

# **BIRMINGHAM CITY COUNCIL**

## **MEETING OF THE CITY COUNCIL**

**TUESDAY, 05 DECEMBER 2023 AT 14:00 HOURS**  
**IN COUNCIL CHAMBER, COUNCIL HOUSE, VICTORIA SQUARE,**  
**BIRMINGHAM, B1 1BB**

## **A G E N D A**

### **1 NOTICE OF RECORDING**

Lord Mayor to advise that this meeting will be webcast for live or subsequent broadcast via the Council's Public-I microsite [\(please click this link\)](#) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

### **2 DECLARATIONS OF INTERESTS**

Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting.

If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.

Information on the Local Government Association's Model Councillor Code of Conduct is set out via <http://bit.ly/3WtGQnN>. This includes, at Appendix 1, an interests flowchart which provides a simple guide to declaring interests at meetings.

**3 MINUTES**

To confirm and authorise the signing of the Minutes of the Meetings of the Council held on 12 October 2023 at 1400 (extraordinary meeting), 12 October 2023 at 1700 (extraordinary meeting) and 7 November 2023.

**4 LORD MAYOR'S ANNOUNCEMENTS**

**(1400-1410)**

To receive the Lord Mayor's announcements and such communications as the Lord Mayor may wish to place before the Council.

**5 PETITIONS**

**(10 minutes allocated) (1410-1420)**

To receive and deal with petitions in accordance with Council Rules of Procedure (B4.4 E of the Constitution)

As agreed by Council Business Management Committee a schedule of outstanding petitions is available electronically with the published papers for the meeting and can be viewed or downloaded.

**6 QUESTION TIME**

**(70 minutes allocated) (1420-1530)**

To deal with oral questions in accordance with Council Rules of Procedure (B4.4 F of the Constitution).

- A. Questions from Members of the Public to any Cabinet Member or Ward Forum Chair (20 minutes)
- B. Questions from any Councillor to a Committee Chair, Lead Member of a Joint Board or Ward Forum Chair (up to 10 minutes)
- C. Questions from Councillors other than Cabinet Members to a Cabinet Member (up to 20 minutes)
- D. Questions from Councillors other than Cabinet Member to the Leader or Deputy Leader (up to 20 minutes)

**7 APPOINTMENT OF INTERIM CITY SOLICITOR AND MONITORING OFFICER**

**(1 minute allocated) (1530-1531)**

Full Council has been asked to note, by the Lead Commissioner, that:

- The specific power to appoint and dismiss statutory officers and to determine their remuneration was subject to the Ministerial Direction issued by the Secretary of State, for Levelling Up, Housing and Communities and Minister for Intergovernmental Relations, on 5 October 2023 and this power is now vested with the Commissioners.
- The Commissioners appointed Marie Rosenthal as Interim City Solicitor and designated her as the Monitoring Officer of Birmingham City Council from 8 November 2023.

**123 - 126**

**8 APPOINTMENTS BY THE COUNCIL**

**(4 minutes allocated) (1531-1535)**

To make appointments to, or removal from, committees, outside bodies or other offices which fall to be determined by the Council.

City Council is asked to agree the appointments to the Standards Committee as outlined in the appended report.

**127 - 132**

**9 THE BIRMINGHAM CITY COUNCIL EQUAL PAY PROGRAMME UPDATE**

**(60 minutes allocated) (1535-1635)**

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Councillor John Cotton to move the following recommendation:

"That the report be noted."

break (1635-1705)

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**133 - 168**

**10 EXECUTIVE BUSINESS REPORT**

**(35 minutes allocated) (1705-1740)**

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Councillors Mariam Khan and Nicky Brennan to move the following recommendation:

"That the report be noted."

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**169 - 172**

**11 DECISIONS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION**

**(5 minutes allocated) (1740-1745)**

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Councillor John Cotton to move the following recommendation:

"That the report be noted."

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**173 - 176**

12 **MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

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**(90 minutes allocated) (1745-1915)**

To consider the attached Motions of which notice has been given  
in accordance with Council Rules of Procedure (B4.4 G of the  
Constitution).

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**EXTRAORDINARY MEETING  
OF BIRMINGHAM CITY  
COUNCIL, THURSDAY, 12  
OCTOBER 2023**

**MINUTES OF THE EXTRAORDINARY MEETING OF BIRMINGHAM  
CITY COUNCIL HELD ON THURSDAY, 12 OCTOBER 2023 AT 1400  
HOURS IN THE COUNCIL CHAMBER, COUNCIL HOUSE,  
BIRMINGHAM**

**PRESENT:-** Lord Mayor (Councillor Chaman Lal) in the Chair.

**Councillors**

Saima Ahmed	Deirdre Alden	Robert Alden
Gurdial Singh Atwal	Raqeeb Aziz	Shabina Bano
David Barker	David Barrie	Baber Baz
Jilly Bermingham	Sir Albert Bore	Nicky Brennan
Kerry Brewer	Marje Bridle	Martin Brooks
Zaker Choudhry	Debbie Clancy	Liz Clements
Maureen Cornish	John Cotton	Phil Davis
Jack Deakin	Adrian Delaney	Diane Donaldson
Jayne Francis	Sam Forsyth	Ray Goodwin
Rob Grant	Colin Green	Roger Harmer
Deborah Harries	Kath Hartley	Adam Higgs
Des Hughes	Jon Hunt	Mahmood Hussain
Shabrana Hussain	Timothy Huxtable	Mohammed Idrees
Zafar Iqbal	Katherine Iroh	Ziaul Islam
Morriam Jan	Kerry Jenkins	Meirion Jenkins
Brigid Jones	Jane Jones	Amar Khan
Ayoub Khan	Mariam Khan	Saqib Khan
Izzy Knowles	Narinder Kaur Kooner	Bruce Lines
Mary Locke	Ewan Mackey	Basharat Mahmood
Majid Mahmood	Rashad Mahmood	Karen McCarthy
Saddak Miah	Shehla Moledina	Gareth Moore
Yvonne Mosquito	Richard Parkin	David Pears
Miranda Perks	Rob Pocock	Julien Pritchard
Lauren Rainbow	Darius Sandhu	Shafique Shah
Rinkal Shergill	Sybil Spence	Saima Suleman
Jamie Tennant	Sharon Thompson	Paul Tilsley
Lisa Trickett	Penny Wagg	Ken Wood
Alex Yip	Waseem Zaffar	

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## **NOTICE OF RECORDING**

- 182 The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council's Public-I website and that members of the press/public may record and take photographs except where there were confidential or exempt items.
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## **DECLARATIONS OF INTERESTS**

- 183 The Lord Mayor reminded Members that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at the meeting.

Councillor Sam Forsyth declared a non-pecuniary interest in that her brother was employed by Birmingham City Council.

Concillor Sybil Spence had been granted a dispensation by the Chair of the Standards Committee in advance of the meeting.

Councillor Robert Alden addressed the Chamber in order to ascertain how the Chair of the Standards Committee could grant any dispensations to Members who had not declared any interests in advance of the meeting.

Councillor Sam Forsyth responded to inform Council that the dispensation had been granted on 11 October.

The City Solicitor informed Council that it was preferable for a Member to seek a dispensation in advance of a meeting, although declarations of interest could always also be made under this agenda item. Members noted that a dispensation could not be considered and agreed unless it has been submitted in writing to the Monitoring Officer. If a request for a dispensation had not been formally approved, then any Member(s) declaring an interest in a particular agenda item would need to leave the Chamber at that point.

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## **POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC**

It was moved by the Lord Mayor, seconded and –

- 184 **RESOLVED:**

That members of the press and public would be excluded from the meeting during consideration of those parts of the agenda designated as exempt on the grounds: it involved the likely disclosure of exempt information as defined in paragraphs 3, 4 and 5 of Part 1 of Schedule 12A of the Local Government Act 1972; and the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

The Lord Mayor confirmed that agenda items 3 and 4 both contained appendices which were classified as exempt for the reasons outlined above.

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**REPORT TO ALL ELECTED MEMBERS UNDER SECTION 5 OF THE LOCAL GOVERNMENT AND HOUSING ACT 1989 BY JANIE BERRY, CITY SOLICITOR AND MONITORING OFFICER AND REPORT TO ALL ELECTED MEMBERS UNDER SECTION 114 (2) OF THE LOCAL GOVERNMENT FINANCE ACT 1988 BY FIONA GREENWAY, INTERIM DIRECTOR OF FINANCE (SECTION 115 OFFICER)**

The Lord Mayor invited the Section 151 Officer, Fiona Greenway to address the Council.

Members noted that on 21 September 2023, the Monitoring Officer issued a Report under Section 5 of the Local Government and Housing Act 1989, as a result of the Council failing as at that date to secure a decision relating to the implementation of a job evaluation programme.

The key issues and context which triggered the issuing the of the Section 5 Report were detailed in the report which appeared as Appendix 1.

Alongside the issuing of the Section 5 Report by the Monitoring Officer, the Section 151 Officer issued a report under Section 114 (2) Local Government Finance Act 1988 to provide her opinion that “omission of a decision by the Council Business Management Committee has resulted in (a) a decision which involves the authority incurring additional expenditure which is unlawful, and (b) the course of action (i.e. inaction) if pursued to conclusion would be unlawful and cause a loss or deficiency on the authority”.

The key issues and context which triggered the issuing the of the Section 114 (2) report were detailed in Appendix 2.

Councillor John Cotton addressed the Council to outline the work taking place to transform the authority. Members noted that the Council was working at pace to address the issues facing the authority. Commissioners had been appointed to assist the Council with these immediate challenges.

Councillor John Cotton expressed a view that his decision to liaise with Commissioners in relation to job evaluation was sensible and pragmatic.

The focus of the Leader of the Council and the Cabinet was to work collaboratively to ensure the challenges facing the Council were met.

Councillor Robert Alden addressed the Council to emphasise the importance of the Leader of the Council and the Cabinet to act quickly and decisively to ensure additional expenditure was not being incurred and that the challenges facing the Council were addressed as a matter of urgency.

Councillor Robert Alden highlighted the delays in relation to the action taken by the Labour administration which could have prevented the issuing of the section 5 and section 114 notices which Council were being asked to accept at this meeting.

The Conservative Group did not agree with the cancelling of extraordinary meetings of the Council Business Management Committee which had been convened to attempt to take decisions to avoid the need to issue section 5 and section 114 notices. Council noted that a start date for Commissioners had not been known when these meetings had been arranged and so decisions could have been taken without further delays occurring and additional expenditure being incurred.

The Conservative Group agreed with the issuing of both notices.

Councillor Roger Harmer addressed the Council and highlighted the potential impact on which the likely cuts in services could affect the residents of the city. Residents still did not know the exact impacts on services and any potential impacts on Council Tax.

Councillor Harmer also referenced the issues associated with the Oracle project and the negative financial impact this would also have on the Council's finances.

Councillor Harmer further highlighted the importance of ensuring that the issues facing the Council needed to be dealt with quickly and effectively to minimise any further financial impact on the authority.

Councillor Julien Pritchard addressed the Council and expressed a view that inaction and delays on behalf of the current administration stretched back a number of years. If action had been taken a significant time ago then the authority may not have been in the position which it currently found itself in.

Following the conclusion of speeches, the Lord Mayor addressed the Council and informed the Chamber that those Members who had not been granted a dispensation in advance of the meeting would not be permitted to vote on any of the recommendations contained in the submitted reports. These Councillors were Shehla Moledina, Ziaul Islam and Rinkal Shergill.

A named vote was then called by the Lord Mayor in respect of the recommendations outlined in the report. The Chamber doors were locked.

Here upon a poll being demanded the voting was as follows:-



### For the Recommendations (77)

Paul Tilsley	Izzy Knowles	Colin Green
Deborah Harries	Penny Wagg	Ayoub Khan
Roger Harmer	Morriam Jan	Zaker Choudhry
Jon Hunt	Baber Baz	Gareth Moore
David Barrie	Kerry Brewer	Richard Parkin
Debbie Clancy	Adrian Delaney	David Pears
Alex Yip	Deirdre Alden	Ken Wood
Adam Higgs	Robert Alden	Ewan Mackey
Timothy Huxtable	Darius Sandhu	Meirion Jenkins
Rob Pocock	Mariam Khan	Shabrana Hussain
Shafique Shah	Jilly Birmingham	Sam Forsyth
Saima Ahmed	Jamie Tennant	Jane Jones
Sybil Spence	Lauren Rainbow	Martin Brooks
Saddak Miah	Zafar Iqbal	Liz Clements
Diane Donaldson	Saqib Khan	Des Hughes
Ray Goodwin	Katherine Iroh	Gurdial Singh Atwal
Raqeeb Aziz	Nicky Brennan	Marje Bridle
Basharat Mahmood	David Barker	Yvonne Mosquito
Waseem Zaffar	Kath Hartley	Mary Locke
Narinder Kaur Kooner	Amar Khan	Rob Grant
Julien Pritchard	Phil Davis	Brigid Jones
Majid Mahmood	Miranda Perks	Mahmood Hussain
John Cotton	Rashad Mahmood	Saima Suleman
Sharon Thompson	Jayne Francis	Shabina Bano
Jack Deakin	Karen McCarthy	Mohamed Idrees
Lisa Trickett	Sir Albert Bore	

### Against the Recommendations (0)

### Abstentions (0)

It was moved by the Lord Mayor, seconded and

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### **RESOLVED:-**

That City Council agreed:

- (i) To accept the report issued by the Monitoring Officer issued under Section 5 Local Government and Housing Act 1989; and
  - (ii) to accept the report issued by the Section 151 Officer issued under Section 114 (2) Local Government Finance Act 1988.
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## **PAY EQUITY SYSTEM**

A joint report of Deborah Cadman, Chief Executive and Head of Paid Service, Fiona Greenway, Interim Director of Finance and Section 151 Officer, and Janie Berry, City Solicitor and Monitoring Officer was submitted (See document No. 2, agenda item 5).

The Lord Mayor proposed that standing orders be suspended for this item to enable all Group Leaders to speak for a maximum of seven minutes each. This was seconded and agreed.

Councillor John Cotton moved the recommendations which were seconded by Councillor Sharon Thompson.

Council noted the importance of addressing the equal pay gap as soon as possible.

Councillor John Cotton informed the Council that a modified version of the nationally recognised gauge model which would deliver a swift and fair job evaluation scheme had been agreed with the recognised trade unions.

The Labour Group, working with Commissioners and trade unions had agreed a revised addendum which set out agreed principles of working in relation to the delivery of a new pay equity system.

All three recognised trade unions had agreed to the modified gauge model that afternoon.

Councillor Robert Alden addressed the Council and highlighted the delays associated with the implementation of the pay equity system due to the cancellation of meetings and the additional costs which had resulted as such.

Councillor Robert Alden and the Conservative Group expressed displeasure that Council were being asked to vote on a matter where a key amended addendum had not been distributed to all Members. This resulted in Members not knowing precisely what had been agreed as part of negotiations in relation to equal pay and the financial impact associated with the revised agreement. Council had not seen a signed version of the agreed addendum. There was also no comments available from the external auditors to consider in advance of voting on the recommendations contained within the report.

Councillor Roger Harmer addressed the Council and whilst acknowledging the good news in terms of an agreement being reached in relation to an equal pay job evaluation, he remained concerned that the precise financial implications were not available for Members to see.

Councillor Harmer expressed disappointment that it had taken years for an agreement to have been reached, furthermore that an agreement had only been reached immediately before the commencement of the meeting. There was still

significant work ahead before final agreement on equal pay was reached.

Councillor Julien Pritchard addressed the Council and expressed concern that there was no written confirmation from trade unions that they had agreed to the job evaluation scheme.

He also expressed concerns that significant information related to the agreement was not available because agreement had been reached so close to the commencement of the meeting.

Councillor Pritchard queried why it had taken such a significant amount of time to agree a job evaluation scheme with the trade unions. He hoped that this would be completed by the April 2025 deadline.

A debate ensued.

Councillors Sir Albert Bore, Deirdre Alden, Paul Tilsley, Marje Bridle, Ken Wood, Baber Baz, Brigid Jones, Alex Yip, Basharat Mahmood, Gareth Moore, Karen McCarthy, Richard Parkin, Mariam Khan, Ewan Mackey, Jack Deakin, Jayne Francis and David Pears spoke during the debate.

The Lord Mayor invited Councillor John Cotton to sum up.

The Lord Mayor announced a short adjournment following the comments made by Councillor Robert Alden in relation to the legalities associated with voting on the recommendations outlined in the report. This was seconded and agreed.

The meeting was adjourned at 1623 for ten minutes.

The meeting was reconvened at 1633.

The Lord Mayor invited the Chief Executive, Deborah Cadman to address the Council to provide clarification on the issues raised in advance of the adjournment.

Members noted that paragraph 1.3 of the supplementary report which was published on the committee management information system (cmis) and e-mailed to all Members at 1120am that morning clarified the current position in relation to the revised addendum. Section 2 of the report outlined the recommendation which was debated by Members during this section of the meeting. The Chief Executive read out this recommendation to the Chamber. This recommendation had the full support of all three statutory officers and was endorsed by the Commissioners.

A named vote was then called by the Lord Mayor in respect of the recommendations outlined in the report. The Chamber doors were locked.

Here upon a poll being demanded the voting was as follows:-

### **For the Recommendations (56)**

Phil Davis	Brigid Jones	Majid Mahmood
Miranda Perks	Mahmood Hussain	John Cotton
Rashad Mahmood	Rob Pocock	Mariam Khan
Shabrana Hussain	Saima Suleman	Sharon Thompson
Jayne Francis	Shafique Shah	Jilly Bermingham
Sam Forsyth	Saima Ahmed	Shabina Bano
Jamie Tennant	Jane Jones	Jack Deakin
Lauren Rainbow	Martin Brooks	Saddak Miah
Liz Clements	Diane Donaldson	Saqib Khan
Des Hughes	Ray Goodwin	Katherine Iroh
Gurdial Singh Atwal	Raqeeb Aziz	Karen McCarthy
Nicky Brennan	Marje Bridle	Mohammed Idrees
Basharat Mahmood	David Barker	Lisa Trickett
Sir Albert Bore	Yvonne Mosquito	Waseem Zaffar
Kath Hartley	Mary Locke	Narinder Kaur Kooner
Paul Tilsley	Izzy Knowles	Colin Green
Deborah Harries	Penny Wagg	Ayoub Khan
Roger Harmer	Morriam Jan	Zaker Choudhry
Jon Hunt	Baber Baz	

### **Against the Recommendations (0)**

#### **Abstentions (19)**

Gareth Moore	David Barrie	Kerry Brewer
Richard Parkin	Debbie Clancy	Adrian Delaney
David Pears	Alex Yip	Deirdre Alden
Ken Wood	Adam Higgs	Robert Alden
Ewan Mackey	Timothy Huxtable	Darius Sandhu
Bruce Lines	Meirion Jenkins	Rob Grant
Julien Pritchard		

It was moved by the Lord Mayor, seconded and

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#### **RESOLVED:-**

City Council agreed to:

- (i) Delegate authority to the Head of Paid Service to agree the terms of the revised addendum on the behalf of the Council with its three recognised Trade Unions on or before 4pm on 22

October 2023.

- (ii) In the absence of the Council being in receipt of an agreed addendum, signed by authorised representatives of all three recognised Trade Unions by 4pm on 22 October 2023, Council Officers were instructed to proceed with the implementation of Option 4 (Outsourced Option) as set out in the CBMC Report dated 1 September 2023, with immediate effect.

Council noted that the decision was made in the context of:

- (a) A Section 114 (3) Report issued by the Section 151 Officer under the Local Government Finance Act 1988 on 5 September 2023;
  - (b) A Section 5 Report was issued by the Monitoring Officer under Section 5 Local Government and Housing Act 1989 on 21 September 2023, as there was a failure to secure a decision relating to the implementation of a job evaluation programme;
  - (c) A Section 114 (2) Report issued by the Section 151 Officer under the Local Government Finance Act 1988 on 21 September 2023, triggered by the issuing of the Section 5 Report as in the opinion of the Section 151 Officer, the omission of a decision by the Council Business Management Committee has resulted in (a) a decision which involves the authority incurring additional expenditure which is unlawful, and (b) the course of action (ie inaction) if pursued to conclusion would be unlawful and cause loss or deficiency on the authority;
  - (d) Statutory Recommendations issued by the External Auditor, Grant Thornton, under the Local Audit and Accountability Act 2014, on 29th September 2023, which included a recommendation to the Council that “the commencement of the job evaluation process should not be further delayed (as this would further undermine the Council’s financial sustainability)”;
- and
- (e) potential equal pay liabilities which are estimated to be accruing at a rate of between £5m-£14m per month from 1 April 2025.

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The meeting ended at 1647 hours.





**EXTRAORDINARY MEETING  
OF BIRMINGHAM CITY  
COUNCIL, THURSDAY, 12  
OCTOBER 2023**

**MINUTES OF THE EXTRAORDINARY MEETING OF BIRMINGHAM  
CITY COUNCIL HELD ON THURSDAY, 12 OCTOBER 2023 AT 1730  
HOURS IN THE COUNCIL CHAMBER, COUNCIL HOUSE,  
BIRMINGHAM**

**PRESENT:-** Lord Mayor (Councillor Chaman Lal) in the Chair.

**Councillors**

Saima Ahmed	Deirdre Alden	Robert Alden
Gurdial Singh Atwal	Raqeeb Aziz	Shabina Bano
David Barker	David Barrie	Baber Baz
Jilly Bermingham	Sir Albert Bore	Nicky Brennan
Kerry Brewer	Marje Bridle	Martin Brooks
Zaker Choudhry	Debbie Clancy	Liz Clements
Maureen Cornish	John Cotton	Phil Davis
Jack Deakin	Adrian Delaney	Diane Donaldson
Jayne Francis	Sam Forsyth	Ray Goodwin
Rob Grant	Colin Green	Roger Harmer
Deborah Harries	Kath Hartley	Adam Higgs
Des Hughes	Jon Hunt	Mahmood Hussain
Shabrana Hussain	Timothy Huxtable	Mohammed Idrees
Zafar Iqbal	Katherine Iroh	Ziaul Islam
Morriam Jan	Kerry Jenkins	Meirion Jenkins
Brigid Jones	Jane Jones	Amar Khan
Ayoub Khan	Mariam Khan	Saqib Khan
Izzy Knowles	Narinder Kaur Kooner	Bruce Lines
Mary Locke	Ewan Mackey	Basharat Mahmood
Majid Mahmood	Rashad Mahmood	Karen McCarthy
Saddak Miah	Shehla Moledina	Gareth Moore
Yvonne Mosquito	Richard Parkin	David Pears
Miranda Perks	Rob Pocock	Julien Pritchard
Lauren Rainbow	Darius Sandhu	Shafique Shah
Rinkal Shergill	Sybil Spence	Saima Suleman
Jamie Tennant	Sharon Thompson	Paul Tilsley
Lisa Trickett	Penny Wagg	Ken Wood
Alex Yip	Waseem Zaffar	Matt Bennett
Marcus Bernasconi		

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## **NOTICE OF RECORDING**

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## **DECLARATIONS OF INTERESTS**

- 188 The Lord Mayor reminded Members that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at the meeting.

There were no declarations of interests made.

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## **RESPONSE TO STATUTORY RECOMMENDATIONS FROM EXTERNAL AUDITORS, GRANT THORNTON**

A joint report of Deborah Cadman, Chief Executive and the Leader of the Council, Councillor John Cotton was submitted (See document No. 1, agenda item 4).

The Lord Mayor proposed that standing orders be suspended for this agenda item to enable the External Auditors to directly address the Council. The suspension of standing orders would also provide Group Leaders with an opportunity to speak as well as giving other Members the opportunity to speak. This was seconded and agreed.

The Lord Mayor invited both John Roberts and Mark Stocks from Grant Thornton UK LLP, to address the Council. They had been allocated 10 minutes to speak.

Members noted the comments and points made during the presentation from Mark Stocks and John Roberts.

Councillor John Cotton addressed the Council to move the recommendations as outlined in the report.

Councillor Cotton informed the Council that the Labour Group accepted the recommendations set out in the report.

Councillor Cotton further informed the Council of the work being undertaken to address the recommendations outlined in the report.

Councillor Cotton highlighted certain elements of the report which he did not



agree with and queried why other occurrences had not been included in the final version of the report.

Councillor Cotton emphasised the importance of collaborative working between Members, officers and the external auditors moving forwards.

Councillor Robert Alden addressed the Council to second the report.

Councillor Robert Alden expressed concern that the Leader of the Council was asking Council to vote for a report which he had previously stated was factually incorrect (as referenced during his moving of the recommendations).

Council noted Councillor Robert Alden's concerns around the continuing costs being incurred by the Council due to the delays associated with the implementation of a job evaluation scheme.

Councillor Robert Alden highlighted concerns around the Labour Member/officer relationships at the Council, specifically citing where the Local Government Association had been used to mediate conversations between the Labour Group and the City Solicitor and Monitoring Officer.

Further concerns were also raised in relation to requested information having not previously been provided to the External Auditors.

Councillor Roger Harmer addressed the Council and highlighted the sobering nature of the report.

Whilst Councillor Harmer acknowledged Councillor Cotton's comments around elements of the report which he deemed as not factually accurate, Councillor Harmer raised concerns around the financial liabilities associated with equal pay and the Oracle system.

Councillor Harmer expressed further concerns relating to the in-year budget savings which were not likely to be achieved as part of the 2023/24 budget which was agreed in February 2023.

Councillor Harmer expressed a view that significant work would be required if the deadline of April 2025 in relation to an agreement on equal pay would be met.

The Lord Mayor proposed that a short break be taken until 1845. This was seconded and agreed.

The meeting reconvened at 1845.

Councillor Robert Alden proposed that the meeting be extended by 30 minutes to enable additional speakers to participate in the meeting. This was seconded and agreed.

Councillor Julien Pritchard addressed the meeting and expressed concern at the Member/officer relationships at the Council.

Councillor Pritchard was unsure in relation to how Oracle would reach the required compliance level by the end of November 2023.

Councillor Pritchard was unsure as to how the issues flagged in the report would precisely affect the 2023/24 budget and so could not be confident in terms of the figures contained within it.

Councillor Pritchard expressed concern in relation to the potential impact on communities as cuts to services commenced as part of the savings targets which needed to be realised.

A debate ensued.

Councillors Sir Albert Bore, Morriam Jan, Meirion Jenkins, Lisa Trickett, Matt Bennett, Rob Pocock, Deirdre Alden, Majid Mahmood and Councillor Zaker Choudhry spoke during the debate.

Councillor Kerry Jenkins proposed that the question be put. This was seconded and agreed.

The Leader of the Council, Councillor John Cotton indicated that he did not wish to respond to the debate.

A named vote was then called by the Lord Mayor in respect of the recommendations outlined in the report. The Chamber doors were locked.

Here upon a poll being demanded the voting was as follows:-

### **For the Recommendations (77)**

Robert Alden	Deirdre Alden	Rick Payne
Adam Higgs	David Barrie	Matt Bennett
Darius Sandhu	Kerry Brewer	Timothy Huxtable
Alex Yip	Debbie Clancy	Bruce Lines
Richard Parkin	Ewan Mackey	Gareth Moore
Adrian Delaney	Ken Wood	Meirion Jenkins
Julien Pritchard	Mahmood Hussain	Rob Pocock
Marcus Bernasconi	Mary Locke	Jamie Tennant
Phil Davis	Ray Goodwin	Saima Ahmed
Shabina Bano	Nicky Brennan	Martin Brooks
Sam Forsyth	Rashad Mahmood	Kath Hartley
Karen McCarthy	Saima Suleman	Marje Bridle
David Barker	Ziaul Islam	Sir Albert Bore
Kerry Jenkins	Diane Donaldson	Narinder Kaur Kooner
Rinkal Shergill	Fred Grindrod	Shehla Moledina
Miranda Perks	Lisa Trickett	Jane Jones
Jilly Bermingham	Brigid Jones	Saqib Khan
Raqeeb Aziz	Shabrana Hussain	John Cotton
Lauren Rainbow	Yvonne Mosquito	Sharon Thompson

Basharat Mahmood	Sybil Spence	Jayne Francis
Des Hughes	Saddak Miah	Shafique Shah
Amar Khan	Jack Deakin	Mohammed Idrees
Majid Mahmood	Penny Wagg	Baber Baz
Roger Harmer	Colin Green	Deborah Harries
Ayoub Khan	Zaker Choudhry	Morriam Jan
Paul Tilsley	Izzy Knowles	

### **Against the Recommendations (0)**

### **Abstentions (0)**

It was moved by the Lord Mayor, seconded and

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#### **RESOLVED:-**

That City Council agreed to:

1. Acknowledge and accept the statutory recommendations presented by External Auditors Grant Thornton;
2. Commit to the implementation of these recommendations to safeguard the City's financial sustainability and governance;
3. Accept the proposed action plan, with responsible Officer and Responsible Members, and track delivery of the action plan in line with the deadlines for each recommendation;
4. Consolidate the actions from this report into the improvement plan, as detailed in the Secretary of State's directions;
5. Propose that the Chief Executive responds to the External Auditor with the contents of this report and the proposed action plan as a formal response to the issued recommendations; and,
6. Agree that the Audit Committee receives updates on progress against the recommendations and actions within this report on a regular basis.

The meeting ended at 1945 hours.



**MINUTES OF THE MEETING OF BIRMINGHAM CITY COUNCIL HELD  
ON TUESDAY, 7 NOVEMBER 2023 AT 1400 HOURS IN THE COUNCIL  
CHAMBER, COUNCIL HOUSE, BIRMINGHAM**

**PRESENT:-** Lord Mayor (Councillor Chaman Lal) in the Chair.

**Councillors**

Akhlaq Ahmed	Adrian Delaney	Narinder Kaur Kooner
Alex Aitken	Diane Donaldson	Mary Locke
Deirdre Alden	Barbara Dring	Ewan Mackey
Robert Alden	Jayne Francis	Basharat Mahmood
Gurdial Singh	Sam Forsyth	Majid Mahmood
Atwal	Ray Goodwin	Lee Marsham
Raqeeb Aziz	Rob Grant	Karen McCarthy
Shabina Bano	Colin Green	Saddak Miah
David Barker	Fred Grindrod	Shehla Moledina
David Barrie	Roger Harmer	Gareth Moore
Baber Baz	Deborah Harries	Richard Parkin
Matt Bennett	Kath Hartley	Rick Payne
Jilly	Adam Higgs	David Pears
Birmingham	Des Hughes	Miranda Perks
Marcus	Jon Hunt	Rob Pocock
Bernasconi	Mumtaz Hussain	Julien Pritchard
Bushra Bi	Mahmood Hussain	Hendrina Quinnen
Sir Albert	Shabrana Hussain	Lauren Rainbow
Bore	Timothy Huxtable	Darius Sandhu
Nicky	Mohammed Idrees	Kath Scott
Brennan	Zafar Iqbal	Rinkal Shergill
Kerry Brewer	Katherine Iroh	Sybil Spence
Marje Bridle	Ziaul Islam	Ron Storer
Martin Brooks	Morriam Jan	Saima Suleman
Zaker	Kerry Jenkins	Jamie Tennant
Choudhry	Meirion Jenkins	Sharon Thompson
Debbie	Brigid Jones	Paul Tilsley
Clancy	Jane Jones	Lisa Trickett
Liz Clements	Amar Khan	Penny Wagg
Maureen	Ayoub Khan	Ian Ward
Cornish	Mariam Khan	Ken Wood
John Cotton	Saqib Khan	Alex Yip
Phil Davis	Izzy Knowles	Waseem Zaffar
Jack Deakin	Bruce Lines	

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### **NOTICE OF RECORDING**

- 190 The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council's Public-I website and that members of the press/public may record and take photographs except where there were confidential or exempt items.
- 

### **DECLARATIONS OF INTERESTS**

- 191 The Lord Mayor reminded Members that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at the meeting.

Councillor Jack Deakin declared a non-pecuniary interest in relation to agenda item 10 (Motion B). Councillor Deakin was a member of the Councillors Network of Labour Friends of Israel.

Councillor Liz Clements declared a non-pecuniary interest in relation to agenda item 10 (Motion A). Councillor Clements was a Trustee of the City of Birmingham Symphony Orchestra and was also an observer on the boards of the Birmingham Opera Company and Ex Cathedra Choir.

Councillor Jayne Francis declared a non-pecuniary interest in relation to agenda item 10 (Motion A). Councillor Francis was a trustee of the Arts Council Regional Board and a trustee of Birmingham Repertory Theatre and the Icon Gallery.

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### **MINUTES**

It was moved by the Lord Mayor, seconded and –

- 192 **RESOLVED:**

That the Minutes of the City Council meetings held on 11 July 2023, 12 September 2023 and the extraordinary meeting held on 25 September 2023 be taken as read and confirmed and signed.

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### **LORD MAYOR'S ANNOUNCEMENTS**

There were no announcements from the Lord Mayor.

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## **PETITIONS**

### **Petitions Relating to City Council Functions Presented at the Meeting**

The following petitions were presented:-

(See document No. 1, 'Additional Meeting Documents')

In accordance with the proposals by the Members presenting the petitions, it was moved by the Lord Mayor, seconded and:-

193      **RESOLVED:-**

That the petitions were received and referred to the relevant Chief Officer(s).

---

### **Petitions Update**

A Petitions Update had been made available electronically:-

(See document No. 2, 'Additional Meeting Documents')

It was moved by the Lord Mayor, seconded and

194      **RESOLVED:-**

That the Petitions Update be noted and those petitions for which a satisfactory response has been received, be discharged.

---

## **QUESTION TIME**

195      The Council proceeded to consider Oral Questions in accordance with Council Rules of Procedure (B4.4 F of the Constitution).

Details of the questions asked are available for public inspection via the webcast.

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## **APPOINTMENTS BY THE COUNCIL**

Councillor Gareth Moore addressed the Council and it was-

196      **RESOLVED:-**

That the appointments be made to serve on the Committees and other bodies set out below:-

Replace Cllr Bruce Lines with Cllr Robert Alden on Audit Committee.

Replace Cllr Darius Sandhu with Cllr Deirdre Alden on Co-ordinating O&S Committee.

Replace Cllr Deirdre Alden with Cllr Darius Sandhu on the Neighbourhoods O&S Committee.

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**LEAD MEMBER REPORT: WEST MIDLANDS POLICE AND CRIME PANEL**

A report of Councillor Sam Forsyth, Lead Member, West Midlands Police and Crime Panel was submitted:-

(See document No. 3, agenda item 8)

Councillor Sam Forsyth moved the recommendation which was seconded by Councillor Nicky Brennan.

A debate ensued.

Councillors Deirdre Alden, Izzy Knowles, Julien Pritchard, Liz Clements, Gareth Moore, Morriam Jan, Marcus Bernasconi, Richard Parkin, Ziaul Islam, David Pears and Shabina Bano spoke during the debate.

The Lord Mayor invited Councillor Sam Forsyth to sum up.

It was therefore-

197 **RESOLVED:-**

1.) That City Council agreed to note the report.

---

**ADJOURNMENT**

198 It was moved by the Lord Mayor, seconded and-

**RESOLVED:-**

That the Council be adjourned until 1650 hours on this day.

The Council then adjourned at 1620 hours.



At 1650 hours the Council resumed at the point where the meeting had been adjourned.

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**LEAD MEMBER REPORT: WEST MIDLANDS COMBINED AUTHORITY  
TRANSPORT DELIVERY COMMITTEE**

A report of Mary Locke, Lead Member, West Midlands Combined Authority Transport Delivery Committee was submitted.

(See document No. 4, agenda item 9).

Councillor Mary Locke moved the recommendation which was seconded by Councillor Timothy Huxtable.

A debate ensued.

Councillors Julien Pritchard, Liz Clements, Robert Alden, David Barker, Zaker Choudhry, Narinder Kaur Kooner and Lee Marsham spoke during the debate.

The Lord Mayor invited Councillor Mary Locke to sum up.

It was therefore-

199

**RESOLVED:-**

1.) That City Council noted the report.

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**MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

The Council proceeded to consider the Motions of which notice had been given in accordance with Council Rules of Procedure (B4.4 G of the Constitution).

Councillor Ray Goodwin left the Chamber for Motion A.

**A. Councillors Darius Sandhu and Richard Parkin had given notice of the following Notice of Motion:-**

(See document No. 5, agenda item 10)

Councillor Darius Sandhu moved the Motion which was seconded by Councillor Richard Parkin.

In accordance with Council Rules of Procedure, Councillors Saima Suleman and David Barker gave notice of the following amendment to the Motion:-

(See document No. 6, 'Amendments – City Council')

Councillor Saima Suleman moved the amendment which was seconded by Councillor David Barker.

In accordance with Council Rules of Procedure, Councillors Deborah Harries and Morriam Jan gave notice of the following amendment to the Motion:-

(See document No. 7, 'Amendments – City Council')

Councillor Deborah Harries moved the amendment which was seconded by Councillor Morriam Jan.

In accordance with Council Rules of Procedure, Councillors Julien Pritchard and Rob Grant gave notice of the following amendment to the Motion:-

(See document No. 8, 'Amendments – City Council')

Councillor Julien Pritchard moved the amendment which was seconded by Councillor Rob Grant.

A debate ensued.

Councillors Marje Bridle, Robert Alden, Phil Davis and Debbie Clancy spoke during the debate.

During the debate Councillor Robert Alden declared a non-pecuniary interest. Councillor Alden was a Council appointed trustee of Birmingham Museums Trust and his wife worked for the Birmingham Museums Trust.

During the debate, Councillor Phil Davis declared a non-pecuniary interest. Councillor Davis was one of two Council trustees of Birmingham Museums Trust.

The Lord Mayor invited Councillor Darius Sandhu to sum up.

The amendment to the Motion in the names of Councillors Saima Suleman and David Barker having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The amendment to the Motion in the names of Councillors Deborah Harries and Morriam Jan having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The amendment to the Motion in the names of Councillors Julien Pritchard and Rob Grant having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

**RESOLVED:-**

“This Council believes that the City’s heritage and cultural assets are fundamental to our ambitions to attract investment and visitors and essential to the physical and mental well-being of our residents.

Moreover, the Council notes that many of these cultural assets were gifted to the people of Birmingham to be enjoyed in perpetuity, not to be used to balance the books for any one single Administration. Once they are gone, they are gone.

Libraries, public open spaces, playing fields, parks, theatres, orchestras, museums, and galleries, serve as the vibrant core of the communities they are located in.

During a cost-of-living crisis, access to arts, culture and recreation is more important than ever. However, we recognise that there is a disparity in access to the arts and green spaces across our city.

All communities should have free access to the information and skills that they need to support their local assets, including access to central government funding.

Council therefore commits to continue to look at all possible ways to:

- Protect all cultural and heritage assets, including all libraries, parks, playing fields, public open spaces and museum sites, from any capital disposals.
- Work with community campaigns such as the ‘Save Birmingham – protect our community places’ campaign by Cooperatives West Midlands, by supporting community asset transfers and other community-led governance models where these can be shown to be the best and most sustainable solution to protecting the long-term future of these assets.
- Work closely with Arts and Culture organisations, the community sector, external funding organisations and other partners to promote that the city is open for business despite the Council’s own challenges and that its arts and culture offering remains rich and vibrant, with world-class performances and exhibitions with something for everyone.

- Replicate Friends of Parks and/ or Birmingham Open Spaces Forum resident volunteer models to help manage and maintain cultural and heritages sites and services, and;
- Develop a work programme for Scrutiny to review the policy plans of the “Digital, Culture, Heritage and Tourism” portfolio to assess the current ‘health’ of our arts, heritage and cultural assets, their risk of disposal and strategies to protect their provision in the short-, mid- and long-term.”

**B. Councillors Robert Ayoub Khan and Izzy Knowles had given notice of the following Notice of Motion:-**

(See document No. 9, agenda item 10)

Councillor Ayoub Khan moved the Motion which was seconded by Councillor Izzy Knowles.

In accordance with Council Rules of Procedure, Councillors Majid Mahmood and Mariam Khan gave notice of the following amendment to the Motion:-

(See document No. 10, ‘Amendments – City Council’)

Councillor Majid Mahmood moved the amendment which was seconded by Councillor Mariam Khan.

In accordance with Council Rules of Procedure, Councillors Richard Parkin and Rick Payne gave notice of the following amendment to the Motion:-

(See document No. 11, ‘Amendments – City Council’)

Councillor Richard Parkin moved the amendment which was seconded by Councillor Rick Payne.

In accordance with Council Rules of Procedure, Councillors Nicky Brennan and Saima Suleman gave notice of the following amendment to the Motion:-

(See document No. 12, ‘Amendments – City Council’)

Councillor Nicky Brennan moved the amendment which was seconded by Councillor Saima Suleman.

In accordance with Council Rules of Procedure, Councillors Julien Pritchard and Rob Grant gave notice of the following amendment to the Motion:-

(See document No. 13, 'Amendments – City Council')

Councillor Julien Pritchard moved the amendment which was seconded by Councillor Rob Grant.

A debate ensued.

During the debate, a 30-minute extension to the meeting was proposed by Councillor Roger Harmer. This was seconded by Councillor Julien Pritchard.

As the debate continued, Councillor John Cotton proposed another 30-minute extension to the meeting. This was seconded by Councillor Robert Alden.

Councillors Robert Alden, Councillor John Cotton, Sharon Thompson, Richard Parkin, Baber Baz, Kerry Jenkins, Waseem Zaffar, Liz Clements, Amar Khan, Shehla Moledina, Saqib Khan, Jack Deakin spoke during the debate.

The Lord Mayor invited Councillor Ayoub Khan to sum up.

The amendment to the Motion in the names of Councillors Majid Mahmood and Mariam Khan having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The amendment to the Motion in the names of Councillors Richard Parkin and Rick Payne having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

Names were called and the Chamber doors were locked.

Here upon a poll being demanded the voting was as follows:-

**For the amendment (18)**

Bruce Lines	Robert Alden	Ewan Mackey
Timothy Huxtable	Alex Yip	Deirdre Alden
David Barrie	Rick Payne	Ken Wood
Adrian Delaney	Adam Higgs	Darius Sandhu
Kerry Brewer	Gareth Moore	David Pears
Debbie Clancy	Richard Parkin	Matt Bennett

### **Against the amendment (66)**

Rob Grant	Julien Pritchard	Mariam Khan
Saddak Miah	Lauren Rainbow	Sir Albert Bore
Karen McCarthy	Sharon Thompson	Kath Hartley
Sam Forsyth	Des Hughes	Saqib Khan
Jane Jones	Marcus Bernasconi	Mary Locke
Jayne Francis	Kath Scott	Diane Donaldson
Liz Clements	Ziaul Islam	Shehla Moledina
Phil Davis	David Barker	Barbara Dring
Jamie Tennant	Mohammed Idrees	Rob Pocock
Mahmood Hussain	Majid Mahmood	Brigid Jones
Basharat Mahmood	Narinder Kaur Kooner	Shabrana Hussain
Zafar Iqbal	Fred Grindrod	Miranda Perks
Amar Khan	Raqeeb Aziz	Kerry Jenkins
Nicky Brennan	Hendrina Quinnen	Ray Goodwin
Waseem Zaffar	Shabina Bano	Saima Suleman
Jilly Bermingham	Lee Marsham	Sybil Spence
John Cotton	Rinkal Shergill	Rashad Mahmood
Lisa Trickett	Martin Brooks	Marje Bridle
Bushra Bi	Colin Green	Izzy Knowles
Mumtaz Hussain	Ayoub Khan	Penny Wagg
Paul Tilsley	Baber Baz	Zaker Choudhry
Morriam Jan	Roger Harmer	Deborah Harries

### **Abstentions (1)**

Jack Deakin

The amendment to the Motion in the names of Councillors Nicky Brennan and Saima Suleman having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The amendment to the Motion in the names of Councillors Julien Pritchard and Rob Grant having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

### **RESOLVED:-**

“This council recognises that the horrors and repercussions of the conflict in Palestine and Israel have had a profound affect across all communities, but notably the Muslim and Jewish communities here in

Birmingham.

West Midlands Police, and organisations like the CST and Tell Mama have reported a rise in both Islamophobic and antisemitic hate incidents.

In Birmingham, we have seen incidences of antisemitic and Islamophobic graffiti, with more than two hundred tags of a racist, offensive, antisemitic or Islamophobic nature reported and removed since October 7th. We must not allow the tragic events in the Middle East to divide our communities in the city, and we understand and feel the pain of all people in the city, especially the Muslim and Jewish communities.

This Council condemns those who have used this crisis to whip up hatred, sow division, and spread misinformation in our city.

This council acknowledges that it has a duty of care to the people of Birmingham, and must lead the way in promoting peace, tolerance and respect.

This Council notes:

1. There is a humanitarian catastrophe in Gaza. It is likely that this will impact Gazans throughout 2023 and beyond.
2. An immediate and sustainable ceasefire is needed, so that aid can get into Gaza, the hostages can be freed, and work can take place to deescalate this horrific conflict. Save the Children have highlighted that more children have been reported killed in this conflict than the annual number of children killed across the world's conflicts zones since 2019. The international community has a responsibility to work towards a peace process and a two-state solution.
3. It is unlikely that many Palestinians will be able to return home for a substantial time.
4. With Birmingham having a proud status as a City of Sanctuary for people fleeing war torn countries and persecution. It is important that we in Birmingham, together with other communities in the UK, prepare to accommodate any refugees from this conflict that seek re-location.
5. Building on the success of the Homes for the Ukraine Scheme, a similar package must be offered to refugees choosing to flee the conflict.

This Council therefore:

6. Will write to the Government seeking the provision of a support package for refugees fleeing the conflict and provide further aid to assist the UN Agencies in their humanitarian work so that British citizens can get home safely, and Palestinian people are able to stay in their homeland.”.
7. Will support the active engagement of the voluntary sector in delivering aid and support to refugees from the conflict.
8. Will proactively engage with any Government schemes to house refugees from the conflict to ensure that all refugees are given a warm welcome in Birmingham.
9. Calls on everyone in Birmingham to show tolerance and respect at this time of significant stress to many communities; especially those of the Muslim and Jewish faiths.
10. Will work with faith communities to explore setting up more third-party hate crime reporting mechanisms and write to the Home Secretary to urge Government to reverse its decision to downgrade the monitoring of non-crime hate incidents specifically related to antisemitism and Islamophobia so they can be logged by the police.”

The meeting ended at 2015 hours.





CITY COUNCIL

**7 NOVEMBER  
2023**

**WRITTEN  
QUESTIONS TO  
CABINET  
MEMBERS**

OFFICIAL

**WRITTEN QUESTIONS**

**A To the Leader of the Council**

**1. Assets**

From Councillor Debbie Clancy

**2. Job Evaluation Advice**

From Councillor Adam Higgs

**3. Option 3**

From Councillor Bruce Lines

**4. JE Addendum**

From Councillor Rick Payne

**5. Best Value Assessment**

From Councillor Ron Storer

**6. Job Evaluation Forward Plan**

From Councillor Darius Sandhu

**7. Council House**

From Councillor Adrian Delaney

**8. Pay Equity Presentation**

From Councillor Richard Parkin

**9. s114 warnings**

From Councillor Robert Alden

**10. Peer Reviews**

From Councillor Deirdre Alden

**11. Trade Union conversations**

From Councillor Gareth Moore

**12. JE Best Value Assessment**

From Councillor Timothy Huxtable

**13. Statutory Recommendation 2019**

From Councillor Ken Wood

**14. Dispute payments**

From Councillor Kerry Brewer

**15. Staff questions**

From Councillor David Barrie

**16. Perry Barr Scheme Inreach**

From Councillor David Pears

**17. Perry Barr Scheme Budget**

From Councillor Alex Yip

**18. Library lit up for Israel**

From Councillor Ewan Mackey

**19. New Ways of Working**

From Councillor Meirion Jenkins

**20. Ladywood engagement meetings**

From Councillor Morriam Jan

**21. External legal advice**

From Councillor Matt Bennett

**22. Yardley conservation society**

From Councillor Deborah Harries

**B To the Deputy Leader of the Council**

**1. S114 warnings**

From Councillor Robert Alden

**2. FOIs**

From Councillor Darius Sandhu

**C To the Cabinet Member for Children, Young People and Families**

1. **MOVED TO J4**
2. **Right Help. Right Time**  
From Councillor Adrian Delaney
3. **Home to School Transport**  
From Councillor Adam Higgs
4. **Home to School Transport Appeals**  
From Councillor Ron Storer
5. **Probation services**  
From Councillor Morriam Jan
6. **Actions following trauma motion**  
From Councillor Roger Harmer

**D To the Cabinet Member for Digital, Culture, Heritage & Tourism**

**MOVED TO B2**

**E To the Cabinet Member for Environment**

1. **MHRC costs**  
From Councillor Meirion Jenkins
2. **MHRC fly tipping**  
From Councillor Adrian Delaney
3. **New Ways of Working**  
From Councillor Alex Yip
4. **Fleet and Waste Night time allowance**  
From Councillor Adam Higgs
5. **Depot Health and Safety**  
From Councillor Robert Alden
6. **Fleet and Waste Home Working**  
From Councillor David Pears
7. **MOVED TO A22**

8. **Old Yardley Park**  
From Councillor Izzy Knowles
9. **Tree removal in Yardley East**  
From Councillor Colin Green
10. **Recycling stations in the city**  
From Councillor Penny Wagg
11. **MHRC vehicles**  
From Councillor Morriam Jan
12. **Deykin Avenue**  
From Councillor Mumtaz Hussain
13. **Perry Park**  
From Councillor Jon Hunt
14. **Moseley trees**  
From Councillor Zaker Choudhry
15. **Cannon Hill Park**  
From Councillor Baber Baz

**F      To the Cabinet Member for Finance and Resources**

1. **Oracle budget**  
From Councillor David Barrie
2. **Oracle budget**  
From Councillor Matt Bennett
3. **Oracle budget**  
From Councillor Alex Yip
4. **Spend control board diesel fuel for parks vehicles**  
From Councillor Deirdre Alden
5. **Moved to A21**
6. **Manual bank reconciliations**

From Councillor David Pears

7. **Direct Debits**

From Councillor Ron Storer

8. **s114 warnings**

From Councillor Robert Alden

9. **Write-offs**

From Councillor Ewan Mackey

10. **Car Parking**

From Councillor Adam Higgs

**G      To the Cabinet Member for Health and Social Care**

**NONE SUBMITTED**

**H      To the Cabinet Member for Housing and Homelessness**

1. **Families in temporary accommodation**

From Councillor Roger Harmer

2. **Homelessness**

From Councillor Ayoub Khan

3. **Homelessness**

From Councillor Morriam Jan

**I      To the Cabinet Member for Social Justice, Community  
Safety and Equalities**

**1.      MOVED TO C5**

**2.      MOVED TO C6**

3. **Dealing with legacy issues relating to slavery and law  
breaking**

From Councillor Jon Hunt

4. **Actions that can be taken on legacy issues**

From Councillor Zaker Choudhry

5. **Law breaking and dishonourable conduct**

From Councillor Baber Baz

**J To the Cabinet Member for Transport**

1. **Traffic Enforcement Cameras**

From Councillor Jon Hunt

2. **Moseley Village car park**

From Councillor Izzy Knowles

3. **Moseley Village car park**

From Councillor Colin Green

4. **School Crossing Patrols**

From Councillor Debbie Clancy



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DEBBIE CLANCY**

**“Assets”**

**Question:**

**Please provide a list of all assets the council owns outside the city boundaries, and the estimated value of each.**

**Answer:**



Copy of BCC  
Properties outside bh

The values provided are indicative and where available. In some instances, in particular for assets where there is unlikely to be any comparable open market evidence, valuations are based on depreciated replacement cost methodology, and therefore do not represent a realistic sale price achievable from a third party.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR ADAM HIGGS**

**“Job Evaluation Advice ”**

**Question:**

**On how many occasions, and on what dates, did Officers recommend to you the Hay Job Evaluation scheme as the quickest, best value approach to resolving equal pay, and on how many occasions did you reject this?**

**Answer:**

The decision with regard to methodology rested in the first instance with the Council Business Management Committee, and members of that committee chose not to proceed with an outsourced option at the meeting held on 1<sup>st</sup> September 2023.

The City Council subsequently confirmed this approach, with the endorsement of Government appointed commissioners, at the EGM on 12<sup>th</sup> October 2023.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR BRUCE LINES**

**“Option 3”**

**Question:**

**Prior to putting forward Option 3 for Job Evaluation on the CBMC report, did you have any discussions with any of the recognised Trade Unions regarding this option?**

**Answer:**

All negotiations relating to potential job evaluation options were conducted through formal officer channels.

I have regular scheduled meeting with our recognised Trade Unions in my capacity as Leader and as portfolio holder for HR. A variety of issues are discussed at these meetings.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR RICK PAYNE**

**“JE Addendum”**

**Question:**

**At what date and time did each of the three recognised trade unions formally sign the addendum to the job evaluation scheme, and the date and time and person who signed on behalf of the city council?**

**Answer:**

All three of the Council's recognised trade unions agreed the terms of the addendum electronically between Friday 20th October and Saturday 21st October 2023.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR RON STORER**

**“Best Value Assessment”**

**Question:**

**At what date and time did you receive, and read, the best value assessment for the Job Evaluation Scheme agreed on 22 October 2023?**

**Answer:**

I suggest that Cllr Storer re-reads the Commissioner commentary at the front page of the report tabled at the Council EGM, if he requires reassurance on these matters.

Also he will recall that the Commissioners were appointed by the Secretary of State to ensure the City Council complies with the Best Value Duty.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DARIUS SANDHU**

**“Job Evaluation Forward Plan”**

**Question:**

**The January 2023 Forward Plan shows a proposed decision on Job Evaluation to be taken at Cabinet on 14 February 2023. This was first added to the forward plan in December 2022. Why was this item removed from the February agenda?**

**Answer:**

Key decisions are required to be included on the forward plan at least 28 days prior to taking a report to cabinet, however it does not mean that it needs to be taken on that date. At the time it was felt that some adjustments to the proposals in the paper submitted in April 2022 may be necessary.

Therefore no paper was submitted and officers began consultations in February with the trade unions with a view to reach agreement on possible adjustments to the Job Evaluation programme expecting to lead to a renewed cabinet paper at their conclusion.

A proposed decision on Job Evaluation remained on the forward plan.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR ADRIAN DELANEY**

**“Council House”**

**Question:**

**Please provide a copy of the options produced in partnership with Glenn Howell Architects and Arcadis for the re-imagining of the Council House, including when the work was commissioned, the original brief for the work provided by the council, and the data the options were presented to the council.**

**Answer:**

The “OFCP – Reimagining the Council House” report dated December 2022 is attached. The work was commissioned in December 2021 as part of a wider commission providing baseline studies for the “Our Future City Plan” work which supported the production of the “Our Future City: Draft Central Birmingham Framework 2040” launched in May 2023. The project involved a Cross-party Working Group including leaders of the main political groupings, and the final report was presented to the Working Group and also in separate briefings with the former Leader and Deputy Leader of the Council, and with the Leader of the Opposition Group.

The part of the brief relating to the Council House stated:

**“Future of the Council House**

B53 Provide input to the development of proposals to re-imagine the Council House as a community hub with a range of activities and uses that opens the use of the building to the city and its residents, workers and visitors by bringing in knowledge of best-practice, international examples and testing the boundaries to maximise the un-tapped potential of the building, its location and relationship to the surrounding public realm including Victoria Square. This will include identification of high-level costs and consideration of viability.”



OFCP-Council House  
Complex-Final Design

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR RICHARD PARKIN**

**“Pay Equity Presentation”**

**Question:**

**The 25 July Cabinet Report on Pay Equity contained at Appendix 4 an extract of slides from a presentation. Please provide a full copy of the full slide deck from which they were taken.**

**Answer:**

These two slides, as presented on 25<sup>th</sup> July 2023 as Appendix 4 of the paper, represent the full presentation.



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR ROBERT ALDEN**

**“s114 warnings”**

**Question:**

**Please list all dates and times of meetings or correspondence in which the possibility of a s114 notice needing to be issued was raised with you by any officer, either as Leader or Cabinet Member before that?**

**Answer:**

Following the announcement of the Equal Pay Liability in June 2023, the Section 151 Officer was in ongoing conversation with myself and the Deputy Leader around the circumstances in which a s114 notice would be triggered, as a result of this liability. This included during weekly meetings with myself and during the development of the report in relation to a new Pay Equity Scheme. At the Cabinet Member / CLT Away Day on 13<sup>th</sup> July, Cabinet were informed of the circumstances in which a S.114 noticed might be triggered.

Further, two formal letters from the Statutory Officers to myself and the Deputy Leader were issued on 17<sup>th</sup> July 2023 and 11<sup>th</sup> August 2023 outlining the consequences of a Section 114 notice and the potential of this arising as a result of the Equal Pay liability.

The Deputy Leader and I were informed of a S.5 and a second S.114 being triggered if a date was not set for the Pay Equity report to be considered by CBMC, on Wednesday 20<sup>th</sup> September after 5pm. As soon as this meeting took place, I sent an email to the statutory officers at 5:35pm taking on board their advice and requested that the CBMC meeting be convened on 28<sup>th</sup> September to enable the requisite five clear working days' notice for calling the meeting.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DEIRDRE ALDEN**

**“Peer Reviews”**

**Question:**

**Please provide a copy of all peer reviews of the City Council since 2012.**

**Answer:**

Since 2012 the organisation has had 5 Peer reviews, which can be made available for Councillor Alden following the meeting:

- Children’s Services Peer Review – 2014
- Education and School Strategy and Improvement Plan peer challenge - 2015
- Planning Improvement Peer Challenge – 2019
- Legal Service Peer Review – 2019
- Governance Peer Challenge – 2019

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR GARETH MOORE**

**“Trade Union conversations”**

**Question:**

**Please list all dates since May 2022 on which you have had conversations, whether in person, call or via messaging, with anyone from the Trade Unions regarding Equal Pay and Job Evaluation, and on each occasion confirm if a council officer was present, or copied into the conversation.**

**Answer:**

I have regular scheduled meetings with our recognised Trade Unions in my capacity as Leader and portfolio holder for HR, as outlined in my answer to question A3.

These include the Corporate Consultative Committee – a formal Council consultative forum which is attended by officers of the Council.

Since May 2022, the Committee has met on the following dates:

22 September 2022, 8 December 2022, 9 March 2023, 29 June 2023

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR TIMOTHY HUXTABLE**

**“JE Best Value Assessment”**

**Question:**

**Please provide a copy of the Best Value Assessment for the Job Evaluation Scheme agreed on 22 October 2023.**

**Answer:**

The Job Evaluation Scheme agreed on 22 October 2023 was supported and endorsed by the Commissioners appointed by the Secretary of State to ensure that the City Council complies with the Best Value Duty.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR KEN WOOD**

**“Statutory Recommendation 2019”**

**Question:**

**In 2019 the Council received a third set of statutory recommendations from Auditors. One of these recommendations was to complete the development of a contingency plan to minimise the effects of equal pay risks should they occur. Please provide a copy of this contingency plan along with an update with the date each identified action was completed.**

**Answer:**

During 2019 a number of reports were brought to Audit Committee with regards to the topic of Equal Pay. The contents of which are available for viewing on CMIS.

A specific report in relation to this statutory recommendation was not presented to Audit Committee, and current officers are unable to identify such a contingency plan.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR KERRY BREWER**

**“Dispute payments”**

**Question:**

**In each year since 2012, how many COT3 or similar payments have been made to employees within the fleet and waste service to settle disputes and what was the total value of these in each year?**

**Answer:**

As equal pay settlements are role specific rather than service area specific, we are unable to confirm how many settlements have been paid to employees in generic, non-frontline roles (e.g. admin assistant) in Fleet and Waste since 2012. However, we can confirm that there have been no occasions where a payment has been made to settle a legal claim for equal pay from an employee in a frontline role in Fleet and Waste in return for agreeing to withdraw legal action for equal pay since 2012.

The number of settlements made under Employment Tribunals, Failure to consult claims and impact on Service Deliver are:

Year	Amount	Claimant(s)	Reason
2018	£3,538.40	7 Claimants	Failure to consult claims
2018	£4,577.46	8 Claimants	Failure to consult claims
2019	£3,000	261 Claimants	Parity payment claims
2019	£500	1 Claimant	Parity payment claims
2019	£3,000	17 Claimant	Parity payment claims
2019	£500	17 Claimant	Parity payment claims
2019	£9,000	1 Claimant	Settlement of ET claim
2019	£14,000	1 Claimant	Settlement of ET claim
2022	£16,863.04	1 Claimant	Impact on service delivery

2022	£20,071.47	1 Claimant	Impact on service delivery
2023	£5,500	1 Claimant	Settlement of ET claim
2023	£7,500	1 Claimant	Settlement of ET claim
2023	£9,261.75	1 Claimant	Settlement of ET claim
2023	£6,000	1 Claimant	Settlement of ET claim

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DAVID BARRIE**

**“Staff questions”**

**Question:**

**Please provide a list of all questions submitted, whether answered or not, to the last 3 Chief Exec webinars, with names anonymised.**

**Answer:**

All questions from the webinars are answered here: [General | Frequently asked questions about section 114 | Birmingham City Council Portal](#)

Where the same or similar questions are received, they are collated to provide one answer.



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DAVID PEARS**

**“Perry Barr Scheme Inreach”**

**Question:**

**How many of the properties in the Perry Barr residential scheme (former athletes village) does the council plan to sell to Inreach?**

**Answer:**

The Council is currently in dialogue with InReach to explore the potential to lease the 270 apartments within Plot 7 of the PBRS Development to InReach for an interim period in order to deliver much needed rental homes quickly, increase InReach’s operational platform, and start to create a real sense of “place” in this exciting new housing scheme.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR ALEX YIP**

**“Perry Barr Scheme Budget”**

**Question:**

**Please provide the most up-to-date breakdown of the budget for the Perry Barr residential scheme, including the amount spent so far, final forecasted gross cost (including those costs associated with the original plan for the games and associated infrastructure), amount expected to be recouped through property sales (net of any agency costs), amount recouped to date from property sales (including breakdown of the number sold by unit type), and any write-off of budget losses.**

**Answer:**

An updated Full Business Case (FBC) for the Perry Barr Regeneration Scheme was approved by Cabinet on 27 July 2021. This set out estimated total costs (including those already incurred at that time) of £539.9million, with associated funding (mainly from grants and expected disposal proceeds) amounting to £494.1million, resulting in a net scheme cost of £45.8million. This report did however identify a range of options for the further development of subsequent phases of the regeneration scheme, with the potential to realise additional net receipts of up to £64.5million.

Work is currently underway to review and update the overall FBC for the regeneration scheme, including setting out the proposals for the delivery of the next phases, and this will be presented to Cabinet and Commissioners in due course.

To date, the main activity on the overall scheme has been focussed on land acquisition and construction of accommodation on the first four plots of the core site, with work now focussed on progressing the disposal of the first 968 apartments that have been constructed (and that are at differing stages of fit-out in preparation for occupation).

By 31 March 2023, total costs of £482.5million had been incurred, offset by income generated (principally grants, contributions and disposal proceeds) of £212million – with the balance of £270.5million funded through prudential borrowing.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR EWAN MACKEY**

**“Library lit up for Israel”**

**Question:**

**Whilst we are grateful you answered our request to light up the Library of Birmingham in the colours of the Israeli flag to mark the barbaric terrorist attack on 7 October 2023, why did neither the Library of Birmingham or the main Council twitter accounts promote this, as they did on numerous other occasions for example Black Lives Matter, OneDay4Children, Nelson Mandela, Srebrenica, the Commonwealth Games, Indian Independence Day, Polio, and... Flybe's inaugural flight from BHS to Belfast.**

**Answer:**

The Council, as we have done for other counties and cities following terror attacks, wanted to show the city's solidarity with Israel and the citizens in our city who were impacted by the actions of Hamas, a recognised terrorist organisation. We also followed national guidance on raising the flag and lighting up of public buildings and landmarks, so following the attack on the 7<sup>th</sup> Oct we, along with other cities, raised the flag of Israel outside Council House for 24hrs. We also lit up the Library of Birmingham in the colours of the Israeli flag.

Birmingham is a multi-diverse place and we are proud of the fact we have many different nations, religions and backgrounds making up our wonderful city. Since October 7<sup>th</sup> representatives from BCC have also met with Jewish Leaders and our key Mosques in the city, to ensure all communities within our city are feeling heard and officers will maintain contact with them.

Also during national hate crime awareness week – 14<sup>th</sup> October – we used our social media to call on everyone to celebrate the uniqueness of our city and continue to make it a place that everyone feels safe. As a City of Sanctuary Birmingham has long been known for its warm welcome and for being a place where people fleeing from war and persecution can come and build new lives.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR MEIRION JENKINS**

**“New Ways of Working”**

**Question:**

**Please provide a copy of any documentation detailing ‘new ways of working’ shared with staff in any department outlining changes in working practices.**

**Answer:**

The “New Ways of Working” programme was established, over 3 years ago to support Our Future Council proposals underpinned by a communication framework and cascade plan.

This programme initially took the lead role in cascading communications for reopening and closure of buildings outlining new ways due to Covid restrictions.

Early 2021 the New Ways of Working programme launched further messaging related to “Moving from Lockdown to the New Norm”. All colleagues were directed to access [this link](#) on our intranet pages. At this point the [New Ways of Working intranet pages](#), Yammer Group and NWOW Bulletin Board also went live which you will be able to access.

Since its launch circa. 350-650 (3-5 per week) new ways of working bulletins have been cascaded supported with a [FAQs page](#) on the intranet updated which is updated.

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR MORRIAM JAN

#### “Ladywood engagement meetings”

#### Question:

**“In the last set of written questions, I asked about engagement events with residents in Ladywood and was advised that events were going to be set up: I see that these events took place between Mon 16 Oct and Wed 1 Nov.**

**Can the Leader please provide attendance data relating to each event. Can this data be broken down by demographic group/ resident ward/ consultation event date and can it make clear the number of staff who were present at each event, separate to the public attendances?”**

Answer:

Following the ward forum in July 2023, a door knocking exercise took place around homes in the Ladywood Estate between mid-September 2023 to early October 2023.

The purpose of these sessions was to provide direct engagement with residents in each of the proposed development phases, to understand communication preferences, accessibility needs and the way in which residents wanted to be kept informed moving forward.

This exercise was followed by an initial block of 12 workshops at the Ladywood Methodist Church, attendance was limited for most sessions to a maximum of 25 people, to enable residents to ask questions, share concerns and discuss key issues in a meaningful way.

Workshops finished on the 1<sup>st</sup> November 2023 and were well attended.

Between now and January 2024, the Council will be working on collating the information from these sessions, sharing this across the broader estate and sense checking whether this is a representative view across the board.

We will then work closely with Berkeley Homes, using workshop outcomes to inform development of a Community Charter; setting out what our offer will be to residents throughout the life of the project, the different ways in which they can be involved and how we will be sharing information moving forward.

Given that these sessions required specific registration from residents and that we have not had their consent to share details, it would not be appropriate to share specifics at this time.

The sessions were split up into tenure groups to enable people to have more specific conversations about their circumstances - these sessions were delivered by Council officers who had experience in engagement, supported by those who had technical expertise in the relevant field and tenure type.

Residents will be given the opportunity to share their feedback on the success of these sessions moving forward.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR MATT BENNETT**

**“External legal advice”**

**Question:**

**What was the total cost of the external legal advice referenced in the Auditor's statutory recommendations, that the political leadership sought to challenge the advice of the council officers? Please break with down by individual instructions and the date each was requested.**

**Answer:**

The Council's external lawyers, who are supporting the Council on equal pay, were instructed by the City Solicitor to advise further on the Council's Best Value Duty following a letter from Minister Rowley on 29<sup>th</sup> August 2023 and not to challenge previous advice from Council Officers. This advice was provided, in a conference call on 31<sup>st</sup> August 2023. The cost of this advice was £10,000.00.

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM  
COUNCILLOR DEBORAH HARRIES**

**“Yardley conservation society”**

**Question:**

**“As one of the oldest Conservation Areas in Birmingham, having been so designated in 1969, can you please confirm the date upon which the appraisal and management plan, in development for the best part of a year, will be completed in order for residents and interested groups, such as the Yardley Conservation Society, to be consulted on the plan?”**

**Answer:**

Work has commenced on the Old Yardley Conservation Appraisal and Management Plan. Owing to a resource pressure within the Conservation team, there has been a delay in getting a draft of this document completed and a draft circulated for consultation. The team are progressing with this work now with a target consultation point of the first quarter of 2024.



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM  
COUNCILLOR ROBERT ALDEN**

**“s114 warnings”**

**Question:**

**Please list all dates and times of meetings or correspondence in which the possibility of a s114 notice needing to be issued was raised with you by any officer, either as Deputy Leader or Cabinet Member before that?**

**Answer:**

Following the announcement of the Equal Pay Liability in June 2023, the Section 151 Officer was in ongoing conversation with the Leader and myself around the circumstances in which a s114 notice would be triggered, as a result of this liability. This included during weekly meetings with the Leader, and during the development of the report in relation to a new Pay Equity Scheme. At the Cabinet Member / CLT Away Day on 13<sup>th</sup> July, Cabinet were informed of the circumstances in which a S.114 notice might be triggered.

Further, two formal letters from the Statutory Officers to Leader and myself were issued on 17<sup>th</sup> July 2023 and 11<sup>th</sup> August 2023 outlining the consequences of a Section 114 notice and the potential of this arising as a result of the Equal Pay liability.

I was advised by the Chief Executive on Monday 4<sup>th</sup> September at 10:30am of a potential S.114 notice being issued. The Leader and I were informed of a S.5 and a second S.114 being triggered if a date was not set for the Pay Equity report to be considered by CBMC, on Wednesday 20<sup>th</sup> September after 5pm. As soon as this meeting took place, the Leader sent an email to the statutory officers at 5:35pm taking on board their advice and requested that the CBMC meeting be convened on 28<sup>th</sup> September to enable the requisite five clear working days' notice for calling the meeting.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM  
COUNCILLOR DARIUS SANDHU**

**“FOIs”**

**Question:**

The Council has stated that it has seen an increased number of FOI requests since the publication of the s114 notice on 5 September and this has resulted in some delays in response times. For the period 5 September to 31 October 2023, and for the same periods in 2022 and 2021, please state the number of FOI requests received and the percentage of response sent that were within 20 working days.

**Answer:**

Due to the press coverage about Birmingham City Council's current financial situation, this generated an increase in FOI requests relating to equal pay and information relating to advice sought on S114.

<b>Period</b>	<b>Number of FOIs</b>	<b>% Responded within 20 working days</b>
5 Sept to 31 Oct 2023	423	52%. *
5 Sept to 31 Oct 2022	313	82%
5 Sept to 31 Oct 2021	307	76%

\*Please note a number of FOIs for this period are still within the 20 working day timescales for responding and therefore this will affect the % for this period.

**C1**

**PLEASE NOTE WRITTEN QUESTION C1 – CYPF - HAS NOW BEEN  
REDIRECTED TO J4 – CABINET MEMBER FOR TRANSPORT**

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR ADRIAN DELANEY**

**“Right Help. Right Time”**

**Question:**

In May 2023, in response to a legal claim seeking Judicial Review on behalf of an 11-year-old boy who was refused support, the Council said that it was reviewing the criteria for the provision of services by the Children's Disabilities Team and the Right Help Right time policy to address the issues raised. They also advised that a new threshold criterion for the provision of services would be published the following month (June 2023) Please can you provide an update on this review and the changes to the threshold, including the dates of consultation and publication of the thresholds and policy.

**Answer:**

Birmingham Children's Trust has undertaken a fundamental review of relevant legal obligations, policy and procedures and has sought independent legal advice in relation to the new draft policy.

The interdependencies between policies and other documents relating to disabled children and their families, both within the Trust and elsewhere, are complex. Officers have therefore sought to ensure consideration is given to more than the threshold criteria document and Right Help Right Time framework. This deliberately careful approach has meant the timeline for producing and publishing the policy publication has been extended.

The Trust is working with parents and with the Council for Disabled Children and will be consulting more widely on the new policy and procedures later this month (November 2023).

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR ADAM HIGGS**

**“Home to School Transport”**

**Question:**

**Since September 2022, how many complaints/reports have been made about children on the home-to-school transport service due to a) lateness b) not being collected c) being dropped at the wrong place d) concerns about their safety on the journey.**

**Answer:**

The Children and Young People’s Travel Service currently supports 5,177 children and young people with transport each day, with a further 200 students supported with Personal Transport Budgets. 1278 transport routes operate each day.

Complaints received by Children and Young People’s Travel Service from Sept 2022 – October 2023 are listed below.

Month	Lateness	Not being collected	Being dropped at the wrong place	Concerns about safety on journey
Sep-22	6	0	0	6
Oct-22	4	1	0	2
Nov-22	4	2	0	15
Dec-22	1	7	0	9
Jan-23	0	20	0	19
Feb-23	1	5	0	7
Mar-23	1	0	0	2
Apr-23	2	1	0	2
May-23	0	0	0	1
Jun-23	1	3	0	1
Jul-23	0	2	0	1
Aug-23	0	1	0	0
Sep-23	5	1	0	2
Oct-23	2	3	0	3

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR RON STORER**

**“Home to School Transport Appeals”**

**Question:**

**Please list all eligible providers for home-to-school transport under the new framework contract commenced on 1 November 2023.**

**Answer:**

The Children and Young People’s Travel Service framework of providers that commenced on 1 November 2023 is comprised of two ‘lots’.

Lot 1 is for suppliers of Public Service Vehicles (vehicles that can provide 9 passenger seats or more). 10 providers have been appointed to this lot:

- AFJ Ltd
- Community Transport
- Gray Essex Ltd
- Green Destinations Ltd
- HATS Group Ltd
- Lawrence Garage
- London Hire Community Services
- Shencare Community Transport
- Star Cars and Coaches
- Travel SOS

Lot 2 is for suppliers of smaller vehicles, Private Hire Vehicles (“PHV”) and Taxis (vehicles with 8 passenger seats or less). 18 providers have been appointed to this lot:

- 247 Cars
- AFJ Ltd
- Akaash Travel
- Droach Travel
- Elite Radio Cars
- Grays Essex Ltd
- Green Destinations Ltd
- Halo Transfers
- HATS Group Ltd
- Lawrence Garage

- London Hire Community Services
- Select Private Hire
- Smart Kids Group
- Solihull Cars
- Star Cars & Coaches
- Take Me Services Ltd
- Taxie Ltd
- Touch Wood Private hire

**C5**

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR MORRIAM JAN**

**“Probation services”**

**Question:**

**“In full council on 12 September, I included a reference in my speech to the August 2022 report on probation services. I correctly stated that the result of this inspection was inadequate.**

**You stopped the meeting to correct the record to “requires improvement” but as you will see from the attached report, I was indeed quoting accurately. Can you re-correct the record? An inspection of probation services in: Birmingham North, East and Solihull PDU (justiceinspectorates.gov.uk)”**

**Answer:**

As we were discussing youth justice, I misunderstood the point to be about the recent HM Inspector of Probation’s report on the Youth Offending Service. I am happy to correct the record.



**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR ROGER HARMER**

**“Actions following trauma motion”**

**Question:**

**“On 12 September in full council, a motion was passed on trauma. Please advise what actions the council has taken that relate directly to the motion since it was passed.”**

Answer

:

Since the motion was approved on September 12th, we are currently in the process of coordinating dates with service areas to explore ways in which the council can enhance its trauma-informed approach. Additionally, we aim to assess the required training programs during this initiative.

**PLEASE NOTE WRITTEN QUESTION D - HAS NOW BEEN REDIRECTED  
TO B2 – DEPUTY LEADER**

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR MEIRION JENKINS**

**“MHRC costs”**

**Question:**

**What is the current monthly cost of the MHRCs?**

**Answer:**

The basic average monthly cost of the 8 MHRC vehicles is £41,600.

All other costs are amalgamated within the overall costs for the street cleansing service and will vary depending on the number of staff employed on the MHRC, whether they are full-time or agency, and the tonnage of waste collected.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR ADRIAN DELANEY**

**“MHRC fly tipping”**

**Question:**

**On how many occasions, by month since they commenced, have MHRC crews arrived to find fly tipping ahead of their scheduled collection times?**

**Answer:**

Although we are aware of it having happened on rare occasions, no record is kept of the frequency or quantity of waste deposited at MHRC locations outside the collection times. All promotional material for the service does however include information regarding the illegality of this activity and that all waste should only be brought to the MHRC during prescribed times.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR ALEX YIP**

**“New Ways of Working”**

**Question:**

**Please provide a copy of the New Ways of Working in the Fleet and Waste Department published following the emergence from covid restrictions, including the date this was shared with staff and cabinet members.**

**Answer:**

The operational memo below was issued to staff working within the service on 27 June 2022.



**Colleagues**

As you are aware, following consultation with Trade Union Colleagues in April 2022, we moved to an outcome based working scenario. I thought it would be useful to provide an update and to clarify some areas which may have caused confusion as I need to be clear about what is expected from all crews.

Firstly, I want to clarify what we mean by outcomes. Outcomes are what we achieve and the purpose of working in the new way is to ensure that we provide:

- Cleaner streets
- Better experience for the citizens that live in these streets
- Reduction in complaints
- Increase in compliments
- Better working conditions for you
- Ability to spend time on training and development
- Ensuring health and safety of our people, vehicles and depots are maintained
- Opportunities for team meetings, 1-2-1's, appraisals and staff briefings so that you know what is happening across the Council and feel well informed

- Your well being is managed and you feel part of the wider team

### What does this mean for you?

In line with the Woods Report there is an expectation that each round will take between 5-6 hours to complete them safely, making sure that we are providing the best service to the citizens of Birmingham. This **does not** mean that once rounds are complete, you can then go home.

In order to meet the above outcomes, you are expected to complete the work allocated for that working day by your manager.

In order to complete rounds safely and effectively, each round should take a minimum of 5 hours and a maximum of 6 hours to complete, dependant on size of the round, traffic condition etc. Further to this the vehicle will need to go through the weighbridge and tip their load.

Once your round is complete, you should notify your line manager before returning, this is to ensure that your collection stream is fully collected and where other crews need support, you can be deployed to help out prior to returning back at the depot. Once back crews will be expected to use their remaining working day productively to:

- Clean down vehicles
- Complete safety checks of vehicles
- Undertake training
- Carry out 1-2-1's, appraisal
- team meetings/briefings
- Toolbox Talks
- Use laptops provided to check wage, slips, read Council wide communications, look at training opportunities etc.

We have recently purchased a number of laptops and we have more on the way. This should enable you to have better access. We are also arranging some IT skills workshops for you. More details to follow over the next few weeks.

I would also like to remind all staff, that they are expected to attend depots at the start and end of the working day. No-one will be allowed to leave work until the whole depot work is completed.

Perry Barr whilst going through the regeneration of the depot will continue to use a hybrid scenario as discussed. Some of the NWOW changes won't come in to affect until we move to the normal operating depot in early 2023.

The vehicle external sanitisation has now come to an end and teams will go back to keeping their cabs and trucks clean and clear of debris in the cabs. The vehicle cleansing/digging out will continue as normal by the vehicle cleansing teams.

We have agreed that Staff can start at 5.00 am to check vehicle and travel to their first round but work out on the patches **cannot commence** until 6am.

There may be some business cases put forward for a slightly earlier start however this will mainly be for work that has to be done such as within the City Centre linked to our Trade work.

If a driver feels that their round needs to start earlier this should be discussed with his/her ASM who will develop a business case to be presented to the senior management team who will seek guidance from the City Councils legal team for agreement or refusal.

#### Driver Team Leaders

They will be responsible for the team, and we will be taking steps for the drivers to meet the objectives within their Job Description this will include:

- o The first levels of sickness management.
- o Ensuring safety of the team at all times i.e., no pulling of two bins, PPE compliance etc.
- o Ensure the WRCO and loader are working in line with expectations i.e., putting bins back where they were picked from or as close as possible.
- o Ensure PPE compliance of the team.
- o Speak to the team in crew briefings and bring forward any issues or training needs of the crew for management to consider.
- o Round management with the team to ensure that any issues on the round are raised to the next level and dealt with appropriately. We will be giving full training and instruction to be able to meet these objectives.

#### Waste Reduction and Collection Officers (WRCO)

They will also be working to their Job Descriptions and to clarify, this means:

- o To be responsible for the safety of the loaders the back of the vehicle when working.
- o To engage with service users as required to resolve issues as they present themselves whilst out working, again further training will be provided to help meet these objectives.

#### Loaders

They will

- o Follow instructions from the driver and WRCO.
- o Work safely and conscientiously at all times.
- o Highlight issues on the round to the Driver or WRCO for action.

#### Assistant Service Manager involvement:

- o The local ASMs will be working alongside all the teams to ensure that all work is completed and to act as a catalyst to ensure that this happens.
- o They will be out working with all crews on a daily basis offering help and support.
- o The ASM will help solve collection issues as they present themselves with a view of unblocking any problems we have with access, round sizing and any other issue that causes collection problems.

#### Service Manager Involvement:

The service Manager will also be there to help with issues as they arise and will be at hand as required to help and support the ASM and driver team leaders in their day-to-day duties.

We want to ensure that the service is delivering best in class and during the last couple of months, we have seen a big reduction in missed collection and a real team effort to provide a great service to our customers and we want this to continue.

At the Joint Service Improvement Board meeting on Wednesday, chaired by Councillor Majid Mahmood, he wanted to place on record, thanks to all of you for your hard work and efforts and he will be writing to you all himself. He will be working with us and his fellow Councillors to help with educating residents which should help us with improving the service even further.

To summarise, once the shift has ended please use this time to:

- Clean down vehicles
- Complete safety checks of vehicles
- Undertake training
- Carry out 1-2-1's, appraisal, crew meetings/briefings
- Toolbox Talks
- Record incidents, reports and referrals
- Return to works

There may be occasions where you can undertake training or work related admin in a different location if you have the equipment to do so e.g. lap top or another device.



This could be done at home as an example but you will be required to provide evidence of what you have done.

I hope this clarifies how we will be working in a different way and I hope that you can see both the benefits for the teams but how this will also improve the customer experience for our citizens.

I want to share with you my sincere thanks for the work and support during and post Covid. You are making a positive difference for our residence that we serve.

Thank you all,

Darren Share

A handwritten signature in black ink, appearing to read "D. Share", followed by a period.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR ADAM HIGGS**

**“Fleet and Waste Night time allowance”**

**Question:**

**Please provide details of the Night-time Allowance within fleet and waste, including what rate is paid for it, what it is paid for, and how much has been paid out in each year since 2018.**

**Answer:**

Night-time Allowance is paid at time-and-a-third for hours worked between 8pm and 6am only when part of the normal working week for the business area.

In Street Scene, this is normally paid for time worked between 5am and 6am, but some container crews start earlier. The early start is to enable crews to access traffic sensitive areas at times when the roads are quieter.

The majority of night rate is paid as an additional permanent allowance, paid as a percentage of salary and based on the employee rota.

For example: An employee works Mon–Fri from 5am to 12.48pm (which includes 30 min lunch) = 7.3 hours per day.

1 hour (5am–6am) per day means that 5 hours per week in that example will attract night allowance.

Total cost of Unsocial Hours payments from April 2018 to October 2023 is

**£1,022,334.37**

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR ROBERT ALDEN**

**“Depot Health and Safety”**

**Question:**

**In each year since 2012, please provide a breakdown of health and safety incidents at each depot, including the total number of reports, the amounts paid out in any fines, amounts paid out in compensation, and the number that resulted in any disciplinary action.**

**Answer:**

Accident, incident and near miss statistics, whereby logged upon the corporate accident reporting system, indicate the location of occurrence at a depot within Street Scene (formally Fleet/Waste management)\*\* as per the table below:

Time period: January 2012 - December 2022:

<b>Year</b>	<b>Accident</b>	<b>Incident</b>	<b>Near Miss</b>	<b>RIDDOR submitted to HSE</b>	<b>Total for year</b>
2012	64	3	1	15	<b>68</b>
2013	36	2	1	5	<b>39</b>
2014	87	9	5	12	<b>101</b>
2015	62	28	4	14	<b>94</b>
2016	34	6	2	5	<b>42</b>
2017	24	2	0	1	<b>26</b>
2018	35	13	1	3	<b>49</b>
2019	83	41	6	12	<b>130</b>
2020	80	53	1	8	<b>139</b>
2021	42	14	3	3	<b>59</b>

2022	45	17	2	6	<b>64</b>
<b>Totals</b>	<b>592</b>	<b>188</b>	<b>26</b>	<b>84</b>	<b>806</b>

**\*\*Caveats to data:**

- Data does not include agency workers.
- Data does not include accident, incident or near miss reports from other directorates outside of Street Scene (formally Fleet/Waste management).
- Data has not been trend analysed.
- Data limited to what has been reported on the Corporate Accident Reporting system.
- Does not take into account any local records held.

The amounts paid out in any fines, amounts paid out in compensation, and the number that resulted in any disciplinary action have been requested from Legal and HR respectively, and will follow as soon as they have been retrieved.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT  
FROM COUNCILLOR DAVID PEARS**

**“Fleet and Waste Home working”**

**Question:**

**How many employees in the fleet and waste service spend one or more days a week (average) working from home?**

**Answer:**

Staff delivering front line waste services do not work from home.

Business Support Services (e.g. administration/clerical) are working in an agile way – they are employed by Business Support within Council Management, supporting City Operations.

This could be based at depots, the Council House, other CAB buildings or home.

Senior Management will also be agile working and are working from different bases, based on work needs/priorities.

**E7**

**PLEASE NOTE WRITTEN QUESTION E7 – CABINET MEMBER FOR ENVIRONMENT - HAS NOW BEEN REDIRECTED TO A22 – THE LEADER OF THE COUNCIL**

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR IZZY KNOWLES**

**“Old Yardley Park”**

**Question:**

**“Further to discussions with local historian Mike Byrne, could the parks and conservation departments please consider ways to protect the remains of the medieval ‘ridge and furrow’ farming system, next to the medieval manor house ‘double moat’ in Old Yardley Park.**

**Large mowers and modern grass cutting techniques and machinery appear to be taking the top off this historic feature and damaging it.”**

**Answer:**

We would like to offer to meet Mr Byrne on site with representatives from our grounds maintenance team to work out an improved approach to the area that ensures an understanding of the particular geographical features and ensures no damage occurs to the ridge and furrow areas when we begin the mowing season next year.

In the short term, I will ask the team involved to adopt a more sympathetic approach when cutting this area. This will be achieved by raising the height of the cutting blades to leave a longer length of grass and so give more space between the ground and the blades, so avoiding potential damage to the field.

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR COLIN GREEN

#### “Tree removal in Yardley East”

Question:

“In the last three months – August, September, October (partial) - I have received a large number of notifications about tree removals in my ward of Yardley East. In total, I have had eight notification emails, with a total of 40 trees identified for varying reasons, including new planting failure, disease/decay, dead and structural integrity.

This number of notifications is considerably more than I have received in the whole time I have been a Councillor, since October 2021, and I also understand one or two other colleagues have received an increase in notifications.

Can you please explain this sudden increase and confirm that: for each tree removed, another will be planted in Yardley East, as I understand is a requirement, and if those trees fail, they are automatically replaced?”

Answer:

Highway Trees are inspected on a cyclical 5-year programme. Yardley East is currently being inspected as part of the 2023/2024 arboriculture inspection route, which will explain the increase in the number of tree notifications.

For every tree that is removed a new tree is planted, ideally in the same location. Where this is not possible, a new tree will be planted in a different location within the same ward.



**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR PENNY WAGG**

**“Recycling stations in the city”**

**Question:**

**“Is there a plan and timeline to swap traditional waste bins in the city centre  
with recycling stations?”**

Answer

:

We are currently developing a Litter Strategy and any changes to the current waste bin provision will be identified in that. Any changes in bin provision will need to be considered against the ongoing spend control backdrop.

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR MORRIAM JAN**

**“MHRC vehicles”**

**Question:**

**“How long is the current contract that employs the MHRC vehicles?”**

**Answer:**

The MHRC vehicles are leased on a rolling contract which has no fixed-term element. This is funded from the MHRC budget.

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR MUMTAZ HUSSAIN**

**“Deykin Avenue”**

**Question:**

**Can we please have a date for the clear up of Deykin Avenue and assurances that the clear up will be completed given that it is a serious environmental hazard?”**

**Answer:**

All visible asbestos was removed by the council earlier this year.

As you will understand, all council spend is subject to the controls laid out in the s.114 notice that was recently issued.

We have sought clarity on what this means for work with residents and community groups on the clearance of **privately-owned** or **unregistered** alleyways.

We understand that the residents themselves may well be victims of waste crime and officers from within the Waste Enforcement Unit will investigate any allegations of flytipping.

Where there is flytipping that requires our input to remove, we will now have to let the Waste Enforcement team carry out investigations, attempt to contact the residents/occupiers and then issue appropriate notices for removal to them.

If there is no removal of dumped waste after this, and there is rodent activity, the team can request involvement from the council's Love Your Streets (LYS) team and we will also have to consider billing of the occupiers that have legal responsibility for the private alleyway.

This has previously been shown to be a net loss to the Local Authority (which has no legal requirement to clear the land) due to the difficulties around identification and pursuance of the responsible parties. This may therefore prove to be a service area that continues to be withdrawn and is currently under discussion at the operational and executive level including input from legal services.

This will inevitably mean there will be a lengthening of timescales for LYS support and intervention, for which we apologise, but it is vital we follow the financial

guidance issued to us as we support the wider recovery from the challenges the city council faces.

If there are other areas in your ward that we can work with you on in the meantime that come under public ownership, please let us know so we can discuss and get something arranged as soon as possible.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR JON HUNT**

**“Perry Park”**

Question:

**“Despite assurances and responses to petitioners, there is no sign of work taking place to reinstate Perry Park or remove the fencing around the bulk of the park? Could the leader discuss with the commissioners the urgency of this work, including in the discussion the reinstatement of the former children’s play area with the £150,000 commuted from the Commonwealth Games specifically for this purpose?”**

Answer:

I appreciate the concerns raised in this question and can give assurance that the reinstatement of Perry Park and replacement of the Children’s play area are conditions associated with the original approved planning application for the development of the Stadium and use of the park for the Commonwealth Games, and therefore need to be completed.

The issuing of the s.114 notice and subsequently-approved recovery plan have impacted all capital developments including the Stadium and Perry Park.

We are still working through the governance process and what impact this will have on the overall programme.

However, the Parks service are working up plans to reinstate further areas of the park and remove fencing currently in place.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR  
ENVIRONMENT FROM COUNCILLOR ZAKER  
CHOUDHRY**

**“Moseley trees”**

**Question:**

**“How many trees were planted, and how many were  
removed in 2022/2023?”**

**Please list the reasons for removal”**

**Answer:**

As an elected member for South Yardley, thank you for expressing a keen interest in trees situated in Moseley.

For the trees under the responsibility of Highways, 23 trees were removed from Moseley in 2022/23. 10 were planted in last year’s planting programme, with the remaining 13 due to be planted in this years’ programme.

The reasons for removal are listed below:

Road Name	Reason for Removal	Size Category	Species of Tree
ETON ROAD	New Planting Failure	A	Tilia platyphyllos 'Rubra'
ETON ROAD	New Planting Vandalised	A	Tilia platyphyllos 'Rubra'
MOORCROFT ROAD	Disease/Decay	A	Prunus cerasifera Pissardii
MOOR GREEN LANE	Failure	D	Betula pendula
KINGSWOOD ROAD	Unauthorised Removal-New Plant	A	Malus 'Rudolph'
KINGSWOOD ROAD	Dead	B	Sorbus x thuringiaca
YARDLEY WOOD ROAD	New Planting Vandalised	A	Ginkgo biloba
DADS LANE	Senescent	C	Acer pseudoplatanus
EASTLANDS ROAD	Structural Integrity	A	Malus 'Evereste'
WAKE GREEN ROAD	Malicious Damage	A	Liriodendron tulipifera

ALCESTER ROAD	New Planting Failure	A	Tilia cordata 'Greenspire'
ALCESTER ROAD	New Planting Failure	A	Crataegus x lavalleei 'Carrier'
ALCESTER ROAD	New Planting Vandalised	A	Crataegus x lavalleei 'Carrier'
ALCESTER ROAD	Failure	A	Ulmus glabra
ALCESTER ROAD	Dead	A	Ulmus glabra
YARDLEY WOOD ROAD	Structural Integrity	E	Tilia x europaea
BELLE WALK	New Planting Vandalised	A	Tilia cordata x mongolica 'Har'
AMESBURY ROAD	New Planting Failure	A	Carpinus betulus fastigiata
BELLE WALK	Unauthorised Removal	A	Betula ermanii
WAKE GREEN ROAD	Malicious Damage	A	Acer x freemanii Autumn Blaze
GREENEND ROAD	Dead	A	Malus baccata
GREENEND ROAD	Senescent	B	Pyrus calleryana 'Chanticleer'
CAMBRIDGE ROAD	Malicious Damage	A	Acer platanooides

For the trees under the responsibility of the Parks Department, the information requested will not be available within the timeframe given before the deadline for these answers, however I will ensure you receive this as soon as possible thereafter. The POPI team will interrogate the management system and provide this for you.

Ahead of this, whilst we do not record the exact reason why each tree has been felled, I can confirm that Park trees are only felled if they are dead, diseased, dangerous or if they are proven to be a causal factor in a tree-related subsidence claim or are causing direct damage to buildings and structures. Trees are also sometimes removed to maintain the stability of flood defences.

Generally, directly comparing numbers removed with numbers planted does not give a clear picture of the benefits the trees are providing. Good performance indicators are canopy cover and the tree equity in an area. The council has been working with Birmingham Tree People and together have created a very informative tree information website, which I would encourage you to visit: <https://uk.pg-cloud.com/BTP/>

Moseley currently reports a very high 43% canopy cover, which is amongst the best in the city.

# E15

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM  
COUNCILLOR BABER BAZ**

**“Cannon Hill Park”**

**Question:**

**“Please provide the following financial data for Cannon Hill Park:**

**Gross revenue obtained by Birmingham City Council from car parking charges and enforcement including Russell Road and Queens Ride car parks in the financial year 2022/23.**

**Total amount spent on repayments of loans/investment incurred to install the car park charging equipment.**

**Total amount spent on infrastructure at the park such as lighting, resurfacing, CCTV and itemise expenditure.**

**Total amount of car park revenue spent on other areas of the park or the MAC (please itemise the expenditure.)**

**Total amount of car park revenue spent elsewhere other than Cannon Hill Park or the MAC (please itemise the expenditure)”**

**Answer:**

<b>2022-23</b>	<b>£000s</b>
Gross revenue from car parking charges	(422)
Repayments of loans (prudential borrowing)	56
Infrastructure spend	0
Revenue spend on MAC (net income share)	137
Revenue spend on the park (grounds maintenance and car park operational costs)	229

Details of gross revenue from enforcement for Russell Road and Queens Ride car parks is held by Highways and unavailable at site level.



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR DAVID BARRIE**

**“Oracle budget”**

**Question:**

**Please provide a breakdown of the £100m bill to fix Oracle, including what has been spent so far, what it has been spent on, what more is projected to be spent and what it is to be spent on.**

**Answer:**

Table 1, below, is taken from the Oracle Implementation Cabinet Report, June 2023, and shows the historic spend position and the forecast spend for FY23/24. The 23/24 cost forecast covered the Safe & Compliant (Stabilisation) work, and included costs for the design of the final, optimised Oracle solution. It did not include a cost forecast to deliver the final, Optimised solution.

The cost to deliver the final, Optimised solution is still being finalised and this will enable us to confirm what the total cost forecast will be. The aim is to confirm the final cost forecast by the end of this calendar year.

A report is being prepared for Finance & Resources OSC later this month to update on the FY23/24 spend position, as per Table 1. The key areas of spend include the cost of remediation work (i.e., technical fixes), additional staff to support manual workarounds, programme staff costs, and software licensing costs.

It is important to note that the £11.44m cost from Pre-23/24 in Table 1 was (and remains) provisional with work still underway in Finance to confirm the final figure.

Description	Cost (£m)		
	Pre-23/24	23/24	TOTAL
Previously approved budget (March 21)	£39.97		£39.97
Forecast spend (s&c + solution design)	£11.44	£29.24	£40.68
Contingency (@20% of 23/24)		£5.85	£5.85
<b>TOTAL</b>	<b>£51.41</b>	<b>£35.08</b>	<b>£86.49</b>
New funding for which approval is sought (row 2 + 3)			<b>£46.53</b>

**Table 1. Oracle costs from June 2023 Cabinet Paper**

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR MATT BENNETT**

**“Oracle budget”**

**Question:**

**Please provide a copy of any assessment carried out into value for money of the current plans to 'fix' oracle, including assessing other options such as scrapping the system and restarting with a new ERP.**

**Answer:**

An assessment of various options is being undertaken as part of the work that the Oracle programme is doing to design the final, Optimised solution.

Grant Thornton our External Auditors are currently undertaking a value for money assessment of the Oracle Programme. The outcome of this assessment will be reported to Audit Committee is due course.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ALEX YIP**

**“Oracle budget”**

**Question:**

**In July you said to me in response to an oral question that extensive legal advice had been taken over the 2017 bin dispute resolution and that you were told there was no equal pay risk. Now you have confirmed you have gone back and read the legal advice in the 2017 reports, would you like to formally correct this response and apologise to councillors for the misleading answer given in July?**

**Answer:**

**Councillor Jones addressed this issue at the last Ordinary Meeting of the City Council - Tuesday 11 July 2023, 2:00pm, in oral questions.**

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DEIRDRE ALDEN**

**“Spend control board diesel fuel for parks vehicles”**

**Question:**

**A spend control board decision to reject diesel fuel for parks vehicles was reportedly rejected as it was a duplicate request. Please provide a copy of the original decision approving the funding, and a copy of the invoice showing it was paid.**

**Answer:**

Some spend requests for fuel were submitted by individual officers (ref numbers 40, 50 and 52), which coincided with those officers' manager submitting a spend request form on behalf of the BPN service, covering all areas, (ref numbers 86 and 87).

At the S151 Spend Control Board on 13<sup>th</sup> September 2023 (notes attached) requests 40, 50 and 52 were approved and the duplicate requests (ref numbers 86 and 87) were withdrawn.

No grounds maintenance vehicle has been off the road due to having no fuel, either before or after September: work has not stopped.

There is not one invoice we can provide for this, as the costs cover a number of sites and cost is also until the end of the financial year, so is not fully paid yet.

**PLEASE NOTE WRITTEN QUESTION F5 – CABINET MEMBER FOR  
FINANCE AND RESOURCES - HAS NOW BEEN REDIRECTED TO A21 –  
THE LEADER OF THE COUNCIL**

# F6

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR DAVID PEARS**

**“Manual bank reconciliations**

**Question:**

**What is the total cost per month of the staff required to provide the manual work arounds for Oracle, including bank reconciliation?**

**Answer:**

The total monthly cost of interim staff working in Transactional Services is circa £300,000 per month. Please note this is the cost for Transactional Services (Cash Management, Supplier Payments, Debt Collection, Payroll & Pensions, Data Governance and System Interfaces). Further to this, discrete packages of work are commissioned to deliver finance support for manual interventions, such as manual bank reconciliations delivered off system. This means the estimated total cost of manual interventions is circa £500,000 per month.

# F7

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR RON STORER**

**“Direct Debits”**

**Question:**

**As of 1 April each year between 2018 and 2023, how many Direct Debits were the for Business Rates?**

**Answer:**

Please find below table detailing number of Direct Debits for Business Rate, 2018-2023.

Year	Number of Hereditaments	Number of Accts on DD %	
2018-2019	47,345.00	13,055.00	23.51%
2019-2020	47,302.00	10,840.00	24.19%
2020-2021	47,737.00	11,789.00	21.80%
2021-2022	48,294.00	7,109.00	26.40%
2022-2023	48,200.00	7,293.00	21.38%
2023-2024	47,588.00	10,179.00	22.04%



CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ROBERT ALDEN**

**“s114 warnings”**

**Question:**

**Please list all dates and times of meetings or correspondence in which the possibility of a s114 notice needing to be issued was raised with you by any officer, either as Cabinet Member or Deputy Leader before that?**

**Answer:**

Following the announcement of the Equal Pay Liability in June 2023, the Section 151 Officer was in ongoing conversation with Cabinet Members Leader around the circumstances in which a s114 notice would be triggered, as a result of this liability.

At the Cabinet Member / CLT Away Day on 13<sup>th</sup> July, Cabinet we were informed of the circumstances in which a S.114 noticed might be triggered.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR EWAN MACKEY**

**“Write-offs”**

**Question:**

**By year since 2018, including year to date, please provide a breakdown of how much debt has been written off by type of debt (council tax, business rates, social care charges, housing rent etc.)**

**Answer:**

At this time we are unable, without manual resource, to produce this level of detail. As you will be aware Oracle went live in April 2022 with no standard reporting, currently. Once we have this detailed level of reporting from the various financial systems, we hope to have this information ready to share by the end of this month.

CITY COUNCIL – 7 NOVEMBER 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND  
RESOURCES FROM COUNCILLOR ADAM HIGGS**

**“Car Parking”**

**Question:**

**In each year since 2018 please provide a breakdown of budgeted income versus actual income for each council car park and off-street parking locations.**

**Answer:**

The budget income versus actual income for each council car park and off-street parking location is in the attached appendix.

**G**  
**PLEASE NOTE NO WRITTEN QUESTIONS WERE SUBMITTED FOR THE CABINET  
MEMBER FOR HEALTH AND SOCIAL CARE**

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND HOMELESSNESS FROM COUNCILLOR ROGER HARMER

#### “Families in temporary accommodation”

#### **Question:**

**“Please provide a breakdown of the number of families in temporary accommodation, month by month, over the past year. Can this data be made available regularly through the Birmingham Observatory?”**

#### **Answer:**

Please see below the number of families in temporary accommodation over the past year:

<b>Date</b>	<b>Households with Children in Temporary Accommodation</b>
01/11/2022	3833
01/12/2022	3878
01/01/2023	3893
01/02/2023	3947
01/03/2023	3998
01/04/2023	4033
01/05/2023	4051
01/06/2023	4139
01/07/2023	4186
01/08/2023	4246
01/09/2023	4316
01/10/2023	4303
01/11/2023	4353

We will link into the Observatory team to explore how the data can be captured there.

# H2

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND  
HOMELESSNESS FROM COUNCILLOR AYOUB KHAN**

**“Homelessness”**

**Question:**

**“As we draw once again towards winter, what is being done to get street homeless people into permanent accommodation?”**

**Answer:**

There is a street outreach offer 24 hours per day, 7 days per week. Outreach workers identify those who are rough sleeping and try to support into accommodation, or link in with other appropriate support services. They recognise that an offer of accommodation may not be an immediate priority for individuals, so will ensure that health, social care, addiction recovery services are also involved.

There are a range of accommodation offers available, from shared supported accommodation to independent accommodation via Birmingham City Council, Registered Social Landlords and private rented sector. Although some of these require referrals and take time to become available, support workers will be working intensively with those rough sleeping to offer interim accommodation and keep them updated on the progress of longer-term accommodation.

In addition to the daily outreach and support, short-term accommodation is made available during severe weather conditions. This is available regardless of previous exclusions, immigration status or local connection. Severe Weather Emergency Protocols are activated in the winter when temperatures fall below 0 degrees, or a red weather warning is issued by the Met Office.

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND HOMELESSNESS FROM COUNCILLOR MORRIAM JAN**

**“Homelessness”**

**Question:**

**“When will the next count of rough sleepers be administered?”**

**Answer:**

Snapshot counts of rough sleepers occur on a monthly basis and are reported into DLUHC. Next snapshot count will be held at the end of November 2023.

An annual snapshot takes place nationally in Autumn. Birmingham annual snapshot count took place on 27 October 2023. Data is still being collated and will be independently verified. This will be released by DLUHC in February 2024.

**PLEASE NOTE WRITTEN QUESTION I1 AND I2 - HAVE NOW BEEN  
REDIRECTED TO C5 AND C6 – CABINET MEMBER FOR CYP**



CITY COUNCIL – 7 NOVEMBER 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,  
COMMUNITY AND EQUALITIES FROM COUNCILLOR JON HUNT

**“Dealing with legacy issues relating to slavery and law breaking”**

Question:

**“What process exists to allow councillors and members of the public to report and provide evidence of inappropriate historical/ posthumous commendations, accolades, awards, statues or otherwise that should be reviewed due to legacy issues linked to slavery or racism?”**

Answer:

Anyone can report concerns about legacy issues of this nature through the standard customer contact channels and they will be forwarded to the appropriate service to review depending on the issue highlighted.

For example, if the concern is about public art such as statues or monuments, it would be primarily addressed through the council’s Public Art Officers Gateway Group which includes external representatives from organisations such as Birmingham Civic Society and Birmingham Museums Trust.

CITY COUNCIL – 7 NOVEMBER 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,  
COMMUNITY AND EQUALITIES FROM COUNCILLOR ZAKER CHOUDHRY

**“Actions that can be taken on legacy issues”**

Question:

**“What actions can this council take to remove historical/ posthumous commendations, accolades, awards, statues or otherwise of people celebrated by the city, who are linked to slavery or racism?”**

Answer:

As advised in Question I3, anyone can report concerns about legacy issues of this nature through the standard customer contact channels and they will be forwarded to the appropriate service to review depending on the issue highlighted.

Each matter would then be considered. For example, in 2020 representations were received regarding a number of statues in the city. As a result, an academic research report was commissioned on the Boulton, Watt and Murdoch statue that led to the installation of a new interpretation panel with contribution from Black Heritage Walks.

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,  
COMMUNITY AND EQUALITIES FROM COUNCILLOR BABER BAZ**

**“Law breaking and dishonourable conduct”**

**Question:**

**“Does the cabinet member agree that historical/ posthumous racism, or  
dishonourable conduct is a sufficient reason to review and remove an honour  
bestowed by the council?”**

**Answer:**

I agree that racism and dishonourable conduct should be investigated and reviewed by the council through the appropriate processes. After these processes have been followed and there is a recommendation that an honour bestowed by the council is to be removed, then I agree that this is the appropriate action.

Any representation can be made to the City Solicitor who will ensure that Council Business Management Committee considers the request.

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM COUNCILLOR JON HUNT

#### “Traffic Enforcement Cameras”

#### Question:

#### “When can we expect the Traffic Enforcement Camera trial to begin and end?”

Answer:

On 31 May 2022, the Government enacted Part 6 of the Traffic Management Act (2004). This allows Local Transport Authorities outside of London to apply to the Secretary of State for Transport for powers to enforce moving traffic contraventions.

The Council made an application for these powers on 16 February 2023. The application process requires the Authority to consult upon and pursue enforcement of several trial sites. In compliance with these requirements, six sites were consulted upon, four of which required camera enforcement:

- **Newhall Street / Great Charles Queensway (A4400)** - Banned left & right turns.
- **Bristol Road (A38) / Priory Road (B4217)** - Banned left & right turns.
- **Kingsbury Road / Gravelly Hill (A5127)** - Banned right turn.
- **Corporation Street / James Watt Queensway (B4114)** - Banned left turn.

Due to the complexity of the Newhall Street / Great Charles Queensway and the Bristol Road (A38) / Priory Road (B4217) junctions, it is proposed to undertake the initial installation of cameras at the Kingsbury Road / Gravelly Hill (A5127) and the Corporation Street / James Watt Queensway (B4114) junctions. This will enable the processes and procedures required to integrate the camera system into the enforcement system to be developed.

It is proposed to submit the Full Business Case by the end of December 2023. Subject to approval the contractor will be appointed by February 2024.

The first two sites will then be installed in March 2024, the remaining two locations would then be implemented over the following months depending on the success of the first two. The trial is expected to last for 12 months from the go-live for each scheme.

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM COUNCILLOR IZZY KNOWLES

#### “Moseley Village car park”

#### Question:

**“Please provide the gross revenue received by BCC from car parking charges and enforcement for financial years 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23 for Moseley Village car park”**

Answer

:

The gross revenue income received for the Moseley Village car park is provided in the table below.

Year	Income
2017/18	£88,039.00
2018/19	£87,993.00
2019/20	£83,023.00
2020/21	£33,300.00
2021/22	£73,598.00
2022/23	£84,378.00

Note - Enforcement expenditure/income (Penalty Charge Notices) is not coded into individual locations/car parks and so we are unable to respond to this element of the question.

## CITY COUNCIL – 7 NOVEMBER 2023

### WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM COUNCILLOR COLIN GREEN

#### “Moseley Village car park”

#### Question:

“Please provide the Total amount spent on repairs and maintenance over  
financial years 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23 for Moseley  
Village car park”

Answer:

The total amount spent on repairs and maintenance for the Moseley Village car park is provided in the table below.

Year	Total spend
2017/18	£507.00
2018/19	£1,008.00
2019/20	£1,178.00
2020/21	£619.00
2021/22	£800.00
2022/23	£791.00

**CITY COUNCIL – 7 NOVEMBER 2023**

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT  
FROM COUNCILLOR DEBBIE CLANCY**

**“School Crossing Patrols”**

**Question:**

**Please list all schools that have been unable to recruit to school crossing patrols due to s114 spending restrictions.**

**Answer:**

The number of school crossing patrol posts that could be funded from the available school crossing patrol service budget are already filled and therefore the s114 spending restrictions has made no impact on recruitment.

**J3**



**J3**



# Birmingham City Council

## City Council

5 December 2023



**Subject:** Independent Members (Standards Committee)

**Report of:** Marie Rosenthal, Interim City Solicitor & Monitoring Officer.

**Report author:** Robert Connelly, AD Governance.

[robert.connelly@birmingham.gov.uk](mailto:robert.connelly@birmingham.gov.uk)

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential:

### 1 Executive Summary

1.1 The Standards Committee recommends to Council the appointment of:

- i. Interim Independent Person.
- ii. 1 Lay member of Standards Committee.

### 2 Recommendation(s)

2.1 That City Council agrees that the following persons be appointed

ROLE	APPOINTEE	TERM OF OFFICE
Independent Person	Alex Oram	December 2023 - December 2024
Standards Committee – Lay Member	Talbinder Kaur	December 2023 – December 2027

### 3 Background

3.1 In accordance with S27 of the Localism Act a relevant authority must:

- i. Promote and maintain high standards of conduct by its members and co-opted members; and
- ii. When discharging its duty, adopt a voluntary code dealing with the conduct that is expected of members and co-opted members of the authority when they are acting in their capacity as members (that is in an official capacity)

3.2 Under section 28(6) of the Act a relevant authority must have in place arrangements:

- i. Under which allegations can be investigated; and
- ii. Under which decisions on allegations can be made.

3.3 Birmingham has an established Standards Committee and its current membership consist of:

- 2 elected members from each of the three largest political groups represented on the Council.
- 6 lay members

3.4 The Independent Person supports the Standards Committee by providing an independent perspective on the Council's ethical framework, as well providing independent advice to elected members.

3.5 Following the resignation of the previous Independent Person, and to ensure the Council is legally compliant, it is recommended that an interim Independent Person be appointed pending further recruitment.

#### **4 Options considered and Recommended Proposal**

4.1 It is proposed that the appointees, set out in this report are appointed.

#### **5 Legal Implications**

5.1 None other than those stated above.

#### **6 Financial Implications**

6.1 Allowances are paid to Lay members from the members allowances budget.

6.2 Any costs relating to the Independent Person will be met from existing budgets.

## **7 Equalities / EIA**

7.1 There are none arising from this report.

## **8 Implications for (or impact on) climate change and the environment**

8.1 There are none arising from this report.



# Birmingham City Council

## Full Council

5 December 2023



**Subject:** The Birmingham City Council Equal Pay Programme Update

**Report of:** Katy Fox, Director of People Services

**Report author:** Katy Fox

[katy.fox@birmingham.gov.uk](mailto:katy.fox@birmingham.gov.uk)

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

### 1 Executive Summary

- 1.1 The Addendum to the Principles document for Job Evaluation and Pay Equity (now referred to as The Equal Pay Programme) was signed at the end of October 2023. This document laid out the next steps and expectations for the delivery of The Equal Pay Programme by the 1<sup>st</sup> April 2025. It was delivered in collaboration between The Commissioners, The Members, The Trade Unions and Officers.
- 1.2 Since the time of signing, the Equal Pay Programme team (the team) has gone through significant change and is currently being fully resourced and re-established with new leadership and workstream structure.
- 1.3 The team will run with a full Programme Management Office Support function, and will establish the workstreams that are required to underpin the delivery of a job evaluation scheme (this will include tasks such as pay and grading structures, and establishment control).
- 1.4 Of equal importance, The Programme will also establish workstreams to tackle structural and policy issues that have contributed to the current pay equity issues, and which unless addressed now will not provide a permanent fix for the future.  
  
The establishment of a suitably qualified and experienced team, in collaboration with Trade Union colleagues, is paramount to the success of this programme

- 1.5 A fundamental review of the current state of the plan including milestones and interdependencies for the delivery to 1<sup>st</sup> April 2025 is currently in process, with key milestones committed to be shared with the TUs in early December.
- 1.6 Since the addendum was signed, there has been an essential period of re-group to allow The Programme to move forward and properly establish a new baseline plan.
- 1.7 Governance arrangements are being created and implemented, in line with the programme's own steering group requirement (The Operational Steering Group), and also to provide the necessary oversight through The Governance Board and onward to the Improvement Board.
- 1.8 The Council has for the past few years been defending equal pay claims that seek to challenge its current job evaluation scheme. The majority of those claims have been settled expressly without admission of liability by the Council. However, until the current job evaluation scheme is superseded by a new job evaluation study, the Council will be prone to further such claims. Indeed, the Council is currently defending a multiple of such claims in the Employment Tribunal, where the majority of claimants have rejected the Council's settlement offers. Those claims were originally stayed pending settlement negotiations, but that stay was discharged by the Employment Tribunal in late 2022. Since then, the parties have been complying with various case management orders and two preliminary hearings have taken place. A further preliminary hearing has been listed for mid-2024, and a preliminary stage 1 equal value hearing has been listed for the end of 2024.

## **2 Recommendation(s)**

- 2.1 That full council:
  - (a) Note the contents of this report.

## **3 Background**

- 3.1 On 12 October 2023 the full Council met and discussed the methodology that would be used in the current job evaluation study and decided to adopt an NJC based job evaluation system. Following that meeting, on 21<sup>st</sup> October 2023 our recognised Trade Unions agreed an addendum to the December 2020 collective agreement on job evaluation, this is The Addendum. The Addendum encompasses the NJC based system and underpins the approach being used to the implementation of a new pay structure and terms and conditions of employment by 1 April 2025.
- 3.2 This report provides a progress update on The Equal Pay Programme.



## 4 Progress Update

### **Governance**

- 4.1 The Addendum sets out governance arrangements and requires the establishment of an Operational Steering Group (“OSG”). The OSG will oversee the day to day running of The Programme as well as acting as a point of escalation.
- 4.2 Key milestones for the Programme are being prepared and once the OSG and GB are established, they will be presented. A communication plan has also been created alongside a key stakeholder engagement plan.
- 4.3 The Addendum sets out that for the first 8 weeks of the job evaluation process, once the benchmark roles are agreed and the analysts are in place, a Job Description Questionnaire (“JDQ”) will be used as part of the job information gathering stage. Members will recall from previous papers that this is the first stage in any job evaluation study. Following those 8 weeks, a review of the progress against delivery timelines using this methodology will then be undertaken.

### ***Job data and the impact of Oracle***

- 4.6 Data available in Oracle means has hindered the Programme from being able to decisively define the number of roles that exist within the organisation. This delays the understanding of organisational structures, and therefore identification of line managers who will be required to complete the JDQ process.
- 4.7 To mitigate this as far as possible, the current action is:
  - Working with the Directorates and the Oracle implementation team to update and correct data in the system and undertaking a data cleanse exercise to match person data on Oracle to that generated within the Programme.
  - ***Preparation for evaluation of jobs***
- 4.8 Formal analyst training starts on 8 January 2024. The Addendum envisaged that this would have started by the 31<sup>st</sup> October 2023. This delay is due to recruitment and availability of analysts. This date was also conditional upon having agreed 50 benchmark roles with the trade unions. Mitigations are currently being considered to bolster the number of analysts, some of whom may be able to be identified via the LGA so will already be technically trained and immediately deployable.

## 5 Issues and Risks

## **Trade Union engagement**

- 5.1 We need to ensure that Trade Union colleagues are prepared to work with us to enact the provisions of the Addendum. We will only achieve this through collaboration, and rebuilding trust. The basis for this relationship will be published, clearly defined milestone plans, exemplary communications strategy within the organisation explaining the Equal Pay Programme, transparency in all matters and swift and courteous resolution of flagged risks and issues.

## **6 Legal Implications**

- 6.1 The statutory definition of a job evaluation study is:

*“A study undertaken with a view to evaluating, in terms of the demands made on a person by reference to factors such as effort, skill and decision-making, the jobs to be done... by some or all of the workers in an undertaking or group of undertakings” (s80(5) Equality Act 2010 (“EA 2010”).*

- 6.2 Once a job evaluation study has been conducted, an employee’s work is deemed not to be of equal value to another employee’s work if their jobs have been given different values by that study (s131(5)(b) EA 2010). This prevents employees claiming that they should be paid the same as higher graded colleagues, and it gives employers a statutory shield against equal pay claims.
- 6.3 However, if there are reasonable grounds for suspecting that a job evaluation system discriminates because of sex, or is otherwise unreliable, an employer cannot rely on its job evaluation study as a statutory defence to an equal pay claim (s131(6) EA 2010).
- 6.4 To be legally compliant, the Council must ensure that its new job evaluation study:
- 6.4..1. Is an analytical job evaluation study within the meaning of s80(5) EA 2010;
  - 6.4..2. Does not discriminate because of sex; and
  - 6.4..3. Is in no way otherwise unreliable.

## **7 Financial Implications**

- 7.1 In June 2023, the Council published that its potential equal pay liability could be in the region of £650m-£760m to the period ending 31 March 2025. The main strand of the Council’s mitigation strategy is to implement new terms and conditions of employment following a new job evaluation scheme, so as to address the risks giving rise to the potential liability. If this is not done by 31 March 2025, the Council’s potential liability could continue to accrue at the rate of

between £5m-£14m per month. Therefore, it is imperative that a job evaluation study is conducted, a new pay structure created, and new terms and conditions are implemented by no later than 1 April 2025.

On 25 July 2023, Cabinet approved a budget of up to £20m to fund an expedited job evaluation programme. This budget was to be funded from the Policy Contingency Fund.

## **8 Public Sector Equality Duty**

8.1 None

## **9 Other Implications**

9.1 None

## **10 Background Papers**

None



# Birmingham City Council

## City Council

5 December 2023



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**Subject:** Executive Business Report  
**Report of:** Cabinet  
**Report author(s):** Dr Graeme Betts (Director, Adult Social Care)  
[graeme.betts@birmingham.gov.uk](mailto:graeme.betts@birmingham.gov.uk)

Dr Justin Varney (Director, Public Health)  
[justin.varney@birmingham.gov.uk](mailto:justin.varney@birmingham.gov.uk)

Craig Cooper (Director, City Operations)  
[craig.cooper@birmingham.gov.uk](mailto:craig.cooper@birmingham.gov.uk)

Richard Brooks (Director, Strategy, Equalities and Partnerships)  
[richard.brooks@birmingham.gov.uk](mailto:richard.brooks@birmingham.gov.uk)

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential:

### 1. Executive Summary

- 1.1. On 10<sup>th</sup> September 2019, Full Council accepted the recommendations of the Coordinating O&S Committee review in respect of changes to the Full Council agenda.
- 1.2. Recommendation 3 of the review requested that the Executive provide an update to Full Council on its work via the provision of an Executive Business Report ('EBR'). EBRs will be provided to Full Council four times per municipal

Page 1 of 36

year and will include details of progress made in relation to Council strategic outcomes and priorities linked to two Cabinet Member portfolios.

- 1.3. This EBR provides an update on two Cabinet Member portfolios:
- Health & Social Care; pages 2-10
  - Social Cohesion, Equalities and Community Safety; pages 21-35

## **2. Recommendations**

- 2.1. That the report be noted.

## **3. Health & Wellbeing Portfolio**

- 3.1. It is a privilege to be able to update City Council about the work that has been undertaken in the Health and Social Care portfolio since we last presented in November 2022. I have attempted to cover work across all service areas aligned with the Council's strategic priorities as set out in the Corporate Plan 2022-2026 to illustrate the progress made since that last report rather than providing wholesale updates from every team.
- 3.2. The portfolio contributes to all the strategic outcomes to a degree, but predominantly work falls under a Bold Healthy Birmingham. And because the portfolio encompasses Adult Social Care, Public Health and Leisure, Communities and Wellbeing, elements of all six corporate priorities are covered. Primarily health and wellbeing, and as you would expect, equality and inclusion, but also unemployment, skills and the local economy, and opportunities for children and young people.
- 3.3. This report will break down this work under the following headings to represent the following strategic priorities:
1. Tackle health inequalities
  2. Encourage and enable physical activity and healthy living.
  3. Champion mental health
  4. Improve outcomes for adults with disabilities and older people.
  5. Tackle unemployment
  6. Tackle poverty and inequalities
  7. Best start in life

### 3.4. 1 - Tackling health inequalities

3.4.1 Work on tackling health inequalities is underpinned by robust intelligence and insights to inform decision making in BCC and the wider system.

3.4.2 The Public Health Division provides a comprehensive suite of intelligence products aimed at identifying priorities for health and wellbeing promotion, improvement, protection and for reducing inequalities.

### 3.4.3 Joint Strategic Needs Assessment (JSNA)

3.4.3.1 The JSNA is an assessment of the current and future health and social care needs of the people of Birmingham; to inform local organisations enabling them to plan services for the future, including informing the Health and Wellbeing Strategy. The JSNA has been developed by Public Health but is very much in partnership through the JSNA Steering Committee which includes Adults Social Care, Children and Families Directorate, Birmingham Childrens Trust, Birmingham and Solihull Integrated Care Board and relevant wider Public Health and Council Teams as well as voluntary sector representation.

3.4.3.2 In developing the latest JSNA, we have moved away from the traditional narrative style, single report to a multi-product, online JSNA 'library' which offers different levels of detail and presentation style to meet the needs of users.

3.4.3.3 **JSNA Dashboard and Summaries** - Taking a life-course approach, the JSNA dashboards, with accompanying summary documents, provide a 'single view' of the health and wellbeing of Birmingham's population and enables the identification of priorities for action. It refers to the Public Health Outcomes Framework ([Public Health Outcomes Framework - GOV.UK \(www.gov.uk\)](http://www.gov.uk)) and uses national routinely collected administrative data and estimates taken from the surveys of the population. In this way the health and wellbeing of the population of Birmingham can be benchmarked against that of England and statistical neighbours. The JSNA dashboards and summaries are published on the City Observatory.

3.4.3.4 **JSNA Deep dives, Locality profiles and Community Profiles** - Detailed analysis and understanding of health conditions, health behaviours and the health of populations of identity and experience in Birmingham are provided through deep dives, locality profiles and community health profiles. These intelligence products, which form part of the JSNA, include literature review, quantitative data, service mapping and use qualitative data, including ethnography, to understand the needs and experiences of citizens in greater depth. The findings from deep dives lead to recommendations and actions

which are taken up by multi sectoral partners. In this way these intelligence tools drive improvements across the health and social care system. In addition to these products which are incorporated under the JSNA, the Public Health division also undertakes a number of Health Needs Assessments to inform strategy development and decision making across the division.

#### 3.4.4 Annual Director of Public Health (ADPH) Report

- 3.4.4.1 The statutory independent ADPH report provides the opportunity for the DPH to highlight issues of significance to the population. The theme of each DPH report is agreed in advance with me, as the Cabinet Member who leads on Public Health. This year, 2023-24, focused on the health and wellbeing implications of changing demographics of Birmingham shown in the 2021 Census.

#### 3.4.5 Population Health Management (PHM)

- 3.4.5.1 PHM is a data-driven approach to improve the health of the population. It uses advanced analytics to segment and stratify the population to understand risk and impact ability, and through partnership working leads to implementation of evidence-based interventions to prevent ill health and reduce variation, i.e., inequalities. We are undertaking specific PHM projects, including analyses on infant mortality and diabetes, as well as working closely with ICS analytical colleagues to support the opportunity and capacity for PHM across the system.

#### 3.4.6 City Observatory

- 3.4.6.1 Public Health collaborates with and provides the Public Health Grant to fund the Insight, Policy, and Strategy (IPS) team, which incorporates the City Observatory. The IPS provide an insight and data programme which provides, and facilitates use of, evidence base for reducing inequalities and improving health and wellbeing outcomes for Birmingham residents. The City Observatory itself provides the platform for the JSNA as well as other data from BCC and external organisations, to share information.
- 3.4.6.2 The Public Health Division provided a comprehensive suite of intelligence products aimed at identifying priorities for health and wellbeing promotion, improvement, protection and for reducing inequalities.

#### 3.4.7 BLACHIR

- 3.4.7.1 The Birmingham and Lewisham African Caribbean Health Inequalities Review (BLACHIR) is a programme of work which developed from joint work with



Lewisham Borough Council and with Birmingham's African and Caribbean Communities. It aims at reducing the health inequalities and resulted in 39 opportunities for action and 7 key priority areas.

- 3.4.7.2 **Implementation the 'BLACHIR Opportunities for Action' across the system** - Implementation of the recommendations from BLACHIR is the responsibility of the BLACHIR Implementation Board who report to the Creating a City Without Inequalities Forum. The Board now has independent co-chairs, and the multi-sectoral plan has been developed and actions are being implemented across all systems, including the ICS and with our community engagement partners.
- 3.4.7.3 **Integrated Care System** - As one of our system partners, The Integrated Care System (ICS) has created a BLACHIR ICS Taskforce to respond to the opportunities for action from the Review. They have developed an action plan with SMART goals to track how the opportunities for action are being responded to. Some of their project work has included a West Locality Cardiovascular (CVD) Awareness and Engagement Project, a Prostate Cancer in Black Men Project, and an Infant Mortality and the Local Maternity and Neonatal Service Link Support Workers Project.
- 3.4.7.4 **Community engagement partners** - Public Health has commissioned three community organisations who act as engagement partners to support with the implementation phase of BLACHIR, focused on Black African, Black Caribbean communities and young people. The three engagement partners are Allies Network, Black Heritage Support Service and Mindseye Development. As engagement partners, they have delivered community engagement sessions, held health exhibitions, contributed to working groups and worked closely with the BLACHIR ICS Taskforce. Their engagement work has successfully covered key health concerns prevalent in the community including maternity, diabetes, cardiovascular disease, Alzheimer's and dementia, mental health, and physical activity.
- 3.4.7.5 **Co-production** - All 7 key priority areas are co-produced with support given by the community engagement partners. Thus far the work completed for three of the priority areas is as follows:
- 1) Trust and transparency – developed cultural intelligence and cultural humility frameworks. The frameworks are being tested and refined with Equality Diversity and Inclusion (EDI) leads with an aim to pilot them in Spring 2024.
  - 2) Better data - a set of standard demographic questions has been created and the new EDI question set will be integrated into core PH services and taken through BCC corporate governance and adopted through the ICS Fairer Futures Fund model. The team will also commission focus groups to explore the need for a tribal identity question in Q1 24/25

- 3) Health checks and campaigns – a rapid evidence review has been completed to explore ethnicity and health checks. The BLACHIR team will be commissioning focus groups with ethnic communities, including African and Caribbean communities, to inform re-commissioning of health checks.

3.4.7.6 **Share learning and build on successes of BLACHIR Opportunities for Action** - The BLACHIR governance processes allow for sharing of learning and promotion of success and good practice across multisector organisations. This includes sharing of information at the BLACHIR Implementation Board, Creating a City without Inequality Forum, Health and Wellbeing Board and Health and Adult Social Care Overview & Scrutiny Committee.

3.4.7.7 We have also worked with Lewisham to pro-actively share the learning from BLACHIR, its recommendations and the model. This has included:

- A parliamentary launch hosted by Paulette Hamilton MP & Janet Daby MP
- Sharing through West Midlands Community Engagement Community of Practice
- Presentation at NHS England National Health Inequalities Board
- Staff Webinars for both BCC & NHS BSoI
- Presentation at the national Co-Operative Councils Conference

#### 3.4.8 Health inequalities and the ICS/partnerships

3.4.8.1 Reducing health inequalities is a core theme of our work with our Integrated Care Partnership across Birmingham and Solihull (BSoL ICB) and is central to the ICS 10-year health and care strategy “A Bolder, Healthier Future for the People of Birmingham and Solihull”. Integrated Care System governance arrangements have been established at a system (Birmingham and Solihull) and place (Birmingham) level. At the system level this includes the Integrated Care Partnership (BCC represented by Cabinet Member for Health and Social Care) and the Integrated Care Board (BCC represented by Strategic Director for Adult Social Care). At the Place level the Birmingham Place Committee is chaired by the Strategic Director for Adult Social Care.

#### 3.4.9 Wellbeing Centres

3.4.9.1 The Council maintains six Wellbeing Centres located in the most deprived areas of the city where residents experience the poorest health outcomes. Supported by funding from Public Health, the service operates the Be Active scheme which allows local residents to access gym, swim, fitness classes and badminton free of charge to prevent cost acting as a barrier to participation in physical activity, thus allowing residents to gain the physical

and mental health benefits of regular exercise. Half year figures suggest the service is on track to exceed the target level of 300,000 attendances during 2023/24.

- 3.4.9.2 **Gladstone Leisure Management System** - The Wellbeing Service has worked with Public Health to develop a Memorandum of Understanding (MoU) to support the funding arrangement and has invested in a new leisure management system (Gladstone) to collect and collate customer data to generate a suite of PIs to evidence the impact of the service more thoroughly and robustly. This will include structured processes to track customer “journeys” to measure health impacts and to routinely collect wider customer feedback and experiences. Reporting is scheduled to begin later in 2023/24.

### **3.5 2 - Encouraging and Enabling Physical Activity and Healthy Living**

- 3.5.1 The Public Health Division delivers comprehensive programmes of multi sectoral work to promote health living and encourage and enable physical activity.

- 3.5.2 Healthy living is achieved through promoting behaviour change through individual, community, and environmental action. The Communications and Engagement team deliver campaigns which promote health, amplifying existing national resources and developing bespoke materials. This includes the recent campaign to increase physical activity. The Division also delivers the Bolder Healthier Community Champions programme, working in partnership with Youth Voice for the delivery of the Youth Champions programme. This programme provides community champions with the skills and knowledge to enable their families, communities, work colleagues to live healthily. The Division includes a team who work on Environmental Public Health, seeking to influence policy and planning.

#### **3.5.3 Birmingham’s Physical Activity (PA) Strategy**

- 3.5.3.1 Birmingham’s Physical Activity Strategy ‘Creating an Active Birmingham’ is aimed at increasing physical activity and reducing inactivity of the population in Birmingham.

- 3.5.3.2 One of the five priorities within the Birmingham Health and Wellbeing Strategy is to improve physical activity levels within the city. This strategy proposes a plan to do this by focusing on five key priorities:

- *Active people* - Creating and promoting access to opportunities, taking a life course approach across multiple settings to enable people to engage in regular physical activity.

- *Active environment* - creating and protecting the places and spaces that promote and engage people of all ages and abilities in activity.
- *Active societies* - changing the narrative around physical activity across the city, building insight and evidence into policy, commissioning, planning decisions and communication messages and marketing campaigns.
- *Active systems* - creating a more integrated and interconnected system by strengthening our local leadership, governance, partnerships, and workforce capabilities.
- *Closing the gap* - continuing to develop a better understanding of local barriers and enablers to increase activity across the city and ensure we focus on the least active groups as identified in the Physical Activity Needs Assessment.

3.5.3.3 The Strategy has been developed with significant contribution from multi sectoral organisations and citizens from seldom heard groups. It is progressing for sign off by Cabinet on 14<sup>th</sup> November.

#### 3.5.4 The Birmingham Food System Strategy and 'Full of Beans' Campaign

3.5.4.1 The Birmingham Food System work is a rich programme of city wide, national, and international work. At a city level, its Strategy, now published and launched, includes:

- a vision to create a fair, sustainable, and prosperous food system and economy, where food options are nutritious, affordable, and desirable so everyone can thrive.
- cross-cutting themes including food skills & knowledge, food behaviour change, food security and resilience, and food innovation, research, and data.
- workstreams including food production, food sourcing, food transformation, food waste and recycling, food economy and employment and food safety and standards.

3.5.4.2 The Food System has worked closely with Birmingham City Council's Cost of Living Programme to distribute food and increase the capability to source and produce food in communities that are most likely to need it.

3.5.4.3 One of the deliverables linked directly to the Corporate Plan is the city-wide healthy eating campaign to promote consumption of beans and pulses, including resources targeting food businesses, schools, and families. The campaign included 250 recipes identified by the British Dietetic Association (BDA), made available through an online app. It also included a collaboration

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with the Holidays, Activities and Food (HAF) Programme and Food Trails EU-funded project (led by the European and International Affairs team) to deliver summer activities to give children opportunities to taste, cook and grow beans and pulses during the summer clubs.

### 3.5.5 Sports Service

3.5.5.1 The Sports Service manages 3 significant leisure contracts in the city covering 11 leisure centres and swimming pools and 7 golf courses. The external leisure centres continue to perform at or above the national average benchmark despite significantly more service users coming from low socioeconomic groups and requiring a greater subsidy per visit. Overall, the contracts continue to represent good value for money by significantly contributing to the following key deliverables:

- **Delivering better-quality facilities and services** –bringing leisure specific skills, support services, and decision making that enable sustainability in a very commercially orientated market.
- **Reducing costs and providing greater financial certainty** –removing competition with other areas of direct provision, promoting invest to save options over the contract term, building more efficiency, and aiding longer term strategic planning for the Council.
- **Mitigating risks** –Mitigating against the greatest risk, in that less people access the service due to the economic climate, developing local competition, or demand for leisure opportunities. Achieved through effective programming, marketing, and a proven track record of managing leisure facilities.
- **Increasing levels of participation** –Achieved by enabling more people, access to more of the services they want, for more of the time.

3.5.52 The service is also currently delivering a Sports Strategy aligned and coordinated with the Council's Physical Activity strategy produced by Public Health (3.5.3 above). In working together to align their strategies the effective development of both will help the people of Birmingham become more active and reduce the impact of health inequalities.

## 3 – Champion mental health

### 3.6.1 Adult Social Care Mental Health update

3.6.1.1 Expected reforms to the Mental Health Act are on hold until after the General Election. Two new Duty Teams have been set up in North and South of the city to manage the daily requests for allocations and to reduce the need for longer term work. Our Memorandum of Understanding with the NHS has been reviewed and will increase Approved Mental Health Professionals (AMHP) capacity from the end of November 2023. Cabinet approval was granted in

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October 2023 to allocate additional funding to Mental Health Social Care Services. This will support recruitment of additional social workers to the Specialist Mental Health Team, including social workers to support prevention specifically through frontline duty responses.

### 3.6.2 Dementia Strategy 2022-2027

- 3.6.2.1 We worked in partnership with Solihull MBC and Birmingham and Solihull ICB to launch “Improving the lives of people with dementia: Birmingham and Solihull Dementia Strategy 2023-2028” in May 2023. We have distributed the Occupational Therapy Dementia Guide to those identified, with a 6-week follow-up contact to those families. We are currently consulting with citizens, charities, and health practitioners to review our webpages to provide information, advice, and guidance.

### 3.6.3 Public Health Mental Health update

- 3.6.3.1 The Public Health Mental Health team have a comprehensive programme seeking to prevent mental ill health and promote mental wellbeing. The programme includes suicide prevention, which is guided by England’s Suicide Prevention Strategy ([Suicide prevention strategy for England: 2023 to 2028 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/100000/suicide-prevention-strategy-for-england-2023-to-2028.pdf)) which is updated annually, and analysis of local deaths by suicide.

### 3.6.4 Suicide Prevention Action Plan

- 3.6.4.1 The Public Health Division are working with multisectoral partners on the existing action plan and are now working to review it using an audit of deaths. The main slippage in the action plan relates to the interdependence between the Real Time Suicide Surveillance System and the Coronial Audit Outcome report.
- 3.6.4.2 To facilitate information sharing in the interim whilst a full Real Time Suicide Surveillance System (RTSS) is developed, BSOL has been involved in writing an information sharing agreement between all other West Midlands local authorities and West Midlands Police.

### 3.6.5 The Orange Button Scheme

- 3.6.5.1 One of the actions in the Corporate Plan is to overcome barriers to talking about suicide. This is achieved through the Orange Button Scheme, which ensures that communities and professionals are trained and available to talk about mental health and suicidal feelings. The scheme launched successfully

on 10<sup>th</sup> September 2023, World Suicide Day, with a follow up Information stand at the City Council meeting on 12/09/2023, which generated a lot of interest and engaged Councillors, who were eager to help raise awareness of the scheme with their contacts and communities.

- 3.6.5.2 All the materials to support the scheme have been received and the fortnightly steering group meetings have been moved to monthly. The promotion of the dedicated Suicide Prevention webpage continues through partners' fora and social media. Since the launch of the scheme, 44 delegates have completed training as part of the Orange Button Scheme with Every Life Matters. Work is underway to explore how best to support delegates to ensure that the work they deliver under the scheme doesn't impact their wellbeing.

### 3.6.6 Creating a Mentally Healthy City Forum – CMHCF

- 3.6.6.1 The 'Creating a Mentally Healthy City' Forum (CMHCF) is a sub-committee of the statutory Health and Wellbeing Board, with the ambition that every citizen is supported to achieve good mental wellness and balance to navigate life's challenges. The Forum has a focus on collaboration and building strong partnerships to enable the delivery of the ambitions of Health and Wellbeing Strategy, including having oversight of the delivery of the actions of the Prevention Concordat and the Suicide Prevention Strategy and Action Plan.
- 3.6.6.2 The Forum, which has bi-monthly meetings, is chaired by myself as the Cabinet Member and comprises membership from statutory and wider public sector, and voluntary, community, faith, and social enterprise (VCFSE) organisations. The ambition is to further grow the membership to enable a more diverse representation from a grassroots perspective, including people living with or caring for people with mental health conditions.
- 3.6.6.3 The CMHCF will over the coming months focus its objectives on the development of the Birmingham Mental Health and Wellbeing Strategy in response to the feedback from the "Creating a Mentally Healthy City Forum: framework for action" Workshop held in April this year. This undertaking will also be informed by the evaluations currently underway, of the various projects commissioned under the Better Mental Health Fund and the Public Health grant.

## 3.7 **4 - Improve outcomes for adults with disabilities and older people**

- 3.7.1 The Public Health Division's work to improve the health of adults and older people, including those with disabilities, includes the commissioning of Birmingham-wide sexual health service, substance misuse treatment services, adult weight management and smoking cessation services.

3.7.2 Multisectoral and partnership work to strengthen service level interventions includes:

3.7.3 Fast Track Cities Plus

3.7.3.1 This is aimed at strengthening existing programmes and accelerating locally coordinated responses to end blood-borne viruses as major public health threats by 2030, including HIV/AIDS, viral hepatitis (hepatitis B and C) and tuberculosis (TB). It also aims to strengthen communities and provide timely testing and treatment services that support those living with these conditions, without prejudice and stigma.

3.7.4 Birmingham Tobacco Control Alliance

3.7.4.1 This aimed at reducing access to tobacco, preventing uptake, and increasing access to cessation help.

3.7.5 Triple Zero

3.7.5.1 The aim of Triple Zero is to achieve zero deaths due to drugs or alcohol addiction, zero overdoses due to drug or alcohol addiction and zero people living with any addiction without the support needed to manage it.

3.7.6 Compassionate Cities

3.7.6.1 Compassionate cities aims to build compassion as a major value of life across all sectors of civic society, putting kindness at the heart of health and care strategies in all parts of society, with a particular focus on death, dying, loss and caregiving. Baseline data has been collected through a citywide survey to understand the people of Birmingham's confidence around death and dying, should a loved one pass, based predominantly on the validated Death Literacy Index. This will inform future work of the Compassionate Cities programme.

3.7.7 Healthy Ageing

3.7.7.1 Working alongside Adult Social Care, a few services have been commissioned to promote healthy ageing and social inclusion, including intergenerational befriending services, targeted community cafes and Age Well focus groups with specific population groups. As part of work to support the delivery of the Birmingham Dementia Strategy and Action Plan, a series of Brain Health information sessions have been held for health and social care staff and



community groups to raise aware of what can be done to help prevent dementia in local citizens and promote early diagnosis.

### 3.7.8 NHS Health Checks

3.7.8.1 The NHS Health Checks is a prescribed public health programme which aims to prevent illness and improve health for all adults. It can reduce the burden of disability and avoidable death in older age by identifying the early signs of long-term conditions and risk factors that contribute to them. The NHS Health Check programme is key to delivering the ambitions of the national Major Conditions Strategy, and the ICS. NHS Health checks are delivered by GPs and by pharmacies.

3.7.8.2 Corporate KPIs are related to the number and percentage of NHS Health Checks which are offered and taken up by the eligible population. Given the current commissioning targets, the annual targets will be met. NHS Health Checks are currently subject to phased recommissioning, where in each phase, the geographical coverage of the programme is analysed, and actions identified to mitigate any impact on citizens who would benefit most.

### 3.7.9 Tier 2 adult weight management services in targeted disability groups

3.7.9.1 The Public Health Division tested a programme of weight management interventions with additional OHID funding as part of the public health contribution whole systems approach to weight management which is led by the ICB. This grant funding has now ceased but three successful interventions to support individuals with disabilities, those over 55, and the App have been continued through public health grant funding.

3.7.9.2 The intervention for individuals with disabilities is integrated with Adult Social Care Day Centre provision and the Wellbeing and Be Active Council programmes. Existing contracts have been recommissioned and a new model of service delivery will commence in January 2024, pending a successful procurement exercise.

### 3.7.10 Integrated Services

3.7.10.1 We continue to work together in the community across social care, community nursing, therapy services, GP practices and mental health services to better manage ongoing and long-term conditions and to reduce the risk of citizens experiencing health and care crises.

3.7.10.2 Our pilot now covers all 10 constituencies with a focused prevention approach within each team, and we have hubs that link in with our NHS partners and

third sector. We have launched test sites in West and East Birmingham – with dedicated social worker and occupational therapist to support the initiative within the Integrated Neighbourhood Teams. They are exploring the top 10 percent of the frequent users (citizens) accessing services to explore how they could be better supported. This will be reviewed by the end of the year to understand the impact the pilot is having and determine next steps.

### 3.7.11 Be Active Plus

3.7.11.1 The Wellbeing Service operates the Be Active Plus scheme that offers 1:1 support for clients referred through their GPs because they suffer from chronic health conditions such as obesity, diabetes, or depression. It also offers cancer/stroke rehabilitation cardio rehabilitation and COPD classes with a target of 2,000 referrals a year.

#### 3.7.11.2 Case Study: The Success of Be Active Plus at Nechells Wellbeing Centre:

- Patient referred with anxiety, depression, and obesity.
- 18 stone and 45-inch waist
- Engaged in gym sessions 3 times a week.
- After 12 weeks - 16 stone and 40-inch waist
- With continued support and motivation, alongside a healthier diet, he achieved a weight of 12st 7lb and a waist measurement of 34 inches.

#### 3.7.11.3 **Be Active Plus Client Feedback**

*“Want to say a big thanks for the help you have given me. The programme has helped me hugely. I’m more relaxed and have lots more energy. I look forward to working with you more and getting even fitter.”*

*“The experience has been phenomenal and the results transformational!*

*“Thank you! I want to say what a huge step it was, mentally, for me to be in a room with somebody new. I would also like to thank you for your professionalism and courteous manner. I’m excited about the road ahead, losing weight and gaining more confidence”.*

*“I have been referred to this service by my GP and can’t praise my advisor enough. They speak clearly and slowly and explain things carefully. They understand me and go out of their way to help if I am in doubt or have problems. Please pass on my thanks.”*

### **3.8 5 - Tackle unemployment**

#### **3.8.1 PURE Project**

- 3.8.1.1 PURE brings together the funding, governance, specialist experience, support networks and local community necessary to help vulnerable citizens in Birmingham make sustainable progress on their journey towards employment. We continue to develop and deliver PURE employment activities to inactive vulnerable adults who have complex and multifaceted needs to enable them to get closer and into the labour market. The Pure Digital Inclusion lending library is successfully up and running and we have loaned 89 laptops to participants who have used them for job related activities.
- 3.8.1.2 We have created eight Community Hubs in key locations, providing a service to citizens who have limited device or internet access. We have held a series of events in collaboration with providers, to help participants to realise their full potential and support them into meaningful results. Funding has been secured from the UK Shared Prosperity Fund (UKSPF) for new delivery from April 2024 and approval is currently being sought to provide funding for the 3 months preceding this. The project has since registered 4,690 citizens as of September 2023, out of which 872 participants were supported into education/training; 177 Unemployed participants were supported into employment (including self-employment); and 211 Inactive participants were supported into employment or job search upon leaving PURE.
- 3.8.1.3 PURE run regular events to give a flavour of what's on offer. These are each focused on a specific barrier from mental health to housing issues. They are a chance to meet employers and the team in a supportive setting and allows participants to have a say on important topics.

#### **3.8.2 Supporting employment in adult social care**

- 3.8.2.1 The adult social care sector employs around 35,000 people in Birmingham and is well placed to help public money spent locally, alongside supporting the local economy. In recognition of this and the invaluable support provided by independent care providers and their staff, the Council continues to invest in the care market. In 23/24 the Council allocated £28m to support care providers to keep pace with rising costs, inflation and wage rises, albeit we recognise this still doesn't cover the full cost of care. In addition, in December 2022, the Council and our NHS partners provided £6.04m from the Adult Social Care Discharge Fund to support recruitment of over 1,100 new carers and provision of over 200,000 hours of additional care and support during the winter period.

### 3.9 6 - Tackle poverty and inequalities

#### 3.9.1 Equality, Diversity, and Inclusion

- 3.9.1.1 The Adult Social Care Equality, Diversity and Inclusion Strategy 2023 to 2025 sets out the directorate's vision to create an inclusive culture which offers a greater sense of belonging by all. We want to foster a resilient workforce that demonstrates increased empathy and understanding for the citizens in our care. We want all our citizens to receive safe, compassionate, and accessible care. To thrive as a public body, we rely on the equality in participation, progression, and success for all including our workforce and citizens.



*Figure 1: Adult Social Care EDI Strategy*

- 3.9.1.2 The ethos of social justice is a continuous concept that features heavily throughout our ASC People Plan 23-25. It sets out how we will celebrate diversity and how our workforce will represent the community it serves. The Social Care Workforce Race Equality Standard (SC-WRES) further supports this by scrutinising systems and measuring improvements in the workforce with respect to the experiences of Black and minority ethnic staff. The ASC Directorate and Birmingham Children's Trust have piloted the SC-WRES, working closely with the Department of Health and Social Care and 17 other pilot sites. Each organisation has developed a bespoke action plan based on an assessment of the metrics.
- 3.9.1.3 Our model of care is based on recognising and responding to individuals' unique needs. This includes not only the citizens who are in contact with Social Care, but also in making the city a welcome place for new arrivals. Birmingham is a 'City of Sanctuary' which aims to create a network of areas which are proud

to be places of safety, and which include people seeking sanctuary fully in the life of their communities. The Council, alongside local organisations, community groups, faith communities and individuals, are publicly committed to welcoming and including people seeking sanctuary. ASC leads the support offered to asylum seekers and refugees on behalf of the city and supports them to feel welcome and integrated, which is key to maintaining their wellbeing and helping them develop a meaningful good life.

- 3.9.1.4 We are mid-way through research into LGBTQ+ services for older adults. Findings from the research will be used to upskill our workforce and ensure that new learning guides policy and practice. Further work is planned to evaluate our Family Group Conferencing (FGC) approach as well as how we engage with people with Learning Disabilities.
- 3.9.1.5 Our aim is to be a research-active directorate where staff can draw on local and national evidence to inform decisions and plan services that meet the distinct needs of citizens in Birmingham. Research is planned to evaluate our FGC approach, our work on Direct Payments, our customer journey and how we engage with people with Learning Disabilities. We also plan to understand disproportionality data and make changes based on the gaps we see.
- 3.9.1.6 The first Day centre EDI network Day Centres for Positive Change has been set up which includes staff representatives from all day services as well as citizens with Learning Disabilities. The aim of the group is to implement initiatives that are inclusive and consistent across the centres as well as enticing a culture of learning from one another.

### 3.9.2 Transitions to Adulthood

- 3.9.2.1 Work is progressing to intervene earlier and in partnership with other services, supporting young people entering adulthood to be physically and emotionally resilient, so once they become an adult, they will have a connective, fulfilling productive life. We have undertaken a full review of financial expenditure and have continued to improve the commissioning activity within transitions to focus on improving quality and best value. The teams have started to make plans to align with specialist colleges and starting work on future planning with younger adults and their families/carers. The team are also collecting “Stories of difference”, that will be shared in a newsletter and in the Principal Social Worker Newsletter. One is set out below for illustration purposes.

#### *Story of difference*

*“A young man was referred to TAPS to develop his confidence and support his emotional wellbeing following a close family bereavement, creating a lot of trauma and isolation. His mental health was a real concern for his family.*

*He formed a positive relationship with his Coaching and Resilience Worker. While discussing creating his Action Plan he shared how he loves baking and had completed a level 3 baking course at college. Together he and his Coaching and Resilience Worker enjoyed baking sessions at his home which developed his communication skills and was therapeutic which reignited his passion for baking. He showed interest in developing his skill set further and wanted to work on his employability and work skills.*

*He began to meet with TAPS Employment and Skills Officer and started volunteer work at a local charity shop and at a community gardens. He took part in a three-day Animal welfare course which he enjoyed thoroughly. He is now doing amazingly well and it's wonderful to see his confidence grow. In January 2024 he will start a 12-week Programme with Miss Macaroon, this will support his personal development and career aspirations into a field which he will no doubt thrive."*

### 3.9.3 Learning Disability and Autism

3.9.3.1 Development of the Learning Disabilities and Autism Framework for Change 2023-2033: "Our Plan for a Better Life Re-Imagined" has been co-designed with system partners and people with lived experience. The aim of the approach is to work at system and at place within Birmingham to inform and embed an integrated, collaborative approach to the delivery of mutually agreed joint commissioning priorities. We seek to ensure every individual with a learning disability and or autistic people access the support they need to enable them to live healthy and fulfilling lives.

3.9.3.2 The Quality Challenge Team has been developed to supportively challenge the quality of health and social care commissioned services and universal provision for children, young people, adults and their families and carers through the lens of people who are autistic and/or have a learning disability and their family carers to inform improvements, tackle inequalities and build on examples of good practice. The Quality Challenge Team brings together citizens who have had experience of using services or caring for someone who have accessed services and/or support from health and social care in Birmingham. Experts by Experience, known in this context as Quality Challengers, will work alongside Commissioners to improve the quality of local services and to tackle inequalities.

### 3.9.4 Day opportunities

3.9.4.1 The co-produced review of day opportunities is progressing well. In the first phase, 35 engagement events were held to bring people together to give their view. These events were led and facilitated by trained expert-by-experience

volunteers who named themselves as the Empowering People Team (EPT) and an organisation commissioned to support the coproduction - RedQuadrant. In total, 429 individuals participated in the events to give people an opportunity to share their views and experiences. Over 250 (63%) were people who either use adult day opportunities services, attend special schools or colleges or are informal carers and families. The events also sought the views of providers and professional staff that enabled people to participate at different venues across Birmingham.

- 3.9.4.2 The Empowering People Team (EPT) and RedQuadrant are building a portfolio of images of possibility to illustrate the potential for day opportunities and showcase what good looks like. They are also visiting day centres to hear stories of success from people who use services, carers, and providers. This will also provide opportunity to explore both real and perceived barriers to people accessing day opportunities.
- 3.9.4.3 For this phase of co-production, it is important to engage with individuals and groups from communities whose voices are seldom heard. This will include different ethnic and cultural communities, those with more complex communication and support needs, younger adults who are transitioning from education without a pathway plan in place, and those who currently do not use day opportunities.
- 3.9.4.4 A specific focus is on looking at day opportunities for older adults. Informed by research recently completed by University of Bristol and Kings College London, this work will address the question as to why day opportunities do not seem to respond to the choice and variety and build on personalised and tailored activities that appeal to the wide interest of our diverse older adult population. It will consider the need to respond to increasing numbers of people with dementia and other health needs and the problem of affordable and sustainable transport.

### **3.10 7 - Best start in life**

- 3.10.1 The Public Health Division's work to ensure the best start in life for Birmingham's children and young people in integrated with the Children and Families Directorate and delivered through the Healthy Child Programme 0-19 and providers in the community and voluntary sector.
- 3.10.2 Infant Feeding
- 3.10.2.1 The national Family Hubs and Best Start for Life Programme aims to establish Family Hubs: physical and virtual networks where families can access an

integrated and seamless service. Additional funding has been provided to Birmingham over three years.

- 3.10.2.2 The Public Health Division lead on the actions to improve rates of breastfeeding. The aim is to enable choice by ensuring that breast pumps are available, infant feeding 3.10.2.3 specialists are accessible in maternity units, peer support is available, and Birmingham becomes a breastfeeding friendly city. Progress is being made across all these actions, working in collaboration with the Local Maternity and Neonatal System, with community organisations and with parents.

3.10.3 Ages and Stages Questionnaire (ASQ) as part of the 2-2.5-year Review

- 3.10.3.1 It is critically important that children are assessed against developmental milestones in their early years. This is why there are five mandated assessments undertaken by Health Visiting Services before children reach 5 years of age. One of the assessments is at 2-2.5 years which uses the ASQ. Delivery of this assessment is monitored on a quarterly basis and at Quarter 1 was above the target.

3.10.4 Infant Mortality

- 3.10.4.1 The work of the Infant Mortality Taskforce has now been incorporated into the joint working with the BSol ICB. Work is being taken forward by the Infant Mortality Action Committee which the AD for Children and Young People jointly chairs with the ICB Senior Responsible Officer, Dr Deepthi Jyotish. The current work underway involves the development of a pre-pregnancy package, culturally competent genetics services, locality working and work in schools.

3.10.5 Development of the Healthy Happy Schools approach for Birmingham

- 3.10.5.1 This is a new programme of work which is currently being developed together with the Children and Families Directorate and involves wider stakeholders such as Birmingham Education Partnership and the academic sector. The initial focus will be on mental wellbeing and resilience. Currently the evidence base is being developed and discussions are ongoing as to the initial schools that will be part of the start-up.

### 3.11 **Appendix A**

[Public Health Outcomes Framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/public-health-outcomes-framework)

[Suicide prevention strategy for England: 2023 to 2028 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/suicide-prevention-strategy-for-england-2023-to-2028)



#### **4. Social Cohesion, Equalities and Community Safety Portfolio**

4.1. This report will break down this work under the following headings to represent the following strategic priorities:

- Violence Against Women and Girls (VAWG)
- Domestic Abuse
- Serious Violence Duty
- Modern Slavery
- Criminal Exploitation of Young People
- Tackling and Reducing Hate Crime
- Local and Neighbourhood Working Around Community Safety
- CCTV and Anti-Social Behaviour (ASB)
- Refugees, Migration and City of Sanctuary 2023
- Bereavement Services and Register Office
- Equalities and Cohesion

#### **4.2. Violence Against Women and Girls (VAWG)**

4.2.1. We have a robust process in place around ASB Case Reviews, the learning from these have, in part, supported the development of the ASB Integrated policy.

4.2.2. The Everyone Should Feel Safe campaign continues and is supported by the community safety team, there have been several professional learning events

also introduced as part of the campaign. A working group is in place to drive the VAWG strategy forward. We have also introduced a lived experience group who have worked with us to develop a consultation document which will be used to set the priorities within the strategy. We work closely with Adult Social Care commissioning team who are developing the Domestic Abuse Prevention Strategy to ensure both strategies work in support of each other.

- 4.2.3. We have been successful with our funding application under Safer Streets 5, which will bring in an assortment of programmes to increase safety within the night-time economy (NTE). We have also introduced 2 community safety intervention officers who work within the NTE, in partnership with the BIDs and Safe Spaces.
- 4.2.4. Funding has been secured for an Inform Women Transform Lives (IWTL) campaign to raise awareness about women's right to information, to significantly increase the number of women accessing key information from municipal governments, and to demonstrate the transformative impact that information has on individual women, their families, and the wider community.
- 4.2.5. A hyperlocal awareness campaign has been developed which informs women about their human rights in relation to Gender Based Violence (GBV) and to understand early signs of coercive control and abuse.

#### 4.3. **Domestic Abuse**

##### 4.3.1. Draft Strategy

- 4.3.1.1. Part 4 of the Domestic Abuse Act 2021 placed a new statutory duty on local authorities to provide support, for victims and their children, who reside in safe accommodation and to publish a Domestic Abuse Strategy, setting out amongst other things, how they will deliver on this duty. The city's Domestic Abuse Prevention Strategy 2018+ ends this year and in line with the new statutory duty, a cross agency working group was set up to develop a new strategy. The working group, reporting to the Domestic Abuse Local Strategic Partnership Board (DALSP) chaired by Councillor Brennan, agreed an approach that ensured: strong partnership involvement; embedding the Council's corporate priority of prevention and early intervention; and alignment with the new Homelessness Prevention Strategy and Violence Against Women and Girls Strategy, currently being drafted.
- 4.3.1.2. While drafting the strategy, to ensure strong city-wide input from the start, the working group consulted with partners from across the city and engaged with survivors through commissioned domestic abuse providers and a wider Be Heard survey.

- 4.3.1.3. Following a series of strategic working sessions, a draft strategy titled “Birmingham’s Domestic Abuse Prevention Strategy 2024+” has been produced. The title reflects a city-wide partnership strategy, not a council strategy, in recognition that no one single agency can tackle domestic abuse alone. The strategy builds on the previous DA strategy and its proactive prevention model, highlighting the importance of not only preventing DA from occurring in the first place, through raising awareness and understanding of it, but to also intervene earlier to prevent escalation of risk.
- 4.3.1.4. The draft strategy continues to have a gendered approach to tackling domestic abuse, recognising that whilst domestic abuse can happen to anyone, the vast majority of survivors are women, as a result of structural gender inequality. The government’s ‘Tackling Violence Against Women and Girls’ strategy (2021) recognises domestic abuse as a crime that “disproportionately affect[s] women and girls”. In the year ending March 2022, 2.4 million adults were affected by domestic abuse related crimes and 74.1% of those were women. (CSEW, published November 2022).
- 4.3.1.5. The strategy also sets out 6 key values: being survivor-centred and survivor-led; strengths-based; ensuring early intervention and prevention; perpetrator accountability; intersectionality and robust partnership response. In addition to the approach in the previous strategy, two additional priorities have been highlighted: Children & Young people and Perpetrators to ensure appropriate focus is given. It now has 6 key priorities:
- **Priority 1: Leadership & Partnership** - Strengthening our collective partnership efforts across Birmingham (whole system approach) to DA.
  - **Priority 2: Changing attitudes & Prevention** - Prevent domestic abuse from occurring in the first place, so relationships centre on equality and respect.
  - **Priority 3: Early Help and Support** - Intervene early to reduce harm and prevent escalation of risk.
  - **Priority 4: Children and Young People** - Raising awareness of healthy relationships, intervening early to support, and protecting them from the harms of DA.
  - **Priority 5: Safety, Support and Recovery** - Single coordinated pathway of quality assured support for survivors across Birmingham
  - **Priority 6: Holding perpetrators to account** - Developing a pathway of interventions that holds perpetrators fully accountable for their actions.

- A special DALSP board away day, held on 4th October, focussed on the draft DA prevention strategy agreeing on the above values and priorities.

4.3.1.6. Following board approval of the draft strategy, a 6-week public consultation (ending 6<sup>th</sup> December 2023) is underway to gather input from across the city. A Be Heard survey link has been created, sessions have been facilitated with key agencies, and numerous public-facing events have been attended, including: the Cost-of-Living conference, full Council marketplace, and the Safeguarding Children Partnership Board conference. The draft has been presented at Neighbourhoods Oversight and Scrutiny Committee, and progress against the strategy will be reported annually to the committee. There will also be two citizen engagement sessions.

4.3.1.7. Following the consultation, the final amended strategy will be approved by the DALSPB, before being presented to Cabinet and launched in Spring 2024.

#### 4.3.2. Part 4 Duty

4.3.2.1. Birmingham has continued to implement its statutory duty to commission support within safe accommodation. In 2022-23:

- 861 referrals were received for safe accommodation support.
- A total of 663 people were supported in safe accommodation: 319 women, 2 men, 1 transgender person, and 341 children.
- Unsuccessful referrals were mainly due to lack of capacity, the person refusing support, and the support being in the risk area for the survivor.

4.3.2.2. Moving forward, we aim to continue to commission support in safe accommodation that meets the gaps outlined in the Needs Assessment, such as support for people with disabilities, and specialist complex needs support.

#### 4.3.3. Recommissioning 2024+

4.3.3.1. Domestic abuse contracts, sitting under broader Adult Social Care Vulnerable Adults contracts, end in November 2024. Under these contracts are refuge, dispersed accommodation, the Domestic Abuse Hub, and lead workers. The services are required to demonstrate diversity competence to reflect the needs of the local population and include support to male victims of domestic abuse, and victims from marginalised communities.

4.3.3.2. Work has begun to develop our commissioning model which will be further enhanced by a focus on Early Intervention and Prevention in line with the

Councils key priorities. In addition, we will be holding market engagement events with specialist partners to gather their input.

#### **4.4. Serious Violence Duty**

- 4.4.1. In January 2023, the Serious Violence Duty (SVD) was introduced. In response to the Duty, the Community Safety Partnership, as part of its governance review, introduced the Birmingham Violence Reduction Board (BVRB). The BVRB has been collaborating with partners to ensure Birmingham meets its responsibilities under the Serious Violence Duty and has led on the development of the Birmingham Reducing Serious Violence Strategy and the completion of the Birmingham Violence Problem Profile. The profile has been used to formulate the information to develop the Birmingham Serious Violence Strategic Needs Assessment Dashboard and the completion of the Birmingham Delivery Plan 2023-2026, which will feed into the Regional Reducing Violence Strategy being developed by the West Midlands Violence Reduction Partnership. The Birmingham strategy has embedded a public health and early intervention and prevention approach.

#### **4.5. Modern Slavery**

- 4.5.1. A review and sustainability plan for the Modern Slavery Champion model has been produced and the initial draft has been shared with community safety management for approval. The coordinator has also prepared and delivered a presentation at the West Midlands Anti-Slavery Network meeting about the work undertaken within the LA Forum and Public Health Approach to modern slavery (Prevention Pillar). Work is also undergoing to support Adult Social Care with safeguarding enquiries relating to modern slavery.

#### **4.6. Criminal Exploitation of Young People**

- 4.6.1. The community safety team have provided funding and support to develop the Youth Inspector Programme, delivered through EMPOWERU and the Children's Trust. This programme worked with children and young people (13-18 years) from the local areas of Newtown/Lozells and Handsworth directly impacted by serious youth violence and exploitation. The training is open to all children and young people and was intended to assist and build confidence by ensuring young people are equipped to share experiences and have a voice in meetings. There are plans being developed to deliver this programme in other areas of the city. Through the people meetings within the local community safety partnerships, discussions are taking place to bring

information together which partners then use to deliver disruption activities regarding county lines. This has resulted in several successful prosecutions.

#### **4.7. Tackling and Reducing Hate Crime**

- 4.7.1. The Birmingham Hate Crime Partnership is in place with over 80 members taking forward a comprehensive delivery and action plan. The partnership has produced focussed neighbourhood plans. An example is the successful model of the 10-point plan introduced in the Gay Quarter of the city centre, following a series of LGBT hate crime incidents. This has been replicated in other night-time economy areas. The partnership has engaged with third party reporting centres to support their activities and is also working closely with national organisations such as the Community Security Trust and TellMAMA to help tackle antisemitism and islamophobia.

#### **4.8. Local and Neighbourhood Working Around Community Safety.**

- 4.8.1. Following the re-modelling of local policing by West Midlands Police, we have seen a reduction of local policing resources in neighbourhoods as the Police focus on response. The introduction of Operation Eternity, we have seen an increase in officers in locations of high ASB working closely with the Council on tackling ASB in these locations. The introduction of community safety intervention officers within the Council's Community Safety Team has allowed us to develop locality-based activities to tackle ASB. We have introduced projects in Welsh House Farm, Fox Hollies Park and increased presence in the city centre, Erdington and Stockland Green and North Edgbaston.
- 4.8.2. A review of the Local Partnership Delivery Group's was concluded in May 2023. These groups have been renamed to Local Community Safety Partnerships to be clear about their primary purpose of working to reduce crime. New terms of reference have been developed that maintain a place and people focus, whilst also introducing annual delivery plans that are reviewed quarterly alongside a performance dashboard to monitor activity and ensure they are delivering an impact in neighbourhoods.

#### **4.9. CCTV and Anti-Social Behaviour (ASB)**

- 4.9.1. CCTV monitoring continues although we have not introduced any more cameras, we work with other departments within the city council share resources.
- 4.9.2. The ASB integrated policy has been developed and is in the process of sign off with other departments within the city council this will ensure a joint up approach regarding dealing with ASB. We have also developed a city-wide

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operational group in collaboration with West Midlands Police, that although the focus is serious organised crime this will also have an impact on ASB within the targeted neighbourhoods.

- 4.9.3. We have introduced Community Safety Intervention Officers who are patch based and carry out street patrols. With the current resource they are achieving over 600 interactions each quarter, these are then resulting in providing advice, signposting, referrals for support services or enforcement. However, there is a risk with this function as most are externally funded and all are on fixed term contracts.

#### 4.10. **Refugees, Migration and City of Sanctuary 2023**

##### 4.10.1. Arrivals

- 4.10.1.1. Birmingham continues to welcome new arrivals to the city as part of our ongoing commitment to / involvement in the following schemes:

- Homes 4 Ukraine – c.1000 individuals (450 families) since the beginning of the scheme in 2022.
- Asylum dispersal and new refugees through asylum – c.1900 individuals at any one time, and 410 households that have left the asylum system with a positive decision (as refugees) since the beginning of 2023.
- Afghan Resettlement (includes the Afghan Relocation & Assistance Policy, the Afghan Citizens Resettlement Scheme and the Afghan Find Your Own Pathway) – c.435 individuals since the scheme began in 2021.

##### 4.10.2. Integration

- 4.10.2.1. Refugees in Birmingham who arrived via one of the Afghan schemes, Syrian Resettlement (2015-2020 arrivals period) or UKRS (2021 arrivals period) can currently access four services for support across tenancy sustainment, employability, participation, and mental health, and two further grant projects. These were all recommissioned in 2023. In addition, three grant projects provide further integration support. Those still within their first 12 months of settlement in Birmingham also receive dedicated support via the Arrivals, Accommodation and Orientation service (Refugee Action).
- 4.10.2.2. Support for Ukrainian guests is available through two contracts (both recommissioned in 2023) and a further 15 grant projects covering services such as general advice & guidance, employment and wellbeing support, language courses, etc. In January this year we launched the 'move on' financial package to help individuals/families move on into private accommodation and so far, 124 families have secured private rented accommodation by using this support package.

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4.10.2.3. Asylum seekers with a positive refugee decision in Birmingham can access support via the Move-on Service (Refugee & Migrant Centre). Asylum seekers living in Birmingham still waiting for an asylum decision will soon be able to access one of several grant funded projects to support integration and wellbeing, subject to spend control.

4.10.2.4. The ESOL Hub (Birmingham Adult Education Service) and the Migrant Advice Portal are two portals commissioned by ASC Refugees & Migration team to provide a one-stop-shop for ESOL and Advice in the city to improve access to and quality of services.

#### 4.10.3. Partnerships, strategy, and policy

4.10.3.1. The City of Sanctuary Partnership Board meets on a quarterly basis with a focus on the strategic work and priorities of the Council and its key stakeholders, and how these meet the City of Sanctuary objectives. The City of Sanctuary Policy and strategy is currently being reviewed and refreshed through this Partnership Board.

4.10.3.2. The Council supports the work of the City of Sanctuary Voluntary Committee, assisting the Committee to embed and expand successful schemes such as Schools of Sanctuary, and to help establish new 'streams of sanctuary' such as Universities of Sanctuary.

4.10.3.3. BCC's Refugees and Migration commissioning team continues to host the Birmingham Migration Forum (BMF) on a quarterly basis, providing a space to present and discuss key issues facing commissioners and the voluntary sector, and to inform the direction of future work.

#### 4.11. **Bereavement Services and Register Office**

##### 4.11.1. Improving Cemeteries and Crematoria

4.11.1.1. The project to rebuild the crematorium at Yardley commenced on 27<sup>th</sup> April 2023. This project will successfully deliver two new bariatric cremators and abatement equipment with better gas emission technology and energy efficiency measures. The chapel is also being refurbished. The project is on track and the upgraded facility is forecast to open on 19 December 2023.

4.11.1.2. The project to extend Kings Norton Cemetery has commenced and is in the investigation and design phase. Ecological surveys are currently taking place, with the development works due to commence in 2024.

##### 4.11.2. Improving the City Council's Mortuary Provision



- 4.11.2.1. To ensure there is an improvement in the City Council's mortuary provision a scoping exercise for a new mortuary has commenced. Regulation and Enforcement are working with Acivico and Inclusive Growth (Property Programme Manager) and to determine the specification and size of new mortuary. Any new mortuary will include the capacity for the provision of Computerised Topography Post Mortems (CTPM) and increased freezer space.
- 4.11.2.2. The option to refurbish Newton Street was deemed not viable due to costs and structural configuration being unable to meet service needs. efficient. We are now awaiting the receipt of the feasibility and cost plan related to a new build on an East Birmingham Council owned site. On receipt of this information a Cabinet report will be prepared. Officers have identified that capital funding will be required to progress the proposal.
- 4.11.2.3. In the interim period the current contract to utilise CTPM facilities delivered by a private company in Sandwell has been extended until end September 2024. In the coming year we will seek to identify future provision through a tendering exercise. We are aware that many communities and citizens prefer that this type of digital (non-invasive) post-mortem is available. However, it's use is only appropriate for certain cases and which bodies are referred for a CTPM is a decision made by a Coroner.
- 4.11.3. Improving Customer satisfaction with the services
- 4.11.3.1. Over the last year the Bereavement Service has been compiling data on the ability of the service to accommodate burials and cremations requests within a reasonable timescale.
- 4.11.3.2. Current data shows that we can provide short notice burials within 24hours of the request in almost 100% of cases. We provide burial service 364 days of the year (except on Christmas day), and we can now facilitate evening burials in the winter at Sutton New Hall Cemetery. Burials at Quinton Cemetery can now also take place at short notice and later during weekday afternoons. Given the data we hold we do not see a demand for additional service for burials at the weekend or in the evening.
- 4.11.3.3. We continue to explore the opportunity to provide a crematorium service on Saturdays. However, the closure of our Yardley Crematorium for rebuild has postponed any work on scoping this delivery with current demand at our Lodge Hill site not indicated demand for a Saturday service. Once the Yardley Crematorium reopens on the forecast date of 19 December 2023, we will be able to establish more fully the demand requirements.

4.11.4. Ensuring the workforce better represents the make-up of Birmingham's communities

4.11.4.1. The future operating model for both the Bereavement and Registration Services are currently under review. We seek to ensure we provide customer response and efficient services and consider the introduction of apprenticeships and succession planning as part of the models.

4.11.4.2. Bereavement Services and Registration Services continue to review job descriptions whenever vacancies arise, to ensure they are as inclusive as possible and to advertise all vacancies to as wide a group of applicants as possible. Recent activities include attending a jobs fair at Stirchley Community Centre and promoting vacancies through the Bereavement Roundtable Group and the Muslim Bereavement Steering Group, both of which are chaired by the Cabinet Member for Social Justice Community Safety and Equalities.

4.11.5. Engaging community groups

4.11.5.1. A wider range and number of community groups are regularly engaged in both Bereavement Services and Registration Services. This includes Friends of Brandwood End Cemetery, Friends of Handsworth Cemetery and the Friends of Key Hill and Warstone Lane Cemeteries, all of whom support maintain the condition and profile of cemeteries. The Cabinet Member for Social Justice Community Safety and Equalities chairs the Muslim Bereavement Steering Group which meets regularly to ensure issues of concern to the Muslim community are raised and addressed as appropriate. This group is crucial in maintaining a positive relationship with a main user of our burial services.

4.11.6. Extend the partnership working with the Bereavement Roundtable

4.11.6.1. The Bereavement Roundtable has met twice in the last year to discuss matters to improve the bereavement process for all sectors of the community. Members include representatives who work with bereaved people and families such as: NHS trusts, Cruse Bereavement Care, Road Peace, Beyond the Horizon, Birmingham Hospice, and representatives of the Muslim and Jewish communities. It also has representatives from across Birmingham City Council and Sandwell Council who are involved in providing services to the bereaved. Feedback from the group seeks to share information and identify and progress customer improvements.

4.11.7. Ensuring there are better long-term plans in place for the Bereavement Services

- 4.11.7.1. The future operating model for Bereavement and Registration Services is currently under review and a long-term strategy for Bereavement Services will be developed as part of this process. The review of the management structure within Regulation and Enforcement included the development of a Head of Bereavement and Registration Services, which was completed in May 2023.
- 4.11.7.2. A future Capital agenda 2023 – 2027 is in place, which will be extended to include the 25 years property/asset strategy.

#### 4.12. **Equalities and Cohesion**

##### 4.12.1. Progress on the Race Code

4.12.1.1. There has been good progress on the Race Code which has included:

- Commitment to eradicate the Race Pay Gap by 2025
- Taking positive action to improve reporting rates.
- Director of Strategy Equalities & Partnership is the executive sponsor.
- Revision of EIA framework is on-going.
- Safe Space listening circles have been held.
- Commitment for ethnically diverse recruitment panels
- Chief Executive commitment set a range of equality objectives which will be cascaded to CLT.
- Use Insight data to develop targeted actions to tackle racial inequality in services.

##### 4.12.2. Creating a Diverse & Inclusive Workforce

4.12.2.1. The Equalities team are launching the RESPECT Allies programme in December 2023 which are volunteer roles. With training and guidance, the RESPECT Allies will:

- Work to create inclusive workplaces.
- Raise the profile of Everyone's Battle, Everyone's Business Equality Strategy and Action Plan.
- Promote and embed values and behaviours of equality, diversity, and inclusion in the workplace.

- Work with the Equalities Team and RESPECT allies to hold talks, discussions, and lunch time briefings on ED&I issues.
- Hold diversity and awareness raising events in their services.

#### 4.12.3. Equality Impact Assessments (EIA)

- 4.12.3.1. The Equalities Team delivers weekly EIA support surgeries to support managers and improve the quality of EIAs. We are in the process of designing a new EIA which will be completed in December 2023 and will be delivering a training programme for all managers in 2024.

#### 4.12.4. Gypsy Roma & Traveler Partnership (GRT)

- 4.12.4.1. The Equalities team have developed a partnership with the Gypsy Roma and Traveler community in Birmingham which is chaired by the Cabinet Member with the aim of creating a city-wide partnership working group which will lead on the work streams co-produced by the GRT community and the council.

#### 4.12.5. Armed Forces Covenant

- 4.12.5.1. Birmingham is one of the first councils to co-produce a partnership group providing a dedicated support service to veterans and families. The Birmingham Armed Forces Operations Group reports directly to Armed Forces Operations Group.
- 4.12.5.2. The City Council has continued its partnership with the Armed Forces Covenant and taken forward actions to support Birmingham's Armed Forces community.
- 4.12.5.3. We are now aiming to reach the Armed Forces Covenant Employer Recognition Scheme Gold award by the summer of 2024.

#### 4.12.6. Progress on Everybody's Battle Everybody's Business (EBEB)

- 4.12.6.1. The Council has made progress on EBEB and is developing the EBEB Strategy 2024 – 2027 which will have a wide range of equality action across all nine protected characteristics, which will underpin the objectives.

#### 4.12.7. EBEB Governance System

- 4.12.7.1. Corporate Leadership Team have agreed the development and implementation of a new ED&I monitoring mechanism which will increase

delivery of equality objectives and create a consistent approach across all Directorates.

- 4.12.7.2. A Strategic EBEB Group is being established, chaired by the Strategic Director of Strategy, Equalities and Partnerships. This will be supported by five Directorate EBEB Boards which will be chaired by Strategic Directors and senior officers.

4.12.8. Progress on Objectives:

- 4.12.8.1. **EBEB - Objective 2: Demonstrate inclusive leadership, partnership, and a clear organisational commitment to be a leader in equality, diversity, and inclusion in the city.**

- 4.12.8.2. A city-wide LGBTQ+ partnership was established in June 2022, the Proud Rainbow City Partnership (PRCP) which has been developed to encompass four thematic areas and discuss and develop priorities:

- Tackling discrimination & Abuse
- Understanding & Engagement
- Addressing Inequalities
- Visibility & Celebration

- 4.12.8.3. Successes included supporting Birmingham Pride to participate in the Birmingham & Sandwell Mela in 2023.

- 4.12.8.4. **EBEB Equality Objective 3: Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision-making.**

- 4.12.8.5. The five workstreams within the Stronger Communities strand of work have been progressed and managed by Birmingham Voluntary Sector Council. (BVSC) A Stronger Communities Community Stakeholder Panel with strategic partners was formed to oversee the workstreams in March 2022, to be a critical friend and support the delivery of EBEB.

- 4.12.8.6. Milestones confirmed for legacy committee reporting were:

- A *Peace Garden* for reflection and commemoration (this work is continuing till Jan 2024).
- A digital record of what contribution people have made to the making of Birmingham - *We made Birmingham*, young people trained as community

journalists to find out what residents and visitors to the city think of Birmingham.

- *Get Communities Talking* - encouraging participation of women who have been marginalised through difficulties with language or basic skills to engage with other communities.
- *Inspiring Future Leaders*: one of many cohesion challenges is that marginalised and disadvantaged young people are struggling with major difficulties that drastically affect their chances of success in life, and their ability to participate in society. This theme sought to build confidence of young people by connecting them to positive role models from black and Asian minority ethnic backgrounds and through delivery of practical workshops.
- Development of a series of *Heritage Trails* throughout the city highlighting the buildings and culture existing in local areas. A [Heritage Trails Celebration](#) event was organised in December 2022.

4.12.8.7. All projects workstreams are now complete and an Impact report has been produced: [Commonwealth Games Community fund Impact Report](#).

4.12.8.8. **EBEB Objective 4: Deliver responsive services and customer care that is accessible and inclusive to individual needs and respects faith, beliefs, and cultural differences.**

4.12.8.9. Birmingham Faith Covenant (originally established in 2014) was refreshed in November 2022: [Faith Covenant 2022 | Birmingham City Council](#). A formal signing event took place in the City and the forum continues to meet. An action plan has been drafted that builds on the Covenant narrative and aligns with our cities 6.

4.12.9. Other Initiatives

4.12.9.1. Supported Inclusive Cities which is an established knowledge exchange initiative supporting UK cities and their local partners to achieve a step-change in their approach towards the inclusion of newcomers in the city. Partner cities shared in the development of a shared local story of inclusion, supporting and driving inclusive economic growth, connecting communities, mainstreaming, and building inclusive public services, encouraging civic participation and representation.

- 4.12.9.2. An action plan was created, and delegates were hosted in Birmingham in 2023. This was an excellent opportunity to share with our partners our best practise and learn from other cities.
- 4.12.9.3. In January 2023, the city helped host DLUHC's visit of the United Nations (UN), a follow up visit of the Working Group on the 'Experiences of Persons of African Descent' (WGEPAD). The successful visit was designed to examine racial disparity and human rights as it relates to people of African descent. A final report is being finalised by DLUHC.
- 4.12.9.4. In January 2023, Remembering Srebrenica. A tree planting ceremony and plaque unveiling took place and in July 2023 a Remembering Srebrenica event; 'Together We are One' marked 28 years and was supported by the council, reminding of the importance of remaining vigilant against the forces of hatred.
- 4.9.1.1 A Windrush 75 task and finish group was formed in November 2022, supported by the Public Participation and Cohesion teams, and engaged with key community leaders and grassroots organisations. Small pots of grant funding were made available and enabled sharing of generational stories and experiences, to educate and spark a wider conversation about the positive impact of migration, and to celebrate the 'rich' culture and traditions the African and Caribbean diaspora have brought to the city.

#### **4.10 Appendix B**

[https://assets.publishing.service.gov.uk/media/6194d05bd3bf7f054f43e011/Tackling\\_Violence\\_Against\\_Women\\_and\\_Girls\\_Strategy\\_-\\_July\\_2021.pdf](https://assets.publishing.service.gov.uk/media/6194d05bd3bf7f054f43e011/Tackling_Violence_Against_Women_and_Girls_Strategy_-_July_2021.pdf)

[Heritage Trails Celebration](#)

[Commonwealth Games Community Fund Impact Report](#)

[Faith Covenant 2022 | Birmingham City Council](#)



# Birmingham City Council

## City Council

5 December 2023



**Subject:** Decisions Not on the Forward Plan and Those Authorised for Immediate Implementation

**Report of:** Marie Rosenthal, Interim City Solicitor and Monitoring Officer

**Report author:** Christian Scade, Head of Scrutiny and Committee Services, 07517 550013, [christian.scade@birmingham.gov.uk](mailto:christian.scade@birmingham.gov.uk)

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential : N/A

### 1 Executive Summary

- 1.1 This report, which is required under Part B6.2 of the Constitution, sets out key decisions not included on the Forward Plan and any decisions which were authorised for immediate implementation.
- 1.2 Following amendments to the Constitution in 2022 this is the fourth report to be submitted, covering the period 16 June 2023 to 10 November 2023.

### 2 Recommendation

- 2.1 That Full Council notes the report.

### 3 Background

- 3.1 Key decisions should be included on the Forward Plan not less than 28 clear calendar days in advance of the proposed decision. If a matter, which is likely to be a key decision has not been included on the Forward Plan, but it is impracticable to defer the decision, the decision may still be taken provided it meets the requirements set out in the Constitution (Part B6.2).
- 3.2 Where there is an intention for Cabinet to consider matters in private, i.e. information that is confidential or exempt, 28 days' notice must also be given. This is done through inclusion on the "Notification of intention for Cabinet to consider matters in private" form. Any report containing confidential or exempt information that is not included requires agreement from the Chair of the relevant

Overview and Scrutiny Committee that the report is urgent and cannot reasonably be deferred.

- 3.3 There is also a requirement for the Leader of the Council to provide details on any reports authorised for immediate implementation: i.e. where the interests of the Council are jeopardised unless an executive decision is implemented immediately and when its implementation cannot wait until the expiry of the call-in period.
- 3.4 In an emergency, as set out under Part B6.6 of the Constitution, an executive decision may be agreed by the Chief Executive, following consultation with the Group Leaders, as long as the requirements set out in Part E4.2 are met. However, there were no emergency or urgent decisions taken by the Chief Executive for the period in question.

#### **4 Decisions Not on the Forward Plan**

- 4.1 For the period in question, there was 1 key decision not included on the Forward Plan. This was: Ratification of Selective Licensing Fee (Cabinet. 17 October 2023). Further information on this is set out in Appendix 1.
- 4.2 There were no decisions authorised for immediate implementation for the period 16 June 2023 to 10 November 2023.
- 4.3 There were no reports, containing confidential or exempt information, that were not notified 28 days in advance of the proposed decision for the period 16 June to 10 November 2023.

#### **5 Legal Implications**

- 5.1 This report, for consideration by Full Council, is required under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

#### **6 Financial Implications**

- 6.1 There are no direct financial implications arising from this report.

#### **7 Appendices**

- 7.1 Appendix 1 – Decisions Not on the Forward Plan

#### **8 Background Papers**

- 8.1 None.

## APPENDIX 1

### LATE REPORTS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION<sup>1</sup>

16 JUNE 2023 – 10 NOVEMBER 2023

#### Key Decision Reports Not on the Forward Plan<sup>2</sup>

Date	Report Title	Decision Taken By	Reason for Lateness – set out in the report
17 October 2023	Ratification of Selective Licensing Fee	Cabinet	<p>Following preparation for a judicial review brought against the Council in respect of its selective licensing designation, it has been identified that the Cabinet report of the 1st March 2022 which sought approval for the scheme which designated 25 wards of the city as subject to selective licensing and to apply for confirmation of the scheme from DLUHC, gave incorrect details relating to the apportionment of the licence fee. It is felt that this error should be corrected at the first possible opportunity (Cabinet meeting of 17 th October 2023). This gives the allows Cabinet to retrospectively ratify the correct apportionment of the fee.</p> <p><a href="#">Document.ashx (cmis.uk.com)</a></p>

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<sup>1</sup> Further information on all decisions can be found on CMIS via: [CMIS > Meetings](#)

<sup>2</sup> For clarity, there were no Emergency or Urgent Decisions taken by the Chief Executive across the period in question.



# Birmingham City Council

## City Council

5 December 2023



**Subject:** Motions for Debate from Individual Members  
**Report of:** Marie Rosenthal, Interim Monitoring Officer and City Solicitor  
**Report author:** Ben Patel-Sadler, Senior Committee Manager  
[Ben.Patel-Sadler@birmingham.gov.uk](mailto:Ben.Patel-Sadler@birmingham.gov.uk)

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential: N/A

## 1 Recommendation(s)

- 1.1 To consider the following Motions of which notice has been given in accordance with Council Procedure Rules (section B4.4 G of the Constitution).

## 2 Notices of Motion

### A. Councillors Nicky Brennan and Rinkal Shergill have given notice of the following Notice of Motion:-

#### “This council notes:

Councillors represent their community and it is important that they reflect the diversity within their communities, particularly those with protected characteristics as set out in the Equality Act 2010.

The work of the Co-Operative Party in developing a Declaration for councils aimed at increasing diversity in local government.

The steps taken to encourage people from historically under-represented groups to stand for council, such as bringing in paid maternity and paternity leave for councillors.

Everyone’s Battle Everyone’s Business sets out the Council’s vision for a city council that better reflects our city’s diversity.

**This council believes:**

Diversity in representation makes for good decision making.

**This council resolves:**

To adopt The Co-Operative Party's Diverse Councils Declaration to increase diversity in our local government:

This Council commits to being a Diverse Council. We agree to:

1. Provide a clear public commitment to improving diversity in democracy.
2. Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct.
3. Set out a local Diverse Council Action Plan ahead of the next local elections. Including:
  - Encourage political groups to work with each other and local party associations to encourage recruitment of candidates from under-represented groups.
  - Encourage and enable people from under-represented groups to stand for office through the provision of activities such as mentoring and shadowing programmes and information and learning events for people interested in standing as official candidates.
  - Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups.
  - Ensure that all members and candidates complete a candidates' and councillors' survey distributed at election time.
  - Encourage political groups to set targets for candidates from under-represented groups at the next local elections.
4. Work towards the standards for member support and development as set out in the LGA Councillor Development Charter and/or Charter Plus.
5. Demonstrate a commitment to a duty of care for councillors by:
  - providing access to counselling services for all councillors having regard for the safety and wellbeing of councillors whenever they are performing their role as councillors.
  - taking a zero-tolerance approach to bullying and harassment of members including through social networks.
6. Provide flexibility in council business by:

- regularly reviewing and staggering meeting times
- encouraging and supporting remote attendance at meetings
- agreeing recess periods to support councillors with caring or work commitments.

7. Ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.

8. Ensure that the council adopts a parental leave policy setting out members' entitlement to maternity, paternity, shared parental and adoption leave and relevant allowances.

9. Ensure that councillors from under-represented groups are represented whenever possible in high profile, high influence roles."

**B. Councillors Alex Yip and Meirion Jenkins have given notice of the following Notice of Motion:-**

"This Council notes that on becoming Leader, the Leader said he was "going to be absolutely open and transparent and honest".

This Council also notes that:

- The Leader said he was 'surprised' to have the equal pay figures brought to his attention in June.
- The Leader, along with the former Leader and Deputy Leader, received an email on 3 Feb, ahead of the budget, setting out figures of an Equal Pay Liability of up to £800m.
- The Leader said he was not aware a s114 notice would be issued before he went on holiday.
- The Cabinet Member for Finance said that extensive legal advice was sought ahead of the 2017 bin dispute settlement and there was no equal pay risk.
- No Cabinet Member raised any concerns on risks faced by the council about equal pay during the 2023 budget debate.
- The Cabinet Member for Finance and Resources said that the Oracle Programme had been subject to 'intense cabinet member oversight'.

- The Auditors have reported key officers being excluded from meetings on equal pay.
- The Auditors have reported Senior politicians complaining about officers taking notes in meetings and sharing these with auditors despite their legal obligation to do so.
- The Leader failed to fully answer nearly one-third of the written questions (7 out of 22) put to him at November's Council meeting.

This Council believes that transparency is the best disinfectant and calls on the Executive to ensure its actions match its words.

This Council further calls on the Standards Committee to consider appropriate sanctions for any councillor shown to have knowingly misled the Council chamber.”