DEMOCRATIC RENEWAL SCRUTINY PANEL

Venue:- Town Hall, Moorgate, Street, Rotherham. S60 2TH
Date:- Thursday, 27 January 2011
Room:- Council Chamber
Time:- 3.30 p.m.

A G E N D A

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. Police Reform and Social Responsibility Bill (report herewith) (Pages 1 - 6)

7. Rotherham Victim Support (Presentation by Yvonne Cherry)


9. Partners and Communities Together Meetings (PACT) (report herewith) (Pages 7 - 11)

For Monitoring:-


Minutes - For Information:-

11. Minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 28th October, 2010 (herewith). (Pages 16 - 19)
12. Minutes of meetings of the Performance and Scrutiny Overview Committee held on 12th November and 17th December, 2010 (herewith) (Pages 20 - 34)

Date of Next Meeting:-
Thursday, 3 February 2011

Membership:-
Chairman – Councillor Austen
Vice-Chairman – Councillor J. Hamilton
Councillors:- Currie, Cutts, Dodson, Hughes, Johnston, Littleboy, Mannion, Parker, Pickering, Sims and Tweed

Co-opted Members
Ms. J. Jones (GROW)
1. Meeting: Democratic Renewal Scrutiny Panel

2. Date: 27th January 2011

3. Title: Police Reform & Social Responsibility Bill

4. Directorate: Chief Executive’s

5. Summary

The Police Reform and Social Responsibility Bill comprises 156 clauses in five Parts and sixteen Schedules. The Parts cover:

- Police Reform;
- Licensing;
- Parliament Square Garden and surrounding area;
- Miscellaneous including misuse of drugs and arrest warrants; and
- Final Provisions.

Parts one and two are directly relevant to the Council. This report covers these provisions and identifies potential implications for the Council.

6. Recommendations

That the Panel:

a) Receive the information set out in the report;
b) Consider any potential implications for Community Safety and scrutiny of Crime and Disorder matters; and
c) Receive further reports as the Bill passes through Parliament and detail commencement issues become known.
7. Proposals and Details

The Police Reform and Social Responsibility Bill received its first reading in the House of Commons on 30th November and started the Committee Stage on 18th January. The Bill comprises 156 clauses in five Parts and sixteen Schedules.

Part one, Police Reform; and Part two, Licensing are directly relevant to Council.

Part 1 covers provisions to abolish police authorities and replace them with directly elected Police and Crime Commissioners. Police and Crime Commissioners will be responsible for holding the chief constable of their police force to account for the full range of their responsibilities. The chief constable will retain responsibility for the direction and control of the police force.

The Bill provides that the first election of Police and Crime Commissioners will be on the ordinary day of local government elections in 2012. The term of office will be four years and Commissioners will only be able to hold office for a maximum of two terms. The two terms need not be consecutive. The method of election will be the supplementary vote system. The role will be a salaried position, with salaries set by the Secretary of State.

The work of the Police and Crime Commissioner will be scrutinised by a Police and Crime Panel. In South Yorkshire, the panel will consist of ten members drawn from the four councils. It will be for each council to select its members of the panel, but where there is an elected Mayor as in Doncaster, the Mayor will have to be one of the members. The panel will also have to reflect political balance. In addition the panel will co-opt two members who will be voting members of the panel.

The Police and Crime Commissioner will be required to produce the Police and Crime plan in the first year after being elected and may amend the plan during the term of office. The plan will be required to set out the following matters:

- The elected local policing body's police and crime objectives;
- The policing of the police area which the chief officer of police is to provide;
- The financial and other resources which the elected local policing body is to provide to the chief officer of police for the chief officer to exercise the functions of chief officer;
- The means by which the chief officer of police will report to the elected local policing body on the chief officer's provision of policing;
- The means by which the chief officer of police's performance in providing policing will be measured; and
- The crime and disorder reduction grants which the elected local policing body is to make, and the conditions (if any) to which such grants are to be made.

Before adopting or revising the plan, the Police and Crime Commissioner will be required to:

- Consult the relevant chief constable in preparing the draft plan or variation;
- Send the draft plan or variation to the relevant police and crime panel;
- Have regard to any report or recommendations made by the panel in relation to the draft plan or variation;
• Give the panel a response to any such report or recommendations, and
• Publish any such response.

Provisions are also included in Part 1 for Police and Crime Commissioners to appoint, suspend and dismiss the chief constable of their police force. The appointment of all other officers will remain a matter for the chief constable.

The Bill makes amendments to the Crime and Disorder Act 1998 (c. 37) in relation to Community Safety Partnerships and Local Crime and Disorder Reduction Strategies.

The principal amendments are:
• Police and Crime commissioners will not be members of Community Safety Partnerships;
• Conferring functions on a Police and Crime Commissioner in relation to strategies for any local government area that lies in their force area. This includes provision for the commissioner to arrange meetings to assist development and implementation of strategies; being chair of any such meetings; and being able to specify attendees which may include representatives of the responsible authorities comprising a Community Safety Partnership in their force area; and
• A power to require the responsible authorities comprising a Community Safety Partnership to submit a report on any matter relating to the exercise of their functions to the Police and Crime Commissioner in the case of them not being satisfied the responsible authorities within a Community Safety Partnership are performing their functions adequately.

The Bill provides that the Police and Crime Commissioner and bodies that are members of community safety partnerships formed under the Crime and Disorder Act 1998 (c. 37) will be required to co-operate with each other in the exercise of their respective functions.

The Police and Crime Commissioner will be required to produce an annual report in respect of each financial year covering how the Police and Crime Commissioner has carried out the functions and the progress made in meeting the objectives in the police and crime plan. Provisions are also made for the Police and Crime Panel to scrutinise the annual report.

In addition to the role of the Police and Crime Commissioner, there will be a duty placed on chief police officers to engage with local people. This involves engaging with people in each neighbourhood in the police area, in order to obtain their views about crime and disorder and provide information about policing. These arrangements should include regular community beat meetings and other forms of engagement, which allow all groups in an area to give their views on policing and hold their local police to account. Information could include statistical or other information relating to policing, crime and disorder.

Part 2 makes amendments to the Licensing Act 2003 (c. 17) to give licensing authorities, the police, local authorities with responsibility for controlling noise nuisance, and communities more powers in licensing decisions. The Bill also provides a role for Primary Care Trusts in licensing processes.
The Bill will give greater powers to licensing authorities to remove or refuse licences by enabling them to fulfil the same functions as existing responsible authorities, and to communities to make representations in relation to licensing decisions or call for a review of licensed premises. There is provision for doubling the maximum fine for premises which persistently sell alcohol to those under 18, and increasing the period of suspensions which can be imposed on such premises.

There is to be a reduction in the evidence required by licensing authorities and the police when making decisions. There are also provisions to give licensing authorities greater flexibility in making early morning restriction orders for a period of any duration between midnight and 6am, and to be able to impose different restrictions on different days.

The police and the Council exercising environmental health functions will be able to object to a temporary event notice and will be able to impose conditions on a temporary event notice in limited circumstances. Provisions will also enable premises users, in any calendar year, to hold a single event under a temporary event notice for up to seven days, use a single premises for up to 21 days and to give a limited number of temporary event notices later than the existing process permits.

8. Finance

Police and Crime Commissioner

The Police and Crime Commissioner will be responsible for setting a budget and issuing Council Tax precepts, becoming a major precepting authority under Part 1 of the Local Government Finance Act 1992 (c. 14)

The provisions will require the Police and Crime Commissioner to notify the Police and Crime Panel of the proposed precept, for the panel to consider the proposal and report on it, and for the commissioner to have regard to the report. The Police and Crime Panel will have the power to veto a proposed precept provided that three quarters of the total membership of the panel agrees. In the case of a veto being exercised, the Police and Crime Commissioner will be required to issue a different precept in accordance with the recommendation made by the Police and Crime Panel in its report.

There will be a requirement for the Police and Crime Commissioner to consult the public on the proposed precept, however, there will be no requirement for any separate consultation with payers of non-domestic rates.

Additionally, the Localism Bill, currently before parliament proposes amendments to the Local Government Finance Act 1992 (c. 14) to provide for referendums to be held in the case of “excessive” Council Tax increases being proposed. An “excessive” amount would be an increase above a figure determined by the Government. These provisions apply to a Police and Crime Commissioner in the capacity of a major precepting authority.
Licensing

There will be new powers for the Council to enforce payment of unpaid fees by enabling suspension a premises licence or club premises certificate for non-payment of an annual fee. There will also be a requirement on the Secretary of State to review the impact of all the amendments to the regulatory regime under the Licensing Act 2003 after a period of five years following their coming into force.

The Bill makes provision to enable the Council to introduce a levy which will be payable by premises which supply alcohol as a part of the late night economy. The Council will be able to impose the levy on such premises for a period of any duration between midnight and 6am, although some premises may benefit from an exemption or discount. At least 70% of the funds generated by the levy will have to be paid to the Police and Crime Commissioner. It is proposed that such funds will also be paid to bodies which operate measures to address the effect of alcohol related crime and disorder.

9. Risks and Uncertainties

Whilst the Government intends that the provisions of the Bill will commence in 2012, the Bill reserves the power to the Secretary of State, by Order, for commencements of the provisions. This provides some uncertainty over the timing of any issues arising for the Council.

The Council is monitoring all legislative developments that will have implications for the Councils through the Council’s Local Government Reform Implementation Plan, and providing updates in the monthly Policy Briefing. These existing practices will safeguard the Council against any unexpected changes in government policy direction of previously unforeseen implications.

10. Policy and Performance Agenda Implications

The Bill sets out the Government’s policy approach following the “Policing in the 21st Century” White Paper and statements in the coalition programme regarding reforms to licensing provisions.

The Bill provides amendments to the Crime and Disorder Act 1998 (c.37) to allow the Secretary of State to make Regulations to confer functions on a Police and Crime Commissioner in relation to Local Crime & Disorder Strategies for any local government area that lies in their force area. This includes provision for the commissioner to arrange meetings to assist development and implementation of strategies; being chair of any such meetings; and being able to specify attendees which may include representatives of the responsible authorities comprising a Community Safety Partnership in their force area.

The provisions do not make any amendments to the referral of Crime and Disorder matters by the Members of the Council to the Council’s Crime and Disorder Committee.
The key policy issues arising from the provisions of the Bill at this stage relate to governance and accountability. In summary:

- The Police and Crime Commissioner for South Yorkshire will be directly elected by the public;
- Rotherham MBC will appoint its members of the Police and Crime Panel for South Yorkshire;
- The Police and Crime Panel will scrutinise the Police and Crime Commissioner;
- The Council will maintain its functions in relation to the Safer Rotherham Partnership;
- The Police and Crime Commissioner will not be a member of the Safer Rotherham Partnership, but there will be a duty to co-operate;
- The Safer Rotherham partnership will continue to have responsibility for the Local Crime & Disorder Reduction Strategy, but the Police and Crime Commissioner will be able to engage in the development and implementation of the strategy;
- The Council’s functions around the scrutiny of local crime and disorder will continue;
- Both the Police and Crime Commissioner and the Council / Safer Rotherham Partnership will consult the public on crime and disorder;
- The police will engage with communities at the neighbourhood “beat” level; and
- Members will continue to be able to refer crime and disorder matters to scrutiny.

Consideration will need to be given to how these range of inter-relating governance issues are formed into a cohesive package.

11. Background Papers and Consultation

Background papers

Police Reform and Social Responsibility Bill (Bill 116) as read the 1st time on 30th November 2010.

Contact Name:
Steve Eling, Principal Policy Officer, extension 54419, steve.eling@rotherham.gov.uk
5. Summary

The Casey Review (Engaging Communities in Fighting Crime) examined how to better engage communities in the fight against crime and raise public confidence in the Criminal Justice System. The review set out a number of priorities for Community Safety Partnerships, one of which was ‘One dialogue with the public on crime’, the main driver being the introduction of Partners & Communities Together (PACT) meetings in every Safer Neighbourhood Team (SNT) Area.

In February 2009, the Area Assembly Chairs supported the proposal for PACT meetings in Rotherham to be accommodated within our existing Area Assembly meetings and the PACT process is currently established within that overall structure across the seven Area Assembly/SNT areas.

6. Recommendations

That the Democratic Renewal Scrutiny Panel notes the current position in relation to the PACT process in Rotherham and progress made to date.
7. Proposals and Details

Background

The Casey Review highlighted that the public want one response from public services on crime issues, focussed on what is wrong, what needs to be fixed and how that will occur, followed by feedback on what has happened. They want to attend a meeting that would deal with a range of problems from lighting, rubbish collection, potholes, lack of youth facilities, to reporting anti-social behaviour and crime problems.

Both the Casey and Flanagan Reviews highlighted the need to build on good practice by marrying together Neighbourhood Policing and Neighbourhood Management to deliver a better service to the public by:

- Nominating appropriate existing local authority officers as designated liaison points for each Safer neighbourhood Team for all joint action and tasking needed; and
- Ensuring that at every neighbourhood policing public meeting there is a local authority presence

In February 2009, the Area Assembly Chairs supported the proposal for PACT meetings in Rotherham to be accommodated within our existing Area Assembly structure. This structure was already embedded into daily business in Rotherham and is well supported administratively.

The amalgamation of the PACT meeting into the Area Assembly meeting ensured that appropriate local authority and police representatives are present to deal with a wide range of issues raised by the public through one meeting. The amalgamation of the PACT meeting into our Area Assembly process was seen as ‘best practice’ by the Home Office, however, it was acknowledged that across the borough Area Assemblies do not always meet every month. When this is the case, a ‘stand alone’ Police led PACT meeting should take place.

South Yorkshire Police have a corporate model for PACT meetings built around the following structure/format.

- The PACT part of the meeting (when part of an Area Assembly meeting) should be chaired by the SNT Inspector/Sergeant or other appropriate SNT police officer.
- The Local Authority should be represented by an appropriate officer(s).
- The purpose and format of the meeting should be explained to the attendees by the chair.
- All attendees should be offered the opportunity to have a say – the chair should ensure that a minority of attendees do not dominate the session
- The chair is to be aware of the requirements of the Data Protection Act.
- The meeting must respect the confidentiality of what is discussed
• Priorities identified by the PACT should be presented to the attendees for their views and comment.
• Feedback will be given on activities taken and progress in tackling existing priorities (delivered in the ‘We Asked, You Said, We Did’ format).
• The preferred measure of success against the priorities should be defined by the attendees.
• ‘Sign-off’ should be offered to the attendees once the success measure has been achieved (attendees to decide final ‘sign-off’ of a priority).
• The chair should provide monthly updates on local crime and policing issues.
• The chair should provide a brief on specific crimes/incidents and what happened to those brought to justice.
• The chair should deliver corporate/partner reassurance messages and local good news stories.
• The chair will deal with complaints and dissatisfaction by utilising existing recording procedures.

Current Position

The general feeling across partners is that PACT meetings have integrated well into the Area Assembly structure and are firmly established across all seven SNT areas. A continuing strength of the PACT is that it provides residents with the opportunity to receive information on crime and safety, have some influence in the setting of local priorities, receive regular feedback and hold the police and other agencies to account on performance.

In respect of the ‘Stand Alone’ PACT’s that should take place during those months when there is no Area Assembly meeting, a check earlier this month revealed that future meeting dates are set in six of the seven area’s, the exception being Rother Valley South. This has been brought to the attention of the police and is in the process of being rectified.

It should also be pointed out that the ‘stand alone’ meetings are not as well attended by those aligned to the Area Assembly meetings. This could be due to marketing of the meeting although both the Safer Neighbourhood Team and Area Assembly websites advertise details of forthcoming meetings where planned. The Police have questioned, given the general low attendance levels at the “stand alone” PACTs, whether they should be continued. In addition the officer attendance at the meetings needs re-consideration so that over representation of Council services and the Police does not occur. This is being assessed and would be subject to decision as part of the practical implementation of the Locality Review and Joint Action Group of the SRP.

Evidencing the effectiveness of PACT meetings in reducing crime and disorder is difficult, other than to establish that if an issue was raised at the PACT, it was addressed by the authorities and as a result of that activity the problem has ceased and the community informed of the outcome. Rotherham is currently seeing some significant reductions in reported crime and anti-social behaviour and
it may be more appropriate to see PACT meetings as one of a number of contributory factors in achieving this success.

Conclusion

- Rotherham easily integrated the PACT meeting into existing, well-established structures
- Rotherham is well advanced in terms of partnership working and boundaries that are co-terminous e.g. SNTs, Area Assemblies, Streetpride, Localities etc.
- In some areas, this has increased attendances and given added focus to forums
- Views of local communities as to the frequency and need of “stand alone” PACT’s require to be sought
- The importance of the PACT process engaging with ‘hard to reach’ groups within the borough has been identified with interventions being put in place. An example of this is a sub-group of the PACT in Eastwood to specifically address issues within the Asian and Eastern European communities and local PACT meetings in Neighbourhood Action Group ‘hotspots’ (Eastwood Village and East Dene).

8. Finance

The PACT approach has been supported, especially during start up, by external Government funding (by Neighbourhood Crime and Justice Pioneer Area grant). It is unlikely that this grant will be provided beyond this financial year. Routine running of the PACT’s is substantially supported by the revenue budgets of the Council and Police.

9. Risks and Uncertainties

The views of local people to set police and other agency priorities regarding crime and ASB is essential, and is required from the policy drivers highlighted and, in particular, the new Locality agenda. Streamlining of meetings and engagement opportunities are required, however, this must not be at the expense of the community viewpoint nor shared intelligence and working between partners. These aspects will be a consideration of the current Locality Review which is progressing.

10. Policy and Performance Agenda Implications

PACT activity supports the Corporate Plan’s objectives to help to create safe and healthy communities. In addressing the issue the Rotherham Safe priorities the approach contributes to delivering the following key strategic actions:

- Maintaining the current overall low crime rate in Rotherham, as well as continuing to address people’s concerns about anti-social behaviour and their fear of crime
- Increasing satisfaction with local neighbourhoods.
Significant policy drivers from the current Government have built on the previous Government's progress (see papers below) eg Locality Bill, Policing in the 21st Century, and “Stop the Rot” (HMIC).

The process have clear linkages to the seven outcomes of the Outcomes Framework for Social Care, and importantly includes:

- **Improved Quality of Life**, by supporting independence of people to live a fulfilled life
- **Freedom from Discrimination or Harassment**, by supporting those who need social care having equal access to services without hindrance from discrimination or prejudice; people feel safe and are safeguarded from harm
- **Improved Health and Emotional Well-being**, by promoting and facilitating the health and emotional well-being of people who use the services
- **Personal Dignity and Respect**, by providing confidential and secure services, which respects the individual and preserves people’s dignity.

11. **Background Papers and Consultation**

‘Engaging Communities in Fighting Crime’ – Casey Review
‘From the Neighbourhood to the National’ – Policing Green Paper

Contact Name: Steve Parry – Neighbourhood Crime & Justice Manager
Tel 01709 (33)4565
Steve.parry@rotherham.gov.uk
5. Summary

The purpose of the Procurement Strategy is to set out how the Council intends to procure its goods, works and services in order to support the Authority’s overall aims and objectives over the life span of the Strategy. It outlines the Council’s current position and clearly points to areas where we need to improve with a supporting action plan to deliver those areas. The associated action plan is managed by the Council’s Procurement Panel and actions within are assigned owners and are performance managed.

Three actions in the plan currently have a red rag status and have had this status for over a year.

This report will explain the background to these actions and outline the current position for each action.

6. Recommendations

That the Panel take note of the reasons for the delayed action points and any proposed remedial action.
7. Proposals and Details

7.1 Action descriptions and reasons for delay

There are currently three action points in the procurement strategy action plan that have red rag status assigned to them.

<table>
<thead>
<tr>
<th>Action Ref.</th>
<th>Description</th>
<th>Action Owner</th>
<th>Reason for Delay</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.02</td>
<td>To write and publish a Rotherham centric &quot;Procurer’s guide to dealing with the Third Sector&quot;. This guide to be approved by the Procurement Panel and be adhered to in the tendering and management of future contracts.</td>
<td>Zafar Saleem</td>
<td>ERDF funding was secured by the Council’s External Funding Team to recruit an officer whose role would be to strengthen the council’s relationship with the Voluntary and Community Sector (VCS). This post would have delivered this action. However due to a lack of match funding it was not possible to create this post and consequently the opportunity to use this funding was lost.</td>
</tr>
<tr>
<td>2.03</td>
<td>VCS Training to be provided for procurement officers.</td>
<td>Zafar Saleem</td>
<td>The training was to be provided by the officer above.</td>
</tr>
<tr>
<td>3.05</td>
<td>To conduct equality and diversity audits on 2 key suppliers per year.</td>
<td>Zafar Saleem</td>
<td>The Community Engagement Team advises that there had been a lack of resource to conduct the audits. This action will be rescheduled for 2011/12.</td>
</tr>
</tbody>
</table>

7.2 Proposals

2.02
The Procurement Panel have been using generic guidance drawn up by the National Audit Office for interim advice. This guidance is extremely thorough, up to date and relevant for any local authority to use. In light of the lack of resources it is proposed that officers use this advice as a permanent solution, completing the action.

2.03
With the above NAO guidance, VCS training for procurement officers should not be necessary as the guidance is straightforward and contains links to guidance on other areas of procurement such as procurement legislation. If officers need any clarification on certain elements of the guidance, the
Procurement Panel should be able to provide it. It is proposed that this action be closed off.

3.05
The reasons for conducting equality and diversity audits on key suppliers every year are:

- To ensure key suppliers are carrying out their equality and diversity duties as per their policies
- To promote the importance of equality and diversity issues throughout the supply chain
- To work with our suppliers to agree any remedial action that may be required and ensure it is carried out to an action plan
- To ensure that the Council’s reputation for working with compliant suppliers remains unblemished

The Council has carried out audits on key suppliers’ environmental performance for three years running and this has borne good results – including the cessation of illegal practices by one key supplier.

This action therefore remains unchanged and due to an increase in resources in the Community Engagement Team following the recent Commissioning, Policy and Performance review, it will be rescheduled as a priority for 2011/12.

8. Finance

All costs for implementing the Corporate Procurement Strategy are currently being absorbed within existing budgets though some unbudgeted costs may arise and funding sources may need to be identified.

9. Risks and Uncertainties

If the actions in the above plan are not met the Corporate Procurement Strategy may not be fully implemented and embedded across the Council which could impact on the Council’s ability to evidence value for money.

10. Policy and Performance Agenda Implications

Delivery of the Corporate Procurement Strategy
SME Friendly Concordat
LAA indicators around the VCS
11. Background Papers and Consultation

Corporate Procurement Strategy
National Procurement Strategy
NAO Successful Commissioning Toolkit:

12. Contact Name:

Helen Leadley
Procurement Client
Ext 54528
Helen.leadley@rotherham.gov.uk
32. DECLARATIONS OF INTEREST.

There were no declarations of interest to report.

33. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS.

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

34. SIX MONTH REVIEW OF THE COUNCIL’S WEBSITE

Consideration was given to a report presented by Rachel O’Neil, Customer Access Client Manager which stated that the Council’s refreshed website went live on 6th January 2010 following a successful implementation project, led by the Transformation and Strategic Partnerships Team. This included the purchase and roll out of a new Content Management System providing a flexible, cost effective and engaging way for customers to access Council services online.

This report provided an update on the implementation of the refreshed website in its first six months between January and June 2010 which covered the following :-

- Benefits of the new Content Management System
- Website Usage
- Independent External Reviews
- SOCITM Better Connected
- Sitemorse
- Customer Registration
- Customer Satisfaction Results
- Website Forward Plan

Delivery of an effective website as part of the Council’s Customer Access Strategy was a critical element in ensuring the Council transformed its services for the benefit of citizens, businesses, members and staff in order to improve the customer experience, generate efficiencies and deliver customer service excellence. This would also form a key supporting access channel for consolidation of customer services.

Members welcomed the success of the new website and asked questions and made suggestions on how to improve things further.
Resolved: [1] That progress on the implementation of the refreshed website be noted.

[2] That the easy use of the mapsearch be promoted.

[3] That a report be submitted to Members on the possibility of reducing the list of choices following a search.

[4] That a report be submitted to members on how to tackle access problems, from such as young, old or disadvantaged people or those with no computer.

[5] That a Member training session be held on how to use the website effectively.

35. DELIVERING ELECTORAL SERVICES - CURRENT AND FUTURE ISSUES

Consideration was given to a report presented by Mags Evers, Chief Elections and Electoral Registration Officer, which provided a picture of the issues on the horizon for the delivery of electoral services in the UK. The report was written against a background of damaging incidents in some areas at the combined parliamentary and local elections in May 2010 and a challenging future following the publication of “The Coalition our programme for government.” It would draw on research into the various Bills currently before parliament and on discussions amongst peer groups such as the West & South Yorkshire Electoral Officer’s Forum and the Association of Electoral Administrators (Yorkshire and North East Branch). The report was further informed by attendance at a recent AEA seminar which drew on the expertise of influential and knowledgeable speakers to examine the present and future system of electoral administration. Also in attendance was the Cabinet Office Minister for Political and Constitutional Reform, Mark Harper, MP who spoke about the plans for reforms and gave more detail following his announcement the previous day about the implementation of individual electoral registration.

Members acknowledged the challenges facing Election Staff in the world of elections and asked a range of questions and made reference to key issues.

Resolved: [1] That the report be noted.

[2] That a Council Seminar be held to inform Members of these challenges.

[3] That regular reports on activity be submitted to this Scrutiny Panel.

[4] That a note be circulated to all Members of the Council on how they could advise the general public on adding their names to the Register of Electors.

[5] That a report be submitted to Members on the pressures facing the Council, including accommodation, resources and staffing.

36. DOMESTIC VIOLENCE INPUT FROM THE WOMEN’S REFUGE

A representative of the Women's Refuge gave a detailed presentation on the work of the Refuge, the present position and the pressure on resources.
Resolved: (1) That the vital work of the Refuge be acknowledged and any bid for funding be supported as part of the budgetary processes of the Council and its Partners.

(2) That the action of the Cabinet to support the 'Rotherham Men Say NO Campaign' be welcomed.

(3) That the Town Centre Event in November be supported.

37. **EQUALITY AND COHESION UPDATE**

Consideration was given to a report presented by Zafar Saleem, Community Engagement & Cohesion Manager which provided an update on Equality and Diversity issues including community cohesion in schools, Connecting Communities, the Equality Framework review, and complaints monitoring.

The update covered the following issues:-

- Rotherham School Linking Project
- Cohesion duties for schools and how local schools are performing
- Progress on the Equality Framework for Local Government (EFLG) Improvement Plan
- Complaints monitoring
- National Indicator 4 TSF (Target Support Fund) Project (2009-2011) and Connecting Communities (2009-2010)
- Target Support Fund
- Connecting Communities (2009-10)

None compliance with the new public sector duties under the Equality Act 2010 could lead to enforcement action by the Equalities & Human Rights Commission. A number of the provisions are yet to become law so the implications for the council are uncertain.

Members referred to activity and to a number of issues relating to the report, including Community Cohesion within Schools and Local Democracy Week.

Councillor Hussain responded to the questions in detail.

Resolved: (1) That the update on Equality and Diversity issues including community cohesion in schools, Connecting Communities, the Equality Framework review, and equality data monitoring of complaints be noted.

(2) That a further report be submitted to this Panel on sharing best practice in community cohesion in schools clarifying the performance management and reporting arrangements for schools judged as inadequate by OFSTED.

(3) That a further report be submitted to this Panel on all activity taking place to promote local democracy.
38. MINUTES OF THE MEETING OF THE DEMOCRATIC RENEWAL SCRUTINY PANEL HELD ON 16TH SEPTEMBER, 2010

Resolved:- That the minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 16th September, 2010 be approved as a correct record for signature by the Chairman.

39. MINUTES OF THE MEETING OF THE PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE HELD ON 10TH AND 24TH SEPTEMBER AND 8TH OCTOBER, 2010

Consideration was given to the minutes of the meetings of the Performance and Scrutiny Overview Committee held on 10th and 24th September and 8th October 2010.

Resolved:- That the contents of the minutes be noted.

40. MINUTES OF A MEETING OF THE MEMBERS’ TRAINING AND DEVELOPMENT PANEL HELD ON 30TH SEPTEMBER, 2010

Consideration was given to the minutes of the meetings of the Members’ Training and Development Panel held on 30th September, 2010.

Resolved:- That the contents of the minutes be noted.
PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE
12th November, 2010

Present:- Councillor Whelbourn (in the Chair); The Mayor (Councillor McNeely); Councillors Austen, Gilding, Jack, License, P. A. Russell, Steele, Swift and Whysall.

Also in attendance for items 90 onwards were George Bailey, Mateen Duresmain, Emily Green, Daniel Moorhouse, Oliver Newrick, Chloe Shaw and Joshua Whitehouse (representatives of the Rotherham Youth Cabinet).

Danyal Mullen (representative of the Looked After Children Council).

Councillors Fenoughty, Smith (Cabinet Member for Regeneration and Environment) and Stone (Leader of the Council)

Apologies for absence were received from Councillors J. Hamilton and G. A. Russell.

85. DECLARATIONS OF INTEREST.

There were no declarations of interest made at this meeting.

86. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS.

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

87. MINUTES

Resolved:- That the minutes of the meeting held on 22nd October, 2010 be approved as a correct record for signature by the Chairman subject to the addition of Councillor P. A. Russell in the list of Members present.

88. WORK IN PROGRESS

Members of the Committee reported as follows:-

(a) Councillor Whysall reported that further consideration was to be given to the review of PE and Sport in Schools.

(b) Councillor Austen reported that the latest meeting of the Democratic Renewal Scrutiny Panel had considered:-

- six month review of the Council website
- delivering electoral services: current and future issues
- presentation on the work of the Women’s Refuge
- equality and cohesion update
Councillor Jack reported that the latest meeting of the Adult Services and Health Scrutiny Panel had considered:-

- a presentation on stroke services in Rotherham
- annual report of the Joint Learning Disability Service
- Hospital Discharge Process: improving the customer experience

Councillor Jack also reported:-

- it was Domestic Violence Awareness Week commencing on Monday, 22nd November, 2010 with a march on 27th November, 2010
- bogus callers, claiming to be from the Water board, had been operating in the Holderness Ward the previous night

Councillor License reported that the next meeting of the Children and Young People’s Services Scrutiny Panel would be looking at primary school attainment and he had also requested early consideration of the implications of the coalition Government’s education agenda.

89. CALL-IN ISSUES

There were no formal call-in requests.

90. 11 MILLION TAKEOVER DAY - INFORMAL SESSION

At this point in the proceedings, the meeting was adjourned to facilitate an informal session between representatives of the Rotherham Youth Cabinet and members of this Committee and the Cabinet.

The meeting reconvened together with Members of the Cabinet and representatives of Rotherham Youth Cabinet.

As part of 11 Million Takeover Day, George Bailey (Youth Cabinet) chaired the remainder of the meeting.

[George Bailey in the Chair]

George welcomed everyone to the meeting and introductions were made.

91. THE LOOKED AFTER CHILDREN’S COUNCIL TERMS OF REFERENCE

Danyal Mullen, Looked After Children (LAC) Council, gave a presentation relating to the recently established Looked After Children Council reflecting on the work being done to establish it on a more solid footing. The presentation covered:-

- LAC Council Terms of Reference
- To improve services for looked after children
- To raise awareness of LAC issues
- Deliver training around LAC issues
- Aiming for 6 formal meetings per year with Councillors
- Meetings to be held at the Town Hall
- Meetings held on Thursdays at 5.30 p.m. to 7.00 p.m.
- Sharing parts of the training programme with the Rotherham Youth Cabinet
- Rotating Chair/support
- Minuted meetings
- Supported by Youth Workers from the Voice and Influence Unit

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

- how children and young people were able to contact key workers should their social workers not be available
- achievements so far and frustration at the speed of changes/improvements
- need for placement stability.
- progress regarding the development of a pledge
- need to ensure that agreed actions were carried through and any delays were explained clearly to the young people
- opportunity for LAC Council representatives to meet the Leader/Deputy Leader on a monthly basis to discuss any frustrations/problems/issues arising
- publication of a newsletter by the new Corporate Parenting Group which could be informed by the LAC Council thereby ensuring Elected Councillors were aware of the important issues
- offer to give a presentation to the LAC Council on ‘How the Council Works’
- possibility of a ‘shadow day’ whereby LAC Council representatives could work with Cabinet Members
- ensure that Elected Councillors know and understand the issues and what it is like being in care
- first formal meeting to be held in January, 2011.
Resolved:— [1] That the LAC Council consider the offer of:-

(a) monthly meetings with Leader and Deputy Leader and

(b) receiving a presentation on ‘How the Council Works’.

(2) That the LAC Council terms of reference be received and referred to the Corporate Parenting Group and Cabinet Member for Safeguarding and Developing Learning Opportunities for Children,

(3) That Danyal be thanked for a very interesting and informative presentation.

92. YOUNG PEOPLE AND USE OF LIBRARIES

Mateen Duresmain, Emily Green, Daniel Moorhouse, Oliver Newrick, Chloe Shaw and Joshua Whitehouse, Rotherham Youth Cabinet, gave a presentation focusing on the work they did at the Rotherham Show to ask young people’s views about the Library Service. The Committee also welcomed Jo Hinchliffe, Children's Champion (Library Service) who elaborated on the joint working with the Rotherham Youth Cabinet from a Library Service perspective.

The presentation covered:-

- Rotherham Show 2010 questionnaire
- Response to the questionnaire regarding usage of a local library
- What young people told us they also wanted in a library
- Next steps: focus on writing standards for libraries to follow and possibly be involved in staff training
- Important qualities for library staff
- Conduct
  - Approachable
  - Friendly
  - Open Minded
  - Eye Contact
  - Genuine
  - Enthusiastic
- We want them to be proactive
  - Willing to help
  - Having relevant information
  - IT skills
  - Passionate about the job
- Need to respect young people
  - Don’t stereotype
  - Be tolerant
  - Accepting of different groups
  - Understanding of young people’s issues/culture
  - Take young people seriously

- Need to be organised
  - Need a knowledge of library
  - Ability to adapt to situations

- Communication
  - Good interpersonal skills
  - Ability to communicate with everybody not just young people

- Roles of Libraries
  - Reaching out, linking to communities
  - Recognise libraries are for everyone and people have different needs
  - Young people should be involved in training staff
  - Bring libraries into the 21st Century and promote the changes to young people (e.g. silence rule)

Jo Hinchcliffe highlighted the following:-

- Framework for the future
- Ad hoc/sporadic activity in libraries
- Library Service link with the Youth Cabinet, quick and pacy work progressing
- Young People’s Committee established in Libraries
- Moving towards a formal action plan
- Next phase to get young people to visit libraries
- Utilise the Youth Cabinet with the consultation approach
- Ensure libraries were the pillar of the community
Discussion and a question and answer session ensued and the following issues were covered:

- Increased versatility of the role of Libraries
- Rural nature of Rotherham and the Mobile Library Service (better use of resources, look at doing more for the rural network and better advertising of the Mobile Library Service)
- Potential for young people to volunteer to be assistants in libraries when possible
- Need to address the stereotypical view of libraries with the new physical buildings
- What libraries expect from young people not addressed in the survey
- Tensions library book users versus cyber café e.g. spread the siting of computers to avoid congregation, behaviour issues
- Work with the Youth Cabinet to develop a behaviour policy, guideline for staff and involving young people more to try and achieve a balance
- Role for School Libraries
- Essential libraries cater for everyone’s needs
- Potential for allowing public into school libraries and encourage the youth/adult mix
- Important to involve young people in the design/development of new libraries
- Impact of individual demands on other user groups
- Libraries should also be for leisure not just education

Resolved:
1. That the information be noted and the Youth Cabinet be thanked for their interesting and informative presentation.
2. That the finished work be referred to the Regeneration Scrutiny Panel.

Before closing the meeting, the Committee wished to acknowledge formally the success of fifteen year old Rotherham Schoolboy Joshua Sayles who had been selected as the Royal British Legion Youth Division’s Standard Bearer at the Royal Albert Hall.

In closing the meeting, George thanked everyone for their attendance and contributions to the discussions.
93. DECLARATIONS OF INTEREST.

There were no declarations of interest made at this meeting.

94. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS.

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

95. REQUIREMENT TO PUBLISH SPEND ABOVE £500

Further to Minute No. C97 of the meeting of Cabinet held on 3rd November, 2010, the Committee considered a report by the Strategic Director of Finance, which set out that as part of its Open Data Agenda, the Secretary of State for Communities and Local Government wrote to all local authorities in June, 2010 committing them to publish items of spending over £500 including tenders, contracts and actual payments by January, 2011. The Government had also recently announced its intention to publish certain information on salaries by this date. This report did not consider this aspect of the open data agenda which was being considered by Strategic HR and RBT HR/Payroll.

A previous report to the Strategic Leadership Team indicated the intention of publishing the Council’s actual payments greater than £500 using internal resources. Subsequent to that report, further regulatory guidance had been released and there had been an opportunity to meet with a specialist, external data analyst, Spikes Cavell, who currently provided the Council with data analyst services for the procurement activity. This report, therefore, considered the potential business benefits and mitigation of adverse risks that could be achieved by using Spikes Cavell, to process and publish spend data via their ‘Spot Light on Spend’ website.

Further information was provided on Spikes Cavell Ltd and on the publishing of supplementary information.

The annual cost of working with Spikes Cavell would be £8,310 for the provision of the Contracts Module and the provision of monthly spend data (£500) that would be published on the website. It was understood that the Yorkshire and Humber RIEP was now expected to provide funding to Local Authorities to undertake such spend analysis using Spikes Cavell. The company had confirmed that a refund or credit for any sum paid prior to funding being received would be returned to the Council.
The use of Spikes Cavell in processing and publishing contract and spend data would help to mitigate the risk that the Council did not fully meet the evolving open data agenda and publicised data that breached data protection legislation.

Stuart Booth, Director of Central Finance, gave a presentation which covered:

- Why the need to publish?
- What needs to be published?
- Rotherham’s plan and timeline
- Communication with the public
- Spotlight on spend publication
- Spend with supplier
- Data download format

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

- work done by Spikes Cavell
- number of transactions above £500
- need for a counter mechanism to identify ‘hits’ on the site
- assistance available for any interested parish councils
- data security
- costs to the Authority
- potential for capturing information regarding shared/joint services

Resolved:- That the information and resolutions set out at Minute No. C97 of Cabinet held on 3rd November, 2010 be noted.

96. PAYMENT OF INVOICES WITHIN THIRTY DAYS - FORMER BVPI 8

Sarah McCall, Performance Officer, presented the submitted report setting out details of the former Best Value Performance Indicator 8 which measured the payment of undisputed invoices within 30 days. The Council had agreed an average annual target of 96% for performance of BVPI8 for 2010/11.
Outturn performance for recent years had achieved:

<table>
<thead>
<tr>
<th>Year</th>
<th>Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>91%</td>
</tr>
<tr>
<td>2007/08</td>
<td>94%</td>
</tr>
<tr>
<td>2008/09</td>
<td>92%</td>
</tr>
<tr>
<td>2009/10</td>
<td>94.65%</td>
</tr>
</tbody>
</table>

Performance against BVPI8 was not as consistent as it should be and it had been recognised that the Council should act to instil and embed good practice in this area and work was ongoing to that effect.

Recent performance for the new financial year had achieved:

<table>
<thead>
<tr>
<th>Month</th>
<th>Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>April</td>
<td>98.15%</td>
</tr>
<tr>
<td>May</td>
<td>96.90%</td>
</tr>
<tr>
<td>June</td>
<td>94.87%</td>
</tr>
<tr>
<td>July</td>
<td>94.84%</td>
</tr>
<tr>
<td>August</td>
<td>94.21%</td>
</tr>
<tr>
<td>September</td>
<td>94.47%</td>
</tr>
<tr>
<td>October</td>
<td>93.12%</td>
</tr>
<tr>
<td>November</td>
<td>95.55%</td>
</tr>
</tbody>
</table>

If the Council under performed on BVPI8 then this may have an effect on our CPA score. Vulnerable smaller suppliers may also experience financial difficulties due to delayed payment which goes against our commitment to the SME Friendly Concordat.

Making late payments to suppliers could damage relationships between the Council and suppliers and could potentially cause cash flow difficulties for suppliers, dependant on invoice values and suppliers’ turnover. It was possible that late payments could result in suppliers putting our account ‘on stop’ which could cause delays to Council projects. Ultimately late payment could result in the matter being referred to court.

Resolved:- That the current position in respect of BVPI8 be noted.

97. PROCUREMENT STRATEGY ACTION PLAN

Sarah McCall, Performance Officer, presented the submitted report setting out details of the purpose of the Procurement Strategy which was to set out how the Council intended to procure its goods, works and services in order to support the Authority’s overall aims and objectives over the life span of the Strategy. It outlined the Council’s current position and clearly pointed to areas where we needed to improve, with a supporting action plan to deliver those areas. The action plan would be managed by the Council’s Procurement Panel,

The Strategy was aligned with the Council’s Corporate Commissioning Framework which examined how the Council could strategically pull together all commissioning activity to ensure maximum gain from any efficiencies that may be generated.
If the actions in the above plan were not met the refreshed Corporate Procurement Strategy may not be fully implemented and embedded across the Council which could impact on the Council’s ability to evidence value for money.

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

- potential for the red rated equality and diversity issues to impact adversely on the Council’s excellent equalities standard
- Democratic Renewal Scrutiny Panel to look at the issue of conducting equality and diversity audits on two key supplier per year
- progress meeting regarding use of Fairtrade products in all Council owned cafes

Resolved:- That the current position in respect of the action plan be noted.

**98. PROCUREMENT LOCAL PERFORMANCE INDICATORS**

Sarah McCall, Performance Officer, presented the submitted report setting out details of the local indicators developed in 2007 to measure the Council’s procurement function in terms of delivery of the Procurement Strategy and day-to-day management of the procurement function. The suite of indicators was updated in 2009 to ensure effective monitoring.

The report set out details of the indicators, targets and performance for quarter two of the financial year 2010/11.

Performance against these LPIs would reflect how the Corporate Procurement Strategy was being implemented and embedded across the Council which could impact on the Council’s ability to evidence value for money.

Resolved:- That current performance be noted.

**99. RBT QUARTER 2 PERFORMANCE**

Mark Gannon, Transformation and Strategic Partnerships Manager, presented the submitted report summarising the performance of RBT against contractual measures for July, August and September, 2010 and key areas of work for the year 2010/11 across the areas of Customer Access, Human Resources and Payroll, ICT, Procurement and Revenues and Benefits.

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

- extending payment options
- avoidable contact Siebel enhancement
- academies
- network migration costs/savings
- Mod.gov
- IT equipment, Town Hall
Resolved: (1) That RBT’s performance against contractual measures for July, August and September, 2010 be noted.

(2) That the Member Training and Development Panel be provided with an update on Mod.gov.

(3) That the Chairs and Vice-Chairs of scrutiny panels consider having an item on their respective panel agendas regarding IT equipment in the Town Hall including a demonstration on the use of laptops.

100. LOCAL GOVERNMENT REFORM IMPLEMENTATION PLAN - UPDATE ON IMPLICATIONS OF GOVERNMENT POLICY

Further to Minute No. 39 of the meeting of this Committee held on 23rd July, 2010, Steve Eling, Principal Policy Officer (Parliamentary Analysis) presented the submitted report providing an update following key policy announcements, the comprehensive spending review and business plans and the emerging legislative framework.

The Council’s Local Government Reform Implementation Plan had been developed further and aligned to the themes of the Council’s Corporate Plan. This enabled the Council to identify issues arising from the Council’s priorities from specific Government policy implementation.

The report set out, at headline level, the most important Government policy announcements and papers to date, together with planned announcements aligned to the Council’s following priorities:

- Making sure no community is left behind
- Providing quality education, ensuring people have opportunities to improve skills, learn and get a job
- Ensuring care and protection are available for those people who need it most
- Helping to create safe and healthy communities
- Improving the environment
- Outside of priorities of priority themes

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

- briefing for Members
- special briefing on the Localism Bill
- requirements for an elected Mayor
- planning changes
Resolved:-(1) That the information be noted.

(2) That the policy implications and risks associated with the development and implementation of the new Government policy be noted.

(3) That further reports be submitted as appropriate on policy developments and implementation, including relevant legislation.

101. REVIEW OF PE AND SPORT IN SCHOOLS

Councillor Currie presented the submitted report which set out the findings and recommendations of the scrutiny review of P.E. and Sport in Schools.

The subsequent change of Government in May, 2010 had meant a fundamental shift in policy around sport in school at national level and recent announcements would enforce changes to the way in which school sports partnerships were funded if they were to survive. As a result the review group had reconvened to revise its original recommendations.

The background to, and rationale for, the review was outlined along with the changes resulting in the revised recommendations.

Also submitted was a draft business plan template with regard to the maintenance of school sport partnerships in Rotherham.

The Committee welcomed Paul Harper and Matt Wainwright from the Wickersley and Rawmarsh School Sports Partnerships respectively who gave a presentation which covered:-

- Schools Sports Partnership

- The Rotherham Offer

  - Structure
  - Strategies
  - Wide Range
  - High Engagement

- Inter School Festival Activity
- 3 Questions
  
  • What opportunities
  • To what extent
  • What can we do to support any school not engaged

- What will happen if school sports partnerships cease to exist

- Data: Primary Cluster, Secondary Schools Engagement, Overall Learning Community Engagement, Summative engagement description

- Roll of Honour Data

- Partnership Data

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

- reduction in funding regime for school sports partnerships

- importance of timescale regarding budget considerations

- essential everyone engaged: schools, heads, governors, etc.

- essential to feed considerations into budget process

- need to publicise sport in schools e.g. UK School Games in Sheffield next year.

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

(2) That the review report, together with the findings and revised recommendations, be forwarded to Cabinet with a view to action in the light of changes to the funding regime for school sports partnerships.

(3) That, in the light of the timescale given for funding cuts to be imposed (31st March, 2011) Cabinet be requested to respond urgently.

(4) That every effort be made to discuss this matter as part of the current budget process.

102. GOVERNMENT CONSULTATIONS

Further to Minute No. D56[3] of the meeting of this Committee held on 24th September, 2010, Cath Saltis, Head of Scrutiny, presented the submitted report regarding proposals for the development and management of responses to Government consultations.

The proposed process allowed for a differentiated approach which enabled a speedy response where timelines were short and which was proportionate to the strategic significance of the consultation.
Processes for dealing with strategic consultations and service specific consultations were outlined.

Resolved: [1] That the information be noted.

[2] That a further report be prepared for approval by the Strategic Leadership Team and Cabinet aimed at establishing a formal process for consultation responses and ensuring that members were engaged appropriately and effectively.

[3] That the report include a schedule of a known forthcoming consultations identifying the appropriate leads and approach for approval.

103. MINUTES

Resolved: That the minutes of the meeting held on 12th November, 2010 be approved as a correct record for signature by the Chairman.

104. WORK IN PROGRESS

Members of the Committee reported as follows:

(a) Councillor G. A. Russell reported that the latest meeting of the Children and Young People’s Services Scrutiny Panel had considered:

- Scrutiny Review: Personal, Social, Health and Economic Education (PSHE)
- Prevention and Early Intervention Strategy and Parenting Support Update
- Child Poverty Needs Assessment and Strategy

(b) Cath Saltis (on behalf of The Mayor, Councillor McNeely) reported the following issues which had been raised at the Sustainable Communities Scrutiny Panel:

- need for workforce planning to ensure that when people leave the Authority, their knowledge is retained. Also to ensure continuity of business should someone be on holiday or absent through sickness etc.
- need for scrutiny panels to consider which performance indicators need to be retained and which may be desirable to add as our own
- need for scrutiny members to attend performance clinics

Resolved: That scrutiny panels consider the performance indicator issue relating to their own service areas.
105. CALL-IN ISSUES

There were no formal call in requests.

106. SARAH MCCALL

The Chairman reported that this was to be Sarah’s last meeting presenting performance reports.

The Committee placed on record its thanks to Sarah for her service to the Committee and wished her all the very best for the future.