



Executive Committee

Tue 16 Feb
2021
6.30 pm

Microsoft Teams

REDDITCH BOROUGH COUNCIL

*making
difference*

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If you have any queries on this Agenda please contact
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GUIDANCE ON VIRTUAL MEETINGS

Due to the current Covid-19 pandemic Redditch Borough Council will be holding this meeting in accordance with the relevant legislative arrangements for remote meetings of a local authority. For more information please refer to the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police Crime Panels meetings) (England and Wales) Regulations 2020.

Please note that this is a public meeting conducted remotely by Microsoft Teams conferencing between invited participants and live streamed for general access via the Council's YouTube channel.

You are able to access the livestream of the meeting from the Committee Pages of the website, alongside the agenda for the meeting.

If you have any questions regarding the agenda or attached papers please do not hesitate to contact the officer named above.

Notes:

As referred to above, the virtual Microsoft Teams meeting will be streamed live and accessible to view. Although this is a public meeting, there are circumstances when the committee might have to move into closed session to consider exempt or confidential information. For agenda items that are exempt, the public are excluded and for any such items the live stream will be suspended and that part of the meeting will not be recorded.



Executive

Tuesday, 16th February, 2021

6.30 pm

Microsoft Teams

Agenda

Membership:

Cllrs:	Matthew Dormer (Chair)	Anthony Lovell
	Mike Rouse (Vice- Chair)	Nyear Nazir
	Greg Chance	David Thain
	Brandon Clayton	Craig Warhurst
	Bill Hartnett	

1. Apologies

2. Declarations of Interest

To invite Councillors to declare any Disclosable Pecuniary Interests and / or Other Disclosable Interests they may have in items on the agenda, and to confirm the nature of those interests.

3. Leader's Announcements

4. Minutes (Pages 1 - 8)

5. Pay Policy Statement 2021/22 (Pages 9 - 20)

6. Medium Term Financial Plan 2021/22 to 2024/25 (including the capital programme and Housing Revenue Account) (Pages 21 - 52)

The Medium Term Financial Plan 2021/22 to 2024/25 is due to be pre-scrutinised at a meeting of the Overview and Scrutiny Committee scheduled to take place on Thursday, 11th February 2021. As this meeting will take place after the publication of the main agenda for the Executive Committee meeting, any recommendations from the Overview and Scrutiny Committee on this subject will be reported for the Executive Committee's consideration in a supplementary pack.

7. Overview and Scrutiny Committee (Pages 53 - 66)

There were no recommendations agreed at the meeting of the Overview and Scrutiny Committee held on 18th January 2021.

8. Minutes / Referrals - Overview and Scrutiny Committee, Executive Panels etc.

To receive and consider any outstanding minutes or referrals from the Overview and Scrutiny Committee, Executive Panels etc. since the last meeting of the Executive Committee, other than as detailed in the items above.

9. Advisory Panels - update report

Members are invited to provide verbal updates, if any, in respect of the following bodies:

- a) Climate Change Cross-Party Working Group – Chair, Councillor Brandon Clayton;
- b) Constitutional Review Working Panel – Chair, Councillor Matthew Dormer;
- c) Corporate Parenting Steering Group – Council Representative, Councillor Nyear Nazir;
- d) Member Support Steering Group – Chair, Councillor Matthew Dormer; and
- e) Planning Advisory Panel – Chair, Councillor Matthew Dormer.

10. To consider any urgent business, details of which have been notified to the Head of Legal, Democratic and Property Services prior to the commencement of the meeting and which the Chair, by reason of special circumstances, considers to be of so urgent a nature that it cannot wait until the next meeting



Executive Committee

Tuesday, 19 January 2021

MINUTES

Present:

Councillor Matthew Dormer (Chair), Councillor Mike Rouse (Vice-Chair) and Councillors Greg Chance, Brandon Clayton, Bill Hartnett, Anthony Lovell, Nyear Nazir, David Thain and Craig Warhurst

Officers:

Lyndsey Berry, Kevin Dicks, Chris Forrester, Clare Flanagan, Sue Hanley and Ostap Paparega

Senior Democratic Services Officer:

Jess Bayley

66. APOLOGIES

There were no apologies for absence.

67. DECLARATIONS OF INTEREST

There were no declarations of interest.

68. LEADER'S ANNOUNCEMENTS

The Leader advised that the Overview and Scrutiny Committee had pre-scrutinised the Redditch Town's Deal Investment Plan at a meeting held on Monday, 18th January 2021. The Committee had concluded their discussions by requesting a biannual update on progress with respect to the plan. However, the Committee had not made any recommendations on the subject for the Executive Committee's consideration.

Members were asked to note that three agenda packs had been issued for consideration at the Executive Committee meeting. Due to the date of the publication of the Additional Papers 2 pack, it had not been possible to provide paper copies of this supplementary pack for Members' consideration. However, the pack was available to view on the Council's website and using the modern.gov app.

69. MINUTES

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Chair

RESOLVED that

the minutes of the meeting of the Executive Committee held on Tuesday, 12th January 2021 be approved as a true and correct record and signed by the Chair.

70. REDDITCH TOWN DEAL INVESTMENT PLAN

The Head of North Worcestershire Economic Development (NWEDR) presented the Redditch Town Deal – Town Investment Plan. During the presentation of this report the following points were highlighted for Members' consideration:

- The Town's Investment Plan had been circulated in draft form for Members' consideration. The final version of the plan would be available in time for Members to consider at the meeting of Council on Monday, 25th January 2021.
- The main challenge in drafting the final version of the Town's Investment Plan was in respect of condensing the length from 20,000 to 10,000 words.
- The Government had issued guidance in respect of expenditure of the Towns' Fund when the project had first been announced. This had provided useful information, including in respect of eligibility criteria.
- The purpose of the Towns' Fund was to provide financial support to facilitate a long-term vision for a town that would contribute to economic growth.
- There were three key areas of focus including urban development, enterprise and the digital economy.
- The proposals put forward in a Town Investment Plan needed to be based on local data, to have an evidence basis and to demonstrate that they would have a noticeable impact on economic development in that location.
- The Government had provided specific guidance on the governance requirements in respect of Town Boards. This included guidance in respect of membership as well as the requirement for the Chair of the Town Board to be a representative of the private sector.
- The Town's Investment Plan had to be submitted to the lead local authority, as the accountable body, as well as the Government for approval.
- In developing the Redditch Town's Investment Plan, the Redditch Town Board had utilised a number of consultants to help with the development of the plan, assessment of the spatial strategy and public consultation.
- The objective of the proposals for Redditch was to unlock Redditch and to enable the town's transformation from a

Executive Committee

Tuesday, 19 January 2021

traditional new town to a town suitable for the twenty first century.

- The consultants that had undertaken public consultation as part of the project were experienced in market research. This organisation had attempted to engage with a cross-section of the local community.
- Consultation would continue to take place following approval of the Town's Investment Plan.
- Moving forward, there would be two key consultation documents forming the future engagement strategy, both at a programme level and detailed consultation plans for each of the proposed projects included in the plan.
- Approximately 700 responses had been received during the consultation process. This compared favourably with consultation feedback in other parts of the country where towns were eligible to apply for the Government's Town's Funding.
- The Town's Board had taken into account information provided by the public in response to previous consultation exercises, such as the State of the Area debates, and every attempt had been made to reflect the feedback from the public in the proposals within the plan. The exception to this had been the request from the public to make improvements to the Alexandra Hospital, as this was outside the remit of the Town's Deal Fund.
- The Town's Investment Plan was proposing a budget of £25 million, including £200,000 which would be allocated to a revenue budget to fund a Programme Manager who could deliver the project.
- The Government required Town Boards to demonstrate that projects would impact at a regional or national level if more than £25 million funding was to be provided. Only one location, Blackpool, out of 101 eligible towns, had been able to demonstrate this to date.
- In those towns where the Town Investment Plan had already been submitted, the Government had not always agreed to provide the full amount of funding that had been requested. There was the possibility that this could occur for Redditch.
- It was possible that in future there would be further opportunities to apply for funding, in addition to the £25 million that had been requested to fund the projects in Redditch in accordance with the Town's Investment Plan.
- A Check and Challenge session had been held with representatives of the Government on Wednesday, 6th January 2021 when the town's proposals had been discussed.
- Should the Town's Investment Plan for Redditch be approved, there would be two months available in which negotiations would be held with representatives of the Government on heads of terms.

Executive Committee

Tuesday, 19 January 2021

- Following this stage, there would be twelve months available in which to develop detailed business cases for each of the projects included within the plan.
- The final stage of the process would be dependent on the strength of the business cases that were submitted.

Following the presentation of the report, Members thanked the Head of NWEDR and the Regeneration and Implementation Manager for their hard work in preparing the Town's Investment Plan. Thanks were also extended to the members of the Redditch Town's Board, particularly the Chair and Vice Chair, for their work.

Members subsequently discussed the following matters in detail:

- The opportunity provided for the regeneration of Redditch town centre by the availability of up to £25 million funding.
- The diversity of the membership of the Redditch Town's Board, which included representatives of the private, public and third sectors.
- The positive impact that the proposals, if approved, could have on the local economic and employment opportunities in the town.
- The consultation that had been held with elected Members in late 2020 and the feedback that had been provided at these sessions. Members noted that the consultants had done an excellent job in this area.
- The number of projects that had been identified by partners during the process and the difficult decisions that had had to be taken by the Board in order to prioritise certain projects for inclusion in the Town's Investment Plan.
- The positive impact that the proposals for the Railway Quarter could have on economic development and regeneration of the town centre.
- The potential for further work to be undertaken with regard to the skills and aspirations of local residents. Members commented on the potential for the Council to work with businesses and HoW College in respect of this matter.
- The need to provide training to young people and to enable connectivity so that young people from deprived backgrounds could access the training they needed.
- The number of residents who had participated in the consultation exercises and how this demonstrated that there was a lot of interest within the community in the regeneration of Redditch town centre.
- The extent to which local residents who did not have access to the internet had been disenfranchised in the consultation process.
- The possibility that, following expenditure on the projects supported by the Town's Fund, Redditch might attract

additional private sector investment that could be used to support other regeneration projects in the town.

- The opportunities that would be available to Redditch businesses following the introduction of 5G in the Borough.
- The potential for projects that had not been included in the Town's Investment Plan to be delivered. Officers explained that there would be a phased approach to the spatial strategy, and this would enable the Board and Council to address the projects that had not been included in the plan moving forward. This approach would also place the town in a strong position to apply for additional funding to support these projects if and when further funding became available.
- The governance arrangements that had been in place in Redditch. Members were advised that the Government representatives who had met with Officers on 6th January 2021 had recognised that this was a strength of the programme in Redditch.
- The potential contribution that the proposed Digital and Manufacturing Centre would make towards enhancing the skills and training opportunities available to local residents.
- The strengths in respect of the IT industry in Redditch, which had been highlighted during work on the Town's Investment Plan.
- The involvement of the Executive Committee and Council in determining the next steps in the process, following the Government's approval of the Town's Investment Plan.
- The need for work to be undertaken to minimise the risks arising from the project to the Council, as the accountable body. Officers advised that the Council would be responsible for what was spent and how the funding was spent.
- The work in respect of the regeneration of the library. Members were informed that this work would be carried out in consultation with Worcestershire County Council.
- The possibility that Redditch would be able to access additional support from the West Midlands Combined Authority (WMCA), due to the Council's role as a non-constituent member of the combined authority.
- The availability of support from the West Midlands Growth Company, to enable access to further assistance from the private sector moving forward.

During consideration of this item, reference was made to the Overview and Scrutiny Committee's consideration of the Redditch Town Deal – Town Investment Plan at a meeting held on Monday, 18th January 2021. Members noted that there had been a detailed debate regarding the content of the plan and a number of valuable points had been raised. Reference had been made during the meeting to concerns regarding the speed with which information about the Board's work had been published on the internet. At first,

Executive Committee

Tuesday, 19 January 2021

This information had been provided on Redditch Borough Council's website. Members had suggested that a bespoke website would have been helpful and could have enhanced public transparency. These points were acknowledged at the Executive Committee meeting and it was noted that lessons could be learned. However, Members commented that website design companies had been affected by Covid-19, like other companies and this had impacted on web design work.

RESOLVED that

- 1) **the Executive Committee endorses this report and gives delegated authority to the Council's Section 151 Officer, following consultation with the Head of NWEDR and Portfolio Holder for Planning, Economic Development, Commercialism and Partnerships, to submit the Redditch Town Investment Plan to MHCLG;**
- 2) **the Executive Committee agrees that Redditch Borough Council shall be the accountable body for funding secured from MHCLG as part of the Town Deal;**
- 3) **delegated authority be granted to the Head of NWEDR and Head of Legal, Democratic and Property Services to negotiate the Heads of Terms with MHCLG for Redditch's Town Deal; and**

RECOMMENDED that

- 4) **the Executive Committee approve the addition of £1 million Accelerated Funding to the Capital programme and delegated authority is granted to the Council's Section 151 Officer, following consultation with the Head of NWEDR and Portfolio Holder for Planning, Economic Development, Commercialism and Partnerships, to implement enabling proposals that support the delivery of the Town Deal.**

71. MINUTES / REFERRALS - OVERVIEW AND SCRUTINY COMMITTEE, EXECUTIVE PANELS ETC.

The Committee was informed that there were no referrals from the Overview and Scrutiny Committee on any other Committee for consideration on this occasion.

72. ADVISORY PANELS - UPDATE REPORT

Members confirmed that there were no updates in respect of any of the Executive Advisory Panels on this occasion.

Executive
Committee

Tuesday, 19 January 2021

The Meeting commenced at 6.30 pm
and closed at 7.26 pm

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Executive16th February 2021**Pay Policy Statement 2020/21**

Relevant Portfolio Holder	Councillor David Thain
Portfolio Holder Consulted	Yes
Relevant Head of Service	Chris Forrester
Report Author	Name: Chris Forrester Job Title: Head of Finance and Customer services Contact email: chris.forrester@bromsgroveandredditch.gov.uk Contact Tel: 01527 881673
Wards Affected	Not applicable
Ward Councillor(s) consulted	Not applicable
Relevant Strategic Purpose(s)	All
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	
This report contains exempt information as defined in Paragraph(s) of Part I of Schedule 12A to the Local Government Act 1972, as amended	

1. RECOMMENDATIONS

The Executive Committee is asked to RECOMMEND to Full Council that: -

- 1) The Pay policy as detailed in Appendix 1 to the report be approved.**

2. BACKGROUND

The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
 - (i) The remuneration of its chief officers, and
 - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

Executive16th February 2021

3. FINANCIAL IMPLICATIONS

- 3.1 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

The information provided is based on the current pay structure.

4. LEGAL IMPLICATIONS

- 4.1 These are already included in the report.

5. STRATEGIC PURPOSES - IMPLICATIONS

- 5.1 The pay policy covers all officer's remuneration and therefore includes all strategic purposes of the Council.

Climate Change Implications

- 5.2 There are no implications in relation to this report.

6. OTHER IMPLICATIONS**Equalities and Diversity Implications**

- 6.1 There are no implications in relation to this report

Operational Implications

- 6.2 There are no implications in relation to this report

7. RISK MANAGEMENT

- 7.1 There are no implications in relation to this report

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 - Pay Policy 2020/21

Executive16th February 2021**9. REPORT SIGN OFF**

Department	Name and Job Title	Date
Portfolio Holder	David Thain, Portfolio Holder for Finance and Enabling	Various
Lead Director / Head of Service	Chris Forrester, Head of Finance and Customer Services	Various
Financial Services	Chris Forrester, Head of Finance and Customer Services	Various
Legal Services	Claire Felton	Various
Policy Team (if equalities implications apply)	n/a	
Climate Change Officer (if climate change implications apply)	n/a	

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REDDITCH BOROUGH COUNCIL PAY POLICY STATEMENT

Introduction and Purpose

1. Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as authority thinks fit”. This pay policy statement sets out the Council’s approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It shall apply for the financial year 2020/ and each subsequent financial year, until amended. The information provided is based on a proposed model that is still subject to approval and consultation.
2. The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees by identifying;
 - a. the methods by which salaries of all employees are determined;
 - b. the detail and level of remuneration of its most senior staff i.e. ‘chief officers’, as defined by the relevant legislation;
 - c. the Committee(s) responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and for recommending any amendments to the full Council
3. Once approved by the full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis, in accordance with the relevant legislation prevailing at that time.

Legislative Framework

4. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. With regard to the equal pay requirements contained within the Equality Act, the Council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms. These directly relate salaries to the requirements, demands and responsibilities of the role.

Pay Structure

5. The Council’s pay and grading structure comprises grades 1 – 11. These are followed by grades for Managers 1 - 2, Head of Service 1, Head of Service 2, Head of Service 3, Executive Director, Deputy Chief Executive and then Chief Executive; all of which arose following the introduction of shared services with Bromsgrove District Council.
6. Within each grade there are a number of salary / pay points. Up to and including grade 11 scale, at spinal column point 43, the Council uses the nationally negotiated pay spine. Salary points above this are locally determined. The Council’s Pay structure is set out below.

Grade	Spinal Column Points		Nationally determined rates	
			Minimum £	Maximum £
1	1	2	17,842	18,198
2	2	5	18,198	19,312
3	5	9	19,312	20,903
4	9	14	20,903	23,080
5	14	19	23,080	25,481
6	19	24	25,481	28,672
7	25	30	29,577	33,782
8	30	34	33,782	37,890
9	34	37	37,890	40,876
10	37	40	40,876	43,857
11	40	43	43,857	46,845
Manager 1	Hay evaluated	43%	57,284	59,618
Manager 2	Hay evaluated	45%	59,597	62,066
Head of Service 1	Hay evaluated	51%	68,128	70,910
Head of Service 2	Hay evaluated	61%	81,754	85,091
Head Of Service 3	Hay evaluated	68%	91,208	94,546
Executive Director	Hay evaluated	74%	98,994	102,888
Deputy Chief Executive	Hay evaluated	80%	N/A	111,230
Chief Executive	Hay evaluated	100%	N/A	139,038

7. All Council posts are allocated to a grade within this pay structure, based on the application of a Job Evaluation process. Posts at Managers and above are evaluated by an external assessor using the Hay Job Evaluation scheme. Where posts are introduced as part of a shared service, and where these posts are identified as being potentially too 'large' and 'complex' for this majority scheme, they will be double tested under the Hay scheme, and where appropriate, will be taken into the Hay

scheme to identify levels of pay. This scheme identifies the salary for these posts based on a percentage of Chief Executive Salary (for ease of presentation these are shown to the nearest whole % in the table above). Posts below this level (which are the majority of employees) are evaluated under the “Gauge” Job Evaluation process..

8. In common with the majority of authorities the Council is committed to the Local Government Employers national pay bargaining framework in respect of the national pay spine and annual cost of living increases negotiated with the trade unions.
9. All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community; delivered effectively and efficiently and at all times those services are required.
10. New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector.
11. For staff not on the highest point within the salary scale there is a system of annual progression to the next point on the band.

Senior Management Remuneration

12. For the purposes of this statement, senior management means ‘chief officers’ as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below, with details of their basic salary as at 1st April 2020 (assuming no inflationary increase for these posts).
13. Redditch Borough council is managed by a senior management team who manage shared services across both Redditch Borough and Bromsgrove District Councils. All of the posts listed below have been job evaluated on this basis, with the salary costs for these posts split equally between both Councils.

Title	% of Chief executive salary	Pay range (minimum) £	Pay range (maximum) £	Incremental points	Cost to Bromsgrove District Council
Chief Executive	100%	133,586	139,038	3	50%
Deputy Chief Executive	80%	109,017	111,230	3	50%
Executive Director of Finance and Resources. (Also S151 Officer)	74%	98,994	102,888	3	50%
Head of Worcestershire Regulatory Services	68%	91,208	94,546	3	<i>This is a shared post across 6 district Authorities</i>
Head of Finance and Customer services	61%	81,754	85,091	3	50%
Head of Planning, Regeneration and Leisure Services	61%	81,754	85,091	3	50%
Head of Transformation, Organisational Development and Digital Services	61%	81,754	85,091	3	50%
Head of Legal, Democratic and Property Services	61%	81,754	85,091	3	50%

Head of Environmental and Housing Services	61%	81,754	85,091	3	50%
Head of Community and Housing Property Services	61%	81,754	85,091	3	50%

Recruitment of Chief Officers

14. The Council's policy and procedures with regard to recruitment of chief officers is set out within the Officer Employment Procedure Rules as set out in the Council's Constitution. When recruiting to all posts the Council will take full and proper account of its own equal opportunities, recruitment and redeployment Policies. The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment. Where the Council is unable to recruit to a post at the designated grade, it will consider the use of temporary market forces supplements in accordance with its relevant policies.
15. Where the Council remains unable to recruit chief officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive chief officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers under such arrangements.

Performance-Related Pay and Bonuses – Chief Officers

16. The Council does not apply any bonuses or performance related pay to its chief officers. Any progression through the incremental scale of the relevant grade is subject to satisfactory performance which is assessed on an annual basis.

Additions to Salary of Chief Officers (applicable to all staff)

17. In addition to the basic salary for the post, all staff may be eligible for other payments under the Council's existing policies. Some of these payments are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfilment of duties. The list below shows some of the kinds of payments made.
- reimbursement of mileage. At the time of preparation of this statement, the Council pays an allowance of 45p per mile for all staff, with additional or alternative payments for carrying passengers or using a bicycle;
 - professional fees. The Council pays for or reimburses the cost of one practicing certificate fee or membership of a professional organisation provided it is relevant to the post that an employee occupies within the Council.
 - long service awards. The Council pays staff an additional amount if they have completed 25 years of service.

- d. honoraria, in accordance with the Council's policy on salary and grading.
Generally, these may be paid only where a member of staff has performed a role at a higher grade;
- e. fees for returning officer and other electoral duties, such as acting as a presiding officer of a polling station. These are fees which are identified and paid separately for local government elections, elections to the UK Parliament and EU Parliament and other electoral processes such as referenda;
- f. pay protection – where a member of staff is placed in a new post and the grade is below that of their previous post, for example as a result of a restructuring, pay protection at the level of their previous post is paid for the first 12 months. In exceptional circumstance pay protection can be applied for greater than 12 months with the prior approval of the Chief Executive.
- g. market forces supplements in addition to basic salary where identified and paid separately;
 - h. salary supplements or additional payments for undertaking additional responsibilities such as shared service provision with another local authority or in respect of joint bodies, where identified and paid separately;
 - i. attendance allowances.

Payments on Termination

- 18. The Council's approach to discretionary payments on termination of employment of chief officers prior to reaching normal retirement age is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.
- 19. Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the full Council or relevant elected members, committee or panel of elected members with delegated authority to approve such payments.
- 20. Redundancy payments are based upon an employee's actual weekly salary and, in accordance with the Employee Relations Act 1996, will be up to 30 weeks, depending upon length of service and age.

Publication

- 21. Upon approval by the full Council, this statement will be published on the Council's website. In addition, for posts where the full time equivalent salary is at least £50,000, the Council's Annual Statement of Accounts will include a note on Officers Remuneration setting out the total amount of:
 - a. Salary, fees or allowances paid to or receivable by the person in the current and previous year;
 - b. Any bonuses so paid or receivable by the person in the current and previous year;
 - c. Any sums payable by way of expenses allowance that are chargeable to UK income tax;
 - d. Any compensation for loss of employment and any other payments connected with termination;
 - e. Any benefits received that do not fall within the above.

Lowest Paid Employees

22. The Council's definition of lowest paid employees is persons employed under a contract of employment with the Council on full time (37 hours) equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 1st April 2020 this is £17,842 per annum.
23. The Council also employs apprentices (or other such categories of workers) who are not included within the definition of 'lowest paid employees' (as they are employed under a special form of employment contract; which is a contract for training rather than actual employment).
24. The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.
25. The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that "it would not be fair or wise for the Government to impose a single maximum pay multiple across the public sector". The Council accepts the view that the relationship to median earnings is a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the authority's workforce.
26. As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

Accountability and Decision Making

28. In accordance with the Constitution of the Council, the Council is responsible for setting the policy relating to the recruitment, pay, terms and conditions and severance arrangements for employees of the Council. Decisions about individual employees are delegated to the Chief Executive.
29. The Appointments Committee is responsible for recommending to Council matters relating to the appointment of the Head of Paid Service (Chief Executive), Monitoring Officer, Section 151 Officer and Chief Officers as defined in the Local Authorities (Standing Orders) Regulations 2001 (as amended);
30. For the Head of Paid Service, Monitoring Officer and the Chief Finance Officer, the Statutory Officers Disciplinary Action Panel considers and decides on matters relating to disciplinary action.

Executive Committee

16th February 2021

MEDIUM TERM FINANCIAL PLAN 2021/22 – 2023/24

Relevant Portfolio Holder	Councillor David Thain
Portfolio Holder Consulted	Yes
Relevant Head of Service	Chris Forrester
Report Author	Name: Kate Goldey Job Title: Senior Business support accounting technician Contact email: k.goldey@bromsgroveandredditch.gov.uk Contact Tel: 01527 881208
Wards Affected	none
Ward Councillor(s) consulted	n/a
Relevant Strategic Purpose(s)	All
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	
This report contains exempt information as defined in Paragraph(s) of Part I of Schedule 12A to the Local Government Act 1972, as amended	

1. RECOMMENDATIONS

The Executive Committee RECOMMEND that Full Council: -

1) Approve the Unavoidable costs as attached at Appendix 1:

2021/22 £1.393m
2022/23 £58k
2023/24 £65k

2) Approve the Revenue Bids as attached at Appendix 2 and Appendix 4:

2021/22 £230k
2022/23 £244k
2023/24 £224k

3) Approve the Identified Savings as attached at Appendix 3:

2021/22 £1.163m
2022/23 £524k
2023/24 £545k

Executive Committee

16th February 2021

- 4) Approve the General Fund Capital Programme bids as attached at Appendix 4:

2021/22 £1.064m
2022/23 £999k
2023/24 £904k

- 5) Approve the General Fund capital programme at Appendix 5:

2021/22 £4.269m
2022/23 £6.147m
2023/24 £4.149m

- 6) Approve the net general fund revenue budget.

2021/22 £10.496m
2022/23 £10.093m
2023/24 £10.080m

- 7) Approve the Housing Revenue Account Budget at Appendix 6:

2021/22 £24.694m
2022/23 £24.893m
2023/24 £25.391m

- 8) Approve the Housing Revenue Account Capital Programme at Appendix 7:

2021/22 £12.611m
2022/23 £12.167m
2023/24 £11.881m

- 9) Approval the increase of the Council Tax per Band D @ £5 for 2021/22.

- 10) Approve the transfer to Balances of £44k for 2021/22.

Executive Committee16th February 2021

2. BACKGROUND

To enable members to consider the Medium-Term Financial Plan for the period 2021/22 – 2023/24 to include General Fund Revenue and Capital together with the Housing Revenue Account budget proposals. The report includes recommendations to Council to enable a balanced budget to be set for 2021/22 and the proposed Council Tax for 2021/22. In addition, members are asked to note the position for future years 2022/23-2023/24. The recommendations will then be presented to Council on 22nd February 2021 together with the resolutions once we have received all the precepting bodies Council Tax calculations.

3. FINANCIAL IMPLICATIONS

3.1 The Council's Medium Term Financial Plan (MTFP) provides the framework within which the revenue and capital spending decisions can be made. The plan addresses how the Council will provide financial funding to the Strategic Purposes and ensure residents receive quality services to meet their needs in the future. The Purposes that drive the financial considerations are:

- Run and grow successful business
- Finding somewhere to live
- Aspiration, work & financial independence
- Living independent, active & healthy lives
- Communities which are safe, well maintained & green

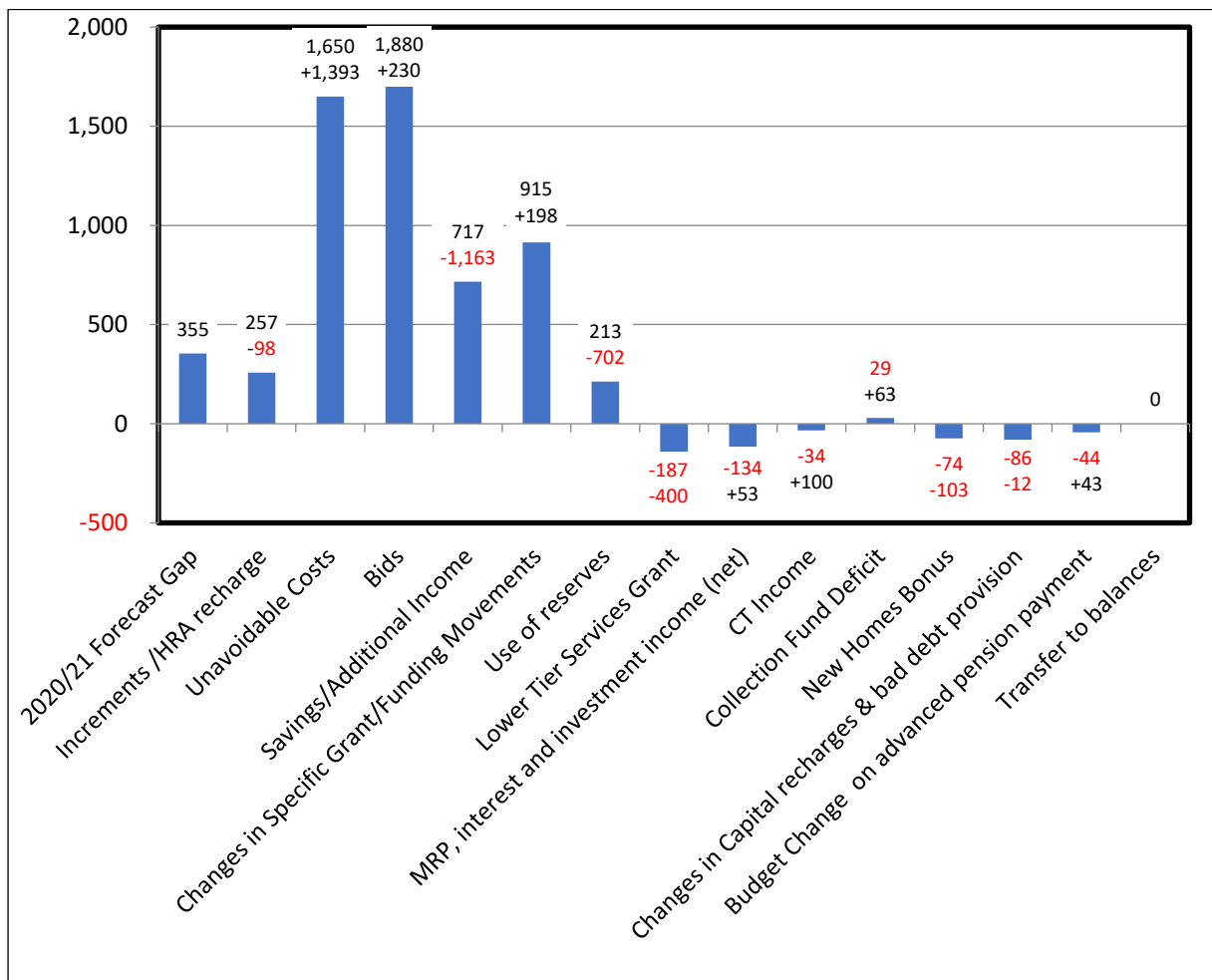
3.2 As Members are aware, following the audit for 2018/19, Grant Thornton issued the Council with a Statutory recommendation made under section 24 of the Local Audit and Accountability Act 2014. Grant Thornton concluded that it was appropriate for them to use their powers to make a recommendation under section 24 of the Act due to the Council's current and forecast financial position. At this point in time the audit of the 2019/20 accounts is still on going so it is not yet clear if another Section 24 notice will be issued. The Council has undertaken a significant amount of work to address the issues raised and made some hard decisions to ensure that it is on a more stable financial footing.

Executive Committee16th February 2021

- 3.3 Members and officers have reviewed the services provided by the Council over the last 6 months to consider the levels of funding available to the Council and identified where potential savings can be made or additional income generated.
- 3.4 In addition, a financial framework was approved to enable an overarching strategy to be in place to support the future financial position of the Council. Considering the financial pressures, the Council faces the strategy aims to provide a framework through which the Council can become financially sustainable whilst delivering the priorities to our communities. The key objectives are:
- To ensure resources are directed to the council's strategic purposes.
 - To set financially sustainable budgets over the 3-year period for General Fund and HRA
 - To maintain balances of at least at £1.5m in the General Revenue Fund.
 - To maximise income opportunities whilst supporting the vulnerable.
 - Identify and disinvest in non-priority areas.
 - To ensure all savings are achievable and developed with robust data.
 - To reduce overheads & direct costs over the 3-year period
 - To maximise use of assets and disinvest surplus or non-performing assets.
 - To further develop the commercial culture within the Council
 - To consider and adapt to the uncertain future financial climate.
 - To work with the public, members and staff to engage and inform partners on the impact of the financial pressures of the Council.
- 3.5 The Council has made these difficult decisions in light of the financial challenges it faces, and it is clear that further savings are required over the longer term to address the financial pressures of the Financial Plan as shown in Table at 3.25 Whilst addressing the position for 2021/22 it is clear that further savings are required to ensure the Council has a financially sustainable position in the future in light of the potential changes to Borough Council funding and service demands in the future. There is a need to consider how these savings can be made and there are potential areas for review included later in this report which will need to be explored with officers and members to ensure the Council is financially sustainable in the longer term.

Executive Committee16th February 2021

- 3.6 Over the last 12 months the Budget Scrutiny working group as established by the Overview and Scrutiny Committee has met on a regular basis to review costs, fees and charges and the capital programme and have made several recommendations to Executive.
- 3.7 Officers have factored a number of assumptions into the Medium-Term Financial Plan to update it in line with revised calculations and information from officers and Government.
- 3.8 The table below demonstrates the changes in the financial projections and budget gap for 2021/22 based on the original estimation of a £355k gap as presented in February 2020. Following the table there are explanations of the reasons for the changes resulting in a balanced budget for 2021/22.



Executive Committee16th February 2021

Incremental progression and HRA recharge (£98k)

- 3.9 One of the pressures to the budget is general inflation on utility costs along with additional costs in relation to pay. The costs relating to pay inflation are above that initially anticipated. The original budget included a 1% pay award however the final agreed pay award was 2.75% which is therefore included in the estimated position above. This in turn has been netted off against the increase therefore to the recharge the General Fund receives from the HRA.

Unavoidable Costs (£1,393k)

- 3.10 When proposing the budget officers have also identified a number of budget pressures that have been deemed “unavoidable”. These unavoidable pressures include the ongoing effects of pressures identified during 2020/21 together with any issues that have been raised as fundamental to maintaining service provision as part of the budget process. In addition, income shortfalls that cannot be managed by improved marketing or price increases have been addressed during the budget planning. The pressures and income shortfalls of £1,391k are identified at Appendix 1. These include additional support for Rubicon Leisure Limited. This is as a result of the projected net loss of income following the forced closure of the sites due to the Government legislation during the COVID-19 pandemic. The Shareholder Committee receives financial and performance reports to enable the Council to understand the Company financial position.

Bids (£230k)

- 3.11 In addition to the unavoidable pressure’s revenue bids have been identified and included at Appendix 2 (and appendix 4). Bids relate to new funding requests made by officers to improve service delivery or to realise future efficiencies.

Identified Savings/additional income (£1,163k)

- 3.12 Identified savings and additional income of £1,163k are detailed at Appendix 3. These are proposed to ensure that budget pressures can be met and demonstrate the additional income that the Council is generating. This includes an amount to offset against the additional support needed to support Rubicon Leisure Limited which we have been

Executive Committee16th February 2021

able to use from our general COVID-19 grant. This was received in 2020/21 and is held in general reserves.

Changes in Specific Grant/Funding Movements (£198k)

- 3.13 An assessment of the council's pension liabilities has seen an increase to the pensions added years payments for this financial year.

3.14 **Reserves (£702k)**

This figure relates to a number of reserves that can be released this financial year as they have been confirmed they are no longer required.

Lower Tier Services Grant (£400k)

- 3.15 The finance settlement in December announced we are due to receive a new grant called the Lower Tier Services Grant in 2021/22. This grant is intended to compensate those local authorities whose core spending power did not increase because in the finance settlement. In Redditch Borough Councils case this was due to the expected reduction in New Homes Bonus. Core Spending Power is a measure of the resources available to local authorities to fund service delivery. It sets out the money that has been made available to local authorities through the Local Government finance settlement.

MRP, interest costs and investment income (net) £53k

- 3.16 This change is due to a re-profiling of the capital programme to reflect more accurately planned spend which has moved expenditure into future years. There was also a reduction in budgeted spend at outturn for 2019/20 which has moved MRP and borrowing costs into future years. The investment income has also been revised to take account of the actual spend this financial year, 2020/21.

Council Tax (£100k)

- 3.17 As part of the Financial Settlement the Council can increase Council Tax by up to 2% or £5 whichever is higher without the need for a referendum. This is less than the previous assumption of 2.99% and therefore there is a projected loss of income for 2021/22 – 2023/24. The current

Executive Committee16th February 2021

projections include £5 increase for 2021/22 and the demand on the collection fund to meet the Council's own needs will be £6.517m. The Council Tax relating to the Council's services will rise from £244.15 to £249.15.

- 3.18 In addition the Council pay a parish precept estimated at £8k which is funded from Council tax income from the specific parish area.

New Homes Bonus (NHB) (£103k)

- 3.19 The amount of NHB for 2021/22 has been confirmed as £344k, which is £103k more than anticipated in the MTFP. This is due to the Government funding an additional year of New Homes Bonus. However, the financial settlement stated this would be for one year only and would not attract future legacy payments.

Council Tax Deficit (£63k)

- 3.20 This is the estimated deficit based on the latest 2020/21 collection fund information.

NNDR Income – no change

- 3.21 The Council is currently participating in a pan-Worcestershire Business Rates Pool (WBRP) pilot for the 75% Business Rate Retention for the 2020-21 financial year. This one year arrangement is at no detriment to our financial position in comparison to if we had not entered the pool. As part of the Finance Settlement approval was granted for the Council to be a member of a Worcestershire Pool for 2021-22 that also includes the Fire Authority. Again there is no detriment to the Council in joining this pool and whilst the position for the Council has been projected at a baseline from the current position for future years it is expected that additional growth may be generated which will be reported in the quarterly financial reports. The position in relation to further appeals and resultant uncertainty due to the impact on performance of the Pool remain a concern; this is being managed by the S151 Officer in conjunction with the other treasurers within the Pool.

Future Years

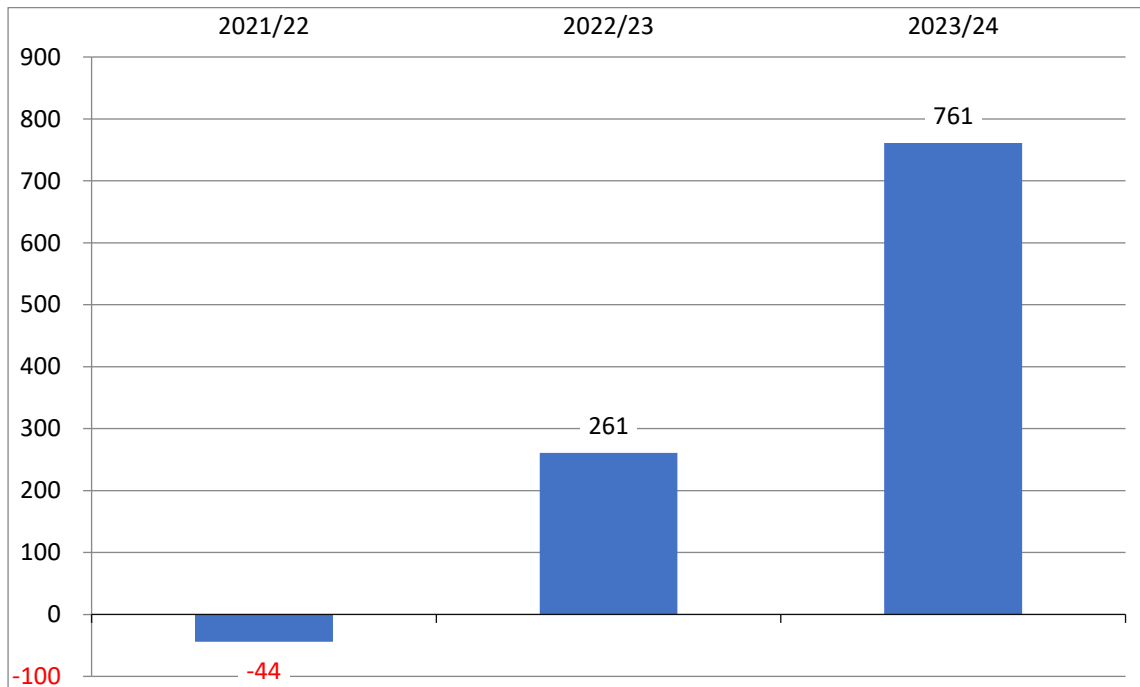
- 3.22 As expected a one-year provisional local government settlement was announced on 17 December 2020 following the October announcement of a one-year Spending Review. The Government will seek to find a new

Executive Committee16th February 2021

consensus for broader reforms for local government when the post-COVID future is clearer. We can hopefully expect multi-year settlements from 2022-23 but the Government will need to consider the economic circumstances.

In response to the Covid-19 pandemic, the Council received £1.456m Covid-19 Emergency funding and a further 5th tranche of this grant will be paid in 2021/22 of £496k. Officers are working through how to ensure this is allocated in the coming months and into the new financial year to ensure the Council has a robust action plan of recovery.

3.23 The medium-term financial gap to 2023/24 is as follows:



3.24 Whilst it is important to see the steep improvement in the budget projections for 2021/22 there remain significant savings to be made over the Financial Planning period. There is a need to consider how these savings can be made and it is proposed that officers consider the following areas to present options available to reduce costs and grow income to Members in the Autumn. The areas to consider include:

- Improving income through commercial activities and income from regeneration investments
- Increase in income and reduction in spend on Environmental Services

REDDITCH BOROUGH COUNCIL**Executive Committee**16th February 2021**General Fund**

3.25 The proposed budget is summarised in the table below:

	2021-22 £000	2022-23 £000	2023-24 £000
Departmental base budget	9,907	10,142	10,358
Incremental Progression/HRA recharge	-98	-57	-355
Unavoidable Pressures	1,393	58	65
Revenue Bids/Revenue impact of capital bids	230	244	224
Savings and Additional income	-1,163	-524	-545
Changes in Specific Grant/Funding Movements	198	200	304
Net Revenue Budget Requirement	10,467	10,064	10,051
FINANCING			
Reserve release	-702	-100	0
Lower Tier Services Grant	-400	0	0
Business Rates Net Position	-2,940	-2,985	-2,985
Council Tax	-6,517	-6,746	-6,941
Collection Fund Deficit (Council Tax)	63	0	0
New Homes Bonus	-334	-209	0
Investment Income	-812	-912	-1,012
MRP (Principal)	955	1,035	1,288
Interest payable	355	415	420
Discount on advanced pension payment	-179	-301	-60
Funding Total	-10,511	-9,802	-9,290
General Balances	2021-22 £000	2022-23 £000	2023-24 £000
Estimated opening balances 21/22 (projected)	1,831	1,875	1,613
Contribution (from) / to General Balances	44	-261	-761
Closing Balances	1,875	1,613	852

Collection Fund

3.26 The anticipated collection fund deficit is £478k, which will be distributed amongst the major preceptors using the prescribed formulae. The Councils share of the deficit payable as a one-off sum is £63k.

Precepts

3.27 The precepts from Worcestershire County Council, Hereford and Worcester Fire Authority and the West Mercia Police and Crime Commissioner are due to set their precepts in the week commencing 8th

Executive Committee16th February 2021

February. This will enable the Council to set the Council Tax on 22nd February 2021. The precepting bodies Council Tax requirements will be included in the formal resolutions which will be presented to Executive and Council on 22nd February.

Capital Programme

- 3.28 The Capital Programme has been considered to propose any new bids required to deliver services to the community. These are included at Appendix 4 with the proposed complete Capital Programme at Appendix 5. The borrowing costs have been factored into the revenue budget for the financial plan. There are detailed business cases available for all capital projects should members wish to consider them further.

4. Housing Revenue Account

- 4.1 The Housing Revenue Account is a ring-fenced account holding transactions relating to Council dwellings. It is a separate account within the General Fund but receives income from Council rents.
- 4.2 For the four financial years up to and including 2019/20 there has been a national requirement to reduce rents by 1% per annum and this has put severe pressure on the housing revenue account. From 2020/21 rents were able to increase by the consumer price index plus 1%. The rent increase for 2021/22 was approved by the Executive on 12th January 2021. Over the next three years the rent increases will start putting the housing revenue account into a positive position.
- 4.3 Appendix 7 provides a summary of the housing revenue account including the latest forecast for 2020/21. It is estimated we will be in a surplus position for the next three years and therefore returning to earmarked reserves which will enable the HRA to fulfil its forecasted acquisitions and developments.
- 4.4 Appendix 8 provides the HRA Capital Programme and Appendix 9 the reserves and capital receipts position taking account of the capital programme and revenue use of reserves.

Executive Committee16th February 2021

4. LEGAL IMPLICATIONS

- 4.1 As part of the budget and the Council Tax approval process, the Council is required by the Local Government Finance Act 1992 to make specific calculations and decisions in approving a balanced budget for the following financial year and setting the Council Tax Level. These will be included in the resolutions and presented to Executive and Council on 22nd February 2021.

5. STRATEGIC PURPOSES - IMPLICATIONS**Relevant Strategic Purpose**

- 5.1 The Strategic purposes are included in the Council's corporate plan and guides the Council's approach to budget making ensuring we focus on the issues and what are most important for the borough and our communities. Our MTFP and strategies are integrated within all of our Strategic Purposes.

Climate Change Implications

- 5.2 The green thread runs through the Council plan. The MTFP has implications on climate change and these will be addressed and reviewed when relevant by climate change officers to ensure the correct procedures have been followed to ensure any impacts on climate change are fully understood.

6. OTHER IMPLICATIONS**Equalities and Diversity Implications**

- 6.1 The impact on the customer has been reduced due to the savings being realised by reduction of waste in the services and ensuring that all service that create value to the customer are resourced.

Operational Implications

- 6.2 The MTFP will enable services to be maintained and, where achievable, improvements to the community.

Executive Committee16th February 2021

7. RISK MANAGEMENT

7.1 To mitigate the risks associated with the financial pressures facing the Authority regular monitoring reports are presented to both officers and Members to enable proactive action being undertaken to address any areas of concern. Risks include:

- Reductions in government funding leading to a reduction in the level of services delivered to the public
- Reductions in business rates income as a result of appeals or reduction in the rateable value leading to a lower level of income for the Council.
- Identification of sufficient and ongoing revenue savings to deliver a balanced budget.
- Allocation of sufficient resources to meet the needs of service delivery and the Councils priorities.
- Maintain adequate revenue and capital balances as identified in the MTFP to ensure financial stability.

The regular financial monitoring by Officers and Executive provides a framework to mitigate the above risks.

Covid-19

Throughout 2020/21 the Council has received several Government grants to manage the impact that the pandemic has had on the Borough. These grants were to offset the additional costs and income shortfalls over the last year due to the impact of Covid-19. The Council has also distributed significant sums in the form of the local business support grants, funded by central Government. These have been provided to give financial support to businesses severely impacted by the loss of trade due to the national lockdowns we have faced.

It is certain that we will face a continuation of restrictions going into 2021/22. The Council will endeavour to continue to support local businesses although it is difficult to assess when the economy of the Borough will be back to pre-pandemic levels. With uncertainties in the level of business rate support and relief that will be given to business over the next 12 months it is important that the Council ensures sufficient funding is in place to provide appropriate financial support.

Executive Committee16th February 2021

Brexit

There are a number of areas in which the Brexit deal may affect local government finances however there is no clarity as to what the associated costs will be. Whilst the Brexit deal mitigates a number of the challenges that may have been faced by the changes in legislation, the current economic crisis continues to obscure the situation and therefore the impact of the Country leaving the EU remains very uncertain. The impact of Brexit is included in the Council's Corporate Risk Register and whilst the uncertainties remain the Council will support businesses and its communities to meet future challenges.

Other Risks:**Risk Management - Chief Financial Officer (CFO) Opinion on the Estimate Process and Reserve Levels.**

Section 25 of the Local Government Act 2003 requires the CFO to report to the Council when it is making the statutory calculations required to determine its Council Tax or precept.

Government guidance states, '*The authority is required to take the report into account when making the calculations. The report must deal with the robustness of the estimates included in the budget and the adequacy of the reserves for which the budget provides. What is required is the professional advice of the CFO on these two questions. Both are connected with matters of risk and uncertainty. They are interdependent and need to be considered together.*'

Section 25: Report of the CFO - Robustness of the Estimates

The Chief Financial Officer's opinion is that the estimates are robust, although there are a number of risks and uncertainties as set out below. Whilst relevant budget holders are responsible for individual budgets and their preparation, all estimates are scrutinised by Financial Services staff and Management Team prior to submission to Members.

The Council's revenue and capital budgets are 'joined up', both for next year's budget and for the longer term. This means that the full cost of the proposed Capital Programme is reflected in the revenue estimates. Both revenue and capital budgets include the funding needs of the Council.

Executive Committee16th February 2021

The main risks in the 2021/22 budget relate to:

- The delivery of income and managing the impact of savings proposed. Mitigating actions are in place within departmental risk registers to ensure managers are aware of any variances to budget.
- Business Rate Income – whilst this is essentially part of Central Government funding, the actual income received will vary depending on actual Business Rates income. It is difficult to predict the likely income with accuracy. It will be affected by many variables beyond the Council's control, for example, the level of appeals by ratepayers against their rating assessments. The funding mechanism gives a degree of in year protection against volatility, but this only defers the impact of variances to future years.
- Central Government Funding – the MTFP shows income from NHB reducing to zero in 2023/24. The provisional local government finance settlement announced New Homes Bonus Year 11 allocations and legacy payments from Years 8 to 9 giving a total payable to Redditch Borough Council of £334k in 2021/22. It is expected that a final New Homes Bonus payment will be made the following year in relation to legacy payments for Year 9 and then will cease and this is reflected in the MTFP. There is currently no information about a replacement scheme.
- Potential overspends within the HRA Budgets. This will be managed by monthly financial monitoring meetings with the housing and finance teams.

Adequacy of Reserves

- 3.4 The Financial Framework proposed a level of balances at £1.5m for General Fund activity and £600k in the Housing Revenue Account over the next 3 years. Since the pandemic, the Council has largely been able to mitigate losses through Government funding however the medium- and long-term effect on council tax and business rates is still unknown and it would be prudent to set aside any windfall revenue into reserves to cover any future shortfalls.

Executive Committee16th February 2021

The reserves position will allow the Council to be robust and make coordinated plans to address the deficit position.

Taking account of the above, and the level of risk within the budget, the S151 Officer judges that reserves are at an appropriate level throughout the period of the MTFP. This will need to be reviewed if there are any major unplanned calls on reserves, for example, to fund capital expenditure.

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 - Unavoidable costs

Appendix 2 - Revenue Bids

Appendix 3 - Identified savings

Appendix 4 - Capital bids

Appendix 5 - Proposed Capital programme

Appendix 6 - Housing Revenue Account Budget 2021/22 and medium-term financial plan to 2023/24

Appendix 7 - Housing Revenue Account Capital Programme 2021/22 to 2023/24

Appendix 8 – HRA reserves and capital receipts position

Executive Committee16th February 2021**9. REPORT SIGN OFF**

Department	Name and Job Title	Date
Portfolio Holder	David Thain, Portfolio Holder for Finance and Enabling	Various
Lead Director / Head of Service	Chris Forrester, Head of Finance and Customer Services	Various
Financial Services	Chris Forrester, Head of Finance and Customer Services	Various
Legal Services	Claire Felton	Various
Policy Team (if equalities implications apply)	n/a	
Climate Change Officer (if climate change implications apply)	n/a	

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UNAVOIDABLE PRESSURES - RBC

Appendix 1

Department	Strategic Purpose	Description of Pressure	2021-22 £'000	2022-23 £'000	2023-24 £'000
Environmental Services	Communities which are safe, well maintained and green	Footpath maintenance budget	25	25	25
Environmental Services	Communities which are safe, well maintained and green	Sreet lighting budget	3	3	3
Environmental Services	Communities which are safe, well maintained and green	Funding of Joint Role as part of Joint Herefordshire and Worcestershire Waste Strategy to influence and implement changes to services arising from proposed Environment Bill.	8	8	8
Democratic Services	Enabling the Authority	Members Allowances	27	0	0
Democratic Services	Enabling the Authority	Members National insurance	5	5	5
Shopmobility	Living independent, active & healthy lives	Loss of income at shopmobility due to Covid - Offset by grant received	26	0	0
Dial-A-Ride	Living independent, active & healthy lives	Loss of income at Dial-A-Ride due to Covid - Offset by grant received	29	0	0
Rubicon Client Services	Living independent, active & healthy lives	Support for Rubicon Leisure Company	1,259	0	0
Regulatory Services - Redditch	Communities which are safe, well maintained & green	Worcestershire Regulatory Services (WRS) Salary Pressures	11	17	24
TOTAL			1,393	58	65

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NEW REVENUE BIDS - RBC

Appendix 2

Department	Strategic Purpose	Description of revenue bid	2021-22 £'000	2022-23 £'000	2023-24 £'000
Democratic Services	Enabling the Authority	Members ICT Training	2	2	2
Planning & Regeneration	Communities which are safe, well maintained & green	Redditch Local Plan	150	180	182
ICT	Enabling the Authority	Member Support Officer	22	23	0
ICT	Enabling the Authority	Corporate GIS	32	23	23
Leisure Services	Communities which are safe, well maintained & green	Town Centre Permanent Lighting - Funded from S106 monies	9	1	2
Leisure Services	Communities which are safe, well maintained & green	Town Centre Christmas lights	15	15	15
TOTAL			230	244	224

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SAVINGS & ADDITIONAL INCOME - RBC

Appendix 3

Department	Strategic Purpose	Description of saving	2021-22 £'000	2022-23 £'000	2023-24 £'000
Building Control	Communities which are safe well maintained and green	Shared service recharge changes	-2	0	0
CCTV/Lifeline	Living independent, active & healthy lives	Various amendments overall budgets - reduction of general supplies budgets	-16	-16	-16
Community & Housing GF	Run and grow successful business / Communities which are safe, well maintained & green	Lottery - New Income budget	-5	-5	-5
Corporate Services	Enabling the Authority	Loss of sales, fees and charges income from MHCLG	-39	0	0
Corporate Services	Enabling the Authority	Management review savings	0	-125	-125
Corporate Services	Enabling the Authority	Future Operating Model / Alternative Services Delivery	0	-75	-75
Development Management	Communities which are safe well maintained and green	Mileage savings	-1	-1	-1
Development Management	Communities which are safe well maintained and green	Various amendments overall budgets - reduction of general supplies budgets	-1	-1	-1
Elections	Enabling the Authority	Individual Electoral registrations (IER) Budget savings	-24	-24	-24
Environmental	Communities which are safe, well maintained & green	Hedgecutting Vehicle Hire Savings	-20	-20	-20
Environmental	Communities which are safe, well maintained & green	Land Drainage Furniture & Equipment budgets savings	-1	-1	-1
Environmental	Communities which are safe, well maintained & green	Land Drainage Other Fees budgets savings	-1	-1	-1
Environmental	Communities which are safe, well maintained & green	Stores Vehicle Hire budget savings	-1	-1	-1
Environmental	Communities which are safe, well maintained & green	Waste Collection Vehicle Hire budget savings	-14	-14	-14
Environmental	Communities which are safe, well maintained & green	Hedge Cutting agency staff saving	-20	-20	-20
Equalities	Enabling the Authority	Salary Savings	-8	-8	0
Human Resources	Enabling the Authority	Salary Savings	-30	-30	-30
Human Resources	Enabling the Authority	Mileage budgets savings	-1	-1	-1
Human Resources	Enabling the Authority	Professional fees budgets savings	-2	-2	-2
ICT	Enabling the Authority	ICT Savings	-15	-15	-15
Leisure Services	Communities which are safe, well maintained & green	Town Centre Permanent Lighting - To be funded from S106 monies	-9	-1	-2
Parks and open spaces	Living independent, active & healthy lives	Salary Savings	-4	-4	-4
Parks and open spaces	Living independent, active & healthy lives	Play areas and playing fields general supplies budgets savings	-1	-1	-1

Page 43

Agenda Item 6

Department	Strategic Purpose	Description of saving	2021-22 £'000	2022-23 £'000	2023-24 £'000
Parks and open spaces	Living independent, active & healthy lives	Parks grounds maintenance budgets savings	-14	-14	-14
Parks and open spaces	Living independent, active & healthy lives	Allotments additional income	-4	-4	-4
Parks and open spaces	Living independent, active & healthy lives	parks and open spaces general supplies budgets savings	-11	-11	-11
Parks and open spaces	Communities which are safe well maintained and green	Income Generation	-123	-123	-123
Policy	Enabling the Authority	Salary Savings	-4	-4	0
Rubicon Client	Living independent, active & healthy lives	Funding to support Rubicon Leisure Services from General Covid grant	-785	0	0
Sports development	Living independent, active & healthy lives	External funding received to fund part a post in the team	-5	0	0
Sports development	Living independent, active & healthy lives	Mileage	-1	-1	-1
Starting Well	Enabling the Authority	Last year of new contract support service recharge	0	0	-32
TOTAL			-1,163	-524	-545

CAPITAL BIDS - RBC

Department	Strategic Purpose	Description	Funding Source i.e. Grant, Borrowing, Reserve, S106	Capital Implications			Revenue implications		
				2021-22 £'000	2022-23 £'000	2023-24 £'000	2021-22 £'000	2022-23 £'000	2023-24 £'000
Environmental Services	Communities which are safe, well maintained and green	New Rolling Road Brake Tester	Borrowing	40	0	0	0	0	0
Leisure services	Communities which are safe, well maintained and green	Widen Access Road to 5m Arrow Valley Country Park	Borrowing	0	25	0	0	0	0
Strategic Housing	Help me Find Somewhere to Live	RBC Housing Assistance -HMO Lifetime Loan	Borrowing	25	25	25	0	0	0
Strategic Housing	Help Me Live My Life Independently	RBC Housing Repair Assistance Lifetime Loan	Borrowing	0	0	40	0	0	0
Strategic Housing	Help Me Live My Life Independently	RBC Disabled Facilities Grant	Govt Grant	839	839	839	0	0	0
Strategic Housing	Living independent, active & healthy lives	Energy Efficiency Installation (Redditch Energy Efficiency Fund)	Borrowing	0	110	0	0	0	0
Strategic Housing	Communities which are safe, well-maintained and green	RBC 7kW electric vehicle charge-points	Borrowing £100k / grant £60k	160	0	0	0	0	0
TOTAL				1,064	999	904	0	0	0

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Description	Department	Strategic purpose	Detailed funding	2021/22 Total £'000	2022/23 Total £'000	2023/24 Total £'000
Home Repairs Assistance	Community & Housing GF Services	Living independent, active & healthy lives	Long Term Debtors	40	40	40
Disabled Facilities Grant	Community & Housing GF Services	Living independent, active & healthy lives	DFG grant	839	839	839
HMO Grants	Community & Housing GF Services	Living independent, active & healthy lives	Borrowing	25	25	25
Energy & Efficiency Installs.	Community & Housing GF Services	Living independent, active & healthy lives	Borrowing	0	110	0
New Digital Service	Community & Housing GF Services	Living independent, active & healthy lives	Borrowing	50	50	50
7kw electric vehicle charge points	Community & Housing GF Services	Communities which are safe, well maintained and green	Borrowing / £60k grant	160	0	0
Improved Parking Scheme (includes locality funding)	Environmental Services	Living independent, active & healthy lives	Borrowing	400	400	0
Vehicle replacement	Environmental Services	Communities which are safe, well maintained and green	Borrowing	315	2,258	1,195
New Rolling Road Brake Tester	Environmental Services	Communities which are safe, well maintained and green	Borrowing	40	0	0
Wheelie Bin purchase	Environmental Services	Communities which are safe, well maintained and green	Borrowing	85	85	0
Car Park Maintenance	Environmental Services	Communities which are safe, well maintained & green	Borrowing	25	25	0
Public Building	Finance & Customer Services	Run & Grow a successful business	Borrowing	250	250	0
GF Asbestos	Finance & Customer Services	Run and grow a successful business	Borrowing	40	40	0
Regeneration Fund	Finance & Customer Services	Enabling the Authority	Borrowing	2,000	2,000	2,000
Widen access road to Arrow Valley Country park	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained and green	Borrowing	0	25	0
Total current Capital programme				4,269	6,147	4,149

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Housing Revenue Account (HRA) 2020/21 to 2024/25

	2020/21	2020/21	2020/21	2021/22	2022/23	2023/24
	Budget	Revised budget	Forecast Outturn	Budget	Budget	Budget
	£'000	£'000	£'000	£'000	£'000	£'000
<u>INCOME</u>						
Dwelling Rents	23,083	23,083	22,925	23,494	23,953	24,391
Non-Dwelling Rents	537	537	537	545	556	567
Tenants' Charges for Services & Facilities	667	667	598	677	691	704
Contributions towards Expenditure	44	44	54	45	46	46
Total Income	24,331	24,331	24,114	24,760	25,246	25,709
<u>EXPENDITURE</u>						
Repairs & Maintenance	6,038	6,038	5,768	6,044	6,103	6,187
Supervision & Management	8,249	8,249	7,969	8,232	8,267	8,482
Rent, Rates, Taxes & Other Charges	294	294	215	208	214	219
Provision for Bad Debts	182	182	182	186	189	193
Depreciation & Impairment of Fixed Assets	5,715	5,715	5,715	5,845	5,941	6,131
Interest Payable & Debt Management Costs	4,179	4,179	4,179	4,179	4,179	4,179
Total Expenditure	24,657	24,657	24,028	24,694	24,893	25,391
Net Operating Expenditure	326	326	-86	-66	-353	-317
Interest Receivable	-118	-118	-118	-30	-27	-24
Transfer to/(from) general reserves	0	0	204	0	0	0
Transfer to/(from) Earmarked Reserves	-208	-208	0	96	379	341
(Surplus)/Deficit on Services	0	0	0	-0	-0	-0
<u>HOUSING REVENUE ACCOUNT BALANCE</u>						
Forecast Balance as at beginning of year	743	743	743	947	947	947
Surplus/(deficit) for year	0	0	204	0	0	0
Forecast Balance as at end of year	743	743	947	947	947	947

HRA Capital Programme and Financing

	Outturn 2020/21	2021/22	2022/23	2023/24
	£	£	£	£
Major Repairs Reserve				
Capital - Gas CH	416,000	416,000	416,000	416,000
Capital - Electric Heating	42,000	42,000	42,000	42,000
Capital - Kitchen Renewals	180,000	180,000	180,000	180,000
Capital - Bathroom Renewals	105,000	105,000	105,000	105,000
Capital - Windows	100,000	100,000	100,000	100,000
Capital - Electrics	888,000	888,000	888,000	888,000
Capital - Electrics - Catch up works	624,000	624,000	286,000	0
Capital - Door Renewals	20,000	20,000	20,000	20,000
Capital - Door Access Systems	72,000	72,000	72,000	72,000
Capital - Roofs	270,000	270,000	270,000	270,000
Capital - Balcony Replacements	150,000	150,000	150,000	150,000
Capital - Fencing Replacements	90,000	90,000	90,000	90,000
Capital - Asbestos Removal	400,000	400,000	400,000	400,000
Capital - structural	30,000	30,000	30,000	30,000
Capital - Water Supply	50,000	50,000	50,000	50,000
Capital - Hard Wire Installation	378,000	378,000	378,000	378,000
Capital - Damp & Mould	38,400	38,400	38,400	38,400
Capital - Fire Safety	81,600	81,600	81,600	81,600
Capital - works on buy backs	270,000	270,000	270,000	270,000
Capital - Compartmentation Works	1,800,000	1,800,000	1,800,000	1,800,000
Capital Design	300,000	300,000	300,000	300,000
	6,305,000	6,305,000	5,967,000	5,681,000
Capital Receipts				
Capital - Stock Condition Survey	0	0	0	0
Capital - New Housing System	469,000	106,000	0	0
Capital - Excellent Estates	350,000	350,000	350,000	350,000
Capital - Bin Stores	200,000	200,000	200,000	200,000
Capital - disabled adaptations	700,000	700,000	700,000	700,000
	1,719,000	1,356,000	1,250,000	1,250,000
Acquisitions	2,700,000	4,950,000	4,950,000	4,950,000
	10,724,000	12,611,000	12,167,000	11,881,000
Financed by				
Major Repairs Reserve	6,305,000	6,305,000	5,967,000	5,681,000
Capital Receipts	1,719,000	1,356,000	1,250,000	1,250,000
Capital Receipts earmarked for acquisition	810,000	1,485,000	1,485,000	1,485,000
HRA Capital Reserve	1,890,000	3,465,000	3,465,000	3,465,000
	10,724,000	12,611,000	12,167,000	11,881,000

HRA Reserves Position 2020/21 to 2024/25

	2020/21	2021/22	2022/23	2023/24
	£	£	£	£
Major Repairs Reserve				
Balance 1st April	9,542,031	8,951,724	8,491,968	8,465,972
Contributions in year	5,714,693	5,845,244	5,941,004	6,028,730
Applied in year	-6,305,000	-6,305,000	-5,967,000	-5,681,000
Balance 31st March	8,951,724	8,491,968	8,465,972	8,813,702
Capital Receipts				
Balance 1st April	2,446,403	1,859,254	2,154,024	2,597,199
Contributions in year	1,131,851	1,650,770	1,693,175	1,736,438
Applied in year	-1,719,000	-1,356,000	-1,250,000	-1,250,000
Balance 31st March	1,859,254	2,154,024	2,597,199	3,083,637
Capital Receipts earmarked for acquisition				
Balance 1st April	4,381,681	4,539,650	4,405,280	4,305,605
Contributions in year	967,969	1,350,630	1,385,325	1,420,722
Applied in year	-810,000	-1,485,000	-1,485,000	-1,485,000
Balance 31st March	4,539,650	4,405,280	4,305,605	4,241,327
HRA Capital Reserve				
Balance 1st April	15,258,727	13,368,727	9,999,727	6,913,727
Applied in year for revenue - net zero	0	96,000	379,000	341,000
Applied in year for capital	-1,890,000	-3,465,000	-3,465,000	-3,465,000
Balance 31st March	13,368,727	9,999,727	6,913,727	3,789,727
	9,246,878	8,721,846	8,478,970	8,639,837
	2,152,829	2,006,639	2,375,612	2,840,418
	4,460,666	4,472,465	4,355,443	4,273,466
	14,313,727	11,684,227	8,456,727	5,351,727
Average Balances in year	30,174,099	26,885,177	23,666,751	21,105,448

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Overview and Scrutiny Committee

Monday, 18th January, 2021

MINUTES

Present:

Councillor Joe Baker (Chair), Councillor Jennifer Wheeler (Vice-Chair) and Councillors Joanne Beecham, Michael Chalk, Peter Fleming, Andrew Fry, Julian Grubb and Mark Shurmer

Also Present:

Councillor Matthew Dormer – Portfolio Holder for Planning, Economic Development, Commercialism and Partnerships

Officers:

Lyndsey Berry, Helen Broughton, Kevin Dicks and Ostap Paparega

Democratic Services Officers:

Jo Gresham and Kerry Somers

58. APOLOGIES AND NAMED SUBSTITUTES

At the opening of the meeting the Chair requested that all Members took a moment to pay tribute to Councillor Pattie Hill who sadly had passed away over the Christmas period.

Apologies for absence were received on behalf of Councillors Akbar and Isherwood with Councillors Beecham and Grubb as named substitutes.

59. DECLARATIONS OF INTEREST AND OF PARTY WHIP

There were no declarations of interest nor of any Party Whip.

Chair

Overview and Scrutiny Committee

Monday, 18th January, 2021

60. MINUTES

RESOLVED that

the minutes of the meeting of the Overview and Scrutiny Committee held on Thursday 3rd December 2020 be approved as a true and correct record and signed by the Chair.

61. PUBLIC SPEAKING

The Chair welcomed Ms. S. Harvey as a public speaker to the meeting, who was invited to address the Committee.

Ms. Harvey's speech was delivered as follows:

"Thank you for the opportunity to share some concerns I have over the current Town Deal project.

The prospect of a large investment was announced in September 2019, and it was made clear from the start that community engagement and participation was key.

The prospectus asks the Town Deal board to "Encourage local people to get involved and to generate ideas."

As a member of the community, I have tried my best to be engaged in the Town Deal process, because I can see that Redditch desperately needs investment and regeneration, not just in the town centre but also in the district areas.

"Communities should have a meaningful role in decision-making" is what we were told in the prospectus.

I was keen to follow progress and looked for as much information as possible. A promised dedicated website never materialised, although in the past few weeks "Redditch Town Deal" has its own web address. This takes you to the page on the Council website. There is still no direct link from the Council homepage.

The information when found is uninspiring and sparse. I was forced to trawl through minutes to find any nugget of progress. There are no published minutes for meetings in December or scheduled for

Overview and Scrutiny Committee

Monday, 18th January, 2021

January. The terms of reference demand a page which is “prominent, accessible and easy to navigate” and “updated regularly to ensure that information remains current.”

I feel that the Town Deal Board has largely failed in this obligation. I point members towards the St Ives town deal website as an excellent example with an exciting layout, thorough minutes and links to social media sites.

The main opportunity for engaging was 13 months after launch when an online survey was opened, and according to the council report “over 650 local residents took part in this and in online group discussions.”

Can these few responses be truly representative of the whole community? I understand that the coronavirus pandemic has created additional hurdles, but it is for the town deal board to overcome these in order to promote inclusivity.

What measures have been taken to engage those residents who do not access information online? This may include elderly residents or families living in our more deprived areas. Were physical copies of the survey available, and how many were returned? What support was given to enable the hard of hearing or those with sight issues to access the survey?

I want to know which voluntary and community groups have been involved in the project so far? Do they include those supporting young people, disabled people or disadvantaged residents? Which faith organisations have been approached? Have we ensured that voices from the BAME community have been heard? Or those residents who speak English as an additional language?

Which community forums have been involved? Do they represent a diversity of interests and backgrounds?

I guarantee that if you asked a hundred people in Redditch about the Town Deal fund ideas that the vast majority would have no clue what was on the table. I only know what the proposals are because I have taken the time to read a council report published only last week. Appendices to this report were unpublished at time of writing.

Overview and Scrutiny Committee

Monday, 18th January, 2021

To sum up - my grievances are this: I have tried hard to be engaged, to find out information and to play a part in this process. I have been frustrated when I should have been inspired. I have felt ignored when I should have been empowered.”

62. REDDITCH TOWN DEAL INVESTMENT PLAN - PRE-SCRUTINY

The Head of Economic Development & Regeneration from North Worcestershire Economic Development and Regeneration (NWEDR) presented a report in respect of the Redditch Town Deal Investment Plan. During the presentation, the following matters were highlighted for Member’s consideration:

- There were three key themes included in the scope of the Town’s Fund including urban regeneration, enterprise and connectivity (including digital and transport).
- Any proposals put forward as part of the Town Deal Investment Plan needed to be evidence based and have economic impact in the location.
- Governance arrangements were outlined in the Government guidelines including establishment of the Town Deal Board. The Board was responsible for creating a long-term vision and interventions in order to support that vision. External consultants were engaged to aid the development of the Town Deal Investment Plan and to carry out an independent assessment of any projects that were proposed to ensure that they aligned with the Board’s vision.
- That unlocking Redditch was the vision in order to move Redditch from a traditional New Town to a New Town that was fit for the 21st Century.
- There were expectations included in the Government guidance regarding public consultation and the Board fully supported the engagement with the local communities and that external consultants undertook comprehensive and targeted market research.
- The report that had been provided to the Committee was in draft form and the final version of the plan would be available in time for Members’ consideration at the meeting of Council on Monday 25th January 2021.

Overview and Scrutiny Committee

Monday, 18th January, 2021

The Chair invited Councillor Dormer, as Portfolio Holder for Planning, Economic Development, Commercialism and Partnerships to comment on the report and in doing so he thanked the Head of NWEDR, the Regeneration and Implementation Manager and the Board for all of their hard work and time in preparing the Redditch Town Deal Investment Plan. He informed Members that it had been more difficult to engage with members of the public during Covid-19 but that the number of responses and engagement during the public consultation had been very encouraging.

The Chief Executive updated the Committee in respect of the Town Board meeting that had taken place during the previous week and confirmed that it had been agreed that the Town's Investment Plan was proposing a budget of £25 million. It was further clarified to Members that this decision had been made as Government required Town Boards to demonstrate that projects bidding for more than £25 million would have needed to clearly show that the projects would impact at a regional or national level.

Members raised some concerns in respect of the Redditch Town Deal Investment Plan website and transparency for residents. The low numbers of responses to the public consultation were also queried given the number of people who lived in Redditch. Officers were requested to provide data regarding the demographic of those residents who had provided responses and the types of public consultation that was carried out. Officers undertook to provide information to the Committee outside of the meeting.

Further queries that were raised included the following:

- The situation of the Police Station including what were the plans and what funding had been received.
- The future of Library provision and location in the Town Centre.

The Head of NWEDR and the Regeneration and Implementation Manager responded to the queries and informed Members that the Police Station was a key site for the development and the funding that had been provided had been given to enable site development and that discussions were taking place with relevant colleagues in

Overview and Scrutiny Committee

Monday, 18th January, 2021

order to progress the project. In terms of the public consultation, it was clarified to Members that there had been engagement through the Government's 'My Town' campaign which had yielded a decent response. A survey was undertaken by an external provider who ensured that there had been a broad range of demographics who had responded to the survey. In addition to this, groups were established, and interviews carried out through a variety of methods for example via telephone and online meeting, which ensured social inclusivity. It was confirmed to Members that there had also been wider distribution of the survey which had included members of the Redditch Partnership, Heart of Worcestershire College (HoW), Redditch Churches and Redditch Community Forum. Members were advised that consultation would usually include road shows however Covid-19 had meant that such events could not take place. Officers confirmed that the website would be live within the next few days and was part of an ongoing project up to 2026.

Members enquired regarding the engagement of education providers in the Borough and noted that they felt it would be beneficial in the future if there were greater engagement in this area. It was confirmed to Members that HoW College had been invited to meetings and included in the process along with all key strategic partners.

Some Members discussed that the plan outlined an ambitious project which hopefully would lead to a positive future for Redditch and once again officers were thanked for their hard work on the project.

In respect of delegated authority being granted to the Head of NWEDR and Head of Legal, Democratic and Property Services, the Chair requested that in order for the Committee be kept informed of decisions made that regular updates were presented to the Committee.

After further detailed discussion Members were informed that a Programme Manager would be involved in the delivery of the project and Members requested that a robust process be undertaken when recruiting the person to the position to ensure that they held the relevant experience for a project of this scale.

Overview and Scrutiny Committee

Monday, 18th January, 2021

The Chair concluded the debate and noted that this project was a very important stage in Redditch's development and that it was important to work together to ensure the best for residents in the Borough.

RESOLVED that

the Overview and Scrutiny Committee receive regular, six-monthly updates in respect of the Redditch Town Deal Investment Plan.

63. REDDITCH PARTNERSHIP REPORT 2021

The Redditch Partnership Manager presented the Redditch Partnership Annual Report 2021. The following was highlighted for Member's attention:

- The Redditch Partnership worked to a set of priorities which included the following:
 - Health Inequalities
 - Education Attainment school readiness and raising aspirations of young people.
 - The economy of Redditch with a focus on providing a larger and more diverse job offers.
 - Lead on transformation change of services for citizens in Redditch.
- That the Redditch Partnership was overseen by a number of strategic partners including the Redditch Partnership Executive Group, Redditch Community Wellbeing Trust, and the Redditch Business Leaders Group. It was clarified to Members that the Redditch Business Leaders Group had emerged over the previous year and that various businesses were represented on the group.
- Changes had inevitably occurred over the previous year as a result of Covid-19. Members were informed that it had proved more difficult to meet in lockdown however it was confirmed that some meetings had taken place virtually. The Business Leaders Group had continued to meet regularly and had undertaken a mentoring project, mentoring young people in schools. This initiative was involved in raising the

Overview and Scrutiny Committee

Monday, 18th January, 2021

aspirations of young people in the Borough and in the introduction of the industries that existed in Redditch.

- The Redditch Partnership structure had been really effective during the response to the pandemic. It was reported that Voluntary Sector Groups had provided support to vulnerable people during lockdown and that food, medicines and support for those who were isolated was provided. The Partnership was able to consolidate that support and create links between the Council and the Voluntary and Community Sector (VCS) groups. The Department for Work and Pensions had provided funding in order for further work to be carried out and that this funding would be allocated to VCS groups as soon as possible. Members were informed that it was hoped that this kind of work would continue in the future and that links would continue to flourish after the lockdown.
- There were projects that had been planned prior to the pandemic and it was hoped that these would continue to move forward, and Members would be updated on these projects in the future.

The Chief Executive reiterated that the VCS groups had been invaluable during lockdown and he expressed his thanks to the Redditch Partnership Manager for her hard work in respect of the Partnership and for facilitating the arrangements so successfully during a difficult time.

The Chair invited Councillor Dormer, as Portfolio Holder for Planning, Economic Development, Commercialism and Partnership to comment on the report. He echoed the Chief Executive's thanks to the Redditch Partnership Manager and that their work alongside the VCS groups had been vital.

The Chair highlighted the importance of the VCS groups in local communities during the pandemic and that the cross-party activity that had taken place was encouraging and had been of great benefit to the Borough.

RESOLVED that

the Redditch Partnership Report 2021 be noted.

Overview and Scrutiny Committee

Monday, 18th January, 2021

64. REDDITCH COMMUNITY LOTTERY UPDATE

The Redditch Partnership Manager presented the report in respect of the Redditch Community Lottery Update and informed Members that it was the one-year anniversary since the launch of the Community Lottery.

Members were advised that this report outlined updates regarding the figures and statistics of 'Good Causes', players and ticket sales for the Community Lottery.

Members attention was drawn to following during the presentation:

- The predicted target number of 682 players during the year had not been met and had only reached 342. A total of approximately £17,600k of tickets had been sold and that the Council had received 10% of the sales. The rest of the costs were used for license fees to the Gambling Commission and membership to the Lottery Council. In addition to this the Council received approximately £3k from players who selected the Council as their beneficiary when purchasing tickets. These monies were then redistributed as part of the grant funding process. Members were informed that £5,730 was allocated to 'Good Causes' and the remainder was used to pay for costs from Gatherwell Ltd, the organisation who administrated the lottery on behalf of the Council. In addition to cash prizes there was the opportunity to win free tickets, and 'bolt-on' prizes provided by Gatherwell Ltd.
- Community groups had not been able to promote the lottery through their usual fundraising events during the pandemic as much as they might have in normal circumstances.
- The demographic of people purchasing the tickets was spread evenly across the Town and Members were informed that it was mainly women between the age of 36 and 40 that had purchased tickets throughout the year.

The Chair invited Councillor Dormer, as Portfolio Holder for Planning, Economic Development, Commercialism and Partnerships to comment on the presentation. He explained that unfortunately the pandemic had impacted on the promotion of the

Overview and Scrutiny Committee

Monday, 18th January, 2021

Lottery and that hopefully next year would provide a clearer picture of its performance.

The Chair asked for clarification on the methods of sale for the tickets and was disappointed that the targets had not been met but accepted that the promotion of the Lottery had not been as effective as expected due to Covid-19. He questioned officers whether there was anything more that Members could do in order to promote the Lottery in order to engage with the groups.

There was discussion regarding the change in people's financial position during the pandemic and noted that this also might have had an impact on the number of ticket sales.

Officers undertook to provide a further update to the Committee in six months' time.

RESOLVED that

the Redditch Community Lottery Update be noted.

65. TASK GROUP REVIEWS - DRAFT SCOPING DOCUMENTS

The Chair invited Councillor Dormer to present the draft scoping document in respect of Parking on Unicorn Hill. It was clarified to Members that Councillor Dormer was in attendance as the proposer of the Short, Sharp Review.

Members were informed that the scoping document had been proposed as a result of discussions that had taken place in respect of the available parking on Unicorn Hill during the meeting of the Committee held on 3rd December 2020, the usefulness of the parking and the impact that parking had had on businesses in that area.

Some Members agreed that the proposal was a good opportunity to establish the parking needs in that area and could have a positive impact on local businesses and the Town Centre. However, there was detailed discussion regarding potential community safety concerns if changes were made to the current taxi rank location and that data collected in respect of parking and taxi usage on Unicorn

Overview and Scrutiny Committee

Monday, 18th January, 2021

Hill might be distorted due to the pandemic. Some Members felt that this should be an area of investigation should the Short, Sharp Review be established.

RESOLVED that

- a) **subject to any changes agreed during the meeting, the proposed Short, Sharp Review of Parking on Unicorn Hill be launched: and**
- b) **Councillor Fleming be appointed to Chair of the Short, Sharp Review.**

66. EXECUTIVE COMMITTEE MINUTES AND SCRUTINY OF THE EXECUTIVE COMMITTEE'S WORK PROGRAMME - SELECTING ITEMS FOR SCRUTINY

Members considered the latest edition of the Executive Committee's Work Programme, which covered the period 1st February 2021 to 30th May 2021. It was highlighted to Members that the following item had been moved to August 2021:

- New Cemetery Provision

The Democratic Services Officer confirmed that the following items would be considered by the Budget Scrutiny Working Group and the Overview and Scrutiny Committee:

- Medium Term Financial Plan 2021/22 to 2024/25 - Update Report (including the capital programme)

RESOLVED that

- 1) **the minutes of the meeting of the Executive Committee held on Tuesday 8th December 2020 and 12th January 2021 be noted; and**
- 2) **the content of the Executive Committee's work programme for the period 1st February 2021 to 31st May 2021 be noted.**

Overview and Scrutiny Committee

Monday, 18th January, 2021

67. OVERVIEW AND SCRUTINY WORK PROGRAMME

The Democratic Services Officer confirmed that, other than those detailed in the previous item, there were no changes to the Overview and Scrutiny Work Programme.

RESOLVED that

the content of the Overview and Scrutiny Committee's work programme be noted.

68. TASK GROUPS, SHORT SHARP REVIEWS AND WORKING GROUPS - UPDATE REPORTS

The following updates were provided in respect of the work of a number of Task Groups and Working Groups:

a) Budget Scrutiny Working Group – Chair, Councillor Jenny Wheeler

Councillor Wheeler introduced the verbal update in respect of this item and advised Members that the group had met once since the last meeting of the Overview and Scrutiny Committee on 5th January 2021.

The items considered at the meeting had included:

- Homelessness Prevention Grant Allocation for 2021/22
- Housing Revenue Account - Rent Setting 2021/2
- Update on the impact of Covid-19, Brexit and Section 24.

Councillor Wheeler informed the Committee that there had been a slight change to the Work Programme for the group and that Professor Peter Latchford would now attend a meeting of the group in March 2021.

The next meeting was due to take place on 3rd February 2021 where the Medium-Term Financial Plan would be considered.

Overview and Scrutiny Committee

Monday, 18th January, 2021

b) Dementia Task Group – Councillor Michael Chalk

Councillor Chalk reported that there had been no meetings of the group since the last Committee meeting. However, there was a draft recommendation that had been proposed and would be included in the final report.

c) Performance Scrutiny Working Group – Chair, Councillor Andrew Fry

Councillor Fry advised Members that there had been no meetings of the working group since the last Committee meeting, however, a meeting was scheduled for 19th January 2021.

RESOLVED that

the update reports be noted.

69. EXTERNAL SCRUTINY BODIES - UPDATE REPORTS

Councillor Michael Chalk introduced the item regarding External Scrutiny Bodies for Members' consideration and reported, in addition to the written update he had provided, that there had been a meeting of the West Midlands Combined Authority, Overview and Scrutiny Committee on 11th December 2020, which had been an opportunity to ask the Mayor, Andy Street questions regarding a number of areas of interest.

RESOLVED that

the update be noted.

The Meeting commenced at 6.30 pm
and closed at 8.33 pm

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