

**Committee Name and Date of Committee Meeting**

Council – 22 April 2026

**Report Title**

Overview and Scrutiny Management Board Update – April 2026

**Is this a Key Decision and has it been included on the Forward Plan?**

No

**Strategic Director Approving Submission of the Report**

Chris Paddock, Interim Director of Policy, Strategy and Engagement

**Report Author(s)**

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**Ward(s) Affected**

Borough-Wide

**Report Summary**

In accordance with the Overview and Scrutiny Procedure Rules, this report provides an update to Council of the activities and outcomes of Overview and Scrutiny activity at the Council.

It summarises the work carried out by the Overview and Scrutiny Management Board (OSMB) and the Select Commissions - Health (HSC), Improving Lives (ILSC) and Improving Places (IPSC).

**Recommendations**

That Council receive the report and note the updates.

**List of Appendices Included**

Appendix 1 OSMB Work Programme  
Appendix 2 HSC Work Programme  
Appendix 3 ILSC Work Programme  
Appendix 4 IPSC Work Programme

**Background Papers**

Constitution of the Council, Appendix 9 – Responsibility for Functions, Section 5 –  
Terms of Reference for Committees, Boards and Panels

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

None.

**Council Approval Required**

No

**Exempt from the Press and Public**

No

## Overview and Scrutiny Management Board Update – April 2026

### 1. Background

- 1.1 The Overview and Scrutiny Procedure Rules require a regular update to Council on the activities of the Overview and Scrutiny function.
- 1.2 The Overview and Scrutiny Management Board Annual report was presented to Council in September 2025 and provided an overview of the operation of the overview and scrutiny select commissions.

### 2. Key Issues

- 2.1 This report is intended as a summary of highlights and outcomes and is an indicative rather than definitive account of recent scrutiny work, which aims to hold the Council and key partners to account for decision-making, policy development, and performance. The report summarises information that is already in the public domain regarding progress, changes, or improvements resulting from recommendations and feedback provided by councillors on scrutiny committees. These include Health Select Commission, Improving Lives Select Commission, Improving Places Select Commission, and Overview and Scrutiny Management Board.
- 2.2 Although this report emphasises outcomes, it should be noted that scrutiny is chiefly a discursive process rather than a product. For further insight into the process of overview and scrutiny, the archive of public meetings webcasts, reports submitted for scrutiny, and minutes of discussions leading to recommendations are available on the Council's website.
- 2.3 The following principles were endorsed by OSMB at its meeting of 5 July 2023, as criteria to support the long/short listing of each of the commission's respective priorities:

#### **Establish as a starting point:**

- What are the key issues?
- What is the outcome that we want?

#### **Agree principles for longlisting:**

- Can scrutiny add value or influence?
- Is it being looked at elsewhere?
- Is it a priority – council or community?

#### **Developing a consistent shortlisting criteria e.g.**

- T** : Time: is it the right time, enough resources?
- O** : Others: is this duplicating the work of another body?
- P** : Performance: can scrutiny make a difference
- I** : Interest – what is the interest to the public?
- C** : Contribution to the Council plan

### **3. Overview and Scrutiny Management Board – Update on activity**

#### **3.1 Pre-decision Scrutiny**

3.1.1 Since the last update in September 2025, the Overview and Scrutiny Management Board in its pre-decision scrutiny work, has examined the following reports and made recommendations in advance of them being considered by Cabinet:

- Council Plan and Year Ahead Delivery Plan Progress Update
- November 2025-26 Financial Monitoring Report
- Strategic Community Infrastructure Levy (CIL) Update
- Rotherham Baby Packs: Outcomes and Future Commissioning
- Inclusion Strategy and Annual Report
- Budget and Council Tax Report 2026-27
- Best Start Plan 2026-2029
- Transport Capital Programme 2026/27
- Community Governance Review
- Council Plan Update - Year Ahead Plan 2026/27
- Crisis and Resilience Fund
- Climate Emergency Annual Report

3.1.2 Further actions that arose from those pre-decision scrutiny discussions were that:

- November 2025-26 Financial Monitoring Report:  
Information as to whether any work is done by CYPS to look to commission services from not-for-profit organisations, which may help in mitigating the impact of constant price increases from private sector providers, be provided. (in response to a question from Cllr Monk).
- Rotherham Baby Pack: Outcomes and Future Commissioning:  
OSMB receive an update in twelve months, via a method of delivery to be determined, detailing the number of Baby Packs issued, broken down by ward, to enable effective monitoring of geographical take-up and to support efforts to improve engagement in areas of higher deprivation across the borough.
- Inclusion Strategy and Annual Report:  
That OSMB receive a follow-up report in twelve months, via a method of delivery to be determined, which clearly demonstrates how the strategy and its associated actions have been embedded and provides direct reporting against each individual action.
- Budget and Council Tax 2026/27 and Medium-Term Financial Strategy:  
OSMB recommends the Council review and refines its approach to producing reports, ensuring that they are clearer, more concise, and easier to read. Streamlined reporting will also help to reduce

printing requirements, contributing to lower costs and supporting the Council's work to improve its carbon footprint.

- **Crisis and Resilience Fund:**  
OSMB asked that confirmation be provided of whether the Crisis Payments would be a payment to the tenant or to the landlord and sought clarification regarding whether the free school meal entitlement was in operation for those children who were home educated.

### 3.2 Other Scrutiny work update:

3.2.1 The Overview and Scrutiny Management Board has also carried out other scrutiny work based on its Work Programme for 2025/26, which is attached as Appendix 1.

3.2.2 The Work Programme for the Overview and Scrutiny Management Board, as always, covers a diverse range of topics within its remit.

3.2.3 Other items that have been considered by the Overview and Scrutiny Management Board are:

- Question and Answer session with the Leader of the Council
- Medium-Term Financial Strategy Update
- Access to Contraception Review Report
- Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority

### 3.3 Sub and Project Group work update:

3.3.1 In addition to the scrutiny activity carried out in the Overview and Scrutiny Management Board meetings, members either have carried out or are in the process of carrying out work on:

- **Life Saving Equipment and By-laws:**

The group met to confirm the status of the 2022 motion on life saving equipment and related bylaws, concluding that the motion had already been discharged and the current review had inadvertently duplicated earlier work.

### 3.4 Items to be Considered by Other Means (e.g. information briefing, workshop etc) update:

- **Waste Service Route Optimisation (Joint with IPSC):**

An update on progress following the implementation of Waste Service Route Optimisation programme be brought back to OSMB within twelve months via a method of delivery to be determined.

- Street Safe Team (Joint with IPSC):

An update on the progress following the implementation of the Street Safe Team programme be brought back to OSMB within twelve months via a method of delivery to be determined.

- Replacement of refuse vehicles:

Information briefings to be provided to give an update on the procurement of the new refuse vehicles and progress against the target for renewal of the fleet. These briefings should be split to represent the different phases of the programme.

- Public on-street bin collections:

An information briefing to be provided regarding the emptying of public bins. This information should include details of how overflowing bins can be reported, how often collections are scheduled for and how those are monitored, what joint arrangements are in place with Parish Council's, if any, and a list of the locations of bins under RMBC management, if available.

- IT Systems:

Workshop to be arranged for members of OSMB to understand what IT systems the Council is using, what the purpose of those systems is, are those systems as up to date as possible, how updates to those systems are managed, how the Council is using artificial intelligence (AI), is the Council using outdated technology, and was the Council spending too much or too little in this area.

- Pathways to Work Economic Inactivity Trailblazer programme:

Agreed that an information briefing be provided to share the details of the commissioned VCSE organisations and their geographic reach with members of OSMB.

### 3.5 Items for Future Consideration update:

3.5.1 The items listed for future consideration remain on the work programme as place holders, to be considered if appropriate.

- Future Rothercare Model:

A progress report was to be provided in twelve months to OSMB following the implementation of the new technology enabled care delivery model, which was agreed by Cabinet in October 2024. This would be due for presentation in May 2026.

- Town Centre Developments (Forge Island, Markets & Library Redevelopments (Joint with IPSC):

An initial site visit to be arranged to consider a midterm evaluation of the Market's redevelopment including a briefing detailing information on construction costs, the retention of market traders along with information on the plan for encouraging new businesses.

- Energy Efficiency:

An information briefing to be provided to members of OSMB and IPSC to provide information on the energy efficiency retrofits in social housing. This should cover aspects such as the feasibility and prioritisation of upgrades to heating systems and insulation across the borough. It would include details on how these retrofits align with the Council's net-zero goals, what potential funding was available to support this and timescales for implementation.

#### **4. Health Select Commission – Update on activity**

##### **4.1 Scrutiny work:**

4.1.1 Since January 2026, the Health Select Commission (HSC) has scrutinised the following reports and made recommendations in line with its Work Programme for 2025/26 which is attached at Appendix 2:

- Rotherham Safeguarding Adults Board (RSAB) Annual Report and Strategic Plan 2025-2028:

Members scrutinised the RSAB Annual Report 2024/25 and Strategic Plan 2025–2028, which described performance during the previous year and set out its objectives over the next three years. Members sought assurances that the system was able to respond to increasing safeguarding activity and sustain reduced risk reported over time; that training, workforce capacity and multi-agency arrangements remained effective; that voice, advocacy and engagement with seldom-heard groups was robust; and that learning from reviews, data on abuse and neglect, and forward-looking commitments in the strategic plan translated into measurable improvements, clear accountability and deliverable timescales.

- Access To Contraception Review Report:

Members reflected on the report prepared by the working group drawn from the Health Select Commissions membership and considered the recommendations and broad ambitions it outlined. The Commission supported the recommendations and long-term broad ambitions as described at Paragraph 6 of the review report presented to them, and its subsequent presentation to OSMB and Cabinet.

- South Yorkshire and Bassetlaw Cancer Alliance Lung Clinic Update:

Members scrutinised the update report and supporting presentation provided by South Yorkshire and Bassetlaw Cancer alliance, further to the briefing members received in May 2025. A small group of Health Select Commission members, along with Counterparts from Barnsley also benefitted from a joint site visit to the clinic which provided valuable operational insights and helped to inform and focus the discussions.

The Commission sought assurances that the temporary joint Lung Clinic was safely improving service resilience, access and patient experience without disadvantaging Rotherham patients. Discussions considered the clinic's ability to strengthen clinical cover, maintain local treatment, and deliver patient and staff satisfaction, whilst acknowledging and exploring known challenges such as parking, public transport and IT issues. Members noted that a full 12-month evaluation will guide any long-term strategic and operational decisions and encouraged the replication of identified good practice across other clinical disciplines where that could be of benefit.

- Same Day Emergency Care (SDEC) Centre Implementation Update:

Members scrutinised the update presentation provided by The Rotherham NHS Foundation Trust (TRFT) further to the original proposals being presented to the Commission in March 2025. A small group of Health Select Commission members benefitted from a site visit to the Centre which provided valuable operational insights and helped to inform and focus the discussions.

The Commission sought assurances that the new SDEC Centre is easing pressure on the Urgent and Emergency Care Centre (commonly referred to as A&E) and improving safe, timely patient flow. Discussions reflected that the SDEC, funded through a £7m national investment, is expanding front-door capacity, supporting "right clinician, right place" care, showing rising attendances and early improvements in 4-hour performance, and receiving positive patient feedback. More detailed operational impact and broader outcome data will be evaluated after 12 months.

- TRFT (The Rotherham NHS Foundation Trust) Annual Report:

Members reflected on TRFT's successes and challenges over the previous 12 month, building on the Commissions consideration of the Trust's Quality Account in April 2025. Members sought reassurances in respect of digital innovation and its impact on exclusion, health inequality initiatives, on patient experience improvements, community service expansion and financial sustainability.

- 4.1.2 Since the last update to Council, the Health Select Commission have also received the following reports for information to enhance understanding of

the strategic landscape and support agenda planning and work programming considerations:

- Director of Public Health's Annual Report
- Confirmation of Supplementary Public Health Grants for 2026/27 - Cabinet Report

4.1.3. At the next meeting of the Commission in May 2026, members will scrutinise the following items:

- NHS 10 Year Plan - Local Implications incorporating NHS Neighbourhood Health Services
- Adult Social Care CQC Inspection Outcome
- Menopause Review Report

4.1.4. The Work Programme for the Health Select Commission covers a diverse range of topics within its remit. It also draws on items referred to it for attention by the South Yorkshire, Derbyshire and Nottinghamshire Joint Health Overview and Scrutiny Committee (JHOSC), where the Health Select Commission is represented by its Chair.

#### 4.2 Sub and Project Group work:

4.2.1 In addition to the scrutiny activity carried out in the Health Select Commission meetings, members either have carried out or are in the process of carrying out work on:

- SDEC (Same Day Emergency Care) Centre Site Visit

On 24 February 2026, Councillors Brent, Fisher, Harper and Thorp attended the SDEC Centre at Rotherham Hospital to experience the investment in facilities and the impact the establishment of the facility was having on patient experience and operational effectiveness across Primary and Emergency Care. Members commented how much added value the site visit brought to their understanding of the impact of the facility, and the operating environment in general and are keen to undertake site visits in relation to future scrutiny items where they present a similar opportunity to add value.

- Joint Lung Clinic Site Visit:

On 19 March 2026, Councillors Brent, Clarke, Garner, Harper and Harrison attended the Earl of Scarborough Suite at Rotherham Hospital where the Joint Lung Clinic is based, in company with representatives from Barnsley Council's scrutiny function to experience the impact the establishment of the facility was having on patient experience and operational effectiveness connected with their care. This site visit informed subsequent discussions when the associated item was considered at the 26 March 2026 Health Select Commission meeting as detailed above. Members commented how much added value the site visit brought to their understanding of the impact of the facility, and the

operating environment in general and are keen to undertake site visits in relation to future scrutiny items where they present a similar opportunity to add value.

- **Adult Social Care Strategy 2027-2032 Consultation:**

The service has liaised with the Health Select Commission and agreed a date in late April for formal early engagement in consultation in relation to the development of the 2027-2032 Adult Social Care Strategy. The Commission recognises that this offers a meaningful opportunity for Members to put forward views and help shape the Strategy that will support Rotherham residents into the next decade.

- **Quality Accounts:**

Contact has been received from Rotherham, Doncaster and South Humber NHS Trust (RDaSH) and The Rotherham NHS Foundation Trust (TRFT) regarding their 2025-26 Quality Accounts which are expected to be with the Health Select Commission for review and formal response during April 2026. Contact is awaited from Yorkshire Ambulance Service (YAS) regarding the same.

## **5. Improving Lives Select Commission – Update on Activity**

### **5.1 Scrutiny Work:**

5.1.1 Since the last update the Improving Lives Select Commission at its February 2026 meeting focused on key areas relating to:

- **Corporate Parenting Partnership Board Update** – Members received a verbal update following the Corporate Parenting Partnership Board meetings held on 9th December 2025 and 3rd February 2026.
- **OFSTED Inspection Outcome** – Members received the outcome of the Inspection of Children’s Services (ILACS) by Ofsted in November 2025. This was a judgement Short Inspection, and the Local Authority received an Overall Effectiveness grade of Outstanding. All sub-categories also received a grade of Outstanding with the exception of ‘the experiences and progress of Care Leavers’, which received a Good. There were two improvement actions, both related to Care Leavers.
- **Educational Attainment Update** – Members received a report which provided a comprehensive overview of Education and Inclusion performance in Rotherham for the 2024/25 academic year. It built on the detailed Education Performance Outcomes briefing to present the information in a format tailored and highlighted where outcomes were improving and where concerted action was required. It framed performance through the lens of improving life chances, tackling inequalities (disadvantage, SEND and ethnicity) and strengthened inclusion across the system.

5.1.2 At its March 2026 meeting the Commission also considered in detail:

- Community Recovery Fund - Children's Services - Members received the report and presentation which provided a detailed update on the delivery of the Community Recovery Fund projects in Children and Young People's Services over the past 12 months. The programme had been delivered by a range of organisations including direct delivery by Rotherham Council services, direct delivery by the voluntary sector and a grants budget which would allow for further solutions to be co-created and co-designed with community groups and prioritised as part of an overall co-ordinated approach.

Members welcomed the update and the positive information that was shared.

- Children Not in School Update – Members received the report and associated appendices which provided in-depth information and assurance regarding activity in relation to Children Not in School in Rotherham to enable the Commission to receive an update regarding this area of work. The Elective Home Education, and Exclusions dashboard also provided a breakdown of the characteristics of the respective cohorts to enable further scrutiny.

A positive discussion took place which allowed Members to fully explore the detail and ask questions.

- SACRE Annual Report 2024/25 – Members received the Annual Report of the Rotherham Standing Advisory Council for Religious Education (SACRE) for the academic year 2024–2025, which summarised advice to statutory bodies, the standards and quality of Religious Education (RE) and collective worship in Rotherham schools, the work of the Agreed Syllabus Conference (ASC), and SACRE's contribution to wider Council priorities.

The report highlighted strengthened membership (notably secondary RE specialists), successful CPD and interfaith engagement, progress towards reviewing the local Agreed Syllabus, and one determination (Thornhill Primary School).

Members noted the Annual Report and endorsed the forward actions for 2025–2026, including enhanced subject leader support, the South Yorkshire RE Conference and development of school visits/visitors' guidance.

The work programme is attached at Appendix 3.

## 5.2 Pre- Decision Scrutiny:

- 5.2.1 A pre-decision scrutiny session suggested at the March meeting had now been agreed with the Children and Young People's Partnership Board. This Board made up of young people have reviewed their programme of work

and were developing their own strategy to underpin their agreed priorities going forward and had invited Improving Lives Select Commission to contribute. This will take place with several Improving Lives Members and be incorporated as part of the next meeting of the Children and Young People's Partnership Board on 28th April 2026 at 4.00 p.m. at the Town Hall.

### 5.3 Sub and Project Group Work:

- 5.3.1 At the March 2026 meeting a progress report was received on the ongoing review about the impact of secondary school policies on school attendance levels and ensuring an education for vulnerable children and/or trauma experienced children and how this impacted the Council's broader duties of safeguarding and school attendance.

In January 2026 a questionnaire was sent to all secondary schools in the borough to seek background information relating to how they supported children who were vulnerable or have experienced trauma. Despite repeated attempts by officers only a small number of responses were received.

The Chair of Improving Lives placed on record her thanks to the schools that did respond. The information provided was extremely useful and, in some cases, very detailed, thus providing a high level of assurance that those schools were operating in a trauma-informed way. The schools were to be written to directly to thank them for their responses and congratulate them on their work.

The lack of engagement did mean that continuing with the review was not possible at this time. However, a Cabinet Member working group was being explored with a range of partners and if this proceeded then Members of Improving Lives and Health would be invited to join and contribute.

### 5.4 Items for Future Consideration Update:

The meeting scheduled for Tuesday, 28th April 2026 would include on its agenda:

- Corporate Parenting Partnership Board Update.
- Corporate Parenting Partnership Board Annual Report 2024-2025.
- Child Exploitation Strategy Update.

## **6. Improving Places Select Commission – Update on activity**

### 6.1 Scrutiny work:

- 6.1.1 Since January 2026. the Improving Places Select Commission (IPSC) has carried out the following scrutiny work based on its Work Programme for 2025/26, which is attached as Appendix 4.

## 6.1.2 IPSC has scrutinised reports and made recommendations on:

- Flooding Alleviation Update:

Members of IPSC were provided with an update on the Council's ongoing Flood Risk Management works across the borough, along with detail on the six priority Flood Alleviation Scheme Projects. This included the Whiston Brook scheme, which received Cabinet approval in January 2026 for the allocation of £3 million from Strategic CIL funding.

- Thriving Neighbourhoods Annual Report:

Members of IPSC received an update from the Head of Neighbourhoods on progress on the delivery of the Thriving Neighbourhoods Strategy and the Neighbourhood Working model over the course of the year 2024-2025.

IPSC Members made recommendations that: 1) a regular six-monthly update be provided to IPSC on the work of the Town Centre Strategic Group and the Town Centre Operational Group; and 2) service work to create an easy to read, accessible summary document for public distribution, providing an annual summary of the Impact of Neighbourhood Working across the borough.

- Review of Events 2025-26

Members received an update from the Events team, and a representative from partner agency Flux, on the programme of borough-wide events that had taken place over the last year, including the range of events that ran throughout the Children's Capital of Culture year.

Members congratulated service on delivering a wide range of successful events and on ambitions for the year ahead. Members provided feedback that improvements could be made in the future with regard to increased community engagement and better communication to publicise events.

- Draft Playing Pitch Strategy:

This item provided Members with the opportunity to carry out pre-decision scrutiny prior to presentation of the strategy to Cabinet in April. Members welcomed the thorough review of playing pitch facilities across the borough and the opportunities for improvement. Members were particularly impressed by the innovative portfolio work being carried out by the Sports Team with the Football Foundation in relation to 3G football pitches.

Members endorsed the Draft Playing Pitch Strategy to go forward to Cabinet for approval. Members also requested that service return to IPSC once the strategy was underway to provide an update on the work

done with sporting governing bodies, partners and organisations to ensure that access to pitches is inclusive across the borough and that appropriate community use agreements are in place.

## 6.2 Pre-decision Scrutiny:

As set out above, at the March meeting, IPSC Members had opportunity to consider the Draft Playing Pitch Strategy prior to it being presented to Cabinet for approval in April 2026. IPSC endorsed the Playing Pitch Strategy to go forward to Cabinet for approval.

In late April 2026, IPSC Members will also get the opportunity to be involved in pre-decision scrutiny and co-production work on the Draft Neighbourhood Leadership Strategy (see below).

## 6.3 Sub and Project Group work:

6.3.1 In addition to the scrutiny activity carried out in IPSC meetings, Members are in the process of carrying out the following work:

- School Road Safety Review:

This review continues to progress. A number of productive and informative meetings have taken place over the last few months, and the review group have considered a range of issues that impact on school road safety, including crossing patrol and enforcement. It is hoped that a meeting with representatives from SYMCA (including the Active Travel Commissioner) can be arranged in the near future and the Governance Advisor will work with Members of the review group to pull together recommendations.

## 6.4 Items to be Considered by Other Means (e.g. off-agenda briefing, workshop etc) Update:

- Market/Library Redevelopment Site Visit:

The site visit to the Market/Library redevelopment took place on the afternoon of Tuesday 10 February 2026 with the following Members of IPSC and OSMB - Cllrs Steele, McKiernan, Tinsley, Jones and Thorp (in place of Cllr Bacon). Cabinet Members Cllrs Williams and Marshall also attended, along with officers from Regeneration & Environment. The visit provided a very useful insight for Members into current progress on the development and how the site will look and flow once finished. It is anticipated that IPSC Members will have the opportunity to attend the relevant OSMB meeting, once a further update on the redevelopments is due to Cabinet in May 2026.

- Draft Neighbourhood Leadership Strategy Workshop:

It is planned to host a workshop for IPSC and wider Members at the end of April to provide for collaboration and co-production on the draft

Neighbourhood Leadership Strategy. This new strategy will demonstrate how council services and partners will continue the support they provide to Ward Members in their community leadership role. This will lead onto work on a new Thriving Neighbourhoods Strategy later in the year.

6.5 Items for Future Consideration Update:

At the next scheduled meeting of IPSC on 21 April 2026, Members will have opportunity to scrutinise the following items:

- Allotments Annual Update
- Update on Pride in Place

**7. Options considered and recommended proposal**

7.1 The report is submitted for information.

**8. Consultation on proposal**

8.1 The report is submitted for information.

**9. Timetable and Accountability for Implementing this Decision**

9.1 The report is submitted for information.

**10. Financial and Procurement Advice and Implications**

10.1 There are no financial or procurement implications directly arising from this report.

**11. Legal Advice and Implications**

11.1 There are no legal implications directly arising from this report.

**12. Human Resources Advice and Implications**

12.1 There are no Human Resource implications directly arising from this report.

**13. Implications for Children and Young People and Vulnerable Adults**

13.1 There are no implications for Children, Young People, or Vulnerable Adults directly arising from this report.

**14. Equalities and Human Rights Advice and Implications**

14.1 There are no equalities or human rights implications directly arising from this report.

## 15. Implications for CO<sub>2</sub> Emissions and Climate Change

15.1 There are no climate or emissions implications directly arising from this report.

## 16. Implications for Partners

16.1 There are no implications for partners directly arising from this report.

## 17. Risks and Mitigation

17.1 There are no risks directly arising from this report.

### Accountable Officer(s)

Emma Hill, Head of Democratic Services and Statutory Scrutiny Officer

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	14/4/2026
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	13/4/2026
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	13/4/2026
Service Director of Human Resources (if appropriate)	N/A	N/A
Head of Human Resources (if appropriate)	N/A	N/A
The Executive Director with responsibility for this report	Chris Paddock, Interim Director of Policy, Strategy and Engagement	13/4/2026
Consultation undertaken with the relevant Cabinet Member	N/A	N/A

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