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Meeting	Corporate and Scrutiny Management Committee
Date	9 September 2013
Present	Councillors Galvin (Chair), Fraser, Horton, Jeffries, King, McIlveen, Runciman (Vice-Chair), Steward and Riches (Sub for Cllr Potter)
Apologies	Councillor Potter

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## **PART A - MATTERS DEALT WITH UNDER DELEGATED POWERS**

### **14. DECLARATIONS OF INTEREST**

Members were invited to declare at this point in the meeting any personal interests, not included on the Register of Interests, or any prejudicial or disclosable pecuniary interests they might have in respect of business on the agenda.

Councillor Jeffries declared a personal, non prejudicial interest in relation to agenda item 4 (Criteria for Achieving Excellence for the Equality Framework for Local Government) as a member of the York Independent Living Network.

### **15. MINUTES**

Resolved: That the minutes of the last meeting of the Committee held on 15 July 2013 be approved, and signed by the Chair as a correct record subject to:

Minute 8 – Minutes (amendment to Minute 4 of the 24 June 2013 meeting) – The Council’s Journey to Excellence in Equalities – Amend the penultimate paragraph to read:

“Additionally Members were particularly concerned that disabled people continued to be termed “people with disabilities” despite the agreed advice to adopt consistency in terminology in line with the “social model of disability”. Officers agreed to refer this issue to the Officer Leadership Group for attention.”

## **16. PUBLIC PARTICIPATION**

It was reported that there had been one registration to speak at the meeting under the Council's Public Participation Scheme.

Gwen Swinburn spoke in relation to the briefing paper submitted by the Head of Performance and Innovation to the Committee's March meeting on the status of the Council's Innovation Strategy for the city. She questioned when this report would be included in the Committee's work plan.

Reference was also made to three possible scrutiny topics she had previously put forward for consideration, particularly that relating to public engagement.

Officers referred to existing scrutiny work already undertaken in the area of community engagement. Although Members had confirmed their satisfaction with progress in this area consideration would be given the implementation of the recommendations arising from the Community Engagement Review at the Committee's next meeting. If Members were not satisfied with progress in relation to any of the recommendations they could, at that time, request that further review work should be undertaken.

## **17. CRITERIA FOR ACHIEVING EXCELLENCE FOR THE EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT**

Consideration was given to a report which highlighted the criteria for achieving Excellence for the Equality Framework for Local Government (EFLG), provided as Appendix 1 to the report. An update on progress in implementing the Excellence Equalities Improvement Action Plan against each of the performance areas was also reported at Appendix 2 of the report.

Following a request at the Committee's last meeting representatives from Barnsley Metropolitan Borough Council, an authority who had already achieved the excellent level in their EFLG, had been invited to attend the meeting to share their experiences.

Julian Horsler, Barnsley's Equality and Diversity Manager, reported details of the journey undertaken by his authority to achieve the excellent level. He highlighted the need to work with

senior managers and for a cultural shift thorough out the organisation. Clear goals and objectives were suggested as a priority which should include partnership working. Barnsley had identified a list of 10 core objectives together with improvements which would benefit both staff and residents. Progress on each had then to be demonstrated. He confirmed there was no simple solution and required a lot of hard work.

Tim Cheetham, a Councillor from Barnsley confirmed the importance of the journey towards the achievement of excellence but also the need for continuous improvement. This had been undertaken by incremental steps and working with the community.

Following Members questions about various aspects of the work the Barnsley representatives confirmed that:

- All information was provided in easy read format and work had been undertaken to make the authorities website more accessible
- Community engagement had been important to cascade information to those not online
- Equality Forums now assisted in the preparation of tender specifications
- The ten actions had been chosen where it was felt a difference could and which were achievable
- The end result should be measurable
- The Authority should lead by example
- The barriers faced by *the disabled people* had been a focus.

Members referred to the inaccessibility of the information provided in the report graphs and to existing issues with the acoustics in West Office meeting rooms.

Officers confirmed that work was ongoing to overcome the general sound problems in meeting rooms and that any future testing would involve Members.

In respect of the equality profile information from Members this was required, as part of the evidence base and to ascertain whether Members represented the diverse community they served.

The Chair and Members thanked Mr Horsler and Cllr Cheetham for their attendance at the meeting and provision of helpful guidance and information in relation to the EFLG.

Following further lengthy discussion it was

- Resolved:
- i) That the progress report be received and noted.
  - ii) That hard copies of the equality profiling information be provided to all Members for their completion.<sup>1</sup>

Reason: To help the authority to achieve excellence for the Equality Framework for Local Government.

*[As amended at the Corporate & Scrutiny Management Committee meeting held on 11 November 2013]*

Action Required

1. Provide Members with hard copies of equality profile information.

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**18. 2013/14 FINANCE AND PERFORMANCE MONITOR 1**

Members considered a report which provided the latest performance for 2013/14 and forecast the outturn position for the services falling under the responsibility of the Corporate and Scrutiny Management Committee.

Officers confirmed that, as this was the first performance report to this Committee covering the key areas of Customer and Business Support Services, and the Office of the Chief Executive, if there should be any other areas where Members required information these could be incorporated into future reports.

Members expressed concern in relation to reduced footfall in the city during quarter 1, which Officers acknowledged there was ongoing work being undertaken to improve. A request was made for update information in future reports on the Guildhall project and the apprenticeship brokerage service.

Resolved: That the performance report be received and noted.

Reason: To update the Committee on the latest finance and performance position for 2013/14.

**19. EVALUATION OF THE "SERVICE TO CITY" DEVELOPMENT PROGRAMME 2012/13**

Consideration was given to a report which provided an evaluation of the 'Service to City' development programme, following a request for this information by Members at the last meeting. A programme which had been launched in July 2012 to develop leadership capabilities of Heads of Service.

The aims and content of the programme were reported together with the results of feedback and future plans for the next phase of the programme.

Officers provided further information on the Innovate to Master class Programme and future mentoring proposals.

In answer to Members questions regarding course take up, Officers confirmed that attendance on the course had not been mandatory but for the personal development of staff. It was also confirmed that the course would be replicated for new service heads as they joined the authority.

Resolved: That the feedback received in the programme evaluation and plans for Phase Two of the Service to City programme be received and noted.

Reason: To ensure Members are kept informed of progress in the Council's leadership programme.

**20. WORKPLAN 2013/14**

Consideration was given to the Committee's work plan for the 2013/14 municipal year.

Officers confirmed that the corporate themed topic on Mental Health would be added to the Committee's work programme in due course.

Resolved: That the Committee's work plan for 2013/14 be received and noted.

Reason: To update Members and provide an overview of the Committee's work for the 2013/14 municipal year.

## **PART B - MATTERS REFERRED TO COUNCIL**

### **21. DRAFT ANNUAL OVERVIEW & SCRUTINY REPORT FOR 2012/13**

Consideration was given to the Annual Scrutiny Report which summarised the work of the five Overview and Scrutiny Committees for the 2012/13 municipal year. Members were asked for their comments or amendments prior to presentation to Council in October.

Recommended: That Council be asked to endorse the Annual Scrutiny Report, covering the period June 2012 and May 2013.

Reason: To comply with Constitutional requirements.

Councillor J Galvin, Chair  
[The meeting started at 5.10 pm and finished at 6.45 pm].