

Department of Corporate Resources

Members of Council

Committee Secretariat

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Your Ref: AT/Council

Date: 3 December 2018

Dear Councillor

MEETING OF COUNCIL – TUESDAY, 11 DECEMBER 2018

You are requested to attend the meeting of the Council to be held in the Council Chamber, City Hall - City Hall, Bradford, City Hall, Bradford, on Tuesday, 11 December 2018 at 4.00 pm

The agenda for the meeting is set out overleaf.

Yours sincerely



Parveen Akhtar
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 16 October 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.

If any requests are received, in writing, by mid-day three working days before the meeting (Thursday 6 December), details will be circulated.

(Fatima Butt - 01274 432227)

7. PUBLIC QUESTION TIME (Standing Order 13)

1 - 2

A question has been received and is set out in **Document “L”**.

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

Recommended –

That the appointment of the following voting co-opted representative to the Children’s Services Overview and Scrutiny Committee for the 2018/2019 municipal year be approved:

Parent Governor Representative: Mrs Shain Wells

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

9. REPORT BY THE LEADER OF COUNCIL

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

10. MEMBER QUESTION TIME (Standing Order 12)

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

Notes:

- (i) Answers to written questions shall be circulated at the commencement of the meeting.*
- (ii) The Lord Mayor will have regard to the list of questions and the political composition of the Council in calling on Members to put their supplementary question to the Leader of Council and Portfolio Holders.*
- (iii) A period of up to 30 minutes shall be available for supplementary questions to Members of the Executive.*

1. Councillor Vick Jenkins

Air quality is a concern for people in the Shipley Ward. Can the Portfolio Holder please inform me what actions are being taken as a result of the Council working with DEFRA to achieve the dramatic improvement in air quality that we need to see in pollution hotspots in the district?

2. Councillor John Pennington

Would the Leader of the Council provide assurance to the Full Council that any change of circumstances at Odsal Stadium and Richard Dunn are maximised to benefit council coffers and the people of Bradford and District?

3. Councillor Jeanette Sunderland

On the 1st November I was contacted by a company called Bellavail IMS who had been by the Council “to help address the issue of un-adopted roads, footways and street lighting in new developments, which have been left incomplete by developers”. As a results of this work the Council has now “successfully adopted the highway and taken responsibility for the maintenance of the highway at Meadow Road, Apperley Bridge (Bradford), enabling 84 properties with an estimated 240 – 250 residents and council tax payers now able to benefit from local services such as gritting, maintenance of street lighting and street cleansing.” “The company went on to inform me that “All works were completed at no cost to the public purse with NIL COST to the residents or the Council, which not only improves the local road conditions but also positively affects the saleability and potential value of your constituents’ properties.”

Can the Portfolio Holder advise the Council of this arrangement and how this work has been done at “no cost” and where else in the District the company has been working?

4. Councillor Martin Love

Can the Portfolio Holder for Neighbourhoods and Community Safety please tell us whether it is the police or the Council who are responsible for enforcement of breaches of HGV bans on roads throughout the district?

5. Councillor Michael Stelling

What is the Council doing to prevent the disruption of Park Services by the Travelling Community who have broken into various Park sites recently. Is the Council looking at other legal options to put a blanket ban on these areas and other Council property, to aid easier removal such as what Leeds City Council has done?

6. Councillor Kamran Hussain

Can the Portfolio Holder tell me what has been the impact of the Homelessness Reduction Act in Bradford and what particular challenges do we face with partners in ensuring that we are meeting people’s needs?

7. Councillor Michelle Swallow

Would the Portfolio Holder advise if she agrees that carers who care for sick family members in their own homes are saving the social care system significant resources and does she agree that if family carers were not able to care in the ways they do, adult social care would be in an even more perilous state?

8. Councillor Debbie Davies

As the 'Science and Technology based business park' at Otley Road, Baildon was meant to provide over 700 high-tech jobs and include a hotel, restaurant and shops and eight years on there is no sign of the hotel, restaurant or shops, could the Portfolio Holder for Regeneration, Planning and Transport, provide an update on the number of jobs and how many of these are classed as "high-tech"?

9. Councillor Michelle Swallow

Would the Portfolio Holder advise if she would consider supporting requests to the Government to increase the support for Carers through the increase of Carer's Allowance from £64.60 per week to a rate which is more comparable to a living wage?

10. Councillor Michelle Swallow

Would the Portfolio Holder please advise how many Houses of Multiple Occupation (HMOs) there are in the District, how many separate residents there are in these HMOs and of these how many have been inspected and require improvements to minimum acceptable standards?

11. Councillor Mike Pollard

Can the Leader of the Council confirm what Wakefield Council (which an Officer recently described as having "impressive Council Tax collection rates") does differently in collecting Council Tax and how long have we been working with them to try and improve our collection rates in Bradford?

12. Councillor Michelle Swallow

How many households in the District are in rent arrears and unable to top up the difference between either the Housing Benefit or for those on Universal Credit Housing Element and are facing eviction this winter?

13. Councillor David Ward

Will the Portfolio Holder provide a breakdown of Permanent Exclusions by school in 2017/18 and for the beginning of 2018/19?

14. Councillor Michelle Swallow

What steps is the Council taking to prevent homelessness?

15. Councillor Jackie Whiteley

Can the Portfolio Holder for Regeneration, Planning and Transport, please confirm that in seeking to raise parking charges across the district, a full cost benefit analysis has been conducted with regard to the possible affect on high street shops and the potential loss of business rates should shops cease to trade and furthermore does this proposal conflict with Policy EC5 of the adopted Core Strategy which seeks to sustain and enhance the vitality and viability of centres across the district? (Retail studies [EB/034-036])

16. Councillor Ralph Berry

Does the Leader share my frustration and anger about the situation with Wibsey park lodge?

17. Councillor Ruth Wood

Given the frustrations caused while roadworks are being carried out, can the Portfolio Holder outline how the Council manages roadworks through the Yorkshire Common Permit Scheme, whether there have been any benefits through this and what more can be done to minimise the impact?

18. Councillor Andrew Senior

Can the Portfolio Holder for Regeneration, Planning and Transport, provide an update on what he is doing to secure the future of Queensbury tunnel, which would potentially be the longest underground cycle/walkway in England?

19. Councillor Hassan Khan

Can the Portfolio Holder give an update on the Opportunity Area scheme and what activities it's doing to improve educational standards?

20. Councillor Abid Hussain

Can the Portfolio Holder give an update on the Industrial Centre of Excellence in Keighley and how it is helping young people to get the skills and qualifications they need to secure good jobs?

21. Councillor Brendan Stubbs

Can the Portfolio Holder give details on the recent drive to ensure hot food take aways were correctly licensed to operate beyond 11pm, how many businesses were targeted, how many applied for a license and finally what action is being taken to ensure compliance from those who have not applied for a license?

22. Councillor Hassan Khan

What are our plans for investment and support for skills in the Bradford District to prepare for the future after Brexit?

23. Councillor Robert Hargreaves

Given the number of new houses being built in rural and semi-rural areas, can the Portfolio Holder for Regeneration, Planning and Transport, inform the Council of when we will have in place a comprehensive strategy, informing investment in the new / improved infrastructure, such as sewers, highways, school places, GP and dental services etc, required to accommodate the many thousands of new houses that the Controlling Group wishes to see built across the district?

24. Councillor Mohammed Shafiq

Can the Leader tell us who the winners of the staff awards were this year and does she agree with me that it is vital that we take time to thank council staff for the work they do for the residents of the district,

particularly in these difficult times?

25. Councillor Kevin Warnes

Can the Leader of Council assure us that non-stunned meat is only being served in our district's schools to children whose parents/carers have provided written consent linked to their faith and therefore opted into the provision of these meals?

26. Councillor Vick Jenkins

Can the Leader join with me in congratulating a care home in Shipley ward for its Outstanding grade in its recent CQC inspection having only been open for one year?

27. Councillor John Pennington

Can the Portfolio Holder for Regeneration, Planning and Transport, advise colleagues whether, now that Red Route Corridors (road markings) no longer require special approval, will the Council consider introducing them outside schools?

28. Councillor Hassan Khan

I really welcome the increased emphasis on being tough on dangerous drivers in the district. Can the Leader give us an update on how Operation Steerside is going?

29. Councillor Aneela Ahmed

Can the Portfolio Holder let us know the latest progress on the development of the former Odeon building?

30. Councillor Alun Griffiths

For each of the last three years 2016, 2017, 2018 how many notices of motion were submitted by each political group on the council and how many of these (by political group) were moved straight to the vote under Standing Order 19?

31. Councillor Tess Peart

Does the Portfolio Holder agree that whilst one can never be complacent the recent Ofsted report identified strengths within the council and partners in tackling the heinous crime of child sexual exploitation?

32. Councillor Debbie Davies

Would the Portfolio Holder for Regeneration, Planning and Transport, put residents' minds at rest by confirming that there are no plans to charge people, who currently have free resident parking permits, for them in the future?

33. Councillor Carol Thirkill

Can the Portfolio Holder tell us what steps he is taking to ensure the voice of the child is heard throughout this Council?

34. Councillor Simon Cooke

Could the Leader of the Council provide colleagues with an update as

to where we are at with key regeneration schemes, such as, BD1, St. John's, Keighley College, Jacob's Well, Richard Dunn and Odsal Stadium?

35. Councillor Jeanette Sunderland

At the last meeting of Council I asked what action was being taken to address the on-going potential safeguarding concerns arising from the limited capacity to conduct direct payment audits for social care clients? The reply did not address the question, you said you would follow up my supplementary question however I do not seem to have had a reply. Is there a proper process in place to deal with all clients or their nominated persons in receipt of direct payments and are there any remaining safeguarding concerns?

36. Councillor Jackie Whiteley

Does the Leader of the Council accept that by reducing the grant to Town and Parish Councils, as per the Controlling Group's budget proposals, residents of certain parts of the District will affectively receive a stealth tax in order to maintain the services which they receive?

37. Councillor Debbie Davies

As we were told at July's Full Council meeting that a report would be available in September detailing the success or otherwise of the appointment of the Teacher Recruitment and Retention Strategy Manager, can the Portfolio Holder for Education, Employment & Skills, confirm whether this report is now available?

38. Councillor David Ward

Using the January census point, will the Portfolio Holder show the number of new Elective Home Educated children for the years 2015-2016 to 2017-18 by school attended immediately prior to commencing Elective Home Education?

39. Councillor Robert Hargreaves

Can the Portfolio Holder provide an update on the feasibility studies and subsequent consultations process for the possible crematoria at Littlemoor Park, Queensbury, Northcliffe Park, Shipley etc and can he confirm whether the Council has bought the site of the former Branch Pub in Shipley, in order to improve access to the possible Northcliffe Park facility?

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

11.1 RECOMMENDATION FROM THE LICENSING COMMITTEE - PROPOSED STATEMENT OF LICENSING PRINCIPLES 2019/22 UNDER THE GAMBLING ACT 2005

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At the meeting of the Licensing Committee on 21 November 2018 the Assistant Director Waste, Fleet and Transport Services presented a report (**Licensing Committee Document "B"**) setting out the outcome of a public consultation exercise on the

Statement of Licensing Principles for the District, as required by the Gambling Act 2005, and proposed a final draft for adoption by Council.

Recommended –

- (1) That, with the addition of “(the impact on families)” at the end of paragraph 8.5 (iv) to the Proposed Statement of Licensing Principles 2019-2021, Appendix 1 to Licensing Committee Document “B” be adopted and published as the District’s Statement of Licensing Principles pursuant to the Gambling Act 2005.**
- (2) That the Assistant Director Waste, Fleet and Transport Services be given delegated authority to approve any necessary amendments of a minor or drafting nature prior to formal publication.**
- (3) That the Assistant Director, Waste, Fleet and Transport Services, be requested to review the Statement of Licensing Principles pursuant to the Gambling Act 2005 on an annual basis and provide a report to the Committee when the Licensing Fees are reviewed each year.**

(Tracy McLuckie – 01274 432209)

11.2 ANY FURTHER RECOMMENDATIONS

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

(Adrian Tumber – 01274 432435)

12. NOTICES OF MOTION (Standing Order 17)

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

12.1 NEW TO YOU

To be moved by Councillor Rebecca Poulsen
Seconded by Councillor Debbie Davies

Council notes that:

The waste disposal budget is overspent by a colossal £3million and ways need to be found to save money.

We are all keen to encourage more recycling and re-use of goods for the sake of the environment and to save money.

People often dispose of items, e.g. through house clearances, which are perfectly usable.

The Secretary of State for the Environment recently suggested that residents should be able to take home items from household waste sites that they can make use of.

Council resolves:

To consider ways to reduce the waste disposal budget overspend as a matter of urgency.

To investigate how Council owned household waste sites could reduce the amount of waste going to landfill via measures such as allowing residents to take as well as bring unwanted items, educating residents in minor issues such as changing a fuse etc and encouraging the start up of "New to You" recyclers to benefit needy residents and council budgets.

12.2 ACTION ON DIABETES

To be moved by Councillor Naveed Riaz
Seconded by Councillor Russell Brown

This Council notes that:

The prevalence of diabetes makes it a major public health issue. Based on figures from 2016, it was estimated that around 3.8 million people in the UK are living with diabetes; this represents almost 9% of all people over the age of 16. The cost implications of diabetes are enormous. It costs the NHS around £10 billion per annum to treat diabetes; this is almost 10% of the annual NHS budget.

Awareness of these facts needs to be raised more publicly within the area covered by Bradford Council.

It needs to be noted that our strategy for diabetes requires two very different strands, relating to the two different types of diabetes, Type 1 Diabetes and Type 2 Diabetes, as these are quite different conditions. The policy strategy developed for responding to Type 2 Diabetes will be focused around increasing public engagement and awareness of the condition. Type 2 Diabetes is the far more common form of diabetes, accounting for around 90% of people with diabetes. The policy strategy developed for Type 1 Diabetes will focus on the services for those living with the condition, seeking to improve treatment and care by providing a new, radical and innovative approach to the management of the condition.

This Council resolves to:

Take a lead in developing a strategy for Bradford to respond to the diabetes epidemic, seeking to produce a comprehensive collaborative policy which will implement measures to increase awareness of

diabetes and improve diabetes services.

Increase awareness of Type 2 Diabetes, developing and piloting innovative public engagement strategies, with an emphasis on targeting hard to reach communities with a high prevalence of the condition.

In collaboration with appropriate partners, conduct a feasibility study into the provision of a service for people with Type 1 Diabetes, incorporating the opportunity to trial Insulin Pump Therapy, as a routine option rather than a treatment of last resort.

12.3 EXTREME POVERTY

To be moved by Councillor Jeanette Sunderland
Seconded by Councillor Brendan Stubbs

This Council notes the findings of the 'Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights'.

12.4 JOURNEY TO EXCELLENCE IN CHILDREN'S SOCIAL CARE

To be moved by Councillor Susan Hinchcliffe
Seconded by Councillor Adrian Farley

Council believes that:

- The welfare of the 4,000 children in our care is of utmost importance to us as councillors. It is the absolute right of our children to lead happy and fulfilled lives and the council should enable them to do so.

The Council therefore is sorry that Children's Services were found wanting in the recent Ofsted inspection:

- Ofsted held a full inspection of Children's Services from Monday 17th until Friday 28th September 2018 under its new 'ILACS' (Inspection of Local Authority Children's Services) framework.
- Ofsted's judgements were as follows:
 - The impact of leaders on social work practice with children and families – Requires improvement to be good
 - The experiences and progress of children who need help and protection – Inadequate
 - The experiences and progress of children in care and care leavers – Requires improvement to be good.
 - Overall effectiveness – Inadequate
- Ofsted identified a number of key areas for improvement which are set out in the report. These include: the response

to risk; prioritisation; social work practice and supervision; the response to children with specific vulnerabilities; and multi-agency child protection work.

- Ofsted's report found good practice in some areas which are set out in the report, such as in the council's handling of child sexual exploitation.
- Ofsted's report also found that the council recognised and responded to a significant increase in demand for services across all areas and major challenges in the recruitment and retention of social workers, however these actions have not yet delivered the sustained improvements that are required.

We are extremely disappointed in the inspection judgement and we have acted quickly to initiate the improvement plan. Ofsted will monitor our progress regularly and we will be subject to a full re-inspection within two years. Key actions and milestones, as set out in the report to Executive on 4th December, include:

- Ensure the voice of the child is at the heart of everything we do.
- A full review of cases (1,700 files) has already been completed post-Ofsted at the request of the Leader and Portfolio Holder. The capacity of the quality assurance team has also been strengthened.
- Establishment of the Children's Social Care Improvement Board once membership and Terms of Reference are approved by both DfE/Ofsted and Executive.
- Produce a draft Statement of Action for discussion at the Ofsted planning meeting.
- Submit a full Statement of Action (Deadline for submission: 4th February 2019).
- Support a monitoring visit (which will take place three months after our publication of inspection i.e. January). Quarterly monitoring will continue until we have an inspection and move into a different pathway (i.e. are requires improvement to be good or above)

This Council:

- Tasks the Interim Strategic Director of Children's Services to oversee rapid and sustainable improvement in children's social care.
- Tasks the Interim Strategic Director to provide quarterly updates to the Children's Services Overview & Scrutiny Committee.

- Tasks the Chief Executive to write to Government calling for a national pay scale for social workers which would benefit the sector and ultimately the children it supports.
- Acknowledges the dedication and commitment of frontline social workers in the Bradford District. They are valued for the work they do and need to be well supported to carry out their roles effectively.
- Will continue to make the case to Government for increased levels of funding for Children's Social Care given significant rising demand and costs reflecting our children's need.

12.5 COUNCILS AT 'BREAKING POINT' DUE TO GOVERNMENT CUTS

To be moved by Councillor Susan Hinchcliffe

Seconded by Councillor Imran Khan

This Council supports the national 'Breaking Point' campaign which states that:

- Local authorities have faced £16 billion of cuts since 2010
- Government cuts mean councils have lost 60p out of every £1 (60%) since 2010
- Government cuts have seen over 500 children's centres and 475 libraries close, while an ageing population and growing demands mean adult social care faces a funding gap of £3.5 billion
- Lord Gary Porter, the Conservative Chair of the LGA, has said "councils can no longer be expected to run our vital local services on a shoestring"
- Pressures on councils are increasing – last year councils were forced to spend an extra £800 million on vital services to protect children
- After almost a decade of government cuts to local authorities many are facing a crisis in funding – Northamptonshire County Council has already gone bust and others could follow, with the National Audit Office warning that one in 10 English local authorities with responsibility for social care could run out of reserves within three years

Council further notes:

- Bradford Council has had to identify £262m of cuts and savings since 2010 due to the government cuts.
- In common with other local authorities we face a significant budget gap (£28.8m in 2020/21) unless Government acts to restore funding and introduce a new sustainable model for

local government.

- Government needs to provide bridge funding in the coming years for areas with a low council tax and business rates base to enable a fair transition.

This Council resolves:

- To back the Breaking Point campaign.
- To lobby the Government in our call to restore significant additional funding to make local services sustainable and to reflect the Government's stated position that austerity has ended.
- To increase the profile of the essential work done by council staff to support our calls over the next 12 months for Government to recognise the urgent need for funding.

12.6 TACKLING MODERN DAY SLAVERY - COMMITTING BRADFORD COUNCIL TO THE CO-OPERATIVE PARTY'S CHARTER AGAINST MODERN SLAVERY

To be moved by Councillor Susan Hinchcliffe

Seconded by Councillor Abdul Jabar

This Council notes:

- Though slavery was abolished in 1833, there are more slaves today than ever before in human history. Figures from the International Labour Organisation (ILO) suggest that there are more than 40 million people in modern slavery across the world, with nearly 25 million held in forced labour.
- There were 3,805 victims of modern slavery identified in the UK in 2016. A rising number but still well below the 10,000 and 13,000 potential victims estimated by the Home Office.
- Modern Slavery is happening nationwide. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. This can include sexual and criminal exploitation.

This Council believes:

- That action needs to be taken to raise awareness of modern slavery and the fact that it is happening all over the UK.
- That the current support for victims is not sufficient and needs to go beyond the 45 days they are currently given by the Government.
- That councils have an important role to play in ensuring their contracts and supplies don't contribute to modern day

slavery and exploitation.

This Council resolves:

- To adopt the Co-operative Party's Charter against Modern Slavery to ensure our procurement practices don't support slavery.

The Charter

Bradford Council will:

1. Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
2. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
3. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.
4. Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
5. Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.
6. Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
7. Review its contractual spending regularly to identify any potential issues with modern slavery.
8. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.
9. Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.
10. Report publicly on the implementation of this policy annually.

13. APPOINTMENT TO THE POST OF STRATEGIC DIRECTOR CHILDREN'S SERVICES

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Council is asked to approve the proposal to appoint to the position of Strategic Director Children's Services on the salary package set out in the report of the Chief Executive (**Document "O"**) 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 the proposal to appoint to the position of Strategic Director Children's Services on the salary package as detailed in paragraph 2.6

of Document “O” 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 be agreed.

(Mandy Hill – 01274 432214)

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