

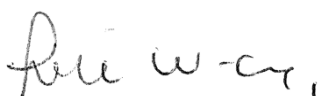
Date of despatch: Monday, 19 April 2021

**To the Members of Slough Borough Council**

Dear Councillor,

You are summoned to attend a Meeting of the Council of this Borough which will be held as a Virtual Meeting on **Tuesday, 27th April, 2021 at 7.00 pm**, when the business in the Agenda below is proposed to be transacted.

Yours faithfully



**JOSIE WRAGG**  
Chief Executive

**PRAYERS**

**AGENDA**

**Apologies for Absence**

	<b><u>PAGE</u></b>
1. Declarations of Interest	-
<i>All Members who believe they have a Disclosable Pecuniary or other in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i>	
2. To approve as a correct record the Minutes of the Council held on 26th January 2021 and 8th March 2021	1 - 18
3. To receive the Mayor's Communications.	-

**Public Questions**

4. Questions from Electors under Procedure Rule 9.	-
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**Recommendations of Committees**

*[Notification of Amendments required by 10 a.m. on Monday 26<sup>th</sup> April]*

- |    |  |         |
|----|--|---------|
| 5. | Recommendation of the Employment and Appeals Committee from its meeting held on 6th April 2021 | 19 - 30 |
|    | <ul style="list-style-type: none"><li>• Pay Policy Statement 2021/22</li></ul>                 |         |
| 6. | Recommendation of the Overview and Scrutiny Committee from its meeting held on 26th April 2021 | 31 - 48 |
|    | <ul style="list-style-type: none"><li>• Annual Scrutiny Report 2020/21</li></ul>               |         |

**Officer Reports**

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| 7. | COVID-19 Decisions Update | 49 - 58 |
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**Motions**

- |    |  |         |
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| 8. | To consider Motions submitted under procedure Rule 14. | 59 - 60 |
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**Member Questions**

- |    |  |   |
|----|--|---|
| 9. | To note Questions from Members under Procedure Rule 10 | - |
|----|--|---|

**Votes of Thanks**

- |     |   |   |
|-----|---|---|
| 10. | Vote of Thanks to the Retiring Mayor        | - |
| 11. | Vote of Thanks to the Retiring Deputy Mayor | - |

**Press and Public**

This meeting will be held remotely in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Part I of this meeting will be live streamed as required by the regulations. The press and public can access the meeting from the following link (by selecting the meeting you wish to view):

<http://democracy.slough.gov.uk/mgCalendarMonthView.aspx?GL=1&bcr=1>

Please note that the meeting may be recorded. By participating in the meeting by audio and/or video you are giving consent to being recorded and acknowledge that the recording will be in the public domain.

The press and public will not be able to view any matters considered during Part II of the agenda.

## MINUTES OF COUNCIL PROCEEDINGS

At a Meeting of the Council for the Borough of Slough held as a Virtual Meeting on Tuesday, 26th January, 2021 at 7.00 pm

**Present:-** The Worshipful the Mayor (Councillor Brooker), in the chair; Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Bedi, Begum, Carter, A Cheema, H Cheema, Dar, Dhaliwal, Gahir, Hulme, Kelly, Mann, Matloob, Minhas, Nazir, Pantelic, D Parmar, S Parmar, Plenty, Qaseem, Sabah, A Sandhu, R Sandhu, Sharif, Strutton, Swindlehurst and Wright.

**Apologies for Absence:-** Councillors Chaudhry, Davis, M Holledge, N Holledge, Mohammad, Rasib, Sarfraz and Smith.

### 53. Declarations of Interest

None declared.

### 54. To approve as a correct record the Minutes of the Council held on 24th November 2020

**Resolved** – That the minutes of the meeting held on 24<sup>th</sup> November 2020 be approved as a correct record.

### 55. To receive the Mayor's Communications.

Members were informed that the Council's Public Health Team had launched a campaign to encourage residents to take Vitamin D supplements as early indications suggested that it may contribute to the fight against coronavirus.

The Mayor thanked Slough CVS for their continued support in assisting the Council in getting volunteers to help at the testing and vaccination centres.

A minute's silence was held in memory of those who had lost their lives due to the pandemic.

### 56. Questions from Electors under Procedure Rule 9.

Three questions were received and two of the electors were present. A written copy of the reply would be sent to the Electors following the meeting.

### 57. Recommendation of the Audit and Corporate Governance Committee from its meeting held on 10th December 2020

It was moved by Councillor Sabah,  
Seconded by Councillor Wright,

"That the Councillors' Code of Conduct, in the terms set out at paragraph 5.10 of this Report, be amended to include provision to make "basic" checks on all Councillors and "enhanced" checks on Councillors who hold portfolios relating to

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vulnerable adults and children, with the Disclosure & Barring Service (“DBS”), and for any fees payable to the DBS for making checks to be met from the respective Councillors’ allowances; effective from the municipal year 2021.”

The recommendation was put to the vote and agreed unanimously.

**Resolved** - That the Councillors’ Code of Conduct, in the terms set out at paragraph 5.10 of this Report, be amended to include provision to make “basic” checks on all Councillors and “enhanced” checks on Councillors who hold portfolios relating to vulnerable adults and children, with the Disclosure & Barring Service (“DBS”), and for any fees payable to the DBS for making checks to be met from the respective Councillors’ allowances; effective from the municipal year 2021.

**58. COVID-19 Decisions Update**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

“ (a) That the report be noted; and  
(b) That the Significant Decisions taken by Silver as set out in the Appendices be ratified insofar as they relate to Council functions.”

The recommendations were put to the vote and agreed unanimously.

**Resolved –**

- (a) That the report be noted; and
- (b) That the Significant Decisions taken by Silver as set out in the Appendices be ratified insofar as they relate to Council functions.

**59. To consider Motions submitted under Procedure Rule 14.**

A) Air Quality

It was moved by Councillor Strutton,  
Seconded by Councillor Kelly,

“This Council resolves to

- a) Acknowledge
  - That Slough has one of the highest levels of air pollution related deaths in the South East, and that roadside Nitrogen Dioxide emissions has a direct impact on both the environment, and public health.
  - That raising local awareness and understanding of air pollution in the town, by mitigating the environmental impact of fireworks and using innovative technologies to tackle roadside Nitrogen Dioxide emissions, will improve air quality in Slough.

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### b) Agrees to

- Raise public awareness of air pollution, building on the example of Sheffield City Council, by forming a local community group to be involved in monitoring local air pollution through the use of low cost diffusion tubes, to build local understanding of air pollution and to engage the local community in assessing and taking action on local issues.
- To implement a Zero Emissions Network (ZEN) across Slough to offer advice to businesses who wish to reduce their emissions.
- To trial innovative approaches and technologies to tackle roadside Nitrogen Dioxide emissions.
- To actively promote a public awareness campaign in Slough regarding the use of fireworks, and informing users of the steps that can be taken to mitigate their effects on wildlife, and the environment.“
- Implement more stringent environmental requirements in any Simplified Planning Zone (SPZ) within the Borough, requiring both Green Energy Production, rainwater collection and recycling.”

It was moved by Councillor Anderson, as an amendment,  
Seconded by Councillor Swindlehurst,

“This Council ~~resolves to~~ **acknowledges:**

#### a) ~~Acknowledge~~

- The Slough has one of the highest levels of air pollution related deaths in the South East, **with road traffic vehicles accounting for 60% of all Nitrogen Dioxide emissions across Slough** and that ~~roadside Nitrogen Dioxide emissions~~ **this** has a direct impact on both the environment, and public health.
- **There has been a 33-55% reduction in nitrogen dioxide levels at the four continuous monitoring locations assessed in Slough.**
- **Air quality sensors are already operational in Slough at a further 14 locations across the Borough & are used to engage with the wider community about the importance of tackling air pollution.**
- **Comparisons by Air Quality England that show without covid Slough would have recorded lower levels of Nitrogen Dioxide in 2020 than 2018 and 2019.**
- **The Council’s bid for government funding of a project to support taxi drivers to make the transition to zero emission electric vehicles designed to complement the on-going work to install taxi priority electric charging infrastructure in Slough**
- **As part of the Urban Tree Challenge, by the end of the 2020/21 planting season the Council will have planted 8,906 new trees across the Borough.**
- **Slough’s Digital Urban Forest is held as an exemplar by Government and the Forestry Commission and allows residents, businesses and visitors to Slough to monitor real time air quality measurements.**
- **That raising local awareness and understanding of air pollution in the town, ~~by mitigating the environmental impact of fireworks and using innovative technologies to tackle roadside Nitrogen Dioxide emissions,~~ will improve air quality in Slough.**

This Council therefore resolves to

b) ~~Agrees to~~

- Produce a Clean Air Plan to act as an overarching strategy which will consolidate all air quality aspirations and improvement plans across the Borough into one comprehensive strategy for both nitrogen dioxide and particulate pollution
- ~~Continue to~~ Raise public awareness of air pollution, ~~building on the example of Sheffield City Council, by forming a local community group to be involved in monitoring local air pollution through the use of low cost diffusion tubes to build local understanding of air pollution and to engage the local community in assessing and taking action on local issues.~~
- ~~To implement a Zero Emissions Network (ZEN) across Slough to offer advice to~~ continue to work with local business and the Thames Valley Chamber of Commerce offer advice to businesses who wish to reduce their emissions.
- To continue to trial and expand upon the innovative approaches and technologies in use by the council to tackle roadside Nitrogen Dioxide emissions.
- To actively promote a public awareness campaign in Slough regarding the use of fireworks, and informing users of the steps that can be taken to mitigate their effects on wildlife, and the environment.
- Explore the Implementation of more stringent environmental requirements in Statutory Planning Policy ~~any Simplified Planning Zone (SPZ) within the Borough,~~ requiring both Green Energy Production, rainwater collection and recycling.”

The amendment to the motion was put to the vote and agreed unanimously and became the substantive motion.

The substantive motion was put to the vote and agreed unanimously.

**Resolved -**

This Council acknowledges;

- Slough has one of the highest levels of air pollution related deaths in the South East, with road traffic vehicles accounting for 60% of all Nitrogen Dioxide emissions across Slough, and that this has a direct impact on both the environment, and public health.
- There has been a 33-55% reduction in nitrogen dioxide levels at the four continuous monitoring locations assessed in Slough.
- Air quality sensors are already operational in Slough at a further 14 locations across the Borough & are used to engage with the wider community about the importance of tackling air pollution.
- Comparisons by Air Quality England that show without covid Slough would have recorded lower levels of Nitrogen Dioxide in 2020 than 2018 and 2019.
- The Council's bid for government funding of a project to support taxi drivers to make the transition to zero emission electric vehicles designed

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to complement the on-going work to install taxi priority electric charging infrastructure in Slough.

- As part of the Urban Tree Challenge, by the end of the 2020/21 planting season the Council will have planted 8,906 new trees across the Borough.
- Slough's Digital Urban Forest is held as an exemplar by Government and the Forestry Commission and allows residents, businesses and visitors to Slough to monitor real time air quality measurements.
- Raising local awareness and understanding of air pollution in the town will improve air quality in Slough.

This Council therefore resolves to:

- Produce a Clean Air Plan to act as an overarching strategy which will consolidate all air quality aspirations and improvement plans across the Borough into one comprehensive strategy for both nitrogen dioxide and particulate pollution
- Continue to raise public awareness of air pollution to build local understanding of air pollution and to engage the local community in assessing and taking action on local issues.
- To continue to work with local business and the Thames Valley Chamber of Commerce to offer advice to businesses who wish to reduce their emissions.
- To continue to trial and expand upon the innovative approaches and technologies in use by the Council to tackle roadside Nitrogen Dioxide emissions
- To actively promote a public awareness campaign in Slough regarding the use of fireworks, and informing users of the steps that can be taken to mitigate their effects on wildlife, and the environment.
- Explore the implementation of more stringent environmental requirements in Statutory Planning Policy including Green Energy Production, rainwater collection and recycling.

### B) Universal Credit Payments

It was moved by Councillor Akram,  
Seconded by Councillor Hulme,

“This Council notes that the government plans, from April, to remove the £20 it added to Universal Credit payments to further support claimants in Slough, and therefore resolves to write to the Chancellor, Rishi Sunak and to the Prime Minister, Boris Johnson demanding that the £20 increase to Universal Credit is made permanent and extended to claimants on legacy benefits.”

It was moved by Councillor Strutton, as an amendment,  
Seconded by Councillor Wright,

“This Council notes that **throughout this pandemic the Government has protected those most in need, and boosted our safety net welfare system which has seen Universal Credit increased by £1000 per year** to further support claimants in Slough, and therefore resolves to write to the Chancellor, Rishi Sunak and to the Prime Minister, Boris Johnson **welcoming the Government's support thus far and seeking assurances**

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that in the upcoming budget that the increase to Universal Credit is extended to claimants throughout the course of the pandemic.”

The amendment to the motion was put to the vote and lost with 3 votes for, 29 against and 1 abstention.

The original motion was put to the vote and a prior request having been made for the record of the voting:

There voted for the motion:

Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Bedi, Begum, Carter, A.Cheema, H.Cheema, Dar, Dhaliwal, Gahir, Hulme, Mann, Matloob, Minhas, Nazir, Pantelic, D.Parmar, S.Parmar, Plenty, Qaseem, Sabah, A.Sandhu, R.Sandhu and Swindlehurst..... 28

There abstained from voting on the motion:

Councillors Kelly, Strutton, Wright and the Worshipful The Mayor, Councillor Brooker, ..... 4

**Resolved** – This Council notes that the government plans, from April, to remove the £20 it added to Universal Credit payments to further support claimants in Slough, and therefore resolves to write to the Chancellor, Rishi Sunak and to the Prime Minister, Boris Johnson demanding that the £20 increase to Universal Credit is made permanent and extended to claimants on legacy benefits.

**60. To note Questions from Members under Procedure Rule 10**

None received.

Chair

(Note: The Meeting opened at 7.02 pm and closed at 8.48 pm)



## MINUTES OF COUNCIL PROCEEDINGS

At an extraordinary Meeting of the Council for the Borough of Slough held as a Virtual Meeting on Monday, 8th March, 2021 at 7.00 pm

**Present:-** The Worshipful the Mayor (Councillor Brooker), in the chair; Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Bedi, Begum, Carter, A Cheema, H Cheema, Dar, Davis, Dhaliwal, Gahir, M Holledge, Hulme, Kelly, Mann, Matloob, Minhas, Mohammad, Nazir, Pantelic, D Parmar, S Parmar, Plenty, Qaseem, Sabah, A Sandhu, R Sandhu, Sharif, Smith, Strutton, Swindlehurst and Wright

**Apologies for Absence:-** Councillor N Holledge

### 61. Declarations of Interest

None declared.

### 62. Five Year Plan 2021-26 and Slough 2040 Vision

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

“ (a) That the refresh of the Five Year Plan, as attached at Appendix A to the report, be approved.

(b) That it be noted that the Cabinet endorsed the Slough 2040 Vision as attached at Appendix B to the report, on behalf of Slough Borough Council at its meeting held on 22<sup>nd</sup> February 2021.”

The recommendations were put to the vote and agreed unanimously.

### Resolved –

(a) That the refresh of the Five Year Plan as attached at Appendix A to the report, be approved.

(b) That it be noted that the Cabinet endorsed the Slough 2040 Vision as attached at Appendix B to the report, on behalf of Slough Borough Council at its meeting held on 22<sup>nd</sup> February 2021.

### 63. Meeting Procedure

A suggested procedure for debating the item on the Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22 - 2023/24 had been circulated to all Members of the Council.

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

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“That in accordance with procedure rule 27.1, Rule 16.5 on rules of debate be suspended insofar as is necessary to enable the procedure as circulated to be adopted and that the Council consent to:

- Members of the Leadership speaking for up to 45 minutes in total on the Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22-2023/24;
- Members of the Opposition speaking for up to 20 minutes in total on the same item;
- Independent Members speaking for up to 5 minutes in total, and
- All subsequent speeches in the debate being limited to 3 minutes, other than the winding up speech by the Leader of the Council which shall not exceed 10 minutes.”

The procedural motion was put and carried.

**Resolved** – That the proposed procedure for the debate on the Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22 - 2023/24 be approved and adopted.

### **64. Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22 - 2023/24**

The Leader of the Council and Lead Members for Governance and Customer Services, Children and Schools, Transport and Environmental Services, Housing and Community Safety, Health and Wellbeing, Inclusive Growth and Skills and Planning and Regulation presented the Leadership Proposals for the Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22-2023/24. On completion of the presentation:

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

“That the statutory S25 report of the S151 officer at Appendix M be noted and taken into account in determining:

- (a) The proposed budget for 2021/22;
- (b) The medium term financial plans for 2021/22 – 2023/24;
- (c) The level of reserves.

That the following be noted:

- (d) The use of £5.106m of Capital Receipts to fund the Minimum Revenue Provision (MRP) in 2021/22 and £3.144m in 2022/23;
- (e) In 2021/22, £12.200m of revenue spend will be capitalised in accordance with the Capitalisation Directive from MHCLG (see section 14);
- (f) The Dedicated Schools Grant [DSG] settlement for 2021/22 (see Section 13) and the allocation of £193.905m as set out in Appendix L;

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That the following be approved:

- (g) That the Council Tax Support Scheme (CTSS) is not to be varied or revised for 2021/22;
- (h) With regard to the 2021/22 General Fund and Housing Revenue Account budgets, and the Medium Term Financial Strategy:
  - I. The General Fund Budget Requirement of £133.574m for 2021/22;
  - II. Proposed savings of £15.576m for 2021/22 and overall savings of £23.573m for the three years to 2023/24;
  - III. Growth and pressures of £12.593m for 2021/22 and overall pressures of £19.178m to 2023/24;
  - IV. The Housing Revenue Account budget for 2021/22 of £36.790m as set out in Appendix F;
  - V. The forecast reserves of £14.458m at the end of 2021/22 as set out in Appendix G;
- (i) The strategy for the use of flexible capital receipts to deliver transformation and ongoing savings as set out in Appendix H;
- (j) The calculations for determining the Council tax requirement for the year 2021/22 in accordance with the Local Government Finance Act 1992 as set out in the Council Tax Resolution in Appendix J;
- (k) The Council increase the Council tax for a band D property by £70.83 for 2021/22, giving a band D Council Tax of £1,490.30 per year, excluding the precepts from Police, Fire and parishes as set out below:
  - i. Its general band D Council Tax by 1.99%, the maximum permitted without a referendum as previously planned; and
  - ii. Its Adult Social Care Precept by 3.00% as confirmed by Government in the Final Local Government Settlement.

Notes the following Council tax increases and precepts as detailed in Appendix J:

- (l) Parish Precepts of £185,244;
- (m) The Police and Crime Commissioner for Thames Valley has increased Council tax for a band D property to £231.28 per annum, a 6.9% increase on 2020/21, resulting in a precept of £9,442,862;
- (n) The Royal Berkshire Fire Authority has agreed an increase of £1.35 for a band D property to £68.95 per annum, a 1.99% increase on 2020/21, resulting in a precept of £2,815,139;
- (o) This gives a total Band D Council Tax of £1,790.53 plus any Parish precept where applicable set out in Appendix J.

The Fees and Charges for 2021/22 as set out in Appendix K.”

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Members of the Opposition spoke on the Revenue Budget 2021/22 and Medium Term Financial Strategy 2021/22-2023/24 proposals, following which

It was moved by Councillor Strutton, as an amendment,  
Seconded by Councillor Wright,

### Growth

**Christmas Relaxation of parking charges** - Free parking in Slough Town Centre from November to January. This would result in a total growth of £0.440m.

**Shop front enhancement grant** – To support local businesses who rent their property from Slough Borough Council - a shop front enhancement grant – we would provide a one-year grant based on £1 per square foot at a total cost of £0.073m.

**Funding for a local community engagement organisation** – This increases awareness of air quality and stimulates an interest in local activism to tackle the issue here in Slough. We propose to provide £0.048m in 2021/22.

**Expand Provision of Free School Meals**- Additional support for vulnerable families in Slough, expanding the provision of good quality Free School Meals across the Borough during the summer holidays. We propose to provide £0.100m in 2021/22.

**One to One Tuition for Vulnerable Children**- We pledge to support our most vulnerable children in Slough, by providing a targeted One to One tuition programme, for those identified as being most impacted by COVID-19 by our education teams, to support them in their education. We propose to provide £0.100m in 2021/22.

**Promotion and Employment of permanent staff**- To tackle this authorities over reliance on agency and contract staff, we propose a designated fund with the objective of promoting, and covering some of the additional recruitment costs, of moving some of the contract/agency staff to permanent roles in this authority. We propose to provide £0.232m for 2021/22.

**HR fund**- To provide additional support to tackle ongoing HR issues in regards change management processes of moving from such an overreliance on contract/agency staff, to full time positions. We propose to provide £0.050m in 2021/22 to cover this.

### Savings

**Agency/Interim staff** – the opposition note that in the latest figures SBC has provided, it is engaging 284 agency/interim staff. A number have been with the council for many years and we note that this is the most expensive way to populate an organisation. We also note that the Administration has a £1.5m saving in the budget in this area. Based on the figures provided, we calculate that they will have to exit in the region of 50 interim staff to achieve this. Our proposal is to double this saving and note it could impact up to potentially 100 agency staff (up to 35% of the current cohort). This will increase the savings in

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this area from £1.5m to £3m. We propose that no front-line care staff would be exited under this proposal, protecting our most vulnerable residents.

**Sale of Windsor Road** - We propose to sell the Windsor Road building. This will result in a capital receipt of £21m net of leaseback which can be used to repay debt. The consequential savings on interest charges will be £0.2m in 2021/22.

**Reduction in the Collection of Green Bins** –Expanding the proposed reduction in the collection of our green bins by an additional month, covering November-February at an additional saving of £0.024m.

**Make CCTV fully funded by partners** – rationalising provision and negotiating fully funding by partner agencies. This will deliver £0.180m.

### Council Tax

Resulting from our changes above our proposals for Council Tax are as follows:

1. Setting the adult social care precept increase at £42.58 providing the full 3.00% uplift in the adult social care element of the Council Tax. This will provide for the full growth in adult social care as identified in the budget report.
2. Setting the general Slough Borough Council element of the tax at a 0.75% increase on this year's figure.

This would give a total council tax at band D of £1,472.20, a 3.75% increase overall on the previous year's figure.

3. The table below shows the level of the Council Tax over all eight bands (precepts from external bodies exclude):

Band	£
A	981.80
B	1,145.43
C	1,309.07
D	1,472.70
E	1,799.97
F	2,127.24
G	2,454.50
H	2,945.40

### Reserves

The outstanding balance resulting from these proposals is £0.100m which we propose to deposit in the council's general reserve."

The amendments were put to the vote and lost with 4 votes for, 31 against and 2 abstentions.

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The original recommendations were put and carried and, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, a record of the vote was taken as follows:-

There voted for the recommendations:-

Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Begum, Carter, A.Cheema, H.Cheema, Dar, Davis, Dhaliwal, Gahir, Hulme, Mann, Matloob, Minhas, Mohammad, Nazir, Pantelic, D.Parmar, S.Parmar, Plenty, Qaseem, Sabah, A.Sandhu, R.Sandhu, Sharif and Swindlehurst. .... 30

There voted against the recommendations:

Councillors Kelly, Smith, Strutton and Wright ..... 4

There abstained from voting:

The Worshipful, The Mayor Councillor Brooker..... 1

### Resolved -

That the statutory S25 report of the S151 officer at Appendix M be noted and taken into account in determining:

- (a) The proposed budget for 2021/22;
- (b) The medium term financial plans for 2021/22 – 2023/24;
- (c) The level of reserves.

That the following be noted:

- (d) The use of £5.106m of Capital Receipts to fund the Minimum Revenue Provision (MRP) in 2021/22 and £3.144m in 2022/23;
- (e) In 2021/22, £12.200m of revenue spend will be capitalised in accordance with the Capitalisation Directive from MHCLG (see section 14);
- (f) The Dedicated Schools Grant [DSG] settlement for 2021/22 (see Section 13) and the allocation of £193.905m as set out in Appendix L;

That the following be approved:

- (g) That the Council Tax Support Scheme (CTSS) is not to be varied or revised for 2021/22;
- (h) With regard to the 2021/22 General Fund and Housing Revenue Account budgets, and the Medium Term Financial Strategy:
  - I. The General Fund Budget Requirement of £133.574m for 2021/22;
  - II. Proposed savings of £15.576m for 2021/22 and overall savings of £23.573m for the three years to 2023/24;

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- III. Growth and pressures of £12.593m for 2021/22 and overall pressures of £19.178m to 2023/24;
  - IV. The Housing Revenue Account budget for 2021/22 of £36.790m as set out in Appendix F;
  - V. The forecast reserves of £14.458m at the end of 2021/22 as set out in Appendix G;
- (i) The strategy for the use of flexible capital receipts to deliver transformation and ongoing savings as set out in Appendix H;
  - (j) The calculations for determining the Council tax requirement for the year 2021/22 in accordance with the Local Government Finance Act 1992 as set out in the Council Tax Resolution in Appendix J;
  - (k) The Council increase the Council tax for a band D property by £70.83 for 2021/22, giving a band D Council Tax of £1,490.30 per year, excluding the precepts from Police, Fire and parishes as set out below:
    - i. Its general band D Council Tax by 1.99%, the maximum permitted without a referendum as previously planned; and
    - ii. Its Adult Social Care Precept by 3.00% as confirmed by Government in the Final Local Government Settlement.

Notes the following Council tax increases and precepts as detailed in Appendix J:

- (l) Parish Precepts of £185,244;
- (m) The Police and Crime Commissioner for Thames Valley has increased Council tax for a band D property to £231.28 per annum, a 6.9% increase on 2020/21, resulting in a precept of £9,442,862;
- (n) The Royal Berkshire Fire Authority has agreed an increase of £1.35 for a band D property to £68.95 per annum, a 1.99% increase on 2020/21, resulting in a precept of £2,815,139;
- (o) This gives a total Band D Council Tax of £1,790.53 plus any Parish precept where applicable set out in Appendix J.

The Fees and Charges for 2021/22 as set out in Appendix K.

## **65. Treasury Management and Investment Strategy 2021/22**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

“That the Treasury Management Strategy for 2021/22 and the Investment Strategy 2021-22 be approved.”

The recommendation was put and carried and, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, a record of the vote was taken as follows:-

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There voted for the recommendation:-

Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Begum, Carter, A.Cheema, H.Cheema, Dar, Davis, Dhaliwal, Gahir, Hulme, Mann, Matloob, Minhas, Mohammad, Nazir, Pantelic, D.Parmar, S.Parmar, Plenty, Qaseem, Sabah, A.Sandhu, Sharif and Swindlehurst. .... 29

There abstained from voting:

Councillors Kelly, Smith, Strutton and Wright and The Worshipful, The Mayor Councillor Brooker ..... 5

**Resolved** - That the Treasury Management Strategy for 2021/22 and the Investment Strategy 2021-22 be approved.

### 66. Capital Strategy and Capital Programme 2021/22 to 2023/24

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

“That the following be approved:

- (a) The General Fund capital programme 2021/22 to 2023/24 of £147.557m and the associated Minimum Revenue Provision.
- (b) The Housing Revenue Account (HRA) capital programme 2021/22 to 2023/24 of £161.743m, including £147.248m for Affordable Housing schemes.
- (c) The principles underpinning the capital programme in paragraph 5.1.2 and the Minimum Revenue Provision principles in Section 7.
- (d) The notional funding allocations for individual schemes as highlighted in Appendix A (General Fund), Appendices B and C (HRA and Affordable Housing) for the period 2020-2024.
- (e) The Prudential Indicators, as set out in Section 6 of the report, and the Operational Boundary and Authorised Limit as set out in Tables 1.7 and 1.8. in order to provide increased flexibility to fund the Council’s Capital Expenditure plans.

Members are asked to note:

- (f) The estimated interest costs of borrowing £119.4m to fund the entire capital programme, assuming an interest cost of 1%, excluding the Minimum Revenue Provision, is £1.194m pa. These costs have been included within the Medium Term Financial Strategy.
- (g) The Council will withdraw from its reliance on using capital receipts to fund the Minimum Revenue Provision over the lifetime of this capital programme. The revenue impact of this decision results in a £6.573m



**Council - 08.03.21**

pressure by 2023/24. These costs have been included within the Medium Term Financial Strategy.”

The recommendations were put and carried and, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, a record of the vote was taken as follows:-

There voted for the recommendations:-

Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Begum, Carter, A.Cheema, H.Cheema, Dar, Davis, Dhaliwal, Gahir, Hulme, Mann, Matloob, Minhas, Mohammad, Nazir, Pantelic, D.Parmar, S.Parmar, Plenty, Qaseem, Sabah, A.Sandhu, Sharif and Swindlehurst. .... 29

There voted against the recommendations:

Councillors Kelly, Smith, Strutton and Wright..... 4

There abstained from voting:

The Worshipful, The Mayor Councillor Brooker ..... 1

**Resolved -**

That the following be approved:

- (a) The General Fund capital programme 2021/22 to 2023/24 of £147.557m and the associated Minimum Revenue Provision.
- (b) The Housing Revenue Account (HRA) capital programme 2021/22 to 2023/24 of £161.743m, including £147.248m for Affordable Housing schemes.
- (c) The principles underpinning the capital programme in paragraph 5.1.2 and the Minimum Revenue Provision principles in Section 7.
- (d) The notional funding allocations for individual schemes as highlighted in Appendix A (General Fund), Appendices B and C (HRA and Affordable Housing) for the period 2020-2024.
- (e) The Prudential Indicators, as set out in Section 6 of the report, and the Operational Boundary and Authorised Limit as set out in Tables 1.7 and 1.8. in order to provide increased flexibility to fund the Council’s Capital Expenditure plans.

Members noted that:

- (f) The estimated interest costs of borrowing £119.4m to fund the entire capital programme, assuming an interest cost of 1%, excluding the Minimum Revenue Provision, is £1.194m pa. These costs have been included within the Medium Term Financial Strategy.

**Council - 08.03.21**

- (g) The Council will withdraw from its reliance on using capital receipts to fund the Minimum Revenue Provision over the lifetime of this capital programme. The revenue impact of this decision results in a £6.573m pressure by 2023/24. These costs have been included within the Medium Term Financial Strategy.

**67. Appointment of Non-Executive Directors to Board of Slough Children First Limited**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

- a) "That the Chief Executive has delegated authority to appoint up to 3 council officers or elected members to the Slough Children First Limited's board, following any change in its articles of association to make it a LA controlled company.
- b) That a report be presented to the annual Council meeting confirming the appointments and requesting that Council confirm the same."

The recommendations were put to the vote and carried with 29 votes for and 5 abstentions.

**Resolved -**

- a) That the Chief Executive has delegated authority to appoint up to 3 council officers or elected members to the Slough Children First Limited's board, following any change in its articles of association to make it a LA controlled company.
- b) That a report be presented to the annual Council meeting confirming the appointments and requesting that Council confirm the same.

**68. COVID-19 Decisions Update**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Mann,

- (a) "That the report be noted; and
- (b) That the significant decisions taken by Silver as set out in the Appendix to the report be ratified insofar as they relate to Council functions."

The recommendations were put to the vote and agreed unanimously.

**Resolved -**

- (a) That the report be noted; and
- (b) That the significant decisions taken by Silver as set out in the Appendix be ratified insofar as they relate to Council functions.

**69. Calendar of Meetings 2021/22**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Akram,

- (a) "That the Calendar of Meetings for the period May 2021 to May 2022, as set out in Appendix A of this report, be approved.
- (b) That the Head of Democratic Services / Democratic Services Lead be authorised to make amendments to the Calendar resulting from any constitutional changes that may be agreed, in accordance with the provisions of the Constitution.
- (c) That delegated authority be given to Leader of the Council and Chief Executive to make changes to the programme of meetings arising from the review of the scrutiny process and that any changes be reported to the meeting in April."

The recommendations were put to the vote and agreed unanimously.

**Resolved -**

- (a) That the Calendar of Meetings for the period May 2021 to May 2022, as set out in Appendix A of this report, be approved.
- (b) That the Head of Democratic Services / Democratic Services Lead be authorised to make amendments to the Calendar resulting from any constitutional changes that may be agreed, in accordance with the provisions of the Constitution.
- (c) That delegated authority be given to Leader of the Council and Chief Executive to make changes to the programme of meetings arising from the review of the scrutiny process and that any changes be reported to the meeting in April.

Chair

(Note: The Meeting opened at 7.00 pm and closed at 10.05 pm)

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**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council      **DATE:** 27<sup>th</sup> April 2021

**CONTACT OFFICER:** Neil Wilcox, Executive Director of Corporate Operations  
**(For all enquiries:)** 01753 875300 / 07544 378456

**WARD(S):** All

**PART I**  
**FOR DECISION****RECOMMENDATION OF THE EMPLOYMENT AND APPEALS COMMITTEE FROM ITS MEETING HELD ON 6<sup>TH</sup> APRIL 2021- PAY POLICY STATEMENT UPDATE 2021/22**1. **Purpose of Report**

To provide Members with an update of the revisions to the Pay Policy Statement for the year 2021/22 as required by the Localism Act 2011.

2. **Recommendation(s)/Proposed Action**

The Council is requested to resolve that the Pay Policy Statement 2021/22, as attached at Appendix A, be approved for publication.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

This report is factual in nature and does not directly relate to the SJWS and Five Year Plan.

4. **Other Implications**(a) **Financial**

The expected costs of all Council salaries are included within the annual revenue budget.

(b) **Risk Management**

None arising from this report.

(c) **Human Rights Act and Other Legal Implications**

Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2013. The policy statement should cover a number of matters concerning the pay of the authority's staff, principally Chief Officers.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

(d) Equalities Impact Assessment

None arising from this report.

5. **Supporting Information**

- 5.1 Council is required to review, approve and publish the Pay Policy Statement annually.
- 5.2 The Pay Policy Statement enables residents to understand the Council's pay policy for senior staff and how it relates to the salaries of the lowest paid. It provides transparency and enables residents to assess whether salaries paid represent value for money.
- 5.3 The Pay Policy Statement covers the financial year 2021/22.
- 5.4 When the cost of living award is implemented the pay scales, as attached at Appendix B, will be updated according to the increase in pay levels.
- 5.5 Once approved the Pay Policy Statement, as attached at Appendix A will be published on the Council's website.

6. **Comments of Other Committees**

The Pay Policy Statement 2021/22 was considered at the meeting of the Employment and Appeals Committee held on 6<sup>th</sup> April 2021. Members agreed to recommend to Council that the Pay Policy Statement as attached at Appendix A, be approved for publication.

7. **Conclusion**

Members are requested to approve the Pay Policy Statement fro 2021/22 as attached at Appendix A.

8. **Appendices Attached**

Appendix A - Pay Policy Statement 2021/22.  
Appendix B - Slough Borough Council Salary Scales

9. **Background Papers**

None.

## **APPENDIX A**



### **Pay Policy Statement for the Year 2021/22**

#### **1. Introduction**

- 1.1 The Localism Act requires local authorities to publish, on their website, an annual Pay Policy Statement, which has been approved by Full Council.
- 1.2 No remuneration may be made to officers that fall outside of the Pay Policy Statement, although it is possible for a meeting of the Full Council to amend the statement at any time.
- 1.3 In drawing up this statement, Slough Borough Council has taken into account the guidance issued by the Department of Communities and Local Government in February 2012 and the supplementary guidance issues in February 2013.
- 1.4 Slough Borough Council is committed to complying with the statutory obligation to pay the National Living Wage.
- 1.5 This statement does not apply to schools' staff as local authority schools' employees are outside the scope of the legislation.
- 1.6 This statement will be approved by Full Council in April 2021.
- 1.7 Slough Borough Council fully endorses and supports the requirement to be open and transparent about the pay of our staff.
- 1.8 The Council is committed to paying nationally negotiated pay awards and this Pay Policy Statement will be updated as and when any such pay awards are agreed.

#### **2. Remuneration of Chief Officers**

- 2.1 In accordance with the Localism Act, the following SBC posts are defined as Chief Officers, and their salary bands are as follows. (The SBC grading structure is attached in Appendix B).

<b>Head of the Paid Service and Statutory Chief Officers</b>		
<b>Post</b>	<b>Reports To</b>	<b>Salary Band</b>
Chief Executive / Head of Paid Service.		£143,107 - £171,731
Executive Director of People (Adults)	Head of Paid Service	SML 16 £117,790 - £137,385
Executive Director for Children and SCST Chief Executive	Head of Paid Service	SML 16 £117,790 - £137,385 <b>NOTE:</b> Interim cover under contract for services, costs shared with SCST - £1178.60 per day.
Monitoring Officer	Head of Paid Service	SML 12 £70,258 - £78,268 <b>NOTE:</b> Interim cover under contract for services – £650 per day (4 days per week).
Executive Director of Corporate Services / Section 151 Officer	Head of Paid Service	SML 16 £117,790 - £137,385
Director of Public Health	Head of Paid Service	£92,228 to £107,949  <b>NOTE:</b> The Director of Public Health is employed by Bracknell Forest Council. In November 2020 the council made a decision to share the DPH between two other LA's and Frimley ICS, so the salary is shared across these bodies.



<b>Posts that report directly to the Head of Paid Service or Statutory Chief Officer</b>		
<b>Post</b>	<b>Reports To</b>	<b>Salary Band</b>
Executive Director of Customer and Community (Non-statutory Chief Officer)	Head of Paid Service	SML 16 £117,790 - £137,385
Executive Director of Place (Non-statutory Chief Officer)	Head of Paid Service	SML 16 £117,790 - £137,385
Executive Director of Transformation (Non-statutory Chief Officer)	Head of Paid Service	SML 16 £117,790 - £137,385
Associate Director Education & Inclusion	Interim Executive Director for Children / SCST Chief Executive	SML 13 £80,913 - £94,372
Associate Director Children and Families	Interim Executive Director for Children / SCST Chief Executive	SML 13 £80,913 - £94,372
Associate Director Business Services	Executive Director of Corporate Services / Section 151 Officer	SML 13 £80,913 - £94,372
Associate Director Finance & Commercial Vacant post	Executive Director of Corporate Services / Section 151 Officer	SML 13 £80,913 - £94,372
Associate Director ASC Operations	Executive Director of People (Adults)	SML 13 £80,913 - £94,372
Associate Director People Strategy & Commissioning	Executive Director of People (Adults)	SML 13 £80,913 - £94,372
Service Lead – Mental Health Services	Executive Director of People (Adults)	Employed by Berkshire Health Foundation Trust

<b>Posts that report directly to Non-Statutory Chief Officers</b>		
<b>Post</b>	<b>Reports To</b>	<b>Salary Band</b>
Associate Director Customer	Executive Director of Customer and Community	SML 13 £80,913 - £94,372
Associate Director Community Vacant post	Executive Director of Customer and Community	SML 13 £80,913 - £94,372
Associate Director Place Strategy and Infrastructure	Executive Director of Place	SML 13 £80,913 - £94,372

Associate Director Place Regulation	Executive Director of Place	SML 13 £80,913 - £94,372
Associate Director Place Ops	Executive Director of Place	SML 13 £80,913 - £94,372
Associate Director Strategy and Improvement Vacant Post	Head of Paid Service	SML 13 £80,913 - £94,372

The Chief Executive is appointed as the Council's Returning Officer in accordance with the Representation of the Peoples Act 1983. The Returning Officer is eligible for fees linked to duties undertaken for running national, European or local elections/referenda. These fees are determined by the number of electors registered in the borough/parliamentary constituency and are paid subject to a formula applied by the Government for determining fees to all Returning Officers across the Country.

## 2.2 Remuneration on Appointment

Newly appointed chief officers are paid in accordance with the pay scales set out above.

Salary packages amounting to £100,000 or more for new appointments will be approved by Full Council.

## 2.3 Job Evaluation

The pay of all employees, including Chief Officers, is based on job evaluations undertaken through the National Joint Council (NJC) Job Evaluation Scheme 'Green Book'.

## 2.4 Terms and Conditions of Employment

The Chief Executive is employed on JNC for Local Authority Chief Executives terms and conditions of employment.

All other chief officers are employed on JNC or NJC terms and conditions of employment. Pay awards for these officers are negotiated nationally, and the Council applies any/all nationally negotiated pay awards to these posts.

## 2.5 Travel and Subsistence Expenses

There are occasions when employees incur additional expenditure than normal in the course of undertaking their official duties on behalf of the Council away from their normal place of work.

The Council has a comprehensive Travel and Subsistence Expenses Scheme, which applies to all our staff, including Chief Officers, in such circumstances.

## 2.6 Payment of Professional Fees

The Council will pay the cost of one professional subscription per annum, per employee, including Chief Officers, which is relevant and necessary for the role.

## 2.7 Honoraria

An honoraria payment may be made to an employee, including to a chief officer, in recognition of undertaking temporarily additional or outstanding extra work, which is:

- outside the normal scope of the duties and responsibilities of the employee
- over an extended period undertaking part of the duties of a higher graded post
- or where the additional duties and responsibilities are exceptionally onerous
- or in situations which merit the employee being rewarded for specific work.

The Honoraria Scheme applies in these circumstances and the amount of payment is based on the duties undertaken.

## 2.8 Acting Up

Acting up arises when an employee temporarily undertakes full or part duties of a higher graded post for a consecutive period of at least four weeks.

All employees, including Chief Officers, are entitled to an acting up payment in recognition of the responsibilities. Decisions on payment take into account the following:

- The nature and complexity of the responsibilities, undertaken by the employee and their current spinal column point
- Whether the employee is undertaking full or part responsibilities
- If the employee is placed into post as a development opportunity

## 2.9 Secondments

Secondments are intended to provide developmental opportunities to gain skills and experience rather than for financial gain. Therefore, secondees will normally transfer from their current position into the secondment on their existing salary. Terms and conditions of the secondee may change depending on the local variations within the department, i.e. flexi-time. However, if there is a significant difference between the secondment and the individual's salary this must be brought to the attention of the Group Manager – HR and a decision will be taken on whether to review salary arrangements in line with complexities of the job.

## 2.10 Market Supplements

A Market Supplement is payable, in exceptional circumstances, for posts (including Chief Officer posts), which are critical to the delivery of essential/statutory services, and to which the Council has been unable to recruit.

## 2.11 Pay protection

An employee, who is redeployed to a suitable post which is one grade lower, will receive protection of earnings (basic pay plus local weighting allowance) for a period of one year. The salary will be frozen at its current level and the employee will not receive annual pay awards. At the end of the protection period the employee will be placed on the salary grade relevant to the redeployed post.

Where an employee accepts redeployment to a post which is more than one grade lower, there is no entitlement to protection of earnings. In exceptional circumstances, in order to minimise financial hardship and avoid redundancies Directors may, subject to budgetary considerations, exercise discretion to grant some element of protection. This would apply for no longer than one year.

## 2.12 Termination Payments

In the event of a redundancy situation, all employees, including chief officers, are entitled to redundancy payments based on a multiple of 1.5 times statutory provision, based on weekly pay, subject to a cap of 30 weeks as the maximum number of weeks payable, and to a cap of 20 years service.

The terms, and any payment relating to the termination of employment of any officer of the Council in any contentious circumstances which do not result from an award made by an Employment Tribunal or Court are settled by the Council on the basis of the legal merits of the case, the time and disruption which protracted litigation would involve, any limit of statutory entitlement on monetary claim available to an employee, and what is considered prudent in all circumstances.

Any redundancy or severance packages of £100,000 or more will be approved by Full Council. In presenting the information to Full Council the components of any such severance package will be set out including; salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid.

If an applicant for a post (including Chief Officer posts) is in receipt of a severance payment from any local authority, or a Local Government retirement pension, this does not form part of the Council's decision as to whether or not they should be appointed.

Any employee, who is made redundant, including Chief Officers, must have a break of at least four weeks in order to retain a redundancy payment before they can be re-employed by the Council in a different position.

Consultancies over £5,000 (excluding cover for established posts) or any consultancy/employment offered to former senior officers of the Council of third tier and above are a “significant officer decision.” (Significant officer decisions are circulated monthly to all members and published on the website).

2.13 The Government is consulting on regulations regarding the recovery of public sector exit payments. SBC will comply with any future legislative requirements.

#### 2.14 Pension Payments

All employees who are members of the Local Government Pension Scheme, including Chief Officers, are entitled to a retirement pension calculated in accordance with the Local Government Pension Scheme Regulations.

### 3. Remuneration of Our Lowest Paid Employees

3.1 All SBC employees are paid in accordance with a locally determined salary scale, please refer to Appendix B.

3.2 “Lowest Paid Employee” means the employee on the lowest grade, assuming that the posts are full-time, excluding apprentices. The lowest grade is Level 2, £19,147 inclusive of LW.

#### 3.3 Unsocial Hours Payments

The Council has a comprehensive Working Pattern Arrangement Scheme which sets out the allowances payable for:

- Overtime (for employees up to and including Level 5)
- Saturday and Sunday working
- Bank holidays
- Night working
- Sleeping-in duty
- Shift working
- Standby, on-call and call-out

#### 3.4 Terms and Conditions of Employment

Employees, who are not Chief Officers, are employed on NJC terms and conditions of employment. Pay awards for these officers are negotiated nationally, and the Council applies any/all nationally negotiated pay awards to NJC employees.

### 4. Relationship between the Remuneration of Our Chief Officers and our lowest paid employees

The base pay of the Chief Executive is currently £161,006. This is 8.408 times the pay of our lowest paid employees. ( $£161,006 / £19,147 = 8.408$ ).

The median earnings of all employees as of 1 April 2019, was £28,690. The median earnings figure complies with the specific requirements within the Local Government Transparency Code 2015 and includes all elements of remuneration that can be valued.

- 4.1 The pay of the Chief Executive is currently 5.6 times the pay of median earnings of our employees.

**Appendix B:**

**Slough Borough Council Salary Scales**

**NJC Local Government Pay Agreement 2020-21**

OLD SCP	NEW SCP	Pay Level	Basic Pay Apr-20	FTE Local Weighting	Inclusive Annual Pay	Inclusive Hourly Rate
9	2	Level 2	18198	949	19147	9.92
10	3	Level 2	18562	949	19511	10.11
11	3	Level 2	18562	949	19511	10.11
13	4	Level 2	18933	949	19882	10.31
14	5	Level 3	19312	949	20261	10.50
16	6	Level 3	19698	949	20647	10.70
18	7	Level 3	20092	949	21041	10.91
19	8	Level 4	20493	949	21442	11.11
20	9	Level 4	20903	949	21852	11.33
	10	Level 4	21322	949	22271	11.54
21	11	Level 4	21748	949	22697	11.76
22	12	Level 4	22183	949	23132	11.99
	13	Level 5	22627	949	23576	12.22
24	15	Level 5	23541	949	24490	12.69
25	17	Level 5	24491	949	25440	13.19
26	19	Level 5	25481	949	26430	13.70
	21	Level 5	26511	949	27460	14.23
29	23	Level 5	27741	949	28690	14.87
30	24	Level 6	28672	949	29621	15.35
31	25	Level 6	29577	949	30526	15.82
32	26	Level 6	30451	949	31400	16.28
33	27	Level 6	31346	949	32295	16.74
34	28	Level 6	32234	949	33183	17.20
35	29	Level 6	32910	949	33859	17.55
36	30	Level 7	33782	949	34731	18.00
37	31	Level 7	34728	949	35677	18.49
38	32	Level 7	35745	949	36694	19.02
39	33	Level 7	36922	949	37871	19.63
40	34	Level 7	37890	949	38839	20.13
41	35	Level 7	38890	949	39839	20.65
42	36	Level 8	39880	949	40829	21.16
43	37	Level 8	40876	949	41825	21.68
44	38	Level 8	41881	949	42830	22.20
45	39	Level 8	42821	949	43770	22.69
46	40	Level 8	43857	949	44806	23.22
47	41	Level 8	44863	949	45812	23.75
48	42	Level 9	45859	949	46808	24.26
49	43	Level 9	46845	949	47794	24.77
50	44	Level 9	47838	949	48787	25.29
51	45	Level 9	48845	949	49794	25.81
52	46	Level 9	49853	949	50802	26.33
53	47	Level 9	50868	949	51817	26.86
54	48	Level 10	51942	949	52891	27.41
55	49	Level 10	53013	949	53962	27.97

<b>56</b>	<b>50</b>	Level 10	54092	949	55041	28.53
<b>57</b>	<b>51</b>	Level 10	55172	949	56121	29.09
<b>58</b>	<b>52</b>	Level 10	56241	949	57190	29.64
<b>59</b>	<b>53</b>	Level 10	57312	949	58261	30.20



**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council

**DATE:** 27 April 2021

**CONTACT OFFICER:** Nick Pontone, Principal Democratic Services Officer  
(For all Enquiries) (01753) 875120

**WARDS:** All

**PART I**  
**FOR ENDORSEMENT****RECOMMENDATION OF THE OVERVIEW & SCRUTINY COMMITTEE FROM ITS MEETING HELD ON 26<sup>TH</sup> APRIL 2021****DRAFT ANNUAL SCRUTINY REPORT 2020/21****1. Purpose of Report**

- 1.1 That Council receives details of the Annual Scrutiny Report 2020/21. The Overview & Committee will consider the Annual Report (attached at Appendix A) at its meeting on 26<sup>th</sup> April 2021 and any alterations will be reported to Council.

**2. Recommendation**

- 2.1 The Council is requested to resolve that the Annual Scrutiny Report 2020/21 be endorsed.

**3. The Slough Joint Wellbeing Strategy, the Joint Strategic Needs Assessment and the Five Year Plan**

- 3.1 Overview & Scrutiny plays an important role in scrutinising the progress made in the delivery of all aspects of the SJWS.
- 3.2 Overview & Scrutiny is central to ensuring accountability in the delivery of all five priority outcomes of the Five Year Plan.
- Slough children will grow up to be happy, healthy and successful
  - Our people will be healthier and manage their own care needs
  - Slough will be an attractive place where people choose to live, work and stay
  - Our residents will live in good quality homes
  - Slough will attract, retain and grow businesses and investment to provide opportunities for our residents
- 3.3 The Overview & Scrutiny Committee receives quarterly reports on the council's progress against the Key Performance Indicators identified against these priority outcomes.

#### 4. **Other Implications**

##### (a) **Financial**

The work of the scrutiny function is included within existing SBC budgets.

##### (b) **Risk Management**

Recommendation	Risk/Threat/Opportunity	Mitigation(s)
Endorse that the report.	The information and narrative is not agreed by the Overview & Scrutiny Committee	The report will accommodate any amendments by members.

##### (c) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act implications. The work of scrutiny functions in local authorities is outlined in the Local Government Act 2000.

##### (d) **Equalities Impact Assessment**

There are no Equality Impact Assessments required as a result of this report.

#### 5. **Supporting Information**

5.1 At the last meeting of Overview and Scrutiny Committee for each municipal year the committee receives the draft Annual Scrutiny Report.

5.2 Annual reports are an opportunity to review the scrutiny work programme for the past year and assess the impact scrutiny has had on influencing policy. Looking at an annual report can help us to understand the nature of the work undertaken by Overview and Scrutiny and to assess its effectiveness. It also gives an opportunity to reflect on any lessons learned during the year to help guide future work.

5.3 The production of an annual report is a constitutional requirement and in addition the committee “must report annually to the full council on future work programmes and amended working methods if appropriate.” The Overview and Scrutiny Committee is provided with a draft of the Annual Scrutiny Report which highlights some key achievements from the year where scrutiny has made a difference.

5.4 This year the structure of the report has been altered to try to focus on particular examples of effective scrutiny by the Overview & Scrutiny Committee and the three scrutiny panels. Further information has been included on the work of the scrutiny chairs via the joint working group.

#### 6. **Comments of Other Committees**

6.1 The Annual Scrutiny Report will be considered by the Overview & Scrutiny Committee on 26<sup>th</sup> April 2021. If the Committee makes any amendments to the draft contained in Appendix A they will be reported to Council.

7. **Conclusion**

- 7.1 The Local Authority, through its Overview and Scrutiny Function, has an influential, as well as statutory, role in scrutinising the activities and performance of the Cabinet and External Bodies (e.g. the Clinical Commissioning Group). The Annual Scrutiny Report provides an opportunity to communicate the work the committee and its panels have undertaken, challenges faced and the improvements made as a result of scrutiny.

8. **Appendices Attached**

- A Draft Annual Scrutiny Report 2020/21

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# Draft Annual Scrutiny Report

## 2020/21

# Chairs



**Cllr Arvind Dhaliwal**  
Overview & Scrutiny  
Committee



**Cllr Jina Basra**  
Education and  
Children's Services  
Scrutiny Panel



**Cllr Atiq Sandhu**  
Health Scrutiny  
Panel



**Cllr Christine Hulme**  
Neighbourhoods and  
Community Services  
Scrutiny Panel

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Cabinet-Scrutiny Working Group

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# Homelessness & Rough Sleeping Task & Finish Group

## Members

Cllr Zaffar Ajaib (Chair)

Cllr Christine Hulme

Cllr Harjinder Minhas

Cllr Waqas Sabah

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## Terms of Reference

To investigate and make recommendations in relation to SBC's Homelessness and Rough Sleeping Prevention strategies, with specific reference to:

- Identification and reporting
- Support provision
- Engagement and communication

From October to December the Task & Finish Group investigated the issue of homelessness and rough sleeping in the borough.

This was mainly driven by concerns over the persistent nature of the problem in Slough and the potential increase in numbers that was anticipated - with more people are expected to lose their jobs because of COVID and the anticipated winding down of the furlough scheme.

During its investigations the group spoke to 42 individuals from 18 different organisations, including multiple different SBC teams and a broad range of partners in the public, voluntary and housing sectors.

The task and finish group also interviewed a number of former rough sleepers, whose views helped them to form their recommendations.



# Homelessness & Rough Sleeping Task & Finish Group

The Task and Finish Group made identified a number of key areas that the council and its partners should prioritise in the coming months:

- Partnerships & Collaboration
- Communications
- Commissioning and complex needs
- Health and Mental Heal
- Skills and strengths
- Localities and customer services
- Safety

The work of the Task and Finish group was welcomed by officers and the Cabinet. The recommendations were all accepted and are now being implemented.

# Overview & Scrutiny Committee

## *Highlight – public transport and bus lanes*

The council's transport strategies and plans were a key area of enquiry for the Committee in 2020/21.

In September, while scrutinising the council's regeneration framework masterplan, members identified potential challenges around the relationship between regeneration, public transport and traffic management.

The Committee made several recommendations to Cabinet, including on the importance of bus lanes and some challenges relating to them.

Building on this line of enquiry, and in response to a public petition, the Committee held an extraordinary session to examine the impact of the introduction of experimental bus lanes, alongside members of the Neighbourhoods & Community Services Scrutiny Panel.

As well as interviewing the Lead Member and SBC officers, the committee sought to take evidence from a number of different stakeholders, including: local residents, local taxi and private hire drivers, Slough Youth Parliament and further SBC councillors.

Following its deliberations, members made a set of extensive recommendations to the Cabinet covering a wide range of areas, including the use of the bus lanes by alternative vehicles, low emission vehicles, the electric bus service, bus frequency and fares, cycling provision and traffic flow.

Later in the year, the Committee also scrutinised the draft Slough Strategic Transport Infrastructure Plan – focussing their scrutiny in particular on parking provision and proposals relating to a cycle super highway.

# Overview & Scrutiny Committee

*Further areas scrutinised in 2020/21 by the committee:*

- COVID-19 Recovery & Renewal Planning and Strategy
- The work of the Slough Violence Taskforce
- The Slough Inclusive Growth Strategy
- The Slough Regeneration Framework Master Plan
- The Slough Local Plan and Proposed Spatial Strategy
- The priorities of the Thames Valley Police & Crime Commissioner & Chief Constable
- The Revenue Budget, Capital Programme and Strategy, and Treasury Management Strategy
- The Slough 2040 Vision
- The Our Future's Programme – including progress with transformation, the council's restructure and the localities strategy
- The future delivery model for Slough Children's Services

# Education & Children's Services Scrutiny Panel

## *Highlight – Youth Offer, skills and employment*

In December 2020, the panel received an update on plans to create a refreshed youth offer for Slough's young people. The session was timed to allow the panel to contribute towards the youth offer at an early stage, before it was finalised and presented to Cabinet.

The session covered a number of topics, including:

- The project's engagement with young people so far
- The potential design of a new youth centre
- The age groups that the centre would serve
- The services which would be delivered
- Opportunities for collaboration with other services
- Timelines for finalising and delivering the youth offer

The panel felt that it was important to ensure that the youth offer and new youth centre contributed towards identifying and addressing gaps and setbacks caused by the COVID 19 pandemic.

Members agreed that it was important that the youth offer works with local businesses to support young people in accessing career support and creating opportunities to gain skills and employment.

These themes will be explored in greater detail by the Employment, Skills and COVID task and finish group, which will present more detailed proposals in the next municipal year.

# Education & Children's Services Scrutiny Panel

*Further areas scrutinised in 2020/21 by the panel:*

- School standards
- The impact of COVID 19 on the Early Years Service and Slough Children's Services Trust
- Community learning and skills
- Apprenticeships – including the work of the Slough Academy
- The Creative Academy
- Elective Home Education
- The performance of Slough Children's Services Trust
- Safeguarding thresholds for children
- Young People Not in Education, Employment or Training (NEET)
- Slough's multi-agency parenting strategy

# Health Scrutiny Panel

## *Highlight – COVID 19 Response*

Over the last 12 months, the Health Scrutiny Panel has focused heavily on scrutinising the response of Slough Borough Council and our NHS partners to the COVID-19 pandemic.

The panel has received regular reports on the COVID-19 situation in Slough from the Public Health team, as well as scrutinising some of the key projects taking place in Slough to respond to the pandemic, including the Local Outbreak Plan, the Black and Minority Ethnic (BAME) project, and the Winter Plans of the East Berkshire Clinical Commissioning Group and the Frimley Health and Care System.

The panel has focused on engaging in effective scrutiny of the response to the COVID-19 pandemic in Slough.

The panel have ensured that they have received a wide range of reports, focusing on different elements of the response to the pandemic from different partners in the town.

Members have provided valuable local insight and challenge, such as discussions with officers and partners on the most effective ways to communicate with different groups of the local community.

Throughout this scrutiny, the panel has also placed clear emphasis on their role in the community as councillors, and has regularly requested key actions and messages for them to undertake to help support the COVID-19 response.

# Health Scrutiny Panel

## *Further areas scrutinised in 2020/21 by the panel:*

- Air quality and health
- Safeguarding Adults Board Annual Report
- The Adult Social Care Local Account
- The implementation of the recommendations of the Disability Task and Finish Group East Berkshire CCG Future Plans
- The future plans for the East Berkshire CCG
- GP provision
- Immunisations and screening
- Mental health
- The Frimley Health and Care System Annual Plan
- The Berkshire Healthcare NHS Foundation Trust Annual Plan
- The Adult Social Care Strategy & Budget
- The Children and Adolescent Mental Health Service

# Neighbourhoods & Community Services Scrutiny Panel

## *Highlight – Repairs, Maintenance and Investment*

Throughout the year the panel has held several sessions to examine the performance of the Repairs, Maintenance and Investment (RMI) Contract, which is delivered by Osborne.

The panel developed a number of important lines of enquiry to build on concerns raised by residents, and a desire to establish the extent to which the contract was delivering value for money for the council and our residents. These included:

- The impact of COVID 19
- Plans to reduce the outstanding repairs backlog
- Response times
- Resident satisfaction
- Customer service and complaints
- Social Return on Investment

These sessions included extensive interrogation of performance data, interviews with officers from both Osborne and the Council, and also sought to gain the views of the residents' board.

As a result of its inquiries, the panel made a recommendation for the Council's internal auditors to conduct a comprehensive and wide ranging review of the contract with Osborne, which the Cabinet agreed to incorporate into plans for 2021/22.

The sessions have highlighted the importance of accurate and timely performance data, and as a result arrangements are now being put in place from February 2021 to provide more meaningful data. The scrutiny has also identified further opportunities for social return on investment, to help the council reduce rough sleeping.



# Neighbourhoods & Community Services Scrutiny Panel

*Further areas scrutinised in 2020/21 by the panel:*

- Rough sleeping and the Homeless Prevention Strategy (see pages 4-5)
- Feedback from the Residents Board
- Plans to transform Langley High Street, and the adjacent infrastructure
- Safer Public Spaces
- The Council's Property Licensing schemes
- The decant from the Customer Service Centre at Landmark Place into three local Council Access Points
- The Low Emissions Strategy
- The Housing Allocation Policy
- Housing Rents and Service Charges
- The work of the Home Improvement Agency

# Cabinet-Scrutiny Working Group

Throughout the year the Chairs of the Overview & Scrutiny Committee and three scrutiny panels having been meeting with officers and members of the Cabinet to consider how to best drive improvements in Overview & Scrutiny at SBC.

In their work they have drawn on the recommendations of the LGA Peer Review and feedback from the members training session held in July 2020.

The joint working group looked at examples of how scrutiny is structured and delivered at other local authorities. A proposal to re-balance the scrutiny panels and link them to the council's new organisational structure was discussed with scrutiny members at a workshop on 24<sup>th</sup> February 2021.

The workshop was also an opportunity to work with members to develop proposals for a new scrutiny protocol, which will lay out how effective scrutiny will be embedded in Slough for the 2021/22 municipal year. The protocol will seek to deliver improvements in a number of areas, including:

- Training
- Scrutiny Champions
- The voice of the community
- Work programming
- Delineation of work
- Pre-meetings
- Presenter expectations
- Task and Finish Groups

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council **DATE:** 27<sup>th</sup> April 2021

**CONTACT OFFICER:** Nick Pontone, Senior Democratic Services Officer  
(For all enquiries) (01753 875120)

**WARD(S):** All

**PART I**  
**FOR DECISION****COVID-19 DECISIONS UPDATE****1 Purpose of Report**

The purpose of this report is to inform Council of the further significant decisions taken by officers, and to seek ratification of those decisions insofar as they relate to Council functions.

**2 Recommendation(s)/Proposed Action**

The Council is requested to resolve:

(a) That the report be noted; and

(b) That the significant decisions taken by Silver as set out in the Appendix be ratified insofar as they relate to Council functions.

**3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

The decisions taken by officers and set out in this Report have sought to support, as far as reasonably practicable at the present time, the objectives of the [Slough Joint Wellbeing Strategy](#) (SJWS) and the Five Year Plan

**3a. Slough Joint Wellbeing Strategy Priorities –**

The decisions set out in this Report have been taken with the over arching objective of protecting public health and the well being of residents and ensuring that the Council is able to achieve this objective lawfully, and as effectively as possible, in the prevailing circumstances. The recommendations contained in this report seek to ensure that the Council are able to continue to try to meet this objective and thereby be in a position to continue to address the priorities of the SJWS and the JSNA appropriately.

**3b Five Year Plan Outcomes**

The recommendations contained in this report, namely the noting and ratification of the further significant decisions taken by officers at the first available opportunity, will enable the Council to be in a position to be able to go forwards to try and continue to meet the following objectives of the Five Year Plan.

- *Our children and young people will have the best start in life and opportunities to give them positive lives.*
- *Our people will become healthier and will manage their own health, care and support needs.*
- *Slough will be an attractive place where people choose to live, work and visit.*
- *Our residents will have access to good quality homes.*
- *Slough will attract, retain and grow businesses and investment to provide jobs and opportunities for our residents*

#### 4 **Other Implications**

##### (a) Financial

Any financial implications of significant decisions taken by officers in connection with the need to deal with the consequences of the Covid-19 pandemic are monitored weekly by a special finance group and will be reported to cabinet as part of the usual financial reports to cabinet.

##### Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
That the Cabinet/Council note and ratify the significant decisions taken by officers since the “lockdown” came into force.	Failure by Members to note and ratify these actions and decisions increases the risk of challenge and disruption. Ratification provides the opportunity for the Council to build upon the good results already achieved and to move forward strongly by building upon these results with greater engagement across the Council	The significant decisions and actions have been taken in accordance with governance arrangements put into place in consultation with the Council’s statutory officers and in accordance with all applicable guidance issued by and best practice recommended by all relevant bodies.	Likelihood – Very Low – 2  Legal/ Regulatory – Critical - 3  Score: 6	Increasing return to usual decision making structures and processes as circumstances permit.

##### (b) Human Rights Act and Other Legal Implications

Any decisions taken by officers pursuant to the statutory regulations enacted by the Government to deal with the Coronavirus pandemic, to enforce business closures and restrict assembly, could potentially be challenged under the Human Rights Act 1998 as being a breach of article 11, relating to the freedom of assembly and association, and of Article 1 of the

First Protocol to that convention, relating to the right to peaceful enjoyment of possessions. It is considered, however, that risks of successful challenge are low as, in the latter case, derogations are permitted to control use of property in the general interest and, in the former case, for the protection of public health.

Under the Council's Constitution, the Chief Executive has delegated power to act in case of emergency and urgency to exercise all council functions. Additionally, under the constitution, all matters not specifically reserved are deemed to be within the delegated authority of the Chief Executive and Directors for all purposes which fall within their directorate or budget area or area of responsibility to which they may be nominated from time to time

The Cabinet may ratify any decisions of officers falling within their functions.

(c) Equalities Impact Assessment

All the significant decisions set out in this Report were taken having regard, so far as was practicable in the circumstances, to the public sector equality duties and the protected characteristics set out in the Equality Act 2010.

(d) Workforce

The decisions taken by Officers which have affected the workforce are set out in the schedule to this Report.

(e) Property

The restrictions imposed by the Coronavirus Act 2020 on the ability of the Council as a landowner to take action to enforce payments of rents will have had an effect on the Council's asset management position. Any long term effects on the Council's property portfolio and asset management strategy evaluated and reported to the cabinet as part of the Council's normal financial reporting to the cabinet.

(f) Carbon Emissions and Energy Costs

The Council have not at present carried out any systematic analysis of the effect on carbon emissions and energy costs of the decisions taken by officers since the "lockdown" took effect. It is considered that it is self-evident, however, that the restrictions on travel and the reduction in the use and occupation of Council premises and other council activities means that it is unlikely that there was an increase in emissions and energy costs during this period.

## 5 Supporting Information

### **Governance**

- 5.1 This report sets out the Significant Decisions taken by Officers in response to the coronavirus pandemic. Robust governance arrangements were put in place in March 2020 to manage SBCs response, which is led by a GOLD and SILVER command

structure. GOLD/SILVER meetings have been held jointly since March. This is summarised as follows:

- **GOLD** – Chief Executive and Silver Lead from CMT on rotation  
Overall responsibility for SBC strategy and response, primary liaison with partners and leads on external communications. Lead Members are consulted where appropriate on decisions in their portfolio.
- **SILVER** – led by a member of CMT on rotation, includes CMT, Public Health, Communications and Operations Room Management)  
Responsibility for tactical implementation of GOLD Strategy, escalates strategic decisions to GOLD, refers issues for resolution to task groups.
- **Task Groups** – usually led by an Executive Director or senior Officer  
Manages operational matters and escalate issues to Silver  
Task groups established include Finance, Human Resources and Business Continuity, Community Hub, IT, Children, Adults, Safer Public Spaces, Testing, PPE, Recovery, Local Outbreak Management Plan Cell and Workplace Safety Group.
- **Operations Room** – led by Associate Director  
Seeks to coordinate activity in a single team; logs enquiries, actions and decisions and supports Silver.

## Timeline

5.2 A summary of the key events and phases is summarised as follows:

- 5<sup>th</sup> March – first death in UK from Covid-19 is confirmed.
- 12<sup>th</sup> March – SBC GOLD/SILVER response group meets. SILVER met daily between 23<sup>rd</sup> March to 24<sup>th</sup> April and at least weekly since. It currently meets twice a week.
- 23<sup>rd</sup> March – Prime Minister announces UK-wide partial “lockdown”.
- 26<sup>th</sup> March – Health Protection (Coronavirus Restrictions) (England) Regulations 2020 (‘lockdown regulations’) come into force.
- 13<sup>th</sup> May – National ‘Lockdown’ restriction start to be eased and this process continues through June and July. It is not until 25<sup>th</sup> July that indoor gyms and swimming pools are able to reopen.
- 1<sup>st</sup> July – local restrictions introduced in Leicester.
- 18<sup>th</sup> July – Health Protection (Coronavirus Restrictions) (England) (No 3) Regulations come into force giving local authorities in England new powers to close shops and outdoor public spaces in order to control Covid.
- 1<sup>st</sup> August 2020 – Shielding programme is paused.
- August / September 2020 – local restrictions across England start to be tightened, particularly in the North West and Yorkshire.

- 24<sup>th</sup> September 2020 – pubs and restaurants ordered to close by 10pm and ‘Rule of 6’ applies.
- 14<sup>th</sup> October 2020 – new Covid tiers come into force. Slough is placed in Tier 1 – medium level alert.
- 24<sup>th</sup> October 2020 – Slough moves into Tier 2 – high level alert, which introduced a ban on household mixing.
- 5<sup>th</sup> November 2020 – Prime Minister announces a new national ‘lockdown’ until 2<sup>nd</sup> December.
- 26<sup>th</sup> November 2020 – new Tier system is introduced in England to come into force on 2<sup>nd</sup> December. Slough enters Tier 3 – very high alert which means pubs and restaurants remain closed following national ‘lockdown’ and household mixing remains banned.
- 19<sup>th</sup> December 2020 – Government revises Tier system with a new Level 4 Tier – Stay at Home with restrictions similar to those during the national ‘lockdown’ in November. The Government decides to put Slough into this highest Tier.
- 4<sup>th</sup> January 2021 – Prime Minister announces new national ‘lockdown’ for England.
- 22<sup>nd</sup> February 2021 – Government publishes a “roadmap” for gradually easing Covid restrictions, starting with the re-opening of schools to all children from 8<sup>th</sup> March 2021.
- 8<sup>th</sup> March 2021 – Step 1 of Government’s “roadmap” begins with schools recommencing face-to-face learning for all pupils.
- 29<sup>th</sup> March 2021 – ‘Stay at Home’ rule ends. Restrictions on social contact begin to be relaxed outdoors.
- 12<sup>th</sup> April 2021 – Step 2 of the Government’s “roadmap” begins which includes the reopening of non-essential retail and outdoor hospitality.

## 6 **Comments of Other Committees**

The Cabinet received a similar report each month and ratifies the decisions in respect of Executive functions.

## 7 **Conclusion**

This report seeks Council ratification of significant decisions at the first available opportunity and will enable the Council to continue to seek to meet its duties to protect public health and to serve the well being of those who live, work and visit its area.

## 8 **Appendices Attached**

Appendix 1 – Table of significant decisions

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### Summary of Decision Taken by Silver

Reference number	Decision Required	Outcome	Date of decision	Decision made by
DEL233	Events once lockdown is lifted	Silver agreed that SBC events should not go ahead for the rest of this calendar year. Comms to be sent out.	25/02/2020	SILVER
DEL234	Covid Winter Grant Scheme Update	Silver noted that the Govt. had written to confirm the extension of the Winter Grant Scheme to 16th April 2021 and that Slough would receive an additional £165k. Officers were working up a plan to utilise these resources and would bring proposals to Silver.	09/03/2021	SILVER
DEL235	Requests from Workplace Safety Group	Silver approved the requests in relation to Environmental Quality and the retrospective request on Elections site visits.	09/03/2021	SILVER
DEL236	Spring Unlock and Transition to New Agile Ways of Working	The reports were noted and recommendations agreed in principle as the starting point for moving out of 'lockdown'. Agreed that the Our Futures Board would lead on the transition.	09/03/2021	SILVER
DEL237	Covid-19 Risk Register	The progress on revising the Covid-19 risk register was noted. It was agreed more work would be undertaken to refine the high level risks for Silver with a report to come back to Silver in two weeks.	09/03/2021	SILVER

DEL238	Polling Station locations for elections on 6th May 2021	The proposed list of changes to polling stations was noted. The Returning Officer would make the final decision on polling stations.	09/03/2021	SILVER
DEL239	Covid Information Officers	Option 2 of the report was agreed to extend the project until 30th June at current staffing levels (16 Covid Officers and 1 Project Leader) with the option of reducing to 8 in June and extending for a further month to the end of July.	09/03/2021	SILVER
DEL240	Requests from Workplace Safety Group	Recommendation agreed re Paediatric first aid training.	16/03/2021	SILVER
DEL241	SMP Spare Furniture	Recommendation agreed for strategy for recycling and disposing of spare furniture at SMP.	16/03/2021	SILVER
DEL242	SBC Covid-19 Community Response call centre	Recommendation agreed to transfer community response calls to SBC call centre in view of substantially lower call volumes. Silver recorded their thanks to the community response team for their exceptional work.	16/03/2021	SILVER
DEL243	National Day of Reflection - 23rd March	Silver agreed the approach to be taken to the National Day of Reflection which would include sending comms re the minutes silence, include any relevant information in social media activity including to thank staff and volunteers, and support any specific actions agreed by services e.g. where they had lost colleagues to Covid-19	16/03/2021	SILVER
DEL244	Report from Workplace Safety Group, Elections 2021	Recommendation agreed <ul style="list-style-type: none"> <li>Election candidate nominations : Democratic Services</li> </ul>	23/03/2021	SILVER

DEL245	Report from Workplace Safety Group	Recommendation agreed, • The Trust induction training starting on 22nd March 2021. This is a retrospective request. It was agreed that requests should not be retrospective and should be agreed by Silver in the first instance, however exceptions will occur including Covid demands by PHE etc	23/03/2021	SILVER
DEL246	Decision Request for changes to Retail Discount	Recommendation agreed by cabinet and endorsed by Silver	25/03/2021	SILVER
DEL247	Silver Decision to amend our Policy for Self Isolation Grants to accommodate a further change in Government direction	Recommendation agreed	30/03/2021	SILVER
DEL248	CCG / SBC Prevention database, seeking agreement to engage with CCG on moving this forward to engage with the 12.5k CEV's on our list	Recommendation agreed comms to be sensitive and message of conversation needs to be right. Once the plan is ready around how we intend to resource this, we will bring it back to Silver	30/03/2021	SILVER
DEL249	Seeking approval on the top 10 risks on the Risk Register	Challenge is whether this is a Corporate RR OR Covid RR - to bring back to Silver for further direction from JW	30/03/2021	SILVER
DEL250	The Trust - Monksfield Way Contact Centre, Libraries risk assessment for the Curve opening 12th April, Libraries risk assessment for Community libraries opening on 12th April	Recommendation agreed	30/03/2021	SILVER
DEL251	Opening of OH for services and staff to come back in to the office, Silver to decide a proposed return to the office and timetable.	Recommendation agreed in principle, KP to agree wording with JW with a phased return and the message to be managed based on service needs and business needs	30/03/2021	SILVER

DEL252	SILVER are asked to approve the following recommendations: The total cost of rent relief afforded to local organisation does not exceed the budget already accrued. Any occupier of a corporate property requesting rent relief will be required to complete a "questionnaire" and provide the details below together with details of what financial support they are requesting (rent relief, rent holiday etc.).	Recommendation Agreed	01/04/2021	SILVER
DEL253	Requests from Workplace Safety Group	Recommendations approved in relation to IOSH training for Associate Directors; reopening of Langley and Cippenham libraries and Chalvey on 12th April in line with Government Roadmap and following completion of risk assessments.	08/04/2021	SILVER
DEL254	Frequency of Local Outbreak Management Plan meetings	Silver noted and endorsed the decision for the 'daily' LOMP to now meet on Mondays, Wednesdays and Fridays with the weekly cell meeting on Thursdays.	08/04/2021	SILVER

**SLOUGH BOROUGH COUNCIL****REPORT TO:** Council **DATE:** 27<sup>th</sup> April, 2021**CONTACT OFFICER:** Shabana Kauser  
**(For all enquiries)** Senior Democratic Services Officer  
07821 811 259**WARD(S):** All**PART I**  
**FOR DECISION****MOTIONS SUBMITTED TO COUNCIL UNDER PROCEDURE RULE 14**

The following motions have been received in accordance with Council Procedure Rule 14:-

**A) Green Housing**

(Moved by Councillor Anderson, seconded by Councillor Nazir)

“This council notes that existing homes are responsible for 20% of the UKs CO2e emissions with construction of new homes contributing a further 3% and 70% of homes remain at EPC ‘D’ or worse and that improving poor housing could save the NHS £1.4 billion a year and lift millions out of fuel poverty.

Council therefore resolves to write to the Secretary of State for Housing, Communities and Local Government to call for the Government to:

- Recognise their Social Housing Decarbonisation fund of just £50m is woefully inadequate compared to the £1.8 billion of investment which is required annually and immediately extend this project to meet existing need
- Extend the Green Homes Grant at least for the next 18 months.
- Bring forward and extend the Public Sector Decarbonisation Fund for at least the next 18 months.
- Scale up the affordable homes programme, re-balancing it in favour of council and social rented homes and ensuring it enables meeting environmental and safety standards, to prevent the need for expensive retrofitting in the future.”

**B) Bullying and Intimidation**

(Moved by Councillor Bedi, seconded by Councillor Strutton)

“This Council acknowledges that:

- The Councillor Code of Conduct states that Members must treat each other with respect, and that Members must not conduct themselves in a manner which could reasonably be regarded as bringing the Council, into disrepute.
- There must be no place for bullying or intimidation in this local authority, and that examples of such behaviour in public meetings could risk breaching the Councillor Code of Conduct.
- Women in politics have been disproportionately impacted by social media abuse in recent years, potentially discouraging many women from standing for elected office.
- That labelling female politicians as “traitors” is inflammatory language.

This Council resolves to:

- Take a zero-tolerance approach to bullying or intimidation within the Council and supports the review of the Councillor Code of Conduct currently under way with a focus on investigating allegations of bullying or intimidation in a timely manner and supports imposing sanctions where appropriate.”

**C) Heathrow Airport**

(Moved by Councillor Strutton, seconded by Councillor Kelly)

“This Council acknowledges that since the start of the pandemic over 70,000 Slough residents have received support from the Government’s furlough scheme; over 7,000 Slough residents have applied for assistance from the Self-Employed Income Support Scheme and over 8,000 Slough residents have been in receipt of Universal Credit.

This Council therefore resolves to undertake a strategic review into this authority’s over-reliance on Heathrow Airport as an employment source; in doing so, seeking to shine a light on a long-term solution to the sustainable creation of jobs for Slough residents in the years, and decades to come.”