NORWICH City Council

Scrutiny committee

Date: Thursday, 16 December 2021
Time: 16:30
Venue: Virtual meeting, [Venue Address]

Please note that this is an informal, on-line meeting of the scrutiny committee.

All group pre-meeting briefing – 16:00

This is for members only and is not part of the informal scrutiny committee meeting which will follow at 16:30. The pre-meeting is an opportunity for the committee to make final preparations before the start of the actual meeting. The public will not be given access to the online meeting before 16:30.

Committee members:

Councillors:
Wright (Chair)
Fulton-McAlister (M) (Vice-chair)
Carlo
Driver
Everett
Galvin
Giles
Huntley
Manning
Osborn
Stutely
Thomas (Va)
Thomas (Vi)

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Information for members of the public

Members of the public and the media have the right to attend meetings of full council, the cabinet and committees except where confidential information or exempt information is likely to be disclosed, and the meeting is therefore held in private.

For information about attending or speaking at meetings, please contact the committee officer above or refer to the council's website



If you would like this agenda in an alternative format, such as a larger or smaller font, audio or Braille, or in a different language, please contact the committee officer above.

Agenda

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1 Apologies

To receive apologies for absence.

2 Declarations of interest

(Please note that it is the responsibility of individual members to declare an interest prior to the item if they arrive late for the meeting.)

3 Verbal update from the Chair regarding the scrutiny conference held on 1 December 2021.

Purpose - To receive a verbal update from the Chair of the committee regarding the national scrutiny conference held on 1 December 2021.

4 Verbal update on the Norfolk Countywide Community Safety Partnership Scrutiny Sub Committee,

Purpose - To receive an update from the Council's representative on the Norfolk Countywide Community Safety Partnership Scrutiny Sub Panel, Cllr Giles.

5 Equality Information Report **7 - 56**

Purpose - To consider the council's draft statutory Equality Information report.

6 Scrutiny work programme **57 - 62**

Purpose - To assist scrutiny committee members in setting the scrutiny work programme for 2021/22.

Date of publication**: Thursday, 09 December 2021**

T is this, the right **TIME** to review the issue and is there sufficient officer time and resource available?

O what would be the **OBJECTIVE** of the scrutiny?

P can **PERFORMANCE** in this area be improved by scrutiny input?

I what would be the public **INTEREST** in placing this topic onto the work programme?

C will any scrutiny activity on this matter contribute to the council's activities as agreed to in the **CORPORATE PLAN**?

Once the TOPIC analysis has been undertaken, a joint decision should then be reached as to whether a report to the scrutiny committee is required. If it is decided that a report is not required, the issue will not be pursued any further. However, if there are outstanding issues, these could be picked up by agreeing that a briefing email to members be sent, or other appropriate action by the relevant officer.

If it is agreed that the scrutiny request topic should be explored further by the scrutiny committee a short report should be written for a future meeting of the scrutiny committee, to be taken under the standing work programme item, so that members are able to consider if they should place the item on to the work programme. This report should outline a suggested approach if the committee was minded to take on the topic and outline the purpose using the outcome of the consideration of the topic via the TOPIC analysis. Also the report should provide an overview of the current position with regard to the topic under consideration.

By using the flowchart, it is hoped that members and officers will be aided when giving consideration to whether or not the item should be added to the scrutiny committee work programme. This should help to ensure that the scope and purpose will be covered by any future report. The outcome of this should further assist the committee and the officers working with the committee to be able to produce informed outcomes that are credible, influential with SMART recommendations.

Specific, **M**easurable, **A**ttainable, **R**elevant and **T**ime-bound

Scrutiny committee and a protocol for those attending meetings of the scrutiny committee

- All scrutiny committee meetings will be carried out in a spirit of mutual trust and respect

- Members of the scrutiny committee will not be subject to whipping arrangements by party groups

- Scrutiny committee members will work together and will attempt to achieve evidence based consensus and recommendations

- Members of the committee will take the lead in the selection of topics for scrutiny

- The scrutiny committee operates as a critical friend and offers constructive challenge to decision makers to support improved outcomes

- Invited attendees will be advised of the time, date and location of the meeting to which they are invited to give evidence

- The invited attendee will be made aware of the reasons for the invitation and of any documents and information that the committee wish them to provide

- Reasonable notice will be given to the invited attendee of ***all*** of the committees requirements so that these can be provided for in full at the earliest opportunity (there should be no nasty surprises at committee)

- Whenever possible it is expected that members of the scrutiny committee will share and plan questioning with the rest of the committee in advance of the meeting

- The invited attendee will be provided with copies of ***all relevant*** reports, papers and background information

- Practical arrangements, such as facilities for presentations will be in place. The layout of the meeting room will be appropriate

- The chair of the committee will introduce themselves to the invited attendee before evidence is given and; all those attending will be treated with courtesy and respect. The chair of the committee will make sure that all questions put to the witness are made in a clear and orderly manner

NORWICH City Council

Item 5

Committee Name: Scrutiny
Committee Date: 16/12/2021
Report Title: Draft Equality Information Report 2022

Portfolio: Councillor Davis, Cabinet member for social inclusion

Report from: Executive director of community services

Wards: All Wards

OPEN PUBLIC ITEM

Purpose
This report sets out the council's draft statutory Equality Information Report 2022 which is appended.

The report is a statutory requirement and needs to be published by 31 January each year. This report will be signed off by Cabinet in January 2022. It should enable the Scrutiny Committee to determine any recommendations or comments it would wish to make.

Recommendation:
To determine any recommendations Scrutiny would wish to make to Cabinet.

Policy Framework
The Council has three corporate priorities, which are:

- People living well
- Great neighbourhoods, housing and environment
- Inclusive economy

This report meets the People Living Well corporate priority.

This report addresses the strategic action in the Corporate Plan: Supporting people in Norwich to feel safe and welcomed.

This report helps to meet the Equality, Diversity and Inclusion adopted policy of the Council.

This report helps to meet Supporting the most vulnerable objective of the COVID-19 Recovery Plan.

Report Details

1. As a local authority, the Council has a statutory requirement to publish an annual Equality Information Report. The deadline for publishing our next report is 31 January 2022 and it will be considered by Cabinet in January 2022 before publication.

2. The draft Equality Information Report is appended to this report. It provides key data about Norwich residents and city council customers and employees, especially those with protected characteristics under The Equality Act 2010.

3. Previous reports can be found on the Equality and Diversity section of the council's website: http://www.norwich.gov.uk/equalityanddiversity

4. This is the fourth report to be presented in the revised format which is more infographic led, in order to:

   a) make the key messages clearer

   b) make it easier for stakeholders to source data

   c) make it more accessible to a range of audiences.

5. The report includes brief commentary on some of the key data, especially where there are notable changes or local variances. Where available the information is presented at a local level, alongside comparative data at either a county, regional or national level. These data sources are referenced at the end of the report.

Future reports

6. There are a number of factors that will help shape the content and format of future Equality Information Reports including:

   a. Census 2021 data when it is published during 2022

   b. Our planned Equalities Databank and Dashboard which will highlight trends – see examples at point 9 below

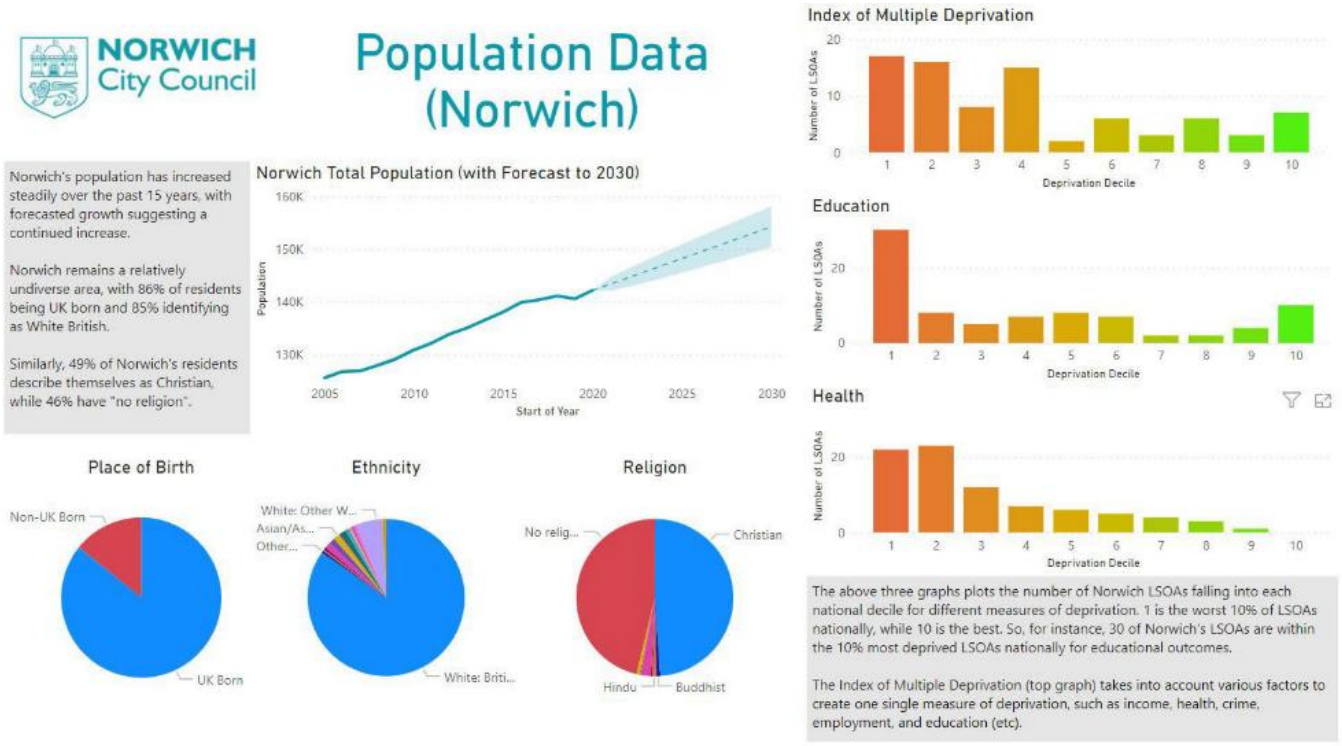
   c. A robust approach to monitoring Equality Impact Assessments

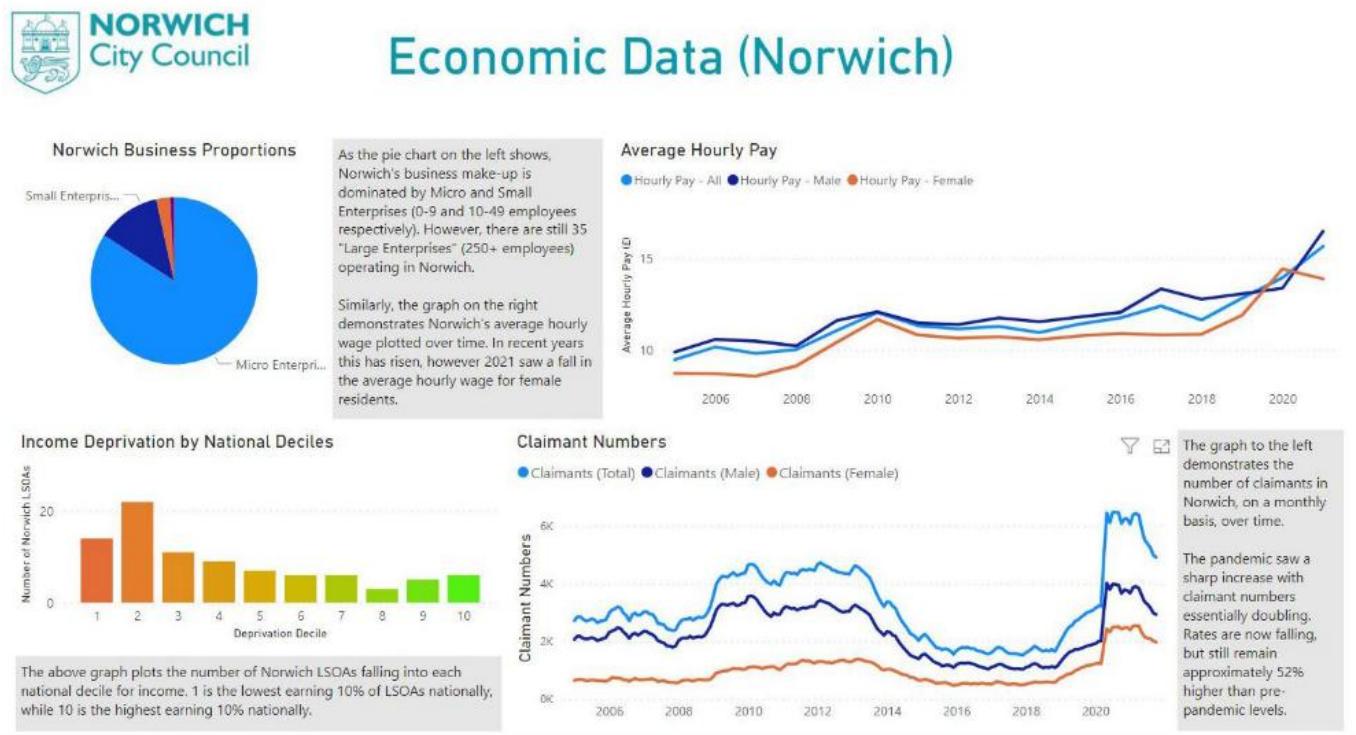
   d. The engagement work that will be carried out to inform the new Equality Diversity and Inclusion Strategy due to be published in 2022

   e. The findings from the Council's internal Equalities review.

7. The production of a revised format based on points **a** to **e** above will provide evidence to enable us to better allocate resources to help those communities identified as needing additional support. It will also feed into the Future Shape Norwich work which seeks to redesign council services and reshape teams around the needs of users, creating more joined up and accessible services which are in tune with the changing needs and behaviours of those we serve.

8. Work is planned to amalgamate existing Equalities action plans into a single view of Equalities actions across the organisation which is used to monitor progress of delivery and achievement of success.
9. Below are some examples of the Equalities Dashboard, which is due to be completed by early 2022, and shared with officers, members and stakeholders as appropriate.





Equalities Review

10. A review of the Council's approach to equalities has begun and we have identified a number of officers from across the business to help support this piece of work. By taking this inclusive approach we will be able to better identify areas of activity that need to be addressed to deliver good equality outcomes for employees and the community. This will help us to further embed equality into processes and practices and support the organisation to become an inclusive employer.

11. We are using the Local Government Association's Equality Framework, which sets out four modules for improvement underpinned by a range of criteria and practical guidance that can help the council to plan, implement and deliver real equality outcomes for employees and the community.

12. The four modules are:
    a. Understanding and working with your communities
    b. Leadership and Organisational Commitment
    c. Responsive Services and Customer Care
    d. Diverse and Engaged Workforce

13. An initial assessment against the LGA framework is underway and we hope to be able to draft a series of recommendations by the end of December, which will be put forward to CLT for consideration, and form part of the regular equalities reporting to members, that we are pulling together into one single view of equalities.

14. Outcomes from the review will feed into the work that sits below each of the equality objectives detailed in our Equality, Diversity and Inclusion Policy, and the table below at point 16.

Equality, diversity and inclusion objectives

15. The council is committed to equality for all residents of Norwich. This is through the delivery of accessible, fair services, as an employer, contractor of services and a community leader. The council celebrates diversity, and the contribution different groups make to the vibrant city of Norwich.

16. This means that we and the services that we deliver, and contract out do not discriminate against someone because of perceived difference. It also means that we take an active role as a leader in the community and remove barriers to participation and access for all members of the community.

17. This commitment is reflected in the Equality, Diversity and Inclusion policy, which sets out the council's ambitions as an organisation, and for the city. It articulates equality objectives which are aligned to the council's wider approach to reducing inequalities.

18. The table below provides a brief update on the objectives:

Objective	Update
Develop a new Equality, Diversity and Inclusion Strategy	- Initial scoping meetings have taken place with officers from across the business - An engagement plan is in development - Engagement activities and collation of the evidence base is due to take place early in the new year - Final publication due September 2022, as agreed with Executive Director of Community Services. - Once published, the Equality Diversity and Equalities Strategy will replace the existing Equality, Diversity and Inclusion Policy.
Redesign council services and reshape teams around the needs of users, creating more joined up and accessible services which are in tune with the changing needs and behaviours of those we serve	This is part of the wider Future Shape Norwich programme and will be factored into its various workstreams of change and transformation. More broadly, Future Shape Norwich will continue to embed reducing inequalities as a principle across all the council's work, building on learning from the range of work done to date. For example, the decision has already been made that all future restructures will include apprentice posts. Service reviews are now underway for all the council's assets and contracts, including a requirement to consider social value. Longer-term, opportunities to improve our approach to early intervention and prevention will also be considered through Future Shape Norwich.

Understand our communities and celebrate and respect diversity	We continue to work with residents and stakeholders, recent examples include: - Norwich Good Economy Commission funded work on hearing unheard voices through a commissioned game with key communities - Neighbourhood Community Infrastructure Levy and HRA funded work on Community Conversations in Mile Cross to pilot ways of working for all Reducing Inequality Target Areas - Development of the council-owned Impact Evaluation tool to help VCSEs evidence their successes within communities - Bringing together the key disability access organisations to plan for a more accessible city and make capital funding applications to address identified issues. - Progress our Community Renewal Funded 100-day challenge proposal through which we aim to commission a series of 100 workshops aimed at understanding residents' desires for improving local green spaces and neighbourhood assets to inform future work, 25 digital refurbishment and 25 green space workshops. These will link skills development to motivation of beneficiaries to transform neighbourhoods, which is evidenced in Norwich, plus transferable skills like digital literacy, for up to 600 people.
Recruit, develop and retain a diverse and representative workforce	- Regular leadership messages encouraging employees to update their data and contact with all new starters to encourage them to complete their data has helped to the increased reporting of protected characteristics by officers - Ethnic diversity of the workforce has increased from 3.4% in December 2020 to 4.5% in September 2021 - Unconscious bias training rolled out for all employees and available to councillors. - Further Equality diversity and inclusion training has been piloted and will be rolled out across the council early in the new year. - Diversity has improved at shortlisting and offer stages of recruitment and selection with feedback offered to all applicants - Recruitment & selection training reviewed – revised training for all recruiting managers to be rolled out in 2022 - Equality diversity and inclusion statement included on recruitment advertisements - Equality diversity and inclusion requirements incorporated in specifications for recruitment partners - Investigating software tools to identify bias in recruitment/job descriptions.

Social inclusion following COVID-19

19. The impact of the Covid-19 pandemic has required a response at the global, national and local levels. In Norwich, as elsewhere across the United Kingdom, although restrictions have eased since the most recent lockdown, Covid continues to affect the lives of residents and businesses in the city.

20. In June 2020, Cabinet agreed the **Covid-19: A blueprint for recovery** which provided an overview of the council's initial response to the virus, and identified a number of priority themes and actions which would frame the council's – and the city's - recovery. Two progress reports have been provided to Cabinet in December 2020 and October 2021.

21. As the recovery blueprint makes clear, the city's response to – and recovery from – the pandemic requires a partnership response. Since the document was developed and published, the **Norwich 2040 City Vision** partnership has been meeting regularly to steer the city through the challenges and opportunities ahead.

22. The importance of reducing inequality is reflected in the Council's current corporate priorities and performance framework, as well as the Norwich 2040 city vision theme of 'A Fair City'. National and local data suggests that the Covid-19 pandemic has exacerbated existing inequalities at the same time as increasing living costs, making action even more vital than before.

23. We currently focus our activities in a number of areas to help reduce inequality across the city including:

    a. Piloting the locality approach to reducing inequalities
    b. Economic inclusion
    c. Financial inclusion
    d. Council Tax Reduction Scheme
    e. Food poverty
    f. Fuel poverty
    g. Digital inclusion
    h. Equality, diversity and inclusion.

24. Reducing inequalities remains a key priority for the council, recognising that Covid and cost of living increases are presenting even greater challenges for the most disadvantaged people and communities in the city. Further information is contained in the recent Scrutiny report: The emerging new social inclusion agenda following COVID-19

Consultation

25. As part of the development of the 2023 report, which will be revised significantly, we will engage with relevant stakeholders on the content and format of the report.

Implications

Financial and Resources

Any decision to reduce or increase resources or alternatively increase income must be made within the context of the council's stated priorities, as set out in its Corporate Plan 2019-22 and Budget.

26. There are no proposals in this report that would reduce or increase resources.

Legal

27. The publication of the Equality Information Report 2022 forms part of our Public Sector Equality Duty requirements under the Equality Act 2010.

Statutory Considerations

Consideration	**Details of any implications and proposed measures to address:**
Equality and Diversity	Equality impact assessments are carried out on a project specific basis where appropriate.
Health, Social and Economic Impact	There are positive impacts associated with a number of projects as detailed throughout the report.
Crime and Disorder	There are positive impacts associated with a number of projects as detailed throughout the report.
Children and Adults Safeguarding	There are positive impacts associated with a number of projects as detailed throughout the report.
Environmental Impact	There are positive impacts associated with a number of projects as detailed throughout the report.

Risk Management

Risk	Consequence	Controls Required
As specified in the Equality Act 2010 the Council must publish equality data annually. This includes reporting on how we are integrating equality, diversity and inclusion into our work practices and publishing our workforce employment information.	Failure to have 'due regard' in relation to the Equality Act 2010 could mean: • a judicial review of decision making • incurring unnecessary costs to the council • reputational damage • unconscious discrimination against a part of the city's community • developing services that do not meet the needs of our communities.	The publication of an annual Equality Information Report every January. The publication of specific SMART equality objectives at least every four years which are aligned to our Equality, Diversity and Inclusion Policy. The Equality, Diversity and Inclusion Policy allows identification of risks around liabilities under the Public Sector Equality Duty as set out in the Equality Act 2010. Working with HR, democratic services, community enabling, strategy and transformation teams, to amalgamate existing Equalities action plans into a single view of Equalities actions across the organisation which is used to monitor progress of delivery and achievement of success. Progress will be reported to CLT and Cabinet.

Other Options Considered

28. Not applicable as the publication of an annual Equality Information Report is statutory requirement under the Equality Act 2010.

Reasons for the decision/recommendation

29. This report and the appendix should enable the Scrutiny committee to determine any recommendations or comments it would wish to make in regard to the Draft Equality Information Report 2022.

Background papers:

Scrutiny Report: The emerging new social inclusion agenda following COVID-19

Appendices:

Draft Equality Information Report 2022

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Draft Equality Information Report 2022

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Introduction

- Norwich has a long history of being a radical, innovative city. We are increasingly recognised for our strong economy, quality of life and vibrancy. But we know there are some parts of our city where there is inequality and poverty that we must continue to challenge and tackle.

- The Norwich 2040 City Vision brings the whole city, its people, businesses and institutions working together to make the Norwich of 2040 the best place to be. It will be a fair city where people care about equality; there is a fair system; and communities are diverse.

- Norwich City Council is at the heart of the city. We work creatively, flexibly and in partnership with others to create a city of which we can all be proud. We provide good services to our residents, visitors and businesses, whilst enabling people to help themselves and ensuring that those who need extra help can access it.

- Equality is a theme running throughout our Corporate Plan 2019-22 which supports our vision to make Norwich a fine city for all by putting people and the city first. The State of Norwich provides statistical information about Norwich - people, place, economy and wellbeing.

Introduction continued

- In June 2021, the council published its latest Equality, Diversity and Inclusion Policy which states that Norwich City Council is committed to equality for all residents of Norwich. This is through the delivery of accessible, fair services, as an employer, contractor of services and a community leader.

- The policy details our current Equality objectives:
  - Develop a new Equality, Diversity and Inclusion Strategy
  - Redesign council services and reshape teams around the needs of users, creating more joined up and accessible services which are in tune with the changing needs and behaviours of those we serve
  - Understand our communities and celebrate and respect diversity
  - Recruit, develop and retain a diverse and representative workforce

- This Equality Information Report forms part of Norwich City Council's demonstration of its legal compliance against the Public Sector Equality Duty (PSED) which is part of the Equality Act 2010.

- Many sections of this document contain data and information from sources external to Norwich City Council. This means we rely on institutions to collect and provide us with up-to-date information that applies to our local area.

- The most recent UK census took place in March 2021, however, the data will not be published until May-June 2022, so this report still refers to Census 2011.

Introduction continued

- The impact of the Covid-19 pandemic has required a response at the global, national and local levels. In Norwich, as elsewhere across the United Kingdom, although restrictions have eased since the most recent lockdown, Covid continues to affect the lives of residents and businesses in the city.

- In June 2020, Cabinet agreed the **Covid-19: A blueprint for recovery** which provided an overview of the council's initial response to the virus and identified a number of priority themes and actions which would frame the council's – and the city's - recovery. Two progress reports have been provided to Cabinet in December 2020 and October 2021.

- As the recovery blueprint makes clear, the city's response to – and recovery from – the pandemic requires a partnership response. Since the document was developed and published, the **Norwich 2040 City Vision** partnership has been meeting regularly to steer the city through the challenges and opportunities ahead.

- The importance of reducing inequality is reflected in the Council's current corporate priorities and performance framework, as well as the Norwich 2040 city vision theme of 'A Fair City'. National and local data suggests that the Covid-19 pandemic has exacerbated existing inequalities at the same time as increasing living costs, making action even more vital than before.

Equality Act 2010

As part of the **Equality Act 2010**, the council must demonstrate due regard to three general equality duties across its functions:

- advancing equality of opportunity between people who share a protected characteristic and those who do not
- eliminating discrimination, harassment, and victimisation and other conduct prohibited by the act
- promoting good relations between people who share a protected characteristic and those who do not.

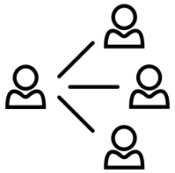
The council must also publish **equality data** about the people:



who **live** in Norwich

who **work** at the council

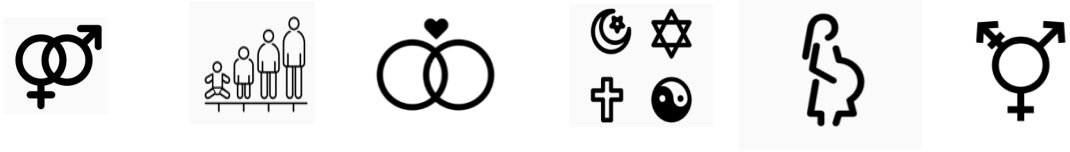
who **use** its services.





Report format

The **report** has been **revised** to make it more **infographic** led, so that the key messages are **clearer**.



It includes brief **commentary** on some of the **key data**, especially where there are notable **changes** or local **variances**.

Information is mainly provided at a **city level**, where data is also available at **regional** and **national levels**, this has been **included**.

Data sources are referenced at the end of the report.

Further information

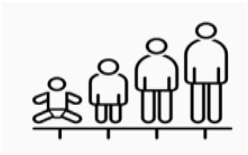
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	audio CD	AAA	large print
	www.norwich.gov.uk/accessibility		
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☎	0344 980 3333		

Our residents



Our residents



Age

	Norwich	Norfolk	England
0-14	15.8%	15.9%	18.1%
15-39	43.5%	27.9%	31.7%
40-64	25.7%	31.6%	31.7%
65-84	12.7%	21.2%	16%
85+	2.3%	3.4%	2.5%



Population

Norwich	Norfolk	England
142,177	914,039	56,550,138



June 2020

Gender

	Norwich	Norfolk	England
Male	50%	49.1%	49.5%
Female	50%	50.9%	50.5%



Ethnicity

	Norwich	Norfolk	England
Total White	**90.8%**	**96.4%**	**86.0%**
White non-British	6.1%	4.0%	5.5%
Total Black, Asian or minority ethnic group	**9.2%**	**3.5%**	**14.0%**
Asian/Asian British	4.4%	1.6%	7.5%
Black/African/Caribbean/Black British	1.6%	0.6%	3.3%
Mixed heritage	2.3%	1.1%	2.2%
Other ethnic group	0.8%	0.2%	1.0%

Our residents

Disability

Equality Act disability

Apr 2020-Mar 2021

	Norwich	Norfolk	England
Disabled aged 16-64	22.3%	20.8%	19.6%
Work-limiting disabled aged 16-64	18.6%	17%	15.2%
Disabled or work-limiting disabled aged 16-64	24.9%	22.9%	21.4%
Not disabled aged 16-64	73.6%	76.5%	73.9%

Mental health

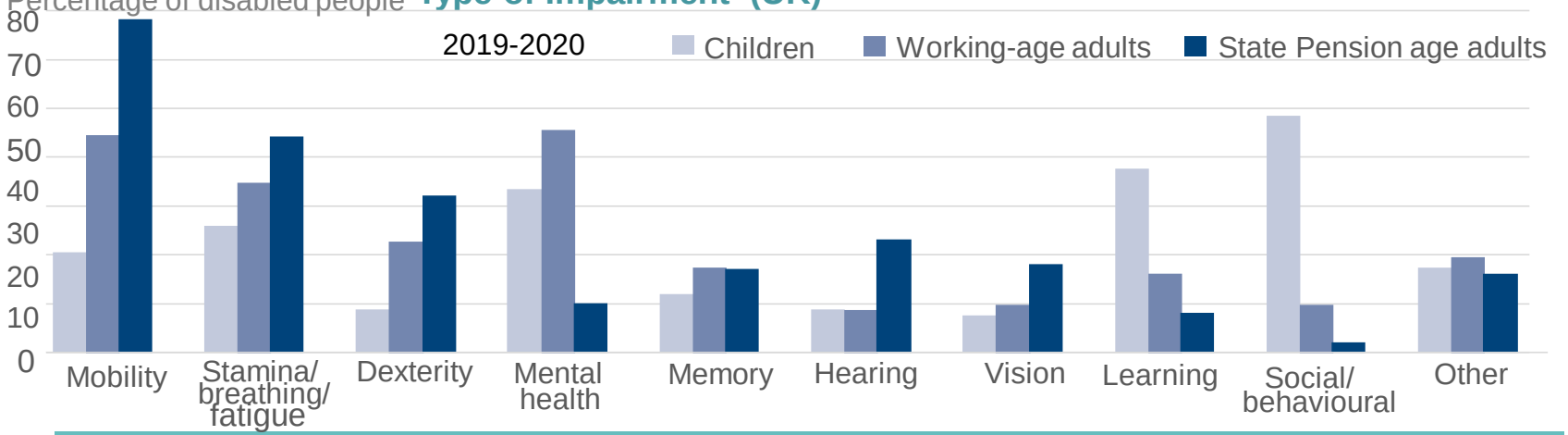
	Norwich	Norfolk	England
Population aged 16 to 64 with common mental disorders	16.8%	15.8%	16.9%
Population aged 65 + with common mental disorders	10.2%	10.1%	10.2%

2019-2020

Day to day activities

	Norwich	Norfolk	England
Limited a lot	8.6%	9.1%	8.3%
Limited a little	9.8%	11%	9.3%
Not limited	81.6%	79.9%	82.4%

Type of Impairment (UK)



Our residents

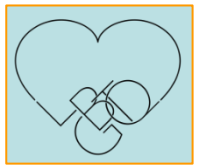
Religion or belief

	Norwich	Norfolk	England
Christian	44.9%	61.0%	59.4%
Buddhist	0.7%	0.3%	0.5%
Hindu	0.8%	0.3%	1.5%
Jewish	0.2%	0.1%	0.5%
Muslim	2.0%	0.6%	5.0%
Sikh	0.1%	0.1%	0.8%
Other	0.7%	0.5%	0.4%
No religion	42.5%	29.6%	24.7%
Not stated	8.2%	7.6%	7.2%

Marriage + civil partnership

	Norwich	England
Single (never married or never registered a same-sex civil partnership)	46.9%	34.6%
Married	33.4%	46.6%
In a registered same-sex civil partnership	0.3%	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	2.6%	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	10.7%	9.0%
Widowed or surviving partner from a same-sex civil partnership	6.1%	6.9%

Sexual orientation 2019



	Norwich*	Norfolk*	East	England
Heterosexual/straight	94.1%	96.3%	95.5%	93.7%
Gay or lesbian	2.6%	1%	1.2%	1.6%
Bisexual	2.9%	0.8%	1%	1.1%
Other	u**	0.2%	0.5%	0.7%
Don't know or refuse	u**	1.6%	1.8%	3.0%

* based on 3 year pooled APS dataset for 2016 to 2018

** values suppressed as based on sample of less than 3 people & considered unreliable

Our residents

Gender reassignment

No reliable data is available until Census 2021 but it is estimated that around 1% of the UK population is to be gender variant.

Pregnancy and maternity



Births in 2020

Norwich	1,342
Norfolk	7,643
England	585,195
England & Wales	613,833

Age of birth mothers in England

2020	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 and over
East	2.3%	11.8%	26.8%	35.1%	19.4%	4.2%	0.3%
England	2.5%	12.8%	27%	33.6%	19.4%	4.5%	0.4%

Looked after children

Number and rate per 10,000 children aged under 18 as at 31 March 2020

	Number	Rate
Norfolk	1,106	64
East of England	6,710	50
England	80,080	67

Rough sleepers

Known rough sleepers

Q3 2020/21	29
Q4 2020/21	44
Q1 2021/22	57
Q2 2021/22	41

Carers

	Norwich	England
1-19 hours of unpaid care	5.7%	6.5%
20-49 hours of unpaid care	1.1%	1.4%
50+ hours of unpaid care	2.2%	2.4%

Our residents

Covid-19 Deaths in Norwich as of 1 December

Total deaths in Norwich - **232**

56% of deaths occurred in the city's most deprived areas.

Average Life Expectancy

Female	82.8
Male	78.3

Gap between most deprived and least deprived wards are:

Female	7.8 years
Male	9.8 years

Excess Winter Deaths

Norwich 19.6%
Norfolk 18.8%
England 21.1%

Child Poverty



Social Mobility

Bottom 10% **of areas in the country for social mobility**

Pensioner Poverty



Our residents

Socio-Economic Classification (NS-SEC)



	Socio-Economic Classification (2011)								
	1	2	3	4	5	6	7	8	L15
Norwich	9.3%	18.4%	10.9%	6.8%	6.5%	15.3%	12.6%	5.4%	14.8%
Norfolk	8.3%	19.7%	12.5%	11.2%	8.0%	17.1%	12.4%	3.9%	6.8%
England	10.4%	20.9%	12.8%	9.4%	6.9%	14.0%	11.0%	5.6%	9.0%

Socio-Economic Classification Key
1. Higher managerial and professional occupations (e.g. directors, clergy and medical practioners)
2. Lower managerial and professional occupations (e.g. teachers, nurses and journalists)
3. Intermediate occupations (e.g. travel agents, medical secretaries and police officers)
4. Small employers and own account workers (e.g. taxi-cab drivers, product designers)
5. Lower supervisory and technical occupations (e.g. electricians, train drivers, bakers)
6. Semi-routine occupations (e.g. traffic wardens, dental workers and scaffolders)
7. Routine occupations (e.g. cleaners, waiters/waitresses)
8. Never worked and long-term unemployed
L15. Full-time students

Our residents - commentary

There is a slight increase in population figures for Norwich, see population estimates table below. There were less births in the last year and very slight decreases in the higher age brackets, when compared to last year. However, the national trend is that people are living longer (see Age table on page 10 and Births table on page 13).

-	Norwich	East of England	Great Britain	% increase in Norwich
2015	138,100	6,076,000	63,258,400	1.1%
2016	139,900	6,129,000	63,785,900	1.3%
2017	140,400	6,168,400	64,169,400	0.4%
2018	141,137	6,201,214	64,553,900	0.5%
2019	140,573	6,236,072	64,903,140	-0.4%
2020	142,177	6,269,161	65,186,000	1.1%

Norwich is more likely to have working age residents with a disability as defined under the Equality Act when compared with Norfolk and England. Norwich has a slightly larger percentage of its population with common mental disorders when compared to Norfolk and a similar percentage to the England average.

Norfolk has seen a 6.9% decrease in the number of **Looked after children** over the last year with a 0.5% decrease also being observed at the regional level. At a national level however, the rate of children being looked after per 10,000 children is 4.7% higher than in Norfolk.

There has been significant funding to help rough sleepers throughout the pandemic through the 'Everybody In' initiative. This allowed the council to accommodate 144 rough sleepers, or those at risk of rough sleeping.

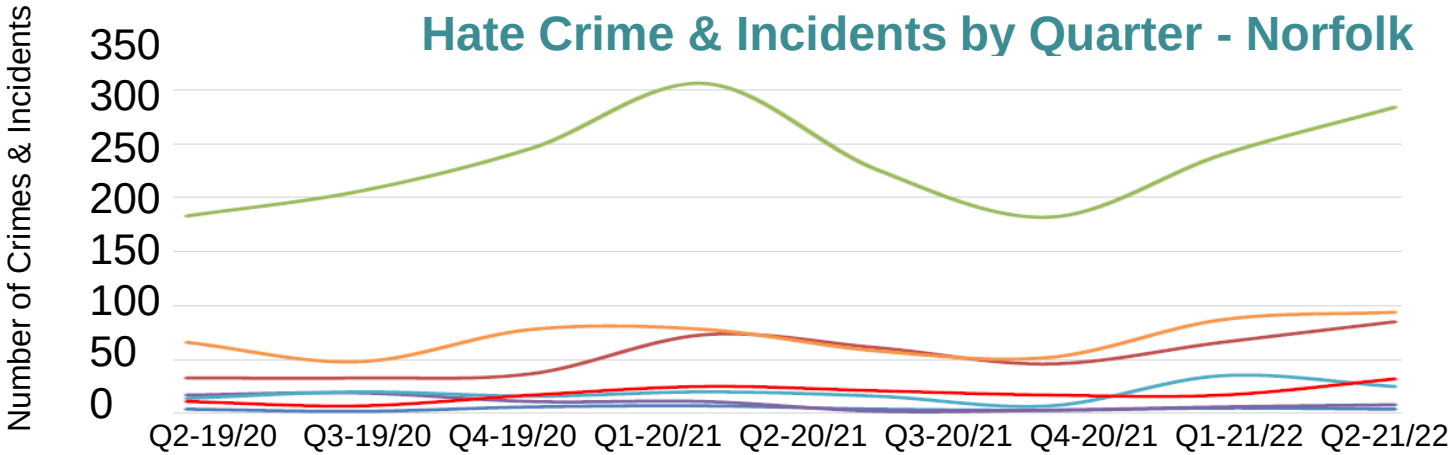
Sexual orientation data has been expanded to include Norwich figures based on 3 year pooled Annual Population Survey datasets from 2016 to 2018 by Office for National Statistics (ONS).

The **socio-economic** table on page 15 show the proportion of full-time **students** was **higher** in Norwich than in Norfolk or England. These figures will be updated after the Census 2021 along with a number of other data sets used to inform this report.

Hate Crimes & Incidents



Hate Crime & Incidents by Quarter - Norfolk



	Type	Norwich	Norfolk	Norwich as % of Norfolk
	Alternative Sub-culture	5	13	38%
Crimes	**Disability**	50	168	30%
	Racial	206	621	33%
	Racial or Religious	6	17	35%
	Religion	27	65	42%
	Sexual Orientation	56	210	27%
	Transgender	24	65	37%
	Sub-total	**374**	**1159**	**32%**
Incidents	**Disability**	12	36	33%
	Racial	36	107	34%
	Religion	7	15	47%
	Sexual Orientation	16	40	40%
	Transgender	4	10	40%
	Sub-total	**75**	**208**	**36%**
Total		**449**	**1367**	**33%**

Data covers the period 01/01/21 – 30/09/21

Hate crimes and incidents - commentary

	A **hate incident** is any incident which is **perceived** by the person, or any other person as being **motivated** by **prejudice** or hatred. It may or may not be a crime. A **hate crime** is a crime **committed** against someone because of their **protected characteristic**.
	It is likely that the majority of hate crimes or incidents are not reported; therefore **higher figures do not always represent more crime**, but possibly more reported crime due to more awareness or confidence in reporting.
	The data in the table on page 18 is for the 9-month period from 01/01/21 – 30/09/21. There is a slight **increase** in the total number of **hate crimes and incidents** being recorded over the last 9 months in **Norwich** when compared to the figures for the first 9 months of last year. However, there has been a decrease overall across Norfolk within the last 9 months compared with the first 9 months of last year.
	The percentage of crime and incidents taking place in Norwich as a proportion of Norfolk has also **increased** from 30% to 33% during the last 9 months.
	The quarterly totals for hate crimes shown in the chart on page 18 appear to show an **upward trend** for most hate types compared to the previous quarter. Numbers of racial and disability hate crimes have seen the sharpest upturn since the previous quarter. To note, the quarter being compared to Apr-Jun 2021 covers a period of 'opening up' following the COVID 19 pandemic. Similar issues should be borne in mind when comparing figures for the last six months against the previous six-month period and the same period in 2020.
	Given that year on year analysis shows a seasonal decrease in hate crime and incidents through the autumn and winter months it seems reasonable to predict that there could be a decrease in hate crime over the next two quarters.

Supporting Communities



Supporting Communities

The council has funded and/or supported the following projects, and organisations over the last year. This is not a complete list.

NORFOLK COMMUNITY LAW SERVICE

Norwich Access Group
NAG is a Registered Charity No : 1028558
www.norwichaccessgroup.org.uk

Equal Lives
Free from disabling barriers

map here for young people finding their way

NORWICH DOOR TO DOOR

citizens advice Norfolk

Shelter

PATHWAYS NORWICH

Norwich age UK

New Routes Integration

better together
Creating Connections | Building Communities

NORFOLK BLACK HISTORY MONTH

mind for better mental health | Norfolk and Waveney

NORWICH INDEPENDENT LIVING GROUP

Supporting Communities - commentary

We continue to work with residents and stakeholders, recent examples include:
Norwich Good Economy Commission funded work on hearing unheard voices through a commissioned game with key communities
Neighbourhood Community Infrastructure Levy and HRA funded work on Community Conversations in Mile Cross to pilot ways of working for all Reducing Inequality Target Areas
Development of the council-owned Impact Evaluation tool to help VCSEs evidence their successes within communities
Bringing together the key disability access organisations to plan for a more accessible city and make capital funding applications to address identified issues.

Supporting Communities - commentary

In Norwich, as elsewhere across the United Kingdom, Covid continues to affect the lives of residents and communities in the city. Through our Blueprint for Recovery we have taken a number of key actions to support the most vulnerable:

Throughout the pandemic, addressing homelessness and supporting those who need our help in the city has been a high priority. Daily multi agency meetings led by the council looked to accommodate people as soon as they're identified as being at risk.

Since the end of November 2020, we have housed 94 people in our hub and hotel accommodation and since moved nearly half of them into more secure housing. In addition, over the winter months of 2020/21 we had to respond to more than half a dozen cold weather events, with the team providing 49 people with a safe and warm place to stay. This provision is in place for winter 2021/22.

Alongside providing places for rough sleepers in the city centre to stay at night, we continue to explore venues where they can access support during the day. Another key aspect of our support is to make sure our homeless clients are registered with GP practices so they can access healthcare. We're also working with our housing and health partners to vaccinate all homeless people in Norwich.

Domestic abuse presentations increased as a result of Covid and far outstrip the eastern region and England average. In real terms, the council sees an average of 70 approaches for housing/homelessness assistance on the grounds of domestic abuse every month.

Funding from the Department for Levelling Up, Housing and Communities has enabled us to enhance our services to domestic abuse victims and increase the capacity of the domestic abuse adviser to provide a personalised service to clients.

We adopted a new policy on non-commercial debt which seeks to better recognise and work proactively with vulnerable people. There is a growing number of people – exacerbated by the pandemic – who find it very difficult to pay their rent and council tax. This policy helps to ensure there is a consistent approach in how we support people to manage their debt.

Our Customers



Our customers (tenants)

Gender

Male	40%
Female	59.3%
Unknown	0.7%

Disability

Not Disabled	67.1%
Disabled	31.5%
Unknown	1.4%

The data on this page relates to the named Norwich City Council tenant, and not all occupants of the household, as of September 2021.

Ethnicity

Asian/Asian British	1.6%
Black/African/Caribbean/Black British	1.9%
Mixed heritage	0.9%
Other ethnic groups	0.6%
Unknown ethnicity	1.0%
White-British	85%
White-non British	9.0%

Age

15-24	3.9%
25-34	16.6%
35-44	18.2%
45-54	18.8%
55-64	16.4%
65-74	13.3%
75-84	8.7%
85+	4.1%

Our customers (all services)

Translations & interpretations

LANGUAGE	BOOKINGS	%
LITHUANIAN	67	17
PORTUGUESE	46	12
ARABIC	45	11
HUNGARIAN	35	9
ROMANIAN	32	8
POLISH	22	6
SPANISH	18	5
BULGARIAN	17	4
TURKISH	14	4
MANDARIN	13	3
BENGALI-SYLHETI	11	3
TIGRINYA	11	3
SWAHILI	10	3
RUSSIAN	9	2
KURDISH - SORANI	9	2
KURDISH - KURMANJI	6	2
BENGALI	6	2
PUNJABI - PAKISTAN	4	1
SUDANESE ARABIC	4	1
OTHER (10 Languages)	17	4
TOTAL	**396**	

2020-2021

Complaints

	Number	Percentage
Ethnicity		
Asian/Asian British	9	0.55%
Black/African/Caribbean/Black British	4	0.25%
Mixed heritage	17	1.04%
Other ethnic groups	7	0.43%
White-British	825	50.61%
White-non British	51	3.13%
Unknown/declined to answer	717	43.99%
Gender		
Female	651	39.94%
Male	531	32.58%
X	4	0.25%
Unknown/declined to answer	444	27.24%
Disability		
Disabled	219	13.44%
Non-disabled	597	36.63%
Unknown/declined to answer	814	49.94%
Age		
<=19	0	0%
20-29	123	7.55%
30-39	199	12.21%
40-49	194	11.90%
50-59	179	10.98%
60-69	144	8.83%
70-79	92	5.64%
80-89	29	1.78%
90-99	3	0.18%
Unknown/declined to answer	667	40.92%
Total number of complaints 2020-2021	**1630**	

Our customers- commentary

	Information relating to **Norwich City Council tenants** has seen very little change over the last 12 months. There has been a slight shift in the **ethnicity** of tenants with a increase from 4.8% to 5% for those who are not white. Until the Census 2021 we will not know if this is reflective of ethnicity changes across the city as a whole.
	The council has seen a 27.2% reduction in the number of translations and interpretations conducted for its customers this year, with the number of languages requested decreasing to 29 from 35. Increases in bookings for Bulgarian (+3), Romanian (+6) with drops in Arabic (-42), Russian (-9) and Mandarin (-3). Polish was third in the table of requests last year with 62 requests to just 22 this year.
	A breakdown in **ethnicity** is included in the complaints analysis. There has been slight decrease in complaints from non-white customers, with a increase in complaints from white customers. We have also seen a 30.5% improvement in customers' ethnicity being recorded.
	The **gender split** of complainants remains largely **unchanged** from last year, with the gender of the complainant not being know in almost a third of cases, similar to last year. Again this likely reflects the move to more digital contact from customers. Data collection will form part of the forthcoming council wide Equalities review. This year we have given customers the option to identify as gender 'X' when submitting a complaint.
	The **disability** and **age** split remains largely unchanged from last year, which saw marked differences. Overall, the number of complaints has reduced by 8.4%.

Our Economy



Our economy

Pay

Median hourly pay (residents) £ - October 2021	Male full time workers	Female full time workers	Total full time workers
Norwich	16.50	13.89	15.67
New Anglia LEP	14.38	13.55	14.06
East of England	16.67	14.93	15.88
Great Britain	16.26	14.86	15.65

Median hourly pay (workplace) £ - October 2021	Male full time workers	Female full time workers	Total full time workers
Norwich	16.64	14.65	15.33
New Anglia LEP	14.28	13.42	13.96
East of England	15.76	14.23	15.15
Great Britain	16.25	14.86	15.64

Employment

Claimant count by gender - October 2021	Males	Females	Total
Norwich	3,065	2,040	5,105
New Anglia LEP	21,310	16,120	37,430
East of England	89,320	68,805	158,125
Great Britain	1,186,845	844,310	2,031,155

Claimants as % of residents aged 16-64 - October 2021	Males	Females	Total
Norwich	6.2	4.3	5.3
New Anglia LEP	4.4	3.3	3.8
East of England	4.7	3.6	4.2
Great Britain	5.8	4.1	5.0

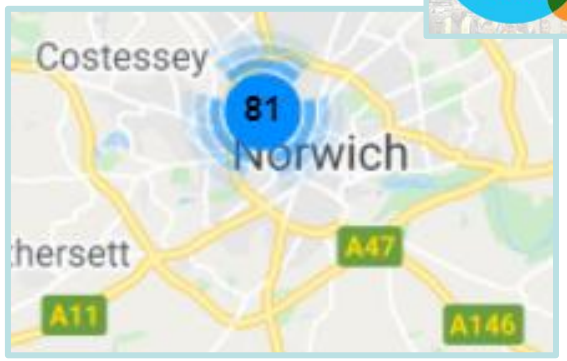


Our economy

Living Wage

Living Wage Foundation Employers - Oct 2021

Norwich	81
Norfolk	201
East of England	359
UK	8819



22.7% **increase** in the number of **living wage employers**

Digital Inclusion

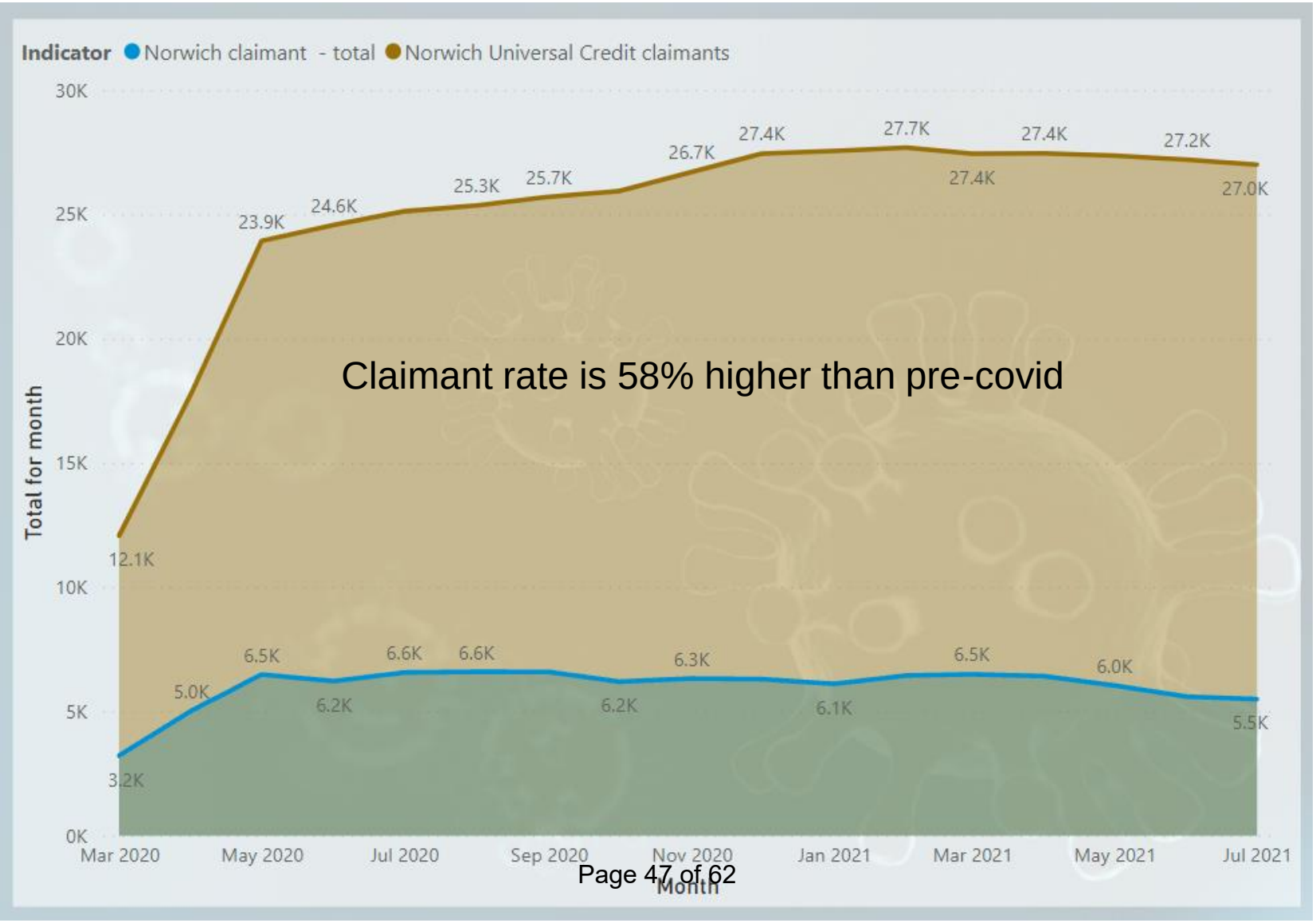
New learners supported with skills workshops and loaning of equipment

	Oct 2020 - Sept 2021
Ages of learners and equipment recipients	
Under 25	10%
25 - 65	50%
Over 65	40%
Activities	
Digital stuff hub (IT equipment loans)	38
Digital skills support (New learners)	61
NGEC emergency data hub pilot	65
NGEC funded digital inclusion projects	5
Smartphones and SIMs distributed	29

100% of employees working on contracts with a value over £25k tendered by Norwich City Council are paid the Living Wage Foundation's living wage.

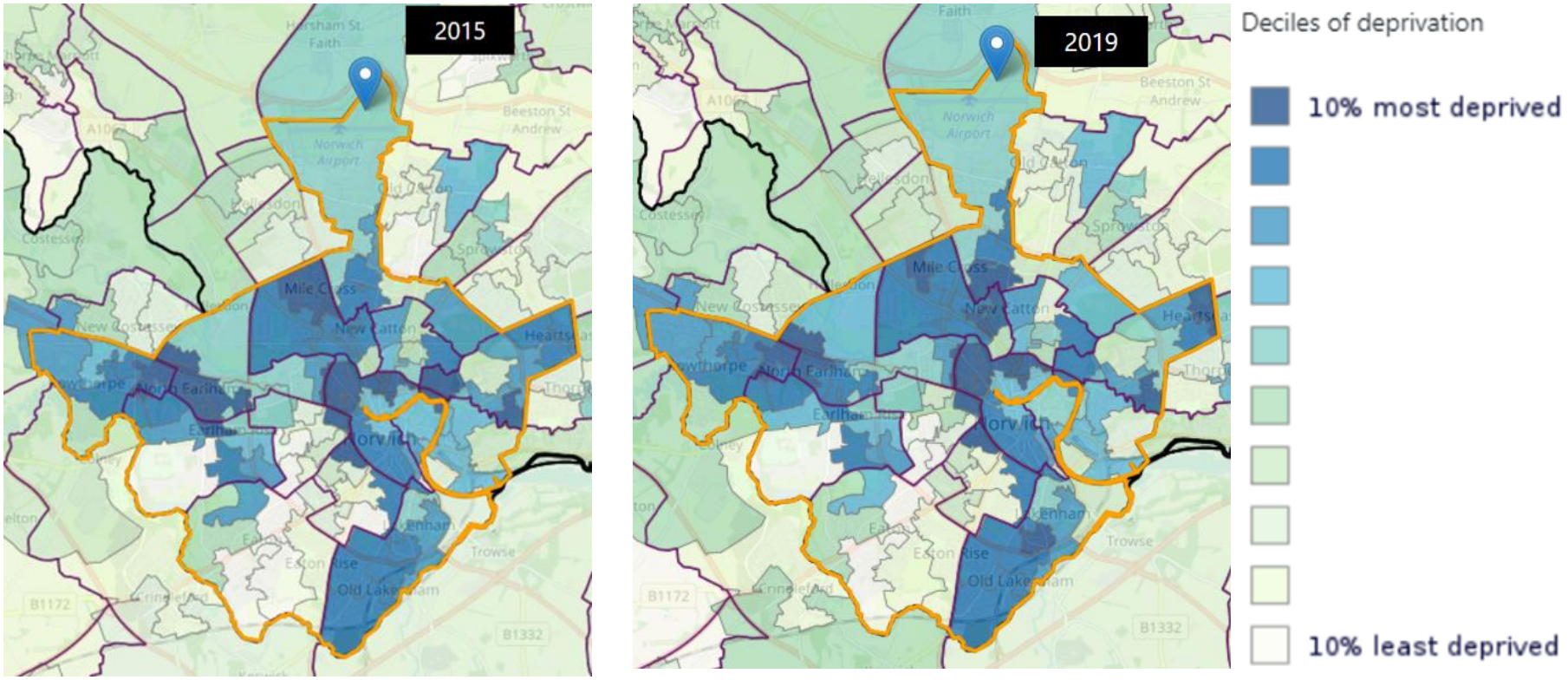
Our economy

The chart below shows how levels of benefit claims and universal credit claims have increased since the start of the pandemic in Norwich.



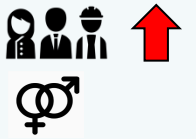
Economic inequality

The maps below show the 2015 to 2019 change in low-income households/income deprivation within Norwich. The colour scale measures the proportion of the population experiencing deprivation relating to low income, including those people out-of-work, and those in work who have low earnings.

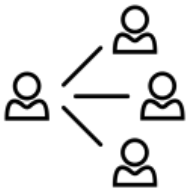


The maps show slight changes in income deprivation across Norwich wards: a decrease in neighbourhoods within Crome, Thorpe Hamlet, Mile Cross and University wards; and growth in the level of deprivation in neighbourhoods within the Bowthorpe, Catton Grove and Wensum Wards.

Our economy - commentary

	The median full time hourly pay for **residents** in Norwich, and the New Anglia Local Enterprise Partnership (LEP) area has **increased** at a higher rate than the national and regional figures since the last report. The level of hourly pay is lower than the regional average but higher than the national average.
	The median full time hourly pay for resident **females** has **decreased** by 4% meaning that they get paid £2.61 per hour less than males and 97p less than the national rate.
	The **pay gap** between males and females **working** in Norwich, which includes those living outside the city, has **increased** by 79.3% this year with men being paid £1.99 per hour more than women. This aligns with the regional and national trends which show a increase in pay gap.
	In the past 12 months the proportion of **residents economically inactive** has **decreased** as local employers have been recovering following the end of furlough scheme and national lockdowns put in place to tackle the spread of Covid-19. This is the case at a local, regional and national level. 6.2% of men (20.5% decrease) and 4.3% of women (17.3% decrease) are economically inactive in Norwich. The age breakdown for claimants is no longer available.
	A caveat to the district level data for pay and employment is that due to a smaller sample size, some of the results contain a reasonably large margin of error.
	We have been leading on a Digital Inclusion Project for the city for the past 6 years. It is a partnership project with one main funded partner Voluntary Norfolk, and many other local partners working together to support residents to overcome the barriers they face to going online. The service offers to the community digital inclusion skills support sessions, a digital equipment loaning scheme called Norwich Digital Stuff Hub, and a referral route through to specialist organisations and learning opportunities. Over the past year, through partnership with the Norwich Good Economy Commission, we have been able to coordinate an Emergency Data Bank, facilitated a workshop with social housing providers and grant funded 5 projects which will provide learning, data and support for people to reduce digital inequalities in the city.

Council Employees



Council Employees

Gender

Male	42%
Female	58%

Age

16-29	7%
30-44	36%
45-59	45%
60-64	9%
65+	3%

The data on this page is for the period April 2020 - March 2021

As of 31st March 2021, there were **662** employees of Norwich City Council

Norwich City Council's aim is for the workforce to reflect the percentage of the local community who are economically active, from an ethnic minority, who have a disability and match the gender imbalance.

Ethnicity

Non-white	3.5%
White	85.5%
Prefer not to say	11%

Disability



Yes	10.7%
No	78.4%
Prefer not to say	10.9%

Council Employees

Training

2069 corporate training sessions attended

Age

16-29	7%
30-44	37.5%
45-59	45.5%
60-64	8%
65+	2%

Male	38%
Female	62%
Disability	9%
No Disability	82%
Unknown	9%
Non-white	2.4%
White	93.2%
Unknown	4.4%

Recruitment

	Ethnicity			
	White	**Non-white**	**Unspecified**	**Totals**
Applicants	552	66	1	619
Shortlisted	204	19	1	224
Offered	99	2	0	101
	Disabled			
	Yes	**No**	**Unspecified**	**Totals**
Applicants	64	534	21	619
Shortlisted	11	206	7	224
Offered	6	93	2	101
	Gender			
	Female	**Male**	**Unspecified**	**Totals**
Applicants	375	242	2	619
Shortlisted	147	77	0	224
Offered	62	39	0	101

Gender pay gap (snapshot date 31 March 2021)

Hourly wages pay gap: Women earn £1 for every £1 that men earn when comparing median hourly wages. Women's median hourly wage is the same as men's. Women's mean hourly wage is 5% lower than men's due to the higher prevalence of part-time female workers.

	Women	**Men**
Top quarter (highest paid)	55.5%	44.5%
Upper middle quarter	59.2%	40.8%
Lower middle quarter	56.7%	43.1%
Lower quarter (lowest paid)	61.5%	38.4%

Council Employees - commentary

	The data for disciplinary, grievance, leavers and promotions for the year 2020/21 is not appropriate to publish as the datasets are based on fewer than ten employees and the lower number poses a threat to employee confidentiality.
	Overall there has been a **decrease** in the number of posts recruited to, 108 last year and 77 this year. Similarly there has been a decrease in learning events from 2651 to 2069. Reductions in both recruitment and learning activity are as a result of covid-lockdown in 2020 and adapting to new ways of working, i.e. remote interviews and training delivery.
	The proportion of employees with a **disability** remains largely **unchanged**, and there is still an **under-representation** of Black, Asian and Minority Ethnic (BAME) employees.
	The percentage of employees by **age** range again remains largely **unchanged** with the majority of employees between 30 and 59 years old which reflects the working age population. However, there continues to be an **under representation** of **younger employees**.
	There are no further updates in terms of the other protected characteristics since the last report.
	From 2017, organisations with 250 or more employees have been legally obliged to publish and report specific figures on their gender pay gap. Data for 31 March 2021 is due to be reported by 30 March 2022 on our website and GOV.UK https://gender-pay-gap.service.gov.uk/

Data Sources



Data sources

Our residents

	Population	Mid-year population estimates 2020, ONS
	Ethnicity	Census 2011
	Disability	Census 2011, Annual Population Survey 2020, Norfolk Insight Health Profiles
	Gender	Mid-year population estimates 2020, ONS
	Age	Mid-year population estimates 2020, ONS
	Sexual orientation	Annual Population Survey (2016-2018) & 2019, ONS
	Religion	Census 2011
	Marriage/ Civil P'ship	Census 2011
	Gender reassignment	NHS Gender Dysphoria
	Looked After Children	Children Looked After March 2020, Department of Education
	Pregnancy/ maternity	Birth summary statistics 2020, ONS
	Rough sleepers	St Martin's Housing Trust statistical reports 2020-21 and 2021-22
	Carers	Census 2011
	Socio-Economic Classes	Census 2011
	Economic imbalance	Indices of Deprivation 2015 and 2019, communities.gov.uk
	Hate crime	Norfolk Police: Hate Crimes & Incidents in Norwich 2019-20 and 2020-21

Data sources

Our customers

	Our tenants	All data based on our lead tenants as of October 2021
	Complaints	Formal complaints received by the council for 2020-21
	Translations	Data from INTRAN for 2020-21

Our economy

	Pay	Annual hours and earnings survey 2021, ONS
	Employment	Claimant Count rate unemployment, Oct 2021, ONS
	Living wage	Living Wage Foundation Accredited Employers November 2021 & Internal procurement records November 2020
	Digital inclusion	Internal digital inclusion records October 2020 to September 2021

Norwich City Council employees

	Our employees	Internal Human Resources data for 2020 - 2021 and as at 31/03/2021

NORWICH City Council

Item 6

Committee Name: Scrutiny

Committee Date: 16/12/2021

Report Title: Scrutiny work programme

Portfolio: Councillor Kendrick, cabinet member for resources

Report from: Executive director of community services

Wards: All Wards

OPEN PUBLIC ITEM

Purpose:
The purpose of this report is to assist scrutiny committee members in setting the scrutiny committee work programme for 2021/22.

Recommendation:
It is recommended that members agree a realistic and deliverable scrutiny committee work programme for 2021/22.

Policy Framework:
The Council has three corporate priorities, which are:

- People living well
- Great neighbourhoods, housing and environment
- Inclusive economy

This report meets the people living well and great neighbourhoods, housing and environment corporate priorities.

This report addresses the strategic actions in the Corporate Plan, in particular the healthy organisation.

This report helps to meet the adopted policies of the council.

This report helps to meet the objectives of the COVID-19 Recovery Plan.

Report Details

Developing a work programme for the scrutiny committee

1. When the scrutiny committee considers which items to include on the work programme, it is useful to do so in the context of what the focus is for the council over the coming year and to look at how activity aligns to the council's corporate plan, policies and the COVID-19 recovery plan.

2. At scrutiny committee on 18 November 2021 the work programme was updated for the rest of the civic year 2021/2. The updated work programme is attached at Appendix A.

3. The scrutiny of the business plans of Norwich Regeneration Limited and Norwich City Services Limited has been postponed from 2 December. It is proposed that this meeting now takes place remotely on Monday 10 January at 16.30.

Recurring items

4. There are certain areas of work identified for the scrutiny committee that are of a recurring nature. Presently, these are the scrutiny committee work programme (each meeting), Equality Information Report (December), pre-scrutiny of the proposed budget (February) and the annual review of the scrutiny committee (March). At the committee meeting on 21 October 2021 it was agreed to add updates from the councils climate commission as a recurring item.

5. Updates are received from the council's representative on the Norfolk County Health and Overview Committee (NHOSC).

6. Updates are also received from the council's representative on the Norfolk Countywide Community Safety Partnership Scrutiny sub panel (NCCSPSSP).

Scope for scheduling items onto the work programme.

7. It has been previously agreed that the committee should agree as few as possible substantive topics per meeting. The main reason for this is to ensure that there is enough time for the committee to effectively consider the issues and has a fair chance of reaching sound, evidence based outcomes. Ideally, one main item per meeting would be the aim.

8. Members will still have the opportunity on a monthly basis to revise the programme if and when required or due to changing events. This is done via the work programme standing item on the scrutiny committee agendas and members may wish to consider keeping some space on the work programme to facilitate this.

Consultation

9. Ward councillors, the public or other stakeholders have not been consulted (statutorily or otherwise). However the public are encouraged to submit topics for scrutiny via an interactive form on the council's website. The portfolio holder will be briefed as part of the regular portfolio holder briefing process.

Implications

Financial and Resources

10. Any decision to reduce or increase resources or alternatively increase income must be made within the context of the council's stated priorities, as set out in its Corporate Plan 2019-22 and Budget.

11. Any impact on resources resulting from this report will be accommodated within existing budgets or the relevant approvals will be sought if additional budget is required.

Legal

12. No specific legal advice has been sought or provided.

Statutory Considerations

Consideration	Details of any implications and proposed measures to address:
Equality and Diversity	None at this stage
Health, Social and Economic Impact	None at this stage
Crime and Disorder	None at this stage
Children and Adults Safeguarding	None at this stage
Environmental Impact	None at this stage

Risk Management

Risk	Consequence	Controls Required
None at this stage		

Other Options Considered

13. There have been no other options considered for this report.

Reasons for the decision/recommendation

14. This report will allow scrutiny to set and review the work programme for scrutiny for 2021/22.

Background papers: none

Appendices: none

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APPENDIX A

Annual work programme planning grid 2021-22

Date of meeting Thursday at 16.30	Item
2021	
27 May	Work programme. Appointment to Norfolk Health Overview and Scrutiny committee (NHOSC). Appointment to Norfolk Countywide Community Safety Partnership Scrutiny sub panel (NCCSPSSP).
24 June	Work programme. Bins on pavements, communal bins and fly-tipping - Andy Summers.
1 July	Scrutiny training – via zoom
15 July	Work programme. Verbal update from the NHOSC meeting held on 15 July (am). Air pollution from woodburning – Lesley Oldfield.
9 September **Online via zoom**	Air pollution from woodburning – continuation.
16 September	Ratification of resolutions made on 9 September. Appointment to Norfolk Health Overview and Scrutiny committee (NHOSC). Appointment to Norfolk Countywide Community Safety Partnership Scrutiny sub panel (NCCSPSSP). Second work programme setting meeting.
21 October	Work programme. (Including verbal update on the work of the select committee regarding communal bins). Review of the environmental strategy following Covid-19 (Portfolio Holder: Cllr Emma Hampton; Officers: Helen Chamberlin and Lou Rawsthorne).
Friday 12 November at 12.30	Extraordinary meeting. Health, safety and compliance in council homes. (Portfolio Holder: Cllr Gail Harris; Officers: Lou Rawsthorne)
18 November	Work programme. Update from the NHOSC meeting held on 4 November. The emerging new social inclusion agenda following COVID-19 (Portfolio Holder: Cllr Karen Davies; Officers: Helen Chamberlin and Ramona Herdman).
2 December (moved from 4 November) POSTPONED Likely to be moved to 10 or 11 Jan 2022.	Additional meeting. Scrutiny of the business plans for Norwich City Services Limited and Norwich Regeneration Limited. (Portfolio Holders: Cllrs Cate Oliver and Mike Stonard; Officers Hannah Leys and Dave Shaw).

16 December	Work programme. Equality information report. (Portfolio Holder: Cllr Davis; Officers: Helen Chamberlin, Ramona Herdman, Ruth Newton, Emma Smith) Verbal update from the NCCSPSSP meeting held on 16 December (am). Report back from the scrutiny select committee on flytipping and communal bins (TBC).
2022	
20 January	Work programme. Update from the NHOSC meeting held on 20 January (am). Pre-scrutiny of the corporate plan and performance framework. (Portfolio Holder: Cllrs Alan Waters; Officers: Helen Chamberlin, Ramona Herdman, Ruth Newton, Emma Smith)
3 February	Work programme. To consider the 2022-23 budgets, medium term financial strategy and capital programme, along with capital strategy and treasury management strategy. (Portfolio Holder: Cllrs Alan Waters and Paul Kendrick; Officers: Annabel Scholes and Hannah Simpson)
17 March	Work programme. Annual review of scrutiny committee. A sustainable, inclusive Norwich economy following COVID-19 (Portfolio Holder and officers tbc depending on Scrutiny Committee's confirmed areas of focus for the review). Update from the NCCSPSSP meeting held on 24 February. Update from the NHOSC meeting held on 10 March.