



Members of Council

Department of Legal and Democratic Services

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Date: 11 January 2016

Dear Councillor

MEETING OF COUNCIL – 19 JANUARY 2016

You are requested to attend the meeting of the Council to be held in the Council Chamber, City Hall, Bradford, on Tuesday, 19 January 2016 at 1600.

The agenda for the meeting is set out overleaf.

Yours sincerely

Interim City Solicitor

Notes:

- ◆ This agenda can be made available in Braille, large print or tape format.
- ◆ The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present at the meeting should be aware that they may be filmed or sound recorded.



The Council's Fire Bell and Evacuation Procedure requires people to leave the building in an orderly fashion by the nearest exit, should the fire alarm sound. No one will be allowed to stay or return until the building has been checked.

Members are reminded that under the Members' Code of Conduct, they must register within 28 days any changes to their financial and other interests and notify the Monitoring Officer of any gift or hospitality received.

AGENDA

A. PROCEDURAL ITEMS

1. DISCLOSURES OF INTEREST

(Members Code of Conduct - Part 4A of Constitution)

To receive disclosures of personal and prejudicial interests from members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it only becomes apparent to the Member during the meeting.

Notes:

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.
- (2) **Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.**
- (3) *Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) *Officers must disclose interests in accordance with Council Standing Order 44.*

2. MINUTES

Recommended -

That the minutes of the meeting held on 8 December 2015 be signed as a correct record (previously circulated).

3. APOLOGIES FOR ABSENCE



4. **WRITTEN ANNOUNCEMENTS FROM THE LORD MAYOR**
(Standing Order 4)

(To be circulated before the meeting).

5. **INSPECTION OF REPORTS AND BACKGROUND PAPERS**
(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Director or Head of Service whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Adrian Tumber - 01274 432435)

B. BUSINESS ITEMS

6. **PETITIONS** (Standing Order 11) Ward

To consider up to five requests for the Council to receive petitions in accordance with Standing Orders.

- | | | |
|-------|--------------------------------------|--|
| (i) | Keelham Primary School – 20mph zone | <u>Thornton & Allerton/Bingley Rural</u> |
| (ii) | Longside Lane, Bradford – Cycle lane | <u>City</u> |
| (iii) | Wyke Library – Proposed closure | <u>Wyke</u> |

If any further requests are received, in writing, by mid-day three working days before the meeting (Thursday), details will be circulated.

(Palbinder Sandhu- 01274 432269)

7. **PUBLIC QUESTION TIME** (Standing Order 13)

There are no public questions.

(Palbinder Sandhu- 01274 432269)

8. **MEMBERSHIP OF COMMITTEES AND JOINT COMMITTEES**
(Standing Order 4)

Recommended -

That the appointment of Trevor Ramsey, Strategic Disability Partnership, as a non-voting co-opted representative on the Health and Social Care Overview and Scrutiny Committee for the remainder of the 2015/16 Municipal Year be confirmed.



To consider any further motions: (i) to appoint members to a Committee or a Joint Committee; or (ii) to appoint Chairs or Deputy Chairs of Committees (excluding Area Committees).

9. REPORT BY THE LEADER OF COUNCIL

A written report by the Leader of Council giving an update on key issues will be circulated before the start of the meeting. There shall be a period of up to 15 minutes during which any Member of Council may ask the Leader of the Council (or a Member of the Council nominated by the Leader) a question on any matter arising out of the written report.

10. MEMBER QUESTION TIME (Standing Order 12)

To deal with supplementary questions arising from the attached questions of which written notice has been given.

Notes:

(i) Answers to written questions shall be circulated at the commencement of the meeting.

(ii) The Lord Mayor will have regard to the list of questions and the political composition of the Council in calling on Members to put their supplementary question to the Leader of Council and Portfolio Holders.

(iii) A period of up to 30 minutes shall be available for supplementary questions to Members of the Executive.

11. RECOMMENDATIONS FROM THE EXECUTIVE AND COMMITTEES (Standing Order 15)

11A REVIEW OF THE SENIOR MANAGEMENT STRUCTURE – DEPARTMENTS OF ADULT AND COMMUNITY SERVICES AND PUBLIC HEALTH – SALARY FOR THE POST OF STRATEGIC DIRECTOR, HEALTH AND WELLBEING

At the meeting of the Executive on 1 December 2015 the report of the Chief Executive (**Executive Document “AK”**) set out a proposal for changes to the Council’s senior management structure in the Departments of Adult and Community Services and Public Health which included creating a post of Strategic Director, Health and Wellbeing to replace the post of Strategic Director Adult and Community Services. The Executive,

Resolved –

- (1) That the proposed amendment to the Senior Management Structure as set out in Appendix 2 to Document “AK” be approved.
- (2) That the proposed grade for the post of Strategic Director, Health and Wellbeing as set out in section 4.3 to Document “AK” be approved subject to the proposed salary package being approved by Full Council before it is offered in respect of a new appointment.
- (3) That subject to any final consultation required, the Chief Executive be authorised to move to the next stage to implement the proposed amendment to the Senior Management



Structure and make arrangements for recruitment to the post of Strategic Director - Health and Wellbeing.

Council is therefore asked to resolve:

That in accordance with Article 4 of the Council's Constitution, the Officer Employment Procedure Rules and the Council's Pay Policy Statement 2015/16 the proposal to appoint to the post of Strategic Director, Health and Wellbeing on the salary package as set out in section 4.3 of Executive Document "AK" be approved.

(Kersten England – 01274 432002)

11B To consider any recommendations arising from meetings of the Executive and Committees held after the publication of this agenda and prior to the Council meeting.

(Adrian Tumber – 01274 432435)

12. **NOTICES OF MOTION** (Standing Order 17)

To consider the attached motions of which notice has been given.

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THIS AGENDA AND ANY ACCOMPANYING DOCUMENTS HAVE BEEN PRODUCED, WHEREVER POSSIBLE,
ON RECYCLED PAPER



COUNCIL

19 JANUARY 2016

MEMBER QUESTION TIME

Questions submitted in accordance with Standing Order 12

QUESTIONS TO MEMBERS OF THE EXECUTIVE

1. **Councillor Lee**

Do we know what the cost to the District of the recent floods will be and what support we are likely to receive from the Government?

2. **Councillor Heseltine**

Would the Leader of the Council agree with me that the community effort in the Boxing Day floods and the aftermath that followed was invaluable to the recovery efforts and would he also join me in thanking the hundreds of volunteers and businesses from across the district and beyond who so selflessly gave time, materials and services?

3. **Councillor Reid**

To ask the Portfolio Holder for Housing, Planning and Transport - Will the Council or the Combined Authority be publishing an explanation of the final delays in the opening of Apperley Bridge Rail Station, which led to connecting bus services being advertised by Metro three months before they actually started and trains stopping at Apperley Bridge from December 13 without any times in the printed timetable?

4. **Councillor Love**

Can the Leader of Council please give us an update on the situation regarding the relocation of the Bradford Soup Run?

5. **Councillor Farley**

Can the Leader provide an update on the proposed development at East Parade and will he give a commitment that the Council and its officers will work with the developers to get the best deal for Keighley as was the case for the Broadway development?

6. **Councillor Greenwood**

What support is the Council offering to householders and businesses affected by the December floods?

7. **Councillor Cooke**

In the light of recent flood events, is the Leader of the Council content that the Council's planning policies in respect of flood mitigation and alleviation on housing sites are sufficiently robust?



8. **Councillor Jabar**

Could the portfolio holder for Health and Social Care update me on the Troubled Families Programme, the targets achieved and the impact it has made on families?

9. **Councillor Dunbar**

Can the Leader inform us of the implications for the District of the Local Government Financial Settlement?

10. **Councillor Martin Smith**

Could the Portfolio Holder for Housing, Planning & Transportation provide details of the number homes allocated in the RUDP for development on sites subject to recent or historical flooding, or at serious risk of flooding?

11. **Councillor Azam**

Can the Leader provide a breakdown of the total business rates collected in each ward in the District?

12. **Councillor Fear**

To ask the Portfolio Holder for Environment, Sport and Sustainability - With the changes in bin collection and the associated encouragement for households to increase use of their recycling bins for the disposal of recyclable household waste, will the Council review the policy of only plastic bottles being the only plastic that can be recycled in these bins?

13. **Councillor Khadim Hussain**

What measures have previously been implemented to control the flow of and risk of flooding from surface water in the Devonshire Park, Spring Gardens Lane and Skipton Road area of Keighley?

14. **Councillor Whiteley**

The Government has awarded £30,000 to Bradford Council to support Burley in Wharfedale's Neighbourhood Plan. I understand that £20,000 has already been drawn down by this Council. Please can the Portfolio Holder for Housing, Planning & Transportation outline how this money has been spent or will be spent, to directly support the process in Burley in Wharfedale?

15. **Councillor Shaheen**

Could you give members an update on the Council's response to the recent Government consultation on the inspection of supplementary schools?

16. **Councillor Khadim Hussain**

There have been some recent national reports that some academy schools are turning down applications from pupils with special educational needs. Can the portfolio holder reassure us that this is not the case in Bradford District and will she undertake to write to the Regional Schools Commissioner to express the view that this is a practise that should not be allowed to take root here in any of our schools?



17. **Councillor Cooke**

Does the Deputy Leader of the Council agree that where the Council's taxi licensing requirements reduce the resale value of the vehicles involved, the vehicle owners should be compensated?

18. **Councillor Jabar**

With the proposed housing project North Side Road, can the portfolio holder tell me if any consideration has been given to the impact that this housing development will have on the already overflowing traffic. Whether or not there are steps that can be taken to mitigate the effects?

19. **Councillor Shaheen**

What support is available to support parents through the schools admissions process, particularly those parents who are not IT literate or have other literacy problems?

20. **Councillor Fear**

To ask the Portfolio Holder for Housing, Planning and Transport - How many decisions of the Planning Panels or the Regulatory and Appeals Committee to refuse planning permission have been challenged via public inquiry, appeal to the planning inspectorate or judicial review in the last five years and how many times has the Council successfully defended its position?

21. **Councillor Miller**

Can the Leader of the Council please provide the name and position of all members of the West Yorkshire Casualty Reduction Partnership?

22. **Councillor Dunbar**

Bearing in mind the cultural significance the Bronte's play in the district in what ways can the Council support the Bicentenary of Charlotte's birth, especially in Thornton, where the story of the Bronte's really began?

23. **Councillor Farley**

Can the Leader provide us with the following information:

- Council investment in services, facilities and infrastructure in Keighley and Ilkley and their surrounding areas over the last five years including investment secured through third parties such as the lottery, WYCA etc;
- Any further investment that is currently proposed;
- The services and facilities the Council provides in those areas;
- Any other initiatives that have or are being undertaken by the Council either alone or in partnership to support Keighley's local services, community and economy?

24. **Councillor Martin Smith**

Can the Leader of the Council please provide a list detailing the number of staff involved in West Yorkshire Combined Authority operations, on what projects and the timescale of the various pieces of work upon which this time is used?



25. Councillor Dunbar

A report released by government in December 2015 on the cruel bedroom tax revealed that people were cutting back on food and heating their homes as well as going into debt to find the extra rent. How many people in Bradford are currently affected by the Bedroom tax?

26. Councillor Shaheen

Some parents and pupils are not getting offered a place at any of their five preferred Secondary Schools. Can the portfolio holder tell us what the Council is doing to ensure that as many people as possible get a place at one of their five preferred schools?

27. Councillor Miller

Could the Leader of the Council confirm the number, cost and locations of any senior management away days, along with details of who attended?

28. Councillor Dunbar

Considering the wealth of local music talent in Bradford would the development of a designated music strategy to support local artists and venues be supported?

29. Councillor Nicola Pollard

To ask the Portfolio Holder for Health and Social Care - Is the true cost of care really £13 p/h? Can the portfolio holder provide a breakdown of the figures to show how the Council arrived at this amount which is 50p above the previous 'estimate'. Can he also confirm that the assessment was carried out by an independent third party and engaged a range of providers as recommended in government guidelines?

30. Councillor Dunbar

Would the Leader acknowledge and support junior doctors in our district and across the country in their struggles against a government offer of a contract that does not provide sufficient safeguards for them and their patients either now or in the future?

31. Councillor Davies

Can the Portfolio Holder for Education, Skills and Culture detail how the comprehensive study on the teaching of Maths, commissioned by Bradford Primary Improvement Partnership, has been used to improve the teaching of Maths across the district?

32. Councillor Dunbar

What plans do the Council have to celebrate Lesbian, Gay, Bisexual and Transgender History month in February?

33. Councillor Martin Smith

Could the Portfolio Holder for Housing, Planning & Transportation confirm the number of brownfield sites available for homes and industrial/commercial uses and how many of these homes are included in the Core Strategy, objective assessment of housing need?



34. **Councillor Swallow**

Can the portfolio holder comment upon steps being taken to build on the progress made in Bradford with the crisis care concordat, and advise how many patients are required to be placed out side of Bradford in the last 12 months as compared to the review 12 months ago?

35. **Councillor Cooke**

Can the Leader of the Council confirm whether staff with administration access to the Council's social media accounts are provided with training in their use, how are the accounts monitored and is there published guidance for staff on the appropriate use of these accounts?

36. **Councillor Martin Smith**

Could the Portfolio Holder for Housing, Planning & Transportation confirm the number of redundant residential accommodation units over what are now lock up shops and whether there are any grants available for refurbishing these many properties into lettable homes?

37. **Councillor Jeanette Sunderland**

What consideration will the Leader give to vet suppliers to the Council to ensure that the Council does not do business with suppliers who have committed tax avoidance?

38. **Councillor Cooke**

Could the Portfolio Holder for Housing, Planning & Transportation, inform colleagues of any representations that the Council has made to seek an appeal decision, following the public inquiry in June 2015, into the refusal of housing development at land adjacent to Haworth Road and Turf Lane, Cullingworth?

39. **Councillor Nicola Pollard**

To ask the Portfolio Holder how many days of NHS bed capacity have been lost because of problems with social care packages each month for the last three years?



COUNCIL

19 JANUARY 2016

NOTICES OF MOTION

1. FLOODING IN BRADFORD DISTRICT

To be moved by Councillor Griffiths
Seconded by Councillor J Sunderland

This Council notes the devastating flooding affecting parts of the district and expresses its sympathy to all residents and businesses who have suffered loss or harm as a result.

This Council applauds the response from the public, council staff, the emergency services and army but believes lessons have to be learnt from this particular incident.

This Council notes that extreme weather events, of all types, appear to be increasing in frequency and believes that current assumptions about the likelihood of similar events in the future may no longer be valid.

This Council resolves to hold an inquiry which, as well as looking at the recent events and the response to them, looks more widely at future climate assumptions, measures which might be taken to reduce the rate of water runoff into the river system, the effect of increased flooding risk on proposed development and the effect of proposed and possible future development on run off and flooding risk.

2. FLOODING

To be moved by Councillor Cooke
Seconded by Councillor Ellis

Council notes with concern the serious flooding incidents along the Rivers Aire, Worth and Wharfe on 26 December 2015 and recognises the efforts of police, fire and rescue, council staff from all departments, officers of the Environment Agency, Yorkshire Water and many others who worked tirelessly over the holiday period in response to the flooding.

Council also recognises the efforts of local communities in both flood affected areas and across the district in supporting those people forced from their homes or otherwise adversely affected by the flooding. Hundreds of local residents provided food, shelter, equipment and support with cleaning up – not just in affected areas within Bradford but in Calderdale and Leeds as well.

Council resolves:

- (1) To co-operate fully with any reviews undertaken by national government or national government agencies into flooding impact, future mitigation of flooding, flood defence investment or the wider response to flooding.
- (2) Undertakes to review Bradford's preparedness for serious flooding, response to December's floods and policies that impact on either the mitigation of flood risk or contribute to that risk.



- (3) That this review should seek to involve the Police, Fire & Rescue, Environment Agency, the Airedale Inland Drainage Board, Yorkshire Water and other relevant organisations as well as local communities.
- (4) That the terms of reference for the review are agreed by the Corporate Overview & Scrutiny Committee with that committee receiving the final review report prior to its submission to full Council.
- (5) To identify potential sources of funding and other resources that could assist in reducing the risk and impact of flooding.

3. **FLOODS**

To be moved by Councillor Green
Seconded by Councillor Val Slater

The Council notes the recent unprecedented flooding that has affected the District and neighbouring areas and thanks all those members of Council and partner agency staff and the emergency services and armed forces personnel involved in the response. We also thank the members of affected communities and the many volunteers and businesses who have helped out for their efforts to minimise the impact and to support those people directly affected.

The Council recognises that there are lessons that all agencies can learn.

The Council requests the Chief Executive to:

- (1) Coordinate a comprehensive review of the lessons learned and the implications for flood defences and water management across the District and beyond.
- (2) Ensure that the review:
 - Includes consultation with members of those communities directly affected by the floods about what worked well and what could be done better.
 - Identifies how the Council and other Local Authorities and Partners can share learning and strengthen joint working.
 - Identifies potential sources of funding and other resources that could assist in reducing the risk and impact of flooding.
 - Is used to develop an action plan to reduce the risk and impact of flooding and to inform the response to any future incidents.
- (3) Report the outcomes of the review to Corporate Overview and Scrutiny Committee and to a future meeting of Council.

4. **ETHICAL CARE CHARTER**

To be moved by Councillor Bacon
Seconded by Councillor Berry



The Council believes that there should be minimum standards of safety, quality and dignity of home care that can be achieved through employment conditions ensuring the recruitment and retention of a stable workforce through more sustainable pay, conditions and training.

The Council notes:

- (1) Its' recent work with the care sector to develop a more sustainable approach to the delivery of good quality home care
- (2) The call by Unison, the largest public sector trade union, for Council's to adopt its Ethical Care Charter.
- (3) The considerable financial pressures on Local Authority Social Care budgets and the inadequacy of measures announced in the Government's Comprehensive Spending Review to deal with those pressures.

The Council resolves:

- (1) To sign up to the Ethical Care Charter and work with care providers and trade unions towards its implementation which will commit the Council to ensuring that:
 - a) The starting point for commissioning visits is client need and workers will have the freedom to provide appropriate care and be given time to talk to clients.
 - b) Visits are matched to clients needs, the same home care worker(s) is allocated to clients where possible and visits are not scheduled so that workers have to rush their time with clients.
 - c) In general, 15 minute visits will not be used.
 - d) Zero hours contracts are not used in place of permanent contracts.
 - e) Home care workers are paid for travel time, travel costs and other necessary expenses such as mobile phone use.
 - f) Eligible home care workers are paid statutory sick pay.
 - g) Regular training is available for all home care workers at no cost to themselves and in work time and all these workers will have the opportunity to meet regularly with co-workers to share best practice and limit isolation.
 - h) All home care workers will be paid at least the National Minimum Wage from April 2016.
 - i) All home care workers will be covered by an occupational sick pay scheme.
- (2) To continue, in partnership with other Local Government bodies, professional organisations and care providers, to call on the Government to ensure that social care across the Bradford District is sufficiently and sustainably funded.

5. FAIR TRADE

To be moved by Councillor Hinchcliffe
Seconded by Councillor Farley

This Council notes that 6th March 2016 is the tenth anniversary of Bradford District being declared a Fairtrade Zone by the Fairtrade Foundation.

The Fairtrade Zone is comprised of Haworth, the world's first Fairtrade Village, the Fairtrade Villages and Towns of Baildon, Bingley, Burley in Wharfedale, Ilkley, Keighley, Shipley and Thornton, Bradford Cathedral, the University of Bradford, Bradford College Students Union, many



of the district's churches and faith organisations, the district's Fairtrade status schools, and many local community organisations, shops and businesses.

The Council resolves to continue its ongoing support for the District's Fair Trade status and the work of the Fair Trade movement in helping to deliver social and environmental sustainability.

6. HIV TESTING

To be moved by Councillor Dunbar
Seconded by Councillor Greenwood

The Council recognises:

- the importance of local action in coordinating and commissioning accessible and effective HIV testing to reach the undiagnosed and reduce late HIV diagnosis.
- the importance of prevention and education to maintain good sexual health including reducing HIV diagnoses across the district through delivery of Relationships and Sex Education in educational settings; commissioning of specialist services to raise awareness of prevention messages; support the promotional activities to reduce HIV late diagnoses.
- that as of 2014 Bradford District had an HIV prevalence rate of 1.2 diagnosed per 1000 residents and commits to strengthening its own provision of HIV testing services through working with local NHS partners, HIV charities and patient groups.
- that late HIV diagnosis is a Public Health Outcomes Indicator in the Public Health Outcomes Framework. Late diagnosis in Bradford District is a particular concern and latest figures indicate this currently stands at 48% compared to 42% nationally.
- the volume and quality of public health and local government guidelines and performance indicators designed to support local authority implementation and monitoring of appropriate and effective testing guidelines.

The Council further notes,

- That an estimated 100,000 people were living in England with HIV in 2012; 22% were unaware of their status
- That there is an impact of late diagnosis on individual health, public health and health budgets. Late diagnosis increases the likelihood of the need for complex and expensive treatment and the risk of onward transmission to others. 47% of people diagnosed with HIV in 2012 were diagnosed late (with a CD4 count <350mm3)
- That if diagnosed early, put on a clear treatment pathway and guaranteed access to antiretroviral therapy (ART); people living with HIV can expect to have a near-normal life expectancy and live healthy and active lives.

Recognising the weight of evidence in favour of expanding local HIV testing services, the Council resolves to:

- (1) Act to halve the proportion of people diagnosed late with HIV (CD4 count <350mm3) in Bradford District by 2020.



- (2) Act to halve the proportion of people estimated to be living with undiagnosed HIV in Bradford District by 2020.
- (3) Ensure that rates of late diagnosed HIV are included as an indicator in its Joint Strategic Needs Assessment (JSNA).
- (4) Ask the Director of Public Health to provide a report outlining what needs to be done locally in commissioning and provision of services in order to halve late diagnosed and undiagnosed HIV by 2020 including prevention and educational interventions to ensure the sustainability of any reductions achieved by this motion.
- (5) Become a supporter of the Halve It Coalition by contacting the Halve It secretariat (info@halveit.org.uk) informing them of this resolution and by agreeing to be listed as a Halve It coalition supporter.



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LEADERS REPORT TO COUNCIL JANUARY 2016

Flooding

We will be discussing the recent floods later in the agenda but I would like to place on record my personal thanks to all residents, officers, partner agencies and local councillors who worked so hard over the Christmas period to deal with the devastating effects of the floods on local communities and businesses.

We currently estimate the costs of the floods at about £5m although this figure will change as assessments of the damage to infrastructure such as roads and bridges are assessed in more detail.

The Government quickly released some funds to support households and businesses that were flooded and the Council has passed this money on to those affected as quickly as we can. If members are aware of any resident or business who has not received a payment they are due please contact us and we will see what we can do.

We will also be providing a CT and Business rate holiday for those affected.

Finally we will be extending the Assisted Purchasing Scheme which the Council administers for the benefit of low pay households, to those affected by the floods who have not got insurance or are unable to claim for some reason. There will be an administrative process for these individuals to go through but we will make it as simple as possible.

Through West Yorks Combined Authority and the Leeds City Region local Enterprise Partnership we will also be supporting further business support measures to allow affected companies to get back to full production as soon as possible.

We will continue to work with all our partners and affected communities to learn the lessons of the recent floods and also to ensure that life returns to normal as soon as possible for all affected. To help with this we will do what we can to get Government funds for flood resilience released as soon as possible and passed on to qualifying households and businesses.

Budget

The budget consultations are ongoing and will be reported back to members in the usual way. As a result of the ongoing cuts imposed by central government I know that the draft proposals are having a more direct impact on local services than previous budget proposals. I would therefore urge all councillors who are contacted by their constituents about the proposals to

make sure that these individuals formally make submissions to the consultation through the process that has been set up so that we can capture and consider these concerns and alternative ideas.

Member Review

All members will have received a questionnaire about how they see their role as part of the review of members agreed last year. I would urge you all to complete this as soon as possible so that we can bring the results, along with the views of residents who have also been asked for their views across the district, to a full council meeting for discussion.

Morrison's

Members will be shocked by the decision to close their store at Westgate in Bradford with the potential loss of up to 100 jobs. We have met with the company who are in the process of starting the 45 day redundancy negotiations with staff but once they have considered the outcome of this consultation we will meet with them again to look at options for the site and adjoining area.

Devolution

We continue to negotiate with Government about the proposed devolution deal for the region. Currently we have agreement on a majority of the asks but there remains a couple of issues around fiscal devolution that remain to be finalised.

What is clear is that the first devolution agreement, should it be agreed, will not be all that we would want and a decision will have to be taken by each local authority involved about whether it is sufficient to allow it to be supported as a first step towards what we would all want to see which is greater control of resources and plans at a local level rather than relying on dictates from Whitehall and Westminster.

It is likely that we will see a full and final offer in the next few weeks and I will ensure that all members have the opportunity to read it and be briefed before you are asked to make any decision. We will also consult with our local partners when the offer has been published.

It is becoming clear that geography and political interest remain a major stumbling block for some in the region. I would reiterate my belief that the geography that meets Bradford's best interest would be the Leeds City Region which is a functioning economic area and has a history of delivering in partnership over the last few years, as recognised by the Prime Minister and members of his cabinet. Amongst some people in the region there seems to be a greater interest in preserving their power than delivering economic growth for our residents and businesses.

QUESTIONS TO THE LEADER

Councillor Cooke

Leader, on the devolution matter thanks for a detailed response. Geography issues aside can you set out what we mean by Bradford's best interests and what kind of outcomes we would want, if you like, as a minimum in terms of benefits to the district because at the end of the day there is no point anyone here signing up to something unless we can absolutely demonstratively see real benefits and advantages to the district so if you want to give us a go at that.

Councillor Green

First thing to say I think that it is important to recognise that Bradford does not exist in a vacuum or a bubble and that the interconnection between Bradford/Leeds are the West Yorkshire and Leeds City Region Authorities, our economy is key and therefore one of the judgements is what is going to give the people and the businesses in our city the best chance to thrive and to grow. In terms of specifics I think it is important that there is an opportunity for Bradford's voice to be heard at the top table which currently given the decisions by Government about who they speak to I think is a real challenge to us at the moment and through a Combined Authority which is likely to have an elected Mayor we need to make sure that our voice is heard very much at that top table. There are also some specific things that I think are vitally important to this district as a whole. One of them for me and I know for a lot of businesses and individuals in this area would be a proper link to the airport, not a road link but a rail or live rail link and I think that is something that we need to continue to press for. Not only with the direct link through British Airways, through Heathrow to the rest of the world but we also need to look at it in terms of growing the airport. Also we need to make sure that Bradford is a key spot on HS3 which I believe is going to be of great benefit to this region than HS2 is so we need to make sure that Bradford is at the core of that. That is two examples of the sort of thing, plus the more generic one, of the sort of things that I certainly will be looking to push.

Councillor Jeanette Sunderland

It is a question really following on from the flooding around the flood resilience those up to 5k properties about whether or not we are going to make workshops and such like available to members of the public because whilst I understand that you move your boilers upstairs the end of my knowledge about what you do next is quite thin but lots of people now are coming in and asking questions so it is clarity about when that information is going to be available and whether or not we will support that information with workshops and such like so that we can explain the details of what you do to make a property flood resilient. Thank you.

Councillor Green

The details are still being worked up but clearly what we want to do is when we have got those plans to go out to those areas that were most affected. There are certainly discussions going around not just what you can do internally in households to make life easier for them but actually is it better

potentially to club together that £5,000 per household to look at doing something different that makes it less likely that those houses would flood and there is some discussion about what we can do to help those people who live on unadopted streets for example to try and do something collectively rather than individually. So we will be going out with what will basically be a suite of options and talking to people and it is not going to be one size fits all I do not believe. So we will go out and we will talk and we will have workshops or meetings or whatever you want to call it to try and make sure that whatever we do it is best for the communities that are affected.

Councillor Pennington

Just an item on Morrisons who over many years have tried to redevelop that site. In fact at one stage I think all the way down to Kirkgate Market but they seem to be rebuffed by both of the main parties over a very long period. So I just want to know if you have considered a business rate holiday to help with the short term viability of the store?

Councillor Green

I do love Councillor Pennington's rewriting of history. In actual fact to my knowledge this Council in the last fifteen years have looked at redeveloping that site. Certainly twice whilst I was on this side and once whilst I was on that side and it was actually Morrisons' view at the time that they didn't wish to be part of a redevelopment. We approached them just a few months ago, as well to talk in general, as we were looking at the refurbishment of that top end of the town. So the situation is that we met with Morrisons and we met with them this week. They are opening their consultation period with staff. Clearly cannot make a final decision whilst that consultation is ongoing. We are looking internally at the plans that we produced over the last fifteen years for that top end of town, that for reasons did not happen and then we will be meeting with Morrisons should that consultation result in the planned closure going ahead. To look at what they intend to do with the store because they still have a long lease on it. They can sublet that lease, they can hand it back, they could come into some sort of partnership with us but until they finish the consultation they are not in a position to make any commitments.

Councillor Dale Smith

I will not ask my first question about the consultation for Burley & Menston Library being held in Keighley. My question is regarding the Members survey. I was under the impression that the survey had actually closed now and the date had past. Is that the case or not? Does the Leader know how many Councillors responded? I thought the questions were a bit simplistic. It was rather like asking turkeys not to vote for Christmas. Is there a timescale for this review and would he consider sending the survey to Scrutiny before it came to Council?

Councillor Green

In answer to the first question that you did not ask, what I would suggest is that those central consultations need to happen somewhere. I certainly had one consultation in Wibsey and I will be having another one Dale and I am sure you are capable of organising your own in your own patch should you so

wish. In terms of the Members survey I do not have that figures on how many are back but I do know from talking to several Councillors that it was one of those emails that they got and said that they would deal with later and it is still hovering so this was a gentle nudge. The timescale was an encouragement and if people would like to complete their surveys it will be included and when all that information both from elected Members and from members of the public which are being collated at the moment is together and the independent reviewer who is the chair of our Remunerations Committee has had a look at it and started pulling some of the strands out. I am easier about it going to Scrutiny before it comes here but I do think that Members need to get to see it as soon as possible and we are out actually chasing the public questionnaires as well to try and get as many of them back so that we get a broader view across the district as we can.

Councillor Pennington

My second question was just a request really on devolution. You state in your report that you will consult with our local partners and add that amongst some people in the region there seems to be a greater interest in preserving their power. Hey-oh. I would ask please that you actually think out of the box if you will pardon the pun and engage with some more distant authorities to present a far more diverse and a better offering to central government.

Councillor Green

I think you have identified the wrong enemy there Councillor Pennington and I would suggest that you might want to go and have a conversation with some of your Blue colleagues both within Bradford and the rest of West Yorkshire and also some of them in North Yorkshire and elsewhere particularly those who aren't district Councillors or metropolitan Councillors but may be MPs and County Councillors who seem keen on preserving the status quo rather than doing what is best for local economy, local skills, local training, local employment because they fear what will happen to their fiefdoms. We know that if devolution comes then the role of local authorities and local government will change what Bradford District Council is and does will change. But we do not exist for the benefit of 90 elected Members in this room. We exist for the benefit of half a million people out there and if that change gives us the opportunity to improve the opportunities for those people then we have to bite the bullet and it is just a shame that some people seem more interested in preserving what happens within County Hall or within Westminster rather than what is happening out there.

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COUNCIL
19 January 2016

MEMBER QUESTION TIME

Questions submitted in accordance with Standing Order 12

1. Councillor Lee

Do we know what the cost to the District of the recent floods will be and what support we are likely to receive from the Government?

Answer

It is not yet possible to provide a final estimate the cost to the District of the Boxing Day floods although the initial estimate is around £5m.

A Flood Recovery Group, chaired by the Chief Executive, is meeting weekly to oversee the District's recovery efforts. The focus at present is to ensure the Government Funded schemes are distributed to residents and business affected and I expect this work to remain our priority for sometime yet.

Along side this a record is being kept of costs incurred by the Council and it is our intention to recoup these via the Government's Bellwin Scheme.

This will only cover the Council's costs and does not measure in anyway the horrendous cost to our residents and businesses, many who have had to leave their homes and property.

2. Councillor Heseltine

Would the Leader of the Council agree with me that the community effort in the Boxing Day floods and the aftermath that followed was invaluable to the recovery efforts and would he also join me in thanking the hundreds of volunteers and businesses from across the district and beyond who so selflessly gave time, materials and services?

Answer

The response of local people to the floods was phenomenal. We know that Bradford, Shipley, Keighley and Bingley are places with long standing traditions of people looking out for each other, of mutual support and community resilience and the support for those affected by flooding has proven this in spades.

If there is any good to come out of what were for some people catastrophic and traumatic events, it is that the District has been shown in its true light with people from all backgrounds and all communities coming together to help one another and showing some remarkable displays of friendship, solidarity and generosity. I am very proud, as I am sure all Members are, to be associated with communities that show such selflessness and determination to help others to get back on their feet. We should also extend our thanks to the many people who came from outside the District to offer their help and support.

On behalf of the Council I would like to thank all those individuals and businesses who volunteered time, materials and effort to assist in the recovery.

3. **Councillor Reid**

To ask the Portfolio Holder for Housing, Planning and Transport - Will the Council or the Combined Authority be publishing an explanation of the final delays in the opening of Apperley Bridge Rail Station, which led to connecting bus services being advertised by Metro three months before they actually started and trains stopping at Apperley Bridge from December 13 without any times in the printed timetable?

Answer

Construction work on the station and associated access road and junction was largely completed on time. The final approval process involves preparation of a case to demonstrate that the station is safe to open to acceptance bodies internal and external to Network Rail, up to the independent Office of Rail and Road (ORR). This is a standard process. All these organisations specify a minimum time period for assessment and review. Network Rail started the certification process before completion of the infrastructure with the intent that it would be completed in parallel.

However, being an iterative and relatively new process it took them longer than they had anticipated to obtain the agreement of the approval bodies, which led to the risk that final sign off from ORR would not be received in time to open the station prior to Christmas becoming significant. Following pressure from West Yorkshire Combined Authority at the highest level to Network Rail and Department for Transport all bodies agreed to speed the review process to allow station opening in December. Final approval to open the station was received on the afternoon of Friday 11 December and the station opened on 13 December. This notice period coupled with the risk of not receiving approval on time was clearly insufficient to re print timetables and posters in time for the opening

Supplementary Question

This is helpful. I am very happy to accept the explanation of the pre-Christmas public transport pantomime that we had in North East Bradford. Just one point of clarification about the iterative and relatively new process in the second paragraph. What is the novelty? I know it took us ten years to get a new station open but opening a new station is nothing new. Is it the mysterious doings of the Office of Rail and Road? Is it them that's seriously embarrassed the Combined Authority or is it Network Rail or is it the Department for Transport or is it all of them?

Councillor Val Slater

I think it is a bit of mixture of both. There was a new process in which previously the safety certificate was given by one body. This new process involved three different bodies and you will forgive me if I cannot remember the name of them all and Network Rail in their timetable hadn't taken into account the length of time it takes to liaise with three different bodies and to get the ducks as it were lined up. It is something that we took very seriously and I can assure you that myself and officers and members on the Combined Authority were pushing very hard and I managed to speak to Stuart Andrew MP who is the PPS for the Transport Minister, advise him of the ridiculous situation we are in and lo and behold a few days later it was sold. Perhaps I can take together with Stuart a bit of credit for that one.

4. **Councillor Love**

Can the Leader of Council please give us an update on the situation regarding the relocation of the Bradford Soup Run?

Answer

The Bradford Soup Run is a charity that provides food and clothing to homeless people each Friday night. The Soup Run operates from a temporary building on Portland Street / Britannia Mills. Since the identification of the Britannia Mills Car Park as a potential location for the new City Centre Sports Facility it has been recognised that it will be necessary at some point prior to the development of the site to relocate the Soup Run.

Representatives of the Soup Run have had a number of communications with the Council to lobby their position and to request a significant improvement to the facilities as part of the relocation.

A letter making a relocation offer to the Britannia Street car Park has been made to the Bradford Soup Run w/c 4th January.

It is estimated that there will be no construction taking place on the development site for approximately 12 months. It is the intention of the Council to agree a mutually convenient time to re-locate the soup kitchen in that timeframe.

Supplementary Question

I realise the figures will not be available to hand necessarily but would the Leader be able to supply us with details of the difference in cost between what the Bradford Soup Run are asking for and what the Council is offering?

Councillor Green

I will get them to you.

5. **Councillor Farley**

Can the Leader provide an update on the proposed development at East Parade and will he give a commitment that the Council and its officers will work with the developers to get the best deal for Keighley as was the case for the Broadway development?

Answer

Absolutely. Stainsby Grange Company will not be able to deliver the intended development in Keighley. This was covered in the recent Scrutiny report on Regeneration in Keighley and has been widely reported.

However through their regular progress enquiries about the site officers spoke to an agent of a party interested in the site late 2015 (23rd November) and I discussed this interest with the developer's agent directly on 27 November. The agent was keen to make contact with key stakeholders.

Following the discussion I asked the Strategic Director of Regeneration and Culture, Mike Cowlam, to identify a team to help the scheme progress and this has been done. The team includes staff who worked on delivering the Broadway scheme with Westfield.

Contact on 11th January indicated that we should expect confirmation around the end of January that a new owner is in place that intends to bring forward a scheme.

6. Councillor Greenwood

What support is the Council offering to householders and businesses affected by the December floods?

Answer

There was a fantastic community response to the flooding in all affected areas and from across the District. Communities came together to help each other and Council and partner services endeavoured to support these efforts whilst ensuring the District's infrastructure was secured and returned to normal as quickly as possible.

Council Wardens worked alongside Police, Fire and Army colleagues to visit homes, assist with clear up, distribute sandbags, provide reassurance and signpost to additional help.

Skips were distributed across the District and Household Waste and Recycling Centres were opened for additional hours and accepted flood damaged goods free of charge.

Parking restrictions have been temporarily lifted in affected areas to enable recovery to operate uninhibited.

The Council has also confirmed a range of financial support packages which are available for households and businesses severely affected by the recent floods in the city.

Help for householders

For householders affected, a new Community Recovery Scheme has been set up which will provide £500 per household to help with recovery costs, such as provision of temporary accommodation. In addition anyone who was severely affected will not have to pay Council Tax for at least three months. After this time, anyone who is still unable to live in their home due to flood damage, will continue to benefit from this exemption

Help for businesses

For businesses affected, there is a Business Support Scheme for small and medium sized businesses to help those affected recover from the impacts of the floods. In addition any business whose trade was adversely affected by the floods will not have to pay Business Rates for at least three months. Like Council Tax, this will continue if the property is still not capable of use due to flood damage.

As a further measure, a grant scheme that provides up to £5,000 per property flooded to make properties more resilient to future flooding is being developed. This would apply to either households or businesses. The Local Enterprise Partnership/ West Yorkshire Combined Authority have also established a Business Flood Recovery Fund to support eligible businesses with capital investment to return to their pre-flood level of operation. The Fund is designed to be a next-stage progression for selected businesses from the Business Recovery and Flood Resilience Grants currently being administered by Councils across Leeds City Region.

7. Councillor Cooke

In the light of recent flood events, is the Leader of the Council content that the Council's planning policies in respect of flood mitigation and alleviation on housing sites are sufficiently robust?

Answer

The current practices we employ reflect both guidance in the National Planning Policy Framework and the British Standard Code of Practice for Assessing and Managing Flood Risk in Development and the British Standard Code of Practice for Surface Water Management for Development Sites. These codes of practice anticipate in general terms events of the magnitude we have seen recently. It is anticipated that both Government and the Environment Agency will be reviewing their policies and guidance and we will reflect on our own when we have these outcomes. The motions tabled at today's meeting of Council will also require a comprehensive review to be undertaken that takes account of all related factors.

Supplementary Question

Thank you for the answer which sets out the national picture in respect of that. There are current RUDP policies relating to onsite flood management and the policy. My concern is a specific example in my ward which is in Crack Lane in Wilsden where the consequences of development remain a bit of a problem, shall we say, in terms of this issue. It is not just in the consequence of the wider flooding over the Christmas period. This has been a problem that pre-dates that, in other words, relates to that. So it is the extent to which issues like that are being adequately addressed in our current planning policies. If they are not then hopefully we will get an assurance that we will be able to pick those things up in any future development of planning policies with the district especially given public concerns about flooding.

Councillor Val Slater

We will obviously keep it under review. I think it is important. There was a new system called Sustainable Urban Drainage, SUDs, that was brought into consideration, I think probably about 18 months ago, although the timetable kept moving forwards and backwards and people are meant to look at mitigation when they are looking at planning applications. It was very interesting in the recent floods, the real problem that Leeds had in Kirkstall and I was advised Yorkshire Post rang them up and said we are doing a story about the flooding at your new station at Kirkstall Forge and the answer was "it is not flooded". "But we are doing a story, it is flooded, all Kirkstall is flooded." In actual fact that is a good example because as part of the planning possible flooding was taken into consideration and a channel was dug which worked and that station was not flooded. So there can be mitigation and that is one of the things that the developers and officers should be working on.

8. Councillor Jabar

Could the Portfolio Holder for Health and Social Care update me on the Troubled Families Programme, the targets achieved and the impact it has made on families?

Answer

Bradford's Families First -part of the Troubled Families programme and the impact of phase 1 are:-

- 93% of families (out of a total of 1,760 families) made significant improvements in their lives which included -
- 64% reduction in offending
- 37% reduction in anti social behaviour
- 78% reduction in unauthorised absence from school
- 17% made progress into training and preparation for work
- 16% entered work and came off benefits.

- In addition 78% of families have sustained these improvements over the life of the programme.

Phase 2 which started in April 2015 aims to identify and deliver interventions to 5,990 families by March 2020.

This phase will be measured against a locally agreed payment by results targets. Work is underway to deliver this demanding programme which is being mainstreamed by its inclusion in the Council's Children's Services 'Journey to Excellence' transition programme.

The September 2015 payment by results claim showed 21 families had made significant progress - 13 had moved into work and 9 families had met all the relevant outcomes linked to the Bradford's Families First outcome plan.

9. **Councillor Dunbar**

Can the Leader inform us of the implications for the District of the Local Government Financial Settlement?

Answer

As expected the Local Government Financial Settlement confirmed the direction of travel of further cash cuts to local government, most of these are front loaded onto the next couple of years. The presentation of local government finances in the settlement has once again been done in a way which makes comparisons and interpretation between different years very difficult.

The settlement itself only really provides details of two sources of funding for the Council – the Revenue Support Grant and the Top Up Grant for business rates. These figures show a reduction of £26m in 2016/17 for these two funding sources alone. This is roughly in line with the Council's own estimate of reductions in these grants.

In addition national announcements do not translate easily into the impact at local authority level so until further detail is released it is impossible to assess the actual impact on other sources of funding from central government.

For example the Education Services Grant has been cut by 11.5% or £750k.

Public Health Grant is to face further cuts nationally of 3.9% per annum in real terms over the next four years but the allocations to individual local authorities are still unknown. For Bradford the cut may be more or less than the national average. [If Bradford suffered the national average cut this equates to £1m p.a.]

An improved Better Care Fund has been announced but the distribution of this has still to be decided.

A consultation is to take place on the future working of the New Homes Bonus as there is a national saving of £800m to be achieved on this fund so that it can be redirected to social care. So any increase in Better Care Funding is being partly paid by a reduction in the New Homes Bonus. [Bradford is expected to receive £11m in New Homes Bonus in 2016/17.]

It is evident from the Government's calculations that it forecasts Councils to increase Council tax every year over the period of the Spending Review.

It was announced that Councils with social care responsibilities can raise Council Tax by up to 2% above the normal referendum limit of 1.99% but the money raised from this social care precept has to be spent on Adult Social Care. Nevertheless, the estimated cost pressures facing social care are more than double the £3.1m that could be raised in Bradford from this precept.

It has been widely announced that by the end of this parliament that local government will be able to retain 100% of business rates but this will come with new burdens. Those new burdens have not been set out. The position is further complicated by the 2017 revaluation of business rates which will mean the Top Up Grant will have to be reset. The impact of the revaluation is unknown.

Then we have additional announcements such as the Apprenticeship Levy which will cost the Council approximately £1m per annum. (Excluding schools who will be expected to foot their own bill)

Another big announcement was the offer of a four year settlement for local authorities that choose to take up the offer, providing they have an efficiency plan in place. The four year indicative figures are subject to changes in inflation, changes to functions and unforeseen events. It is very difficult therefore to know whether the offer has any real substance.

To sum up, the settlement confirmed on-going cuts to local government finance but it is still too early to assess the direct impact on Bradford Council's finances as many key funding sources still have no detail. At the moment there is nothing to suggest that our medium term financial planning is unsound in that core grant is being removed and new funding will be matched with new burdens.

Supplementary Question

Clearly this answer provides a very bleak picture. I just wondered if the Leader could comment on reports that Conservative MPs in Conservative controlled shire councils are lobbying government hard to reduce their proportion of the cuts and if this does happen what impact will it have on authorities like ours and other urban areas?

Councillor Green

It has been widely reported over the last few days that there is a threat of a rebellion by certain government MPs who feel that the shire and county councils have been disproportionately hit under the Comprehensive Spending Review. I have to say that when I heard that I was somewhat gobsmacked given the experience of the northern cities over the past few years where the cuts that we have had to face have been disproportionate and provable. I think that it is vitally important for Bradford given what we know is already coming even if the Comprehensive Spending Review stands as it is, the cuts that we are going to have to face, that we have a cross party campaign to make sure that our MPs and all our elected Members of whichever party are making representations to ensure that no further cuts are imposed on Bradford to the detriment of the people that we all represent and I would ask all party leaders here, particularly those with representatives in Parliament, to make sure that we start a fight back against what appears to be a concerted effort to take further money from Bradford and other cities in the north.

10. Councillor Martin Smith

Could the Portfolio Holder for Housing, Planning & Transportation provide details of the number homes allocated in the RUDP for development on sites subject to recent or historical flooding, or at serious risk of flooding?

Answer

Data is still coming in from householders affected by the Boxing Day floods, Council Officers and 3rd parties. Survey work is still ongoing to accurately map the full impact. In general terms the locations affected reflect the varying intensity of rainfall across the district and as a consequence future events could give an entirely different distribution. This aside, early analysis seems to suggest that the extent of river flooding was broadly concurrent with the Environment Agency's flood zone 3. In other areas water damage has been caused as a result of excessive surface water run off caused by the already saturated ground and in some cases asset failure.

Given the complexities and the fact that the data we have is still not complete it is too early to be able to fully analyse which remaining development sites identified in the Replacement Unitary Development Plan (RUDP) have been affected and to what extent. This aside, the RUDP is in the process of being replaced by a new Local Plan which will involve the need to identify new development allocations in line with the Core Strategy. To this end the Council will shortly be starting the process of consulting on the Site Allocations issues and options. From then on there will be a detailed process of site appraisal which will involve taking information from technical studies such as the latest Strategic Flood Risk Assessment (SFRA) as well as information provided by communities and from the various statutory undertakers before any decisions are taken on which will be the best most sustainable sites for new development, using the most up to date information and guidelines available. The full timescale for finalising the Local Plan will take at least 2 to 3 years.

Supplementary Question

Could you say when the Council's risk assessment document will include an item on flooding as this should be reviewed yearly and was not in the risk document at Corporate (Overview and) Scrutiny (Committee) before Christmas?

Councillor Green

The risk assessment document highlighted was written clearly before what happened on Boxing Day and whilst there are areas of this district that have always been subject to flooding and at threat of flooding in terms of, if you like, the district risk assessment it was not seen as high a risk for the district as those items that have been included. I think we will always review the risk register and given the outcome of the Boxing Day floods we will look at that again but it is a professional document but I have asked the Chief Executive as we prepare the next risk register to look at including the floods should it be seen as one of those top ten risks for the district.

11. Councillor Azam

Can the Leader provide a breakdown of the total business rates collected in each ward in the District?

Answer

This information is only available based on administrative areas. These are made up of Electoral Wards as they were in 1993 and any Parish Councils that exist. Although they do not match to the current Electoral Wards, many of them have similar boundaries. Work has recently been completed to report collection of Council Tax by the current Wards. The next phase of work is to do the same for Business Rates.

	Business Rates collected in 2014/15	% of total
University	£23,085,780	16.9%
Bowling	£12,210,641	8.9%
Undercliffe	£11,854,461	8.7%
Tong	£11,838,625	8.7%
Keighley South	£7,864,593	5.8%
Keighley North	£7,653,055	5.6%
Shiplay East	£6,040,194	4.4%
Wyke	£5,452,053	4.0%
Little Horton	£5,057,350	3.7%
Ilkley/Burley/Menston	£4,330,293	3.2%
Odsal	£3,943,682	2.9%
Eccleshill	£3,808,800	2.8%
Bradford Moor	£3,677,416	2.7%
Idle/Wrose	£3,351,777	2.5%
Great Horton	£3,061,998	2.2%
Bingley	£3,056,919	2.2%
Baildon	£2,509,416	1.8%
Queensbury/Clayton	£2,436,820	1.8%
Toller	£2,087,038	1.5%
Steeton	£1,578,777	1.2%
Shiplay West	£1,385,079	1.0%
Wibsey	£1,293,783	0.9%
Heaton	£1,092,052	0.8%
Silsden	£991,700	0.7%
Rombalds	£906,353	0.7%
Thornton	£835,519	0.6%
Keighley West	£772,770	0.6%
Wilsden/Bingley Rural	£744,684	0.5%
Bolton	£608,336	0.4%
Haworth	£480,367	0.4%
Wilsden	£365,718	0.3%
Clayton	£325,853	0.2%
Burley In Wharfedale	£324,377	0.2%
Wrose	£293,526	0.2%
Denholme	£268,832	0.2%
Menston	£262,129	0.2%
Addingham	£228,781	0.2%
Cullingworth	£217,842	0.2%
Keighley Bogthorn Exley & Oakworth	£191,438	0.1%
Oxenhope	£125,324	0.1%

Sandy Lane

£56,324

0.0%

TOTAL

£136,670,475

Supplementary Question

The former University Ward now known as the City Ward and three other Bradford wards contribute over 40% of all the business rates collected and over £20m more than the whole of Keighley and Shipley constituencies. Total business rates in Bradford East, South and West are six times higher than Shipley and Keighley. Does the Leader believe that business rates raised in those wards should be detained solely for the investment in those wards or does he think that this would be as classed as that idea that Council tax should be reinvested on the basis that areas that pay the most would get the most back?

Councillor Green

The bottom line is that if you want to have a society that works and that functions a system of taxation and redistribution is at the core of it. Just because your ward Councillor Azam happens to raise 17% of business rates does not mean that we will spend 17% of business rates in your ward. We will spend that money across the district where it is needed and where it is best for the people of this district. In the same way that we will spend Council tax from wherever it is collected where it will do the greatest good and those people that simply believe that the money raised should be spent where it is raised it is really saying it is every man and woman for themselves and devil take the hindmost. That is not an ideology that I will support, this is not an ideology that this Council will, I hope, support. We believe that those people who need help and assistance from the state should get help and assistance from the state wherever they live and those that can most afford to put into that assistance shall put in most. It is as simple as that.

12. Councillor Fear

To ask the Portfolio Holder for Environment, Sport and Sustainability - With the changes in bin collection and the associated encouragement for households to increase use of their recycling bins for the disposal of recyclable household waste, will the Council review the policy of only plastic bottles being the only plastic that can be recycled in these bins?

Answer

Currently the Council's policy on recycled plastic bottles includes all type of plastic bottles whether from the bathroom, bedroom or kitchen; shampoo bottles, all types of cleaning bottles including bottles with gun levers and all types of drink bottles but does exclude; yoghurt pots, carrier bags, plastic food trays, margarine/butter tubs and salad boxes. The reason this type of plastic is currently excluded is due to the grade of the plastic which has less well developed market outlets, and the level of contamination arising from such unwashed plastics. However, the procurement currently underway is looking at a longer term solution for the disposal of our residual waste which may include additional plastic types in recycling.

13. Councillor Khadim Hussain

What measures have previously been implemented to control the flow of and risk of flooding from surface water in the Devonshire Park, Spring Gardens Lane and Skipton Road area of Keighley?

Answer

As part of a European Interreg project in 2006 grassed areas within Devonshire Park were reprofiled to intercept overland flows from areas both within and above the park, some of which had large additional volumes of storage built in. Flows down the adjacent Mayfield Road were also intercepted into a trench trough system, both areas were connected into a watercourse in Spring Gardens Lane. These works have been successful in reducing the amount of runoff onto North Street and adjacent streets. As part of another European Interreg project we were able to undertake some investigation of areas in the Hollins Lane, Greenhead School and Cliffe Castle areas which were contributing to flooding on Skipton Road and the adjacent Arctic Street, however funding was not available to enable works to be carried out.

Monies have since been obtained for 2016/2017 to allow further analysis work to be done to enable a bid to be made for monies to carry out works.

Supplementary Question

Before I ask a supplementary can I through the Chief Executive thank the Council staff for the support they have provided in Keighley during the flooding and also I would like to thank my own portfolio holder who was there throughout the holiday so a big thank you for that. I appreciate the question is partly answered and it is reassuring that in 2016/17 there may be potential money coming into Keighley but my concern would be more immediate. In the short term what will be done to ensure that we do not have a repeat over Christmas?

Councillor Val Slater

Thank you Councillor Hussain. My colleague Councillor Ellis sits on the flood committees including something called the West Yorkshire Partnership and he tells me that a bid has already been put forward to deal with the particular issue that you highlight in this question. I think it is an absence of any drain at all coming down that particular road and we will be waiting to hear whether or not we are successful in getting that money. But in the short term Councillor Sunderland mentioned the flood resilience grant and that is the kind of thing that we can look at in the scheme to see if there is anything that can either be done with individual households or together as a community to stop future flooding. We do need it if we do not get the money from the Partnership or from the Yorkshire and Humber Flood and Coastal Committee or whichever one it has gone to.

14. Councillor Whiteley

The Government has awarded £30,000 to Bradford Council to support Burley in Wharfedale's Neighbourhood Plan. I understand that £20,000 has already been drawn down by this Council. Please can the Portfolio Holder for Housing, Planning & Transportation outline how this money has been spent or will be spent, to directly support the process in Burley in Wharfedale?

Answer

Councillor Whiteley is incorrect in her assertion that the Council has already drawn down £20,000 of the available government funding, in relation to the Burley in Wharfedale neighbourhood plan. In fact only £5,000 has been drawn down for this purpose to date.

The funding is by application at appropriate stages of the preparation process. For all areas, the basic level of funding is £30,000 per neighbourhood plan area. The first payment of £5,000 is made following designation of the neighbourhood area. The second payment of £5,000 will be made when the final pre-examination version of the neighbourhood plan is publicised by the local planning authority prior to examination. The

third payment of £20,000 will be made on successful completion of the neighbourhood planning examination. The purpose of the funding is to cover the additional burdens on local authorities as a result of the Localism Act 2011

The payments recognise the local planning authority officer time to provide advice and assistance to communities in taking forward their neighbourhood plans and costs for examinations and referendums. In this respect the first payment is linked to ongoing support being provided by the Council as a neighbourhood plan is being prepared. The second payment supports the consultation on the publication of the neighbourhood plan and the final payment covers the cost of the independent examination and cost of the referendum.

So far the first £5,000 has been drawn down following designation of the Burley in Wharfedale Neighbourhood Area and has been used to cover costs of providing staff support and advice. The remaining £25,000 will be applied for at the appropriate stage depending on the progress of the Burley Neighbourhood plan.

Supplementary Question

Thank you for the detailed answer. I will pass that to Burley & Wharfedale Parish Council. However I understand Bradford planners received a draft Burley & Wharfedale Neighbourhood Plan on 31 December with a request to complete the strategic environmental assessment section of the plan by Friday 29 January. The Freedom of Information Act and the Environmental Information Regulations state that a public authority must respond to request for information within 20 working days. Can I have an assurance that the strategic environmental assessment will be completed and returned to Burley Parish Council by the 29 January?

Councillor Val Slater

I was not aware of that. I am not quite sure whether it is the responsibility of the Council or whether it is the responsibility of the people doing the neighbourhood plan. I have been informed by officers that some of the work that has been done by the Parish Council isn't actually fulfilling all the requirements that is needed as part of the neighbourhood plan but if we have held things up then obviously I will sort it out and I will get officers to speak to whoever is doing the neighbourhood plan if it is actually their responsibility or job to do.

15. Councillor Shaheen

Could you give Members an update on the Council's response to the recent Government consultation on the inspection of supplementary schools?

Answer

Safeguarding children, in all types of settings, is a key priority for Bradford Council. Bradford has a strong history of engaging and supporting all of its community organisations to help them discharge effectively their responsibilities for safeguarding children; the Council and its partner agencies respond promptly to concerns about children's safety and welfare in whatever settings.

The key concern with the consultation document is that it seems to focus solely on supplementary out of school settings and is focussed on the Prevent strategy. Bradford Council believes that this document should essentially be about safeguarding and well being and should apply to all settings irrespective of their religion, cultural persuasion or whether they provide extra-curricular academic and non-academic activities. The Council

is supportive of registration irrespective of the time spent in the settings, proportionate regulation and appropriate intervention. We are fully supportive of regulation focussing on: safeguarding and promoting the welfare of children and young people; appointment of suitable staff; ensuring premises are safe; and that corporal punishment is not acceptable. However, we would prefer the focus on curriculum to have a more positive emphasis.

The regulatory and inspection responsibilities, however, should not sit with the Local Authority as this would be a key significant change in national education and childcare policy, whereby those responsibilities rest with external national agencies. The Council has a clear role in working with its partners and communities to provide appropriate development and support to all our organisations which is a key strength of the district of Bradford. Any new arrangements for registration, regulation, intervention and development support would require significant resources.

16. Councillor Khadim Hussain

There have been some recent national reports that some academy schools are turning down applications from pupils with special educational needs. Can the Portfolio Holder reassure us that this is not the case in Bradford District and will she undertake to write to the Regional Schools Commissioner to express the view that this is a practise that should not be allowed to take root here in any of our schools?

Answer

As part of the statutory assessment process and the development of an Education Health and Care Plan the local authority will seek parental preferences for school(s). As defined in the SEND 0-25 Code of Practice the local authority is then required to consult with those schools. Schools have to respond within 15 days and if they feel they are unable to meet a pupil's needs they are required to give reasons why this is the case. The LA would then review the reasons given and decide whether the school should be directed to admit the pupil.

If an academy wishes to appeal against a direction from the LA to admit a pupil they would have to appeal to the Secretary of State.

It should be noted that there have been no instances where academies in Bradford are turning down applications from pupils with SEN. If however this became an issue the Portfolio Holder is committed to raising it with the Regional Schools Commissioner.

17. Councillor Cooke

Does the Deputy Leader of the Council agree that where the Council's taxi licensing requirements reduce the resale value of the vehicles involved, the vehicle owners should be compensated?

Answer

No. The provision of hackney carriage and private hire services are businesses with the licensed vehicle being the business asset. Vehicles are required to meet specified construction and use, safety and signage criteria in order to be licensed and these evolve over time to ensure the vehicles remains safe and in accordance with agreed policy. All licensed vehicles are licensed 24 hours per day 7 days per week and may not be driven by a non licensed person. When purchasing a vehicle to be licensed the proprietor is fully aware that the vehicle will be subjected to very much higher than normal mileage and

associated wear and tear and these should be factored into the vehicle's depreciation. Taking into account all of the factors facing a licensed vehicle there are no licensing conditions which would significantly reduce the resale value and as such no question of compensation.

18. Councillor Jabar

With the proposed housing project North Side Road, can the Portfolio Holder tell me if any consideration has been given to the impact that this housing development will have on the already overflowing traffic. Whether or not there are steps that can be taken to mitigate the effects?

Answer

I can confirm that in common with all planning applications full consideration was given by Highways officers to the traffic impacts of this housing development site prior to it being considered by the planning panel.

I can also confirm that the predicted net impact on traffic volumes at this location was a negative one – that is there is predicted to be less traffic - when compared to the previous traffic volumes associated with the sites former industrial usage.

Therefore in accordance with planning legislation as there is no net increase in traffic associated with this housing development the Council is unable to require the developer to provide mitigation measures.

19. Councillor Shaheen

What support is available to support parents through the schools admissions process, particularly those parents who are not IT literate or have other literacy problems?

Answer

Parents are sent a comprehensive booklet regarding the process and a letter outlining how they apply online. They can also view an online video demonstrating how they apply online. Parents can make an appointment to visit the Admissions Team who can help them fill in the form and schools are also able to help parents to fill in forms and many schools can apply online on their behalf.

Sessions are held in primary schools for parents applying for secondary schools to help and advise them through the process and Admissions staff attend open evenings to help and advise parents on the process.

There have been press releases and a radio advert campaign for Reception admission this year and there are plans to roll out further opportunities for parents to be supported to apply online through schools and through the Admissions Team in future years. The Admissions Team work closely with the Communications Team to look at new opportunities to reach parents through different approaches and ensure that support is available to help them apply online and on time.

20. Councillor Fear

To ask the Portfolio Holder for Housing, Planning and Transport - How many decisions of the Planning Panels or the Regulatory and Appeals Committee to refuse planning permission have been challenged via public inquiry, appeal to the planning inspectorate

or judicial review in the last five years and how many times has the Council successfully defended its position?

Answer

Planning Panel Decisions with corresponding Appeals

Planning Panel	No of Appeal Decisions	Public Inquiry Total	Public Inquiry Allowed	Hearing Total	Hearing Allowed	Written Reps	Written Reps Allowed	Householder Total	Householder Allowed
2010/11	18	2	2	1	1	13	6	2	0
2011/12	9	0	0	2	1	4	0	3	0
2012/13	8	1	1	0	0	6	1	1	0
2013/14	11	1	0	0	0	8	6	2	1
2014/15	10	0	0	0	0	10	5	0	0
2015/16	9	0	0	0	0	8	5	1	1
Total	65	4	3	3	2	49	23	9	2

Regulatory & Appeals Decisions with corresponding appeals

Regulatory & Appeals	No of Appeal Decisions	Public Inquiry	Public Inquiry Allowed	Hearing Total	Hearing Allowed	Written Reps	Written Reps Allowed
2010/11	1	0	0	0	0	1	1
2011/12	1	0	0	0	0	1	1
2012/13	0	0	0	0	0	0	0
2013/14	3	1	1	0	0	2	1
2014/15	0	0	0	0	0	0	0
2015/16	4	1	1	1	1	2	2
Total	9	2	2	1	1	6	5

Decisions with Judicial review

Judicial Review Decisions	Judicial Review granted	Judicial Review Fails	Judicial review in progress
8	4	1	3

21. Councillor Miller

Can the Leader of the Council please provide the name and position of all members of the West Yorkshire Casualty Reduction Partnership?

Answer

The following are key members of the West Yorkshire Casualty Reduction Partnership:

- Simon D'Vali, Bradford (Chair)
- Zafar Iqbal, WYP (Programme Manager)
- Assistant Chief Constable Mark Milsom, WYP (Member)
- Elizabeth Twitchett, Kirklees (Member)
- Carl Sabine, Kirklees (Member and Maintenance lead)
- Paul Stephenson, Wakefield (Member)
- Paul Foster, Leeds (Member)
- Graham Fisher (Finance)
- Peter Stubbs, Calderdale (Member)

In addition to these key members there are approximately 30 additional members of ancillary staff.

Supplementary Question

Leader thank you for this answer. Perhaps you can explain to me what key members mean? Does this mean there are other attendees that are not key but additionally I have searched for minutes for this representative body that has no Councillors on. Just trying to find out what their budget is because obviously someone has got to sign it off so who actually holds the budget and who signs it off?

Councillor Val Slater

I do not know the answer to that but I will find out but I suspect seeing as it is a partnership with the police and one of the Assistant Chief Constables is on there and as I explained at the last Council meeting the money to fund it comes out of the fines that people get when they are caught speeding and they go on the speed awareness courses which are run by the police and administered by Kirklees so I guess that it is probably the police but I will follow it up and let you know.

22. Councillor Dunbar

Bearing in mind the cultural significance the Brontës play in the district in what ways can the Council support the Bicentenary of Charlotte's birth, especially in Thornton, where the story of the Brontës really began?

Answer

2016 is a very exciting year for Haworth & Bronte Country as it sees the first of the bicentenaries of the births of each of the Bronte siblings. Charlotte in 2016, Branwell in 2017, Emily in 2018 and Anne in 2020. In 2019, it will be the 200th anniversary of Patrick accepting his invitation to take up his post at Haworth Parsonage. The Brontë Society unveiled some of its plans for this year's bicentenary of the birth of Charlotte Brontë at a special event at her birthplace in Thornton. They are to launch a website for Brontë200, highlighting the Society's five year programme of events celebrating the bicentenaries of the Brontë siblings.

The Brontës have made Haworth famous and it attracts many overseas visitors from Japan, the USA, Canada and Europe, It's expected that these events will attract many more visitors to Haworth and the wider district. Visit Bradford will promote all events and activities associated with this bicentenary on visitbradford.com and via social media, including Face book and twitter. It's also mentioned in the 2016 Bradford & District Visitor Guide, which has a print run of 20,000 and is also downloadable on www.visitbradford.com

Supplementary Question

I just wondered if the Portfolio Holder could acknowledge the success and significance of Thornton & Allerton's Michael Stewart played in the Brontë Stones Project in the recent Arts Council funding success for the Bradford Literature Festival?

Councillor Hinchcliffe

I am really pleased that Michael Stewart has managed to get that funding through. He has tried before and not got it through and this time as part of a larger bid we are very pleased to see that. Worth noting Bradford Literature Festival has just got £450,000, I

think it is from the Arts Council, to run projects so we are really pleased with their success. Fantastic. Thank you.

23. Councillor Farley

Can the Leader provide us with the following information:

- Council investment in services, facilities and infrastructure in Keighley and Ilkley and their surrounding areas over the last five years including investment secured through third parties such as the lottery, WYCA etc;
- Any further investment that is currently proposed;
- The services and facilities the Council provides in those areas;
- Any other initiatives that have or are being undertaken by the Council either alone or in partnership to support Keighley's local services, community and economy?

Answer

It is not possible to provide a fully comprehensive and itemised picture of all Council investment, spending and provision in Keighley and Ilkley because of its size and scope and the difficulties in breaking service expenditure down to this geographic level.

However Keighley and Ilkley benefit from the full range of Council services available to everyone who needs them in the Bradford District. For example, much of the Council's net budget goes on child protection, children in care, looking after vulnerable adults with multiple disabilities and enabling the elderly to live independent lives in their own homes. This support is not offered by the Council based on where you live. If you need the support, no matter where you live you get the support.

Much of the remaining budget is spent on universal services used by everyone wherever they live such as refuse collection, recycling, street cleaning and highways maintenance or on services like planning or drainage that are available to everyone as and when they need them.

The Council continues to maintain facilities, services and support specific to Keighley and Shipley including:-

- 3 libraries and 1 community managed library.
- 2 indoor pools and 1 outdoor swimming pool.
- Keighley Leisure Centre, Marley activity and coaching centre.
- 9 of the District's 36 parks, 37 recreation grounds, 23 play areas, 7 skate/BMX parks, 37 rugby and football pitches, 11 bowling greens, 3 multi activity communal areas, 2 cricket pitches and 10 tennis courts.
- 8 Cemeteries / crematoria.
- Advice and support to all of the maintained schools and school governors in the Keighley and Ilkley area.
- 4 directly managed Children's Centres with services also provided at a further 3 locations.
- 6 Youth & community centres with youth services also delivered from another 7 locations. Youth work staff also provide services in Schools, support Tier 1 NEET young people, vulnerable young people, young people with disabilities and other specialist work with young people across a wide variety of locations.
- 8 Wardens, 20 street cleansing staff, 19 cleansing vehicles.
- Cliffe Castle museum, 2 visitor information centres and 4 public halls.

- Keighley Market.
- Public toilets in Haworth and Ilkley.
- Management of significant areas of woodland across the area.
- Area office and ward officers helping to support local communities.

The Council has also provided funding to encourage visitors and tourism to the district's town and city centres through the Bradford Visitor Fund. Events such as the Ilkley Summer Festival and the Ilkley Film festival have taken place in recent years and have been supported by funding from the Council. In addition, the Council also set aside some funding from the Visitor Fund to support activities in the area related to the Tour de France in 2014.

The recent successful ballot to establish a Business Improvement District in Keighley means that over £1.4m will be raised through a business rate levy to support a range of activity to promote and strengthen the economy of the town centre.

Other recent investment and support includes:

- Keighley Town Heritage improvement programme.
- £2.9m investment since 2011 in skills and employment through Skills for Work and Work Choice; 274 job starts through Council funded schemes and 43 apprenticeships through the ATA and the Hub.
- Significant £7m investment to improve traffic congestion at Hard Ings Lane, Keighley and ongoing work to address town centre congestion.
- £370,000 refurbishment of Cliffe Castle Museum.
- Investment in new boilers at Keighley Pool.
- Support to develop the Keighley Business Improvement District.
- £600,000 work on Haworth Main Street.
- Refurbishment of Silsden Town Hall
- Capital investment in Victoria Hall, Keighley and King's Hall Ilkley.
- An Industrial Centre of Excellence developing the skills of young people to meet the needs of local employers.
- Helping to bring the Tour De France to Keighley, Haworth, Silsden, Ilkley and Addingham.
- Investment in various schools including the expansion of primary school places at Ingrow and Victoria Schools.
- Affordable homes programme in Ilkley.
- Investment in the Clockhouse respite centre and Meadowlea Community Home, Ilkley.
- Capital work at Nell Bank Outdoor Centre.

Planned and proposed measures include:

- Proposed new extra care housing for older and vulnerable adults at the former Bronte School site in Keighley and the construction of 26 affordable homes at Braithwaite Road.
- Over £300,000 Council contribution to secure the £4.5m overhaul of Cliffe Castle Park and buildings.
- The Council is involved in the construction of a community hub providing a one stop shop for health, DWP, Police and Council services to the public.
- Holden Park Multi Use Community Area and associated footpaths - £110,000 of Yorventure funding

- Improvements at Holden Park, East Morton Rec, Cross Roads Park and a £100,000 Play Area development scheme working with local community groups in Braithwaite.
- In terms of businesses in the area, the Council is introducing a new scheme to support businesses who move in to empty properties or a listed building by reducing the amount of rates they will pay for a period of time.

The Government's ongoing policy of subjecting local authority funding to massive and unsustainable funding cuts will affect all parts of the District including Keighley and Ilkley. The Council will however continue to work with local people, partners and business to do what it can to address the current and future needs of both towns.

24. Councillor Martin Smith

Can the Leader of the Council please provide a list detailing the number of staff involved in West Yorkshire Combined Authority (WYCA) operations, on what projects and the timescale of the various pieces of work upon which this time is used?

Answer

Cross council records matching officer involvement against the overall amount of WYCA related work areas are not kept as WYCA (and Local Enterprise Partnership) work is part and parcel of the way that key strategic, investment, delivery, monitoring and reporting work is undertaken.

Approximately 43 staff, in the Department of Regeneration, ranging from Senior Management through to technical specialists, are engaged in supporting various elements of Combined Authority related work including member and senior management support, transport strategy, investment planning, project development, strategic economic development, housing and planning, skills and employment.

The City Solicitor has advised that in addition to those 43 officers advice from the Legal Department is provided as and when required to Council officers dealing with WYCA matters.

Project / Operations Role	Timescale
<i>WY+TF Officer Steering Group</i>	<i>Ongoing</i>
<i>Bradford Station Gateways Project Board</i>	<i>2014-2021</i>
<i>TPAG Officer representative</i>	<i>Ongoing</i>
<i>WY+TF Forster Square Station Improvement</i>	<i>2014-2021</i>
<i>WY+TF Tong Street</i>	<i>2014-2019</i>
<i>WY+TF Hard Ings Road</i>	<i>2014-2019</i>
<i>WY+TF Harrogate Road / New Line junction</i>	<i>2014-2018</i>
<i>WY+TF Bradford to Shipley Corridor Improvements</i>	<i>2014-2020</i>
<i>WY+TF Peer Review Panel Member</i>	<i>Ongoing</i>
<i>WY+TF Officer Steering Group</i>	<i>Ongoing</i>
<i>WY+TF Forster Square Station Improvement</i>	<i>2014-2021</i>
<i>WY+TF Tong Street</i>	<i>2014-2021</i>
<i>WY+TF Tong Street</i>	<i>2014-2021</i>

Project / Operations Role	Timescale
WY+TF Hard Ings Road	2014-2018
WY+TF Tong Street	2014-2021
WY+TF Tong Street WY+TF Harrogate Road / New Line Junction	2014-2021
WY+TF Hard Ings Road	
WY+TF Tong Street	2014-2021
WY+TF Tong Street WY+TF Harrogate Road / New Line Junction	2014-2021 2014-2018 2014-2018
WY+TF Hard Ings Road	
WY+TF Tong Street	2014-2021
WY+TF Forster Square Station Improvement	2014-2021 2014-2018
WY+TF Hard Ings Road	
WY+TF Forster Square Station Improvement	2014-2021
WY+TF Forster Square Station Improvement	2014-2021
WY+TF Forster Square Station Improvement	2014-2021
WY+TF Harrogate Road / New Line Junction	2014-2018 2014-2018
WY+TF Hard Ings Road	
WY+TF Harrogate Road / New Line Junction	2014-2018 2014-2018
WY+TF Hard Ings Road	
WY+TF Harrogate Road / New Line Junction	2014-2018 2014-2018
WY+TF Hard Ings Road	
WY+TF Harrogate Road / New Line Junction	2014-2018
WY+TF Harrogate Road / New Line Junction	2014-2018 2014-2018
WY+TF Hard Ings Road	
WY+TF Harrogate Road / New Line Junction	2014-2018
WY+TF Harrogate Road / New Line Junction	2014-2018
WY+TF Hard Ings Road	2014-2018
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WY+TF Hard Ings Road	2014-2018
WY+TF Hard Ings Road	2014-2018

<i>Project / Operations Role</i>	<i>Timescale</i>
<i>WY+TF Hard Ings Road</i>	<i>2014-2018</i>
<i>Directors of Development</i>	<i>Ongoing</i>
<i>Economic Development Officers Group</i>	<i>Ongoing</i>
<i>Member and Senior Management support</i>	<i>Ongoing</i>
<i>Inward Investment Officers Group</i>	<i>Ongoing</i>
<i>City Region Technical Assistance Group</i>	<i>Ongoing</i>
<i>One, City Park project development</i>	<i>Ongoing</i>
<i>Canal Road Corridor project development</i>	<i>Ongoing</i>
<i>Enterprise Zone project development</i>	<i>Ongoing</i>
<i>SME Growth Manager (50% funded by WYCA)</i>	<i>Ongoing</i>
<i>SME Growth Manager (50% funded by WYCA)</i>	<i>Ongoing</i>
<i>LCR/HCA Joint Board</i>	<i>Ongoing</i>
<i>LCR Executive Officers Group (Housing)</i>	<i>Ongoing</i>
<i>LCR Green Economy Officers Group</i>	<i>Ongoing</i>
<i>LCR Housing</i>	<i>Ongoing</i>

Supplementary Question

Thank you for the answer but could we be advised of the cost of our officers' commitment to West Yorkshire Joint Authority relative to housing, transport and planning because we do believe that there is a lack of governance here on us Members knowing exactly what is going on with the West Yorkshire Joint Authority.

Councillor Green

I am not sure that we keep an hours sheet. We do not get people to clock in and out in that sense. This is part of people's day jobs when we are looking at trying to secure investment into the Bradford district and linking up that investment with investment in other parts of the Combined Authority. If we have not got officers and/or Members in the room then we have got no voice and we have got no influence so as far as I am concerned it is part of the officer day job, it is not part of something totally different. In terms of knowing what is going on in the Combined Authority I would point out that the minutes are published, that your group has representation or your party has representation on all the committees and your group has representation on certainly the transport committee and I believe as an alternate on the full Combined Authority and therefore will get all the papers and paperwork. I do take it that as we move towards possibly a devolution one of the key things that we have got to do is to make sure how we communicate with district councillors from whatever we have got in the West Yorkshire or Leeds City Region area and I think that is something that any constituent authority has really got to take on board and make sure that we feedback. The important thing though is that each group, even if we do not, who has got representation also has a duty to feedback to their own Members as well as each Member being able to get information through the Combined Authority and we are looking at that.

25. Councillor Dunbar

A report released by Government in December 2015 on the cruel bedroom tax revealed that people were cutting back on food and heating their homes as well as going into debt to find the extra rent. How many people in Bradford are currently affected by the Bedroom Tax?

Answer

There are currently 2,712 households who have had a reduction in their Housing Benefits entitlement due to the Social Sector Size Criteria; 2,230 of whom are classed as having 1 bedroom too many for their needs and 482 are classed as having 2 or more bedrooms for their needs.

When the size criteria was introduced in April 2013, there were 3,564 Bradford households who had their Housing Benefits entitlement reduced.

The Council is using the Discretionary Hardship Scheme to help those families most affected by the reductions. In the full year 2014/15, £400,000 was awarded to households affected by the change. Whilst this is helpful, it is only a small amount of the total benefit lost, which was c£2m in that same year

26. Councillor Shaheen

Some parents and pupils are not getting offered a place at any of their five preferred Secondary Schools. Can the portfolio holder tell us what the Council is doing to ensure that as many people as possible get a place at one of their five preferred schools?

Answer

All Councillors receive casework from constituents whose children have not been allocated their school of choice. This is obviously distressing for parents. However looking at the overall figures, on the offer day 1st March 2015 95% of parents received 1 of their 5 preferences, 91% received one of their top 3. However there is still work to do to make sure parents understand the process and therefore avoid the potential distress. For example, 400 applications were received after the deadline and, therefore, places were allocated for these based on the remaining places available. 20% of applicants only preferred one school and, therefore, limited their chances.

The Council has created in excess of 8000 extra places at primary level over the last five years and is currently planning for expansion at secondary level where extra places will be required within the next three years. The Council has recently launched a new strategy for school improvement to enable schools to support each other more effectively and to increase the popularity of all secondary schools. In addition the school admission team is providing information online and in leaflets and booklets to give details of individual school admission policies and for previous years the actual number of applications made for each school to give parents/carers an idea of how popular a school is and whether they are likely to be oversubscribed. The school admissions team is also providing information to parents/carers at secondary school open evening to encourage parents/carers to make informed preferences and to make full use of the five preferences they have before the deadline for school places of 31st October each year.

27. Councillor Miller

Could the Leader of the Council confirm the number, cost and locations of any senior management away days, along with details of who attended?

Answer

During the last 12 months, a total of seven Corporate Management Team development sessions have taken place. All of these sessions, full day (five sessions) or half day (two sessions), have been held within Bradford District, either at Council offices, or at the offices of our Partners, and have not incurred room hire charges. Facilitation and development costs have been incurred totalling £14,579.48. Facilitation for some of these sessions has been provided by Greengage Consulting Ltd.

Greengage specialises in the development of senior leadership teams across the public sector. Their clients include Oldham, Calderdale and Cheshire East Councils and Calderdale and Huddersfield NHS Foundation Trust.

With the exception of two sessions in December 2015 which also included the Assistant Directors of the Council (a total of 22 attendees) and the Future Leaders programme applicants (104 attendees) each session has been attended by between 8-10 members of CMT.

The sessions with CMT have focused on developing the strategic leadership and management capability of the Senior Leadership team following the arrival of the new Chief Executive in August 2015.

Supplementary Question

Thank you Leader. A very good use of Council taxpayers' money and obviously I will look forward to the strategic leadership that is happening. Maybe you can keep us informed.

Councillor Green

Sarcasm was always one of your great traits Councillor Miller. If you have got anything positive to add or to ask I will be more than happy to answer otherwise I shall treat it with the contempt that it deserves.

28. Councillor Dunbar

Considering the wealth of local music talent in Bradford would the development of a designated music strategy to support local artists and venues be supported?

Answer

The Council has provided a range of opportunities for local musicians to showcase their talents through festivals and events including Bradford Festival. Our Music and Arts Service through the Music Education Hub working with partners also provides opportunities for post 18 students mainly in rock and pop although this is not linked to any funding received. We are happy to support the development of a designated music strategy for the district but this would have resource implications, both staff and funding, to make it happen. The Music Education Hub regularly post any musical offers available to musicians right across the district on their website www.bradfordmusiconline.co.uk

The coming together of like minded musicians, venues and music providers wishing to develop a music strategy for the district is positively encouraged with the Council providing advice but sadly without resource the Council could not take the lead on developing one.

29. Councillor Nicola Pollard

To ask the Portfolio Holder for Health and Social Care - Is the true cost of care really £13 per hour (p/h)? Can the Portfolio Holder provide a breakdown of the figures to show how the Council arrived at this amount which is 50p above the previous 'estimate'. Can he also confirm that the assessment was carried out by an independent third party and engaged a range of providers as recommended in government guidelines?

Answer

The Council is currently working with providers to prepare a service specification for the delivery of domiciliary care, which will in turn lead to a procurement exercise to secure a framework contract with the sector into the future. The process of preparing this specification includes detailed analysis of the cost of care including the implications of the new living wage rate. The work being undertaken with the sector involves the collection of provider costs to inform decisions in respect of the cost of care and in turn how the Council will support residents to be able to buy the support from a quality, sustainable and innovative market place.

The £12.50 rate which previously applied was set following work by an external consultant engaged by the Council and was based upon research and benchmarking work. Following consultation with individual providers, during which certain issues such as "lost" travel time between attendances were discussed, the advice of the consultant was accepted and the hourly rate set at £12.50 although the Council retained the discretion (subject to management approval) to pay more if the circumstances of a particular case required it.

The additional 50p increase to the £13 p/h the Council currently pays to providers of domiciliary care rate was set by the Interim Strategic Director and applies until this process is complete. This followed a series of meetings and discussions with providers and also representatives of the Bradford Care Association. This rate was set at a higher rate than previously applied to reflect the statutory increase in the National Minimum Wage which came into effect on 1 October 2015 and inflation. A detailed breakdown cannot be provided at this time because the setting of the £13p/h temporary has been the subject of a legal dispute.

30. Councillor Dunbar

Would the Leader acknowledge and support junior doctors in our district and across the country in their struggles against a government offer of a contract that does not provide sufficient safeguards for them and their patients either now or in the future?

Answer

I support efforts to maximise patient safety and the quality of care which should be at the heart of any measures to change or reform health services. I am not convinced that the contract on offer to junior doctors, with its inherent requirement for them to work excessively long hours or be spread more thinly across 7 days, will secure either of these priorities. If there are to be 24/7 services over and above those already provided then these need to be properly funded so that we have more doctors instead of risking patient safety by adding more pressure to junior doctors who are already working flat out.

The Government needs to listen to the concerns that are being raised and work with doctors to negotiate a solution.

31. Councillor Davies

Can the Portfolio Holder for Education, Skills and Culture detail how the comprehensive study on the teaching of Maths, commissioned by Bradford Primary Improvement Partnership (BPIP), has been used to improve the teaching of Maths across the district?

Answer

Every BPIP school and other interested bodies received a copy of the booklet produced from this research study. Schools involved in the project delivered a workshop for a group of “requires improvement” schools as well as workshops in their own schools for practitioners to learn from their best practice.

Two of the schools involved also delivered a workshop at the Head teachers’ conference in September 2014. Lapage offered school to school support to 3 schools where maths was an area needing improvement. The three schools’ maths results improved in 2015 (from 68% in 2014 to 94% in one school, from 75% to 80% in another and from 70% to 86% in the third one). Maths workshops were also delivered for NQTs during 2014-15 using the best practice from one of the schools involved in the research.

32. Councillor Dunbar

What plans do the Council have to celebrate Lesbian, Gay, Bisexual and Transgender (LGBT) History month in February?

Answer

The Council's Community Engagement team works closely with the Equity Partnership to deliver a range of activities throughout the year for the LGBT community. Unfortunately due to limited capacity within the partnership it is not possible to create a programme of activities for LGBT History Month and the Partnership is concentrating its efforts by contributing to other events within the district such as Incommunities awareness session (Free to be) around supporting social care needs of older LGBT tenants and the LGB Network who are providing an information stall at an event hosted by Bradford College.

Supplementary Question

I just want to ask the Portfolio Holder if he could provide a breakdown by Council Directorate at a later time of the support given to the LGBT community in Bradford?

Councillor Green

We can certainly breakdown that specific if that is what you are asking and we will see if we can get you that information. I think also though you have got to be careful in doing that because there will also be some more generic budget that will touch if you like several specific communities but we will get you the information we can.

33. Councillor Martin Smith

Could the Portfolio Holder for Housing, Planning & Transportation confirm the number of brownfield sites available for homes and industrial/commercial uses and how many of these homes are included in the Core Strategy, objective assessment of housing need?

Answer

In line with Government guidance, the Council has produced a Strategic Housing Land Availability Assessment (SHLAA) which assesses the extent, nature and geographical spread of sites which are potentially deliverable in the short term (within the next 5 years) or developable in the medium to long term. The total supply of

plots on deliverable or developable brownfield sites amounts to 15,190 dwellings. A further 5263 dwellings could be developed on mixed sites (part green field part brown field). The total capacity of brownfield and mixed sites represents just under 50% of the 42,100 new homes needed district wide over the period to 2030.

In terms of employment land there are currently 45 available sites incorporating 96.22 hectares of land allocated in the RUDP for employment purposes. Of these, 27 are brownfield sites and constitute 31.57 hectares. 18 sites are greenfield incorporating 64.65 hectares.

The Core Strategy Objective Assessment of need has nothing to do with land supply and is not determined in light of it - it is an assessment of how many new homes will be needed to meet the district's population over the period to 2030 carried out in a manner compliant with the Government's National Planning Practice Guidance and taking into account household and demographic projections, and economic and housing market trends and signals.

34. Councillor Swallow

Can the Portfolio Holder comment upon steps being taken to build on the progress made in Bradford with the crisis care concordat, and advise how many patients are required to be placed out side of Bradford in the last 12 months as compared to the review 12 months ago?

Answer

The Crisis Care Concordat multi Agency partnership continues to drive and lead improvement to mental health services across the region. The Bradford and Airedale partnership and action plan has been highlighted nationally as good practice. A summary of the progress made since last year is:

1. The First Response Crisis Service is now set up and operational. It is now 24 hours and all ages.
2. We have successfully applied to be part of a mental health West Yorkshire urgent care vanguard with NHS England. Priorities are : A and E liaison; suicide prevention; crisis support; a reduction in out of area placements etc
3. The BMDC Approved Mental Health Professional duty service is integrated with First Response as are LA mental health social care service and joint working with the Emergency Duty Team.
4. The Intensive Home Treatment service has been redesigned as an alternative to acute care.
5. The Psychiatric Liaison service has been expanded including a social worker and linked to First Response. We are now looking to expand it to a 24 hour service as part of the Vanguard bid.
6. An LA/NHS police hub project has been set up with the Police and Crime commissioner to support vulnerable people coming to the attention of the police.
7. Criminal Justice Nurses are now part of First Response and in the police custody area. In addition we are intending to link all criminal justice services together to improve services.
8. We have a partnership with housing so that a housing worker is part of First Response and we are working with providers on people who are hard to place or at risk of eviction due to MH issues.
9. We are developing a multi agency children's crisis care concordat that will link to 'Future in Mind and a crisis care pathway for children and young people.

10. We have set up a very successful 'Sanctuary' project with MIND and are working on a 'safe space cafe' as an alternative to A and E.
11. Our health based places of safety have been redesigned.

There have been no out of area placements for people needing non specialist acute beds for 5 months. Use of S136 MHA is down. Number of MH service users using A and E is down. Number of MH service users in police custody is down. Satisfaction of the police with MH services is up.

We will continue to develop and progress this agenda over 2016.

35. Councillor Cooke

Can the Leader of the Council confirm whether staff with administration access to the Council's social media accounts are provided with training in their use, how are the accounts monitored and is there published guidance for staff on the appropriate use of these accounts?

Answer

Training for staff

All staff with administration access to the Council's corporate social media accounts - Twitter (@bradfordmdc) and Facebook (/bradfordmdc) – have received appropriate training in the use of those accounts.

There are a number of social media accounts administered and managed by individual departments and services for their own more specific audiences. Some are very well managed with large numbers of followers; others are used infrequently and have a very small number of followers.

The Public Affairs and Communications Service does not have the capacity or resources to routinely train staff in other services to set up or use their social media accounts, although advice and support is provided if requested. All employees who manage a Council social media account are encouraged to take part in the Digital Communications Working Group, which is a focus for spreading peer training in social media skills across the Council.

The Digital Communications Working Group meets monthly and is run by an officer from Public Affairs and Communications. The group is also a forum for exchanging new ideas and best practice, disseminating guidance, and sharing information about relevant developments in digital communications.

Monitoring accounts

@bradfordmdc and /bradfordmdc are monitored and used daily for posts and re-tweets relating to Council or related partner information, and responding to enquiries as appropriate. This is carried out on a rota basis by Public Affairs and Communications Service staff, in association with Contact Centre staff who deal with customer service enquiries/issues.

Staff setting up new social media accounts are required to get them authorised by their Assistant Director and register them with the Public Affairs and Communications Service. The Public Affairs and Communications Service does not have the resources to actively monitor all service managed accounts on a regular basis, nor would that necessarily be

desirable. However Public Affairs and Communications does carry out periodic audits of all Council social media accounts to check they are being maintained.

Published guidance for staff

There is published guidance for staff available on the Council's corporate intranet:

- Social Media Protocols
- Best Practice Guidelines for Managing a Social Media Site
- Social Media Response Guidelines.

Supplementary Question

Thank you for the answer. However given that Council has got over 50 active Facebook and Twitter accounts plus accounts on other social media and plus a set of blogs and so on, does the Leader agree that there is now, I will not use the word proliferation because as people know I am quite in favour of these things, is there not still a risk that without proper guidance and training and an insistence on the proprieties being observed these accounts for whatever reason could be misused deliberately or accidentally and can you assure me that steps will be taken to make sure that that risk is minimised if not completely eliminated?

Councillor Green

I was tempted to tweet you an answer. I understand what you are saying but I also think that we have to trust the officers to be professional. We do try and provide as much training and support to the individuals providing that account and we have to remember that our communications team has like the rest of the Council taken hits over the years and therefore we do not have the resources we used to have to really keep on top of everything. The interesting thing is that the concerns that have been raised with me about any accounts, and they have not been massive, they have been about language and grammar mainly rather than content have been raised by elected Members because we tend to follow them all and I think most officers are aware of that and therefore are not going to do anything barking mad. I accept what you are saying and we will continue to try and monitor and train and make sure that we keep it as high a standard as possible.

36. Councillor Martin Smith

Could the Portfolio Holder for Housing, Planning & Transportation confirm the number of redundant residential accommodation units over what are now lock up shops and whether there are any grants available for refurbishing these many properties into lettable homes?

Answer

The Revenues and Benefits system holds data regarding empty domestic properties in the district; however the type of domestic property is not identified within the system. Therefore we have no record of whether the empty dwelling is situated above a shop.

However, all owners of residential properties, including flats that have been empty for a 12 month period receive a letter offering advice and assistance from the Empty Homes and Loans Team.

An Empty Property Loan (EPL) is available for individuals who own a property that has been empty for more than six months (long term empty) and works are required to bring it back into use. The loan is an equity release product and is secured as a legal charge against the empty property. The maximum loan term is five years. The amount borrowed can range from £2,000 - £30,000. A condition of the loan is that the property is occupied as a home or sold within 6 months.

Where an owner of a long term empty property is not eligible for the Council's Empty Property Loan (because they do not have enough equity in the property) they may be eligible for Empty Property Assistance.

Supplementary Question

Could we be advised of when the EPL was last publicised or presented to those properties vacant over six months as listed on the Council tax lists?

Councillor Val Slater

I will get back to you on that.

37. Councillor Jeanette Sunderland

What consideration will the Leader give to vet suppliers to the Council to ensure that the Council does not do business with suppliers who have committed tax avoidance?

Answer

Where an offence has been committed by a supplier and may reasonably be regarded as impacting on the ability of that supplier to deliver the contract in question, the Council can, and does, disqualify such suppliers from a Council tender processes.

However, whilst it may be unsavoury, tax avoidance – the minimisation of tax within the law – is not an offence. Legally, therefore, the Council would not be justified in excluding a bidder from a Council tender process on the basis that it believed it was guilty of tax avoidance.

Practically, the Council has over 10,000 suppliers and does not have either the powers or the resources to investigate their tax affairs – that is the role of HMRC. But even HMRC cannot prosecute for tax avoidance; only for tax evasion

38. Councillor Cooke

Could the Portfolio Holder for Housing, Planning & Transportation, inform colleagues of any representations that the Council has made to seek an appeal decision, following the public inquiry in June 2015, into the refusal of housing development at land adjacent to Haworth Road and Turf Lane, Cullingworth?

Answer

The case officer for this appeal has made numerous calls/emails to the Planning Inspectorate chasing progress for this appeal but unfortunately the Inspectorate has been unable to indicate when the appeal decision will be made citing illness for the Inspector who attended the Appeal Hearing in June 2015. The Planning Inspectorate has indicated recently that a decision is now imminent although clearly the Inspectorate will not meet their 22 week target for determination of this type of appeal.

Supplementary Question

Can I thank you for the answer and thank the officers for their efforts in seeking to get a resolution to this? I have written to Members of Parliament and the Minister and tried to have some communication with the planning inspectorate. This inquiry took place in June last year and since then although we know the reason why the planning inspectorate has dragged its feet and dragged its feet which is not in the interests of residents, it is not in the interests of the housing association who made the application and perhaps the

Portfolio Holder would like to join us in putting some pressure on PIns to get their finger out and either reconvene the inquiry or issue a decision.

Councillor Val Slater

I would Councillor Cooke but I need to apologise to you because this is not the most up to date answer. I noticed a revision came in and it has not been printed and I understand a decision has been released by the Planning Inspector. Unfortunately I cannot remember what it was but I will get that information to you as soon as possible but it was amended to say “we have been told it is here”.

39. Councillor Nicola Pollard

To ask the Portfolio Holder how many days of NHS bed capacity have been lost because of problems with social care packages each month for the last three years?

Answer

The Total number of delayed days Social Care has been wholly responsible for in the last 2 years is 2,004. The ‘Acute’ figure in the main relates to Airedale and BRI hospitals, the ‘non-Acute’ generally refers to mental health beds. In 2014/15 there was an error in the reporting of the non-acute figure, that is it being overstated. The figures for 2015/16 are not yet confirmed and therefore not included in the table below.

	Apr-13	May-13	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	TOTAL
Acute	0	1	0	0	3	0	0	0	0	0	0	0	4
Non Acute	180	103	85	116	212	55	66	187	84	143	41	86	1358
	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Total
Acute	0	0	15	0	0	0	0	0	12	0	1	0	28
Non Acute	87	74	39	54	45	78	48	53	1	68	57	10	614

Report of the Chief Executive to the meeting of Executive to be held on 01 December 2015.

AK

Subject:

Review of the Senior Management Structure - Departments of Adult and Community Services and Public Health.

Summary statement:

This Report sets out a proposal for changes to the Council's senior management structure in the Departments of Adult and Community Services and Public Health.

It is proposed to create a post of Strategic Director, Health and Wellbeing.

Executive is asked to approve the proposed change to the structure together with the grade for the affected post.

It is anticipated that there will be additional proposals to change the Council's senior management structure brought to future Executive meetings.

Kersten England
Chief Executive

Portfolio:

Corporate

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Phone: (01274) 432002
E-mail: kersten.England@bradford.gov.uk

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 This Report sets out a proposal for changes to the Council's senior management structure in the Departments of Adult and Community Services and Public Health.
- 1.2 It is proposed to create a post of Strategic Director, Health and Wellbeing. It is anticipated that there will be additional proposals to change the Council's senior management structure brought to future Executive meetings.
- 1.3 Executive is asked to consider and agree the proposed change to the structure together with the grade for the affected post.

2. BACKGROUND

- 2.1 The last major restructure of senior management arrangements for the Council took place in 2012. There were further amendments to the senior management structure agreed by Executive in February 2015, arising from the Council's budget decisions 2014/15 and again on 3 November 2015 to address the number of temporary/vacant posts at senior officer level.
- 2.2 Formal consultation with the Trade Unions in relation to the creation of a Strategic Director, Health and Wellbeing was held on 3 November 2015 and appropriate consultation has been undertaken with the individuals affected.

3 OTHER CONSIDERATIONS

Rationale for the proposal

- 3.1. Demand for services are rising due to an ageing population with more complex needs. This is generating a challenge nationally around the delivery and integration of health and social care as conventional services are becoming increasingly unaffordable.
- 3.2 It is recognised nationally that health and social care systems are currently insufficiently integrated and people aren't receiving appropriate care in a timely manner.
- 3.3 In order to further address these challenges and drive internal integration and wider system transformation, at pace, with health partners, sustained strong leadership and strategic thinking on this agenda for the Bradford District continues to be critical.
- 3.4 It is proposed therefore to create a post of Strategic Director, Health and Wellbeing, to further improve on the work already achieved across the District.

4 THE SPECIFIC PROPOSAL

4.1 Department of Health and Wellbeing

Strategic Director - Health and Wellbeing

The post of Strategic Director, Adult and Community Services is currently vacant and the role is being undertaken on an interim basis. This provides a timely opportunity to review the post(s) required at a senior level to further transform and integrate health and social care for the Bradford District.

It is proposed that a post of Strategic Director, Health and Wellbeing is created.

If approved, recruitment would begin immediately and it is hoped that our preferred candidate would be in post, at the earliest, April 2016. In accordance with Article 4 of the Council's Constitution, the Officer Employment Procedure Rules and the Council's Pay Policy Statement 2015/16, approval from Full Council would be sought in advance of an offer being made.

The post of Strategic Director, Health and Wellbeing would replace the current post on the structure of Strategic Director - Adult and Community Services and, as such, would be the statutory Director of Adult Social Services (the designated DASS).

It is further proposed that a reconfiguration of responsibilities takes place to group appropriate functions within this new Department of Health and Wellbeing, in that the Department of Public Health is moved, in its entirety, into the new Department of Health and Wellbeing.

Whilst having an oversight of the portfolio of responsibilities within the Department of Health and Wellbeing it is proposed that a particular objective of the Strategic Director- Health and Wellbeing will be to lead and support the continued shift towards preventative and integrated work between health and social care which focusing on wellness and thus diminishing the need for treatment of illness and disease.

Director of Public Health

It is proposed that the Department of Public Health is moved, in its entirety, into the new Department of Health and Wellbeing with the post of Director of Public Health retaining the same primary and statutory responsibilities. For line management and strategic coordination purposes it is proposed that the Director of Public Health will report to the Strategic Director- Health and Wellbeing. A direct reporting relationship to the Chief Executive in respect of statutory responsibilities will be maintained and the Director of Public Health will continue to form part of the Corporate Management Team.

Please see Appendix 1 for the current senior management structure and Appendix 2 for the proposed revised senior management structure.

4.2 Other Considerations

In proposing this specific configuration of responsibility the creation of a post of Strategic Director for People Services was considered. In the light of the sustained, intense and complex pressures on the Department of Children's Services, it would be inadvisable to propose to merge these functions at the present time.

The option to create a shared, jointly funded Strategic Director level post with health partners was also considered. It is acknowledged that this may be desirable in the future but given the likelihood of a period of reorganisation and change within the health sector this would be premature at the current time.

4.3 Grade for the revised role

A new Job Profile has been produced for the post of Strategic Director - Health and Wellbeing (designated DASS), with the role being benchmarked against the existing role of Strategic Director- Children's Services which is graded on Strategic Director 1 in accordance with the Council's Pay Policy Statement 2015/16 set out in Appendix 3.

In accordance with Section 4 of the Pay Policy Statement 2015/16, the post of Strategic Director - Health and Wellbeing is graded on Strategic Director 1, which is a salary level of £130,181-£136,480, and would be appointed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. Other aspects of the remuneration are set out in Appendix A of the Pay Policy Statement.

5 COMMUNICATION AND CONSULTATION

5.1 Trade Union Consultation.

The recognised Trade Unions for JNC Chief Officers are Unison and GMB.

A consultation meeting with the Trade Unions on this proposal was held on 3 November 2015.

Consultation with the Trade Unions was in relation to:

- the rationale for the proposal and the consequent amendments to the existing structure.
- the proposed grade in line with the Council's Pay Policy Statement 2015/2016.

The Trade Unions provided feedback on the proposal and confirmed that they agreed with the principles outlined in the rationale and the need to implement the limited change in order to deliver the wider agenda. The Trade Unions also agreed with the proposal to benchmark the role of Strategic Director - Health and Wellbeing against that of Strategic Director - Children's Services.

6 FINANCIAL AND RESOURCE APPRAISAL

- 6.1 The financial implications are modelled on a comparison of the current structure and current remuneration arrangements to the cost of the proposed amended structure as set out in Appendices 1 and 2.
- 6.2 The cost of the current structure of 26 posts, following the decision of Executive on 3 November 2015, (including the Director of the West Yorkshire Pension Fund) at the midpoint is £3.2m. The cost of the proposed amended structure of 26 posts is estimated to increase by £26,000 but the overall cost of the structure will still be £3.2m at the midpoint of the grade. There have been savings of over £1.1m in the senior management structure since 2010.
- 6.3 As a result of the Council introducing the current level of living wage, the 'pay multiple', which is the difference between the highest paid salary and the average median salary (excluding employees in maintained schools) and which is detailed in section 6 of the Council's Pay Policy Statement should narrow. This will be reflected in the Pay Policy Statement when it is reviewed by Full Council in March 2016.
- 6.4 In accordance with Section 4 of the Pay Policy Statement the post of Strategic Director- Health and Wellbeing is graded on a Strategic Director 1, which is a salary level of £130,181 - £136,480 and would be appointed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. Other aspects of the remuneration are set out in Appendix A of the Pay Policy Statement (Appendix 3 of this Report) subject to Full Council approving the salary package (see section 8.4 below).
- 6.5 If the proposal is agreed by Executive, a procurement process via Yortender will be undertaken to appoint a search and selection consultant to assist with the recruitment to this post subject to Full Council approving the salary package (see section 8.4 below). It is estimated that the cost of this consultancy will be in the region of £18,000. Depending on the recruitment process agreed, additional costs may be factored in.

7 RISK MANAGEMENT AND GOVERNANCE ISSUES

- 7.1 The Council is operating in a period of significant change and financial risks. It is necessary to align the Council's resources to the Council's priorities in order to ensure that the Council repositions itself to meet the challenges ahead, and this proposed amendment to the senior management structure is part of this process.

8 LEGAL APPRAISAL

- 8.1 Section 112 of the Local Government Act 1972 allows the Council to appoint such officers as it thinks necessary for the proper discharge by the Authority of its duties. Such officers shall hold office on such reasonable terms and conditions as the Council thinks fit.

- 8.2 The Localism Act 2011 introduced a requirement for Local Authorities to produce and publish a Pay Policy Statement for each financial year beginning 2012/2013. The Pay Policy Statement 2015/16 is attached at Appendix 3. The Statement details the levels and elements of remuneration of each Chief Officer.
- 8.3 Pursuant to the Local Authority Social Services Act 1970, the Council shall appoint a Director of Adult Social Services. It is proposed that the post of Strategic Director- Health and Wellbeing is the designated Director of Adult Social Services (DASS) and that the post shall include all the DASS statutory responsibilities. The Director of Public Health is also a statutory appointment pursuant to the Health and Social Care Act 2012. Both positions are statutory chief officer posts under section 2 Local Government and Housing Act 1989.
- 8.4 In accordance with Article 4 of the Council's Constitution, the Officer Employment Procedure Rules and the Council's Pay Policy Statement 2015/16, Full Council must approve a proposed salary package of £100,000 per annum or more before it is offered in respect of a new appointment. This provision will apply to the proposed appointment of the Strategic Director- Health and Wellbeing

9 OTHER IMPLICATIONS

Equality and Diversity

- 9.1 There is no requirement to undertake an initial Equality Impact Assessment in relation to these proposals.
- 9.2 The implementation of these proposals, if agreed, and the subsequent appointment to posts will be undertaken in accordance with the Council's Equal Rights Employment Policies.

10 Other implications

There are no sustainability, greenhouse gas emission impacts, community safety, Human Rights Act, ward and Area Action Plan implications.

11 NOT FOR PUBLICATION DOCUMENTS

None.

12. OPTIONS

To approve or otherwise the proposed recommendations in this Report.

13 RECOMMENDATIONS

- 13.1 The proposed amendment to the Senior Management Structure as set out in Appendix 2 be approved.

13.2 The proposed grade for the post of Strategic Director – Health and Wellbeing as set out in section 4.3 be approved subject to the proposed salary package being approved by Full Council before it is offered in respect of a new appointment.

13.3 That subject to any final consultation required, the Chief Executive be authorised to move to the next stage to implement the proposed amendment to the Senior Management Structure and make arrangements for recruitment to the post of Strategic Director - Health and Wellbeing.

14 **Appendices**

Appendix 1 – Current Senior Management Structure

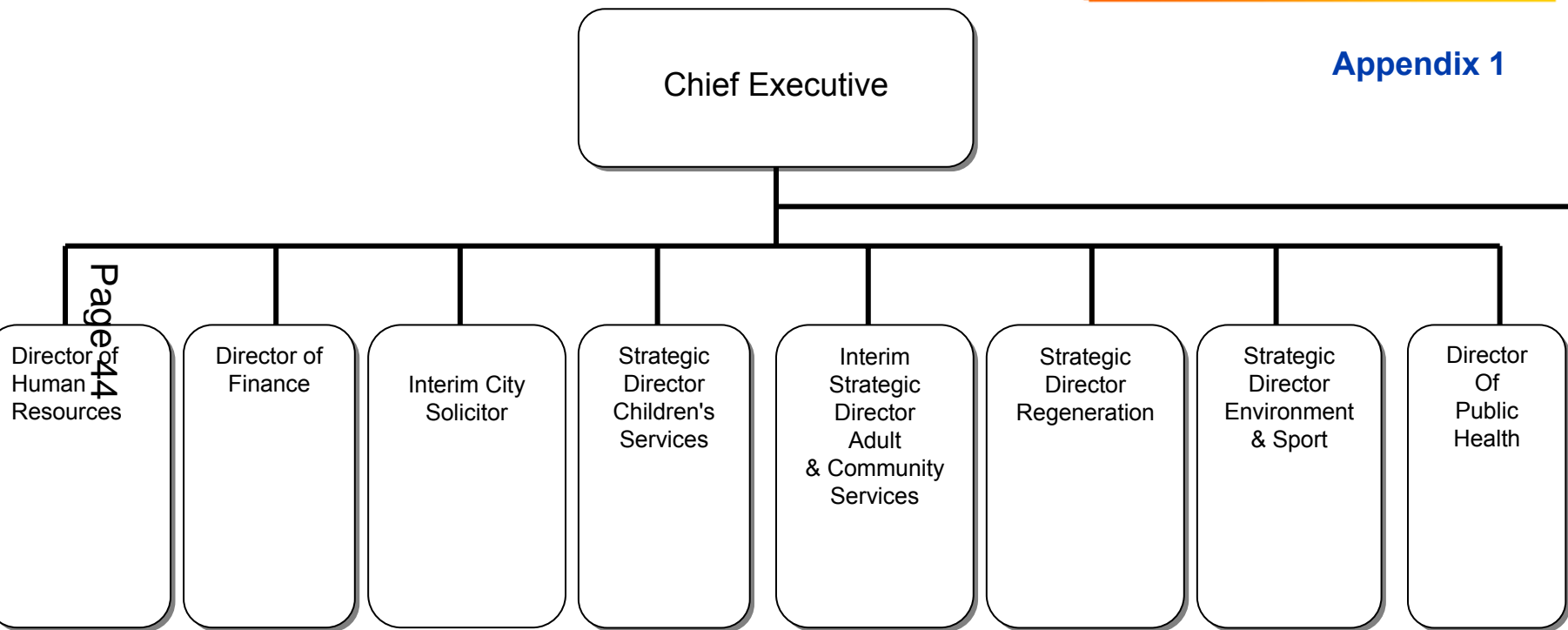
Appendix 2 – Proposed amendment to the Senior Management Structure

Appendix 3 - The Council's Pay Policy Statement- 2015/16

15 **Background documents**

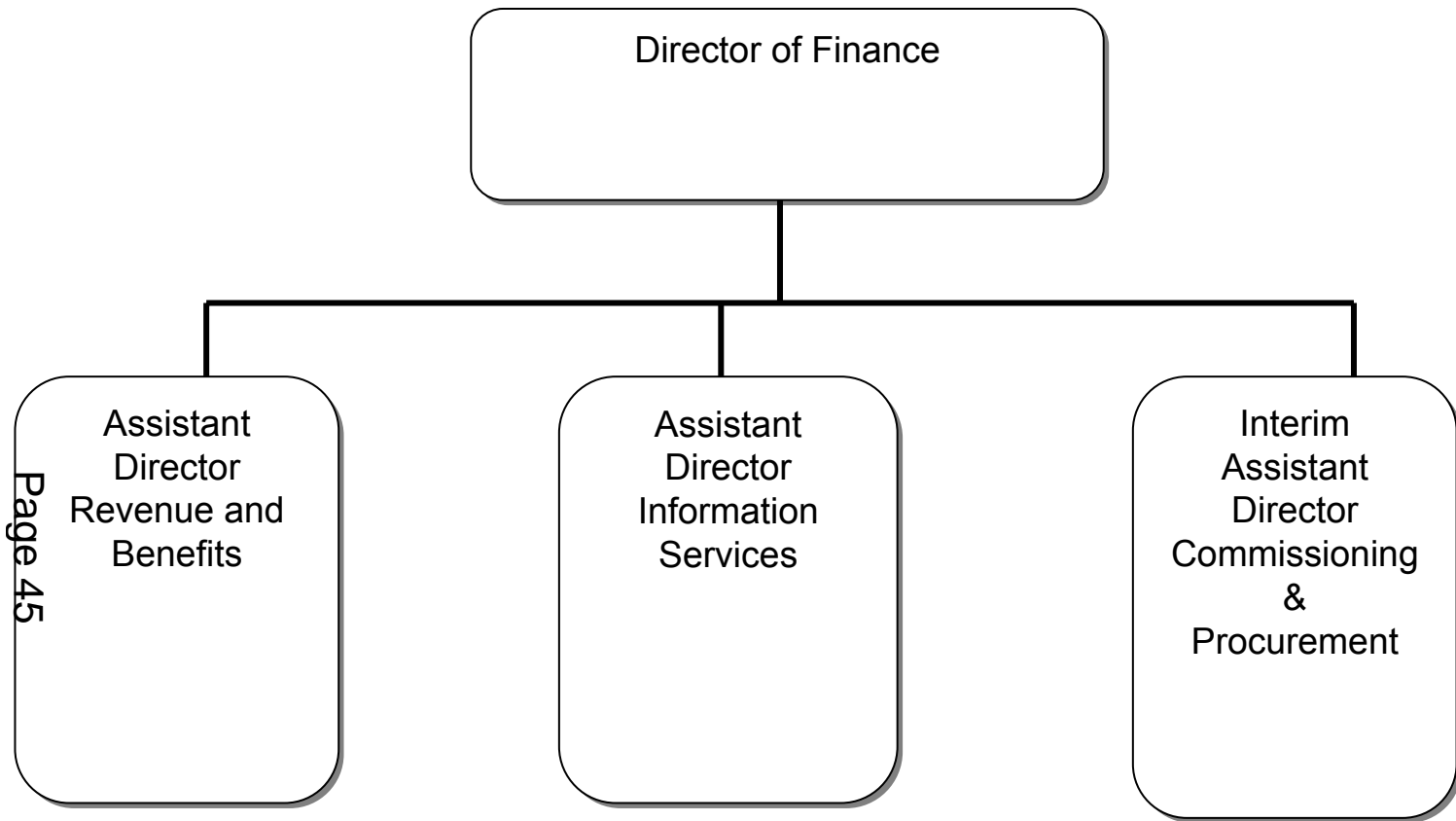
Job Profile

Benchmarking data.



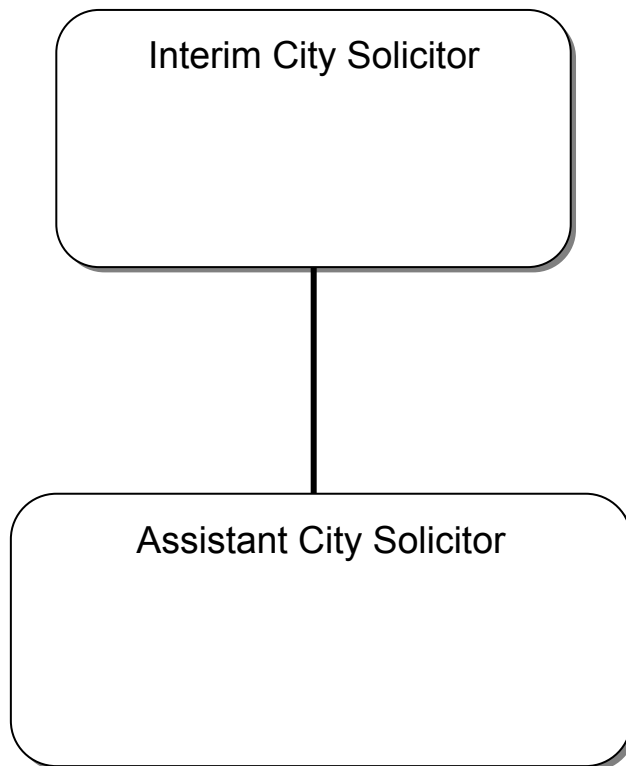
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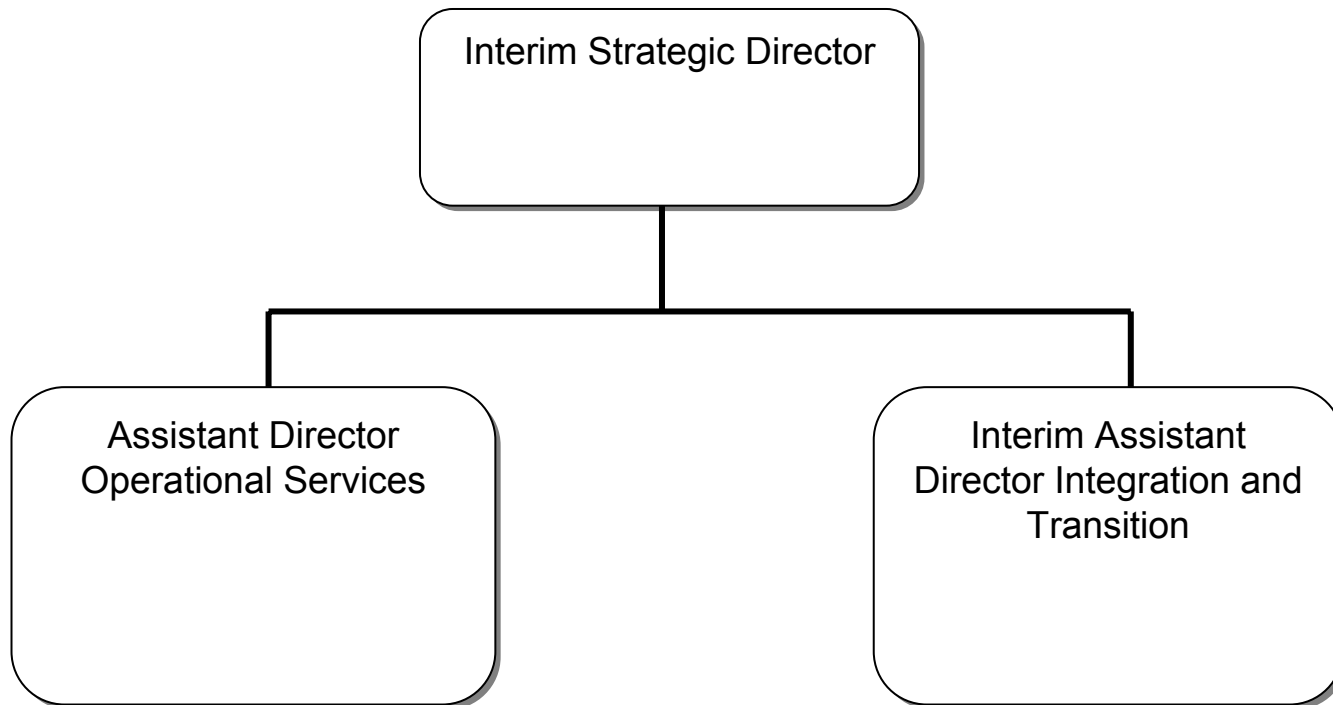


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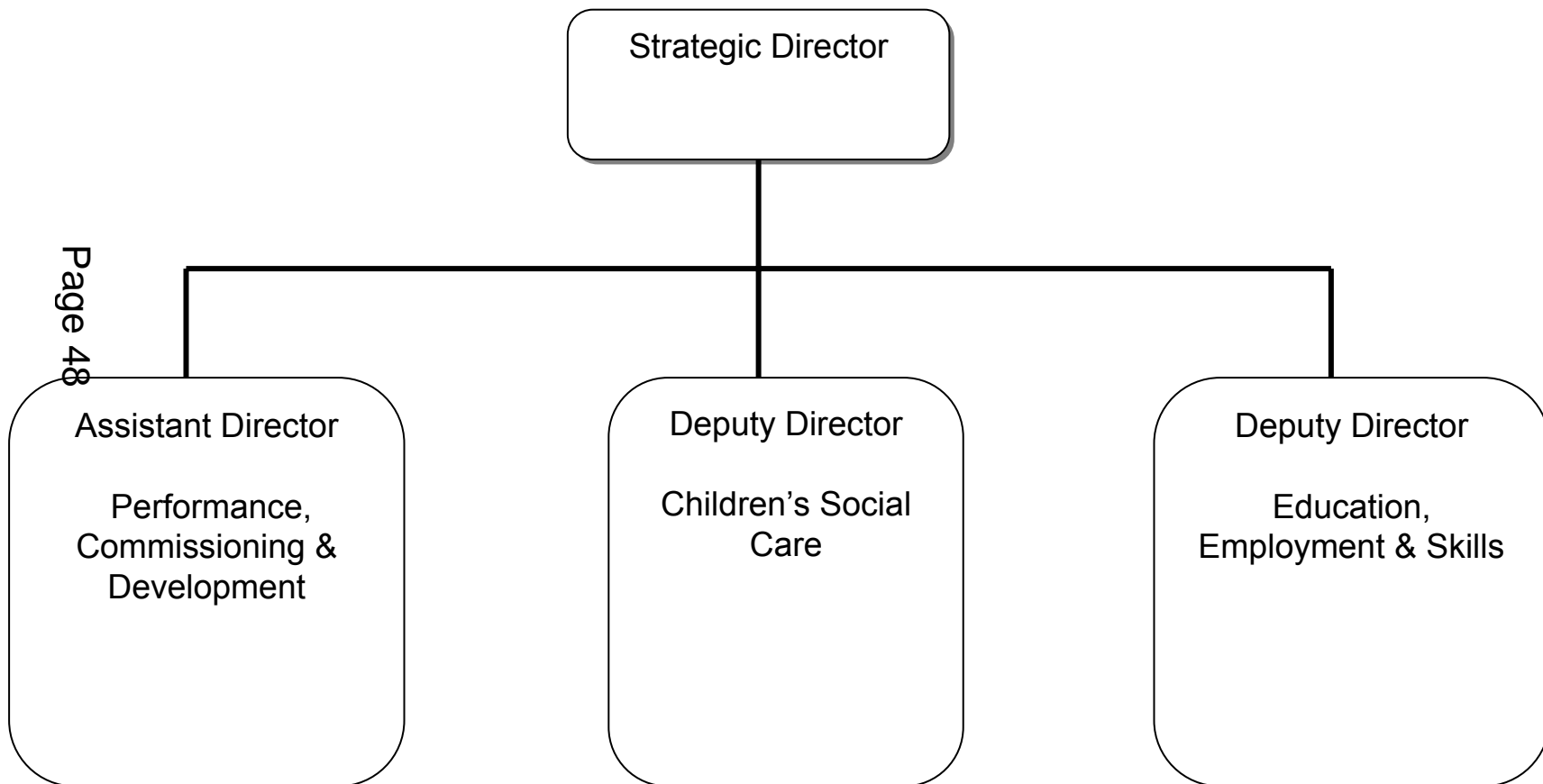
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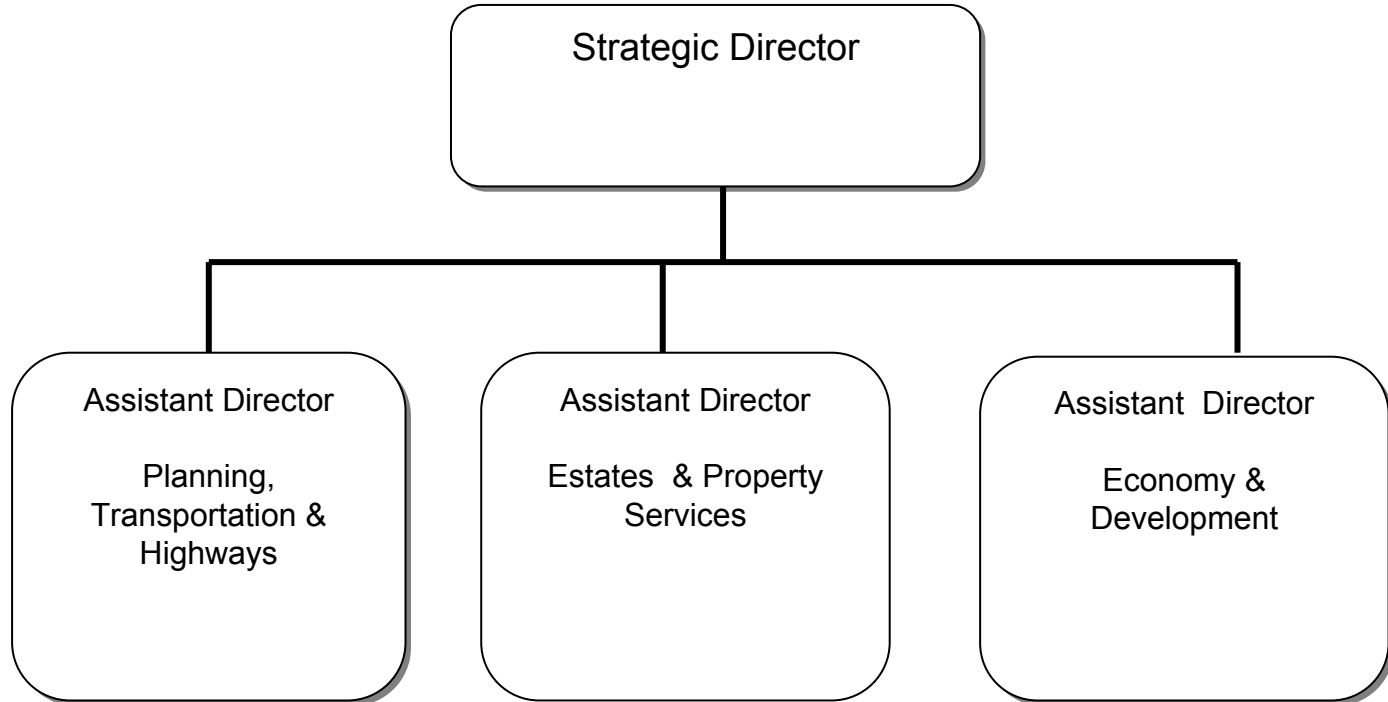
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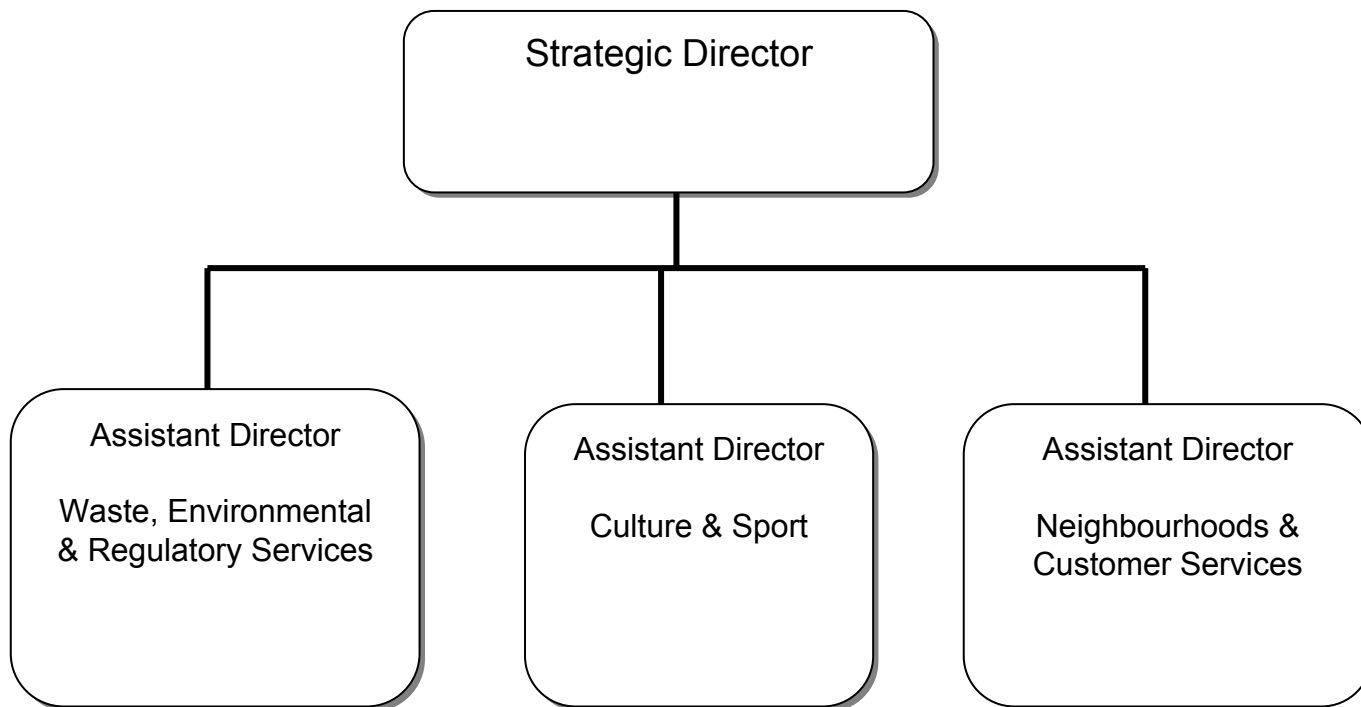
DEPARTMENT OF ADULT & COMMUNITY SERVICES



DEPARTMENT OF CHILDREN'S SERVICES



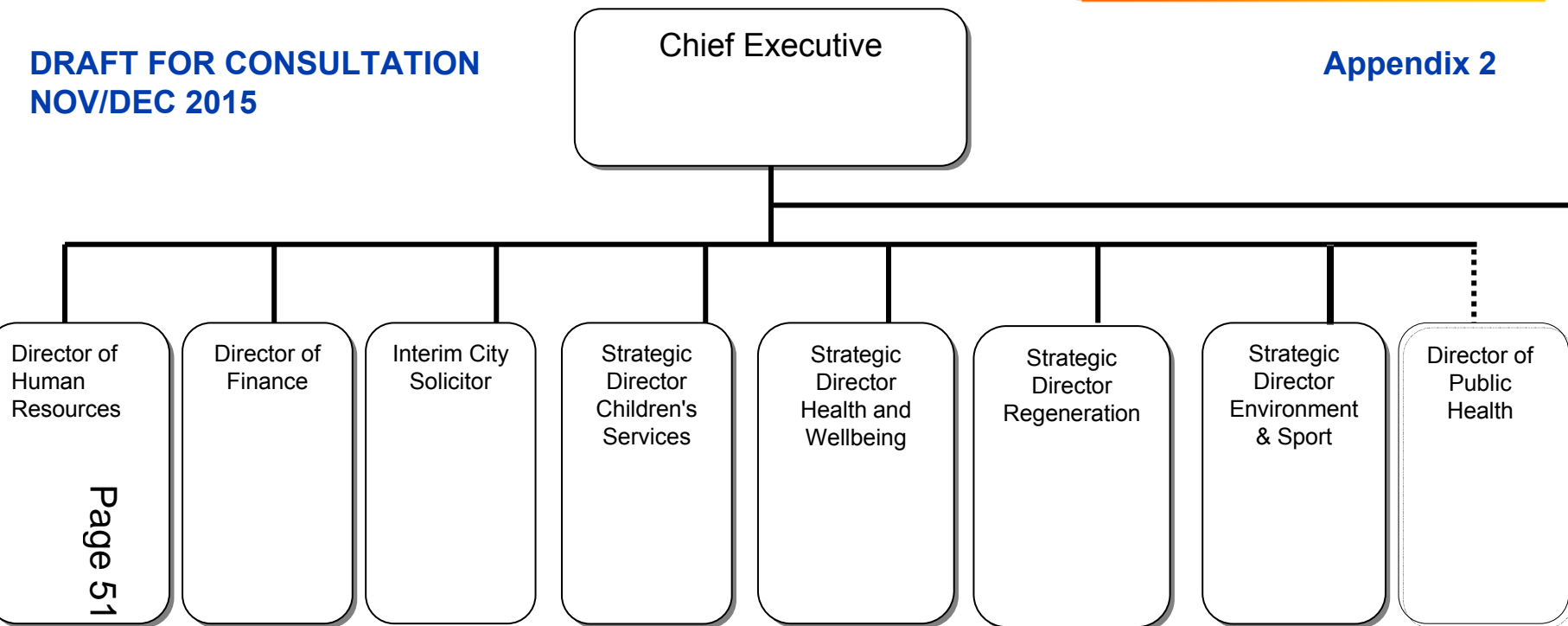
DEPARTMENT OF REGENERATION



DEPARTMENT OF ENVIRONMENT & SPORT

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Appendix 2



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CORPORATE MANAGEMENT TEAM



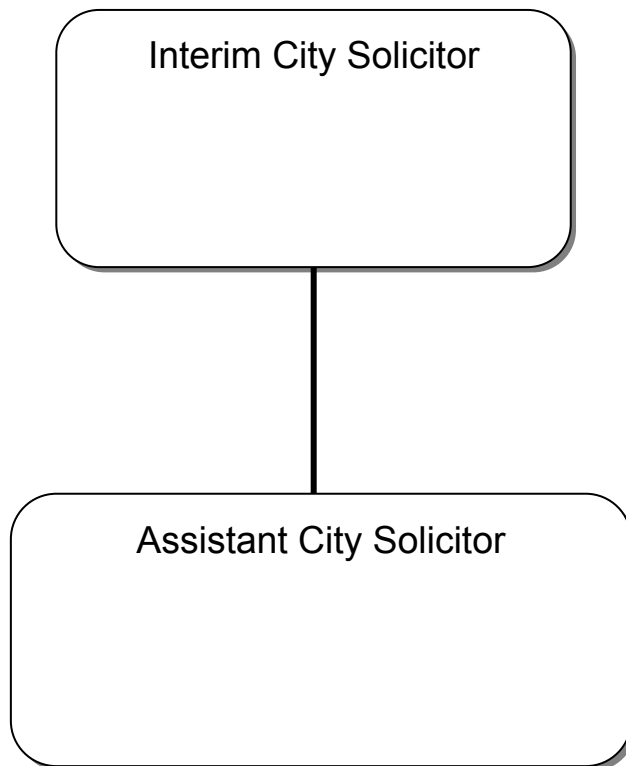
Director of Finance

Assistant
Director
Revenue and
Benefits

Assistant
Director
Information
Services

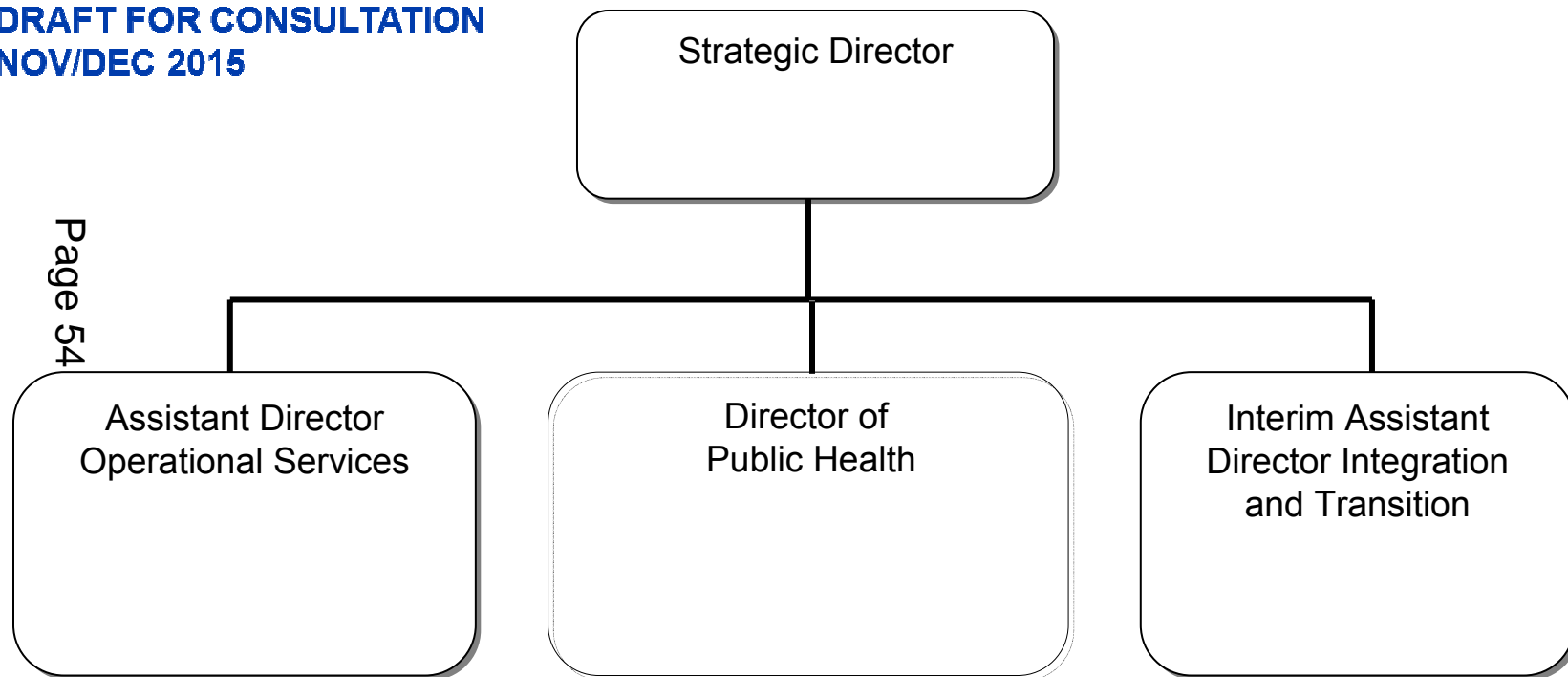
Interim
Assistant
Director
Commissioning
&
Procurement

DEPARTMENT OF FINANCE

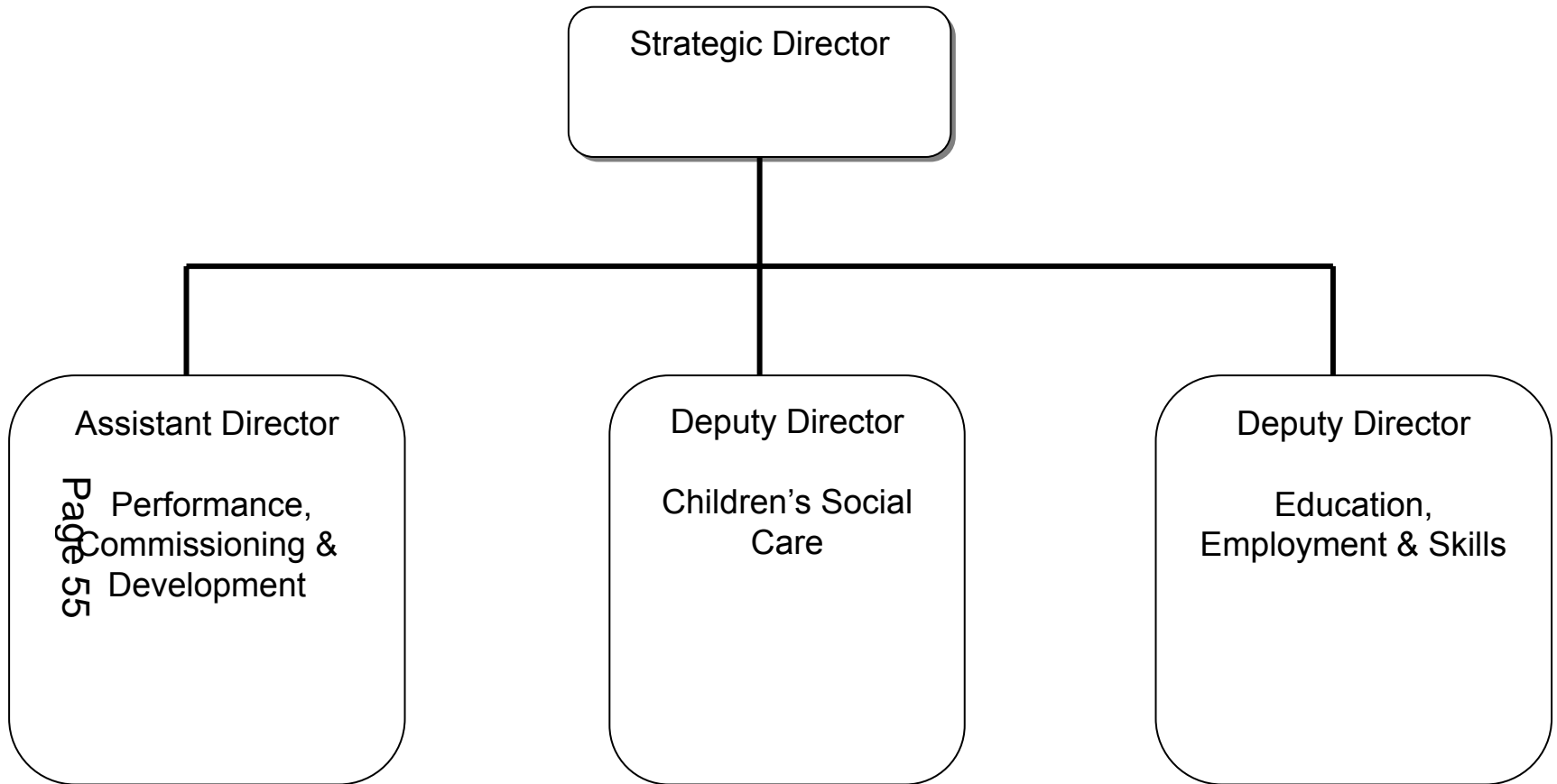


**DRAFT FOR CONSULTATION
NOV/DEC 2015**

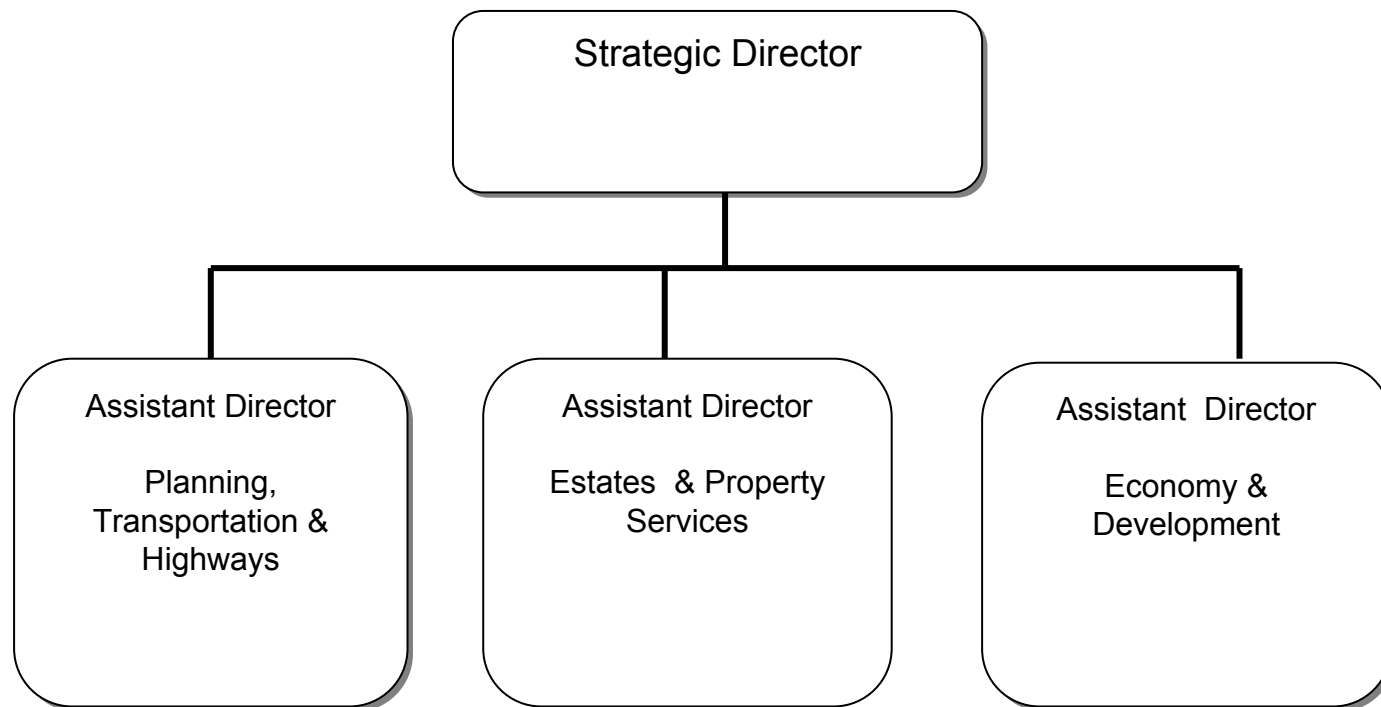
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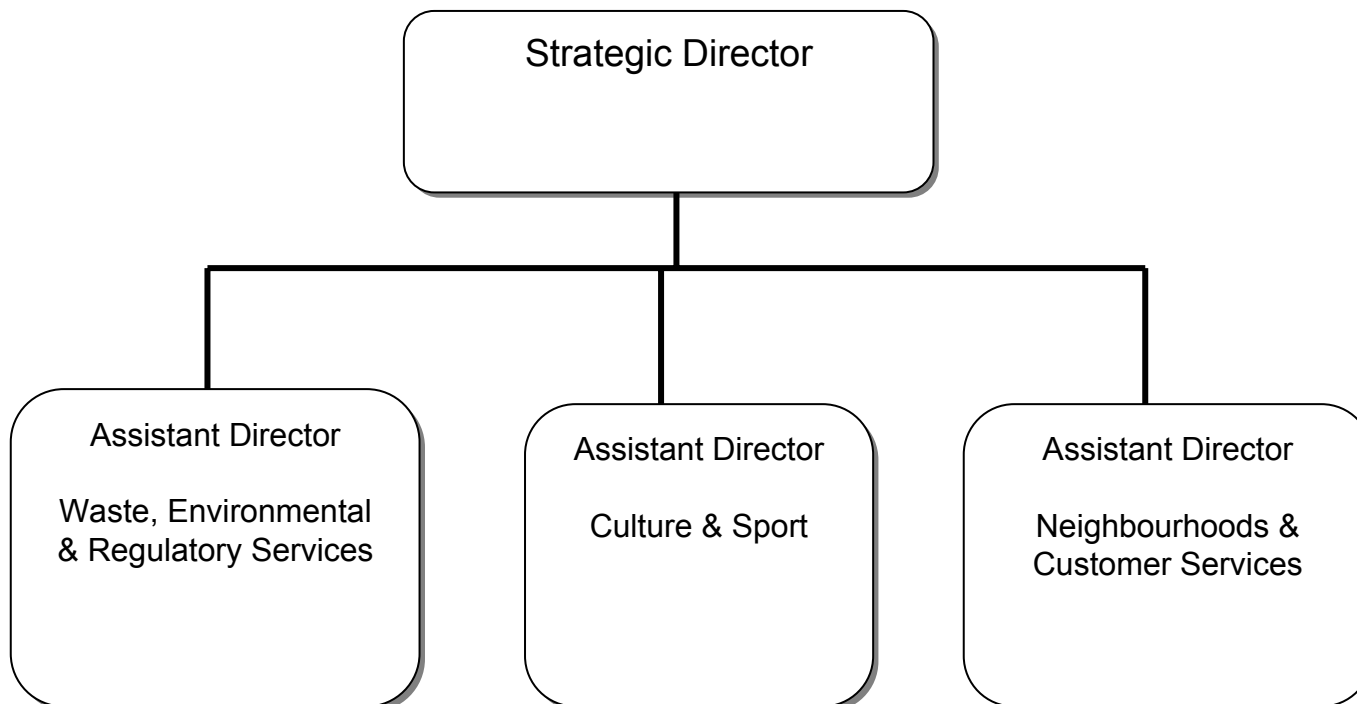
DEPARTMENT OF HEALTH & WELLBEING



DEPARTMENT OF CHILDREN'S SERVICES



DEPARTMENT OF REGENERATION



DEPARTMENT OF ENVIRONMENT & SPORT

PAY POLICY STATEMENT

FOR THE FINANCIAL YEAR

2015/2016



Statement of Pay Policy for the year 1 April 2015 to 31 March 2016

1. Introduction

Sections 38 – 43 of the Localism Act 2011 require the Authority to produce a policy statement that covers a number of matters concerning the pay of the Authority's staff, principally its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by the Secretary of State for Communities and Local Government in February 2012 and the supplementary guidance issued in February 2013 both entitled "Openness and accountability in local pay: Guidance under section 40 of the Localism Act" together with the Local Government Transparency Code 2014 where applicable.

This pay policy statement does not apply to employees of schools maintained by the Authority and is not required to do so.

In accordance with the provisions of the Localism Act 2011 this pay policy statement is required to be approved by a resolution of the Authority before it comes into force.

Once approved by the full Council, this policy statement will come into immediate effect, superseding the 2014/2015 pay policy statement, and will be reviewed annually.

2. Definitions used in this Pay Policy Statement

All the posts below are collectively referred to as **Chief Officer**.

- **Head of the Paid Service**, which in this Authority is the post of Chief Executive
- **Statutory Chief Officers**, which in this Authority are:-
 - Strategic Director Children's Services
 - Strategic Director Adult & Community Services
 - Director of Finance who is the Authority's Chief Finance Officer under section 151 Local Government and Housing Act 1989
 - City Solicitor who is the Authority's Monitoring Officer under section 5 Local Government and Housing Act 1989*
 - Director of Public Health

* The City Solicitor has been temporarily appointed to the post of Interim Chief Executive. As a consequence the post of Assistant City Solicitor has been designated as Monitoring Officer and Deputy Returning Officer for the term of office of the Interim Chief Executive.

- **Non-statutory Chief Officers and Deputy Chief Officers**, which in this Authority are:-
 - All other Strategic Directors, Directors, Deputy Director and Assistant Directors.

The **Lowest Paid Employees** are defined as employees paid on Spinal Column Point 5 of the National Joint Council (NJC) for Local Government Services pay scales. This definition has been adopted as it is the lowest level of remuneration attached to a post in this Authority (see section 5 below).

3. The Overall Approach to Pay and Remuneration

The Authority's overall approach to pay and remuneration for its employees is based on:

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- Ensuring that the overall remuneration aligns with:-
 - The responsibilities and accountabilities of particular posts
 - Market norms for the local government and public sectors
 - Pay levels in the local area, including neighbouring public sector employers.

The Authority seeks to maintain this overall approach by carefully monitoring pay data provided by the Joint National Councils (JNCs) for Chief Officers and Chief Executives of Local Authorities, Local Government Association/Employers and other pay surveys.

4. Policy on Remunerating Chief Officers

Policy on Remunerating the Chief Executive

The Chief Executive is employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities as amended and supplemented by local agreements and decisions.

The Authority recognises that the role of Chief Executive is to lead the Authority's workforce, has the greatest level of accountability and so warrants the highest pay level in the Authority.

When setting the remuneration for the Chief Executive the Authority will compare the current salary of the post with comparable salaries for Chief Executives at councils of a similar size, type and location. Specialist advice will normally be sought on an appropriate starting salary.

The Chief Executive is employed on a defined salary (not a grade range) and this salary is increased in accordance with any nationally agreed pay awards as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities.

Salary of the Chief Executive is £178,476 p.a.

Policy on Remunerating other Chief Officers

Chief Officers are employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions.

Grades for Chief Officer posts are determined through the recognised 'Hay' job evaluation system. Job evaluation is a systematic way of determining the value of a job in relation to other jobs in the organisation. The 'Hay' system provides an analytical approach to evaluating the job value through allocating points to different factors (responsibilities and duties) of the job role, the total score of which equates to a grade range within the Authority's pay and grading structure for Chief Officers. These grade ranges are set out below.

A grade range consists of a number of incremental salary points through which employees may progress until the top of the grade is reached. Progression within each grade range will normally be by annual increment at 1 April each year until the top of the grade range is reached.

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The grade ranges and salary levels are:

Strategic Director 1	£130,181 - £136,480 (SD1)
Strategic Director 2	£107,086 - £117,583 (SD2)
Director 1	£100,000 - £110,000 (Dir 1)
Assistant Director 1	£ 91,023 - £ 96,378 (AD1)
Assistant Director 2	£ 80,314 - £ 91,023 (AD2)
Assistant Director 3	£ 69,606 - £ 80,314 (AD3)

The Assistant City Solicitor whilst Monitoring Officer, Deputy Returning Officer and whilst undertaking the other duties of the City Solicitor post for the term of office of the Interim Chief Executive is paid on Grade AD1. The other terms and conditions of service remain as set out in the Assistant City Solicitor contract of employment.

Other Aspects of Chief Officer Remuneration

Other aspects of Chief Officer remuneration covered by this pay policy statement include the policies in respect of recruitment, pay increases, performance related pay, earn back (withholding an element of base salary related to performance), bonuses, ex gratia payments, honoraria (payment for increased duties and responsibilities), termination payments and re-employment when in receipt of a Local Government Pension Scheme (LGPS) pension or a redundancy/severance payment. These matters are addressed in the schedule that is attached to this pay policy statement at **Appendix A**.

Public Health

Following the transfer of responsibility for public health to local authorities on 1 April 2013, those employees of the NHS assigned to the area transferring, including the Director of Public Health, transferred to the employment of the Authority on their current terms and conditions of employment including salary and membership of the NHS pension scheme. The Director of Public Health is a statutory appointment. The salary for the post remains within the Primary Care Trust Band 4 which is a fixed salary of £99,910 p.a.

In addition a number of the Public Health Consultants who report to the Director of Public Health transferred to the Authority on 1 April 2013 on their NHS pay rates which fall within the pay ranges assigned to NJC Chief Officers within the Council. Their salaries range between £70,631 p.a. and £83,829 p.a. As such officers transferred to the Authority on their current terms and conditions of employment, some or all of this pay policy statement may not apply to them.

Tax Avoidance Measures

All chief officers are remunerated via monthly salary payments through PAYE. Appropriate tax and national insurance deductions are made in accordance with HMRC regulations and there are no arrangements in place for the purpose of minimising tax payments.

5. Policy on Remunerating the Lowest Paid Employees in the Workforce

Pay levels for specific posts are determined through a job evaluation system. Job Evaluation is a systematic way of determining the value of a job in relation to other jobs in the organisation. The job evaluation scheme provides an analytical approach to evaluating the job value through allocating points to different factors (responsibilities and duties) of

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the job role, the total score of which equates to a grade within the Authority's pay and grading structure. The Authority uses the National Joint Council Local Government Services Job Evaluation Scheme (the NJC Scheme) to evaluate all posts on Bands 1 to 8 (this covers spinal column point 5 to 28 of the NJC pay spine).

The pay levels are increased in accordance with any nationally agreed pay awards as determined by the National Joint Council (NJC) for Local Government Services.

Remuneration of Lowest Paid Employees

- a. The lowest pay point in this Authority is spinal column point 5 which relates to an annual full time salary of £13,500 p.a. and can be expressed as an hourly rate of pay of £7.00. This pay point and salary is the lowest pay point routinely used by the Authority for its substantive roles determined by the Authority as part of its pay and grading structure for employees employed on Local Government Services Terms and Conditions as at 1 January 2015 and has been applied since that date. This is the definition of the "lowest paid employees" adopted by the Authority for the purposes of this Pay Policy Statement, and is only increased in accordance with any nationally agreed pay awards as determined by the NJC for Local Government Services.
- b. There is no bonus pay.
- c. Additional allowances or other payments are made in connection with an employee's pattern of hours e.g. shift work, but these are only paid in accordance with the terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions.
- d. There are no benefits in kind.
- e. Redundancy payments are paid in accordance with the Authority's Discretionary Compensation Policy. Discretionary Compensation Policy .
- f. Based on the application of the job evaluation process, the Council uses the nationally negotiated, National Joint Council (NJC) pay spine as the basis for its local grading structure for all posts graded up to and including Band 8 (this covers spinal column points 5 to 28 of the NJC pay spine.)

6. Policy on the Relationship between Chief Officer Remuneration and that of Other Staff

This section sets out the Authority's overall approach to ensuring pay levels are fairly and appropriately dispersed across the organisation, including the current pay multiple which applies within the Authority.

The Authority believes that the principle of fair pay is important to the provision of high quality and well-managed services and is committed to ensuring fairness and equity in its remuneration practices. The Authority's pay policies, processes and procedures are designed to ensure that pay levels are appropriately aligned with, and properly reflect, the relative demands and responsibilities of each post and the knowledge, skills and capabilities necessary to ensure that the post's duties are undertaken to the required standard, as well as taking account of relevant market considerations, if necessary. This includes ensuring that there is an appropriate relationship between the pay levels of its senior managers and of all other employees.

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The Local Government Transparency Code 2014 (dated October 2014) requires the Authority to publish its 'pay multiple', i.e. the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce. Guidance issued under the Localism Act 2011 recommends that the 'pay multiple' is included in the Authority's pay policy statement.

The highest paid salary in this Authority is £178,476 p.a. which is paid to the Chief Executive. The average median salary in this Authority (not including employees in schools maintained by the Authority) is £19,742 p.a. The ratio between the two salaries, the 'pay multiple' is 9.0:1. This Authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the Authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Authority as expressed in this pay policy statement.

7. Approval of Salary Packages of £100,000 p.a. or more

The Authority will ensure that full Council must approve any salary package of £100,000 p.a. or more before it is offered in respect of a new appointment. This does not apply to offers of appointment made to employees employed in schools maintained by the Authority. The salary package will be defined as base salary, routinely payable allowances and any benefits in kind that are due under the contract.

8. Severance Payments for Chief Officers

If the Council is considering making a severance payment to a Chief Officer the decision as to whether such a payment should be made will be taken by Staffing Committee or a sub-committee of Staffing Committee both of which are sub-committees of full Council provided that if the proposed severance payment is £100,000 or more, (excluding accrued pension rights) then the decision as to whether the payment should be made will be taken by full Council.

9. Flexibility to Address Recruitment Issues for Vacant Posts

In the vast majority of circumstances the provisions of this pay policy statement will enable the Authority to ensure that it can recruit effectively to any vacant post. There may be exceptional circumstances when there are recruitment difficulties for a particular post and where there is evidence that an element of the overall remuneration is not sufficient to secure an effective appointment. This pay policy statement recognises that this situation may arise in exceptional circumstances and therefore a departure from this policy can be implemented without having to seek full Council approval for a change of the pay policy statement. Such a departure from this pay policy statement will be expressly justified in each case and will be approved through an appropriate Authority decision making process.

10. Amendments to the Policy

If a change to this pay policy statement is considered to be appropriate during the year, then a revised draft pay policy statement will be presented to full Council for consideration.

11. Policy for Future Years

This pay policy statement will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Authority prior to the start of each financial year.

12. Publication

The Authority will publish this pay policy statement on its website (www.bradford.gov.uk) as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to this pay policy statement made during the financial year to which it relates will also be similarly published. The Authority currently publishes information on Chief Officer Remuneration in its Annual Statement of Accounts in accordance with the requirements of the Accounts and Audit (England) Regulations 2011 [Statement of Accounts 2013 14.pdf](#) and the Local Government Transparency Code 2014 [Bradford Metropolitan District Council | Data Protection, Open Data and Freedom of Information | What is Open Data?](#)

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Appendix A - Other Aspects of Chief Officer Remuneration

Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary grade and pay range for the post in question (as set out in Section 4) unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the overall remuneration. In such circumstances a variation to the remuneration package may be appropriate under the Authority's pay policy statement and any variation will be approved through the appropriate decision making process. The Authority has a relocation scheme that provides assistance to all new employees including Chief Officers meeting the relocation criteria up to a maximum of £5,750.
Pay Increases	The Authority will apply any pay increases that are determined by relevant national negotiating bodies.
Performance Related Pay	The terms of the contract of employment do not provide for performance related pay.
Earn-Back (Withholding an element of base salary related to performance)	The terms of the contract of employment do not provide for an element of base salary to be withheld related to performance. Any areas of underperformance are addressed in accordance with relevant Authority procedure.
Bonuses	The terms of the contract of employment do not provide for the payment of bonuses.
Ex-Gratia Payments	The Authority does not make ex gratia payments.
Honoraria	Honoraria payments are additional payments paid to employees for increased duties and responsibilities. Honoraria will only be considered where employees take on additional duties and responsibilities beyond the remit of their substantive role and would be subject to approval through the appropriate decision making process.
Expenses	The Authority pays reasonable out-of-pocket expenses actually incurred.
Local Government Pension Scheme (LGPS)	<p>The Authority provides access to the Local Government Pension Scheme for Chief Officers in accordance with the statutory provisions of the scheme.</p> <p>The employer's contribution rate for all Authority employees who are members of the LGPS is currently 14.2% (1 April 2014) of salary and is set by actuarial valuation of the West Yorkshire Pension Fund every 3 years. How much employees pay themselves in pension scheme contributions depends on how much they earn. The contribution rates from 1 April 2015 are:</p> <p>Employees earning between £60,701 and £86,000 contribute 9.9%. Employees earning between £86,001 and £101,200 contribute 10.5%. Employees earning between £101,201 and £151,800 contribute 11.4%. Employees earning more than £151,801 contribute 12.5%.</p>

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Aspect of Chief Officer Remuneration	Authority Policy
Termination Payments and payment of pension benefits on termination	<p>There are no separate provisions for termination payments for Chief Officers. Redundancy payments will be paid in accordance with the Authority's Discretionary Compensation Policy.doc</p> <p>The Authority has agreed written policies on how it will apply any discretionary powers it has under the LGPS regulations. The Authority's policies are provided at LGPS Pension Discretion Policy Statements. There are no separate policies for Chief Officers.</p> <p>Other than payments referred to above the Authority's policy is not to make any other termination payments, other than where it has received specific legal advice to the effect that a payment may be necessary in appropriate cases to eliminate risk of successful legal claims or to settle legal proceedings against the Authority.</p>
Election Fees	<p>The Chief Executive receives fee payments pursuant to his/her appointment as Returning Officer at elections. The fees paid in respect of district elections vary according to the size of the electorate and number of postal voters and are calculated in accordance with the allowance set by the Authority. Fee payments for national and European elections are set by central government and are, in effect, not paid by the Authority, as the fees are reclaimed.</p> <p>Separate payments set by the Authority are made to the City Solicitor* as Deputy Returning Officer, in accordance with the same principles for the Returning Officer as described above.</p> <p>*The City Solicitor has been temporarily appointed to the post of Interim Chief Executive. As a consequence the post of Assistant City Solicitor has been designated as Deputy Returning Officer for the term of office of the Interim Chief Executive.</p> <p>The amounts paid are published on the Authority's website in the Annual Statement of Accounts in accordance with the requirements of the Accounts and Audit (England) Regulations 2011.</p> <p>StatementofAccounts201314.pdf</p>
Re-employment of Chief Officers in receipt of a LGPS Pension or a redundancy/severance payment	<p>The Authority is under a statutory duty to appoint on merit (section 7 Local Government and Housing Act 1989) and has to ensure that it complies with all appropriate employment and equalities legislation. The Authority will always seek to appoint the best available candidate who has the skills, knowledge, experience, abilities and qualities needed for the post. The Authority will therefore consider all applications from candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of a LGPS pension or a redundancy payment this will not rule a candidate out from being re-employed by the Authority. If a former employee leaves the Authority by reason of redundancy the individual cannot be reappointed to their old post as it will not exist. The Authority will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999 regarding the recovery of redundancy payments where appropriate. Pension Regulations also contain provisions to reduce pension payments in certain circumstances to those in receipt of a pension who return to work within the local government service.</p>
Car allowance payment	Chief Officers will be paid Car Allowances in accordance with HMRC rates.

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Aspect of Chief Officer Remuneration	Authority Policy
Provision of Mobile Telephones/Communication device	Where appropriate a mobile communications device will be provided for business use and work related costs will be met by the Authority.
Professional subscriptions	The Authority pays the annual subscription to one relevant professional body.
Provision of ICT equipment	As part of the Authority's approach to flexible working the Authority will make a contributory payment towards set up, rental costs and ongoing work related costs of ICT equipment to be used at home, upon production of appropriate invoices.

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