

Contact Officer: Penny Bunker

KIRKLEES COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Friday 13th April 2018

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

Apologies: Councillor Gulfam Asif
Councillor Cahal Burke

154 Minutes of Previous Meeting

The minutes of the meetings held on 26 Feb and 12 March 2018 were agreed as correct records.

155 Interests

No interests were declared.

156 Admission of the Public

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

157 Inclusion and Diversity Strategy - Action Plan Update

Cllr Shabir Pandor, Naz Parkar, Service Director for Housing and David Bundy, Corporate Policy Officer attended the meeting to provide an update on the Council's new Inclusion and Diversity Strategy and action plan 2017-2021, which had been approved at full council in September 2017.

The Committee noted that the new strategy and action plan was supported by an Inclusion and Diversity Policy Statement which establishes the direction of travel and change within the organisation. The strategy and action wanted to go beyond compliance and address the needs of Kirklees as a place and its citizens. The report continued to summarise key areas of progress made within the first 6 months of the action plan. These were in the following sections;

- Committed and Diverse Workforce
- Positive and Inclusive Approach
- Listen and Act
- The way we do things in Kirklees
- Inclusive Policies
- Spread the Word

It was noted that the Positive and Inclusive Approach work stream was underpinned by the new Kirklees People Strategy. Areas of focus included Leadership and Management, Performance, Workforce Planning and recruitment.

In respect of a committed and diverse workforce, a promotional campaign had begun to fill in the equality profile fields in the Council's internal systems. This was

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part of initial data gathering to establish a baseline against which improvement could be measured. The Committee noted with interest the publication of the Council's first Gender Pay Gap Report in March 2018. The figures indicated that the Council employs a high proportion of female workers in comparison to other Local Authorities. A large proportion of senior staff at Grade 17 and above are female, a change from recent years.

In considering the Listen and Act session the committee noted the work with the Council's employee networks. Mr Parkar emphasized that the Council was keen to see networks achieving outcomes. The Committee questioned what support was in place to support the networks and enable employees to attend network meetings. Mr Parkar said since the relaunch of the networks they had become reinvigorated and outcomes focussed. In addition a network Chairs meeting was now being held to discuss issues across the networks. Cllr Smaje was concerned that the Carers Network meeting was not well supported. Mr Parkar highlighted 2 of the areas that the network had been most recently involved in which were the Carers Charter and work on the Carers Passport.

Cllr Pandor informed the Committee that the initial 6 months of work had largely focussed on gathering statistical information to understand the current position and establish a baseline. The Council was keen to move forward in all the priority areas identified and set the pace for local authorities.

The Committee continued to explore the publicity and communications around the work of the networks and how they were attracting new members and demonstrating the ways in which they were making a difference. It was noted that networks were developing at different rates. One of the important channels of communication would be from senior leadership teams who shared responsibility in delivering against some of the actions within the plan.

The Committee noted the intention for the Council to take part in National inclusion week which would be held in January 19.

The Committee welcomed the progress that had been made and acknowledged that the initial phases of work had focussed on data gathering and starting to refresh key strategy and guidance. The Committee noted that the action plan would be refreshed for the next 6 months and year 2 would become more outcome focussed. Cllr Stewart-Turner asked that Scrutiny have the opportunity to input into the proposed revisions. The Committee was also keen to see the proposals for National Inclusion Week. There followed a discussion on how the Council made physical environments inclusive in order to meet employee's needs. It was acknowledged that there were a number of older buildings in use by the Council which presented challenges. Managers were issued with guidance to support reasonable adjustments. Mr Bundy indicated that employees had a passport that went with them when they changed jobs and reasonable adjustments could be put in place in line with those stated on the passport.

RESOLVED –

- (1) That Cllr Shabir Pandor, Naz Parkar and David Bundy be thanked for attending the meeting.

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- (2) That the data gathering phase of the implementation of the Inclusion and Diversity Strategy be noted.
- (3) That the Committee supports the refresh of the action plan to a more outcome based focus. The Committee asked to have an early input into the Year 2 action plan.
- (4) That the Scrutiny Committee have the opportunity to consider the proposed People Strategy prior to it being formally approved.
- (5) That the Committee see the proposals for the Council's participation in National Inclusion Week.

158 Update on the Leader / Deputy Leader priorities for the 2017/18

Cllr Shabir Pandor, Deputy Leader of the Council attended to provide a progress report on the delivery of the priorities of the Leader and Deputy Leader of the Council.

Cllr Pandor highlighted in particular the transformation work that was being undertaken across Council services and highlighted the integration work between Health and Social Care. The balancing of the Council's budget without the need to access Council reserves was also identified by Cllr Pandor. It was recognised that within Children's Services there remained many challenges, however the Council had signed a partnership arrangement with Leeds City Council which was beginning to demonstrate positive improvements in the areas previously identified as concerns by Ofsted.

Cllr Pandor recognised that issues within Economy and Place were critical as ward councillors were very aware of issues relating to road condition, pavements and gritting. The Council also needed to ensure the development of towns and communities. Housing supply remained an issue with the need for good quality homes together with thriving businesses encouraging new growth within Kirklees. Cllr Pandor advised that the Kirklees Local Plan was being considered by Inspectors with a findings report due at any time. It was hoped that the Plan could be adopted later in the year.

Cllr Smaje, Lead Member for Health and Adult Social Care Scrutiny Panel agreed that transformation work between health and social care was ongoing however she felt that there needed to be more pace in the transformation work. Cllr Smaje also asked for a position statement on the Council's progress on environmental issues that were of importance to local members. In particular information on the waste management strategy was requested. Cllr Pandor confirmed that the issues that ward councillors raised concerning the state of roads and pavements were very important but had to be managed within the available resources. The Council had invested in new technology to help with the on-going challenge of repairing potholes. The latest information was that the Council was dealing with around 900 potholes a week. In response to questions about housing needs, Cllr Pandor briefly reported on a recent conference and the intention to develop a thousand homes in the next 5 years on Council owned land, dependent upon the approval of the Local Plan. In addition, a new Housing Strategy was being developed and would be put

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forward early in the new municipal year. Cllr Stewart-Turner asked for information on the Excellent Homes for Life Scheme and Cllr Pandor agreed to provide a briefing note on the progress to date.

Cllr Smaje asked that the Committee be provided with statistical information in relation to the skills agenda and the work of the Leeds City Region and the Combined Authority in providing jobs across the area. Cllr Smaje also questioned how the council was continuing to promote growth within the local economy and consequential apprenticeship opportunities within local businesses. Cllr Pandor informed the Committee that the Kirklees Partnership had been refreshed, including the Economy Board which brought key partners into discussions. Apprenticeships continue to be a priority.

Cllr Stewart-Turner thanked Cllr Pandor for attending the meeting. It was recognised that the Cabinet Member will not have details of all projects. It was suggested that at each meeting the top ten priorities could be identified and a written report produced for consideration by the Scrutiny Committee.

RESOLVED –

- (1) That Councillor Pandor be thanked for providing an update on the political priorities of the Council leadership.
- (2) That the Committee be provided with briefing notes on the following:
 - The progress of the Waste Management Strategy
 - The statistics for the creation of partnerships and jobs through the work of the West Yorkshire Combined Authority.
 - Progress against targets to provide more social housing, including extra care housing.
- (3) That the Council's Leader and Deputy Leader be invited to an early meeting of the Committee in the 2018 /19 municipal year to outline the Administrations priorities.

159 Year End Lead Member Reports

The Management Committee considered reports from the 4 Scrutiny Panel Lead Members and the Chair of Scrutiny on the work of their Panels during February and March 2018. The reports also advised of possible issues for the work programme in the new municipal year and the highlights across the year for each of the standing panels.

Cllr Liz Smaje advised the Committee that panel meetings had been held in March to receive an update on podiatry services in Kirklees and presentation of the Kirklees Safeguarding Adults Board Annual Report. In addition the Panel had considered the adults care offer consultation questionnaire.

In highlighting issues from the panel's work programme during the 2017/18 municipal year, Cllr Smaje identified the work on wheelchair services in Kirklees which had made a number of suggestions to improve the quality of services for service users. In addition the proposed changes to podiatry services had led to the

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panel making recommendations to Locala and the CCGs which may help alleviate and mitigate the changes for many service users.

Cllr Smaje also highlighted the work of the joint Health Scrutiny Panels in particular commending the hard work of these involved in the Calderdale and Huddersfield Panel. The Panel was still awaiting the reply from the Secretary of State to their referral.

Cllr Rob Walker, Lead Member for the Economy and Neighbourhoods Panel highlighted the wide range of issues the panel had looked at. The March panel meeting had focused on homelessness and rough sleeping in Kirklees. Cllrs had wanted more information and assurances on the development of a local rough sleepers outreach initiative, together with work with community groups and volunteers to ensure that people were properly trained to deal appropriately with people who are homeless or sleeping rough.

Looking ahead Cllr Walker suggested that work on the Housing Allocations Policy and the Housing Strategy should be considered in the new municipal year together with waste minimisation and a Skills Strategy for Kirklees. Panel members had reported that they had enjoyed the work of the Scrutiny Panel in 2017-18. Cllr Walker asked that consideration be given to identifying an additional Co-optee for the Scrutiny Panel in the 2018-19 municipal year.

Cllr Stewart-Turner read the lead member report for the Children's Scrutiny Panel to the meeting. The highlights from the most recent March meeting were discussions on the proposed changes to the Home to School Transport Policy for children attending mainstream school.

It was noted that the Elected Home Education Ad-Hoc Scrutiny panel was on-going. Cllr Donna Bellamy continued to attend the meetings of the Children's Services Improvement Board.

The Committee noted that Cllr Viv Kendrick had taken on portfolio responsibility for Children's services and was working with senior officers to ensure that quality information was provided for the scrutiny panel.

In considering the report Cllr Stewart-Turner requested that in the new municipal year the Scrutiny Panel follow up specifically on the recommendations of the ad-hoc Scrutiny panel into Children's Services. It was considered important to be able to see what progress had been made as a result of the agreed recommendations being implemented.

In considering the Lead member report for the Corporate Scrutiny Panel it was noted that the Panel had considered the following issues during the year;

- Financial Monitoring
- Democracy Commission
- IT Systems
- Asset Programme
- Transformation Programme
- Procurement

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- The Council as a Commissioning Authority
- Access to Services

A further meeting was planned in April which would receive an update on the work of the Democracy Commission as well as information on the Transformation Programme.

In discussing the report and considering issues for 2018-19 it was suggested that procurement; commercialisation, budget assumptions and the street lighting invest to save programme were potential work programme items.

Cllr Stewart-Turner updated the Committee on her work as Chair of Scrutiny since the last meeting. It was noted that the Corporate Governance and Audit Panel had agreed minor changes to the call-in process and any consequent amendment to the constitution would be considered at the Annual Meeting. It was noted that there was no requirement to demonstrate steps taken to try to resolve concerns prior to the Cabinet decision being called in.

Cllr Stewart-Turner had held further discussions with the Strategic Director for Resources on performance monitoring and intelligence in relation to scrutiny work programmes. A further discussion would take place in the new municipal year.

The Committee noted that Cllr Stewart-Turner would be attending a meeting of the Council Management Group on the 5th April to restate the role of Scrutiny and set out expectations for engagement by officers in the new municipal year.

The Committee welcomed Cllr Stewart-Turner's intention not to have presentations and verbal reports at future Scrutiny meetings. Officers had been told to produce written reports that could be read before the meeting which enabled more time for questions and discussion of the issues at the meeting.

RESOLVED –

- (1) That the End of Year Highlight Reports of the Panel Lead Member and the Chair of Scrutiny be welcomed and noted.
- (2) That the potential issues identified for the new municipal year be rolled forward for the draft Scrutiny work programme.

160 Future meetings of the Committee

The Committee discussed potential dates for the new municipal year with the proposal that the first meeting be held on Friday 15 June. It was agreed that the proposed dates would be circulated for comment by all members of the Committee.

RESOLVED - That the following proposed dates for meetings of the OSMC in the new municipal year be circulated for comment:

Friday 15 June 2018 (all at 10.00)
Monday 16 July 2018
Monday 3 September 2018
Monday 5 November 2018

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Monday 7 Jan 2019
Monday 4 March 2019
Monday 15 April 2019