

Agenda for a meeting of the Executive to be held on Tuesday, 1 December 2020 at 10.30 am remotely

Members of the Executive – Councillors

LABOUR
Hinchcliffe (Chair)
I Khan
Ross-Shaw
Ferriby
Jabar
Farley

Notes:

- A webcast of the meeting will be available to view live on the Council's website at <https://bradford.public-i.tv/core/portal/home> and later as a recording.
- Any Councillors and members of the public who wish to make a contribution at the meeting are asked to email jill.bell@bradford.gov.uk & yusuf.patel@bradford.gov.uk by 10.30 on Thursday 26 November 2020 and request to do so. In advance of the meeting those requesting to participate will be advised if their proposed contribution can be facilitated and those participants that can be will be provided with details how to electronically access the meeting. Councillors and members of the public with queries regarding making representations to the meeting please email Jill Bell & Yusuf Patel.
- Approximately 15 minutes before the start time of the Executive meeting the Governance Officer will set up the electronic conference arrangements initially in private and bring into the conference facility the Portfolio Holders, the Chief Executive and the Council's legal advisor so that any issues can be raised before the start of the meeting. The officers presenting the reports at the meeting of the Executive will have been advised by the Governance Officer of their participation and will be brought into the electronic meeting at the appropriate time.

From:

Parveen Akhtar
City Solicitor

Agenda Contact: Jill Bell / Yusuf Patel

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To:

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 9 November 2020 be signed as a correct record (previously circulated).

(Jill Bell / Yusuf Patel - 01274 434580 434579)

3. 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.

(Jill Bell / Yusuf Patel - 01274 434580 434579)

4. **RECOMMENDATIONS TO THE EXECUTIVE**

To note any recommendations to the Executive that may be the subject of report to a future meeting. (Schedule to be tabled at the meeting).

(Jill Bell / Yusuf Patel - 01274 434580 434579)

B. STRATEGIC ITEMS

<p style="text-align: center;">LEADER OF COUNCIL & CORPORATE</p>

<p style="text-align: center;"><i>(Councillor Hinchcliffe)</i></p>
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5. **COUNCIL PLAN 2021 - 2025**

1 - 54

The Council Plan is a key document that outlines the Council's overall strategic objectives as a Local Authority over a four-year period and identifies our key priorities. A draft Council Plan was approved for consultation at Executive in October. This paper outlines the results of this consultation and is the first of several key strategic documents presented to this Executive Committee including the future financial strategy, the Equality Plan, the Procurement Strategy and the Council Workforce strategy.

The report of the Chief Executive (**Document "CQ"**) provides a final version of the Council Plan and Key Performance Indicators (KPI's) for approval (included as Appendices 1 and 2). This has been amended following an external consultation on the Council Plan, a summary of this consultation can be found in Appendix 3.

As per the Council's Constitution, the Council Plan is a key Council document. Following Executive's approval, it will need to be approved and recommended to Council for adoption.

Recommended -

- (1) That the draft Council Plan set out in Appendix 1 to Document “CQ” and draft KPI’s and targets in Appendix 2 be approved.
- (2) That following approval, the draft Council Plan and the draft KPI’s be presented to Full Council for full adoption.

(Corporate Overview & Scrutiny Committee)

(Philip Witcherley – 01274 431241)

6. PROCUREMENT STRATEGY 2021-2025

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The Procurement Strategy is a key document that outlines the Council’s procurement vision and aims over the next four years.

The Procurement Strategy is an enabling strategy for the Council Plan within the priority area of an ‘Enabling Council’.

The report of the Strategic Director Corporate Resources (**Document “CP”**) provides a summary of the Council’s Procurement Strategy 2021-2025 for Members to consider. The strategy is attached at Appendix 1.

Recommended –

That the Procurement Strategy 2021-2025 be approved and recommended to Council for adoption.

(Corporate Overview & Scrutiny Committee)

(Ian Westlake - 07971 540171)

7. WORKFORCE DEVELOPMENT STRATEGY 2021/2025 AND PEOPLE STRATEGY

75 - 98

The report of the Director of Human Resources (**Document “CR”**) contains background, analysis and recommendations with respect to the scope of and funding for the development of an inclusive People Strategy and the next stage of our Council Workforce Development plan.

The report provides recommendations based on an assessment of internal feedback from staff, existing reports (e.g., Hay, Equalities Objectives etc), current programmes within and outside Human Resources and Organisation Development (e.g. Kickstart) and an external review of latest trends in the Human Resources (HR) and Organisation Development (OD) profession.

The recommendations made will enable the Council as a whole to consolidate the good progress made to date against our current workforce development plan, allow us to prioritise areas where we still need to make improvements (eg performance management) and enable us to implement a strategic people framework that will deliver sustained improvement that ensure our workforce outcomes are directly aligned with the Council plan.

Recommended -

- (1) That with regard to the Council Workforce Development Plan 2021 – 2024, the additional funding needs set out in Document “CR” and the priority needs that must focus on be supported.**

- (2) That with regard to the People Strategy 2021 – 2026, the contents of the report be noted and the following be approved in principle:**
 - The approach to developing the Council People Strategy and associated implementation roadmap outlined in Section 9 and Appendices 3-5 of the report.**

 - Development of the Council Workforce Development Plan for 2021 – 2024.**

 - To review and sign off the People Strategy (date to be agreed) following engagement with key stakeholder groups.**

 - Commit to proactively and consistently support the development and implementation of the people strategy and ensure that Departmental Management Teams will do the same.**

(Corporate Overview and Scrutiny Committee)

(Karen Grave - 07816 082789)

8. PROPOSED FINANCIAL PLAN AND BUDGET PROPOSALS FOR 2021/22

99 - 132

The report of Director of Finance (**Document “CS”**) sets out the update on budget decisions and Council Tax including new proposals for consultation with the public, interested parties, staff and Trade Unions for 2021-22.

Recommended -

That Executive, having considered the Council’s public sector equality duty as set out above:

- (a) Approve for consultation as required with the public, interested parties, staff and Trade Unions the proposed Council Tax and Social Care precept for 2021/22 set out at in section 6 of Document “CS”.**
- (b) Approve for consultation as required with the public, interested parties, staff and Trade Unions the proposed investments as set out in sections 8 to 14 of Document “CS”.**
- (c) Approve for consultation as required with the public, interested parties, staff and Trade Unions the new budget savings proposals for 2021/22 set out in section 15 of Document “CS”.**
- (d) Approve for consultation as required with the public, interested parties, staff and Trade Unions amendments to previously agreed savings proposals for 2021/22 set out in section 16 of Document “CS”.**
- (e) Note the proposed use of reserves as set out in section 18 of Document “CS”.**
- (f) Approve for consultation the proposed new capital schemes PCS1 to PCS7 as set out in section 21 of Document “CS”.**
- (g) Approve the consultation mechanisms and processes set out in section 22 of Document “CS”.**

(Corporate Overview & Scrutiny Committee)

(Andrew Cross – 01274 436823)

8.1 BUDGET AND COUNCIL TAX PROPOSALS FOR 2021/22

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The Leader presented and tabled the Labour Group’s Budget and Council Tax proposals for 2021/22.

9. FINAL DRAFT COUNCIL EQUALITY OBJECTIVES AND EQUALITY PLAN

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The report of the Assistant Director Office of the Chief Executive (**Document “CT”**) provides Executive with a final draft Equality Objectives, and Equality Plan for approval.

The final draft Equality Objectives, and Equality Plan is provided at appendix 1 and the consultation feedback is included as appendix 2 to Document “CT”. Following approval of this plan, we will publish it alongside an easy read version.

Recommended -

That the Executive:

- (1) Approve the final draft Equality Objectives and Equality Plan as outlined in Appendix 1 to Document “CT”.**
- (2) Instruct officers to make arrangements to implement and monitor action against the Equality Objectives as outlined in the Equality Plan.**
- (3) Instruct officers to report progress towards achieving the Equality Objectives to Corporate Overview and Scrutiny Committee every six months and to Executive Committee in 12 months’ time.**
- (4) Instruct officers to report findings and recommendations from the LGA review of the Council’s equality arrangements, as outlined in the Equality Plan, to this Committee as soon as is practical following the review.**

(Corporate Overview & Scrutiny Committee)
(Phil Witcherley/Helen Johnston – 01274 431241)

C. PORTFOLIO ITEMS

HEALTHY PEOPLE AND PLACES PORTFOLIO

(Councillor Ferriby)

10. MONUMENTS REVIEW

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The Strategic Director of Place will present a report (**Document “CU”**) asking the Executive to note and comment on the report of an externally led review of statues and monuments across the District, in response to the Black Lives Matter movement. The Executive is asked to approve the recommendations for the next stage of the work,

leading to telling a more diverse Story of Bradford District.

Recommended -

- (1) That the recommendations in section 9 of the Steering Group's report be accepted:**
 - (a) Not to remove or move any of the statues and monuments in our public realm, but to better interpret them and provide greater understanding of the role of colonialism in the history of Bradford District through new educational materials, working with local schools and communities, and the Council's libraries and museum services. To do this properly, additional funding is required, and we recommend the Council applies to relevant funding bodies for project funds.**
 - (b) To ensure every opportunity is taken to recognise and celebrate Black Lives and our diverse communities, strengthening the Council's co-ordination of Black History Month and other relevant cultural calendar events, ensuring the District's diverse stories are told.**
 - (c) To ensure that the Council's policies in relation to commissioning new statues and monuments, for agreeing street names and building names, and any other ways in which the public realm commemorates individuals and communities, is diverse and inclusive.**
 - (d) To ensure that the Council's processes for honouring individuals (including the Freedom of the City and other citizen awards) are diverse and inclusive.**
- (2) That the Executive approves this project moving ahead to Phase 2, which will focus on working with local communities to uncover the 'untold' stories of diverse people who helped shape the District.**
- (3) That opportunities for additional funding be explored to provide for new educational materials, working with local schools and communities, and the Council's libraries and museum services.**

(Regeneration & Environment Overview & Scrutiny Committee)

(Christine May – 07970 829265)