



Agenda

Meeting: Corporate and Partnerships Overview and Scrutiny Committee

Members: Councillors Andrew Williams (Chair), Bryn Griffiths (Vice-Chair), Chris Aldred, Karl Arthur, Nick Brown, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Tim Grogan, Robert Heseltine, David Ireton, Tony Randerson, Mike Schofield, Subash Sharma, Malcolm Taylor and Phil Trumper.

Date: Monday, 2 December 2024

Time: 10.30 am

Venue: The Grand Meeting Room, County Hall, Northallerton, DL7 8AD

This meeting is being held as an in-person meeting. Members of the public are entitled to attend this meeting as observers for all those items taken in open session. Please contact the Democratic Services Officer whose contact details are below if you would like to find out more.

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Recording is allowed at Council, committee and sub-committee meetings which are open to the public, please give due regard to the Council's protocol on audio/visual recording and photography at public meetings, a copy of which is available to download below. Anyone wishing to record is asked to contact, prior to the start of the meeting, the Democratic Services Officer whose contact details are below. We ask that any recording is clearly visible to anyone at the meeting and that it is non-disruptive.

Business

- 1. Apologies for Absence and Notification of Substitutes**
- 2. Minutes of the Meetings held on 10 June 2024 and 9 September 2024** (Pages 3 - 14)
- 3. Declarations of Interest**
All Members are invited to declare at this point any interests they have in items appearing on this agenda, including the nature of those interests.
- 4. Public Participation**
Members of the public may ask questions or make statements at this meeting if they have given notice to Melanie Carr of Democratic and Scrutiny Services and supplied the text (contact details below) by midday on Wednesday 27 November 2024, three working

days before the day of the meeting. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes);
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

If you are exercising your right to speak at this meeting, but do not wish to be recorded, please inform the Chair who will instruct anyone who may be taking a recording to cease while you speak.

5. **Transformation Update** (To Follow)
6. **Workforce Update - Attendance and Wellbeing and Other Emerging HR Related Themes for new Council** (Pages 15 - 30)
7. **Council Plan 2024-28 Development Update** (Pages 31 - 34)
8. **Resilience and Emergencies Annual Update 2023-24** (Pages 35 - 40)
9. **Report on Recent Motions at Full Council in November 2024** (Pages 41 - 46)
10. **Work Programme** (Pages 47 - 50)
Purpose of the Report – To consider, amend and adopt the committee’s work programme for the remainder of the municipal year.
11. **Any Other Items**
Any other items which the Chair agrees should be considered as a matter of urgency because of special circumstances
12. **Date of Next Meeting - 3 March 2025**

Members are reminded that in order to expedite business at the meeting and enable Officers to adapt their presentations to address areas causing difficulty, they are encouraged to contact Officers prior to the meeting with questions on technical issues in reports.

Contact Details

Enquiries relating to this agenda please contact Melanie Carr Tel: 01609 533849 or e-mail:

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Barry Khan
Assistant Chief Executive
(Legal and Democratic Services)

County Hall
Northallerton

22 November 2024

North Yorkshire Council

Corporate and Partnerships Overview and Scrutiny Committee

Minutes of the remote meeting held on Monday, 10th June 2024 commencing at 10.30 am.

Councillor Andrew Williams in the Chair, plus Councillors Bryn Griffiths, Karl Arthur, Nick Brown, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Tim Grogan, Robert Heseltine, David Ireton, Subash Sharma, Malcolm Taylor and Phil Trumper.

In attendance: Councillor George Jabbour.

Officers present: Melanie Carr, Gary Fielding, Rachel Joyce, Robert Ling, Jonathan Spencer, Sarah Ridley and Penny Yeadon.

Apologies: Councillors Chris Aldred and Mike Schofield.

Copies of all documents considered are in the Minute Book

1 Apologies for Absence & Notification of Substitutes

Apologies were received from Councillors Chris Aldred and Mike Schofield.

2 Minutes of the Meeting held on 5 March 2024

Resolved – That the Minutes of the meeting held on 5 March 2024 be taken as read and confirmed by the Chair as a correct record.

3 Declarations of Interest

There were no declarations of interest.

4 Public Participation

No public questions or statements were received.

5 Transformation Strategy

Considered – A detailed presentation introducing the Council's transformation strategy.

Gary Fielding introduced the presentation giving a general overview of the ongoing work to transform services in the new council and drew attention to the added complexity of the timing of workforce restructures and their bearing on service transformation. He acknowledged there was still plenty to do, but confirmed the work was progressing well.

Robert Ling, Director of Transformation took members through the slides starting with an update on the progress to date with converging the services previously provided by the councils. Members were pleased to note that 95% of the workforce restructuring had been completed and requested that a list of key contacts in key services be circulated to all members, in particular they were keen to know who the appropriate contacts were as a

result of the restructure of Planning.

Attention was drawn to the details on how the Council intended to move forward. Members noted one of the aims of the transformation and change programme was to deliver stronger teams with the aim of improving performance, values and behaviours. Officers stressed the bringing together of 8 teams should not be underestimated and would require a huge cultural change across the new organisation. The importance of ensuring a focus on internal customers and improving the Council's outward looking focus was noted as was the importance of identifying the barriers to cultural change.

Members also noted the four key components within the council's target operating model and the specific role of councillors in regard to the customer and locality themes, recognising they could support the transformation process in a number of ways including communicating to the public the direction of travel.

Officers confirmed delivering fully the new operating model would require technology improvements and new ways of working and acknowledged the importance of keeping local councillors informed throughout the process.

Members went on to note the key steps within the approach to service convergence detailed in the presentation, and expressed some concern around the possible loss of experience and knowledge at district level and the need to build resilience in to the new teams was recognised.

Members agreed the Committee could help drive forward the customer theme and requested a future update from Margaret Wallace - AD Customer Revenue and Benefits on the plans for a common customer approach. They also queried the timeframe for delivery of the transformation programme noting the lack of a detailed timeline, which the Director of Transformation agreed to provide.

Resolved – That:

- i. The presentation be noted;
- ii. An update on the planned progression of the customer theme be brought to a future meeting;
- iii. A detailed timeline be circulated to committee members.

6 Annual Workforce Update

Penny Yeadon - Head of Human Resources provided an overview of the detailed report presented, which included workforce data for the new Council. Members noted the complexity involved in workforce restructures and their influence on the timings of services transformations. They accepted there was still plenty of work to do but were pleased with the level of progress.

The Chair queried the sickness levels within the Environment Directorate and questioned whether there was any geographical focus. Members recognised there was a lot of frontline staff within the Directorate and the need to priorities their health and wellbeing, and in response officers agreed to provide a more detailed overview of attendance and wellbeing within that specific Directorate at a future meeting.

Members discussed a number of other issues e.g.:

- Succession planning – it was confirmed that recruiting social workers remained an issue;
- Apprenticeships – The plan to grow the Council's own environmental officers;

- Apprenticeship Levy – Members requested levy information be included in future workforce updates and baseline figures to enable future comparison;
- Hybrid working – Members queried the process for monitoring it and noted that individual team agreements were in place to ensure appropriate working arrangements were in place to optimise the delivery of services;
- Staff Retention – Members agreed the need to improve the culture of the organisation as it would help encourage staff to remain;

Members thanked officers for the detailed report and it was

Resolved – That:

- The update be noted;
- A detailed overview of attendance and wellbeing within the Environment Directorate be provided at the next meeting of the Committee on 9 September 2024.
- A further holistic update be provided in 12 months' time.

7 North Yorkshire Refugee Resettlement Update

Considered – A report of the Assistant Director - Policy, Partnerships and Communities providing an update on refugee resettlement in North Yorkshire relating to the United Kingdom Resettlement Scheme (UKRS) and Afghan Citizens Resettlement Scheme.

Jonathan Spencer - NYC Refugee Resettlement Manager, presented the report and provided an overview of the background to, and an update on:

- The various individual schemes that made up the UKRS i.e. those for refugees from Syria, Afghanistan, and the Ukraine;
- The Vulnerable Children's Resettlement Scheme (VCRS), for refugees regardless of their nationality but specifically children at risk and their families from the Middle East and North Africa region;
- The community sponsorship schemes in place across North Yorkshire;
- The UK-wide welcome programme to support the integration of new arrivals from Hong Kong

Councillor Kevin Foster expressed specific concern about the housing crisis in Richmondshire and the added difficulties that will come once refugees move out of their current MOD accommodation. In response, officers confirmed the Authority was working with the MOD on a local plan, actively seeking solutions. Members recognised it was national issue and there was a need for a central government policy.

Members went on to note:

- There were now a number of dedicated housing officers working with and providing support to refugees;
- The third round of the Local Authority Housing Fund was for extra families not rehousing those currently in MOD properties;
- Of the 460 individual refugees the majority had moved to private rental properties with the minority in social housing;

Members thanked the officer for his ongoing hard work, and it was

Resolved – That the annual update be noted.

8 Annual Review of Councillor Locality Budgets 2023-24

Members received a report reviewing the operation of County Councillor Locality Budgets in the financial year 2023/24.

Rachel Joyce, Assistant Chief Executive – Local Engagement introduced the report, and drew attention to the breakdown of the organisations and types of projects/activities that had been supported throughout the year.

Overall, Members were pleased to note the overall spend of the locality budget monies and thanked the officers involved for their hard work in administering the scheme. However they were disappointed to note that a small number of members had spent less than half of their allocation and suggested that 3 months before the end of the annual scheme, group leaders be given an update on their members expenditure to date so that they may encourage those with a large outstanding balance to spend it.

Resolved – That the report on the operation of County Councillor Locality Budgets during the 2023/24 financial year be noted.

Councillor Bryn Griffiths left the meeting at 12:04pm.

9 Notice of Motion - Increase Residents Right to Grow

Considered – A report of the Assistant Chief Executive (Legal & Democratic Services) presenting information in response to a Notice of Motion at Full Council in May 2024 that sought resident's right to grow.

Members agreed there was likely to be much to consider in regard to the proposals within the Notice of Motion and agreed that officers should be given time to gather all the relevant information before reporting back to the Committee at its next formal meeting on 9 September 2024. This would enable the Committee to report back to full Council in November 2024.

Resolved – That information to support consideration of the Notice of Motion be brought to the Committee's next meeting in September 2024.

10 Work Programme

The report of the Principal Democratic Services and Scrutiny Officer inviting Members to consider the Committee's Work Programme for the remainder of the 2024/25 municipal year taking into account the outcome of discussions on previous agenda items and any other developments taking place across the county.

Resolved – That the work programme be amended to include the additional items identified at the meeting.

11 Date of Next Meeting - 9 September 2024

The meeting concluded at 12.28 pm.

North Yorkshire Council

Corporate and Partnerships Overview and Scrutiny Committee

Minutes of the remote meeting held in the Brierley Room at County Hall, Northallerton on Monday, 9th September, 2024 commencing at 10.30 am.

Councillor Andrew Williams in the Chair. plus Councillors Bryn Griffiths, Chris Aldred, Karl Arthur, Nick Brown, Kevin Foster, Tim Grogan, Robert Heseltine, David Ireton, Tony Randerson, Subash Sharma, Malcolm Taylor, Phil Trumper and George Jabbour.

In attendance: Councillor Hannah Gostlow.

Officers present: Gary Fielding, Marie-Ann Jackson, Robert Ling, Barbara Merrygold, Odette Robson, Angela Crossland, Andy Dukes, Adele Wilson Hope and Diane Parsons.

Apologies: Councillors Michelle Donohue-Moncrieff and Richard Foster.

Copies of all documents considered are in the Minute Book

12 Apologies for Absence & Notification of Substitutes

The Chair welcomed everyone to the meeting and apologies were noted. It was noted that Councillor Jabbour was substituting for Councillor Foster.

13 Minutes of the Meeting held on 10 June 2024

Considered

The minutes of the meeting held on 10th June 2024.

The Chair highlighted that a declaration of interest was noted in the draft minutes for Councillor Peacock, who is not a standing member of the committee, and as such required further clarification.

The Chair also highlighted that it had been intended that an update report on attendance and wellbeing within the Environment Directorate should come to the September committee meeting and not December, and asked that the minutes be amended to reflect this.

It was noted that Robert Ling had agreed to provide a detailed timeline of the Transformation programme and that this would be taken as part of his Item 6 update.

Resolved

(i) That the minutes of the meeting held on 10th June 2024 be agreed by the committee, provisional on the points of clarification and amendment required being made subsequent to the meeting.

(ii) That the minutes will be signed as an updated record by the Chair at the next committee meeting.

14 Declarations of Interest

No declarations were notified.

15 Public Participation

No questions or statements were received by the committee.

16 Community Safety Bi-annual Update

Considered

The report of Odette Robson (Head of Community Safety and CCTV) regarding local Prevent arrangements. Assistant Chief Constable Catherine Clarke and Prevent Sergeant Ben Hallewell co-presented the report.

Members highlighted that while it was helpful to have further context around Prevent arrangements, the data normally provided as part of the community safety update on issues such as domestic abuse incidents was missing and needed to be included going forward. It was agreed that the data would be circulated to the committee after the meeting, to include anti-social behaviour figures. The Asst Chief Constable highlighted within the meeting that domestic abuse incidents are down by 5.7% in the force area from 2023 to 2024.

The committee noted the threat outlined from far right groups and asked about the threat presented by groups not identified within the report such as those with far left, economic or environmental extreme ideologies. It was explained that the threat posed by the far left was currently minimal. The committee also discussed with Sgt Hallewell around the strategies needed to engage an individual's consent to the de-radicalisation process. Members asked about the role that online spaces play in encouraging extremist behaviour. Sgt Hallewell acknowledged that a high degree of Prevent referrals include reference to online behaviour, hence work underway to educate young people and to tactically (nationally) ensure intelligence and focus around the dark web for example. In response to a Member query it was noted that Prevent referrals in North Yorkshire broadly reflect what is being seen nationally.

Members asked about the recent disorder across the country, how this had affected North Yorkshire and whether there had been co-ordination through right-wing groups in the area. The committee were advised that there had been very little such disorder in the county and while there had been a slight increase in hate crime incidents the police have also ensured additional support for communities who may have felt less safe at this time.

Resolved

That the committee:

- (a) notes the report provided; and
- (b) receives an update on crime figures including on domestic abuse and anti-social behaviour, to be circulated after the meeting.

17 Transformation - Verbal Update

Considered –

The verbal update from Robert Ling, Director of Transformation, regarding the Transformation programme.

Robert spoke to the new Transformation Strategy and the Target Operating Model (TOM) which has been developed for the council, which defines how the council should operate in delivering against its vision and plan. There are four components to the model, focussing on Customer, Locality, Service Delivery and Support Services. Robert highlighted three TOM documents which have been prepared recently for different purposes and audiences to provide guidance about and engagement with the TOM.

The committee were also provided with a Service Convergence update. There have been fifty discussions with Heads of Service around service convergence readiness, which has provided a good overview of what each team needs to converge. It was highlighted that the convergence dashboard illustrated that there are no blockages or issues on the 'people' side and any red-rated areas are around issues such as finance systems. Each service has a scorecard to help give confidence that they understand where the gaps are and where support is needed.

The Chair advised that due to the level of detail referenced and the granularity of detail on the slides shown, the committee is unable to readily scrutinise the information so a written update will be required in future.

Members highlighted positive experiences of customer services but also raised specific concerns in relation to transformation and convergence, including:

- A number of planning-related emails not being followed up on;
- Street cleaning in Whitby affected by staff reductions;
- Contact being made with officers who are no longer in post;
- Lack of confidence around enforcement in Selby following a significant reduction in officers;
- Weeding of local areas not undertaken.

Robert agreed to review the enforcement officer issue in Selby and whether this has resulted in a performance change but the Chair wished to note that such issues should be picked up and smoothed over during the course of the next twelve months following service reviews.

Members also highlighted that there are currently too many drop-off points on the council website when using the 'contact us' form and that it is quite a lengthy process. It was noted that this will be reviewed.

Gary Fielding acknowledged the need to reinforce messages to services around team movements and keeping Members informed and that operational issues such as on planning need to be addresses through the operational teams.

Resolved

That the committee:

- (a) notes the verbal update provided;
- (b) receives a copy of the slides used during the meeting; and
- (c) receives written update reports on the Transformation programme for future meetings.

18 Customer Services Update

Considered –

The report of Margaret Wallace, Assistant Director, Customer, Revenue and Benefits updating on customer services, the customer experience and customer strategy.

The committee noted the number of telephone calls from customers handled by the council in the last year (650,566) and felt that this needed to be more widely publicised as it represents more than one call per resident being made. It was noted that this information will be shared across the council.

Members asked about the operating hours of the customer service centre, which fall broadly around a 9-5 pattern and considered whether extending operational hours would assist with handling larger volumes over peak periods such as lunchtimes. Margaret advised that once a trend analysis has been undertaken, it will help identify whether this would be needed as there would clearly be a cost implication. An annual survey of customers will be undertaken to ensure feedback is received on the future model.

It was highlighted by the committee that the report could usefully include additional data such as the time taken to answer phone calls as it's currently difficult to assess whether the council is being efficient. Other points raised included the following:

- Commendation was given for providing a customer point from the C4DI site in central Northallerton;
- Members queried when the legacy council phone numbers will cease to be usable;
- Members queried the top five service demands listed on page 19 as these were not felt to reflect the types of issue and concerns most frequently raised with councillors;
- The committee asked whether targets are set around calls handled;
- Members expressed surprise at the high ratio of customer calls to email traffic; and
- It was noted that AI may assist with efficiency and savings.

Gary Fielding highlighted that it is key that the customer makes contact in the manner which is efficient for them. Margaret acknowledged the need for baselines on calls and that these had been difficult to set centrally due to legacy areas starting off from different points. Targets on calls handled will be included in the new customer strategy. It was highlighted that calls on issues not listed in the 'top five' would tend to go directly to those services. It was agreed that the committee needs a clearer sense of what 'good' looks like in future reports.

The Chair highlighted that now the council has had its first full year, it would be helpful for the committee to review quarterly performance on volumes in order to assess whether there are 'pinch points' across the year. It was highlighted that it would also be helpful to benchmark customer handling against other organisations (HMRC was referenced as an example). This will be considered further at the Mid Cycle Briefing.

Resolved

That the committee:

- (a) notes the report provided; and
- (b) explores with the service how best to bring future reports which identify 'pinch points' across the year and which benchmark performance.

19 Feedback on 'Right to Grow' Notice of Motion

Considered

The report from Angela Crossland (Public Health) which reviews the Right to Grow motion proposed at Full Council in May 2024, with the aim of supporting the committee to consider its recommendation to Full Council in November 2024.

Councillor Gostlow was invited to speak to the Motion which she had put forward to Full Council in May 2024. The committee were provided with two examples of projects in Councillor Gostlow's area where land had ultimately been granted to local groups, resulting in increased biodiversity in addition to connecting residents in a way which increased wellbeing and connectivity.

The Chair highlighted that another councillor had asked for a protocol to be developed around this at the council, prior to the Motion being put forward, but acknowledged that the Motion goes further. The Chair also highlighted for the committee that in view of the significant funding gap being faced by the council, there is a concern among the officer team around staffing resources being potentially diverted to develop an approach on Right to Grow at a time when key services need to be protected such as SEND provision.

Gary Fielding wished to note that in the near term, the particular concern is around property officers needing to produce a register of all such land available for community use. The council is keen to look at regeneration and reducing its footprint where possible so where community groups come forward and have identified land then in principle there would be no objection to assisting them but Gary expressed concerns around a broader mapping exercise being undertaken in view of resources. Gary suggested that any support would need to be relatively light-touch at this stage until the council has been given more time to develop a suitable approach. As such, the committee is being asked to recommend to Full Council that the Motion is not upheld as written due to the implications for council priorities and resources but that additional time is given to officers to develop a responsive approach within the context of current capacity and cross-cutting strategic priorities.

Members discussed the positive benefits of supporting such projects and identified that are a range of ways in which communities could work with land owners to identify what land might be available as well as council land, for example working with parish or town councils. The committee considered whether the community anchors could therefore support this. It was considered that the financial benefit to the council in pursuing this type of work was very small and that it should be seen as having social value but that the support provided needed to be proportionate at the current time. It was also highlighted that it was also important to understand whether a piece of land is safe to grow food on.

A Member raised that a piece of council-owned land had been identified by a local community three years ago but that there had been little engagement from officers in that time, which had been a source of frustration.

Angela Crossland outlined that approaches to working with communities in this way are under development and are part of a wider food systems agenda for the council but highlighted that significant processes need to be done to ensure this is effected properly and to ensure that approaches are consistent. Angela highlighted that there may be more capacity to look at this further next year.

The committee discussed that where new housing estates are being developed, garden spaces are often not large enough for households to grow their own food and there is also no space provided for allotments. It was considered that as part of the developing Local Plan, the council could consider provision of allotment land as part of new housing developments. A further recommendation was therefore agreed to be added to the existing officers recommendations going to Full Council on this basis, with the full recommendations as follows:

- The Committee recommends to Full Council that the Motion as written is not upheld due to the implications of the approach on council priorities and resources.
- The Committee recommends that Full Council agree to give additional time to

officers to develop a responsive approach to community grow within the context of current capacity and cross-cutting strategic priorities.

- The Committee recommends that consideration for the provision of allotment land as part of new housing developments should be a policy provision within the new Local Plan.

A majority vote was passed via a show of hands.

Resolved

That the committee:

- (a) notes the feedback report provided on the 'Right to Grow' Notice of Motion;
- (b) agrees to recommend to Full Council the following:

- (i) The Committee recommends to Full Council that the Motion as written is not upheld due to the implications of the approach on council priorities and resources.

- (ii) The Committee recommends that Full Council agree to give additional time to officers to develop a responsive approach to community grow within the context of current capacity and cross-cutting strategic priorities.

- (iii) The Committee recommends that consideration for the provision of allotment land as part of new housing developments should be a policy provision within the new Local Plan.

20 Youth Justice - Annual Performance Update

Considered

The annual performance update from the Youth Justice Service, presented by Barbara Merrygold (Head of Early Help) and Andy Dukes (Youth Justice Team Manager).

The committee reflected on the fact that there appears to be an unusually high representation of girls in both the First Time Entrants and offending cohorts and queried what the causal factors may be. The committee were advised that the main concentration has occurred in Scarborough and Harrogate, with a variety of reasons at play including use of social media. Members felt it important that the service gets a full understanding of what's driving this issue in order to be able to tackle it effectively and were advised that work is underway with York University to look at this further.

The committee considered whether offending by girls is also linked to school attendance and whether the service has identified schools where they may be a pattern of non-attendance. Barbara agreed that this may be a helpful factor to review. Members heard that the new Deputy Mayor is keen to be part of looking at solutions to reoffending and also heard about the range of programmes across the service which support families whose children have come into the youth justice system. The St Giles project is the only project linked to serious violence which works specifically with girls.

Resolved

That the committee notes the performance update provided on youth justice.

Councillor Bryn Griffiths left the meeting at 12:30pm.

21 Localities Bi-annual Update

Considered

The Localities Bi-Annual Update presented by Marie-Ann Jackson (Head of Localities) and Adele Wilson-Hope (Communities Area Manager, East).

Members asked if the policy for the locality budget could be reviewed, particularly as the £300 minimum isn't always helpful where community groups would benefit from a lower value award. Marie-Ann explained that there is no current review of the policy or awards level but that she will look into this. It was also agreed that Members can be provided with information on grants awarded in their area (by other councillors) up to £1000.

The committee enquired about progress with the Community Anchors. In response, Marie-Ann outlined examples of how having faith in the anchors as investment partners has enabled them to go on and do new projects, such as in the case of the Chain Lane (Knaresborough) fluvial flooding emergency response. The anchors are all at different stages but there are now 25 in total. It was noted that the timeline for development of the Harrogate and Scarborough urban anchor models will be finalised in the next couple of weeks.

Resolved

That the committee notes the bi-annual Localities update.

22 Work Programme

Considered

The report of the Senior Scrutiny Officer inviting Members to consider the Committee's Work Programme for the remainder of 2024/35 taking into account the outcome of discussions on previous agenda items and any other developments taking place across the county.

The Chair wished to note that there will need to be discussions at the next Mid Cycle Briefing regarding scope and expectations for both the Transformation update and reporting further on Customer Services.

Resolved

That the work programme be agreed with the inclusion of the additional items identified for the Mid Cycle Briefing.

23 Any Other Items

No urgent business was identified.

24 Date of Next Meeting

Monday, 2nd December – 10:30am – County Hall, Northallerton.

The meeting concluded at 12.30 pm.

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Corporate and Partnerships OSC

HR & OD

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Trudy Forster, Assistant Chief Executive

Sarah Ridley, Head of HR

Update on attendance levels and wellbeing in the Environment Directorate

Increase in sickness - possible Influencing factors

- Frontline workers (don't have have the ability to work from home)
- Aging workforce – 70% are over 55
- Physical work
- Sickness now recorded on systems
- Urbaser – TUPE transfer moving onto NYC terms and conditions
- Historically operational area's have higher levels of sickness – these have come together in Environment Directorate through LGR
- Need to stabilise structures– line manager allocation to enable continuity of sickness process and procedures
- Need clear line manager accountability

What we have done so far

- Gone out delivering sessions to managers to support them managing absence
- Dedicated support from HR to help managers address sickness issues and historical long term sickness
- Health and Wellbeing one of the key priorities identified in the Environment Directorate – acknowledgment that 70% of workforce are male
- Ensured employees who were on long term sick and who were being managed through the sickness process exited NYC
- Since April 2023 , we have dismissed 34 employee's and 9 have resigned and we will continue to ensure that we manage this.

Interventions

- Health and Wellbeing Action Plan – from the People Strategy
- Working with Occupational Health (with funding from Public Health) to do on site health checks to include
 - Blood pressure checks
 - Cholesterol
 - BMI
 - Blood Sugar
- Pilot already run in Adult's and early interventions on the findings supported employees

Next Steps

- Continue to deliver and do refresher training to managers so they consistently manage sickness
- New systems dashboard so they can clearly see sickness absence in their teams, along with trigger emails from HRSST.
- 4 day working to be introduced in waste – figures show lower levels of sickness in these areas already doing 4 day working.

Wider emerging HR related themes 18 months into new Council

To date

- Restructures
- Convergence of Teams
- Way We Work
- Upskilling of Managers
- Culture Programme
- Inclusion Forum and Employee Networks
- Staff Survey
- NJC pay award applied to most Council employees November backdated to April – the greater of £1,290 or 2.5% (approx. extra £10.5m on pay bill)

Staff survey – Your Voice Counts

The first North Yorkshire Council staff survey was held in June/July 2024

The survey focused on 4 key areas:

Me and my role

My line manager

Senior manager

One council

- **45% completion – just under 4,500 staff participated**
- **71.6% satisfaction overall**

The results were positive, with the majority of staff indicating they feel motivated, satisfied, and committed to the council, and supported by management.

Areas requiring additional focus included some of our systems and processes, some aspects of communication, and our overall resources to deliver.

Workforce

Headcount/FTE

- Headcount has increased slightly from 10,043 to 10,079 (+0.3%)
- FTE has increased from 8,022 to 8,214 (+2.4%)
- This reflects an increase in full time working.

Turnover

- Decreased between 2022-23 and 2023-24 from 15.07% to 12.00%
- Turnover in first 6 months of 2024-25 of 6.43%
- Small increase in rolling 12 months turnover from 12.00% to 12.65%, still within healthy range of 10-13%

Top 3 reasons for leaving 2024-25

- Voluntary resignations 897 (23-24 1122)
- TUPE and Academy conversions 291 (23-24 138)
- Retirement age over 60 144 (23-24 214).

Workforce

NYC versus TUPE terms and conditions

- Numbers on standard NYC contracts has increased from:
 - 74% (Apr 23)
 - 85% (Apr 24)
 - 95% (Oct 24)
- Achieved through voluntary moves to NYC roles, restructures and turnover/new recruitment.
- Less than 500 employees remain on TUPE contracts despite more TUPE in
 - Selby Waste and
 - Selby/Tadcaster Leisure.

Workforce


- Sickness Absence

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Decrease in sickness days per FTE of -0.73 from 23-24


(23/24 12.5 days per FTE, current rolling 12 months sick days 11.77 per FTE)

Headlines

 Unemployment Rising: National 4.3% (3.7% 23/24) NY 2.3% (2.1% 23/24)
Youth Unemployment Rising: National 5.5% (5.2% 23/24) NY 3.4% (3.3% 23/24)

 Work experience placements 61 by end of Q2 up from 41 whole year in 23/24

 National Local Government campaign promoting careers in local government that make a difference.

 Agency spend £6.3m 23/24: £1.2m Q1 and £1.5m Q2 in 24/25 predict £6m spend.

 Active number of redeployees supporting at end of Sept = 11 down from a high of 30 in Q1

 International Recruitment: Council sponsors 55 migrant workers
(34 social workers, 17 care workers, 1 technology, 1 Align, 2 EP's)

Hard to Fill



Planning: successful requirement leaving 2.5 at principal, 0.5 at senior planner and 8 at career graded vacancies. 20 agency workers reduced to 9, reduces to 8 in Dec 24, and zero forecast by end of March.

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Social Workers: Fully staffed in Adults, recruiting to approximately 7 vacancies in children, zero agency workers et end of sept.



Education Psychologists: Increased recruitment to service including assistant and trainee EP's. 5 international recruits, 2 arrived remaining 3 scheduled in January 2025. Agency backlog programme concluded, all EP assessments up to date, using standard ongoing agency programme that should be able to reduce in 2025.

Hard to Fill



Environmental Health: successful recruitment fully staffed and all agency workers ended.



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Care Workers: Historically 2,500 vacant, now largely fully staffed or within 3% normal vacancy factor, only adhoc emergency use of agency workers.



Wider care sector market: Programme to support sponsored migrants who are displaced owing to their employer having licence revoke in the adult social care sector. Arrival of international recruits into social care dramatically reduced to pre 2021 levels. Potential for labour exploitation. Sector wide issue in the sector

Emerging National Developments

- New Growth and Skills levy to replace existing Apprenticeship Levy
- Employees National Insurance increases April 2025 (extra 8.25m annually)
- Employment Rights Bill published Oct 24 will extend employment rights
- National Local Government campaign launched promoting careers in local government that make a difference.

North Yorkshire Council

Corporate and Partnerships Overview and Scrutiny Committee

2 December 2024

Update on the development of the Council Plan 2025-29

Report of the Assistant Chief Executive – Local Engagement

1.0 PURPOSE OF REPORT

- 1.1 To update Corporate and Partnerships Overview and Scrutiny Committee on the progress of the development of the Council Plan 2025-29.

2.0 BACKGROUND

- 2.1 The Council Plan covers a 4-year period and is refreshed on an annual basis. The next iteration of the plan, covering 2025 -2029 will require approval by full Council on 19 February 2025 (alongside the Medium-Term Financial Strategy), having been considered by Executive (on 21 January 2025).
- 2.2 The existing plan is based on what was developed prior to vesting day. As such, it aimed to capture the scope of the work of the new Council and outline work underway. However, it was unable fully reflect the strategic direction or prioritisation of activity for the coming years. The ambition for the next plan is, therefore, to give a clear sense of the emerging strategic direction identified over the past two years. The Council Plan 2025-29 therefore represents a substantial rewrite, to reflect this new context.
- 2.3 The purpose of the plan is to provide:
- A clear sense of direction and priority for the council, explaining the key areas of change over the coming four years.
 - Clear, smart objectives to support accountability of delivery against the priorities, underpinned by service planning and revised performance reporting arrangements.
 - A clear set of Key Performance Indicators (KPIs) which align to the outcomes the plan seeks to achieve.
- 2.4 The plan will continue to be structured around outcome areas, represented by the following headline ambitions, outlined further in Appendix A. The wording may be refined as the plan is developed to ensure it reflects the priority activities being identified:
- Thriving places and empowered local communities.
 - Healthy, safe, and resilient communities
 - Sustainable environment and connected places.
 - People accessing opportunity.
- 2.5 In addition, the organisational considerations (and Central Services functions) will be covered in a cross-cutting “The Way we Work” section to outline the council’s approach, including:
- Customer principles (Common Customer Approach)
 - Locality approach (Be locally responsive and shape services to meet local need)
 - Culture and values (I ACT Values)

- Transformation Strategy
- Service Delivery (Focus on service excellence, early intervention, prevention and continuous improvement)

2.6 Each ambition will have a number of priority actions (SMART objectives) to work towards, and progress will be measured through KPI's in the Quarterly Performance Report. These priority actions will be co-designed with directorates, and lead officers identified to be a key contact and provide progress updates. Once approved, directorates will be responsible for delivering on their assigned priority actions.

2.7 The plan will reference:

- The first two years of North Yorkshire Council including key achievements.
- The ongoing transformation programme including alignment to the Target Operating Model (TOM).
- The alignment of the Council Plan with the Performance Management Framework.
- New strategies and plans that have been developed since Vesting Day.
- Locality working including the Community Partnerships pilots.
- The developing relationship with York and North Yorkshire Combined Authority.

3.0 NEXT STEPS

3.1 As per last year, it is proposed a full draft of the Council Plan will be emailed to all members of the Council prior to Christmas, when there will be an opportunity to comment further on the detail before it is taken to Executive and Full Council.

Rachel Joyce
Assistant Chief Executive – Local Engagement

Report Author – Alaina Kitching, Strategy and Performance Manager

Background Papers: None

Appendices:

Appendix A – Council Plan Outcome Areas

Note: Members are invited to contact the author in advance of the meeting with any detailed queries or questions.

Appendix A



Please note this is not an extensive list of all service areas that will feature in the plan. Diagram for illustrative purposes only.

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North Yorkshire Council

Corporate & Partnerships O & S Committee

2nd December 2024

Resilience and Emergencies Annual Update 2024

1.0 PURPOSE OF REPORT

- 1.1 This report provides an update on progress and incidents impacting emergency planning and community resilience affecting North Yorkshire Council.

2.0 BACKGROUND

- 2.1 Under the Civil Contingencies Act 2004 (CCA) North Yorkshire Council (NYC) is defined as a Category 1 organisation.
- 2.2 The CCA is the driver for how agencies prepare and plan for emergencies, working nationally, locally and co-operatively to ensure civil protection in the UK. The Act places a statutory duty on the NYC to:
- Assess the risk of emergencies occurring and use this to inform contingency planning;
 - Put in place emergency plans;
 - Put in place Business Continuity Management arrangements;
 - Put in place arrangements to make information available to the public about civil protection matters and maintain arrangements to warn, inform and advise the public in the event of an emergency;
 - Share information with other local responders to enhance co-ordination;
 - Co-operate with other local responders to enhance co-ordination and efficiency; and
 - Provide advice and assistance to businesses and voluntary organisations about business continuity management (Local Authorities only).
- 2.3 Emergency Planning and Community Resilience should aim where possible to prevent emergencies occurring, and when they do occur, good planning should reduce, control or mitigate the effects of the emergency. It is a systematic and ongoing process which should evolve as lessons are learnt and circumstances change.

3.0 INCIDENTS AFFECTING NORTH YORKSHIRE BETWEEN 2023/2024

- 3.1 Between April 2023 and the production of this report NYC and its Local Resilience Forum partner agencies have come together to respond and recover from the following incidents:

Incident	Locality	Date
Thornton Steward Water Treatment Works	Richmond and Northallerton	09.05.23
999 emergency calls outage	UK wide	25.06.23
Protest, Scarborough	Scarborough and Whitby	15.06.23
Marine Residence Hotel Fire, Scarborough	Scarborough and Whitby	16.06.23
Diesel Spillage A65, Settle	Skipton and Ripon	25.06.23
Domiciliary Care Provider incident		02.09.23
Prime Minister Northallerton Residence Protest	Richmond and Northallerton	03.09.23

Mass die off of birds on coastal beaches	Scarborough and Whitby	18.09.23
Fire in Skipton	Skipton and Ripon	01.10.23
Storm Babet	North Yorkshire wide	18.10.23
Influenza A(H1N2)v case	Thirsk and Malton	
Storm Ciaran	North Yorkshire wide	01.11.23
Storm Debi	North Yorkshire wide	13.11.23
Storm Elin	North Yorkshire wide	09.12.23
Storm Fergus	North Yorkshire wide	10.12.23
Storm Gerrit	North Yorkshire wide	27.12.23
Storm Henk	North Yorkshire wide	02.01.24
Storm Isha	North Yorkshire wide	21.01.24
Storm Jocelyn	North Yorkshire wide	23.01.24
Storm Kathleen	North Yorkshire wide	06.04.24
Knaresborough flash floods	Harrogate and Knaresborough	06.05.24
Critical incident, Carlton in Cleveland	Richmond and Northallerton	22.05.24
Fire at Molson Coors Brewery Company, Tadcaster	Selby and Ainsty	13.06.24
Fire at The Princess Fish & Chips, Scarborough	Scarborough and Whitby	25.06.24
Prison capacity pressures	UK wide	15.07.24
Potential public disorder	UK wide	08.08.24

3.2 Areas of good practice that will be further developed:

- Working in partnership with the Chain Lane Community Anchor Organisation during the Knaresborough flood incident to support local residents from the Local Assistant Centre.
- Multi parish community events in Riccall and Tockwith & surrounding communities
- Ready for Anything Volunteer Conference held at the Emergency Planning College.
- Continual development of the Major Incident Response Team volunteer group who support individuals and organisations affected by critical and major incidents – There have been more than 75 referrals since April 2023 supporting more than 100 individuals.
- The further development of the NYC sandbag offer to allow for members of public to self serve from key sites.
- To embed a more resilient out of hours commander structure by having standby Bronze Commanders covering the East, West and Central Areas of the County.

3.3 If Elected Members have any views or recommendations on any of these incidents please send them through to emergency@northyorks.gov.uk.

4.0 NORTH YORKSHIRE COUNCIL'S CORPORATE EMERGENCY PLANNING GROUP WORK PLAN AND PROGRESS 2024/25

4.1 The following is set out within the NYC Resilience and Emergencies Policy:

- The organisation has appointed the Assistant Chief Executive for Local Engagement as the Accountable Emergency Officer (AEO) responsible for Resilience and Emergencies.
- The Integrated Emergency Planning Cycle is co-ordinated for the Council by the Head of Resilience and Emergencies and the Resilience and Emergencies Team (RET).
- The Assistant Chief Executive for Local Engagement chairs the Corporate Resilience and Emergencies Group (CREG). The CREG is made up of a number of Senior Managers within NYC who have a role to play in ensuring CCA Duties. The CREG hold responsibility for setting and delivering an annual work plan.

- The current work plan and progress of the Corporate Emergency Planning Group is found at Appendix A.

5.0 ELECTED MEMBERS ROLE IN INTEGRATED EMERGENCY MANAGEMENT

- 5.1 In September 2023 the North Yorkshire Council Elected Members Handbook was created and shared with Members. If Elected Members which to receive another copy of the Elected Members Handbook please contact the Resilience and Emergencies Team on the email address provided below.
- 5.2 Annually the Head of Resilience and Emergencies will provide a report, and when requested attend, each North Yorkshire Area Committee.
- 5.3 Each Area Committee is allocated a Resilience and Emergencies Officer. They will work with Elected members to ensure:
- Elected members training,
 - that local risks are identified within your locality,
 - that community resilience has been developed,
 - that resources and capability gaps are identified, as well as difficulties in communicating these risks to specific groups within your electoral division are co-ordinated.
- 5.4 The officers supporting each Area Committee are listed below:

Area Committee	Resilience and Emergencies Officer
Harrogate and Knaresborough Area Committee	Simon Wright
Richmond (Yorks) Area Committee	Jason Wainwright
Scarborough and Whitby Area Committee	Lucy Trewitt
Selby and Ainsty Area Committee	Wendy Muldoon
Skipton and Ripon Area Committee	Lee Brayford
Thirsk and Malton Area Committee	Ray Wood

- 5.5 Elected members are then asked to provide ongoing support to develop Integrated Emergency Management within their electoral divisions. This will include:
- Supporting the communication of community risks
 - Provide leadership in developing community resilience.
 - Work with the locality Resilience and Emergencies officers to identify opportunities for funding resource gaps.
 - Support training and exercises for community groups.
- 5.6 If Elected Members wish to discuss any of these roles and responsibilities with their allocated Resilience and Emergencies Officer please contact emergency@northyorks.gov.uk.

6.0 COMMUNITY RESILIENCE WORK PLAN AND PROGRESS 2023/24

- 6.1 For decades the Resilience and Emergencies Team have worked with Parish and Town Councils alongside local businesses to encourage them to develop Community Emergency Plans and Community Emergency Groups.
- 6.2 Although these are voluntary we have had over a hundred plans developed across North Yorkshire. Community Emergency Plans and Community Emergency Groups heavily rely on individuals within the communities to take ownership and drive committees. As people move on, or are unable to continue to provide the community leadership, it has meant in some situations that there has not been anyone else identified who has the capacity to take it on.

- 6.3 Community Emergency Plans and Community Emergency Groups continue to be the benchmark we aspire to in developing Community Resilience, an engaged group of local individuals who are able to support their local communities. Where we have not been able to grow or maintain groups we are now developing additional ways to work with local volunteer and community groups to understand the partnerships that already exist who have capabilities to support in an emergency.
- 6.4 Following the community support during the Covid pandemic, Resilience and Emergencies has been working with the Council's Local Engagement Teams, including Communities, Community Safety, the Parish and Town Council Manager, and the Community Anchor Organisations to develop a new Community Resilience Policy.
- 6.5 This policy will be signed off by the Corporate Emergency Planning Group by the end of 2024 and the role out and engagement on the policy will be delivered through three Community Resilience workshops which will be run prior to April 2025. Elected Members will be invited to these workshops.

7.0 Elected Members – Community Resilience Profile

- 7.1 Last year Elected Members were provided with the opportunity of accessing their own Community Resilience Profile. These are owned and reviewed by the Resilience and Emergencies Team and Elected Members can access their profile, as well as discuss their developments, via their allocated Resilience and Emergencies Officer.

8.0 IMPLICATIONS

- 8.1 There are no financial, legal or equalities implications arising directly from this report as it provides information only.

9.0 ENVIRONMENTAL IMPACTS/BENEFITS INCLUDING CLIMATE CHANGE IMPACT ASSESSMENT

- 9.1 There are no environmental impacts or benefits arising directly from this report as it provides information only.

10.0 REASONS FOR RECOMMENDATIONS

- 10.1 The recommendations contained below are to engage with and invite comments from Members on the content of this report, which followings the agreement with Members' to provide an annual update.

11.0 RECOMMENDATION

- 11.1 Committee Members are requested to note the information within the report and offer comments.

Report author – Matt Robinson, Head of Resilience and Emergencies

Background Documents: None

Appendices:

Appendix A – Corporate Emergency Planning Group Work Plan 2024/2025

Corporate Emergency Planning Group Work Plan 2024/2025

Corporate EP Group – Area of work	Comment
Locality response to incidents <ul style="list-style-type: none"> • Bronze Commander • Forward Liaison Officers • Integrated Emergency Management Groups • Share organisation learning • Locality training 	A priority for this year is to understand how the ongoing restructures affect the Council’s ability to anticipate, assess, prevent, prepare, respond and recover to emergencies. This involves building new networks of staff and where required develop new processes.
Operational Flood Plans <ul style="list-style-type: none"> • Sandbag response – new BAU • NYC flood assets – before and during incidents • Community impact 	A priority for this year is to focus on how the Council approaches its flooding responsibilities before, during and after events.
Community Resilience (Humanitarian Assistance)	A priority for this year will be the continuation of community resilience and the integration within community partnerships. This will accumulate with three Community Resilience workshops in the new year.
Horizon Scanning of risk update for Management Board	To provide (twice yearly, quarterly) updates on the community risks within North Yorkshire.
Annual Exercise (November)	Going forward NYC will do one large internal exercise each November
2 x Bronze Commander Training	Going forward NYC will always offer 2 x Bronze Commander Training
2 x Service Silver Training	Going forward NYC will always offer 2 x Service Silver Training
Ongoing Silver Commander Training	Going forward NYC will always offer ongoing Silver Commander Training
Ongoing Incident Support Officer Training	Going forward NYC will always offer ongoing Incident Support Officer Training

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North Yorkshire Council

Corporate and Partnership Overview and Scrutiny Committee

2 December 2024

Report on Notices of Motion from Full Council on 13 November 2024

Report of the Assistant Chief Executive (Legal & Democratic Services)

1.0 Purpose of Report

- 1.1 To present information in response to a number of Motions at Full Council in November 2024. This information has been provided to enable members to consider those Motions allocated to this Committee and agree an appropriate way forward to deliver a response on each for full Council's future consideration.

2.0 Background

- 2.1 At Full Council on 13 November 2024, a number of Motions were received, and it was agreed they would be referred to the Scrutiny Board to consider and allocate to the appropriate Overview and Scrutiny Committee, with the intention of recommendations being brought back to the next meeting of full Council in February 2025.
- 2.2 On 15 November 2024 the Scrutiny Board considered those Motions, and it was agreed the following two Motions should be considered by the Corporate & Partnerships Overview & Scrutiny Committee, given the focus of both was on an issue of governance.

3.0 Motion 1 - Youth Council Engagement

- 3.1 The Notice of Motion as proposed by Councillor Andrew Timothy (and seconded by Councillor Barbara Brodigan) stated:

'Many British young people are very interested in how society should be run. In March this year, UK Youth reported, "88% of young people believe it is important to have a say in the decisions politicians make about public life"¹. Despite this, according to an IPPR report, turnout in the 2024 general election was lowest in the constituencies with the lowest average age².

It is clear that many young people feel that most politicians, regardless of political party or lack thereof, are not interested in supporting them with the issues they face. This adversely affects their engagement in elections and the democratic process as a whole.

Children and young people are our future. Engaging them in politics is crucial to ensure the survival of institutions of this country.'

- 3.2 The Motion asked Council to agree to more fully involve young people in the democratic decision-making process by:

- Inviting the Youth Assembly of North Yorkshire to prepare a single motion each year to be submitted and considered at the Full Council meeting held before the 1st of September of that year.

¹ <https://www.ukyouth.org/2024/03/only-one-in-10-young-people-believe-politicians-prioritise-their-needs-as-childrens-election-launched/>

² <https://www.ippr.org/articles/half-of-us>

- Amending the council constitution such that the motion may be proposed by the chair of the Youth Assembly.
- Genuinely debating and considering the motion in the same way as if a North Yorkshire Councillor had proposed it.

3.3 The relevant Sustainable Development Goals (SDGs) associated with this Motion were identified as being:

- Goal 4: Quality Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- Goal 5: Gender Equality - Achieve gender equality and empower all women and girls.
- Goal 10: Reduced Inequalities - Reduce inequality within and among countries.
- Goal 16: Peace, Justice, and Strong Institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.
- Goal 17: Partnerships for the Goals - Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

3.4 Information Gathered to Date

Scrutiny Board referred this matter to this Committee in recognition that this was a governance issue requiring a change to the council's Constitution. They also agreed it would be inequitable to only allow the Youth Assembly of North Yorkshire to submit a Notice of Motion and therefore agreed that any such amendment to the Constitution would need to apply to all external bodies, which could potentially result in a flood of Motions in the future.

3.5 It has been confirmed by Legal Services that there is no legal impediment to amending the Constitution to allow an external body to submit a Notice of Motion, or to have it be presented in person by that body's representative at a meeting of full Council. Any proposed amendments to the Constitution, however, require consideration by the cross-party Member Working Group on the Constitution. They will then make recommendations to the Executive, who in turn will then make a recommendation to Council.

3.6 It should also be noted that full Council is not meant to be a public engagement meeting. Full Council meetings are for determination of the budget, as defined in Article 4.01(b), the Policy Framework, as defined in Article 4.01(a), and for the constitutional and related functions set out in Article 4.02. Public participation at a Council meeting is therefore limited in comparison to other committee meetings and must relate to a specific agenda item. Council Procedure Rule 9 allows members of the public to ask questions or make statements at ordinary meetings of the Council, which would provide an alternative to submitting a Notice of Motion that would not limit the attendance of the Youth Assembly of North Yorkshire to once a year.

3.7 There are already a range of ways in which the Council currently engages with young people which includes:

- Councillor support for Youth Councils in their division.
- Youth Councils attending Area Constituency Committee meetings.
- Through the Young People's Champion
- Children and young people are supported to have their voices heard through [NY Voice](#) (Youth Voice and Creative Engagement Service)
- The Youth Cabinet - made up of leading members of all of NYC's voice groups, representing all of North Yorkshire's children and young people. The group meets regularly and has direct working links with Children and Young Peoples Service leaders. Amongst other things, the Youth Cabinet plans and runs projects and public campaigns on issues which are important to young people and is regularly consulted by the Authority and a range of its partner services when key decisions are being made.

- Young inspectors - inspecting services delivered to children and young people, providing advice and recommendations on how those services can improve.

3.8 Way Forward

Councillor Andrew Timothy (proposer of the Motion) has been invited to attend this meeting to present his views on why the annual submission of a Notice of Motion by the Youth Assembly of North Yorkshire would better enable them 'to have a say in the decisions politicians make about public life' rather than via any of the other routes available to young people that are currently available.

- 3.9 Members are asked to consider if the information provided above is sufficient to determine whether the Authority is already engaging appropriately with young people through a variety of other routes (listed above) to ensure they are supported with the issues they face and can inform the decisions politicians make about public life. If not, Members are asked to consider what further information / lines of enquiry are required to make that determination.

4.0 **Motion 2 - Community Impact**

- 4.1 The Notice of Motion as proposed by Councillor Peter Lacey (and seconded by Councillor Chris Aldred) stated:

'Reflecting the declared intent of North Yorkshire Council to become the most local large Unitary in England, and in light of this Council adopting the United Nations Sustainability and Development Goals (SDGs) as the basis for policy development, implementation and monitoring, there is a need to ensure that any decisions made by the Council are properly weighed in the light of their potential impact on local communities (SDG goal 11: Sustainable Cities and Communities).

Whilst it is acknowledged that financial, legal, equalities and climate change implications of policy changes are already a requirement in the development of policy, Council accepts that decisions should also be taken in the full knowledge of any impact on local economies and the health and wellbeing of local communities (SDG goal 3: Good Health and Well-being), either in specific geographical locations or more generally.'

- 4.2 The Motion asked Council to:

i. Note that:

- By focusing on the local impact of decisions, the motion will support the creation of inclusive, safe, and resilient communities. It ensures that development is sustainable and beneficial to residents.
- The motion aligns with the goal of taking urgent action to combat climate.

ii. Resolve that by December 2025 it will explore and adopt appropriate means to ensure that policies and decisions made by Council are properly informed by their potential impact on local communities (SDG goal 17: Partnerships to deliver the Goals).

4.3 Information Gathered to Date

The Authority currently has no reliable measures of community impact. It has been suggested that a number of other Authorities are attempting to provide this type of information to better inform their decision-making, but that information comes with a series of caveats suggesting it cannot be relied upon.

- 4.4 It is likely that adding an additional requirement to the decision-making process will lengthen the time required in the lead up to a decision being taken. So for its provision to be worthwhile, there would have to be a degree of confidence in the resulting information provided.

- 4.5 Work is now underway to examine the complexities of delivering an analysis of community impact, but it has not been possible to do this ahead of this meeting and therefore

additional time will be required before the Committee can fully consider the proposal put forward in this Notice of Motion.

5.0 DBS Checks

- 5.1 In addition to allocating the above two Motions to this Committee, the Scrutiny Board also asked that this committee consider the issue raised by Councillor Kevin Foster asking whether all Councillors should be DBS checked.
- 5.2 The Scrutiny Board suggested this be considered at this Committee's next Mid-Cycle Briefing on 13 January 2025, with supporting guidance provided by HR/relevant officers, and that a response be subsequently provided direct to Councillor Kevin Foster.

6.0 Way Forward

- 6.1 Having considered the report, Members are asked to agree whether sufficient information has been provided to determine a response to either of the Notices of Motion detailed in sections 3 & 4 of this report.
- 6.2 If not, the Committee has a number of options:
- i. Agree to hold an additional meeting of this Committee between 6 January - 11 February 2025 to consider a further report on the proposals and associated options and implications, in order to inform this Committee's feedback report to Full Council on 25 February 2025.
 - ii. Acknowledge that Members and officers' availability may be limited between early December and end of January given the Christmas/New Year period and other ongoing work commitments, limiting their availability and/or the time available to fully explore the proposals/options/implications associated with the Motions, and therefore agree that all the relevant information should be provided for the Committee's consideration at its next formal meeting in March 2025, with the intention of reporting back to full Council in May 2025.
 - iii. Agree an alternative way forward.
 - iv) Agree what additional information is required to support your considerations.

7.0 Risks & Implications

- 7.1 Any risks and implications associated with implementing the proposals within the two Notice of Motion will be fully explored as part of the reports brought to a later meeting of this Committee.

8.0 Recommendation

- 8.1 Members are asked to consider the information contained within this report and agree a way forward.

BARRY KHAN
Assistant Chief Executive (Legal and Democratic Services)
County Hall
NORTHALLERTON

21 November 2024

Report Author & Presenter of Report – Melanie Carr, Senior Scrutiny Officer

Background Papers: None
Appendices: None

Note: Members are invited to contact the author in advance of the meeting with any detailed queries or questions.

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Corporate & Partnerships Overview and Scrutiny Committee Remit

Scope

- The Council's corporate organisation and structure, resource allocation, asset management, procurement policy, people strategy, equality and diversity, performance management, communication and access to services.
- Partnership working, community development, community engagement, community strategies and community safety.
- This Committee is the Crime & Disorder Committee for the purposes of Part 3 of the Police and Justice Act 2006.

Agenda Briefings (Attended by Group Spokespersons only) - will be held at 9.30am on the day of the committee meeting

Corporate and Partnerships Overview and Scrutiny Committee 2024-2025 Work Programme

Committee Meeting – 10 June 2024 @ 10:30am

Transformation Strategy	Robert Ling, Director of Transformation – Operating Model & Programme Plan
Workforce Update inc. Restructure Update	Provided by Trudy Foster, Assistant Chief Executive (HR & Business Support)
North Yorkshire Refugee Resettlement Update	Annual Programme Update – Jonathan Spencer, Refugee Resettlement Project Manager
Locality Budgets	Annual review of Councillor Locality Budgets 2023/24 – Rachel Joyce, Assistant Chief Executive (Local Engagement)
Work Programme 2024/25	Consideration of the work programme
Mid Cycle Briefing – 22 July 2024 @ 10:30am	
Work Programme 2024/25	Consideration of the work programme

Committee Meeting – 9 September 2024 @ 10:30am	
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working, with a focus on ‘PREVENT’ – Odette Robson, Head of Safer Communities, Chair of CSP - Assistant Chief Constable Catherine Clarke and representative from the North East Counter Terrorism Unit
Transformation	Verbal update on ongoing work across the Council to include areas such as property, IT, customer services, workforce etc - Robert Ling, Director of Transformation
Customer Services	Update on delivery of the planned new common customer approach in line with the customer theme of the Transformation Strategy – Margaret Wallace - AD Customer Revenue and Benefits
Youth Justice	Annual Performance Update – Barbara Merrygold, YJS Planning & Development Officer / Andy Dukes YJS Team Manager
Localities Update	Bi-annual update on work of the Localities Service to include an update on volunteering Marie-Ann Jackson, Head of Localities & Keeley Metcalfe, NYCC Resourcing Solutions Business Partner
Notice of Motion – Right to Grow	Officer report on potential community grow approach, covering policy position in regard to Planning policy; Use of council land /assets/property/parks i.e. an understanding of what land the Council has and the process we would need to take to investigate its use further; the temporary use of land already identified for development; and any immediate legal implications associated with the proposal. The report will also provide examples of where we are already using council land creatively, what type of funding opportunities may support such community start ups/activity, and any other context information/intelligence e.g. it's benefits/drawbacks – lead officer: Angela Crossland, Head of Healthier Lives County and Economy
Work Programme 2024/25	Consideration of the work programme
Mid Cycle Briefing – 21 October 2024 @ 10:30am	
Work Programme 2023/24	Consideration of the work programme
Committee Meeting – 2 December 2024 @ 10:30am	
Transformation	Presentation on ongoing work across the Council to include areas such as property, IT, customer services, workforce etc - Brigitte Giles, Interim Director of Transformation
Workforce	Update on attendance levels and wellbeing and any emerging HR related themes 18 months in to new Council – Trudy Forster, Assistant Chief Executive (HR & Business Support) and Sarah Ridley, Head of People & Organisational Development
Council Plan 2024-28 Development	Update on Council Plan Refresh including Review of Council Priorities – Will Boardman, Head of Strategy & Performance
Resilience and Emergencies	Annual overview of the National Resilience Standards and NYC’s current performance, together with an overview of ongoing Resilience and Emergencies work – Matt Robinson, Head of Resilience and Emergencies

Motions to Full Council	Report on Motions to Full Council in November 2024, subsequently allocated to this Committee by Scrutiny Board
Work Programme 2024/25	Consideration of the work programme
Mid Cycle Briefing – 13 January 2025 @ 10:30am	
Work Programme 2024/25	Consideration of the work programme
Committee Meeting – 3 March 2025 @ 10:30am	
Transformation	Update on ongoing work across the Council to include areas such as property, IT, customer services, workforce etc – Brigitte Giles, Interim Director of Transformation
Attendance of Deputy Mayor	Proposal to invite Jo Coles, York and North Yorkshire’s Deputy Mayor for Policing, Fire and Crime to receive an update on the new Police & Crime Plan for 2025-2029, and hear her views on crime, ASB and the services commissioned to provide support to victims etc.
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP - Assistant Chief Constable Catherine Clarke
Stronger Communities	Bi-annual update on work of the Stronger Communities team and progress update on the corporate volunteering project – Marie-Ann Jackson, Head of Stronger Communities & Keeley Metcalfe, NYCC Resourcing Solutions Business Partner
Customer Access	Annual Update on the Operation of the Customer Portal – Madi Hoskins, AD Technology & Margaret Wallace, AD Customer Revenue & Benefits
Work Programme 2024/25	Consideration of the work programme
Mid Cycle Briefing – 14 April 2025 @ 10:30am	
Draft Work Programme 2025/26	Consideration of the work programme

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