

Public Document Pack



Department of Corporate Resources

Members of Council

Committee Secretariat

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Your Ref: AT/Council

Date: 11 March 2019

Dear Councillor

MEETING OF COUNCIL – TUESDAY, 19 MARCH 2019

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, 19 March 2019 at 4.00 pm

The agenda for the meeting is set out overleaf.

Yours sincerely

A handwritten signature in black ink that reads 'P. Akhtar'.

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 21 February 2019 be signed as a correct record (previously circulated).

(Adrian Tumber – 01274 432435)

3. APOLOGIES FOR ABSENCE

4. WRITTEN ANNOUNCEMENTS FROM THE LORD MAYOR

(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

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

Ward

(i) Menston Primary School – Pedestrian crossing **Wharfedale**

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

1 - 2

A question from a member of the public has been received and is contained in **Document “Z”**.

8. MEMBERSHIP OF COMMITTEES AND JOINT COMMITTEES

To consider any 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

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 Angela Tait

Can the Portfolio Holder give an update on the Bradford Live project as it enters its next phase now plans have been approved?

2. Councillor Debbie Davies

Could the Portfolio Holder for Regeneration, Planning and Transport advise members of whether consideration has been given to running a cleanest ward award in order to encourage some fun, competition and increased community involvement to cleaning up litter from the District?

3. Councillor Jeanette Sunderland

To the Portfolio Holder, please can you detail, broken down by year, how much the Council has paid out in compensation to cyclist across the District, as a result of accidents caused by highways and cycle lanes being in a poor state of repair, over the past 5 years?

4. Councillor Tariq Hussain

Can the portfolio holder provide an update on the work being done to enforce against dangerously and illegally placed clothing bins across the district?

5. Councillor Fozia Shaheen

It's welcome news that we will be receiving over £100,000 from the Private Rented Sector Access Fund to help tackle homelessness. What are we planning to do with this funding?

6. Councillor Russell Brown

With equipment already being removed, can the Portfolio Holder for Regeneration, Planning and Transport clarify what is planned for the services currently operating out of the Council's Stockbridge Depot at Keighley?

7. Councillor Fozia Shaheen

Does the leader join me in congratulating everyone who has been involved in International Women's Day throughout the District, once again Bradford is flying the flag which is amazing.

8. Councillor Caroline Firth

Can the Portfolio Holder give an update on our ongoing repair and replacement programme for street lights and how many lights on average are being repaired or replaced each month? Also can he give timescales for the major new project to replace all lights with more efficient LEDs?

9. Councillor Jackie Whiteley

Will the Portfolio Holder for Regeneration, Planning and Transport, please confirm whether any work has been completed which considers the likely displacement of commuter parking from Ilkley into Burley in Wharfedale and Menston if road side parking charges are introduced and residents only parking stops commuters parking in Ilkley?

10. Councillor Caroline Firth

Does the Portfolio Holder join me in agreeing that the newly unveiled restored Butterfield Window at Cliffe Castle is a fantastic achievement for all involved in the project?

11. Councillor Brendan Stubbs

To the Portfolio Holder, over the past 3 year how many times have each of the District's Planning Committees approved or declined an application in opposition to the recommendation of planning officers and how many times have they followed the officers recommendation?

12. Councillor Richard Dunbar

Will the Leader join me in acknowledging the pioneering work of Dr Mags Portman in the field of HIV prevention following her untimely death in February?

13. Councillor Debbie Davies

Could the Leader of the Council confirm when and why the Labour Executive approved the £420,000 annual lease for City Library without regular break clauses and whether they now regret this decision?

14. Councillor Vick Jenkins

Climate change is a danger to our planet. I'm pleased to have been able to vote for the Climate Emergency motion passed in this Chamber in January. Can the Portfolio Holder let us know what progress is being made in delivering the priorities set out in our motion?

15. Councillor Caroline Firth

Does the Portfolio Holder plan to introduce a food waste recycling/composting service in the District?

16. Councillor John Pennington

Could the Portfolio Holder for Regeneration, Planning and Transport advise Members of what happened to the much heralded Council Biomass scheme to heat its properties in the City Centre?

17. Councillor Vick Jenkins

Would the Portfolio Holder be able to update us on the Initial Air Quality Plan for setting out the case for the interventions we will be implementing to deliver air quality compliance?

18. Councillor Vick Jenkins

It's good that the recent consultation on Shipley/Canal Road corridor attracted 750 responses. Now that the initial consultation has ended will the Portfolio Holder explain what the next stage of the process is?

19. Councillor Riaz Ahmed

Can the Portfolio Holder please explain the schedule and methods used to clean the District's cycle lanes including the cycle superhighways?

20. Councillor Vick Jenkins

Can the Portfolio Holder for Regeneration, Planning and Transport provide an update on the long-standing desire to see the Shipley canal towpath upgraded for walkers and cyclists?

21. Councillor Mike Gibbons

As the refurbishment of St. George's Hall was originally due to cost £4m with a 2017 opening, but early 2019 saw the eventual unveiling, at a cost of £9.8m, with plastic stacking chairs in the auditorium, why is the huge internationally renowned pipe organ curtained off in a state of disrepair?

22. Councillor Fozia Shaheen

Could the Portfolio Holder provide me with an update of how many prosecutions were made over the Bonfire Night period for people fly-tipping and what did it cost the Council?

23. Councillor David Warburton

Can the Portfolio Holder tell us how many anti social behaviour incidents there were this year compared with last year across the District?

24. Councillor Debbie Davies

In order to help tackle the problem of fly tipping does the Portfolio Holder, Regeneration, Planning and Transport consider it appropriate to have say a one month amnesty where people can use Council tips even if they don't have a permit?

25. Councillor Richard Dunbar

Will the Portfolio Holder acknowledge the very real link between the cuts in police officers and the rise in knife crime nationally?

26. Councillor Brendan Stubbs

To the Portfolio Holder, over the past 3 years how many times have each of the District's Planning Committees approved or declined planning permission in contravention of the Council's Planning Policy documents?

27. Councillor Fozia Shaheen

Can the Portfolio Holder provide me with information regarding the private sector letting scheme and how we encourage landlords to use this service?

28. Councillor Richard Dunbar

Can the Portfolio Holder give an update on the production of a new homelessness strategy for the District?

29. Councillor Debbie Davies

The Good Schools Guide states that across the country over 80% of pupils are expected to get their first choice of secondary school starting in September, whilst in Bradford it is just 72%, so could the Portfolio Holder for Education, Employment and Skills advise of what actions are being taken to try and improve this figure for next year's allocation?

30. Councillor Hassan Khan

Can the Portfolio Holder give an update on how the consultation has gone for the Darley Street markets and what are the latest plans?

31. Councillor Tess Peart

What is the result of the consultation into 20mph zones and what are the next steps?

32. Councillor Val Townend

Could the Portfolio Holder for Regeneration, Planning and Transport confirm what actual difference in terms of staff and mechanical pavement sweepers, the revised reduction of £500,000 rather than £1m will mean for street cleansing across the district, split into each constituency area?

33. Councillor Richard Dunbar

Can the Portfolio Holder give an update of how the empty units and street scene around the Odeon will be redeveloped in the run-up to its grand re-opening?

34. Councillor Debbie Davies

Can the Portfolio Holder for Education, Employment and Skills confirm the annual cost of School Admission and Transport Appeals and what percentage of applicants fail to attend?

35. Councillor Richard Dunbar

Will the Leader join me in praising the students who took part in the youth climate strike actions in standing against the harsh realities and existential threats posed by climate change?

36. Councillor Geoff Reid

Given that West Yorkshire Combined Authority (WYCA) are consulting on changes to bus services and planning to reduce subsidies paid to bus companies by 20% over the next few years. Can the Portfolio Holder explain what work the Council is doing to make sure that residents who rely on the bus services are not cut off and isolated?

37. Councillor Richard Dunbar

Would the Leader confirm what work is being done to prevent people living in Social Housing being evicted to the street and can more be done to stop this occurring?

38. Councillor John Pennington

Could the Portfolio Holder for Regeneration, Planning and Transport confirm; whether some Planning Officers have been provided with new state of the art computers at a cost of £3,500 each, how much is the total cost and from which budget has it been paid?

39. Councillor Fozia Shaheen

Could the Leader join me in congratulating the continuous hard work the voluntary sector is doing to keep things going within our communities?

11. RECOMMENDATIONS FROM THE EXECUTIVE AND COMMITTEES

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

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

12.1 COMPULSORY HOME EDUCATION REGISTER AND ACTION AGAINST "OFF-ROLLING"

To be moved by Councillor David Ward
Seconded by Councillor Jeanette Sunderland

This Council notes the call by the Children's Commissioner for a compulsory home education register in response to the rapid growth in home education and growing evidence of "off-rolling" by schools as a way of seeking to improve the school's league table position. This immoral behaviour is known to disproportionately affect children from disadvantaged backgrounds and those with Special Educational Needs.

This Council resolves to:

1. Write to the Secretary of State for Education urging him to:
 - a. introduce legislation requiring all those who exercise their legitimate right to home educate their children, to register with their Local Authority.
 - b. Give Local authorities the Statutory right to enter the homes of all those on the register to carry out inspections.
2. Take measures to identify any schools in Bradford who are guilty of "off-rolling" and to report those schools to OFSTED.

12.2 SUPPORT FOR COMMUNITY ASSET TRANSFERS

To be moved by Councillor Simon Cooke
Seconded by Councillor Rebecca Poulsen

Council notes the successful transfer of assets from the authority to local communities and applauds the efforts and commitment of local people who have taken over management of public halls, libraries and other facilities.

Council recognises the support given to these transfers and other social businesses in the District by voluntary sector infrastructure organisations and funders including the National Lottery as well as by officers from across the Council.

Council recognises that access to finance and business planning remains a challenge for groups wanting to take control of community assets or to develop facilities for their local neighbourhood.

Council request that the Strategic Director for Place and the Strategic Director for Corporate Resources draw up proposals for consideration by the Executive as follows:

1. An affordable loan product making use of Council prudential borrowing powers and drawing on the successful model developed for Cullingworth Village Hall
2. A toolkit for local groups considering asset transfers or development projects that provides advice on planning,

- licensing, building control and the Council's approach to using its assets for community purposes
3. Options for applying Community Infrastructure Levy (or other proceeds from planning gain) to the development of new or transferred community facilities
 4. A plan for raising awareness of finance options and opportunities throughout the District's voluntary and community sector.

12.3 SCHOOL ADMISSIONS

To be moved by Councillor Debbie Davies
Seconded by Councillor Dale Smith

Council notes that:

1. In March 2018 the Executive approved an increase in places for Low Ash Primary School from 60 to 90, to start in September 2019.
2. Recently notification that this increase in numbers is no longer required due to the fact that proposed housing developments, which were expected to increase the demand on school places have not yet begun construction and are not expected to be occupied for a number of years.
3. A referral has been made to the Schools Adjudicator to request a variation of the Published Admission Number (PAN) for Low Ash Primary school in order to allocate 60 pupils to start reception in September 2019 instead of the previously published 90.
4. Parents and pupils may have used this information to help decide which school to apply for and if this is approved it is likely to lead to significant disappointment and impact negatively both for this year and subsequent years.
5. Despite action to mitigate the impact on other schools in the local area, which may not fill their spaces, the Council could have acted on sooner and certainly before parents had submitted their school choices.

Council resolves:

1. To clarify when the Schools Adjudicator makes their decision and what will happen if they do not support this request.
2. If the request is approved then to contact all those parents who chose Low Ash Primary School offering an explanation and apology for the unsatisfactory actions of the Council.
3. To take steps to ensure this unfortunate situation doesn't arise again, including liaising effectively with other council departments, on the progress or otherwise of proposed housing developments etc and act accordingly.

12.4 TACKLING YOUTH CRIME

To be moved by Councillor Susan Hinchcliffe
Seconded by Councillor Abdul Jabar

We support the police completely in their action of bringing to justice the youths who committed the brutal attack in City Park on 24th February. We want to see justice served and welcome the three arrests that have been made.

We condemn mindless violence wherever it happens but it is particularly distressing when we see it happening in our city and town centres. These are familiar places we all own and where we feel at home. No one, whoever they are, has the right to inhibit others from using that space comfortably and without fear. Our city and town centres belong to all of us, not to a mindless few.

We see serious youth crime rising in other parts of the country. We must act quickly to make sure that in the Bradford District our young people are diverted from such dangerous activity.

There has been an announcement in the last few weeks that the police are increasing the Police precept on Council Tax for Bradford residents. Next year this will increase by £24 on a band D property. We want to see all this money being spent on front line policing officers who will bolster the prevention of and reaction to crime, and particularly on youth-on-youth offences.

We know that when communities and agencies come together, we can have a positive impact in our neighbourhoods and public spaces. Bonfire Night was one such example when communities worked as one and engaged with young people on the night with the result that incidences of anti-social behaviour were reduced.

We are concerned that nine years of Tory Government austerity has seriously damaged the fabric of society. Council, police, probation and judiciary have all had huge cuts to their services and in growing cities like ours, this kind of public service attrition is having a major impact.

We call on the Government to restore levels of funding for the police and for the council.

We resolve to:

- Demand more action to prevent our young people coming to harm.
- Call on parents and carers to partner with us and other public agencies in preventing their children from being involved in incidents that we all witnessed in City Park.
- Convene town centre summit meetings with the BIDs and local agencies to refresh plans in place to tackle anti-social behaviour.
- Use our youth service to engage more extensively in town centres with our young people, as has been done in Shipley so

that young people can be diverted towards more positive activities.

- Review the offer being provided by our Youth Offending Team to see what more can be done to turn young people away from crime.

12.5 APPRENTICESHIPS KEY TO ECONOMIC OPPORTUNITY

To be moved by Councillor Imran Khan

Seconded by Councillor Alex Ross-Shaw

We note the success of National Apprenticeship Week between 4th and 8th March and associated promotional activity across the district.

The Council supported various local initiatives to promote apprentices including:

- Promoting the excellence of our Council Apprentice of the Year, Afzal Khalifa. He featured on Cabinet Office and DWP social media
- The Council's 300th apprentice has been a milestone to celebrate and has been an opportunity to hold information sessions for managers to further support new apprenticeship opportunities in the Council – we are working towards a target of 500 apprentices employed in the Council and maintained schools by 2021
- The Lord Mayor visited Skills for Work, the Council's apprenticeship delivery arm
- An SME event was held at City Training Services, and the Employer Pledge Evening
- Joint events were organised with regional partners
- The big screen in City Park promoted the benefits of apprenticeships and local apprenticeship opportunities.

This Council believes that high-quality apprenticeships are a vital ingredient in driving an inclusive and prosperous economy, as well as an excellent way of providing opportunity for young and older people alike. For young people apprenticeships offer the opportunity to gain skills and improve their chances of embarking on a great career; for older people apprenticeships can also be an opportunity to take their career in a fulfilling new direction.

We note the poor implementation of the Apprenticeship Levy. And that 95% of levy-paying employers were not able to spend their full allowance in the first year of operation which means that just £268 million was spent by levy-paying employers on apprentices. This equates to just 13% of the Treasury's £2.01 billion apprenticeships budget.

This Council:

- Commends local businesses and organisations which already offer a range of high-quality apprenticeships to people across

the district

- Encourages all businesses and organisations to provide good apprenticeships
- Renews its commitment to being an example of best practice and employing 500 apprentices across our workforce by 2021
- Calls on Government to fully devolve the planning and funding of the apprenticeship system to local authorities.
- That the Government immediately introduce reforms that will devolve Apprenticeship Levy to local areas and to introduce greater flexibility for employers and learners. We must invest in human capital at this crucial juncture in our country's history.

13. PAY POLICY STATEMENT 2019/20

3 - 18

In accordance with the Localism Act 2011 Local Authorities are required to produce and publish a Pay Policy Statement for each financial year. The Pay Policy Statement must be approved by full Council before publication. The report of the Director of Human Resources (**Document "AC"**) presents the draft Pay Policy Statement 2019/20 for approval.

Recommended –

That the Pay Policy Statement for the financial year 2019/20, as set out at Appendix 1 to Document "U", be approved.

(Tim Barker – 01274 432031)

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Z

PUBLIC QUESTION TIME

19 MARCH 2019

Question

Trees along the canalside fronting Brocklebank Close, East Morton BD20 5QF are subject to a s.106 agreement and residents are not allowed to manage the trees themselves. The trees on all other land on the Waterside Fold estate subject to a s.106 agreement were pruned in the Autumn of 2015, but the long run of trees on the Brocklebank Close stretch of the canal embankment were not dealt with at the same time. Because they were not attended to, many of the trees have become overgrown, some now blocking out light and leaning dangerously, particularly when in leaf. Can a representative of the Council come and have a look at them with a view to having them pruned or removing individual trees as appropriate? We need an assurance that the trees in question will be attended to soon, and that in future they will be included in a programme of maintenance.

Leader's response (to be added after the meeting of Council on 19 March 2019)

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AA

REPORT OF THE LEADER OF COUNCIL 19 MARCH 2019

Christchurch, New Zealand

First of all I'd like to agree with the statement of the Lord Mayor in saying that last Friday's despicable act of terrorism in New Zealand has shocked and disturbed us all. As a Council we have written to Christchurch expressing our condolences for their loss as a city. The way in which the Prime Minister of New Zealand has shown compassionate leadership in the face of this terrible act is to be commended.

In Bradford I have written to the Council for Mosques, as Leader, expressing condolences. I, along with other councillors and faith leaders, attended Westgate Mosque on Friday lunchtime to show our support during their lunchtime prayers. Naturally our Muslim residents feel fearful at this time, having seen what has happened in New Zealand. I have spoken to the Police regarding safety in the district and have had assurances that the police will be vigilant. Islamophobia is all too real and recent reports to Corporate Scrutiny have shown that hate crime of all types is sadly on the rise. We must stand united against hate crime against all minority groups, whenever we come across it. In Bradford we are a welcoming city and generally get on well with each other. We cannot and will not let hate win.

The Lord Mayor led a vigil in Centenary Square on Friday for the victims and their grieving families which was well attended including attendance by the Bishop of Ripon who has recently been appointed to post after her previous role as Bishop in New Zealand.

Conviction of 9 men on charges of CSE, sentenced for 135 years

We all welcome the fact that these men have been convicted of what is a most heinous crime. This case concerns the sexual exploitation of two girls, commencing some 10 years ago; those two girls are now young women aged in their twenties. I thank and pay tribute to them for their bravery in coming forward. These two women were both residents in a Local Authority Care Home. The conviction of the perpetrators and the length of sentences shows how seriously the courts take these crimes. The victims have shown great courage in coming forward. These convictions show that no matter when crimes were committed, if victims come forward, they will be supported, their case will be investigated and perpetrators will be brought to justice. These crimes were committed in 2008 and 2009. In Bradford, as nationally, our understanding of CSE was not as developed as it is now. We are truly sorry for what happened to these women in their youth. The Bradford Safeguarding Children Board will look closely at this case to see if there are any lessons we can learn.

Devolution

On 1st March I attended a meeting of other Yorkshire Leaders with the Secretary of State for MHCLG, James Brokenshire regarding devolution. No civil servants or

officers were present and we were able to have a frank and free flowing conversation about the One Yorkshire devolution proposal. As outlined in his letter, the Secretary of State reiterated his reluctance to agree to a One Yorkshire deal; however he listened to what we had to say regarding the strength of feeling Yorkshire people have about our county and our collective view, across party, that this preference should therefore be respected. The most important and positive step forward is that the Secretary of State has agreed to the start of talks between his civil servants and our officers, reflecting our mutual ambition to achieve devolution for the region.

One Yorkshire Conference and Northern Powerhouse Conference

Jake Berry MP, Minister for the Northern Powerhouse spoke at these conferences, both of which have taken place in the last month. I also spoke at both as Leader of Bradford Council and Chair of the West Yorkshire Combined Authority. Whilst not committing to OneYorkshire, Jake Berry was positive at both events about our devolution ambitions and thoughtful about how we might reach a conclusion to the debate. With the Spending Review pending later this year it is more important than ever for Bradford that we achieve a deal sooner rather than later.

Arts Council North Chair Visit to Bradford District

Thanks to all those who participated in the visit of Kate Willard to the district in January. I introduced her to National Science and Media Museum, Impressions and Kala Sangam. I was also grateful for a number of the district's arts organisations for attending a meeting with her and Dame Mary Archer (Chair of the Science Museum Group) on that Saturday afternoon. Organisations represented included Ilkley Literature Festival and Bronte Parsonage. Kate Willard was impressed by all she saw. The visit can only stand us in good stead when it comes to encouraging increased cultural investment from the Arts Council into the district.

#WeareBradford

It was great to have the BBC nationally focussed on Bradford District last week. It is the first time the BBC has done such a focus on one place, once again Bradford showing itself to be a pioneer! There were some brilliant stories told showing the breadth of the talent and the variety of all the district offers. We could never have afforded the positive profile it has given the district through advertising and what's more it has given people in the district confidence that their stories are important and will be heard.

Here's an indication of the scale of our district's profile over the last week: BBC Breakfast, Radio 1 Newsbeat, 5-Live, Radio 4's Today, Radio Leeds, Look North, Asian Network and the BBC News Channel all broadcast live from Bradford. 7m listen to Today each week. Look North and Radio Leeds broadcasted live every day from the district. A rich array of digital videos have been produced; around 30 now, with many more to come. They've had around 2.5m views in the last week. Digital videos have been viewed 2.2m times so far on social media. On social media, We Are Bradford had 5,000 mentions, potentially reaching as many as 58m people on Twitter. We Are Bradford stories also featured on the BBC News at 6 (estimated audience 4m), The One Show (estimated audience around 5m) and BBC3. A half

hour documentary goes out on BBC1 on Sunday at 1230. It'll also be on the BBC News Channel and the iPlayer.

MIPIM

I led a visit of the region to MIPIM France last week to showcase Bradford and the region to international investors. I was there from Monday to Wednesday inclusive and spoke on Future Tech Cities, Channel 4, Connectivity and launched our blueprint for how we are going to regenerate the southern gateway for the city in preparation for Northern Powerhouse Rail coming to the city centre.

QUESTIONS TO THE LEADER

Councillor John Pennington

Just on the first two items, I attended the vigil on the sad tragedy. Thank you for that. On Safeguarding Children obviously we must learn lessons but I think that is already fully understood. On devolution though will you please ensure that our officers are firmly, and I emphasise that, firmly briefed towards a One Yorkshire deal and on the Northern Powerhouse Rail because we are getting into a grey area on some of this, can we please ensure that we have a city centre railway station for HS3?

Councillor Susan Hinchcliffe

Thank you Councillor Pennington. Yes One Yorkshire devolution is what we are still battling for. Now seventeen authorities are all signed up to One Yorkshire and it was good to have that meeting with James Brokenshire and in fact one was from Jake Berry. I think there is a way to go yet before the Government are convinced but I think it is a really positive step forward that there is now a dialogue taking place between officers to get us some progress and get us some resolutions on the table that we can all discuss and debate and take a view on. I see the recent movements as positive although we have still a way to go before we get to One Yorkshire. Regarding Northern Powerhouse Rail, absolutely we need a city centre station. Manchester just a few days ago made that absolute point as well so we have got a lot of supporters across the North are making sure that Bradford city centre station is on Northern Powerhouse Rail. In the next 12 to 18 months it is going to be a very significant time for us as the actual routes of Northern Powerhouse Rail is defined and just for those of you who are not familiar with it, that is a route going from Liverpool, Manchester, Bradford, Leeds to York right across the Pennines. So it is a significant piece of investment. What we also need to be cited on is a spending review and what commitment the Treasury are going to make to funding Northern Powerhouse Rail. For the uninitiated HS3 is the old name for a Northern Powerhouse Rail so we have to get up with the new lingo. That is just what they call it nowadays. So thank you very much.

Councillor Jeanette Sunderland

Thank you Leader and Lord Mayor for your response on behalf of the city to the atrocities in Christchurch. I am sure the whole city was with you in spirit although we

could not all be there. The issue I want to raise with you from your report is I am sure that we are learning lessons as a result of the prosecutions and continued prosecutions I hope in terms of CSE but I am interested in the actions you are taking to prevent the similar mistakes that were made around young girls twenty years ago where we talked in terms of lifestyle choices - what did you expect?, the parents should do more - I am particularly concerned about the use of language around young children who have been groomed into other forms of criminal activity and what steps are you taking to prevent us getting into a situation in twenty years' time where we said oh well it was a different time to today and we would not use that language now?

Councillor Susan Hinchcliffe

Thank your Councillor Sunderland for your question. Absolutely one thing that always haunts me is what we are missing now. This was obviously ten years ago but what is there now that we are not seeing. Are there new things? So child criminal exploitation is a thing that we all need to be really aware of. Children being brought into crime early in life and therefore never being able to escape so that is a thing we also need to concentrate on now. Are there other things? Just this week we have had some arrests made by online exploitation of children so as a Leader it is always what are we not seeing now. We just need to be really vigilant which is why we all do that mandatory training about CSE and I think it is absolutely vital we continue doing that. How things have changed now. The whole attitude to all public agencies has changed towards this terrible crime and if a child went missing now from a home for example the carers of that child would be immediately on the phone to the police and the police would be chasing down that child and trying to find them. That was not the case in days gone by but now one of our two imperatives that we have, one is absenteeism from school and the other is missing children. So children missing is absolute priority for us. It is about children achieving in school but also about children being safe. If there are not safe they are not happy and they cannot learn. Absolutely we have a whole different attitude now and that is not just us, it is the police as well working with health and other agencies to make sure that we make sure that children are where they should be and we as their parents, their corporate parents, know where they are as any good parent would.

Councillor Simon Cooke

Another question just on the CSE issue. I recognise the work that has been done by all the agencies in terms of turning round the manner in which we safeguard young people and that is welcome. Obviously there will be a serious case review of this so we will again see a report on what has gone right and wrong in terms of safeguarding. One of the things that concerns me and it is not just a Bradford issue so I am not picking on anybody, is we are locally and nationally doing a lot around improving safeguarding. We are not doing enough to try and understand why it is that men do this in the first place. What we are teaching young men that is bringing them up to behave in this kind of way and how that is happening. It struck me and those of you will have read the reports in the T&A about the friends and family of some of the people who were found guilty of these abuses essentially treating these people as if they were victims. Abusing female lawyers and so forth. I really think Leader that we perhaps ought to having done a great job on improving safeguarding

start to do something about educating boys and young men in terms of them being better behaved.

Councillor Susan Hinchcliffe

Thank you Councillor Cooke. Absolutely work does go on educating young men in that regard but it is beholden on all communities and that is not just the Council, it is parents, it is schools, to all make sure that we realise the value of each human life and that young women and women in general are valued and we do not have any misogyny in society. It is absolutely very important and obviously the behaviour in that court room from friends and relatives was objectionable and should not have happened. I am very glad those people are being convicted and it does show how serious we take this crime in our city and we will act when it comes up in front of us and we will jointly act with agencies to make sure they are given justice.

Councillor Mike Gibbons

On this issue and I have already said this to him personally on that day I happened to see His Honour Justice Jonathan Durham Hall walking over to the car and I congratulated him on the work that he had done that day and the message that it sent out which I think was a very strong message and I think he should be congratulated. Thank you.

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**COUNCIL
19 MARCH 2019**

MEMBER QUESTION TIME
Questions submitted in accordance with Standing Order 12

1. Councillor Angela Tait

Can the Portfolio Holder give an update on the Bradford Live project as it enters its next phase now plans have been approved?

Answer

Work on the former Odeon building, led by Bradford Live, is now progressing at pace. Work is taking place on-site to strip out the old concrete cinema inserts and you may have seen the fantastic pictures on social media of newly discovered art deco features that will be restored as part of the development.

Planning permission for both the building and the digital screen to be placed on the side overlooking City Park has also recently been approved and the NEC have now applied for a licence for the building.

Work is continuing to deliver this fantastic project that will provide a world class music and events venue not just for Bradford but for the whole of Yorkshire.

2. Councillor Debbie Davies

Could the Portfolio Holder for Regeneration, Planning and Transport advise Members of whether consideration has been given to running a cleanest ward award in order to encourage some fun, competition and increased community involvement to cleaning up litter from the District?

Answer

It must be noted that most people don't live their lives by ward boundaries. People typically identify with a more localised area, such as the local streets, village, town or community in which they live. There is a "Love Where You Live" campaign by Keep Britain Tidy and also the Britain in Bloom competition, for example in Esholt, Menston, Cottingley and many parks 'friends of' groups enter. The competition includes cleanliness of an area as part of the judging criteria. We also already celebrate local volunteers who go out of their way to help others in their local communities in all kinds of ways. For example the Community Stars Awards recognise dedicated people who do incredible things for the greater good.

3. Councillor Jeanette Sunderland

To the Portfolio Holder, please can you detail, broken down by year, how much the Council has paid out in compensation to cyclists across the District, as a result of accidents caused by highways and cycle lanes being in a poor state of repair, over the past 5 years?

Answer

These figures relate to payments made in each financial year regardless of when the incident occurred. The number of cyclists is not shown for data protection reasons, as the numbers are below five in each year.

FINANCIAL YEAR	DAMAGES	THIRD PARTY COSTS	OUR COSTS	TOTAL COST
2013/2014	£5,830.00	£22,418.85	£2,387.70	£30,636.55
2014/2015	£29,358.83	£20,937.68	£3,743.25	£54,039.76
2015/2016	£159,212.10	£62,041.53	£8,541.30	£229,794.93
2016/2017	£13,637.00	£22,062.87	£923.50	£37,253.37
2017/2018	£5,137.00	£1,500.00	£0.00	£6,637.00
2018/2019	£0.00	£0.00	£0.00	£0.00

4. Councillor Tariq Hussain

Can the portfolio holder provide an update on the work being done to enforce against dangerously and illegally placed clothing bins across the district?

Answer

Over the past two years the Council has removed almost 65 unauthorised and illegal clothing banks from the District's streets including 40 in the last month. These were all placed without the owner's consent and/or the relevant permissions and often blocked footways and caused obstructions. They also attracted anti-social behaviour and fly-tipping.

The Highway Enforcement Team has recovered over one and a half tonnes of reusable textiles which were then donated to BIU Group, the textile recycling partner for Yorkshire Air Ambulance. The funds raised will be used to support their life saving service. BIU Group support a number of other charities which includes the Yorkshire Air Ambulance, Francis House Children's Hospice and 13 other charities.

Around a tonne of rubbish was also removed from the clothing banks including, broken toys, old bedding, odd shoes, food, books, soiled clothing and needles. A further two tonnes of rubbish was also removed from the streets around the clothing banks.

Eight of the clothing banks were unidentifiable as being connected with any charity and three had been damaged by fire. All unclaimed clothing banks will be recycled for scrap metal by the Council after one month.

We have received a number of complaints about these illegal and unauthorised clothing banks. They are often placed blocking footways or on private property without the owner's consent or the relevant permissions and some have even been stolen from other areas. We have made numerous efforts to deal with this in an informal way and in most cases the clothing banks are removed, however, they tend to appear in other locations causing the same issues again.

5. Councillor Fozia Shaheen

It's welcome news that we will be receiving over £100,000 from the Private Rented Sector Access Fund to help tackle homelessness. What are we planning to do with this funding?

Answer

On 1 March 2019 the Ministry of Housing, Communities and Local Government announced that Bradford Council was one of the 54 bids that had been successful in its bid into the Private Rented Sector Access Fund. Bradford Council will receive £133,000 over 2018/19 and 2019/20 to enhance its existing Private Sector Lettings Scheme. The funding will be used to enhance incentives to attract more private landlords onto the scheme, including rent guarantees and damage liability, and to provide a dedicated tenancy support officer to work closely with all parties to prevent any threat of homelessness arising due to rent arrears, tenant/landlord disputes etc. Tenancy training will also be provided, equipping vulnerable households with the skills required to sustain their tenancy. We anticipate being able to support up to 100 people in housing need with accessing a private rented tenancy utilising this funding.

Supplementary Question

I just want to say this is absolutely fantastic news for our district so I personally want to congratulate Bradford Council for being part of this bid and being successful. However it is a step in the right direction but I do feel the demand in Bradford with regards as to homelessness is huge and this is just a stepping stone and I do encourage the district which I strongly believe the Leader is well aware of. We continue to tap into these bids so we could be more successful to help and support the most needy in our community in regards to homelessness.

Councillor Alex Ross-Shaw

I agree entirely Councillor Shaheen.

6. Councillor Russell Brown

With equipment already being removed, can the Portfolio Holder for Regeneration, Planning and Transport clarify what is planned for the services currently operating out of the Council's Stockbridge Depot at Keighley?

Answer

There are no plans to close Stockbridge Depot. Asset management is working to ensure that the space is used as efficiently as possible, which is why the equipment is being moved and the space reconfigured.

Supplementary Question

Yet another tricky response. We Keighley residents have no problem with the relocating of equipment to the household waste site or elsewhere locally but when we hear that no more road salt is to be delivered to the site and just this weekend I understand officers were buying sand bags from B&Q. We just need to know that these resilient services are not being removed as has been attempted before by stealth. Can you just reassure us now please that these services are not going to be removed from Keighley? Thank you.

Councillor Alex Ross-Shaw

Thank you. I will repeat the answer. There are no plans to close Stockbridge Depot.

7. Councillor Fozia Shaheen

Does the Leader join me in congratulating everyone who has been involved in International Women's Day throughout the District, once again Bradford is flying the flag which is amazing.

Answer

Yes, I certainly do. Bradford is rightly proud of the incredible contribution that pioneering women have made in our district and beyond, so it's absolutely right that we celebrate the likes of Margaret McMillan, Julia Varley, the Bronte sisters and so many more women who have benefited all our lives. International Women's Day is also an opportunity to look at the present and into the future at the kind of world that we want to build for future generations of girls and women.

It's great that there have been a number of different events for people to get involved with as part of International Women's Day this year and of course it hasn't just been council events. I know that partners and businesses such as the Broadway and Radio Leeds, for instance, have also got involved with interesting activities for people to take part in. Socially, culturally and economically, every one of us will benefit from a fairer world in which women are respected and valued as equal citizens – and even now in the 21st century it is a cause that we have to continue striving for around the world.

8. Councillor Caroline Firth

Can the Portfolio Holder give an update on our ongoing repair and replacement programme for street lights and how many lights on average are being repaired or replaced each month? Also can he give timescales for the major new project to replace all lights with more efficient LEDs?

Answer

The number of street lights repaired in January was 1,552 and in February was 1,522; this is around the same during the winter months.

The Smart Street Lighting project is intended to begin works around November 2019 for a duration of four years. It's an invest to save project which will also bring a number of practical and environmental benefits, including: energy reduction of at least 65%; substantial energy cost savings which once all the new units are installed will be over £2m a year; a CO2 reduction of 6,046 tonnes per year; complete control of lighting levels and subsequent energy consumption using a web portal; significantly fewer faults as LEDs have a much longer life than traditional lamps; improved high-tech fault reporting when one does occur; Internet Of Things capabilities to enable a smart cities approach with connectivity for a range of sensors and other monitoring devices.

9. Councillor Jackie Whiteley

Will the Portfolio Holder for Regeneration, Planning and Transport, please confirm whether any work has been completed which considers the likely displacement of commuter parking from Ilkley into Burley in Wharfedale and Menston if road side parking charges are introduced and residents only parking stops commuters parking in Ilkley?

Answer

Long stay parking will be available in Ilkley town centre with an all-day parking charge as recommended in the independent review of Ilkley parking by Steer, Davies & Gleave. The parking review also discusses migration of commuter traffic into the less densely populated parts of Ilkley where streets can accommodate parked vehicles without interference of traffic flow. The review also notes a significant number of journeys into Ilkley originating from within 1-2 miles of the town centre. Therefore it can be expected that a certain amount of the current commuter parking will be dispersed between paid-for parking spaces in the town centre, parking further on the outskirts in lower density housing areas and a modal shift as people change transport mode and walk, cycle or use public transport.

Nonetheless there will still be a number of people who will use the car through choice or necessity and funding for feasibility work has been secured for a car park extension at Ben Rhydding rail station and a scheme to extend the car park at Steeton and Silsden rail station has also been approved.

Mitigation work to restrict all day parking by non-residents around the rail stations at Menston and Burley in Wharfedale has already taken place. Residential streets in the vicinity of the stations are protected with waiting restrictions and in some places, residents permit parking. Updates to these schemes have occurred progressively through time where residents are still affected by commuter parking.

It is almost impossible to determine exactly what level of migration will occur and where it will go but we will be undertaking some checks on parking patterns at the stations before the parking scheme is implemented and officers will quickly determine the impact post scheme implementation and act accordingly to address any emerging issues.

Supplementary Question

Thank you for your answer. I am concerned that there was no work done to consider the effect of displacement of parking into Burley-in-Wharfedale and Menston. I am glad that officers will now be looking at what the current situation is and my question is if it is found to have an adverse effect on parking in our roads would you consider reversing any decision that you make because it seems that by solving one situation you are going to possibly exacerbate another? Thank you.

Councillor Alex Ross-Shaw

So we have said all along we will take a look at the impact as things move along so it will not just be that it goes live and then we leave it and just see what happens. The question is how much displacement there is and where that displacement goes so the current balance at the moment for residents in Ilkley is considered unacceptable

so their situation is really bad for residents. Now it might be that if a small percentage of the current problem moves somewhere else that would not necessarily justify unravelling the whole process. It might be looking at what the localised solution is for that community so we will look at what the problem is, if there is one once it has gone live, and then we will look at what we think of are the reasonable solutions.

10. Councillor Caroline Firth

Does the Portfolio Holder join me in agreeing that the newly unveiled restored Butterfield Window at Cliffe Castle is a fantastic achievement for all involved in the project?

Answer

Yes it really is a most fabulous window and I'm delighted we've been able to restore this important part of Keighley's heritage. Personally I find it a poignant piece and I just think it's fantastic that it's now there for all to enjoy at its very best. I also want to thank our partners who have made such an important contribution to this project. The restoration was made possible with the support of The Friends of Cliffe Castle; The Friends of Bradford Art Galleries & Museums; Sir Charles and Lady Nina Bracewell Smith; The Cliffe Castle Trust, and The Swire Trust.

The event to launch the newly restored Butterfield Window was held on Sunday 3 March and we have received many positive comments from guests and the public. We also received positive press coverage in local, regional and national papers so it has been extremely well received.

The event also recognised the hard work of Council staff. The restoration project is the culmination of a long-held ambition of Daru Rooke (Museum Manager) to reintroduce and restore elements of Henry Isaac Butterfield's original decorative scheme within the staircase area, which in previous years involved reweaving carpets, redecorating the staircase and bannisters and reinstating the display of artworks. Daru worked closely with colleagues in Facilities Management over a number of years raising funds and putting in place the project plan. The window required significant repair to make it secure and watertight, however the opportunity to reinstate the riotous colour, so long missing from the staircase window, has also been spectacularly achieved. It is a testament to the long-term vision of our staff along with the skill of the craftspeople involved some very local and others from across the region: Jonathan & Ruth Cooke Specialist Stained Glass Conservators, Stone-Edge Heritage Masons, Hirst Conservation, Wireworks Keighley and H&H Decorators, Keighley.

Importantly it provides another jewel in what is fondly known as Keighley's treasure house.

11. Councillor Brendan Stubbs

To the Portfolio Holder, over the past 3 year how many times have each of the District's Planning Committees approved or declined an application in opposition to the recommendation of planning officers and how many times have they followed the

officer's recommendation?

Answer

From 1 March 2016 to date:

<u>Panel</u>	<u>All Decisions</u>	<u>Overtured</u>
Bradford Planning Panel	160	24
Keighley & Shipley Planning Panel	153	27
Regulatory & Appeals Committee	109	6
Total	422	57

12. Councillor Richard Dunbar

Will the Leader join me in acknowledging the pioneering work of Dr Mags Portman in the field of HIV prevention following her untimely death in February?

Answer

Dr Mags Portman was a pioneer within the sexual health sector and a key person in helping to raise awareness of and supporting the use of PrEP (Pre-Exposure Prophylaxis) in the UK. She was a very passionate, committed and knowledgeable sexual health consultant and an advocate for good sexual health. She championed important public health initiatives and challenged stigma around HIV prevention.

During her time in Leeds, she helped put National HIV Testing Week on the map: Leeds GUM's working alongside Yorkshire MESMAC and Leeds Skyline continues to be an example of the great things that can be achieved when a sexual health clinic works alongside the community sector. Also working closely with Yorkshire MESMAC, she was instrumental in the set-up of Armley Men's Sexual Health Clinic, Leeds' first sexual health clinic in a sauna for men who have sex with men. She also appeared on the BBC3 documentary "Unsafe Sex and the City". It was during this time that she began to develop a particular interest in HIV prevention and collaborative working with the community.

Mags gained her Certificate of Consultant Training in 2014 and worked as a Locum Consultant in East London, both at the Royal London and Homerton Hospitals. During her time at the Royal London, she worked on the PROUD study, and her life as a PrEP advocate began. At Homerton, she was responsible for the HIV Antenatal clinic – again, this work was very close to her heart.

In September 2015, Mags took up a substantive Consultant post at Mortimer Market Centre, Central & North West London NHS Foundation Trust, where she was lead for Genito-Urinary Medicine. Frustrated by the lack of PrEP implementation in the NHS, and observing that community activists such as Greg Owen and Will Nutland were supporting people to access PrEP online, she gained agreement from her Trust, and support from clinic staff, to provide HIV and STI testing, plus renal monitoring, for those accessing PrEP in this way. She also inputted to, and pushed for the provision of, the national PrEP Guide.

Mags sat on the National PrEP guidelines-writing committee and she was Secretary of the British Association of Sexual Health and HIV (BASHH) Media Group. Right up

to her passing, she continued to work closely with iwantprepnw.co.uk and PrEPster.info.

Supplementary Question

Thanks for the detailed response Leader. The PROUD study as referred to in your response proved to be the most seminal study on HIV prevention this planet has ever seen and what it proved is that it proved to be 86% effective PrEP in all cases. Now do you not think it would be a massive tribute to the legacy of Mags Portman if the Government stopped dilly dallying with the rollout of PrEP and actually see the rollout on the NHS as soon as possible?

Councillor Susan Hinchcliffe

Thank you Councillor Dunbar. I was amazed to see the work this person had done in this arena and it is a great tribute to the work that had been achieved. I thought we had made a lot of progress on this issue and I am sorry to see that it has not gone through but absolutely it should be paid for in that way and I will check up on how that is getting on through our Health and Wellbeing Board.

13. Councillor Debbie Davies

Could the Leader of the Council confirm when and why the Labour Executive approved the £420,000 annual lease for City Library without regular break clauses and whether they now regret this decision?

Answer

It's important to remember that it was imperative that a city the size and stature of Bradford needed to have a city centre library once again, which was not the case at that time due to the closure of Margaret McMillan Tower which was no longer statutory compliant and in need of full refurbishment.

The library's annual lease rental at the Aldermanbury development at Centenary Square is not £420,000 – it is approximately £270,000. There are additional costs, such as for staffing and utilities, as would be the case in any building. The library occupies the space under two leases which benefit from break clauses, one having a break clause in 2021 and the other in 2026.

By entering into a legal commitment to relocate the City Library into the Centenary Square Aldermanbury development, this allowed 757 Council staff and other stakeholders to be relocated to the refurbished MMT, occupying that space flexibly and more efficiently. This released a number of other buildings, including Future House and Flockton House, delivering substantial revenue savings.

Supplementary Question

Thank you for the answer. You have replied to my 'why' question but you have not replied to my 'when' question. I just wondered when this was agreed?

Councillor Susan Hinchcliffe

I think it was 2013/2014 from memory.

14. Councillor Vick Jenkins

Climate change is a danger to our planet. I'm pleased to have been able to vote for the Climate Emergency motion passed in this Chamber in January. Can the Portfolio Holder let us know what progress is being made in delivering the priorities set out in our motion?

Answer

The priorities identified in the climate emergency resolution are all at different points of development and officers are taking the required steps to provide information to Regeneration and Environment Overview and Scrutiny Committee about where each priority currently stands and what options the Council has in order to move forwards. This will then lead to the development of future policy, where needed, that can be brought to the relevant decision making body in order to progress. The current state of each priority is summarised below. Officers continue to develop these priority areas and a paper will be presented to Regeneration and Environment Overview and Scrutiny in July to seek guidance on policy areas that currently require further development.

Street Lighting

Following the full council motion in January, the Executive took the decision on 5th February to approve the Street Lighting Invest to Save project. That project is already underway to convert the whole inventory to LED with the funding in place to deliver it.

District Heat

We have now secured funding from the Department for Business, Energy and Industrial Strategy (BEIS) and West Yorkshire Combined Authority (WYCA) to develop an outline business case and this is being worked on as we speak. BEIS is also funding project management support which is currently being procured. .

Embracing the opportunities provided by the H21: Hydrogen for the north project

Officers are engaging with different groups across the council and the district to raise awareness of the H21 project and explore potential areas of opportunity. So far the current expectations are that the project would help to deliver:

- (a) 3600 Gas fitter jobs required to deliver the changes required to people's appliances and meters (training and jobs programme).
- (b) Unknown number of commercial scale fitters to be required (training and jobs programme).
- (c) Accelerated upgrade programme for gas grid (training and jobs programme).
- (d) Hydrogen fuel technologies test bed, generation and consumption (academia and industrial).
- (e) Call centre and admin support for programme rollout (jobs).
- (f) WYCA is coordinating a training programme on the opportunities and officers have been distributing information.

This will need to be co-ordinated across a number of additional areas and this will require Overview and Scrutiny Committee input.

Increasing the proportion of Electric Vehicle (EV) / hybrid vehicles in use in the Council fleet and supporting the roll out of EV charging points across the district to help promote uptake of electric vehicle use.

There are a number of initiatives already underway and a number of potential routes forwards. These include.

- WYCA taxi scheme – 20 rapid charge points to be installed for public / taxi use by March 2020
- Increase number public charge points in the council car parks
- Residential charge points – on street charge points, possible links with street lighting upgrade. Government funding may be available
- Update planning guidance
- Replacement of fleet with ultra low emission vehicles (ULEVs) - more charge points required at Council offices, home charging staff that take vehicles home.
- Awareness and Education – promote benefits ULEVs, grants - public and staff

Increasing the amount of renewable energy and electricity generation on Council estate

We are keen to make the most of our assets for energy generation. The energy market is currently difficult for smaller scale generators due to changes in the support mechanisms such as feed in tariffs. This means that systems need to be able to stand alone with only the certainty provided by a minimum energy price agreement such as Contracts for Difference (CFDs). We are therefore reviewing our approach and will discuss this further in more detail at Scrutiny.

15. Councillor Caroline Firth

Does the Portfolio Holder plan to introduce a food waste recycling/composting service in the District?

Answer

The Council actively encourages residents to compost and has teamed up with a Leeds-based company that offers residents the opportunity to purchase composting bins, water butts, composting accessories and wormeries at discounted prices. Full details can be found on the Council's website.

The Government recently published a Waste Strategy which outlines plans for all councils to collect food waste. This is not currently possible because there is no local anaerobic processing plant, however we will engage with any consultation and work with Government should the infrastructure and Government investment become available.

16. Councillor John Pennington

Could the Portfolio Holder for Regeneration, Planning and Transport advise Members of what happened to the much heralded Council Biomass scheme to heat its properties in the City Centre?

Answer

The Biomass boilers installed in Margaret Macmillan Tower are proving extremely successful and are providing the vast majority of all heat for both Margaret Macmillan Tower and Sir Henry Mitchell House. They act as the lead boilers and only when additional heat is required or during servicing periods the gas boilers are used. In the last measured period for Renewable Heat Incentive, the three months to 1 March 2019, the boilers have supplied 229,124kWh of heat.

Supplementary Question

Nice simple one here. We know about the boilers now but do they comply with this new Clean Air Act please?

Councillor Alex Ross-Shaw

I hope they do but I will get a written response.

17. Councillor Vick Jenkins

Would the Portfolio Holder be able to update us on the Initial Air Quality Plan for setting out the case for the interventions we will be implementing to deliver air quality compliance?

Answer

A Local Plan Proposal setting out the arrangements for how the work will be carried out was submitted on time in November resulting in an award of funding from the Joint Air Quality Unit to the Council for £902,550 to fund the development of the plan. The first statutory deadline was 31 January 2019 which required submission of an 'initial plan' described as the strategic outline case (SOC). This document has been submitted on time and was presented to government by the Strategic Director of Health and Wellbeing, Bev Maybury, on 26 February. This was well received and we are currently awaiting an acceptance letter from Government to confirm this.

18. Councillor Vick Jenkins

It's good that the recent consultation on Shipley/Canal Road corridor attracted 750 responses. Now that the initial consultation has ended will the Portfolio Holder explain what the next stage of the process is?

Answer

The level of response to the recent consultation on the Shipley to Bradford Route Improvement scheme has demonstrated the way in which the local community has actively engaged with the Council in developing its proposals for this vitally important transport improvement project. With over 750 responses to review officers are now working with their colleagues in the Combined Authority on reviewing each response in order to develop a revised set of proposals which take account of the comments that have been received. With this level of response it is anticipated that this process may take a number of months to complete in order that due consideration of each comment/suggestion can be given.

Once a revised set of proposals have been developed based upon the consultation,

work will begin on confirming that these are deliverable within the budget envelope currently available through the West Yorkshire+ Transport Fund. Officers will also be assessing the anticipated transport and economic benefits of the schemes in order that the Council can begin preparation of the Outline Business Case submission to the Combined Authority later this year. One additional element of consideration which will be essential at this stage will be to determine if the project is delivered as a whole or as a series of phased improvements going forward.

The Outline Business Case is an essential document which will be used to demonstrate to the Combined Authority that the project is deliverable and represents a good investment in Bradford's transport infrastructure. This document will also describe how the project has evolved from its initial concept through the consultation process.

We are hoping to be able to publish some interim results from the transport modelling before the Outline Business Case is complete to allow for further consultation on potential options to take place. We are also liaising with yourself and the local school on Otley Road in Shipley to discuss the plans in more detail with the head teacher and representatives from the school governors.

Approval of the outline business case will provide the Council with the funds it requires to develop the scheme proposals into their final form (again following a further engagement exercise with the local community). It is currently anticipated that the approval of the outline business case will be secured by autumn 2019.

19. Councillor Riaz Ahmed

Can the Portfolio Holder please explain the schedule and methods used to clean the District's cycle lanes including the cycle superhighways?

Answer

A combination of mechanical sweeping and manual litter picking is currently used to clean the cycling lanes at varying frequencies on adopted highways. In April plans to adopt daily gateway routes should pick up any specific problems on adopted cycle lanes keeping them free from obstacles, litter and other debris.

20. Councillor Vick Jenkins

Can the Portfolio Holder for Regeneration, Planning and Transport provide an update on the long-standing desire to see the Shipley canal towpath upgraded for walkers and cyclists?

Answer

I'm delighted to be able to say that the sections of the Leeds-Liverpool canal towpath in Shipley that have not been previously completed have now received funding through the West Yorkshire Combined Authority Transport Fund. This is a scheme that we have always put forward for consideration whenever a new funding round occurred and it's great news it has now been selected.

WYCA are currently working with the Canal and Rivers Trust in developing the

business case for this project with the aim of taking a report to the Investment Committee later in 2019 to be delivered by 2021. This work will complement the work currently being completed on CityConnect2 linking Shipley and Bradford city centre with dedicated cycling infrastructure, making it a lot easier for people in Shipley to cycle in to Bradford and on to Leeds via CityConnect1 or to Leeds along the canal towpath. Through continued investment we are steadily building the dedicated cycling infrastructure network throughout the district.

21. Councillor Mike Gibbons

As the refurbishment of St. George's Hall was originally due to cost £4m with a 2017 opening, but early 2019 saw the eventual unveiling, at a cost of £9.8m, with plastic stacking chairs in the auditorium, why is the huge internationally renowned pipe organ curtailed off in a state of disrepair?

Answer

It is common for a building of this age and grandeur, which had not had a major repair since it was built, to require significant works to keep it open and maintain its historic integrity. Whereas the initial scope of works at 2014 only covered the repairs to the external stonemasonry, some re-roofing works and the rewiring of the entire venue, by 2017 the Council had approved the undertaking of further essential works. This is due to the fact that once the works had started, further structural issues were identified which needed urgent attention.

As a listed building and key part of our district's heritage, the Council had a duty to fix all unforeseen essential repairs encountered once the project started on site. To that effect, in addition to the above, the following works were also carried out:

- Replacement of the entire secondary roof structure (i.e. trusses);
- Reinforcement of the foundation of the stage;
- Repairs to the structure of the auditorium tiers;
- Redecoration of the auditorium;
- Removal of dry rot, asbestos;
- Improvement to the fire protection of the building;
- Re-levelling the auditorium floor for Disability Discrimination Act (DDA) reasons due to the left-hand side of the building having settled differently during the lifespan of the Hall.

None of these additional works were budgeted at the outset. Without these additional works being undertaken the building would not have been able to reopen to the public.

The pipe organ located at the back of the main stage has been out of commission for 37 years following the fire in 1982. The cost of restoring similar organs to their original glory has been estimated to cost in excess of £1million. The renovation of the pipe organ was never in the scope of works identified at the outset of this project. As such, irrespective of whether the overall cost of the project has gone up, there was never the intention to renovate the pipe organ.

The organ would be used occasionally if it were viable (perhaps once or twice a year). It is possible to bring in an organ should the programme of the orchestral

season demand.

Bradford Cathedral's organ is operational and they have a regular series of recitals and concerts (many of them free of charge) so the City is already served for this type of event. The public interest in further performances requiring the pipe organ has not been sufficient to evidence and support the additional investment in public funds to repair this organ.

Whilst it would have been good to repair the pipe organ, the Council has a duty to ensure that its capital programme of works is spent where it is needed and in this instance, neither the budget nor the VFM test allowed for such expenditure.

The organ is not permanently curtained off and remains a decorative feature of the Hall, especially for orchestral concerts when no backcloth is in use.

As a final point, the new stalls chairs were commissioned specially for the Hall to a design similar to another prestigious concert hall venue. They are fully upholstered with 30mm seat padding, 25mm back padding, metal framework and a birch-wood back.

Supplementary Question

Thank you for the long and detailed answer. May I start off by saying Well Done because I think St. George's now is a rather super venue? Some comments in the answer yes it has been out of operation the organ for 37 years. I am not really surprised that we do not have much potential use for it. I think one tends to forget it is there if it has not been used for 37 years. Can I point out that the most listened to radio programme in Britain today is Classic FM which yearly runs a 300 strong top pieces of music, at least five of those pieces are organ pieces. The popularity as I well know of brass band music is great in its tradition here in Bradford and Yorkshire. One of the pieces that we are now almost constantly doing is Saint-Saens Organ Symphony which sounds absolutely wonderful when obviously it has an organ. Very difficult to play without one being there. Now I do understand in today's troubled times that it is an awful lot of money to fix the existing one, even the problems that go back 37 years. However there are potential alternatives and there are a number of venues around Yorkshire that have put electronic organs in. Keeping the façade if you like, keeping the pipes for aesthetics but having an electronic manual to operate it and they are really of a superb quality and make a good alternative. May I ask you to look at the alternatives and let's not spoil the ship because I do believe that there are other uses out there for it. May I also ask you while I am on to pull out all the stops - and I am not talking about backstops here - to assist theatres management in trying to bring back some of the lost business from St. George's and to bring in new business wherever possible because I am sure we will want to see whatever is played, sung, danced there and so on thrive.

Councillor Susan Hinchcliffe

Thank you Councillor Gibbons for that and for the pun. I know you do a lot of work in music with the brass band etc and that is really welcomed in this district. Yes we are all delighted about St. George's Hall. It looks fabulous. I spent some time a few weeks ago just wandering round the history displays which are fascinating, the films playing on the walls. Obviously as you outline yourself it is a matter of cost and

money. It says in the answer of course that there is already an organ in the Cathedral which is well used for lunch time concerts. It is not ruling out we will never do it but obviously in these austere times it is just we cannot necessarily find the money. One point I would also point you in the direction off is Saltaire where when we had the John McDonald event before Christmas, just as he was walking out the Wurlitzer rose and started playing The Red Flag as he walked out. That was fabulous actually. Other organs are available in the district if you are interested. Thank you.

22. Councillor Fozia Shaheen

Could the Portfolio Holder provide me with an update of how many prosecutions were made over the Bonfire Night period for people fly-tipping and what did it cost the Council?

Answer

During the bonfire period the Environmental Enforcement Team identified eight vehicles involved in fly tipping offences. Three of the vehicles involved had no registered keepers and details have been passed to the Police. One vehicle has since been scrapped.

Of the remaining four cases, two offenders were issued with Formal Warning letters and we have two prosecutions pending.

Enforcement costs cannot be determined until the cases have been fully dealt with in the Magistrates Court.

During the bonfire period street cleansing worked for a few weeks prior to Bonfire Night proactively removing potential bonfires. As most of this waste was collected and disposed of as part of the daily cleansing operations, it is difficult to estimate the cost associated specifically with bonfire waste.

23. Councillor David Warburton

Can the Portfolio Holder tell us how many anti social behaviour incidents there were this year compared with last year across the District?

Answer

There were just under 13,024 anti social behaviour (ASB) incidents reported to the police in the 12 months to 31 December 2018 which is a reduction of 16% on the previous year.

80% of ASB victims were satisfied with the level of service they had received during this period which is an improvement of 14% on the previous year. Bradford was the only district in West Yorkshire to improve ASB victim satisfaction during the year and Bradford is currently outperforming all of the other West Yorkshire districts (the average for West Yorkshire is 71.7%).

24. Councillor Debbie Davies

In order to help tackle the problem of fly tipping does the Portfolio Holder, Regeneration, Planning and Transport consider it appropriate to have say a one month amnesty where people can use Council tips even if they don't have a permit?

Answer

This will not be necessary as any resident that turns up at any of our Household Waste Recycling Centres (HWRCs) can tip without a permit provided that they have proof with them that they live in the Bradford District and pay Council Tax to Bradford Council. They will then be given an application form for a permit.

If there was an amnesty we would get residents from the surrounding areas who are not Bradford Council residents, wanting to dispose of their waste. This would only add to our waste disposal costs which we are trying very hard to reduce.

The Council is currently trying to raise awareness around responsible waste management practices such as using the Bulky Waste service, ensuring residents have permits to use tips and only use registered waste carriers to remove waste. Any amnesty would undermine this approach.

There are a number of illegal waste carriers operating in Bradford using vans and commercial vehicles to transport waste therefore additional resources would be needed at HWRCs to make sure illegal waste carriers were not exploiting public services.

There is no evidence to suggest that the "free" use of household waste sites would reduce fly tipping. From experience, the majority of people that fly tip do this because they can't be bothered to go to the tip in the first place or they are commercial operators that don't want to pay for disposal costs.

25. Councillor Richard Dunbar

Will the Portfolio Holder acknowledge the very real link between the cuts in police officers and the rise in knife crime nationally?

Answer

Yes. I cannot see how it is possible to claim that you can cut policing so significantly without there being an impact on criminal activities such as knife crime. The causes of crime are complex and crime rates can rise and fall for a number of reasons, but obviously if you choose to cut your country's police force then you have to acknowledge that will have an impact on your ability to catch criminals and tackle crime. Clearly a well funded and well supported police force, as we saw before austerity, is better placed to tackle crime. Every extra police officer on the beat helps in that fight against crime. But what we've seen according to the National Audit Office between 2010/11 and 2018/19 is a 30% cut in direct government funding for the police. Britain's most senior police officer Cressida Dick is one of many people who have said that of course there is a link between police cuts and rising crime.

Police funding is one part of the jigsaw in the fight against crime. Government

austerity has also hit a range of prevention activities across the public and voluntary sectors which combat the causes of crime and support people to live safe and fulfilling lives. As local authorities we are at the forefront of that preventative work alongside others such as schools, the voluntary sector, the probation service and others working as a partnership to break the cycle of crime, support victims, tackle poverty, build safer communities and support a robust justice system. All of these services have suffered from government cuts.

Nevertheless, despite the challenges, we have a lot of positive partnership work taking place in our district which we will continue to build on while we repeat our calls on Government to finally end its austerity cuts and to restore sustainable funding for the valued services that our communities depend on.

Supplementary Question

It is nice to know that the Portfolio understands the link between police cuts and knife crime unlike the Prime Minister. Can the Portfolio Holder also give some assurances that he understand the national cuts to youth services so 800 youth centres and nearly 4,000 youth workers losing their jobs has also played a part in this rise.

Councillor Abdul Jabar

Thank you Councillor Dunbar. Yes I absolutely agree and as a former youth worker myself I know the impact that the cuts of the youth service are having within society.

26. Councillor Brendan Stubbs

To the Portfolio Holder, over the past 3 years how many times have each of the District's Planning Committees approved or declined planning permission in contravention of the Council's Planning Policy documents?

Answer

The District's Planning Committees have not approved or declined planning permission in contravention of the Council's Planning Policy documents as all the Local Planning Authority's decisions are made in light of the Council's adopted planning policies and all other relevant planning considerations whether or not a Panel/Committee overturns an officer recommendation.

27. Councillor Fozia Shaheen

Can the Portfolio Holder provide me with information regarding the private sector letting scheme and how we encourage landlords to use this service?

Answer

In common with most other Local Authority areas, the provision of decent quality, affordable private rented accommodation for people in housing need is an increasingly important homelessness prevention tool. The Council established its Private Sector Lettings Scheme in 2015 and this works by identifying private landlords who are willing to let their properties to customers of the Housing Options service, who are either in housing need or at risk of homelessness. Landlords are approached using a range of marketing activities and are offered dedicated advice and support when they decide to join the scheme. Before they can join the scheme,

all properties are inspected by Housing Standards to ensure they meet minimum quality thresholds. A range of incentives are offered to attract landlords onto the scheme, including rent in advance, rent guarantees, damage liability, and support in setting up tenancies correctly. All properties let through the scheme are rented at or below Local Housing Allowance rates.

Supplementary Question

Thank you to the Portfolio Holder for a detailed response. I just want to know how many private landlords have been in this scheme since 2005 and how long have they remained in the scheme or have they dropped out?

Councillor Alex Ross-Shaw

Thank you Councillor Shaheen. I will get those figures supplied to you.

28. Councillor Richard Dunbar

Can the Portfolio Holder give an update on the production of a new homelessness strategy for the District?

Answer

Homelessness is a tragedy and it's an outrage in 21st century Britain that it is something we continue to face as a society. In Bradford we are committed to doing everything we can to tackle it, through a partnership and evidence-based approach to get the best possible results.

Work to prepare Bradford's new strategy is underway, to build on and replace our existing 2014-2019 strategy. All local authorities are required to produce a Homelessness and Rough Sleeping Strategy by winter 2019.

A multi-agency project group has been established, incorporating all key sectors with a significant stake in homelessness issues. The first stage of the project is to undertake a full homelessness review, as set out in Government guidance. Evidence has already been collated from over 20 partners, to inform the review which must cover local trends in homelessness, service provision, gaps and issues. The draft review will be presented to the project group in early April. A Members Task Group has been nominated by the Regeneration and Environment Overview and Scrutiny Committee to input into the development of the strategy, which will be convened after early May. Once the review has been compiled the next stage will be to draft the strategy itself, which will take place over the summer.

29. Councillor Debbie Davies

The Good Schools Guide states that across the country over 80% of pupils are expected to get their first choice of secondary school starting in September, whilst in Bradford it is just 72%, so could the Portfolio Holder for Education, Employment and Skills advise of what actions are being taken to try and improve this figure for next year's allocation?

Answer

Bradford sends parents a comprehensive guide advising them how to make the most of their preferences. Officers are also available at secondary school open evenings to advise parents and press articles alerting parents to the issues of preferencing are released.

Bradford is unique in that it has a high number of schools who operate admissions policies that include fair banding tests and random allocation, therefore we cannot compare with national figures. In addition these schools receive hundreds of preferences for schools that are smaller than 4FT (120 places) in each year group. There is little we can do therefore to improve this performance.

These schools can give no indication to parents as to the likelihood of gaining a place as it is dependent on their child's exam score (band) from which the school randomly allocates a predetermined number of children.

Other anomalies are children applying for faith schools when they do not meet the faith criteria and single sex schools.

We have always maintained that we wish to see every school in the district become good or outstanding, thereby ensuring every school would be a first preference for parents.

Supplementary Question

Thank you for the answer. Just in relation to the last sentence. What proportion of secondary schools are now good or outstanding in the district?

Councillor Imran Khan

I honestly cannot remember of the top of my head but I will come back to you on that.

30. Councillor Hassan Khan

Can the Portfolio Holder give an update on how the consultation has gone for the Darley Street markets and what are the latest plans?

Answer

We are really excited about our plans for the city centre markets. The scheme could reinvigorate the Darley Street area, improve connectivity with the Broadway and of course to improve the market offer for customers and traders. We believe it could redefine Darley Street and the city centre while showcasing the fantastic Victorian buildings on Piccadilly by making them a lot more visible, in line with our wider approach to restore our district's heritage.

A comprehensive market consultation exercise has been carried out to capture trader and customer opinions for the new market, to understand any barriers to encouraging more visits and to identify the types of traders demanded by customers in order to inform the design process.

Consumer engagement events have taken place on:

- 5 February – Oastler Centre Trader Panel
- 5 February - Bradford Civic Society Place Panel
- 7 & 8 February – Oastler Centre
- 11 February - Kirkgate Centre
- 12 February - Broadway Centre
- 13 February - Bingley Library/Keighley Market
- 14 February - Shipley Library
- 25 February – Older Persons Focus Group

These events have been successful with over 125 written submissions received.

The Council's social media feeds have been used to promote the consumer engagement events and an online survey has been created to capture the views of stakeholders that have not had the opportunity to attend these events. Leaflets were delivered to city centre businesses encouraging them to complete the online survey. Drop-in sessions have been arranged for Members.

The final piece of the consultation exercise will involve a qualitative panel of a selected group of critical and expert friends

As at 7 March, over 1,000 completed online surveys had been received.

I'm delighted that we've seen so much interest in the project because we've said all along that the feedback we receive from shoppers, traders and other stakeholders will be critical to its success.

A planning application has been submitted and plans of our proposals can be found at <https://planning.bradford.gov.uk/online-applications/applicationDetails.do?keyVal=PN4LXEDHMTI00&activeTab=summary>

31. Councillor Tess Peart

What is the result of the consultation into 20mph zones and what are the next steps?

Answer

20mph zones are a proven way of making our roads safer and the proposed city centre zone will help make it a safer place for pedestrians and cyclists. The proposed zone covers Bradford city centre within the inner ring road and extends to include areas around Bradford College and University campuses. The proposal also includes a programme of 20mph zones around two primary schools, Farnham and St Joseph's, to be developed and rolled out from 2019. By including a programme of 20mph zones around these two schools and nearby streets we can make a difference in protecting children from the dangers of speeding and promote responsible driving and road safety across the district.

The consultation period ended on 7 March 2019; we have had a small number of representations both for and against the proposals. These were considered by the Strategic Director of Place and the Portfolio Holder for Regeneration, Planning & Transport, with more comments in favour than against, and the decision has been taken to progress and implement the proposals.

32. Councillor Val Townend

Could the Portfolio Holder for Regeneration, Planning and Transport confirm what actual difference in terms of staff and mechanical pavement sweepers, the revised reduction of £500,000 rather than £1m will mean for street cleansing across the district, split into each constituency area?

Answer

The mechanical sweeping fleet consists of 11 vehicles. They are distributed across all five areas with two vehicles in each Constituency and a floating vehicle based at the Bradford Depot to cover main road channels. Extra sweeping vehicles to be brought in the autumn to respond to the annual leaf fall. In addition four electric vacuum machines have been purchased for the City Centre and two machines to tackle the chewing gum problem in centres and villages. The service has been redesigned and will allow for three litter prevention officers whose role would be to change behaviour with regards littering, to manage their waste more responsibly and take a pride in the environment where they live. These officers will have a District wide role deployed against evident need. Additional staff numbers in terms of numbers of staff in clean teams will increase by 20. Bradford West from 17 to 22 (+5), Bradford East from 17 to 22 (+5), Bradford South from 13 to 17 (+4), Keighley from 13 to 17 (+4) and Shipley from 13 to 15 (+2).

33. Councillor Richard Dunbar

Can the Portfolio Holder give an update of how the empty units and street scene around the Odeon will be redeveloped in the run-up to its grand re-opening?

Answer

We're all excited to see the transformational impact Bradford Live will have on the district and this area of the city centre in particular. With an expected 300,000 additional visitors to the area every year we expect demand for vacant units nearby will increase significantly but want to ensure that we attract quality operators who add significant value to the offer in the city centre.

The Council is looking to use the momentum created by the Bradford Live opening to generate additional private sector investment in opening further, or re-opening former, leisure venues within the West End. Details of all the available vacant and under used premises in the area has been captured (including unit size, ownerships, permissions etc.) with the intention of promoting them to potential end users.

This activity is specifically aimed at helping to address the problem of closed or rarely used venues. Meetings have been taking place with owners/long lease holders and agents to involve them and to ensure we have the most up-to-date information. There are plans to produce hard copy and electronic material ready to be used for promotion of opportunities.

A meeting has also been held with Bradford Live and NEC to engage them in the initiative and to discuss potential interest from food and beverage and leisure operators.

A reinvigorated West End will support Bradford Live, City Centre retail, leisure, our theatres offer at the Alhambra and the newly reopened St. George's Hall. By providing a good a range of food and drink venues, visitors will be encouraged to stay longer and spend more in the City Centre.

The area is included within the Council's City Centre Growth Zone where there are incentives in place to support businesses moving in and creating new jobs. A recent programme of public realm improvements funded by the City Centre Growth Scheme saw enhancements to the bottom of Little Horton Lane, outside the Alhambra and up Godwin Street. We are looking at potential to extend these improvements further to include the streetscape in front of the Bradford Live building.

34. Councillor Debbie Davies

Can the Portfolio Holder for Education, Employment and Skills confirm the annual cost of School Admission and Transport Appeals and what percentage of applicants fail to attend?

Answer

The Admissions Team have a dedicated Appeals Officer 1FTE who presents the Appeals case on behalf of schools and a 0.5FTE Admissions Officer who prepares paperwork and presents primary appeals. This is a statutory duty of the Council for Community and Voluntary Controlled Schools and is a traded service to all other schools. The costs of these posts are neutral as this service is traded and the cost of presenting appeals to fulfil the statutory duty is covered by the traded service.

The Admissions Team is funded through the Designated School Grant agreed by Schools Forum however neither the DSG nor Council funding contributes towards the Admissions Appeals section.

From the Democratic Services side the servicing of the School Admission Appeals Panel and the Education Appeals Panel (Stage two home to school transport review hearings) are serviced from the resources allocated through the budget process to support the Council's democratic decision making arrangements. Due to the variables involved in servicing each appeal/hearing the costs associated with each appeal/hearing differ; it is not feasible to produce a cost for each appeal/hearing. The Committee Secretariat does offset the costs by charging schools that are their own admissions authority for the appeals relating to their school but is not allocated any funding from the Schools Forum for the servicing of appeals.

During the current academic year 23.14% of appellants did not attend their school admission appeal and 14.54% of appellants did not attend for the stage two home to school transport hearings.

35. Councillor Richard Dunbar

Will the Leader join me in praising the students who took part in the youth climate strike actions in standing against the harsh realities and existential threats posed by

climate change?

Answer

It is an exceptional cause and they are the generation who will have to live with the harsh realities of climate change, so it's right that they take a stand to demonstrate the urgency of the existential threat that you describe. Whilst I welcome their zeal and passion on this important issue, as Leader of the Council I also of course want all children and young people attending school or college every day to get the best possible education – so this vital issue also needs to be incorporated into their curriculum and into their learning and we need to see concerted international action from governments of all persuasions, businesses and communities all around the world, to combat climate change.

Supplementary Question

Thank you for the answer. Would the Leader agree with me the youth strike for climate have got four key demands and one of the key ones you mentioned in your response which is about more being put into the national curriculum on climate change which must be an absolute priority. Would you also agree with the other three demands that the young people in this country and across the world have got and that is about the Government declaring a climate emergency, young people taking a central role in influencing policy change around climate and also bringing the votes at 16 into play rather than the current law and also the Government and agencies, businesses etc doing more to inform the public around the very real and present dangers around climate change?

Councillor Susan Hinchcliffe

Thank you Councillor Dunbar. Yes votes for 16 have been a long held Labour ambition and policy and I fully support that certainly. I would like to see the Government doing some more on climate change I have to say. We are trying to things regionally and in local areas but actually you need a whole national response to this. It is a huge issue. We need to act on it and we need to act collectively on it. So absolutely I will support those.

36. Councillor Geoff Reid

Given that West Yorkshire Combined Authority (WYCA) are consulting on changes to bus services and planning to reduce subsidies paid to bus companies by 20% over the next few years. Can the Portfolio Holder explain what work the Council is doing to make sure that residents who rely on the bus services are not cut off and isolated?

Answer

The Combined Authority approved a medium term financial strategy at its meeting in February 2018. This recognised the funding difficulties facing the public sector and acknowledged the need for the Combined Authority to achieve a balanced position whilst reducing the funding from its local authority partners. The strategy included a commitment to reduce the transport levy by £1 million each year and to utilise transport fund reserves to balance the budget for 2018/19 and 2019/20. Over that time period actions would be taken to reduce expenditure such that by 2020/21 the budget would balance without the need to use reserves. This is the largest area of

discretionary revenue expenditure for the Combined Authority and is funded by Council Tax from the constituent authorities.

The Budget report to the Combined Authority held on 14 February 2019 provided an update on progress in relation to the Financial Strategy. In terms of the bus provision the commitment made in the strategy requires a 20% reduction in the cost of bus tendered services over a three year period. This does not automatically mean that there will be a 20% cut in bus services. A thorough review of the cost reductions is under way to look at how bus services are procured. This review will ensure that all services meet value of money criteria and that all steps are taken in procurement to maximise the benefits of the reduced expenditure. In 2018 the Combined Authority's Transport Committee considered the issues around the effectiveness of expenditure on bus services in supporting mobility and approved revised policy guidelines together with a programme of district level bus network reviews.

Actions taken in the current year in relation to contract awards and amendments have delivered the first tranche of the savings required on bus tendered services whilst minimising impacts on customers and communities. The opportunity to retender some schools services has provided additional savings which assist in contributing to the further savings targets required by 2020/21. The Combined Authority is also consulting on changes to the guidelines it uses to supplement the statutory home to school transport provision provided by local authorities seeking to ensure the reduced funding is targeted at greatest need.

In terms of bus service provision going forward WYCA is in the process of developing the West Yorkshire Bus Alliance and working towards a formal agreement with bus operators incorporating key performance indicators and a delivery plan. This includes a range of activity which is currently underway to determine both the Governance arrangements as well as developing a number of work stream delivery plans. On 11 January 2019 the Transport Committee endorsed the Commitments proposed for delivery through the West Yorkshire Bus Alliance. This will address a range of themes, work streams and commitments. As well as looking at customer experience issues including information, the Alliance will be looking at service provision issues. The Alliance was formally launched on 18 March 2019 in Bradford.

The Districts, including Bradford, are working with the Combined Authority and bus operators to develop the delivery plans for the identified themes including service provision.

The District also feeds its views/comments through the District Consultation Sub Committee which includes representation from the WYCA and bus providers as well as local public representatives.

Throughout the range of Combined Authority governance arrangements and work with partners, officers and members will seek to promote bus use and access to services.

Supplementary Question

It is good to have the events of the past year spelled out clearly and in sequence.

But the crucial reference in terms of my question is the bit about minimising impacts on customers and communities. If there is any response to service reductions in this Council, where is it located? Is it down to the promptings of the Council's representatives on the Combined Authority or is isolation to be identified and acted upon for example in the context of ward plans that we have been firming up in recent weeks?

Councillor Alex Ross-Shaw

Thank you for that Councillor Reid. I think I understand the question. So the decision-making process is to do with the framework that the subsidy operates and will go through the transport committee on the Combined Authority where we have cross-party representation on there. All the transport committee districts have a sub-committee as well where representations can be made so ours I think is chaired by Councillor Salam. He chairs the Bradford one and therefore we have had people concerned about issues around bus services raised there and the bus operators attend those meetings to deal directly with them. It is obviously a very difficult time for the bus industry at the moment and we want to grow that network and I think we spend something around £2million a year supporting bus services but that is obviously under pressure, just in the same way all of the different parts of Council budget is. What we have managed to do through tendering is often maintain the same level of service of subsidised services whilst reducing the amount being spent on a tender which represents a saving without cutting the service. It is a difficult time but those are the two main areas. If people have a direct concern they can always raise it with me as well and I will feed back for them.

37. Councillor Richard Dunbar

Would the Leader confirm what work is being done to prevent people living in Social Housing being evicted to the street and can more be done to stop this occurring?

Answer

A survey on social landlord evictions was carried out recently which resulted in six Housing Associations out of 12 responding to the Council questionnaire. The responses however represent 80% of all registered provider stock within the District. Of those six responses, Habinteg are a specialist older person provider and their eviction rate is negligible. Of the other five, they all broadly have a similar rate of evictions per 1,000 homes ranging from 4.29 to 7.04 per year. All stated that evictions are a last resort and their intention is to sustain tenancies. Most evictions have been for rent arrears with the average owed around £3,000. With Anti-Social Behaviour, evictions are quicker but their numbers are much lower.

The Council is aware that our social housing provider partners view evictions as a final resort and prior to taking the decision to evict they will do everything possible to resolve issues with tenants amicably to avoid eviction. This is in line with Court rules in the form of Pre-Action Protocol for Possession Claims by Social Landlords which Housing Associations are required to follow. This includes the requirement by landlords to contact tenants as soon as possible; help tenants sort out any benefit issues; agree an affordable repayment plan for arrears; postpone court action as long as the tenant sticks to a repayment plan. However in some circumstances e.g. serious anti-social behaviour, drug dealing, domestic violence etc. they may face

pressure from other tenants to evict problem tenants. We are aware that Registered Providers take the correct legal steps during eviction and often go beyond the legal minimum requirements.

We have been working closely with our housing partners to ensure that the Housing Options Service is alerted as soon as possible about evictions so that we can make preparations to rehouse the evicted tenants. Whilst we have set up an alert module on our IT system, we are currently discussing ways to improve communications further. The National Housing Federation (NatFed) is also encouraging its Members to sign up to its Commitment to Refer and to include tenants facing eviction into that process.

However, despite social housing providers doing their best to prevent homelessness, consultation by Crisis on commitments (known as Cathy's Commitments) to tackle homelessness by Housing Associations indicated that preventing and relieving homelessness was inconsistent across the housing association sector. This proposed commitment tries to address these inconsistencies by encouraging all housing associations to commit to a series of actions. Commitment 4 is directly relevant to the motion.

Commitment 4 - to not make any tenant seeking to prevent their homelessness, homeless (as defined by the plan definition)

Housing associations should not evict any tenant into any situation which meets this plan's definition of homelessness. In exceptional circumstances, it may be that a tenant cannot remain in their current home. This could be because they are causing harm or distress to others or where the property is unaffordable or unsuitable for other reasons. In such cases, local pre-eviction partnership agreements should then be in place to arrange reciprocal moves into an alternative home or into emergency accommodation. There should be a clear move-on plan in place so that emergency accommodation remains as brief an intervention as possible. To achieve this, housing associations should be able to provide their tenants with quick access to effective tenancy support services and operate flexible rent arrears policies. This offer should be made proactively. There should be processes in place to identify and engage tenants who could struggle to maintain their tenancy without support. Housing associations must maximise the capacity of support services. They should work in partnership with local organisations to identify the range of support services available to tenants as well as providing support directly themselves.

The Local Authority is undertaking a review of the Homelessness Strategy and is using the review and consultation process to sign up our local partner Associations to these or similar commitments and to consider other solutions to reduce the number of evictions.

38. Councillor John Pennington

Could the Portfolio Holder for Regeneration, Planning and Transport confirm; whether some Planning Officers have been provided with new state of the art computers at a cost of £3,500 each, how much is the total cost and from which budget has it been paid?

Answer

Whilst there have been no new computers for staff in the Planning section of Planning, Transportation & Highways Service, there have been 117 new laptops at £1,895.92 each and 14 new Desktop computers at £2,906.36 each for use by the highways engineering section of the Service and architects section of Facilities Management. The update of these computers is necessary to ensure that the Council can continue to use its main engineering design package, AutoCAD and comply with national Government's Building Information Modeling (BIM) requirements. These machines are being funded through prudential borrowing which will be repaid through recharging to capital projects delivered with the use of these machines over the next three years.

Supplementary Question

It is a pleasure to be on the Dunbar and Davies show. My financial ferret over there, Councillor Pollard, attempted unsuccessfully to take £500,000 from the earmarked £6million for the ICT reserve so why are we now borrowing money to buy computers?

Councillor Susan Hinchcliffe

So prudential borrowing is used at the same time as using our reserves and we have got more to buy in ICT than actually is there. If you remember that answer in Full Council I gave, we have got £9million that we need, we have already got £6million in reserves and you need a balance to portfolio funding to fund our ICT needs. As you will see from this ICT is an incredibly expensive thing. But if we did not have these machines that software would not work on those machines in the first place. So that is the kind of level of your spending that you need otherwise our officers cannot function. It is an expensive business is ICT these days and it changes day on day.

39. Councillor Fozia Shaheen

Could the Leader join me in congratulating the continuous hard work the voluntary sector is doing to keep things going within our communities?

Answer

Yes, Bradford District has a strong and vibrant civil society sector with an estimated 1,500 voluntary groups and 100,000 volunteers committed to making Bradford District a better place to live. I admire their resourcefulness and ability to provide local services tailored to local needs. The scope of initiatives run from voluntary organisations runs across the spectrum of health, education, training, arts and crafts, cultural and parenting services. One of the main assets of community organisations are the volunteers who utilise their skills, expertise and, most of all, their time for their betterment of their communities.

The value of and impact of this resource is immeasurable. Some examples of the good work undertaken by the Voluntary Community Sector include organisations that support uniformed services around the bon fire period including getting volunteers to patrol neighbourhoods and engage with young people. A whole host of organisations have provided sterling service to new migrants, asylum seekers and refugees to the

District providing key services to the most vulnerable groups including housing, hot meals and English language courses. There are also dedicated Voluntary Community Organisations providing quality services to women across the district and communities of interest groups. All the valuable work of the Voluntary Community Sector also significantly contributes to our Council Plan priorities.

Supplementary Question

I just want to thank the Leader in joining me in congratulating the voluntary sector for the hard work that they do in the district. Also thank you to the Portfolio Holder for a very detailed response. Someone that has been working in the voluntary sector for over ten years I just feel the voluntary sector is a backbone to our district and there is amazing work and amazing commitment. Just an example for the bonfire night period we have done amazingly well and that is just tackling. It did put a stop on a lot of anti-social crime in the areas as well so which was absolutely amazing and my question to the Portfolio Holder is what commitment does the Council have in sustaining the work and demonstrating long term partnership within the voluntary sector and community organisations. Thank you.

Councillor Abdul Jabar

Thank you Councillor Shaheen. The voluntary sector play a very important part with the Council. We are always here to support the voluntary sector in any way we can and we thank the voluntary sector for all the hard work that they do.



Report of the Director of Human Resources to the meeting of Council to be held on 19th March 2019

AC

Subject:

Pay Policy Statement 2019/20

Summary statement:

In accordance with the Localism Act 2011 Local Authorities are required to produce and publish a Pay Policy Statement for each financial year. The Pay Policy Statement must be approved by full Council before publication.

Anne Lloyd
Director of Human Resources

Portfolio:

Corporate

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Employee Relations Manager
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1. SUMMARY

- 1.1 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.
- 1.2 The Pay Policy Statement for the year 1 April 2019 to 31 March 2020 has been produced taking into account the relevant requirements of the Localism Act 2011 and having regard to the statutory guidance issued by the then Department for Communities and Local Government (DCLG) 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 2011' ("the Guidance") together with the Local Government Transparency Code 2015 where applicable.
- 1.3 This report provides details of the proposed Pay Policy Statement for the financial year 2019/20.

2. BACKGROUND

- 2.1 Section 38 of the Localism Act 2011 requires local authorities to publish a Pay Policy Statement for each financial year.

2.2 The Pay Policy Statement must:

- Be produced annually in time for the start of each financial year and be approved by a resolution of full Council (the power cannot be delegated). The 2019/20 Pay Policy Statement must be prepared and approved before 31 March 2019. Any amendments required to the Pay Policy Statement in year must also be considered by full Council.
- Be published which must include publication on the Council's website, as a minimum, soon after approval or amendment.
- Set out the Authority's policies on a range of issues particularly relating to its chief officers and lowest paid employees.
- Be complied with.

The Guidance also states that:

- Full Council be offered the opportunity to vote on salary packages of £100k pa or more in respect of new appointments and severance packages of £100k or more.

2.3 The Pay Policy Statement must set out the Authority's policy relating to:-

- The level and elements of remuneration for each Chief Officer, which includes salary, any charges, fees or allowances, benefits in kind, bonuses, the use of performance related pay, increases and additions to remuneration, remuneration on recruitment, the approach to the payment of Chief Officers ceasing to be employed by the Authority.
- The remuneration of the lowest paid employees in the workforce.

- The relationship between the remuneration of Chief Officers and other employees.
 - The publication of and access to information relating to remuneration of Chief Officers.
- 2.4 The provisions of the Act do not apply to employees of schools maintained by the Authority and therefore they are not within the scope of the Pay Policy Statement.
- 2.5 Chief Officers are defined in the Pay Policy Statement as the posts of Chief Executive, Strategic Directors, Directors, Deputy Directors, City Solicitor and Assistant Directors.
- 2.6 The Pay Policy Statement must be approved by a resolution of the full Council before it comes into force.
- 2.7 The proposed Pay Policy Statement for 2019/20 can be found at **Appendix 1**. The proposed Statement is based on the approved 2018/19 statement which has been updated and amended in relation to the following:
- 2.7.1 The wording of Paragraph 7 has been amended to clarify when full Council must approve salary packages of £100,000 p.a. or more when a vacancy occurs. It makes clear that if the post is listed in Appendix B and is to be offered on the salary range listed it does not have to be presented to full Council again for approval as it has already been approved in the pay policy statement.
- 2.7.2 To explain that the Authority's Chief Finance Officer under section 151 Local Government Act 1972 and section 6 Housing Act 1989 is now the Director of Finance (previously the Strategic Director Corporate Resources) as a consequence of a resolution of Council made on 16th October 2018.
- 2.7.3 To refer to the fact that an Interim Strategic Director for Children's Services has been engaged following the Ofsted inspection of Children's Social Care Services pending appointment to the substantive position of Strategic Director Children's Services.
- 2.7.4 To refer to the fact that the April 2019 national pay agreement of the NJC for Local Government Services includes changes to the national pay spine and therefore the references to Spinal Column Point numbers have been changed.
- 2.7.5 From 1 April 2019 the value of the 'pay multiple' between the highest paid salary and the median earnings figure of the whole of the Council's workforce will slightly alter to **8.9:1** due to changes in the national pay spine that benefitted employees in the lower pay bands.
- NB. The pay multiple is **not** based on the lowest paid employee nor the simple average salary but it is based on the median earnings figure ie the 'mid-point'.*
- 2.7.6 The following updates have been included in Appendix A of the pay policy statement:-

- The revised salary bandings for the application of LGPS employee pension contribution rates from 1 April 2019 have been included. The actual pension contribution rates have not changed.
- The wording on the payment of election fees has been clarified but the policy has not changed.
- The payment of professional fees paragraph has been amended as we no longer pay these unless membership of a professional body is required by statute.

3. FULL COUNCIL CONSIDERATION

- 3.1 Full Council will consider this report and the draft Pay Policy Statement at **Appendix 1** on Tuesday 19th March 2019.

4. OTHER CONSIDERATIONS

- 4.1 The Council may, by resolution of the full Council, amend this Pay Policy Statement during the course of the year to which it relates.

Regulations have yet to be introduced pursuant to the Enterprise Act 2016 restricting public sector exit payments to £95,000. Whilst the detail of when and how these regulations are to be implemented is not currently available, these regulations will necessitate changes to the Council's Discretionary Compensation Policy and the LGPS Pension Discretion Policy Statements that are referenced in the Pay Policy Statement.

Regulations are also to be introduced requiring those earning £80,000 pa or more who leave public sector employment and then return to work in the public sector within 12 months, to repay some or most of their redundancy payment, depending on how soon they gain new employment. When introduced this will necessitate changes to the Appendix to the Pay Policy Statement (the section entitled "Re-employment of Chief Officers in receipt of a LGPS Pension or a redundancy/severance payment".)

Exact details and when the provisions will be brought into force have yet to be announced.

5. OPTIONS

- 5.1 The production and publication of a Pay Policy Statement is a statutory requirement under the Localism Act 2011 for the financial year 2019/20 and each subsequent financial year.

6. FINANCIAL & RESOURCE APPRAISAL

- 6.1 There are no direct financial implications arising from this report.

7. RISK MANAGEMENT & GOVERNANCE ISSUES

- 7.1 No significant implications have been identified.

8. LEGAL APPRAISAL

- 8.1 The Authority is under a statutory duty to prepare and publish a Pay Policy Statement for the financial year 2019/20 and each subsequent financial year pursuant to the requirements set out in sections 38-43 of the Localism Act 2011. The Pay Policy Statement must be approved by a resolution of the Authority before it comes into force. The Pay Policy Statement for the financial year 2019/20 must be prepared and approved before 31 March 2019. The Authority must have regard to the Guidance referred to in this report in preparing and approving the Pay Policy Statement together with the provisions of the Local Government Transparency Code 2015 where applicable.

9. OTHER IMPLICATIONS

None.

9.1 EQUALITY & DIVERSITY

This Pay Policy Statement is a confirmation of existing policies, documents and relevant terms and conditions of employment therefore there are no diversity and equality implications arising.

An Equality Impact Assessment is not required as the Pay Policy Statement does not include proposals for new or changing policies, services or functions.

9.2 SUSTAINABILITY IMPLICATIONS

Not applicable.

9.3 GREENHOUSE GAS EMISSIONS IMPACTS

Not applicable.

9.4 COMMUNITY SAFETY, CORPORATE PARENTING & PRIVACY IMPACT ASSESSMENT IMPLICATIONS

Not applicable.

9.5 HUMAN RIGHTS ACT

None arising from this report.

9.6 TRADE UNION

There is no formal requirement to consult about this Pay Policy Statement however it will be shared with the recognised Trade Unions for information.

The Pay Policy Statement brings together the Authority's existing policies which have been subject to consultation where required.

9.7 WARD IMPLICATIONS

Not applicable.

10. NOT FOR PUBLICATION DOCUMENTS

None

11. RECOMMENDATIONS

Recommended -

That the Pay Policy Statement for the financial year 2019/20, as set out at **Appendix 1** to this report, be approved.

12. APPENDICES

Appendix 1: Proposed Pay Policy Statement 2019/20

13. BACKGROUND DOCUMENTS

- Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011, February 2012. [Openness & Accountability in Local Pay - Feb 2012](#)
- Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 (Supplementary Guidance) February 2013. [Openness and Accountability in Local Pay - Feb 2013](#)
- Local government transparency code 2015
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/408386/150227_PUBLICATION_Final_LGTC_2015.pdf

PAY POLICY STATEMENT

FOR THE FINANCIAL YEAR

2019/2020

Statement of Pay Policy for the year 1 April 2019 to 31 March 2020

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 2018/19 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.
 - Director of Finance who is the Authority's Chief Finance Officer under section 151 Local Government Act 1972 and section 6 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

* An interim Strategic Director Children's Services has been engaged pending appointment to the substantive position of Strategic Director Children's Services.

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

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

The **Lowest Paid Employees** are defined as employees paid on Spinal Column Point 1 (as at 1/4/19) 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 2019 is £189,419 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.

Policy on Remunerating other Chief Officers

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

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

A grade range consists of a number of incremental salary points through which employees

Pay Policy Statement

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.

The grades and salary ranges as at 1 April 2019 are:

Strategic Director 1	£138,163 - £144,847 (SD1)
Strategic Director 2	£113,652 - £124,793 (SD2)
Director 1	£106,131 - £116,744 (Dir 1)
Assistant Director 1	£ 96,603 - £102,287 (AD1)
Assistant Director 2	£ 85,238 - £ 96,603 (AD2)
Assistant Director 3	£ 73,874 - £ 85,238 (AD3)

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

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, 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.

There are a number of the Public Health Consultants who report to the Director of Public Health on NHS pay rates which fall within the pay ranges assigned to JNC Chief Officers within the Council. As such, some or all of this pay policy statement may not apply to them.

Tax Avoidance Measures

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

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

Pay Policy Statement

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 now covers spinal column point 1 to 22 of the NJC pay spine as at 1/4/19).

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 as at 1 April 2019 is spinal column point 1 which relates to an annual full time salary of £17,364 p.a. and can be expressed as an hourly rate of pay of £9.00. This pay point and salary is the lowest pay point routinely used by the Authority for its substantive roles determined by the Authority as part of its pay and grading structure for employees employed on Local Government Services Terms and Conditions. This is the definition of the "lowest paid employees" adopted by the Authority for the purposes of this Pay Policy Statement and is only increased in accordance with any nationally agreed pay awards as determined by the NJC for Local Government Services.
- b. There is no bonus pay.
- c. Additional allowances or other payments are made in connection with an employee's pattern of hours e.g. shift work, but these are only paid in accordance with the terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions.
- d. There are no benefits in kind.
- e. Redundancy payments are paid in accordance with the Authority's Discretionary Compensation Policy. [Discretionary Compensation Policy.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 1 to 22 of the NJC pay spine as at 1/4/19.)

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

Pay Policy Statement

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.

From 1 April 2019 the highest paid salary in this Authority is £189,419 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 £21,166 p.a. The ratio between the two salaries, the 'pay multiple' is 8.9:1. 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 New Posts with a Salary Package of £100,000 p.a. or more

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

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 post not listed in Appendix B or if it is proposed to pay more than the top of the salary range for an existing post in Appendix B (excluding pay awards) unless paragraph 9 of this pay policy statement applies. This does not apply to offers of appointment made to employees employed in schools maintained by the Authority. The salary package will be defined as base salary, routinely payable allowances and any benefits in kind that are due under the contract.

8. Severance Payments for Chief Officers

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

9. Flexibility to Address Recruitment Issues for Vacant Posts

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

10. Amendments to the Policy

If a 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 salary range for the post in question (as set out in Section 4 and Appendix B) 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 2019) 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 2019 are:</p> <p>Employees earning up to £14,400 contribute 5.5% Employees earning between £14,401 and £22,500 contribute 5.8% Employees earning between £22,501 and £36,500 contribute 6.5% Employees earning between £36,501 and £46,200 contribute 6.8% Employees earning between £46,201 and £64,600 contribute 8.5% Employees earning between £64,601 and £91,500 contribute 9.9% Employees earning between £91,501 and £107,700 contribute 10.5%. Employees earning between £107,701 and £161,500 contribute 11.4%. Employees earning more than £161,501 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 national elections. The fees paid in respect of national and European elections vary according to the size of the electorate and number of postal voters and are calculated in accordance with an allowance set by central government. Fee payments for national and European elections 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	A professional subscription is only paid if membership is required by statute.

SENIOR MANAGEMENT STRUCTURE & SALARY RANGES AT 1/4/19

JOB TITLE	GRADE	SALARY RANGE
Chief Executive	CEX	£189,419
SD Corporate Resources	SD1	£138,163 - £144,847
SD Children's Services	SD1	£138,163 - £144,847
SD Health & Wellbeing	SD1	£138,163 - £144,847
SD Place	SD1	£138,163 - £144,847
CHIEF EXECUTIVE'S OFFICE		
Director of West Yorkshire Pension Fund	AD1	£96,603 - £102,287
AD Office of the Chief Executive	AD2	£85,238 - £96,603
CORPORATE RESOURCES		
City Solicitor	AD1	£96,603 - £102,287
Director of Human Resources	AD1	£96,603 - £102,287
Director of Finance	AD1	£96,603 - £102,287
AD Revenue & Benefits	AD3	£73,874 - £85,238
AD Information Services	AD3	£73,874 - £85,238
AD Estates & Property	AD2	£85,238 - £96,603
CHILDREN'S SERVICES		
Deputy Director Children's Social Care	AD1	£96,603 - £102,287
Deputy Director Education & Learning	AD1	£96,603 - £102,287
AD Performance, Commissioning & Partnerships	AD2	£85,238 - £96,603
HEALTH & WELLBEING		
AD Operational Services	AD2	£85,238 - £96,603
AD Commissioning & Integration	AD2	£85,238 - £96,603
Director of Public Health	AD1	£96,603 - £102,287
PLACE		
AD Waste, Fleet & Transport Services	AD2	£85,238 - £96,603
AD Sport & Culture	AD2	£85,238 - £96,603
AD Neighbourhoods & Customer Services	AD2	£85,238 - £96,603
AD Economy & Development Services	AD2	£85,238 - £96,603
AD Planning, Transportation & Highways	AD2	£85,238 - £96,603