

# Overview and Scrutiny Committee

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Tuesday, 7th July, 2015

## MINUTES

### Present:

Councillor Jane Potter (Chair), Councillor Gay Hopkins (Vice-Chair) and Councillors Joe Baker, David Bush, Andrew Fry, Pattie Hill (substituting for Councillor Nina Wood-Ford), Gareth Prosser and Jennifer Wheeler

### Also Present:

Councillors Tom Baker-Price, Natalie Brookes and Wanda King

### Officers:

S Hanley, J Pickering and S Singleton

### Democratic Services Officers:

J Bayley and A Scarce

**Relevant minute extracts, relating to items 5, 7 and 11 on the Executive Committee agenda for 14th July meeting, are provided below.**

## 19. PROVISION OF SUPPORT NETWORKS FOR THE LGBT COMMUNITY TASK GROUP - FINAL REPORT

The Chair invited the Chair of the Task Group, Councillor Joe Baker, to present the Provision of Support Networks for the LGBT Community Task Group's final report to the Committee. Councillor Baker provided information which highlighted the relevance of the Task Group at a local level, as the data detailed within the report referred to issues nationally. He also gave the Members of the Task Group who were present, Councillors Natalie Brookes and Gay Hopkins, the opportunity to share with the Committee what the work of the Group had meant to them.

During the presentation Councillor Baker highlighted each recommendation and provided background information as to why each was appropriate and the positive results which could be achieved from their implementation. A display had also been provided by the group as an example of the positive aspects that

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Chair

# Overview and Scrutiny Committee

Tuesday, 7th July, 2015

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could be incorporated into any future LGBT History month, as detailed in recommendation 3. Councillor Baker acknowledged the valuable contribution of the partners who had helped to organise the event in 2015 and praised them for making arrangements under difficult circumstances. However, in future years it was suggested that the event should be used as an opportunity to celebrate the LGBT community as well as to provide guidance and support to Members of the community where needed.

Following the presentation Councillor Baker responded to questions from Members in respect of the following:

- Training for frontline staff to ensure they had a better understanding of the problems faced by members of the LGBT community.
- The Stonewall Education Equality Index and work which was already being carried out within some schools in the Borough, including the work carried out by the Community Safety team.
- The production of a leaflet to advertise support networks for the LGBT community living locally and the option for this to be sponsored to assist with the cost.
- The use of County Councillors' divisional funds and the option for the LGBT Support Services Redditch to apply for grant funding from both the Council and the national lottery.
- Whether ethnic groups had also been consulted as part of the group's investigation.
- The promotion of the health and wellbeing implications and the importance of raising awareness of the support and assistance that was already available.

Councillor Baker thanked his fellow Members of the group for their hard work and support in producing this report, with thanks also to the Democratic Services Officer.

The Chair in turn thanked the group for an excellent report and presentation which had provided Members with some useful information and insight into the LGBT community and the problems its members faced on a daily basis.

## **RECOMMENDED that**

- 1) Redditch Borough Council should participate in the Stonewall Workplace Equality Index every year;**
- 2) Worcestershire County Council should take part in the Stonewall Education Equality Index.**

# **Overview and Scrutiny Committee**

Tuesday, 7th July, 2015

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**Worcestershire County Council should also encourage schools to take part in the Stonewall School Champions Programme and / or to use the Birmingham LGBT Schools Toolkit;**

- 3) there should be a greater celebration of the positive history of the LGBT community during the annual LGBT History Month celebrations with a focus on the specific theme in each given year. This should include holding events at the Palace Theatre;**
  - a) in the long-term Redditch Borough Council should commit to introducing a budget to support LGBT History Month;**
- 4) a leaflet advertising the support networks available for the LGBT community in Redditch, should be produced.**
  - a) Redditch Borough Council should support any groups that produce this literature by allowing such leaflets to be made available for residents to collect in public venues, such as Redditch Town Hall, and making this information available to view on relevant web pages of the Council's website;**
- 5) the specific mental health needs of the LGBT community should be addressed in equalities training provided to frontline Council staff. This should be covered in one of the equalities briefing sessions that the policy team is due to deliver in forthcoming months; and**
- 6) local partners should help to promote the following to members of the LGBT community, including on the Redditch and Bromsgrove Wellbeing website:**
  - a) gay and bisexual men are eligible for free Hepatitis B vaccinations available at the Arrowside Sexual Health Clinic;**
  - b) lesbian and bisexual women are entitled and should be encouraged to attend cervical screening tests.**

## 20. FUTURE MANAGEMENT OF REDDITCH OUTDOOR MARKET - PRE-SCRUTINY

The Chair invited Officers to present the report. Officers advised members that the Redditch Outdoor Market was one of three markets managed and operated through North Worcestershire Economic Development Regeneration (NWedr), a shared service hosted by Wyre Forest District Council, which had been established under a Collaboration Agreement in May 2011. The other markets were in Bromsgrove and Kidderminster and the NWedr Client Management Group had instructed officers to explore options for the future operation and management of all three markets. As part of this process, the consultancy arm of the National Association of British Market Authorities (NABMA) had been commissioned to provide a review and advice on the respective markets.

The report presented to Members included that report together with a summary of the options and highlighted the recommendations which had been brought forward following an Overview and Scrutiny Task Group investigation carried out in 2012/13. A number of the scrutiny group's recommendations, which had been approved by the Executive Committee, remained to be implemented. It was considered that those recommendations would be best taken forward through the market being operated by an external provider.

Officers summed up by explaining to Members that the Executive Committee would be asked to consider three options as set out within the body of the report. Officers also responded to questions from Members in respect of the following areas:

- How the project would be managed and details of the other markets involved, including whether they would also be managed by the same external operator.
- The shared service arrangement and options available when the agreement comes to an end.
- The procurement process and the detail which would be included within the specification.
- The conclusions reached by the Task Group and the need for improvements to be made as soon as possible.
- The merits of option three as detailed within the report, which Members urged the Executive Committee to endorse.

Following further debate it was

**RECOMMENDED that**

**the Council adopt Option 3; the conduct of a procurement and contracting process to select and appoint a contractor to manage Redditch Outdoor Market be delegated to Wyre Forest District Council in consultation with the Chief Executive and the Portfolio Holder for Planning, Regeneration, Economy and Transport.**

## **21. REVIEW OF THE OPERATION OF LEISURE SERVICES - PRE-SCRUTINY**

Officers introduced the report and in so doing reminded Members that this was the final element of the Committee's three stage approach to pre-scrutiny of this item. For the meeting a covering report was presented, which followed detailed scrutiny of the options appraisal at the previous meeting.

It was highlighted that potential savings had been built into the Medium Term Financial Plan which were reliant upon alternative models for the provision of the leisure service, details of which were included within the report. Members were informed that there had been limited dialogue with staff and the trades' unions, in respect of the options available, pending a decision being made as to the next stage of the process.

Officers also drew Members' attention to a number of limitations which needed to be fully considered by the Executive Committee should it wish to consider pursuing an alternative delivery model based on the options appraisal. Particular attention was drawn in this respect to the scope of the services that would be included and the need for sufficient detail to be available in respect of costs and capacity required to deliver on the options. The recommendations which were being presented for the Executive Committee's consideration were therefore open and gave no specific steer as to a preferred option. It was highlighted that in respect of an alternative delivery model officers would need to commission external support and advice in order to undertake a further, more comprehensive business case with an estimated cost of between £25,000 and £30,000.

In respect of the savings which had been built into the Medium Term Financial Plan, these would be met through balances for 2014-15. However, the projected savings for future years would need to be addressed through the budget setting process which would take place later in the year.

Following presentation of the report Members discussed the following areas in more detail:

# Overview and Scrutiny Committee

Tuesday, 7th July, 2015

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- The potential for more detailed information to be made available in order for an informed decision to be made.
- The mix of service to be included in any trust model and other types of model that could be considered.
- The inclusion of £150k savings within the budget for 2014/15.
- The external support required (and its cost) should an alternative model be given further consideration.
- The nature of the transformation work which was referred to within the report and the impact that this could have in the longer term. It was anticipated that the results of some of this work would be available within 3-4 months.
- Any control which would be retained by the Council should the trust option be considered and the impact this would have on potential savings.
- The impact on staff should the trust model be considered including the cost of such things as TUPE, pension and any redundancies. Whilst it was understood that all staff would be transferred to a trust, there was the potential for that trust to carry out a review of staffing and any costs from that would be met by the trust.
- Further work being carried out in respect of the “on costs” to support services, such as legal and finance, should the trust model be considered. It was acknowledged that these had not been included within the work that had been carried out for the options appraisal and could make a significant difference to the decision which was being made.

The Committee debated in detail the different courses of action that it was able to recommend in order to assist the Executive Committee in making what Members acknowledged was a difficult decision. After further discussion it was

## **RECOMMENDED that**

**further information should be provided on each of the following models for the management and delivery of leisure services, covering the consequences for the organisation, including staffing, before a decision is made by the Executive Committee and Council on this subject:**

- a) management and service delivery by a newly established trust;
- b) management and service delivery by an existing leisure trust; and
- c) retaining a streamlined, in house leisure service.

# **Overview and Scrutiny Committee**

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Tuesday, 7th July, 2015

The Meeting commenced at 7.00 pm  
and closed at 9.05 pm