A learning and development package was being produced to support staff in becoming culturally confident, as part of the People Strategy, and this would benefit implementation of the Inclusion and Diversity Strategy and link the two strategies.

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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 Scrutiny Management

Date: 19th April 2022

Title of report: Aspire , Achieve, and Include : Kirklees Employment and Skills Plan 2022 - 2025

Purpose of report: To present Aspire , Achieve, and Include : Kirklees Employment and Skills Plan 2022 - 2025. To summarise its co-production and development and outline the priorities and associated actions . The report invites the Overview and Scrutiny Management Committee for any comments or feedback. A draft version of the plan is provided as an Appendix to the report.

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?	Yes/ no or Not Applicable If yes give the reason why More than 2 wards
Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)?</u>	Key Decision – Yes Private Report/Private Appendix – No
The Decision - Is it eligible for call in by Scrutiny?	Yes If no give the reason why not
Date signed off by <u>Strategic Director</u> & name Is it also signed off by the Service Director for Finance? Is it also signed off by the Service Director for Legal Governance and Commissioning?	David Shepherd , Strategic Director, Growth and Regeneration
Cabinet member portfolio	Cllr Peter McBride , Portfolio Holder Growth and Regeneration.

Electoral wards affected: All

Ward councillors consulted: No

Public or private: Public

Has GDPR been considered? Yes - no individuals identified in the report.

1. Summary

- 1.1 'Aspire, Achieve, Include' is the 2022-2025 Post-16 Employment and Skills Plan for Kirklees. It explains how the Local Authority, working closely with partners across the borough, will support and invest in the local employment and skills system over the next three years.
- 1.2 The plan proposes a series of new partnership-based actions, and a new collaborative approach to oversee the delivery of those actions. It provides an agreed list of actions and priorities, the details and delivery of which will then be worked on by local stakeholders.
- 1.3 The plan will contribute to the delivery and achievement of the Council Plan – in particular, the 'sustainable economy' and 'aspire and achieve' themes – and will play an important part in our recovery from the COVID-19 pandemic.
- 1.4 The plan will also help us to maximise the opportunities arising from the UK Government's Levelling up White paper, Devolution, and the Mayoral pledge. It highlights priorities to be tackled by increased local investment and the co-design of local, regional and government programmes.
- 1.5 Aspire, Achieve, and Include does not exist in isolation, it sits alongside and builds upon the Our Kirklees Future Learning Strategy and Kirklees Economic Strategy. It is the key link between these key long term strategies allowing Kirklees to harness the economic benefits from the quality of learning Kirklees Futures will deliver and ensuring the Skilled and Ambitious people strand of the Kirklees Economic Strategy is achieved.
- 1.6 The Employment and Skills plan is designed to inform and work alongside the forthcoming employer led Local Skills and Improvement Plan referenced in the Levelling up White paper. This forms part of the mission to improve skills and training and the ambition to put Local employers at the heart of skills provision.
- 1.7 Aspire, Achieve, and Include is also designed to align with the West Yorkshire Combined Authority investment priorities as detailed in the West Yorkshire Investment Strategy (2021 – 2024) which identifies Good Jobs and Skills and Training as key investment priorities. This is necessary in order to ensure we are well placed to maximise on any future funding opportunities which will present themselves as a result of the introduction of the UK Shared Prosperity Fund.

2. Information required to take a decision

Background

- 2.1 In 2020 work began on the production of a Post 16 Employment and Skills plan for Kirklees. The purpose of the commission was to support the

development of a coherent employment and skills plan to support residents with access to employment and skills opportunities.

2.2 The plan builds upon a clear evidence base and sets out a partnership action plan that will help residents into work and ensures that businesses can access the skills they need now and in the future.

2.3 The development of the Employment and Skills plan involved the following activity :

- Working with EMSI to provide detailed insight into skills and labour market trends ensuring data led intelligence was utilised.
- Employer Input - An online survey for employers to explore skills gaps , shortages, and attitudes to training.
- Stakeholder input - An initial list of key stakeholders was provided. Each consultee was given the opportunity to contribute in person , by telephone or in writing . Group sessions were also facilitated when appropriate .

2.4 This information was then analysed, and a narrative produced that joins the different parts of the evidence base together to convey the salient messages clearly and concisely.

2.5 An initial draft plan was produced in October 2021 . Stakeholders were then reengaged to ascertain their thoughts and opinions on the draft document . This was an important step as many of the key stakeholders had changed and there was a need to re-establish relationships and partnerships .

High level Summary

2.6 The plan draws on feedback from over 250 local businesses and education providers as well as key stakeholder engagement.

2.7 It proposes a series of new partnership-based actions, a new partnerships group to oversee the delivery of those actions and explains how we will measure success.

2.8 The plan was produced with significant partner input and stakeholder engagement which led to the themes of *Aspire* , *Achieve*, and *Include* as the driving principles behind the plan.

- **Aspire:** we want our young people and adults to aim high, to be proud of where they're from and to take advantage of the many opportunities that exist in Kirklees, both now and in the future. We will ensure that the necessary learning pathways, wraparound support, and

opportunities to experience the world of work are in place to help them do that.

- **Achieve:** we want Kirklees to be a place where everyone can fulfil their potential in education, in work and in life. This means making good quality learning available to everyone, supporting people to progress or to retrain, and working with our businesses to invest in the development of the local workforce.
- **Include:** as our local economy grows and evolves, a wide range of new jobs and careers will become available. It recognises and seeks to tackle the challenges the Covid 19 Pandemic has highlighted regarding inequality and loneliness and the effect this has on residents' abilities to engage with and benefit from support. We are committed to ensuring that local people are in the best place to take advantage of these opportunities, regardless of their background or starting point.

2.9 The plan is structured around four priority areas with an agreed list of actions and priorities which will be working on in collaboration with our partners :

- **Empowering our Young People** - The actions in this priority area are designed to help the young people of Kirklees – regardless of their personal circumstances or background – find good quality employment and progress in work.
- **Digital Inclusion** - Employers in Kirklees tell us that skills gaps in IT and digital competencies are more prominent than any other type of skills gap, impacting on both competitiveness and growth.
- **Supporting our communities to Learn and Progress** - Kirklees has a high-quality employment and skills offer that engages residents from disadvantaged groups and reconnects them with the labour market. We know that this kind of provision has a multitude of benefits for learners and for the economy. It can improve health and wellbeing, raise aspirations and achievement, and make people more employable. It can also increase the supply of skills to support our key sectors, reduce the number of residents without any formal qualifications and increase the number qualified to higher levels.
- **Skills for the Future** - We know that different industry sectors will recover from the effects of the pandemic at different rates. Construction, IT, professional services, and green technologies are likely to show strong growth. Health and social care sector remain a priority and will continue to employ many local people .A large number of jobs are also at risk of automation. But with challenge comes opportunity and we are committed to ensuring that our people can obtain the skills and attributes they need to succeed and thrive.

Employment & Skills Partnership Board

- 2.10** The plan recommends the formation of an Employment and Skills Partnership Board to oversee the delivery of this plan. The partnership board will have representation from further and higher education, work-based learning, employers from sectors of local strategic significance, business representative organisations, the voluntary sector, the local authority, and local government agencies.
- 2.11** A non-LA chair would be appointed with all secretariate provided by the Employment and Skills team of Kirklees Council. A suggested membership list is provided in Appendix B.
- 2.12** The partnership board will oversee the agreed list of actions and priorities, and develop the details and delivery plans and measures of success.
- 2.13** An initial meeting will be scheduled for mid-May. Followed initially by 6 weekly meeting to begin work on the production of more detailed action plans and agree timelines for specific actions . These meetings will then revert to quarterly to monitor progress and will consider the sustainability of the actions in this strategy, especially those supported by short term funding.

Cost breakdown

- 2.14** There are no specific costs identified in the Employment and Skills plan , however adoption of its principles and goals may mean future investment. The commitment to collaboration We will actively seek opportunities for external sources of funding wherever possible.

3. Implications for the Council

Working with People

- 3.1** Aspire , Achieve, and Include builds on the council's collaborative and restorative approach and reflects its shared outcomes. It will contribute to the delivery and achievement of the Council Plan – in particular, the ‘sustainable economy’ and ‘aspire and achieve’ themes – and will play an important part in our recovery from the COVID-19 pandemic.
- 3.2** As a local authority we are ambitious for the place and the people who live and work within our district. Making sure that people have the skills to get a job and progress in work and employers have people with the right skills they need for growth is a key priority .

Working with Partners

- 3.3** From its inception, Aspire , Achieve, and Include has been co-produced and developed through collaboration and engagement with Stakeholders
- 3.4** A new Employment and Skills Partnership Board will be established to oversee the delivery of this plan. The Board will have representation from Further and Higher Education, Work-based learning providers, Employers (from sectors of local strategic significance), Business representative organisations, the Voluntary Sector, the Local Authority, and Local Government Agencies.

Place Based Working

- 3.5** Where Kirklees residents live shapes their experiences and outcomes and has an impact on their personal economic and social circumstances. Places and neighbourhoods are important and influential to both everyday experience and to longer-term outcomes for individuals including their health, economic footprint, and employability.
- 3.6** Analysis of data, alongside local intelligence, has informed the discussions that shape Aspire , Achieve, and Include . Transparent sharing of data will continue to enable all partners to be responsive to the changing demographics and their changing needs within Kirklees, and our internal place-based analysis will shape future interventions.
- 3.7** Our understanding of Place will continue to influence the way we work with partners, providing the aspiration and challenge to local people, appropriate to their needs.

Climate Change and Air Quality

- 3.8** The recommendations contained within this Cabinet Report and the appended Employment and Skill plan do not directly impact on the climate and air quality. However, many of the key priorities and actions contribute towards a cleaner and greener future for the people of Kirklees.

Improving outcomes for children

- 3.9** The recommendations contained within this Cabinet Report and the appended Employment and Skill plan do not directly impact on improving outcomes for Children . However, many of the key priorities and actions contribute indirectly towards improving outcomes of Children in Kirklees.

Other (e.g. Legal/Financial or Human Resources)

3.10 There are no direct legal implications in adoption of the plan

3.11 The development of a detailed delivery plan to support the priorities and actions will have implications for future commissioning however as this is partnership document it is likely that this will be beyond the LA itself

4. Consultees and their opinions

4.1 As part of the engagement process, the Employment and Skills plan has been shared with the following external Stakeholders :

Palvinder Singh – Principal, Kirklees College
Joy Glarvey – Department of Work and Pensions
Hilary Thompson – Chair , Third Sector Leaders
Martin Hathaway – Mid-Yorkshire Chamber of Commerce
Michelle Burton - Head of Employment & Skills, West Yorkshire Combined Authority
Michelle Anderson Dore –Head of Partnerships, Homes and Neighbourhoods
Martin Green – Head of C + K Career
Martin Booth – Witt and Sons
Bill McBeth – Centre of Textiles Excellence
Sue Cooke – Head of Enterprise and Knowledge Exchange ; University of Huddersfield .
Steve Brennan- Kirklees Place Programme Director; NHS Kirklees CCG
Prof Tim Thorton - Deputy Vice Chancellor– University of Huddersfield

4.2As part of the engagement process, the Employment and Skills plan has been to the following forums

Growth and Regeneration SLT
Executive Team

The Plan has been well received and the following feedback has been noted and will be acted on:

- Work to be undertaken to establish baseline intelligence on inequalities in access to employment/training.
- Further Engagement to take place with the Voluntary Community Sector on the development of the Plan.
- Consider the Employment and Skills Partnership membership to take advantage of interdependencies with the Economic Partnership and Learning Partnership
- Look at the life of the Plan and the content of action plans, with a view to linking them to the Learning Strategy development for post 2025 .

Next steps and timelines

5.1 Following feedback from Overview and Scrutiny Management Committee and sign off by Cabinet .An initial meeting of the Employment and

Skills Partnership Board will be arranged, and terms of reference agreed.

5.2 Work will begin immediately on the development of detailed actions plans against each of the priority areas and identified actions.

5. . Officer recommendations and reasons

That the Overview and Scrutiny Management Committee notes the development of the Employment and Skills Plan Aspire , Achieve and Include as our Employment and Skills plan 2022 - 2025.

That the Overview and Scrutiny Management Committee agrees to receive regular progress reports on the delivery of the plan.

Cabinet Portfolio Holder's recommendations

That the Overview and Scrutiny Management Committee notes the development of the Employment and Skills Plan Aspire , Achieve and Include as our Employment and Skills plan 2022 - 2025 and agrees to receive regular progress reports on the delivery of the plan.

Our economy is changing rapidly, this poses both challenges and opportunities for Kirklees. Making sure that people have the skills to get a job and progress in work and employers have people with the right skills they need for growth is a key priority.

Contact officer

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Gillian Wallace , Head of Employment and Skills
Gillian.wallace@kirklees.gov.uk 01484 221000

Background Papers and History of Decisions

- Kirklees Economic Strategy - Kirklees Council 2019 - 2025 - Kirklees Council
- Our Kirklees Futures :Our Approach to Learning 2019 - 2030 - Kirklees Council ,
- West Yorkshire Investment Strategy 2021 - 2024 - West Yorkshire Combined Authority
- Levelling Up the United Kingdom White Paper 2022- Department for Levelling Up, Housing and Communities

Service Director responsible

Edward Highfield - Service Director Growth and Regeneration

Aspire, Achieve, Include:

**The Kirklees Post-16 Employment and Skills Plan
2022-2025**

Foreword

Our economy is changing rapidly, this poses both challenges and opportunities for Kirklees. Making sure that people have the skills to get a job and progress in work and employers have people with the right skills they need for growth is a key priority.

As employers grapple with Skills shortages and inability to recruit, residents are facing challenges around exclusion and loneliness. The solution lies in sustained and significant investment in skills, at all levels, underpinned by aspiration, achievement and inclusion.

We need an approach that is sufficiently nimble to successfully respond to local needs with a focus on outcomes and impact. We recognise that we cannot operate in isolation and that creating the conditions for local growth requires intense collaboration across the public, private and third sector.

'Aspire, Achieve, Include' is the 2022-2025 Post-16 Employment and Skills Plan for Kirklees. It explains how the council, working closely with partners across the borough, will support and invest in the local employment and skills system over the next three years.

This will ensure we are well placed to support the Mayoral Combined Authority with the delivery of its Employment and Skills related Mayoral pledges and maximise the opportunities arising from the UK Government's Levelling up White paper and its ambition to put local employers at the heart of skills provision.

The plan proposes a series of new partnership-based actions, and a new Collaborative approach to oversee the delivery of those actions. It provides an agreed list of actions and priorities, the details and delivery of which will then be worked on by local stakeholders.

Aspire, Achieve and Include does not exist in isolation, it sits alongside and builds upon the Our Kirklees Future Learning Strategy and Kirklees Economic Strategy and will work alongside the forthcoming employer lead Local Skills and Improvement Plan.

It is the key link between these key long term strategies allowing Kirklees to harness the economic benefits from the quality of learning Kirklees Futures will deliver and ensuring the Skilled and Ambitious people strand of the Kirklees Economic strategy is achieved.

It seeks to tackle not only issues brought forward as a result of the Covid 19 Pandemic but also lay the foundations for future success in our key sectors .

Improving residents' skills and careers, whilst being clear about our role and the role of our partners will be critical to our success.

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Introduction

'Aspire, Achieve, Include' is the 2022-2025 Post-16 Employment and Skills Plan for Kirklees. It explains how the council, working closely with partners across the borough, will support and invest in the local employment and skills system over the next three years. It will contribute to the delivery and achievement of the Council Plan – in particular, the 'sustainable economy' and 'aspire and achieve' themes – and will play an important part in our recovery from the COVID-19 pandemic. It will also help us to maximise the opportunities arising from devolution, both in terms of increased local investment and the co-design of government programmes.

The plan draws on feedback from over 250 local businesses and education providers. It proposes a series of new partnership-based actions, a new commission to oversee the delivery of those actions and explains how we will measure success.

Aspire: we want our young people and adults to aim high, to be proud of where they're from and to take advantage of the many opportunities that exist in Kirklees, both now and in the future. We will ensure that the necessary learning pathways, wraparound support and opportunities to experience the world of work are in place to help them do that.

Achieve: we want Kirklees to be a place where everyone can fulfil their potential in education, in work and in life. This means making good quality learning available to everyone, supporting people to progress or to retrain, and working with our businesses to invest in the development of the local workforce.

Include: as our local economy grows and evolves, a wide range of new jobs and careers will become available, many of which don't yet even exist. We are committed to ensuring that local people are in the best place to take advantage of these opportunities, regardless of their background or starting point.

The Local Context

Kirklees is a great place to live, learn and work. We have three high performing colleges, a world-class university and renowned innovation and training assets such as the 3M Buckley Innovation Centre and the Textiles Centre of Excellence. GCSE and A-level results have been improving, high proportions of our learners progress into higher education and apprenticeship participation rates have historically been strong.

University of Huddersfield	20,000 students
	Work experience opportunities for all undergraduates
	Best University Employability Strategy Award 2021
	Queen's Award for Enterprise for International Trade, and Queen's Anniversary Prizes for the Centre for Precision Technologies and the Institute of Railway Research
Greenhead College	In the top three designated sixth form colleges in the country based on A-level results.
Huddersfield New College	Ranked number one in England for equality and diversity
Kirklees College	Links to over 1,000 businesses
	In the top ten colleges in England for apprenticeships

Our diverse business base includes world-renowned textiles manufacturers, precision engineering firms and a fast-growing creative sector. In fact, web design is now the area's leading export. Evidence gathered in 2021 shows that most local businesses intend to grow or stay the same size over the next three years (only 4% expect to reduce their headcount) and many tell us they are interested in working with the education sector to help ensure that Kirklees has the right talent pipeline for the years ahead.

Kirklees is an attractive location for inward investment, with a strategic location and a competitive labour market that is well placed to build on the skills of the workforce and graduate talent. But we also have a number of important learning, skills and employment challenges that require a concerted, partnership-based effort if they are to be addressed. For example:

- Too many jobs in Kirklees still pay below the Real Living Wage.
- An above average proportion of jobs in Kirklees are, or will be, at risk of automation.
- Local employers continue to voice concerns about the technical and employability skills of the young people and adults that apply for vacancies.
- A below average proportion of our young people achieve good GCSE grades in English and Maths, which can impact on their employment and earning potential as adults.

Before COVID-19, more local people were achieving higher level qualifications while the number of people without the basic skills needed for employment was falling. We are committed to getting back on that trajectory as soon as possible and to closing the gaps between Kirklees and the rest of the country. At the time of writing, 34% of our working age residents are qualified to Level 4 – an impressive improvement on the 2016 figure of 29%, but still some way below the national figure of 43%. We also need to reduce the number of working age adults without any formal qualifications (currently 9% in Kirklees compared with an England average of 6%) and increase the number of people qualified to at least Level 2 (currently 74% in Kirklees against an England average of 78%).

Unemployment in Kirklees has been low in recent years, but COVID-19 will affect the types of jobs that are available and the capacity of Kirklees businesses to invest in training for some time to come. With some sectors reporting high numbers of hard-to-fill vacancies, it is essential that we support local people to develop the skills and attributes they need to thrive, whether that means helping them to return to the labour market after a period of unemployment, brokering apprenticeship opportunities or supporting them to achieve higher level qualifications.

COVID-19 has also accelerated the rate at which employers (and society as a whole) have become more reliant on digital skills and interaction. While many of us take this for granted, for some it is a significant barrier to employment or progression. A Kirklees-wide commitment to digital inclusion for all is therefore very much within our plans.

This Employment and Skills plan celebrates our past, acknowledges the challenges of the present but, most importantly, looks boldly ahead to a bright future. It is structured around four priority areas:

- Empowering our Young People
- Digital Inclusion
- Supporting our Communities to Learn and Progress
- Skills for the Future

Each of the priority areas includes actions that are designed to augment and complement the great work taking place every day in education and training providers across Kirklees.

Together with Kirklees Futures the Learning Strategy , our Kirklees Economic Strategy and the forthcoming Local Skills Improvement Plan, they will help us achieve our vision for Kirklees: where aspiration, achievement and inclusion are the norm.

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The Kirklees Learning, Skills & Employment Plan

2022-2025



Kirklees within the Leeds City Region



£7.5bn

Value of the Kirklees economy per annum



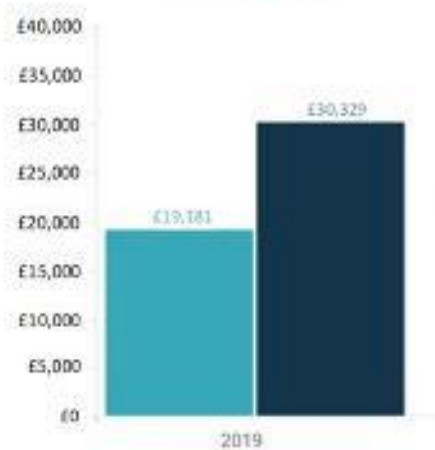
441,300
Population



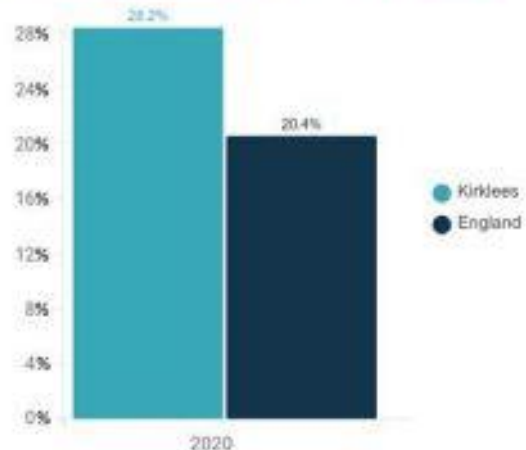
17,335
Registered businesses

Kirklees in 2020

Gross value added (GVA) per head (£)



% proportion of jobs paying below the National Living Wage



% of working age adults with

Tasks at high risk of automation

32%
in Kirklees

30%
in England



No formal qualifications

9%
in Kirklees

6%
in England



Qualified to NVQ Level 4 or above

34%
in Kirklees

43%
in England



Empowering our Young People

The actions in this priority area are designed to help the young people of Kirklees – regardless of their personal circumstances or background – find good quality employment and progress in work.

The pandemic has accentuated local inequalities and has affected the employment prospects of some young people in Kirklees (10% of local employers say it is 'very likely' they will recruit an apprentice over the next two years, compared with 17% who employ one now). We also know that young people without good qualifications in English and maths can find it much harder to access employment opportunities and apprenticeships, or to progress once in employment, and can become drawn into a low skill/low wage equilibrium.

We must therefore take a partnership-based approach to creating an inclusive jobs market for young people in Kirklees, building on our existing offer that includes Works Better 15-25 and borough-wide provision from C&K Careers. The actions below are an important part of that and sit alongside those proposed under 'Supporting Our Communities to Learn and Progress'.

We will continue to:

Help young people find and secure the apprenticeships they want.	Why? Apprenticeships provide excellent career pathways and help develop core competencies for work and life.
Ensure that good quality pre-apprenticeship provision is available in Kirklees and that the additional capacity made available through Kickstart is continued when the scheme comes to a close.	Why? Many young people need a stepping stone, in the form of pre-apprenticeship provision, to progress into the industry of their choice. This is particularly the case at a time when the job market is more challenging and the risks of higher youth unemployment have risen.

We will also:

<p>Make it easier for local employers to recruit apprentices at all levels, from intermediate to degree.</p>	<p>Why? It is not always easy for employers to recruit apprentices and there is evidence that higher and degree level apprenticeships don't yet have the profile they deserve.</p>
<p>Ensure that young people in Kirklees have access to meaningful, high quality employer encounters involving real-life assignments and ongoing assessment.</p>	<p>Why? Meaningful employer encounters improve young people's knowledge of jobs and careers, develop enterprise and work readiness skills and increase earning potential. They also significantly reduce the risk of young people becoming unemployed.</p>
<p>Work with local employers to identify the work readiness and employability attributes that are most important to them. These will then be shared across the full spectrum of education providers and employment support agencies.</p>	<p>Why? Having the right work readiness and employability skills is essential, especially for young people entering the labour market for the first time. Only half of our local employers say the work readiness of new starters is good or better, so there is still work to do on this topic.</p>
<p>Support young people who do not achieve good GCSEs in maths and English at Key Stage 4 to achieve those qualifications by age 19 (this is a long-term action that will continue beyond the life of this strategy).</p>	<p>Why? Achieving at least GCSE grade 4/C in English and maths is linked to better further and higher education opportunities, employment prospects, earning potential and health. It is therefore essential that young people in Kirklees are given high quality post-compulsory support to achieve at this level by age 19.</p>
<p>Support young people to progress to higher education, including degree apprenticeships, preparing them for the higher skilled jobs in great demand including those in health, care and digital.</p>	<p>Why? Achieving degree-level qualifications and above will empower young people to access higher level jobs, achieve higher earnings and meet local skills needs from employers.</p>

Digital Inclusion

Employers in Kirklees tell us that skills gaps in IT and digital competencies are more prominent than any other type of skills gap, impacting on both competitiveness and growth. Around half the workforce does not have the right digital skills, despite digital technology having transformed nearly every aspect of modern life. While many of us now take digital skills and digital confidence for granted, for some it remains a very daunting area.

Demand for digital skills at all levels – from introductory to higher level – is increasing and has been accelerated by the pandemic. It is now estimated that 95% of jobs will need some level of digital skills in the future. As such, it is important that our people and our businesses can access and develop the right digital skills for modern life and work and that we take the necessary steps to remove digital skills as a barrier to employment, progression and productivity.

We will do this as an active member of the West Yorkshire Local Digital Skills Partnership as well as providing accessible support and interventions that are tailored to the specific needs of Kirklees residents and businesses.

We will continue to:

<p>Implement Kirklees Council's Digital Work Forward Programme, through which we will improve digital training facilities, develop a new digital skills strategy and develop a Young Digital Citizen model.</p>	<p>Why? Digital skills will play an important role in the post-pandemic reshaping of the Kirklees economy. A programme of work dedicated to improving the digital skills of our citizens is therefore very important.</p>
<p>Provide Digital Hubs and Digital Champions, helping more residents to improve their digital confidence and access digital services in a safe and secure way.</p>	<p>Why? Improved digital confidence can help people to better manage their money, health, housing and more. It also makes them more employable (which in turn benefits our businesses), helps them to feel more independent and be less isolated.</p>

We will also:

<p>Support SMEs in Kirklees to improve their digital productivity, from everyday digital competencies and selling online, to more advanced digital skills, using the cloud and back office functions.</p>	<p>Why? Digital technology offers fantastic opportunities for growth and diversification. But smaller businesses can be vulnerable to digital change and it is therefore important they are supported to help take advantage of the opportunities that are available.</p>
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<p>Promote and encourage the take-up of free-to-access digital skills qualifications via the Lifetime Skills Guarantee.</p>	<p>Why? Evidence consistently points to the growing importance of digital skills for employment and progression. The Lifetime Skills Guarantee enables people to access digital qualifications at all levels up to and including Level 3.</p>
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<p>Promote higher level digital skills access including Digital Boot Camps and digital degrees via the University of Huddersfield</p>	<p>Why? We need more young people, especially females and those from disadvantaged backgrounds, to see the attraction of digital roles and to see routes for them to secure the skills needed to secure the many opportunities available.</p>
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Supporting Our Communities to Learn and Progress

Kirklees has a high quality employment and skills offer that engages residents from disadvantaged groups and reconnects them with the labour market. The offer includes the suite of Works Better programmes, English for Speakers of Other Languages (ESOL) provision, Adult and Community Learning (Rated 'Good' by Ofsted in 2019) and is supported by effective pre-engagement activity through First Steps.

Whilst participation in adult and community learning fell by almost a half nationally during the COVID-19 lockdowns, Kirklees recorded an increase. Provision was quickly refocussed to help with home schooling, with mental health and wellbeing, and to support people that had become unemployed as a result of the pandemic.

The University of Huddersfield attracts a high proportion of commuter students who live at home and travel in from the local area. Nearly half of the students are from ethnic minorities, while 57% are first generation students.

The foundations for an expanded employment and skills offer in Kirklees are therefore strong. We are well placed to support more local people of all ages, characteristics and backgrounds, be it to re-engage with learning, to improve their confidence and work readiness, to progress in work or to develop the new skills needed for a change of direction.

We know that this kind of provision has a multitude of benefits for learners and for the economy. It can improve health and wellbeing, raise aspirations and achievement and make people more employable. It can also increase the supply of skills to support our key sectors, reduce the number of residents without any formal qualifications and increase the number qualified to higher levels.

Working with partners across the West Yorkshire Combined Authority area, we are therefore committed to Kirklees being seen as a recognised place of excellence for employment and skills.

We will continue to:

<p>Work closely with colleagues at the West Yorkshire Combined Authority to ensure that activity commissioned through the devolved Adult Education Budget addresses local need in Kirklees.</p>	<p>Why? The West Yorkshire devolution deal provides more local control and accountability for adult skills delivery. This will allow us to target local priorities such as supporting the unemployed, making learning more inclusive and addressing prominent skills gaps.</p>
<p>Expand the offer of support for people that have been out of work for a long time, young people that are unemployed and older unemployed residents, to help them progress towards and into employment, including self-employment.</p>	<p>Why? The longer people are out of work, the harder it can be to find employment. For young people, this can mean reduced life chances in the future, while over 50s are almost three times more likely to be long-term unemployed than other age groups.</p>
<p>Work with partners from the voluntary and community sector to deliver a First Steps in Learning programme. This programme provides short, informal engagement activities to help residents progress into other community learning or employment and skills programmes.</p>	<p>Why? Learners who are furthest away from the labour market benefit from provision that increases their confidence and inspires them to take the first steps into learning in safe and trusted environments.</p>
<p>Maintain a high quality ESOL offer, delivered in safe, supportive environments and covering the real-world English skills that local employers expect.</p>	<p>Why? A good grasp of the English language can improve communication skills and job opportunities. Students on ESOL courses can gain real-world experience and enterprise skills that help them successfully engage with the world and people around them.</p>

We will also:

<p>Seek further funding to expand the adult and community learning offer in Kirklees, aligning with local employer need and increasing participation amongst under-represented groups.</p>	<p>Why? It is important that we reduce the number of people in Kirklees without formal qualifications and increase the number qualified to at least Level 2. An expanded adult and community learning offer is a key mechanism through which we can achieve that.</p>
<p>Enable access to good quality training and progression programmes in numeracy and literacy for people whose skills in these areas prevent them from securing the job or career they would like.</p>	<p>Why? People without basic numeracy and literacy skills are twice as likely to be unemployed. Where local people in Kirklees are struggling to find work because of their numeracy and literacy, they should have access to the right training to help them overcome that challenge.</p>
<p>Stimulate the development of intermediate and higher level skills through a range of routes including apprenticeships, higher education, employer investment and the Lifelong Loan Entitlement.</p>	<p>Why? Higher level skills drive up productivity and carry a wage premium. We need more people in Kirklees with higher level skills, but to achieve that they must be able to learn in a flexible way. The Lifelong Loan Entitlement gives them the opportunity to do that.</p>

Skills for the Future

We know that different industry sectors will recover from the effects of the pandemic at different rates. Construction, IT, professional services and green technologies are likely to show strong growth. Health and social care sector remains a priority and will continue to employ a large number of local people (the new National Health Innovation Campus in Huddersfield is a flagship opportunity to grow the health sector). Other sectors have been harder hit and will take longer to recover, giving the potential for an increase in the number of insecure, low-paid jobs.

Approximately one third of all working time in Kirklees is spent on tasks that are at high risk of automation, which is more than across England as a whole. This risk is particularly pronounced in lower skilled occupations and in manufacturing, both of which are heavily represented in our local economy. Kirklees also has a concentration of migration-sensitive production roles which may see higher levels of churn as the effects of Brexit unfold.

Most companies recognise the importance of improving leadership, management and innovation skills to remain competitive in global markets, yet very few have a skills plan, particularly smaller companies. It is important that we have high quality provision available with support from government, including Help to Grow for SMEs, to ensure our local leaders are well prepared and aware of the importance of investing in the workforce.

These are significant challenges. But with challenge comes opportunity and we are committed to ensuring that our people can obtain the skills and attributes they need to succeed and thrive. How we will do that is explained below.

We will continue to:

<p>Build on the success of national and regional reskilling initiatives by supporting Kirklees residents to acquire important transferable skills that are valued by employers across a range of industries.</p>	<p>Why? COVID, automation and Brexit will mean that some of our residents need to change job and work in different industry sectors. Employers tell us that transferable skills such as communication, teamworking and numeracy are very important to them, in many cases more so than job-specific or technical skills.</p>
<p>Work with employers to make it easier for them to understand the local training offer, provide apprenticeship opportunities for staff of all ages, invest in workforce development and raise job quality.</p>	<p>Why? Less than half of local employers say they 'definitely' know where to find information about local training and that they find it easy to understand.</p>
<p>Take forward plans for a new construction skills training facility, linked to the Council's capital investment programme, the Transpennine Route Upgrade rail improvements and significant residential housing developments planned in North Kirklees. The facility will include on-site working and will be delivered in conjunction with employers.</p>	<p>Why? Kirklees (and the wider region) has a shortage of skilled construction workers, especially given our ambitious capital programme. The new facility will provide a talent pipeline, raise awareness of the wide range of careers in construction, increase apprenticeship numbers and enable us to leverage more social value from large capital schemes.</p>

We will also:

<p>Support individuals and businesses to develop 'green skills'¹ and to take advantage of opportunities associated with green industry.</p>	<p>Why? The council has a vision to make Kirklees carbon neutral by 2038 and there is a Combined Authority mayoral pledge to build 5,000 sustainable homes. Achieving this will require a significant growth in 'green skills' and much wider use of green technologies.</p>
<p>Work with the Kirklees Top 100 Companies and those sectors experiencing significant local recruitment and retention challenges to help ensure that career opportunities are widely promoted and understood, that they are available to local people and that we address outdated perceptions about working in those sectors.</p>	<p>Why? Some of our largest employing sectors are facing a recruitment and retention crisis. Health and care, for example, suffers from misunderstandings about the nature of the work, high turnover and a mass of unfilled vacancies (amidst ever growing demand). Working collaboratively across the education and skills system to address this has never been more important.</p>
<p>Help people to develop the enterprise and leadership skills they need to become high quality employers and leaders, and to start and grow new businesses in Kirklees.</p>	<p>Why? Enterprise skills and an entrepreneurial spirit are central to the growth of our economy and to the progression of our people into positions of leadership and management. We must ensure these qualities are well embedded across our area.</p>
<p>Ensure that Kirklees residents can benefit as much as possible from West Yorkshire-wide employment and skills offers in adult re-training, careers, school engagement, business support and start-up provision.</p>	<p>Why? There is a strong and varied employment and skills offer in West Yorkshire, with evident efficiencies and savings to be had in the local deployment of those elements that will most benefit Kirklees residents.</p>

¹ Defined as the knowledge, abilities, values and attitudes needed to live in, develop and support a sustainable and resource-efficient society.

Summary of Actions

Empowering our Young People We will:	Digital Inclusion We will:	Supporting our Communities to Learn and Progress We will:	Skills for the Future We will:
<p>Help young people find and secure the apprenticeships they want.</p>	<p>Implement Kirklees Council's Digital Work Forward Programme, improving digital training facilities, developing a new digital skills strategy and developing a Young Digital Citizen model.</p>	<p>Work closely with colleagues at the West Yorkshire Combined Authority to ensure that activity commissioned through the devolved Adult Education Budget addresses local need in Kirklees.</p>	<p>Build on the success of national and regional reskilling initiatives by supporting Kirklees residents to acquire important transferable skills that are valued by employers across a range of industries.</p>
<p>Ensure that good quality pre-apprenticeship provision is available and that the additional capacity made available through Kickstart is continued.</p>	<p>Provide Digital Hubs and Digital Champions, helping more residents to improve their digital confidence and access digital services in a safe and secure way.</p>	<p>Expand the offer of support for people that have been out of work for a long time, young people that are unemployed and older unemployed residents.</p>	<p>Work with employers to make it easier for them to understand the local training offer and to invest in workforce development.</p>
<p>Make it easier for local employers to recruit apprentices at all levels, from intermediate to degree.</p>	<p>Support SMEs in Kirklees to improve their digital productivity, from everyday digital competencies and selling online, to more advanced digital skills, using the cloud and back office functions.</p>	<p>Work with partners from the voluntary and community sector to deliver the First Steps in Learning programme.</p>	<p>Take forward plans for a new construction skills training facility, linked to the Council's capital investment programme, rail improvements and residential housing developments.</p>
<p>Ensure that young people in Kirklees have access to meaningful, high quality employer encounters involving real-life assignments and ongoing assessment.</p>	<p>Promote and encourage the take-up of free-to-access digital skills qualifications via the Lifetime Skills Guarantee.</p>	<p>Maintain a high quality ESOL offer, delivered in safe, supportive environments and covering skills that employers expect.</p>	<p>Support individuals and businesses to develop 'green skills' and to take advantage of opportunities associated with green industry.</p>
<p>Work with local employers to identify the work readiness and employability attributes that are most important to them.</p>	<p>Promote higher level digital skills access including Digital Boot Camps and digital degrees via the University of Huddersfield.</p>	<p>Seek further funding to expand the adult and community learning offer in Kirklees, aligning with local employer need and increasing participation amongst under-represented groups.</p>	<p>Work with the Kirklees Top 100 Companies and those sectors experiencing significant local recruitment and retention challenges to help ensure that career opportunities are widely promoted and understood.</p>

<p>Support young people who do not achieve good GCSEs in maths and English at Key Stage 4 to achieve those qualifications by age 19.</p>		<p>Enable access to good quality training and progression programmes in numeracy and literacy.</p>	<p>Help people to develop the enterprise skills they need to become high quality employers and leaders, and to start and grow new businesses in Kirklees.</p>
<p>Support young people to progress to higher education, including degree apprenticeships, preparing them for the higher skilled jobs in great demand.</p>		<p>Stimulate the development of intermediate and higher level skills through a range of routes including apprenticeships, employer investment and the Lifelong Loan Entitlement.</p>	<p>Ensure that Kirklees residents can benefit as much as possible from West Yorkshire-wide employment and skills offers in adult re-training, careers, school engagement, business support and start-up provision.</p>

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Delivering the Employment and Skills Plan

A new Employment and Skills Partnership Board will be established to oversee the delivery of this plan. The Board will have representation from further and higher education, work-based learning, employers from sectors of local strategic significance, business representative organisations, the voluntary sector, the local authority and local government agencies.

Meeting on a quarterly basis, the Employment and Skills Partnership board will consider the sustainability of the actions in this strategy, especially those supported by short-term funding.

Measures:

1. Reduction in the proportion of working age adults with no formal qualifications.
2. Increase in the proportion of working age adults qualified to at least Level 2.
3. Increase in the proportion of working age adults qualified to at least Level 4.
4. Increase in the number of learning completing digital skills courses.
5. Unemployment in Kirklees, including youth unemployment and long-term unemployment, is below the national average.
6. Year-on-year increase in the number of people starting and completing Apprenticeships in Kirklees, including Higher and Degree Apprenticeships.
7. Employers report improved work readiness skills amongst new starters.
8. Increase in the proportion of young people from Kirklees entering higher education.

Back cover

Contact details etc.

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Appendix B - Employment & Skills Partnership

Proposed Membership

The Commission will be made up of the following members:

- Palvinder Singh – Principal, Kirklees College
- Cllr McBride - Portfolio Holder, Growth & Regeneration
- Edward Highfield – Service Director Skills & Regeneration
- Gillian Wallace Head of Employment and Skills
- Phil Marks - Head of Post 16 , Progression and Partnership
- Joy Glarvey – DWP
- Hilary Thompson – Chair , Third Sector Leaders
- Martin Hathaway – Mid-Yorkshire Chamber of Commerce
- Michelle Burton - Head of Employment & Skills, WYCA
- Michelle Anderson Dore –Head of Partnerships , Homes and Neighbourhoods
- Martin Green – Head of C + K Careers
- Martin Booth – Witt and Sons
- Bill McBeth – Centre of Textiles Excellence
- Sue Cooke – Head of Enterprise and Knowledge Exchange
- Steve Brennan- Kirklees Place Programme Director NHS Kirklees CCG
- Prof Tim Thorton - Deputy Vice Chancellor– University of Huddersfield

Secretariat

Kirklees Council will provide all necessary secretarial support which will include:
Arranging meetings; preparation of agendas; Circulation of relevant papers prior to each meeting; producing minutes of meetings

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Name of meeting: Overview and Scrutiny Management Committee

Date: 19th April 2022

Title of report: Request to establish Ad Hoc Scrutiny Panel

To consider a request to establish an Ad Hoc Scrutiny Panel in respect of Regeneration Projects within Kirklees

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?	Not applicable
Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)?</u>	Not applicable
The Decision - Is it eligible for call in by Scrutiny?	Not applicable
Date signed off by <u>Strategic Director</u> & name	David Shepherd – 07.04.2022
Is it also signed off by the Service Director for Finance?	Not applicable
Is it also signed off by the Service Director for Legal Governance and Commissioning?	Julie Muscroft – 07.04.2022
Cabinet member portfolio	Cllr Peter McBride Cllr Eric Firth

Electoral wards affected: All

Ward councillors consulted: Not applicable.

Public or private: Public Report

Has GDPR been considered? Yes. The report does not include any personal data that identifies a living individual.

1. Summary

- 1.1 Following discussions with the Chair of Scrutiny, the Chair of Economy and Neighbourhoods Scrutiny Panel and the Strategic Director Growth and Regeneration it is requested that an Ad Hoc Scrutiny Panel be established to scrutinise a number of ongoing regeneration projects within Kirklees. The proposed draft Terms of Reference are set out in paragraph 2.4 below.
- 1.2 The Committee is asked to establish this Ad Hoc Scrutiny Panel on a cross party basis of a 1:1:1:1 ratio.

2. Information required to take a decision

- 2.1 Currently, overview and scrutiny of regeneration projects is undertaken by the Economy and Neighbourhoods Scrutiny Panel, the remit of which includes all matters, cabinet decisions, service provision (in particular those services that the relevant Cabinet Member(s) is responsible for), relating to the economy, infrastructure, regeneration, town centres, investment, culture and activities relating to partnerships and partner bodies within the portfolio.
- 2.2 The Panel has received regular updates in respect of the Huddersfield Blueprint, Cultural Heart and Small Centres Programme. However, balancing a very full and busy work programme within the context of a limited number of pre-timetabled meetings has restricted the ability of the Panel to undertake detailed in-depth scrutiny of these ongoing regeneration programmes.
- 2.3 A separate Ad-hoc Panel dedicated to the scrutiny of regeneration projects within Kirklees would allow for an agile approach to be taken, allowing scrutiny members to hear from all relevant stakeholders and input views and recommendations as the projects develop. The proposed core projects below would move from current work programmes and panels to the new Ad-Hoc Scrutiny Panel to avoid duplication of work. Any overlapping items and which panel they appear on the work programme of, will be agreed by the Chair of Scrutiny following consultation with the Lead Members of the relevant panels.
- 2.4 The draft terms of reference are as set out below:

The Ad Hoc Scrutiny Panel will scrutinise ongoing major regeneration projects within Kirklees and hear from all relevant stakeholders, including Cabinet Members, Senior Officers and Consultants with a view to providing input, through recommendations, as the projects develop and move towards full delivery.

The Panel will have in view the following Core Projects:

- Huddersfield Blueprint
- Cultural Heart
- Dewsbury Blueprint
- Small Centres Programme

3. Implications for the Council

There are no specific implications for the Council at this point.

4. Consultees and their opinions

Chairs of Overview and Scrutiny Management Committee and Economy and Neighbourhoods Scrutiny Panel have been consulted on the proposal.

5. Next steps and timelines

- 5.1 OSMC are asked to agree a timeline for the commencement of the proposed Ad Hoc Panel.
- 5.2 Following consideration of information and evidence presented, the Ad Hoc Panel may formulate recommendations, which will be considered by the Overview and Scrutiny Management Committee prior to submission to Cabinet.

6. Officer recommendations and reasons

- 6.1 That the Ad Hoc Regeneration Scrutiny Panel be established with the Terms of Reference and membership details set out in this report along with an indicative timeline for commencement.

7. Cabinet Portfolio Holder's recommendations

Not applicable.

8. Contact officer

Leigh Webb, Governance Manager
Tel 01484 221000
Email:leigh.webb@kirklees.gov.uk

9. Service Director responsible

Julie Muscroft, Service Director, Legal, Governance and Commissioning
David Shepherd, Strategic Director Growth and Regeneration

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OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE – WORK PROGRAMME 2021/22

MEMBERS: Councillors; Elizabeth Smaje (Chair), Andrew Cooper, Andrew Marchington, Harpreet Uppal and Habiban Zaman

SUPPORT: Sheila Dykes, Principal Governance and Democratic Engagement Officer

FULL PANEL DISCUSSION		
THEME / ISSUE	APPROACH / AREAS OF FOCUS	OUTCOMES / ACTIONS
1. Leader's Priorities 2021/22	The Leader will attend to set out his portfolio priorities for 2021/22	<u>3rd February 2022</u> Councillor Pandor was thanked for attending the meeting to discuss his portfolio priorities and it was noted that he would be invited to a future meeting of the Committee to provide an update. <u>OSMC – 3rd August 2021</u>
2. West Yorkshire Combined Authority	Links with the West Yorkshire Mayor and Combined Authority and relationship with Kirklees	Informal meeting held with Chair of Scrutiny and WYCA Scrutiny Committee Members, October 2021 Next meeting scheduled for April 2022
3. Inclusion	Monitor work in relation to inclusion; including: - Inclusion and Diversity Strategy - Inclusion Commission	<u>OSMC – 15th June 2021</u> The Committee recommended that the following points be considered: 1. Representation. 2. The importance of independent voices and the engagement of expert knowledge and experience. 3. The importance of hearing the voice and experience of children and young people. 4. Influence and control. and requested a further update report later in 2021 to include: 1. more detail in relation to the process for engagement; how this will work and encompass the whole of Kirklees. 2. the life course strand of work.

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		Informal 25 th November 2021 – draft Inclusion and Diversity Strategy (Cabinet 14/12/21, Council 16/3/22)
4. Inclusive Communities Framework	<p>Early input to, and scrutiny of, the development of an Inclusive Communities Framework.</p> <p>The approach aims to build on the experiences of the pandemic and reflect the shift in thinking from cohesion to a broader inclusion agenda.</p>	<p>Informal February 2022</p> <p><u>OSMC – 15th June 2021</u> Further reports to be submitted as the work progresses.</p>
5. Our Council Plan	<p>Pre-decision scrutiny in respect of the development of the latest version of the Council Plan.</p> <p>(Plan last approved by Council 20th October 2020)</p>	<p><u>OSMC – 3rd August 2021</u></p> <ul style="list-style-type: none"> - Officers were asked to take account of the points made by Members of the Committee in working on the refresh of ‘Our Council Plan’ and it was requested that further information in respect of how the citizen’s outcome will be measured be provided, once the work had been further developed. - It was noted that the draft would be submitted to the Corporate Scrutiny Panel for consideration, prior to submission to Cabinet/Council for formal adoption. <p>(Informal Corporate Scrutiny Panel – 27/9/21; Cabinet – 12/10/21; Council – 13/10/21)</p>
6. Climate Commission/ District-Wide Net Zero Target	<p>Monitor the development and establishment of the Climate Commission.</p> <p>The establishment of the Commission was agreed in November 2019, as one of a package of projects, further to the declaration of a climate emergency by the Council in January 2019.</p> <p>To include scrutiny of:</p> <ul style="list-style-type: none"> • The Council’s ‘road map’ to achieving district-wide ‘net zero’ carbon emissions target by 2038. • Annual internal emissions reporting. 	<p><u>OSMC - 28th September 2021</u> Chair to be updated re road map and AQAS report 2021; to facilitate further consideration as appropriate.</p> <p><u>OSMC - 3rd December 2020</u> The Committee recommended that the following points be considered and used to inform the development of the Climate Change Commission:</p> <ol style="list-style-type: none"> 1. The need for the Commission to be progressed as soon as possible. 2. The adoption of a wider global perspective of action on climate change. <p style="text-align: right;">Continued..</p>

		<ol style="list-style-type: none"> 3. The benefits of working with the Local Government Association. 4. Recognition of the need to consider carbon capture/offset. 5. The need for the Commission to be aware of, and take account of, the timescales associated with Council budget setting. 6. The need for consideration of how the recommendations made by the Commission will feed into Council decision making and how they will be monitored. 7. The importance of developing mechanisms to provide: effective feedback to the community/stakeholders on outcomes to ensure transparency and wider buy-in; and robust engagement particularly with young people and the voluntary sector. 8. The potential for the use of Passivhaus standards, particularly for Council owned sites/projects. 9. The potential for the development of a district heating system. <p>and requested the submission of further progress reports on a regular basis, to include the proposed approach to achieving the 2038 net zero target.</p>
<p>7. Peer Review</p>	<p>Monitor implementation of the recommendations of the LGA Peer Challenge undertaken in July 2019.</p> <p>Action Plan approved by Council January 2020</p>	<p><u>21st December 2021</u></p> <ul style="list-style-type: none"> - Agreed that future reporting against the 2019 Peer Challenge be incorporated within the reporting against the 2021/23 Council Plan, with an annual progress report being brought to OSMC for information, and that different elements be taken forward, as appropriate, by relevant Panels with the Chair of Scrutiny maintaining an overview. - Officers were requested to take account of the comments made by the Committee in moving forward with the work to respond to the key recommendations raised by 2019 Peer Challenge.

<p>8. Kirklees Communities Partnership Plan (Crime and Disorder) and Domestic Abuse Strategy</p>	<p>Annual scrutiny of the Kirklees Communities Partnership Plan in accordance with statutory requirement under Section 19 of the Police and Justice Act 2006.</p> <p>Community Safety Partnerships have a duty to develop a strategic plan to address multi-agency issues affecting quality of life for residents including crime and anti-social behaviour.</p> <p>Pre-decision scrutiny of the refreshed Domestic Abuse Strategy</p>	<p><u>9th November 2021</u></p> <p>Officers were asked to take account of all the points made by the Committee, in the development of the Communities Partnership Plan 2022-25, including:</p> <ul style="list-style-type: none"> - The importance of early intervention and prevention. - The visibility of partnership working and early intervention and prevention at ward level. - The need for improvements in the mechanisms to facilitate the involvement of Ward Councillors, to keep them informed and to engage them in respect of setting local priorities. - Improvement in tension monitoring documents and involvement of and feedback to Ward Councillors in respect of incidents of serious violence. <p>In addition, it was requested that the results of the ‘Your Views’ survey be circulated to Elected Members and that the following further detail be provided to Committee Members:</p> <ul style="list-style-type: none"> (i) Domestic abuse figures (ii) Underlying detail in respect of mortality related to alcohol and drugs <p><u>15th March 2022</u></p> <p>The new Domestic Abuse Strategy 2022-27 was submitted for member’s consideration.</p> <p>It was recommended that timescales be established for the community engagement activity around raising awareness of what is classed as abuse and its impact, and building confidence in reporting, and that officers be asked to ensure that this work is included in the delivery plan(s).</p>
<p>9. Corporate Safeguarding Policy</p>	<p>Pre-decision scrutiny in respect of the refresh of the Corporate Safeguarding Policy.</p> <p>To include:</p> <ul style="list-style-type: none"> • The work undertaken since inception of the policy (October 2019). 	<p><u>3rd February 2022</u></p> <ul style="list-style-type: none"> • The detailed and comprehensive policy and the adoption of a corporate approach was welcomed, and officers thanked for their work. <p style="text-align: right;">Continued..</p>

	<ul style="list-style-type: none"> • Proposals for the refresh. • Engagement with partners. • Legal requirements. • Governance arrangements/scrutiny. 	<ul style="list-style-type: none"> • A further report was requested following the rollout of the refreshed policy, to include an update on how it has worked in practice, the outputs and feedback in respect of the training.
10. Local Flood Risk Management	<p>Annual Review of the Council's Flood Risk Management Plan including:</p> <ul style="list-style-type: none"> • Progress against the Action Plan. • Revision of local strategy to ensure consistency with National Strategy (August 2020) 	<p><u>15th March 2022</u> Officers were thanked for the annual progress report and requested to give consideration to the following recommendations:</p> <ul style="list-style-type: none"> - Ward Councillors to be contacted if problems are experienced with access when undertaking gully clearing, with parked vehicles for example, to see if they can provide assistance. - The checking of high-risk gullies on a more regular basis. - An assessment of the area in the vicinity of a development site post-completion, to ascertain if there have been changes to the drainage that would impact on flood risk. <p><u>18th March 2021 (Minute 125)</u> Officers were asked to give consideration to:</p> <ul style="list-style-type: none"> • The provision of an easily accessible supply of sandbags in particular localities, to reduce any delay in deployment to areas of need. • Improvements in preventative work. • Reviewing the Action Plan to assess if any improvements can be made to existing targets/timelines. • The development of an engagement strategy in relation to the review of the local flood risk strategy. • Ensuring that the local flood risk management strategy aligns with and links in with other Council strategy and planning documents. <p><u>15th April 2021 (Min 130)</u> Update provided in relation to gully clearing.</p>

11. Heritage, Culture and Tourism Strategies	Pre-decision scrutiny in respect of the development of the Heritage, Culture and Tourism Strategies	<p><u>11th February 2021 (Minute 116)</u> The Committee requested that:</p> <ul style="list-style-type: none"> • The draft documents for each strategy be submitted to the Committee for further consideration, in due course. • The Head of Culture and Tourism be asked to respond to, and engage with, the groups that made submissions to the Committee. • The points and suggestions raised by the Committee be given consideration and that they be used to inform the development of the Culture, Heritage and Tourism Strategies. <p><u>18th March 2021 (Min 120)</u> Update provided in respect of response to the groups who had made submissions.</p> <p>LM Briefing 8th April 2022</p>
12. Ad Hoc Scrutiny Panel – Residential Housing Stock, Health and Safety Compliance	<p>Establishment of Ad Hoc Panel to consider the Council’s policies, procedures and arrangements for managing the health and safety of its tenants and its residential property portfolio, with a particular focus on high rise and multiple occupancy blocks.</p> <p>The Panel will produce a Final Report including its recommendations upon completion of its work.</p>	<p><u>18th March 2021 (Minute 127)</u> ToR and membership agreed</p> <p><u>15th June 2021 (Minute 12)</u> Re-established for 2021/22</p>
13. Overview of Scrutiny Work Programmes	Maintain an overview of the Work Programmes of the four Panels: Children’s / Corporate / Economy and Neighbourhoods & Health and Adult Social Care	<p><u>3rd August 2021</u> Work programmes agreed.</p>

14. Armed Forces Covenant	Monitor the Council's work in relation to the Armed Forces Covenant including the potential impact of new legislation (anticipated to come into force in 2022)	<u>21st December 2021</u> It was requested that: <ul style="list-style-type: none"> • Further information be provided for the Committee in respect of the development of the concept of Armed Forces Champions within services. • The Cabinet Member be requested to consider resourcing, particularly in light of the upcoming changes to legislation, to support and build on the work already undertaken in respect of the Armed Forces Covenant.
15. Voluntary and Community Sector – Shared Values and Ways of Working	Input to the development of a shared values approach with the Voluntary and Community Sector	<u>9th November 2021</u> Officers were asked to take account of the points raised by the Committee, in the development of the Kirklees Voluntary, Community and Social Enterprise (VCSE) Investment Strategy, including: <ul style="list-style-type: none"> • Reach across communities. • Better understanding of communities and covering all demographics. • Communication and engagement with Ward Councillors. • Understanding about funding and how people can find out what available • Sustainability of the Strategy and actions.
16. Low Carbon Housing Pilot Project	Pre-decision scrutiny of Cabinet decision	<u>15th March 2022</u> The Committee welcomed the Low Carbon Housing Pilot Project, noting that the relevant Ward Councillors were to be consulted. It was recommended that the following points be taken into account in moving forward with the project: <ul style="list-style-type: none"> - The ambition should be to achieve more than the minimum number set out in the design brief. - Consideration should be given to whether the numbers of Passivhaus and zero-carbon homes proposed in the pilot will be sufficient to gather the necessary data and demonstrate the principles and benefits.

Continued..

		<ul style="list-style-type: none"> - The alignment between addressing the climate emergency and fuel poverty should be acknowledged. - Clarity is needed in respect of how the data will be collected and the skills and learning shared. - The focus should be on the outputs achieved and outcomes should be specified.
LEAD MEMBER BRIEFING ISSUES		
THEME/ISSUE	APPROACH / AREAS OF FOCUS	LEAD OFFICER/NOTES
1. Social Inclusion/Loneliness	Develop scope for scrutiny work in relation to social isolation and loneliness, with specific reference to the impacts of the Covid-19 pandemic	Briefings: 26 th July, 8 th November 2021 and 2 nd March 2022
2. Inclusion	Update on approach to inclusion	Briefings: 25 th October and 15 th November 2021
3. Democracy Commission	Update on work related to the Democracy Commission	Briefing: 7 th June 2021
4. Future Arrangements for the Council's Housing Stock	<p>Monitor implementation of recommendations made by the Ad Hoc Scrutiny Panel in its Final Report (Cabinet 21 May 2020)</p> <p><i>(Note: The separate Ad Hoc Panel in respect of health and safety compliance is to monitor progress in relation to the recommendation that an Assurance Board be established focussing on housing compliance.)</i></p>	Briefings: 10 th December 2020 and 5 th February 2021
5. Risk		Briefings held approximately every 6 to 8 weeks with the Council's Head of Risk
6. Performance Reporting		Briefing: 13 th September 2021
7. Place Based Working	Completion of Action Plan requested	OSMC 15 th April 2021
8. Planning Service		Briefings: 11 th August and 23 rd November 2021
9. Grant Funding Distribution to Anchor Organisations	Update on contract	<p>Briefing: 12th October 2021</p> <p>Provisional – Work Programme for 2022-23 (September)</p>
10. WYMCA	Meeting with Kirklees Members of WYMCA Scrutiny Committees	14 th October 2021 and 12 th April 2022
<ul style="list-style-type: none"> - Scrutiny Function - Working with the CA 	Funding and Kirklees' approach	Briefings: 16 th February 2022, 16 th March and 25 th March 2022

11. Regeneration		Briefings: 8 th November 2021 and 10 th January 2022
12. Budget Engagement		Briefing: 19 th October 2021

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