

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board **DATE:** 12 November 2014

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WARD(S): All

PART I **FOR DECISION**

REVIEW OF SLOUGH WELLBEING BOARD'S GOVERNANCE ARRANGEMENTS

1 Purpose of Report

To seek the Wellbeing Board's approval to the dissolution of the following Sub Committees that report into the Board:

- i) Skills, Employment and Enterprise Priority Delivery Group (SEE PDG) (including all 3 of this Sub Committee's associated Task and Finish Groups).
- ii) Community Cohesion Priority Delivery Group (Com Coh PDG).

2 Recommendations

2.1 Skills, Employment and Enterprise PDG

- a) That the SEE PDG (and its associated task and finish groups) are disbanded (having served their purpose) with immediate effect;
- b) That the Wellbeing Board approves the outline structure for the proposed successor to this Sub Committee (see Appendix A);
- c) That the Wellbeing Board's Terms of Reference (TOR) are revised to reflect these changes and clarify the role and responsibilities of this successor group, where appropriate.

2.2 Community Cohesion PDG

- d) That the Community Cohesion PDG is disbanded (having served its purpose) with immediate effect;
- e) That the Wellbeing Board's TOR are revised to reflect these changes, where appropriate.

3 The Slough Joint Wellbeing Strategy, the JSNA and the Corporate Plan

- Slough's Wellbeing Strategy 2013 – 2016 identified the following vision for Slough: that by 2028 "... *people are proud to live in Slough where diversity is celebrated and where residents can enjoy fulfilling, prosperous and healthy lives*".
- The SEE PDG's Economic Development Strategic Plan for Growth 2014 - 2018 supports the Wellbeing Board's vision of an economically vibrant, successful and entrepreneurial town. Its role is to support economic growth by increasing productivity, encouraging innovation and increasing resident's employment opportunities.
- The Com Coh PDG's "Living Together" Strategy 2013 – 2015 supports the Wellbeing Board's vision of an integrated and cohesive community where local people are treated fairly and equally. Its role is to promote "*equality and enhance civic responsibility and community cohesion*".

4 Other Implications

(a) Financial - The Com Coh PDG has used a limited Slough Borough Council (SBC) budget to support community cohesion activities in the borough. Applications for funding are required to demonstrate how they deliver against one or more of the “Living Together” Community Cohesion strategy’s outcomes and/or objectives. The SBC budget previously used by this Sub Committee will form part of the council’s savings programme for 2015/16.

(b) Risk Management - Disbanding these Sub-Committees will not impact on the Wellbeing Board’s existing risk management arrangements - or the effectiveness of the council’s corporate risk management framework.

(c) Human Rights Act and Other Legal Implications - Neither of these Sub Committees have delegated powers, nor do they provide recommendations for adoption by Council – they are purely advisory in nature.

(d) Equalities Impact Assessment (EIA) – An EIA is in hand to determine what impact disbanding these Sub Committees will have on the work of the council and on particular individuals and/or groups – as well as identifying any options for their elimination and/or mitigation, where necessary.

(e) Workforce - There will be some impact on SBC resources - but capacity will largely be taken up with supporting replacement arrangements, particularly for the SEE PDG.

5 Supporting Information

- The Wellbeing Board is currently served by 6 Sub Committees: Health PDG, Skills, Employment and Enterprise PDG, Climate Change PDG, Safer Slough Partnership, Children and Young People’s Partnership Board and the Community Cohesion PDG.
- The Wellbeing Board discharges its health and wellbeing statutory responsibilities (prescribed through legislation) with the assistance of the Health PDG.
- The strategic priorities and governance arrangements of the Wellbeing Board’s other Sub Committees (with the exception of the Children and Young People’s Partnership Board and the Safer Slough Partnership are not prescribed by legalisation and can be revisited by the Board at any time.
- The activities of the Health PDG, Climate Change PDG, Safer Slough Partnership and Children and Young People’s Partnership Board are **not** included in this report.
- The Policy team have considered the role and responsibilities, governance arrangements and current activities/work programmes of both the SEE and Com Coh PDGs and have the following comments to offer on each:

5.1 **Skills, Employment and Enterprise PDG**

- This PDG is a non statutory advisory Sub Committee.
- It was established in 2008 by Slough Forward (the predecessor to the Slough Wellbeing Board and at that time the borough’s Local Strategic Partnership).
- It was, until recently chaired, by Fiona Mactaggart (MP for Slough) and its members include representatives from SBC, SEGRO and East Berkshire College.
- It is currently served by 3 task and finish groups: the Apprenticeship Task Group, Job Outcomes Group and the Business and Enterprise Task Group.
- It is supported by 2 members of staff from the council’s Policy and Communications team and meets 4 times a year.
- Its achievements include:

- The borough's Economic Development Strategic Plan for Growth 2014 - 2018. This strategy sets out the key themes, priorities and delivery mechanisms needed to achieve the economic growth of the town.
- The creation of three task and finish groups to focus on the delivery of specific aspects of the Strategic Plan – particularly in relation to uplifting the local economy.
- Playing an important role in the development of Slough Aspire, which aims to increase the skills of local people (so that they can achieve high quality jobs in the area) and to support business development.
- A recent review of this Sub Committee's work programme(s) and activities suggests that a new set of governance and operational arrangements are now needed to ensure the continued delivery of the plan's competitive workforce, business generation, retention and inward investment and physical and transport infrastructure priorities.
- Various delivery models/structures have been considered and the consensus (amongst this Sub Committee's Chair (before they stood down) and various council officials with a policy interest in the successful delivery of one or more of the Strategic Plan's priorities) is that it should be disbanded and replaced by the new group outlined at Appendix A.
- TOR for this new group (which will be known as the Economic Growth Group) and information about the sub-groups that will report into it will be brought to a future meeting of the Board.
- It is also proposed to hold an annual conference on economic growth to involve all relevant partners - details about this event will also be brought to the Board in due course.

5.2 **Community Cohesion PDG**

- This PDG is a non statutory advisory Sub Committee.
- It was originally established in 2008 (by the Slough Forward, but disbanded in 2010 and reconstituted in 2012) to deliver the community cohesion related priorities (based on the then National Indicator Set) agreed by central government, the council and other key partners for Slough under its Local Area Agreement.
- It currently has eleven members (from the following sectors: Thames Valley Police (the Local Police Area Commander is Chair), the voluntary and community sector, public health, business community, faith, young people; primary and secondary schools, community safety, housing equality and diversity) and has, since 2014, met twice a year.
- It is supported by 3 staff from the council's Policy and Communications team.
- Its achievements include:
 - "Living together – A Community Cohesion Strategy for Slough 2013 – 2015". This strategy sets out five outcomes (1) *People feel a sense of pride and belonging*; 2) *Better life opportunities for all*; 3) *Diversity is valued*; 4) *Positive relationships within and between communities*; and 5) *We all take responsibility*) and 30 objectives designed to support, strengthen and promote the borough's cohesiveness up to and including 2015.
 - Providing (financial) support to a number of council and voluntary and community sector organised events in 2013/14 and 2014/15, designed to encourage people from different backgrounds to mix in non-threatening environments (e.g. via cross-cultural activities).
- A recent review of the "Living together" Strategy's outcomes and objectives shows that a significant proportion of these have been/or are being effectively delivered by other structures reporting into the Wellbeing Board and/or the council. In the light of these findings, the Policy team have taken the opportunity to consider what the Board now needs to do to maintain good oversight of its civic and community

cohesion related responsibilities in future: We found a clear consensus (amongst this Sub Committee's Chair (who is also a member of the Wellbeing Board) and council officials with a policy interest in the successful delivery of one or more of the "Living Together" outcomes/objectives) that a dedicated Community Cohesion PDG was no longer required.

- Consultees did however recognise that ensuring the borough's continued resilience to all forms of extremism (a key objective under outcome 5 of the "Living Together" strategy) remained a fundamental part of the Wellbeing Board and the council's role in keeping Slough's residents safe. The council will therefore continue to look for opportunities to identify and where necessary deliver activities that support those communities where this threat is most acute.

6 **Comments of Other Committees**

- The Chairs of both of these Sub Committees have been consulted about these proposals: both agree that these Sub Committees have achieved their original goals and should now be disbanded.

7 **Conclusion**

- These Sub Committees were originally established to address certain challenges and deliver specific outcomes on behalf of Slough Forward.
- They were retained when the Wellbeing Board was formally constituted as a committee of the council in 2013 in order to retain their expertise and ensure that the borough's subsequent Joint Wellbeing Strategy included a strong emphasis on the wider determinants of health, which are also key to improving the health, wellbeing and economic prosperity of Slough's residents.
- Both Sub Committees have developed robust, overarching and strategically focused strategies designed to challenge, prompt and support others in the delivery of the Board's wider economic development and civic responsibility/community cohesion aspirations. As a consequence, the Policy team considers that:
 - o a more effective structure is now required to ensure the continued delivery of the borough's Economic Development Strategic Plan for Growth's priorities; and
 - o a dedicated Community Cohesion PDG is now no longer required - sufficient arrangements have effectively been embedded across a number of work streams to ensure the continued delivery of the Board's civic responsibility/community cohesion aspirations.
- The Wellbeing Board can be assured that the dissolution of both of these Sub Committees will not impact on either the achievement of its strategic priorities or the council's corporate goals. If the Board agrees with this conclusion, a simple majority vote is required to disband both Sub Committees. This will enable both Sub Committees to immediately enact the dissolution clauses in their respective TOR and wind up their activities (in accordance with their exit strategies and the Council's corporate partnership guidance) without the need for a Council resolution, in a matter of weeks.

8 **Appendices**

'A' - Diagram showing the proposed structure of the replacement to the SEE PDG

Background Papers

None

APPENDIX A - DIAGRAM SHOWING THE PROPOSED STRUCTURE OF THE REPLACEMENT TO THE SEE PDG

