



Nottingham City Council Overview and Scrutiny Committee

Date: Wednesday 7 October 2020

Time: 2.00 pm

Place: To be held remotely via Zoom - <https://www.youtube.com/user/NottCityCouncil>

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

Director for Legal and Governance

Senior Governance Officer: Laura Wilson **Direct Dial:** 0115 876 4301

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|----------|---|---------|
| 1 | Apologies for absence | |
| 2 | Declarations of interests | |
| 3 | Minutes
To confirm the minutes of the meeting held on 9 September 2020 | 3 - 14 |
| 4 | Scrutiny of the Portfolio Holder for Communities, Highways and Strategic Transport
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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

Overview and Scrutiny Committee

Minutes of the meeting held remotely via Zoom and livestreamed on the Council's YouTube channel on 9 September 2020 from 2.01 pm - 4.28 pm

Membership

Present

Councillor Anne Peach (Chair)
Councillor Carole McCulloch (Vice Chair)
Councillor Maria Joannou
Councillor Gul Nawaz Khan
Councillor Pavlos Kotsonis
Councillor Jane Lakey
Councillor AJ Matsiko
Councillor Ethan Radford
Councillor Angharad Roberts
Councillor Andrew Rule
Councillor Cate Woodward

Absent

Councillor Georgia Power (Vice Chair)

Colleagues, partners and others in attendance:

Mel Barrett	- Chief Executive
Beth Brown	- Head of Legal and Governance
Elaine Fox	- Policy and Performance Officer
Councillor Sally Longford	- Portfolio Holder for Energy, Environment and Democratic Services
Councillor David Mellen	- Leader of the Council
Laura Pattman	- Strategic Director of Finance
James Rhodes	- Head of Analysis and Insight
Richard Taylor	- Environmental Health and Safer Places Manager
Malcolm Townroe	- Director of Legal and Governance
Jonathan Ward	- Principal Energy Policy Officer
Hugh White	- Corporate Director for Covid Response and Recovery
Laura Wilson	- Senior Governance Officer

9 Apologies for absence

There were no apologies for absence, but Councillors Jane Lakey and Carole McCulloch informed the Committee that they would need to leave the meeting early due to other commitments.

10 Declarations of interests

Councillor Anne Peach declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council's governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of the National Ice Centre, in an unpaid capacity.

Councillor Pavlos Kotsonis declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of Robin Hood Energy, in an unpaid capacity.

Councillor Angharad Roberts declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of Nottingham City Transport, in an unpaid capacity.

Councillor Ethan Radford declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of Nottingham City Homes, in an unpaid capacity.

Councillor AJ Matsiko declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of EnviroEnergy, in an unpaid capacity.

Councillor Cate Woodward declared an Other Interest in agenda item 6 (minute 12) – Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, as a Council nominated Director on the Board of EnviroEnergy, in an unpaid capacity.

11 Minutes

The minutes of the meeting held on 5 August 2020 were confirmed as a true record and signed by the Chair.

12 Action Plan in response to the Report in the Public Interest on Nottingham City Council's governance arrangements for Robin Hood Energy

Councillor David Mellen, Leader of the Council, presented the Action Plan in response to the Report in the Public Interest on Nottingham City Council’s governance arrangements for Robin Hood Energy, and highlighted the following points:

- (a) the Report in the Public Interest says that:
- there are inadequacies in holding the company to account, and that governance arrangements are not strong enough;
 - there is a lack of clarity in important roles in governance;
 - there is insufficient understanding of risk, the financial position of the company and expertise on the Board;
 - there is inappropriate balance between holding the company to account and allowing it freedom to operate as a commercial company;
 - the Council needs to ensure that lessons are learned from this experience;
 - the Council needs to reflect on overall governance arrangements of companies and itself;

- the policy initiatives and their delivery need to be challenged as part of normal governance, and it would be seen as healthy to do this, and all Council risks need to be understood and managed;

(b) recommendations in the report include:

- the Council should review its overall position in using councillors on the boards. This should be informed by a full understanding of the role of and legal requirements for company Board members;
- the Council should urgently determine the future of Robin Hood Energy, taking into account the Council's current financial position, and in response to this, the Council has taken the decision to sell Robin Hood Energy's customers and close the business;
- where it continues to use councillors in such roles, it should ensure that non-executives (including councillors) on the relevant board have, in aggregate, the required knowledge and experience to challenge management. This is of particular importance where the company is operating in a specialised sector which is outside the normal experience of councillors;
- where councillors are used in such roles, the Council should ensure that the councillors are provided with sufficient and appropriate training which is updated periodically;
- the Council should ensure that all elements of its governance structure, including the shareholder role, are properly defined and that those definitions are effectively communicated to the necessary individuals;
- when allocating roles on Council owned organisations to individual councillors, the Council should ensure that the scope for conflict of interest is minimised, with a clear divide those in such roles and those responsible for holding them to account or overseeing them;
- the Council should ensure that risks relating to its companies are considered for inclusion in its overall risk management processes with appropriate escalation and reporting, rather than being seen in isolation;
- the Council should consider the appropriateness of the definition of the shareholder role adopted in the 2019 report, and give it an emphasis of protections of the Council's financial interests, alongside other elements;
- as the new arrangements for monitoring companies are rolled out alongside the Companies Governance Sub Committee (CGSC), the Council should ensure that financial information is provided in accordance with its requirements and is fully understood by the CGSC, and others involved in holding the companies to accounts, and that robust action, with oversight of the s151 Officer, is taken if information is not provided;
- the Council needs to ensure that responsibilities for scrutiny and risk management are given sufficient prominence, including giving Audit Committee explicit responsibility for scrutiny of governance and risk management;
- the Council should apply the lessons learned from Robin Hood Energy in a review of its company governance arrangements, in particular, to ensure risks are appropriately flagged and managed, as well as successfully implementing the more robust monitoring agreed by the CGSC;

(c) action taken so far includes:

- publishing the Report in the Public Interest on the date it was received – 11 August;
- on 19 August the Council's response/Action Plan and the External Auditor's report was published for the Extraordinary Council meeting taking place on 27 August;
- an Extraordinary Council meeting was held on 27 August, where the Action Plan and the response to the Report in the Public Interest were discussed and agreed;
- notified the External Auditor, the people of Nottingham and the Ministry of Housing, Communities and Local Government of the response;
- met with the Chairs and Chief Officers of Council companies;
- met with the Chairs of Overview and Scrutiny and Audit Committee to discuss the implementation of the Action Plan;

(d) the Action Plan includes:

- concluding the Strategic Review and produce a report on the lessons to be learnt from Robin Hood Energy;
- a commitment to learn from best practice from partners, from successful other companies, and from national bodies such as the Local Government Association;
- reviewing the overall approach to using councillors on boards;
- ensuring that non-executive (including councillors) on relevant boards have the required knowledge and experience to challenge managements;
- seeking out external advice on a best practice model of council ownership of companies;
- working with the Chairs and Chief Executive/Chief Officers of council companies to understand any self-assessment models that might be used;
- drawing out any lessons or good practice that can be shared across all companies;
- ensuring that the risks relating to companies are considered for inclusion in the Council's overall risk management process;
- reviewing current training for company directors, and only councillors who have completed the training will be able to remain as appointed directors;
- reviewing the Council's scheme of delegation to ensure effective governance;
- reviewing the roles of Executive Board, CGSC, Overview and Scrutiny and Audit Committee to ensure clarity on their roles and accountability across the Council;
- ensuring that the Chairs of Overview and Scrutiny and Audit Committee are fully involved in the review;
- reviewing how councillors are appointed on boards;
- refining a high level risk register including company risks, with a review of the regularity of reporting to Audit Committee, Overview and Scrutiny and Executive Board, with the Chairs being fully involved;
- commissioning an overarching review of the Council's wider governance arrangements, following advice from the Local Government Association and other relevant external bodies;
- continuing the work on a refreshed Medium Term Financial Strategy, which will be presented to full Council in October 2020.

During the discussion that followed the following points were raised:

- (e) the recommendations don't say that councillors shouldn't be on boards, but how the appointments are made will be reviewed and suitable training will be put in place;
- (f) there has been no feedback from the Auditor on the Action Plan, but this will begin once implementation commences;
- (g) the outcomes of reviews and any reports concerning them will be made available to Overview and Scrutiny and Audit Committee where appropriate;
- (h) there needs to be sensible and efficient distribution of work between Overview and Scrutiny and Audit Committee to ensure that every aspect is appropriately dealt with, and results are demonstrated.

Resolved to schedule regular reviews of the Action Plan and provide any feedback on it to Executive Board.

13 Work Programme

Councillor Anne Peach, Chair of Overview and Scrutiny, presented a report on the work programme detailing issues for scrutiny by the Committee for the remainder of 2020/21 Municipal Year.

Resolved to agree the work programme, noting that reviewing the Action Plan in response to the Report in the Public Interest on Nottingham City Council's governance arrangements for Robin Hood Energy will be included at appropriate times throughout the year.

14 Covid-19 Pandemic - Nottingham City Council's Response

Hugh White, Corporate Director for Covid Response and Recovery, gave a presentation detailing how Nottingham City Council has responded to the Covid-19 pandemic and highlighted the following points:

- (a) national guidance and existing local influenza pandemic plans were followed, and on 17 March Council staff were instructed to work from home where possible;
- (b) the response was led by Public Health, alongside the Local Resilience Forum, and its sub-groups:
 - Tactical Co-ordinating Group (co-Chaired by the City Council);
 - Health and Social Care Economy Tactical Co-ordinating Group;
 - Communications Cell;
 - Excess Deaths Cell (Chaired by the City Council);
 - Humanitarian Assistance Group;
 - Care Homes and Home Care Cell;
 - Recovery Group (Chaired by the City Council);

- (c) there are five workstreams. Three requested by Government, and two determined by the City Council. The three requested by the Government are:
- Keeping Social Care Going:
 - supporting social care, including staffing front line services;
 - support for care homes;
 - assisting schools to open and support vulnerable pupils;
 - sourcing PPE;
 - Mobilising Civil Society:
 - supporting medically and socially vulnerable citizens;
 - Safe and Well checks and food parcels;
 - setting up the 'golden number';
 - Supporting and Protecting the Economy:
 - distributing grants to businesses;
 - reopening the City Centre;
 - supporting people seeking work into care roles.

The two determined by the City Council are:

- Financial Resilience:
 - focus on the budget due to extra expenses and loss of income;
- Welfare of the Workforce and Corporate Resilience:
 - referring staff for testing;
 - monitoring sickness absence to ensure key work areas had sufficient staffing;
 - conversations with BAME employees about extra support;
 - 'Coronavirus queries' email account set up and FAQs were posted on the intranet.

The Council has also:

- published Coronavirus pages on the Council website;
- provided support for roughsleepers including hotel provision, 'move-on' tenancies, and health and wellbeing support;

- (d) an outline of lessons learned for each workstream has been created. These include:

- ensuring all teams adopt the same programme management approach;
- confirming teams' contingency plans include the equipment required to enable urgent home-working;
- communicating key messages sooner, including service reinstatement requirements and processes;

- (e) the lessons learned document also includes successes:

- the launch of the 'golden number' providing support to citizens and the work of the Customer Hub;
- an increase in online services and use of them, advancing the digital agenda;
- recruitment of large numbers of social care staff;
- greater co-operation between teams and with partners;

- (f) a Local Outbreak Control Plan has been published which sets out how the city will prepare for future outbreaks of Covid-19. The plan sets out how the City Council will work with the NHS, with partners, with businesses, with community leaders, and with neighbouring councils to keep people safe and protected;

- (g) an Outbreak Cell has been established which:
- works across Nottingham and Nottinghamshire;
 - meets everyday at lunchtime to look at local cases and other relevant information;
 - includes Public Health, the Local Resilience Forum, Infection Prevention Control, Public Health England and others;
 - determines if an Incident Management Team needs to be set up. Incident Management Teams are not set up for every outbreak, some are discontinued when no longer needed and moved on to other priorities;
- (h) a detailed service reinstatement process has been established, and the following service reinstatements have been approved so far:
- May:
 - recycling centres;
 - outdoor tennis courts;
 - June:
 - public toilets;
 - Bulwell Hall Golf Club;
 - litter picking, grass cutting, and grounds maintenance;
 - libraries (began in June and was completed in July);
 - Registrars services;
 - children's playgrounds;
 - indoor markets;
 - July:
 - Short Breaks services;
 - respite services including Crocus Fields, Indian Day Centre, Albany House, and the Learning Disability Day Service;
 - leisure centres;
- (i) there has been lots of communication with citizens through the Council's website, the Arrow, and support information leaflets distributed throughout communities, provided in different languages and alternative formats, which included contact details and locations of foodbanks, etc;
- (j) Government policies and announcements include:
- March:
 - the 2020 budget, including £1.6bn for local authorities;
 - a request emergency accommodation for homeless people;
 - April:
 - financial relief for local authorities, including deferred Business Rates;
 - a discretionary fund for smaller businesses ran by Councils;
 - May – the care home support package through the Adult Social Care Infection Control Fund;
 - June:
 - funding to Councils to support vulnerable families over the summer;
 - a Covid-19 'catch up fund' for pupils;
 - July:
 - funding for Councils to respond to Covid-19 and recover lost income;
 - care home visiting guidance was published;
 - August – a Hospital Discharge Policy was published;

- (k) the next steps include:
- local authorities supporting the test and trace programme, aided by the Outbreak Control Plan, with a greater role in directing and delivering contact tracing. A ring-fenced test and trace service support grant is available to resource this and Nottingham City has been awarded £3.1m;
 - upper tier authorities have the powers to close premises, public outdoor places and prevent specific events;
 - planning is in place to fully reopen Council office buildings with reduced capacity and increased cleaning;
 - analysis of the staff survey regarding getting back into Council buildings safely;
 - carrying out a Health Inequalities Impact Assessment;
 - supporting schools, colleges and universities as they return;
 - engagement with citizens on the Covid-19 impact and what they think Council priorities should be post-Coronavirus;
 - capturing Covid-19 activity as a supplement for future Council priorities;
- (l) the ongoing impacts include:
- depression and loneliness numbers doubled during lockdown;
 - unemployment in the city (and UK) has risen and is expected to increase further over the next few months as the furlough scheme reduces and eventually ends. 29% of working age people in Nottingham City are either unemployed or furloughed, compared to 28.8% in Greater Nottingham, 33.3% in the East Midlands, and 34.7% in England;
 - the impact on educational attainment and wellbeing of children from school closures;
 - the Council's financial situation if Government funding does not meet Covid-19 costs and lost income;
 - the effect on local and national economies.

During the discussion which followed the following points were raised:

- (m) the impact of shared housing and the return of university students is a concern and work has been ongoing with the universities over the last few months through the Outbreak Control Engagement Board. They are increasing their resources and carrying out testing to mitigate the risk, and wardens are working with Community Protection Officers to react and be proactive to any issues;
- (n) timelines for service reinstatements vary depending on the complexities of the service but, in general, they take a few weeks due to carrying out risk assessments, involving stakeholders, learning from phased reinstatements, etc;
- (o) Public Health monitor postcode and individual date to understand where cases are. They carry out a track and trace type exercise to ascertain why there are cases, and if there are any clusters of cases then an Incident Management Team meeting is held to decide on action to be taken;
- (p) it is expected that staff will not be back at Loxley House until after the end of September, but this is kept under constant review to respond to the situation. Work is underway to achieve the revised capacity of 40%;

- (q) it isn't planned for any services to remain permanently closed, but it is unclear when some will be able to reopen;
- (r) welfare checks are regularly carried out for staff working from home, and all staff have been asked to carry out work station assessments to ensure the working environment is suitable. Equipment such as desks, chairs, etc are available for staff to use at home;
- (s) every BAME colleague has had a needs assessment to reduce the risk to them.

15 Scrutiny of the Portfolio Holder for Energy, Environment and Democratic Services

Councillor Sally Longford, Portfolio Holder for Energy, Environment and Democratic Services, gave a presentation on the current position of her portfolio and performance in relation to her Council Plan priorities, and highlighted the following points:

- (a) strategic priorities include:
 - to be Carbon Neutral by 2028;
 - improving Air Quality in the city;
 - tackling fuel poverty;
 - sustainable solutions to waste issues;
 - making it easier for citizens to contact the Council;
 - improving electoral registration in the city amongst students;
- (b) there are 19 Council Plan commitments for the portfolio, 1 has an expected outcome of Red (not achieved), 6 have an expected outcome of Amber (partly achieved), and 12 have an expected outcome of Green (achieved):
 - those with an expected outcome of Green are:
 - ensure that all Nottingham Hackney carriage fleet is ultra-low emissions, reduce the maximum age of taxis from 15 to 12 years, and exclude dirty diesel taxis from the city centre;
 - ensure that all planning and development decisions take account of environmental and sustainability considerations;
 - provide bee-friendly habitats in every neighbourhood;
 - extend the garden waste collection service to include November;
 - make it easier to contact the Council, helping you report problems online wherever possible and aiming to solve your problem the first time you contact us;
 - protect from cuts: access to Council services online, in person and over the phone;
 - protect from cuts: free bulky waste collections for Nottingham residents;
 - make the Council single-use plastic free;
 - support local businesses by providing 364 day a year commercial waste collection service;
 - exclude dirty diesels from the city centre;
 - hold fix-it days in areas across the city, helping local people re-use and recycle household items;

- reduce plastic by providing water bottle refill stations in the city centre and make the Council single-use plastic free;
 - those with an expected outcome of Amber are:
 - become the first carbon neutral city in the country, reaching this by 2028;
 - deliver an annual kerbside collection of unwanted items;
 - improve air quality in Nottingham by cutting NO2 and particulates by 20%;
 - make sure students have a voice in elections by increasing the number of students registered to vote by a quarter;
 - reduce the number of older people experiencing fuel poverty by 10%;
 - work with the Environment Agency to protect 1,000 more homes from the risk of flooding;
 - the commitment with an expected outcome of Red is – double the number of Nottingham residents using Robin Hood Energy and continue to provide discounts for the who live in the city. As reported by the Leader earlier, the decision has been taken to sell the customers and close the company;
- (c) the challenges and opportunities going forward are:
- achieving the Carbon Neutral target by 2028 as support from Government is required on legislation and financing;
 - reducing air pollution;
 - increasing recycling to ensure there is a sustainable solution to waste issues.

During the discussion which followed the following points were raised:

- (d) lots of plans haven't been possible due to Covid-19, but the 28 for 28 challenge devised and led by partners would be continuing on the 28th day of every month;
- (e) recycling from apartment blocks has improved greatly, with the number of orange bags being used reducing dramatically;
- (f) Robin Hood Energy had never been the Council's only source of tackling fuel poverty. The Warm Homes Hub and Nottingham Energy Partnership are still in place. Work is taking place across the city to help those without a gas supply to access one to give them cheaper fuel. The Carbon Neutral programme includes better insulation, etc which will help to reduce fuel bills;
- (g) a garden waste collection has been moved from October to enable a November collection, which is the end of the growing season. This has been done so that a later collection can be provided on a cost neutral basis;
- (h) the work to achieve the Carbon Neutral status doesn't have budget implications for the Council as the Council is applying for grant funding from the Transforming Cities Fund;
- (i) Colin Street has been closed, which was a major air pollutant source. It is understood that some of pollution may be transferred to the southern relief route so monitoring is taking place;

- (j) the campaign for electrification of the Midland Mainline is continuing which will also help to improve air quality;
- (k) the Council's vehicle fleet is 30% electric, with the first fully electric bin lorry being delivered shortly;
- (l) there was an increase in fly-tipping while the recycling centres and bulky waste services were closed, but these reopened as soon as they could, and work is ongoing to clear the backlog of bulky waste collections.

16 Citizen Satisfaction Survey Written Update

Councillor Anne Peach, Chair of Overview and Scrutiny, presented a report on the written update from the Portfolio Holder for Communities, Highways and Strategic Transport detailing the work undertaken during the budget process following the Committee's recommendation to reduce the frequency of the Citizen Satisfaction Survey to every other year.

Resolved to note that the Committee's recommendation to reduce the frequency of the Citizen Satisfaction Survey to every other year has been implemented.

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**Overview and Scrutiny Committee
7 October 2020**

Scrutiny of the Portfolio Holder for Communities, Highways and Strategic Transport

Report of the Head of Legal and Governance

1 Purpose

- 1.1 To hear from the Portfolio Holder for Communities, Highways and Strategic Transport on her main priorities and challenges for the 2020/21 municipal year, including Council Plan performance.

2 Action required

- 2.1 To use the information received at the meeting from Councillor Rebecca Langton, Portfolio Holder for Communities, Highways and Strategic Transport to inform questioning and identify potential areas for future scrutiny.

3 Background information

- 3.1 The key responsibilities for the Portfolio Holder for Communities, Highways and Strategic Transport are:

Neighbourhood Regeneration

Neighbourhood Retail Management
Cleansing and Street Scene

Area Working

Area committee highways work
Neighbourhood Management
Community Engagement
Neighbourhood communications
Welfare rights

Partnerships - voluntary sector and faith

Lead on refugees and asylum seekers
Community Sector and Volunteering
Community Centres
Community Cohesion
Equalities in the community
One Nottingham
Armed Forces Champion

Strategic Transport and Highways

HS2
Road repairs and resurfacing

Traffic Management and Parking
Highways Design and Maintenance
Parking Enforcement
Street Lighting

- 3.2 On 11 November 2019 the Council Plan was approved by full Council, and guides the Council's services and approach to support the delivery of its key priorities for the city until May 2023.
- 3.3 It includes five key objectives:
- Build or buy 1,000 Council or social homes for rent
 - Create 15,000 new jobs for Nottingham people
 - Build a new Central Library, making it the best children's library in the UK
 - Cut crime, and reduce anti-social behaviour by a quarter
 - Ensure Nottingham is the cleanest big city in England and keep neighbourhoods as clean as the city centre.
- 3.4 In addition, a total of 185 pledges are included under five key headings:
- Nottingham People – support for children, young people, students, families , older people, education and health
 - Living in Nottingham – making Nottingham clean and green, improving transport, housing and providing opportunities
 - Growing Nottingham – developing neighbourhoods and the city centre, creating jobs and training opportunities and supporting businesses and inward investment
 - Respect for Nottingham – tackling crime and anti-social behaviour and supporting strong local communities
 - Serving Nottingham better – improving council services and promoting equality.
- 3.5 Councillor Rebecca Langton will be in attendance at the meeting to discuss her main priorities and challenges for the 2020/21 municipal year, and performance against the elements of the Council Plan that she is responsible for.

4 List of attached information

4.1 None.

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 Council Plan 2019-23.

7 Wards affected

7.1 All.

8 Contact information

8.1 Laura Wilson
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0115 8764301
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**Overview and Scrutiny Committee
7 October 2020**

Scrutiny of the Portfolio Holder for Health, HR and Equalities

Report of the Head of Legal and Governance

1 Purpose

- 1.1 To hear from the Portfolio Holder for Health, HR and Equalities on her main priorities and challenges for the 2020/21 municipal year, including Council Plan performance, in relation to the HR and Equalities aspects of her portfolio.

2 Action required

- 2.1 To use the information received at the meeting from Councillor Eunice Campbell-Clark, Portfolio Holder for Health, HR and Equalities to inform questioning and identify potential areas for future scrutiny, in relation to HR and Equalities.

3 Background information

- 3.1 The key responsibilities for the Portfolio Holder for Health, HR and Equalities are:

Health

Public Health and Wellbeing
Health inequalities
Smoking and avoidable injuries
Chair of the Health and Well Being Board
Mental Health and Well-being
Teenage Conception
Oral/Dental health
Wider Health Links

HR and Transformation

Equalities within the Council

Health and Social Care Integration (shared)

- 3.2 On 11 November 2019 the Council Plan was approved by full Council, and guides the Council's services and approach to support the delivery of its key priorities for the city until May 2023.
- 3.3 It includes five key objectives:
- Build or buy 1,000 Council or social homes for rent
 - Create 15,000 new jobs for Nottingham people

- Build a new Central Library, making it the best children’s library in the UK
 - Cut crime, and reduce anti-social behaviour by a quarter
 - Ensure Nottingham is the cleanest big city in England and keep neighbourhoods as clean as the city centre.
- 3.4 In addition, a total of 185 pledges are included under five key headings:
- Nottingham People – support for children, young people, students, families , older people, education and health
 - Living in Nottingham – making Nottingham clean and green, improving transport, housing and providing opportunities
 - Growing Nottingham – developing neighbourhoods and the city centre, creating jobs and training opportunities and supporting businesses and inward investment
 - Respect for Nottingham – tackling crime and anti-social behaviour and supporting strong local communities
 - Serving Nottingham better – improving council services and promoting equality.
- 3.5 Councillor Eunice Campbell-Clark will be in attendance at the meeting to discuss her main priorities and challenges for the 2020/21 municipal year, and performance against the elements of the Council Plan that she is responsible for, in relation to the HR and Equalities aspects of her portfolio. The Health aspect of the portfolio will be considered at the Health Scrutiny Committee.

4 List of attached information

4.1 None.

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 Council Plan 2019-23.

7 Wards affected

7.1 All.

8 Contact information

8.1 Laura Wilson
 Senior Governance Officer
 0115 8764301
laura.wilson@nottinghamcity.gov.uk

**Overview and Scrutiny Committee
7 October 2020**

Tackling Inequality

Report of the Head of Legal and Governance

1 Purpose

- 1.1 To receive information on the work Nottingham City Council is doing to tackle inequality, specifically in relation to its response to the Covid-19 pandemic, and the development of an Equality, Diversity and Inclusion Strategy.

2 Action required

- 2.1 To consider the information provided, use it to inform questioning, and decide issues for future scrutiny.
- 2.2 To provide feedback on the Equality, Diversity and Inclusion Strategy.

3 Background information

- 3.1 This meeting will provide the Committee with information on the work Nottingham City Council is doing to tackle inequality.
- 3.2 The information will focus specifically on the equalities response to the Covid-19 pandemic, and the development of the Equality, Diversity and Inclusion Strategy.
- 3.3 Relevant colleagues will be in attendance to present the information and respond to queries from the Committee.

4 List of attached information

- 4.1 Briefing note on the equalities response to the Covid-19 pandemic.
- 4.2 The draft Equality, Diversity and Inclusion Strategy.

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

8.1 Laura Wilson
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Civic Mobilisation Group Responses to Covid Inequalities

Author: Amy Goulden Senior Cohesion Manager (Community Partnerships, Community Protection).

Date: 24.09.2020

1. Purpose of Report

To appraise Overview and Scrutiny of the work undertaken by the officers and volunteers supporting the Civic Mobilisation response to Covid 19. This short report will be accompanied by a more detailed presentation at the meeting.

2. Background

The Civic Mobilisation Group was set up to ensure coordination of statutory and voluntary sector efforts in response to the pandemic. Early on in the development of the services it was clear there was a national disproportionate effect emerging of Covid in socio economically deprived and BAME communities. The work focused on targeted messaging and reducing barriers to complying with the advice to stay at home.

3. Summary of key activities:

- The Cohesion and External Equalities teams initially focused on communicating and translating key messages about the response and understanding community tensions. Calling community and faith leaders from a network of over 800 groups and individuals on a rotating basis to understand their concerns. sharing leaflets and maintaining two way dialogue.
- The Area Based and Community of Identify Grant leads were given flexibility in how they used the grant during Covid, they were very responsive in changing their services to meet local needs.
- The community hubs were set up and connected to the golden number, these enabled volunteers to connect to foodbanks and Neighbourhood Officers to coordinate and develop tailored support packages based on their knowledge of the local voluntary sector support landscape. At the end of June all of the 18,069 individuals who are either medically or socially vulnerable to Covid 19 had been contacted or accounted for.

- 73 volunteers were assigned to a support cluster between the 4th April 2020 to the end of June 2020 out of 116 enquiries received. From July onwards, these volunteers are linked up with volunteering agencies within the community to strengthen the network of volunteering groups within the Nottingham City Council area.
- The Civic Mobilisation Group worked with the Nottingham Project to ensure funding raised by the community through the Robin Hood Fund was spent where it was most needed. Urgent funds went for example to foodbanks, domestic abuse shelters and to support young people isolating in rooms in a YMCA hostel.
- Since May 163 organisations have been supported to undertake a health check, to ensure they could continue to operate differently or be assured of their resurgence beyond the lockdown. A partnership with Active Notts, NCVS, Nottingham Equal and the Area and Community Based grant leads was formed. This health check to consider their finance, building, paid and volunteer staff options.
- NCVS have redeveloped their website and now host a number of links to support groups through covid including risk assessment templates and funding options.
- Supported by the Cohesion team Corporate Communications now have a detailed prevention plan for Covid, with additional targeted messaging and communication channels identified to the need to get messages out to communities who may not trust or hear national guidance messages.
- The teams have worked to connect Public Health teams developing Outbreak management plans to faith, community and service leaders. Scenarios have been tested with the One Nottingham Faith Leaders meeting and the Refugee and Asylum multi agency meetings.
- Hate Crime responsive work continued both in response to incidents and in the development of publicity and training following emerging trends.

4. Work still ongoing

- A significant number of youth projects have supported families in need with food and activity parcel delivery and funders have been flexible in supporting them to do so. These projects are now managing the competing demands of their pre-covid work and the additional support they provided during the outbreak, which has not gone completely and is likely to see a resurgence with a second wave. They report seeing a more diverse client group and see benefits when they work with whole families, but many are not funded in this way.
- Development of the Area Hubs continues now, with a focus on reducing inequality through access to employment and training opportunities.

- The Nottingham Together Board was set up to provide a check and challenge on the work of the Civic Mobilisation Group. This broad group now includes statutory and voluntary sector partners and a specific BAME sub group working closely with the Integrated Care Partnership on developing health equality proposals. The group has also reviewed the partnership Hate Crime Strategy and proposals in development from Public Health on reducing inequalities.
- Virtual training and events – from Volunteers Week, Refugee Week to training on responding to online hate a lot of work around celebrating the Nottingham Together more in common message has continued. With plans in place to do the same for Black History Month and Hate Crime Awareness week.

5. Recommendations

- It is recommended that Councillors note the contents of the report and presentation, ask any questions and discuss the implications and learning.

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Equality, Diversity & Inclusion Strategy 2020 - 2023

Page 27



Nottingham

City Council

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Foreword from the Leader of the Council (Cllr David Mellen)

[TO INSERT]

Foreword from the Portfolio Holder for Equalities (Cllr Eunice Campbell-Clark)

[TO INSERT]

Foreword from the Chief Executive ()

[TO INSERT]

Signed David Mellen

Signed Eunice Campbell-Clark

Signed Chief Exec

Equality, Diversity and Inclusion (EDI): our commitment

We are a forward thinking authority that puts our citizens and employees first. 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. This strategy is key to achieving this and our ambition of creating an inclusive Council.

Equality, diversity and inclusion is a top priority for us. It underpins 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. Our Council Plan ¹ contains key actions to make sure that real progress is made on this agenda and there are organisational objectives set to position the organisation as an exemplar of best equalities practice.

Our Council Plan states that we will:

- Make sure that at least half of our candidates, half the council's executive and one of the Leader or Deputy Leader are women, and work to ensure the Executive Board reflects the BAME diversity of the city as a whole
- Take steps to eradicate gender and Black, Asian and Minority Ethnic (BAME) pay gap and work with Council owned companies to close theirs
- Take positive action to ensure the make-up of the Councils workforce at all levels better reflects Nottingham's diverse communities
- Continue to be a Stonewall top 100 employer
- Ensure that council decisions, our services and developments take account of disability and that public spaces and buildings are easy to access

To serve Nottingham better we will also:

- Ensure that meaningful consultation with a diverse range of groups forms the basis of decisions made by the council
- Shortlist a proportionate amount of Black, Asian and Minority Ethnic (BAME) candidates meeting the essential requirements for every City Council vacancy, relative to the number of applications received

¹ Nottingham City Council Plan 2019-23

- Help people on low incomes who would like support to budget and manage their finances better and promote Nottingham's Credit Union as an ethical alternative bank
- Host an annual "open doors" event where visitors are invited into public buildings across the city
- Ensure Nottingham City Council jobs pay at least the real living wage and wherever possible commission services from organisations that do the same
- Work in partnership to create and support a network for women in Nottingham
- Provide a "you said, we did" programme for neighbourhood working through area committees
- Provide digital access points and support to use them in Nottingham's libraries and council offices

Developing this strategy

This strategy has been developed in line with our Council Plan and organisation values. We have consulted widely and invited a wide range of partners, staff and stakeholders to comment on our strategy. The findings of this consultation have shaped this strategy.

Context and Legislation

The Equality Act 2010 is the legal framework to protect the rights individuals and advance equality of opportunity for all. 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
- Race
- Sex
- Sexual Orientation
- Marriage/ Civil Partnership
- Disability
- Gender reassignment

- Religion or Belief
- Maternity and Paternity

The Public Sector Equality Duty (created under the Equality Act 2010) came into force on 5 April 2011 requires public bodies and others carrying out public functions to have due regard to the need to eliminate discrimination, to advance equality of opportunities and foster good relations between different communities. Compliance with the equality duty enables us to provide services to meet the diverse needs of our users, and to carry our core business more efficiently and cost effectively.

Gender Pay Gap

Legislation came into effect in 2017 requiring employers to publish figures on 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 3.3% (2019) drop from 4.2% in 2017, this is significantly below the national average of 17.3% (2019, Source Office for National Statistics)

Ethnicity & Disability Pay Gap

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

Modern Day Slavery Act 2015

Legislation requires us to prepare a slavery and human trafficking statement each financial year and to publish on our website 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

² https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

Our Nottingham and its citizens³: Some Key Facts

- 331,100 people live in the city
- International migration (recently from Eastern Europe) and natural change (the excess of births over deaths) are the main reasons for the population growth
- 229,000 people are of working age (16-64)
- 50% of residents are aged under 30 years
- 1 in 8 are full time students
- 34.6% of the population as being from BAME groups (Census 2011); an increase from 19% in 2001
- 18% have a long-term illness or disability
- 1 in 3 do not take part in any form of exercise
- The census did not ask questions in relation to sexual orientation but it is estimated that 5%⁴ of the population are LGBT
- 52.8% of residents rent their homes (from either the council, social or private landlords)
- Life expectancy is lower than the England average; men live to 77 years compared to 82 years in England and women live to 81 years compared to 83 years in England
- Nottingham ranks the eleventh most deprived district in the country, which means we have high levels of poverty within the city boundary (Index of Multiple Deprivation (IMD), 2019⁵)
- There are many languages spoken including English (73.7%) Urdu (5.8%) Polish (4.6%) Punjabi (3.9%) Arabic (2%) and Romanian (0.9%).
- There is a high turnover of population – 21% of people changed address in the year before the 2011 Census.

Nottingham's diverse communities is a huge asset that is valued and seen as one of the City's great strengths. We understand the challenges that are facing the communities that live and work in our City. We use data and information from a range of sources to influence our thinking and inform our decision-making. Our priority is to always address issues of discrimination, disadvantage, and remove barriers to access and opportunities.

Our Staff⁶: Nottingham City Council: Some Key Facts

³ Census 2011

⁴ Department of Trade and Industry (DTI) officially estimate population of LGB people constitutes 5-7% of the total adult population

⁵ <https://www.nottinghaminsight.org.uk/themes/deprivation-and-poverty/indices-of-deprivation-2019/>

- 24.6% of our workforce are from a Black, Asian or other ethnic minority background, compared to 34.6% of the city population
- 60% of our workforce are women
- 6% of our workforce are disabled against 9.1% of the population of Nottingham
- 4.1% are LGB

Our employees are our most valuable asset. We are committed to leading the City by example and recruiting for diversity. 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.

DRAFT

⁶ Data taken from HR System, Oracle

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

We have and continue to face many challenges which have influenced our equality, diversity and inclusion objectives. The main ones have been due to responding to financial constraints, effects of deprivation, demographic change and the impact of Brexit. Most recently, since March 2020 we have been in unprecedented times responding to the Coronavirus pandemic. In May 2020, following the killing of George Floyd many Black Lives Matter protests were held across the world, including UK.

Financial

We are continuing to make budget cuts to our service provision because of continuing reductions in Government funding for local government services. We are enduring the most severe period of spending cuts ever experienced. Despite this, spending on social care is demand led, and numbers of older people requiring care and looked after children have increased over this period. We know from reports of the Institute of Fiscal Studies and our own analysis that government cuts have disproportionately hit the most deprived authorities (such as Nottingham).

All of our budget proposals have been assessed for their impact on equality, and decision-makers have taken this into account to ensure that we are doing all that we can, in the circumstances, to protect the most vulnerable and those most in need.

Coronavirus Pandemic (Covid-19)

National emerging data has found that Covid-19 does not affect all population groups equally. Public Health England (PHE) report 'Disparities in the risk and outcomes of Covid-19' (published in June 2020) found that the largest disparity was age, people who were 80 or over were seventy times more likely to die than those under 40. Risk of dying among those diagnosed with Covid-19 was higher in males than females; higher in those living in the more deprived areas than those living in the least affluent and higher in those in Black, Asian and Minority Ethnic (BAME) groups than in White ethnic groups. People of BAME communities are more likely to be at increased risk of acquiring the infection.

The pandemic has exposed and exacerbated longstanding inequalities affecting BAME groups in the UK. BAME groups tend to have poorer socioeconomic circumstances which lead to poorer health outcomes. Data from the Office of National Statistics (ONS) and the Public Health England (PHE) analysis confirmed the strong association between economic disadvantage and COVID-19 diagnoses, incidence and severe disease. Economic disadvantage is also strongly associated with the prevalence of smoking,

obesity, diabetes, hypertension and their cardio-metabolic complications, which all increase the risk of disease severity. Moreover, BAME communities are more likely to live in urban areas, overcrowded households and have jobs that expose them to higher risk.

Our Response

Workforce

We adopted an inclusive individual approach to supporting colleagues across the workforce. Staff health, safety and wellbeing has been a top priority for us. Managers have supported their teams to adapt to different ways of working taking into consideration the individual circumstances (e.g. underlying health conditions, caring responsibilities) signposting colleagues to a wealth of resources offered by HR (e.g. general wellbeing and mental health, PAM Assist, working from home).

Community

Equality of access in our communication has been a priority to ensure key messages (accessing our golden number for help, social distancing and safeguarding information) on Covid-19 reached all of our diverse communities. We engaged with key partners through Nottingham Together Board (established to check, challenge and progress activity on our Mobilising Civil society workstream) across the city to assist with this.

Our Public Health team are working on a holistic framework for Nottingham City Council to formulate action plan(s) to address the Inequalities in BAME communities.

Black Lives Matter

The killing of George Floyd on 25 May 2020 in the United States brought to stark focus the persistent presence and impact of racism in our global society. We recognise the distressing impact of these events on black communities. We also recognise that racism affects many groups within society, and within the BAME communities, in different ways.

We are very proud of the diversity within our workforce and the communities we serve. We will continue to embrace and celebrate diversity. We will continue to work to understand the different ways that our diverse population experiences life as a member of society, and recognise that world events will inevitably impact people differently.

Deprivation including welfare reform

The UK is one of the most unequal industrialised countries. Research by the think-tank Institute for Public Policy Research (IPPR) North found that the UK is more unequal than comparable countries on measures such as health, jobs, disposable income and productivity.

Figures show that there is an increasing reliance on food banks and rising homelessness in Nottingham; foodbank charity the Trussell Trust – the largest in the UK – distributed 10,723 food parcels to children and 15,955 adults in the city in 2018.

Many Nottingham residents continue to experience significant levels of deprivation. Nottingham ranks the eleventh most deprived district in the country (IMD 2019), which means we have high levels of poverty within the city boundary.

Demographic change

In 2017 there were between 900 and 1,000 asylum seekers living in Nottingham who received financial and/or housing support from United Kingdom Visa and Immigration (UKVI). The number of failed asylum seekers is unknown and many continue to live in destitution rather than return to their country of origin.

Using national estimates applied to Nottingham, it is estimated that there are around 500 destitute asylum seekers and around 7,000 refugees living in the City.

Asylum seekers in Nottingham are predominantly young, with 75% of principal applicants being aged 18-39 (Nottingham City Joint Strategic Needs Assessment (JSNA) Evidence Summary 2019).

All of these factors mean that it is important that we are flexible in our approach to delivering services and are able to respond to the fluctuating diversity of the population of Nottingham.

Brexit

Leaving the European Union (EU) does not affect people's rights under the European Convention of Human Rights, as this comes from the Council of Europe, not the EU.

The UK will still be bound by the European Convention of Human Rights and will still be integrated into UK law under the Human Rights Act 1998. However, leaving the European Union might make it easier for the UK to withdraw from the European Convention of Human Rights.

Many protections in EU law have already been written into UK law by legislation. This will stay the same unless the legislation is withdrawn by Parliament. For instance, non-discrimination in employment on grounds of sex, race and disability and non-discrimination in the provision of goods and services already existed in UK law and the Public Sector Equality Duty comes from domestic law.

In terms of equalities related employment rights, e.g. maternity, parental leave rights, the UK already gives employees greater rights than the minimum required by EU law. Therefore, the consequences for UK employment law of Brexit are unlikely to be significant in the short term, given the complexities involved and the uncertainty it would bring. Any changes to employment law are likely to be slow and incremental.

There are broader equalities issues arising from Brexit, for example there may be impacts arising from changes to immigration and the principle of free movement of people and there may be impacts in relation to the withdrawal of European funding from third sector organisations. There was also an increase in reported hate crime following the EU referendum (reports of hate crime in Nottinghamshire rose by 75% in the weeks following the referendum). It may be the case that there are further fluctuations in the levels of hate crime in future months and years.

To tackle hate crime, we take an integrated, 360 degrees approach to preventing and tackling all forms of intolerance and hate, bringing together policing, the justice system, voluntary sector, communities and other statutory services. We aim to engage all stakeholders who may come into contact with 'prejudice' including young people, offenders, communities, bystanders, organisations and agencies, equipping them to be active agents against hate crime. Our approach is centred on reinforcing and celebrating the city's values of 'Nottingham Together' and 'More in Common' while at the same time taking a zero tolerance approach to hate crime when it does happen.

Our priority areas for action

As part of the Public Sector Equality Duty Nottingham City Council must publish its equality objectives setting out our priorities for the next three years.

1. A workforce that reflects the city

The population of Nottingham City is becoming more diverse. The Census 2011 indicates that 34.6% of the population are Black, Asian or from another ethnic minority (includes White Irish and White European) background and this number is expected to have significantly increased by the next Census in 2021. In spite of our financial challenges imposed by austerity, since 2015 we have increased BAME representation within our workforce by 4.4%. Whilst we are positive about this we are not complacent and recognise that we still have work to do to address disproportionality particularly at more senior levels.

Priorities

- 1) Ensuring our recruitment practices are designed to attract and recruit for increased representation
- 2) Building an inclusive workforce and creating a working environment that respects, values and motivates people
- 3) Support the business to embed objective and effective succession planning to help retain and progress talented individuals

Action:

Our actions include:

- 1) Having 100% diverse recruitment panels
- 2) Unconscious Bias training for all Managers, to include training which explicitly covers discrimination and bias in the recruitment process, and best practice to overcome it, in relation to each protected characteristic
- 3) Provision of information at both application and induction stage about the Council's inclusion commitments within each equalities strand and about staff networks and other support available
- 4) Ensuring that policies and training relating to discrimination, harassment and bullying include specific examples of incidents of unacceptable behaviour

- 5) Increasing engagement with monitoring of staff equalities characteristics, including in relation to gender and trans identity, and of employee needs related to protected characteristics
- 6) Including engagement with equalities, diversity and inclusion activities (for example, involvement in staff equalities network and appraisal conversations)
- 7) Provide tailored guidance for colleagues in specific teams on key issues they may encounter, such as guidance for HR colleagues on supporting colleagues transitioning at work, or Procurement team guidance on assessing equalities, diversity and inclusion policies of potential suppliers
- 8) Developing leadership, mentoring including reverse-mentoring and shadowing opportunities for all colleagues, supplemented by allies and role models initiatives
- 9) Review exit interviews to include specific question around discrimination
- 10) Ensuring service reviews don't disproportionately affect under-represented protected groups
- 11) Creating a workforce plan for every service area.

2. Sustained Economic growth for all

Context:

Whilst unemployment levels in Nottingham, along with the rest of the country, are at an all-time low at 3% of the working population, there are 6,000 citizens still in receipt of unemployment benefits and an additional 21,890 are in receipt of other out of work benefits (e.g. Employment Support Allowance, Lone Parent Benefit). Over the last two years, the numbers of white residents claiming Jobseekers Allowance (JSA) have declined by 22%, whilst the number of ethnic minority residents has only declined by 9%. Other groups experiencing higher levels of worklessness are 18-24's, over 50's, and disabled people/health related conditions and while BAME businesses are significant contributors to growth and well-being, 21% of the working age population are from BAME groups but only 7% of SME's (small and medium sized enterprises) are owned by someone from a BAME group.

Priorities:

1. 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 labour market into work (including Apprenticeships)
2. We will work to reduce the number of Nottingham residents with no or low qualifications, particularly those from disadvantaged groups

3. We will improve access to business support for BAME business, for example with more apprenticeship posts.

Action:

Our actions include:

- 1) Working with partners to deliver an employment programme aimed at supporting young people aged 16-18 with Special Educational Needs
- 2) Ensuring that Growth Hub services are targeted at businesses run by minority groups
- 3) Working with local employers to create 500 new apprenticeships roles targeted at people from disadvantaged backgrounds
- 4) 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
- 5) Providing training to business people from communities with a protected characteristic (e.g. BAME, LGBT, disability) on how to win business with NCC.

3. Inclusive and accessible services

Context:

There still remains too many physical, emotional and structural barriers for some of our most vulnerable citizens. Raising ambition and attainment in the city is one of the most important challenges we face and one of our top priorities. We passionately believe that a good education is the best route to improving the lives of our citizens. However, there remains significant differences in educational attainment between specific groups of children - This objective seeks to improve access to services, improve educational outcomes and supports our strategy for Better Lives Better Outcomes.

Priorities:

- 1 **Prevention:** promoting healthy lifestyles and intervening early when people's wellbeing is at risk to avoid crisis and loss of independence
- 2 **Community Connections:** ensuring citizens can connect to the resources and support in their local neighbourhoods ensuring no-one is socially isolated and lonely

- 3 **Independent Lives:** supporting personal and community resilience, strengths and resources, reducing dependence on council funded support where possible
- 4 **Choice and Control:** seeing the citizen in the driving seat, shaping solutions around the outcomes that matter for individuals.

Action:

Our actions include:

- 1) Ensuring a focus on improving the take up of early year's education in areas with the highest poverty levels/levels of deprivation
- 2) Working to achieve access awards for our leisure and culture buildings
- 3) Work with 120 older people each month referred from community or hospital to enable people to live more independent lives
- 4) Ensure that care leavers can access education, employment and training
- 5) Monitoring protected characteristics of citizens using Council services to identify gaps in provision or barriers to accessing services
- 6) Comprehensive training for frontline staff on reducing bias and discrimination towards citizens and maximising access for all, with specific examples from each protected characteristic

4. Tackling discrimination and promoting equality

Context:

The City Council has a lead role in leading the city to tackle discrimination and promote equality, diversity and inclusion. Activity to tackle discrimination and promote inclusion is the responsibility of everyone in the Council and activity is widespread. We are focussed on a number of key priorities; the Council's leadership role, around the Council's own decision making, work we do to engage with communities to promote inclusion and finally some of the practical actions we are taking to support our citizens facing financial hardship.

Priorities:

1. Leading the City in tackling issues of discrimination and disadvantage
Ensuring our decision making promotes equality, diversity and inclusion
2. Celebrating our communities – Nottingham is a diverse and multicultural City
3. Supporting people in poverty and the financially vulnerable
4. Tackling longstanding inequalities that significantly and disproportionately impact BAME communities

Action:

Our actions include:

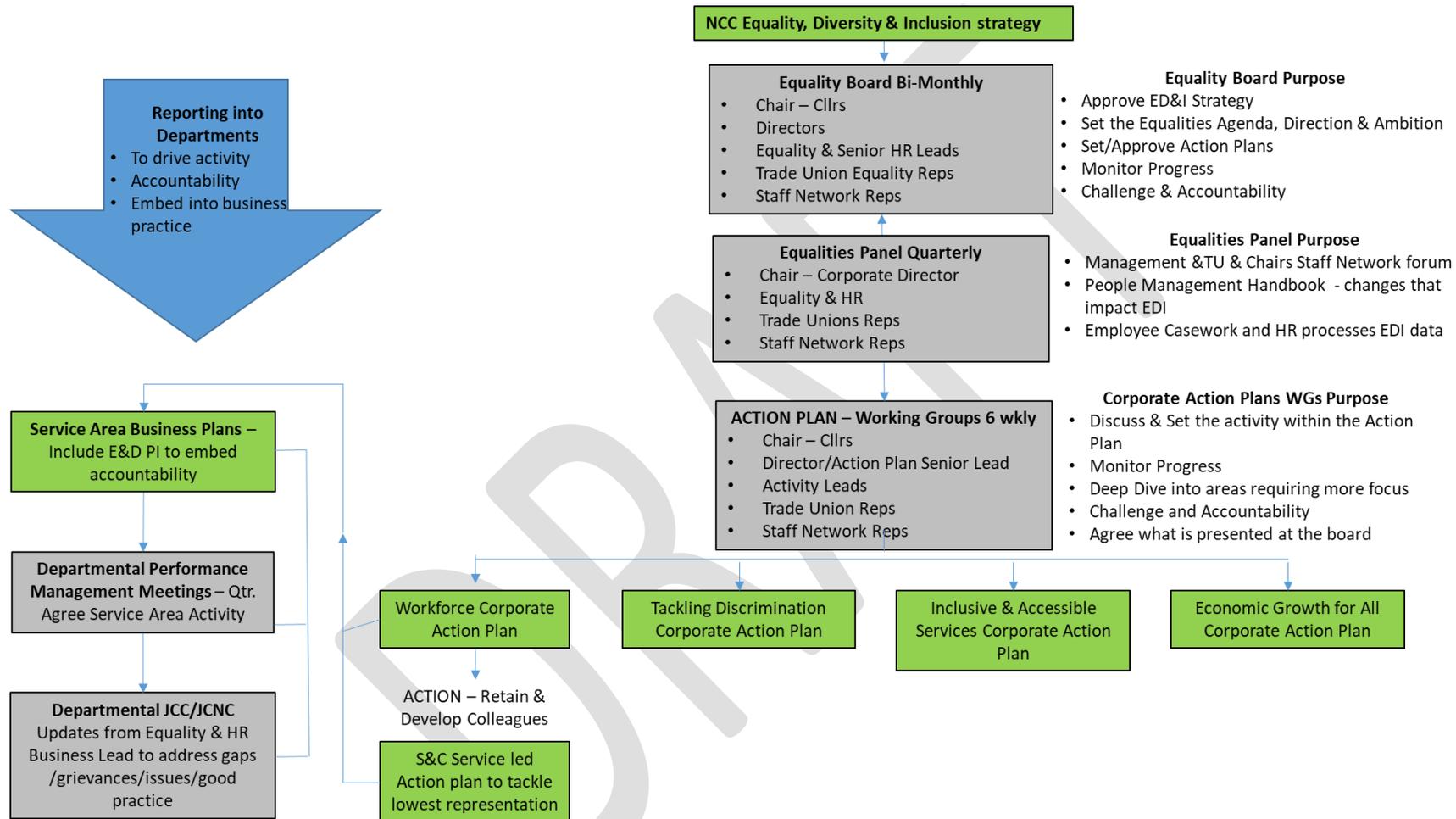
- 1) Develop a strategy with partners to address hate crime and reduce hate crime by 10%
- 2) Take steps to eradicate the gender and BAME pay gap and work with Council owned companies to close theirs
- 3) Undertake work to explore other potential pay gaps relating to other protected characteristics, as well as the effect of intersecting identities on overall pay gaps
- 4) Ensure that meaningful consultation with a diverse range of groups forms the basis of decisions made by the council
- 5) Take a systematic and strategic approach to planning, facilitating, delivering and evaluating an extensive programme of community events and activities to bring people together in every neighbourhood, reflecting and celebrating our diversity
- 6) 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

Governance

Each of the four objectives are supported by a detailed action plan with key performance indicators. Each action plan is led a Director and a lead Cllr provides corporate and political oversight.

Objective	Lead Director	Lead Councillor
A workforce that reflects the city	Dave Halstead	Cllr Toby Neal
Economic growth for all	Niki Jenkins	Cllr Neghat Khan
Inclusive and accessible services	Helen Blackman	Cllr Eunice Campbell-Clark
Tackling discrimination and promoting equality	Richard Henderson	Cllr Rebecca Langton

Governance Structure Chart



Our achievements so far

Benchmarking

We are a Disability Confident Employer and are working to achieve the 'Leader' status.

We are a Stonewall Diversity Champion and submit to the Workplace Equality Index every year. We will use this tool to make improvements and learn from our submitting partners.

We have lookingsigned up to the Business in the Community 'Race at Work' Charter and awards.

Equality Impact Assessment

We use EIAs as a policy and service improvement tool – they help us to identify what we need to do to better meet people's needs. We use them to help us to think clearly about how what we do may impact on all members of our community and provides us with an opportunity to consider how we can further promote equality, diversity, inclusion in everything that we do.

The Council's approach to Equality Impact Assessments (EIAs) has been integrated into the organisations decision-making process with all proposals requiring one.

Equality Monitoring

We recognise that equality monitoring is central to its principle of operating fairly and equitably in terms of both employment practices and service design and delivery. We need information about the characteristics of our community, staff and service users, if we are to understand people's needs and to monitor whether or not we are meeting them.

Quarterly reports are considered by our Equalities Board that show where we are in relation to workforce representation, recruitment, selection and progression. We undertake analysis to check for disproportionality in the application of HR policies and processes and this is reported to Board.

Engagement and Involvement

We deliver a range of external events to promote LGBT+, BAME and disability relations.

We have worked with partners to deliver Nottinghamshire Pride, events celebrating Black History month, South Asian Heritage festival and an annual UK Disability month.

Partnership Working

We have established a local Nottingham board – Nottingham Together consisting of community, third sector and political leaders to collectively offer constructive, check and challenge of our activity.

The work and key learning from this Board is fed into Strategic Boards, ensuring transparency on how our resources are spent and distributed. The board also ensures diverse groups have a voice and we can focus on high priority areas with our partners.

For more information:

Equality and Employability Team
Loxley House
Station Street
Nottingham
NG2 3NG
Tel: 0115 87 62747
Email: equalities@nottinghamcity.gov.uk

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**Overview and Scrutiny Committee
7 October 2020**

Work Programme 2020/21

Report of the Head of Legal and Governance

1 Purpose

- 1.1 To consider the Committee's work programme for 2020/21.

2 Action required

- 2.1 To discuss the attached work programme for the remainder of the municipal year, and make any necessary amendments.
- 2.2 To note that the reviews of the Action Plan in relation to the Report in the Public Interest for Robin Hood Energy will be added to the work programme once dates are confirmed.

3 Background information

- 3.1 The Committee is responsible for setting and managing its own work programme.
- 3.2 In setting the work programme, the Committee should aim for an outcome-focussed work programme that has clear priorities and a clear link to its roles and responsibilities.
- 3.3 The work programme needs to be flexible so that issues which arise as the year progresses can be considered appropriately.
- 3.4 Where there are a number of potential items that could be scrutinised in a given year, consideration of what represents the highest priority or area of risk will assist with work programme planning.
- 3.5 Changes and/or additions to the work programme will need to take account of the resources available to the Committee.

4 List of attached information

- 4.1 Overview and Scrutiny Committee 2020/21 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 Overview and Scrutiny reports and minutes.

7 Wards affected

7.1 All.

8 Contact information

8.1 Laura Wilson
Senior Governance Officer
0115 8764301
laura.wilson@nottinghamcity.gov.uk

Overview and Scrutiny Committee Work Programme 2020-21

Date	Items
4 November 2020	<p>Scrutiny of the Leader/Portfolio Holder for Regeneration, Schools and Communications (Regeneration and Communications elements only) – Councillor David Mellen To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p>Crime and Drugs Partnership To consider information on the current work of the Crime and Drugs Partnership and performance against the Crime and Drugs Partnership Plan</p> <p>Universal Credit Implementation Update To consider an update on the impact of the roll out of Universal Credit in Nottingham</p> <p>Work Programme To agree the work programme for the remainder of the municipal year</p>
9 December 2020	<p>Scrutiny of the Portfolio Holder for Adult Care and Local Transport (Local Transport element only) – Councillor Adele Williams To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p>Highways England – Clifton Bridge To consider the proposed work programme for completing the repairs, the communication plan with the Council and responses to the list of mitigation measures proposed by the Council</p> <p>Flooding To consider the work carried out and planned for the future to mitigate against flooding in the city</p> <p>Work Programme To agree the work programme for the remainder of the municipal year</p>

Date	Items
6 January 2021	<p data-bbox="427 172 2125 248">Scrutiny of the Portfolio Holder for Finance, Growth and the City Centre – Councillor Sam Webster To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p data-bbox="427 284 712 323">Economy Building</p> <p data-bbox="427 359 1935 469">Electoral Registration To consider information on the new household enquiry process and the work that is being done to promote and encourage registration</p> <p data-bbox="427 504 1417 580">Work Programme To agree the work programme for the remainder of the municipal year</p>
3 February 2021	<p data-bbox="427 616 2056 692">Scrutiny of the Portfolio Holder for Employment and Community Protection – Councillor Neghat Khan To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p data-bbox="427 727 1935 804">Employment Services in the City To consider information on how the services work together, the resources available and their effectiveness</p> <p data-bbox="427 839 1417 916">Work Programme To agree the work programme for the remainder of the municipal year</p>

Date	Items
3 March 2021	<p>Scrutiny of the Portfolio Holder for Housing, Planning and Heritage – Councillor Linda Woodings To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p>Section 106 Contributions To consider information on how the contributions are calculated and distributed</p> <p>Planning Enforcement To consider information on the effectiveness of the Planning Enforcement process</p> <p>Heritage Panel</p> <p>Work Programme 2021/22 Development To discuss the work programme for 2020/21</p> <p>Work Programme To agree the work programme for the remainder of the municipal year</p>
7 April 2021	<p>Scrutiny of the Portfolio Holder for Leisure, Culture and IT To consider information on priorities, budget pressures, challenges and performance against Council Plan priorities</p> <p>Fire Prevention and Safety To consider information from the Nottinghamshire Fire and Rescue Service on the work they do on fire prevention and safety</p> <p>Work Programme To agree the work programme for the 2021-22 municipal year</p>

Items to be scheduled:

Item	Focus
Student Accommodation	To consider information on whether the number of developments meet demand and free up family housing

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