

# Agenda

## Pwyllgor Rheoli Trosolwg a Chraffu

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Dyddiad: Dydd Gwener, 11 Mehefin 2021

Amser: 10.00 am

Lleoliad: Virtual Meeting

At: Cynghorwyr: L Lacey (Cadeirydd), M Al-Nuaimi, G Berry, C Evans, M Evans, C Ferris, Y Forsey, P Hourahine and F Hussain

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### Eitem

### Wardiau Dan Sylw

- 1 Ymddiheuriadau
- 2 Datganiadau o ddiddordeb
- 3 Cofnodion y Cyfarfod Diwethaf (Tudalennau 3 - 8)
- 4 Y Normal Newydd - Model Gweithredol Cyngor Dinas Casnewydd (Tudalennau 9 - 24)
- 5 Casgliad Adroddiadau Pwyllgorau  
Following the completion of the Committee reports, the Committee will be asked to formalise its conclusions, recommendations and comments on previous items for actioning.
- 6 Adroddiad Cyngorydd Craffu (Tudalennau 25 - 32)
  - a) Forward Work Programme Update (**Appendix 1**)
  - b) Actions Arising (**Appendix 2**)
- 7 Digwyddiad Byw  
[To view the live meeting please click here](#)

Mae'r dudalen hon yn wag yn



# Draft Minutes

## Overview and Scrutiny Management Committee

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Date: 30 April 2021

Time: 10.00 am

Present: Councillors L Lacey (Chair), M Al-Nuaimi, G Berry, C Evans, M Evans, C Ferris, Y Forsey, P Hourahine and J Hughes

In Attendance: Councillor Tracey Holyoake, Gareth Price (Head of Law & Regulation), Rhys Thomas (Regulatory Services Manager – Environment and Community) and Neil Barnett (Scrutiny Adviser) Pamela Tasker (Governance Officer), Ellie Howard (Graduate Trainee)

Apologies: None.

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### 1 Declarations of Interest

None.

### 2 Minutes of the previous meeting held on 19 February 2021

The minutes of the meeting held on 19 February were agreed as a true and accurate record.

#### Matters Arising:

Members commented that they wanted to receive the draft minutes within a week of the meeting. The Scrutiny Adviser confirmed to the Members that this would be done for the future meetings.

### 3 Pill PSPO - 2021-2024 (Public Spaces Protection Order) Post Consultation

Invitees:

- Rhys Thomas (Regulatory Services Manager)
- Gareth Price (Head of Law and Regulation)
- Councillor Ray Truman (Cabinet Member for Licensing and Regulation)
- Sergeant Mervyn Priest (Gwent Police)
- Councillor Tracey Holyoake (Pillgwenlly Ward Councillor – Newport City Council)

The Regulatory Services Manager presented the report for the Public Places Protection Order (PSPO). This report is a conclusion to the consultation that was undertaken as a result of the report presented to the committee 2 months ago. The consultation process then proceeded as agreed to. Over 150 responses were received from this consultation. The overwhelming view from the consultation was that there is widespread support for the PSPO restrictions.

Members asked the following:

- Members asked if the report could be updated to reflect the actual numbers of participants in favour or opposed to the items, rather than just percentages.

The Regulatory Services Manager replied that this could be included into the report.

- Members asked for a summary of these results from the public engagement survey.

The Regulatory Services Manager replied that the report outlines some of the recurring themes raised by the respondents, for example, littering was identified in a number of comments. The macro and micro view is that there is widespread support for this PSPO. The majority of respondents accepted the restriction area, and the majority of respondents were residents of Pill or businesses in Pill.

- Members asked if there a response from the Ward Councillors.

Councillor Holyoake explained that she was given regular updates relating to the PSPO, and that she was pushing for it to go through, due to a large increase in anti-social behaviour (ASB) over time. Previously, the town centre had been targeted by a PSPO which has increased ASB in Pill. It was also important to be conscious of the upcoming warm weather, which is where problems escalate. The Councillor confirmed that she has been involved with conversations constantly, and that the PSPO has the full support of the Ward councillors.

- Members commented that the percentages on the graphs had two decimal places, and that this was perhaps too much.

Sergeant Mervyn Priest, a representative from the Newport West Neighbourhood team in Gwent Police also gave an update. He remarked that the positive feedback from communities had been recorded, and that is clearly very important to the Pill community to have this in place. There have been a number of conversations with the public, businesses, and faith groups in the area. This order is not an opportunity to dispense fixed penalty notices (FPNs); it is about educating the community and making the expectations for acceptable behaviour clear. However, it is also recognised that this does give the Police a tool to deal with people who do not change their behaviour. This area is in desperate need of an order like this, not just for the police but for safety wardens too. The aim is to make life better for the residents of Pill to live in a safer community.

- The Chair commented that she was pleased to see that the remarks in the order about solicitation and curb-crawling have been requested to be removed by the police.

Sergeant Priest explained that asking it to be removed is not saying that it isn't happening. A lot of work is ongoing regarding the safeguarding of sexually exploited people in the neighbourhood. To issue a ticket against someone soliciting appears to go against the good work being done. The work with these exploited people will continue alongside the introduction of this PSPO.

Councillor Holyoake wanted to emphasise that Pill has amazing residents, who have become very tolerant of what they are witnessing, but they shouldn't have to get used to this kind of behaviour. The PSPO has begun to become a joke within the community. Since that time there have been additional police personnel assigned to the area who want to make a difference. It is only by being given a PSPO that these police officers can make a difference. The residents really need this to benefit from some peace in their area. This is having a detrimental impact on the lives of people in the community. The Ward Councillors fully back this PSPO.

- A member commented that it is good that the targeting of those soliciting has been removed, and the Police were thanked for removing that. Comment was then made that there is still a concern that targeting the curb-crawlers will move this problem underground. The Member requested that the police would continue to be sensitive towards the community and the people who have complex problems. The problems in Pill are from decades of containment.

Sergeant Priest responded by wanting to assure the committee. This PSPO is about having another string to the bow for the police to use. The teams have developed strong relationships with partners in this area. People who are committing this ASB need support and education for how they should be behaving.

The Member advised they believe in a progressive approach, and removing the problem at the surface doesn't necessarily solve people's drug habits.

- Members commented that the residents in Pill have overwhelming support for the PSPO. No one should have to go out in fear and intimidation. It is unreasonable for the residents of Pill to have to endure that throughout the day. During community litter picks, there is open drug and alcohol use in the middle of the day which children shouldn't be seeing. If the Council are not providing public toilets, then it is hard to rule out public defecating in the bill, otherwise we don't have a response to this. This will create additional problem which can be solved relatively easily.

Members then remarked that there are best practice examples in other areas, for example in Stokes Croft in Bristol. It would be useful to consider these examples and decide whether we could implement the same thing in Pill.

- Members wanted to acknowledge the partnership work that has gone in with this piece of work. It is important to acknowledge the work that the Police have done in responding and listening to the comments of the committee. We don't want to see this as a way of punishing people who are already struggling. This is more about public safety and improving the environment in which people live. This needs to be a sensible way of allowing people to live safely.
- Members recognised that Ward councillors and residents are 100% behind this. This is a method of trying to stop problematic behaviour. The people living there shouldn't have to put up with things like this. Pill is not a straightforward ward. This is not an isolated bill, this has to be associated with other multi-agency approaches, and that is the guarantee that this problem will not just be pushed elsewhere underground. These problems are always a symptom of something else. As a council we need to be addressing these deeply entrenched issues. This issue needs to be seen as a human issue and not a punishment issue.
- Members commented that in the report there is a response from the Wallich, but this is the only group who has responded formally. However, it was suggested that we would also consult with other groups.

The Regulatory Services Manager explained that the link was sent to all the groups who may have been able to fill this in. They were told about the consultation and provided with the link for the questionnaire. Only the Wallich provided a bespoke response, but other groups could have if they wanted to.

- Members asked what other work is going on to try to address some of the issues in the area, so they aren't just pushed elsewhere.

Sergeant Priest explained that Gwent Police operates problem orientated policing. Within Pill there are a number of topics to focus on, and officers will develop a plan to understand the problem, and then work with partners to solve this. Members of the

team will be given these issues to work on and deal with as a team. It is important to identify areas where partners can assist in solving the problems to work in a joined up way.

- With regards to the issue of sexually exploited people, specifically what work is happening to support these people?

Sergeant Priest explained that partners will attempt to engage with these groups. The team know the exploited adults very well, and speak to them on daily basis. The approach is about building safeguarding pathways. It will also be important to deal with the persons attending the area (i.e. soliciting sex services) to prevent the use of these services. Members then asked if the teams are seeing progress and if this approach is working. Sergeant Priest replied that the teams are definitely making progress in how we work with our partners. We are in a far better place in knowing the people who are being exploited.

- The issue of having public toilets available was raised. The Head of Law and Regulation replied that there is a public toilet strategy in place.
- Members expressed that by the time someone is out on the streets the problem has gone too far, we need to intervene sooner.

Sergeant Priest wanted to emphasise that there are four areas of problem oriented policing in Pill. We need to recognise that these are interlinked as part of organised crime.

- The Ward Councillor for Pill wanted to thank Cllr Truman and the Safer Pill partnership group for all their hard work. This is primarily about education and safeguarding.

The Chair thanked the officers for attending.

### **Conclusions**

The Committee then moved to vote. The Committee voted unanimously to recommend that the Council considers and adopt this PSPO at its next meeting in June 2021. The Committee also wished to make the following comments to the Cabinet Member:

- The Committee wanted to acknowledge the partnership work that has gone in with this piece of work, including the work that the Police have done in responding and listening to the comments of the committee. The Committee were also pleased to see that the provisions in the order about solicitation and kerb-crawling had been removed.
- Members made comment that the lack of public toilets in the area would make it difficult to enforce the prohibition on urinating and defecating in public. Members remarked that there are best practice examples in other areas where portable toilets had been provided, for example in Stokes Croft in Bristol. It would be useful to consider these examples and decide whether we could implement the same thing in Pill.
- Members made comment that work should continue to address the underlying issues. This PSPO is a reactive strategy, and we need to look carefully at what the root of this behaviour is. Members also expressed a desire to focus on reducing the drug problem. Members also expressed that by the time someone is out on the streets the problem has gone too far, so we need to intervene sooner.

- Members asked if the report could be updated to reflect the actual numbers of participants in favour or opposed to the items, rather than just percentages.

#### 4 **Draft Annual Forward Work Programme 2021/22**

Attendee:

- Neil Barnett (Scrutiny Adviser)

The Scrutiny Adviser presented the Draft Annual Forward Work Programme for 2021-22 and outlined the draft topics for the year. Members' attention was drawn to the proposed schedule of meetings for the year.

Members asked the following:

- Members queried why there were two meetings scheduled in September. The Scrutiny Adviser replied that as the City Centre Public Spaces Protection Order also needs to come to the Committee in September, a single meeting with three large topics could be too lengthy. As a result, with permission from the Chair, it was agreed that the meeting would be split into two separate meetings.
- Members asked whether there is a reference document indicating which services are covered by which committees. The Scrutiny Adviser replied to say that he would send over the Terms of Reference for each committee.

Agreed:

The Committee **approved** the Annual Forward Work Programme and the schedule of meetings for 2021-22.

The meeting terminated at 10.51 am

Mae'r dudalen hon yn wag yn





# Scrutiny Report

## Overview and Scrutiny Management Committee

### Part 1

Date: June 2021

## Subject **The New Normal – Newport City Council Operational Model**

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Rhys Cornwall, Head of People and Business Change	To support the committee discussion

## Section A – Committee Guidance and Recommendations

### 1 Recommendations to the Committee

The Committee is asked

1. Consider the information contained within the report
2. Discuss the potential opportunities, disadvantages and considerations with regard to potential changes to the Council's operating model
3. Feedback views to Cabinet for consideration

### 2 Context

#### Background

- 2.1 As a result of the first lock-down in March 2020 the Council has had to adapt the way it operates. Whilst front line services have been protected and enhanced for the most vulnerable, office based functions and the staff who support them have been asked to do this from home, wherever possible.

The Council's investment in IT in recent years, as it develops the Modernised Council agenda, has enabled the Council to continue functioning. Home work station assessments have been undertaken and additional kit provided to support a safe work environment. Consequently, many services have been able to develop remote operational models.

There are some very clear benefits to continuing with this approach – work/life balance, carbon reduction, reduced congestion on our roads, opportunities for utilising our buildings. However, there are challenges. For staff working from home there may be isolation, increased energy costs and a lack of team development, for example. There is also a challenge around visibility.

The Council will need to weigh up the pros and cons when determining how it will proceed beyond the current situation.

### **Previous Consideration of this item**

2.2 Scrutiny has previously considered the Modernised Council agenda when it has scrutinised the Corporate Plan.

In February 2021, the Committee considered a discussion paper ‘Responding to the New Normal’ which outlined a range of considerations in relation to changes to the operating model.

A previous discussion paper was brought to Committee in February 2021 and this covered the following:

1. How was Newport City Council positioned prior to the first lock-down in March 2020?
2. What changes have we made to continue operations?
3. What are the current and future drivers for change?
4. What opportunities are there?
5. What are the challenges?
6. Potential future model?

There was a very useful discussion and debate at Committee and the following points/recommendations were made:

- The Committee welcomed the report and praised the detail and positivity contained within.
- The Committee discussed Active Travel, and queried if we can measure and survey the number of active travel miles that staff undertake, and also look into the possibility of rewarding staff for taking part. Comment was also made if we could look into any kind of barriers that this may cause.
- The Committee requested that once the service area develop the conversational document into an options paper, it comes back to the Committee to consult, before it goes to Cabinet.

In response to the Committee question on Active Travel, an annual staff survey is undertaken as part of the Gwent Healthy Travel Charter work. This survey is to monitor progress against the targets in the Charter. The survey asks participants:

- How often they travel to and from work by different modes or transport including walking and cycling
- How often and by what mode of transport (including walking and cycling) do they travel during the working day

There is no mileage data, however there is data on the number and percentage of journeys that are travelled by active travel. The survey is anonymous. However there is an option for participants to supply their name if they wish. Last year participants gave their name to take part in a small prize draw. Text could be added to say that rewards would be given for active travel journeys.

However, it is important to note that not all staff complete the questionnaire. In February 2020 720 members of staff took part in the questionnaire.

## **Barriers to Active Travel**

Commonly cited barriers to active travel are:

### **Cycling**

- Busy roads
- Lack of cycling infrastructure
- Lack of secure cycle storage
- Lack of showers
- Lack of lockable storage for change of clothes and equipment etc.
- Lack of cycling confidence
- Safety
- Hills

### **Walking**

- Insufficient pedestrian crossings

### **Both**

- Onward travel
- Distance
- Weather
- Time
- Poor parking
- Convenience
- Car seen as the only option

These barriers are not specific to Newport.

## **3 Information Submitted to the Committee**

- 3.1 A report for Scrutiny, prior to Cabinet being asked to make any formal decision on changes to the current operating model.
- 3.2 A link to the previous paper submitted to the Committee

## **4. Suggested Areas of Focus**

### **Role of the Committee**

**The role of the Committee in considering the report is to:**

The Committee is asked to review the paper before it and consider the potential opportunities and disadvantages presented by changes to the way the Council operates. The views of the Committee will be included in the report that will go to Cabinet when it is asked to consider any long term changes to the organisation's operating model.

Specifically, the Committee is asked to:

- Consider whether there will be any positive or detrimental impacts on service delivery or operational activity as a result of the proposed changes
- Assess whether staff welfare issues have been sufficiently highlighted and mitigated
- Assess and make comment on any specific areas of concern, challenges with policy or operation, giving particular consideration to any welfare concerns that may need to be addressed
- Conclusions:
  - What was the overall conclusion of the Committee?
  - Is the Committee satisfied that it has had all of the relevant information to base a conclusion?
  - Do any areas require a more in-depth review by the Committee?
  - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

**Suggested Lines of Enquiry**

4.1 The Committee may wish to consider the following:

- How will issues around staff leadership, development and organisational values be upheld?
- How confident are we that the technology will meet our needs?
- What concerns are there over staff welfare and how should these be addressed?
- How do we ensure that service users can access the services they need, whether these are face to face or through a different channel?
- What are the implications for our estate?

**Section B – Supporting Information**

**5 Supporting Information**

5.1 Included within the attached paper

**6 Links to Council Policies and Priorities**

- The main Corporate Plan focus is on the Modernised Council theme but, dependant on decisions taken, will also positively impact on Thriving City.

<b>Well-being Objectives</b>	Promote economic growth and regeneration whilst	Improve skills, educational outcomes &	Enable people to be healthy,	Build cohesive & sustainable communities
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	protecting the environment	employment opportunities	independent & resilient	
<b>Corporate Plan Commitments</b>	Thriving City	Aspirational People		Resilient Communities
<b>Supporting Function</b>	Modernised Council			

Other council strategies and plans that link closely with this work are the Carbon Management Plan 2018-22 and the Sustainable Travel Strategy (Air, Noise & Sustainability Action Plan). Both of these plans are looking to reduce business and staff travel. The Council is also signed up to the Gwent Travel Charter (below).

## 7 Wellbeing of Future Generation (Wales) Act

### 7.1 General questions

The Well-being of Future Generations (Wales) Act 2015 came into force in April 2016 and is about improving the social, economic, environmental and cultural well-being of Wales. The Act is designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs. As one of the 44 bodies named in the Act, we must consider the Act in everything we do.

Seven well-being goals give clarity of the shared purpose of the public bodies listed in the Act for the long-term well-being of Wales. The council's approach to supporting members and staff to work remotely must support the well-being goals.

The Act also puts in place a sustainable development principle, which sets out the way we must go about meeting our duty under the Act. There are five ways of working that must be considered when developing and implementing the "New Normal" programme.

### 7.2 The Well-being Goals and the Sustainable Development Principle

The "New Normal" Programme will have **long-term** and **preventative** benefits to the health and well-being of staff and the wider community by contributing to the improvement of air quality and the reduction of carbon emissions in the area. Stakeholders including staff should be **involved** in a meaningful and effective way to help shape the programme as it is developed.

As stated above the programme takes an **integrated** approach by supporting many of the well-being goals namely: *A Prosperous Wales; A Resilient Wales; A Healthier Wales; and A Globally Responsible Wales* and does not adversely affect any of the others. The programme also support three of the council's Corporate Plan well-being objectives

2. *To promote economic growth and regeneration whilst protecting the environment;*

3. *To enable people to be healthy, independent & resilient;*

4. *To build cohesive & sustainable communities.*

In addition, the council is working with partners in a **collaborative** way through the One Newport Public Services Board (PSB) and the implementation of the Local Well-being Plan Well-being Objectives. The PSB as a whole has pledged to "become champions of sustainable travel, leading by example and reducing the public sector's contribution to air pollution".

To support this work the council along with 22 other public and third sector organisations across Gwent has signed up to the Travel Charter.

The Charter commits to supporting and encouraging staff to reduce travel and travel in a sustainable way. Through 15 ambitious commitments, the charter promotes walking, cycling, agile working and the use of public transport and ultra-low emission vehicles.

The public sector in Gwent employs almost one in three working adults. By working together, public sector organisations across Gwent aim to increase sustainable journeys made to and from workplaces, reducing the impact on the environment and improving health in Gwent for current and future generations.

The “New Normal” Programme supports this work along with the following Local Well-being Plan well-being objectives:

- 1) Everyone feels good about living, working, visiting and investing in our unique city.
- 2) Everyone has the skills and opportunities to develop, prosper and contribute to a sustainable, thriving city.
- 3) Everyone belongs to friendly, connected resilient communities and feels confident and empowered to improve their well-being.
- 4) Newport has healthy, safe and resilient environments with an integrated sustainable travel network.

### 7.3 **Climate change and carbon reduction plans**

Newport City Council has committed to work towards being a net zero organisation by 2030 as part of the Welsh public sector. This includes carbon emissions from our:

- buildings
- land use
- transport (fleet and business mileage)
- procured goods and services.

However, as a council we also have a wider role, to support the decarbonisation of our city. The Welsh Government has committed to a net zero Wales by 2050 and reducing staff commuting will support that commitment for the Newport area. 45% of all carbon emissions in Newport originate from transport. This is the third highest in Wales after Cardiff and Rhondda Cynon Taff.

Prior to the pandemic whilst other sectors such as energy had seen a marked decarbonisation the transport sector had shown little or no improvement.

## 8. **Background Papers**

Include all additional documents that are referenced in the report, and those that you have used as background reading. Hyperlink to online versions of them if available.

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)
- [Carbon Management Plan](#)
- [Sustainable Travel Strategy \(Air, Noise & Sustainability Action Plan\)](#)
- [Gwent Healthy Travel Charter](#)

Report Completed: June 2021

# Overview and Scrutiny Management Committee

## Update report on The New Normal

### Introduction

The Covid 19 health emergency has posed a significant and unprecedented challenge to the way in which we deliver our services and our way of life. Since March 2020, the Council's focus has been to preserve life, minimise the spread of the virus, and support our communities and the vulnerable.

The impact of the virus has brought about systemic change, pervading every aspect of society. At Newport City Council, material changes to where and how we work have been swift. From day one of the health emergency, Council staff have shown enormous resilience. Those delivering front line services, often to the city's most vulnerable people and communities, have been altruistic in their dedication. Whilst others have quickly adapted to a remote and dispersed way of working using technology to work from home to minimise the spread of the virus.

Elected Members have also had to adapt, blending their work within their communities with the remote meeting arrangements that have been put in place to ensure the on-going functioning of the democratic process, whilst adhering to Covid regulations and keeping individuals safe.

Whilst the on-going response to the pandemic remains the number one priority for the Council, it is also an opportunity to consider the changes that have been made and consider the long term impacts on the Council's operating model.

Cabinet agreed our Strategic Recovery Aims in June 2020. This includes Strategic Recovery Aim 3, to Sustain a Safe, Healthy and Productive Workforce. Cabinet also agreed that operational services would need to be able to safely engage with its service users, work safely in Council buildings, offices and to work remotely both in the short term and long term.

Within the current Corporate Plan, **Building on Success, Building a Better Newport**, the Council made a number of pledges under the banner of a Modernised Council. We committed to developing a modern, capable workforce, where the use of agile working would be explored and implemented wherever possible. We recognised that this could lead to improvements in staff wellbeing, better and more efficient services and also contribute to a reduction in pollution caused by vehicles on our roads. We committed to freeing up 20% of our Civic Centre to save money and create space for commercial and social innovation.

**The key decision now is whether we press forward with the cultural and operational changes we have implemented as a result of the pandemic, or whether we return to the pre-Covid model.**

### Current Position

As agreed, prior to the final options paper being presented to Cabinet the Committee is presented with detail on the key areas of work, with options for consideration. We would welcome comments from Committee.

As a result of the first lock-down in March 2020 the Council has had to adapt the way it operates. Whilst front line services have been protected and enhanced for the most vulnerable, office based functions and the staff who support them have been asked to do this from home, wherever possible. The Council's investment in IT in recent years, as it develops the Modernised Council agenda, has enabled the Council to continue functioning. Home working station assessments have been undertaken and additional kit provided to support a safe work environment. As a result, many services have been able to develop remote operational models. There are some very clear benefits to continuing with this approach – work/life balance, carbon reduction, reduced congestion on our roads, opportunities for utilising our buildings. However, there are challenges. For staff working from home there may be isolation, increased energy costs and a lack of team development, for example. There is also a challenge around visibility.

The principles of agile or remote working were established in the Council's Digital Strategy, which is also referenced in the Corporate Plan. The Council will need to weigh up the opportunities but also potential impacts when determining how it will proceed beyond the current situation into a longer-term operating model.

### **Welsh Government Remote Working Wales initiative**

The Welsh Government are aiming for 30% of the Welsh workforce to work remotely (from home or near to home). Coronavirus restrictions have seen fewer people working in offices, which has meant a fall in road congestion, pollution and private car use.

The Welsh Government has said it wants to give workers across Wales more flexibility to work remotely and believes this has the potential to drive regeneration and economic activity in communities.

It also recognises the importance of learning lessons on issues such as mental health support, childcare arrangements and more innovative housing design.

As part of this, a network of community-based remote working hubs is also being explored which offers choices beyond a simple home/office split. These hubs, within walking and cycling distance of people's homes, could be used by public, private and third-sector employees. They could also help encourage new partnerships to develop between Welsh Government, local government, industry, and others.

The intention is to develop a hybrid workplace model, where staff can work in the office, at home, or in a hub location. The aim is that this will enable 30% or more of workers to work remotely, helping reduce congestion and pollution and improving work-life balance for employees and employers.

Pilot schemes are starting to come forward to enable public sector workers to access the hub and work remotely. This ambition is intended to help town centres, reduce congestion and cut carbon emissions. Newport City Council is actively involved in discussions with Welsh Government to create a public sector remote working hub in Newport and enable our staff to register to work from other remote working hubs

### **Climate Change**

Newport City Council has committed to work towards being a net zero organisation by 2030 as part of the Welsh public sector. This includes carbon emissions from our:

- buildings
- land use
- transport (fleet and business mileage)
- procured goods and services

However, as a council we also have a wider role, to support the decarbonisation of our city. The Welsh Government has committed to a net zero Wales by 2050 and reducing staff commuting will support that commitment for the Newport area.

45% of all carbon emissions in Newport originate from transport. This is the third highest in Wales after Cardiff and Rhondda Cynon Taff.

Prior to the pandemic whilst other sectors such as energy had seen a marked decarbonisation the transport sector had shown little or no improvement.

### **Approach**

We have identified four broad areas of focus, detailed within this report. They are:



1. Staff
2. Building (Civic Centre) and Public
3. Democratic Functions
4. Technology

## **Staff**

**Objective: To consider all the implications of the implementation of a smart working approach for our staff, including:**

- **Well-being**
- **Remuneration**
- **Professional development and support**

According to data from the Office of National Statistics, prior to COVID-19 only around 5% of the workforce worked mainly from home. According to research from the Chartered Institute of Personnel and Development (CIPD), before the pandemic, 65% of employers either did not offer regular working from home at all or offered it to 10% or less of their workforce. After the crisis, that 65% is expected to fall dramatically to 37%. This represents a significant shift in ways of working which employers will need to prepare for. As a Council we will need to consider the culture shift and its associated policies and procedures that enable the change.

The move to remote working for many has created an increased interest in flexible working and has led to greater expectation around provision being made by employers for increased flexibility. The remote workforce has identified the benefits to be gained from homeworking - a better work-life balance, greater ability to focus with fewer distractions, more time for family and friends, saved commuting time and costs, access to IT and digital technology and higher levels of motivation. Organisations who choose to disregard these perceived benefits and revert to pre-pandemic arrangements may be the position of having increased employee turnover, higher levels of sickness absence, reduced employee engagement and limits to attracting future talent to join the workforce.

### **Well-being**

The Council has been issuing wellbeing surveys to the workforce at periodic moments throughout the pandemic, with the latest version (February 2021) showing that only 42% of respondents rated their mental and physical wellbeing as good or excellent. 58% felt that the Council supported them with balancing work and caring responsibilities effectively whilst 59% felt safe or very safe in their workplace, with a further 16% feeling neutral. Over 69% of respondents felt supported by their manager and 67% felt that they had the appropriate equipment to carry out their role remotely. However, only 49% of respondents felt able to disconnect from work, highlighting that there is scope to explore ways in which to promote a healthy work life balance when the boundaries between work and home are blurred due to your physical location of work being in the home.

The Council also carried out surveys on manager wellbeing and the impact that working from home has had, which can be shown in the graph below, when rating the experience on a scale of 1-10 with 1 being a negative response and 10 being the most positive.

In line with the wellbeing survey results there has been a significant decrease in the amount of lost time due to non-Covid related sickness absence. The total number of days lost to sickness absence in 2019/20 was 43,565, with 12,190 of those days due to short term absence such as viral infection, sickness/diarrhoea and ear/nose/throat. Comparing these figures to 2020/21, the total number of days lost was 31,736, with 5,837 of them due to short term absence. This is a 52% decrease in the number of days lost due to short term absence and a 47% drop in the number of occurrences. However, the

number of days lost due to stress and anxiety remains the most common reason for absence with 12,407 days lost in 2019/20 and 11,184 in 2020/21, a drop of 11%.

This suggests that whilst the working from home guidance has had a significant impact on short term absences caused by transmissible illness, the reduction in stress related absence is not as positive and further work remains to be done in supporting staff to cope with poor mental health and stress in the workplace. Our Wellness at Work Policy, currently being consulted upon with trade unions, should contribute to improving levels of support upon implementation later in 2021.

### **Remuneration**

From 6 April 2020 those eligible employees have been able to claim tax relief from HMRC to cover additional costs incurred if they have had to work from home. The UK government have confirmed that this tax relief will also be made available for the 2021 financial year. Eligible taxpayers can claim tax relief based on the rate at which they pay tax. For example, if an employed worker pays the 20% basic rate of tax and claims tax relief on £6 a week, they would receive £1.20 a week in tax relief (20% of £6 a week) towards the cost of their household bills. Higher rate taxpayers would therefore receive £2.40 a week (40% of £6 a week). Over the course of the year, this could mean taxpayers can reduce the tax they pay by £62.40 or £124.80 respectively.

Whilst the Council has signposted staff to the online portal to claim this tax relief, alternatives will need to be considered should we move to a position whereby as an employer the Council asks staff to re-designate their place of work to their home, even if this is for part of the working week. Employers are able to make an allowance of £6 per week (£26 per month) to employees who are required to work from home.

### **Policy review**

Continuing to embrace the positive elements of remote working will require a Homeworking Policy to be drafted and negotiated with trade unions. Prior to the pandemic Newport City Council did not have a pre-existing Homeworking Policy as all work was carried out from a Council owned workplace, with very occasional ad hoc permission to work from home to carry out a specific task. Implementing our first Homeworking Policy will be essential if we are to ask sections of the workforce to continue to work from home for an element of their contractual working week.

A consequential step will also be to revise the existing Travel and Subsistence Policy which treats all claimable mileage as needing to be from a designated Council workplace. Consideration should be given as to whether this is appropriate for the long term with a significant number of employees working from a range of work sites, both at home and at alternatives such as a geographically local public sector hub.

### **Engagement**

It will be vital to engage with not only our trade union representatives but with our workforce who will be affected by any decision to continue to work remotely. Their views and feedback on any proposal will be essential to understanding the likely future culture of the organisation, their thoughts on how the Council can make hybrid working a success and the likely challenges that they might perceive in implementing it for the good of the individual person, but also their team and the overall workforce.

### **Professional development and support**

As we move towards an operating model where parts of the workforce are working remotely with increased trust and empowerment, our performance management and time monitoring policies and procedures will require review. We have already implemented a technology solution for online, remote performance management check-ins where progress towards performance and personal objectives can be discussed and assessed.

Likewise, our learning and development offer has moved online and courses are delivered remotely or via e-learning. Whilst this has been effective during a prolonged period of homeworking, the long term position will see face to face training events return, but there is opportunity to reflect on which events can continue to be delivered remotely in order that engagement and attendance is not impacted by a hybrid operating model with some staff physically present in a workplace and some working remotely. Our development offer will need to adapt to increasingly needed digital upskilling, a feature identified in our workplace plan.

However, with less frequent supervision being a long term feature, the way the value of a time-based monitoring system is called into question. The Council's flexi-time scheme has been suspended since the working from home guidance took effect, partly due to there being no opportunity to supervise time spent working and partly to support the demands on employees with home schooling, supporting dependent relatives and assisting those who are vulnerable in their communities. It would be appropriate to scope a review of the flexi-time system and assess whether it meets our on-going business needs or whether a move towards performance outcomes is more suited to a modern, adaptable and remote workforce.

## **Challenges**

### **Health and Safety**

The Council has ensured that its duty of care towards employees working from home has been maintained during the pandemic. Staff were directed towards a specific e-learning module on Display Screen Equipment (DSE) and appropriate workstation environment which was required to be completed prior to each individual then completing a DSE assessment. A checklist of required equipment was then able to be ordered and delivered to individuals to enable them to work from home at an appropriate workstation. Any long term plan to continue with working from home will require investment in workstation equipment and reassessment of need at intervals.

There will be employees with physical or mental health conditions that will need to be taken into consideration when determining long term places of work. The working from home guidance has assisted those with some mobility issues to remain in the workplace and provide effective service due to not having to address physical challenges with some Council buildings and access to adequate levels of parking. Likewise, there will be individuals who may struggle with isolation at home and have a specific need to access workplaces on a more frequent basis. Balancing these individual needs with those of the organisation may present challenges, but individual circumstances should be taken into account wherever possible.

### **Culture**

Our new recruits since March 2020 have experienced an entirely different culture to the one that was evident in our buildings and offices prior to the pandemic. They are unlikely to have met their line manager, their team members or even visited the workplace. It will be our responsibility to ensure that new talent joining the Council experiences a positive working culture where colleagues are respected, valued, entrusted and empowered to make decisions, take responsibility and use initiative for the benefit of our residents, our City and our fellow co-workers. We are seeking to increase under-representation of young people across the workforce and expand our apprenticeship programme, meaning that a section of new starters may not have experienced any employment prior to joining Newport City Council.

There may need to be priority status awarded to such new starters in considering any reduced footprint across our office spaces in order that they can experience a richer welcome to the organisation, meet many people and understand how their role fits into the wider objectives of the Council.

### **Considerations/Options**

1. The first option is, once Covid restrictions come to an end and it is safe to do so, to return to our offices and for staff to operate in the way in which they did pre-Covid.

**However, if we choose to take advantage of the opportunities presented by the new approach to work then we will need to look at the following:**

2. We will need to consider the introduction of a homeworking policy and associated allowance for staff required to work from home for at least one day per week
3. We would need to review the flexible working scheme and the appropriateness of this going forward
4. We need to consider investment in new approaches to support staff with long term health conditions, with the emphasis on supporting mental health in a post-pandemic environment
5. We will need to employ different techniques and tactics to ensure engagement with a dispersed workforce

Committee is asked to note any views and further considerations

## **Building (Civic Centre) and Public**

**Objective:**

- **To determine the optimum usage and configuration of the Civic Centre to support NCC objectives.**
- **To seek opportunities to increase the usage/income associated with the Civic Centre to support on-going costs**
- **To look at opportunities within the broader estate that can support flexible working opportunities**
- **To ensure there remains a focus on meeting of service user requirements and that the Civic Centre has enhanced capacity to support the needs of the people of Newport and the services that support them**

The Council has for several years been rationalising its property estate in accordance with its Strategic Asset Management Plan. Despite this it is known that some areas of the Civic Centre are underutilised and a previous study in 2018 recorded desk utilisation (in core hours) of around 40%. The pandemic has accelerated some business change processes and allowed officers to reconsider what property /accommodation is required to better support service delivery. The way we work is changing and the types of spaces required by individuals and teams when attending the Civic Centre needs to be flexible and agile to meet these changing demands.

Whilst the Civic Centre is home to what would traditionally be seen as 'back office' functions, it also houses front line service delivery and as a public building, is open to members of the public. The primary points of contact are Customer Services and Social Services.

Any options for changing the way in which we operate the building needs to take this into consideration. In fact, the delivery of services to the public should be the main driver when considering options regarding our staff and the utilisation of the building.

Technology implemented during Covid has enabled us to provide a different offering to the public. Enhancing this will enable us to better direct our resources where they are most needed. Feedback from Service Areas has directed us to a zoned approach with our planning, should the decision be taken to utilise the Civic Centre in a different way.

In focussing further on better utilisation of the Civic Centre, opportunities to further rationalise the estate will emerge. This would also potentially reduce the Council's carbon footprint in the operation of its own property estate and reduce running costs.

There will also be opportunities to generate income by letting space to third party occupiers who may wish to co-locate with the Council.

### **Examples:**

#### **Cultural Hub**

Work has been on-going with Newport minority communities to develop options for a Cultural Hub that will celebrate the diversity of our city and offer shared opportunities for mutual development and understanding. Similar developments have taken place in other cities, and it affords real benefits for community cohesion. We are currently working with Race Council Cymru on the development of this proposal.

There are several potential opportunities to share space at the Civic Centre with others which can be explored further once the Council's own requirements are fully determined. There is also the potential to utilise other Council assets as touch down spaces for staff.

#### **Considerations/Options**

There are two broad options for the Council to consider. They are:

1. Reoccupy the Civic Centre in the same fashion as pre pandemic
2. Seek to maximise the occupation of the Civic Centre as the main administrative headquarters and centralise other Council facilities and potential third-party occupiers within the premises

#### **If we maintain a more flexible approach then we would recommend**

3. Zoning the Civic Centre (by Service Area of Directorate) so that staff are able to work together in their professional groups when in the building
4. As part of this we would develop service specific areas (confidential areas, fixed locations for specific activities, etc.) including public accessible areas either on a drop in or appointments basis
5. We would develop technological solutions to support this (booking system, etc.)
6. We would need to consider the utilisation of the reception area and meeting rooms

Committee is asked to note any views and further considerations

## **Democratic Function**

**Objective: To ensure that Members and the Democratic Process are catered for within this process and that NCC is able to meet the requirements of the Local Government and Elections Act.**

Under Part 3 of the Local Government and Elections Act we have a duty to Promote Access to Local Government. This requires us not only to ensure an electronic broadcast of Council meetings but also to make provision for remote access to those meetings. By doing this it is hoped that a wider and more diverse group will come forward for Civic Duty. This is a position beyond that which we have put in place during the Pandemic. We will need to facilitate a hybrid meeting solution to Council meetings. This is independent of any decision as a result of the New Normal work.

Whilst Newport City Council has no employment relationship with Elected Members we would still need to consider the dispersed working impacts on Members, in a similar way to staff.

### **Well-being**

Newport City Council provides a broad well-being service for staff. Elected Members are able to avail themselves of this support (this excludes attendance at specific staff networks but does include attendance at relevant training and/or well-being sessions). Should we enhance this well-being programme in line with a new operating model then Elected Members would be supported through this.

Any further Member specific interventions should be discussed Democratic Services Committee.

## **Remuneration**

The last Independent Remuneration Panel Annual report reiterated that Members should not have to pay for any of their technical support, which is necessary for them to discharge their duties.

“Determination 10: Such support should be without cost to the individual member. Deductions must not be made from members’ salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members

...the Panel does not consider it appropriate that elected members should be required to pay for any telephone usage to enable them to discharge their council duties as a ward member, committee member or cabinet member.

3.22 The Panel considers it is necessary for each elected member to have ready use of e-mail services, and electronic access to appropriate information via an internet connection. The Panel does not consider it appropriate that elected members should be required to pay for internet related services to enable them to discharge their council duties as a ward member, committee member or cabinet member. This comprises the necessary provision for a member to be in proper contact with council services and to maintain contact with those they represent. Councils are committed to ‘paperless working’ and without electronic access members would be significantly limited in their ability to discharge their duties. It is not appropriate for facilities required by members to be available only within council offices within office hours”

Any changes to this would have to be recommended to Council by the Democratic Services Committee.

## **Considerations/options**

1. Should the Council retain a dispersed working model are current well-being provisions adequate or should Democratic Services Committee review this?
2. Should the Council retain a dispersed working model is the current remuneration package sufficient or should Democratic Services Committee review this and make recommendations to Council?

Committee is asked to note views and further considerations.

## **Technology**

**Objective: To ensure that our IT provision is appropriate to the needs of the organisation. To look at new opportunities/innovations that can support our development as an organisation and for this to influence the development of the new Digital Strategy. To implement the Cabinet decision to move IT infrastructure from the Civic Centre**

The council has continued to function effectively through the pandemic as a result of its previous strategy for increased staff mobility and improved IT system facilities. Increased funding has provided opportunities to improve capability and capacity further. Whilst the Council’s existing telephony has largely served the organisation well, there are opportunities to modernise these facilities and provide simplified and more flexible telephony. The increased use of Microsoft 365 provides opportunities for working smartly. This will include the use of an enhanced remote access solution, AlwaysOn VPN. This

will also include the use of Microsoft Teams and its video/chat facilities. The council will invest further in technology to support staff and members in council buildings and remotely by way of “hybrid meetings”. This will build on newly installed committee room and meeting room audio visual equipment. A successful Welsh Government funding bid will provide the ability for hybrid council meetings in the Council Chamber and remotely. Such initiatives will be supported by the migration of the council’s data centre including a core network and new improved facilities together with the migration of more of the councils’ systems to the cloud. Initial discussions on the Digital Strategy refresh have highlighted the importance of the council’s web site and opportunities for its improvement. Identifying and providing a greater variety of devices to use IT systems has also been identified.

## **Challenges**

One of the main challenges is to ensure that even greater reliance on technology is supported by suitably accessible and resilient IT systems with sufficient capacity in this new working environment. A specific challenge also exists around cyber resilience in the current environment with an increased threat level highlighted by a large number of cyber incidents in the UK and globally. The council has implemented a specific solution to mitigate this risk but there are still significant risks. These challenges should be reduced as a result of the council’s increased investment in digital technology over the last three financial years but the costs associated with these greater demands have not been quantified.

Committee is invited to make comment regarding this section but we will not be seeking any specific decisions from Cabinet at this point.

## **Conclusion**

There are both opportunities and challenges associated with the decision to return to the pre-Covid ‘normal’ or embrace the ‘new normal.’ However, three areas which need to be paid particular attention when considering the final decision are:

1. Expectation

Covid 19 and the response to it has changed the expectations for both our staff and our service users. There are undoubtedly those who would prefer the way things were in early 2020. However, there are many (staff and public included) who now have a level of expectation regarding remote accessing of services, work-life balance and flexibility

2. Carbon reduction

We have very challenging targets and to become carbon neutral by 2030. We will struggle with this target (and the ensuing and on-going environmental impacts) if we don’t reduce both commuting and grey mileage, encourage and make possible active travel options and be smarter about how we use our buildings.

3. Maximisation of our assets

There is a commitment to maximise the assets we have. This is better financially and better for the environment. We will not do this unless we adapt and change the way we do things. Going back to pre-Covid occupation levels is inefficient and removes any opportunity to look at how we use our assets differently (and in the case of the Civic Centre, bring it back in to full usage).

Given the work and societal changes during the pandemic, it is probably unrealistic that things return to the way they were. Therefore embracing a new flexible operating model, is probably a better approach for the Council

Mae'r dudalen hon yn wag yn





# Scrutiny Report

## Overview and Scrutiny Management Committee

### Part 1

Date: 11 June 2021

## Subject Scrutiny Adviser Report

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Role
Neil Barnett (Scrutiny Adviser)	Present the Committee with the Scrutiny Adviser Report for discussion and update the Committee on any changes.

## Section A – Committee Guidance and Recommendations

### Recommendations to the Committee

The Committee is asked to:

#### 1. Committee's Work Programme:

Consider the Committee's Forward Work Programme Update (**Appendix 1**):

- *Are there any amendments to the topics scheduled to be considered at the next Committee meeting?*
- *Are there any additional invitees that the Committee requires to fully consider the topics?*
- *Is there any additional information that the Committee would like to request?*

## 2 Context

### Background

- 2.1 The purpose of a forward work programme is to help ensure Councillors achieve organisation and focus in the undertaking of enquiries through the Overview and Scrutiny function. Effective work programming is essential to ensure that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services.
- 2.2 Further information about the work programming process, including the procedures for referring new business to the programme, can be found in our Scrutiny Handbook on the Council's Scrutiny webpages ([www.newport.gov.uk/scrutiny](http://www.newport.gov.uk/scrutiny)).

- 2.3 The Centre for Public Scrutiny's Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be co-ordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.

#### **Forward Work Programme Update**

- 2.4 The Committee's work programme was set in April 2021, including estimated timescales for when the reports will be considered by the Committee. This programme is then managed and implemented by the designated Scrutiny Adviser for this Committee under the direction of the Committee Chairperson.
- 2.5 Attached as **Appendix 1** is the Committee's Forward Work Programme Update. The Committee is asked to consider:
- *Any amendments to the topics scheduled to be considered at the next Committee meeting?*
  - *Are there any additional invitees that the Committee requires to fully consider the topics?*
  - *Is there any additional information that the Committee would like to request?*

The Committee agreed to keep a degree of flexibility within its work programme to enable the Committee to respond to urgent / emerging issues. This item is an opportunity for the Committee members to raise any suggested amendments to the Work Programme.

### **3 Information Submitted to the Committee**

- 3.1 The following information is attached:

**Appendix 1:** The Committee's Forward Work Programme Update;

### **4. Suggested Areas of Focus**

#### **Role of the Committee**

**The role of the Committee in considering the report is to:**

- **Forward Work Programme Update - Appendix 1**

Consider:

- Are there any amendments to the topics scheduled to be considered at the next Committee meeting?
- Are there any additional invitees that the Committee requires to fully consider the topics?
- Is there any additional information that the Committee would like to request?

## **Section B – Supporting Information**

### **5 Supporting Information**

- 5.1 The Corporate Assessment, and the subsequent [follow up assessment](#) provide background information on the importance of good work programming. Specific reference is made to the need to align the Cabinet and Scrutiny work programmes to ensure the value of the Scrutiny Function is maximised.
- 5.2 The latest Cabinet work programme was approved by the Cabinet on a monthly basis for the next 12 months and includes the list of reports scheduled for consideration. Effective forward planning by both Cabinet and Scrutiny needs to be coordinated and integrated in relation to certain reports to ensure proper consultation takes place before a decision is taken. A link to the Cabinet work programme is provided [here](#) to the Committee as part of this report, to enable the Committee to ensure that the work programmes continue to reflect key decisions being made by the Cabinet.

## 6. Links to Council Policies and Priorities

- 6.1 Having proper work programming procedures in place ensures that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services, contributes to the delivery of corporate objectives, and ensures that work can be undertaken in a timely and well-planned manner.
- 6.2 This report relates to the Committee's Work Programme, Actions from Committee's and Information Reports that support the achievement of the Scrutiny Committee, in accordance with the Law and Regulation Service Plan, Objectives, Actions and Measures and the Wellbeing objectives:

<b>Well-being Objectives</b>	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
<b>Corporate Plan Commitments</b>	Thriving City	Aspirational People		Resilient Communities
<b>Supporting Function</b>	Modernised Council			

## 7 Wellbeing of Future Generation (Wales) Act

- 7.1 The Wellbeing of Future Generations Act 2015 which came into force in April 2016 sets the context for the move towards long term planning of services.
- 7.2 **General questions**
- How is this area / policy affected by the new legislation?
  - How will this decision / policy / proposal impact upon future generations? What is the long term impact?
  - What evidence is provided to demonstrate WFGA has been / is being considered?
  - Evidence from Community Profiles / other data?
  - Evidence of links to Wellbeing Assessment / Objectives / Plan?
- 7.3 **Wellbeing Goals**
- How are the Wellbeing goals reflected in the policy / proposal / action?
    - *A prosperous Wales*
    - *A resilient Wales*
    - *A healthier Wales*

- *A more equal Wales*
- *A Wales of cohesive communities*
- *A Wales of vibrant culture and thriving Welsh language*
- *A globally responsible Wales*

#### 7.4 Sustainable Development Principles

- Does the report / proposal demonstrate how as an authority we are working in accordance with the sustainable development principles from the act when planning services?
  - **Long Term**  
*The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs*
  - **Prevention**  
*How acting to prevent problems occurring or getting worse may help public bodies meet their objectives*
  - **Integration**  
*Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies*
  - **Collaboration**  
*Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives*
  - **Involvement**  
*The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.*

## 8 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017 - 2022](#)
- The Corporate Assessment and [follow up assessment](#).

Report Completed: 11 June 2021

**Overview and Scrutiny Management Committee  
– Forward Work Programme Update**

Friday, 9 July 2021 at 10am	
Topic	Information Required / Committee's Role
<b>Annual Corporate Safeguarding</b>	To consider how the Council is carrying out its corporate safeguarding responsibilities and make comment or recommendations to Cabinet.
<b>Annual Information Risk Report</b>	To provide an assessment of the Council's information governance arrangements, identify key risks and agree the action plan for 21/22  Highlight the importance of information governance to the organisation, the risks faced and the current level of risk especially given the impact of the Coronavirus pandemic
<b>Annual Digital Report</b>	To provide an assessment of the Council's digital work, identify key risks and agree the action plan for 21/22  Provide an overview of the council's IT and digital services  Highlight the importance of digital services to the organisation especially given the impact of the Coronavirus pandemic.

Friday, 10 September 2021 at 10am	
Topic	Information Required / Committee's Role
<b>Corporate Plan Annual Report</b>	To provide comment and recommendation to the Cabinet on the performance of the Council towards their objectives set out in the Corporate Plan.
<b>Strategic Equalities Plan Annual Report</b>	To consider the Council's progress towards achieving the objectives that were defined in the Strategic Equality Plan (SEP) 2020 – 2024.  Whether the Strategic Equality Plan Annual Report 2020/21 contains sufficient information to monitor the achievement of the 9 Objectives.  Whether it wishes to provide comment and recommendations on the SEP annual report to Cabinet.

Mae'r dudalen hon yn wag yn

**Overview and Scrutiny Management Committee  
ACTION SHEET – June 2021**

	<b>Agenda Item</b>	<b>Service area / Performance measure</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome</b>
1	Minutes of the previous meeting held on 19 <sup>th</sup> February 2021	Scrutiny	Members wished to see the draft minutes within a week of the meeting.	Scrutiny Adviser	<b>Completed and ongoing. Draft minutes for meeting held on 30<sup>th</sup> April 2021 emailed to Members on 6<sup>th</sup> May 2021. Draft minutes agreed to be emailed to Members within a week of the meeting.</b>
2 Tudalen 31	Pill PSPO - 2021-2024 (Public Spaces Protection Order)	Law and Regulation	Members asked if the report could be updated to reflect the actual numbers of participants in favour or opposed to the items, rather than just percentages.	Regulatory Services Manager	<b>Completed – emailed to Regulatory Services Manager</b>
	Pill PSPO - 2021-2024 (Public Spaces Protection Order)	Law and Regulation	Scrutiny Adviser to send the Committee's comments and recommendations to the Regulatory Services Manager and Cabinet Member for acknowledgement.	Scrutiny Adviser	<b>Completed – emailed to Regulatory Services Manager</b>
4	Draft Annual Forward Work Programme 2021/22	Law and Regulation	Annual Forward Work Programme approved  Schedule of Meetings approved	Scrutiny Adviser	<b>ACTIONED - Updated Work Programme and placeholder appointments sent for Committee meetings. MS Teams appointments to be sent nearer the time.</b>

Mae'r dudalen hon yn wag yn