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Nottingham City Council Corporate Scrutiny Committee

Date: Wednesday, 29 May 2024

Time: 9.30 am

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

Scrutiny and Audit Support Officer: Damon Stanton

Direct Dial: 0115 87 64345

- 1 Appointment of Vice-Chair**
- 2 Apologies for Absence**
- 3 Declarations of Interest**
- 4 Minutes** 3 - 8
To confirm the Minutes of the meeting held on 13 March 2024
- 5 Committee Terms of Reference** 9 - 22
Report of the Statutory Scrutiny Officer
- 6 Equality, Diversity, and Inclusion (EDI) Strategy** 23 - 40
Report of the Statutory Scrutiny Officer
- 7 Recommendation Tracker** 41 - 48
To note the responses made to the Committee's previous recommendations
- 8 Draft Work Programme** 49 - 54
Report of the Statutory Scrutiny Officer

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.

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Nottingham City Council

Corporate Scrutiny Committee

Minutes of the meeting held in the Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 13 March 2024 from 10.01 am to 11.43 am

Membership

Present

Councillor Imran Jalil
Councillor Devontay Okure (Chair)
Councillor Georgia Power
Councillor Andrew Rule
Councillor Naim Salim

Absent

Councillor Leslie Ayoola
Councillor Sam Harris
Councillor Patience Uloma Ifediora

Colleagues, partners and others in attendance:

| | | |
|-------------------------|---|--|
| Adrian Mann | - | Scrutiny and Audit Support Officer |
| Councillor David Mellen | - | Leader of the Council and Portfolio Holder for Strategic Regeneration and Communications |
| James Rhodes | - | Acting Assistant Chief Executive |
| Damon Stanton | - | Scrutiny and Audit Support Officer |

38 Apologies for Absence

| | | |
|------------------------------------|---|------------------|
| Councillor Leslie Ayoola | - | work commitments |
| Councillor Sam Harris | - | work commitments |
| Councillor Patience Uloma Ifediora | - | unwell |

39 Declarations of Interest

None

40 Minutes

The Committee confirmed the minutes of the meeting held on 14 February 2024 as a correct record and they were signed by the Chair. The following points were discussed:

- a) The Committee requested that a draft version of the Council's new Performance Management Framework currently under development is shared with the staff Trade Unions as soon as possible. This had been a recommendation made by the Committee at its meeting in November.

41 Scrutiny Chairs Catch-Up

Councillor Imran Jalil, Chair of the Communities and Environment Scrutiny Committee, and Councillor Georgia Power, Chair of the Health and Adult Social Care Scrutiny Committee, provided an update on the current and future work taking place within their Committee's remits. The following points were discussed:

- a) The Health and Adult Social Care Scrutiny Committee met during February to discuss the Council's rating of 'requires improvement' following the Care Quality Commission's pilot assessment of how it is meeting its duties under Part 1 of the Care Act 2014, and how achieving improvement could be impacted by the Council's 2024/25 budget proposals. The Committee also considered the Nottingham University Hospitals NHS Trust's new Workforce Inclusion Strategy, as part of its wider programme of improvement and transformation.
- b) The Communities and Environment Scrutiny Committee met earlier in March to consider the activity of the Community Safety Partnership and the work carried out by the Council's Environmental Health and Public Protection teams. The Committee also intends to carry out a 'spotlight' review of the options available regarding the future of the District Heating Network.

The Committee noted the updates from the Scrutiny Committee Chairs.

42 Strategic Council Plan

Councillor David Mellen, Leader of the Council and Portfolio Holder for Strategic Regeneration and Communications, and James Rhodes, Assistant Chief Executive, presented a report on the recent refresh of the Strategic Council Plan (SCP). The following points were raised:

- a) The initial SCP 2023-27 was agreed at Full Council on 6 March 2023. The SCP was to be refreshed following the Council elections in May 2023 to include the Administration's Manifesto pledges, but this had to be delayed until the Full Council meeting on 4 March 2024 to ensure that the SCP could be fully aligned and integrated with the Council's extremely challenging proposed 2024/25 budget and Medium Term Financial Plan (MTFP). Business Plans for service provision have been produced in the context of the 2024/25 budget and the requirements of the Independent Assurance Board, to ensure that the SCP can be delivered within the Council's current financial context.
- a) The SCP sets out a vision that "Nottingham is Healthy, Safe, Clean, Green, Proud and Ambitious". It contains ten outcomes across the three themes of 'People', 'Neighbourhoods' and 'City'. The SCP contains both the statutory duties that the Council discharges and the Administration's 111 pledges made in its Manifesto. Currently, 99 of the pledges have been integrated into the SCP and associated divisional Business Plans, and 7 of the pledges have been delivered on to date. Unfortunately, it has been necessary to pause 12 pledges due to a lack of resources needed for their effective delivery. However, these pledges will remain under regular review and will be re-included in the SCP if suitable funding to support their delivery can be identified.
- b) A full performance management structure is in place to ensure the delivery of the SCP across all areas of the Council. Reporting on delivery performance in relation to the 'business as usual' Critical Indicators will resume in Quarter 4, with performance reporting on the commitments made in the Administration's Manifesto taking place on an annual basis.

- c) Ultimately, future amendments to the SCP may be needed due to the appointment of Commissioners to the Council (who have required that an Improvement Plan is produced within the next three months), or based on the deliverability position in light of any further savings required to bridge existing or future budget gaps over the SCP period.

The Committee raised the following points in discussion:

- d) The Committee asked what would be required to enable the Council to develop and launch an Anti-Poverty Strategy – as this represented one of the 12 currently paused pledges. It was explained that there are not currently the resources available to produce an effective strategy that would be implementable in practice. However, discussions will be carried out with Nottingham’s universities and the community and voluntary sector on potential funding models that could be used to support the development and deployment of a strong Anti-Poverty Strategy.
- e) The Committee raised concerns that the SCP would not be deliverable within the context of the 2024/25 budget and MTFP. It was set out that the Council aimed to maintain an ambitious SCP, balanced against what will be achievable within the current financial context. However, the SCP will focus on improving delivery in the most difficult areas and, as it covers the 2023-27 period, it has the scope to be developed further and deliver more if the wider financial position improves. It will be vital for the Council to work alongside as many communities and partners as possible to ensure and maintain the facilities that everyone in the city needs – and to engage with the other stakeholders involved in the delivery and support of statutory services.
- f) The Committee queried how the delivery of pledges made within the SCP could be measured effectively to convey clear outcomes. It was explained that, in the current financial context, the Council would need to identify data that can be collected and analysed as easily as possible. The available information that can be collected will be reviewed so that indicative outcomes regarding the delivery of the SCP can be established.
- g) The Committee asked how it would be ensured that the Asset Rationalisation process needed to fund the SCP would not result in the loss of important venues needed for the delivery of services at the community level, including support for mental health needs. It was reported that a full review of property assets is being carried out, but that the Council would still be maintaining community facilities for the local delivery of services. Some of the services provided by the Council relating to sexual and mental health are not statutory requirements, so it will work with communities, partners and providers to ensure that there is appropriate support available from suitable facilities. The SCP does not simply represent what the Council delivers directly through its own buildings, but also how it delivers a number of services in partnership with other organisations.
- h) The Committee asked what impact the establishment of the East Midlands Combined County Authority (CCA) would have on the delivery of the SCP. It was explained that the election for the Mayor for the CCA would take place at the start of May. However, funding to the CCA for certain purposes (such as the

development of transport infrastructure) has been formally allocated already, so these opportunities have been factored into the SCP.

- i) The Committee queried how mobile CCTV would be maintained to ensure an ongoing deterrent to fly-tipping, when free entry had been available at Nottingham Castle, and how the Council would work with partners to ensure that there were freely accessible toilets available across the city. It was set out that the monitoring of fly-tipping hotspots had achieved some successes, so consideration was being given to how a central fund could be established for the relocation of CCTV equipment when required. However, the SCP represents the Council's overall vision for 2023-27, so there is still a great deal of work to be done in planning how this vision will be implemented.
- j) The Committee asked how the Council would meet its obligations to its tenants to ensure that homes were safe and free from damp and mould, how it would ensure that properties that it purchased as new social housing were fit for purpose, and how it would ensure that it complied with the new economic and consumer standards for social housing. It was reported that the Council does everything that it can as a landlord to eliminate damp and mould, but this can be a recurring problem within certain types of housing in the city. However, this is a priority area for Housing Services to address, to ensure the health and wellbeing of tenants. All homes that the Council purchases for new social housing are fully assessed to ensure that they are, or can be brought up to, a suitable standard. A full survey of the current social housing stock is taking place and work is underway to ensure improvements to the quality of the Council's social homes.
- k) The Committee asked what would be done to mitigate the impact of reductions in services on children and young people, and to ensure that local communities are involved and engaged in the decisions that affect them. It was set out that the SCP continues to develop Nottingham as a Child-Friendly City, and that it is important to ensure the maintenance of open green spaces and a good public transport infrastructure. However, there is a national context of child poverty levels increasing and many families are struggling, so this represents a significant issue across the country.
- l) The Committee queried how the actual impacts of the Council's 2024/25 budget on local people would be measured, and what information would be collected directly from Nottingham citizens. It was explained that it was not currently possible to resource surveying Nottingham people directly, but information would be gathered from all Council departments on service usage and user experiences, going forward – to inform how the Council can use the resources that it has to achieve the greatest impact possible. Contact between councillors and the people of their wards will be vital in building up an understanding of the community impacts.

The Chair thanked the Portfolio Holder and officers for attending the meeting to present the report and answer the Committee's questions.

Resolved:

- 1) To request that further information is provided on when there is free access to Nottingham Castle, previously and in the future.**
- 2) To recommend that the SCP is refined so that it fully aligns with the Council Plan.**
- 3) To recommend that whilst the Anti-Poverty Strategy is on hold due to budget pressures, a Poverty Alleviation Strategy/Framework is considered to assist in mitigating the impacts of the budget. This would be specific to service delivery and focussed on how the Council can indirectly support residents (such as signposting to other organisations).**
- 4) To recommend that the metrics in the SCP used to measure how the Council will know it is on track in achieving its intended outcomes be reviewed so that they are clear and measurable.**

43 Recommendation Tracker

The Chair presented the latest responses received to the Committee's recommendations from the relevant Portfolio Holders. The following points were discussed:

- a) The Committee considered that the Council should have a general corporate strategy in place regarding its approach to the alleviation of poverty and the provision of community support, delivered in collaboration with other partners and stakeholders. The methods used for the delivery of all Council services should include specific measures to seek to alleviate poverty in the city wherever possible.
- b) The Committee requested that an update is provided as soon as possible in relation to the development of all final Equality Impact Assessments relevant to the implementation of the Council's 2024/25 budget.

The Committee noted the Recommendation Tracker.

44 Work Programme

The Chair presented the Committee's current Work Programme. The following points were discussed:

- a) The Committee's current meeting represents the last one of the 2023/24 municipal year. The Committee will meet next in May, following the start of the new 2024/25 municipal year.

Resolved:

- 1) That the 2023/24 Corporate Scrutiny Committee Work Programme be signed off as complete.**

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**Corporate Scrutiny Committee
29 May 2024**

Committee Terms of Reference

Report of the Statutory Scrutiny Officer

1 Purpose

- 1.1 To ensure that the Committee has clarity regarding its purpose and objectives, and rules of operation so that it can operate efficiently and effectively contributing to good governance of the Council.

2 Action required

- 2.1 The Committee is asked to note:
- a) its Terms of Reference for municipal year 2024/25;
 - b) that Article 11 (Overview and Scrutiny) of the Constitution sets out the rules within which it must operate; and
 - c) that its operation, and the approach of scrutiny councillors should be in line with the agreed Overview and Scrutiny Protocol.

3 Background information

- 3.1 The Corporate Scrutiny Committee was established by Council as one of the Council's overview and scrutiny committees, specifically to carry out the statutory overview and scrutiny functions in relation to matters relating to the Council's finances and resources such as IT, customer services, commercial strategy, procurement and financial management; and corporate and cross-cutting matters that affect each directorate such as development of and delivery of the Strategic Council Plan, budget, transformation and improvement.
- 3.2 The Terms of Reference for the Committee are attached.
- 3.3 Article 11 (Overview and Scrutiny) of the Constitution sets out the rules within which all of the overview and scrutiny committees must operate, including that:
- a) The core purpose of overview and scrutiny is to contribute to policy development and ensure that the Council's Executive is publicly held to account for its decisions and actions.
 - b) Each scrutiny committee is responsible for developing its own work programme to fulfil its terms of reference and this work programme should be focused on issues of importance to the Council, relevant partners or the city as a whole.
 - c) Scrutiny committees cannot make decisions or overturn the decisions of others but aim to support improvement by making

evidence based reports or recommendations to the Executive and individual Executive members on any of the functions of the Executive and on any matters which affect the city or citizens. The committees can also make recommendations to partner organisations.

- d) In order to collect evidence to support their reports and recommendations, scrutiny committees can require any member of the Executive Board, the Chief Executive and/or any Corporate Director or Director to attend a meeting to discuss any decision they have taken, the extent to which the actions taken implement adopted Council policy, or performance within their remit.
- e) Within two months of receiving a report or recommendation(s) from a scrutiny committee, the Executive is required to consider the report or recommendations; respond to the committee on what action, if any, is to be taken in response to the report or recommendations; and if the report is published, to publish the response.
- f) Scrutiny committees can also invite other individuals and organisations to attend meetings to discuss issues of local concern and/or answer questions, and make reports and recommendations to other individuals and organisations. However, these organisations and individuals are under no obligation to attend or respond to recommendations.
- g) The call in process enables scrutiny committees to examine and make recommendations on a decision made by the Executive that has not yet been implemented.

3.4 Article 11 (Overview and Scrutiny) also sets out the following key principles for how overview and scrutiny should be carried out:

- All overview and scrutiny activity should, as far as possible, be politically neutral.
- All overview and scrutiny recommendations should be based upon evidence which councillors should consider with an open mind.
- All overview and scrutiny activity should be constructive and focussed on improvement.
- Overview and Scrutiny activity should be conducted in public wherever possible.
- All reviews should be conducted fairly with all members of the Committee given the opportunity to ask questions and to contribute and speak.
- Those assisting the Committee by giving evidence should be treated with respect and courtesy.
- Reviews should adhere to the agreed scope, purpose and intended time limit.
- Overview and scrutiny committees should endeavour to reach consensus whenever possible.
- The relationship between the Executive and Scrutiny should be based upon mutual respect for the others' role. Any disputes will be escalated to the Chair of the Corporate Scrutiny Committee and

the Leader for resolution with support from the Monitoring Officer if necessary.

- 3.5 In support of these principles an Overview and Scrutiny Protocol has been developed with input from both the overview and scrutiny function and the Executive. This protocol sets out that ensuring good scrutiny is a whole council responsibility and that scrutiny councillors, the Executive and senior officers all have a role to play in working together to create the right culture and conditions for success.

4 List of attached information

- 4.1 Corporate Scrutiny Committee Terms of Reference
4.2 Overview and Scrutiny Protocol

5 Background papers, other than published works or those disclosing exempt or confidential information

- 5.1 None

6 Published documents referred to in compiling this report

- 6.1 Nottingham City Council Constitution

7 Wards affected

- 7.1 All

8 Contact information

- 8.1 Nancy Barnard, Head of Governance and Statutory Scrutiny Officer
nancy.barnard@nottinghamcity.gov.uk

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Corporate Scrutiny Committee

Terms of Reference

Description

The Corporate Scrutiny Committee (the Committee) is a politically balanced Non-Executive Committee of Council. It is established to discharge functions conferred by the Localism Act 2011 and other relevant legislation in relation to matters relating to the Council's finances and resources such as IT, customer services, commercial strategy, procurement and financial management; and corporate and cross-cutting matters that affect each directorate such as development of and delivery of the Strategic Council Plan, budget, transformation and improvement. The Committee is accountable to Council and will report annually to Council on its activities during the previous year.

The Committee will offer constructive review, feedback and challenge to the Council's Executive and other relevant local decision makers on their decisions, actions, policy, strategy and performance.

Purpose

The purpose of the Corporate Scrutiny Committee is to carry out the following roles for matters relating to finance and resources:

- (a) hold local decision-makers, including the Council's Executive and relevant Boards of the Council's group of companies, to account for their decisions, actions, performance and management of risk
- (b) review existing policies and strategies of the Council and other local decision-makers where they impact on Nottingham citizens
- (c) contribute to the development of new policies and strategies of the Council and other local decision-makers where they impact on Nottingham citizens
- (d) explore any matters affecting Nottingham and/ or its citizens
- (e) make reports and recommendations to relevant local agencies with respect to the delivery of their functions, including the Council and its Executive
- (f) review decisions made but not yet implemented by the Council's Executive in accordance with the Call-in Procedure.

Objectives

The Corporate Scrutiny Committee will:

- (a) develop and manage a work programme to ensure all statutory and other roles and responsibilities are fulfilled for matters relating to finance and resources to the required standard and which covers review and development of key strategic issues, policies and strategies relevant to Nottingham and its residents, and which adds value through the examination of issues of local importance and concern, in accordance with the scope and approach set out in Article 11 – Overview and Scrutiny
- (b) to work with the other scrutiny committees to support effective delivery of a co-ordinated overview and scrutiny work programme
- (c) monitor the effectiveness of its work programme and the impact of outcomes from overview and scrutiny activity

- (d) regularly review the decisions, actions and performance of the Council's Executive and other relevant local decision makers, including the Council's group of companies, in order to fulfil its role in holding those decision makers to account. This role will be co-ordinated with those of the Audit Committee and the Companies Governance Executive Committee
- (e) receive petitions in accordance with the Council's Petitions Scheme
- (f) consider any relevant matter referred to it by any of its members and consider any relevant local government matter referred to it by any Nottingham City Councillor.

The Corporate Scrutiny Committee has no decision making powers but has the power to:

- (a) require members of the Council's Executive, and certain other local decision makers, to: provide information to the Committee, to attend meetings, and answer questions posed by the Committee in relation to their Executive role
- (b) invite other persons to attend meetings of the Committee to provide information and/ or answer questions
- (c) make recommendations and provide reports to relevant decision makers, and in particular the Council's Executive, on matters within their remits. The Council's Executive and other relevant decision makers have a duty to respond in writing to such recommendations within two months of receipt.

Further detail on the rules and procedures relating to Overview and Scrutiny, including the Call-in Procedure, can be found in Article 11 – Overview and Scrutiny.

Membership and Chairing

The Corporate Scrutiny Committee has 8 members.

Members of the Executive are excluded from membership of the Committee.

Executive Assistants responsible for assisting on a Portfolio within the remit of this Committee are excluded from membership of the Committee.

The Chair of the Committee will be appointed by Full Council at its Annual General Meeting. The Chair cannot be a Chair of the Board of any of the Council's Group of companies.

The Corporate Scrutiny Committee may choose to appoint co-opted members to the Committee. Voting arrangements for co-optees will be in accordance with the scheme of voting rights for co-opted members of overview and scrutiny committees set out in Article 11 – Overview and Scrutiny.

Substitutes

Substitute members are permitted for this committee.

Quorum

The standard quorum for Council committees applies to this committee.

Frequency of Meetings

The Corporate Scrutiny Committee will meet six times per year.

Duration

There is no limit on the lifespan of the Corporate Scrutiny Committee.

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Overview and Scrutiny Protocol

Vision for Overview & Scrutiny in Nottingham

Overview and Scrutiny in Nottingham will ensure effective democratic accountability and support effective scrutiny. This will support and add real value to decision making. This will be achieved by a Councillor-led Overview and Scrutiny function which is held in high regard by its partners and stakeholders and which will add value for the citizens of Nottingham.

This vision recognises that Overview and Scrutiny is a core component of the governance structure of the Council, and that Scrutiny Councillors, the Executive and senior officers will all work to create the right culture and lead the way in making the vision a reality. Ensuring good Scrutiny in Nottingham is a whole council responsibility.

To achieve this Scrutiny will follow the nationally agreed 'Four Principles of Good Scrutiny';

- a. Provides constructive "critical friend" challenge;
- b. Amplify public voice and concerns;
- c. Be led by 'independent minded people' who take responsibility for their role
- d. Drives improvement in public services;

<https://www.cfgs.org.uk/revisiting-the-four-principles-of-good-scrutiny/>

Conditions for Success

To succeed, the Council recognises that the following conditions need to be present:

1. Parity of Esteem between the Executive and Scrutiny

Scrutiny is a whole Council responsibility. The Council recognises that Overview and Scrutiny Committees have an important role to play in supporting high quality decision-making and policy development. There is collective responsibility to enable Overview and Scrutiny to function effectively.

Parity of Esteem means that the value and benefit of Overview and Scrutiny is recognised and held in high regard. This means creating a strong organisational culture that recognises the critical role of independent Scrutiny in the governance process is essential to adding value and creating efficient and effective services. Without recognition of this, Councillors and officers involved in Scrutiny are not empowered to exercise their duties as they should, resulting in poor accountability.

The Council will strive to encourage and support a mix of more experienced and new Councillors as members of the Overview and Scrutiny committees.

2. Clear Purpose and Focus

Scrutiny activities should be well planned and timely. The focus of items coming before the Overview and Scrutiny Committees should be sufficiently focused so that the Committee are clear what they are looking at and there is an understanding about what they are hoping to achieve. There must be clarity on what Scrutiny wants to do and confidence in it being a good use of the Committees' valuable time, that it can add value, that it can influence outcomes and make an impact.

The Council recognise that good topics for Overview and Scrutiny to consider are those that;

- are critical to the effectiveness of the Council
- are a big priority or concern to their communities
- pose a significant risk or threat to the Council and the community
- present a significant opportunity for Overview and Scrutiny to make a meaningful contribution

The Chair of Overview and Scrutiny, the Statutory Scrutiny Officer and a Senior Governance Officer will meet with the Leader, Deputy Leader and Chief Executive on a monthly basis to identify new and emerging areas where Scrutiny can support Executive decision making in relation to emerging priorities and policy. Where appropriate meetings with Portfolio holders and other relevant stakeholders will be convened to support and inform the development of matters that have come to the attention of the Committee or are on the work programme. This will ensure that the Overview and Scrutiny Committees are focussing their attention on matters where they can add most value and provide valuable support to policy development and executive decision making.

The Statutory Scrutiny Officer will attend CLT on a monthly basis to update Senior Leadership team on the work being undertaken by the Committees and to receive suggestions on future areas that the Overview and Scrutiny committees may wish to factor in to their work programme.

When considering and setting the work programme, including making changes the Committee will have regard to the flow chart attached at appendix 1 to ensure that the Committee's work is prioritised effectively.

Overview and Scrutiny Committees are in charge of its own work programme and there will occasionally be times when Scrutiny and the Executive do not agree on which items the Overview and Scrutiny Committees should consider but with meaningful engagement such occasions will be rare.

Scrutiny Committees must review work programmes to identify a clear order of priority for all topics being considered. It is acknowledged that it is not possible for Scrutiny to look at all items of interest, and it is important that committees do not overreach.

The Chair is responsible for ensuring that that the Committee remains focussed on the items in the work programme and that prioritisation is appropriately apportioned.

Once the work programme is established it must be published and shared with internal and external organisations, so they are clear on upcoming topics and have plenty of time to prepare.

3. Evidence Based Questioning, Conclusions and Formulating Recommendations that Add Value

The Scrutiny process should be impartial and driven by the evidence. Scrutiny should focus on the big issues facing the Council and the Communities they serve. Items before the Overview and Scrutiny Committees should not be politically motivated, parochial, repetitious or used as an opportunity to showcase. At the conclusion of an item the Chair should summarise the representations made and draw together the conclusions of the committee based on the evidence available to it and, where appropriate, set out the recommendations of the committee based on those conclusions and evidence that are clear, feasible, deliverable and provide value for money by securing benefits that outweigh the costs of implementation.

It should be noted that the Scrutiny process is not meant to be an “expert” review. If expert input is required that should be sought by the Committee as part of their evidence gathering process.

When Scrutiny is making recommendations, it must consider the impact that they will have and the resource implications, obtaining advice from relevant Executive Councillors and officers where necessary.

Recommendations will be sent to the relevant decision maker and I

Recommendations made by the Overview and Scrutiny Committees will be recorded to enable it to be reviewed, tracked and assurance sought about what action has been taken as a result. In accordance with the spirit of the legislation when asked the individual or body who the recommendation has been directed to is responsible for responding with reasons for why they have/have not accepted recommendations and if the recommendations are accepted to provide evidence of how the recommendations have been implemented.

Scrutiny must add value and not duplicate the other forms of performance management, review or inspection. Equally, decision-makers must seek to ensure that Scrutiny is involved in a timely manner, at a point where the outcome can be influenced, to ensure and to ensure any involvement is meaningful. Decision makers should give meaningful consideration to recommendations made by Overview and Scrutiny Committees.

4. Councillor Leadership and Engagement

Councillors have a unique perspective to bring to the Overview and Scrutiny process, a different point of view which brings something distinct to both policy development and scrutiny of Executive decisions.

Committee Members set their own work programmes, work on a cross party basis and can look at things from angles that might not be apparent to Executive Councillors or senior officers.

To be successful, Councillors and officers must engage with Scrutiny in a positive way. In order to support this presentations and supporting information should be provided to the Committee at least 48 hours in advance so that committee members can come fully prepared and ready to ask questions/explore issues.

5. Reflecting the Concerns of Residents

When carrying out its work Scrutiny should take into account the concerns of residents, and where they can add value and make an impact. This may include, if appropriate and at the discretion of the Chair, speaking at a formal meeting of a Committee, or by way of an informal meeting, visit, submission of written information etc established for the Committee to gather evidence to inform their thinking and scrutiny.

The views and ideas of citizens, service providers and other agencies with an interest in the subject under review are all valuable in effective Scrutiny. Scrutiny should involve stakeholders and take account of views of service users and the public, with particular efforts to engage groups that are harder to reach. Constructive engagement and clear lines of communication should enable a two-way flow of information between Scrutiny and all those involved, including feedback of results.

Reflecting citizens' concerns will entail Scrutiny taking a wider view than Council policies and services. In particular, Scrutiny has a legitimate interest in scrutinising organisations and projects that receive public funding to deliver goods and services, including Council owned companies. This should be recognised by the Council and, where relevant, consider the need to provide assistance to Scrutiny Councillors to obtain information from organisations the Council has contracted to deliver services.

6. Mutual Respect and Good Faith

While Scrutiny should be constructive and challenging, it will only be successful if all partners work together considerately, within a climate of non-partisan working. To support non-partisan working political groups should respect the independence of Scrutiny and must not seek to influence its work.

Scrutiny must be forensic and challenging but Councillors must also collaborate to support decision-makers to do their work better. Councillors must listen and engage constructively, irrespective of political group, putting the values of Scrutiny into practice.

Decision-makers have to be open to scrutiny and create a culture which enables effective scrutiny to happen.

7. Clear Roles, Responsibilities and Relationships

To facilitate good Scrutiny, the roles of all participants in the scrutiny process must be clear and understood by all.

In summary:

Overview and Scrutiny Chairs are responsible for leading and co-ordinating the work of the Scrutiny Committee so that Scrutiny functions in a positive, constructive and

non-partisan manner which provides a good environment for the constructive challenge of decision-makers.

Overview & Scrutiny Councillors must contribute time and effort to the development of the Scrutiny work programme to ensure that the items selected adequately reflect of the needs of the Citizens of Nottingham, focus on the bigger picture, and are prioritised effectively.

Overview and Scrutiny Committee members are required to attend Committee meetings, come prepared and be ready and willing to contribute to committee meetings by asking meaningful questions; they must be independent minded and not pre-judge issues coming to Scrutiny nor use the meeting to promote narrow or parochial interests. Overview and Scrutiny Committee members are also expected to prioritise associated training, briefing and evidence gathering sessions.

The senior political leadership of the Council set the tone of how successfully Overview and Scrutiny will be able to work. Executive Councillors should act as a champion for the work of the Overview and Scrutiny Committees both within and outside the organisation. They will create a culture which enables effective Scrutiny to happen, and will ensure that any recommendations of an Overview and Scrutiny Committee are responded to and agreed recommendations implemented. In accordance with the legislation Executive members, and executive assistants on sufficient notice will provide requested information and prioritise and make themselves available to attend Overview and Scrutiny Committees and come prepared and willing to answer questions.

Officers should provide impartial and high quality advice and evidence to Scrutiny Committees and may be asked to provide information and/or attend Overview and Scrutiny Committees to explain policies or to answer questions on service delivery. Where officers are asked to appear at Overview and Scrutiny Committees they are there to answer questions and their evidence should, as far as possible, be about questions of fact and explanation relating to policies and decisions.

All Councillors are expected to act in accordance with the highest standards of probity in public life, and in accordance with the Councillor Code of Conduct at all times.

8. Transparency of the Scrutiny Process and Access to Information

Scrutiny should be a transparent process and encourage open and honest discussion. Processes and reports should be clear and accessible to the public. Formal meetings of Overview and Scrutiny Committees are subject to Access to Information Procedure Rules as set out in Article 13 of the Constitution.

All formal Committee agendas published on the Council's website. Work programmes are published on each O&S Committee's agenda.

An annual Scrutiny Report will be presented to Full Council outlining Scrutiny activity in accordance with the Overview and Scrutiny Committee terms of reference, as set out at Article 9 of the Constitution. The Chairs of Overview and Scrutiny Committees

may by exception request additional reports be taken to Council to highlight areas of specific concern or make recommendations about particular issues.

To be effective, a Scrutiny Committee must receive relevant information in a timely manner. This is supported by legislation which gives the Committee rights to access information that relates to Scrutiny work, even where information is exempt from publication. The legislation is attached at Appendix 2 and reference in Article 13 of the Constitution.

9. Training and Development

All Councillors and Senior Officers will be required to attend training in relation to Overview and Scrutiny to ensure that the role of Overview and Scrutiny is understood and the role and value that Overview and Scrutiny plays in supporting good decision making and policy development.

If training for specific matters due to come before the Overview and Scrutiny Committees is required and sufficient notice is provided this will be arranged.

Corporate Scrutiny Committee

29 May 2024

Equality, Diversity, and Inclusion (EDI) Strategy

Report of the Statutory Scrutiny Officer

1 Purpose

1.1 To scrutinise the draft version of the Council's EDI Strategy.

2 Action required

2.1 The Committee is asked:

- 1) To make any comments or recommendations on the draft Strategy.
- 2) To consider if it would like to conduct further scrutiny of the issue including bringing the Strategy back to the Committee after implementation.

3 Background information

- 3.1 The Council has produced an EDI Strategy to demonstrate its continued commitment to tackling inequality and promoting diversity. The Strategy outlines the vision for an inclusive Council.
- 3.2 At its meeting on 22 November 2023, the Committee considered the draft Strategy as part of its 'policy development' role and made a number of recommendations and comments. The Portfolio Holder in consultation with officers responded to those recommendations, and a number of changes have been made to the Strategy.
- 3.3 Following the approval of the Strategic Council Plan (SCP) at City Council on 04 March 2023, the Strategy has been aligned with the relevant priorities of the SCP to ensure its deliverability.
- 3.4 Following final comments from the Scrutiny Committee, it will then be taken to consultation to trade unions and other stakeholders before being submitted to Executive Board for final approval.

4 List of attached information

4.1 Equality, Diversity and Inclusion Strategy 2024-2028

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None

6 Published documents referred to in compiling this report

6.1 None

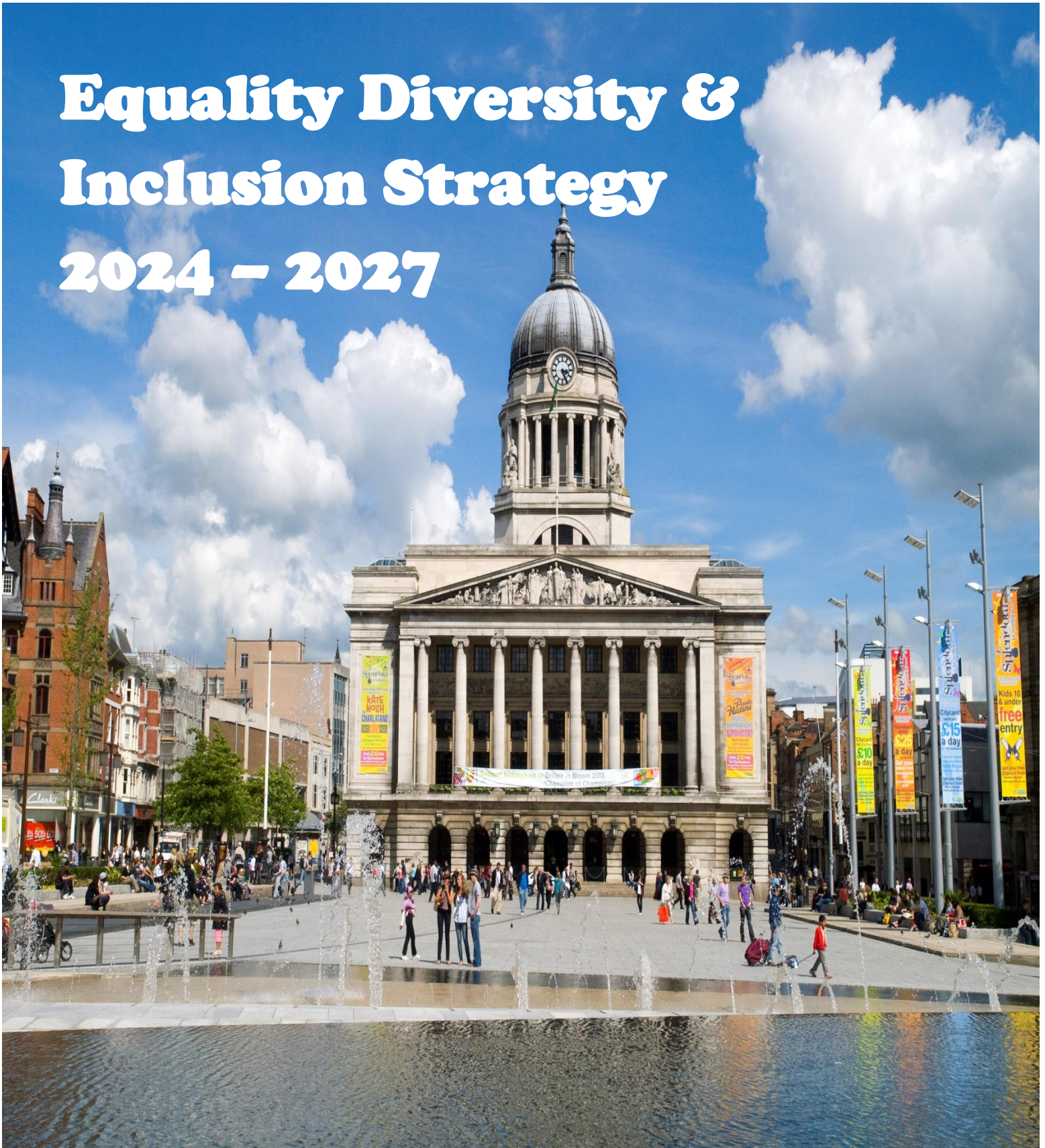
7 Wards affected

7.1 All

8 Contact information

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Equality Diversity & Inclusion Strategy 2024 – 2027



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Foreword

This new strategy demonstrates our continued commitment to tackling inequality and promoting diversity and within this document, we outline our clear vision for an inclusive Council. This vision is built on Nottingham City Council's Strategic Council Plan and Strategic Equality Objectives, with robust Equality Action plans through which we will embrace diversity, attract and retain the best staff and provide the most accessible services to our citizens.

We are committed to achieving diversity and equality of opportunity both as a large employer of people and as a provider and commissioner of services. In practice this means both working to ensure that Nottingham is free from discrimination, but also doing what we can to positively promote equality and diversity across the delivery of services and within our workforce.

We acknowledge that there is more to do in tackling prejudice and inequalities and that we can never be complacent about this. We recognise that racism and hate crime are still an ugly part of our society. Against a background of tough economic times and a changing demography we need to be even more aware of the diverse needs of communities and how we can support them.

As a Council, we have also pledged our ongoing support to the ethnic minority, Disabled, and Lesbian, Gay, Bisexual and Transgender (LGBT+) community and will continue to demonstrate this in our employment policies and practices, across our senior leadership and the ways in which we will engage with communities in the future.

We recognise that all people are individual, and that their needs can be complex and varied. We are confident that this strategy sets out how we aspire to achieve real and lasting progress for diverse groups and individuals alongside everyone else in Nottingham over the next few years, but represents only a small portion of the work we will do day-to-day on this agenda.

Nottingham City Council faces a very serious financial challenge over the coming years, and unprecedented changes to the context in which we operate. Nonetheless, we remain ambitious and will continue to strive to deliver for the city and people of Nottingham. We will continue to seek every opportunity for increased funding and improve our partnerships with key organisations, including the East Midlands Combined County Authority which we have created with our partner councils. We will do more to facilitate conversations, broker agreements and convene partners and stakeholders in the wider interests of the city. We celebrate our diversity. Our commitment to Nottingham and local people is undimmed.

Leader of the Council

Chief Executive

Portfolio holder

Our Equality, Diversity and Inclusion (EDI) commitments

In February 2024, the Government announced that the Secretary of State would appoint Commissioners to Nottingham City Council for two years. Statutory Intervention through Commissioners is a very significant step and will require a revised Nottingham City Council Improvement Plan that sets out a range of key deliverables that will demonstrate how the Council will improve over the next two years.

We will continue to place people at the centre of what we do, but it is clear to us that the way in which we do it must change. We will reshape the organisation and redesign how we deliver our services, ensuring that our statutory duties are met while finding a more efficient way to deliver for our People, our Neighbourhoods and our City. Our current financial situation means that we have to prioritise the statutory services that keep people safe while we seek to bridge our funding gap.

During the course of these changes, we will consider the needs of vulnerable groups and those who are most likely to be disproportionately impacted. We will carry out robust equality impact assessments and continue to ensure that we do all we can to reduce and mitigate the negative impacts on protected groups where possible.

Equality, diversity and inclusion underpins delivery of key Council strategies. It reinforces the actions and aspirations of the organisation and everyone – our stakeholders, employees, leaders and Councillors – recognise its value and how important it is in attracting the best people to work with us, retaining our staff and in providing the most accessible services to our citizens

Developing this strategy

This strategy has been developed in line with our refreshed Strategic Council Plan (2024) and organisation values. It also considers the challenges we face during the current context of our financial and organisational improvement plan and the impacts this may have on equality, diversity and inclusion. We have consulted widely and invited a wide range of partners, staff and stakeholders to comment on our strategy. The findings of this consultation along with an external EDI audit have shaped this strategy.

Context and Legislation

The main provisions of the Equality Act 2010 provide the basic framework of protection against discrimination, harassment and victimisation, for the nine recognised ‘protected characteristics’ in employment, public functions and services, transport, premises, education, and associations. This Act provides the prime legislative basis under which this strategy operates.

Protected Characteristics

The Equality Act 2010 introduced the term “protected characteristics” to refer to groups that are protected under the Act.

- | | | |
|-------------------------------|---------------------------|-----------------------|
| ◆ Age | ◆ Religion or Belief | ◆ Sex |
| ◆ Marriage/ Civil Partnership | ◆ Disability | ◆ Gender Reassignment |
| ◆ Race | ◆ Maternity and Paternity | ◆ Sexual Orientation |

Nottingham City Council passed its motion to consider Care Experience as a protected characteristic in January 2023.

Public Sector Equality duty

The public sector equality duty is laid out in section 149 of the Equality Act 2010. It states that a public authority must, in the exercise of its functions, have due regard to the need to: -

- a) Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by or under the Act.
- b) Advance equality of opportunity between people who share a protected characteristic and those who do not share it.
- c) Foster good relations between people who share a protected characteristic and those who do not share it.

Gender Pay Gap

Legislation came into effect in 2017 requiring employers to publish figures on their gender pay gap. We use our data on a yearly basis to continually review all areas of the organisation to identify the barriers (and the drivers) for appointing women, particularly at senior levels. Our current gender pay gap analysis shows a mean pay gap of 1% and a median gap of minus 1.7% (2022-23).

Ethnicity, Disability and Sexuality Pay Gap

Following the 2017 McGregor-Smith² review, the government has not yet made it mandatory to report on the ethnicity pay gap (publishing pay differentials between people from different ethnic backgrounds). We are committed to improving the ethnic diversity of our workforce and as such we continue to mirror the gender pay gap formula to put measures in place for addressing any pay inequality in terms of ethnicity. We continue to do the same analysis on disability and sexual orientation.

Read our collective pay gap reports [here](#)

Modern Slavery Act 2015

Legislation requires us to prepare and publish a slavery and human trafficking statement each financial year and to tackle slavery wherever we find it. We recognise the responsibility to understand any potential modern slavery risks related to our services, and to explore what steps we can take to ensure there is no slavery or human trafficking in our business or supply chains. Read our Modern Slavery Statement for 2023 [here](#)

Frameworks and charters

We use several equality frameworks and charters to help structure our commitment to equality, diversity, and inclusion. This supports us in measuring our progress whilst keeping up to date with best practice.

We achieved Disability Confident Leader status in 2022 and gained the Stonewall LGBT Inclusive Employer Silver Award 2023. We continue working towards the seven calls of action for the Race at Work Charter.

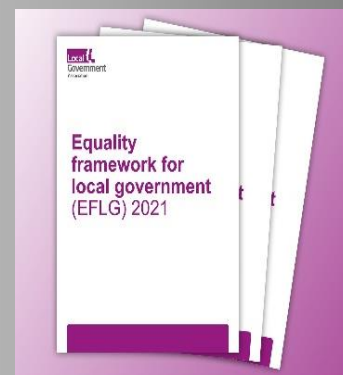
Equality Framework for Local Government (EFLG)

The purpose of the Equality Framework for Local Government (EFLG) is to help Local Authorities review and improve their performance for people with characteristics protected under the Equality Act 2010.

The EFLG has four improvement modules:

1. Understanding and Working with Communities
2. Leadership and Organisational Commitment
3. Responsive Services and Customer Care
4. Diverse and Engaged Workforce

We will use the findings from the EFLG self-assessment to measure our objectives set out in this strategy.



Key Facts about the Citizens of Nottingham

- ❖ The latest estimate of the City's resident population is **323,700 (Census 2021)**
- ❖ The City continues to see a large amount of population 'churn', with 32,300 people arriving from elsewhere within the UK and 34,500 leaving in the year 2019 - 2020.
- ❖ International migration (recently from Eastern Europe) and an increase in student numbers are the main reasons for the population growth since 2001, together with the excess of births over deaths.
- ❖ Just under 30% of the population are aged 18 to 29. **20.7 % (69,100)** of the population are aged 0-17 years old.
- ❖ Full-time university students comprise about 1 in 7 of the population.
- ❖ In the short to medium term, the City is unlikely to follow the national trend of seeing large increases in the number of people over retirement age, although the number aged 85+ is projected to increase.
- ❖ The number of births has risen in recent years until 2011 but the numbers have slowly declined since then.
- ❖ The 2021 Census shows 42.7% of the population as being from black and ethnic minority groups; an increase from 35% in 2011. 43.3% are working age 16-64)
- ❖ Despite its young age-structure, Nottingham has a higher than average rate of people with a limiting long-term illness or disability.
- ❖ 2018-20 Life expectancy in Nottingham is significantly lower than the England average, with approximately 3 years less for men and 2 years less for women (Nottingham: 76.6 men; 81.0 women. England: 79.4 men; 83.1 women).
- ❖ 45.1% (56,315) of households owned the accommodation they lived in, lower than the England average of 61.3%. 25.5% (31,796) were in social rented housing and 28.6% (35,688) private rented – both higher than England (17.1% and 20.5%)
- ❖ There are many languages spoken including English (68.7%) Urdu (5.7%) Polish (4.2%) Punjabi (2.6%) Arabic (2.4%) Romanian (1.3%). 7.8% of households have no members who speak English as a main language.
- ❖ **69.6%** (231,600) are working age, 16-65 years old, and **11.6%** (38,800) are over 65 years old. (Mid-Year Estimates 2019)
- ❖ There were 164,628 women (50.9% of the population) and 159,004 men (49.1%) in Nottingham. The split is almost identical to the national average and is the same for working age (16-64).
- ❖ There are **43,300** university students within Nottingham.
- ❖ Nottingham's employment rate is **75.0%** (Apr 2020 - March 2021 - NOMIS). This is the number of people that are employed as a percentage of all those that are working age, i.e. 16-64 years old.
- ❖ 225,477 people (85.3%) identified as straight or heterosexual (93% are working age 16-64)
- ❖ 12,929 people (4.9%) identified with an LGB+ orientation “Gay or Lesbian”, “Bisexual” or “Other sexual orientation” (6.2% are working age 16-64)
- ❖ 18.6% of the population are disabled under the Equality Act with 17.7% being of working age 16-64

Source: ONS 2021 Census,

Nottingham City Council workforce data March 31st 2024

- ❖ 21.5 % of our workforce are from Black, Asian or other ethnic minority background
- ❖ 57.8% of our workforce are women.
- ❖ % of our workforce are LGBT+
- ❖ 6.2% of our workforce are disabled

Our employees are our most valuable asset. We are committed to leading the city by example by working towards a workforce that represents the city. We want to build a workforce that is fully representative of the communities we serve so that we can realise the business benefits that this will bring in terms of increased innovation, improved team dynamics and a better understanding of issues that affect all citizens.

The Council encourages a culture of trust and open communication between employees and between employees and their managers, to ensure that concerns arising during the course of their employment can be resolved quickly, fairly and amicably.

The Council will not tolerate any form of harassment, discrimination, victimisation, and bullying and will take decisive action against those found to be responsible for such behaviour. Similarly, the Council does not expect any employee or worker engaged in activities for the Council to harass, discriminate, victimise or bully anyone else, whether a colleague, visitor or member of the public. The Council will take action to address this, which could result in disciplinary action and potentially dismissal and/or legal action, where the behaviour is unlawful.

The Resolution and Grievance Procedure is the Council's process for managing employee concerns, conflict or grievances at work. The stages of the procedure have been designed to help managers and employees resolve concerns in line with *the [ACAS Code of Practice 1: Disciplinary and Grievance procedures](#)*.

The Council wants to ensure that all employees have fair and equal access to all policies and procedures relating to their work. It is important that employees ask for assistance at the point at which they raise their concerns, if they have any specific needs that would help them to participate fully. This could include, for example, access and mobility issues in relation to the location of meetings, format of correspondence, etc. They can discuss their needs confidentially with their manager, who will assist them.

The City's challenges and their impact on equality, diversity and inclusion

Cost of Living Crisis & Poverty

We continue to feel the impact of the COVID-19 pandemic, cost of living crisis, and significant funding reductions from central Government. At the same time, the need for our demand-led services including adult social care and children's services has never been higher, while our financial resilience has been reduced through correcting the mistakes we have made in the past.

The rising cost of living is not impacting on everyone equally. People who are already experiencing inequity and poverty will be disproportionately impacted. This particularly applies to People on the lowest incomes, Parents and young families, Disabled people, Black, Asian and Minoritised Ethnic groups, Social and private renters, Households with pre-payment energy meters, and Women.

These experiences are likely to intersect. People's multiple and overlapping identities and circumstances might come together to contribute to an overall (and compounded) experience of poverty and disadvantage.

One of the most common measures of deprivation is the Indices of Multiple Deprivation which applies weightings to different themes (housing, health and well-being, education and skills, income deprivation, crime). Nottingham has high levels of deprivation and ranks 11th out of the 317 districts in England using the average score measure.

Council Budget Reductions

Significant savings will be delivered in 2024/25 and these savings, based on delivering statutory minimum service standards, are reflected in this plan and will alter what we can deliver. We face some very difficult decisions which we must make to get our finances onto a stable and sustainable footing.

We must change how we work; reshaping or reducing the services we provide so that the Council is financially sustainable in the long-term. Over the next few years, these decisions will create a very different Council. In due course this plan will be subject to further review and change to reflect the significant anticipated budget gap over the period of the plan which will require additional savings to be found so that our priority actions remain aligned with the resources that we have available.

Our Vision

Our Equality, Diversity & Inclusion (EDI) strategy is key to achieving our ambition of being an inclusive Council.

Equality, diversity and inclusion underpins delivery of key Council strategies. It reinforces the actions and aspirations of the organisation and everyone – our stakeholders, employees, leaders and Councillors – recognise its value and how important it is in attracting the best people to work with us, retaining our staff and in providing the best and most accessible services to our citizens.

We are committed to improving the lives of people living and working in Nottingham and are working hard to ensure that everyone has fair and equitable access to both opportunities and services.

We will apply the principles of equality, diversity, fairness and inclusion in our decision making, in how we recruit and support our workforce and to the services we commission and deliver to our local residents. We will work with partners across the public, private and voluntary sector, with local organisations who are supporting individuals and communities, and with organisations who are providing services on behalf of the Council.



Outcome 1

An Inclusive and representative workforce

Create inclusive workplaces where employees can bring their whole selves to work and thrive, aspire to represent the diversity of the City that we serve

Current and Future Focus

- ✓ We will continue to address the Council's gender, race and disability pay gaps
- ✓ Identify ways of supporting career progression to diversify our leadership including how effectively we make reasonable adjustments for disabled colleagues and accommodate colleagues to combine work and family or caring responsibilities
- ✓ Inclusive Leadership behavior is embedded through IPRs and training, with specific emphasis on the employee life cycle, aiming to create inclusive practices in recruitment, talent development, performance management and retention.
- ✓ Creating a workforce plan for every service area whilst ensuring service reviews don't disproportionately affect under-represented groups
- ✓ Provision of information at both application and induction stage about the Council's inclusion commitments and available support
- ✓ Provide tailored mental health and wellbeing support services to all colleagues
- ✓ Review how recruitment processes operate in practice to better understand why some groups, are proportionately less likely to succeed in getting jobs than other groups
- ✓ Continued work on our Culture Change project with a focus on cultural intelligence and psychological safety
- ✓ We will continue to explore reasons behind grievances and disciplinary actions and take appropriate action to deal with any equality issues identified
- ✓ We will ensure compliance with a zero-based tolerance of discriminatory practice in NCC
- ✓ Provide development opportunities to underrepresented groups within NCC, designed to attract, develop and retain diverse talent. Review and refresh of existing programmes to achieve best value in delivery.
- ✓ Implementation of staff networks improvement plan with a focus on lived experience and engaging frontline colleagues

Outcome 2

Inclusive and accessible services for citizens
 Provide services which actively addresses inequality and exclusion

Current and Future Focus

- ✓ Work with services to map barriers that protected groups may encounter when using their service
- ✓ Review of accessibility for all Council buildings including disabilities, neurodiversity, and cultural differences
- ✓ Review cultural training for all staff, particularly those in customer-facing roles, to identify gaps in current training and how it can be improved.
- ✓ We have passed motion to consider Care Experience as a protected characteristic
- ✓ Improve access to occupational therapy, equipment and adaptations enhancing preventative opportunities and promoting independence to allow people to continue to live in their own homes.
- ✓ Develop inclusive and tailored communications approaches aimed at specific protected groups
- ✓ Continue to strengthen EDI principles in Decision Making with our Equality Impact Assessment (EIA) improvement project
- ✓ Monitoring protected characteristics of citizens e.g. race, sexuality, age, gender, religion, disability, using Council services to identify gaps in provision or barriers to accessing services
- ✓ Transform the services we provide to vulnerable adults – focusing on prevention and early intervention, providing better outcomes and supporting people to live independently for as long as possible.
- ✓ Develop our community public health function to enhance our understanding of the specific needs of and barriers faced by different groups within Nottingham, and work with communities to address these in the most appropriate way

Outcome 3

An Equitable City

Build good relations between different communities so everyone is able to participate and contribute

Current and Future Focus

- ✓ We will continue to work with local people and our partners in transforming our approach to city leadership via the Together for Nottingham Plan to ensure we are using all the tools available to deliver good outcomes for the people of Nottingham
- ✓ Connecting residents into opportunities within their neighborhood and the city such as learning, education employment and wellbeing activities
- ✓ Work collaboratively with the Integrated Care System (ICS) and other local authorities to address health inequalities across the City in line with the Joint Health & Wellbeing Strategy for Nottingham 2022- 2025
- ✓ Work with the Police to implement our Hate Crime Strategy, increasing reporting and reducing repeat incidences of hate crime
- ✓ Tackling longstanding inequalities that significantly and disproportionately impact ethnic minority communities
- ✓ We will take a whole family approach, seeing and understanding people in the round rather than through a particular service's view. Ensuring that we design our services with residents and communities
- ✓ Continue to promote and celebrate Nottingham's diversity and cultural heritage by supporting community-led initiatives, e.g. Black History Month, Disability History Month, Nottinghamshire Pride, South Asian Heritage Month, International Women's Day
- ✓ Data is regularly updated and used to set priorities across the organisation and in different services, by geographical area and by protected and other characteristics such as intersectionality, deprivation etc.
- ✓ Supporting and empowering community groups and collaborating with partners to widen and deepen work to tackle discrimination and to promote equality, diversity and inclusion in the city

Outcome 4

Economic Growth for All

Support the local economy and support citizens and businesses to access good quality learning, progress, upskill and retrain to access employment

Current and Future Focus

- ✓ Continue to support the BAME-led business sector and support local SMEs to enhance their ability to tender and potentially win business.
- ✓ Using procurement opportunities to actively support businesses from communities within each protected characteristic, and scrutinising equalities, diversity, and inclusion policies of potential suppliers to further promote shared values relating to equalities, diversity, and inclusion
- ✓ Secured UK Shared Prosperity Funding (SPF), protecting key Employment Support interventions for priority groups until March 2025. The UK SPF will improve the lives of 31,000 people through jobs and skills support, including priority groups.
- ✓ Ensure the Council's Economic Growth for All priorities are embedded within East Midlands Devolution Deal
- ✓ Seek to reduce the over representation of certain groups within the unemployment figures in the city, such as BAME populations, over 50s and those with disabilities.
- ✓ We will ensure all of our communities benefit from the job opportunities created through economic growth, by supporting those who face most disadvantage in the labor market into work (including Apprenticeships)
- ✓ Work with DWP to secure funding and deliver support under an extended IPS PC programme providing employment support for unemployed/employed people with disabilities.
- ✓ Our devolution deal will help us to create a strong and sustainable economy through; holding the Adult Education Budget for 2025/26, owning the ability to set allocations and outcomes to skills providers, and supporting and shaping the Local Skills Improvement Plan for the area

Governance

The Council's constitutional arrangements will be reviewed to establish where the responsibilities of the Equalities Board would sit.

This will be done as part of the wider review of Committee arrangements. The Committee will be updated when this review has been completed and this section will be updated to reflect those arrangements.

For more information:

Equality and Employability Team
Loxley House
Station Street
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NG2 3NG

Tel: 0115 87 62747

Email: edi@nottinghamcity.gov.uk

Corporate Scrutiny Committee Recommendation Tracker 2023/24

| Date of meeting | Recommendation/Action | Progress/Notes | Status/Response |
|-------------------|---|--|---|
| 13 September 2023 | None. | | |
| 18 October 2023 | None. | | |
| 22 November 2023 | <p><u>Performance Management Framework</u></p> <ol style="list-style-type: none"> 1) To request that information on the current staff establishment numbers at the Council is provided to the Committee, in addition to the current number of vacant posts. (A) 2) To request that information on the consultation return in relation to the establishment of the Office for Local Government is provided to the Committee, in addition to the Government's formal response. (A) 3) To request that a review of the contract management process of commissioned providers of Council services, in the context of the proposed 'One Council' outcomes of the new Performance Management Framework, is added to the Committee's Work Programme. (R) 4) To recommend that formal consultation is carried out with staff unions as part of the development of the new Performance Management Framework. (R) | Recommendations sent to Cllr Mellen and James Rhodes on 11/12/23 | COMPLETE: Response provided as appendix 1 to the recommendation tracker at the Committee's meeting on 14 February 2024. |
| 22 November 2023 | <p><u>EDI Strategy</u></p> <ol style="list-style-type: none"> 1. Recommends the Council combine the EDI and HR portfolios under one | Recommendations sent to Lee Mann, Cllr Wynter, and | COMPLETE: Response provided as appendix 2 to the recommendation tracker at the Committee's meeting on 14 February 2024. |

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| | <p>strand/directorate to ensure consistency in approach and easier accountability. (R)</p> <ol style="list-style-type: none"> 2. Recommends that the equalities board is included in the Council's constitutional arrangements so that it has more formal footing in regards to governance and accountability. (R) 3. Recommends that the reviewed grievance/escalation procedures are included in the Strategy so that employees are aware how to raise concerns. (R) 4. Recommends improvement to the current system to monitor and track all relevant EDI statistics and pulled together and stored centrally. (R) 5. Recommends that the Strategy is treated as a 'living document' and annually re-assessed and brought back to scrutiny committee; along with action plans against each protected characteristics once completed. (R) 6. Receives assurance that any EDI equalities impact assessments have detailed information on how they will be actioned. (A) 7. Recommends that commissioned reports are always shared with the relevant officers, Portfolio Holders, Committee Members and the public. (R) 8. Recommends that the trade unions are formally consulted on the EDI Strategy. (R) 9. Request that the committee views the Council's Whistleblowing Policy and figures on grievances be broken down by protected characteristics. (R) | <p>Cllr Mohammed as Portfolio Holders on 11/12/23</p> | <p>*The Committee considered this at the meeting on 29 May 2024</p> |
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| | <p>10. Request that the committee views the draft workforce strategy and HR improvement strategy. (A)</p> <p>11. Recommends that when comparing relevant statistics the Council should compare it with local working age population data (both figures and percentages) to ascertain an accurate comparisons. (R)</p> <p>12. Recommends that the Appointments and Conditions of Service Committee covers wider recruitment and not just Corporate Director Recruitment. (R)</p> <p>13. Recommends that a Strategy is developed to address how the Council will reflect the diversity of the City. (R)</p> <p>14. Recommends that Portfolio Holders meet monthly with their Corporate Directors to track and monitor EDI performance in their division. (R)</p> <p>15. Requests a review of these recommendations and the final EDI Strategy three months after the Strategy has been implemented to assess its progress at a committee meeting. (A) *</p> | | |
| 17 January 2024 | To recommend that the comments and concerns expressed in the open letter to the Council in response to the public consultation on the 2024/25 Budget proposals are taken into account in the planning of the upcoming design-phase consultations, to ensure that they reach a broad audience and are as accessible as possible. (R) | <p>Recommendation emailed to James Rhodes</p> <p>Minutes of the meeting distributed to Cllrs Mellen and Wynter as</p> | |

| | | a summary of the Committee's views on the budget proposals and MTFP. | |
|------------------|---|--|---|
| 14 February 2024 | <ol style="list-style-type: none"> 1. To request that further information is provided on the demographic breakdown of the response to the public consultation on the budget proposals, and that a 'lessons learned' document is produced that will be applied to the future consultations on the delivery of the proposals. (A) - COMPLETE 2. To request that an item is added to the Committee's Work Programme ahead of the consultation process for the 2025/26 budget. - COMPLETE 3. To request that further information is provided on the intended approach and timetable for engagement with staff and their trade unions regarding the budget proposals that will reduce staff roles. (A) 4. To request that all Equality Impact Assessments are shared, not just the EIA's published as part of the public consultation. (A) | <p>Emailed to James Rhodes, Lee Mann, CC Cllr Wynter</p> <p>The Committee provided a report to City Council on its view of the budget.</p> | In progress. A response has been provided in relation to recommendation 1 and attached as appendix 1 and 2 to the tracker at the Committee's meeting on 13 March 2024 which provides an overview of the demographic composition of budget survey respondents and a lessons learnt document. |
| 13 March 2024 | <ol style="list-style-type: none"> 1) The SCP be refined so that it fully aligns with the Budget and its implications. (R) 2) That the metrics in the SCP used to measure how the Council will know it is on track in | | Ongoing. Recommendation 1-3 have been responded to and attached as appendix 1 to the recommendation tracker at the Committee's meeting on 29 May 2024. |

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| | <p>achieving its intended outcomes be reviewed so that they are clear and measurable. (R)</p> <p>3) That the Performance Management Framework be shared with Trade Unions. (A)</p> <p>4) That information be provided on when free days are available at the castle. (A)</p> <p>5) That whilst the Anti-Poverty Strategy is on hold due to budget pressures, a Poverty Alleviation Strategy/Framework is considered to assist in mitigating the impacts of the budget. This would be specific to service delivery and focussed on how the Council can indirectly support residents (such as signposting to other organisations). (R)</p> | | |
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Response to Corporate Scrutiny Committee Recommendations

| Committee Date | Recommendations | Notes/Response |
|----------------|---|--|
| 13 March 2024 | <p><i>To make the following recommendations to the Portfolio Holder:</i></p> <p>1) That the SCP be refined so that it fully aligns with the Budget and its implications. (R)</p> <p>2) That the metrics used to measure how the Council will know it is on track within the SCP be reviewed. (R)</p> <p>3) That the Performance Management Framework be shared with Trade Unions. (R)</p> | <p>1. The refreshed Strategic Council Plan (SCP) was agreed at Full Council on 4 March 2024. The SCP aims to inform residents, partners and stakeholders of the Council’s priorities until 2027. At this point the SCP was refreshed in line with the majority group’s election pledges following the Local Elections in May 2023, and within the constraints of the 2024/25 Budget and savings contained therein, while noting the additional budget gap of £68m in 2025/26 and £170m over the four year MTFP period. In due course this plan will be subject to further review and change to reflect the £68m budget gap in 2025/26, rising to £170m over the four year MTFP which will require additional savings to be found so that our priority actions remain aligned with the resources that we have available.</p> <p>2. Going forward, the metrics within the SCP (see the “How we will know we are on track” sections) will be based on the new Best Value (BV) Outcomes Indicators Framework and its associated dashboard. This tool facilitates benchmarking and allows the Council's performance to be compared against the wider sector, thereby fulfilling our</p> |

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| | | <p>Best Value duty to compare our performance with that of our peers. This is an important component of the Council's continuous improvement journey. The express aim is to challenge Nottingham's performance and identify best practice(s). Although there are no plans to review the metrics included in the SCP, efforts are underway to enhance and expand the BV Outcomes Indicators Framework. This will enable a visual comparison of NCC's performance across a broad range of themes.</p> <p>3. The Performance Management Framework (PMF) is being reviewed as responsibility for this this moves to the Directorates following the removal of the corporate Policy and Performance team. The new PMF will be communicated more widely once it has been agreed in due course and this can include Trade Unions.</p> |
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**Corporate Scrutiny Committee
29 May 2024**

Draft Work Programme

Report of the Statutory Scrutiny Officer

1 Purpose

- 1.1 To set the Committee's work programme for municipal year 2024/25.

2 Action required

- 2.1 The Committee is asked to identify its priorities for its 2024/25 work programme and schedule items accordingly.

3 Background information

- 3.1 The Corporate Scrutiny Committee has been established to carry out the statutory overview and scrutiny functions in relation to corporate matters in relation to matters relating to the Council's finances and resources such as IT, customer services, commercial strategy, procurement and financial management; and corporate and cross-cutting matters that affect each directorate such as development of and delivery of the Strategic Council Plan, budget, transformation and improvement. This includes:
- a) holding local decision-makers, including the Council's Executive and relevant Boards of the Council's group of companies, to account for their decisions, actions, performance and management of risk
 - b) reviewing existing policies and strategies of the Council and other local decision-makers where they impact on Nottingham citizens
 - c) contributing to the development of new policies and strategies of the Council and other local decision-makers where they impact on Nottingham citizens
 - d) exploring any matters affecting Nottingham and/ or its citizens
 - e) make reports and recommendations to relevant local agencies with respect to the delivery of their functions, including the Council and its Executive
 - f) reviewing decisions made but not yet implemented by the Council's Executive in accordance with the Call-in Procedure.
- 3.2 The Committee is responsible for setting and managing its own work programme to fulfil this role. This work programme must have a clear link to its roles and responsibilities and take into account the resources available to deliver it.
- 3.3 In setting a programme for scrutiny activity, the Committee should make sure that each item included on the programme has clear objectives and desired outcomes from its work that add value to the improvement of the Council. To help prioritise items for inclusion, it is suggested the

Committee considers the questions within the Council's Scrutiny Prioritisation Process, which is attached at Appendix A. Once items have been identified, the scheduling of those items should be timely; sufficiently flexible so that issues which arise as the year progresses can be considered appropriately; and reflect the resources available to support the Committee's work. It is recommended that there is a maximum of two substantive items scheduled for each committee meeting.

- 3.4 A proposed work programme for the municipal year 2023/24 is attached at Appendix B. This is based on areas of work identified at previous scrutiny committee meetings, horizon scanning of relevant issues, and informal discussions.
- 3.5 On the work programme, some items have already been scheduled with space for further items to be added. This is because some potential issues require further scoping and consideration as to the appropriate timing – once this has been done they will be proposed for scheduling accordingly – and this also allows for flexibility to accommodate issues that arise as the year progresses.
- 3.6 At this meeting the Committee is asked to consider this proposed work programme and any further suggestions raised at this meeting. Any new suggestions should be appropriately scoped prior to their inclusion on the work programme.

4 List of attached information

- 4.1 Scrutiny Prioritisation Process
- 4.2 Corporate Scrutiny Committee Draft Work Programme

5 Background papers, other than published works or those disclosing exempt or confidential information

- 5.1 None

6 Published documents referred to in compiling this report

- 6.1 Nottingham City Council Constitution

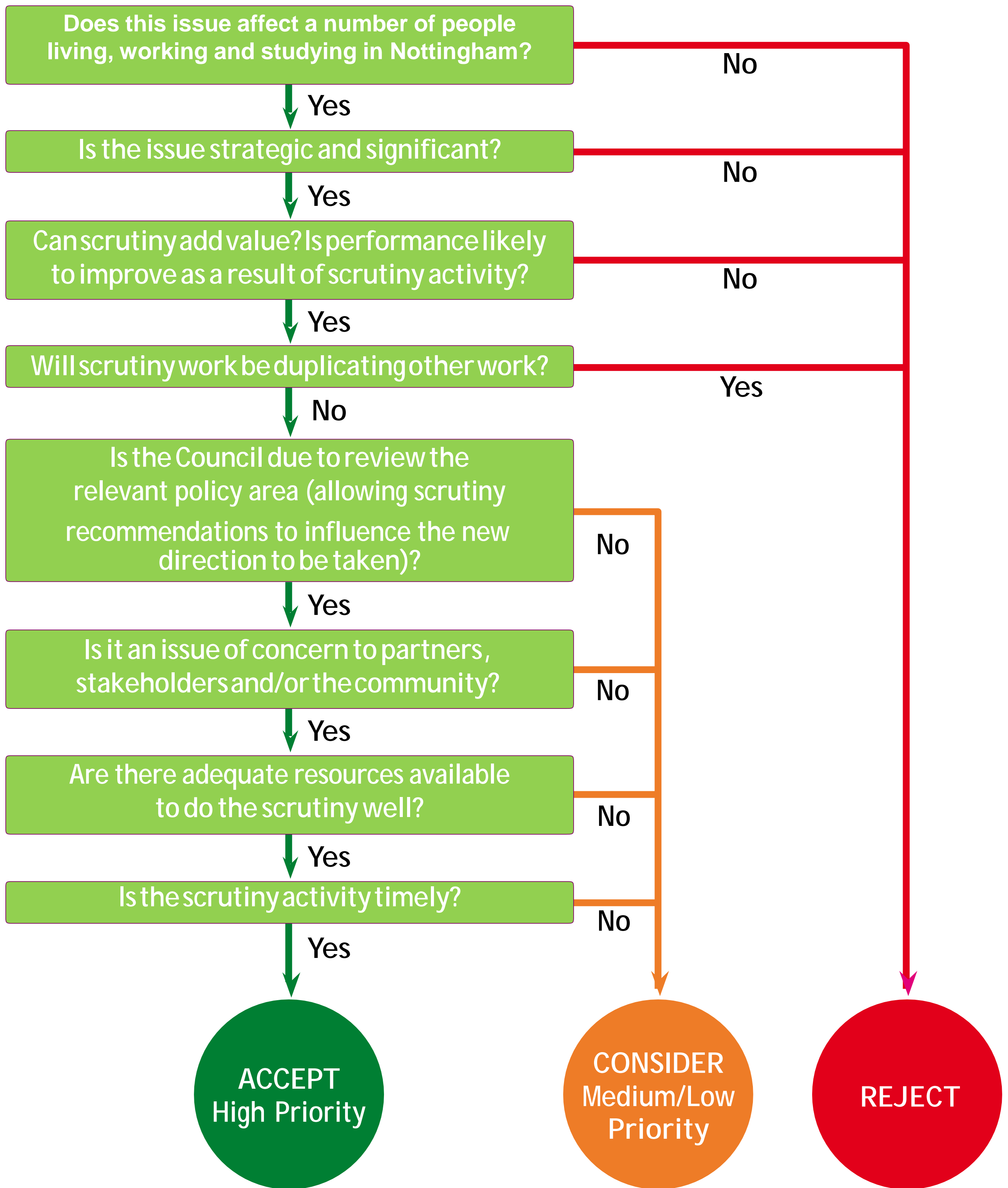
7 Wards affected

- 7.1 All

8 Contact information

- 8.1 Damon Stanton, Scrutiny and Audit Support Officer
damon.stanton@nottinghamcity.gov.uk

Nottingham City Council Scrutiny Prioritisation Process



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Corporate Scrutiny Committee 2024/25 Work Programme

Chair: Councillor Sam Gardiner

Vice Chair: TBC

Wednesday's at 9.30am

| Date | Items |
|-------------------|--|
| 29 May 2024 | <ul style="list-style-type: none">• Committee Terms of Reference• Appointment of Vice-Chair • EDI Strategy To assess the final draft version of the Council's Equality, Diversity and Inclusion (EDI) Strategy • Annual Report of Human Resources To consider activity within human resources including metrics and performance |
| 24 July 2024 | <ul style="list-style-type: none">• NCC Improvement Plan To scrutinise the Improvement Plan approved by Commissioners and City Council • Budget Strategy To scrutinise the Council's budget strategy and methodology, including composition and changes |
| 25 September 2024 | <ul style="list-style-type: none">• Budget Monitoring To assess and review the 2024/25 budget mid year • Transformation Performance 24/25 To assess Corporate Transformation performance |

| Date | Items |
|------------------------------|---|
| 27 November 2024 | <ul style="list-style-type: none"> • Performance Management Led by James Schrodell and Leader To assess the performance of the Strategic Council Plan (SCP) • Public Budget Consultation To receive further information on how the public budget consultation for 2025/26 will be conducted, including methodology. |
| 29 January 2025 (Budget) | <ul style="list-style-type: none"> • Budget Consultation Led by Leader & Deputy Leader, Ross Brown The Committee to assess the proposed budget and respond as a consultee |
| 12 February 2025 (Budget) | <ul style="list-style-type: none"> • Budget Led by Leader and Deputy Leader, Ross Brown The Committee to assess the final budget being recommended to Council by the Executive following consultation |
| 26 March 2025 | <ul style="list-style-type: none"> • TBC |

NOTES

WORK PROGRAMME 2024/25

COMPLETED ON

SIGNED (CHAIR OF THE COMMITTEE)