

SCRUTINY COMMITTEE**16:30 to 18:35****18 December 2014**

Present: Councillors Maxwell (vice chair in the chair), Barker, Bogelein, Carlo, Galvin, Haynes, Herries, Howard, Manning, Packer, Ryan and Woollard

Apologies: Councillors Howard and Wright

1. Declarations of interest

There were no declarations of interest.

2. Minutes

RESOLVED to agree the minutes of the meeting held on 27 November 2014 subject to the following amendments:

- (1) At item 5, to amend resolution (3) to read “ask the scrutiny officer to circulate a report on the current situation relating to progress on and barriers to, 20mph speed limits in residential areas.”
- (2) At item 6, Scrutiny committee work programme 2014- 2015, to include a resolution for a report on verges to be brought to the January meeting of the scrutiny committee; and
- (3) At item 7, to include Councillor Herries as a member of the task and finish group.

3. Scrutiny committee work programme 2014-2015

RESOLVED to:

- (1) Ask the Scrutiny officer to invite the County Councillors for the Norwich City wards to the meeting of the scrutiny committee on 26 February looking at Street scene and road safety; and

- (2) Note the scrutiny committee work programme.

4. Draft equality information report

(Councillor Harris, cabinet member for customer services, was present for this item)

The cabinet member for customer services presented the report. She thanked officers and members for their work on the report.

The Policy and performance manager highlighted that this year; both the median and average salaries for women were higher than for men. This bucked the regional and national trends.

In response to a member's question, the head of HR and learning said that data was collected on employee disabilities and reasonable adjustments within the work place, however, much of this data would not be published as it may identify individuals. The Policy and performance manager said that for the next equality information report, he could look at breaking disabilities down by factors such as gender and age but anything below that could be too specific.

Discussion ensued in which members spoke about celebrating diversity within all aspects of council work. The Policy and performance manager said that the council would not want to cut across the work being undertaken by advocacy groups and the role of the council was to support such groups. The Executive head of strategy, people and neighbourhoods said that the council took a holistic approach to diversity.

RESOLVED to ask:

- (1) the Policy and performance manager to ensure that the draft equality information report is brought to the scrutiny committee on an annual basis before going to cabinet
- (2) cabinet to consider including low socio-economic status as an addition to the protected characteristics in the next report
- (3) the Head of local neighbourhood services to prepare a report on best practice in other councils and organisations with regards to tackling transphobia and transphobic hate crime
- (4) cabinet to consider including a further breakdown of disability including protected characteristics and hidden disabilities ensuring that individuals are not identified; and
- (5) council to take an integrated positive approach to further promoting diversity as a positive element within our city whilst building on the work undertaken with communities of interest.

5. Draft corporate plan 2015 – 2020 and transformation programme 2015-2016

The Executive head of strategy, people and neighbourhoods presented the report and answered member's questions. He said that some targets were still being compiled by relevant officers but that the scrutiny committee would have a chance to see the draft plan again in January 2015 after the close of the public consultation. Revised targets for measure SCL4 were circulated as follows:

SCL4 Residual waste measure Kgs	2012/13 426	2013/14 440	2014/15 (est) 448	2015/16 420	2016/17 396	2017/18 375
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He said that nothing within the corporate plan was delivered solely by Norwich City Council but it reflected those measures in which the council had a significant impact.

A member expressed concern that only a summary of the transformation programme was included within the public consultation but not a link to the full document. It was agreed that this could be included in the next consultation.

The Policy and performance manager said that measure VMF8 looked at customer satisfaction with engagement with the council. This measure covered all opportunities for engagement, including opportunities to influence policy making decisions.

RESOLVED:

- (1) With five voting in favour and six against, not to include an additional measure in the corporate plan to gauge satisfaction with opportunities to influence council policy
- (2) With nine voting in favour, none against and two abstentions, to consider the corporate plan again after the 2015 general election, to assess it against the new government's programme.
- (3) To ask cabinet to consider using -
 - i. the figure for HCHS as a percentage of total people threatened as homeless
 - ii. a suite of measures within the Environmental strategy relating to cycling within the city
- (4) To ask officers to include a link to the transformation programme when next consulting on the corporate plan.

6. Exclusion of the public

RESOLVED to exclude the public from the meeting during consideration of item *7 below on the grounds contained in paragraph 3 of schedule 12a of the local government act 1972 (as amended).

7. Draft corporate plan 2015 – 2020 and transformation programme 2015-2016 annex D

Members considered annex D and the Executive head of strategy, people and neighbourhoods answered their questions.

RESOLVED to note annex D of the Draft corporate plan 2015 – 2020 and transformation programme 2015-2016

CHAIR