

Public Document Pack



Department of Corporate Resources

Members of Council

Committee Secretariat

Legal and Democratic Services
Room 112, 1st Floor
City Hall
Bradford
West Yorkshire
BD1 1HY

Tel: 01274 432435
Contact: Adrian Tumber
Email: adrian.tumber@bradford.gov.uk
Your Ref: AT/Council

Date: 9 July 2018

Dear Councillor

MEETING OF COUNCIL – TUESDAY, 17 JULY 2018

You are requested to attend the meeting of the Council to be held in the Council Chamber - City Hall, Bradford, City Hall, Bradford, on Tuesday, 17 July 2018 at 4.00 pm

The agenda for the meeting is set out overleaf.

Yours sincerely

Michael Bowness
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 the Constitution)

To receive disclosures of interests from members and co-opted 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 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 15 May 2018 be signed as a correct record (previously circulated).

(Adrian Tumber – 01274 432435)

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 Strategic Director or Assistant Director 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)

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

Ward

- (i) Request to make School Green, Thornton, a private access-only road for residents. **Thornton & Allerton**
- (ii) Maintenance of unadopted road joining Woodhall Road and Gwynne Avenue. **Bradford Moor**
- (iii) Traffic calming measures for Meadway, Woodside **Royds**
- (iv) Peel Park Lower Play Area **Bolton & Undercliffe**

If any further requests are received, in writing, by mid-day three working

days before the meeting (Thursday), details will be circulated.

(Fatima Butt – 01274 432227)

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)

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 following 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.*

1. Councillor Richard Dunbar

Universal Credit is now being rolled out across the district. Would the Leader be able to point out the support available for those recipients who will now struggle with the harsh realities of this failed scheme?

2. Councillor Debbie Davies

Following the Born in Bradford report, which stated that 2572 Bradford children need glasses but hadn't been taken to their appointments

(having a direct impact on literacy) can the Portfolio Holder for Health and Wellbeing advise whether anything is being done to ensure that parents take their responsibilities more seriously?

3. Councillor Jeanette Sunderland

Leeds City Council has agreed 20mph will become the new speed limit for 90 additional areas with signage (rather than traffic calming) to hasten improvements to pedestrian safety and to make Leeds a Child Friendly City.

Can the Portfolio Holder advise the Council what plans they have for following the excellent example set by Leeds Council?

4. Councillor Kevin Warnes

Does the Leader of Council agree that it is vital that local residents and councillors are fully involved in developing plans for the new Otley Road/Bradford Road junction, as was the case when the old 'Saltaire roundabout' junction was re-developed five years ago, in order to ensure that the final design incorporates as many beneficial features as possible for local families, the nearby school, pedestrians and cyclists; and what steps is she taking to ensure that this process of community engagement actually happens?

5. Councillor Dunbar

Would the Leader welcome the recent announcement that the maximum stake for Fixed Odds Betting Terminals will be reduced from £100 to £2 after a well fought campaign but criticise the unnecessary delay which will cause more harm in this district and across the country?

6. Councillor Aneela Ahmed

Does the Leader join with me in congratulating Judith Cummins MP's well deserved award from the charity Brake recognising her work on road safety which this Labour Group has made one of its manifesto priorities?

7. Councillor Jackie Whiteley

Does The Portfolio Holder for Health & Wellbeing recognise that despite recent initiatives to retain staff, a regrading exercise is also required in order to attract and retain more experienced Social Workers, as the failure to do so is resulting in an increased use of expensive agency staff and subsequent increased budget pressures, whilst increasing the workloads of full time permanent staff?

8. Councillor Cath Bacon

What steps have been taken to improve our response times to street light repairs and what work is being undertaken to look at LED lighting to improve energy efficiency and reduce maintenance costs?

9. Councillor Ralph Berry

Can the portfolio holder say if there is any scope for the Council to work in closer collaboration with schools and Ofsted-registered

voluntary sector education partners to meet the needs of a growing number of young people?

10. Councillor Robert Hargreaves

Does the Leader of the Council recognise that it was a missed opportunity to not show the World Cup on the Big Screen in Centenary Square and will she confirm that similar mistakes will not happen again?

11. Councillor Alan Wainwright

Is it possible for council wardens to be trained up to do enforcement on the significant problem of parked vehicles preventing access to pavements and entrances?

12. Councillor Jeanette Sunderland

Analysis by the Institute of Fiscal Studies has predicted that around 160,000 (1 in 8) of the 1.3m children who currently qualify for free school meals will become ineligible under new criteria requiring families to be on Universal Credit, and with net earnings of less than £7,400. They predict that around 210,000 children not currently eligible will also qualify under the new criteria.

Can the Portfolio Holder advise us what impact this will have on families and school budgets in Bradford?

13. Councillor Hassan Khan

Will the Leader tell us what the latest is on Clean Air Quality in the District. I understand that we were going to be given funding for a Clean Air Zone like they are doing in Leeds but that the Government changed their mind at the last minute?

14. Councillor Simon Cooke

Would the Portfolio Holder for Regeneration, Planning & Transport, confirm the number of homes permitted by Planning Permissions relating to the City Centre where construction has not yet commenced, coupled with the number of homes covered by Planning Permissions relating to the City Centre, where construction commenced in the 2016/17 and 2017/18 Municipal Years?

15. Councillor Rizwana Jamil

Does the Leader join me in welcoming the recent training for elected members around awareness of people trafficking and what the signs are? What work are we able to do with partners to get those messages out to the wider community?

16. Councillor Tess Peart

Will the portfolio holder tell us what plans are being made for the new city centre markets to regenerate a wider area and whether the project will improve links between the middle or top of town and the Broadway area?

17. Councillor Debbie Davies

Can the Portfolio Holder for Education, Employment and Skills Portfolio confirm whether the measures of success, such as increasing the number of applications by 50% whilst retaining high quality teachers and Leaders in the Bradford District, have been achieved following the employment of a Teacher Recruitment and Retention Strategy Manager?

18. Councillor Nazam Azam

Do you join with me in feeling relief at the arrest of a suspect linked to the hate crime letters sent to Muslims earlier this year? This blatant Islamophobia cannot be tolerated.

19. Councillor Michelle Swallow

Could the portfolio holder please work with and use his influence with the West Yorkshire Police to suggest that in the interests of supporting road safety for motorists and pedestrians they consider signing up to the free service offered by Nextbase dashboard cameras which allows members of the public to upload instances of dangerous driving to the relevant Police Force, as it is my understanding that many police forces have signed up to this and I believe it will help to improve our safety and driving standards?

20. Councillor Alun Griffiths

In their recent report Public Health England have warned that some types of LED streetlights, which are replacing many traditional streetlights across the country, could potentially harm people's eyesight and that Councils could, if they have been installed purely on the basis of energy efficiency and cost, then it is possible to end up with lighting scheme that will not be fit for purpose.

Can the Portfolio Holder assure members that the replacement street-lighting systems being installed across the District do not have the potential to harm people's eyesight?

21. Councillor Alan Wainwright

Does the Leader join me in celebrating the England football team and manager doing us proud at this World Cup, including Bradford's own Fabian Delph and goalkeeper Jordan Pickford who spent a year at Bradford City?

22. Councillor David Heseltine

Can the Leader of the Council inform members whether we can change the criteria to allow Area Committees to be able to use discretion in residential parking schemes?

23. Councillor Tess Peart

Does the portfolio holder have an update on our campaigns for a city centre highspeed rail stop and for improvements on the Skipton-Colne line?

24. Councillor Martin Love

At an event in London on June 20th, hosted by UK100 and IPPR, the Leader of Council said 'Through the Council's close links with health researchers, we have the evidence base to support making air quality improvement a Council priority. For this reason we have developed a Low Emission Strategy as early as possible to secure improvement and health benefits for our population.' Can she tell us what action has so far been taken by the Council to support the Low Emission Strategy?

25. Councillor David Warburton

Can the Leader give an update on the council's progress in investing more with local companies to support the 'Bradford Pound'?

26. Councillor Rebecca Poulsen

Given the recent announcement of £60 fines being introduced for residents guilty of contaminating recycling bins, would the Portfolio Holder for Environment, Sport and Culture provide reassurance that some humanity, common sense and discretion will be used to differentiate between deliberate and accidental contamination, along with an idea of how the Council will implement the penalties for cross contaminating waste in the communal recycling bins used by many hundreds of residents throughout the District?

27. Councillor Sue Duffy

Would the Leader agree with me that it is worrying that the Government are refusing to publish a national Carers Strategy two years after consulting with 6,500 Unpaid Carers?

28. Councillor Aneela Ahmed

Can the portfolio holder give an update on progress of the District Economic Strategy?

29. Councillor Brendan Stubbs

Bill Grimsby has recently published his second review into the future of Town and City Centres in the UK. As part of that review there are a number of recommendations that could help secure the future of our high streets across Bradford District including recommendations for Government, Business and Local Authorities including,

a, Establishing Town Centre Commission under strong, established leadership through the local authority for each town centre, with a defined remit to build a 20-year strategy for their unique place. Ensure that this vision is underpinned by a comprehensive place plan.

b, Introduce clear high street assets ownership accountability by establishing a landlord register for each town to be able to trace the owner of every single property and engage them in the health and wellbeing of the place.

c, Local authorities should establish events teams to manage a

comprehensive programme of activities that complement the Town Centre Commission Plan by driving footfall to local high streets.

Can the Portfolio Holder detail any plans Bradford Council have to take forward these and other ideas within the review to supplement any work already being done by the Council to secure a viable future for high streets across the district?

30. Councillor Richard Dunbar

Would the Portfolio Holder join me in congratulating the organisers of the Bradford Literature Festival for the most successful year yet?

31. Councillor Dale Smith

Can the Portfolio Holder for Regeneration, Planning & Transport, confirm what progress has been made with the transfer of responsibilities from the Police to the Local Authority, relating to the removal of obstructions, particularly on pavements?

32. Councillor Richard Dunbar

Our pioneering, connected and confident economic strategy creates a very clear vision for the future of our district. Would the portfolio holder be able to let us know how we will meet our key targets of raising GVA by £4bn, getting 20,000 people into work and 48,000 more people achieving NVQ3 level skills?

33. Councillor John Pennington

As seven previous Lord Mayors, along with Baroness Castle, David Hockney, Brian Noble and Ken Morrison, have been granted Freedom of the City, could the Leader of Council advise us as to when Jack Tordoff will be joining the list?

34. Councillor Geoff Reid

To the Portfolio Holder. Will the Council press the Diocese of Leeds about the future of their derelict land on the former Rimswell House site, Greengates, which has sat overgrown and a magnet for vandals for many years. It would better serve local residents and the area if it were brought back into use?

35. Councillor Martin Smith

Can the Portfolio Holder for Regeneration, Planning and Transport, advise colleagues of progress made, since the launch of the Girlington Master Plan last October at the Cathedral?

36. Councillor Warnes

Will the Leader of Council please outline the key reasons why Bradford Council's greenhouse gas emissions have fallen from 88,302 tonnes in 2009-2010 to 45,844 tonnes in 2017-2018, an impressive reduction of approximately 48%; and explain what plans and carbon reduction targets are currently in place to ensure that this contraction continues from 2020 onwards?

37. **Councillor Russell Brown**

Can the leader confirm, following my questions earlier in the year, that a STEM champion has been “appointed” and whether a bespoke, local, STEM plan has been initiated?

38. **Councillor Geoff Reid**

To the Portfolio Holder. When is the installation of traffic lights at Moorside Road/Harrogate Road expected to happen as part of the Fagley Quarry development?

39. **Councillor David Heseltine**

Can the Portfolio Holder for Environment, Sport & Culture, advise members of what powers are available to resolve problems caused by the overspill of parked private hire vehicles into residential areas, when designated ranks are full?

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

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)

11.1 **RECOMMENDATIONS FROM THE EXECUTIVE - MEDIUM TERM
FINANCIAL STRATEGY 2019/20 TO 2012/22 AND BEYOND**

1 - 32

At its meeting on 10 July 2018 the Executive considered the report of the Assistant Director Finance and Procurement (**Executive Document “F”**) presenting the Medium Term Financial Strategy. The Strategy focuses on how the Council intends to respond to the forecasted public sector funding reductions as a result of the on-going austerity measures imposed by the Government’s spending plans. It sets out the approaches and principles the Council will follow to ensure the Council remains financially viable and delivers on its priorities.

The Executive also considered a draft submission to the Government’s 2019/20 budget consultation in accordance with the resolution made by Council at its meeting on 17 October 2017 (Minute 53 refers).

The Executive,

Resolved –

- (1) **That Executive considered the Medium Term Financial Strategy as an assessment of the Council’s financial outlook to 2021/22 and beyond, and a framework for it to remain financially viable and deliver sustainable public services in line with its priorities and the principles set out in Appendix 1 to Document “F”.**
- (2) **That Executive recommends the updated and revised**

Medium Term Financial Strategy at Appendix 1 to Document “F” be forwarded to Council for approval.

- (3) That the Executive also recommends that the tabled document which sets out the Outline Submission to the 2019/20 National Budget be forwarded to Council for approval.**

(Tom Caselton – 01274 434472)

11.2 RECOMMENDATIONS FROM THE EXECUTIVE - 2017/18 MINIMUM REVENUE PROVISION POLICY UPDATE 33 - 42

At the meeting of the Executive on 10 July 2018 the Assistant Director Finance and Procurement presented a report (**Document “G”**) giving an overview of the proposed changes to the Council’s Minimum Revenue Provision (MRP) policy from 2017-18 onwards. MRP is a statutory requirement to make an annual charge to the Council’s budget to provide for the repayment of historic capital debt and other related liabilities. The Executive:

Resolved –

- (1) That the contents of Document “G” and the proposed changes to the MRP Policy be noted.**

(2) The Executive recommends to Council that:

- a) The 2018-19 MRP policy for PFI assets is brought in line with the main MRP Policy and the charge of the principal to the revenue account is over the life of the school building assets.**
- b) For 2017-18 calculate the MRP on Supported Borrowing for 2008 to 2016 on a 2% straight line method. The overprovision of £52m will be included in a reserve and applied to reduce the annual MRP charge from 2017-18 onwards.**

(3) That Executive also recommends to Council that the MRP Policy be amended to reflect the following conditions:

- i) Total MRP after applying previous overpayment will not be less than zero in any financial year.**
- ii) The same amount of principal has to be repaid over time irrespective of the method, the recommendation will be to hold the £52m freed up from the change in policy in an earmarked reserve, and it will be used to reduce the annual MRP cost.**
- iii) The changes to MRP are agreed, releasing the overprovision of £52m over the coming years. As the overprovision is released, and given our balanced**

financial plan, the cash saving is credited to a dedicated earmarked MRP Adjustment Reserve so that future usage can be appropriated and monitored.

- iv) The PFI budgetary saving is used to reduce the net reported cost pressure in 2018-19.
- v) That the following checkpoints are met, and the implications of each are understood, before future usage of the proposed MRP Adjustment Reserve is determined:
 - a) Formal 2018-19 monitoring to determine likely outturn and further detailed understanding of structural cost pressures.
 - b) Review of the Medium Term Financial Strategy (MTFS) to determine detailed anticipated budgetary gaps over the next three years.
 - c) Clarity on future savings delivery, including the Demand Management strategy, for 2019-20 and 2020-21.
 - d) Finalising the 2019-20 and 2020-21 detailed budget process.
- vi) Subject to the outcomes noted above, consideration is given to a future voluntary repayment of outstanding capital debt using any residual amount set aside. This would therefore designate this move as a last resort insurance policy to protect against any negative consequences associated with the uncertainties outlined above.

(Lynsey Simenton – 01274 434232)

12. NOTICES OF MOTION (Standing Order 17)

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

12.1 QUALITY OF INPATIENT MEALS PROVIDED BY BRADFORD TEACHING HOSPITALS NHS FOUNDATION TRUST

To be moved by Councillor Kevin Warnes

Seconded by Councillor Martin Love

Council notes that:

- a) Bradford Teaching Hospitals NHS Foundation Trust serves a population of around 500,000 people living in Bradford and the surrounding area;
- b) Inpatient admissions for Bradford Teaching Hospitals NHS Foundation Trust were 93,508 in the year to November 2017;
- c) the Care Quality Commission (CQC) Inspection Report published in June 2018 found that the Trust “requires

improvement”, the same conclusion of the previous inspection report published in 2016;

- d) the results of the Inpatient Survey published by the CQC in June 2018 show that patient satisfaction with ‘the hospital and ward’ is rated as “worse” compared with other trusts, and that patient satisfaction with the quality of the meals in our local NHS hospitals is markedly lower than with nearly all other aspects of hospital care;
- e) vegan options on the menus available to Inpatients at Bradford Royal Infirmary are extremely limited.

Council therefore:

- 1) requests that the Chief Executive writes to Professor Clive Kay, the Chief Executive Officer of the Bradford Teaching Hospitals NHS Foundation Trust, to find out what measures the Trust is taking to improve the quality of its Inpatient meals;
- 2) requests that the Health and Social Care Overview and Scrutiny Committee considers holding a review of the quality of the meals provided by Bradford Teaching Hospitals NHS Foundation Trust.

12.2 IMMIGRATION DETENTION

To be moved by Councillor Kevin Warnes
Seconded by Councillor Martin Love

Council notes that:

- (a) over 30,000 people are locked up each year for not having the correct immigration papers – more than any other European country;
- (b) the UK is the only country in Europe that allows indefinite immigration detention;
- (c) most detainees are eventually released;
- (d) this detention system costs taxpayers in excess of £160 million per annum;
- (e) indefinite immigration detention has been condemned by Brighton and Hove City Council, Cambridge City Council and Manchester City Council.

Council therefore:

- (1) endorses the ‘These Walls Must Fall’ campaign;
- (2) calls on the government to implement in full the recommendations of the Report of the Inquiry into the Use of

Immigration Detention in the UK, jointly published in March 2015 by the All Party Parliamentary Group on Refugees and the All Party Parliamentary Group on Migration;

- (3) requests that the Chief Executive writes to our District MPs to ask them to raise this matter in the House of Commons and to support changes in the law and immigration policies and procedures that promote alternatives to detention;
- (4) requests that the Leader of Council seeks further support for the 'These Walls Must Fall' campaign via the Local Government Association.

12.3 ALTERNATIVE PROVISION FOR EDUCATION

To be moved by Councillor David Ward

Seconded by Councillor Julie Humphreys

A recent report entitled 'Making the Difference – breaking the link between school exclusion and social exclusion', submitted to the House of Commons Education Select Committee as part of its Inquiry into Alternative Provision identified that the level of educational attainment and life chances of young people excluded from school were amongst the lowest of any group.

The report presented evidence that less than 1% of children excluded from school achieved 5 A* GCSEs and 63% of prisoners had been excluded at some point in their education with 43% of Youth Offenders having been excluded. Disproportionately excluded children and young people are either from poor backgrounds, have Special Educational Needs, are Looked After Children or are from other vulnerable groups.

The report also presented research findings that many children were simply 'lost' i.e. schools had lost contact altogether with children and that there was also clear evidence of undue pressure applied to some parents by schools to consider removing their child from the school and to instead have Elective Home Education.

Council is asked to note that between 2015-6 and 2016-17 there was a 500% increase in exclusions from Bradford Primary Schools (from 3 to 18) and a 19% increase from Bradford Secondary Schools (from 26-31).

Recommendation:

In the light of these disturbing findings the Council directs the Strategic Director for Children's Services to carry out an investigation into Alternative Provision in Bradford to assess the quality of the provision and to identify areas that need to be improved to provide the very best educational provision for all vulnerable groups.

12.4 SUPPORTING BRADFORD RESIDENTS APPLYING FOR PERMANENT RESIDENCY AND CITIZENSHIP

To be moved by Councillor Simon Cooke
Seconded by Councillor Mike Ellis

Council notes:

The provision of a European Passport Return Service (EPRS) and Nationality Document Return Service (NDRS) by many local authorities including Leeds, Calderdale and Wandsworth.

Council resolves:

To instruct the Chief Executive to prepare proposals for the Executive, including cost, administration and uptake implications.

12.5 POTHOLES

To be moved by Councillor John Pennington
Seconded by Councillor Jack Rickard

Council notes:

1. Following decades of underinvestment, the District's Highway Network is in places a danger to those who use it
2. The monetary value of vehicle damage caused by potholes is increasing throughout the country, costing many millions of pounds

Council resolves:

1. To prioritise the problem, requiring relevant officers to investigate and prepare a report for members, outlining the various quicker and more cost effective methods of repair being brought to the market by advances in technology
2. Devise and resource an action plan to ensure that the District is at the forefront of local Highway Network repairs

12.6 COMMUNITY LOTTERY

To be moved by Councillor Debbie Davies
Seconded by Councillor John Pennington

The Council notes:

1. That in recent years a number of libraries, swimming pools and other services have ceased being provided by the Council.
2. That on-going budget pressures will continue to require the Council to decide which services can continue to be provided.

Council resolves:

1. To instruct the Chief Executive to investigate the merits and otherwise of setting up an online community lottery, as pioneered by Aylesbury Vale District Council, to raise funds for non essential but much valued community services.

12.7 ADOPTION OF IHRA DEFINITION OF ANTISEMITISM BY BRADFORD COUNCIL

To be moved by Councillor David Green
Seconded by Councillor Susan Hinchcliffe

This Council is concerned by the rise in hate crime and racism across the UK and the wider world. Bradford is rightly proud of its efforts to tackle discrimination in all its forms and as part of this work we believe that we need to build in clearer definitions of what is and isn't acceptable as part of our Equal Rights Policy, whether this relates to gender, sexuality or discrimination against people on the grounds of race, religion or culture.

Bradford Council expresses alarm at the rise in antisemitism in recent years across the UK. As well as physical manifestations through violence and criminal damage it has also been seen in the use of antisemitic tropes in criticism of Israel. It is legitimate to criticise the policies and practices of Israel but not if this involves using tropes and imagery of antisemitism.

Bradford Council therefore resolves to join with the Government and the major political parties in the UK in signing up to the internationally recognised International Holocaust Remembrance Alliance guidelines on antisemitism which define antisemitism thus:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, towards Jewish Community institutions and religious facilities.”

The guidelines highlight manifestations as including:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extreme view of religion.
- Making mendacious, dehumanising, demonizing or stereotypical allegations about Jews as such or the power of Jews as collective such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other social institutions.
- Accusing Jews as a people of being responsible for real or

imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.

- Denying the fact, scope, mechanisms (eg gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust)
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens as being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations
- Denying the Jewish people their right to self determination, eg by claiming that the existence of the State of Israel is a racist endeavour.
- Applying double standards by requiring of it behaviour not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (eg claims of Jews killing Jesus or blood libel) to characterise Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis
- Holding Jews collectively responsible for the actions of the state of Israel.

This Council resolves to:

- 1) Restate its condemnation of all forms of racism in all its manifestations
- 2) Adopt the IHRA definition of antisemitism as the working model for challenging and confronting incidents of this form of racism.
- 3) Asks the Executive to look to adopt similarly agreed definitions to confront and challenge all forms of racism and discrimination that exist within our society.

12.8 CELEBRATING AND SEEKING JUSTICE FOR THE WINDRUSH GENERATION

To be moved by Councillor Richard Dunbar
Seconded by Councillor Susan Hinchcliffe

This Council notes:

- June 2018 was the 70th anniversary of the Windrush Generation arriving-the first wave of post war workers from the Caribbean travelling to Britain in 1948.
- The exemplary contribution that the Windrush Generation have made to our district and country as a whole.
- This occasion was marked with numerous events including a Civic Reception and a day of celebration in City Park on 23rd June.

This Council resolves to support the Windrush Generation by:

- Campaigning to secure their rights to indefinite stay in Britain as citizens of the UK
- Demand that the Government restores the rights of those who have been deported or refused re-entry to the UK following a visit overseas
- Supporting the campaign to compensate Windrush members for losses incurred during their period of difficulties caused by the Home Office
- Calling on the Government to restore their rights to work, receive services and benefits, to which they are entitled, and be able to move around the country freely like all other UK citizens

12.9 CELEBRATING THE 70TH ANNIVERSARY OF THE NATIONAL HEALTH SERVICE

To be moved by Councillor Sarah Ferriby
Seconded by Councillor Susan Hinchcliffe

This Council notes:

- The NHS turned 70 on 5th July 2018 and it has been an incredibly valued asset to the people of the Bradford District ever since, through world class healthcare and as an important employer providing high quality jobs.
- The NHS, providing universal healthcare free at the point of delivery, is one of the country's most loved institutions.
- The NHS and local government share common goals to support and improve people's lives.
- The great variety of 'NHS 70' events which have been taking place across the district to celebrate the anniversary, including the NHS 70 parkrun at Lister Park on 9th June, the Big 7 Tea Party on 5th July, the Roberts Park Birthday Party on 7th July and all the other art projects, bake-offs and celebrations that have been taking place to mark this proud anniversary.

This Council resolves to:

- Take this opportunity of the 70th anniversary celebrations to

place on record our support for the committed public servants of the NHS who improve the lives of people across the Bradford District.

- Continue working closely with our NHS partners to rise to our common challenges in ensuring that local people get the high quality medical and social care they deserve.

13. APPOINTMENT TO THE POST OF STRATEGIC DIRECTOR CORPORATE RESOURCES

43 - 56

Council is asked to approve the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package set out in the report of the Chief Executive (**Document "F"**) in accordance with Article 4 of the Council's Constitution, Section 7 of the Council's Pay Policy Statement 2018/19 and the Officer Employment Procedure Rules.

Recommended –

That Council agrees the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package as detailed in paragraph 2.6 of Document "F" and in accordance with Article 4 of the Council's Constitution, Section 7 of the Council's Pay Policy Statement 2018/19 and the Officer Employment Procedure Rules.

(Kersten England, Chief Executive – 01274 432002)

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LEADER OF COUNCIL'S REPORT 17th July 2018

Yorkshire Devolution

Leaders of 18 local authorities across Yorkshire sent a well thought-through proposal for Yorkshire devolution to Government before the local elections. This was based on many other devolution deals that have been successfully negotiated throughout the UK. A response to this proposal was only received on 9th July from the Secretary of State and was frankly disappointing. He stated that until Sheffield City Region's deal is fully implemented, Yorkshire devolution cannot be discussed. We have huge growth potential and opportunity in our region. Whilst we have an existing deal in West Yorkshire which is delivering major capital projects, I have an eye on the future and will continue pressing for devolution to give us more power and resources locally so we can reach our full potential.

With this in mind, in my role as Chair of West Yorkshire Combined Authority, I met with the newly elected Mayor of Sheffield City Region, Dan Jarvis, to discuss our respective positions. The Mayor has been elected on a mandate of achieving devolution for Yorkshire and is therefore speaking to ministers about how and when this can practically be achieved. This was also discussed at the Yorkshire Leaders' meeting last week when all 18 authorities came together and reaffirmed their commitment to seeking Yorkshire devolution.

Integration and Cohesion

We have been selected as one of the five areas nationally to pilot the development of local integration plans. This will mean additional funding to support things we know work in Bradford such as the Schools Linking Project for example. The final plan needs to be approved by Government in the autumn before we are granted funding to deliver it.

It is with real regret that we remember the passing of Jed Din. Jed died suddenly and will be missed for the great contribution he made throughout his life to tackle hate crime. Before he died he led an important piece of work on Understanding Islamophobia. This concluded that Muslims feel that anti-Muslim sentiment is on the increase and that there is a strong correlation with people who are isolated and lack understanding/knowledge of others. Given that some members in the Chamber have been subjected to hate letters in the last year, we must all commit to taking on Jed's work and making sure that his legacy lives on. As Leader I commit to making sure that his findings on Islamophobia and the recommendations to tackle it are implemented.

Keighley Business Awards and T&A Business Awards

Both these awards events were hugely successful. I would like to thank the organisers for all their work and the businesses for taking part. We have great business leaders in the district. From the Young Entrepreneur of the Year award winner at the Bradford awards - 30 year old Gemma Andrews who started her own business at 23 and has now built it up to a multi-million pound wholefoods business employing 60 people to the husband and wife team at Wave Refrigeration in Keighley who run a successful business by being experts in their field and by investing in their staff, taking pleasure from seeing them flourish in their employment.

Air Quality Summit

Last month I represented the LGA at the Air Quality Summit hosted by London Mayor Sadiq Khan. Secretary of State for DEFRA, Michael Gove was in attendance along with other Mayors and Leaders. We presented the priorities as we see them. This included asking for a Modern Clean Air Act, an Enhanced Clean Air Fund, better funding for public transport, a national diesel scrappage scheme and funding for retrofitting. We will be working with the UK100 to further support these asks in future national budget setting.

CQC Inspection

I want to take this opportunity to thank all the local health partners in Bradford and Airedale for their great work on health in our district. Bradford District was selected as one of the few places in the country to be inspected for CQC DTOC inspection, looking at how we as a health system discharge people effectively from hospital and enable them to continue independent lives for as long as possible. The feedback from CQC has been hugely positive. They remarked on how good the relationships here are between health partners which enables patients to be put first.

Next Stop Bradford campaign

Just because we are now on the map of Northern Powerhouse Rail, doesn't mean we can rest on our laurels. To support the campaign I have spoken at the following conferences recently promoting Bradford's case:

- Greater Manchester All Party Parliamentary Group – speaking alongside Andy Burnham about importance of Northern Powerhouse Rail and connecting Northern cities.
- Northern Transport Summit – speaking on a panel of other leaders from across the north about the importance of transport in regenerating communities.
- High Speed Rail Institute conference speaking alongside the Northern Powerhouse Director for Transport for the North and the HS2 Rail Director

- Attended a meeting in Newcastle with Jake Berry MP, Minister at MHCLG to discuss investment in the North with other Northern Leaders.

Silsden Gas Incident

I would like to place on record my thanks to the people of Silsden for their fortitude and patience in tolerating being without heating or cooking facilities for the entire Easter weekend. People helped their neighbours and vulnerable residents to keep warm and St James Church and Silsden Sports Club in particular went out of their way to host the emergency effort. Thank you Silsden.

Welcome to the new leader of the opposition

I would like to take this opportunity to welcome Cllr John Pennington as new leader of the opposition. Cllr Pennington is also taking a place as member of the West Yorkshire Combined Authority retaining Bradford's strength on that body.

QUESTIONS TO THE LEADER

Councillor Pennington

Thank you Leader for your report. On devolution we realise there is a constant change of Ministers, none of whom seem to want to even talk to us. I would like to ask you if you would like me to write to the newest Minister and copy in the Prime Minister telling him that if there is no devolution we will come out of the UK, and then I had another thought, the Minister's name is now Brokenshire which is quite apt because that is what we will end up with. You have my full support on the Combined Authority, especially for Bradford, but I know your list of engagements. I have come to the conclusion you are working so hard there must be two Susan Hinchcliffes somewhere. But as regards the Bradford Business Awards would you be good enough to invite me next time and then I do not read about it afterwards. Thank you.

Councillor Susan Hinchcliffe

Thank you. I would absolutely welcome cross party efforts to get devolution over the line. It is notable that the 18 authorities, that is Conservative authorities and Labour authorities, so we are all working together. I think the real issue is Brexit can I say. The Government is completely preoccupied. We are trying to sort out a Brexit and all the rest of that agenda which is very important to running this place and running the rest of the country gets pushed down to second place. Anything you can do with your notes to Theresa would be gratefully received. Of course you should also receive an invitation to Bradford Business Awards. Keighley Business Awards I think we pay our own ticket don't we as well. By all means come to Keighley Business Awards as well which is an excellent event and one we have attended every year. Thank you.

Councillor Jeanette Sunderland

My question too is on devolution unsurprisingly. First of all thank you for your very fulsome report and welcome to Councillor Pennington in his new role. My question is about devolution. There is clearly now going to be a significant delay and I know we have a sort of a deal but there must be some impact on us now as this gets delayed. Can you tell us a little bit about what that impact is going to be?

Councillor Susan Hinchcliffe

Yes we had a billion pound growth deal and that obviously is being delivered at the moment. A lot of that is transport schemes, Apperley Bridge Station of course was delivered through that, Low Moor delivered through that, so we benefitted greatly from that. My eyes are on the future of course. For me that is like post 2020. What do we do for further capital projects from there and that is what is being pushed now at Government level, Civil Servants, to say it is not good enough just to say we are going to wait for the Sheffield City Region to get over the line. We have also got business to do here. To be fair that is not just in West Yorkshire. That is other areas around the country. They have also put devolution deals on the table for consideration. Some of them have not had a letter back. The real thrust for the Government that was in the old regime to get devolution through does not seem to be there at the moment. It does make you wonder that if they are really worried that they put more and more devolution through. Are they just going to end up running London because there is already somebody doing that. Sadiq Khan is doing quite a good job. We might not need Theresa May and her Government at all if she is not careful. I think there is a bit of a fear. To be fair by Civil Servants as well for letting go because they have always run everything centrally, from Central Government. They say something and it goes throughout the whole country but you know what we have learnt in this country that one size does not fit all. Therefore we know absolutely what suits our area. We know what powers we need. We know what funding we need and we know absolutely what projects we deliver with it. They just need to work with us to make sure we have that funding and we will do that growth for them whilst they get on with doing whatever they are going to do next on Brexit.

Councillor Ellis

Your article on the Next Stop Bradford campaign Leader. Some months ago now I questioned the need for a railhead, a freight railhead to be able to transfer freight from rail onto lorries for future delivery. Went to a presentation for Transport for the North recently and what they say is that major ports in the north to be served by a railway that will support movement and future growth of rail freight, I actually questioned where in West Yorkshire we are likely to have a railhead. They thought it was a good idea. The last thing I would like to see is freight put on a train at Liverpool, transferred to Hull and we send a lorry to Hull to bring it back to Bradford.

It does seem Leader in spite of all the assurances I have been given that we still have yet failed to identify land for the transfer of freight.

Councillor Susan Hinchcliffe

Thank you Councillor Ellis. So freight is certainly important in the Transport for the North plans and we talk a lot about commuter, traffic and the Leeds/Bradford link etc but yes a lot of our businesses are stuck in traffic all the time because they cannot get their goods anywhere so that railhead connection, you are right, it is something that we need to press on. Perhaps I will just ask Councillor Ross-Shaw to be tasked with that and making sure you have a proper answer to that question and see how in West Yorkshire we are going to deal with that issue because that is something certainly we need to be sighted on. Thank you for raising it.

Councillor Azam

Can I just ask the Leader in light of the rise of Islamophobia both nationally and locally, I know your report mentioned about good work on hate crime in general but can you reassure me and all those of Islamic faith that Bradford Council shall continue to do all it can to tackle Islamophobia in all its form.

Councillor Hinchcliffe

Absolutely Councillor Azam and I think at last Council meeting we had a question didn't we about those awful letters that came to some Members in this Chamber and that arrest has since been made and it is gratifying to know that it was somebody not from this district, it was somebody well outside this district. We are not unsighted of the fact that there is Islamophobia in our society and therefore we have to tackle that locally as well as nationally and Jed Din, who I mention in the report of course, that was something that he really had a passion for and really supported us through the Bradford Hate Crime Alliance to make sure he pushed us to always do more and I think certainly we are acting on that issue. First of all in schools for example, so making sure that now school staff have an awareness of what Islamophobia is, is very important and that training continues. In communities I know Councillor Jabar did some community round tables on Islamophobia recently which fed into the report that I think Jed Din compiled. And also there is working with the Hate Crime Alliance itself which obviously Jed was so an integral part of in looking at the interventions we can do early on to make sure we do not get into a state when we have Islamophobic comments and actions happening in our district. It is about understanding isn't it, it is about people understanding more about each other's faith, each other's cultures and I think we have had discussions in Group recently about getting those voices of faith round the table. So we understand more about that. You can never do enough can you, so we have lots of faiths represented in the district and I think now more than ever there is a chance to do Jed Din proud and make sure we carry on his legacy and make sure we continue the good work and make sure Islamophobia is not a blight on our society. Thank you.

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E

**COUNCIL
17 JULY 2018**

MEMBER QUESTION TIME

Questions submitted in accordance with Standing Order 12

1. Councillor Richard Dunbar

Universal Credit is now being rolled out across the district. Would the Leader be able to point out the support available for those recipients who will now struggle with the harsh realities of this failed scheme?

Answer

Yes absolutely, we are working hard to ensure that as a local authority we are offering whatever support we can to people who are being affected by the Universal Credit rollout and indeed all of the government's benefits changes of recent years.

We have been working with partners for some time now to ensure the impact of Universal Credit in Bradford is minimised. Members will know that Universal Credit has been available to single, new job seekers since November 2016. Over 4,000 of our residents currently claim it. During this time the Council, along with our partners, have been working hard to understand the likely impact of a wider rollout and made plans to support our families as they too became eligible to claim Universal Credit.

Customers will be supported to make online claims and to manage those claims, at the Council's Customer Service Centres in Bradford and Keighley. There isn't a need to make an appointment, people can just drop in. This support will also be available through a number of partner organisations such as social landlords.

There are also a number of locations where self-service computers are available for those not requiring individual support.

Details are available on the Council's website and in a leaflet available from the three Job Centre Plus offices, local advice centres and social landlords.

Support with personal budgeting is also available to those who need it, to help new recipients deal with the changed arrangements that Universal Credit will require – the main one being a single month household payment, which includes housing costs.

The intention is to support people to manage their monthly payments and prioritise essential bills such as rents/utilities. Budgeting support will be provided by the local authority in partnership with Incommunities. Staff will be present in the three local job centres, appointments will also be available where this is more convenient.

The Council has been a staunch supporter of our local Credit Union, including providing funding so they can support efforts to improve financial inclusion across our district. As part of this, they are developing an account, commonly known as a

'jam-jar account' that will help their members to budget more effectively.

Despite this, there will continue to be situations where more help is required. The Council will retain responsibility for dealing with Discretionary Housing Payments, even for those residents who no longer claim Housing Benefit from us. We have recently amended our policy so that greater priority is given to families with children. Similarly our Local Welfare Assistance scheme has also been updated at the request of the Executive to ensure support is prioritised to the most vulnerable and has the greatest possible impact.

Supplementary Question

Thank you Leader for the detailed answer. In light of the recently released National Audit Office report is it not time for urgent reform of a scheme that is six years behind schedule, has not delivered on the anticipated cost savings and has also left 73% of claimants nationally in debt?

Councillor Susan Hinchcliffe

It has taken an interminable amount of time with the Universal Credit and obviously we have to pick up the pieces at local level when things go wrong. I would like to see more humility from the Government in recognising what has gone wrong with this and what difficulties they have placed a lot of families in around the district who are really grappling to understand how this works and how to manage their monies according to this. Yes certainly recognise the criticisms you make there and would like them acknowledging and addressing by the Government.

2. Councillor Debbie Davies

Following the Born in Bradford report, which stated that 2572 Bradford children need glasses but hadn't been taken to their appointments (having a direct impact on literacy) can the Portfolio Holder for Health and Wellbeing advise whether anything is being done to ensure that parents take their responsibilities more seriously?

Answer

The Public Health 0-19 children's services (health visiting and school nursing services) always take eyesight issues in children seriously and signposts families with children who have an identified problem to the relevant service. They will also follow up with families where they have not attended for eye tests for their children, to encourage and support parents to take their responsibilities seriously knowing the impact that poor eyesight has on children's educational attainment and general health and wellbeing.

In addition, the school nurses signpost all children in Reception at school to the orthoptic-led vision screening service delivered by Bradford Teaching Hospital Foundation Trust and will also refer older children as required if an eyesight issue is identified by the school or parents at a later point in time. We are looking at other opportunities to raise the profile of this issue.

Supplementary Question

Do you think those parents who continue to ignore all the efforts which clearly go in to get their children's eyes tested should be investigated for possible issues of more serious child neglect?

Councillor Sarah Ferriby

I am not a qualified person to comment on that. I will seek officers' advice but I can assure you that officers where children are not taken for their eye appointments are followed up and we need to get young people who have eye sight problems picked up as early as possible. I myself started with eye problems at a young age and it was invaluable when reading the board that the teacher used at the front. I will pick that up with officers.

3. Councillor Jeanette Sunderland

Leeds City Council has agreed 20mph will become the new speed limit for 90 additional areas with signage (rather than traffic calming) to hasten improvements to pedestrian safety and to make Leeds a Child Friendly City.

Can the Portfolio Holder advise the Council what plans they have for following the excellent example set by Leeds Council?

Answer

We have long been supportive of 20mph zones where appropriate as a way of reducing traffic speeds and increasing road and pedestrian safety. There are already nearly 100 such zones across the district covering hundreds of streets and where opportunities arise to introduce more then we will look at them and are happy to work with members on identifying suitable areas for 20mph zones in their own wards, subject to funding availability.

Supplementary Question

My understanding of the Leeds Scheme that it was principally funded by the West Yorkshire Combined Authority, I just wondered what plans we have got to progress it that way?

Councillor Alex Ross-Shaw

I do not believe the Leeds Scheme is funded through the Combined Authority but we can certainly check but I am not aware of what pots within the Combined Authority would support that sort of scheme because it is usually through the Transport Plus Fund which is larger infrastructure projects but I can certainly check.

4. Councillor Kevin Warnes

Does the Leader of Council agree that it is vital that local residents and councillors are fully involved in developing plans for the new Otley Road/Bradford Road junction, as was the case when the old 'Saltaire roundabout' junction was re-developed five years ago, in order to ensure that the final design incorporates as many beneficial features as possible for local families, the nearby school, pedestrians and cyclists; and what steps is she taking to ensure that this process of community engagement actually happens?

Answer

Yes of course, there will be a full consultation of residents and local stakeholders to make sure that the best solution is achieved.

The Council is working closely with the West Yorkshire Combined Authority to develop a consultation programme for the project including strategies for engaging with businesses, residents and key stakeholders. This consultation will be used to ensure that as far as practicable designs which are developed in the feasibility process will incorporate beneficial features. At this stage it is anticipated that consultation will commence in the autumn.

Supplementary Question

Thank you very much for the answer. I am really pleased that there will be a full consultation of residents and local stakeholders in relation to the new junction. As you know when we re-designed the Saltaire Roundabout five/six years ago there was a working group set up with residents, ward councillors, highways, planners, stakeholders which met and went through a whole bunch of design proposals before we got to the final successful outcome. Can I have an assurance from the Executive please that we will have the same process in relation to this junction?

Councillor Alex Ross-Shaw

I do not know if it will be the exact same process just because in this scheme compared to Saltaire which was a single project. This one is looking obviously with the whole corridor which is why we are working with the Combined Authority so the consultation might be looking at a number of different junction schemes across that stretch going further into the city centre but what I have said all along and obviously assured you and other ward members is we really do want that full consultation and make sure people's views are genuinely taken on board and contributing to getting the best outcome possible, not just for a traditional highway scheme but for cyclists, pedestrians conscious of issues the local school has. What form that takes I could not guarantee it this time but certainly will keep you posted.

5. Councillor Dunbar

Would the Leader welcome the recent announcement that the maximum stake for Fixed Odds Betting Terminals will be reduced from £100 to £2 after a well fought campaign but criticise the unnecessary delay which will cause more harm in this district and across the country?

Answer

Yes and there is no justifiable reason whatsoever why it cannot be brought in within a reasonable timeframe. If the government recognises the damage that these maximum stakes are inflicting on people now, then it needs to get itself on the side of those people and reduce them immediately. Any unnecessary delay in dealing with this is unacceptable.

Supplementary Question

Would the Leader agree with me that the unnecessarily delay of the FOBT stake reduction will mean the unscrupulous betting industry bosses will make an extra £4billion pounds and does she agree that the stake reduction should be implemented in 2019, not 2020, and a mandatory one per cent levy should be put on betting industry companies to fund the treatment and care of problem gambling.

Councillor Susan Hinchcliffe

It certainly is an issue which we have campaigned on a lot as a group and you personally as well. So thank you for all you have done with this. We were delighted initially when we heard that the Government were going to cave in really to the public demands to make sure that this changed, however now what we find is the delay is not until 2020. There is no apparent reason for doing that. Certainly I agree with what you are say about making sure that levy is actioned and making sure that the action is brought forward. There are people now who have this issue and the longer it continues, the more people are going to be affected. We know that there are people who really struggle with gambling addiction and there is no excuse to leave it longer than absolutely necessary to change it.

6. Councillor Aneela Ahmed

Does the Leader join with me in congratulating Judith Cummins MP's well deserved award from the charity Brake recognising her work on road safety which this Labour Group has made one of its manifesto priorities?

Answer

Yes absolutely, I commend Judith Cummins MP for her tireless campaigning on this issue. Bradford recognises the significant impact she has had both locally and nationally in raising awareness of dangerous driving, the consequences and the apparent weaknesses around sentencing due to death by dangerous driving. The government announcement in 2017 on tougher sentencing for offenders was in part due to parliamentary campaigning by Judith Cummins MP.

7. Councillor Jackie Whiteley

Does the Portfolio Holder for Health & Wellbeing recognise that despite recent initiatives to retain staff, a regrading exercise is also required in order to attract and retain more experienced Social Workers, as the failure to do so is resulting in an increased use of expensive agency staff and subsequent increased budget pressures, whilst increasing the workloads of full time permanent staff?

Answer

From exit interviews we know that there is only one Social Worker who has left due to financial reasons in Adult services. This worker moved to another Council where there is enhanced pay for Social Workers who are also qualified as Approved Mental Health Professionals and Best Interest Assessors. The numbers of Adult Social Workers leaving the Council remains very low and retention continues to be unproblematic within Adult Social Work in Bradford. Although there is no readily available data that provides comparative rates of pay for Adult Social Work posts across Yorkshire and Humber, recent searches of Local Authorities who are currently recruiting adult Social Workers indicate that Bradford Council pays comparable pay for Adult Social Work posts across most of the Yorkshire and Humber Local Authorities. Bradford Council is not anymore adversely affected by these difficulties than other Local Authorities.

Children's Services has identified a need to improve the mix between experienced

and less experienced social workers in some teams, although in other teams the balance is less of an issue. Children's Services has not struggled to recruit newly qualified social workers although there is a national and regional shortage of experienced social workers. Some neighbouring authorities pay social workers more or offer golden hellos. Exit interviews do show that comparative grading is an issue that social workers are aware of. A national pay scale for Social Workers would probably result in more stability within the system but there are no immediate plans for this to be introduced. In those teams which are particularly impacted, Children's Services has introduced a retention payment (reviewable annually) which has been a beneficial step for the service.

Children's Services has just embarked on a substantial recruitment drive, with a well publicised recruitment fair eliciting 41 applications from which we have made provisional job offers to 25 social workers. However the majority of new recruits are newly qualified. Children's Services also successfully targeted a number of experienced social workers who are looking to return to children's social work after a career break and we have recruited four experienced social workers. This should reduce the number of agency workers further.

While Children's Services fully accept that comparative pay grading is an important factor in recruiting and retaining social workers, it is certainly not the only factor. We know that social workers also want manageable caseloads and a safe working environment. The investment made by this Group in the last budget of £450,000 means that, if we recruit to all vacant posts our caseloads will be below the national and regional average. We have successfully introduced a Teaching Partnership and believe that our support and development offer is competitive.

Supplementary Question

The last paragraph I think says it all. If we recruit to all available posts our caseloads will be below the national and regional average. We have had an increase in children into care. We are using expensive agency staff, other Councils pay more. My question is at what stage will a cost benefit analysis take place to ascertain if a re-grading exercise might produce a full complement of children's social workers?

Councillor Susan Hinchcliffe

Obviously it is a question that this group feels quite keenly because at the last budget even though we have to cut every year, this was an area that we actually increased the budget in. It was a conscious decision to put more money into children social workers. There is a national shortage of them. They are absolute heroes the children social workers who work in this field. They are paid like £34,000 a year and personally I do not think that is enough. I would love to see them paid more and we also have a shortage around us. It is not just us. It is other local authorities so we are, I say pinching, we are nicking staff off each other and it is not really very helpful. So there needs to be a national campaign really to get more people going into children social work. It is such a valuable profession. It is something which is truly rewarding. The year before last there was our Staff Member of the Year for the whole Council was a children social worker who had a letter written to her by a family who she had protected from child sexual exploitation and they were so grateful, she changed lives there. That is a power you can have as a children social worker, that is a difference you can make. We do not have that

nationally yet. We had a civil servant up here last week, a national civil servant to ask them and one of the questions I was asking is there some national campaign like we got on Bradford, Come and Teach in Bradford Campaign which is working. Can we have something on national social workers as well going to children social work? It is not just a local issue, it is a regional and national issue and I think it needs action at all those three levels.

8. Councillor Cath Bacon

What steps have been taken to improve our response times to street light repairs and what work is being undertaken to look at LED lighting to improve energy efficiency and reduce maintenance costs?

Answer

We are taking a number of steps to improve our response times to streetlight repairs. We have ordered new specialist vehicles which are much less complex in the way they operate, reducing the potential for faults. We have sourced an LED retrofit solution after an industry-wide shortage of the old SOX (orange type lamps) and these are in the process of being fitted.

It is worth noting that throughout the winter operational staff were directed on to the gritting rota to help with our preparations for and response to the extreme weather conditions, which inevitably had some impact on the length of time in which repairs could be completed.

We have already installed a number of LED street lights across the district and are looking at ways of accelerating this process to reduce energy use and costs.

Supplementary Question

Thanks for the answer regarding street lighting. I am glad to see that things are now catching up. I understand that winter operational staff were directed onto the gritting rota when we had a horrendous winter as we know. One of the issues that we have got is there still appears to be that there are a number of streets lights that are reported on the system as cleared that are still faulty and I wonder if that could be looked at please. Is it possible to confirm have we actually now caught up with what was the backlog that was caused by the winter weather?

Answer

Certainly any specific street lighting you notice that are still faulty, by all means flag them up and we can look at them directly. I think it is ongoing really, that catch up process but I can double check where we are with the exact figures.

9. Councillor Ralph Berry

Can the portfolio holder say if there is any scope for the Council to work in closer collaboration with schools and Ofsted-registered voluntary sector education partners to meet the needs of a growing number of young people?

Answer

We are working closely with our schools and numerous voluntary sector partners in

education and those that are Ofsted registered for example:

- As part of our work on the Family Hubs model for Prevention and Early Help to map out what community based assets there are across the district including services and provision from our schools as they are vital in the council being able to build on what is already in place for children, their families' and communities. For example, we know that many schools provide new to English classes and other services and provision for parents, including stay and play sessions, their Parental Involvement Workers provide support and services to families and communities etc.
- There are strong and productive existing collaborations between schools and the local authority (LA) for example, the main focus of the Behaviour and Achievement Collaboratives (BACs) is to work together to find solutions for young people who are at risk of exclusion. These groups are well established (since 2007), meet weekly and all secondary schools/academies are represented. The LA works very closely with the BACs and their Headteacher representatives, liaises with families, the pupil referral units (PRUs) and manages the placement panel comprising of representatives from District PRU and AP independent Ofsted registered schools.
- In addition we are also working with a range of different providers to provide services and provision for those vulnerable learners who are excluded or at risk of exclusion. From September we are commissioning a number of places from our independent Ofsted registered alternative providers for young people who are excluded, at risk of exclusion and those with challenging behaviours in order to meet a range of needs and to provide a high quality bespoke offer for these young people.
- The Opportunity Area provides support to young people in the district particularly focused on the most disadvantaged through its range of activities and support to local authority maintained schools and academies. This support includes the following direct delivery of activity to young people;
- Over 600 Essential Life Skills activities in over 200 schools
- Launched a Summer Internship Programme where the OA will be supporting and funding at least 12 young people, all from disadvantaged backgrounds, to take up an 8 week internship with professional employers in and around Bradford
- A Young Ambassadors programme recruitment for young people to promote and feed in their thoughts to the overall programme
- A Young Inspectors recruitment to peer review Essential Life Skills Activity in schools
- The Council Youth Service work with a number of schools in the district supporting identified and diverse needs of young people. This includes the provision of 1-1 support on a range of issues through the work of the Youth Work Teams in schools in their areas.
- The Service also provides Tic Tac (Teenage info and Advice type sessions) and district wide buddies support for young people with poor mental health or who are feeling isolated.
- The Youth Service, alongside its open access youth club provisions, also works with young people in smaller group work sessions developing peer support groups which enables more young people to identify their own needs and build resilience and self-help strategies.

10. Councillor Robert Hargreaves

Does the Leader of the Council recognise that it was a missed opportunity to not show the World Cup on the Big Screen in Centenary Square and will she confirm that similar mistakes will not happen again?

Answer

It's been a wonderful World Cup. Gareth Southgate and his team gave our district and the country a great sense of pride. Although we didn't make it all the way, everyone is agreed that we've now got a young, talented team that can hopefully go on to greater things. It's been great to see such a likeable squad of players which reflects and represents what makes this country great – and it was especially pleasing to have real Bradford links in the squad too, it really is something for us all to be very proud of.

So we do understand the disappointment of some fans in our district who wanted to watch the games in City Park, but staging the screenings safely would have required a budget for cordoning off the area and other significant event management such as stewarding. Instead, we took the decision this time round to encourage those who wanted to soak up the atmosphere with other fans to do so by supporting some of the great venues we have in the city and district, whether that's bars, pubs and the many other community hubs.

We've also celebrated the team in a host of other ways during this World Cup. For example we had the rendition of Three Lions from the City Hall clocktower which quite rightly went viral online with over 100,000 views; we flew the flag at City Hall; we lit up Bradford city centre with the England colours on City Hall's clock tower, City Park mirror pool, Forster Square Station arches and Margaret McMillan Tower; we handed out England flags to staff for their vehicles; we shuttled fans in coaches to Odsal Stadium to watch the match there; we helped publicise the screening at Cougar Park; and we sent 2,000 new footballs to primary schools and special schools across the district to encourage children who have been inspired by England's young team to pick up a ball and emulate their footballing heroes.

Supplementary Question

Thank you for your response. I think we can all agree that the tournament was a huge success. It was also great to witness the success of the England squad in particular those with links to our region. I do feel that the Council's response fails to recognise the missed opportunities of not screening matches on the Big Screen in the heart of the city. The World Cup consisted of nations from all corners of the globe and given Bradford's rich history of migration and cultural diversity the Council should embrace such occasions. The very young average age of the England Squad was a huge chance to inspire the young people of Bradford to get involved in sports. In Bradford we have issues with health and obesity and this again is a missed opportunity. Relying on other organisations to show the World Cup matches is simply unacceptable and I would like to ask the Leader of the Council once again to acknowledge these missed opportunities and provide assurance to the people of the district that it will not be allowed to happen again.

Councillor Susan Hinchcliffe

Well certainly I hope we get the opportunity to think about it again because obviously it is another four years but there is Euro 2020 in the meantime. It would have been lovely to do something. Obviously we have said in the answer it was a budget issue. Also if you have been in City Park the Big Screen is right in the corner. If you sit round the Pool you cannot see it because there are trees all around. So it is not quite the same as the one in Leeds where I think people are often thinking of. We have got a different layout and the security costs are quite high. You mention about legacy as well. A legacy isn't just sitting watching it. In fact I watched it in various clubs and Windhill Cricket Club and the Wrose Bull; Ginger Goose one night. People gathered together wherever it was in the communities where they want to be but if you are talking about legacy in young people, it is things that we are doing which is that 2000 new footballs are going to primary schools to make children want to do more sport. I think we are addressing the sporting legacy of the World Cup and we had a bit of fun with it as well with the tune on the City Hall Clock which got 100,000 views. We are delighted though with the success and of course for our local dignitaries as well. I am trying to get Fabian Delph to come back to Tong Academy but we will see. Yes I understand your concerns but we have got a legacy there that we are all going to make the most of for our young people.

11. Councillor Alan Wainwright

Is it possible for Council wardens to be trained up to do enforcement on the significant problem of parked vehicles preventing access to pavements and entrances?

Answer

Currently wardens can only issue tickets where there is a legal order in place and do not have powers to issue for obstruction which the Police can do. We encourage members to liaise with their local police officers to discuss any problem sites in their ward and the best approach to tackling pavement parking.

Wardens can issue tickets under contravention code 27 for parking adjacent to a dropped kerb and members can flag up any specific issues with officers to investigate.

Ward members can work with the police to try and reach a common sense approach with residents where there are issues in given areas. I am happy to facilitate conversations if you know of a road or area where this issue is of particular concern.

12. Councillor Jeanette Sunderland

Analysis by the Institute of Fiscal Studies has predicted that around 160,000 (1 in 8) of the 1.3m children who currently qualify for free school meals will become ineligible under new criteria requiring families to be on Universal Credit, and with net earnings of less than £7,400. They predict that around 210,000 children not currently eligible will also qualify under the new criteria.

Can the Portfolio Holder advise us what impact this will have on families and school budgets in Bradford?

Answer

No child who currently qualifies for a free school meal will lose that meal when the family moves on to Universal Credit, nor will they lose that entitlement if the family's income increases above the £7,400 threshold. This will be the case until the child finishes the current phase of education (primary or secondary) or until the end of the roll-out of Universal Credit - currently projected to be 2023.

However, that protection does not extend to children who subsequently would qualify under the old criteria, but not under the new rules. I believe this is the group the IFS have identified.

Because the Council does not hold any information about those that might apply in the future, it is difficult to predict how many children will lose out, but also how many will gain entitlement.

Turning to the impact on schools budgets, eligibility for a free school meal determines 2 important funding streams – Pupil Premium Grant and deprivation funding that is contained within the school's national funding formula. The longer term impact that this will have on school budgets is currently unclear, due to the data protection and lack of local information I referred to earlier.

Supplementary Question

On the surface of it, it seems like a no issue but it is a massive issue where you have got lots of families. The qualifying criteria is going to be frozen for seven years which means it will have quite a significant impact on low income families. So there is going to be the launch of a campaign to scrap the freeze and wonder if the Leader of the Group will be prepared to back it?

Councillor Susan Hinchcliffe

We will certainly have a look at it. Obviously any money that we can get to draw into Bradford schools and Bradford communities, we will look at that and make the most of those opportunities. We are always very entrepreneurial, have to go out and make the case for money into the district. So happy to have a look at it.

13. Councillor Hassan Khan

Will the Leader tell us what the latest is on Clean Air Quality in the District. I understand that we were going to be given funding for a Clean Air Zone like they are doing in Leeds but that the Government changed their mind at the last minute?

Answer

Bradford was informed by Defra in February 2017 that there was a need for a Clean Air Zone (CAZ) for Buses, HGV's and light goods vehicles. We were informed at that time that any CAZ would be mandated by government and that it was expected that approximately £10m would be made available to the Council for implementation. When the government's air quality plan was published in July 2017 Bradford had been removed from the list of local authorities that were required to look at the feasibility of a CAZ. In early 2018 the government were challenged on the decision to remove LAs like Bradford from the air quality plan and it was found to have been an

unlawfully inadequate course of action. To mitigate this, the court has ordered that LAs which exceed the legal objectives for nitrogen dioxide, like Bradford, should do a feasibility study. Bradford is undertaking a feasibility study and has been given £50,000 to fund the work. The brief for the feasibility study is to identify measures that will bring forward compliance of the legal objectives for NO2. The feasibility study work is on-going and the completion date is the 31st July.

14. Councillor Simon Cooke

Would the Portfolio Holder for Regeneration, Planning & Transport, confirm the number of homes permitted by Planning Permissions relating to the City Centre where construction has not yet commenced, coupled with the number of homes covered by Planning Permissions relating to the City Centre, where construction commenced in the 2016/17 and 2017/18 Municipal Years?

Answer

The information is not available in the format requested, however, below is information that should provide a similar picture, based on the boundary of the City Centre as outlined in the City Centre Area Action Plan (AAP).

The data below is our Housing Land update and the details we have from Building Control. The permissions will no doubt include sites which have subsequently commenced and the completions, based on Building Control certification data, will include a lag and therefore be an undercount on what the final figure will be.

Total number of housing units built between April 2013 and March 2017: 787

Completions up to March 2018 still to be finalised: 95

Total number of unbuilt housing units with planning permission granted (before 1/4/18): 1,945

Supplementary Question

Thank you for the numbers. I think this is quite important. At the current buildout rate it will take 20 years to buildout the existing permissions and we are proposing to knock down the top of town and put houses on it which is presumably another 100, 200, 300. Are we not concerned that this is never going to get built. It costs £70,000 thereabouts to build a two-bed flat in total. You can buy a two-bed flat in the city centre on a 30 year lease for £42,000. That is the price listed. You can probably get it for less than that and that is in one of the new build better quality ones. Do we actually think we have got this strategy right in terms of delivery and what are we going to do to make it happen?

Councillor Alex Ross-Shaw

Yes we do think we have got the right strategy. Funnily enough talking to Bradford Property Forum this morning around roughly similar ideas, how we lift those land values and property values in the city centre to make sure we get really good quality developments. We recently had a block of flats near Forster Square Station win best building control, best conversion at the West Yorkshire Building Control awards a few weeks ago. So we know there are some quality developments going on but that is why it is part of the overall strategy for the city centre that it is going to help support that so if we can get one city park built with 90,000 sq ft of office space,

good quality jobs in the city centre, people earning higher incomes than that supports a strong city centre housing market. Obviously we know that part of the issue we have got right across the district, or for large parts of the district when we look at brownfield sites or previously developed sites it is about viability, its needs, public sector investment as well to get those over the line. Those are the sorts of things we look at to help accelerate delivery and get a stronger housing market in the city centre.

15. Councillor Rizwana Jamil

Does the Leader join me in welcoming the recent training for elected members around awareness of people trafficking and what the signs are? What work are we able to do with partners to get those messages out to the wider community?

Answer

Yes I'm glad the training is well received as it's such a serious subject which needs a really well thought out and comprehensive response.

The Bradford Anti-Trafficking network aims to engage the wider local community in the issue of human trafficking and spotting the signs. The network has various partners that are already engaged in community outreach such as West Yorkshire Police, Hope for Justice, Community Works, Barnardos and Bradford Council Ward Officers - all of whom have a standing presence in the community. The network seeks to ensure all of these on-the-ground workers are trained to spot the signs, and are enabled raise awareness amongst people they engage with. This can include activities such as training events, film screenings, drop-in services, targeted outreach in EU migrant communities, as well as producing printed resource in a number of languages. Further to these activities, the Bradford ATMSN has some further plans for community engagement, most significantly – the annual national “Anti-Slavery Day” on 18th October. Current plans for delivery are for a public stall exhibition in Centenary Square, as well as some targeted locations in all of the Bradford wards: Shipley, Keighley, Central, etc.

16. Councillor Tess Peart

Will the portfolio holder tell us what plans are being made for the new city centre markets to regenerate a wider area and whether the project will improve links between the middle or top of town and the Broadway area?

Answer

The Council's Executive on 10 July 2018, gave their approval to the £21 million project to progress plans to develop a 'food focused' market on Darley Street, while redeveloping Kirkgate Market as a separate, non-food market in the Kirkgate Centre.

This is an exciting project to create a new food market closer to the retail core of the city nearer the Broadway Centre, helping to revitalize Darley Street and return the markets to their historic home within the city centre. Bradford has a fantastic food heritage and we want the market to reflect that while showcasing the best food that the whole district has to offer.

The proposed design of the food market shows a significant glass frontage to encourage an open feel to the market and provide better links between Darley Street and Piccadilly, with a canopy over part of Darley Street to allow for outdoor markets and trading.

The area will form part of a 'Top of Town Masterplan' by the Council, which is in the early stages of development. The plan will provide a strategy to enable the creation of an attractive, resident friendly, healthy and sustainable environment in the city centre, with landscaped, traffic calmed street infrastructure, and high quality public realm and community spaces.

The designs will be developed throughout the rest of this year and into early 2019, and at the same time the Council will arrange various stakeholder events to obtain the views of traders, shoppers and city centre businesses which can then be incorporated into the final designs.

We know lots of businesses and people are taking a keen interest in our plans and it has been great to see so many offers of support and help from people after we released our artists impression of what the food market could look like to the public and on social media.

It is anticipated that construction will commence in January 2020, with the markets opening their doors in Easter 2021.

17. Councillor Debbie Davies

Can the Portfolio Holder for Education, Employment and Skills Portfolio confirm whether the measures of success, such as increasing the number of applications by 50% whilst retaining high quality teachers and Leaders in the Bradford District, have been achieved following the employment of a Teacher Recruitment and Retention Strategy Manager?

Answer

We will be able to give accurate figures against the key performance indicators (KPIs) once the findings from the end of contract survey on recruitment and end of academic year retention figures are all in and analysed. This will be available in September in an end of contract report.

18. Councillor Nazam Azam

Do you join with me in feeling relief at the arrest of a suspect linked to the hate crime letters sent to Muslims earlier this year? This blatant Islamophobia cannot be tolerated.

Answer

Islamophobia and all forms of hate crime have no space in our district or this country and can't be tolerated in any form. It has been a great relief to the Muslim communities across the country and in particular Bradford that an arrest has been made regarding the hate crime letters sent to mosques and private addresses.

It is important that we encourage people to speak up and speak out against all forms of hate crime and to encourage anyone who is a victim to report this to the police or to one of our many hate crime reporting centres across the district.

19. Councillor Michelle Swallow

Could the portfolio holder please work with and use his influence with the West Yorkshire Police to suggest that in the interests of supporting road safety for motorists and pedestrians they consider signing up to the free service offered by Nextbase dashboard cameras which allows members of the public to upload instances of dangerous driving to the relevant Police Force, as it is my understanding that many police forces have signed up to this and I believe it will help to improve our safety and driving standards?

Answer

Members of the public are already able to submit dashcam footage to West Yorkshire Police using the Operation Steerside website. This is for incidents across the Bradford District, however the force is currently exploring opportunities for how dashcam footage could be provided by members of the public in a more efficient and effective way. This is at an early stage, it will involve procurement and IT security, therefore it is not appropriate to comment on specific companies at this time.

This Council wholeheartedly supports Operation Steerside, which remains an on-going and highly visible operation across Bradford District. Since Steerside began in February 2016 it has seized over 1,000 vehicles as we continue to crack down on the 'fatal four' – driving at inappropriate speed, using a mobile phone whilst driving, not wearing a seatbelt and drink/drug driving. We have also carried out nearly 13,000 specific actions – including issuing tickets for the above offences.

This has helped to make a real difference across the district. We are now broadening the work of Steerside – with a wider focus on nuisance and anti-social driving and the general perception of driving in the District. Over the next three months there are 12 multi agency days of action planned across the district, two of which have already taken place.

Tackling the issue of the antisocial use of motor vehicles is a Bradford District priority, recently a strategic ASB/Nuisance Road Group has been formed, chaired by Superintendent Daniel Greenwood. The group will be meeting on a regular basis to develop and co-ordinate a partnership plan.

20. Councillor Alun Griffiths

In their recent report Public Health England have warned that some types of LED streetlights, which are replacing many traditional streetlights across the country, could potentially harm people's eyesight and that Councils could, if they have been installed purely on the basis of energy efficiency and cost, then it is possible to end up with lighting scheme that will not be fit for purpose.

Can the Portfolio Holder assure members that the replacement street-lighting systems being installed across the District do not have the potential to harm people's

eyesight?

Answer

The Council officers in the street lighting unit are regularly updated with the latest information regarding LED road lighting and the alleged impact on peoples' eyesight and, after significant studies into these allegations there are many variables in LED lighting, of which colour temperature is seen as the one to get right. When we commenced installing LED lanterns we specified a colour temperature away from the blue spectrum which is where most of the issues occur.

An article regarding this subject was published recently in Optometry Today. Council Officers have been in contact with the Author Professor John O'Hagan who made the point that some (often cheap) LED luminaires used for street lights have the LED elements protruding below the fixture. This means that when you look down the road when it is dark, the street lights are a source of glare (annoying at least, and potentially a safety issue). Recessing the LEDs or using a diffuser removes the problem.

21. Councillor Alan Wainwright

Does the Leader join me in celebrating the England football team and manager doing us proud at this World Cup, including Bradford's own Fabian Delph and goalkeeper Jordan Pickford who spent a year at Bradford City?

Answer

Absolutely, what an incredible event it's been and made all the more special by the presence of Fabian Delph and Jordan Pickford. It must have been an incredible experience for both of them individually, not least for Fabian Delph who was able to fly back to witness the birth of his child during the tournament. The World Cup has shown what a unifier sport can be, especially given that the manager and his players conducted themselves with such class on the world stage, it's really something to be proud of and I know people right across our district have felt a part of it.

22. Councillor David Heseltine

Can the Leader of the Council inform members whether we can change the criteria to allow Area Committees to be able to use discretion in residential parking schemes?

Answer

Officers are currently working on a review of the currently Permit Parking criteria policy with a view to taking a report through the Executive later in the financial year. As it stands though, the existing policy sets out the prevailing stance on assessing requests for permit parking schemes and it is recommended that this remains so until such time as the policy has been reviewed.

Supplementary Question

Thank you for the answer. You are still looking at varying the policy. We have been at it about 18 months, how much longer is it going to take?

Councillor Alex Ross-Shaw

I cannot give you a precise time. I know obviously it is something you have been very passionate about as Chair of the Area Committee which I have sat on myself and heard you go into great detail on but I will check with officers. Hopefully it should be sooner rather than later.

23. Councillor Tess Peart

Does the portfolio holder have an update on our campaigns for a city centre highspeed rail stop and for improvements on the Skipton-Colne line?

Answer

Our Next Stop Bradford campaign to bring a high-speed rail station into the centre of Bradford district continues to attract support and was recently nominated for best public sector award at the PRCA DARE Northern Awards.

We are continuing to work with our partners, the West Yorkshire Combined Authority (WYCA), Transport for the North (TfN) and Network Rail on building the evidence to support the case for a city centre Northern Powerhouse Rail (NPR) and station stop in Bradford.

Reports by consultants Genecon identified a £15bn economic uplift for Bradford and the region when there is a city centre NPR station in the future and we have submitted this evidence to TfN as they continue to work on their Strategic Transport Plan, of which NPR is a part.

In the meantime, the Council and its partners will continue to lobby key stakeholders in central government and in the business community as part of the #NextStopBradford campaign to bring Northern Powerhouse Rail to Bradford City Centre.

We recognise that the importance of east-west Transpennine links extend across the district, which is why we were so supportive of feasibility money being made available to study the potential benefits of reopening the Skipton-Colne railway line. This line would have huge benefits for Keighley and the Airedale corridor as well as other parts of the North. The feasibility work is being undertaken by Steer Davis Gleave on behalf of TfN and we hope to have the final report by the end of the year.

24. Councillor Martin Love

At an event in London on 20 June, hosted by UK100 and IPPR, the Leader of Council said 'Through the Council's close links with health researchers, we have the evidence base to support making air quality improvement a Council priority. For this reason we have developed a Low Emission Strategy as early as possible to secure improvement and health benefits for our population.' Can she tell us what action has so far been taken by the Council to support the Low Emission Strategy?

Answer

The following action has been taken to support the Low Emission Strategy since its

adoption in 2013, there is also currently a draft update of the Low Emission Strategy being produced which includes new initiatives for adoption in the coming months:

- 1) All relevant planning applications in Bradford have air quality mitigation applied to them, this has yielded the conditioning of;
 - i) In excess of 5,000 electric vehicle charging points at domestic and commercial premises since 2013
 - ii) Fleet standards of current or previous euro standard for all commercial fleets on new developments with low emission strategy conditions for larger fleets
 - iii) Dust control on all construction works in accordance with best practice guidance
 - iv) Low emission travel plans for staff and householders
 - v) Damage cost calculations for larger developments leading to site specific mitigation, examples of which include an electric minibus for staff and new cycling infrastructure.
- 2) Council procurement processes have been changed to include consideration of emissions (5% of contract via social values) in all purchase decisions. Vehicle procurement includes consideration of whole life costings.
- 3) The Council fleet includes the use of ULEV vehicles wherever practical and has recently received a 4 star Ecostars rating.
- 4) A Low Emission Zone (LEZ) feasibility study^[1] has been carried out to inform LEZ policy at Bradford, the study was carried out in collaboration with health researchers and has calculated annual health cost savings related to LEZ interventions in Bradford. This work has been published in the British Medical Journal.
- 5) The data from the LEZ study has been used to support a successful CVTF bid to retrofit 25 commercial buses, subsequent PEMS (portable emissions monitoring) testing showed a 96% reduction in NOX emissions. All of the 14 buses on the Manningham lane route (through an AQMA) have been retrofitted.
- 6) A successful West Yorkshire funding bid has also secured funding to retrofit a further 62 buses in Bradford between now and 2019.
- 7) A biomethane trial^[2] and gas feasibility study has been carried out at Bradford. This has led to a current facilities management project to look at the feasibility of City gas station at the new Super depot being proposed by the Council, this would potentially be in partnership with local bus companies.
- 8) A cycle super highway between Bradford and Leeds with the extension City Connect2 now on site, connecting Bradford city centre and Shipley town centre.
- 9) A new train station at Low Moor.
- 10) Bradford has also worked to share good practice and improve air quality across the region via development a West Yorkshire Low Emission Strategy^[3]. Bradford

[1] <https://www.bradford.gov.uk/media/1384/reportofthelezfeasibilitystudy.pdf>

[2] <https://www.bradford.gov.uk/media/1388/trialofbiomethanevehiclesbybradfordcitycouncil.pdf>

[3] <http://www.westyorks-ca.gov.uk/News/Articles/WYLE-Draft-Strategy/>

lead and managed this project in collaboration with the 5 WY authorities, the Combined Authority and Public Health England. The finished strategy was adopted by the 5 Local Authorities and WYCA in December 2016.

Bradford's work on air quality has been recognised nationally, with recognition for air quality work at both the Sustainable City Awards (2013), the MJ Local Government Awards (2014) and Fleet Hero awards (2016).

Bradford are also currently working with Defra to produce a targeted feasibility study to bring forward compliance with the legal objectives for nitrogen dioxide. The study deadline is the 31st July 2018. Within the study a number of additional interventions are being explored to see if there are opportunities for further improvements in air quality and public health. This work will form part of the addendum to the Government's air quality plan which will be published by the High Court deadline of 31st October 2018.

Supplementary Question

Thank you for the answer Leader. A very extensive response. The final paragraph says that we are producing in association with Defra a targeted visibility study to bring forward compliance of the legal objectives for nitrogen dioxide by the end of this month. Can I ask if that will be made public?

Councillor Susan Hinchcliffe

It is a good point. I imagine it would be to be quite honest. It is something that is going to be given to the Government and I am presuming they are going to use it for pitching for more funding. It is amazing. We have already given £50,000 to sort out air equality in the district. I think I mention in my report, we saw Gove the other week and tried to make him realise it was a national issue. It is not just about the local. We are hoping for an open dialogue with the Government on this issue and therefore I would imagine a local dialogue as well. We will get that done.

25. Councillor David Warburton

Can the Leader give an update on the council's progress in investing more with local companies to support the 'Bradford Pound'?

Answer

The Council introduced and applied a Social Value Policy to its procurement activities from the beginning of April this year. The key objective of the Policy is to use every pound that the Council spends (the Bradford Pound) to do more than purchase high quality value for money supplies, services or works; the Council's spend can in aggregate be a lever for growth contributing to Bradford's economic resilience and growth.

We're now just over three months in. During that time we've spent time with our staff, and the voluntary and private sectors talking about our Social Value Policy so that there's a sound understanding of how and when it applies, we've also actively contributed to the City Region Inclusive Growth debate.

At the end of June our Social Value Policy has successfully been applied to 19

procurement exercises across contracts including pest control, transport services, the supply of plumbing materials, and first aid training. It's a good start and there's more to do. Embedding the Policy is important because it enables us to take into account how our suppliers put in place local, Bradford based supply chains, offer employment and training opportunities to Bradford's young people and longer term unemployed or provide support to voluntary and community based projects in the District.

Officers will be providing a report to the Well Run Council Board in the autumn setting out our initial Social Value achievements, with the Executive then receiving a report in early 2019 providing a summary of the achievements and lessons learnt in the first year along with suggestions for Social Value Policy improvements.

26. Councillor Rebecca Poulsen

Given the recent announcement of £60 fines being introduced for residents guilty of contaminating recycling bins, would the Portfolio Holder for Environment, Sport and Culture provide reassurance that some humanity, common sense and discretion will be used to differentiate between deliberate and accidental contamination, along with an idea of how the Council will implement the penalties for cross contaminating waste in the communal recycling bins used by many hundreds of residents throughout the District?

Answer

This action is in line with the Domestic Waste & Recycling Policy (DWARP), it is done with common sense and is wholly inclusive to all of the District's residents. Notices are served when the crews spot items in the recycling bin that are not on the list as being an item that can be recycled. If a resident receives a notice and contacts us to say they didn't place the item in their bin we will cancel the notice as we understand bins can become contaminated by another resident, but on the understanding that the resident is clear about what can and cannot be placed in their recycle bin. The crews will continue to monitor and report contamination.

Section 46 notices are not served on residents who place their recycling bins at a collection point or on communal bins.

Supplementary Question

Can I ask the portfolio holder? You mention in the last paragraph notices will not be served on residents using communal bins. What will the Council be doing to encourage those residents to make sure they only put allowable items into their recycling bins in order to increase the amount of recycling in communal bin areas?

Councillor Sarah Ferriby

Thank you Councillor Poulsen. Yes in those areas where there are communal bins or where there is a number of bins that are presented for collection the recycling team are going out where we find that if we are having any issues in those areas they are going out into those areas and speaking to individual householders on what is and isn't allowed to be put in those bins and that is a continuing process where we have issues anywhere in the district that officers can go out and keep that dialogue reaffirming those messages of what is appropriate to go in the bins.

27. Councillor Sue Duffy

Would the Leader agree with me that it is worrying that the Government are refusing to publish a national Carers Strategy two years after consulting with 6,500 Unpaid Carers?

Answer

Yes. I note that the Government has published a Carers Action Plan but there is still no sign of a National Carers Strategy. The two things are very different and we clearly need the latter.

I know our local Carers' organisation, Carers' Resource, have been campaigning for some months for a new National Carers Strategy and have sent me a document about it. Clearly any initiative that highlights the role of unpaid carers across our society is to be welcomed however the Government's Carers Action Plan doesn't address the needs of the caring community now. There is a focus on research. This is useful but there is already a large body of evidence out there about what works. Carers need practical action and support now.

We will not sit and wait for Government to take action, we are committed to developing our own local strategy to support Carers. The Department of Health & Wellbeing with the Clinical Commissioning Groups are consulting with Carers locally to develop a district wide Carers Strategy as well as inform future commissioning of services. We recognise that carers are fundamental to strong families and sustainable communities and make a significant contribution towards people feeling safe and remaining happy and healthy at home. In Bradford we estimate that there are at least 16,000 carers who we rely on as a system. Our ambition is to develop a local Carer's Strategy which will enable us to tailor the support we offer carers across the health and social care system so that it meets their individual and personal support needs, enabling carers to maintain a balance between their caring responsibilities and a life outside caring, whilst enabling the person they support to be a full and equal citizen.

28. Councillor Aneela Ahmed

Can the portfolio holder give an update on progress of the District Economic Strategy?

Answer

Pioneering, Confident & Connected – an economic strategy for Bradford District launched in March this year followed by a London Launch in April attended by Rt Hon Claire Perry, Minister of State at the Department for Business, Energy & Industrial Strategy

The Economic Partnership and the council are working with partners to produce a detailed delivery plan and agree a set of key performance indicators that will be signed off at the Economic Partnership meeting being held on 5 September this year. The draft delivery plan is currently being circulated to partners for completion.

Since the launch we seen good progress on many key delivery elements of the strategy, these include:

- **District Growth Scheme** - Launched in April this year, this new district wide scheme provides support to businesses in the form of business rate relief The scheme addresses three priorities:
 - A. Support for investment in new-builds or premises expansions
 - B. Bringing listed and other significant heritage properties back into commercial use
 - C. Support existing businesses to expand through relocation/expansion into vacant premises/floor space in our town centres

- **ICE Expansion** - Development of business plan that will see expansion of ICE network from 5 to 9 ICES being undertaken with steering group comprised of key stakeholders. Agreed approach to be implemented from October 2018 with full roll out of new programme from September 2020.

- **Education Covenant** – 31% of district business are now supporting this key programme creating connections between schools, teachers and businesses to give young people in every school access to positive business role models. This exceeds the 30% target.

- Rail Station Masterplans
 - Bradford Interchange** –The Interchange will see significant redevelopment over the coming years beginning with work to improve access, new taxi rank and pick-up and drop-off area for the public. There will be new pedestrian crossings. This scheme is a precursor to major improvements planned for 2019 which will result in a new frontage, better pedestrian access and improved facilities.
 - Forster Square station** will see major public realm improvements and new retail pods built into the existing railway arches. Development is on track to meet its £17 million budget and delivery date of 2021.

- **Textile Academy** – JRF supported initiative that has addressed skills gaps in textile businesses in Keighley by engaging with the local community featured in a recent conference held in Bradford focussed on unlocking the potential of BAME women to drive a stronger and more inclusive economy. Work is being carried forward as part of the Integrated Communities Strategy pilot.

- **STEP Programme** - ESIF funded contract to support unemployed residents with differing degrees of barriers into work. Aims to support 5,000 individuals with job search and employability skills and get 1500 individuals into employment by 2020. Contract delivery on track and is exceeding with regard 50+ and BME profiles in particular.

- **Manufacturing Week** – Barclays Bank are the lead sponsor for Bradford Manufacturing Week (8-12 October), led by West & North Yorkshire Chamber and backed by the newly-formed Bradford Economic Partnership, aims to introduce the district’s manufacturers to young people and boost apprenticeship numbers by creating more inspired, informed and ‘work ready’ applicants into the sector. The brainchild of Nick Garthwaite, president of Bradford Chamber and MD of international chemicals and detergents manufacturer Christeyns, the week

aims to engage with around 75 local schools, reach more than 20,000 14-18 year-old students and create 1,000 work experience days across the district.

- **City Centre Markets** - Bradford Council recently announced plans for a new city centre food market based in the historic Darley Street along with a re-vamped non-food offer located in the Kirkgate shopping centre. This will free up the existing Oastler Centre market on John Street for redevelopment as a significant residential area in the city centre. The new markets are expected to open in 2020/21 with the housing redevelopment beginning build out shortly after.
- **Townscape Heritage Scheme** - Following a successful first round bid to the Heritage Lottery Fund, the schemes development phase is now underway. The scheme aims to support property owners to improve heritage buildings by providing grant contributions of up to 80% to repair and reinstate traditional features such as shop fronts and windows and bring vacant floor space back into use. The outcome of the Council's Stage 2 application is expected by the end of June 2018. If successful, the scheme will be funded by £2m HLF funding and £750k CBMDC. Investment by property owners will be a minimum of £400,000.
- **Bradford City Centre BID** - Local business leaders have formed the Bradford BID Development Group, to investigate the possible creation of a Business Improvement District (BID) in Bradford. It is anticipated that well over £500,000 per year could be raised in Bradford to promote & add to the vitality of the city, thus increasing footfall and vibrancy across the entire city centre area.

29. **Councillor Brendan Stubbs**

Bill Grimsey has recently published his second review into the future of Town and City Centres in the UK. As part of that review there are a number of recommendations that could help secure the future of our high streets across Bradford District including recommendations for Government, Business and Local Authorities including,

a, Establishing Town Centre Commission under strong, established leadership through the local authority for each town centre, with a defined remit to build a 20-year strategy for their unique place. Ensure that this vision is underpinned by a comprehensive place plan.

b, Introduce clear high street assets ownership accountability by establishing a landlord register for each town to be able to trace the owner of every single property and engage them in the health and wellbeing of the place.

c, Local authorities should establish events teams to manage a comprehensive programme of activities that complement the Town Centre Commission Plan by driving footfall to local high streets.

Can the Portfolio Holder detail any plans Bradford Council have to take forward these and other ideas within the review to supplement any work already being done by the Council to secure a viable future for high streets across the district?

Answer

The second Grimsey review into town and city centres was an interesting look at the future of our high streets and will no doubt feed into the work already being done by Local Authorities given the fast changing nature of our centres.

We already work in partnership with businesses throughout the district, with the Keighley Business Improvement District (BID) doing great work for Keighley town centre, a Bradford BID under development, while the Ilkley Business Forum and the Shipley Town Centre Partnership and Bingley Chamber of Trade all provide business leadership in our Principle Towns. This is in addition to our wider business partnerships through the Bradford Economic Partnership, chaired by David Baldwin, and the Airedale Partnership, which focuses on the Airedale Corridor.

The Chambers of Trade and Commerce also work in supporting our town centres, as do Town Councils, such as in Bingley where they have successfully launched a farmers market, and likewise in Baildon.

The work done through our successful City Centre Growth Scheme means we already have a strong list of high street assets with identified agents and landlords as we gather this information when enquiries come in about particular units. Our work on the newly launched District Growth Scheme will help us gradually build similar lists for Keighley, Ilkley, Bingley and Shipley as we engage with asset owners and end users over potential support through the scheme.

Events are a vital part of any centre as the Bradford Festival showed this weekend. Many events are now delivered by external partners, such as the Bradford Literature Festival, and the role of the Council is often to facilitate and encourage rather than to act as a direct deliverer of events. The business partnerships mentioned above often play a key role in delivering quality events in our town centres, such as the various events Keighley BID deliver and the Shipley Street Arts Festival, which is supported by the Shipley Town Centre Partnership.

The Council recognises the importance of creating quality places and spaces for communities to mix and invested in public realm and infrastructure at key locations across the district. Recent years have seen dramatic changes to the retail sector and we continue to work with businesses, many of which are independents, to bring vitality and diversity to the high street offer.

The City Centre Growth Scheme has a healthy pipeline of applications for new bars, restaurants and cafe's as city centres move away from traditional retail and more toward leisure and experience. With recent issues faced nationally by restaurant chains, the business rates offer provided by the Growth Scheme is there to help de-risk investment and encourage a wider range of operators.

Due to the success of the city centres based scheme we launched the District Growth Scheme in April. This is a rate relief scheme to attract new investment and encourage the bringing back into use of empty properties in town centres across the district.

Supplementary Question

Just a two part supplementary. One of the things is what work are we doing to make sure that the smaller towns, the urban villages and the areas that do not come under that top five or six centres that we have, are getting the support and that we are putting the right energy in place for them to make sure that they are viable into the future as well. Secondly have we resolved the issue of past experiences when we have had events in the city centre and other areas where businesses were not fully aware of what was going on, giving them enough time for them to order the stock, get the staff in place to make sure they are open to fully take advantage of the money we have put in to getting thousands of people into the city centre, town centres and parks and other places in the district.

Councillor Alex Ross-Shaw

Thank you Councillor Stubbs. Certainly with the district's growth scheme two elements of it support the district as a whole, the listed and heritage building relief and any development relief. The sort of town centre rate relief fund, we can review that as time goes on, see how it works in the town centres. A lot of the smaller economic centres, even smaller than that. A lot of the retail units will be business rate free anyway in that regard. So it will be having to look at what specific support at whatever business you are or whatever business you want to run anyway in the district you can get in touch with our Invest in Bradford Team and they will work with you just the same way as if you were a city centre business. So there is always support available from our business support advisers. In terms of events obviously it is Councillor Ferriby's area but I know for instance with the illuminate event we ran last year our City Centre Manager and his team were going round the City Centre speaking to businesses saying do you know this is on preparing and getting involved and sometimes some businesses take advantage of it and some businesses choose not to and that it is up to those businesses really. Hopefully with the business improvement district fingers crossed gets over the line and starts next year and that gives us another voice and another way through to speak to businesses and make sure that we are all pointing in the same direction and making the most of the opportunities that are available through events or other things.

30. Councillor Richard Dunbar

Would the Portfolio Holder join me in congratulating the organisers of the Bradford Literature Festival for the most successful year yet?

Answer

I am delighted to offer my congratulations to Syima for doing a remarkable job this year with the Festival, which continues to go from strength to strength. Bradford Literature Festival in April this year became an Arts Council England national portfolio organisation and is the largest funded literature festival in England. It's a wonderful achievement and it's a feather in the cap for Bradford.

31. Councillor Dale Smith

Can the Portfolio Holder for Regeneration, Planning and Transport, confirm what progress has been made with the transfer of responsibilities from the Police to the Local Authority, relating to the removal of obstructions, particularly on pavements?

Answer

The powers associated with dealing with pavement parking were discussed as part of the recent consideration of the approach to dealing with advertising boards. As was noted at the time there is no national prohibition against either on-street or pavement parking (except in the latter case in London) and more widely in relation to heavy commercial vehicles. The offence typically used to deal with these issues relates to *driving on the pavement*, whether with the intention to park or not. Because this is a criminal offence, as opposed to the vast majority of civil parking offences, it is enforceable by the police and not the local authority.

It was noted that current legislation allows local authorities to act to tackle on-street and pavement parking in various ways such as designating limited areas of 'no pavement parking' through a traffic regulation order or establishing a special parking area.

More recently there have been a number of private members' bills proposed in parliament to provide some degree of wider control over pavement parking the most recent of which was Simon Hoare's *Pavement Parking (Protection of Vulnerable Pedestrians) Bill 2015-16* which was debated in the House of Commons on 4 December 2015. This Bill provided a framework for local authorities in England and Wales to consult on and subsequently to ban pavement parking across wide areas, subject to certain exemptions to be set out by the Secretary of State in secondary legislation, particularly around medieval or older towns and city centres with Victorian terraces and the like, where popular ownership of the car was never envisaged. However, this bill was withdrawn from further consideration following the Minister giving a commitment to convene a round table in 2016 to discuss footway parking issues and to undertake further research.

Therefore nationally, the powers available to the Council to address this situation remain unchanged from those previously advised.

Supplementary Question

My supplementary is can the Portfolio Holder for Regeneration, Planning and Transport confirm what progress has been made with regard to the removal of obstructions particularly on pavements as recently proved and directed by the Executive. I am referring to the matter of A-Boards in particular. How many prosecutions have been taken and what progress is being made?

Councillor Alex Ross-Shaw

Thank you Councillor Smith. So we have signed off the enforcement policy for A-boards so it is in place, it has been in place for a few months now. So wardens when they are travelling around the district if they see A-boards on the public highway, obviously not on private curtilage of landowners who have every right to put things on their own private land then they have got an enforcement policy to follow. They can then end up with that A-board being removed and obviously you or any other member in the room sees an A-board then you can use Council Contact or contact an officer and it should go through that process as well. I know from around x-thousand complaints highways have had over the past few months, to be honest it is only a relatively small number that come through about A-boards. That has not changed over the past few years so I think it is obviously for campaigners like

yourself who have done a lot of good work in this area. It is about raising that awareness and flagging it up when you see it. I recently asked a highways officer to just to make sure we are working with the wardens so they know what the policy is and that they can implement it when they see those A-boards.

32. Councillor Richard Dunbar

Our pioneering, connected and confident economic strategy creates a very clear vision for the future of our district. Would the portfolio holder be able to let us know how we will meet our key targets of raising GVA by £4bn, getting 20,000 people into work and 48,000 more people achieving NVQ3 level skills?

Answer

Raising skills levels is a key element both of increasing productivity (GVA) and getting more people into work. In order to realise the skills ambitions that will support the achievement of the targets in the economic strategy we are currently working with partners to develop a District skills plan, and are consulting on the key focus and actions for the Plan. This links to the Economic Strategy Delivery Plan.

Without looking to pre-empt partner views, we are confident that a significant proportion of achieving the ambitions set out in the Economic Strategy will be through the continuation and expansion of existing successful initiatives:

In terms of the employability, aspirations and attainment of our young people the Education Covenant approach incorporating Bradford Pathways and the Industrial Centres of Excellence will play a critical role. We are working to expand the scope and reach of these programmes to ensure all of our children and young people leave education with an understanding of their pathways into work, and the skills and qualifications they need to achieve their goals.

As well as addressing the supply of skilled young people into the labour market we need to ensure that unemployed adults are supported into work and that our residents can manage their career progression whilst in work. We see the expansion of the SkillsHouse programme as central to this. SkillsHouse has already had considerable success and supported more than 1,100 people into work and has undertaken pilot activity upskilling workers in low wage jobs.

Clearly the Council cannot deliver this alone, and the District skills plan will enable us to work with our partners to make better informed decisions on the use our collective, but ultimately limited resources, to ensure maximum effect in the delivery of our shared goals for the people of Bradford.

33. Councillor John Pennington

As seven previous Lord Mayors, along with Baroness Castle, David Hockney, Brian Noble and Ken Morrison, have been granted Freedom of the City, could the Leader of Council advise us as to when Jack Tordoff will be joining the list?

Answer

I'm delighted Jack Tordoff has just been awarded the OBE and I've written to him to

congratulate him on his honour. I'm sure he will blush to hear the question but I'm happy to discuss how people achieve Freedom of the City with the opposition leader at his convenience.

Supplementary Question

If that is the case thank you for your answer. Can you tell me please when I can meet one of you?

Councillor Susan Hinchcliffe

We have a meeting on a monthly basis I believe so at our next monthly meeting I am sure we can discuss.

34. Councillor Geoff Reid

To the Portfolio Holder. Will the Council press the Diocese of Leeds about the future of their derelict land on the former Rimswell House site, Greengates, which has sat overgrown and a magnet for vandals for many years. It would better serve local residents and the area if it were brought back into use?

Answer

I would be happy to work with the member on the issues surrounding this site and discuss with the Catholic Diocese of Leeds their plans for it. Unused sites aren't just a waste of potential but left untended can blight a community and attract anti-social behaviour.

Supplementary Question

I simply want to correct the typo. The road though Greengates estate is Rimswell Holt and to say thank you to the portfolio holder for offering help in bringing some urgency into a difficult situation. Thank you.

Councillor Alex Ross-Shaw

You are very welcome Councillor Reid.

35. Councillor Martin Smith

Can the Portfolio Holder for Regeneration, Planning and Transport, advise colleagues of progress made, since the launch of the Gillingham Master Plan last October at the Cathedral?

Answer

Well North owns this particular initiative. They're a separate body to the Council led by Lord Andrew Mawson who has a strong affinity with the district. The Council is working with him and his team to support their plans to improve health and wellbeing outcomes for the people of Gillingham. We will happily connect Cllr Smith with Lord Mawson for further information if required.

36. Councillor Warnes

Will the Leader of Council please outline the key reasons why Bradford Council's greenhouse gas emissions have fallen from 88,302 tonnes in 2009-2010 to 45,844 tonnes in 2017-2018, an impressive reduction of approximately 48%; and explain what plans and carbon reduction targets are currently in place to ensure that this contraction continues from 2020 onwards?

Answer

There are a number of reasons for the reduction Bradford Council has made in the Green House Gas (GHG) emissions since the 2009-10 financial year. It's worth noting that some of these factors are complimentary and means that the saving the Council has achieved have been maximised. Since 2009/10 the Council has been converting some buildings to lower carbon sources of heat, a particularly effective example is when Margaret Macmillan Tower changed from oil fired boilers to a combination of biomass and gas heating. A programme of conversion of lighting to LED has helped to reduce the amount of electricity used across our own buildings and also the street lighting network, this programme continues as budget and capacity allow. There has also been capital and revenue investment in a programme of work to improve the effectiveness and efficiency of heating systems and during the heating season the systems are monitored and optimised by the Energy Centre. The emissions from Council owned transport have reduced by 10% and the emissions from staff travel have reduced by 38% these savings stem from a reduction in the number of miles being travelled by staff and the conversion of some fleet vehicles to electric. There have also been reductions in the GHG emissions arising from electricity as the national grid becomes decarbonised. Officers have installed, where economically possible, equipment to generate energy onsite and these make carbon savings either by using renewable sources, such as Photovoltaic panels, or by eliminating electricity transmission losses, such as Gas fired combined heat and power (CHP) engines. It must also be recognised that the council is shrinking and this has contributed to the savings planned for 2020 being achieved, and exceeded ahead of time. Looking forwards from 2020 the authority will require a new strategy and this is currently in the first stages of development.

Supplementary Question

Thank you very much for the reply. It is brilliant that we have cut our carbon omissions by so much and it is also good that looking beyond 2020 that work has begun on the next strategy and according to yourselves it is currently in the first stages of development. The problem is that we are under 18 months away from 2020 and what I would like to know please is what has been done so far, when will Councillors be involved in this process and when will the process be finalised please?

Councillor Sarah Feriby

Thank you Councillor Warnes. I will contact officers and get an update as soon as possible for you about that question. Thank you.

37. Councillor Russell Brown

Can the leader confirm, following my questions earlier in the year, that a STEM champion has been "appointed" and whether a bespoke, local, STEM plan has been initiated?

Answer

Yes, Cllr Tait has been appointed as STEM champion and is happy for Cllr Brown to be involved in the work.

The Bradford STEM network is well established but as part of its continued development has recently held a strategic planning workshop to review the future purpose and direction, focussing on the key question of how it benefits learning and education outcomes in Bradford. As a consequence of the planning session, a number of key strands of activity have been prioritised, specifically: agreeing the new mission statement; review of the data and metrics the Network will report; and the development of a new communication strategy.

Alongside and building on this work, the network will continue to develop a forward plan and in particular look at the use of LMI to identify trends and priorities for action. At present this research is focussing on areas of deprivation and gender and how these impact young people pursuing engineering or the sciences as career pathways.

In addition, we recognise that it is the Year of Engineering and are looking at how we best capitalise on the interest this generates and looking at options for events that may support that work, and officers have been working with the Chamber of Commerce to support the development of the Bradford Manufacturing Week in the Autumn. Bradford Manufacturing Week 2018 (BMW18) - the week will run from 8-12 October and the aim is to encourage businesses across the District to open up their doors and host a tour of the company, work placement or provide a talk in school to groups of students about the world of manufacturing. To date approximately 50 businesses have signed up to participate and 30 schools have registered. Work continues to encourage increased participation and the Council's Work Experience Team and Aspire-IGen will be supporting the businesses to prepare for BM Week with a "health check" visit prior to students visiting. This is an excellent opportunity for students to explore careers in STEM and gain an insight into the sectors that students have not necessarily considered as a career option. Bradford Chamber are leading on this initiative and are hoping this will become a sustainable model for future years to come. Key organisations are involved through sponsorship and the Steering Group to ensure BMW18's success and the proposal is to involve 1,000 students in engaging with Bradford's manufacturers and to change some misconceptions about traditional manufacturing jobs.

Supplementary Question

A couple of points. Can I congratulate Councillor Tait on what in my opinion is the most important role in the whole Council and invite her to Stanbury School where in its recent Ofsted inspection the Inspector commented on the use of STEM in the curriculum. You will need to bring your walking boots. With regard to the Bradford manufacturing week can I ask why a general invitation to Councillors to the launch event was not issued as this is a very important event and overall a good start but you have still got lots to do. Thank you.

Councillor Susan Hinchcliffe

Thank you. I do not think I was invited either but I just gate-crashed to be quite

honest. It is not a Council event so it is run by the Economic Partnership and the Chamber so they are leading it and obviously what they wanted was a lot of businesses there and they got a lot of businesses there so they are really delighted by how many manufacturing businesses are taking part in this district. We are blessed with more than average, about double the national average of manufacturing businesses, and they are really excited to get together and get the young people cited on the opportunities for careers in their industry in the future. I am sure if you want to express your interest you could be invited to come along to that but of course I think they probably wanted less of us and more businesses I am afraid to say. So I just gate-crashed.

38. Councillor Geoff Reid

To the Portfolio Holder. When is the installation of traffic lights at Moorside Road/Harrogate Road expected to happen as part of the Fagley Quarry development?

Answer

It depends how quickly the houses are sold. The signal junction at Moorside Road needs to be in when 150 dwellings are occupied according to the agreement.

39. Councillor David Heseltine

Can the Portfolio Holder for Environment, Sport & Culture, advise members of what powers are available to resolve problems caused by the overspill of parked private hire vehicles into residential areas, when designated ranks are full?

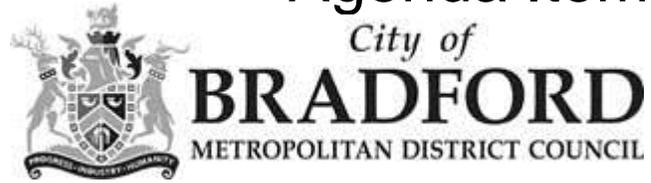
Answer

Licensed private hire vehicles are eligible to park in accordance with the law, i.e. they may park anywhere where parking is not prohibited for their type of vehicle. Where parking is restricted they must comply with the restrictions. Private hire vehicles are not eligible to park on ranks; ranks are for licenced hackney carriage (Taxi) vehicles only.

Each private hire vehicle is licenced to work for a Licenced Operator on behalf of a specific company. The company name/details are on the decals (fitted to the side of the vehicle) and also on the front and rear vehicle window visors. If a member of the public is concerned that a private hire vehicle is parking in residential areas whilst waiting for bookings they should firstly contact the Licenced Operator of the company the car is working for. They should explain their concerns and ask the Licenced Operator to address the matter, and if necessary make this a formal complaint. They should keep a record of dates/times of calls/complaints etc. If the Licenced Operator does not resolve the parking problem the member of the public should email the service using the email taxi.testing@bradford.gov.uk address and include the same information (dates, times etc.) they reported to the Licenced Operator, along with any comments of the Operator.

If there's a specific case you are concerned about then do let us know.

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Report of the Assistant Director Finance and Procurement to the meeting of Executive to be held on 10 July 2018

F

Subject:**Medium Term Financial Strategy 2019/20 to 2021/22 and beyond****Summary statement:**

The Medium Term Financial Strategy focuses on how the Council intends to respond to the forecasted public sector funding reductions as a result of the on-going austerity measures imposed by the Government's spending plans. It sets out the approaches and principles the Council will follow to ensure the Council remains financially viable and delivers on its priorities.

The next three years already contained a series of potentially significant changes to the structure of the Council and the services it will be responsible for and what it can provide. Many of these changes are still at consultation stage which brings additional complexity when predicting the future. In addition the impact on the economy from leaving the EU may also affect local government funding and demand for services.

The forecast identifies for planning purposes that savings need to be identified of £15.3m in 2019/20 in addition to the £6.1m agreed in February 2018. In the following year the gap increases to £20.2m in 2020/21 and then up to £32.3m by 2024/25. This forecast reflects the risks associated with delivering the Council Plan 2017-2021 in particular the challenges of the costs of social care

Andrew Crookham
Assistant Director Finance and
Procurement

Portfolio: Leader and Corporate

Report Contact: Tom Caselton
Phone: (01274) 434472
E-mail: tom.caselton@bradford.gov.uk

Overview & Scrutiny Area:
Corporate

1. SUMMARY

- 1.1 Whilst there is a growing national awareness of the demand on council services with reduced funding there are several fundamental reforms being proposed but with no detail at this stage, which makes financial planning difficult. This Medium Term Financial Strategy (MTFS) sets out the financial envelope for the Council to deliver its key priorities as set out in the revised Corporate Plan based on assumptions made from the relevant data available.
- 1.2 The key outcomes that underpin the financial planning of the Council are:
- Good schools and a great start for all our children
 - Better skills, more good jobs and a growing economy
 - Better Health and better lives
 - Safe, clean and active communities
 - Decent homes that people can live in
 - A well run council
- 1.3 The MTFS shows a continuing reduction in the size of the Council's financial envelope and identifies an immediate need for planning purposes to identify revenue savings of a further c£15.3m in order to set a balanced Budget in February 2019. The gap rises to £20.2m in 2020/21 and continues to widen to £32.3m by 2024/25 (Appendix 1 Table 2). These forecasts assume that for planning purposes additional savings are identified to reflect a proportion of the savings identified in the Quarter 1 monitor at being at risk of not being delivered.
- 1.4 Appendix 1 section 3.1 contains details of the key uncertainties associated with the forecast. There are several national reforms that will impact on the forecast namely:
- Fair funding review
 - Business Rates Baseline reset
 - Move to 75% Business Rates retention
 - Spending Review 2019
 - Social Care Green Paper
 - Brexit
- 1.5 Clearly Brexit is still an unquantifiable uncertainty for the national economy. Any deterioration of the national economy could lead to further austerity measures imposed on local government. For many of the reforms listed above the implications on individual local authorities will not be known until late in 2019. This will not give much time for local authorities to budget for any significant changes in funding. As a result it is important that Council reserves are maintained now in order to smooth any adverse transition.
- 1.6 If a percentage of the social care savings cannot be made then the reductions required from other service areas would lead to a fundamental reshaping of the Council to become in essence a social care provider, with very limited capacity to undertake other functions central to its wider ambitions.
- 1.6 The Council benefitted in 2018/19 from the Leeds City Region 100% Business Rate

Pilot. The letter from MHCLG indicated that the pilot was for one year only. Recent discussions with MHCLG have not given any indication whether the pilot would be extended into 2019/20 as it is a “policy” decision. For the purposes of this forecast it is assumed that the Pilot will not continue. The comparisons of the Council’s net resources are therefore skewed by the 100% pilot in 2018/19 and subsequently the estimate of 75% business rates retention..

2. BACKGROUND

- 2.1 The MTFS forms part of the Council’s planning and performance framework, and provides the context for the more detailed budgeting process.
- 2.2 The MTFS is refreshed each year to give a rolling three year assessment of the fiscal environment, after the close of the previous year, and before the budgeting round commences. It also provides a forecast for a further three years but given the uncertainty on any reforms to local government financing this forecast will need to be refreshed as further information becomes available.
- 2.3 The MTFS (Appendix 1) comprises three sections
 1. Purpose, priorities and principles
 2. Medium Term Financial Forecast and Gap Analysis
 3. Risks associated with the forecast

Followed by a series of annexes

Annex A	Current Cost and Resource Structure and savings approved to date
Annex B	Expenditure Forecast Assumptions
Annex C	Resource Forecast Assumptions

3. OTHER CONSIDERATIONS

- 3.1 The MTFS is typically affected by Forward Plan decisions being considered by Executive and Council which have material financial implications. In addition national policy changes can also have a significant impact on the MTFS.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 The MTFS is a financial and resource appraisal.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 The principal risks arising from the strategic assessment emerge from:
 - the sensitivity of financial estimates to actions beyond the immediate control of the Council, in particular Government decision on local authority financial regimes and spending levels. This is particularly significant for this forecast given the National reforms currently being considered;
 - the capability of the Council to influence Council Tax and Business Rates;
 - the impact on the economy and any resulting adjustment to the local

government financial envelope resulting from the EU referendum vote to leave the European Union.

5.2 Specific risks in the plan are set out in section 3.1 of Appendix A.

5.3 The MTF5 basic premise is that approved local savings plans will be delivered on time and in full. For planning purposes a proportion of the savings identified at risk of not being delivered have been incorporated into the budgetary gap to be closed. See Table 4 in section 3.3 of Appendix 1.

6. LEGAL APPRAISAL

6.1 This report is submitted to the Executive in accordance with the Budget and Policy Framework Procedure rules.

6.2 The Council is legally obliged to set a balanced budget.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

Non specific

7.2 SUSTAINABILITY IMPLICATIONS

Non specific

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

Non specific

7.4 COMMUNITY SAFETY IMPLICATIONS

Non specific

7.5 HUMAN RIGHTS ACT

Non specific

7.6 TRADE UNION

Non specific

7.7 WARD IMPLICATIONS

Non specific

7.8 IMPLICATIONS FOR CORPORATE PARENTING

Non specific

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

Non specific

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

This report sets out the assumptions for budget planning purposes and therefore does not include any options.

10. RECOMMENDATIONS

10.1 That Executive consider the Medium Term Financial Strategy as an assessment of the Council's financial outlook to 2021/22 and beyond, and a framework for it to remain financially viable and deliver sustainable public services in line with its priorities and the principles set out in Appendix 1.

10.2 That Executive recommends the updated and revised Medium Term Financial Strategy at Appendix 1 of this report be forwarded to Council for approval.

11. APPENDICES

11.1 Appendix 1 Medium Term Financial Strategy 2019/20 to 2021/22, including the annexes to the Strategy.

12. BACKGROUND DOCUMENTS

12.1 Council Budget Report 22nd February 2018 - Document P

12.2 Executive Report 10th July 2018 - Review of Minimum Revenue Provision (MRP) Update Policy - Document G

12.3 Executive Report 10th July 2018 - First Quarter Financial Position Statement for 2018/19 - Document E

**City of Bradford Metropolitan
District Council**

Medium Term Financial Strategy

2019/20 – 2024/25

PURPOSE, PRIORITIES AND PRINCIPLES OF THE MEDIUM TERM FINANCIAL STRATEGY (MTFS)

1.1 Purpose and priorities

The MTFS sets out how the Council intends to respond to:

- the forecasted size of the financial challenge it faces in both the medium and longer term
- the constraints of the national and local landscape
- the risks to financial resilience.

In the current financial climate the Council's principal financial aim is to remain viable so that it continues to work with partners, other organisations, residents and communities to deliver positive outcomes on its priorities of:

- Good schools and a great start for all our children
- Better skills, more good jobs and a growing economy
- Better Health and better lives
- Safe, clean and active communities
- Decent homes that people can afford to live in
- A well run council

To remain affordable and deliver sustainable public services, the MTFS has four main objectives;-

- Continue the trend of recent years to manage down the Council's recurrent cost base in line with reductions in overall resources
- Maintain income levels and increase them where possible, including growing the Council Tax and Business Rates tax base
- Prudently use reserves and balances to smooth the transition to a lower cost base and accommodate unforeseen challenges, and ensure that longer term liabilities and risks are adequately covered
- Seek to benefit from public service reform

1.2 Approach and principles

The MTFS is consistent with the priorities the Council is pursuing, as articulated in the District Plan and the Council Plan.

The principles that will influence the choices the Council will make in the future are summarised below

- **Working together** – working closely with partner organisations, business, communities, families and individuals to make the most of all our district's resources, assets and opportunities
- **Equality** – making sure that council activity helps to reduce inequality, provides opportunities for everyone and builds an economy that works for us all

- **People in charge of their own lives** - supporting wellbeing and independence through early action to prevent problems developing or stop them getting worse
- **Every pound counts** – using money wisely and targeting resources at district priorities while supporting the development of cost-effective and innovative solutions

A robust performance management framework arrangement will make sure value for money, sustainability, efficiency gains and the effectiveness of resource allocations can be demonstrated across all Council services, partnerships and commissioned service delivery; and that mechanisms are in place by which performance against these can be measured and managed. This will provide an increasingly sophisticated understanding of performance against district wide and local priorities set within the context of the financial outlook.

This forecast is based on a series of assumptions which are detailed in Annexes B and C. It starts from the current financial structure of the Council, which is analysed in more detail at Annex A.

The strategy and principles set out above lay down the framework and constraints for the next stage in the continuous cycle of operational and financial planning.

MEDIUM TERM FINANCIAL FORECAST AND GAP ANALYSIS

- 2.1 The medium term and longer term forecasts set out in Table 1 and Table 2 derive from comparing forecast expenditure assuming no changes to current plans, with forecast income, to give a deficit to be managed out through budget decisions. Table 3 shows the additional pressures identified since the budget was approved by Full Council and Table 4 shows the forecast budgetary gap attributed to savings plans at risk.
- 2.2 The starting point for the Forecast is the current financial structure of the Council, which is analysed in Annex A which assumes that the Service and non-Service savings approved by Council in previous years will be achieved in full. The Quarter 1 financial monitor report indicates that we are already seeing potential slippage in the savings profile and unless these are brought back on track then additional pressures will need to be included in future financial plans. As a result for planning purposes an additional amount has been incorporated into the forecast budgetary gap.
- 2.3 Forecast cost structure and forecast future resources are affected by a number of factors, some that are within our control and others that are not. Business Rate Reform, Spending Review, Fair Funding Review, Social Care Green Paper and the potential impact of Brexit are all potentially going to impact on Bradford but the quantum of these factors on the Council's budget is unknown. In Annex B the material factors that are likely to affect the Council's spending forecasts are set out.
- 2.4 In the five years from the beginning of 2011/12 to 2017/18 the Council has approved a series of reductions to its net budget of £255.9m. Further reductions of £6.1m (including £1.1m of further Public Health grant cuts) are being applied during 2018/19 taking the total reductions to £262m.
- 2.5 The Government announced in the December 2017 Provisional Local Government Settlement that there would be a move to 75% business rates retention but that Public Health Grant and Revenue Support Grant (RSG) would be funded by the retained business rates. The figures for 2020/21 have therefore been presented on an anticipated 75% rates retention system but this makes net funding comparisons between financial years problematic. Details of the assumptions on 75% business rates retention are included in section 6.1.
- 2.6 On 23 February 2018 the Council agreed further savings for 2019/20 of £23.3m. Assuming that the Council raises Council Tax in 2018/19 by 1.99% the deficit still to be closed in 2019/20 is forecast to be £15.3m.

Table 1 Cumulative Medium Term Forecast

	2019-20 Forecast £'000	2020-21 Forecast £'000	2021-22 Forecast £'000
NET EXPENDITURE			
2018/19 Base Budget	358,110	358,110	358,110
Reversal of non recurring investment	(649)	(1,216)	(1,216)
Full year effect of recurring pressures	2,967	4,507	4,567
Sub total	360,428	361,401	361,461
FUNDING CHANGES			
Independent Living Fund	59	116	171
Local Council Tax Support and Housing Benefit Admin	250	500	750
New Homes Bonus Grant	1,266	2,734	3,283
Dedicated Schools Grant	2,607	2,607	2,607
Improved Better Care Fund	(3,968)	(720)	(720)
Adult Social Care Support Grant	1,436	1,436	1,436
S31 grants	9,045	8,795	8,795
Public Health Grant to be funded by 75% business rates	0	40,722	40,722
Public Health Grant cut	1,087	1,087	1,087
Sub total	11,782	57,277	58,131
INFLATION			
Pay Award (average 2.9% in 2019-20 then 2.0% thereafter)	6,879	11,676	16,763
Contract Price Indexation (2.0% in 2019-20, 1.5% thereafter)	7,305	13,564	17,338
Employer's LGPS Contribution	0	2,000	2,000
Income (0.5%)	(821)	(1,346)	(1,872)
Base Net Expenditure Requirement	385,573	444,572	453,821
Demographic Pressures in Adults	3,052	6,167	7,667
Looked After Children demographic growth	625	1,250	1,250
Reduction in Adult spend due to loss of Support Grant	(1,436)	(1,436)	(1,436)
Public Health reduction expenditure in line with reduced grant	(1,087)	(1,087)	(1,087)
Termination costs	0	0	(4,500)
One off pressures	636	25	0
Capital financing and central budget adjustments	2,059	2,609	3,524
Net on-going reduction in MRP charge	(1,000)	(1,000)	(1,000)
Release of overprovision of MRP from previous years	(24,000)	(5,000)	0
Net reduction in carbon commitment costs	(345)	(345)	(345)
Reduction in Apprenticeship levy	(150)	(150)	(150)
Budget decisions approved in Feb 2018	(22,224)	(32,325)	(32,325)
Indicative savings per budget report	0	(22,993)	(22,993)
Savings at risk (Table 4)	10,800	18,800	18,800
Transformational Funding	(2,500)	(2,500)	(2,500)
Net Expenditure Requirement	350,003	406,587	418,726
RESOURCES			
Settlement Funding Assessment	(165,631)	(194,209)	(196,193)
Transfer to reserves – MRP overprovision	24,000	5,000	0
Use of Reserves - Earmarked	(1,170)	(500)	0
Council Tax Income	(191,857)	(196,713)	(201,688)
Total resources	(334,658)	(386,422)	(397,881)
Budget shortfall	15,345	20,165	20,845
Memorandum			
Council tax base	141,098	141,848	142,598
Council tax Band D	£1,359.74	£1,386.79	£1,414.38

Table 2 Cumulative Six Year Outlook

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast
	£'000	£'000	£'000	£'000	£'000	£'000
NET EXPENDITURE REQUIREMENT	350,003	406,587	418,726	430,165	441,176	452,289
RESOURCES						
Settlement Funding Assessment	(165,631)	(194,209)	(196,193)	(198,256)	(200,399)	(202,617)
Transfer to reserves – MRP overprovision	24,000	5,000	0	0	0	0
Use of Reserves - Earmarked	(1,170)	(500)	0	0	0	0
Council Tax Income	(191,857)	(196,713)	(201,688)	(206,782)	(212,000)	(217,343)
Total resources	(334,658)	(386,422)	(397,881)	(405,038)	(412,399)	(419,960)
Budget shortfall Memorandum	15,345	20,165	20,845	25,127	28,777	32,329
Council tax base	141,098	141,848	142,598	143,348	144,098	144,848
Council tax Band D	£1,359.74	£1,386.79	£1,414.38	£1,442.52	£1,471.22	£1,500.49

RISKS ASSOCIATED WITH THE FORECAST

3.1 A series of potential changes in the Spending Review 2019, Local Government Settlement, Business Rate reform and the results of the fair funding review inevitably means there are uncertainties and sources of risk attached to the forecast.

Risks associated with the forecast:

- The impact of national economic performance public sector finance as a result of the Brexit negotiations.
- The buoyancy of the local economy
- Fair Funding Review
- Business Rates Baseline Reset
- Move to 75% Business Rate retention
- Business Rates Review process, appeals against the rating list and future increases in the Business Rate multiplier
- Integration of health and social care, the financial health of the NHS, and the ability and willingness of the NHS to fund social care
- Inflation – a 1% variance in pay equates to £2.5m and a 1% change in prices would have a £2.2m impact on expenditure assumptions
- Treasury management – the extent to which cash balances will drive the need to borrow to finance capital investment

- Change management risk, and the deliverability of existing budget decisions
- Liabilities that may arise from conversion of schools to academies
- Contractual risk
- What devolution, regional and other aspects of public sector reform will mean for Bradford
- Reductions in the West Yorkshire Transport levy incorporated in the budget savings of the Council
- Impact of demographics in terms of both additional demand and additional growth
- The potential costs of transition and restructuring
- Spending Review 2019

KEY MOVEMENTS FROM 2018/19 BUDGET

3.2 The key changes from the budget assumptions are set out in the Table 3 below.

Table 3 – Movements from Approved Budget Forecast	2019/20	2020/21	2021/22
	£m	£m	£m
Budget Shortfall per Budget February 2018	0	0	2.5
Savings not identified in February 2018 budget	4.0	20.2	20.2
New Homes Bonus change to assumption (Annex C 7.1b)	(0.3)	(0.6)	(1.0)
Change to specific grant assumptions	(1.1)	(1.1)	(1.1)
Amendments to indexation assumptions (Annex B 5.1)	0.4	(0.5)	0.7
Estimate of triennial pension revaluation	0	2.0	(1.5)
Benefit from change in MRP policy (Annex B 5.12)	(1.0)	(1.0)	(1.0)
Net reduction in carbon commitment costs (Annex B 5.6)	(0.4)	(0.4)	(0.4)
Reduction in Apprenticeship Levy	(0.2)	(0.2)	(0.2)
Recurring pressures	1.4	1.4	1.4
Revised assumptions re 75% business rates retention	0	(19.2)	(18.5)
Revision to business rates estimates	1.7	0.8	0.9
Revised budgetary gap per MTFS (cumulative basis) – Table 4	4.5	1.4	2.0

3.3 There are some savings agreed in the budget that are at a potential risk of not being delivered to plan as outlined in the Quarter 1 report. If we assume that a percentage of these are at risk of not being delivered then it would be prudent to start planning now for an increased budgetary gap.

Table 4 – FORECAST BUDGETARY GAP TO CLOSE

	2019/20	2020/21	2021/22
	£m	£m	£m
Budget Shortfall per Tables 3 above	4.5	1.4	2.0
Adults social care demand management	9.5	17.5	17.5
Waste collection and disposal	1.3	1.3	1.3
Revised budgetary gap – Table 1	15.3	20.2	20.8

4.1 ANNEX A: CURRENT COST AND RESOURCE STRUCTURE AND SAVINGS APPROVED TO DATE

To put the size of the challenge facing the Council into context an understanding of the current cost, resource base and savings delivered to date is required.

a) Cost Base

Whilst the Council continues to have overall accountability for over £1.1bn of spend, it cannot spend directly £319m which is controlled by schools. This leaves, in 2018/19, a gross expenditure budget of £838m (£358m net expenditure) to fund non school activity.

2018/19	Gross Exp	Net Exp
	£m	£m
Council Services	837.9	358.1
Schools	318.8	0
	1,156.7	358.1

If the £157m spent on benefit payments, the £35m required to meet the cost of the long term PFI contracts, the £23m levy paid to the West Yorkshire Combined Authority (WYCA), the £42m that must be spent on Public Health activity and the £38m capital financing budget are excluded from the gross expenditure budget, this leaves a much smaller gross cost base, £543m, from which to drive out further savings.

Of the net budget of £358m, 28.7% is allocated to Health and Wellbeing. This emphasises that if the Council is going to balance its books in the long term and make sure the services it provides are sustainable, controlling demand and spend on Adult and Integrated Health Care is key.

2018/19 Budget	Gross	Net	% of net budget
Health and Well Being	215.7	102.9	28.7%
Children's Services	482.9	93.2	26.0%
Place	120.6	63.7	17.8%
Capital Financing and WYCA	61.0	61.0	17.0%
Chief Executive	3.9	3.8	1.1%
Corporate	251.4	42.4	11.8%
Non Service	21.2	(8.9)	-2.4%
	1156.7	358.1	100.0%

A different way of presenting the budget is by the Council Outcomes that will be used for the Outcome Based Budgeting exercise.

Outcome Budget 2018/19	Gross	Net	% of net budget
Better health better lives	435.1	166.6	46.5%
A well run council	77.1	53.8	15.0%
Better skills more jobs and a growing economy	93.3	44.1	12.3%
Safe clean active communities	62.5	39.3	11.0%
Fixed	64.1	31.1	8.7%
Good schools and a great start for all our children	419.0	19.7	5.5%
Decent homes that people can afford to live in	5.6	3.5	1.0%
	1156.7	358.1	100.0%

The analysis illustrates that over 46% of the budget relates to personal type services which will undoubtedly lead to some difficult choices through the budget process if the Council wishes to retain the current proportion of spend across its outcomes.

b) Resource base

The Table below shows that in 2018/19 over half (52%) of the Council's net expenditure is funded from Council tax. For 2018/19 the Business Rates income figure is skewed by the Leeds City Region 100% Business Rates Pilot. The Business Rates Pilot is currently for one year only and it is assumed that the Council would revert back to 49% retained business rates in 2019/20.

As mentioned in 2.5 above an assumption has been made on the proposed 75% business rates retention. These are set out in section 6.1. There are also other reforms planned, namely:

- Business rates baseline reset;
- Fair Funding Review; and
- Spending Review 2019.

A key issue will be what the total size of local government will be across the board. The earliest Bradford Council is likely to understand the impacts of these changes will be in late 2019.

In addition we are expecting the publication of the Green Paper on Adult Social Care. There are clear links to reforms of local government funding and the potential reforms to funding of social care. However, it is unclear how these two initiatives will impact on each other and ultimately on the ability of Councils to meet their obligations.

In addition if there were to be significant redistributions of local authority funding, it is expected there would be transitional arrangements at least for 2021/22 to lessen the impact.

The table below provides a further breakdown of the source so funding in 2018/19.

Sources of Funding in 2018/19	Gross £m	%	Net £m	%
Schools Grants	318.8	28%	-	0%
Other Government Grants	272.2	24%	-	0%
Fees, Charges, Contributions	207.5	18%	-	0%
Council Tax and previous year surplus	186.7	16%	186.7	53%
Government "Top Up" Grant	46.5	4%	46.5	13%
Revenue Support Grant	-	0%	-	0%
Business Rates and previous year deficit	126.7	11%	126.7	35%
Use of Reserves	(1.8)	0%	(1.8)	-1%
	1156.7	100%	358.1	100%

Please note totals may not add up due to rounding differences

As the Council is required to absorb further reductions in Government funding, the clear message is that the Council's ability to grow both its local council tax base and local business rates base in order to sustain services and deliver on priorities will take on increasing significance.

c) Savings approved to date

Eight consecutive years of reductions in Government funding, and inflationary and demographic pressures have required the Council to approve savings/cuts over the period of £262m.

	2011-12	2012-13	2013-14	2014-15	2015/16	2016/17	2017/18	2018/19	Total
	£m	£m							
Savings	48.7	28.5	26.1	31.8	37.7	45.6	37.5	6.1	262.0

By 2024/25 it is estimated that to balance the books over £86m more in savings and additional income (24% of the current net budget) will have to be found – on top of the £262m already made and increases in Council tax.

During the period of austerity the Council has absorbed a large share of Government funding reductions in relation to overall public sector funding reductions. Throughout this period the Council has protected basic services at a time of growing cost pressures. The Council will continue to focus on reducing costs and improving efficiency and productivity but finding new savings and raising income means that frontline services are now being impacted.

ANNEX B: EXPENDITURE FORECAST ASSUMPTIONS

5.1 Inflation

a) Pay

Although the Council does not receive any specific funding for pay awards an amount equivalent to 2.9% for 2019/20 and then 2.0% for each year up to 2024/25 has been included in the calculations. Services are expected to absorb incremental increases.

This forecast assumes £4.5m of redundancy costs built into the base budget for 2019/20 and 2020/21 but then zero after that date on the basis that Local Government should be on a stable footing. However, if further reductions in local government funding continue after this date then this assumption will need to be revisited.

There may be additional costs in respect of implementing the new spinal column points due to the new grades overlapping existing supervisory grades. At this stage nothing has been quantified or provided for this.

It has therefore been assumed for 2020/21 onwards, that the introduction of the new spinal column points in 2019/20, means that all spinal column points will receive the same percentage increase.

b) Non Pay

The Bank of England published their forecast of CPI in May 2018, which indicated that inflation would be close to 2% by the end of 2018/19. Given this, an inflation rate of 2.0% has been assumed for contract inflation for 2019/20 and then 1.5% during the remaining period of this MTF5. Provision has been made for Premises and Transport costs which have been increased by 2.5% in all years.

In the budget papers approved by Budget Council in February 2018 an additional amount of non pay inflation was provided for Adult Social Care of £2.5m p.a. for 2019/20 and 2020/21.

In recognition of difficult trading conditions, all Services inflation increases to their income budgets are factored in 0.5% per annum.

5.2 Pension Contribution Rates

The next Actuarial Valuation will take place in December 2019. Employers' pension contribution rates have been fixed at 17.5% until the end of 2019/20. The forecast assumes that further provision will have to be made in 2020/21 to deal with changes arising from actuarial assumptions. Clearly many factors on the performance of the pension scheme can vary over the next three years. A provision for increased contributions of £2.0m has been included from 2020/21.

5.3 Apprenticeship levy

The Apprenticeship levy was introduced from April 2017 at 0.5% on all pay subject to National Insurance. The estimated cost to the Council (excluding schools) has been reduced to £850k p.a. It is assumed that training cost for apprentices are entirely

funded from the levy itself and no provision has been made for any extra training costs.

Following the introduction of the Enterprise Act 2016 a government consultation on apprentices set a target of 2.3% of the workforce for Councils with more than 250 employees. No provision has been made for any extra employment costs as a result of this target. It is assumed that the target will be met through staff turnover and converting existing posts into apprenticeships.

5.4 Demand-Led Service Pressures

As in previous years extra money of approximately £3m p.a. has been included to reflect the increased pressure on Adult Social Care services from demographic trends in the next two years and then £1.5m p.a. thereafter. This forecast assumes that the current amount of funding from Health Partners will continue to be received.

Additional funding has been factored in for Adult Social Care safeguarding of £1.29m p.a.

The 2017/18 budget included a provision for demographic growth on looked after children which would increase by £625k p.a. over a four year period. This forecast assumes that the extra £2.5m p.a. that will be in the base budget continues at that level from 2021/22 onwards. No further provision has been made on the assumption that the numbers of looked after children has stabilised or if the problem continues then the government will have to provide extra funding to deal with a national problem.

A 12 year contract to secure an outlet for household waste disposal and recycling was signed in September 2017. An estimate has been provided in the MTFs which includes the anticipated increased costs and the anticipated increase in tonnages. This provision also includes an estimate of inflation on this contract which is not included in the Non Pay inflation calculation.

An element of cost pressures on waste collection and disposal associated with demographic growth has been factored in as part of the risk of non delivery of savings in Table 4.

5.5 West Yorkshire Transport Levy

The budget proposals agreed in February 2018 assume a reduction in the levy of £500k in 2019/20 followed by a further £500k reduction in 2020/21. However, discussions are required on how to bridge the funding gap to deliver the £1.4bn Transport Fund. Initial estimates were that a further £1.3m would be required from Bradford by 2024/25 (an average increase of £140kp.a.). No provision has been made for increased contributions in respect of the Transport Fund as we are awaiting a reprofiled capital expenditure profile from WYCA colleagues.

5.6 Service and Non Service Saving Proposals

The Forecast in Table 1 assumes that the Service and Non Service savings approved by Council, covering 2018/19 and part of the gap for 2019/20 will be achieved in full. There are already indications in the Q1 forecast report that the achievement of these savings is proving to be challenging.

Table 3 shows that new pressures will require to be addressed but in addition for planning purposes it is recommended that additional savings plans are developed now in the event that some of the existing savings proposals are at risk of not being delivered.

Table 4 shows that for planning purposes if it is assumed that a proportion of the savings identified at being at risk of not being delivered to plan are factored into this forecast the revised gap increases from the £4.5 m in 2019/20 to £15.3m rising to £20.2m in 2020/21 and £20.8m in 2021/22.

Travel assistance savings are profiled in to this forecast in line with those agreed in the budget approved by Full Council. For reference these savings on a cumulative basis are 2018/19 £0.4m, 2019/20 £1.6m, 2020/21 £2.0m. It is therefore assumed that these savings will met in full in accordance with that profile.

The Carbon Reduction Commitment (CRC) will be abolished after 2018/19 so a net saving of £345k has been factored into this forecast which reflects the saving on the CRC with uplift on the Climate Change Levy.

5.7 Health Sector Reforms

Sustainability and Transformation Plans (STPs) have been developed in collaboration with the NHS to tackle financial, care quality and health challenges. No allowance has been made in this MTFS for any impact of financial, organisational or service delivery changes arising from those plans.

5.8 Better Care Fund (BCF)

The Local Government Settlement provided an estimate for an Improved Better Care Fund (iBCF) that recognises the fact that some local authorities with a low council tax will not be able to raise as much from the social care precept as those with a high council tax base. Part of this iBCF is being funded through the reductions to the amounts of New Homes Bonus paid. The full amount of the iBCF announced in the Local Government Settlement has been included as funding to the Council and is being used towards funding for demographic growth and cost pressures.

The amounts included in this forecast are set out below:

	2019/20	2020/21	2021/22
	£m	£m	£m
Improved Better Care Fund	20.4	17.2	17.2

Source: Final core spending power supporting information published by DCLG Feb 2018

As Adult Social Care represents nearly one third of the Council's net budget it is imperative that cuts allocated to this area are delivered in full.

5.9 Care Act 2014

The Care Act 2014 brings a number of challenges to the Council but until further information is available the forecast takes a neutral stance in terms of the impact of the proposed cap on care costs until further information is revealed in the proposed Green Paper due later in 2018.

There is a concern that the Social Care Green Paper may not link with the other local government funding reforms resulting in perverse pressures in local government.

5.10 Independent Living Fund

For 2018/19 the Council will receive a grant of £1.9m for the administration of the Independent Living Fund (ILF). A modest 3.5% p.a. reduction in the ILF grant has been forecast over the period of this forecast in line with the indicative allocations.

5.11 Devolution

For the purposes of the Forecast in this document, no assumptions, either positive or adverse have been made about the financial consequences of any devolution deal that could affect Bradford.

5.12 Minimum Revenue Provision

As set out in the report to Executive Document G 10th July 2018 there are proposed changes to the Minimum Revenue Provision policy. The effects of these changes are included in this forecast.

One effect of this relates to the estimation of previous MRP charges and by releasing this it will provide a benefit of c£52m over a period of 3 years, commencing in financial year 2017/18, but it is assumed that this will be transferred to a MRP Adjustment reserve in order to build resilience for any changes resulting from the fair funding review or slippage in agreed savings proposals.

There will also be an on-going budgetary saving of £1m p.a. that has been factored as a saving that will flow through to the bottom line.

More detailed explanations of these adjustments can be found in the report to Executive 10th July 2018 - Review of Minimum Revenue Provision (MRP) Update Policy - Document G.

ANNEX C: RESOURCE FORECAST ASSUMPTIONS

6.1 National influences

The Local Government Settlement and the Spring Statement 2018 have both outlined that continuing measures will be applied to return public finances to a sustainable level in the long term. There are several reviews and consultations taking place that will affect local government financing over the period covered by this forecast but as these have not yet concluded there is uncertainty on what this will mean for Bradford. The reviews and consultations are referenced in the appropriate sections below.

The Brexit negotiations bring further uncertainty and it is unclear whether there will be an adjustment to local government finances or what the size of any such adjustment may be. No adjustments have been made to this forecast but the situation will be under constant review during the budget setting process.

a – Business Rates Reform

As reported previously the government was undertaking work on reforming business rates. This work consisted of three streams:

- Fundamental Review of Relative Need
- Reset of the Business Rates Baseline
- Change to the percentage of rates retention

A technical consultation on the relative needs of local authorities closed in March 2018 and it is expected that a further technical consultation on relative resources of local authorities will be issued later in 2018.

The government announced it will seek to implement a 75% business rates retention from 2020/21 and that the ring-fenced Public Health Grant will disappear and instead be funded from retained business rates together with the remnants of RSG. For this forecast it has been assumed that a reduced Public Health Grant of £40m will be rolled into 75% business rates retention together with £20m of RSG.

The government has also indicated that the next business rate revaluation will be 2021 followed by triennial revaluations. For this forecast the impact on Bradford is assumed to be neutral.

Regarding the reset of the business rate baseline it is likely to be April 2020 and a full reset based on 2018/19 business rate income although this is still to be confirmed. Again it is assumed for this forecast any effect is cost neutral for Bradford.

b– Revenue Support Grant

The Council successfully applied for the multi year settlement which provided some certainty on the Revenue Support Grant (RSG) and the rate of reduction during the period to April 2020.

For 2018/19 the 100% business rate pilot has meant the Council receives no RSG but if the pilot does not continue beyond 2018/19 the RSG will be £34m for 2019/20. As explained in 6.1a above it has been assumed that for 2020/21 there will be no separate RSG but £20m will be rolled into the 75% business rates retention. The £20m is based on an estimated further reduction in RSG funding together with the removal of damping in the 2013/14 figures.

This assumption will be kept under review.

c- Schools Funding

The academisation programme will continue to change the relationship of the Council with schools and hence the Council will need to carefully consider the activities it undertakes in respect of the education agenda.

The amount of Dedicated Schools Grant (DSG) is in the main passported directly to schools and therefore the transfers to academies, whilst affecting how the Council might undertake its duties in respect of education, will have a lesser effect on the net budget of the Council. However, there is an amount of DSG that is used to fund services provided by the Council and this has been forecast to decline as we move to a sector led model.

6.2 Local Influences

a) Business Rates

The Business Rates forecast is subject to a number of proposed changes in Government policy, which are still subject to discussion and further change. Further achieving budgeted Business Rates continues to be a challenge for the Council, suggesting current assumptions around business rate income are optimistic.

In terms of Government policy, it is assumed that 75% rates retention will be introduced in 2020/21, with compensatory adjustments made to other Government funding. The impact of other reviews which could result in some technical changes is unknown at this stage.

Very late in the 2017/18 financial year and after the completion of the budget process, the Government revised its calculation methodology for the calculation of Section 31 grants, reducing funding. While this shortfall will be met in 2018/19 from a planned release of earmarked reserves, there is an on-going £0.4m pressure which has been factored into this forecast.

Further the 2017/18 outturn on Business Rates was lower than originally budgeted, suggesting that the projections of the underlying Business Rates Base are too high. While the impact of the weaker 2017/18 Outturn has already been factored into the 2018/19 budgets, there is an on-going £0.8m pressure. A reason for this on-going pressure is that the cost of mandatory reliefs was higher than expected, although this is directly offset with higher section 31 grants. Therefore on an on-going basis, £0.7m additional compensatory Section 31 reliefs have been projected.

A significant unknown factor in estimating the Council's funding from Business Rates are appeals. A new appeal system was introduced in 2017/18, with the Council setting aside amounts to fund refunds. However, the impact of the new appeal system and the likely cost of appeals is still very uncertain at this stage.

b Council Tax Levels

For 2018/19 the limit on raising council tax was increased to 3% but it is assumed that this referendum limit will fall back to 2% during the period covered by this forecast as MHCLG suggested the 3% limit was as a result of higher than expected inflation. With a 2018/19 Band D Council tax of £1,333.21 (including the social care precept) the Council continues to set one of the lowest Band D Council Taxes of all Metropolitan Districts. (9th lowest metropolitan district council in 2018/19). If the referendum limit was to be raised and the Council chose to increase Council Tax by an extra 1% this would generate an estimated £1.8m in additional income.

In total the Council budgeted to raise £187m in Council Tax in 2018/19.

The government announced in the local government settlement the flexibility to raise the social care precept by 3% in 2017/18 and 2018/19 with no increase in 2019/20. The government have made no commitment to the ability to raise a social care precept beyond April 2020 so no further social care precept increase have been assumed in this forecast. Given the high levels of savings to be made in Adult Social Care it would be problematic to implement any future social care precept rises without reducing the level of savings required in Adult Social Care which would not provide any easing of the budgetary pressures.

Any future increase in Council Tax will be consulted on as part of the Budget process. In February 2018 Full Council indicated a 1.99% Council Tax rise for 2019/20. This figure has been included in this forecast with further increase of 1.99% p.a. for subsequent years. If no Council Tax increase were made the budgetary gap by 2024/25 would increase by a further £24m.

With early indications pointing to a growing number of new properties being built in the District the Council Tax base has been increased by an estimated 750 Band D properties in 2019/20 continuing to increase at this level in subsequent years. This may prove to be a relatively cautious estimate and will be kept under review as the Local Plan is implemented.

It is important to understand the profile of the categorisation of properties in the District and the effect it has on limiting the revenue that can be raised through Council Tax increase compared to more affluent areas. The table below shows that 157,191 or 80% of properties fall within bands below Band D. This clearly limits the amount of money that a rise in Council Tax will raise compared to other districts that have property profiles skewed to higher council tax bands.

Council Tax Band Analysis 2018/19

	A*	A	B	C	D	E	F	G	H	Total
Equivalent number of properties	141	79,521	41,361	36,168	16,581	11,659	5,519	3,437	244	194,631
Band D Ratio	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9	
Band D Equivalent number of properties	78	53,104	32,170	32,150	16,581	14,250	7,972	5,729	488	162,432

Source: Report to Executive 9th January 2018 Document AO Appendix A1 – please note the figures above are before reductions due to Council Tax Reduction Scheme, bad debt provision and forecast growth

Government published statistics illustrate the disparity between how much local authorities can raise in their respective areas depending on the profile of the properties in their districts. The table below compares Bradford's Band D rate with that billed by the District Council Elmbridge in Surrey and also the amount raised per dwelling. As can be seen although the difference between Band D is only 18.5% the difference between how much is raised per dwelling is 103%.

Table – Illustration of difference between Band D and Council Tax per Dwelling

	Band D 2018/19	Average Council Tax per Dwelling 2018/19
Bradford	£1,573	£1,039
Elmbridge	£1,864	£2,110
Difference	£291	£1071
% difference	18.5%	103%

Source: MHCLG Live Tables on Council Tax

7.1 Core Funding – specific grants

In addition to the funding announced in the Final Local Government Settlement details of the main grants that will be paid to the Council have been announced which will be used to fund over £270m of the Council's gross expenditure, the most significant being the ring fenced Housing Benefit Grant and Public Health Grant.

	2018/19 £m
Housing Benefit Grant	157.1
Public Health Grant	41.8
PFI Grant	27.3
Section 31 Business Rates Compensation	19.8
New Homes Bonus	5.7
Local Council Tax Support and Housing Benefit Admin Subsidy	2.7
Adult Social Care Support Grant (one off temporary funding)	1.4
Other	16.4
Total	272.2

a) Public Health

To cover the cost of public health services delivered by the Council, the Department of Health will pay the Council a ring fenced grant of £41.8m in 2018/19. The Head of Public Health England previously indicated the probable level of cuts to the Public Health grant up to and including 2019/20 and these cuts have been included in this forecast. This means future contract inflationary pressures will have to be absorbed from the within the Public Health grant.

This forecast assumes that the level of Public Health funding will remain cash flat post 2020. As mentioned in 6.1a there have been strong hints that as a result of the fair funding review the Public Health Grant will form part of the increased business rates income. For this forecast we have assumed a further cut of £0.7m to the grant and that it is transferred into 75% retained business rates.

b) New Homes Bonus Grant

The forecast of the New Homes Bonus (NHB) reflects the reduction in the legacy payments down to four years together with the deadweight factor. No reduction in the forecast has been made for any potential NHB being withheld due to the Council not supporting housing growth. As can be seen in the table below the forecast amount of NHB is dramatically reduced due to the introduction of the deadweight factor.

Forecast New Homes Bonus	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
	£m						
Yr1	1.708						
Yr2	1.916	1.916					
Yr3	1.004	1.004	1.004				
Yr4	1.034	1.034	1.034	1.034			
Yr5		0.442	0.442	0.442	0.442		
Yr6 est.			0.448	0.448	0.448	0.448	
Yr7 est.				0.455	0.455	0.455	0.455
Yr8 est.					0.462	0.462	0.462
Yr9 est.						0.468	0.468
Yr10 est.							0.475
Yr11 est.							
Total payable	5.663	4.397	2.929	2.380	1.807	1.834	1.861

d) Local Council Tax Support and Housing Benefit Administration

With no clarity on when Housing Benefit Administration will fully transfer to the Department of Work and Pensions (DWP), a reduction of £250k p.a. has been assumed in the two separate grants the Council receives to fund the cost of administering Council Tax reduction (CTR) scheme and Housing Benefit. The reduction has been factored into the underlying funding gap as opposed to being addressed by the Service.

e) Local Welfare Assistance Funding

The Forecast assumes no external funding for Local Welfare Assistance.

8.1 Schools Funding

Of the Council's gross spend of over £1.1bn, £318.8m is spent by schools and funded from the ring fenced grants, Dedicated Schools Grant (DSG), Pupil Premium and Post 16 funding.

There is continued pressure on school budgets with the continued rise in staffing costs and the limited response to this within the DfE's national funding formula as it currently stands. This is a national issue, which is affecting all local authorities, and which has meant that the majority of schools in Bradford have already progressed managed staffing reductions. The pressure specifically on Special Education Needs (SEND) budgets in Bradford is very significant and continues. This pressure is mirrored in other local authorities and has now become a national publicised issue. For example, in an ADCS survey, published in October 2017, 68 (out of 85 authorities that responded to the survey) reported that their High Needs Block budgets were overspent in 2016/17. National press reported that, at the recent NAHT conference (May 2018), 1 in 5 motions passed related to the insufficiency of high needs funding.

9.1 Reserves

At the start of year, the Council has £14.5m of unallocated reserves (17% of the Council's gross budget excluding schools) as a contingency reserve.

The level of unallocated reserves will be kept under the review, in the light of the Council's External Auditor's recommendation in their June 2015 report on the Council's arrangements for securing Value for Money "that unallocated reserves should not be allowed to fall below the level determined prudent by the Council's Section 151 Officer".

As explained in section 5.13 there is a forecast transfer to reserves of £52m over a period of three years, commencing in financial year 2017/18, from the proposed adoption of the new MRP policy. This new MRP adjustment reserve will be set aside to deal with any implications from the fair funding review and/or to provide breathing space if current savings plans do not deliver and alternative budget proposals have to be implemented.

All other balances are set aside to meet the cost of future commitments and Council priorities. The utilisation and purpose of which will be subject to regular scrutiny.

10.1 European Funding

The Council is in receipt of EU Structural funds and works with businesses and the VCS across the district on EU programmes. It is anticipated that following the vote to leave the EU that central government monies will be directed to the regions to replace any potential loss of EU structural funding.

If the funding is not replaced it will have a negative impact on the range and type of interventions the Council can be involved with.

ADDENDUM TO DOCUMENT “F”

Outline Submission to the 2019/20 National Budget

Background

In October 2017, the Council resolved to make a submission to the government’s 2019/20 budget consultation and that this and the principles underpinning it would be brought before Council prior to submission. The government’s arrangements for consultation are likely to require the Council to make a submission by September 2018. This paper sets out our ambitions for the District, the challenges we face in achieving them and the principles underpinning our approach. It summarises the limitations of our local revenue base, the critical pressures on Council budgets, and the key investments and support that we need from Government in order to sustain services, invest in growth and deliver on our shared ambitions. It will inform a final submission to be prepared later in the year.

Our Ambition – Fastest growing economy delivering inclusive growth.

Bradford Council shares Government’s goal of achieving a balanced national economy with prosperous communities across the country and we are committed to playing a full part in its realisation. Our Economic Strategy, “Pioneering, Confident & Connected”, sets out ambitions to be the UK’s fastest growing economy by 2030, adding £4bn to its value, supporting 20,000 more people into work and 48,000 more people to NVQ Level 3, delivering inclusive, sustainable growth by increasing productivity and supporting enterprise and innovation.

Asset Rich, Youngest City. The UK’s youngest city, Bradford District offers vast productive potential. Globally connected, home to over half a million people, a £10 billion economy and the most productive businesses in Northern England, Bradford has been named by Barclays Bank as the best place to start a business. Strong growth factors include low commercial rents, high business rate relief and broadband speed. High business start-up rates reflect a tradition of industry, enterprise and pioneering innovation while extensive international connections place Bradford among the UK’s top exporters.

Bradford Council is working together with local, regional and national partners to attract investment, improve infrastructure, connect more people to the economy, and support the growth of our manufacturing, digital and health and care sectors. Collectively we are promoting Bradford District as a place of choice to live, work, study, invest and to visit.

Challenges Like all big cities, Bradford faces its share of challenges. We need more jobs, more businesses and must improve productivity and skills. We need to transform transport connectivity and go further and faster on raising educational attainment and skills. We need to have at least an additional 48,000 people skilled to NVQ3 or above. We have to eliminate significant inequalities in health outcomes, address viability issues restricting housing growth and invest in the creation of great places to live and work.

Working with Government to secure the right investments and interventions we can unlock productive capacity and deliver dividends to the local and national economies, generate a sea change in social mobility and reduce pressure on public finances.

Council resources, capacity and leadership are key to achieving those goals. However, we face significant financial pressures, particularly in social care. These pressures, along with a limited local resource base and on-going reductions in Government funding, threaten to

overwhelm our ability to invest in the services, activities and facilities integral to delivering the transformation in outcomes that we need.

Principles.

Bradford's Council Plan sets out the principles that shape our approach::

- **Equality** – making sure that council activity helps to reduce inequality, provides opportunities for everyone and builds an economy that works for us all.
- **Every pound counts** – using money wisely and targeting resources at district priorities while supporting the development of cost-effective and innovative solutions.
- **People in charge of their own lives** – supporting wellbeing and independence through early action to prevent problems developing or stop them getting worse.
- **Working together** – working closely with partner organisations, business, communities, families and individuals to make the most of all our district's resources, assets and opportunities.

Performance.

Applying those principles to the Council's services, investments and leadership of place has seen the District achieve significant progress:

- IMPOWER-10th most productive Council
- 4th most improved education authority area on Progress 8 measure
- 5,000 businesses signed up to our Education Covenant, promoting a culture of lifelong learning.
- 3,000 young and disadvantaged people supported into employment through Get Bradford Working our local skills programme.
- 7th best performer nationally on delayed transfers of care.
- Care Quality Commission praised strong partnership working across the health and social care system that is seeing strategic plans translate into real difference on the ground..
- Economy growing faster than Regional averages; Barclays best place to start a business.
- 1,500 new homes in the last year.
- Bradford on the map in its campaign for high speed rail.
- Our People Can initiative is supporting communities and individuals to volunteer and make a difference to the District.

We need action to ensure that Bradford has sufficient funding to meet the District's needs in order to sustain and improve on these outcomes.

Financial Context

Bradford Council has made a significant contribution to cuts in national public spending which, along with finding the resources to meet increased demand for social care and rising costs of delivery, have required us to make £262m in savings since 2011. Our current net budget is £358.1m compared to over £500m in 2010. Our forecasts predict that further cuts to Council budgets of £15.5m will be needed by 2019/20 in order to balance the books and that by 2024/5 this will have risen to over £87m even when the maximum possible increases in Council tax are taken into account.

Council Tax Base. Over half of the Council's net expenditure is funded from Council tax but Bradford's local tax base is low compared to many other authorities. Band D Council tax is the 9th lowest of all Metropolitan Districts and high proportions of properties – 80% - fall below Band D. These factors mean that the amount raised through local taxes including the Social Care precept is much lower than among our counterpart authorities.

For example, Bradford's band D Council tax raises £1,039 per dwelling in comparison to an English average of £1,258 and far higher levels in far lower need authorities such as £1,839 in Wokingham or £1,724 in West Berkshire who also enjoy the benefit of larger numbers of higher band households.

Bradford is committed to going for growth and continues to invest in its delivery which, over time will help to expand the local revenue base. We are looking to adopt an increasingly commercial approach and to make appropriate income generating investments.

Nevertheless, the demand for and costs of social care are moving at a pace which exceeds by far the rate at which we can grow local revenue streams in response and which threatens to overwhelm our ability to sustain investment in growth, early intervention and innovation at a time when they are needed most.

Business rates. Bradford's Business rates are relatively weak however the Council is currently piloting 100% Business Rates within the Leeds City Region Pool. As a result in 2018-19, Business Rates income will meet 35% of the Council's Net Budget Requirement.

We ask Government to:

- **Ensure that the funding settlement for Local Government, including the re-distribution of business rates, takes full account of Bradford District's needs, its resources and the pace at which it is able to grow its local revenue base.**
- **consider extending the pilot within the Business Rates Pool, to improve financial sustainability.**
- **Accelerate the processing of appeals against rateable values. Currently, it is very difficult for all Councils to estimate their financial position because of the large number of unresolved appeals**

Social Care Cost Pressures. Caring for and safeguarding vulnerable children and adults accounts for around half of the Council's net expenditure. As demand for these services grows and the cost of providing them rises in part due to national wage reforms, there is a high risk that they will absorb an increasing proportion of the Council's budget and that activity will be limited to statutory provision. This will severely restrict our ability to invest not only in growing our economy and revenue base but ironically, in the non-statutory preventative services that will best help us manage demand and associated costs across the entirety of public services and in particular, the NHS.

Adult Social Care. The Council has invested resources of £3m a year over the next two years to meet demand for adult social care arising from demographic growth bringing total additional Council investment for this purpose to over £46m since 2011. Despite this investment the overall scale of the budget reductions the Council has been required to make coupled with the limited local tax base mean that Adult social care services must also seek to reduce costs and deliver savings - £26m are planned for 2019/20 and 2020/21 on top of £69m already made. The action being taken to manage demand and reduce costs includes:

- Focusing on ensuring people are cared for at home first by making sure they get the right service in the right place at the right time.
- Close and more integrated working with health services.
- Using technology to improve efficiency

A recent Care Quality Commission System review of care for older found that committed leadership across the whole system and a skilled, dedicated workforce are translating strategic goals into good services and real difference on the ground.

But transformational change on the scale required is challenging and takes time and capacity to deliver, placing some savings at risk. The 2018 ADASS Annual Survey of Directors of social care found that only 28% are fully confident that their savings planned for 2018-19 will be met. Some 69% said that prevention and early intervention is very important in delivering savings yet nationally and here in Bradford, spending on prevention is reducing.

In Bradford the situation is compounded by our relatively low tax base so if we are unable to deliver budgeted savings then this in turn, will force us to find reductions to other services. These will inevitably include services designed to deliver early intervention and prevention and will ultimately lead to increased pressures and costs across the entire health and care system. Additional funding for the NHS will not reduce pressure on health services without a commensurate increase in resources for social care.

We ask government to:

- **Address the immediate pressures on Bradford's adult social care system which will require a minimum of an additional £7m a year.**
- **Agree to the Local Government Association's call for urgent cross-party talks on the shape of a viable and sustainable social care and support system for the future involving the leadership of national political parties.**

Children's Social Care. Bradford performs relatively well in terms of rates of children in care but is experiencing significant growth in the numbers of children entering the care system and increasing complexity of cases. We are the UK's youngest city with a quarter of the people under the age of 18 and population growth alone potentially adds a further 64 Looked After Children (LAC) every three years; 28% of children live in poverty; the numbers of LAC increased by 17.6% between April 2016 and April 2018 and in 2016-17, the numbers of children placed on a child protection plan rose by 23%; our external placement costs are up 21% since 2013. Significant numbers of children in care are from outside the District including central and eastern European migrant communities.

Bradford's pioneering track record of innovation and collaboration includes:

- Joining the national Innovation programme, targeting teenagers on the edge of care.
- Social Impact Bond promoting support for positive behaviour focussed on interventions with children with learning disabilities and challenging behaviour.
- Partners include Born in Bradford, building a unique and globally important evidence base about children, young people and families.
- Strong partnership working reflected in joint targeted area inspection of domestic abuse.

However, demand is outstripping resources. The Council has made funding available to address demographic growth but this reduces the money that can be spent on services that provide early help and prevent the escalation of problems and associated costs.

We ask Government to:

- **Ensure that Bradford's children's social care needs are properly recognised and funded which will require an additional average increase of £7m a year over the next 3 years.**
- **Work with us, building on our trailblazing experience, to deliver new approaches to reducing demand. This will require additional social care capacity to develop a system wide demand reduction project for children and young people's social care that will improve outcomes while reducing costs. The learning arising from this work would be available to be shared and deliver national cost reductions.**

Devolution

Achieving a successful and inclusive UK economy depends on achieving a successful, inclusive regional economy in which Bradford District plays its full part.

We want regional devolution of policy, powers and resources in finance, employment and skills, transport and infrastructure and housing and planning along with policy reform and increased investment to help us unlock our potential and deliver dividends to the national economy and public finances.

We ask Government to commit to an ambitious Yorkshire devolution deal, building on the region's powerful identity and distinctive economic and cultural community.

Infrastructure investment

Bradford District offers significant, infrastructure investment opportunities which will transform the regional economy and productivity. Our proposed capital investment pipeline includes key transport and growth packages:-

Northern Powerhouse Rail. A high speed rail stop for Bradford city centre will add £1.3bn to our economy and connect our talent, enterprise and energy to opportunities across the north and beyond. An additional package of c£50m support will maximise opportunities offered by high speed rail.

Bradford South Gateway - ca £25m development of commercial centre including multi-sports facilities delivering new jobs and attracting inward investment.

Airedale Corridor Growth Package – ca £25m support to support growth and inward investment in the Aire Valley with potential links to re-opening of the Skipton-Colne rail route.

We ask government to work with us to invest in and secure the necessary support to deliver these critical investments.

Investing Together in a Better Future.

Failure to invest additional resources will lead to higher costs and poorer outcomes. There is a very real risk that the Council will eventually provide only statutory care and a rump of other statutory services within the context of an increasingly unsustainable care system. Funding for early interventions that reduce overall costs will be curtailed and our ability to provide the investment and accountable leadership of place required to deliver our shared ambitions for growth and prosperity will be eradicated at a time of greatest need.

Bradford Council is a partner that can be trusted to deliver and our District is a crucible of innovation and enterprise.

We want to work together with Government to forge a better future for our place and its people, to generate growth and opportunity and lower costs. Successfully achieving those goals requires central government to recognise the cost pressures in adults and children's social care, the needs of the District and its relatively limited local resource base and the importance of investment in growth and early intervention.

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Report of the Assistant Director of Finance and Procurement to the meeting of Council to be held on 17th July 2018

Subject:

Document: G

2017-18 Minimum Revenue Provision Policy Update

Summary statement:

This report provides Members with an overview of the proposed changes to the Council's Minimum Revenue Provision (MRP) policy from 2017-18 onwards. MRP is a statutory requirement to make an annual charge to the Council's budget to provide for the repayment of historic capital debt and other related liabilities.

Andrew Crookham
Assistant Director – Finance &
Procurement

Portfolio:

Leader of the Council

Report Contact: Lynsey Simenton
Business Advisor Capital, Treasury and
Taxation

Overview & Scrutiny Area:

Corporate

Phone: (01274) 434232

E-mail: Lynsey.Simenton@bradford.gov.uk

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1. SUMMARY

- 1.1 The Council has undertaken a detailed review of its Minimum Revenue Provision (MRP) Policy within the Capital Strategy.
- 1.2 The Council has identified budgetary pressure in the Medium Term Financial Strategy 2019-20 to 2021-22 and beyond. A change in the MRP Policy will generate medium term revenue savings through re-profiling the provision.
- 1.3 This report is submitted to enable the Executive to make recommendations to Council on changes to the MRP Policy 2017-18 onwards. Its sets out the following changes:
 - For 2017-18 calculate the MRP on Supported Borrowing from 2008 to 2016 on a 2% straight line method and that the overprovision to be applied as an adjustment to the forecast MRP in the current and future years.
 - An amendment to the MRP methodology for PFI assets for 2018-19 and beyond.

2. MINIMUM REVENUE PROVISION (MRP) BACKGROUND

- 2.1 MRP is a statutory requirement to make an annual charge to the Council's budget to provide for the repayment of historic capital debt and other related liabilities.
- 2.2 The scheme of MRP was set out in former regulations 27, 28 and 29 of the Local Authorities (Capital Finance and Accounting) (England) Regulations 2003. This system was radically revised by the Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008. New regulation 28 replaces a requirement that local authorities calculate the MRP pursuant to detailed calculations with a duty to make prudent MRP.
- 2.3 MRP was introduced in 2003 with the charge based on 4% of the outstanding balance of debt in any given year. The scheme was updated in 2008 to give councils more latitude around how the charge is calculated. It allows the Council to consider the amount of MRP which it considers to be prudent, rather than the process being explicitly controlled by legislation.
- 2.4 These current regulations and supplementary Ministry of Housing, Communities and Local Government (MHCLG) MRP guidance (February 2018) therefore offer councils significantly more discretion in deciding upon the amount of MRP. The regulations require councils to "have regard" to the guidance and the recommendations within it. In principle, a council is now only required to make a "prudent provision" in respect of its on going MRP charge, and to arrange for its debt liability to be repaid over a similar period to that which the asset associated with the capital expenditure provides benefits or, in the case of borrowing supported by Revenue Support Grant, in-line with the period implicit in the determination of that grant (i.e.4% p.a.).

- 2.5 The regulations require councils to prepare an annual statement of their policy on making MRP for submission to their full Council for scrutiny and approval before the start of the financial year. The original statement may be revised during the year by full Council.
- 2.6 The Guidance recommends four options for the calculation of the provision.
- i) Option 1- Regulatory Method – a 4% annual charge, equivalent to paying for an asset with a life of 25 years. This method should only be adopted for a council’s historic debt liability as at 31 March 2008 or for new “supported” capital expenditure applied within the year.
 - ii) Option 2 – Capital Financing Requirement (CFR) Method - This is a simplified version of Option 1, which provides for MRP to be calculated solely on the non-housing element of the CFR.
 - iii) Option 3- Asset life Method – charge the total amount borrowed to revenue over the expected life of the asset. Either in equal annual instalments aligned to the life of the asset which is determined at the discretion of the Council, for example a 50 year asset generates a 1/50th or 2% charge. Or using an annuity method (which more closely reflects the fact that an asset deteriorates slowly at first and more rapidly during its later years).
 - iv) Option 4 – Depreciation method – charge the total amount borrowed in accordance with depreciation accounting, which would mean that the rate at which the MRP is charged could increase (or, more rarely, decrease) from year to year.
- 2.7 For balance sheet liabilities relating to finance leases and on balance-sheet PFI contracts, the MRP Guidance states that the requirement to make prudent MRP would be regarded as met by a charge equal to the element of the rent/charge that goes to reduce the Balance Sheet liability. This would have the effect that the total impact on the bottom line would be equal to the actual rentals paid for the year.
- 2.8 The key principle of MRP is that the annual amount set aside should be prudent. The relevant regulations state that Local Authorities are required to have regard to the MRP guidance when setting MRP Policy. The guidance gives flexibility in how it calculates MRP, providing the calculation is deemed prudent.
- 2.9 A practice across the sector in recent years, as austerity has made balancing budgets more difficult, has been to assess whether past charges of MRP have resulted in a prudent set aside, which in turn has seen councils generating savings as they move to new methods or releasing cash as they make backdated adjustments.
- 2.10 The Council’s 2017-18 MRP Policy reviewed and approved by Full Council is:
- a) The policy for charging MRP on historic supported borrowing is on the asset life method calculated on an equal instalment basis over 50 years.

- b) Unsupported or prudential borrowing MRP is based on the Asset Life method – that is, the expenditure financed from borrowing is divided by the expected asset life. For schemes funded before 31st March 2012 the MRP is calculated on the annuity basis and for schemes funded after 1st April 2012 the MRP is calculated on an equal instalment basis.
- c) Since 2009-10 the appropriate financing costs for the Council’s Building Schools for the Future (BSF) Private Finance Initiative (PFI) schemes have been included in MRP calculations. Appropriateness includes an on going consideration of asset lives.
- 2.11 The policy change to historic supported borrowing was introduced in 2016-17. Prior to this, MRP for capital expenditure pre 1 April 2008 was charged at 4% on a reducing balance basis. At this time the change to the policy was not applied backwards to 2008.
- 2.12 Following an MRP review, two further changes are being proposed to the policy. These are:
- To apply the 2% straight line method on its historic supported borrowing back to 2008-09.
 - The future charge for PFI schools being calculated using asset lives.

3 MRP Changes

SUPPORTED BORROWING

- 3.1 The Council currently charges MRP for supported borrowing and historic debt prior to 2008-09 using the straight line method over 50 years at £6.47m per annum. This method has been applied by the Council from 2016-17 and has the effect of reducing the debt liability to a period of 50 years from the previous 4% Reducing Balance method and has already provided a reduction in the MRP provision. The change to a straight line method was considered prudent because it reduces the repayment period from over 150 years down to 50 years.
- 3.2 Work has been undertaken to calculate a notional overpayment of MRP since 2008 by the re-profiling of MRP on the supported borrowing using the current 2% MRP Policy. If it had wished to, the Council would first have been permitted to make this change when the current MRP requirements were introduced in 2008-09. If the policy had changed in 2008-09, the MRP on this tranche of debt would have been lower than was actually charged during the years between 2008-09 and 2015-16, but would now be at a higher level than currently and would be fully repaid seven years earlier than under the current MRP policy.
- 3.3 This proposal seeks to provide a prudent provision for debt repayment that is also a fair approach for current and future Council Tax payers whilst giving due regard to the MRP guidance.

PRIVATE FINANCE INITIATIVE

- 3.4 The statutory guidance expresses a view that a prudent provision for PFI schemes will be made when the annual MRP is equal to the part of the Council rent/charge that goes to reduce the Balance Sheet liability. This is on the presumption that this is the only part of the payment not charged directly to revenue and thus an MRP for this amount will reconcile the overall charge to revenue to the total payment for that year.
- 3.5 The argument for changing the approach is that this is an oversimplification and the whole of the asset is paid for during the unitary charge contract period which is less than the actual asset life. It is proposed that for 2018-19 this part of the policy is brought in line with the main MRP Policy and the charge of principal to the revenue account is over the life of the asset.
- 3.6 The Council currently has the following PFI schemes, relating to ten Schools:
- August 2008: Building Schools for the Future (BSF) Phase 1 – a 25 year contract for the building and maintenance of three schools. The contract expires in August 2033.
 - March to May 2011: BSF Phase 2 – a 25 year contract for the building and maintenance of four mainstream Secondary Schools and three co-located Special Needs secondary Schools. The contract expires in 2035-36.
- 3.7 The policy is currently to charge the principal element to the revenue account over the term of the PFI agreement being 25 years. The estimated asset life for the Bradford Schools PFI is 50 years.
- 3.8 The Phase 1 and Phase 2 schemes came in to use 10 and 8 years ago so this means that there is an asset life of 40 and 42 years left.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 The Assistant Director of Finance and Procurement considers that the proposed changes to the annual MRP methodologies are individually and cumulatively prudent and recommends them to Members.
- 4.2 This scenario is judged to achieve a more prudent provision to repay the Council's supported borrowing and provides greater fairness to current and future council tax payers.

SUPPORTED BORROWING

- 4.3 The calculated over provision for the period 2008 to 2016 is £52m based on the actual MRP charged to revenue versus the MRP that would have been charged if the supported borrowing element was to be repaid over 50 years i.e. 2% at that point.
- 4.4 The total recalculated overprovision is £52m but any recovery can not result in a negative MRP charge. As the Council has a positive Capital Financing Requirement

it must make a prudent MRP provision. A prudent approach is considered to be phasing the reduction in MRP over a number of years.

- 4.5 The calculated MRP charge for 2017-18 is £24.7m for all debt and past liabilities. The Council is proposing to reduce its MRP charge for 2017-18 to a nominal amount of £1m (releasing £23.7m of the overprovision) with further reduced amounts charged in 2018-19 and 2019-20 until the over provision has been recovered.
- 4.6 The overprovision will be transferred to a MRP Adjustment Reserve in order to build resilience for any changes resulting from the fair funding review or slippage in agreed savings proposals.
- 4.7 It should be recognised that this change would reduce the rate of repayments of borrowing over the period during which the overprovision is being applied, which will lead to the Council incurring additional interest costs in the meantime. However, in the current climate of low interest rates it is considered that this would be an acceptable cost given the benefits to be gained from the change.
- 4.8 Recalculating the 2008 to 2016 supported borrowing charge does mean that the annual MRP charge increases from 2018-19 by £2.6m. The table below demonstrates the reduction over the next three years and the position after the overprovision has been used to reduce the MRP.

Years	Release of Overprovision for supported borrowing	On going Supported borrowing MRP increase	Total cash
	£'m	£'m	£'m
2017-18	-23.7	0	-23.7
2018-19	-23.7	2.6	-21.1
2019-20	-5.1	2.6	-2.5
2020-21 to 2035-2036	0	41.7	41.7
2036-37 to 2057-2058	0	57.4	57.4
2058-2059 to 2065-2066	0	-51.8	-51.8
Total	-52.5	52.5	0

PFI

- 4.9 A change in policy to charge the principal element over 42 and 40 years rather than the current 25 would create a saving of £3.9 million in 2018-19 and £14.7 million in 2019-20 to 2022-23. Savings would continue to be made for a further 13 years ranging in value from £1.8 million to £6.2 million. Years 19 to 42 will see a charge to the revenue account where there is none at present but with the time value of money taken into account the sum is modest. These savings relate to Council funded budgets for PFI schools.

Years	Current basis £'m	Asset life £'m	Difference £'m
2018-19	8.2	4.3	(3.9)
Years 2-5	31.9	17.2	(14.7)
Years 6-10	48.9	21.5	(27.4)
Years 11-20	88.6	43.1	(45.5)
Years 21-30	0	43.1	43.1
Years 31-40	0	43.1	43.1
Years 41-50	0	5.3	5.3
TOTAL	177.6	177.6	0

4.10 Although this change in Policy will lengthen the period over which the MRP charge is made, it is still prudent as it will better match the set aside period with the service potential of the assets. The change means that council tax payers will be charged for the cost of these buildings over the full period of time for which they are expected to be in use.

4.11 The Council's proposed change for the two PFI schemes is considered to be prudent. As newly constructed assets, the asset life could be in excess of 50 years. Therefore, it would appear to be reasonable for the Council to provide for its PFI on the same basis, by charging MRP on a straight-line basis over the remainder of the 50 years outstanding at 2018-19.

4.12 The total impact of both changes is summarised below.

Years	Release of Overprovision for supported borrowing £'m	On going Supported borrowing MRP increase £'m	Private Finance MRP reduction £'m	Total cash £'m
2017-18	-23.7	0	0	-23.7
2018-19	-23.7	2.6	-3.9	-25.0
2019-20	-5.1	2.6	-3.4	-5.9
2020-21 to 2035-2036	0	41.7	-92.8	-51.1
2036-37 to 2057-2058	0	57.4	94.8	152.2
2058-2059 to 2065-2066	0	-51.8	5.3	-46.5
Total	-52.5	52.5	0	0

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 The uncertainties regarding the funding that will be available to the Council and the control of the capital programme are considered within the Quarter 1 Finance Position Statement 2018-19 and the Medium Term Financial Strategy 2019-20 to 2021-22 and beyond Reports.

5.2 Changes to PFI asset lives or impairments could impact on the calculation of the annual MRP charge. The MRP Policy will be reviewed annually and approved by Council.

5.3 The existing governance arrangements for controlling the capital programme remain appropriate.

6. LEGAL APPRAISAL

6.1 The legal basis for Minimum Revenue Provision ('MRP') is set out in the Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 as amended ('the Regulations'). The Regulations provide that local authorities are under a duty to make an amount of MRP which it considers to be 'prudent'. Local Authorities are obliged by the Local Government Act 2003 to have regard to statutory guidance on MRP. A local authority must make a statement setting out its policy on making prudent provision for MRP to full Council for approval.

6.2 In determining the level of a prudent MRP, local authorities are required to 'have regard' to statutory guidance issued by the government. This means that local authorities should not take a substantially different course from that set out in the guidance, but may deviate from its detailed requirements where they determine there is good reason to do so. The statutory guidance sets out that the broad aims of a prudent MRP policy should be to ensure that borrowing is repaid either over the life of the asset which the capital expenditure related to or, for supported borrowing, the period assumed in the original grant determination.

6.3 The amendments to the Guidance in February 2018 make it more difficult to identify an estimated overprovision after the 31 March 2018 accounting period. However the Council is looking to apply the overprovision to the 2017-18 year.

6.4 Advice has been sought from specialist counsel on the lawfulness of the proposed amendments to the Council's MRP policy, in relation to supported borrowing for the period from 2008-2009 and a change with respect to the future charge levied to fund the cost of building PFI schools. Counsel advises that both these proposed changes are lawful for the following reasons:

- a) the Council will continue to adhere to the broad aim of the Guidance;
- b) the concept of prudence is for the Council as decision maker, within the bounds of reasonableness, to assess and evaluate and decide what weight, if any, is to be given to a consideration;
- c) there is liberty to deviate from guidance on admissible grounds and for good and articulated reason;
- d) the Council has to have regard to the Guidance but this does not mean that the Guidance cannot be departed from for cogent reasons;
- e) the adoption of the proposals is in accordance with Regulation 28 of the 2003 Regulations in that it complies with the duty to have regard to the Guidance and general public law principles.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

There are no equality and diversity implications.

7.2 SUSTAINABILITY IMPLICATIONS

There are no sustainability implications.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

There are no greenhouse gas emissions implications.

7.4 COMMUNITY SAFETY IMPLICATIONS

There are no community safety implications.

7.5 HUMAN RIGHTS ACT

There are no Human Rights Act implications.

7.6 TRADE UNION

There are no Trade Union implications.

7.7 WARD IMPLICATIONS

There are no Ward implications.

**7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

Not applicable.

7.9 IMPLICATIONS FOR CORPORATE PARENTING

There are no Corporate Parenting implications.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

There are no Privacy Impact implications.

8. NOT FOR PUBLICATION DOCUMENTS

None

9. RECOMMENDATIONS

9.1 Note the contents of the report and the proposed changes to the MRP Policy.

9.2 The Executive recommends to Council that:

- a) The 2018-19 MRP policy for PFI assets is brought in line with the main MRP Policy and the charge of the principal to the revenue account is over the life of the school building assets.

- b) For 2017-18 calculate the MRP on Supported Borrowing for 2008 to 2016 on a 2% straight line method. The overprovision of £52m will be included in a reserve and applied to reduce the annual MRP charge from 2017-18 onwards.
- 9.3 Executive recommends to Council that the MRP Policy be amended to reflect the following conditions:
- i) Total MRP after applying previous overpayment will not be less than zero in any financial year.
 - ii) The same amount of principal has to be repaid over time irrespective of the method, the recommendation will be to hold the £52m freed up from the change in policy in an earmarked reserve, and it will be used to reduce the annual MRP cost.
 - iii) The changes to MRP are agreed, releasing the overprovision of £52m over the coming years. As the overprovision is released, and given our balanced financial plan, the cash saving is credited to a dedicated earmarked MRP Adjustment Reserve so that future usage can be appropriated and monitored.
 - iv) The PFI budgetary saving is used to reduce the net reported cost pressure in 2018-19.
 - v) That the following checkpoints are met, and the implications of each are understood, before future usage of the proposed MRP Adjustment Reserve is determined:
 - a) Formal 2018-19 monitoring to determine likely outturn and further detailed understanding of structural cost pressures.
 - b) Review of the Medium Term Financial Strategy (MTFS) to determine detailed anticipated budgetary gaps over the next three years.
 - c) Clarity on future savings delivery, including the Demand Management strategy, for 2019-20 and 2020-21.
 - d) Finalising the 2019-20 and 2020-21 detailed budget process.
 - vi) Subject to the outcomes noted above, consideration is given to a future voluntary repayment of outstanding capital debt using any residual amount set aside. This would therefore designate this move as a last resort insurance policy to protect against any negative consequences associated with the uncertainties outlined above.

10. BACKGROUND DOCUMENTS

- The Council's Capital Investment Plan for 2017-18 onwards - Executive 21st February 2017 and Council 23rd February 2017
- The Council's Capital Investment Plan for 2018-19 onwards - Executive 20th February 2018 and Council 22nd February 2018
- Annual Finance and Performance Outturn Report 2017-18 Executive 10th July 2018
- Medium Term Financial Strategy 2019-20 2022-23 Executive Report 10th July 2018

Report of the Chief Executive to the meeting of Council to be held on 17 July 2018

F

Subject:

Appointment to the post of Strategic Director – Corporate Resources

Summary statement:

Council is asked to approve the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package set out in this Report in accordance with Article 4 of the Council’s Constitution, Section 7 of the Council’s Pay Policy Statement 2018/19 and the Officer Employment Procedure Rules.

**Kersten England
Chief Executive**

Portfolio:

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

Improvement Area:



1. Summary

Council is asked to approve the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package set out in this Report in accordance with Article 4 of the Council's Constitution, Section 7 of the Council's Pay Policy Statement 2018/19 and the Officer Employment Procedure Rules.

2. Background

- 2.1 The Strategic Director Corporate Services left the employment of the Council on 5 February 2018 in order to take up a new position. The post of Strategic Director Corporate Services has been renamed Strategic Director Corporate Resources.
- 2.2 On 31 January 2018 Staffing Committee agreed to appoint to the permanent position of Strategic Director Corporate Resources and delegated the responsibility to appoint to the position to an Appointment Panel. To enable the recruitment process to be undertaken the post has been filled on an interim basis, with the functions of the Chief Financial Officer/Section 151 Officer being undertaken by the Assistant Director - Finance and Procurement.
- 2.3 The Council's Pay Policy Statement for the financial year 2018/19 was approved at the meeting of Council held on 20 March 2018. A copy of the Council's Pay Policy Statement for 2018/19 is appended to this report as Appendix 1.
- 2.4 In accordance with Section 7 of the Council's Pay Policy Statement, Article 4 of the Council's Constitution and the Officer Employment Procedure Rules, full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.
- 2.5 A selection process took place on 2nd July 2018 and a preferred candidate was identified. The post will not be offered until Council has made a decision on the salary package. Should Council agree the proposal to appoint to the position on the salary package as detailed in paragraph 2.6 of this Report, and should the preferred candidate be appointed, the functions of the Chief Financial Officer/Section 151 Officer will continue to be undertaken by the Assistant Director – Finance and Procurement on a permanent basis.
- 2.6 In accordance with Section 4 of the Pay Policy Statement the post of Strategic Director Corporate Resources is graded at Strategic Director 1 with a salary level of £132,798 - £139,223 and 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 1 of this Report) a number of which are currently under review.

3. Financial and resource appraisal

- 3.1 It is proposed that the appointment of the Strategic Director Corporate Resources be in accordance with the provisions of the Council's Pay Policy Statement as set out in paragraph 2.6 above.

4. Options

- 4.1 That the Council approve the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package as detailed in paragraph 2.6 above.

5. Risk Management and Governance Issues

- 5.1 There are no significant risks arising out of the implementation of the proposed recommendation.

6. Legal appraisal

- 6.1 Section 112 of the Local Government Act 1972 allows the Council to appoint such Officers that 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.

- 6.2 In accordance with Article 4 of the Council's Constitution, the Council's published Pay Policy Statement 2018/19 and Council's Officer Employment Procedure Rules full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.

7. Other implications

- 7.1 There are no equality and diversity, sustainability, greenhouse gas emission, community safety, Human Rights Act, Ward or Area Committee Action Plan, Corporate Parenting or Privacy Impact Assessment Implications.

8. Trade Union

- 8.1 The Trade Unions have been informed of the intention to appoint to the position of Strategic Director Corporate Resources.

9 Not for publication documents

- 9.1 None

10. Recommendations

- 10.1 That Council agrees the proposal to appoint to the position of Strategic Director Corporate Resources on the salary package as detailed in paragraph 2.6 of this Report and in accordance with Article 4 of the Council's Constitution, Section 7 of the Council's Pay Policy Statement 2018/19 and the Officer Employment Procedure Rules.

11. Appendices

Appendix 1 – the Council's Pay Policy Statement – 2018/19

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PAY POLICY STATEMENT

FOR THE FINANCIAL YEAR

2018/2019

Statement of Pay Policy for the year 1 April 2018 to 31 March 2019

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 2015 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 2017/2018 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 - Health & Wellbeing who is the Authority's designated Director of Adult Social Services.
 - Strategic Director - Corporate Resources 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 Strategic Director Corporate Resources and in that role remains the Council's Monitoring Officer. As a consequence the post of Assistant Director Finance and Procurement has been designated as the Authority's Chief Finance Officer under section 151 Local Government and Housing Act 1989 for the term of office of the Interim Strategic Director Corporate Resources. A locum solicitor has been engaged as the Interim City Solicitor without the Monitoring Officer responsibilities.

- **Non-statutory Chief Officers and Deputy Chief Officers**, which in this Authority are:-

All other Strategic Directors, Directors, Deputy Directors and Assistant Directors.

Pay Policy Statement

The **Lowest Paid Employees** are defined as employees paid on Spinal Column Point 6 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:

- 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 Negotiating Committees (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 as at 1 April 2017 is £182,064 p.a. which has been increased in accordance with the nationally agreed pay award as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities. A pay award for 2018/19 has yet to be agreed.

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

Pay Policy Statement

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.

At the time of writing this policy the grade ranges and salary levels as at 1 April 2017 are:

Strategic Director 1	£132,798 - £139,223 (SD1)
Strategic Director 2	£109,239 - £119,947 (SD2)
Director 1	£102,010 - £112,211 (Dir 1)
Assistant Director 1	£ 92,852 - £ 98,315 (AD1)
Assistant Director 2	£ 81,928 - £ 92,852 (AD2)
Assistant Director 3	£ 71,005 - £ 81,928 (AD3)

The Assistant Director Finance and Procurement, whilst the Authority's Chief Finance Officer, is paid an honorarium to reflect the additional responsibilities and the temporary salary level is £92,102.

The post of Deputy Director Education Employment and Skills is employed on a fixed salary of £100,990 as at 1 April 2017 (not a grade range) and this salary is increased in accordance with nationally agreed pay awards determined by the national Joint Negotiating Committee for Chief Officers of Local Authorities. A pay award has yet to be agreed for 2018/19.

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 and remain 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 JNC 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 and remain on their current terms and conditions of employment, some or all of this pay policy statement may not apply to them.

Pay Policy Statement

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.

Where the Council is unable to recruit senior managers, or there is a need for interim support to provide cover for a substantive Chief Officer role, the Council will, where necessary, consider engaging individuals under a “contract for service”. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition. In these cases, appropriate tax and national insurance deductions will be assessed and deducted as required in accordance with HMRC IR35 regulations.

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 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 6 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 6 which relates to an annual full time salary of £15,014 p.a. and can be expressed as an hourly rate of pay of £7.78 as at 1 April 2017 and which apply from that date. A pay award for 2018/19 has yet to be agreed. 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. 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. The Executive on 23 June 2015 adopted the then level of UK living wage of £7.85 per hour with effect from 1st October 2015. The difference between spinal column point 6 and 7 and £7.85 is paid as a supplement to all employees and casual workers resulting in all weekly hours up to 37 hours per week being paid at the equivalent of £7.85 per hour.
- 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

Pay Policy Statement

Compensation Policy. [Discretionary Compensation Policy.doc](#)

- 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 6 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.

The Local Government Transparency Code 2015 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 £182,064 p.a. which is paid to the Chief Executive. The median average salary in this Authority (not including employees in schools maintained by the Authority) is £20,138p.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.

Pay Policy Statement

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 major 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 Regulations 2015 and the Local Government Transparency Code 2015 [Statement of Accounts | Bradford Council](#)

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 17.5% (1 April 2018) 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 employee contribution rates from 1 April 2018 are:</p> <p>Employees earning up to £13,700 contribute 5.5% Employees earning between £13,701 and £21,400 contribute 5.8% Employees earning between £21,401 and £34,700 contribute 6.5% Employees earning between £34,701 and £43,900 contribute 6.8% Employees earning between £43,901 and £61,300 contribute 8.5% Employees earning between £61,301 and £86,800 contribute 9.9% Employees earning between £86,801 and £102,200 contribute 10.5%. Employees earning between £102,201 and £153,300 contribute 11.4%. Employees earning more than £153,301 contribute 12.5%.</p>

Pay Policy Statement

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>The Chief Executive does not receive any additional payment for the role of Returning Officer for local government elections.</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 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 Regulations 2015. Statement of Accounts Bradford Council</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.
Provision of Mobile Telephones/Communication device/ICT equipment	Where appropriate these will be provided for business use and any work related costs will be met by the Authority.
Professional subscriptions	The Authority pays the annual subscription to one relevant professional body.

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