

# Report of the Corporate Overview & Scrutiny Committee to the meeting of to be held on Thursday 22 October 2020.

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## **Subject:**

**Managing Attendance Scrutiny Review.**

## **Summary statement:**

The attached draft report contains the findings from the Managing Attendance Scrutiny Review.

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Cllr Nazam Azam  
Chair – Corporate Overview & Scrutiny  
Committee

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## **Portfolio:**

**Corporate  
Safer & Stronger Communities**

## **Overview & Scrutiny Area:**

**Corporate**

## **1. SUMMARY**

- 1.1 The attached draft report contains the findings from the Managing Attendance Scrutiny Review.

## **2. BACKGROUND**

- 2.1 The Corporate Overview and Scrutiny Committee agreed to undertake an in-depth Scrutiny Review, into Managing Attendance across Bradford Council.
- 2.2 This issue came to the surface when members of the Corporate Overview and Scrutiny Committee considered the Mid Year Finance and Performance Statement. This resulted in extensive discussions relating to managing attendance across the District.
- 2.3 Corporate Overview and Scrutiny Committee members began their deliberations conducting informal information gathering sessions with Bradford Council officers who are responsible for managing attendance of staff, Trade Union representatives, Bradford Council's Human Resources officers and HR Plus Advisory officers.
- 2.4 The DRAFT Scrutiny Review report, is attached as Appendix 1.

## **3. OTHER CONSIDERATIONS**

- 3.1 During the informal information gathering sessions, it became clear that there were a number of key recurring issues that have arisen during this scrutiny review have centred around:
- Long Term Sickness Absence;
  - Advice from HRplus;
  - Sickness absence cases relating to Mental Health;
  - Training.

## **4. FINANCIAL & RESOURCE APPRAISAL**

There were none arising from this Scrutiny Review.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

There were none arising from this Scrutiny Review.

## **6. LEGAL APPRAISAL**

There were none arising from this Scrutiny Review.

## **7. OTHER IMPLICATIONS**

## **7.1 EQUALITY & DIVERSITY**

There were none arising from this Scrutiny Review.

## **7.2 SUSTAINABILITY IMPLICATIONS**

There were none arising from this Scrutiny Review.

## **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

There were none arising from this Scrutiny Review.

## **7.4 COMMUNITY SAFETY IMPLICATIONS**

There were none arising from the Scrutiny Review.

## **7.5 HUMAN RIGHTS ACT**

There were none arising from this Scrutiny Review.

## **7.5 TRADE UNION**

Trade Unions were engaged with as part of this Scrutiny Review.

## **7.7 WARD IMPLICATIONS**

There were none arising from this Scrutiny Review.

## **7.8 IMPLICATIONS FOR CORPORATE PARENTING**

There were none arising from this Scrutiny Review.

## **7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT**

There were none arising from this Scrutiny Review.

## **8. NOT FOR PUBLICATION DOCUMENTS**

None.

## **9. OPTIONS**

In considering how to progress this issue the Committee may wish to:

- adopt or amend the findings contained within the draft report;
- forward their recommendations to the Executive, Council and / or other appropriate bodies.

## **10. RECOMMENDATIONS**

- 10.1 That the Corporate Overview and Scrutiny Committee adopts the findings Contained within the draft Managing Attendance Scrutiny Review Report.

## **11. APPENDICES**

- Appendix 1 – Managing attendance report

## **12. BACKGROUND DOCUMENTS**

2005 Managing Attendance Review Report.