

BIRMINGHAM CITY COUNCIL

CO-ORDINATING OVERVIEW AND SCRUTINY COMMITTEE

FRIDAY, 10 SEPTEMBER 2021 AT 10:00 HOURS
IN BMI MAIN HALL, 9 MARGARET STREET, BIRMINGHAM, B3 3BS

A G E N D A

1 NOTICE OF RECORDING/WEBCAST

The Chair to advise/meeting to note that this meeting will be webcast for live or subsequent broadcast via the Council's meeting You Tube site (www.youtube.com/channel/UCT2kT7ZRPFCXq6_5dnVnYlw) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 APOLOGIES

To receive any apologies.

3 APPOINTMENT OF COMMITTEE, CHAIR AND DEPUTY CHAIR

(i) To note the resolution of the City Council appointing the committee and Chair to serve on the Committee for the period ending with the Annual Meeting of the City Council in 2022 as follows:-

Councillors

(Lab)	(Con)	(Lib/Dem)
Mohammed Aikhlaq	Deirdre Alden	Roger Harmer
Liz Clements	Debbie Clancy	
Penny Holbrook	Ewan Mackey	
Mariam Khan		
Narinder Kaur Kooner		
Rob Pocock		
Carl Rice		

Councillor Carl Rice as Chair

(ii) To elect a Deputy Chair for the purposes of substitution for the Chair, if absent, for the period ending with the Annual Meeting of the Council in 2022.

4 **DECLARATIONS OF INTERESTS**

Members are reminded that they must declare all relevant pecuniary and non pecuniary interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not speak or take part in that agenda item. Any declarations will be recorded in the minutes of the meeting.

5 - 6

5 **TERMS OF REFERENCE**

See attached.

7 - 20

6 **ACTION NOTES**

To confirm the action notes of the meeting held on the 16 April 2021 and notes from informal meetings on 18 June and 9 July 2021

21 - 70

7 **UPDATE FROM CABINET MEMBER - SOCIAL INCLUSION, COMMUNITY SAFETY AND EQUALITIES**

Cllr John Cotton, Cabinet Member - Social Inclusion, Community Safety and Equalities in attendance.

71 - 98

8 **CITY OF SANCTUARY POLICY STATEMENT 2018-22 PROGRESS REPORT**

City of Sanctuary Policy Statement 2018-22 Progress Report, Cllr John Cotton in attendance

99 - 142

9 **CO-ORDINATING O&S WORK PROGRAMME**

For information

10 **DATES OF MEETINGS 2021/22**

2021

10 September
15 October
12 November
10 December

2022

21 January
18 February
11 March

11 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

12 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chair are matters of urgency.

13 **AUTHORITY TO CHAIR AND OFFICERS**

Chair to move:-

'In an urgent situation between meetings, the Chair jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

Co-ordinating Overview and Scrutiny Committee

- i. To plan and co-ordinate the work of all the Overview & Scrutiny Committees. To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning governance (including transparency, regional working and partnerships); citizens (including communications and public engagement); performance; customer services; social cohesion; equalities and emergency planning.
- ii. These functions include:
 - a) giving such guidance to the Overview and Scrutiny Committees in any cases of uncertainty, as to work which they should or should not be undertaking, as may be necessary to achieve such co-ordination, including the allocation of “call-in” to the appropriate Committee;
 - b) determining, in any cases of uncertainty, the allocation of responsibility for specific tasks between the Overview and Scrutiny Committees;
 - c) ensuring (by means, for example, of issuing appropriate guidance and/or instructions) that the Overview & Scrutiny Committees pay proper attention in their work to the consideration of key cross cutting issues, in particular equalities, transparency and improvement;
 - d) publishing each year an Annual Programme of major scrutiny inquiries as suggested by individual Overview and Scrutiny Committees following consideration of the Council Plan and priorities;
 - e) agreeing the establishment of any task & finish groups; and
 - f) considering overview and scrutiny development, working practices and constitutional arrangements.
- iii. Membership of the Co-ordinating Overview and Scrutiny Committee will consist of 12 members: the chair of the committee and the seven other Overview and Scrutiny Committee chairs along with four places for opposition group members to ensure proportionality.

BIRMINGHAM CITY COUNCIL**CO-ORDINATING O&S COMMITTEE – PUBLIC MEETING****1000 hours on Friday 16th April 2021, On-line meeting****Action Notes****Present:**

Councillor Carl Rice (Chair)

Councillors: Deirdre Alden, Albert Bore, Debbie Clancy, Liz Clements, Roger Harmer, Penny Holbrook, Shabrana Hussain, Mariam Khan, Ewan Mackey and Rob Pocock.

Also Present:

Councillor Brigid Jones, Deputy Leader

Peter Bishop, Director of Digital & Customer services

Wendy Griffiths, Assistant Director, Customer Services and Business Support

Emma Williamson, Head of Scrutiny Services

1. NOTICE OF RECORDING/WEBCAST

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2. APOLOGIES

None received.

3. DECLARATION OF INTERESTS

None declared.

4. ACTION NOTES

(See document No 1)

RESOLVED:

The action notes from the meeting held on 12th March 2021 were agreed.

5. PROGRESS REPORT ON CUSTOMER SERVICES INQUIRY

(See document No 2)

Cllr Brigid Jones, Deputy Leader, introduced the report and thanked the Committee for undertaking the work. This is an area where a lot of improvement work is going on. Most of the actions are in progress, including a review of the complaints process. The work has included a lot of work with members and other “behind-the-scenes” work to join up services to ensure processes are in place. Some of the work has become part of wider undertakings of the council and so is taking a little longer.

Wendy Griffiths, Assistant Director, Customer Services and Business Support, talked through each of the recommendations and the response thus far. She emphasised that engagement in developing the process is key, it is not just about writing the document. With regards to recommendation 5, as part of the customer programme there is a strand on culture and behaviour, which will make standards expected clear, regardless of role.

Discussion followed and Members made the following points and queries:

- Thought needs to be given to how we get performance data to members, and Cllr Rice proposed this could be included in the Executive Business Report presented to Full Council.
- The content of the customer services strategy was clarified: it will include clear design principles for how the Council will engage with customers, setting out how they can contact the council and ensure they leave feeling they have had a positive experience. It will be a user-friendly, live document and embedded across the organisation.
- The prioritised services in relation to the customer journey include housing repairs which is an area of concern. The areas chosen were areas of high volume and high numbers of complaints, to test that the new ways of working can be got right in difficult areas.
- Information about issues will be on the website, but there will also be reports to Councillors by ward, and then the Council will be able to see where there are common complaints (e.g. where the same street is being missed on waste collections). Members asked to be prompted where there was a problem on a particular street or area – some members wanted an email, others thought there were other options (e.g. a One Drive page). The technology – “slab-in-the-cab” – will be implemented to facilitate this.
- It would be helpful if members were able to see a final draft operating model of the customer enquiries and complaints process. It would also be helpful to have a timetable for future actions. It was confirmed that there would be user testing before going live.
- Members reported still not receiving timely responses to enquiries.

The Deputy Leader noted that this short session had shown, amongst a small group of members, the different views of how members think they should be engaged. It is clear that it will not be possible to please everyone, and there will be a point where a decision will have to be made on what options to use, to move forward.

Emma Williamson, Head of Scrutiny Services, confirmed that a future progress report is provisionally scheduled for the July meeting of the Committee. Another informal meeting will be set up to look at the draft operating model.

6. PROPOSED AMENDMENTS TO O&S COMMITTEE REMITS

(See documents No 3)

Emma Williamson, Head of Scrutiny Services, presented proposals for revision of the Scrutiny Committee remits in the Constitution which had previously been discussed and agreed with a cross-party working group of members:

- To amend the remit of the Resources O&S Committee to include “Council land use and property assets” (under the Leader’s portfolio) to reflect that Committee’s oversight of all internal resources.
- To amend the remit of the Co-ordinating O&S Committee to include “Social Cohesion and Inclusion” and “Equalities” (under the Cabinet Member for Social Inclusion, Community Safety and Equalities’ portfolio) to reflect the cross-cutting nature of that requirement, but also to recognise the large remit of the Housing and Neighbourhoods O&S Committee and free up that committee to focus on the other big issues it covers.

An addendum had been circulated to members the previous day, proposing another amendment, to amend the terms of reference of the Education & Children's Social Care O&S Committee to insert a reference to “children and young people’s health and wellbeing” as this area is not currently set out in any O&S Committee remit.

Members were supportive of the changes and it was:

RESOLVED

That Members recommend to Council Business Management Committee that the following changes to O&S Committee remits be made:

1. That the remit of the Resources O&S Committee be amended as follows:
*To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning finance (including strategic finance, budget setting and financial monitoring); revenues and benefits; treasury management; **Council land use and property assets**, human resources; contracting, commissioning and commercialisation*
2. That the remit of the Economy and Skills Overview and Scrutiny Committee be amended as follows:
*To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning strategic economy; skills and apprenticeships; **land and property**; inward investment; land use planning; business improvement districts and the Local Enterprise Partnership.*
3. That the remit of the Co-ordinating Overview and Scrutiny Committee be amended as follows:

*To plan and co-ordinate the work of all the Overview & Scrutiny Committees. To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning governance (including transparency, regional working and partnerships): citizens (including communications and public engagement); performance; customer services; **social cohesion; equalities and emergency planning.***

4. That the remit of the Housing and Neighbourhoods Overview and Scrutiny Committee be amended as follows:

*To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning housing; **social cohesion;** waste management; neighbourhood management; parks and allotments localisation; bereavement services and community safety.*

5. That the remit of the Education & Children's Social Care O&S Committee be amended as follows:

*To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning schools and education, the Children's Trust, vulnerable children, corporate parenting, **children and young people's health and wellbeing** and other child social care and safeguarding functions of the council.*

7. WORK PROGRAMME

Emma Williamson, Head of Scrutiny Services, noted that this was the last meeting of the municipal year and advised members that there were two pieces that go forward into the new municipal year: the inquiry into exempt accommodation agenda and the work on broadband coverage across the city.

Cllr Rice asked that the dates for meeting with resident groups be circulated to members.

8. OTHER URGENT BUSINESS

None.

9. AUTHORITY TO CHAIR AND OFFICERS

RESOLVED:

In an urgent situation between meetings, the Chairman jointly with the relevant Chief Officer has authority to act on behalf of the Committee.

The meeting ended at 1107 hours.

BIRMINGHAM CITY COUNCIL**CO-ORDINATING O&S COMMITTEE – INFORMAL MEETING****1000 hours on Friday 18th June 2021, On-line meeting****Action Notes****Present:**

Councillor Carl Rice (Chair)

Councillors: Mohammed Aikhlaq, Deirdre Alden, Debbie Clancy, Liz Clements, Roger Harmer, Shabrana Hussain, Mariam Khan, Narinder Kaur Kooner, Ewan Mackey and Rob Pocock.

Also Present:

Councillor Ian Ward, Leader

Graeme Betts, Director, Adult Social Care

Emma Williamson, Head of Scrutiny Services

1. NOTICE OF RECORDING/WEBCAST

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2. APOLOGIES

None received.

3. DECLARATION OF INTERESTS

None declared.

4. LEADER'S UPDATE

(See document No 1)

The Leader started with an outline of the new structure, the position with regard to recruiting to new posts and vacant posts, in reference to the previously circulated the current position with Director and Assistant Director posts.

He confirmed that the Council is still working to the document Investing in our future agreed by Cabinet, to ensure council fit for purpose; to shift the focus from crisis to prevention; and finally, to increase pace and scale of growth across the city.

The posts in the structure chart that were in that report are being recruited to and he gave an update on some of the posts, some of which are awaiting enhanced business cases.

There was also a report to Cabinet about equalities in the city, where Cabinet agreed to ensure appointment panels are diverse. Between September 2020 and June 2021, the Panel shortlisted six senior candidates from a minority ethnic background and four were appointed.

In response to questions, the Leader commented:

- The “supply” of candidates to appointment panels has to be good enough to appoint and the Leader has made it clear to recruitment companies that they expect to see a diverse range of candidates. The market at the moment, particularly for local government chief executives, is not what it has been. It is necessary to be very strong to agree not to appoint if there is no one suitable as the pressure is always to appoint having gone through the process.
- A breakdown of gender and ethnicity of JNC appointments was not to hand but out of 11 posts appointed (September to June), 4 BAME candidates were successful. Graeme Betts added that 3 of these were women. The Leader clarified the use of the “Rooney rule” in Birmingham and that the Council makes every effort to ensure panels are diverse.
- A number of members expressed concerns about staffing in the enforcement part of the council (noting the vacancy in the AD Regulations and Enforcement role), including waste and HMOs, and whether these were sufficiently resourced. The Leader will look at why recruitment to the private rented sector team is delayed.
- In terms of why undertaking interim recruitments in some cases, the Leader explained there can be a number of reasons for this – in the case of the Assistant Director for Procurement, it is for speed, to secure the use of an interim and then advertise for a permanent post.
- Funding for public health posts is grant funded to the end of September, out of the test and trace funding. The Council is talking to the Government about continuing funding, particularly as Birmingham is now subject to enhanced measures.
- Casework from residents is generated by service failure, and it was reported by some members that the new council complaints system is not working. It was confirmed that members are not required to use the on-line form. The Leader confirmed that the change was about ensuring the council has the data to see where main problems are and to then improve the service across the city. It does have to evolve and respond to hitches, and must serve the Members and MPs, not officers.
- The Leader noted that in response to an increase in fly-tipping, there would be additional investment (an increase of almost 10% of street cleansing budget). That work includes working with people of Birmingham across the city to keep the city clean.

- In relation to waste and route to zero work, the need for strategic capacity is still there and some creative thinking is needed to staff those areas. The Leader noted that the City has offered to be part of the COP26 meeting in November.
- A new structure to replace districts is not yet in place despite a strong commitment to localisation. The Leader stated that progress had been made, including support for more parish councils, but wards have not come forward with ideas for taking this forward. The Cabinet Member has recently established a star chamber for localisation which met for the first time this week and reported that there is more going on than has been reported. Graeme Betts noted the changes that had happened in the Adult Services directorate. It was suggested the mix of one and two member wards was a barrier here, and ward boundaries should be reviewed.
- In response to questions about the Commonwealth Games in relation to Edgbaston Station and the impact of Covid-19, the Leader confirmed that whilst the work on Edgbaston Station will not be complete, the station will be open during the Games. Work is going on to see if the work can be completed on time for the Games. More generally, the plan is still for the Games to be delivered with full stadia. There is still 12 months to go and it is difficult to predict what will happen. The Organising Committee will meet to assess the situation in September and to look at contingency measures, including for public transport.

5. WORK PROGRAMME

Emma Williamson, Head of Scrutiny Services, introduced the work programme as set out and updated members on current and forthcoming inquiries:

- Exempt accommodation – evidence has been collated and will be shared with members. An informal meeting may be held to review that evidence and prepare for a round table discussion with Cabinet members and officers;
- A draft report on broadband issues will also be brought for discussion to an informal meeting;
- A future inquiry on the Council's response to the Covid-19 pandemic will be commenced later in the year, with a terms of reference to be discussed in September. Members discussed how to approach this and, on balance, it was agreed that individual O&S Committees could undertake some
- Localisation was discussed and it was noted that Housing and Neighbourhoods O&S Committee was focusing on this area.

6. DATES OF MEETING

It was agreed that the Co-ordinating O&S Committee would meet on the following dates at 1000 hours:

2021

09 July 2021

10 September 2021

15 October 2021

12 November 2021

10 December 2021

2022

21 January 2022

18 February 2022

11 March 2022

08 April 2022

7. OTHER URGENT BUSINESS

None.

The meeting ended at 1145 hours.

BIRMINGHAM CITY COUNCIL

CO-ORDINATING O&S COMMITTEE – INFORMAL MEETING

1000 hours on Friday 9th July 2021, On-line meeting

Action Notes

Present:

Councillor Carl Rice (Chair)

Councillors: Mohammed Aikhlq, Deirdre Alden, Debbie Clancy, Liz Clements, Roger Harmer, Penny Holbrook, Shabrana Hussain, Mariam Khan, Narinder Kaur Kooner and Rob Pocock

Also Present:

Councillor Tristan Chatfield, Cabinet Member for Finance & Resources

Stuart Fair, Principal Consultant, CIPFA

Rebecca Hellard, Director of Council Management (Interim)

Rokneddin Shariat, Procurement Strategy and Development Manager

Emma Williamson, Head of Scrutiny Services

1. NOTICE OF RECORDING/WEBCAST

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2. APOLOGIES

Apologies received from Councillor Ewan Mackey.

3. DECLARATION OF INTERESTS

None declared.

4. COUNCIL FINANCIAL MANAGEMENT CAPABILITY: CIPFA

(See documents No 1 and 2).

Councillor Tristan Chatfield, Cabinet Member for Finance & Resources, introduced the item and placed on record his thanks to CIPFA and also thanked the budget holders across the whole of the Council for their hard work and the improvements made to

move from one star in 2019 (out of a possible five star assessment) to a three star authority ahead of time. However, there are financial challenges ahead, not least the impact of Covid.

Stuart Fair, Principal Consultant, CIPFA gave the presentation and the main points included:

- Details of what they looked at when assessing financial resilience, which many local authorities struggle with and the Council is now rated as moderate;
- Financial management and the highly commendable response to issues arising within the April 2019 assessment;
- There has been huge change over the two years, including finance staff providing business partner support, and treasury management is exemplary;
- The Council's Financial Strategy (the Financial Plan 2021 – 2025) is one of the best they have seen;
- There are five areas for development, and they are confident that these further development areas will be fully addressed within the current change initiatives.

The Cabinet Member highlighted the next steps and the complexities of, and the effort they are putting into, the Enterprise Resource Planning (ERP) system. Also, in relation to assets, they are developing a corporate landlord approach and developing how they can get a better yield from the other assets the Council has.

In response to questions, Stuart Fair, Rebecca Hellard, and the Cabinet Member commented:

- The challenges from external audit from 2019 were from when the Council was in a different place and there is now a better level of confidence.
- Rebecca Hellard would welcome the opportunity to provide the Committee with a full picture of the capital programme and the major projects within it, and the intended outcomes of the programme that makes up the £432m.
- Asset management: they have a delivery plan that went to Cabinet in November 2020 and a full programme management plan that supports this. One of the major workstreams is inclusive growth, which includes the assets programme. The disposal programme will be going to Cabinet in September 2021. Also, there is a workstream around development sites and how the city is going to be revitalised and this will also be going to Cabinet.
- Corporate landlord functions (operational assets including libraries for example) is another workstream that is just starting, and this comes under Finance. These assets will be pulled together into a landlord function. Services will then become tenants and will bring in the community element.
- Procurement and contract management: the Resources O&S Committee in undertaking a piece of work in relation to this. The Council spends in excess of £400m per year with third parties and this requires oversight. Work will be starting with commissioning and officers are working with Adult Social Care, who are one of the biggest commissioners. They are undertaking a pilot for this. In

relation to Contract management, there are a number of senior officers that manage contracts and this needs to be seen as a separate technical skill rather than an add-on to a job.

- The trajectory will allow the achievability of being awarded a four star. However there needs to be the same pace, resources, and support from Members.
- The Cabinet Member highlighted that they will be moving to recruiting permanent staff within the procurement team, as there are a number of interim staff in place. However, there are challenges with appointing suitably qualified staff across local government.
- There is a huge amount of work going on in the Finance department that will also support the other areas of the Council, and the new Interim Chief Executive has embarked on leadership development programme and will be developing a strong team of officers at the top of the organisation.
- The ERP system is the Oracle system which is all about user experience and easily interpreted dashboards that will make it easier for senior managers to understand financial information. The system will go live on the 1st April 2022. Also, within the delivery plan there is a data workstream so all data can be brought together, this is at an embryonic stage.
- The Council may have been complacent in the past and this, coupled with the lack of investment, could have led to where we were two years ago. However, they are investing in the new system and it was suggested that the Committee may want to discuss the Future Operating Model and what is happening with HR. There is a need for external validation. It was highlighted that although improvements have been made the financial challenges are still there.
- Making the right staff appointments and supporting them in their role is important and the support from CIPFA gives an additional assurance that we are moving in the right direction.

5. REVIEW OF BIRMINGHAM BUSINESS CHARTER FOR SOCIAL RESPONSIBILITY

(See document No 3).

Councillor Tristan Chatfield, Cabinet Member for Finance & Resources, highlighted how important the charter is and how the Council should be a trailblazer in this area. The Cabinet Member highlighted supporting the fair tax agenda and there is a standard we encourage companies to use, and more companies are signing up to this. The long term aspiration includes having social value in planning and large scale development, and they are keen to establish outputs reporting and what we can deliver regarding social value. The report is in draft form and will reflect views given.

Rokneddin Shariat, Procurement Strategy and Development Manager, commented that they are working on a route to zero measure and the organisation's stance on carbon neutral and when they anticipate they will become carbon neutral. Also, reporting on social value is important and this is built into the ERP.

In response to questions, the Cabinet Member and Rokneddin Shariat commented:

- Cllr Harmer thought there may be a lack of urgency with the route to zero measure and he is happy to get involved with this. The Cabinet Member suggested that he could provide more detail to the Sustainability and Transport O&S Committee. Rokneddin Shariat commented that we need to be promoting companies to be carbon neutral, e.g. building a stadium.
- Further information was requested on page 62 and ‘consider including Social Value in the Planning process – This is an opportunity to achieve Social Value outcomes from an area of activity not previously considered. Other Councils such as Coventry and Islington are leading in this area’: Members were informed that they need to get guidance from legal services to how enforceable this is. Also, Coventry and Islington are exploring this, and they are looking at whether social value is transferred to the new occupier of the development etc.
- Procurement is the biggest generator of carbon emissions by the Council at c.80% and these are emissions that we directly control, and Cllr Liz Clements expects to have a discussion at her Committee. However, the Council should have a good methodology and targets, and must be ambitious. The Cabinet Member agreed that this needs to be integral to the contract.
- There is a government green paper¹ on procurement that has been published recently which includes social value, and officers are awaiting the white paper to see if there is greater flexibility and whether there is more that we can do.

6. WORK PROGRAMME

(See document No 4).

Emma Williamson, Head of Scrutiny Services, introduced the work programme as set out and updated members on current and forthcoming inquiries:

- The Committee’s next formal meeting is on the 10th September 2021 when Members will be receiving an update from the Cabinet Member for Social Inclusion, Community Safety & Equalities, as this is a recent addition to this Committee’s portfolio.
- There are a number of formal and informal sessions that need to be programmed:
 - Customer Services is due to come to Committee formally in October 2021. However, it is acknowledged that Members would welcome an update prior to this and a suitable date for this will be confirmed.
 - Exempt accommodation – an evidence pack is being collated and a formal face to face meeting to be held with the Cabinet Member and Officers (this includes housing, planning, housing benefits and licensing

¹ <https://www.gov.uk/government/consultations/green-paper-transforming-public-procurement>

departments, and the police) in September 2021 is in the process of being organised.

- The next Scrutiny Business report is due at Full Council in September 2021 and this will be drafted in the next couple of weeks, summarising where scrutiny is across all eight committee.

7. OTHER URGENT BUSINESS

None.

The meeting ended at 1152 hours.



Information Briefing

Report from: Councillor John Cotton, Cabinet Member for Social Inclusion, Community Safety & Equalities

Date: 10 September 2021

Report to: Overview & Scrutiny – Co-ordinating Committee

Everyone's Battle, Everyone's Business

1. SUMMARY

The briefing presents an update on the Everybody's Battle, Everybody's Business Action Plan that was approved in May 2021.

It is important to acknowledge that from the start of the year, there has been a concerted effort to recruit staff to the Equalities & Cohesion divisional structure (see Appendix 1) despite the on-going challenges relating to the council's emergency response to Covid-19. The recruitment to the two Cohesion posts and Workforce Development Officer posts are currently underway. And although the division is not operating at full capacity, there has been some positive progress made against the EBEB Action plan (see Appendix 2) with encouraging signs that delivery is moving forward as a priority commitment for the Council.

2. ACTION PLAN UPDATE

The Everyone's Battle Everyone Business Action Plan is a corporate action plan. Whilst the Equalities & Cohesion Division is responsible for its oversight, monitoring, reporting and importantly holding lead service areas to account for the delivery of the actions assigned to them, it is important to stress that delivery of the plan is a shared responsibility across the whole of the City Council.

The individual actions contained within the plan are set out against the five Equality Objectives 2019-23. These are:

1. Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council

2. Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the City
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. Deliver responsive services and customer care that is accessible, inclusive to individual's needs and respects faith, beliefs and cultural differences
5. Encourage and build a skilled and diverse workforce to build a culture of equity and inclusion in everything we do

Whilst we continue to build capacity and the wider skill and expertise within the new Team, with regard to data collection and analysis, we are aligning our Equalities and Inclusion apprentices with the Data Technician apprenticeship which begins in October. As a result, we will need to re-configure some of the original timescales as the benefits of having a division at full capacity and apprentices on the data apprenticeship will take some time to take effect.

Examples of progress against the objectives in the EBEB strategic action plan:

Objective 1:

- staff participation in the mandatory online training is generally good across the council with plans to develop a more in-depth suite of training workshops based on each of the protected characteristics
- the Public Sector Equality Duty information has been published on the council website and is due for review in November,
- the 2019/20 JSNA is being uploaded to the website as part of the Public Health content refresh and has been published on CMIS through the Health and Wellbeing Board.

Objective 2:

- we are demonstrating inclusive leadership in equality, diversity and inclusion, e.g. the Equalities Star Chamber provides robust internal challenge and scrutiny on the five equalities objectives is up and running with meeting dates in the diary, a forward plan process has been developed and scrutiny of EIAs underway
- the Birmingham Living Wage Partnership application to become a Living Wage City is well on track to meet the 30 September deadline despite the understandable challenges to participation faced by some partners as a result of the pandemic.

- the review Social Value Policy and the Birmingham Business Charter for Social Responsibility is underway, with initial review work at Officer level around the Social Value Policy in particular, enabling tenders from disadvantaged groups and the voluntary, community and social enterprise sector.
- Staff Equality Networks to hold “check and challenge” meetings between Networks, Council Leadership Team and Cabinet via the Diversity Alliance Network is due to take place in November with the aim of meeting at least three times a year
- work has taken place with senior leaders from the council and the Race Code team to undertake a self-assessment of our existing structures, policies, norms and practices to identify race inequalities – the R.A.C.E. Code sets out priority actions with respect to Reporting, Actions, Composition and Education and the initial accreditation (quality mark) is due at the end of September when we approve and submit our priority actions

Objective 3:

- the second phase of the Birmingham Poverty Truth Commission has been established partnership working with partners BVSC to develop an assessment panel for Commonwealth Game projects and developing a citizen’s engagement model that would provide legacy opportunities beyond the CWG

Objective 4:

- steps to review and refresh the Council’s Faith Covenant to ensure that we work with and give a voice to our ever more diverse family of faith communities in the city action are in train with the Equalities Officer who joined the E&C division at the end of July. Discussions are also ongoing with faith communities and further expanded when the Cohesion Service Lead and Officer are in post.
- with local communities an interconnected network of heritage trails that navigate through Birmingham’s history, shaped through honest and diverse stories of settlement is being progressed as part of the CWG commissioned activities that BVSC have been asked to lead on.

Objective 5

- good progress with development of new and established staff networks through the over-arching Diversity Alliance Network where grant support from the Equalities (non-staff)

budget has been committed to support each staff network with events, away-days and memberships as appropriate to the network; e.g. LGBT+ and Allies Network has supported the renewal of the council's Stonewall membership and the commitment to participate in this year's Stonewall Workplace Equality Index

- updates on the Race Equity Plan are taken to the Equalities Star Chamber. Staff diversity data reporting rates are improving, with the numbers classed as “unknown” now reduced to around 16%. Progress has also been reported via corporate delivery plan dashboard, with improving ethnicity representation across all grades, as a result we continue to monitor and make progress in shortening the ethnicity pay gap. A similar picture is also emerging in respect to the gender pay gap.
- the first Disability Pay Gap analysis, supported by actions to close pay gaps and promote gender equity is on schedule for publication by the end of September 2021

3. NEXT STEPS

To complete the recruitment and selection of the four posts during September and October 2021. Two of the posts (Cohesion Lead and Cohesion Officer) are internal secondment positions until March 2022, and the other posts are permanent Workforce Development Officer posts.

To continue the reporting of progress against the EBEB Action Plan to CMB, Equalities Star Chamber meetings and Cabinet as requested. Co-ordinating Overview and Scrutiny Committee will also continue to receive progress reports.

4. APPENDICES

Appendix 1: Equalities & Cohesion divisional structure

Appendix 2: The EBEB Action Plan.

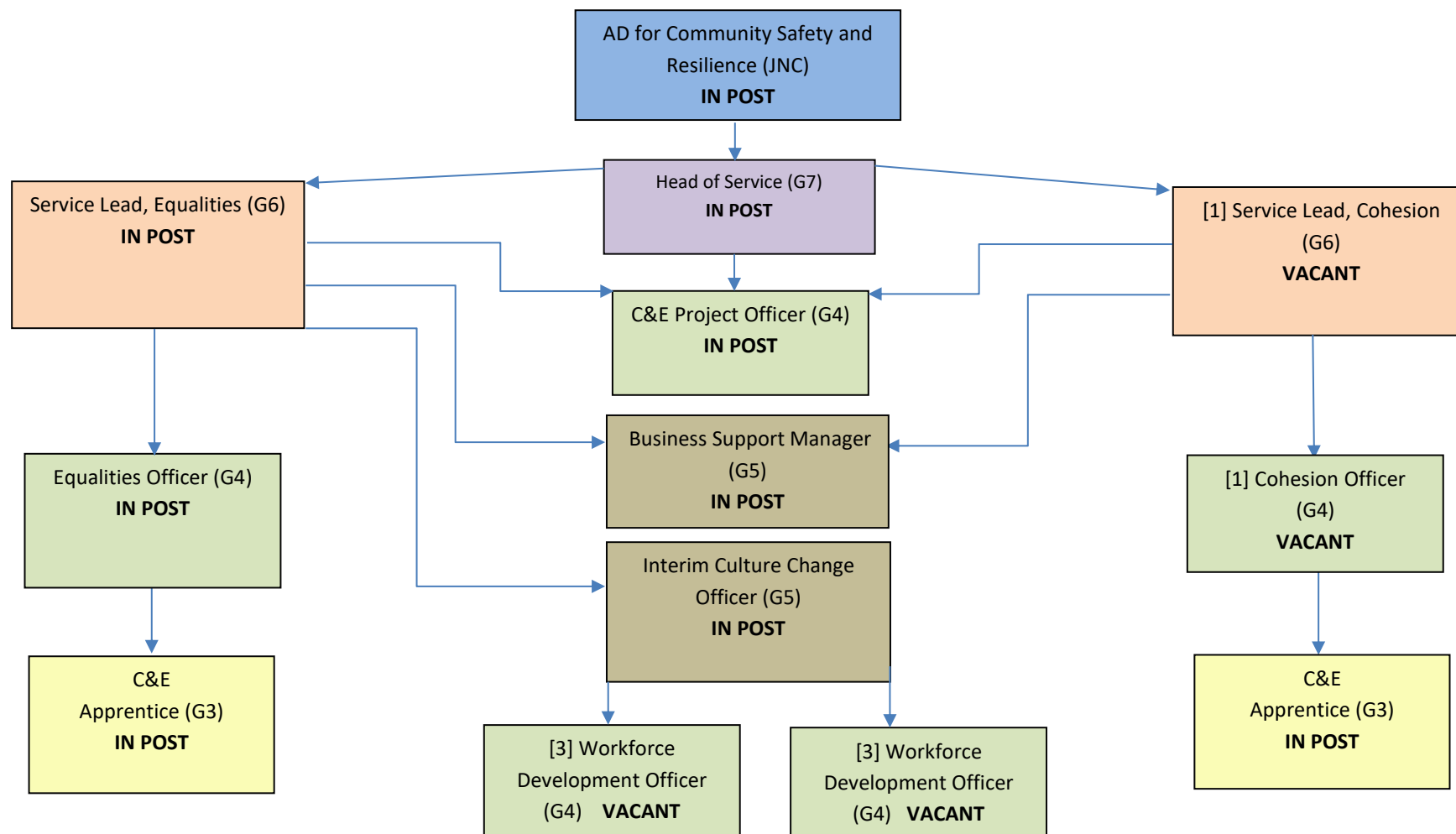
Contact Officer:

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COHESION & EQUALITIES DIVISON – structure and line management



Recruitment Timeline: [1] Service Lead, Cohesion, and Cohesion Officer – internal recruitment process August 2021 (secondments until March 22), and [3] 2 x Workforce Development Officers (G4) – September 2021

Birmingham City Council

Everyone's Battle Everyone's Business – together we will tackle inequalities

Equality Strategy and Action Plan 2021 - 2023



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Acknowledgements

This strategy has been informed from the contributions from our employees, communities, voluntary and community organisations and our partners from the public sector and business. We are grateful for the local insights, comments and ideas that has made this a truly Birmingham strategy, shaped by the lived experience of our citizens and underpinned by robust academic research.

Published May 2021

Foreword

The events of the last year have again illustrated, in the starkest and most brutal of ways, the extent to which we live in a deeply unequal society.

The COVID pandemic may have led to more public discussion about the extent of inequality in modern Britain, but the truth is that poverty, disadvantage and discrimination have been eating away at the heart of our society and economy for years. The pandemic didn't create these injustices, but it has hugely intensified their impact on individuals and communities.

It cannot ever be acceptable that opportunities and life chances for so many remain a condition of their race, class, gender or disability. And for those of us who have been put in positions of leadership, our core mission must always be to break down those barriers, smash the glass ceilings and put power and opportunity in the hands of people and communities. As we emerge from the pandemic, that mission is more important than ever before. We must build back fairer, as well as better.

English local government, frustratingly, is a deeply underpowered creature compared to our American or European counterparts. It is true that not all the levers we need to pull to deliver economic and social justice are in our hands. But that is no excuse for inaction. So that is why, here in Birmingham, we're making it clear that we will pull all the available levers, marshal all the available resources and put tackling inequality at the heart of the Council's plans for the city as we start to rebuild from the pandemic.

Our plans focus on three key areas. First, it is vital that this Council leads by example, not least in its role as a major employer. We are already facing up to some harsh facts about the degree to which our workforce, especially at the most senior levels, does not reflect the diversity of the city it seeks to serve – and set out some radical plans to put this right. This work will continue, at pace and in partnership with our workforce, over the coming months.

Second, we cannot deliver this agenda alone. Partnership with other sectors, agencies and crucially, our communities and citizens, is the only way we will deliver meaningful change in our society and economy. The partnership work we are doing to make Birmingham a Living Wage city and build an inclusive economy; putting “experts by experience” at the heart of our decision making through the new Poverty Truth Commission and the ongoing delivery of social value through our commissioning and procurement activity are motivated by that spirit of cooperation and common endeavour.

Third, we need to ensure we celebrate and share the stories of diversity and dynamism that have made Birmingham the amazing place that we are all proud to call home. We all have a different story, a different heritage, a different journey that has brought us here. All of these tales - the inspiring and joyous as well as the challenging and the grim – are part of the Birmingham story. They all need to be shared, explored and commemorated appropriately, because they are the foundation upon which we are all building our shared home and common future as citizens of Birmingham today.

This Strategy and Action Plan sets out how we intend to make these commitments a reality. It has been shaped by extensive conversations and dialogue with communities and partners – so it is a genuine joint effort and enterprise. It will also continue to evolve as we work to challenge and remove these deep-rooted inequalities from our city's economic and social life.

I know that not everyone's lives are directly affected by inequality – but its continued existence corrodes our society in ways that hurt us all. That's why we have to seize this moment. Building a fairer city really is everyone's battle, and everyone's business.

Councillor John Cotton

Cabinet Member - Social Inclusion, Community Safety & Equalities

Executive Summary

Birmingham aspires to be a city that works for everyone – a place where every citizen can share in our economic success and play a full and active part in our society, regardless of their social class, race, sex, disability, sexual orientation, gender identity, religion or belief or a combination of these identities.

If we fail to tackle the inequalities and injustices that still afflict the daily lives of many of our fellow citizens, we don't just limit their life chances – we damage the future potential and cohesion of Birmingham as a whole. That's why tackling inequality has to be everyone's battle and everyone's business.

The COVID-19 pandemic has brutally exposed many of the injustices that disfigure our economy and society. But these injustices are not new; they were present well before the virus changed our lives. The pandemic has merely deepened them, yet again showing how for too many people, opportunities are closed off because of their race, their class, their gender, their disability – or a combination of these factors. This has never been acceptable to the City Council. As we look to the post COVID-19 world, we know that building back better is not enough on its own. We have to build back fairer, too.

This strategy sets out how we intend to do this, with a clear focus on taking action to address the long-term entrenched inequalities in our city. It is rooted in the lived experiences of our citizens and acknowledges that the change we need cannot be delivered by one agency, sector or community alone. We need a genuine, collective effort to remove the structural barriers that obstruct equal access to opportunities in education, housing, employment and health.

This document builds upon the solid foundations laid by the work to deliver the Council's existing Community Cohesion strategy and our five Equality Objectives. It draws upon a rich array of diverse voices and perspectives: the impact of the pandemic; the injustices raised by Black Lives Matter and other movements calling for class, gender and race equality; and the feedback we have received from our citizens, our voluntary and community organisations, community activists, public and private

sector partners on our original Everyone's Battle Everyone's Business Statement of Intent.

The forthcoming Commonwealth Games also presents a great opportunity to further foster inclusion and social justice. Equality and cohesion will be embedded into our Commonwealth Games delivery plan and form an integral part of the Games' legacy to Birmingham. We will ensure that the voices of our communities are also at the heart of these plans.

Our Key Principles for Tackling Inequalities

We have identified five key principles -informed by the feedback from our consultation and supported by research -to guide our work on tackling structural inequalities:

1. A focus on equity

Evidence shows that offering the same opportunities to everyone will not always lead to equal outcomes. This is because factors such as where you were born, your gender, your ethnicity, your sexual orientation and your social class can all limit choice and access to opportunities, thus creating unequal outcomes. Focussing on equity will turn the spotlight on the hidden barriers to accessing opportunities.

2. Actively listening to the voices of lived experience

We will put those who are affected by inequalities at the heart of designing solutions. Policies and practice must reflect and respond to the experiences and needs of our diverse communities. This means actively listening to and engaging with citizens to understand their lived experiences of inequality and using their experience to deliver change.

3. Understand the diverse range of views and perspectives of citizens and ensure solutions are based on the widest available evidence.

We will take an intersectional approach to understand how people experience inequality according to their social class, age, gender, ethnicity, disability and sexual orientation. This means looking at the multiple disadvantages faced by different groups of people and using the latest data and research to underpin policy development and service design.

4. Language counts

Language can itself be a barrier to meaningful engagement. The way we communicate plans, policies and strategies is often seen as jargonistic. We will aim to use plain language in our publications that is jargon free and easily understood.

We also need to develop a shared understanding of the terms used to describe inequalities. We will work across the Council and with our partners in all sectors to achieve this. data.

These key principles build upon and strengthen the City Council's previously agreed Equality Objectives. Taken together, they provide a robust framework for delivering

5. Place matters

Where you are born and where you live shapes your life chances and your access to opportunities. Neighbourhoods are places where individuals build a sense of belonging and make social connections providing access education, employment and training opportunities. This is why we will focus on place-based approaches that improve access to opportunities.

equality and inclusion in everything that we do.

A living strategy and action plan

We have looked at the evidence and listened to our citizens and partners. Their views have shaped our ambitious goal to create a city of equality where every citizen can

thrive. This ambition is underpinned by a set of refreshed practical actions, together with strong governance structures to track progress and ensure accountability.

Birmingham is an ever-changing place – and our plans need to reflect this fact. Therefore, this Strategy will be a living document – one that will be continually updated, so that we respond to changes in the profile of our population, to the latest developments in national and local policy and draws upon the practical experience of partners and communities in delivering meaningful change.

Section 1: Introduction

Birmingham is an incredibly diverse and vibrant city, with a rich and varied cultural heritage. It is home to 1.15 million people, drawn from a wide variety of cultures and backgrounds, with roots in more than 200 countries from around the world. This rich diversity of people, talent, arts and culture will form the backdrop to the 2022 Commonwealth Games and put Birmingham's story on the global stage.

Our city has a proud history of civic action, with citizens from many different communities coming together to tackle social injustices, build great institutions and businesses and change lives for the better. This unshakeable spirit had again shown itself during the COVID-19 pandemic, with community groups, voluntary and faith organisations, businesses and active citizens across the city uniting to provide vital support to those at most risk.

The pandemic has also reminded us how our social security system and other public services are the essential foundation of strong, equitable communities. In the current storm, they have been a vital lifeline. Now, as we move into the recovery phase, we must work with our partners and communities to strengthen our services and ensure that we not only address the symptoms but tackle the root causes of poverty and inequality. This means we need concerted action to ensure basic entitlements to decent housing, education, employment and health are accessible to all.

This strategy sets out how we will work together with communities and our partners in the public, private and community sectors to tackle deep seated structural inequalities: the barriers and discrimination that stand in the way of many of our fellow citizens.

What is Structural Inequality?

Inequalities are deeply embedded in our society and an individual's experience of inequalities can last throughout their life. Their access to opportunities in education, housing, employment and health is often determined by structural barriers, such as wage gaps, unaffordable housing, lack of diverse representation within organisations and political participation.

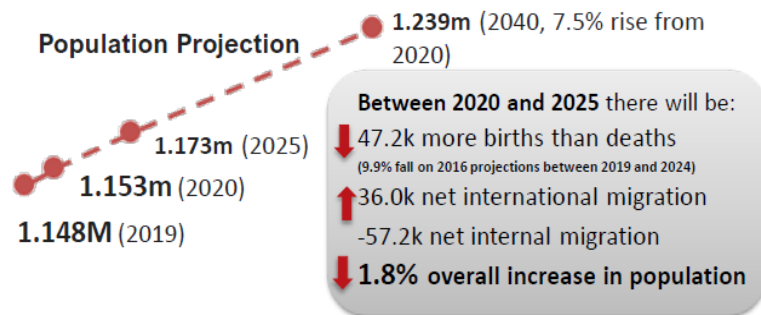
In September 2020, the council published the *Everyone's Battle Everyone's Business – Tackling Inequalities* Statement of Intent for consultation. Due to COVID-19 restrictions on travel and social distancing measures, we were unable to undertake the usual consultations through face to face meetings in community settings. Despite these limitations, we held an extensive consultation exercise during two national lockdowns. This included a series of virtual engagement sessions, an online survey, community radio phone-ins for the digitally excluded, a special social media campaign targeted at young people and listening sessions with staff. We also received written feedback. The evidence came from citizens, community activists, a diverse range of voluntary and community sector organisations, council employees, and the public and private sector. Over 4000 people shared their views during the consultation period.

Many respondents gave detailed comments and suggestions on specific issues, including the disproportionate impact of COVID-19, and examples of community projects that were delivering real change in local areas. These insights have been invaluable in shaping this strategy and actions.

In addition, we looked at the available research and data, as well as engaging with leading academic experts who shared their research across a range of topics. We also drew upon the Council's own evaluation of the equalities impact of COVID-19 on Birmingham.

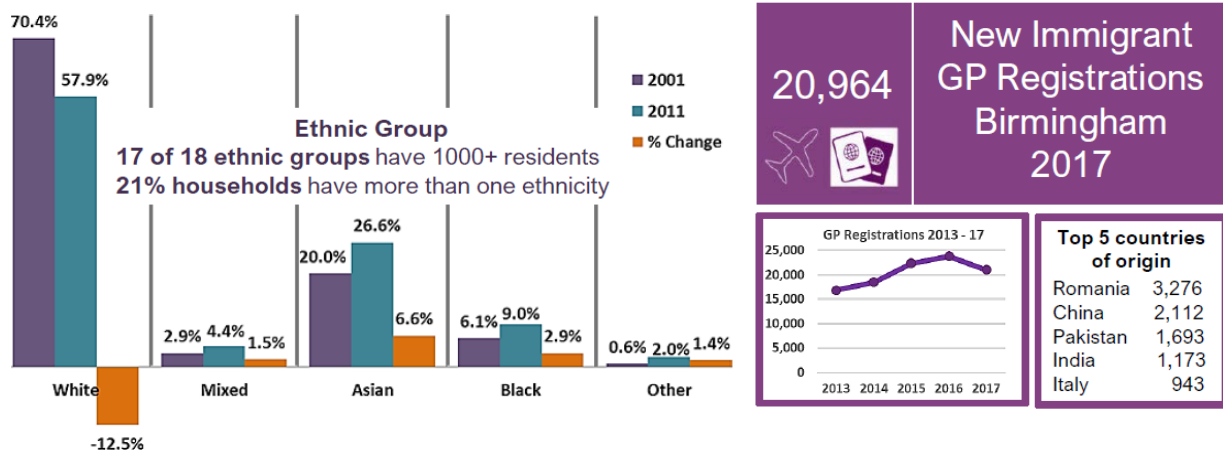
The feedback from the consultations, together with the extensive data and evidence about our population and the patterns of inequality in our city has shaped our approach and action plan.

Our Population



Sources: Population: ONS Population Projections 2018; Households: 2018 based Household Projections, DCLG (2019)

Over the last decade we have become one of the most ethnically diverse cities in the country. The 2011 Census of population estimates 46.7% of the population belong to an ethnic group that is not White British. This is up from 34.4% in 2001: an increase of 12.3%. Since 2010, the number of older people has increased by 13% in Birmingham, from 138,000 in 2010, compared with 149,400 in 2018. The 2018 population projections suggest that by 2029 there will be 9,200 over 90's compared with 8,000 in 2019: an increase of 16.2%.



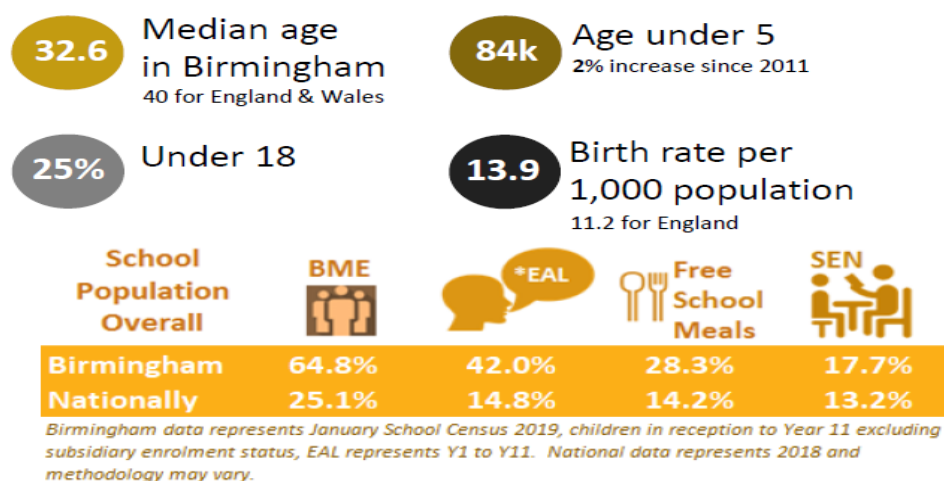
Sources: GP Registrations: National Health Applications and Infrastructure Services (NHAIS), NHS Digital from BCC Public Health; Ethnic Groups in Birmingham, ONS Census 2011

According to the annual Birmingham Economic Review (2020), Birmingham is “one of the youngest major cities in Europe”. In 2019, under 25's accounted for 37.5% (428,590) of Birmingham's total population.¹ In addition, ONS mid-2019 population

¹ Birmingham Economic Review 2020 Chapter 3: Labour Market Challenges: Pre and Post- Pandemic

estimates state that the median age is 32.6 years, while the average for England and Wales is 40.²

Birmingham's population is made up of 50.5% females and 49.5% males.



ONS data suggests there has been an increase in the proportion of people identifying as lesbian, gay or bisexual in the West Midlands and nationally. It is estimated that this has increased from 1.3% in 2014 to 2.3% in 2018 in the West Midlands, compared to 1.6% in 2014 and 2.3% in 2018 in the UK.³

² [Analysis of Population Estimates Tool](#), Source: Office for National Statistics © Crown copyright 2020

³ [Experimental statistics on sexual orientation in the UK](#), ONS, March 2020

Section 2: The scale of inequalities and why we need to act

Pre-COVID-19, many individuals and families were already living with financial hardship and insecurity. The financial shock of the COVID-19 pandemic will have swept many of them into even deeper poverty.

There also is clear evidence of the disproportionate impact of poverty, with women, people from Black, Asian and Minority Ethnic communities and those with disabilities all facing a higher likelihood of living in poverty.

The facts about inequality in our city are stark and challenging:

- Birmingham has high levels of deprivation with 40% of the population living in the 10% most deprived areas of England.
- According to figures published by the End Poverty Campaign, in 2018/19, 41.6% of our children were growing up in poverty. It was also reported that three Birmingham constituencies have over 50% of children in poverty. These were:
 - Ladywood with 54.5% of children in poverty, an increase of 12.7% since 2014/15,
 - Hodge Hill with 53.8%, an increase of 13.4% since 2014/15.
 - Hall Green with 52.5%, an increase of 8.8% since 2014/15⁴.
- Birmingham's life expectancy is lower than the national average for both men and women. There is a nine year difference in the life expectancy of people who live in deprived communities and those from more affluent areas "deprived wards have higher ethnic minority populations in the City" [Birmingham and Solihull CCG, 2019]
- Working-class individuals are also more likely to be on low incomes, earning 24 per cent less than those from professional backgrounds. However, even when those from working-class backgrounds enter professional occupations, their pay is, on average, 17 per cent less than their middle-and upper-class colleagues.⁵

⁴ [Local child poverty indicators 2018/19 – estimates of rates, after housing costs dataset \(Oct 2020\)](#)

⁵ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/798687/SMC_State_of_Nation_2018-19_Summary.pdf

- 130% of Birmingham citizens reported that their household income had fallen since the start of lockdown. The impact is being felt most acutely by younger workers, with over one in five 16 to 24-years-olds out of work.
- The charity YoungMinds, recorded a huge increase in demand for its services. During 2020, the number of calls from parents to its helpline, concerned about a young person experiencing anxiety and suicidal thoughts, increased by 43% over the last twelve months⁶.
- Over 3 in 10 disabled people live in poverty compared to only 2 in 10 non-disabled people.⁷
- In the 2011 Census, 98,181 citizens reported a disability or long-term health problem that limited their day-to-day activities a lot, and a further 99,720 reported a similar condition that limited these activities a little.
- 45% of single parents, the vast majority (90%) of which are women, are living in poverty (Department of Works and Pension data, 2016/17).
- Many of the issues such as poverty, low pay and skills, mental health and homelessness - continue to disproportionately affect women.
- A recent survey of parents revealed in England that children from wealthier households are spending 30% more time each day on educational activities than are children from the poorest household. Better-off students have access to more resources for home learning.⁸
- Almost one in five LGBT+ people (18%) have experienced homelessness at some point in their lives.⁹

These statistics are brought to life by many of the real-life stories and experiences that citizens shared with us during the consultation:

- We heard from teachers about some of the pressures families were under trying to home-school children, when there was one digital device shared between a whole family and the skills required to teach were lacking. These families were not equipped to deal with the pandemic.

⁶ <https://youngminds.org.uk/blog/reflecting-on-2020-a-message-from-our-chief-executive/>

⁷ www.jrf.org.uk/blog/its-not-right-four-million-disabled-people-are-locked-poverty

⁸ <https://www.ifs.org.uk/publications/14848>

⁹ LGBT in Britain – Home and Communities (2018)

- Community organisations are seeing an increase in food poverty. This was a huge concern before the pandemic, but the impact of COVID-19 on jobs meant a greater dependency on food banks. “It is getting harder and harder for families to cope, they feel ashamed going to a foodbank, but they have no choice” (*Community Worker*).
- Participants in the community focus group sessions called for city leaders and policy makers to listen to the ‘stories’ behind the data, so the everyday lived realities of seldom heard voices are better understood, rather than relying on the ‘usual’ community representatives.
- Respondents called for inclusive narratives of Birmingham’s history to build a sense of belonging. These calls to recontextualise our history were provoked by the many conversations ignited by the Black Lives Matter movement.
- Our Black, Asian and Minority Ethnic employees told us of their experiences of discrimination and lack of career progression. “For decades Asian, Minority Ethnic and particularly Black people have been disproportionately disadvantaged at interview, particularly when applying for jobs Grade 5 and above, due to conscious and unconscious bias/prejudice.” (*Council employee, Beheard Online Survey*).
- Young people and their teachers told us that teaching staff, especially at senior positions, need to reflect the diversity of local communities.

These statistics and stories make for uncomfortable reading. Poverty and discrimination limit people’s freedom, leaving them in impossible situations like choosing whether to heat their home or pay their rent. They deprive people of a meaningful choice over where to live, what to eat, how they educate their children and limit career chances and aspirations.

Section 3: Our Approach: Tackling Inequalities in Birmingham – Everyone’s Battle Everyone’s Business

We want Birmingham to be a city of opportunity where everyone, whatever their background, can aspire, achieve and thrive. Where they live, who they are or where they are from must never be a barrier.

The only way to make this happen is to embed the principles of equity, inclusion and human rights at the heart of everything we do. Tackling structural inequalities must be at the heart of our values, our plans and our decision-making. It really is everyone’s battle and everyone’s business.

Prior to the pandemic, we were working to deliver our community cohesion strategy and our five equality objectives. The COVID-19 pandemic, together with the global calls for justice from Black Lives Matter and other social justice movements, emphasised the importance of renewing our focus on the root causes of inequality, especially in light of the clear evidence showing the disproportionate impact upon specific communities and individuals.

The Council’s *Everyone’s Battle Everyone’s Business* Statement of Intent was our initial response to these crucial challenges. This set out our proposals to create the conditions to promote equity of opportunity, building on our existing policies and plans to promote equality. Responses to the consultation showed broad support for our proposals, and this Strategy sets out how we will transform them into practical actions and deliver meaningful change.

Building Community Cohesion

In 2018, the Council published Birmingham’s first community cohesion strategy: *Forward Together to Build a Fair and Inclusive City for Everyone*, which outlines a shared vision to promote fairness and equality.

This strategy sets out a city-wide approach to tackling social and economic inequalities. It sets out how the council together with residents, local organisations and

other partners, will draw on expertise and resources to ensure that Birmingham is a place where people from different backgrounds can come together and build better lives for themselves and their communities.

The collective response to the pandemic has shown us that the spirit of cooperation, cohesion and desire to help each other is deeply rooted in Birmingham's many communities and neighbourhoods. We saw first-hand from the many acts of kindness, how at a time of need people from different backgrounds worked tirelessly to support the most vulnerable in our communities affected by COVID-19. This embodies the cohesive and resilient spirit of Birmingham. We will build on this, actively working with our diverse communities and our voluntary and community to co-design policy and programmes to build back fairer.

Our Five Equality Objectives - embedding equalities in everything we do

As a public body, the City Council has a legal duty under the Public Sector Equality Duty Equality Act 2010 to prepare and publish equality objectives every four years and also to ensure individuals and groups of people identifying with one or more of the nine protected characteristics as defined by law are given protection from discrimination.

Under the Public Sector Equality Duty, the council must, in exercising our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The duty ensures the council considers how its decisions to advance equality, inclusion and diversity by removing or minimising disadvantages experienced by people because of their protected characteristics.

The 'protected characteristics' covered by the Equality Act 2010 are: age, race, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief (including lack of belief), sex, sexual orientation.

In March 2020, Cabinet approved the Council's five Equality Objectives for 2019 – 2023. Each of these objectives will embed our refreshed approach to equality in everything we do in the council as an integral part of our policies, programmes and practice. We will:

1. Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council

It's important that we build our knowledge and understanding of the everyday experiences of our communities, together with local data to inform the right decisions based on sound evidence and research around the needs of our communities.

That is why we will improve our collection and analysis of data and lived experiences to inform council policies, plans and services.

Moreover, we will ensure that the inequality of outcomes arising from being on a low-income is considered alongside the potential impact upon other characteristics.

2. Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the City

To take forward our ambitious plans to build in equality and human rights principles requires committed leaders. We will demonstrate leadership on this important work by creating the right structures and processes to embed a culture of equity and inclusion.

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

We want to increase democratic engagement and promote civic participation of diverse communities in the decision-making processes of the council and wider city leadership structures. Therefore, we will take active steps to engage, listen and learn, especially from those who have traditionally struggled to be heard, so that we create a city where everyone's voice matters. We are also committed to support and build the capacity of our voluntary sector, which is rooted in our communities.

4. Deliver responsive services and customer care that is accessible, inclusive to individual's needs and respects faith, beliefs and cultural differences

Our policies and services must meet the changing needs of our diverse communities across all our neighbourhoods. How we design and deliver our services needs to consider the faith and cultural identities of our diverse communities, and how these identities intersect across ethnicity, gender, disability, sexual orientation and social class, to deliver culturally informed services.

5. Encourage and build a skilled and diverse workforce to build a culture of equity and inclusion in everything we do

We believe that Birmingham City Council should take a lead as an employer and our goal is to ensure that our workforce properly reflects the communities we serve and be the most fair, inclusive and desirable employer in Birmingham. This means addressing the current imbalance in gender and Black, Asian Minority Ethnic representation across all levels of the organisation. We will work with our staff to create the conditions in which they feel valued, realise their full potential and treated fairly.

Considering what we have learned during this pandemic, we need to ensure our approaches to understanding the equality impacts of our decision-making, service and policy responses are properly considered as part of our equality impact assessments process. These assessments will be informed by data and the views of our residents and partners.

Embedding equality across the Commonwealth Games Legacy

The Commonwealth Games 2022 presents a great opportunity for Birmingham to show all that's great about our city. It also presents an opportunity to involve our

communities to be active participants of the Games and shaping its legacy. The Council believes that the cross-cutting thread of the Commonwealth Games legacy programme should be to drive out inequalities and provide opportunities for citizens regardless of race, gender, age, sexual orientation, faith, disability, or social class. We will ensure that the voices of our communities will be at the heart of our delivery plan.

Section 4: Key Principles to address structural barriers

Tackling inequalities is complex and requires a deep understanding of the interconnected nature of the structures that create inequalities, and that we listen to the lived experience of different groups. Our refreshed approach is underpinned by five key principles which will guide all our work. These principles have been informed by the feedback from our consultation and supported by research into how to tackle structural inequalities undertaken by the Resolution Foundation and UCL¹⁰.

1. Focus on Equity

Our approach to tackle deep seated inequalities will focus on equity. Historically, we placed an emphasis on equality, which is about giving everyone the exact same resources, level of support and opportunity. However, equity is giving resources based on needs of the individuals.

Different people will have varying needs of support, because where you are born, your social class, your race, your gender, your sexual orientation and disability determine whether you are more likely to face direct and indirect barriers in society. If you have a combination of these protected characteristics, the barriers multiply. That is why offering the same opportunities to everyone will not always lead to equal outcomes.

Our consultation findings revealed that some respondents called for merit-based career progression and access to development opportunities. On the surface, merit sounds fair. However, the idea of merit presumes we all have the same opportunities to succeed and takes no account of the fact that we do not all share the same starting point in life. The school you attend, your parents, where you live, the circumstances of your birth, where you have access to additional support, are all factors that determine how you progress through life.

There is also a body of evidence that suggests significant pay differences across different social backgrounds. A study called the 'Class Ceiling' revealed that those from working class backgrounds earn significantly less than their more privileged peers. The wage gap widens for working class people from Black, Asian and disabled backgrounds. That's why Birmingham has made a commitment to take positive action measures to support equitable career progression, as well as annually publishing a race pay gap. Similarly, we will publish our gender and disability pay gaps.

¹⁰ <https://www.ucl.ac.uk/grand-challenges/sites/grand-challenges/files/structurally-unsound-report.pdf>

2. Actively listen to the voices of lived experience

Those who are affected by inequalities should be at the heart of designing solutions – they should be around the decision-making table, reflecting the fact that we can only change the structure of society by changing who designs it’.

It was clear from the consultation that we don’t have a sufficiently strategic approach to community engagement. Consultation fatigue and lack of feedback have become all too familiar terms expressed by communities. We need to work with community-based organisations to design inclusive ways that engage seldom heard voices and then maintaining the dialogue.

3. Understand the diverse range of views and perspectives of citizens and ensure solutions are based on the widest available evidence.

We will take an intersectional approach to understand how people experience inequality according to their social class, age, gender, ethnicity, disability and sexual orientation. This means looking at the multiple disadvantages faced by different groups of people. No one is just working-class, just a disabled person or just a Black person. We all have multiple overlapping identities that determine how inequality is experienced.

To develop a better understanding of the overlapping inequalities, researchers and policymakers should collect and analyse data that is broken down into smaller populations. This will develop a deeper knowledge on how an individual’s outcome is affected by multiple factors such as disability, ethnicity and gender.

Furthermore, sharing data between council teams and other public sector organisations will build an in-depth understanding of the cross-cutting experiences of inequalities.

Our changing populations means data needs to be continuously updated. Having proper systems to collect and analyse both statistics and lived experience will help identify gaps and patterns of new inequalities. For example, data on LGBT+ people and the lived experience of Gypsy Roma Traveller communities, refugees and asylum seekers is lacking.

4. Language counts

We will adopt a common shared language when discussing inequalities and use plain language across our publications.

A consistent approach to how we define terms and use language is crucial. Language can itself be a barrier and a form of disadvantage and this was a recurring theme of the consultation feedback. The language used in written and verbal communication of plans, policies and strategies is sometimes perceived as jargonistic, “council speak” or “posh”.

Community activists told us that policymakers do not always speak the same language as communities when discussing inequalities. This in itself acts as a barrier. Engagement with diverse communities will enhance our understanding and knowledge of the language that describes how disadvantages are experienced and defined, and how they develop over the course of a lifetime.

We also a common understanding of the different terms to discuss inequalities. Equally, work is required across professional disciplines and sectors to ensure data collection is “future-proofed”, so that there is access to continuous, comparable data.

The categorisation of ethnic minorities as ‘BAME’ was another recurring theme of our consultation. We heard from staff, residents and voluntary and community organisations that the term ‘BAME’ groups together ethnic groups with different and distinct cultures, identities and experience of inequalities. While this grouping under BAME/Black, Asian and Minority Ethnic can help with data collection and analysis, the differences need to be acknowledged and understood.

“Not to include Black and Asian as the same, differences in history, race, cultural lifestyle and behaviours.” (*BeHeard Survey respondent*).

Respondents commonly used the term working class to refer to low-income White people and perceived it to be a solely White British identity. If we take the common definition of working class as being those on low incomes or in manual jobs, then it clearly does include many people from ethnic minorities. There are shared experiences across working-class people of all ages and ethnicities and it is important that we reflect and amplify these.

5. Place matters

Focus needs to be on place-based approaches. Where we are born and live, shapes our life chances. Our neighbourhoods are places where we build a sense of belonging, make social connections and access opportunities in employment and training, arts and culture.

Communities continue to express concerns over the quality of life in localities, including issues such as the local environment, community safety and the reduction in the provision of public services.

“Mums are telling us they have nowhere safe for their children to play, there’s needles everywhere and gangs fighting, they feel forgotten and nobody cares about their area” (*Community organiser, SMART women CIC*).

The more deprived the area, the shorter the life expectancy (source: Marmot Review 10 Years on). If you live in a low-income area, then you are more likely to die from COVID-19. Figures published by the Office of National Statistics shows people living in low-income areas are twice as likely to die from the virus.

That is why we must root the design of policy, planning and funding decisions in local areas, and do these things in partnership, together with local people.

Section 5: From Strategy to Action: Everyone's Battle Everyone's Business

This document sets out a refreshed equality action plan to drive forward work across the council to tackle structural inequalities by making it Everyone's Battle Everyone's Business. It complements the wider work of the council to improve the life chances of all its citizens, including the Council Delivery Plan, East Birmingham Inclusive Growth Strategy, Public Health strategies and Working Together in Neighbourhoods.

The actions in the Everyone's Battle Everyone's Business Action Plan can only be successfully delivered by working together, with our partners and communities.

Everyone's Battle Everyone's Business: Tackling Inequalities Action Plan

Equality Objective 1

Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council

Understanding our communities supports better services that respond to the changing needs and priorities of our diverse residents. It's important that we build our knowledge and understanding of the everyday lived experience of our communities together with local data to inform and shape decisions.

We will base our policies, plans and services on sound evidence and research around the needs of our communities, improve the collection and analysis of data and lived experience to inform and shape decisions on different equality groups.

Equality Objective 1: Actions	Lead Service Area	How will we measure success?	Timeframes
We will refresh our existing data collection procedures to align with the Census 2021, but also reflect the changing demographics of the city. We will work with our partners to develop a set of agreed Birmingham data procedures, so we have a consistent approach to how we capture and measure data.	Equality and Cohesion Division	<p>Refresh of protocols, in line with Census 2021 and Birmingham's demographics.</p> <p>Consultation and engagement are conducted on the data protocols with the council and Partners.</p> <p>Data protocols have been agreed and adopted by council.</p> <p>Data protocols adopted by Partner organisations.</p>	October 2021
Deliver workshops to the Council's research and performance functions to develop insights that capture understanding of how personal characteristics and circumstances intersect to disadvantage individuals - gain insight into the 'lived experience' of multiple disadvantages.	Business Improvement and Change & Eq&C	Workshops delivered to all relevant staff. Follow-up workshops to see how knowledge has been applied. Define a set of indicators that can be monitored quarterly to identify improvements.	Ongoing

Equality Objective 1: Actions	Lead Service Area	How will we measure success?	Timeframes
Performance data, research and intelligence to be made available on the Equality Impact Assessment (EIAs) Equality Toolkit to support evidence-led Equality Impact Assessments.	Equality and Cohesion Division	All EIAs to include relevant data as part of the assessment process.	Ongoing
Commission ethnographic research to gain insights into the lived experiences, and the intersecting issues to support evidence-led decisions.	Equality and Cohesion Division	Research undertaken and findings delivered/agreed. Research findings are shared and integrated into the EIA process.	Ongoing
Publish relevant equality information to demonstrate compliance with the Public Sector Equality Duty, under the Equality Act 2010. To support transparent decision-making processes, and accessible to the public.	Human Resources	Equality information is published on the Council Website.	Annually
Publish the Joint Strategic Needs Analysis, that includes 'deep dive' analysis to identify up and coming challenges and multiple disadvantages, so that it is easily accessible to the public.	Public Health	JSNA published on Council website	Annually

Equality Objective 2

Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the city

It's important that the Council leads by example – both politically and managerially. This is key to establishing a strong vision on how the council will advance equality for all and ensuring we deliver on our ambitious plans to embed the principles of equity and human rights across all that we do. We will demonstrate leadership by creating the right structures and processes to embed a culture of equity.

A common commitment and understanding on how to address the structural barriers that lead to inequality will ensure this approach is reflected in corporate reporting, strategic plans and target setting.

Equality Objective 2: Actions	Lead Service Area	How will we measure success?	Timeframes
The Equalities and Cohesion Star Chamber, chaired by the Cabinet Member for Social Inclusion, Community Safety and Equalities will provide robust internal challenge and scrutiny of the Council's performance against the five Equality Objectives and drive sustained improvements to our internal equalities practice.	Equality and Cohesion Division	Equalities and Cohesion Star Chamber governance and accountability framework and process established. All key decisions to be supported by a quality assured EIA. Recognised as excellent by the LGA Equality Peer Review.	Ongoing
Cabinet Members will call out exclusionary behaviours by declining to participate in any public panels that do not include female and Black, Asian, Minority Ethnic representation.		Equalities information and terms of agreement established and included in Member induction packs.	Ongoing

Equality Objective 2: Actions	Lead Service Area	How will we measure success?	Timeframes
		Members undertake training to support identification of inequalities?	
All BCC staff as well as elected Councillors to receive mandatory equalities training.	Organisational Development	A year on year increase in BCC staff and elected councillors attending Equality training.	Annually
Build on the work with the Centre for Local Economic Strategies (CLES) to draw up a Birmingham Employment Charter, in partnership with other public sector agencies, private sector partners and anchor institutions to ensure best practice in diversity and increase recruitment across all sectors from the most excluded communities in the city.	Finance and Governance	Agree a Birmingham Employment Charter. Percentage of employers adopting the Employment Charter.	Ongoing
The Council is reviewing its Social Value Policy and the Birmingham Business Charter for Social Responsibility. This will enable tenderers in future to target disadvantaged groups in Birmingham with their social value commitments.	Finance and Governance	Increase in tender applications for diverse disadvantage groups. Monitor percentage of applications awarded / declined and justifications.	ongoing
The Council is working with other large institutions in Birmingham to develop improved ways of commissioning and procurement that provide opportunities for small Voluntary Community Sector to bid.	Finance and Governance	Development of a terms of reference (or sign up to an agreed vision) with institutions to improve commissioning and procurement opportunities for small Voluntary Community Social Enterprises.	August 2021
Establish a corporate forum with the Staff Equality Networks to hold "check and challenge" meetings between Networks, Council Leadership Team and Cabinet.	Organisational Development	Forum established and meetings conducted regularly. Actions fed into the star chamber process.	Ongoing
Establish a corporate Equalities and Cohesion Team that will act as critical friend to support good practise, to oversee the delivery of the equality strategy and community cohesion strategy. The service will work collaboratively within the council, partners	Partnerships, Insight and Prevention	Head of Service recruited, and wider Team currently being recruited.	May 2021

Equality Objective 2: Actions	Lead Service Area	How will we measure success?	Timeframes
organisations and communities to promote equality and inclusion across Birmingham.			
The Birmingham Living Wage Partnership to apply to become a Living Wage City.	Equality and Cohesion Division	Application approved by the Living Wage Foundation. Increase percentage of employers sign up to become a Real Living Wage employer.	By Year End 2021
City board to take an active role in supporting a citywide approach to tackle structural inequalities and shine a light on issues that require a citywide policy response.	Partnerships, Insight and Prevention		Ongoing
The Council will work with the Youth City Board to ensure young people's voices are actively influencing policy decisions.	Education and Skills	Taking forward the findings from consultations conducted with young people.	Ongoing
Work with the Race Code team to undertake a self-assessment of our existing structures, policies, norms and practices to identify race inequalities. The findings of the assessment will help inform a race equity action plan, with a focus on addressing the lack of ethnic minority diversity at senior levels of the Council.	Equality and Cohesion Division	Findings of self-assessment to be integrated across governance structures, plans and policies. Increase in % of the Council's Senior management from Black, Asian and Minority Ethnic backgrounds, in line with the diversity of the city's working age population.	June 2021 Year on Year improvement
Develop a community engagement and participation framework to support officers and elected members engage with diverse civil society organisations and underrepresented and 'unheard' voices.	Equality and Cohesion Division	Community engagement and participation framework established.	July 2021
Deliver equality impact assessment training to all senior managers on how to complete an Equality Impact Assessment.	Equality and Cohesion Division	Training delivered to all senior managers.	Ongoing

Equality Objective 2: Actions	Lead Service Area	<i>How will we measure success?</i>	Timeframes
		All service and policy decisions are supported with a quality assured Equality Impact Assessment.	
The Council to include health inequalities impact assessment as part of the equality impact assessment.		Equality Impact Assessment process revised to incorporate health inequalities impact.	May 2021

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

We want to increase democratic engagement and promote civic participation of diverse communities in the decision-making processes of the council and wider City leadership structures.

We will take active steps to engage, listen and learn, especially from those who have traditionally struggled to be heard.

Equality Objective 3: Actions	Lead Service Area	How will we measure success?	Timeframes
Establish the second phase of the Birmingham Poverty Truth Commission, to ensure that the voices of those with lived experience of poverty have a direct influence upon how we deliver our services and make policy.	Public Health	Second phase of the Birmingham Poverty Truth Commission established Completion of each phase of the commission process to agreed timescales. Production of a set of tangible recommendations to shape policy and systems.	2022
Develop an inclusive citizen engagement model to ensure that the city's diverse communities are fully represented, including those that often struggle to get a hearing. This will enable us to work with communities to properly understand the different	Equalities and Cohesion Division	Inclusive citizen engagement model established Increased participation of traditionally seldom heard voices.	July 2021

Equality Objective 3: Actions	Lead Service Area	How will we measure success?	Timeframes
experiences of inequalities and together, decide the immediate and longer-term measures needed to address them.			
Develop phase two of our Birmingham City Council Civic Leadership programme with Operation Black Vote. We will continue and expand our work with Operation Black Vote to invest in, enable and grow a new generation of Black, Asian, and Minority Ethnic civic leaders.	Equalities and Cohesion Division	Increase in Black, Asian and Minority Ethnic civic leaders (via Operation Black Vote)	By Year End 2021
Continue to progress and develop the Council's cross - Directorate "Working Together in Birmingham's Neighbourhoods" policy to ensure: community and neighbourhood organisations representing diverse communities can be properly heard and influence decision-making; that internal and external funding sources not directly available to the Council are levered in and focussed upon supporting grassroots community development, capacity building, post-Covid community recovery and strengthening civil society.	Neighbourhoods	Revision of the Working Together in Neighbourhoods policy	Ongoing
We will hold a proper conversation on the term 'BAME' with our employees, Black, Asian and Minority Ethnic communities, voluntary and community organisations and academics. We acknowledge that language can be structural barrier, grouping together ethnic minorities does not help distinguish between the different experiences of disadvantage/advantage and outcomes.	Equalities and Cohesion Division	Consultation and engagement with employees and communities. Findings communicated and reflected accordingly in performance and insight information that is produced	Autumn 2021
Establish a Gypsy Roma Traveller partnership to develop a better understanding of the needs of Gypsy Roma Traveller communities.	Equalities and Cohesion Division	Establish a cross agency Gypsy Roma Traveller partnership.	June 2021

Equality Objective 3: Actions	Lead Service Area	How will we measure success?	Timeframes
Work with GRT communities, voluntary and community sector and public sector agencies to find policy solutions that respond to differing needs.			
We will establish a community panel to provide community oversight of the Commonwealth Games legacy programme.	Equalities and Cohesion Division	Establish community panel with diverse perspectives	June 2021

Equality Objective 4

Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects faith, beliefs and cultural differences

Our policies and services must meet the changing needs of our diverse communities across all our neighbourhoods. We need to build a strong understanding of these needs, so that we target support and resources effectively.

How we design and deliver our services needs to consider the faith and cultural identities of our diverse communities, and how these identities intersect across race, gender socioeconomic backgrounds, to deliver culturally informed services.

Equality Objective 4: Actions	Lead Service Area	How will we measure success?	Timeframes
Review and refresh the Council's Faith Covenant to ensure that we work with and give a voice to our ever more diverse family of faith communities in the city.	Equalities and Cohesion Division	Published refreshed Faith Covenant.	Autumn 2021
Establish a formal body to oversee the work of the Covenant and our relationship with faith groups.	Equalities and Cohesion Division	Faith Partnership established with a clear set of terms of reference and standards	Autumn 2021
Deliver the joint review with London Borough of Lewisham on African and Caribbean health inequalities.	Public Health	Joint review conducted. Publication of review.	Autumn 2021

Equality Objective 4: Actions	Lead Service Area	How will we measure success?	Timeframes
Publish evaluation of review to inform further reviews into the health inequalities affecting other Black, Asian, Minority Ethnic communities.			
<p>Deliver interactive sessions to cover the application of the Equality Act 2010 within a dynamic education context. This will challenge participants to look beyond the legislation and reflect on the quality and impact of their practice in their school.</p> <p>Anti-racist sessions with schools to explore what it means to be anti-racist in Britain today and what is involved in offering an anti-racist education to children and young people. This offer aims to move participants beyond simply making statements that support race equality, to ensuring that they act to make the changes needed to move their schools to a position where they are actively anti-racist and uphold social justice.</p>	Education and Skills	Improved understanding of the Equality Act 2010.	Ongoing
Partner with the University of Birmingham's School of Education to deliver the Anti-Racism in Education programme of activities.	Education and Skills	<p>A re-designed curriculum to include anti-racist practice with a cross-curricular delivery plan</p> <p>Learning from unconscious bias training is applied in practice across participating schools.</p>	December 2021
We will work with schools and local historians to develop a new curriculum and resources that tell the "Birmingham Story" – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond.	Equalities and Cohesion Division	Creation of the 'Birmingham Story' curriculum and supporting resources.	July 2022
Plan with our communities and partner organisations a programme of cultural, faith and other key significant events	Equalities and Cohesion Division	A calendar of programmed events established.	Ongoing

Equality Objective 4: Actions	Lead Service Area	How will we measure success?	Timeframes
which will be celebrated and commemorated to build community cohesion and bring different groups together.			
Engage with communities to review the appropriateness of local monuments and statues on public land and council property. We will also ensure that the plaques accompanying our monuments properly and fully explain their historical context, where appropriate.	Cultural Development Service	Register developed on all monuments and statues on public land and council property Review undertaken on appropriateness of monuments and statues.	May to Sept 2021
We will review our street and public space naming protocols to ensure that potential names properly reflect and respect the city's history and communities, together with our wider Heritage Strategy.	Transport & Connectivity	Refreshed Street Naming Policy which enables a wider range of names reflecting diverse themes to be introduced Consideration of street names for inclusion on a pre-approved list reflecting Birmingham's diverse culture	June 2021 Dec 2021
The Cultural Development Service will refresh Birmingham's Heritage Strategy in consultation with communities to reflect on the contribution from of all our communities in telling the Birmingham story and setting out our ambitions going forward.	Cultural Development Service	Consultation and engagement with communities on the refresh of Birmingham's Heritage Strategy. Refreshed Birmingham's Heritage Strategy published.	November 2021
We will review the displays of art in our civic buildings to ensure they also tell the full story of Birmingham, including the renaming of a room in the Council House to properly mark the contribution of Black, Asian and Minority Ethnic civic leaders.	Cultural Development Service	Review undertaken on all art in civic buildings A room renamed in the Council House to mark the contributions of Birmingham's Black, Asian and Minority Ethnic civic leaders.	Spring 2022

Equality Objective 4: Actions	Lead Service Area	How will we measure success?	Timeframes
Together with local communities establish an interconnected network of heritage trails that navigate through Birmingham's history, shaped through honest and diverse stories of settlement. This will include steps to properly champion the telling of "unheard histories" with communities defining their own narrative of place	Equalities and Cohesion Division	Network of heritage trails established.	June 2022
Library of Birmingham is partnering with a community heritage organisation to curate an exhibition about Birmingham schools in the 1970s and 1980s and how they contributed to an emerging understanding of multicultural education.	Library of Birmingham	Exhibition is held	July – September 2021
Spaces of Becoming: Black British Material Culture. The Council is collaborating with Vanley Burke, the Royal College of Art, and local/national cultural partners: Birmingham Museums and the Black Curriculum to share our story of different patterns of migration, inspired by the Vanley Burke photographic archive. This exhibition will be complemented by a community conference and engagement activities at local Birmingham libraries.	Library of Birmingham	Community Conference held. Engagement across local libraries completed. Engagement activities completed.	November – February 2022
From City of Empire to City of Diversity project. The Library of Birmingham will collaborate on a project led by Sampad with support from the University of Birmingham. Inspired by the Library's Dyche photographic collection, the project will work with communities to catalogue, reinterpret and re-present a historically unique cultural collection.	Library of Birmingham	Ask for the outputs. Catalogue completed in consultation with communities Catalogue of stories published and shared widely	March – June 2022
The <i>Everything to Everybody</i> Shakespeare project is a multilingual celebration of Birmingham, Brummies' and their Shakespeare, will deliver a series community co-curated exhibitions at Library of Birmingham, family engagement days, collections workshops, a series of neighbourhood productions and projects in locations around the city, a 15 venue tour of Birmingham's First Folio.	Library of Birmingham	community co-curated exhibitions at Library of Birmingham delivered 15 venue tour completed	July – November 2022

Equality Objective 5

Encourage and build a skilled and diverse workforce to build a culture of equity and inclusion in everything we do.

We believe that Birmingham City Council should lead by example as an employer. Our goal is to ensure that our workforce properly reflects the communities we serve and that we are the fairest, most inclusive and desirable employer to work for in Birmingham. This means addressing the current imbalance in gender and Black Asian minority representation across all levels of the organisation. We will work with our staff to create the conditions in which they feel valued, fairly treated and supported to realise their full potential.

Equality Objective 5: Actions	Responsible Lead	How will we measure success?	Timeframes
Work with independent ethnographic experts, staff networks and our trade union colleagues to undertake a root and branch review of our HR policies, procedures, training and other related activity so that we are assured that we are best in class when it comes to equal employment practice and support.	Human Resources	Revision of HR policies, procedures and training. BCC recognised as one of the top 100 employers on the stonewall index.	Ongoing
We will develop a Race Equity Plan to set our actions across: <ul style="list-style-type: none"> • Recruitment and selection • Career Development • Culture Change • Rebuilding Trust • Improving data: reduce non-disclosure rates of personal data • Reduce the proportion of 'unknown' equality data we hold on our employees. 	Human Resources	Regular updates on progress to the Equality and Cohesion Star Chamber Measure progress against 2020 baseline data Publish annual progress report Reduction in the percentage of 'unknown' equality data	Ongoing
Publish and annual ethnicity pay gap report, supported by actions to promote diversity at all levels of our workforce.	Human Resources	Annual publication of an ethnicity pay gap report to identify progress.	Annually

Equality Objective 5: Actions	Responsible Lead	How will we measure success?	Timeframes
Set robust diversity targets for the Chief Executive and Council Leadership Team, which will form part of the Council's Performance Monitoring framework.	Human Resources	Publish progress against set target	Six-monthly
Publish a Gender Pay Gap report, supported by actions to close pay gaps and promote gender equity.	Human Resources	Gender Pay Gap report published and reported as part of the performance monitoring framework.	Annually
We will look at the level of disproportionality of grievances, disciplinaries and dismissals across ethnicity, gender, disability and sexuality	Human Resources	Publish data. Regular updates on progress to reduce grievances, disciplinaries and dismissals	Annually
Undertake the first Disability Pay Gap analysis, supported by actions to close pay gaps and promote gender equity.	Human Resources	Publish council's first Disability Pay Gap report	December 2021
Participate in the Stonewall workplace Index for LGBT+ people to make us a truly inclusive employer that values our LGBT staff. We will work with Stonewall and our LGBT staff network to improve disclosures.	Equality and Cohesion Division	BCC recognised as one of the top 100 employers on the stonewall index.	June 2021
The chief executive's weekly staff bulletin should routinely reinforce the council's commitment to equalities and the council's zero tolerance of discrimination and harassment. Share examples of good organisational practice that promotes equalities.	Communications	Clear work programme with dates established for inclusion of equalities updates in the chief executives' bulletins	Ongoing
Take part in national benchmarking diversity schemes. Work towards achieving the national Disability Confident Employer scheme at Level 2.	Equality and Cohesion Division	Level 2 of the national Disability Confident Employer achieved	December 2021

Glossary of Terms

Age – Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Diversity — Diversity is defined as individual differences between groups based on such things as:

- abilities
- age
- disability
- learning styles
- life experiences
- neurodiversity
- race/ethnicity
- class
- gender
- sexual orientation
- country of origin
- cultural, political or religious affiliation
- any other difference

Direct Discrimination

This refers to less favourable treatment against an individual because of that person's protected characteristic.

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Equality

Treating everyone the same way assuming that everyone starts out on an equal footing with equal opportunities.

Equity

Working toward fair outcomes for individuals or groups by treating them in ways that address their unique barriers.

Equality Impact Assessment (EIA)

An Equality Impact Assessment is a formal structured approach to assessing the impact of proposed policies or practices on people with different protected characteristics. Compliance with the Equality Duty involves giving open-minded and rigorous consideration to the three aims of the Equality Duty as part of the process of decision-making. This includes understanding the potential effects of the organisation's activities on different people, but there is no prescribed process for doing this. In order to comply with the general Equality Duty, public authorities must gather information about who is going to be affected by a decision, policy or practice; ensure that they have sufficient information; consider the nature, extent and duration of any adverse impact and if there is a greater negative impact on one protected group compared to another then they must consider whether the adverse impact can be removed or mitigated.

Ethnicity

Ethnicity is broader than race and has usually been used to refer to long shared cultural experiences, religious practices, traditions, ancestry, language, dialect or national origins (for example, African-Caribbean, Indian, Irish).

Ethnographic Research

Ethnographic research is study looking into the social interactions of individuals within their communities. This research provides an in-depth insight into the individuals views and actions, how they see and experience the world.

Human Rights

Human rights are the basic rights and freedoms to which all humans are entitled. They ensure people can live freely and that they are able to flourish, reach their potential and participate in society. They ensure that people are treated fairly and with dignity and respect. You have human rights simply because you are human, and they cannot be taken away.

Indirect discrimination

This is when a provision, criterion or practice is applied in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic, and this is not a proportionate means of achieving a legitimate aim.

Intersectionality

Having multiple identities that intersect like race, gender, disability and sexual orientation, which can disadvantage

Marriage and Civil Partnerships

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples in a wide range of circumstances, such as employment, education, service provision and housing. Failure to do so would amount to discrimination on grounds of sexual orientation.

Positive Action

Lawful actions that seeks to overcome or minimise disadvantages that people who share a protected characteristic have experienced, or to meet their different needs (e.g. providing mentoring to encourage staff from under-represented groups to apply for promotion).

Race

Race and ethnicity are commonly used and are often used interchangeably. However, they evolved in different ways and do not hold the same meaning (although there is overlap). Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

It's now widely accepted that race is a social construct. However, having been racialised and shared common experiences of racism, racial identity is important to

many and can be a basis for collective organising and support for racially minoritised individuals.

Religion or belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex (Formerly referred to as gender)

Gender is the range of characteristics pertaining to, and differentiating between, femininity and masculinity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity

Sexual orientation

Sexual orientation is a protected characteristic relating to a person's sexual orientation towards people of:

1. The same sex as him or her (the person is a gay man or a lesbian).
2. The opposite sex from him or her (the person is heterosexual).
3. Both sexes (the person is bisexual).

Transgender

An umbrella term for people whose gender identity and / or gender expression differs from their birth sex. They may or may not seek to undergo gender reassignment, including hormonal treatment and/or surgery. Often used interchangeably with 'trans'.

Information Briefing

Report from: Councillor John Cotton, Cabinet Member for Social Inclusion, Community Safety & Equalities
 Report to: Overview & Scrutiny – Co-ordinating Committee

Date: 10th September 2021

CITY OF SANCTUARY POLICY STATEMENT 2018-22 – UPDATE ON PROGRESS

1. SUMMARY

The aim of this progress report is to update and comment on the Birmingham City Council's commitments to being a City of Sanctuary. Birmingham City Council first pledged its support to the grassroots City of Sanctuary movement in 2015. This initial pledge has since expanded, in January 2019 the City Council renewed its commitment. In its current form, the City of Sanctuary Policy Statement 2018-22 sets out twelve commitments to promote and protect the interests of asylum seekers, refugees and migrants with their arrival and integration into Birmingham. The twelfth commitment is to annually review the council's progress and present the findings in this progress update to the relevant Overview & Scrutiny Committee and to the city's stakeholders as appropriate.

For the purposes of this report, the activity that has taken place is presented within six themes:

- **A place of welcome:** the city council facilitates the arrival of asylum seekers, refugees and migrants through various national and voluntary schemes.
- **How we work with our stakeholders and partners:** through communication and cooperation with the voluntary sector, statutory and non-statutory bodies and other local authorities, the City Council has increased the involvement of stakeholders in decision making processes and promoted cooperation and sharing of good practice.
- **Awareness of and access to rights and services:** the council ensures migrants have access to rights/services while operating on a prevention, rather than crisis driven approach to address specific issues and in turn wider integration.
- **Focus on tackling specific challenges with partners:** the City Council works with partners and engages with migrant communities to address specific issues related to healthcare and employability.
- **Taking pride in what we stand for and increasing understanding:** internally and externally, the council works to raise awareness around refugee and asylum issues, and it also supports Refugee Week.
- **Embracing, embedding, and mainstreaming:** multiple service areas have worked to ensure the needs, skills and assets of migrants are reflected in mainstream council policies.

This progress report concludes by discussing possible next steps to maintain and improve Birmingham City Council's progress on being a City of Sanctuary.

2. RECAP – CITY OF SANCTUARY POLICY STATEMENT 2018-22

In 2015, Birmingham City Council declared itself a City of Sanctuary for the first time, coinciding with announcing its pledge to resettle 550 refugees from Syria under the UK Government's Vulnerable Person's Resettlement Scheme (VPRS). In 2017, it published its first City of Sanctuary Position Statement. Over the last few months of 2018, Birmingham underwent a process of reviewing, updating and expanding this commitment, resulting in the current City of Sanctuary Policy Statement 2018-22, which was ratified by Full Council on 15th January 2019.

The 2018-22 statement sets itself apart from previous iterations in three main ways. First, it puts forward a more inclusive definition of "sanctuary" than previously used. For the first time, it acknowledged the city's broader and more numerous migrant population beyond only refugees and asylum seekers. In particular amongst these, and pertinent to the time, migrants from EU countries. Second, it articulates a vision for Birmingham that encompasses key aspects of migrant integration that go beyond providing welcome and safety and work towards addressing the longer-term inequalities that can arise as a consequence of someone's own migration history or that of their family members. It is clear about the role positive integration can play in reducing inequality; for example, setting clear goals around developing pathways to meaningful and sustained employment and self-employment. Finally, and related to the previous point, it offers a step change in how Birmingham City Council frames migration and integration issues. Rather than solely focusing on understanding and addressing the needs of new communities, it encourages us to devote just as much attention to identifying and unlocking the assets and opportunities that migrants and migration bring to the city, and to recognise and promote the agency of migrants themselves in this process.

The City of Sanctuary policy statement set out twelve clear commitments, which are updated against as part of this report. The twelfth and final commitment is to continually review our progress and in doing so, to report to the relevant Overview & Scrutiny Committee.

3. PROGRESS AGAINST COMMITMENTS

This section of the report deals with the specific commitments made and the progress towards delivering them. Most of this work sits in the Refugees & Migration Commissioning team, but where possible information has also been sought from colleagues across the council for the purpose of this update.

For ease of presentation and to avoid repeating information, the commitments have been grouped according to six common themes amongst them. These themes do not feature in the original City of Sanctuary Policy Statement but are: I: A place of welcome; II: How we work with our partners and stakeholder; III: Awareness of and access to rights & services; IV: Focus on tackling specific challenges with partners; V: Taking pride in what we stand for and increasing understanding; and VI: Embracing, embedding & mainstreaming.

I: A place of welcome

Commitment 8: We will be open and transparent in our plans and approaches for delivering and supporting resettlement schemes for refugees and asylum seekers, as well as the asylum dispersal process which operates in Birmingham. This includes being open and transparent with our citizens, as well as involving stakeholders in influencing and shaping plans and delivery for the council's pledges to:

- Resettle 550 Syrian refugees via the Syrian Vulnerable Persons Resettlement Scheme (SVPRS);
- Support the accommodation of destitute asylum seekers, under s.95 and s.4 of the Immigration Act via the Home Office "Compass Contract";
- Resettle Unaccompanied Asylum Children (UASC) via the National Transfer Scheme;
- Accommodate children arriving in Birmingham and included in the Vulnerable Children's Resettlement Scheme;

- *EU Settlement Scheme, as part of the UK's plans to leave the EU.*

Since the City of Sanctuary policy statement was ratified, Birmingham City Council has continued its participation in Government's main schemes to facilitate the accommodation of refugees and asylum seekers, including children. Between its launch in 2015 and the onset of Covid-19 in March 2020, Birmingham welcomed 516 refugees under the Vulnerable Persons Resettlement Scheme. In late February 2021, the Home Office published statistics demonstrating that this is the third highest figure of any local authority in the UK; behind only Coventry and Bradford – two of the very earliest adopters of refugee resettlement. The final 34 people to make up our 550 pledge were due to arrive in March 2020 but could not travel due to restrictions related to Covid-19. In March 2021, the UK Government announced that it had completed its 20,000 commitment to Syrian resettlement, meaning that it is not possible to welcome any further families to Birmingham under the scheme.

In March 2020, Cabinet also approved a commitment by Birmingham City Council to welcome 110 refugees as part of the new UK Resettlement Scheme (at the time, referred to as Global Resettlement). This had been announced the previous summer, with Government making a national commitment to resettle 5,000 refugees over one year, and in doing so, to be able to provide sanctuary to refugees displaced by crises on a more global scale. The launch of this scheme was frustrated by Covid-19 and by the need for Government to complete its Syrian Resettlement pledge before transitioning. Almost a year later than planned, Birmingham saw its first arrivals through this scheme in early May 2021 and has welcome 16 individuals at the time of writing. Progress is slower than hoped due to the ongoing volatile international travel situation but the 110 pledge is expected to be delivered within the year.

Over more than 20 years, Birmingham has continued to offer its voluntary participation in the national dispersal programme for destitute asylum seekers (also referred to as s.95 and s.4 accommodation). The council works closely with Home Office accommodation provider to support the identification of accommodation in Birmingham as well as the overall delivery of the Government contracts. In March 2020, the Council asked Government to temporarily pause procurement of further units of asylum accommodation in Birmingham with a view to working together with Government to resolve longstanding issues in the operation of the contracts and to lessen the impact of these issues on those accommodated by the system and the communities welcoming them. Via Birmingham Children's Trust we continue to support Unaccompanied Asylum Seeking Children both within our area as well as through the National Transfer Scheme.

Since mid-2019, the Council has supported plans and delivery related to the EU Settlement Scheme. This involves hosting a Working Group that coordinates efforts to increase uptake of the scheme by city's more vulnerable EU citizens who may face barriers in accessing the scheme. Since October 2020, BCC has also received direct funding from the Home Office to work in partnership to deliver better monitoring of the registration of eligible children supported by the Children's Trust, to run a document verification service, increase the availability of advice and assistance for citizens, and to deliver training and awareness raising to frontline staff. In late March 2021, the Home Office confirmed this project would be extended a further six months. As of the end of December 2020, 106,930 applications had been made to the EU Settlement Scheme in Birmingham, against an estimated EU citizen population of 90,000.

In January 2021 the UK Government wrote to local authorities regarding the new UK visa scheme for British Nationals Overseas in Hong Kong. This visa scheme is unlike refugee resettlement in that individuals themselves will choose where in the UK to settle. However, based on the size of Birmingham's existing (Hong Kong) Chinese communities, we are set to welcome a significant proportion of the national total over the next few years. Birmingham City Council is currently working with partners internally and externally to plan for this. The Hong Kong BNO scheme does not feature in the original City of Sanctuary Policy Statement given its recent announcement, but still falls within the scope of this commitment.

A further addition to the existing migration strands into Birmingham is the Afghan Interpreters Relocation Scheme, which offers relocation and protection to Afghan nationals who have supported British troops during their time in Afghanistan. Local authorities were called upon urgently at the end of May 2021 to support this scheme. Birmingham City Council pledged to welcome 80 individuals which was supported at Cabinet in July. At the time of writing, 22 people have arrived into Birmingham homes and 78 in total have been matched to Birmingham properties so far. All 80 are expected to arrive before the end of September. Throughout August and September 2021, BCC has supported various Government departments in the response to developments in Afghanistan. This has included preparing contingency planning around accommodation options for evacuees arriving into Birmingham airport and Birmingham Managed Quarantine Facilities and coordinating offers of donations and support.

II: How we work with our stakeholders and partners

Commitment 6: We will continue to host and facilitate the Birmingham Migration Forum, as well as other relevant partnerships in order to bring stakeholders together across the statutory, voluntary and community sectors. This is in order to facilitate cross-sector communication, cooperation, collaboration and partnerships which can support the aims of this policy statement.

Commitment 7: We will work with stakeholders to ensure they have a voice and are able to critique and provide ideas and solutions, which can continuously improve and develop the systems and services in place to work with and support people who are asylum seekers, refugees and migrants.

Commitment 9: We will recognise the important role the voluntary and community sectors play in the city and work with them and statutory partners to develop the amount of resource and funding available in the city, which can:

- *Prevent crisis and destitution*
- *Provide accessible informal and formal opportunities for ESOL learning*
- *Enable meaningful employment and participation in the city's economy*
- *Enable engagement and connections to social and community networks*
- *Enable active citizenship in the city and its neighbourhoods*

Commitment 10: We will work with other Local Authorities in the region via the West Midlands Strategic Migration Partnership and West Midlands Combined Authority, as well as other Cities of Sanctuary to develop common and consistent approaches to working with and supporting people who are asylum seekers, refugees and migrants. This includes developing shared objectives and priorities which recognise both the challenges presented by migration to the region, as well as the skills and assets. Areas which are particularly relevant are mental health, employment, skills and enterprise, as well as regional policies towards the resettlement of people who are asylum seekers and refugees. It also includes actively contributing to regional working groups covering:

- *Syrian Vulnerable Persons Resettlement Scheme;*
- *Asylum Dispersal;*
- *No Recourse to Public Funds (NRPF);*
- *Unaccompanied Asylum Seeker Children (UASC);*
- *Migrant Health Network*

Birmingham City Council continues to host the Birmingham Migration Forum, a large, cross-sectoral forum consisting of representatives from the city's most active organisations that work with refugees, asylum seekers and migrants. By and large, membership of the forum is open and inclusive. In between meetings, members are kept up to date on a regular basis via mail-outs. The mailing list for the Birmingham Migration Forum consists of over 220 email addresses representing in the region of 60-80 different organisations and services in the city. The forum acts as a channel for two-way communication: it enables the sharing of information and good practice as well as the opportunity to capture and take account of feedback from representatives of an underrepresented subgroup of Birmingham's

population. Over the last year, for example, the forum has been able to engage with and provide feedback on the Council's Digital Inclusion work. It also continues to be an extremely useful vehicle in disseminating information regarding Covid-19.

The forum influences the work of Birmingham City Council and particularly, the Refugees & Migration commissioning team. For example, in 2020, a Strategic Needs Assessment of Migration in Birmingham was commissioned, derived from a meeting of the Birmingham Migration Forum the previous year in which gaps in data and insight into the migration profile of the city were identified. Similarly in 2020, the Refugees & Migration team commissioned <http://www.barms.org.uk/> – an online directory for Birmingham Asylum Refugee and Migration Services – to enable organisations to more effectively work alongside and refer into one another in their work to support citizens.

The City of Sanctuary Partnership Board is the name that was given to the former New Arrivals Partnership Board in 2019, as a reflection of the important role the board plays in the oversight and delivery of the City of Sanctuary agenda. It is chaired by the Cabinet Member for Social Inclusion, Community Safety & Equalities. During 2020, meetings of the City of Sanctuary Partnership Board were challenged by the Covid-related priorities but, during this time – the Board's membership and Terms of Reference were refreshed to better align to both the City of Sanctuary Policy Statement and to improve the representation of the citizens within the scope of the statement. The Board's Forward Plan for 2021/22 was accepted by the group in May 2021.

In addition to this, stakeholders continue to be engaged with specific projects and programmes aligned to City of Sanctuary; for example, Working / Steering Groups related to EUSS, Syrian Resettlement, Asylum Seeker Move-On, the Migration Needs Assessment, and MiFriendly Cities Active Citizenship. Opportunities are continually sought for stakeholders to be involved in decision making. Most importantly this includes the presence of key stakeholders on assessment panels for the awards of contracts and grants by the Refugees & Migration commissioning team.

Birmingham City Council has also worked hard to nurture its close ties with Birmingham's City of Sanctuary movement and its voluntary Committee, and to create opportunities for people with lived experience to influence our work. In early 2020, the Refugees & Migration team appointed an Engagement Officer with the key aim of achieving this.

The Refugees & Migration Commissioning Team regularly shares and promotes funding opportunities amongst its voluntary sector partners and stakeholders. Over 2019 and 2020, the team worked with the West Midlands Funders Network to put on a series of workshops for funders, commissioners, and voluntary and community sector organisations to develop a better understanding between groups of the landscape of funding in the city, including gaps and opportunities.

The Council plays an active role in regional networks via the West Midlands Strategic Migration Partnership across Asylum, Refugee Resettlement, Unaccompanied Asylum Seeking Children, No Recourse to Public Funds and Migrant Health Leads. Further afield than the West Midlands, the Council has also worked together with local authorities through networks such as Core Cities and Inclusive Cities. In 2020, it was instrumental in the launch of the new Cities of Sanctuary local authority network, and is currently in the process of becoming a founding member.

III: Awareness of and access to rights and services

Commitment 2: We will work towards ensuring that people who are migrants and refugees who are legally entitled to be in the UK and Birmingham have access to the same support and opportunities to participate in mainstream society and the economy as citizens already residing in Birmingham. This includes ensuring that people who are migrants and refugees are knowledgeable about their rights and confident about accessing public services, particularly concerning:

- *Community safety, including domestic abuse, modern day slavery and hate crime*
- *Education and schooling*
- *Employment, welfare and benefits*
- *ESOL*
- *Health*
- *Private rented sector housing*

The Council as a whole is striving to embody a prevention- rather than crisis-driven approach and this is particularly true in the City of Sanctuary workstreams, which internally have strong links into Prevention & Community Assets commissioning and the Social Justice programme. Over the last year, the Refugees & Migration team has worked with Refugee Action and other third sector organisations on their [Principles of Early Action](#) for working with refugees. Central to this is an understanding of rights, entitlements, opportunities and responsibilities by new communities themselves. In many cases these rights are foundational and highly influential for integration outcomes in other areas, for example – housing, employment, health, and social and civic participation.

Knowledge of rights including **immigration, welfare and housing**, and access to this advice has been they key focus across the following programmes and projects:

- EU Settlement Scheme advice
- Foundation for Integration
- Local authority asylum seeker liaison / Move-on project
- Refugee resettlement Tenancy & Welfare Support Service
- Migration Friendly Cities Legal Health Checks and citizenship support for undocumented children
- Indefinite Leave to Remain Applications for Syrian resettled refugees through Central England Law Centre

Information and empowerment specifically on issues relating to **health, community safety and cohesion** have been embedded in:

- Connecting Communities project
- Some Refugee resettlement grants projects
- Joint work with the Home Office and NHS to improve safeguarding protocols within the asylum accommodation contracts
- Refugee resettlement Mental Health Awareness service

Work to encourage a better understanding of rights and options related to **employability** has included:

- Refugee resettlement Employability Support Service
- Some Migration Friendly Cities Social Innovation projects – e.g. [Migrants at Work and Transitions](#) (pp.17-18)
- Migration Friendly Cities Employability initiatives: work-ready training opportunities; work placements scheme with Interserve; careers guidance for new communities; drop-in employability sessions for new communities in the Nechells area.
- Some Refugee resettlement grants projects – e.g. Princes Trust

To build awareness of **social and civic** rights and opportunities, we have commissioned and worked in partnership with the following projects:

- Refugee Resettlement Birmingham Navigators project
- Migration Friendly Cities Social Innovation projects – e.g. Get out your Box
- Refugee Resettlement Community Days

Finally, the team has awarded grants and commissioned services to improve the availability of and access to **English language** support in the city:

- The Birmingham English Language Learning Partnership project delivered through Birmingham Adult Education Service
- Refugee resettlement grants project – Birmingham Ethnic Education Advisory Service
- 18 Migration Friendly Cities Share my Language micro grant projects

IV: Focus on tackling specific challenges with partners

Commitment 4: We will work with health partners to enable and ensure access for people who are asylum seekers, refugees and migrants to health services. This is particularly concerning primary care services, advice and support to prevent the development of more acute, long term health conditions.

Commitment 5: We will work with employment and enterprise partners to develop shared priorities, plans and pathways to enable people who are migrants and refugees to be able to access meaningful, long-term employment opportunities and careers. This is recognising the professional skills, personal attributes and other assets which many people who are migrants and refugees bring to Birmingham and the region and which might be particularly applied to areas such as health and the NHS, teaching and education for instance.

Where possible, GP registration is embedded into delivery of contracts held with organisations providing welcome and orientation services to new refugees. For example, the city's resettled refugees are supported to make and attend registration appointments by Refugee Action, the Council's provider. The orientation service provided to new asylum-route refugees also includes signposting and information about GP registration or re-registration. During the pandemic, the Refugee & Migrant Centre, the Council's move-on partner, has been supporting clients to register or re-register online. During the last quarter of 2020 and the first quarter of 2021, and on an ongoing basis there has been a particular push in all comms to the migration support voluntary and community sector for organisations to be encouraging their clients to register at GPs.

Via the Refugees & Migration commissioning team and BCC Public Health, the Council supports the work of Sandwell & West Birmingham CCG in the coordination of healthcare services commissioned to support those asylum seekers accommodated across the city's Initial Accommodation sites. We also promote the Doctors of the World initiative Safe Surgeries; which increases awareness of refugees and migrants of all backgrounds to understand their healthcare rights, and increases understanding and confidence within NHS services around the healthcare entitlements of those with migration backgrounds. Through the Migration Friendly Cities project, a briefing on [healthcare charging](#) was also produced.

Over summer 2020, [18 Migrant Health Champions were trained](#) as a result of partnership working between BCC Refugees & Migration Commissioning Team and Public Health team, the Refugee & Migrant Centre, and Coventry University as part of the Migration Friendly Cities project. These Health Champions all have diverse, lived experiences of migration as well as strong community links, knowledge and languages. The Health Champions received training in basic universal public health messaging with a strong focus on service availability and access, and on debunking common myths.

They also received specific briefing sessions on the evolving Covid-19 situation in Birmingham by Dr Justin Varney, BCC Director of Public Health. The Champions have continued to be active in Birmingham and disseminate key information. Through the Refugee resettlement commissioning, BCC also commissions Birmingham & Solihull Mental Health Foundation Trust to deliver culturally appropriate mental health awareness training to Birmingham's resettled refugee families.

Culminating in 2019, the **USE-IT! project** worked with migrants with overseas healthcare qualifications to offer a tailored route into employment; supporting with the cost of re-accrediting overseas qualifications and of International English Language Testing System (IELTS) exams, required by the NHS as an employer. They also supported migrants gain relevant work opportunities during the re-qualification period, to avoid skill loss. From 2018 onwards, the Migration Friendly Cities project built on this learning to offer Brokerage support for highly skilled migrants and refugees to find suitable employment, commensurate to their skills and qualifications. The project also worked in partnership with Interserve who offered work placements. Through the project, Birmingham City Council co-created careers guidance for refugees seeking to transition from A – “a job” to B – B – “a better job” or a career, including information and signposting around qualification re-accreditation.

The newly launched **Birmingham English Language Learning Partnership**, once fully mobilised, will include a hardship fund for those English learners requiring an IELTS qualification in order to enter into highly skilled employment or to re-accredit existing qualifications, such as healthcare and other sectors.

Transitions is a Social Innovation project grant funded through the Migration Friendly Cities programme. Transitions recognises the importance of aspirations of new communities when looking for work. The project is migrant-led and informed by findings that aspirations for labour market attainment of some new communities can be influenced by factors such as self-belief, how they believe their own communities are perceived by the wider city, and how peers and community members are represented in the workforce. These findings have influenced beyond the Migration Friendly Cities programme and have also played a role in how the Refugee Resettlement Employability Service is managed and delivered.

V: Taking pride in what we stand for and increasing understanding

Commitment 1: We will work with partners in Birmingham, particularly the voluntary and community sectors, to raise the awareness of and public interest in issues relating to migration, people who are asylum seekers, refugees, migrants, as well as new communities. This includes supporting activities such as Refugee Week, as well as raising the awareness of council officers and Members through briefings and training.

Commitment 11: We will work with partners to identify national policy issues, where we can make collective representations to government to encourage and enable change. This is particularly where there are barriers and challenges being created which might impact on:

- *Cohesion and communities*
- *Crisis and destitution*
- *Education and employment*
- *ESOL*
- *Health and wellbeing*
- *Immigration status (of children, young people and adults)*

Birmingham City Council supports Refugee Week and have promoted the festival with audiences externally and internally through the Chief Executive's Bulletin, and on Yammer – via an “Ask me anything” session. We have published blogposts on the www.birmingham.gov.uk/cos webpages - for example, a “[morning in the life](#)” of our asylum seeker liaison officer. In Refugee Week 2020, the Refugees & Migration Commissioning team worked with BCC Corporate Comms to produce [this video](#), celebrating refugees in Birmingham. In Refugee Week 2021 BCC partnered with Celebrating Sanctuary and Near Neighbours to offer microgrants to groups and organisations wanting to come together to put on an event that would break down barriers. Cabinet Member Cllr John Cotton, accompanied by his two shadow Cabinet and other Members, [took part in a walk with refugees around Edgbaston Reservoir](#).

Over the last two years we have also increased our efforts to provide awareness raising and training opportunities to frontline staff and service leads across the Council as well as externally. Sessions have been run with Birmingham Children's Trust social workers, Adult Social Care staff, Housing & Neighbourhoods teams, and Schools Admissions. These sessions have not only increased the visibility of the workstream but have also increased the ability of staff at the Council's front door to respond appropriately to different circumstances, and to signpost into specialist advice where needed.

Close working with stakeholders across both statutory and non-statutory agencies has lent itself to identification of key national policies with consequences that can contribute to increased barriers to settling and playing a productive role in society. In July 2019, Birmingham City Council became the first in the West Midlands to pass a motion supporting the Lift the Ban campaign which seeks to lift restrictions on the right to work for asylum seekers while awaiting a Home Office decision. Cabinet Members and the Leader have written to Government on several occasions to set out concerns regarding the national policy on No Recourse to Public Funds, particularly in the context of the pandemic, and regarding standards in the Government contracts for the accommodation and support of asylum seekers in the initial stages of their claim. They have also put forward serious concerns regarding the lack of meaningful engagement with local government in setting up contingency accommodation to respond to the pressures in the asylum system throughout the pandemic and on an ongoing basis.

VI: Embracing, embedding and mainstreaming

Commitment 3: We will ensure that the needs, skills and assets of people who are asylum seekers, refugees and migrants are reflected and included in mainstream council policies and strategies.

Information was requested of relevant service leads for this section of the report. Service leads were also asked to reflect on the impact of Covid on endeavours to embed migration concerns within their work areas, as well as any suggestions or opportunities for how they may improve this element of their work going forward. Some examples of responses received are summarised below:

Adult Education

The Adult Education Service has been commissioned by the Refugees & Migration team to deliver a city-wide project to provide all migrants with information on the best English provision for their needs, according to their level of English, where they live and when they are available. This is known as the ESOL Hub. The project brings together the largest partnership of ESOL providers that includes our Adult Education Service, Further Education providers, third sector providers of informal ESOL and community groups who support ESOL in the city. The support will be provided by volunteers, information

advice and guidance staff from providers and through a mobile app. As part of this plan and aligned with our own provision, BAES is now offering workshops that help develop migrants' English language skills and their knowledge of city services. All of our courses embed citizenship elements that help learners understand their rights and responsibilities as citizens in Birmingham.

Covid-19 has had a considerable impact on English language provision and on learners. The service had to run emergency IT sessions for ca. 100 learners and successfully managed to move ca. 90% of learners to digital provision. The support continued throughout the term. Another impact of Covid-19 is that the commitment to incorporate the needs and assets of refugees and migrant within the service has become more relevant.

Community Centres

Most of BCC's twelve community centres are located in areas of high deprivation, with very ethnically diverse populations where newly arrived communities tend to locate. Services on offer at the centres include:

1. Nurseries, play care and after school clubs;
2. Debt & welfare advice and family support;
3. Elders and Church groups;
4. Employment support and training;

In addition, "Incredible Edible" a third sector organisation previously known as "The Real Junk Food Project" operates at two of the sites, providing community lunches on a pay-as-you-can/free basis open to any local resident whatever their status– since the start of the pandemic they have been providing a food bank service to local communities and people in need. Further, Afro-British Support Services "IMPACT" is located in the Friends Institute – this group provides welfare advice and support "to enable refugees, asylum seekers and new communities to improve the quality of their lives and to live independently and seamlessly integrate inclusively to the British society".

Cultural development

One of the service's Cultural Development Officer is well linked with the Refugees & Migration commissioning team and ensures information regarding support for refugees and asylum seekers is circulated as widely and as appropriately as possible within the cultural sector. The Celebrating Community commissioning 2018-2019 focused on engaging resettled Syrian refugees and residents (specifically adults and families) living in the Perry Barr, Northfield, Edgbaston and Erdington Districts of Birmingham. It sought to support arts activities that engaged newly arrived residents with existing communities to create an environment where all people feel safe to belong, connect, contribute and celebrate their culture. Two projects were commissioned:

1. Celebrating Sanctuary: Light-touch, 8-month, community engagement project using arts as the tool to bring people together for community cohesion. Lead artists consulted with potential participants, arts orgs and community groups in conjunction with Spring Housing introductions to refugees, to shape the project prior to session delivery. The workshops aimed to bring participants of different backgrounds together and provide a safe environment for them to engage, open up and de-stress. ESOL was introduced through Spoken Word sessions, arts and crafts, music, drumming and other activities, all of which were open to the wider community.
2. Handsworth Creatives: 'The Amal Community Arts and Cultural Programme' was a combination of community arts activities using the visual arts and cultural visits to a wide range of places

across the City. The aim was to introduce Syrian families to activities and destinations and encourage and support them to engage in the cultural life of the City.

Looking ahead, in October 2021, The Cultural Development Service will be supporting the arrival and welcoming of 'Amal' in the city – a large puppet representing the journey and migration of Syrian refugees across Europe. Plans have been delayed due to Covid-19 but we hope to host Amal in October.

Libraries

The Library Service linked with other library services in the West Midlands to develop a joint approach to working with people seeking sanctuary. This led to the development of a working group to produce the Libraries of Sanctuary resource pack which was published in May 2020. The working group included library services in the West Midlands and North West, together with national bodies City of Sanctuary, Arts Council England, and Libraries Connected. Chairing of the working group and the research and writing of the pack was provided by Birmingham.

Over the last three years, all Birmingham Library Service staff have received training in working with new arrivals, and further training is planned for as soon as is possible. Welcome Visits have been arranged for groups of people seeking sanctuary; although put on hold due to the first lockdown. The Libraries Service has also made contact with a range of local refugee community groups to understand and improve their links with the Library Service. These include Celebrating Sanctuary, the Refugees & Migrant Centre and St Chad's Sanctuary, and will include more when lockdown restrictions make this possible.

Before the first lockdown, the Service was also exploring how the Library of Birmingham could become a Library of Sanctuary, plus individual community libraries (such as Stirchley Library). Both these projects will be resumed when restrictions allow. The Service, through meetings of the Community Library Managers, has also been involved in mapping community support groups across Birmingham, and in sharing information about provision for new arrivals; which has now evolved into a gap-filling project.

Neighbourhood Advice & Information

The NAIS service provides a fully comprehensive service to all citizens of Birmingham which includes advice on entitlement to welfare benefits. As part of the Foundation for Integration project with the Refugees & Migration Commissioning team, NAIS offers a wrap-around service designed to ensure migrants residing in Birmingham maximise their benefit entitlement, access local services and integrate within local communities and be good neighbours. Where appropriate NAIS advisors signpost migrants to such organisations as Birmingham Adult Education Service for improving English language skills and to the DWP or other local employment support providers for training and employment opportunities. The service also includes securing interpretation via the Brasshouse Centre. The NAIS service has continued to offer its wrap around advice service to migrants referred to it during Covid-19, doing so over the telephone rather than face to face. Covid-19 has reduced the number of referrals into the service. It is hoped this will improve with return to face-to-face delivery. The wider NAIS team of advisors would be keen to access any training and upskilling around this important area that can be provided by relevant council officers.

Public Health

Vulnerable migrants are one group within the ‘vulnerable groups’ dimension; one of the four population dimensions where health inequalities affect populations. This is therefore extremely relevant to BCC’s work to reduce health inequalities. In recognition of this, Birmingham City Council Public Health has co-designed a service specification with the Refugees & Migration team to commission research that helps the city better understand the profile and needs of migrants here. This is now managed within the Refugees & Migration commissioning team but Public Health remains a key stakeholder and sits on the Steering Group, whilst also providing governance and oversight within the City without Inequalities workstream. The COVID-19 pandemic has widened health inequalities and vulnerable migrants are a group which may have been disproportionately affected by the pandemic. Therefore, this will be incorporated into Public Health’s Inequalities workplan, with this group (communities of identity) as part of the Covid recovery workstream. Through the City without Inequalities workstream, Public Health will actively map work that BCC is already working towards improvement of migrant health (e.g. Suicide Prevention, Covid-19 community messages work) and identify gaps where Public Health can add value and influence.

4. NEXT STEPS

The update presented to Overview & Scrutiny represents a great deal of work over the past two and a half years, but also the scale and scope of the ambition in this area. There is further work that can be done, some of which is in progress and some of which requires the appropriate consultation and governance processes to take place before it can be shared. This falls into three categories, outlined below. These suggestions have been informed through a workshop with colleagues across the Council.

Addressing gaps – where progress is behind or insufficient

- It is generally felt that further work is required to address the specific challenge highlighted in Commitment 5, *to develop shared priorities, plans and pathways to meaningful employment and self-employment*. Although this report puts forward examples of good practice and successful interventions in this area, it is recognised and relevant partners is required. This was supported by the workshop, which identified the need for better data capture around the skills, qualifications and aspirations of new refugees in the city, as well as a designated working group looking at pathways into jobs and careers for new communities. We also need to further explore the role of businesses and Birmingham’s Social Value Charter in realising this commitment.

Furthering our progress – where we are making good progress but could do more

- Part of Commitment 1 relates to *raising the awareness of council officers and Members around issues related to asylum seekers, refugees and migrants through briefings and training*. While there are examples of this taking place, the HR department is now also working towards a designated e-learning for Council staff on this subject.
- Commitment 3 is to *ensure that the needs, skills and assets of people who are asylum seekers, refugees and migrants are reflected and included in mainstream council policies and strategies*. This is a particularly ambitious commitment that demands a whole-council approach to embracing the City of Sanctuary agenda. Options are being explored to achieve this.

Enhancing the existing Statement – where we may be able to go above and beyond

- While the City of Sanctuary Policy Statement 2018-22 clearly set out the vision for the city and commitments in relevant areas, how the vision is operationalised could be further developed.

For example, and subject to the correct governance processes, a strategy for new communities and integration would create a clear action plan to accompany this vision. This could accompany the next iteration of the Policy Statement, which will be prepared over the next year in time for the end of 2022.

- In its current form, the Statement is clear about the importance of ensuring our stakeholders have a voice and are able to influence design and delivery of services. These commitments could be improved by being explicit about the need to include experts by experience in this.
- It has been recognised through the workshop that housing pathways for new communities remains a complex and serious challenge. This forming a commitment in its own right would allow better attention on this important issue.
- Reflecting on the last year of Covid-19 and the support the Council has offered vulnerable citizens, the workshop also indicated a strong need for the destitution that can be faced by people with No Recourse to Public Funds to be addressed in the City of Sanctuary Policy Statement. Although the Council cannot commit anything that constitutes Public Funds for Immigration Purposes to this group, it can commit to working with partners and the public to explore approaches to relieving the impacts of this particular kind of destitution.

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Overview & Scrutiny - Coordinating Committee

CITY OF SANCTUARY POLICY STATEMENT 2018-22

Progress update – September 2021

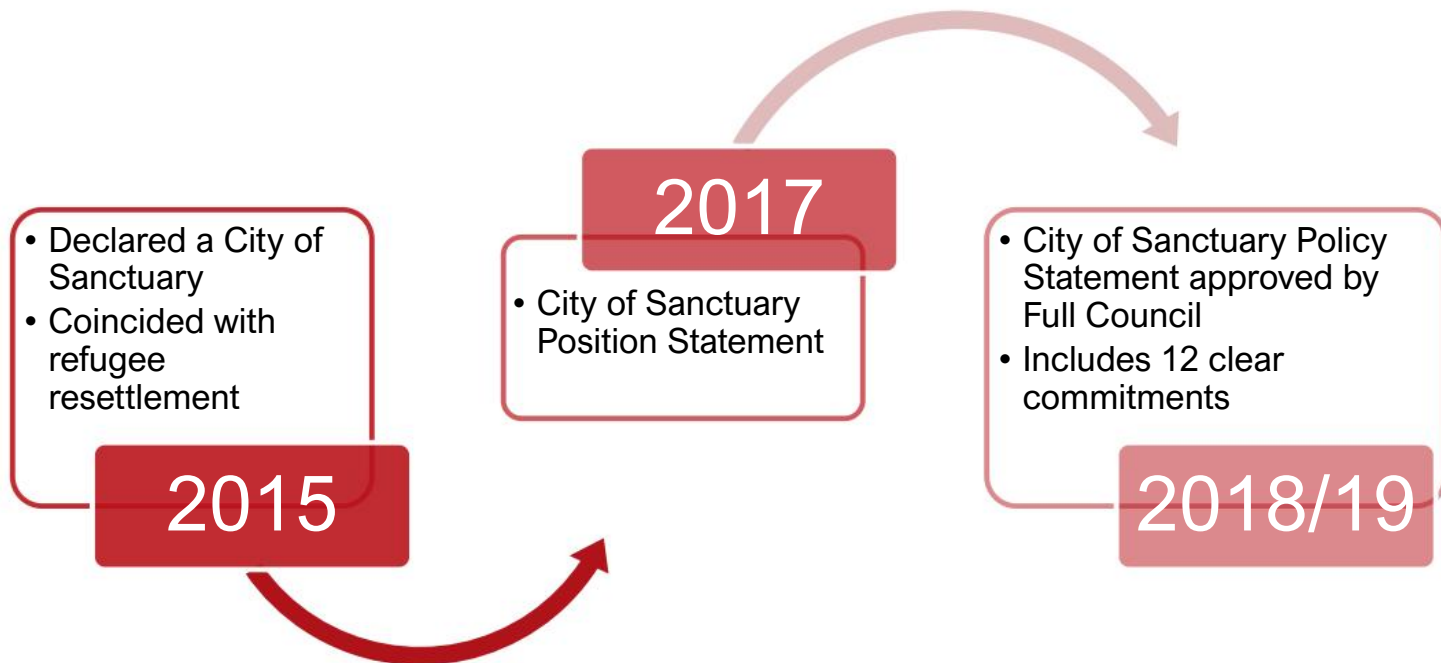


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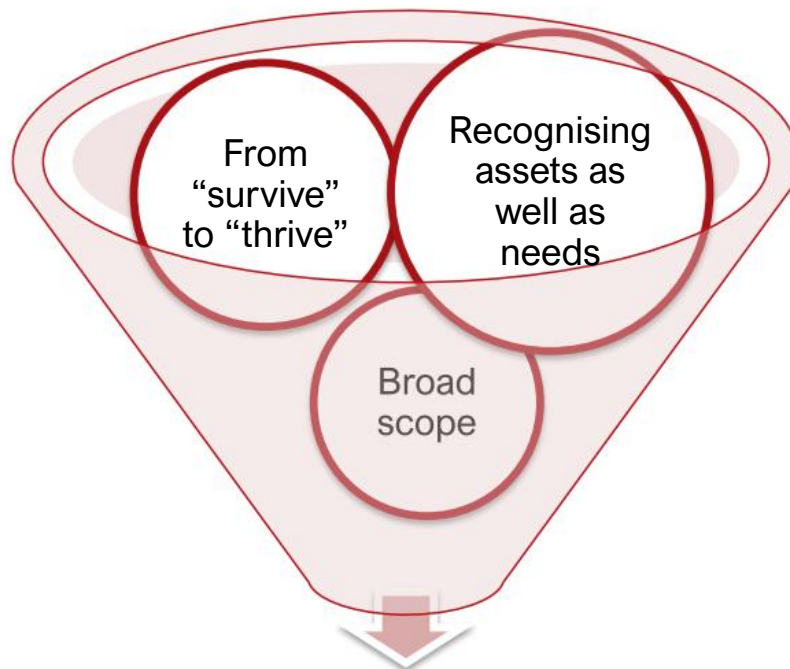
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- Progress against commitments
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RECAP: City of Sanctuary Policy Statement 2018-22



RECAP: City of Sanctuary Policy Statement 2018-22



City of Sanctuary Policy Statement 2018-22 – vision and commitments

PROGRESS AGAINST THE COMMITMENTS

I: A place of welcome

II: How we work with our stakeholders and partners

III: Awareness of and access to rights and services

IV: Focus on tackling specific challenges with partners

V: Taking pride in what we stand for and increasing understanding

VI: Embracing, embedding and mainstreaming

I: A place of welcome

- Vulnerable Persons Resettlement Scheme
- UK Resettlement Scheme
- Dispersal area for accommodation for destitute asylum seekers
- Unaccompanied Asylum Seeking Children and the National Transfer Scheme
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II: How we work with our partners and stakeholders



- Birmingham Migration Forum
- City of Sanctuary Partnership Board
- Working Groups aligned to delivery of programmes and projects
- West Midlands Funders Network
- West Midlands Strategic Migration Partnership

III: Awareness of and access to rights and services

Spotlight:
Immigration, welfare and
housing



Foundation for Integration project

- “Move-on” information and advice pathway for newly granted refugees on exit from the asylum system, including housing and welfare;
- Information and advice pathway for non-EU migrants specialising in where immigration influences housing and welfare;
- Awareness raising with frontline staff – statutory and VCS
- Incorporates BCC Neighbourhoods Advice & Information Service

IV: Focus on specific challenges with partners

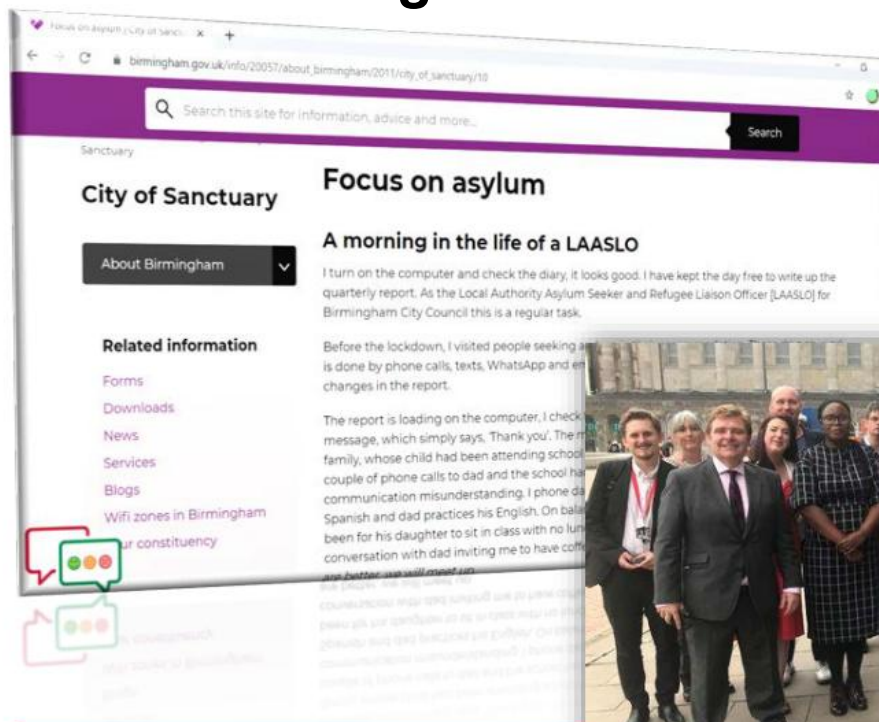
Health Champions

- 18 Champions from migrant communities trained
 - Basic, universal Public Health messaging
 - Service availability and access
 - Rights and entitlements
 - Addressing myths and misinformation
 - Information re. Covid-19
- In partnership with BCC Public Health, the Refugee & Migrant Centre, and Coventry University
- A range of nationalities
- Helped disseminate messages and feedback issues
- Now taking steps to form Community Interest Company

Spotlight:
**Working with health
partners to increase
access**



V: Taking pride in what we stand for and increasing understanding



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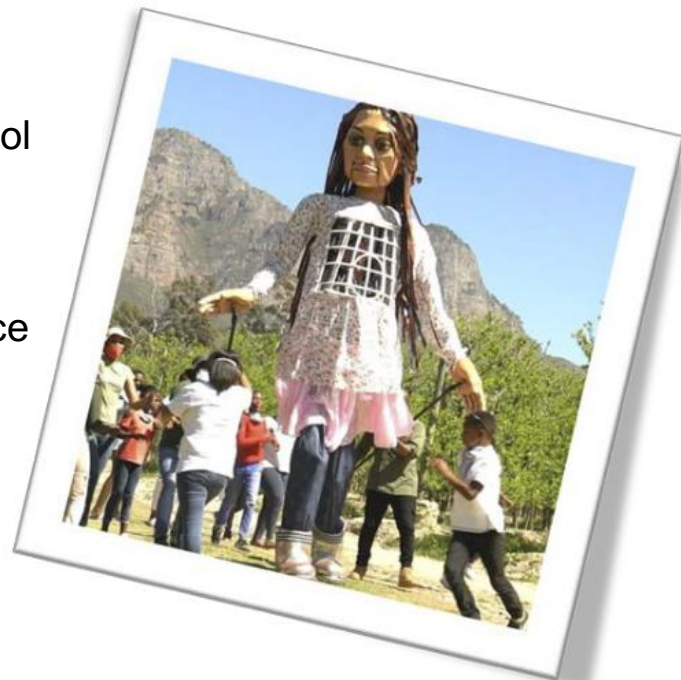
VI: Embracing, embedding & mainstreaming

Celebrating Sanctuary

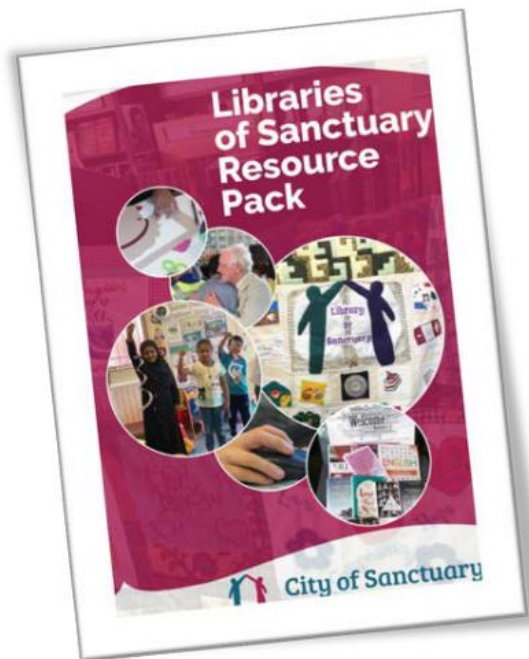
8 month community engagement project using arts as the tool to bring people together for community cohesion.

Benefits:

- Safe environment for engagement
- Incorporation of ESOL / informal English language practice
- Mixing between communities



VI: Embracing, embedding & mainstreaming



Libraries of Sanctuary

- Resource pack
- Training to staff
- Outreach to newly arrived communities
- Library of Sanctuary awards – LoB and community libraries

NEXT STEPS

Addressing gaps

Where progress is behind or insufficient

Furthering our progress

Where we are making good progress but could do more

Enhancing the existing statement

Where we may be able to go above and beyond





Co-ordinating O&S Committee: Work Programme 2021 /22

Chair	Cllr Carl Rice
Deputy Chair	TBC
Committee Members:	Cllrs: Mohammed Aikhsaq, Deirdre Alden, Debbie Clancy, Liz Clements, Roger Harmer, Penny Holbrook, Mariam Khan, Narinder Kaur Kooner, Ewan Mackey and Rob Pocock
Scrutiny Support:	Emma Williamson, emma.williamson@birmingham.gov.uk

1 Terms of Reference

Co-ordinating Overview and Scrutiny Committee

- 1.1 To plan and co-ordinate the work of all the Overview & Scrutiny Committees. To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning governance (including transparency, regional working and partnerships); citizens (including communications and public engagement); performance; customer services; social cohesion; equalities and emergency planning.
- 1.2 These functions include:
 - a) giving such guidance to the Overview and Scrutiny Committees in any cases of uncertainty, as to work which they should or should not be undertaking, as may be necessary to achieve such co-ordination, including the allocation of "call-in" to the appropriate Committee;
 - b) determining, in any cases of uncertainty, the allocation of responsibility for specific tasks between the Overview and Scrutiny Committees;
 - c) ensuring (by means, for example, of issuing appropriate guidance and/or instructions) that the Overview & Scrutiny Committees pay proper attention in their work to the consideration of key cross cutting issues, in particular equalities, transparency and improvement;
 - d) publishing each year an Annual Programme of major scrutiny inquiries as suggested by individual Overview and Scrutiny Committees following consideration of the Council Plan and priorities;
 - e) agreeing the establishment of any task & finish groups; and
 - f) considering overview and scrutiny development, working practices and constitutional arrangements.



2 Meeting Schedule

Date	Item	Officer contact
18 June 2021 at 10.00 am On-line Informal Meeting	Leader of the Council Work Programme	Rebecca Grant, Cabinet Support Officer
09 July 2021 10.00 am On-line Informal Meeting	Update from CIPFA on Financial Management capability (Cllr Tristan Chatfield, Cabinet Member for Finance & Resources) Review of the Birmingham Business Charter for Social Responsibility	Jon Lawton, Cabinet Support Officer Rokneddin Shariat, Procurement Strategy and Development Mgr
10 September 2021 10.00 am	Update from Cabinet Member on equalities and social cohesion City of Sanctuary Policy Statement 2018-22 – progress report	Marcia Wynter, Cabinet Support Officer Bethany Finch, Commissioning Manager
15 October 2021 10.00 am	Deputy Leader update <ul style="list-style-type: none"> • Customer services • Council Performance Plan • Digital inclusion / on-going broadband work 	Mary Crofton, Cabinet Support Officer
12 November 2021 10.00 am	Electoral Update (tbc)	Rob Connelly, Assistant Director, Governance
10 December 2021 10.00 am		
21 January 2022 10.00am		
18 February 2022 10.00am		
11 March 2021 10.00am		
08 April 2021 10.00am	Annual Review of Scrutiny Framework	Emma Williamson, Head of Scrutiny Services

3 Items to be Scheduled

3.1 Citizen engagement – overview



3.2 Covid-19 – review

4 Other Meetings

Informal Meetings

Call in

None scheduled

Petitions

None scheduled

Councillor Call for Action requests

None scheduled

5 Forward Plan

5.1 Below is an extract of the Forward Plan, detailing those decisions relating to this Committee's remit.

Ref No.	Title	Proposed Date of Decision
009228/2021	Digital Inclusion Strategy and Action Plan	07 Sep 21
009009/2021	Customer Service Programme Enhanced Business Case and Customer Service Strategy	12 Oct 21
009031/2022	DRAFT FINANCIAL PLAN 2022-202	08 Feb 22

6 Scrutiny Reports to City Council

O&S Committee	Report Title	Date for Council
All	Scrutiny Business Report	September 2020
All	Scrutiny Business Report	December 2020
All	Scrutiny Business Report	April 2021



Education and Children's Social Care O&S Committee: Work Programme 2021–2022

Chair:	Cllr Narinder Kaur Kooner
Deputy Chair:	Cllr Kerry Jenkins
Committee Members:	Cllrs: Olly Armstrong, Charlotte Hodiola, Katherine Iroh, Saddak Miah, Kath Scott and Alex Yip Education Representatives: Omar Hanif, Parent Governor; Adam Hardy, Roman Catholic Diocese; Rabia Shami, Parent Governor and Sarah Smith, Church of England Diocese
Officer Support:	Acting Group O&S Manager: Ceri Saunders (303 2786) Scrutiny Officer: Amanda Simcox: (675 8444) Committee Manager: Mandeep Marwaha (303 5950)

1 Terms of Reference

- 1.1 As per City Council on 25th May 2021 the Committee's Terms of Reference is 'to fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning schools and education, the Children's Trust, vulnerable children, corporate parenting, children and young people's health and wellbeing and other child social care and safeguarding functions of the council'.
- 1.2 The Overview and Scrutiny Committee dealing with education matters shall include in its membership the following voting representatives: a) Church of England diocese representative (one); b) Roman Catholic diocese representative (one); and c) Parent Governor representatives (two, who are on the Committee until April 2022).

2 Meeting Schedule

Date & Time	Items	Officers / Attendees
9 June 2021 at 10am Informal Meeting	To discuss priorities for 2021/22 work programme.	



Date & Time	Items	Officers / Attendees
<p>21 July 2021 at 10am</p> <p>In the Birmingham & Midland Institute (BMI)</p> <p>Deadline for Send Out: 12 July 2021</p>	<p>Councillor Kate Booth, Cabinet Member for Children's Wellbeing Update (last discussed 10 Jul 2019). To include:</p> <ul style="list-style-type: none"> • Early Years (this has been included in the written report). • SEND and EHCPs including the health aspect e.g. waiting times etc (regular SEND updates programmed). • Birmingham Youth Justice Strategic Plan 2021/22 (this is now scheduled for Cabinet 7 September 2021 rather than 29 June 2021 & will be picked up by the Children's Trust update). 	<p>Suman McCartney, Cabinet Support Officer</p> <p>This item was included within the SEND update at the committee meeting.</p>
	<p>SEND Ofsted Inspection Outcome (SEND & WSoA last discussed 28 Oct 2020).</p> <p>To include: EHCPs including the health aspect (waiting times etc).</p>	<p>Kevin Crompton, Interim Director, Education & Skills / Director of Children Services (DCS), and Deborah Brooks, Transformation Director, Commissioning, Education and Skills</p>
	<p>Hunters Hill College Update.</p>	<p>Councillor Jayne Francis, Cabinet Member for Education, Skills and Culture, Jaswinder Didiyal, Head of Service, Education and Skills, and David Bridgman, Head of Service, SENAR</p>



Date & Time	Items	Officers / Attendees
	<p>Councillor Jayne Francis, Cabinet Member for Education, Skills and Culture update (last discussed 11 Sep 2019). To include:</p> <ul style="list-style-type: none"> • Youth Engagement and Youth Service (Youth voices – to include how the different forums are supported and how they can support each other; and the resources to support these). • Personal, Social and Health Education (PSHE) provided in schools. • Education of Children and Young People and the difficulty with the school system being set up for young people to be job ready, however there is a lack of jobs and universities are expensive. • Schools Forum and monitoring schools on how they are spending the money they are allocated. 	<p>Rose Horsfall, Cabinet Support Officer</p> <p>Lisa Fraser, AD, Education and Early Years, Ilgun Yusuf, Acting AD, Skills and Employability and Alan Michell, Head of School Admissions and Fair Access</p>
<p>1 September 2021 at 10am in the BMI</p> <p>Deadline for Send Out: 20 August 2021</p>	<p>Children's Trust to include:</p> <ul style="list-style-type: none"> • Youth Justice Strategic Plan • Children in Care • Independent Advocacy Service / Rights and Participation Service • Missing Children 	<p>Andrew Christie, Chair and Andy Couldrick, Chief Executive, Children's Trust</p>
	<p>Cllr Sharon Thompson, Cabinet Member for Vulnerable Children and Families</p>	<p>Suman McCartney, Cabinet Support Officer</p>
	<p>SEND</p>	<p>Kevin Crompton, Interim Director, Education & Skills and Pauline Maddison, Interim AD, SEND and Inclusion</p>
<p>13 October 2021 at 10am in the BMI</p> <p>Deadline for Send Out: 4 October 2021</p>	<p>Cllr John Cotton, Cabinet Member for Social Inclusion, Community Safety and Equalities to include:</p> <ul style="list-style-type: none"> • Rise in hate crime, youth crime and knife crime. • Engagement of young people and how they are supported in relation to climate, BLM and increase in racism, Palestine, Me too campaigns etc. 	<p>Marcia Wynter, Cabinet Support Officer</p>



Date & Time	Items	Officers / Attendees
	Integrated Transport Unit (ITU)	Deborah Brooks, Transformation Director, Commissioning, Education and Skills, and Sonia Davidson-Grant, Programme Manager, Education & Skills
	Home to School Transport Update	Mary Jefferson, Head of Service, Home to School Transport, and Deborah Brooks, Transformation Director, Commissioning, Education and Skills
	SEND	Kevin Crompton, Interim Director, Education & Skills
	Elective Home Education (EHE) / Home Schooling (TBC) (This was discussed as part of the Attendance and Exclusions Item on 20 Jan 2020 with Lisa Fraser and Alan Michell, also the former Schools, Children & Families O&S Committee discussed this on 24 Aug 2017 with David Bishop, Head of Service)	Lisa Fraser, AD, Education and Early Years, and Alan Michell, Head of School Admissions and Fair Access
24 November 2021 at 10am in the BMI	SEND	Kevin Crompton, Interim Director, Education & Skills
Deadline for Send Out: 15 November 2021	Young People and Mental Health (to include Aquarius – children and young people substance use) - TBC	TBC Karl Beese, Commissioning Manager - Adult Public Health Services, and John Freeman, Commissioning Manager – Adult Social Care
	Youth Service	Ilgun Yusuf, Acting AD, Skills and Employability and, Soulla Yiasouma, Joint Head of Youth Service
12 January 2022 at 10am in the BMI	Birmingham Safeguarding Children's Partnership Annual Update to include: FGM	Penny Thompson, Independent Chair, BSCP and Simon Cross, Business Manager
Deadline for Send Out: 30 December 2021	SEND	Kevin Crompton, Interim Director, Education & Skills



Date & Time	Items	Officers / Attendees
	School Attainment and School Attendance TBC	Lisa Fraser, AD, Education and Early Years
16 February 2021 at 10am in the BMI Deadline for Send Out: 7 February 2022	SEND	Kevin Crompton, Interim Director, Education & Skills
30 March 2022 at 10am in the BMI Deadline for Send Out: 21 March 2022	SEND	Kevin Crompton, Interim Director, Education & Skills
6 April 2022 at 10am in the BMI Deadline for Send Out: 28 March 2022	SEND	Kevin Crompton, Interim Director, Education & Skills

3 Items to be Programmed

- 3.1 The above bullet points are issues that were identified at the June 2021 meeting.
- 3.2 In addition to the above bullet points, Children's and Young People's health and wellbeing was identified. This is to be discussed with Co-ordinating Overview and Scrutiny Committee to ensure there is no duplication. However, the following could be joint piece of work with the Health and Adults Social Care O&S Committee regarding mental health due to the pandemic.
- The impact on children's and young people's mental health and how this is being supported.
 - To include an update on the development of the footprint as a response to the pandemic to provide support to children with mental health, emotional neglect, domestic abuse (early help hubs). Early Help: Nigel Harvey-Whitten, AD, Children's Services (Commissioning) & Richard Selwyn, Birmingham Children's Partnership have now left and the contact is Garath Symonds.
 - How children and young people and mainstream schools coped with the return to school and the resulting pressures (including missed education and anxiety regarding returning to school).
 - Forward Thinking Birmingham.
 - An update on Preparation for Adulthood which should include data that allows for comparison, tracking and monitoring (attended 20 January 2021).



- Youth Justice.

3.3 Young People and Mental Health has been discussed previously by the former Learning, Culture and Physical Activity O&S Committee:

5 Sep 2018	Forward Thinking Birmingham Erin Docherty Senior Nurse Lead, Forward Thinking Birmingham, Birmingham Women's and Children's NHS Foundation Trust The Birmingham School Health Advisory Service (BSHAS) Joanne Thurston, Chief Operating Officer and Karen Hansford, Head of Universal Children's Services 5-19, Birmingham Community Healthcare NHS Foundation Trust.
14 Nov 2018	Educational Psychology Service Birmingham Amanda Daniels, Principal Educational Psychologist. Visit to Pause, Digbeth Karen Woodfield, Area Manager, Pause, Forward Thinking Birmingham & Sandwell Beam and Leroy McConnell, Mental Health, Youth Work/Participation Lead, The Children's Society.
6 Feb 2019	Anna Robinson, Birmingham Education Partnership (BEP) Mental Health/Emotional Wellbeing Lead and Sarah Finch, Assistant Head, Colmers Secondary School and Sixth Form.

3.4 Councillor Alex Yip to send a draft TOR for Hunters Hill College.

4 Other Meetings

- Call in Meetings: None scheduled
- Petitions: None scheduled
- Petitions: None scheduled
- Councillor Call for Action Requests: None scheduled

5 Report to City Council / Pieces of Work

5.1 The Committee's Home to School Transport report was debated at City Council on 15th September 2020 and the following motion was agreed:

That the Executive provide an assessment of progress against the outcomes set out above, and the key areas listed in Section 7 in this report, to the Education & Children's Social Care Overview & Scrutiny Committee in March 2021.



That the Chief Executive at Birmingham City Council:

- a) Take steps to ensure that immediate changes will be made to the most pressing issues within the Travel Assist service, including [but not limited to] safeguarding of children, cancelled routes, guide changes, bus lateness, and telephone lines going unanswered;
- b) Commission an external and independent inquiry into the Full Travel Assist Service that fully addresses the concerns laid out by Parents, Carers, Schools and other users of the service as listed in section 7 and listed in paragraph number a.) above, by providing clear recommendations, lines of accountability together with an open and transparent timetable for sustainable improvement;
- c) Commission an external and independent investigation into the assurances that have been given to Members about the safety of the service and the status of improvements at meetings of Overview and Scrutiny, City Council and Audit Committee since January 2020

The investigations referred to in paragraphs b) & c) will report by 1 November 2020.

6 Forward Plan for Cabinet Decisions

- 6.1 The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Education and Children's Social Care O&S Committee's remit.

ID Number	Title	Proposed Date	Date of Decision
008943/2021	Birmingham Youth Justice Strategic Plan 2021/22	7 Sep 21	
009043/2021	Proposed In-Year Variation to Admission Arrangements for Community and Voluntary Controlled Schools and the Co-Ordinated Scheme 2021/22 and 2022/23 and Approach to Fair Access Protocol	27 Jul 21	27 Jul 21
009054/2021	Skilts School conversion from Community School to Academy Status	27 Jul 21	27 Jul 21



Economy & Skills O&S Committee: Work Programme 2021/22

Chair: Cllr Shabrana Hussain

Deputy Chair: Cllr TBC

Committee Members: Cllrs Alex Aitken, Nicky Brennan, Maureen Cornish, Zaheer Khan, Chaman Lal, Simon Morrall and Darius Sandhu

Officer Support: Ceri Saunders, Acting Group Overview & Scrutiny Manager (303 2786)
Baseema Begum, Scrutiny Officer (303 1668)
Errol Wilson, Committee Manager (675 0955)

1 Meeting Schedule

Date	What	Officer Contact / Attendees
16th June 2021 (informal) 1000 hours Online meeting	To discuss priorities for the 2021/22 work programme.	Scrutiny Office
14th July 2021 1000 hours BMI Main Hall Report deadline: 5 th July	Supporting the Economic Recovery from Covid-19 – jobs & skills & supporting SMEs	Maria Dunn, Head of Development Policy Ilgun Yusuf, Assistant Director, Skills & Employability
15th September 2021 1000 hours BMI Main Hall Report deadline: 6 th Sept	East Birmingham Inclusive Growth Strategy – update (TBC) Update on Brexit (TBC)	Mark Gamble, East Birmingham Development Manager Lloyd Broad, Head of European Affairs
6th October 2021 1000 hours BMI Main Hall Report deadline: 27 th Sept	Economic impacts on Birmingham's night-time economy (culture, leisure and hospitality sectors) – in relation to the Birmingham Development Plan and residential developments and Covid-19 recovery (TBC) Redevelopment of Birmingham Smithfield and surrounding area (TBC)	TBC



Date	What	Officer Contact / Attendees
10th November 2021 1 000 hours BMI Main Hall Report deadline: 1 st Nov	Cabinet Member for Education, Skills & Culture – Portfolio update to include Skills & Youth unemployment, Apprenticeship Levy	Cllr Jayne Francis, Cabinet Member for Education, Skills & Culture
8th December 2021 1 000 hours BMI Main Hall Report deadline: 29 th Nov	6-month assessment on the impact of the Clean Air Zone on businesses within the area (TBC)	TBC
5th January 2022 1 000 hours BMI Main Hall Report deadline: 23 rd Dec		
2nd February 2022 1 000 hours BMI Main Hall Report deadline: 24 th Jan		
2nd March 2022 1 000 hours BMI Main Hall Report deadline: 21 st Feb		
27th April 2022 1 000 hours BMI Main Hall Report deadline: 18 th April		

2 Other Meetings

Call in Meetings	<i>None scheduled</i>
Petitions	<i>None scheduled</i>



Councillor Call for Action Requests	<i>None scheduled</i>
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- 2.1 It is suggested that the Committee approve Wednesday at 1000 hours as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.

3 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Economy & Skills O&S Committee's remit. **Please note this is correct at the time of publication.**

Reference	Title	Portfolio	Proposed Date of Decision
008987/2021	Medium Term Financial Plan (MTFP) update	n/a	27 Jul 2021
007538/2020	Disposal of Surplus Properties	Leader	27 Jul 2021
007686/2020	Historic Environment Supplementary Planning Document	Leader	27 July 2021
008307/2021	Perry Barr Regeneration Scheme – Full Business Case Update	Leader	27 Jul 2021
008632/2021	Property Strategy: Asset Review - Birmingham City Property Company	Leader	27 Jul 2021
008853/2021	East Birmingham Inclusive Growth: Programme Business Case	Leader	27 Jul 2021
009020/2021	Major Events Strategy	Leader	27 Jul 2021
008894/2021	Sale of Land at Lawson Street, Birmingham B4 7AT	Leader	07 Sep 2021
007884/2020	Proposed Compulsory Purchase Order –Digbeth & Allison Street Birmingham for the Beorma Quarter Development	Leader	07 Sep 2021
008303/2021	Asset Review - Multi-storey car park, Brunel Street, Birmingham	Leader	07 Sep 2021
008314/2021	Adoption of Parking Supplementary Planning Document	Leader	12 Oct 2021
008972/2021	The Brasshouse, Sheepcote Street, Birmingham	Leader	12 Oct 2021
009059/2021	Adoption of the Development Management in Birmingham (DMB) Development Plan Document	Leader	12 Oct 2021
009068/2021	Paradise Circus Update	Leader	12 Oct 2021
009087/2021	Martineau Galleries Outline Business Case	Leader	12 Oct 2021



Reference	Title	Portfolio	Proposed Date of Decision
005048/2018	Moor Street Queensway Public Realm Improvements Outline Business Case	Transport & Environment	12 Oct 2021
009010/2021	Medium Term Financial Plan (MTFP) update	n/a	09 Nov 2021
008971/2021	Sale of 1 Lancaster Circus, City Centre	Leader	09 Nov 2021
009030/2022	Business Rates Income 2022/23	Leader	18 Jan 2022
009031/2022	DRAFT FINANCIAL PLAN 2022-2026	n/a	08 Feb 2022



Sustainability & Transport O&S Committee: Work Programme 2021/22

Chair:	Cllr Liz Clements
Deputy Chair:	Cllr TBC
Committee Members:	Cllrs Mick Brown, Zaker Choudhry, Mohammed Fazal, Eddie Freeman, Julie Johnson, Hendrina Quinnen and Timothy Huxtable.
Officer Support:	Ceri Saunders, Acting Group Overview & Scrutiny Manager (303 2786) Scrutiny Officer: Baseema Begum (303 1668) Committee Manager: Louisa Nisbett (303 9844)

1 Meeting Schedule

Date	What	Officer Contact / Attendees
9th June 2021 (informal) 1400 hours Online meeting Report Deadline: 1 st June	To discuss priorities for the 2021/22 work programme.	Scrutiny Office
7th July 2021 1400 hours BMI Main Hall Report Deadline: 28 th June	Cabinet Member for Transport & Environment – Annual Report & Priorities	Rose Horsfall, Cabinet Support Officer
22nd September 2021 1400 hours BMI Main Hall Report Deadline: 13 th Sept	Plastic Free Birmingham – Tracking Birmingham Tree Policy Inquiry – Tracking (TBC)	Darren Share, Assistant Director, Street Scene and Parks Simon Needle, Principal Arboriculturist



Date	What	Officer Contact / Attendees
20th October 2021 1400 hours BMI Main Hall Report Deadline: 11 th Oct	Restoring public confidence in public transport (TBC)	Transport for West Midlands, Network West Midlands, West Midlands Railway (TBC)
17th November 2021 1400 hours BMI Main Hall Report Deadline: 8 th Nov	Update on the implementation of the Climate Change Action Plan (tbc) Disinvestment in fossil fuels – Follow up on Motion to City Council (TBC)	TBC West Midlands Local Government Pension Fund (TBC)
15th December 2021 1400 hours BMI Main Hall Report Deadline: 6 th Dec		
19th January 2022 1400 hours BMI Main Hall Report Deadline: 10 th Jan		
16th February 2022 1400 hours BMI Main Hall Report Deadline: 7 th Feb		
16th March 2022 1400 hours BMI Main Hall Report Deadline: 7 th March	Flood Risk Management Annual Report (TBC)	Kevin Hicks, Assistant Director, Highways & Infrastructure
20th April 2022 1400 hours BMI Main Hall Report Deadline: 11 th April		



2 Outstanding Tracking

Inquiry	Outstanding Recommendations	Last Tracking
Birmingham Tree Policy Inquiry	R01, R03, R06, R07, R08, R09, R10 & R11	November 2019
Plastic Free Birmingham	R01, R02, R05, R06 & R07	September 2020

3 Further work areas of interest/Work to be programmed

3.1 The following items could be scheduled into the work programme if members wish to investigate further:

- Improving the public realm to aid the cycling and walking offer and using the sustainability agenda to green-up areas including an update on the City of Nature Vision for Birmingham.
- DFT Active Travel Fund update including an update on e-scooters, West Midlands Bike Scheme, Places for People and Low Traffic Neighbourhoods (LTNs).
- Commonwealth Games (CWG) Sustainability Pledge (TBC)
- Update on the progress made with the development of the Clean Air Strategy (TBC)
- Car Free School Streets Pilot Scheme – A review of the pilot completed in March 2021 and future proposals
- The West Midlands Combined Authority Transport Delivery Committee's work on Bus Strategy.
- An update on the status of the Highways Management & Maintenance PFI contract and future proposals following the appointment of Kier in April 2020 for an interim period.
- Environmental, Public Open Space and Transport Issues within City Council Masterplans (i.e. Smithfield) and Urban Regeneration Frameworks.
- To continue to receive regular updates on the Waste Disposal Procurement Process from Cllr O'Shea, Cabinet Member for Street Scene and Parks.
- Clean Air Zone – Operational update (TBC)
- Public Highway issues: Parking/Grass verges/pavement parking – (information from previous sessions to be circulated to members when available).

4 Other Meetings

Call in Meetings

*None
scheduled*



Petitions

*None
scheduled*

Councillor Call for Action requests

*None
scheduled*

It is suggested that the Committee approve Wednesday at 1400 hours as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.

Contact Officers

Ceri Saunders, Acting Group Overview and Scrutiny Manager, ceri.saunders@birmingham.gov.uk – 0121 303 2786

Baseema Begum, Research & Policy Officer, baseema.begum@birmingham.gov.uk – 0121 303 1668

5 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Sustainability & Transport O&S Committee's remit. **Please note this is correct at the time of publication. Highlighted rows show a change to the previously listed cabinet proposed date.**



Reference	Title	Portfolio	Proposed Date of Decision
008987/2021	Medium Term Financial Plan (MTFP) update	n/a	27 Jul 2021
008907/2021	Gas and Power Procurement Strategy	Finance & Resources	27 Jul 2021
008959/2021	Green Homes Grant Local Authority Delivery (LAD) 2	Homes & Neighbourhoods	27 Jul 2021
008307/2021	Perry Barr Regeneration Scheme – Full Business Case Update	Leader	27 Jul 2021
008853/2021	East Birmingham Inclusive Growth: Programme Business Case	Leader	27 Jul 2021
008531/2021	Highways and Infrastructure: Footway Crossings Policy and Information for Applicants	Transport & Environment	27 Jul 2021
008945/2021	Transfer of Local Land Charges Enquiries to HM Land Registry	Transport & Environment	27 Jul 2021
008314/2021	Adoption of Parking Supplementary Planning Document	Leader	7 Sep 2021
008965/2021	Renewal of Building Energy Management Systems	Leader	7 Sep 2021
008869/2021	Future Parks Accelerator – 25 Year City of Nature Vision	Street Scene & Parks	7 Sep 2021
008192/2021	Contribution to Decarbonising Construction of HS2 - Approval to accept Grant and Full Business Case	Transport & Environment	7 Sep 2021
008863/2021	Metro Centenary Square Extension – GBSLEP EZ additional funding	Transport & Environment	7 Sep 2021
008947/2021	Birmingham Transport Plan	Transport & Environment	7 Sep 2021
009086/2021	BCC Highway Permit Scheme	Transport & Environment	7 Sep 2021
009068/2021	Paradise Circus Update	Leader	12 Oct 2021
007349/2020	Waste Vehicle Replacement Programme	Street Scene & Parks	12 Oct 2021
005048/2018	Moor Street Queensway Public Realm Improvements Outline Business Case	Transport & Environment	12 Oct 2021
009037/2021	Highway Maintenance and Management PFI Contract	Transport & Environment	12 Oct 2021
009090/2021	Adoption of the City-wide Electric Vehicle (EV) Charge Point Strategy	Transport & Environment	12 Oct 2021
009010/2021	Medium Term Financial Plan (MTFP) Refresh	n/a	09 Nov 2021
009031/2022	DRAFT FINANCIAL PLAN 2022-2026	n/a	8 Feb 2022



Commonwealth Games, Culture & Physical Activity O&S Committee: Work Programme 2021/22

Chair: Cllr Mariam Khan

Deputy Chair: Cllr Gurdial Singh Atwal

Committee Members: Cllrs: Mohammed Azim, Morriam Jan, John Lines, Yvonne Mosquito, Ron Storer and Martin Straker Welds

Officer Support: Acting Group O&S Manager: Ceri Saunders (303 2786)
Scrutiny Officer: Amanda Simcox: (675 8444)
Committee Manager: Louisa Nisbett (303 9844)

1 Terms of Reference

- 1.1 'To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning the Commonwealth Games; arts and culture; libraries and museums; sport; events and physical activity'.

2 Members Proud Host City Forum

- 2.1 Elected Members are also invited to attend the Members Proud Host City Forum. This is an informal group meeting open to all Elected Members. Guest speakers from across Commonwealth Games (CWG) partnership are invited, alongside officers from the council. Dates and topics are:
- 20 May 2021 at 17:30 - 18:30. Topic: CWG volunteering. Andrew Newman, Laura Easton and Lee Marsham from the Organising Committee (OC) were guest speakers.
 - 24 June 2021 at 17:45 - 18:30. Topic: CWG tickets. Elizabeth Howells, from the OC was the guest speaker.
 - 15 July 2021 at 17:30 - 18:30. Topic: CWG tourism, business & marketing. Neil Rami, chief executive of West Midlands Growth Company will be the guest speaker.

3 Priority Issues and Items to be Scheduled

- 3.1 The following were highlighted at the informal meeting on 8th July 2020 as potential priorities to be followed up through the work programme:
- (a) There is an opportunity for the committee to track the participation of women in sport – a possible place to start would be to invite key women who have achieved in the sporting arena to provide their input to the committee.
- (b) To continue the work on community engagement already begun, community representatives including possibly representatives from Commonwealth countries could be invited to talk to the



committee (remotely) about how we can work together to promote the CWG.

(c) Engage with small voluntary and arts organisations on what they would like to see happen/how they can get involved.

3.2 Members would like to invite Directors within the Council to future committee meetings to discuss their plans for their Directorate in relation to supporting the Games (**taking place from 28 July to 8 August 2022**) and the Games legacy. Policy Insight and Prevention Directorate - Jonathan Tew, CWG Legacy Lead & Assistant Chief Executive; Waqar Ahmed, AD, Community Safety and Resilience; and Eleri Roberts, AD, Communications from the Policy Insight and Prevention Directorate attended the 7 April 2021 committee meeting. Members had a workshop to discuss resilience, safety and security, and public health on 8th June 2021. Janet Bradley on behalf of Mark Croxford, Head of Environmental Health is to be invited to a future meeting to discuss public health.

3.3 A joint visit with the Economy & Skills O&S Committee to the Alexander Stadium to be organised.

3.4 The following have been followed up through the work programme:

(d) There is also an opportunity for committee members to be involved in and influence and shape the £2m ward funding, by working to input to the 'co-design' process to come up with ideas and suggestions about what criteria would work best locally and how to maximise the legacy benefits to the local community. Discussed 7th October 2020.

(e) Invite Martin Green, who is in charge of the cultural programme to a future committee meeting to discuss the cultural programme with members. Attended 7th October 2020.

(f) Maximising the benefits for businesses is another strand of work. There is an opportunity for Birmingham businesses to benefit from the trade and tourism investment being developed by the West Midlands Growth Company. Neil Rami, Chief Executive of the WMGC attended the 2nd September 2020 meeting to discuss the investment programme.

4 Meeting Schedule

4.1 Below is the list of committee dates and items. However, Members may want to use some of these dates for other things, such as visits and informal briefings etc.

Date & Time (1.30pm)	Items	Officers / Attendees
8 June 2021 @12.30 Informal Meeting	Commonwealth Games: Safety, Resilience and Health Protection Workshop	Jonathan Tew, CWG Legacy Lead & Assistant Chief Executive; Waqar Ahmed, AD, Community Safety and Resilience; Michael Enderby, Head of Resilience; Dr Mary Orhewere, AD, Environmental PH and Health Protection & Janet Bradley on behalf of Mark Croxford, Head of Environmental Health
	Future Work Programme Discussion	



Date & Time (1.30pm)	Items	Officers / Attendees
14 July 2021 Report Deadline: 5 July 2021	CWG: City Operations Directorate Building the stadium and involved in City Readiness for matters such as parks Above and beyond core games deliverables: <ul style="list-style-type: none"> • What is the City Operations Directorate doing to exploit the opportunity presented by the CWG • What is Street Scene doing to exploit the opportunity presented by the CWG • What are Regulations and Enforcement doing to exploit the opportunity presented by the CWG 	Rob James, Managing Director, City Operations Directorate
	CWG: City Housing Directorate What is the Housing Directorate doing to exploit the opportunity presented by the CWG	Julie Griffin, Managing Director, City Housing Directorate & John Jamieson, Head of Service for Housing Management
	CWG: Human Resources Directorate Above and beyond core games deliverables: What if anything is HR doing to exploit the opportunity presented by the CWG.	Craig Scriven, AD, Human Resources & Organisational Development, and Amarjit Sahota, Culture Change Manager, Human Resources
8 September 2021 Report Deadline: 26 Aug 2021	CWG: Children's Trust Opportunities for Children in Care and Care Leavers	Andy Couldrick, Chief Executive, Children's Trust, Jake Shaw, RAP and CP Head of Service, and Alex Hillman, Corporate Parenting Coordinator
	CWG: Adult Social Care Directorate Involved in Legacy? Above and beyond core games deliverables: <ul style="list-style-type: none"> • What if anything is Adult Social Care doing to exploit the opportunity presented by the CWG • What if anything is Adults Commissioning to exploit the opportunity presented by the CWG 	Maria Gavin, Assistant Director – Quality and Improvement, Adult Social Care, (Donna Nock PA)



Date & Time (1.30pm)	Items	Officers / Attendees
	<p>CWG: Education and Skills Directorate</p> <p>Involved in Legacy?</p> <p>Above and beyond core games deliverables:</p> <ul style="list-style-type: none"> • What is Education and Skills doing to exploit the opportunities presented by the CWG • What if anything is Education and Skills looking to do with Birmingham Schools related to the CWG • What if anything is Education and Skills doing with relation to the Virtual School and Commonwealth Games • What if anything is Education and Skills doing with relation to SEND and the CWG • What if anything is Education and Skills looking to do with Early Years and the CWG <p>What if anything is Education and Skills looking to do with employability and the CWG</p>	<p>Kevin Crompton, Interim Director Children's Services</p> <p>TBC</p>
<p>6 October 2021</p> <p>Report Deadline: 27 Sep 2021</p>	<p>CWG: Inclusive Growth Directorate</p> <p>Involved in City Readiness Matters such as transport, public realm, still building the PBRS</p> <p>Above and beyond core games deliverables:</p> <ul style="list-style-type: none"> • What is the Inclusive Growth Directorate doing to exploit the opportunity presented by the CWG • What is the Planning department doing to exploit the opportunity presented by the CWG • What is Transport and Connectivity doing to exploit the opportunity presented by the CWG • What is Highways and Infrastructure doing to exploit the opportunity presented by the CWG • What is Housing and Planning doing to exploit the opportunity presented by the CWG <p>CWG: Finance and Governance Directorate</p> <p>Looking after games finances, legal and procurement matters, and council governance matters</p> <p>Above and beyond core games deliverables:</p> <ul style="list-style-type: none"> • What is the Finance and Governance doing to exploit the opportunity presented by the CWG • What is Commercial doing to exploit the opportunity presented by the CWG 	<p>Ian MacLeod (Louise O'Neill, Business Support Manager)</p> <p>Rebeca Hellard</p> <p>TBC</p>



Date & Time (1.30pm)	Items	Officers / Attendees
3 November 2021 Report Deadline: 25 Oct 2021	<p>CWG: Digital and Customer Services Directorate</p> <p>Assisting the Programme with IT systems.</p> <p>Above and beyond core games deliverables:</p> <ul style="list-style-type: none"> • What is the Digital and Customer Services Directorate doing to exploit the opportunity presented by the CWG • What is the IT department doing to exploit the opportunity presented by the CWG • What is Revenue and Benefits doing to exploit the opportunity presented by the CWG • What is Customer Services doing to exploit the opportunity presented by the CWG 	Dr Peter Bishop, Director for Digital & Customer Services (Freya Lane PA)
8 December 2021 Report Deadline: 29 Nov 2021		
12 January 2022 Report Deadline: 3 Jan 2022		
9 February 2022 Report Deadline: 31 Jan 2022		
9 March 2022 Report Deadline: 28 Feb 2022		
6 April 2022 Report Deadline: 28 Mar 2022		

5 Other Meetings

Call in Meetings:

None scheduled

Petitions

None scheduled



Councillor Call for Action requests

None scheduled

It is suggested that the Committee approves Wednesday at 1.30pm as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.

6 Report(s) to City Council

6.1 Community Engagement in CWG - on hold due to Covid 19

Date	Item
2 October 2019 & 6 November 2019	Discuss piece of work to City Council / Executive
January 2020 – March 2020	Evidence Gathering
TBC	Report to City Council / Executive

7 Forward Plan for Cabinet Decisions

7.1 The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Commonwealth Games, Culture and Physical Activity O&S Committee's remit.

ID Number	Title	Proposed Date of Decision	Date of Decision
008307/2021	Perry Barr Regeneration Scheme – Full Business Case Update	27 Jul 21	
008869/2021	Future Parks Accelerator – 25 Year City of Nature Vision	07 Sep 21	
009052/2021	Permission to apply for funding to the DCMS Museum Estate and Development Fund	07 Sep 21	
009103/2021	Community Libraries Capital Programme of Works	12 Oct 21	
005730/2018	Sport and Leisure Transformation - Wellbeing Service	12 Oct 21	



Health & Social Care O&S Committee: Work Programme 2021/22

Chair:	Cllr Rob Pocock
Deputy Chair:	Cllr Safia Akhtar
Committee Members:	Cllrs Safia Akhtar, Debbie Clancy, Peter Fowler, Mohammed Idrees, Ziaul Islam, Saima Suleman and Paul Tilsley
Officer Support:	Scrutiny Officer: Gail Sadler (303 1901) / Emma Williamson (464 6870) Committee Manager: Errol Wilson (675 0955)

1 Meeting Schedule

Date	Agenda Item	Officer Contact / Attendees
15th June 2021 1000 hours Committee Room Via Microsoft Teams Report Deadline: 3 rd June	Work Programming Session	John Williams, Adult Social Care; Bal Kaur, Adult Social Care; Simon Furze/Adib Qassim, Citizen Involvement Team; Dr Justin Varney/Dr Marion Gibbon, Public Health; Maria Gavin, Adult Social Care; Andy Cave, Healthwatch.
Friday 23rd July 2021 1000 hours BMI Main Hall Report Deadline: 15th July	Appointment of Deputy Chair and membership of JHOSCs Public Health Update Update on the Reopening of Day Centres Q4 Adult Social Care Performance Monitoring Healthwatch Birmingham Annual Report	Julia Duke-Macrae, Consultant in Public Health John Williams, Assistant Director, Adult Social Care Maria Gavin, Assistant Director, Adult Social Care Andy Cave, CEO, Healthwatch Birmingham.



Date	Agenda Item	Officer Contact / Attendees
21st September 2021 1000 hours BMI Main Hall Report Deadline: 9 th September	Cabinet Member for Health and Social Care – Adult Social Care Update Period Poverty and Raising Period Awareness - Tracking Report Adult Social Care Performance Monitoring Q1 Citizen Involvement Session: Delayed Transfers of Care/Early Intervention Programme	Councillor Paulette Hamilton, Cabinet Member for Health and Social Care; Professor Graeme Betts. Dr Marion Gibbon, Assistant Director, Public Health. Maria Gavin, Assistant Director, Adult Social Care Amanda Jones, Head of Service, (Operations & Partnerships); Andrew Marsh, Head of Service (Early Intervention); June Marshall, Citizen Involvement Manager.
19th October 2021 1000 hours BMI Main Hall Report Deadline: 7 th October	Flu Vaccination Uptake and Covid Booster Vaccination Update Forward Thinking Birmingham Infant Mortality – Tracking Report Update on Preparation for Adulthood	Paul Sherriff, / Lisa Maxfield, BSol CCG. Elaine Kirwan, Deputy Chief Nurse, Mental Health Services/FTB Councillor Paulette Hamilton, Cabinet Member for Health and Social Care / Dr Marion Gibbon, AD Public Health. John Williams, Assistant Director, Adult Social Care; Dionne McAndrew, Assistant Director, Birmingham Children's Trust; Caroline Naven, Head of Preparation for Adulthood & Vulnerable Adults.
16th November 2021 1000 hours BMI Main Hall Report Deadline: 4 th November	Birmingham Substance Misuse Recovery System (CGL) Shared Lives Workstream Citizen Involvement Session: Direct Payments	Karl Beese, Commissioning Manager, Adult Public Health Services, Mary Orhewere, Partnerships Insights & Prevention. John Williams, Assistant Director, Adult Social Care John Williams, Assistant Director, Adult Social Care; June Marshall, Citizen Involvement Manager; Andy Cave, Healthwatch Birmingham.



Date	Agenda Item	Officer Contact / Attendees
21st December 2021 1000 hours BMI Main Hall Report Deadline: 9 th December	Budget Consultation Integrated Care System Update: <ul style="list-style-type: none"> • 'Place' • West Birmingham Plan for Day Opportunities Adult Social Care Performance Monitoring Q2	Professor Graeme Betts, Corporate Director for Adult Social Care John Williams, Assistant Director, Adult Social Care. Maria Gavin, Assistant Director, Adult Social Care.
25th January 2022 1000 hours BMI Main Hall Report Deadline: 13 th January	Health and Wellbeing Board Update Birmingham Safeguarding Adults Board Annual Report Health Inequalities in Birmingham:- <ul style="list-style-type: none"> • Creating a City without Inequality Forum: Health Inequalities Draft Action Plan • Healthwatch Birmingham Update on the evaluation of Preparation for Adulthood	Dr Justin Varney, Director of Public Health Cherry Dale, Independent Chair of the Birmingham Safeguarding Adults Board Councillor John Cotton, Cabinet Member for Social Inclusion, Community Safety & Equalities Andy Cave, CEO, Healthwatch Birmingham University of Warwick
15th February 2022 1000 hours BMI Main Hall Report Deadline: 3 rd February	Birmingham Sexual Health Services – Umbrella (UHB) Neighbourhood Network Scheme	Karl Beese, Commissioning Manager, Adult Public Health Services, Dr Marion Gibbon, AD, Public Health. John Williams, Assistant Director, Adult Social Care.
29th March 2022 1000 hours BMI Main Hall Report Deadline: 17 th March	Cabinet Member for Health and Social Care - Public Health Update. Adult Social Care Performance Monitoring Q4	Councillor Paulette Hamilton, Cabinet Member for Health & Social Care; Dr Justin Varney, Director of Public Health. Maria Gavin, Assistant Director, Adult Social Care.



Date	Agenda Item	Officer Contact / Attendees
19 th April 2022 1000 hours BMI Main Hall Report Deadline: 7 th April		

2 Work to be programmed/Further work areas of interest

2.1 The following items could be scheduled into the work programme if members wish to investigate further:

- Integrated Care System – Graeme Betts
- Weight Management – Dr Justin Varney
- Triple Zero Strategy – Outcome of Consultation – Dr Justin Varney
- Annual Review of the Adult Social Care Vision & Delivery Plan 2020-2024
- Redesigning support around out of hospital pathways – Bal Kaur
- BLACHIR Project - Black African and Caribbean Health Inequalities – Dr Justin Varney
- Health and Wellbeing Strategy – Dr Justin Varney
- Statistical Update on the Life Expectancy Data for the City – Dr Justin Varney
- Restoration and Recovery of Services – Managing Patient Waiting Lists – Andy Cave, Healthwatch Birmingham
- Access to NHS Dentistry – Andy Cave, Healthwatch Birmingham
- Feedback from Care Homes – Andy Cave, Healthwatch Birmingham
- Carers Hub Briefing – Gordon Strachan
- Mental Health and Wellbeing
 - Update on the Mental Health and Wellbeing of the Population Post-Covid – Dr Justin Varney
 - Access to Mental Health Services – Andy Cave, Healthwatch Birmingham.

3 Chair & Committee Visits

Date	Organisation	Contact



4 Inquiry

Title:	
Lead Member:	
Inquiry Members:	
Evidence Gathering:	
Drafting of Report:	
Report to Council:	

5 Councillor Call for Action requests

6 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Health and Social Care O&S Committee's remit. **Please note this is correct at the time of publication.**

Reference	Title	Portfolio	Proposed Date of Decision
005730/2018	Sport and Leisure Transformation – Wellbeing Service	Health and Social Care	12 Oct 21
008855/2021	Putting Prevention First: Consultation and Commissioning Plans and Procurement Strategy for Vulnerable Adults Support for Disabilities and Mental Health Services	Health and Social Care	27 July 21
009028/2021	Advocacy Services – Procurement Strategy	Health and Social Care	27 July 21
009044/2021	Approval to Extend Contract for the Provision of Sexual Health Treatment and Prevention Services	Health and Social Care	27 July 21
009089/2021	Neighbourhood Network Schemes Recommissioning	Health and Social Care	27 July 21
009220/2021	Draft Joint Birmingham Health and Wellbeing Board Strategy: Creating a Healthier City Framework	Health and Social Care	07 Sep 21
009221/2021	Refresh of the Transitions Strategy to Support Young People with Additional Needs for Later Life	Health and Social Care	07 Sep 21



7 Joint Birmingham & Sandwell Scrutiny Committee Work

Members	Cllrs Safia Akhtar, Debbie Clancy, Ziaul Islam, Rob Pocock, Paul Tilsley.	
Meeting Date	Key Topics	Contacts
Sandwell	JHOSC Terms of Reference	
	Delivering Solid Tumour Oncology Cancer Services for Sandwell and West Birmingham	Kieran Caldwell, West Midlands Commissioning Unit, NHS England; Richard Beeken, Interim Chief Executive, Sandwell & West Birmingham Hospitals NHS Trust; Andrew Clements, Managing Director, Division 5; Jonathan Brotherton, Executive Chief Operating Officer, UHB NHS Foundation Trust.
	Black Country Chronic Kidney Disease and Birmingham Fastrack	Kieran Caldwell, West Midlands Commissioning Unit, NHS England
	Primary Care Networks in Sandwell and West Birmingham Update	Carla Evans, Head of Primary Care, SWBCCG
	Status Report on Waiting Times for Elective Treatment	Richard Beeken, Interim Chief Executive, Sandwell and West Birmingham Hospitals NHS Trust.
	Integrated Care System	TBC
November 2021 @ 2.00pm Birmingham	Midland Metropolitan University Hospital Update	Richard Beeken, Interim Chief Executive, Sandwell and West Birmingham Hospitals NHS Trust.
	Provider Trust Collaboration Update	Richard Beeken, Interim Chief Executive, Sandwell and West Birmingham Hospitals NHS Trust.



January 2022 @ 2.00pm Sandwell		
April 2022 @ 2.00pm Birmingham		



8 Joint Birmingham & Solihull Scrutiny Committee Work

Members	Cllrs Peter Fowler, Mohammed Idrees, Rob Pocock, Saima Suleman, Paul Tilsley.	
Meeting Date	Key Topics	Contacts
10 th June 2021 2.00pm Birmingham Via Microsoft Teams Report Deadline: 2 nd June 2021	<ul style="list-style-type: none"> JHOSC Terms of Reference UHB NHS Trust's Performance during the Covid-19 Pandemic and Recovery of Services. Birmingham and Solihull System Operational Planning 2021/22 Birmingham and Solihull ICS Financial Planning 21/22 Post-COVID Syndrome ('Long COVID') Rehabilitation Goodrest Croft Surgery Closure 	<p>Jonathan Brotherton, Chief Operating Officer, UHB</p> <p>Harvir Lawrence; Lesa Kingham.</p> <p>Paul Athey, Chief Finance Officer, BSol CCG; David Melbourne, System Finance Lead</p> <p>Claire Underwood; Joanne Williams.</p> <p>Paul Sherriff; Michelle Williams.</p>
29 th September 2021 @ 6.00pm Solihull	<ul style="list-style-type: none"> NHS 111 First Update Birmingham and Solihull ICS Financial Planning 21/22 Update Access to Primary Care Update on Post-COVID Syndrome ('Long COVID') Rehabilitation 	<p>Helen Kelly, Associate Director of Integration (Urgent Care/Community), BSol CCG</p> <p>Paul Athey, Chief Finance Officer, BSol CCG; David Melbourne, System Finance Lead</p> <p>Paul Sherriff, BSol CCG; Andy Cave, CEO, Healthwatch Birmingham and Healthwatch Solihull.</p> <p>Jo Williams, CEO, The Royal Orthopaedic Hospital.</p>



December 2021 @ 2.00pm Birmingham	<ul style="list-style-type: none"> • UHB NHS Foundation Trust – Staff Mental Health and Wellbeing Data • Birmingham and Solihull ICS Financial Planning Update 21/22 – H2 • ICS Update and the Role of Scrutiny 	<p>Jonathan Brotherton, Chief Operating Officer, UHB.</p> <p>Paul Athey, Chief Finance Officer, BSol CCG; David Melbourne, System Finance Lead</p> <p>David Melbourne, System Finance Lead</p>
March 2022 @ 6.00pm Solihull	<ul style="list-style-type: none"> • 	



Housing and Neighbourhoods O&S Committee: Work Programme 2021/22

Chair:	Councillor Penny Holbrook
Deputy Chair:	Councillor Marje Bridle
Committee Members:	Councillors Deirdre Alden, Roger Harmer, Mahmood Hussain, Mary Locke, Mike Sharpe and Ken Wood
Officer Support:	Scrutiny Team: Emma Williamson (464 6870) and Jayne Bowles (303 4810) Committee Manager: Mandeep Marwaha (303 5950)

1 Terms of Reference

To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning housing; waste management; neighbourhood management; parks and allotments; localisation; bereavement services and community safety.

This Committee shall be the Crime and Disorder Committee (Police and Justice Act 2006).

2 Meeting Schedule

Date	Item	Officer Contact / Attendees
17 June 2021 1400 hours Deadline for reports: 8 June	Localisation Update	Chris Jordan, AD, Neighbourhoods/Karen Cheney, Head of Service, Neighbourhood Development and Support Unit
	Work Programme Discussion	Emma Williamson/Jayne Bowles, Scrutiny Office
8 July 2021 1400 hours Deadline for reports: 29 June	Performance Monitoring	Mira Gola, Head of Business Improvement and Support
	Progress Report on Implementation: Reducing Fly-tipping Street Litter Bins	Jon Lawton, Cabinet Support Officer/Darren Share, AD, Street Scene



23 September 2021 1400 hours Deadline for reports: 14 September	Cabinet Member for Homes and Neighbourhoods	Marcia Wynter, Cabinet Support Officer
	Localisation Update	Chris Jordan, AD, Neighbourhoods/Karen Cheney, Head of Service, Neighbourhood Development and Support Unit
14 October 2021 1400 hours Deadline for reports: 5 October	Housing Maintenance and Repairs (including capital investment)	Julie Griffin, Managing Director of City Housing/John Jamieson, AD of City Housing Management/Louise Fletcher, Senior Service Manager
	Voids (process and turnaround times)	
	Tenant Engagement	
	Performance Monitoring	Mira Gola, Head of Business Improvement and Support
11 November 2021 1400 hours Deadline for reports: 2 November	Annual Report of the Birmingham Community Safety Partnership (to include update on PSPOs)	Marcia Wynter, Cabinet Support Officer/Waqar Ahmed, AD, Community Safety and Resilience
	CCTV Policy	Marcia Wynter, Cabinet Support Officer
	Begging (numbers, causes and effects)	Marcia Wynter, Cabinet Support Officer/Waqar Ahmed, AD, Community Safety and Resilience
	Progress Report on Implementation: Reducing Fly-tipping	Jon Lawton, Cabinet Support Officer/Darren Share, AD, Street Scene
16 December 2021 1400 hours Deadline for reports: 7 December	Localisation Update	Chris Jordan, AD, Neighbourhoods/Karen Cheney, Head of Service, Neighbourhood Development and Support Unit
	Bereavement Services	Paul Lankester, AD, Regulation and Enforcement
	Resourcing of the PRS Team (Recruitment and Apprenticeship Scheme)	Gary Messenger, AD of City Housing Services and Support
27 January 2022 1400 hours Deadline for reports: 18 January	Performance Monitoring	Mira Gola, Head of Business Improvement and Support



17 February 2022 1400 hours Deadline for reports: 8 February	Progress Report on Implementation: Reducing Fly-tipping	Jon Lawton, Cabinet Support Officer/Darren Share, AD, Street Scene
10 March 2022 1400 hours Deadline for reports: 1 March	Localisation Update	Chris Jordan, AD, Neighbourhoods/Karen Cheney, Head of Service, Neighbourhood Development and Support Unit
14 April 2022 1400 hours Deadline for reports: 5 April	Performance Monitoring	Mira Gola, Head of Business Improvement and Support

3 Items to be programmed

- 3.1 Housing Options Update
- 3.2 Update on Tower Blocks

4 Outstanding Tracking

Inquiry	Outstanding Recommendations
Reducing Fly-tipping	R01 to R07

5 Other Meetings

Inquiry: Developing a Litter Bins Policy

23 September: Informal scoping session

Call in Meetings

None scheduled

Petitions

None scheduled

Councillor Call for Action requests

None scheduled

It is suggested that the Committee approves Thursday at 2.00pm as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.



6 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Housing and Neighbourhoods O&S Committee's remit.

Cabinet Member for Homes and Neighbourhoods		
008915/2021	Druids Heath Regeneration	12 Oct 21
009231/2021	Waking Watch Relief Fund	12 Oct 21
009232/2021	Update on Fire Safety in High Rise Buildings 2021 – Council Stock	12 Oct 21
008858/2021	Working with the Private Sector to Deliver Housing Growth	09 Nov 21
008859/2021	Building Birmingham – Long Nuke Road Development	09 Nov 21
008759/2021	Working in Partnership with the Alderson Trust	09 Nov 21
009088/2021	Using Off-site Manufacture to Accelerate Housing Delivery	09 Nov 21
009245/2021	Building New Homes at Langley	14 Dec 21
009258/2021	Private Sector Housing Strategy	14 Dec 21
Cabinet Member for Street Scene and Parks		
007349/2020	Waste Vehicle Replacement Programme	14 Dec 21
Leader		
009281/2021	Adoption of Perry Barr 2040: A Vision for Legacy Masterplan and endorsement of the Perry Barr 2040 Delivery Plan	14 Dec 21



Resources O&S Committee: Work Programme 2021/22

Chair	Councillor Mohammed Aikhlaq
Deputy Chair	Councillor Barbara Dring
Committee Members:	Councillors David Barrie, Meirion Jenkins, Majid Mahmood, Shafique Shah, Paul Tilsley and Lisa Trickett
Committee Support:	Scrutiny Team: Emma Williamson (464 6870) and Jayne Bowles (303 4810) Committee Manager: Mandeep Marwaha (303 5950)

1 Terms of Reference

To fulfil the functions of an Overview and Scrutiny Committee as they relate to any policies, services and activities concerning finance (including strategic finance, budget setting and financial monitoring); revenues and benefits; treasury management; council land use and property assets; human resources; contracting, commissioning and commercialisation.

2 Meeting Schedule

Date	Item	Officer contact
24 June 2021 1400 hours Informal Online Meeting Deadline for reports: 15 June 2021	Financial Outturn 2020/21	Rebecca Hellard, Interim Director of Council Management
	Implementation of the Council's Finance and HR Enterprise Resource Planning (ERP) System	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
	CityServe Update	Alison Jarrett, AD, Development and Commercial
22 July 2021 1400 hours Deadline for reports: 13 July 2021	Financial Monitoring 2021/22 - Quarter 1 / Month 3	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
	New Ways of Working	Peter Bishop, Director of Digital and Customer Services/Robin Burton, Programme Manager – New Ways of Working



9 September 2021 1400 hours Informal Online Meeting Deadline for reports: 31 August 2021	Financial Monitoring 2021/22 – Month 4	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
7 October 2021 1400 hours Deadline for reports: 28 September 2021	Financial Monitoring 2021/22 – Month 5	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
25 November 2021 1400 hours Deadline for reports: 16 November 2021	Financial Monitoring 2021/22 – Quarter 2/Month 6	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
20 January 2022 1400 hours Deadline for reports: 11 January 2022	Financial Monitoring 2021/22 – Month 8	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
10 February 2022 1400 hours Deadline for reports: 1 February 2022	Financial Monitoring 2021/22 – Quarter 3/Month 9	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director



24 March 2022 1400 hours Deadline for reports: 15 March 2022	Financial Monitoring 2021/22 – Month 10	Rebecca Hellard, Interim Director of Council Management
	ERP Update	Rebecca Hellard, Interim Director of Council Management/Peter Bishop, Director of Digital and Customer Services/James Couper, ERP Programme Director
28 April 2022 1400 hours Deadline for reports: 19 April 2022		

3 Items to be programmed

- 3.1 Planned Procurement Activities Report to be a standing item on all meeting agendas
- 3.2 Long Term Debt Strategy
- 3.3 Report on PropCo

4 Other Meetings

Inquiry: Procurement and Contract Management

9 September 2021 Informal Session

Call-in

Petitions

None scheduled

Councillor Call for Action requests

None scheduled



5 Forward Plan for Cabinet Decisions

009211/2021	Human Resources and Organisational Development Transformation	07 Sep 21
009010/2021	MTFP Refresh	12 Oct 21
009031/2022	Draft Financial Plan 2022-2026	08 Feb 22

Leader		
008894/2021	Sale of land at Lawson Street, Birmingham B4 7AT	07 Sep 21
008303/2021	Asset Review – Multi-storey car park, Brunel Street, Birmingham	12 Oct 21
007884/2020	Proposed Compulsory Purchase Order – Digbeth & Allison Street, Birmingham for the Beorma Quarter Development	09 Nov 21
009034/2021	Financial Monitoring Report Quarter 2 2021/22	09 Nov 21
008971/2021	Sale of 1 Lancaster Circus, City Centre	09 Nov 21
009239/2021	Disposal of Murdoch and Pitman, 153-161 Corporation St, Birmingham	09 Nov 21
009030/2022	Business Rates Income 2022/23	18 Jan 22
009035/2022	Financial Monitoring Report Quarter 3 2021/22	08 Feb 22

Cabinet Member for Finance and Resources		
009141/2021	New build depot for the relocation of Montague Street and Redfern Road Depots (Atlas Works)	12 Oct 21

Cabinet Member for Street Scene and Parks		
007349/2020	Waste Vehicle Replacement Programme	14 Dec 21

Cabinet Member for Transport and Environment		
009037/2021	Highway Maintenance and Management PFI Contract	12 Oct 21

