



Nottingham City Council **Companies Governance Executive Committee**

Date: Tuesday, 21 November 2023

Time: 3.00 pm

Place: Ground Floor Committee Room - Loxley House, Station Street, Nottingham,
NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Director for Legal and Governance

Governance Officer: James Lavender

Direct Dial: 0115 876 4643

- 1 Apologies**
- 2 Declarations of interests**
- 3 Minutes** 3 - 6
To confirm the minutes of the meeting held on 17 October 2023
- 4 Work Programme** 7 - 8
For discussion and noting
- 5 Futures Presentation** 9 - 22
Presentation by the Chief Executive - Futures
- 6 Exclusion of the public**
To consider excluding the public from the meeting during consideration of the remaining items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.
- 7 Futures Presentation** 23 - 32
Presentation by the Chief Executive - Futures
- 8 Exempt minutes** 33 - 38
Exempt minutes of the meeting held on 17 October 2023, for consideration

9	Nottingham Ice Centre Ltd - Performance Update Report	39 - 44
	Report of the Corporate Director for Communities, Environment and Resident Services	
10	Council-owned companies - financial update	45 - 78
	Report of the Corporate Director for Finance and Resources	

If you need any advice on declaring an interest in any item on the agenda, please contact the Governance Officer shown above, if possible before the day of the meeting

Citizens attending meetings are asked to arrive at least 15 minutes before the start of the meeting to be issued with visitor badges

Citizens are advised that this meeting may be recorded by members of the public. Any recording or reporting on this meeting should take place in accordance with the Council's policy on recording and reporting on public meetings, which is available at www.nottinghamcity.gov.uk. Individuals intending to record the meeting are asked to notify the Governance Officer shown above in advance.

Nottingham City Council

Companies Governance Executive Committee

Minutes of the meeting held at Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 17 October 2023 from 3.03 pm - 4.50 pm

Membership

Present

Councillor David Mellen (Chair)
Councillor Cheryl Barnard (substitute for
Councillor Audra Wynter)
Councillor Angela Kandola
Councillor Pavlos Kotsonis
Councillor Linda Woodings

Absent

Councillor Audra Wynter

Colleagues, partners and others in attendance:

Kevin Barr	- Finance Manager for Companies
Ross Brown	- Corporate Director for Finance & Resource
James Lavender	- Governance Officer
Neil McArthur	- Director for Commercial and Procurement/Shareholder Representative for Nottingham City Homes Ltd
Paul Seddon	- Shareholder Representative for Blueprint Ltd
Jiayue Wang	- Companies Governance and Compliance Officer

48 Apologies

Councillor Audra Wynter – Leave

49 Declarations of interest

In relation to agenda item 7, Blueprint Ltd – Performance Quarterly Report (Minute 54), and in the interests of transparency, Councillor David Mellen (Chair) stated that he is a Director of Blueprint Ltd.

The Committee agreed to appoint Councillor Linda Woodings as Chair for this item.

Once the item was concluded, Councillor David Mellen chaired the rest of the meeting.

50 Minutes

The minutes of the meeting held on 19 September 2023 were confirmed as an accurate record and signed by the Chair.

51 Work Programme

Futures Ltd will be invited to deliver a company presentation at the November meeting, whilst Nottingham City Transport (NCT) will be invited to deliver a company presentation for the December meeting.

The Committee noted the Work Programme.

52 Exclusion of the public

The Committee decided to exclude the public from the meeting during consideration of the remaining agenda items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information as defined in paragraphs 1 and 3 of Part 1 of Schedule 12A of the Act.

53 Exempt Minutes

The exempt minutes of the meeting held on 19 September 2023 were confirmed as an accurate record and signed by the Chair.

54 Blueprint Ltd - Performance Quarterly Report

This item does not contain any decisions eligible for call-in.

Paul Seddon, Shareholder Representative for Blueprint Ltd, Neil McArthur, Director of Commercial and Procurement, and Kevin Barr, Finance Manager for Companies, delivered the report outlining the company's performance for approximately the first quarter of 2023/24. The details of the report and the subsequent discussion are set out in the exempt minute.

55 Nottingham City Homes Ltd - Performance Quarterly Report

This item does not contain any decisions eligible for call-in.

Ross Brown, Corporate Director for Finance and Resources, Neil McArthur as Shareholder Representative for NCH, and Kevin Barr, Finance Manager for Companies, delivered the report outlining the performance of Nottingham City Homes (NCH) Ltd and its subsidiary companies for approximately the first quarter of 2023/24. The details of the report and the subsequent discussion are set out in the exempt minute.

56 Appointments to the boards of council-owned entities - NCH, NCT and NIC

This item does not contain any decisions eligible for call-in.

Ross Brown, Corporate Director for Finance and Resources, Neil McArthur, Director of Commercial and Procurement, and Jiayue Wang, Companies Governance and Compliance Officer, delivered the report into the appointments of directors to the

boards of the council-owned companies, NCH Ltd, NCT Ltd, and Nottingham Ice Centre (NIC) Ltd. The details of the report and subsequent discussion are set out in the exempt minute.

The meeting was adjourned at 4:20pm to allow the Committee to consider the board appointments and reconvened at 4:30pm.

57 Council-owned companies - financial update

This item does not contain any decisions eligible for call-in.

Kevin Barr, Finance Manager for Companies, delivered the report which updated the Committee on the latest financial positions in respect of each council-owned company. The details of the report and the subsequent discussion are set out in the exempt minute.

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CGEC Forward Plan - 2023/24

	19 th December	16 th January	20 th February	19 th March
Public session	1(a) - Blueprint Business Plan 2024/25 - Public Presentation	1(a) - NCT Business Plan - 2024/25 - Public Presentation	1(a) - NIC Business Plan 2024/25 - Public Presentation	1(a) - Futures Business Plan 2024/25 - Public Presentation
Exempt session	1(b) - Blueprint Business Plan - 2024/25	1(b) - NCT Business Plan 2024/25	1(b) - NIC Business Plan 2024/25	1(b) - Futures Business Plan - 2024/25
	2 - Blueprint Strategic Review Report	2- NCT Strategic Review Report	2 - NIC Strategic Review Report	2 - Futures Strategic Review Report
	Part 1: Discussion with Company	Part 1: Discussion with Company	Part 1: Discussion with Company	Part 1: Discussion with Company
	Part 2: Council only discussion	Part 2: Council only discussion	Part 2: Council only discussion	Part 2: Council only discussion
	3(a) - Appointment of NEDs to Blueprint	3 - Appointment of NED to Scape	3 - Blueprint Q3 Performance Report	3 - NCT Shareholder Representative's Performance Quarterly Report
	3(b) - Appointment of NEDs to Futures	4 - NCH Shareholder Representative's Performance Report	4 - NIC Shareholder Representative's Performance Report	
	3(c) - Appointment of NEDs to NCT	5 - Progress update following CGEC decisions on subsidiaries and non-subsidiaries	5 - Companies' financial update [Consolidated Q3 report]	
	3(d) - Appointment of NEDs to COEs that are due to be liquidated			
	4 - NCT Shareholder Representative's Performance Quarterly Report			



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Half Year Update

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21st November 2023

Agenda Item 5



BUSINESS OBJECTIVES

Delivery and impact



We'll deliver high-quality careers guidance, employability and skills training for residents, communities and employees

This will provide holistic and inclusive support to people of all ages, including those facing multiple barriers, leading to greater outcomes

Delivering excellence



We'll deliver excellence in all that we do by ensuring we operate effectively and to the highest quality to exceed stakeholder expectations

We'll live and breathe a culture of continuous improvement that embraces the processes we follow and the way we work through a cycle of evaluation, development and change

Our people and culture



We've made the commitment to provide a working environment where people can learn, develop and flourish, which in turn makes our company stronger and provides better services for our customers

By embracing our purpose and values we aim to create a great place to work, now and in the future

Financial sustainability



We'll achieve financial sustainability whilst delivering value for money to commissioners, supporting local communities and rewarding our staff

Our profits will be reinvested in the business to support development of our people, systems and processes

Our Services



CAREERS ADVICE

We provide high quality and impartial careers advice, information and guidance.

Supporting people on their lifelong careers journey and preparing young people for the careers that are available today.



EMPLOYMENT SUPPORT

We provide a range of support options, including skills training, job application and interview preparation, and health and wellbeing support.

Helping unemployed people to start working and match them with local employers.



TRAINING

We provide learning pathways from pre-entry and through Level 1 to Level 3.

Helping individuals and employers to address the skills gap and remove barriers to better paid work.

We tailor our activity to support sectors with local skills shortages or high staffing needs.



TARGETED SUPPORT

We provide intensive and specialist support to young people and vulnerable adults to address barriers to entering education, employment or training.

Supporting successful sustainment in education and work.

Performance Update - Careers

East Midlands



KPI	Target	Actual	% Achieved
Career Management	12,952	13,465	104%
Learning Outcome	3,681	3,358	91%
Job/Career Outcome	3,545	2,373	67%

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KPI	Target	Actual	% Achieved
Career Management	11,798	11,158	95%
Learning Outcome	3,353	2,983	89%
Job/Career Outcome	3,229	2,199	68%

East of England



FCC across both regions – 100% KPI's for the last 6 months



Performance Update – Employment Support

KPI	Target	Actual	% Achieved
1 st Job Starts	469	428	91%
Sub Jobs	90	155	172%
First Earnings	447	345	77%
Job Outcomes	335	200	60%

Customer Service Standards	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23
CSS1a – Face to face initial meeting within 30 days (85%)	86%	98%	98%	85%	79%	85%
CSS1b – Face to face initial meeting within 15 days (70%)	84%	86%	80%	70%	68%	79%

PCO audit compliance – **100%** on 5 out of 6 customer service standards for the last 6 months

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Performance Update – Targeted Support

Area	NEET	Not Known
Nottingham City	3.1%	1.2%
Nottinghamshire	1.4%	0.4%

Nottingham Works for You	Actual	Target	% Achieved
Starts	1,909	2,051	93%
EET	826	934	88%

Destinations reporting completed at end of October for both Nottingham and Nottinghamshire

Nottingham Works for You will uplift in EET outcomes in October as participants move onto college

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Performance Update – Training

Adult Education	Actual	Target	% Achieved
Starts	240	340	70%
Completions	163	273	60%
SWAP Job Outcomes	32	32	100%

Challenges with recruiting Maths & English tutors limiting functional skills capacity

Conversion rates from Find my Direction and Multiply not as high as expected due to participants being below level 1

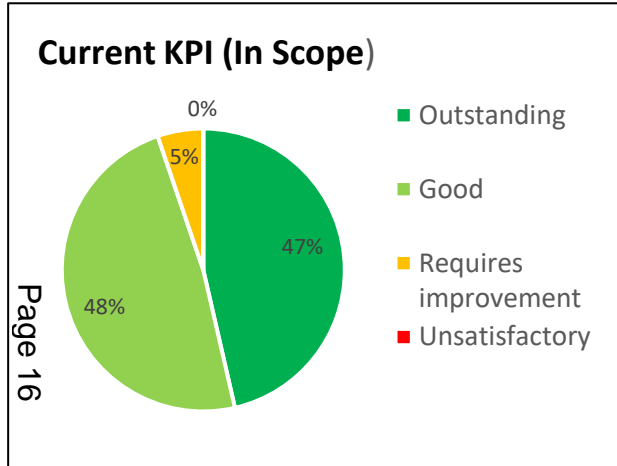
Multiply	Profile Interventions	Actual	%
County	174	105	60%
City	87	20	23%

Significant challenges getting employers within the City to engage with Multiply

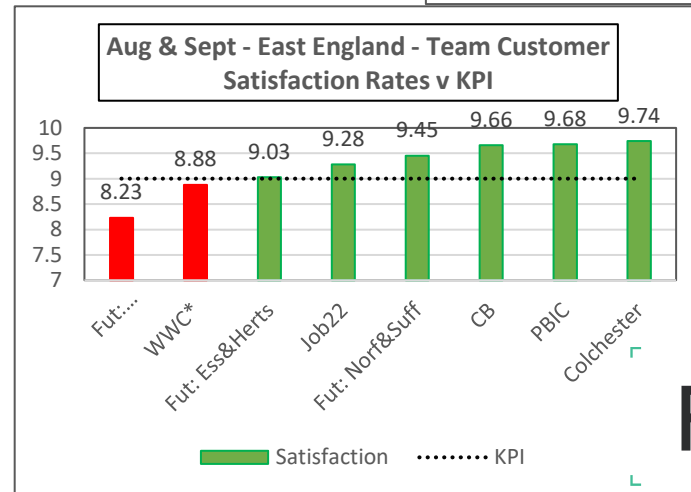
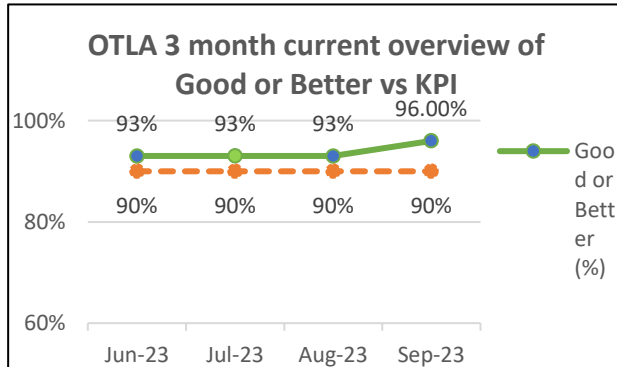
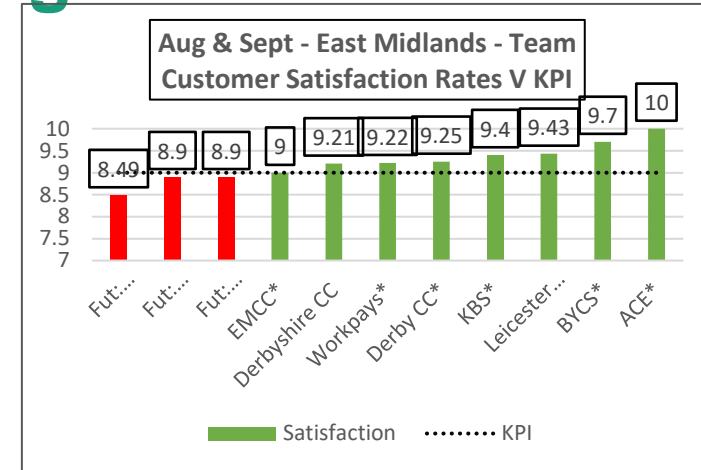
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Performance Update – Delivering Excellence

Quality of professional practice



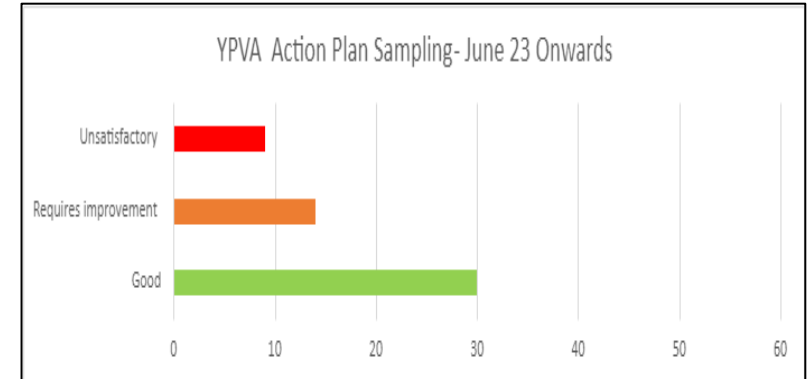
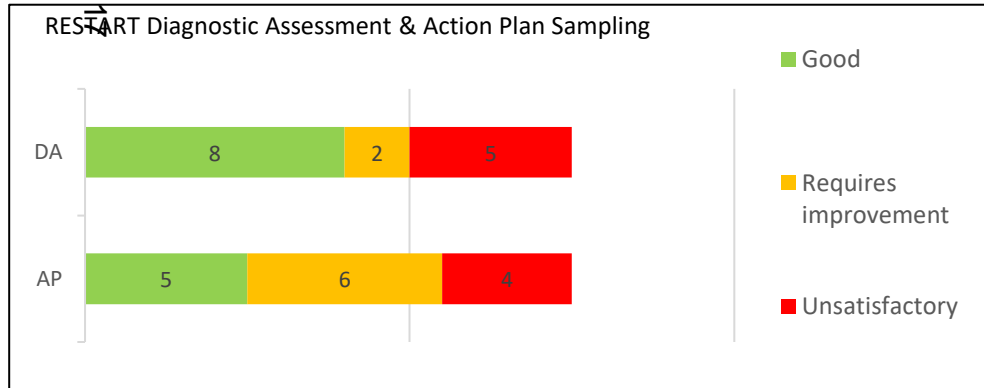
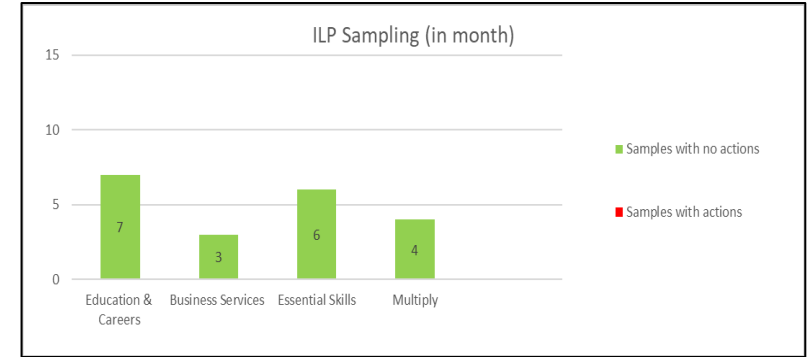
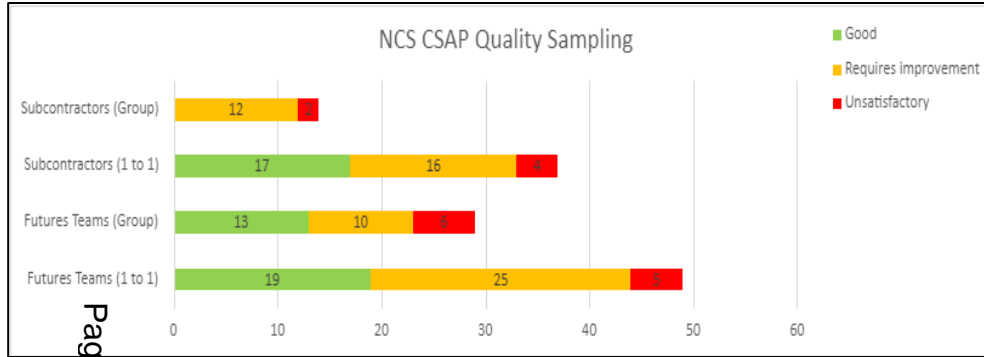
Customer satisfaction



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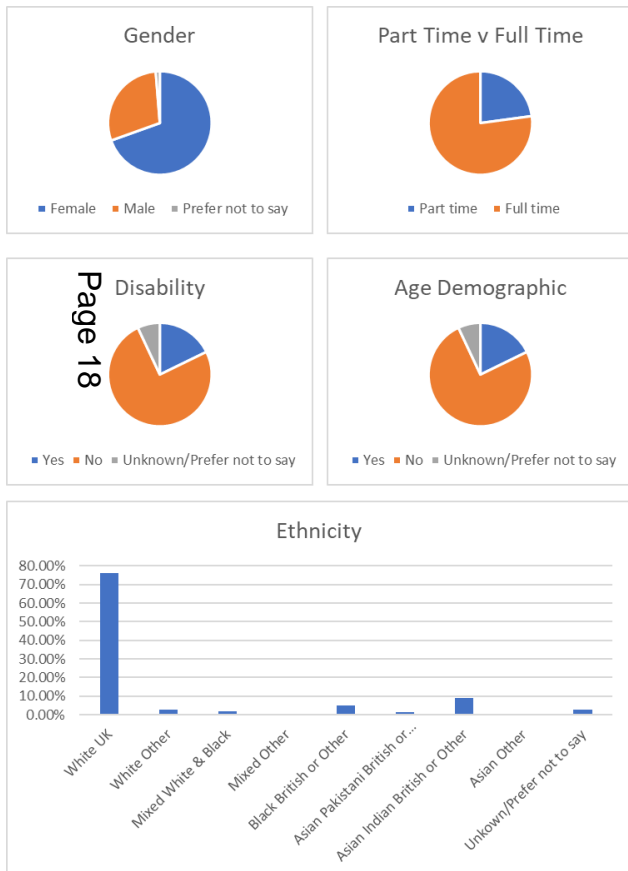
Performance Update – Delivering Excellence

CSAP, ACTION PLANS & ILPs



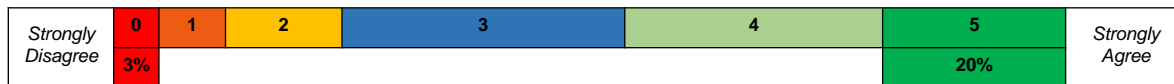
Performance Update – People & Culture

EDI Data

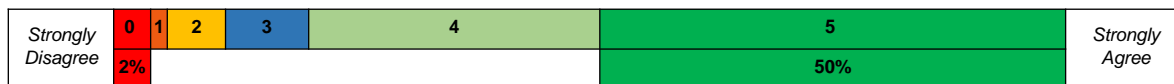


Pulse Survey Results

I feel connected to Futures purpose of *Empowering people, businesses and communities to achieve more.*



I am clear on how my role contributes to the success of the business.



I usually have formal 121s with my line manager every month.



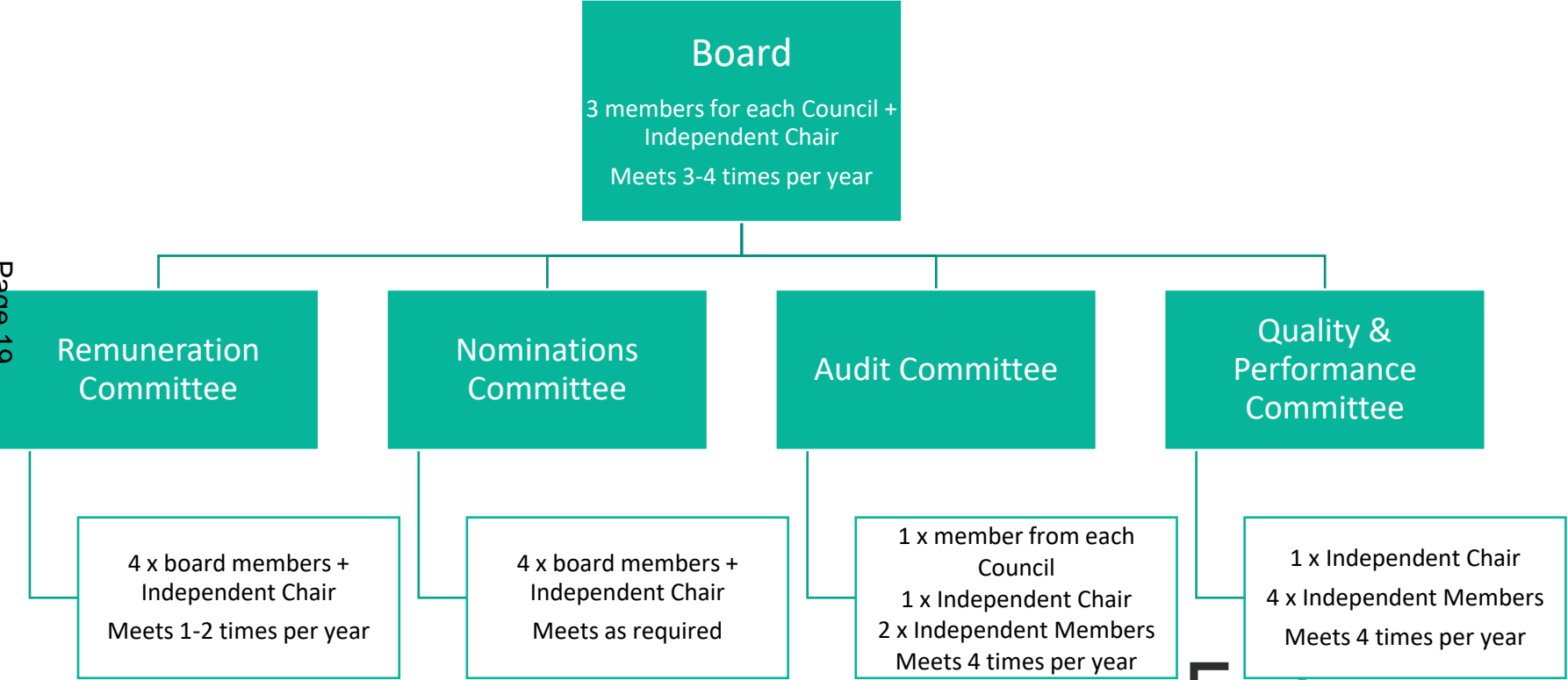
Focus on the employee experience

- You are happy, feel included and enjoy your roles
- Able to attract and retain great people that share our values and represent our diverse communities
- Have a pleasant working environment that is positive and inclusive and caters for your needs
- Our leadership styles care, motivate, encourage and support you to do well and achieve your goals
- You are engaged and want Futures to achieve our purpose and know how you contribute to this
- You have a say in how we can improve your experience at work and in turn the external customer experience

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Governance Progress

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Governance – Remaining Actions

Board

- Awaiting appointment of City Council Non-Executive Directors
- Members agreement and reserved matters require updating
- Internal effectiveness review in progress, to be shared once complete
- External effectiveness review due in 2024

Audit Committee

- Seeking 2 independent members to replace those standing down at end of term of service
- Awaiting replacement for Shareholder Representative to take City Council place on audit committee



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