DEMOCRATIC RENEWAL SCRUTINY PANEL

Venue: **Town Hall, Moorgate Street, Rotherham.**

Date: **Thursday, 3 April 2008**

Time: **3.30 p.m.**

A G E N D A

<u>**THEME - EQUALITIES**</u>

1.   To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.

2.   To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.

3.   Apologies and Communications.

4.   Declarations of Interest.

5.   Questions from members of the public and the press.

For Decision:-

6.   Local Area Agreement 2008-2011(report herewith) (Pages 1 - 16)

For Monitoring:-

7.   Environment and Development Services (Presentation by Zahid Qureshie, Equality Co-ordinator) (attached) (Pages 17 - 26)

8.   Rotherham Women's Strategy (report herewith) (Pages 27 - 30)

9.   New European Migration (report herewith) (Pages 31 - 48)

10.   Update on Actions relating to Lesbian, Gay, Bisexual and Transgender (LGBT) Community Needs (report herewith) (Pages 49 - 54)

Minutes - For Information:-

11.   Minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 21st February, 2008 (herewith). (Pages 55 - 63)

12.   Minutes of a meeting of the Cabinet Member for Communities and Involvement held on 13th March, 2008 (herewith) (Pages 64 - 67)

13.   Minutes of meetings of the Performance and Scrutiny Overview Committee held on 15th and 29th February, 2008 (herewith). (Pages 68 - 82)

14.   Minutes of a meeting of the Members' Training and Development Panel held on 21st February, 2008 (herewith) (Pages 83 - 85)

Date of Next Meeting:-
Thursday, 22 May 2008

Membership:-
Chairman – Councillor Whelbourn
Vice-Chairman – Councillor Austen
Councillors:-Cutts, Dodson, Foden, J. Hamilton, Johnston, Littleboy, Mannion, Pickering and Sangster

Co-opted Members
Debbie Heath (Voluntary Action Rotherham)
Councillor A. Buckley (Parish Council Representative
David Morton (Parish Council Representative)
Ray Noble (Community Representative)

Agenda Item 6

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS		

1.	Meeting:	**Democratic Renewal Scrutiny Panel**
2.	Date:	**3rd April 2008**
3.	Title:	**Local Area Agreement 2008-2011**
4.	Directorate:	**Rotherham Partnership – Chief Executive's**

1.   Summary

The report sets out the current position with regard to the development of the new 2008-2011 Local Area Agreement. As such this report presents for consideration by the Scrutiny Panel:

- An emerging list of indicators taken from the National Outcome and Indicator set that could form the basis of our second Local Area Agreement 2008-2011 (Appendix 1)

2.   Recommendations

The Scrutiny Panel is asked to:

1. **Consider and comment on the emerging list of potential Indicators that can form the basis of the 2008-2011 Local Area Agreement.**
2. **Confirm the direction in negotiating the Local Area Agreement 2008-2011 and the further steps to completing the work be agreed.**

3.   Proposals and Details

Local Area Agreements have been part of the local government scene since 2004. In 2006, Rotherham entered into a voluntary Local Area Agreement covering the period 2006-2009. This agreement, centred around 13 'stretch targets' against which reward grant can be claimed in 2009.

Now, with the Local Government and Public Involvement in Health Act 2007, there is a legal duty on Rotherham Council working with the Rotherham Partnership, to negotiate an additional Local Area Agreement with partners and Government. This agreement will cover the period June 2008 until April 2011 and will be based on the understanding of the needs of the borough.

The Local Authority is the 'accountable body' for the partnership which underpins the Local Area Agreement (in our case the partnership is the Rotherham Partnership) which means that the Council has ultimate accountability to Government for the achievement of the targets negotiated as part of the Agreement

In late November the Department for Communities and Local Government published the Operational Guidance for the 'Development of the new Local Area Agreement framework'. Though we have an existing Agreement that covers 2006-2009 and 13 stretch targets, the new Agreement will in theory bring some major changes with greater clarity about the relationship between local and national priorities, a reduction in national performance monitoring and greater financial flexibilities at a local level.

In essence, the new LAA is an agreement between Central Government and the Council and its partners about the priorities for Rotherham as described by the LAA targets. The 'language' of the agreement will be the 'up-to 35 indicators' chosen from a basket of 198 given to us by central Government and 17 Children and Early Years Indicators. It will be the result of a negotiation between Government Office and the Council and partners about the delivery of our Updated Community Strategy on the one hand and national priorities as expressed by the new National Indicator Set on the other.

4.   Emerging Indicators from the National Indicator Set (Appendix 1):

Appendix 1 provides a potential list of Indicators divided between Theme that could form the basis of the 2008-2011 Local Area Agreement. Each has been identified following extensive work and negotiation between partners, the Council and Government. These are subject to additional work following discussions with the Chief Executive Officers Group, Government Office, Cabinet and members. It needs to be emphasised that this is 'work in progress' as there are a number of variables and unknowns, not least:

- The agreed technical definitions for the Indicators has only just been released
- For a large number of the Indicators we have no past performance information or clear understanding of what they mean in practice so it could be difficult to establish targets.
- A number are perception based, making it difficult to potentially agree targets.
- We are still not sure how the Indicators will be incentivised.

In considering the most appropriate Indicators for the Local Area Agreement the attached check list (Appendix 2) outlines the key questions that need to be asked. In

addition, the Local Area Agreement for Rotherham will consist of three sets of Indicators:

- Those chosen from the national Indicator Set that reflect local priorities, can be measured and delivered in the timescale (important as reward grant can be earned)
- Local Indicators chosen that address the technical weaknesses with the National Indicator Set but reflect our local Strategic Priorities.
- The 13 Indicators within the existing Local Area Agreement (2006-2009)

5.   Current progress and the involvement of elected members:

Time	LAA Activity	Member Involvement
2005	Development of Rotherham Community Strategy 2005-2010	Extensive including members sessions, involvement of Scrutiny Boards, Area Assemblies and community consultation
September to November	Refresh of Community Strategy to refine slightly the 'story of place' for Rotherham. Visions, Themes and Strategic priorities	9th November, Community Strategy Refresh event for partners.
November	Initial discussions between GO and Rotherham Partnership around potential indicators	Initial discussions with PSoC. Initial discussions with C&YP Board Members briefing session (1)
January to April	Developing discussions around potential indicators and targets	9th January discussions with Cabinet 25th January Member Development session (1) 1st February discussions with PSoC. 11th February discussions with Area Assembly Chairs 20th February discussions with C&YP Board 28th February Area Plans to the LSP Members briefing session (2) 9th April Cabinet 11th April PSOC 14th March Member Development session (2) 9th April Member Development session (3) TBI All Scrutiny Boards 9th April Dedicated PSOC Session

6.   Finance:

There are considerable financial implications associated with achieving the 'Stretch Targets' within the Local Area Agreement. There is no additional resources associated with the Agreement, as such all resource implications will need to be contained within existing budgets.

7.   Risks and Uncertainties:

The key risks around the project are ensuring buy in to both the process and the refreshed strategy and plan across the Council and partners, given the tight timescale for delivery. Delays in information being made available from central

Government for example in relation to Indicator definitions and the reward could impact on the ability to deliver the plans by the proposed date.

8.   Policy and Performance Agenda Implications:

The Council and the Partnership have in place performance management frameworks to ensure that the refreshed plans are regularly and robustly monitored. Existing performance information will be key in ensuring that targets set within the plans are challenging but achievable. It will be critical to ensure that the refresh effectively ensures that both National and Regional policies are accurately and effectively reflected in the refresh and this has been built into the proposals

9.   Background Papers and Consultation:

Local Government and Public Involvement Bill (2007)
Community Strategy 2005-2010
Community Strategy 2005-2011 (Updated 2008)
How to win friends and influence partners, the centre for public scrutiny

10.   Contact Name :

Vince Roberts, Partnership Manager, Chief Executives Department, **Ext** 2757;
E: vince.roberts@rotherham.gov.uk

APPENDIX 1
DRAFT 'Up to 35' LAA Indicators

	Proposed Indicator	Comment	Strategic Priority
Achieving			
151	Overall employment rate	Existing measure. Current direction of travel is reducing, priority to tackle the decline this is currently showing. Issue related to economic activity and slow down. Currently below national average.	AC3. Maximise employment opportunities for all by supporting disadvantaged people into work. AC4. Improve access and remove barriers to employment.
152	Working age people on out of work benefits	New measure, data is available. Key priority for the Borough.	AC3. Maximise employment opportunities for all by supporting disadvantaged people into work. AC4. Improve access and remove barriers to employment. AL11. Support people on incapacity benefits to manage their condition and get back into employment where possible through the Condition Management Programme (CMP) and Pathways to Work.
167	Congestion - average journey time per mile during the morning peak	Existing indicator within the Local Transport Plan, need to use same targets. Most relevant of all the transport indicators. GOYH are very definite for this to be in.	AC4. Improve access and remove barriers to employment.
171	VAT registration rate	Existing measure, key priority for the Borough. Strong linkage to local PI around Business Start ups	AC1. Promote innovation, enterprising behaviour, competitiveness and sustainability. AC2. Promote business start ups, growth and inward investment.
	Local PI's	Town Centre Regeneration NI 166 - Average earnings of employees in the area	AC5. Encourage workforce development AC6. Revitalise the town centre. AC7. Ensure local town centres are attractive.

Learning			
79	Achievement of a Level 2 qualification by the age of 19	Good indicator of skill base for economy and employability. Achieving incremental improvement year on year. Issue about the measure, how it is collected, who it applies to and time lag in reporting. UPDATE Concerns re time lag raised with Government Office.	L1. Ensuring high quality of education for all children and young people. L5. To raise attainment across the Borough for all children and young people. L2. Increase the employability of working age adults, by reducing the number of adults lacking essential skills (reading, writing, numeracy and ICT).
117	16 to 18 year olds who are not in education, training or employment (NEET)	Existing stretch target until 2009. Key priority for the Borough. Issues related to Reward. Concern whether this includes those young people who volunteer.	L2. Increase the employability of working age adults, by reducing the number of adults lacking essential skills (reading, writing, numeracy and ICT). L4. Create specific initiatives to maximise the engagement and participation in learning of people living in the most deprived neighbourhoods. L6. Increase the number of young people in education, employment or training.
163	Working age population qualified to at least Level 2 or higher	Agreed but needs discussion between Learning and Achieving re ownership. Strong tie in with funding from the LSC. Need to ensure relationship with NI 164 & 79.	L2. Increase the employability of working age adults, by reducing the number of adults lacking essential skills (reading, writing, numeracy and ICT). L3. Maximise participation in adult learning, particularly in disadvantaged areas. AC5. Encourage workforce development.
164	Working age population qualified to at least Level 3 or higher	Agreed but needs discussion between Learning and Achieving re ownership. Strong tie in with funding from the LSC. Need to ensure relationship with NIs 163 & 79. UPDATE: Suggestion that 165 (Level 4) might be more appropriate for Rotherham's issues.	L2. Increase the employability of working age adults, by reducing the number of adults lacking essential skills (reading, writing, numeracy and ICT). L3. Maximise participation in adult learning, particularly in disadvantaged areas. AC5. Encourage workforce development.
	Local PI	Adults 19+ engaging in learning activities	L3. Maximise participation in adult learning, particularly in disadvantaged areas.

Alive

53	Prevalence of breastfeeding at 6-8 weeks	Important but baseline for this is insufficiently robust. Partnership approach vital for this. UPDATE: This has been re-included within the set due to the high priority of this issue	AL8. Improving Infant health and reducing infant mortality.
56	Obesity among primary school age children in Year 6	Key priority for the Borough and nationally. GOYH keen for us to have this in. Issue of whether performance can alter within time period.	AL4. Reduce obesity levels in Rotherham against current trends. AL10. Increase physical activity of children.
57	Children and young people's participation in high-quality PE and sport	Key measure of health, however concerns remain about data collection for part of the indicator and data quality.	AL4. Reduce obesity levels in Rotherham against current trends. AL10. Increase physical activity of children.
112	Under 18 Conception Rate	Very important issue for Rotherham but latest data for this measure has a two year reporting delay, three years for ward level and so is very inaccurate. UPDATE: This has been re-included within the set due to the high priority of this issue.	AL9. Improving Sexual health and reducing teenage pregnancy.
120	All-age all cause mortality rate	Existing measure collected by PCT. Key Priority for Partners, GOYH want this in. Long term measure, difficult to impact in the short term.	AL1. Increasing life expectancy by a reduction in mortality from major diseases such as CVD, COPD and cancers. AL2. Reduce alcohol consumption. AL8. Improving Infant health and reducing infant mortality. AL9. Improving sexual health and reducing teenage pregnancy.
135	Carers receiving needs assessment or review and a specific carer's service, or advice and information	Possible agreed. Baseline data is available for this but it does not include information and advice. UPDATE: Further work to be done on this indicator.	AL5. Increase in review of care packages.
141	Number of vulnerable people achieving independent living	Existing indicator. Key objective for Rotherham, GOYH keen for this to be included.	Move to safe?

	Local PI's	Adult participation in sport Smoking rates during Pregnancy Obesity – all age groups	AL8. Improving Infant health and reducing infant mortality. AL11. Support people on incapacity benefits to manage their condition and get back into employment where possible through the Condition Management Programme (CMP) and Pathways to Work. AL12. Reduce the prevalence of mental illness and ensure appropriate support is given to those with mental health illnesses. AL13. Increase numbers of young people who report positive responses with regards to their emotional well-being. AL14. Encourage more widespread enjoyment of culture and sport.
Safe			
16	Serious acquisitive crime rate	New measure but data is available. UPDATE: Concern about the number of crime indicators.	S7. Tackle and reduce the incidence of anti-social behaviour.
17	Perceptions of anti-social behaviour	Key priority for Rotherham to address but concern as it is a perception measure and regarding the baseline. Concerns about this being a perception measure.	S4. Build and support responsive and sustainable communities through neighbourhood management arrangements. S5. Ensure safety within the night time economy. S8. Reduce the level of drugs and alcohol related crime in the borough. S9. Reduce the fear and perception of crime.
18	Adult re-offending rates for those under probation supervision	New measure but data is available. Probation Service must be involved in target setting. UPDATE: Concern about the number of crime indicators.	S7. Tackle and reduce the incidence of anti-social behaviour.
20	Assault with injury crime rate	New measure but data is available. Strong priority from Area Assemblies. UPDATE: Concern about the number of crime indicators.	S7. Tackle and reduce the incidence of anti-social behaviour.

40	Drug users in effective treatment	New measure but data collected by PCT drug action team.	S7. Tackle and reduce the incidence of anti-social behaviour.
47	People killed or seriously injured in road traffic accidents	Existing indicator within the LTP, need to use same targets. UPDATE: GO continue to want this in.	
111	First time entrants to the Youth Justice System aged 10 - 17	Existing measure, key to prevention of offending and reducing crime.	S7. Tackle and reduce the incidence of anti-social behaviour.
144	Offenders under probation supervision in employment at the end of their order or license.	Under consideration. Social Exclusion Taskforce have said as Rotherham is in bottom quartile for this they would like to see it in.	S7. Tackle and reduce the incidence of anti-social behaviour.
154	Net additional homes provided	Existing measure, GOYH keen to have this in. Being examined - if too high risk it should be replaced by 159 (Supply of ready to develop housing sites). Risk assessment currently being undertaken.	S1. Improve quality of design, decency standard, supply and affordability of housing in the borough.
158	% decent council homes	Existing measure. Priority for the Borough.	S1. Improve quality of design, decency standard, supply and affordability of housing in the borough.
168	Proportion of principal roads where maintenance should be considered	Possible inclusion of this measure. High priority for residents. Key concerns around the measure that need to be assessed. UPDATE: put back following consultation.	S2. Improve the local environmental quality of our neighbourhoods.
185	CO2 reduction from Local Authority operations	Under consideration as we are able to report on this.	S3. Co-ordinate innovative partnerships in order to improve sustainable infrastructure, mitigate and adapt to climate change. S2. Improve the local environmental quality of our neighbourhoods.
	Local PI's	Alcohol related harm (further work to be done) CO2 emissions from all Partners	S8. Reduce the level of drugs and alcohol related crime in the borough. S6. Reduce the incidence of domestic violence throughout the borough.

Proud			
1	% of people who believe people from different backgrounds get on well together in their local area	Existing measure. Community cohesion is a key priority for the Borough and nationally. Perception measure. Big risk as perception measure.	P3. Celebrate the achievements of Rotherham, its people and organisations. P4. Promote understanding, respect and belonging within communities and the borough.
4	% of people who feel they can influence decisions in their locality	Existing measure within the Quality of Life survey, to be measure through the new Place Survey. Currently low performing but should increase due to work being undertaken. Work required by partners to increase perception rates. GOYH keen for this to be in. Big risk as Perception measure.	P1. Provide the means for citizens, the voluntary and community sector and businesses to influence decisions making.
7	Environment for a thriving third sector	Priority for the Borough, but new measure and currently unclear regarding how this will be measured. Possible change in measures following National consultation, further consideration on this needed.	P2. Support a thriving, sustainable and diverse Voluntary and Community Sector.
110	Young people's participation in positive activities	Important area to address for Rotherham, but unclear how this will be measured. GOYH keen for this to be in. Need clarity on which Theme would lead on this.	L4. Create specific initiatives to maximise the engagement and participation in learning of people living in the most deprived neighbourhoods?

Total = 31

Indicators proposed by GOYH 28th Feb

136	People supported to live independently through social Services (All Ages)	Proposed at event on 28th Feb, by GOYH. Under discussion.	

Statutory Education and Early Years Indicators

72	Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy
73	Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)
74	Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)
75	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths (Threshold)
83	Achievement at level 5 or above in Science at Key Stage 3
87	Secondary school persistent absence rate
92	Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest
93	Progression by 2 levels in English between Key Stage 1 and Key Stage 2
94	Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2
95	Progression by 2 levels in English between Key Stage 2 and Key Stage 3
96	Progression by 2 levels in Maths between Key Stage 2 and Key Stage 3
97	Progression by 2 levels in English between Key Stage 3 and Key Stage 4
98	Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4
99	Children in care reaching level 4 in English at Key Stage 2
100	Children in care reaching level 4 in Maths at Key Stage 2
101	Children in care achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)

Remaining National Indicator Set – not currently in LAA, but still performance managed

2	% of people who feel that they belong in their neighbourhood
3	Civic participation in the local area
5	Overall/general satisfaction with local area
6	Participation in regular volunteering
8	Adult Participation in sport
9	Use of public libraries
10	Visits to museums or galleries
11	Engagement in the arts
12	Refused and deferred Houses in Multiple Occupation (HMO) license applications leading to immigration enforcement activity
13	Migrants English language skills and knowledge
14	Avoidable contact: The average number, of customer contacts per received customer request
15	Serious violent crime rate (moved here from proposed only by Rotherham following LAA core group on 12.12.07)
19	Rate of proven re-offending by young offenders
21	Dealing with local concerns about anti-social behaviour and crime by the local council and police
22	Perceptions of parents taking responsibility for the behaviour of their children in the area
23	Perceptions that people in the area treat one another with respect and dignity
24	Satisfaction with the way the police and local council dealt with antisocial behaviour
25	Satisfaction of different groups with the way the police and local council dealt with anti-social behaviour
26	Specialist support to victims of a serious sexual offence
27	Understanding of local concerns about anti-social behaviour and crime by the local council and police
28	Serious knife crime rate
29	Gun crime rate
30	Re-offending rate of prolific and priority offenders
31	Re-offending rate of registered sex offenders
32	Repeat incidents of domestic violence
33	Arson incidents
34	Domestic violence - murder
35	Building resilience to violent extremism
36	Protection against terrorist attack
37	Awareness of civil protection arrangements in the local area

38	Drug-related (Class A) offending rate
39	Alcohol-harm related hospital admission rates
41	Perceptions of drunk or rowdy behaviour as a problem
42	Perceptions of drug use or drug dealing as a problem
43	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody
44	Ethnic composition of offenders on Youth Justice System disposals
45	Young offenders engagement in suitable education, employment or training
46	Young offenders access to suitable accommodation
48	Children killed or seriously injured in road traffic accidents
49	Number of primary fires and related fatalities and non-fatal casualties, excluding precautionary checks
50	Emotional health of children
51	Effectiveness of child and adolescent mental health (CAMHs) services
52	Take up of school lunches
54	Services for disabled children
55	Obesity among primary school age children in reception year
58	Emotional and behavioural health of children in care
59	Initial assessments for children's social care carried out within 7 working days of referral
60	Core assessments for children's social care that were carried out within 35 working days of their commencement
61	Stability of looked after children adopted following an agency decision that the child should be placed for adoption
62	Stability of placements of looked after children: number of moves
63	Stability of placements of looked after children: length of placement
64	Child protection plans lasting 2 years or more
65	Children becoming the subject of a Child Protection Plan for a second or subsequent time
66	Looked after children cases which were reviewed within required timescales
67	Child protection cases which were reviewed within required timescales
68	Referrals to children's social care going on to initial assessment
69	Children who have experienced bullying
70	Hospital admissions caused by unintentional and deliberate injuries to children and young people
71	Children who have run away from home/care overnight
76	Achievement at level 4 or above in both English and Maths at KS2 (Floor)
77	Achievement at level 5 or above in both English and Maths at KS3 (Floor)
78	Achievement of 5 or more A*-C grades at GCSE and equivalent including GCSEs in English and Maths (Floor)

80	Achievement of a Level 3 qualification by the age of 19
81	Inequality gap in the achievement of a Level 3 qualification by the age of 19
82	Inequality gap in the achievement of a Level 2 qualification by the age of 19
84	Achievement of 2 or more A*-C grades in Science GCSEs or equivalent
85	Post-16 participation in physical sciences (A Level Physics, Chemistry and Maths)
86	Secondary schools judged as having good or outstanding standards of behaviour
88	Number of Extended Schools
89	Number of schools in special measures
90	Take up of 14-19 learning diplomas
91	Participation of 17 year-olds in education or training
102	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stages 2 and 4
103	Special Educational Needs - statements issued within 26 weeks
104	The Special Educational Needs (SEN)/non-SEN gap - achieving Key Stage 2 English and Maths threshold
105	The Special Educational Needs (SEN)/non-SEN gap - achieving 5 A*-C GCSE inc. English and Maths
106	Young people from low income backgrounds progressing to higher education
107	Key Stage 2 attainment for Black and minority ethnic groups
108	Key Stage 4 attainment for Black and minority ethnic groups
109	Number of Sure Start Children Centres
113	Prevalence of Chlamydia in under 20 year olds
114	Rate of permanent exclusions from school
115	Substance misuse by young people
116	Proportion of children in poverty
118	Take up of formal childcare by low-income working families
119	Self-reported measure of people's overall health and wellbeing
121	Mortality rate from all circulatory diseases at ages under 75
122	Mortality from all cancers at ages under 75
123	16+ current smoking rate prevalence
124	People with a long-term condition supported to be independent and in control of their condition
125	Achieving independence for older people through rehabilitation/intermediate care
126	Early access for women to maternity services
127	Self reported experience of social care users
128	User reported measure of respect and dignity in their treatment

129	End of life access to palliative care enabling people to choose to die at home
130	Social Care clients receiving Self Directed Support (Direct Payments and Individual Budgets)
131	Delayed transfers of care from hospitals
132	Timeliness of social care assessment
133	Timeliness of social care packages
134	The number of emergency bed days per head of weighted population
137	Healthy life expectancy at age 65
138	Satisfaction of people over 65 with both home and neighbourhood
139	People over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently
140	Fair treatment by local services
142	Number of vulnerable people who are supported to maintain independent living
143	Offenders under probation supervision living in settled and suitable accommodation at the end of their order or license
145	Adults with learning disabilities in settled accommodation
146	Adults with learning disabilities in employment
147	Care leavers in suitable accommodation
148	Care leavers in employment, education or training
149	Adults in contact with secondary mental health services in settled accommodation
150	Adults in contact with secondary mental health services in employment
153	Working age people claiming out of work benefits in the worst performing neighbourhoods
155	Number of affordable homes delivered (gross)
156	Number of households living in Temporary Accommodation
157	Processing of planning applications as measured against targets for 'major', 'minor' and 'other' application types
159	Supply of ready to develop housing sites
160	Local Authority tenants' satisfaction with landlord services
161	Learners achieving a Level 1 qualification in literacy
162	Learners achieving an Entry Level 3 qualification in numeracy
165	Working age population qualified to at least Level 4 or higher
166	Average earnings of employees in the area
169	Non-principal roads where maintenance should be considered
170	Previously developed land that has been vacant or derelict for more than 5 years
172	VAT registered businesses in the area showing growth

173	People falling out of work and on to incapacity benefits
174	Skills gaps in the current workforce reported by employers
175	Access to services and facilities by public transport, walking and cycling
176	Working age people with access to employment by public transport (and other specified modes)
177	Local bus passenger journeys originating in the authority area
178	Bus services running on time
179	Value for money - total net value of on-going cash-releasing value for money gains that have impacted since the start of the 2008-9 financial year
180	Changes in Housing Benefit/ Council Tax Benefit entitlements within the year
181	Time taken to process Housing Benefit/Council Tax Benefit new claims and change events
182	Satisfaction of businesses with local authority regulation services
183	Impact of local authority regulatory services on the fair trading environment
184	Food establishments in the area which are broadly compliant with food hygiene law
186	Per capita CO2 emissions in the LA area
187	Tackling fuel poverty – people receiving income based benefits living in homes with a low energy efficiency rating
188	Adapting to climate change
189	Flood and coastal erosion risk management
190	Achievement in meeting standards for the control system for animal health
191	Residual household waste per head
192	Household waste recycled and composted
193	Municipal waste land filled
194	Level of air quality - reduction in NOx and primary PM10 emissions through local authority's estate and operations.
196	Improved street and environmental cleanliness - fly tipping
197	Improved local biodiversity – active management of local sites
198	Children travelling to school - mode of travel usually used

Environment & Development Services
Equality & Diversity within EDS

Presentation Delivered By:

Diane Douglas – EDS Equalities Champion

Zahid Qureshie – EDS Equality Policy Co-ordinator

Presentation delivered to The Democratic Renewal & Scrutiny Panel

Agenda Item 7

What are your Directorates main Equality and Diversity objectives and target's?

- Progress through to level 5 of the Equalities Standard for Local Government (ESLG) by Dec 08.
- Embed the new equality strands (Age, Religion/belief and Sexuality) into the Directorate
- Ensure that all communities of interest/place are engaged through our Consultation and Community Involvement (CCI) processes
- Make our services accessible to customers and staff
- Deliver Equality & Diversity Awareness Training to 75% of EDS workforce by Dec 08

How is this being achieved?

- Revised Equality Impact Assessment (EIA) Toolkit
- Revised Equality Monitoring form
- Reporting outcomes from Equality Monitoring
- Developing portfolio of Case Studies
- "Fairness Group"
- EDS Training package delivered by ACAS

How is this being achieved?

- Accessibility of services – Corporate Access Strategy objectives now merged into the Joint Disability Equality Scheme (JDES – Update currently being prepared by Corporate Property Manager)

- All procurement is analysed to ensure completion of Pre Qualification Questionnaire (PQQ) which ensures compliance of all potential contractors towards RMBC Corporate Equality and Diversity Strategy.

How is your Directorate embedding the additional strands of promoting age, religion and sexuality equality into equality work?

- Revised Equality Monitoring Form, which incorporates the new equality strands, used for all monitoring.
- Revised EIA toolkit, which has been refreshed to include the new equality strands, will be used to carry out all planned EIA's.
- Monitoring of age , religion and sexuality carried out selectively on advice of Equality Policy Coordinator

Provide an update on EIA outcomes achieved.

- EIA Summary Sheet Attached

Provide a summary of Outcomes of Equality monitoring of service delivery you have carried out under the RMBC Equality Monitoring Policy and Guidance 2005.

- Community Delivery – Streetpride
- Library Membership, Culture & Leisure

What are your Directorates plans for rolling out further equality and diversity training to employees?

- Ring fenced training budget of 12k per year, for the last 3 years.
- Equality + Diversity training sessions planned with ACAS up to June 08.
- Flexible learning approach needed to accommodate shift patterns. Leisure centres internal trainers, morning cleaners trained in house, Operatives trained on site by in house trainers.
- Approximately 50% of workforce trained.
- Costs of E + D training to reduce over the next few years as more internal staff carry out delivery.
- Looking at setting up a refresher programme.

How is your Directorate working towards having a workforce that is representative of the local community, at all levels?

- Through Work Force Development Panel

- Monitoring key Corporate Health Indicators

- Incorporated into Department and Team Planning and PDRs

How is your Directorate working towards having a workforce that is representative of the local community, at all levels?

Continued…

- Specific measures include:
  - Making jobs open to wider range of people through improved disabled access or providing personal adjustment equipment
  - Providing access to childcare services for working parents
  - Offering a Positive Action Training Scheme
  - Encouraging people from under represented groups to apply for job opportunities by placing adverts in specific newspapers.

ROTHERHAM BOROUGH COUNCIL – REPORT TO SCRUTINY

1.	Meeting:	Democratic Renewal Scrutiny Panel
2.	Date:	3 April 2008
3.	Title:	Rotherham Women's Strategy All wards
4.	Programme Area:	Chief Executive's Directorate

5. Summary

This report presents a brief overview of the present position regarding work on the borough's first Women's Strategy, "Rotherham – Working Together for Women".

6. Recommendations

Democratic Renewal Scrutiny Panel is asked to:

6.1   Note the contents of this report.

6.2   Receive the annual report on performance of the Strategy.

7. Proposals and Details

7.1 Introduction

This report presents a brief overview of the present position regarding work on the borough's first Women's Strategy, "Rotherham – Working Together for Women". The strategy was developed under the auspices of Rotherham Partnership and approved by the Board on 29 November 2007.

At the last equality themed meeting of this panel on 6 September 2007 the main priorities and key objectives the strategy would address were approved by this scrutiny panel. In summary the main aims are to:

- remove barriers for women;
- make sure that women's needs and priorities are identified and addressed;
- recognise and celebrate women's achievements; and
- promote equality and fairness for all women.

7.2 "Women working together for change" event

Rotherham's first women's equality conference was held at Silverwood Miners' Welfare Resource Centre on Thursday 5 March 2008 and incorporated the official launch of the strategy. The conference was a lively, well-attended event, with over 70 people participating, both workers and community members. Delegates included women from different ethnic groups, disabled women and women from the LGBT community, with an age range of 21-60+.

In keeping with the approach to developing the strategy, the organisation of the conference was very much a partnership approach with Rotherham Women's Network, GROW and RMBC officers involved. Councillor Hilda Jack, Chair of Rotherham Women's Strategy Group (RWSG) and Sue Barratt from GROW co-chaired the event, which was attended by the Mayor and Mayoress, Councillor and Mrs Allan Jackson, and the Leader, Councillor Roger Stone.

The broad theme of the conference was women's involvement - in local democracy, regeneration, the voluntary and community sector, and the workplace. The event included several guest speakers and a choice of workshops in both the morning and the afternoon. Details are listed below:

Speakers   Rotherham Women's Strategy Group – Taiba Yasseen, REMA
            Nan Sloane from the Centre for Women & Democracy
            Sue Mather – Community Union
            Karen Moore – Women's Resource Centre, London

Workshops   Community Union – Sue Mather
            Centre for Women & Democracy - Nan Sloane
            Oxfam – Zoe Smith
            Area Assemblies – Nosober Latif

Evaluation of the event was very positive with all respondents who completed a feedback form agreeing that the event had been useful and informative. Some comments were:

"I think it was a brilliant event, informative, inspiring, friendly – thank you!"

"Well organised and interesting event, good variety of workshops and speakers."

"I found the whole day informative and interesting. I will definitely take something back with me. I do hope there will be further conferences of this nature."

7.3 Women's history display

A sub-group of Rotherham Women's Strategy Group, led by Councillor Jo Burton (including the RWSG Chair, Apna Haq, Rotherham Women's Network and RMBC officers) has researched and produced a women's history display under six broad themes. It was premiered at the conference and will go on display in various community venues across the borough throughout the coming year. It is hoped to develop a web-based version adding more local women and their stories over time. This is one activity that will contribute towards the aim of promoting and celebrating women's achievements.

7.4 Making the strategy work - performance management

Now the strategy is in place the key is to ensure the actions within it are carried out. To facilitate this robust arrangements have been developed for monitoring progress and reporting every six months in line with the RMBC and LSP performance management frameworks:

- RWSG will continue to meet with overall responsibility for implementation and monitoring progress
- An implementation group has been formed within RMBC to cover both RMBC's Gender Equality Scheme and actions for the Council within the Rotherham Women's Strategy
- Performance Plus software will be used to monitor task completion and progress on targets and performance indicators, with email notification sent to relevant officers when an update is due
- Within the LSP the Proud Theme Board has assumed a championing role

8. Finance

None arising from this progress report.

9. Risks and Uncertainties

Failure to consider the needs and priorities of women means RMBC will not be in compliance with the Gender Equality Duty.

10. Policy and Performance Agenda Implications

Rotherham Women's Strategy reflects and contributes to the seven priority vision themes as set out in the Community Strategy and the Council's Corporate Plan.

11.   Background Papers and Consultation

"Rotherham - Working Together for Women" Rotherham Women's Strategy

http://www.rotherham.gov.uk/NR/rdonlyres/4B8F59D6-A306-425F-8C4A-9F849A4AAD7F/0/RotherhamWomenStrategy.pdf

Rotherham Women's Strategy Action plan
http://www.rotherham.gov.uk/NR/rdonlyres/E0357B3E-3538-4307-9C93-11B91BEC3543/0/RWSactionplan.pdf

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Agenda Item 9

	ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS	

1	Meeting:	Democratic Renewal Scrutiny Panel
2	Date:	3 April 2008
3	Title:	New European Migration
4	Directorate:	Chief Executive's Directorate (All wards)

## 5.	Summary

This report provides information on the impact and opportunities for Rotherham Borough presented by new European migration. It also summarises progress so far in developing a co-ordinated approach, with Partner agencies, to respond to current and future demographic changes caused by migration.

## 6.	Recommendations

Democratic Renewal Scrutiny Panel to note:

1.	The results of a self assessment carried out by RMBC Directorates and 2010 Rotherham Ltd, to identify current good practice and areas for development. This is summarised at section 7.4 and the findings are set out in more detail at Appendix 2.

2.	An update on progress following the self assessment work at section 7.5

3.	That the self assessment and subsequent actions have been reported to the Cabinet Member for Communities and Involvement, Cabinet, Rotherham Partnership Board, the New Arrivals Working Party and the Performance and Scrutiny Overview Committee.

7.   Proposals and Details

7.1 Background

Following the enlargement of the EU in 2004, the scale and pace of migration to the UK from EU accession countries[1] has greatly increased. Local information shows that this increased pattern of migration has been mirrored in Rotherham. However, the impact of migration needs to be seen in context. The average number of international migrants per 1,000 population in Rotherham per year (2001 - 2006) is 5; in England the figure is 16.

Nonetheless, the numbers of people arriving from Eastern European accession states are significant although it is difficult to gain an accurate picture of migration to the Borough, especially since there is free movement of people to live and work within most of the European Union. Current available data is summarised below (section 7.2).

Rotherham Chamber of Commerce has reported that many companies and businesses around the region are relying on EU migrants to fill skill shortages, although exact numbers are unclear at this stage. Forecasts of employment and population in Rotherham for the years ahead suggest a growing need to attract more workers into the Borough from within the UK and from abroad to sustain the current level of economic growth.

Overall, migration offers many opportunities for Rotherham in terms of economic, social and cultural development. However it is also recognised that commitment and action is needed at a local level in order to manage the integration of new migrant communities successfully.

7.2 Current migrant population data for EU A8 Accession countries

There were 2790 National Insurance registrations in Rotherham between 2004 – 2007. Approximately 60% (1670) of these were for people from EU Accession countries. These were: Sovakia (660); Poland (650); Lithuania (220); Czech Republic (70) and Latvia (70). Although this provides some information about migration, National Insurance number registration data does not provide information about how long migrants intend to stay, changes of residence, nor record de-registrations, so it is not a reliable source of data for estimating migrants currently resident.

The Worker Registration Scheme was introduced specifically to regulate access to the labour market and restrict access to benefits for people from the A8 accession countries that joined the EU in 2004. Data is produced for first job and provides useful information about migrants arriving to the area, but it does not record job changes or whether people stay or leave the area. In addition, an A8 migrant who does not intend to work has the right to live in the country, but will not count in this data.

Data from the Worker Registration Scheme shows that from April 2006 to March 2007 there were 680 initial registrations for people from EU Accession countries in Rotherham. These were from Poland (365); Slovakia (220); Lithuania (50); Latvia (25); Czech Republic (15) and Hungary (5). Of these 275 were females and 405 males. Most workers were between the ages of 18 and 34. They had 170 dependants with them: 90 of these were under age 17 and 80 were over age 17 (although it is likely that there is some double counting of dependants in the sense that some of those recorded as dependants -particularly older children and spouses - may also have registered in their own right to work in the UK). By far the top two

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[1] *A8 (1 May 2004) EU accession countries are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. A2 (1 Jan 2007) EU accession countries are Bulgaria and Romania.*

industry sectors for which initial registrations were made, were the Administration, business and managerial sector and Manufacturing sector. Most frequent occupations are factory worker, food processing operative, packer, warehouse worker and 'other' categories.

There is evidence locally to show that people from the Czech Republic and Slovakia in Rotherham are frequently of Roma heritage. Representatives of a self-help group working from the Unity Centre have engaged with 213 Roma people in Rotherham who originated from the Czech Republic and Slovakia. Anecdotal evidence from community soundings indicates that the figures are much higher, possibly at about 700-900 adults and children. Children and Young People's Services has also reported an emerging community of Czech and Slovakian Roma families in Rotherham East and Boston Castle wards and have recorded 230 Czech and Slovakian Roma children.

The long history of discrimination and oppression of Roma people impacts today on this community. People may have experienced racial difficulties in their home countries which may affect how the community settles into Rotherham. Also Roma families are settling into neighbourhoods which already experience high levels of deprivation. It is vital that partner agencies provide responses and services that are appropriate and sensitive to the needs of both new and existing communities.

7.3 Self assessment and developing good practice

I&DeA, in conjunction with Communities and Local Government and the Institute of Community Cohesion, have recently published a good practice guide for Local Authorities on new European migration. This recommended a series of self assessment questions for Local Authorities to use as a tool to develop and promote good practice on migration (see Appendix 1).

The self assessment questions were incorporated into a "mapping matrix" in order to carry out an initial assessment of the current position in Rotherham Borough and identify potential gaps and areas for development. The matrix was completed by all RMBC Directorates and 2010 Rotherham Ltd. Responses are summarised at Appendix 2.

7.4 Initial findings from self assessment within RMBC Directorates

7.4.1 Current strengths - Early findings show that programmes and activities are already in place to identify and respond to the needs of new migrant communities and manage their integration into Rotherham Borough. Sound structures exist for delivering vision and leadership throughout the Council at Member and Officer level. A similar response is beginning to emerge across wider partnership arrangements through Rotherham Partnership and its associated Theme Boards, with managing demographic changes to the borough being considered as one of the outcomes of the refreshed Community Strategy.

There is strong leadership from Members and senior managers, which has led to the establishment of the New Arrivals Working Party. Rotherham Partnership Board has agreed to support a partnership approach to responding to the issues raised by new migration. There is a strong Community Cohesion Partnership chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement.

Specific initiatives have been put in place to meet the needs of migrant workers and their families. Examples are:

Chief Executive's Directorate:

- The Council has supported the Unity Centre and Rotherham Citizen's Advice Bureau to work directly with migrant communities.
- Proactive press and publicity has started that provides an accurate portrayal of the contribution of migrants to local social and economic well-being and inaccurate negative media coverage has been challenged.

Children and Young Peoples Service:

- The Welcome Centre is engaging with migrant children and families and is providing support to a number of schools with newly arrived Eastern European migrant families.
- Schools are welcoming to the new community and are facilitating attendance at school, for example: walking bus; community officers facilitating attendance through picking pupils up from home; social events and displays sharing Eastern European heritages in some high incidence schools.
- Early years, Childcare and Extended Services are providing support for Black and Minority Ethnic Families (BME) families, including Eastern European parents, through a project to increase take-up of childcare, early education and tax credits through the Department for Children, Schools and Families.
- ESOL (English language) classes are available locally for EU migrants.

Neighbourhoods and Adult Services

- New Arrivals Working Group established
- Housing advice is offered at the Unity Centre drop-in on a regular basis.
- Work is to be commissioned in partnership with Eastwood and Springwell Gardens Neighbourhood Management Pathfinder in the Eastwood Village area, to map the different ethnic communities living in the area and analyse accommodation, housing circumstances, housing and social needs and cohesion issues.
- Adult Services have developed workstyle strategies within all areas to encourage a more diverse workforce.

Environment and Development Services

- Have links with employer networks (through the Work and Skills Board and Work and Skills Provider Group) and have begun to gather some information from employers. They are currently looking at setting up a Migrant Worker sub group if the need is demonstrated.
- Rotherham Diversity Festival 2007 showcased music and dance from Rotherham's newly emerging Roma community.

7.4.2 Areas for Development - There is still much work to be done and the results of the self assessment show that challenges remain in respect of:

a. Delivering vision and leadership and understanding population change:

- Ongoing needs assessment is required to inform current and future service development – including identifying where new migrant communities are living and working and understanding why new communities are choosing to settle in Rotherham.
- A coordinated approach with Partners is required to gather and share information from multiple local sources, such as employers, employment agencies, private sector landlords, Councillors, partner agency front-line staff and voluntary and community sector groups.
- A coordinated approach with Partners is required to develop a vision, strategy and services that respond to the needs of changing communities and share good practice.
- Developing an integration strategy and welcome pack (with information and advice on the local area and services) for new migrants (similar to the new Lives Strategy for Asylum Seekers and Refugees)
- Training needs of service delivery staff on needs and entitlements of new migrants
- Except where targeted initiatives are in place, costs related to the impact of migration are largely hidden as they are absorbed within existing budgets. Further analysis to quantify these hidden costs is needed to facilitate future planning.

b. Community Cohesion

- A communication strategy is required that includes actions to provide information to existing communities about migration into the local area; understand the potential impact of migration on settled communities and their possible concerns; counter unfair negative stories; and promote balanced reporting of enforcement action involving new migrant communities.
- Capacity building to develop networks for engaging new communities and community representatives, and to develop their trust and confidence in partner agencies.
- Co-ordinated partnership approach to identifying tensions at an early stage to allow preventative action.
- Opportunities to promote positive contact between existing and newly emerging communities aimed at fostering good community relations.
- Language barriers – translation and information services to meet basic needs of migrant communities and to support complex advice needs; communicating in emergencies; insufficient provision of ESOL (English language teaching) to meet increased demand.

c. Education and schools

- Potential pressures on schools include translation and language support, understanding cultural differences, mobility of families and uncertainty about their longer term plans (i.e. some families appear to be following seasonal work), impact on school performance and attendance.
- A budget issues paper is being prepared to support additional funding to the Welcome Centre to meet the needs of the new community emerging in the St Anns area.
- Employment trends for new families to be considered in future planning for school places.

d. Housing

- Reports of migrants living in overcrowded properties in a poor state of repair, sometimes with a high fire risk or other health and safety problems – this mirrors the wider national picture.
- Potential issues of nuisance emanating from private landlord properties
- Need for better information on housing needs to plan services
- Demand on social housing has as yet been low, in line with national trends, but could increase as the community becomes more settled.
- Risk of homelessness, destitution and exploitation - support services are limited by nationally determined criteria.

e. Employment and Skills

- Strengthen links with employers and employment agencies in the local area to help the local authority and partners build a picture of current and future migration trends
- Encourage employers' involvement in helping migrants settle into the local community and promoting integration (including developing English language skills) and community cohesion.

f. Community Safety

- National research shows that Migrants are more likely to be victims of crime than perpetrators
- Need to develop intelligence and reporting mechanisms to identify and deal with potential cases of exploitation and to support the victims of such crimes.
- Continue robust approach in relation to hate crime.
- Preventative responses to potential risks for migrant communities, such as information on UK law, offences and safety issues such as fire safety.

g. Health and Social Care
- Further research on health needs is required.
- Reports from GP in Eastwood of pressures due to interpretation needs and expectations of 500-600 Slovakian patients who speak little or no English.
- There has not yet been a significant increase in referrals from the new migrant communities, but where involvement has taken place, the referral is more complex due to increased communication needs.

h. Child Protection
- Complexities of safeguarding children are exacerbated by mobility, language barriers and cross-cultural issues.

7.5 Next Steps

The following actions have been implemented:

a. The Community Engagement and Cohesion Manager, is leading and coordinating the Council's response to new European migration issues, reporting to the Cabinet Member for Communities and Involvement, Cabinet, CMT, the New Arrivals Working Party, Rotherham Community Cohesion Partnership, Rotherham Partnership Board and the Proud Theme Board.

b. An officer project group comprising officers from Policy Team, Chief Executive's Directorate, has been established to coordinate action. This is currently being expanded to include officers from relevant RMBC Directorates and partner agencies, for example Neighbourhoods (Housing), 2010 Rotherham Ltd and LSP Proud Theme Manager

b. A Member Development Seminar was held on 20 November 2007 to provide information to Members on new European migration into Rotherham, possible future trends and the opportunities and challenges that migration provides to the Borough.

c. A workshop for Rotherham Partnership Board was held on 29th November 2007 to share information and good practice on New European Migration in Rotherham and plan a way forward.

d. A conference was held on 17 January 2008 for Partner agencies, voluntary and community sector organisations. The purpose was to share information and good practice, and begin development of a coordinated approach to respond to current and future demographic changes caused by migration. Discussions are now taking place with officers involved in facilitating the conference to develop proposals for an action plan that will be implemented under the auspices of Rotherham Partnership. Proposed actions are likely to include:
- All partners to complete I&DeA self assessment matrix
- Improve information sharing, so that key services have access to information on changing communities, to facilitate planning.
- Further analysis of impact on services, budgets and performance targets.
- Explore role of voluntary and community sector, for example the Unity Centre, in providing for induction information to migrant communities, including advice and access to services – linked to the development of a 'Welcome Pack'.
- Community outreach work
- Capacity building for community networks to build mechanisms for representation and community engagement with new migrant communities.
- Community cohesion work, including a communication/media strategy
- Further action to meet education needs.
- Review of interpretation, translation and ESOL provision.

- Further action to deal with housing needs and overcrowding, coordinated with linked services/partners.
- Community safety – preventative responses.
- Consideration of health and social care needs.
- Training for front-line staff.
- Engaging employers in partnership working.

8.   Finance

Resources are currently being realigned within services, where necessary, to tackle the challenges above. Any future increasing demand on services will require more accurate financial planning and further research is recommended to identify any hidden costs that are currently absorbed within mainstream services.

The Institute of Community Cohesion (iCoCo) have recently carried out research into the scale and impacts of migration at the local level for the Local Government Association (LGA). They have made recommendations relating to recognising the impact of migration within funding. One possibility they have suggested, is to include an allowance for migration in grant formulae, which could be likened to the current judgemental allowance for population 'sparsity'. This, they state, could go some way to meet the extra costs experienced by those areas which are consistently the focus of migration. Another approach they have suggested, which they state would be more sensitive to short-term changes, would be to allow bidding against a mobility fund where major and rapid shifts in population could be demonstrated. The reason for this would be to counterbalance, to some extent, the distorting effects of basing three year grant funding on 2004 population estimates.

9.   Risks and Uncertainties

Migration into Rotherham offers many opportunities for the Borough in terms of economic, social and cultural development. However these benefits may not be realised without commitment and co-ordinated action at a local level to manage the integration of new migrant communities successfully. Failure to identify new migrant communities moving into Rotherham, carry out an assessment of their needs and potential impacts on local settled communities, coordinate service provision and resources and manage the integration of new migrants into local communities could result in community tensions and inadequate service provision and resource allocation.

10.   Policy and Performance Agenda Implications

Developing a vision for the part migration plays in the Borough is crucial for the economic, social and cultural development of the Borough and to achieving the vision for Rotherham as set out in Rotherham Community Strategy. The Council's responsibilities to build stronger communities, have sound community cohesion knowledge, develop partnerships that make a positive difference and effectively engage with communities as part of decision taking is highly relevant to many aspects of Comprehensive Area Assessment (CAA). It is also directly relevant to the Council's legal race equality duties and to the fulfilment of other performance standards, for example, under Ofsted.

11.   Background Papers and Consultation

Progress reports on issues arising from new migration are being made on regular occasions to CMT, Cabinet Member for Communities and Involvement, Cabinet, New Arrivals Working Party, Rotherham Partnership Chief Officer Group, Rotherham Partnership Board.

Information towards the mapping matrix was gathered from all Council Directorates and 2010 Rotherham Limited – the results of this are summarised at appendix 2.

A conference was held for partner agencies on 17 January 2008, which was attended by 70 people. Facilitated workshops were held to validate the self assessment and gather ideas to address issues relating to employment and skills; community cohesion; community safety; housing; education and schools; and health and social care.

"New European Migration: Good Practice Guide for Local Authorities" (June 2007) I&DeA
http://www.idea.gov.uk/idk/core/page.do?pageId=6949778

"Estimating the scale and impacts of migration at the local level" (November 2007) LGA Research. http://www.lga.gov.uk/Documents/Publication/estimatingthescaleofmigration.pdf

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New European Migration: I&DeA Good practice guide for Local Authorities

I&DeA, in conjunction with Communities and Local Government and the Institute of Community Cohesion, have recently published a good practice guide for Local Authorities on new European migration. This recommended a series of self assessment questions for Local Authorities to use as a tool to develop and promote good practice on migration. The guide and self assessment questions are aimed at promoting the development of good practice in the following areas:

a. Delivering vision and leadership
To develop, deliver and communicate the vision of the part migration plays in the local area. The vision should include economic, social and cultural elements and recognise challenges and opportunities. The strategy on migration will influence the development of service delivery.

b. Understanding local population change
Build a picture of population change to inform strategies and resource allocation, including understanding the potential impact on the settled community and their possible concerns.

c. Effective coordination and partnership working
Provide leadership and responses that coordinate the resources of local public agencies, voluntary and community organisations, employers and other bodies.

d. Delivering a positive communications strategy
Taking a proactive approach to challenge myths and misinformation, improving transparency of how public money is spent and ensuring balance.

e. Working with employers
The use of migrant labour by employers can have a significant 'place shaping' effect. Local authorities should encourage local employers to co-operate and possibly join with strategies to respond to the impact of migration and where necessary, raise employment standards through enforcement.

f. Promoting Community Cohesion
Adopt proactive strategies to promote community cohesion and minimise potential tension.

g. Removing barriers to interaction
Take action to overcome practical and attitudinal barriers to positive interaction between migrant communities and existing residents such as English language ability and opportunities to mix.

h. Raising standards for the benefit of everyone
Tackling poor standards in employment, housing, environmental health and other areas.

i. Modifying services to match changing needs
Recognise and respond to the practical needs of new and consider longer-term implications for local services.

j. Employment
Understand the impact and future direction of local labour markets for economic development and to understand the impact on regeneration, training, housing and other local infrastructure needs.

k. Housing
Housing partners to take a more proactive approach to planning accommodation requirements with local employers as partners and exercise vigilance and proactive inspection to deal with problems.

l. Community Safety
Build links between existing residents and new migrants to address shared concerns and monitor and respond quickly to signs of tension.

m. Education
Plan to deal with the impact of new migration on schools and enable children and young people to make a positive contribution to their community and develop positive relationships, through the curriculum, language support and school place and community planning.

n. Adult Social Care
The Council's role as responsible employers and commissioners of services when employing migrant workers in social care.

o. Homelessness
Work with partners to prevent crisis that may lead to homelessness by establishing close relationships with local employers and voluntary sector networks to anticipate 'trigger' events such as redundancy.

Summary of information gathered from Council Directorates and Services

I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
1. Delivering Vision and Leadership	Proud and Fairness vision themes set out the Borough's aspirations for all Rotherham people and communities. The refreshed Community Strategy (from May 2008) will include commentary on migration and specific measures and targets in the LAA. The Deputy Leader has tasked officers to address the issues of migration strategically. A strong Community Cohesion Partnership exists, chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement.	The current vision for Rotherham does not explicitly address the part that migration plays in the Borough. Partners have not yet been able to conduct a comprehensive needs analysis of new migrant communities in Rotherham and the impact of migration. Capacity building and support is needed for new community leaders to develop trust and confidence with partners and to facilitate their membership in the Community Cohesion Partnership.	Failure to incorporate migration issues into the vision and strategy could result in inadequate responses/resource allocation. Lack of a comprehensive needs analysis means that Partners cannot identify and address fully the local economic and social needs. Lack of capacity building to engage new community leaders in cohesion work could mean early intelligence may not be gathered about potential or emerging tensions.	LSP Proud Board: Vince Roberts RMBC CXD: Julie Slatter, Zafar Saleem
2. Understanding local population change	NI data is used to profile migrants Information and data about local new migrant communities is gathered and held by partner agencies and voluntary and community sector groups. A co-ordinated approach to gathering and sharing information is beginning, although this is still at an early stage and agreements and protocols have not yet been developed with partners.	A systematic approach is needed to gather and combine information from multiple local sources, such as employers, employment agencies, private sector landlords, Councillors, partner agency front-line staff, and voluntary and community sector groups. Communication is not yet taking place with settled communities to provide information about new migration and to understand impacts and address concerns.	Not know where new migrant communities are living. Needs and impacts faced by settled communities and new migrant communities are not identified and addressed. Host community ill informed and relying on popular misconceptions	RMBC CXD: Julie Slatter, NAS - Area Assemblies?
3. Effective Co-ordination and Partnership Working	An RMBC officer working group and a partner wide group (through the LSP) has been established to coordinate issues arising from migration and to share information and good practice. The Council has supported the Unity Centre and Rotherham CAB to work	The links between the two groups and all service providers to be improved so that issues and trends can be analysed and responded to strategically by the LSP. Greater links between the Council/LSP, employment agencies, and migrant workers need to be made.	Too much focus on additional costs and problematic impacts of migration can lead to resentment and hostility within the host community, and alienate new and emerging communities. Lack of direct contact with	LSP: Vince Roberts RMBC CXD: Matt Gladstone, Zafar Saleem

I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	directly with migrant workers. Engagement with children and families has started through the Welcome Centre. Members and officers have sought to seek a balance between managing migration positively and the use of enforcement powers when necessary	Services targeted to new migrant communities to be mainstreamed and flexible, to enable them to respond to changing future needs and migration patterns.	employment agencies means issues are managed on a reactive rather than proactive basis. Mainstream service provision is not sufficiently flexible and thus targeted services continue longer than necessary, possibly increasing costs	
4. Delivering a positive communication strategy	Communications Unit provide briefings for Members and Senior Managers in response to enquiries and questions raised at full council. Communications Unit have recently responded to press enquiries and have actions in place to tackle presenting problems. Proactive press and publicity has started, that provides an accurate portrayal of the contribution of migrants to local social and economic well-being and negative media coverage has been challenged. Action is being taken to improve and strengthen the Council's relationship with the local press.	No internal communications activity so far. T here is a gap in partner organisations knowledge of why migrants have come specifically to Rotherham Borough. Proactive media strategy is needed for new and emerging communities, with all Members and key officers briefed on statistics, impact on services, positive contribution, and how we are responding to tension etc. A plan to counter negative stories routinely and to deal with the letters page to be agreed, including proactive letters from Members and Officers. Joint approach with VCS (Unity Centre, RCAB, and REMA) and Partners (LSP and SYP) adopted Media Strategy includes highlighting how migrant workers are often the victims of exploitation, particularly in instances of high profile enforcement action. New Communications and Marketing Strategy is subject to Equality Impact Assessment which addresses equality and diversity issues including demographic changes.	Lack of proactive communications strategies could lead to uncoordinated responses and media coverage which is driven by the press.	RMBC, CXD: Tracey Holmes

I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
5. Working with Employers/ Labour Markets/ Employment	Employers are involved in strategic partnership work through the Work and Skills Board which meets monthly. Other networks include the Work and Skills Provider Group. Informal discussions with employers and agencies have begun to identify employers using migrant labour and discuss ways employers can help the local authority build a clearer picture of migration. RiDO works closely with Job Centres to support all employees.	Need to maintain employer involvement and extend to sectors not currently involved. Currently, there is no method of mapping or tracking the migrant workforce –A mechanism is needed to do this, for example, a consultation exercise could be organised through the Work and Skills Board leading to the establishment of a steering group/link with future LEGI bid. Investigate joint work with Jobcentres to address issues for migrant workers.	Discussions with employers indicates they do not feel the need to be involved in the wider implications of migrant labour. Migrants are arriving unsupported. There has been some press coverage that migrants have had packages of support 'imposed'.	RMBC, EDS: Kathryn McHugh, Simeon Leach
6. Promoting Community Cohesion / **Community Safety**	A strong Community Cohesion Partnership exists, chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement. Conduit of intelligence through SNT/NAG, close linkages with Members, and all agencies involved. Agencies in position to respond quickly to deal with issues Stance established through SRP to produce robust approach and procedure in relation to hate crime. A drop in session every Friday is taking place at the Unity centre and a small scale needs analysis has taken place. Two interpreters have been identified and links are forming with the community via the Manager of the Unity Centre, Clifton Partnership, Rotherham Citizens Advice Bureau, and the Welcome Centre.	A comprehensive tension monitoring system is needed that sources local data via community contacts, SNTs, schools, etc. that feeds into local police tasking, the Community Cohesion Partnership, and Safer Rotherham Partnership for action and monitoring. Intelligence and reporting of information needs strengthening at ground level so that it is fully auditable. Intelligence and reporting mechanisms need to be strengthened to bring to justice criminal elements that may be exploiting migrant workers and to support the victims of such crime. Capacity building is needed to facilitate community leaders to emerge and establish a positive working relationship with key officers and Members within the council. Resources considered to appoint a 3- year, full time outreach/community development	Community tension and conflict if there is a perception of unfairness by sections of the community. This could be exacerbated if myths perpetuate. Partners unaware of local tensions and thus having to react to conflict and tension by which time community relations could have been seriously damaged. Some residents want the council to take a "harder line" on the migrants especially those of Roma origin. This however is a very sensitive area and getting a balanced approach is the ultimate aim. Individuals or communities not willing to engage if exploitation is not dealt with. Dealing with exploitation requires	RMBC, CXD and NAS: Zafar Saleem, Matt Gladstone Mark Ford

I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	Myth busting literature is available Education and awareness campaigns have been started by SNTs, waste management, the Welcome Centre, and Unity Centre,	worker. To develop programmes to promote positive contact between existing and newly emerging communities aimed at fostering good community relations	trust from the community to provide the intelligence. No resources are found for the self-help community group to develop.	
7. Removing Barriers to Interaction	ESOL classes available locally for EU migrants. Celebration events are beginning to take place that are inclusive of new migrant communities, for example Rotherham Diversity Festival 2007	Lack of partnership working with education, college and community education partners to identify local need and solutions for ESOL. Classes could cover advice / employment and housing issues Develop an integration strategy for new migrants (similar to Rotherham New Lives for Asylum Seekers and refugees).	Lack of integration between new migrant communities and existing communities Uncoordinated Services	RMBC - Community Learning and CXD?
8. Raising standards for the benefit of everyone	CAB revising and updating strategies for delivering advice and information to migrant workers about their rights and responsibilities. CYPS have been involved in looking at the implications for migrant workers who are victims of exploitative conditions and whose welfare will be affected by the enforcement action.	Development of a robust advice service, for example consider a free phone telephone service. Consider development of a multi agency group of inspection bodies to tackle exploitation and consider joined up enforcement action, for example, HM Revenue and Customs (for minimum wage) Fire and Rescue Service, Employment Agency Standards Inspectorate	Migrant workers at risk from exploitation/eviction	Lewis Coates, Janet Scott? CXD?
9. Modifying services to match changing needs	Simple information has been developed in some areas to provide advice to new migrants about local services. In response to the CAB identifying a lack of staff knowledge when dealing with EEA migrants, appropriate training has been identified for front line staff on entitlements; funding is being sought to roll the training out. Housing advice is offered at the Unity	Community profiles and needs analysis is required to inform service planning and delivery and to draw down additional funding. Develop community group for migrant workers Develop a programme / pack for new arrivals Members of staff in each customer service office to be up to date on the entitlements of EAA migrants	Uncoordinated services / inefficient use of local resources Customers unable to access housing and benefits they are entitled to. No funds to pump prime projects	Lead Officer(s) Andrew Crowley, Tom Kelly, Vicki Carr, Simeon Leach, Kate Plant

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I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	Centre drop-in on a regular basis.			
10. Housing **- Housing Strategy** **- Inspection and Awareness**	A number of landlords forums established e.g. Canklow and Dinnington, which raise awareness of responsibilities. A Private Sector Landlord Accreditation scheme has been launched. Enforcement Health Officers deal with any cases of overcrowding/housing decency issues that are brought to their attention. A Strategic Housing Market Assessment has been completed. This includes affordability and overcrowding and BME housing needs; although it does not specifically focus on the needs of migrant workers. Work to be commissioned in partnership with Eastwood and Springwell Gardens Neighbourhood Management Pathfinder in the Eastwood Village area, to understand the demographic make up of the community. Investigating the use of additional and selective licensing for regulating HMOs in areas of concern	Potential issues relating to overcrowding, safety and nuisance emanating from private landlord properties. To promote high level of participation of landlords in quality landlord scheme. Environmental Health Officers undertake a proactive inspection programme based on risk. Need for up to date information on numbers of and housing needs of migrant worker community Consider proactive service– providing information to tenants	Impact on community cohesion where potential problems are not addressed Lack of understanding of housing needs of migrant worker communities leading to inability to plan services to meet housing and other needs Tenants at risk from exploitation/eviction Risk of increased levels of homelessness Lack of resources required to enforce new powers for regulating HMOs	RMBC, NAS
11(a) Education –The Curriculum	Schools community cohesion groups GARP project . Citizenship- co-ordinator training. Training for PHSE team re EAL toolkit and New Arrivals planned. Presentation to Heads re duty to	GARP project to impact on curriculum delivery and roll out to more schools PHSE Citizenship curriculum is adapted to take into account changing population profile etc.	Declining standards. Increase in social and behavioural problems. Loss of confidence by schools in LA	

I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	promote community cohesion.			
11(b) Education – Language	The Welcome Centre has provided outreach support to a number of schools with newly arrived eastern European migrant families, including employing language speakers in the new community languages who have been able to provide direct support to pupils in low incidence schools. Y11 new entrants have had collaborative arrangements made with FE sector to provide more personalised curriculum officer. Welcome Centre has worked in collaboration with schools to ensure transition arrangements for new entrants. We have raised with the Annual Performance Assessment Team (Ofsted) the impact of new migration on school performance and on attendance. Similarly, our recent stock take event with Y & H Local Government Office focussed partly on the impact on schools with persistent absenteeism. A budget issues paper has been prepared to support additional funding to the Welcome Centre. This is to provide sustainable support to meet the needs of the new community emerging in the St. Ann's area of the Borough	Need for all schools in Rotherham to be confident about meeting the needs of children for whom English is another language. Schools to be aware of cultural/ economic issues impacting on attendance and future achievement. Costs of economic migration are assumed to be cost neutral. Increased demand cannot be met by simply realigning current resource	Schools at risk of not meeting academic and attendance targets. Pupils at increased risk of disaffection from education and non attendance/ lower achievement.	RMBC, CYPS (Welcome Centre; Community & Adult Learning – ESOL; School attendance – immersion)
11(c) Education - School Place and Community Planning	School places are monitored. Placement is in line with parental preference and school admission policy - Increased preference being requested by parents representing greater integration across Rotherham	Better planning based on employment trends for new families. Difficulties in establishing migrant labour trends due to mobility (i.e. length of stay in Rotherham of some families who appear to be following seasonal work.	New Families remain in uncertain employment. Talents of new entrants under estimated. Future employment jeopardised	RMBC, CYPS (Admissions 14 – 19 Strategy)

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I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	Communities Schools welcoming to the new community and facilitating attendance at school. E.g. Walking bus; community officers facilitating attendance through picking pupils up from home. Social events and displays sharing Eastern European heritages in some high incidence schools. Early years, Childcare and Extended Services are providing support for Black and Minority Ethnic Families (BME) families, including Eastern European parents, through a project to increase take-up of childcare, early education and tax credits	Use of 14 – 19 strategy to raise aspirations of new entrants from current low opportunity jobs	by low achievement	
12. Adult Social Care **- Opportunities for interaction** **- Councils as responsible employers and commissioners** **- Homelessness**	Delivering Equality and Diversity training to all staff in the Directorate through e-learning and taught sessions Developed workstyle strategies within all areas to encourage a more diverse workforce Developed recruitment plans for employing staff who more accurately reflect the diverse communities within the Borough in our push to address the recruitment of 'hard to fill' posts e.g. Social Workers, Renewal Officers, Planning, Financial and Enforcement Officers Weekly advice sessions at the Unity Centre. The Homeless Prevention and Support	Support for migrant workers to promote self sufficiency, such as finding accommodation is limited by national determined criteria. Ideally, referral would be made to an agency which provides migrant workers with a range of advice and support. Migrant workers at risk of exploitation/homelessness due to lack of knowledge of rights and responsibilities No provision for voluntary repatriation for people without children where, for instance, destitute A8 or A2 nationals are unable to support themselves	Migrant Workers at risk of exploitation/homelessness due to lack of knowledge of rights and responsibilities	RMBC, NAS

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I&DeA recommended good practice	Current RMBC position and good practice	Potential gaps and areas for development	Risks	Lead Officer/ Directorate/ Partner Organisation
	team refer individuals to CAB for advice and to appropriate agencies. Children and Young People Services have managed voluntary repatriation where, for instance, destitute A8 or A2 nationals are unable to support themselves, and have arranged for a family's return.			

Agenda Item 10

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	**Democratic Renewal Scrutiny Panel**
2.	Date:	**3 April 2008**
3.	Title:	**Update on actions relating to Lesbian, Gay, Bisexual and Transgender (LGBT) community needs.**
4.	Programme Area:	**Chief Executive's Department** **All wards**

5. Summary

This report provides an update on actions relating to meeting the needs of LGBT communities in Rotherham and future plans.

6. Recommendations

Democratic Renewal Scrutiny Panel is asked to note and welcome the actions to date and future plans.

7. Proposals and Details

7.1   Background

In March 2004, a report was made to this scrutiny panel to inform the panel of the completion of the report "Research into the needs of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Rotherham" and to provide Members with an opportunity to consider the recommendations made by the research report. The research, commissioned by RMBC on behalf of Rotherham LGBT Inter-Agency Group, identified gaps in policy and practices in meeting the needs of LGBT people in Rotherham Borough and offered recommendations to address this. Progress towards these recommendations has been reported to this panel periodically. The research report recommendations are summarised at appendix 1.

Rotherham LGBT Inter-Agency Group is a long-standing group which was supported in the past by RMBC Community Safety Unit and the Safer Rotherham Partnership. Its members were drawn from partner agencies and the voluntary and community sector. Its aims were to promote equality for LGBT people in Rotherham, with a specific brief to increase the reporting of homophobic and transphobic incidents.

7.2 Progress Update

7.2.1   Rotherham LGBT Inter-Agency Group

Rotherham LGBT Inter-Agency was re-established in December 2007 under the Chair of the Community Engagement and Cohesion Manager. Two meetings have been held since the group was reconvened and these have focused on reviewing membership of the group, discussing the current needs of Rotherham's LGBT communities and identifying a realistic work programme. There is now a small core of committed individuals who attend the Inter-Agency Group meetings from RMBC, Rotherham PCT, South Yorkshire Police , Crown Prosecution Service, LGBT Rotherham Ltd and other voluntary and community sector representatives, and membership is currently expanding.

7.2.2   LGBT Rotherham Ltd

LGBT Rotherham Ltd is a self-help community group which was started following the research into the needs of LGBT People in Rotherham in 2004. The group became a limited company in June 2005 and is now seeking charitable status. They have around 45 members and 10 volunteers. They hold regular meetings and social events for LGBT people in Rotherham and support wider work in the community, for example they had a stall at the Diversity Festival at Rotherham Show in 2006 and will also take part in 2008. In their early days they were supported by South Yorkshire Police and RMBC. They secured a grant from South Yorkshire Key fund in Dec 2006 to run the organisation and to set up a LGBT telephone helpline.

7.2.3   LGBT Helpline

A new telephone helpline was launched by LGBT Rotherham Ltd as a result of the research conducted in 2004, which identified the need for services for LGBT adults

in Rotherham. After recruiting and training volunteers, the helpline went live on 11th December 2007. In the first month they received 17 calls. The new telephone helpline offers information, sign posting and listening services. The helpline number is (01709) 871858 and runs on Tuesday and Thursday evenings from 6.30pm-9pm. An answering service is available at other times. The helpline is funded purely by grants and donations and the group are looking for funding, including sponsorship or help from local businesses, to continue the service. To ensure the helpline us sustainable, they need enough funding to cover the costs of the helpline and to employ a co-ordinator, as this role is proving too challenging and time consuming to be undertaken solely as a volunteer post. They are also exploring the possibility of expanding the role of the helpline, for example, by becoming a reporting point for homophobic and transphobic incidents.

7.2.4 LGBT History Month Celebrations

LGBT Rotherham Ltd, supported by Rotherham LGBT Inter-Agency group, have recently hosted the third annual celebration of LGBT History Month in Rotherham Borough. LGBT History month is celebrated throughout the UK and South Yorkshire in February each year. It is a month that celebrates the lives and achievements of the LGBT community and the diversity of society as a whole. This year's event was based around the official launch of the LGBT Helpline. An upbeat event was held at Montgomery Hall, Wath, opened by the Deputy Mayor, Councillor Ann Russell and Deputy Mayoress, Councillor Patricia Russell.   To complement the event, a display about LGBT History Month was on show in Rotherham Central Library and Wath library during February.

7.2.5 Other responses by partner agencies

Further action taken in response to the recommendations from the 2004 LGBT community needs research are:

Support for LGBT Rotherham community group – CXD Policy Team are currently providing support for LGBT Rotherham Ltd to identify potential funding sources and make funding applications.

Training for employees – A variety of LGBT awareness training events have been provided for Council employees and feedback has been very positive from those who attended. For example, Children and Young Peoples Services have run drama-based training in conjunction with the local Open Minds Theatre Company. Chief Executives Directorate have run half-day awareness training events aimed at policy and communications officers, to increase their understanding and knowledge of the issues in working with LGBT people and communities.

RMBC Corporate Equality Strategy and Equality Impact Assessment Tookit– RMBC's Corporate Equality Strategy, which was agreed by Cabinet in December 2004, makes the commitment to mainstream equality for LGBT people and communities. The Council's equality impact assessment toolkit is a mechanism for implementing this policy. The toolkit includes the requirement to assess the impact of all new, changing or existing functions and policies on lesbian, gay, bi-sexual and trans people. This is to ensure that services and policies do not disadvantage LGBT

people and where appropriate, contribute to promoting equality for LGBT people. The toolkit is currently being strengthened in line with the revised Equality Standard for Local Government guidelines which now fully mainstreams sexuality as one of the core equality strands.

Community Cohesion agenda - Addressing prejudice and discrimination towards LGBT people is part of Rotherham's Community Cohesion Action Plan.

7.2.5 Future Plans

CXD Equalities and Diversity Unit are now working with Rotherham LGBT Inter-Agency Group to develop a new action plan for the group, which will contribute to promoting equality for Rotherham's LGBT Communities and addressing needs.

In line with changing legislation and the revised Equality Standard for Local Government, the Equalities and Diversity Unit are currently developing a Single Equality Scheme that will encompass LGBT equality.

The Council's equality monitoring policy and guidance is also being reviewed to comply with the new revised Equality Standard for Local Government requirements. Currently, the Council monitors the impact of services by ethnicity, gender, disability and age. It is proposed that, where appropriate to the service, monitoring will be expanded to include sexuality, gender identity and faith.

7. Finance

Equality requirements are integral to service plans and service delivery, therefore improvement action is mainstreamed within current arrangements for service and financial planning.

9.   Risks and Uncertainties

Work to build networks and capacity to involve and respond to the needs of lesbian, gay, bisexual and transgender communities and faith communities is still at an early stage and this will need continued support from RMBC and partner agencies as this work is developed. This is crucial to meet changing legislation requirements.

10.   Policy and Performance Agenda Implications

Commitment to tackling prejudice and discrimination and to promoting equality for all people in Rotherham is set out in the Council's Corporate Equality Strategy and in the vision for Fairness in Rotherham's Community Strategy.

The Employment Equality (Sexual Orientation) Regulations 2003 make it unlawful to discriminate in employment on the grounds of sexual orientation. The gender equality duty means that from April 2007, public authorities are required to have due regard to the need to eliminate discrimination and harassment on grounds of gender reassignment in the fields of employment,

From April 2007, The Equality Act (Sexual Orientation) Regulations 2007 made it unlawful to discriminate on the grounds of sexuality in the provision of goods, facilities and services. New legislation to extend the scope of legal protection concerning discrimination on grounds of gender reassignment in the provision of goods, facilities and services and premises is also planned.

11. Background Papers and Consultation

"Research into the Needs of Lesbian, Gay, Bisexual and Transgender People in Rotherham" January 2004. The report is available on the Council website at: http://www.rotherham.gov.uk/NR/rdonlyres/96F9821D-A339-4EEB-8163-18165C1FFD8B/0/RotherhamLGBTResearchReport.pdf

New criteria and guidance on mainstreaming religion and belief; lesbian, gay, bisexual and transgender; and age equality within the Equality Standard is set out in the Revised Equality Standard Guidance, 2006, I&DeA/Centre for Local Policy Studies.

12 Contact Name:

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Research into the needs of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Rotherham (2004)

This research report recommendations are summarised below:

1. **Dedicated LGBT Support Worker** – The main recommendation the research report makes is for the appointment of a community based support worker to take forward the remaining research report recommendations. It is recommended that funding for the support worker be pursued on a multi-agency basis, possibly through an external funding bid.

2. **Continued Consultation and Mainstreaming** – It is recommended that consultation with LGBT people is continued on an on-going basis, with the development of a centralised co-ordination point where interested parties can access information and provide feedback.

3. **Policy Development and Review** – It is recommended that the LGBT Inter-Agency Group either collectively adopt or individually produce a specific policy or strategy detailing their intention to provide support, services and facilities for LGBT people living, working and visiting Rotherham. This process should be reviewed on an annual basis.

4. **Links with Neighbouring Boroughs** – It is recommended that a cross-borough or regional association is established with Sheffield and/or the other boroughs within South Yorkshire to produce coordinated policies, procedures, strategies and working documents that promote good practice in the area.

5. **LGBT Venue/s and Events** – It is recommended that the LGBT Inter-Agency Group investigate the provision and support for the introduction of a dedicated LGBT venue or regular event. The absence of a venue, service or facility is highlighted as the main barrier faced by LGBT people living in the Borough. This facility would need to be open to all LGBT groups, be safe, multi-purpose and accessible by all ages.

6. **Awareness Raising** – It is recommended that a campaign of awareness raising be instigated amongst the public, staff of all public agencies, the leaders of all public agencies, and amongst LGBT people. The campaign should include promoting good practice in employment through leading by example. The delivery of any awareness campaign, service or facility should be positively promoted. The LGBT Inter-Agency Group should consider a 'Launch' or official high profile event.

7. **Develop a LGBT Committee/Steering Group** – During the delivery of the research there was a high level of interest from individuals living within the Borough to become more involved in this area of work. It is recommended that a committee or steering group consisting of both LGBT individuals and those interested parties working closely with LGBT people or representing them within statutory bodies be established.

DEMOCRATIC RENEWAL SCRUTINY PANEL
Thursday, 21st February, 2008

Present:- Councillor Whelbourn (in the Chair); Councillors Austen, Cutts, Foden, J. Hamilton, Johnston, Littleboy, Pickering and Sangster.

Apologies for absence were received from Councillors Dodson, Councillor A. Buckley, Mr. D. Morton (Parish Council Representative) and Mr. R. H. Noble (Rotherham Hard of Hearing Soc.).

Also in attendance:- Debbie Heath (V.A.R. Representative)

63.   **DECLARATIONS OF INTEREST**

There were no Declarations of Interest made.

64.   **QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS**

There were no questions from members of the public of the press.

65.   **SCHOOLS DUTY TO PROMOTE COMMUNITY COHESION**

Consideration was given to a report presented by Kevin Robinson, Education Consultant, and Tom Kelly, Director of Inclusion, Voice and Influence, which detailed how the School and Inspections Act 2006 introduced a duty for schools to promote Community Cohesion. This duty came into force in September, 2007 and would be inspected by Ofsted from September, 2008. The report outlined the guidance that schools have received to support this duty and identified the expected outcomes arising from this duty.

The duty to promote community cohesion built on the role of schools to deliver a curriculum that promoted the spiritual, moral, cultural, and physical development of pupils at the school and of society. The report provided further information on community cohesion, what this meant and how a cohesive community was recognised.

Developing a sense of belonging was identified as being where people know what everyone expected of them and what they could expect in turn.

Schools' role was crucial. By creating opportunities for pupils' achievement and enabling every child and young person to achieve their potential, schools made a significant contribution to long term community cohesion.

All schools, whatever the mix of pupils they served, were responsible for equipping those pupils to live and thrive alongside people from many different backgrounds. For some schools with diverse pupil populations,

existing activities and work aimed at supporting pupils from different ethnic or socioeconomic backgrounds to learn with, from and about each other, would already be contributing towards community cohesion. For other schools where the pupil population was less diverse or predominantly of one socioeconomic, ethnic, religious or non-religious background, more will need to be done to provide opportunities for interaction between children and young people from different backgrounds.

Just as each school was different, each school would make an important, but different contribution to community cohesion. Each would, therefore, need to develop an approach reflecting:-

- The nature of the school's population.
- The location of the school – for instance whether it serves a rural or urban area and the level of ethnic, socio-economic or religious or non-religious diversity in that area.

In the light of the new duty all schools would find it useful to consider how different aspects of their work already support integration and community cohesion; to take stock of what had worked so far, for them and for other schools; and consider where there may be scope to improve their existing work through a more explicit focus on the impact of their activities on community cohesion and this could be grouped into three areas.

To assist the Scrutiny Panel in understanding about the duty to promote Community Cohesion, Kevin Robinson gave a presentation on the above issue, which drew specific attention to:-

- Social background.
- Legal background.
- Dimensions of community.
- Meaning of Community Cohesion.
- Schools contribution to community cohesion.
- Examples of promoting community cohesion in Rotherham.
- Case Studies.
- What to do now.

A discussion and a question and answer sessions ensued and the following issues were raised and clarified:-

- Production of a policy/portfolio document for schools to evidence their promotion of community cohesion.
- Consultation with school governing bodies.
- Community/school links.
- Importance of the geographical community.
- Implementation and monitoring tool to relieve tensions.
- Awareness raising to prevent typecasting with teaching staff for schools mainly of a mono-culture.

- Community inclusion through the introduction of PFI Schools.
- Incidents, both inside and outside the school.
- Mono-culture and multi-cultural links between schools.
- Use of schools within the community.
- Citizenship and Community Cohesion agendas and the relationship between the two in the curriculum.
- Links with other schools and whether this has been extended across South Yorkshire.
- Proposal for a Community Cohesion Governor.

The Scrutiny Panel noted that the responsibility for this issue was to fall to the Cabinet Member for Lifelong Learning and a report submitted in due course. However, this Panel wished to continue to be updated on progress on an annual basis.

Resolved:- (1) That Kevin Robinson be thanked for his informative presentation.

(2) That the report be received and the contents noted.

(3) That an update report on schools' promotion of community cohesion be presented to this Scrutiny Panel on an annual basis.

66. **PROMOTING EFFECTIVE WRITTEN COMMUNICATION AND THE USE OF PLAIN ENGLISH WITHIN RMBC**

Consideration was given to a report presented by Ceri Williams, Internal Communications Officer, which outlined a number of measures currently in place to promote effective clear communications and the use of plain English across the Authority, and puts forward recommendations to further develop the approach in line with best practice.

There were a number of measures currently in place to promote effective clear communications, to endorse the use of plain English and to counter the use of inappropriate "jargon" by Council officers,

The Crystal Mark was introduced in 1990 as the Campaign's official Seal of Approval and was now established as the standard for organisations to strive for in producing public information.

In January, 2007, a report on the Plain English Campaign's Crystal Mark was presented to the Joint Meeting of the Cabinet Member for Neighbourhoods and Environment and Development Services by the Head of Corporate Communications. This followed a Crystal Mark pilot in Licensing, which had received very positive responses from hackney carriage and taxi license applications who had received the forms subject to the Crystal Mark review. At that time, the Head of Corporate Communications and Marketing outlined the various options available for funding access to Crystal Mark, which included corporate membership (£6,000 plus VAT per year, including training for 20 members of staff) and

membership for individual Strategic Directorates (£2,000 plus VAT per annum for the first year, and £1,000 per year after that, inclusive of training for one person). Alternatively it was possible to pay for the Crystal Mark review of individual documents.

A discussion subsequently took place at a Service Directors meeting to determine if any other Council initiative had been piloted in a Directorate, but no further action was taken at that stage.

A more detailed audit of the current position may be helpful, to ensure the Authority was obtaining maximum value for money for any existing connections with the Plain English Campaign and to assess the benefits and budgetary implications of any further involvement. It was suggested that this include consultation with Members.

The Scrutiny Panel questioned how seriously recommendations were taken to address this issue and welcomed an audit of the current position.

Ceri Williams reported on her own role as Internal Communications Officer in offering advice, guidance and practical support to Members and officers about effective communication tools and techniques, which also involves proofreading documents, to translate them into plain English and/or to ensure that the language and tone was appropriate for the audience and subject matter.

The Scrutiny Panel noted that documents accessed by the general public in vast numbers had been vetted to ensure that the content was clearly understood. It was also suggested that the Council's Plain English Guidance be promoted further and ensure that it was embedded as part of the induction process.

It was also proposed that some form of Scrutiny Review be undertaken on the use of plain English and the offer by the Internal Communications Officer to assist in further training for Members be taken up.

Resolved:- (1) That the contents of the report be noted.

(2) That an audit by the Head of Corporate Communications and Marketing take place to determine the extent to which the Plain English Campaign's Crystal Mark had been adopted across Strategic Directorates, with recommendations for future action

(3) That the updating of the Council's Plain Language and Clear Communication Guidelines be supported and an internal publicity campaign to raise awareness with Members and officers be endorsed.

(4) That a progress report on these and other possible options for improvement be submitted to this Scrutiny Panel in two months' time.

67.   **NEIGHBOURHOOD CHARTERS**

Consideration was given to a report presented by Jan Leyland, Neighbourhood Partnerships Manager, which provided an update on the progress to date in delivering against Our Futures 3 (OF3) - Objective No. 10: Review, Develop and Implement Multi-Agency Neighbourhood Charters tailored to meet individual Area Assemblies.

Following consideration of the Area Assemblies' future role and functions in 2006 the Council made a decision to: "move away from being simple consultation and information sharing, towards area based co-ordination and delivery of service improvements and regeneration activities. Neighbourhood Charters were a key tool in this new way of working.

The importance of these standards to the community may differ though from one area to another. As a result, each of the seven Area Assemblies were asked to consider which of the core service standards would be a priority for their Assembly, to be monitored and published in a local Neighbourhood Charter.

The Area Partnership Managers (APM) were provided with 61 core service standards. Neighbourhood Charters have now been draft printed tailored to meet individual Area Assemblies. The Charters were based on the priority service standards chosen by the Co-ordinating Groups.

Performance data was obtained for a majority of the standards for the periods from April, 2006 to March, 2007 and April to September, 2007. Area Assembly Co-ordinating Groups received a report showing performance against their chosen priority service standards and reports would also be submitted to public meetings of each Area Assembly.

 In terms of developing Charters during 2008/09 and beyond, a Working Group had been established comprising local statutory and voluntary partners as well as ENCAMS, a national body responsible for running the 'Keep Britain Tidy' campaign and supporting pathfinders and local authorities to develop Neighbourhood Charters. The Working Group would explore further possibilities.

The first meeting of the Working Group was held on Monday, 21st January, 2008 and agreed that Charters needed to be developed at different levels either at the borough level in line with the Joint Customer Service Centres coming on stream - Maltby in July, 2008, and Aston and Rawmarsh in 2009 and in neighbourhoods where there was a community infrastructure and demand for this type of initiative e.g. Eastwood and Springwell Gardens Neighbourhood Governance pilot.

The Scrutiny Panel asked for clarification into the aims and objectives of neighbourhood charters and an explanation on how they were used as a baseline for service providers to measure standards of services to ensure they were being delivered effectively was provided.

The priorities contained within the neighbourhood charters would evolve over time once community awareness of service standards was increased. Ways of improving neighbourhood charter development into the future had been identified.

The Scrutiny Panel also requested information on how the core service standard targets and response times were set and community engagement in ensuring services were adequately resourced.

Resolved:- (1) That the progress to date be noted.

(2)   That a report on progress of the Neighbourhood Charters be submitted to this Scrutiny Panel on an annual basis.

68.   SECOND AND THIRD QUARTER AREA PLANS PROGRESS UPDATE

Consideration was given to a report presented by Jan Leyland, Neighbourhood Partnership Manager, which provided Members with an update on the second and third quarter progress of each of the seven Area Assembly Area Plans.

The engagement and Involvement of the Community was vital in ensuring the success of the Council's Corporate Plan, Rotherham Partnerships Community Strategy, the Local Area Agreement and the Neighbourhood Renewal Strategy. As part of a longer term strategy to improve democratic decision making across the borough, a new way of working whereby the delivery of Neighbourhood Management would relate to local issues and be reflected in an Area Plan.

The role of the Area Plan had been developed with the aim of bringing together key priorities for the local area including major issues, priorities and actions identified by local communities across each Area Assembly. This meant that the Area Co-ordinating Group, led by the Area Assembly Chair and Area Partnership Managers took ownership of the plan and put in place the mechanisms to really 'get things done', meaning clearly visible outcomes for the local community.

This provided customers with the knowledge that the Council used feedback to improve local services. Feedback from the community was required to identify community priorities to feed into the plans through:-

- Community consultation and community planning activities.
- Area Assembly consultation.
- Area based initiatives like the Safer Neighbourhood Teams.
- Information from partner agencies and the voluntary sector.

The current Area Plans were divided into the five over-arching themes identified in the Community Strategy document and each of the seven Area Plans were reflective of the specific issues raised by local communities.

Consultation on the Area Plans identified a number of borough wide priorities against the Community Strategy Themes.

Area Partnership Managers measured the performance against actions in the Area Plans and reported this performance on a quarterly basis to each Area Assembly. The Performance Management of each Area Plan was undertaken by the Co-ordinating Groups who received a report from the Area Partnership Manager outlining progress on actions, achievements and emerging barriers to success along with action plans for poor performance and /or remedial actions.

All local priorities, detailed in the Area Plans and referred to in the report, provided details of progress against top community priorities in each Area Assembly. Each area of progress was highlighted using the traffic light reporting system.

Councillor Johnston, Chair of Rotherham North Area Assembly, was pleased to report on the positive progress of their Area Plan, with the only area "off target" relating to transport as a result of action beyond the Council's and other partners' control.

The Scrutiny Panel asked various questions about the borough wide priorities against the Community Strategy themes and received clarification relating to:-

- Working more closely with Rotherham's Parish Councils.
- Links between the targets in the Area Plans and the Local Area Agreement.
- What Area Plans could do about gaps in services.
- How Area Assemblies collected local performance information.
- How Area Plans supported funding allocation.
- Achievement level measurement and baseline achievement of performance.

Resolved:- (1) That the report be received and the progress made noted.

(2) That Quarter 4 be submitted to the meeting of this Panel in May, 2008.

69.   **QUARTER 3 PERFORMANCE REPORT**

Consideration was given to a report presented by Phil Howe, Human Resources Manager, which detailed the quarter three performance report for performance of Corporate Best Value Performance Indicators (Corporate Health Indicators) and Local Performance Indicators monitored and reported on by the Chief Executive's Directorate.

Overall there were eight measurements against six national Best Value Performance Indicators (BVPIs) which the Chief Executive's Directorate

was charged with reporting on (BVPI 11 had three targets to meet), which were set out in detail in the report.

Discrepancies between targets and actual performance were due to the calculation methodology and ongoing changes in the establishment.

Of the eight measurements, five were categorised as green stars, and three as a red triangle (categorisation in accordance with performance plus). It should be noted that categorisation was based on comparisons between Quarter 3 actual figures and the end of year target.

The report also provided details of local performance indicators measured and reported on by Strategic HR. Of the eight indicators, two were status red - M3 Managers (total 168) attending management development centers and response to Reach-in survey.

As at Quarter 1 the Legal and Democratic Services Local Performance Indicator suite was under revision with a view to being rationalised. The revised suite, including performance information for Quarters 1 and 2 and 3 was provided as part of the report. As at Quarter 3 all eleven indicators were status green.

A discussion and a question and answer session ensued, which covered the nationally-set Best Value Performance Indicators together with the eight local performance indicators, and the following issues were raised and clarified:-

- Early retirement for teachers, offset by the numbers of newly qualified teachers.
- Positive encouragement of people with disabilities to obtain employment with the Council.
- Performance calculations and measurements.
- Low percentage of BVPI17a – BME employees.
- Actions to improve BVPI16a – employees with a disability.
- Legal Services LPI targets and their categorisation.
- Categories of disability and links with the voluntary sector towards employment.

Resolved:- (1) That the performance of these key Corporate Best Value Performance Indicators and Local Performance Indicators be noted.

(2) That the Quarter 4 be submitted to this Scrutiny Panel in April, 2008.

70.   **MINUTES OF THE MEETING OF THE DEMOCRATIC RENEWAL SCRUTINY PANEL HELD ON 17TH JANUARY, 2008**

Resolved:- That the minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 17th January, 2008 be approved as a correct record for signature by the Chairman.

71. **MINUTES OF THE MEETINGS OF THE PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE HELD ON 19TH DECEMBER, 2007, 18TH JANUARY AND 1ST FEBRUARY, 2008**

   The Scrutiny Panel noted the minutes of the meeting of the Performance and Scrutiny Overview Committee held on 19th December, 2007, 18th January and 1st February, 2008.

72. **MINUTES OF A MEETING OF THE NEW ARRIVALS WORKING PARTY HELD ON 30TH JANUARY, 2008**

   The Scrutiny Panel noted the minutes of the meeting of the New Arrivals Working Party held on 30th January, 2008.

COMMUNITIES AND INVOLVEMENT
13th March, 2008

Present:- Councillor Hussain (in the Chair) and Councillor Burton.

68. **DECLARATIONS OF INTEREST**

Councillor Burton declared a personal interest in the Rotherham Women's Strategy Budget, being this Council's representative on the Women's Strategy Group.

69. **MINUTES OF THE PREVIOUS MEETING HELD ON 11TH FEBRUARY, 2008**

Resolved:- That the minutes of the meeting of the Cabinet Member for Communities and Involvement held on 11th February, 2008 be approved as a correct record for signature by the Chairman.

70. **MINUTES OF A MEETING OF THE NEW ARRIVALS WORKING PARTY HELD ON 30TH JANUARY, 2008**

Resolved:- That the contents of the minutes of the New Arrivals Working Party held on 30th January, 2008 be noted.

71. **COMMUNITY COHESION SERVICES IN ROTHERHAM**

Consideration was given to a report presented by Mark Ford, Safer Neighbourhoods Manager, and Steve Parry, Safer Rotherham Partnership Co-ordinator, which detailed work carried out during 2007 by the Safer Rotherham Partnership (SRP). The Community Cohesion Task and Finish Group identified the need to significantly improve the co-ordination of community cohesion and tension monitoring in Rotherham. The SRP Executive Group received a report in September, 2007 identifying the need to commission a new service and on the 18th September, 2007 the Safer Rotherham Partnership Board supported this strengthening of approach and the proposed new Community Cohesion Service structure was agreed by the Safer Rotherham Partnership in February, 2008.

This report set out in detail the structure to facilitate the reporting and monitoring of community tension and hate crime in Rotherham and the new direction this would take.

The development of the new service had taken on the learning and advice during the review and it had now been agreed that it now be implemented as soon as practicably possible. The new service would include the following functions;-

- Collation, monitoring and co-ordinating action on community tensions.

- Collate racist incident data for BVPI returns, GOYH, SRP etc.
- Analyse trends and provide challenge to agencies if appropriate.
- Provide relevant staff training for agencies.
- Ensuring cases are investigated and victims supported by relevant agencies.

The agreed model, as shown in the Schematic Diagram, ensured the way community cohesion and tension was co-ordinated within Rotherham and broadened its focus to address all Hate Crime. Key to the model was to have clear co-ordination of the function (Hate Crime Officer) and that the system followed that established within the Safer Rotherham Partnership arrangements by utilising the Community Information Unit (CIU) for analysis with delivery mechanisms including the NAG/JAG process and SY Police Bi-weekly arrangements.

The revised process was also shown in the report, which strengthened the system for intelligence feeding into the process by key "statutory" partners by the use of the CIU. The CIU would provide analysis and assessment reports to enable the new Community Tension Meeting to draw action response which may require short term tasking or a wider strategic consideration.

The newly appointed Hate Crime Officer would be based with other Community Safety Officers supporting the Safer Rotherham Partnership and by this provide:-

- A challenge to agencies if appropriate.
- Training to partners via a commissioning process.
- Centralised performance reporting, whilst ensuring individual cases were investigated and supported by relevant agencies.

A discussion and answer session ensued and the following issues were raised and clarified:-

- Re-establishment of the L.G.B.T. Forum.
- Fragmented approach to collating data.
- Title of the Hate Crime Officer and suggested alternatives.
- MAARI's involvement in the monitoring of community tensions.
- What difference had the previous allocated funding made for Rotherham.
- Safer Strong Communities Fund.
- Community confidence in reporting to an independent body.
- Process chart co-ordination and how it all fits together.
- Three month extension of the co-ordination role of MAARI.
- Improvements to managing greater community cohesion.
- Need for information sharing and keeping Elected members informed.

Resolved:- (1) That the revised model for the delivery of a Community

Cohesion Service in Rotherham be noted.

(2) That Community Cohesion Services in Rotherham be monitored and a progress report be submitted to the Cabinet Member for Communities and Involvement on a quarterly basis.

72.   **FORWARD PLAN/WORK PROGRAMME FOR COMMUNITIES AND INVOLVEMENT**

Discussion ensued on the progress of the Forward Plan/Work Programme for Communities and Involvement.

It was suggested that project work be incorporated in to the future plan.

Resolved:- That the Forward Plan/Work Programme be developed and be submitted to a future meeting.

73.   **EXCLUSION OF THE PRESS AND PUBLIC**

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended March 2006) (information relates to financial/business affairs).

74.   **ROTHERHAM WOMEN'S STRATEGY BUDGET**

Consideration was given to a report presented by Janet Spurling, Equalities and Diversity Officer, which provided an update of spend against the allocated 2007/2008 ICIB fund for the Women's Strategy and sought approval to carry forward unspent monies to the new financial year 2008/2009.

Discussion ensued on factors that facilitated the underspend, the seeking of other sources of funding to compliment the underspend and proposals for expenditure during 2008/09.

Resolved:- (1) That the contents of this report be noted.

(2) That the £1400 unspent ICIB monies be carried forward to 2008/2009.

(Councillor Burton declared a personal interest in the Rotherham Women's Strategy Budget, being this Council's representative on the Women's Strategy Group)

75.   **2008/2009 INFRASTRUCTURE AND CORPORATE INITIATIVES FUND (ICIB) - GRANT AID FOR INFRASTRUCTURE BODIES**

Consideration was given to a report presented by Zafar Saleem,

Community Engagement and Cohesion Manager, which sought approval to enter into grant aid contracts with a number of infrastructure and anchor organisations as part of the Council's commitment to voluntary and community sector development and meeting the associated Local Area Agreement targets.

Discussion ensued on the funding profile and proposals, the funding arrangements and time period, the performance management arrangements and the resource allocations through the budget.

It was suggested that further information was required prior to this report be re-discussed at a special meeting.

Resolved:-   That this item be deferred and considered at a special meeting to be held on Tuesday, 18th March, 2008 at the Town Hall.

76.   DATE AND TIME OF NEXT MEETING

Resolved:-   That the next meeting of the Cabinet Member for Communities and Involvement take place on Monday, 14th April, 2008 at 11.30 a.m.

PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE
15th February, 2008

Present:- Councillor Stonebridge (in the Chair); Councillors Akhtar, Austen, Boyes, Burton, Clarke, Jack, McNeely, G. A. Russell, P. A. Russell and Whelbourn.

Also in attendance was Councillor Wardle (Chair of the Audit Committee)

An apology for absence was received from Councillor Doyle.

149.   DECLARATIONS OF INTEREST

There were no declarations of interest made at this meeting.

150.   QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no questions from members of the public or the press.

151.   SCRUTINY FUNCTIONS - FUTURE ARRANGEMENTS

The Chairman, by way of introduction, proposed that the basis of the discussions be to build an agenda for a future half day session on the future of overview and scrutiny work.

The Chairman then gave a presentation which covered:-

- Scrutiny self assessment : what you said

- Local Government Act 2000

- Additional developments (legislation)

- Local Government and Public Involvement in Health Act

- Councillors Call for Action

Discussion and a question and answer session ensued and the following issues were covered:-

- scrutinising commissioners or suppliers

- scrutiny priorities and budget implications

- need for discussions with significant partners regarding how scrutiny was going to work

- awareness of LAA targets

- guidance regarding Councillors Call for Action and need for clear safeguards/policy in respect of vexatious/frivolous complaints

- need for dialogue with area assembly chairs

Sioned Mair Richards, Scrutiny Adviser, then gave a presentation on models of scrutiny in other authorities, explaining the scrutiny arrangements/processes in Newham, Oldham, Bury St. Edmunds, Hackney and Merton.

Discussion and a question and answer session ensued and the following issues were covered:-

- PICK method used in Bury St. Edmunds and possible incorporation of such, adding value for money, as a summary for our reviews

- pre decision scrutiny and forward plan of key decisions (potential need for scrutiny review)

- need for further development of overview role

- partnerships and local area agreements

- protocols with partners

The Chairman summarised the issues for consideration and it was :-

Resolved:- (1) That a half day session be held on the morning of Wednesday, 5th March, 2008, open to all Members of the Council, to discuss further the issues now highlighted including :-

(a) the setting of work priorities

(b) publicity and understanding regarding the role of overview and scrutiny amongst partners

(c) resourcing/funding of scrutiny

(d) policy for vexatious complaints in respect of Councillors Call for Action

(e) models of scrutiny : ways of working

(f) establishing where scrutiny work comes from/organising for the upcoming challenges/developing the role of scrutiny

(2) That the Chairman, in the first instance, discuss with area assembly chairs the issues now identified and future ways of working with scrutiny.

(3) That Vince Roberts, Rotherham Partnership Manager, be requested to attend a round of scrutiny panel meetings to introduce Members to LAA targets.

(4) That further consideration be given to the need for a review of the forward plan of key decisions by this Committee.

152. MINUTES

Resolved:- That the minutes of the meeting held on 1st February, 2008 be approved as a correct record for signature by the Chairman.

153. WORK IN PROGRESS

Members of the Committee reported as follows:-

(a) Councillor G. A. Russell reported in respect of the Children and Young People's Scrutiny Panel :-

(i) the last meeting had discussed:

- Child and Adolescent Mental Health Services

- Proposals to reduce the number of young people not in education, employment and training

(ii) the next meeting was to consider the Imagination Library

(iii) the Bullying review had been taken up by IDeA

(b) Councillor Akhtar reported that the next meeting of the Regeneration Scrutiny Panel was to focus on renaissance/regeneration and the retail strategy

(c) Councillor Stonebridge informed members of the Member Development Conference taking place at MAGNA on 10th March, 2008.

154. CALL-IN ISSUES

There were no formal call in requests.

(The Chairman authorised consideration of the following item to keep Members informed.)

155. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of

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exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972 (financial information).

156.   BUDGET 2008/09 AND MEDIUM TERM FINANCIAL STRATEGY (MTFS) 2008-2011

Pete Hudson, Director of Service Finance, gave a presentation on the Budget 2008/09 and MTFS 2008-11.

The presentation covered:-

- Agenda :   -   Local Government Finance Settlement Update
              -   Budget Resources and Pressures
              -   Budget Process

- Final Local Government Settlement

- Future Years : 2009/10 and 2010/11

- Summary Statement of Projected Spend

- Summary Statement of Projected Resources

- Budget Pressures

- Budget Process to date

Discussion and a question and answer session ensued and the following issues were covered:-

- latest funding gap position

- how the budget had changed the investment risk profile

- level of reserves

- prudential reserves

- expectation in new LAA that public sector partners would commission services together

- progress identifying spend by locality

- key services going forward

- need to quantify budget aims/delivery and measure outcomes/outputs

- need, in future budgets, for scrutiny members to get the overall budgetary position and not just budget information pertaining to specific scrutiny panels.

- scrutiny role in the fostering process

- fostering shop

Resolved:- (1) That the presentation be noted.

(2) That the fostering issues be referred back to the Children and Young People's Scrutiny Panel for further consideration.

PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE
Friday, 29th February, 2008

Present:- Councillor Stonebridge (in the Chair); Councillors Akhtar, Austen, Boyes, Burton, Clarke, Jack, McNeely, G. A. Russell and Whelbourn.

Also in attendance was Councillor Wardle (Chair of the Audit Committee)

In attendance for Item 159 below were:-

Nick Best	Government Office Yorkshire and the Humber
Peter Holmes	Environment Agency
Steve Maggs	National Grid
Nick Gill	C.E. Electrical
John Hunter	C.E. Electrical
Anna Trippel	C.E. Electrical
Wendy Kimpton	Yorkshire Water
Michelle Lewis	Yorkshire Water
Laurence Morgan	British Waterways
Martin Pollard	British Waterways

Apologies for absence were received from Councillors Doyle and P. A. Russell and also from John Healey, M.P. and Tony Rae (Severn Trent Water).

157.   **DECLARATIONS OF INTEREST**

Councillor Akhtar declared a personal interest in item 160 below (RBT – Performance Update) being the Council's representative on the RBT Board.

158.   **QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS**

There were no questions from members of the public or the press.

159.   **INTEGRATING EMERGENCY MANAGEMENT**

The Chairman welcomed organisation representatives to the meeting and introductions were made. Brief reference was made to the submitted report summarising the overview and scrutiny work undertaken since the flooding in June, 2007.

The Chairman outlined the format of the discussions and referred to the report considered by Cabinet this week relating to the summary of both the independent review by Sir Michael Pitt of the 2007 floods and the Environment Agency review of 2007 summer floods, including the possible impact on the Council.

Graham Kaye, Engineer and Ian Smith, Director of Asset Management elaborated on the report to Cabinet and highlighted some of the issues as

follows:

- investment work
- responsibilities of the Council and partners
- river levels and overland flooding
- internal flooding Whiston/Catcliffe and apparatus problems
- creation of unforeseen drainage channels e.g. railway lines enabling water to flow and cause damage

The findings of the Pitt report and Environment Agency review indicated a need to work more closely with partners/agencies and to establish stronger communication links for the future.

An action plan was being prepared and a way forward needed to be agreed.

Nick Best, Government Office for Yorkshire and the Humber, elaborated on:

- the role of Government Office : making reference to the Resilience Team and the setting up of communications and also being the command link back to Central Government

- preparedness for an emergency: indicating systems and processes in place. Close working relations had been established with the Pitt review team and Local Resilience Forums had been notified of recommendations from the Pitt report

- execution :   -   at national level category 2 responders (utilities) some worked well some didn't
  - an understanding of critical national infrastructure was vital
  - need for stockpiling of equipment was being assessed
  - need for better understanding of surface water flooding
  - consideration of mutual aid arrangements between local authorities

  -    at regional level
  - Local Resilience Forums (LRF) were carrying out their own reviews
  - aims to bring LRF's together to move forward collectively

Discussion and a question and answer session ensued and the following issues were covered:-

- representation on LRF's

- clarification of a Category 2 responder

- numbers of Category 2 responders attending at Gold Command (space availability issues) and need for clarity regarding presence of responders

- travel access to Gold Command

- experiences of Category 2 responders in the June floods

- Category 2 responders attendance at LRF's

- implications for gas and electricity supplies should Ulley Reservoir have burst and awareness of those implications

- need for the sharing of installations information at regional and national level with partners including local planners

- distributive command structures

- clarification regarding roles of Gold Command (Strategic), Silver Command (tactical) and Bronze Command (operational)

- sharing of information at community level

- rationale for moving to Gold Command and hierarchy e.g. most senior people not necessarily at Gold Command

- need to develop intelligence at local level utilising local community, parish councils, local emergency plans etc.

- need for a review of critical infrastructures and better utilisation of such information

- need for clarification of the element of risk associated with Brinsworth Sub-Station

- need to build risks modelling of critical society infrastructures into local and regional risk registers

- maintaining a clean water supply

- checking dams/reservoirs

- managing surface water

- understanding reservoirs and the need for inundation maps was essential

- responsibility for production of inundation maps

- need for better communication links with partners

- need for more proactive working between partners/agencies and a shared agreed set of risks around flooding issues

Following a brief adjournment, a discussion and question and answer session continued focusing on drainage, land and water matters and the following issues were covered:-

- action plans from the floods in 2000

- planning guidance re flood plains

- sandbag allocations and potential alternatives to sandbags

- overview of issues from the 2007 floods from an Environment Agency (EA) responsibility regarding:

  - flood warnings : E.A. lead organisation but can only provide where detection feasible. Cannot detect through surface water/drains etc. Pre-registration was required for flood warning notification but take up was poor. Awareness raising was ongoing

  - liaison/communication : network of gauges on rivers. EA shared information with other organisations but stretched to limit in June, 2007. Lessons learnt from June, 2007 to enable more media information during January, 2008 flood

- recommendation from Pitt report that Environment Agency lead on surface water and need for help/ information from partner organisations regarding surface water/sewers/drains

- 'hawkeye' monitoring of sewers/manholes

- costs and siting of monitoring equipment

- local authority/undertakers' inventories could help Environment Agency and build up a shared knowledge base

- need for proper mechanisms/terms of reference to assess information provided and make practical sense of it

- 'private' drainage issues and need to clarify private/public ownership

- LRF's and numbers of flood plans/governance arrangements

- reporting line/ accountability of LRF's

- need to be able to hold to account locally those with responsibilities

- national capability surveys every two yeas to assess performance of LRF's

- leadership of LRF's

- work of LRF's driven by national, regional and local risks

Discussion and a question and answer session then continued on specific local matters and the following issues were covered:-

- Canklow regulators

- River Rother regulators

- considerations to reduce risks further in the River Don/River Rother area but time consuming and costly: options to be considered regarding national priority and funding

- public health issues .e.g. sewage in gardens and kitchens

- equipment issues e.g. lack of sandbags, pumping not adequate

- temporary and demountable defences

- lessons learnt from other countries

In concluding the discussions, the Chairman summarised the issues highlighted which needed further attention as follows:-

1) Need to continue to develop better communications and information exchange
2) Need to clarify roles/responsibilities of Gold/Silver/Bronze Command
3) Need for Local Resilience Forum to look again regarding its own leadership in blue light scenarios
4) Sharing of inundation plans would be helpful
5) Brinsworth Substation position in need of clarification and further work required on the level of risk
6) Integrated Risk Management and Assessment – need for safe setting to share information and that those risks can be challenged

   Community Risk Management – risk forums to look for opportunity to challenge

7) Need for an integrated monitoring system
8) Need for clarification of laws relating to sewers/drains (public lack of understanding who is responsible) single contact needed
9) Consideration needed as to whether LRF focus of work should be sub regional as now or needs to be more local

10)   Although not possible to deliver all action plans from 2000, the need to be able to deliver 2007 action plans was vital.

11)   Any further views to be forwarded to the scrutiny office.

In concluding, the Chairman made reference to views expressed by John Healey, M.P., which would be built into the reports going forward for further consideration.

The Chairman thanked everyone for their attendance and contribution.

160.   RBT PERFORMANCE UPDATE

The Chairman welcomed Paul Hamblett, Business and Improvement Manager and Paul Briddock, Head of Service Operations, RBT Connect Ltd., together with Mark Gannon, Transformation and Strategic Partnerships Manager.

Paul Hamblett presented, with the aid of powerpoint, the submitted report detailing the progress and performance of RBT for the period 1st September to 31st December, 2007.

The presentation covered:-

-      SLA Performance

-      Rotherham Connect Contact Centre Update

-      Rotherham Connect Call Volumes

-      Human Resources and Payroll

-      ICT

-      Procurement

-      Revenues and Benefits

-      Revenues and Benefits : Council Tax Collection

-      RBT complaints by Ward

Highlights for the period included :

-      Rotherham MBC was successful in the British Computer Society Awards, 2007, winning the Public Sector Organisation of the year award

-      two members of RBT Connect staff were awarded HEART employee of the month for September and December

- alternate weekly collection scheme impact on Connect performance

- Rotherham Registrars selected by Central Government as a pilot site for the "Tell Us Once" project, one of only three sites nationwide

- Rotherham Registrars features in a national publication

- excellent work continues for Rotherham citizens in Welfare Rights and Money Advice Service

- positive results from the Human Resources and Payroll customer satisfaction survey

- pay awards received and implemented

- Advice and Guidance Service provided support to Rotherham 2010 Ltd.

- All ICT service level agreements reported on or above target

- planning alert service went live

- progress continues with Procurement Card process

- improvements in BVPI 8 performance

- positive Procurement Satisfaction Survey results

- implementation of Local Housing Allowance remained on schedule

- quarterly reported service level agreements in Revenues and Benefits all reported on target

The report set out :-

- Service by service overview covering :

  - Customer Services/Public Access
  - HR and Payroll
  - ICT
  - Procurement
  - Revenues and Benefits

- Progress Against Corporate Initiatives:

  - Equalities and Diversity
  - Investors in People
  - Consultation/Complaints

Discussion and a question and answer session ensued and the following

issues were covered:-

- use of single telephone number
- broadband provision
- role of schools in procurement savings
- impact of opportunity to pay direct debits in twelve monthly payments
- need for future reports to breakdown complaints figures by ward and client

Resolved:- That the information be noted.

(Councillor Akhtar declared a personal interest in the above item being this Council's representative on the RBT Board)

161.   QUARTER 3 PERFORMANCE 2007/08

Matt Gladstone, Assistant Chief Executive, presented the submitted reported relating to the above and gave a brief presentation which covered:-

- update on progress of Corporate Plan measures

- Corporate Plan key performance indicators

- Corporate Plan exceptional improvement

- CPA Direction of Travel 2008

- Performance Clinics

- Local Area Agreement

- CPA Framework 2008

- Overall key issues relating to :

    • Environment and Development Services
    • Neighbourhoods and Adult Services
    • Children and Young People's Services
    • Finance/RBT

The report indicated that, at the end of Quarter 3, 73% of the Corporate Plan indicators had hit their target with 72% showing improvement or maintaining their best score in the Audit Commission's Direction of Travel.

Last year's CPA Direction of Travel improvement rate was 55%. Currently, Quarter 3 results indicated an improvement rate of 53% with a projected

year end improvement rate of 62%.

Discussion and a question and answer session ensued and the following issues were covered:-

- BV 212   average time to re-let properties

- PAF C28 households receiving intensive home care per 1000 population aged 65+

- PAF C29 adults with physical difficulties helped to live at home

- PAF C72 number of admissions of supported residents aged 65+ to residential and nursing care

- Base Budget Review discussions

- impact of lifting the moratorium on development of Greenfield sites

- Ombudsman: average number of days to respond to complaints

- breastfeeding facilities : need for information from partner organisations/women's strategy

Resolved:- (1) That the information be noted, including the overall position and direction of travel in relation to performance.

(2) That the Direction of Travel performance measures at risk be noted.

(3) That scrutiny panels look at the respective indicators along with the relevant Cabinet Member.

162.   COOPTION ONTO SCRUTINY PANELS

Resolved:- (1) That consideration of this matter be deferred until the next meeting.

(2) That, prior to the next meeting, the Chairs and Vice-Chairs of scrutiny panels and scrutiny advisers give initial consideration to the position.

163.   MINUTES

Resolved:- That the minutes of the meetings held on 15th February, 2008 be approved as a correct record for signature by the Chairman.

164.   WORK IN PROGRESS

Members of the Committee reported as follows:-

(a) Councillor Jack reminded Members that the launch of the Women's

24 **PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE - 29/02/08**

Strategy was taking place next Wednesday, 5th March, 2008 from 10.00 a.m. to 3.00 p.m.

(b) Councillor Boyes reported that an extra 'themed' meeting of the Regeneration Scrutiny Panel had been scheduled for Wednesday, 2nd April, 2008 with regard to the Town Centre Renaissance.

(c) Councillor Stonebridge informed Members that :-

- the Advice Centres review report was now in draft

- the review of the Use of Consultants was now complete

- the Councillor Call for Action Working Group had reported to Cabinet

- the Complaints review was nearing its completion

165. **CALL-IN ISSUES**

There were no formal call in requests.

1   MEMBERS' TRAINING AND DEVELOPMENT PANEL - 21/02/08

MEMBERS' TRAINING AND DEVELOPMENT PANEL
THURSDAY, 21ST FEBRUARY, 2008

Present:- Councillor Gosling (in the Chair); Councillors Austen, Barron, Currie, Cutts, Dodson, Foden, Jack, Littleboy, McNeely, Pickering and Whysall.

Apologies for Absence were received from Councillors Burton, Falvey, Hodgkiss, Lakin, Sharman and Smith and Mr. D. Morton (Parish Council Representative).

23.   MINUTES OF THE PREVIOUS MEETINGS HELD ON 24TH JANUARY AND 6TH FEBRUARY, 2008

The minutes of the previous meetings, held on 24th January and 6th February, 2008, were agreed as a correct record.

24.   LGIU: SUPPORTING COUNCILLORS - A MANIFESTO FOR COUNCILS

Further to Minute No. 21 of the meeting of this Panel held on 6th February, 2008, consideration was given to the report presented by the Scrutiny Adviser, which detailed how the Local Government Unit (LGIU) had launched a manifesto asking local authorities to sign up to support and act on a dozen practical measures which could better support existing and future councillors.

The LGIU had also looked at the recommendations of the Commission and as a result has launched "Supporting Councillors: a manifesto for councillors". The manifesto comprised twelve action points which local authorities were asked to sign up to in order to "send a clear signal to government that councils are serious about the need to support councillors in order to continue to have effective government".

Members considered the twelve aims of the manifesto and whether this Authority would wish to endorse those aims.

The following salient points were raised during the Panel's discussion of this item:-

- the Internet web site of the Welsh Local Government Association, which provided useful information for prospective candidates for election as a Councillor ……. (address ??) …

- the Council ought to consider the provision of pre-election support and information for prospective candidates in readiness for the Borough Council elections in 2010;

- Councillors might attend a future meeting of the Youth Cabinet for discussion about the role of a Councillor;

- providing copies of the LGIU manifesto for councillors to all Members of the Council;

- each Area Assembly should ask Councillors to volunteer to present information about 'How the Council Works' at full meetings of the Area Assemblies;

- a good example of a local authority publicity leaflet was available from Swansea City Council;

- the publication of 'good news' stories about the positive impact of Councillors within the community.

Agreed:- (1) That this Panel expresses the view that Rotherham ought to support the LGIU manifesto for councillors.

(2) That the manifesto be submitted to the Cabinet for further consideration.

(3) That the Scrutiny Adviser submit a report about the role of a Councillor, to a meeting of this Panel to be held during September 2008 and such report shall include the implications of the European Commission working time directive for the role of Councillor.

25.   **MEMBER DEVELOPMENT BUDGET - UPDATE**

Further to Minute No. 16 of the meeting of this Panel held on 24th January, 2008, the Scrutiny Adviser, gave an update on the current position with regard to the Members' training budget.

The Panel noted that there would be an under-spend on the current year's budget of approximately £10,000, due mainly to the use of South Yorkshire Improvement Programme grant money to fund most of this year's training activities for Members. There was a proposal for virement of this unspent amount from the Members' training budget to the budget of the Chief Executive's Office, in the 2007/2008 financial year. The Panel agreed that this virement should take place, subject to Council approval as part of the budget process.

Discussion took place on the items of expenditure suggested at the meeting held on 24th January 2008 (Minute No. 16 refers), as well as a number of repairs and items of improvement needed within the Town Hall. It was noted that the fluorescent named vests had now been ordered for all Members of the Council.

The Panel acknowledged that the South Yorkshire Improvement Programme grant money was unlikely to be available in future years and debated possible alternative sources of funding for Members' training.

Agreed:- (1) That the current position regarding the Members' training

budget, including the proposed virement of the unspent amount to the budget of the Chief Executive's Office, be noted.

(2) That the provision of a hearing loop system within the John Smith Room at the Town Hall be deemed a priority scheme and further consideration be given to the possible funding of the system.

(3) That, further to (2) above, the Panel notes that the remaining expenditure proposals, as listed at Minute No. 16 of the Panel's meeting held on 24th January, 2008, will not proceed during the current financial year.

(4) That the appropriate officers undertake a thorough check of the Town Hall building to identify items of repair and maintenance.

(5) That further consideration be given to the identification of alternative sources of funding for Members' training, including the use of allocations from each Directorate's budget.

26.   I.T. FOR MEMBERS - UPDATE

The Scrutiny Adviser gave an update on the current situation with regard to I.T. for Members.

Discussion took place on the progress of the I.T. pilot scheme for Members. Individual Members reported on a number of I.T. issues which still required resolution.

Agreed:- That a progress report about the I.T. pilot scheme for Members be submitted to the next meeting of this Panel.

27.   DATE AND TIME OF NEXT MEETING

Agreed:- That the next meeting of the Panel take place on the Thursday, 27th March, 2008 at 2.00 p.m.