

## **POLICY AND RESOURCES COMMITTEE**

**19th March 2024**

**Present:** Councillor James Stanley in the Chair

Councillors Agar, Allcott, Bisset (Vice-Chair), Cockeram, Desayrah, Hodgson, Lewing, Norfolk, Riaz and Round

**Officers:** David Blake, Managing Director  
Shane Flynn, Corporate Director – Finance and Resources  
Lloyd Griffiths, Corporate Director – Operations, Homes and Communities  
Sian Stroud, Corporate Director – Planning and Governance

**Apologies:** Councillor Gregson

### **103 Appointment of Substitutes**

Councillor Desayrah for Councillor Denham.

### **104 Declarations of Interest**

None.

### **105 Public Representations**

None.

### **106 Minutes**

**RESOLVED:** That the minutes of the meeting held on 6<sup>th</sup> February 2024 be approved as a correct record and signed by the Chair.

### **107 Minutes of Personnel and General Purposes Sub-Committee**

**RESOLVED:** That the Committee note the minutes of the meeting held on 28<sup>th</sup> February 2024.

### **108 Proposed Committee Performance Scorecard For 2024/25**

The Committee considered a report on the proposed revised approach to corporate performance reporting and the proposed content of the Committee Scorecard for 2024/25. The Corporate Director – Finance and Resources presented the report and explained that the new Office for Local Government (Oflog) is developing a new national approach to measuring council performance. It was proposed to adopt the Oflog metrics which are relevant to services provided by the Council for corporate performance reporting to committee.

Most of the metrics are already collected and are similar to those currently reported. However, much of the data published on Oflog will be annual figures

with a time lag. It was therefore proposed to produce quarterly data for these metrics where possible and report to this Committee as a Corporate Scorecard. This will replace the current Key Performance Indicators (KPIs) reported to each individual policy committee, with the exception of the Income Management Sub-Committee, which receives only PIs related to the council's income streams. Where there are clear gaps in the Oflog metrics, appropriate local PIs will be included in the Corporate Scorecard to this Committee. Many of the PIs currently reported will continue. Other policy committees will continue to receive quarterly reports. The proposed Policy and Resources Committee scorecard for 2024/25 was appended to the report. The proposed scorecard content for other policy committees was also appended.

Officers responded to questions and comments from Committee Members. In the ensuing discussion, the overall conclusion was that whilst the Council must comply with Oflog requirements, locally focussed performance measures are invaluable and the proposed Committee Scorecard needs to reflect this.

**RESOLVED: That the Committee agree to:**

- 1. note the proposed revised approach to corporate performance reporting; and**
- 2. request that the proposed content of the Policy and Resources Committee Scorecard for 2024/25, including PIs, be presented at the next meeting.**

#### **109 Capital and Investment Strategies 2024/25 - 2026/27**

The Committee considered a report on the Capital Strategy for 2024/25 – 2026/27 and Investment Strategy for 2024/25 – 2026/27. The Corporate Director – Finance and Resources presented the report and drew attention to the main features of the Strategies including key indicators. He explained that these documents are required under statutory guidance.

The Corporate Director responded to questions and comments from Committee Members.

The Committee agreed to recommend the Council to adopt both Strategies.

**RESOLVED: That the Committee agree to recommend to Council that the Capital Strategy and Investment Strategy for 2024/25 be adopted.**

#### **110 Equality, Diversity & Inclusion Strategy - Annual Update 2023-24**

The Committee received a report on progress in implementing the Council's Equality, Diversity and Inclusion (EDI) Strategy, which had been adopted in March 2022 for a three-year period. The Corporate Director – Policy and Strategy presented the report and highlighted the main points and achievements. The report also summarised the priorities for the third year of the Strategy.

The Corporate Director responded to questions and comments from Committee Members.

Members expressed thanks to the Member Champion for Equality, Diversity and Inclusion for her work including acting as a valuable link between the Members, Officers, stakeholders and the wider community.

The Member Champion thanked the Committee and commented that the Council should prepare for the continuation of the work undertaken to date prior to the end of the 3 year period of the Strategy.

**RESOLVED: That the Committee agree to note the progress at the end of year two of the Equality, Diversity and Inclusion Strategy and the actions and projects planned for 2024-25.**

**111 Referral Report From the Joint Consultative and Safety Committee: Revised Employee Policies for Approval**

The Committee considered a report on a suite of policies relating to parental rights and other family-friendly policies. The Corporate Director – finance and Resources presented the report and explained employment policies which have been reviewed by Officers are referred to the Joint Consultative and Safety Committee (JCSC), which makes recommendations to the Personnel and General Purposes Sub-Committee. There are some imminent changes in legislation, effective from 6 April 2024, which impact on some of these policies. Therefore an additional meeting of the JCSC was convened on 6 March to consider policies affected by the legislative changes and other policies which were due for review. Some amendments were agreed by the JCSC and had been incorporated into the revised policies appended to the report,. In order to make these policy changes formally effective, they are referred to this Committee for approval.

The Corporate Director highlighted the main changes in respect of each policy. There were no questions or comments from Committee Members.

**RESOLVED: That the Committee approve the following policies:**

- **Family Friendly Employment Policy**
- **Flexible Working Policy**
- **Parental Bereavement Leave Policy**
- **Paternity Leave and Pay Policy**
- **Shared Parental Leave and Pay Policy**
- **Unpaid Parental Leave Policy.**

**112 Any Other Business**

None.

**113 Items Involving the Disclosure of Exempt Information**

**RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of information as defined in Schedule 12A of the said Act.**

**114 Minutes (Exempt Items)**

**RESOLVED:** That the minutes (exempt items) of the meeting held on 6<sup>th</sup> February 2024 be approved as a correct record and signed by the Chair.

**115 Minutes of Personnel and General Purposes Sub-Committee (Exempt Items)**

**RESOLVED:** That the Committee note the minutes (exempt items) of the meeting held on 28<sup>th</sup> February 2024.

**Duration of the meeting:** 7.00p.m. - 8.05p.m.

Chair at the meeting on  
21<sup>st</sup> May 2024