



Overview and Scrutiny Recommendation Tracker


Project / recommendation and date proposed	Action	Team responsible	Date for completion	Rating	Comments
Voluntary and Community Sector (July 2014)					
Recommendation 4	The Council to consider employing an apprentice to support the work of the Grants Officer.	Community Services and HR.	Will be completed soon.	☹️	<p><u>Previous update:</u> There has been a delay in recruiting to this post, partly due to long-term staff sickness absence. Officers are hoping to recruit to an apprentice post, to be shared between Community Services and the Policy team, early in the New Year.</p> <p><u>June and September 2015 update:</u> A decision has been taken to postpone recruiting to this post until autumn 2015 due to long-term staff absence.</p> <p><u>January 2016 update:</u> The post of Grants and Voluntary Sector Co-ordinator is now vacant and is currently being reviewed. An apprentice will be recruited once this review has taken place and it is anticipated to be at the start of the new financial year.</p> <p><u>April 2016 update:</u> Officers have started the process to recruit an Apprentice to be in post as soon as possible.</p> <p><u>September 2016:</u> During the summer a job description for the Grants Apprentice has been drafted up. The apprentice is to be shared between VCS Grants Team,</p>




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					<p>Redditch Partnership and the Policy Team and as such is officially known as the Support Services Apprentice (Grants, Policy and Partnerships). The job description is currently being tweaked by the Policy Team and it is envisaged that as soon as this is complete the advert will be sent to the College for recruitment. It is hoped that this process should be completed in the next month with an apprentice in post by October 2016.</p>
<p>LGBT Task Group Recommendations (July 2015)</p>					
<p>Recommendation 1</p>	<p>Redditch Borough Council should participate in the Stonewall Workplace Equality Index every year.</p>	<p>Policy team</p>	<p>September 2016</p>	<p>☹️</p>	<p><u>September 2015 update:</u> Forms need to be submitted by organisations participating in the Workplace Equality Index during the calendar year before the index is published. Due to the limited time available prior to the deadline for the 2016 index a decision has been taken to postpone participation until next year. The Chair of the Task Group was consulted about this proposal.</p> <p><u>April 2016 Update:</u> This will be picked up during 2016/17.</p> <p><u>September 2016:</u> Having reviewed the criteria to participate in the Stonewall Workplace Index for a small organisation is challenging and we need to do quite a bit of preparation before we are able to make a</p>

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					submission. Work is taking place to develop a Council Equality Strategy and an action in the equality action plan will be to undertake an audit of actions required for us to make a submission.
Recommendation 2	Worcestershire County Council should take part in the Stonewall Education Equality Index. Worcestershire County Council should also encourage schools to take part in the Stonewall School Champions Programme and / or to use the Birmingham LGBT Schools Toolkit.				<p><u>September 2015 Update</u></p> <p>As agreed by the Executive Committee the Leader of the Council wrote to the Leader of Worcestershire County Council in July 2015 to request that this recommendation be considered and approved.</p> <p>A positive response was received from the Leader of Worcestershire County Council on 3rd August 2015. This noted that the deadline for participation in the Stonewall Education Equality Index 2015 has now passed. Consideration will be given as to whether to participate in the index in 2016. The response also noted that some schools already participate in LGBT support schemes. Therefore advice is being sought as to the best way forward in respect of this element of the recommendation.</p> <p><u>January 2016 Update:</u> No further update was provided in advance of the publication of this report.</p> <p><u>April 2016 Update:</u> No further update was available.</p>

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					<p><u>September 2016 Update:</u> At a meeting of full Council at Worcestershire County Council on 14th July a Notice of Motion, submitted by Councillor Baker, was considered on the subject of equality in schools. This motion referred specifically to the action proposed in the scrutiny group's second recommendation. The county Council concluded that the subject related to an executive function and it was therefore referred for the consideration of Cabinet.</p>
Recommendation 5	<p>The specific mental health needs of the LGBT community should be addressed in equalities training provided to frontline Council staff. This should be covered in one of the equalities briefing sessions that the policy team is due to deliver in forthcoming months.</p>	Policy team	To be confirmed		<p><u>September 2015 update:</u> Relevant Officers have been advised about this proposal and have been asked to incorporate this session into the Council's forthcoming equalities training sessions.</p> <p><u>January 2016 Update:</u> No further update was provided in advance of the publication of this report.</p> <p><u>April 2016 Update:</u> This will be picked up via training sessions that will be delivered in 2016.</p> <p><u>September 2016 Update:</u> We are in the process of looking at a new way of delivering equality training across the council. We are currently working with a theatre company to develop a pilot to be delivered in the Autumn, with the view to roll this out during early 2017. This area will be incorporated into the training.</p>

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Bereavement Services Fees and Charges – pre-scrutiny					
Three recommendations were proposed in respect of capital works at Redditch Crematorium.	<p>The following capital works were proposed for Redditch Crematorium :</p> <ol style="list-style-type: none"> 1) facility and heating improvements; 2) £344k of funding be allocated to enable capital works in the crematorium in 2016; and 3) A proportion of the income from the increased fees to be allocated to covering the capital works costs. 	Bereavement Services / Environmental Services	To be confirmed	☹️	<p><u>April 2016 Update.</u> Considerable work has taken place to look at providing an alternative chapel location for when the current chapel has to close to facilitate the works. Due to various issues this is not currently considered as being feasible and so alternative working arrangements are being sought with our partners. The Place Partnership architect will be working to finalise the detail of the scheme and the timing of the project will be considered in terms of complying with procurement processes, availability of contractors as well as limiting the impact on partners and customers.</p> <p><u>September 2016 Update:</u> Consultation with key stakeholders with regards to the Chapel closure during works is ongoing and options for how the business will operate during the works is being investigated. Early indications are that some limited provision will remain. Place Partnership and Jacobs (Architects) are finalising details with regards to the works (to ensure that we achieve the best long term outcome from the investment) which will allow for the relevant procurement processes to be followed.</p>

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Review of the Operation of Leisure Services – Pre-Scrutiny (Officer report)					
Four recommendations from Officers were endorsed through pre-scrutiny	<p>The following actions were proposed in the recommendations that were made by Officers, endorsed by the Overview and Scrutiny Committee and approved by the Executive Committee:</p> <ol style="list-style-type: none"> 1) Officers were asked to undertake further work on identifying the health and well-being impact on our community of the provision of leisure offer; 2) Officers were asked to report back on opportunities for improvements as identified in the detailed schedules. 3) Officers were asked to undertake a review of the revenue received and any opportunities to increase revenue by assessing alternative pricing models; and 4) Officers were asked to discuss with the Academies how the provision in the dual use sites can be better provided to support the wider community. 	Executive Director of Finance and Corporate Resources / Leisure Services	July 2016		<p><u>April 2016 Update:</u> A report outlining the findings of this leisure intervention work will be reported for the consideration of the Executive Committee in July 2016.</p> <p><u>September 2016 Update:</u> The Council Plan will include the actions to be undertaken following the further intervention within the Leisure Service. The plan is to be reported to Executive in November and to Scrutiny at the meeting in October.</p>

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Access for Disabled People to Redditch Taxis Short, Sharp Review					
Recommendation 1.1	The Hackney Carriage Vehicle Licensing Policy and the Private Hire Vehicle Licensing Policy should be amended to allow applications for new hackney carriages to be made for vehicles that are less than six years old, meet European M1 safety standards and have facilities for carrying a disabled person in a wheelchair within the vehicle. <i>(This relates to the HackneyCarriage Vehicle Licensing Policy only).</i>	Worcestershire Regulatory Services (WRS)	Subject to the outcomes of consultation with the local taxi trade and other relevant stakeholders.		The Licensing Committee endorsed the group's recommendations at a meeting on 18th July 2016. All of the recommendations with policy implications were endorsed subject to the outcomes of further consultation. It is too early at this stage to report on the outcomes of this consultation process.
Recommendation 1.2	The Hackney Carriage Vehicle Licensing Policy and the Private Hire Vehicle Licensing Policy should be amended to require drivers to display stickers in their vehicles that provide information about how to report complaints.	WRS	Subject to the outcomes of consultation with the local taxi trade and other relevant stakeholders.		The Licensing Committee endorsed the group's recommendations at a meeting on 18th July 2016. All of the recommendations with policy implications were endorsed subject to the outcomes of further consultation. It is too early at this stage to report on the outcomes of this consultation process.
Recommendation 1.3	the Driver Licence Policy – Application for a Hackney Carriage and / or Private Hire Vehicle Driver's Licence – should be amended to require that refresher training should be provided on driving standards and disability awareness to taxi drivers every three years.		Subject to the outcomes of consultation with the local taxi trade and other relevant stakeholders.		The Licensing Committee endorsed the group's recommendations at a meeting on 18th July 2016. All of the recommendations with policy implications were endorsed subject to the outcomes of further consultation. It is too early at this stage to report on the outcomes of this consultation process.

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Recommendation 2.1	There should be a media campaign to guide disabled people and taxi drivers when travelling by taxi about their rights and responsibilities.	Communications in consultation with WRS	Not specified	☺	As this recommendation was only endorsed on 18th July by the Licensing committee no update on the implementation of this proposal was available for September.
Recommendation 2.2	WRS should publish a list of drivers who currently operate licensed wheelchair accessible vehicles on the WRS and Redditch Borough Council websites in a similar format to Brighton and Hove City Council and Eden District Council.	WRS	Not specified	☺	As this recommendation was only endorsed on 18th July by the Licensing committee no update on the implementation of this proposal was available for September.
Recommendation 3.1	WRS should undertake a review of the conditions attached to taxi operators' licences	WRS	Not specified	☺	As this recommendation was only endorsed on 18th July by the Licensing Committee no update on the implementation of this proposal was available for September.
Recommendation 3.2	The Licensing Committee should review the effectiveness of the disability awareness training provided to taxi drivers.	Licensing Committee	Not specified	☺	As this recommendation was only endorsed on 18th July by the Licensing Committee no update on the implementation of this proposal was available for September. It is anticipated that this review will be launched later in the municipal year.