

Public Document Pack

MEETING:	Cabinet
DATE:	Wednesday, 19 August 2020
TIME:	10.00 am
VENUE:	THIS MEETING WILL BE HELD VIRTUALLY
PUBLIC WEB LINK:	https://barnsley.public-i.tv/core/portal/webcasts

AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

Minutes

3. Minutes of the previous meeting held on 22nd July 2020 (Cab.19.8.2020/3)
(Pages 3 - 6)

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.19.8.2020/4)
5. Action Taken under Paragraph B6 of the Responsibility for Executive Functions - Officer Delegations Contained in the Council Constitution (Cab.19.8.2020/5)
(Pages 7 - 8)

Petitions

6. Petitions received under Standing Order 44 (Cab.19.8.2020/6)

Items for Decision/Recommendation to Council

Overview and Scrutiny Report

7. Proposed Scrutiny Work Programme for the 2020/21 Municipal Year
(Cab.19.8.2020/7) (Pages 9 - 14)

Adults and Communities Spokesperson

8. Poverty - Response to Scrutiny Task and Finish Group (Cab.19.8.2020/8) (Pages 15 - 20)

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Lamb and Platts

Cabinet Support Members:

Councillors Charlesworth, Franklin, Frost, Saunders, Sumner and Tattersall

Chair of Overview and Scrutiny Committee
Chair of Audit Committee

Sarah Norman, Chief Executive
Matt Gladstone, Executive Director Place
Melanie John-Ross, Executive Director Children's Services
Wendy Lowder, Executive Director Adults and Communities
Shokat Lal, Executive Director Core Services
Julia Burrows, Director Public Health
Neil Copley, Service Director Finance (Section 151 Officer)
Martin McCarthy, Service Director Governance, Members and Business Support
Garry Kirk, Service Director Legal Services
Michael Potter, Service Director Business Improvement and Communications
Katie Rogers, Head of Communications and Marketing
Anna Marshall, Scrutiny Officer

Corporate Communications and Marketing

Please contact Martin McCarthy on email governance@barnsley.gov.uk

Tuesday, 11 August 2020

MEETING:	Cabinet
DATE:	Wednesday, 22 July 2020
TIME:	10.00 am
VENUE:	THIS MEETING WILL BE HELD VIRTUALLY

MINUTES

Present Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Lamb and Platts

Members in Attendance: Councillors Franklin, Frost, Saunders, Sumner and Tattersall

294. Declaration of pecuniary and non-pecuniary interests

Cllr Gardiner declared a non-Pecuniary interest in the matters to be discussed at minute number 303, as a Director of NPS.

295. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 8th July, 2020 had been called in.

296. Minutes of the previous meeting held on 8th July 2020 (Cab.22.7.2020/3)

The minutes of the meeting held on 8th July, 2020 were taken as read and signed by the Chair as a correct record.

297. Decisions of Cabinet Spokespersons (Cab.22.7.2020/4)

The Record of Decisions taken by Cabinet Spokespersons under delegated powers during the week ending 10th July, 2020 were noted.

298. Petitions received under Standing Order 44 (Cab.22.7.2020/5)

It was reported that no petitions had been received under Standing Order 44.

299. Adult Mental Health (Early Intervention and Prevention) - Response to Scrutiny Task and Finish Group (Cab.22.7.2020/6)

RESOLVED that the responses to each of the recommendations made by the Scrutiny Task and Finish Group into Adult Mental Health (Early Intervention and Prevention), as set out in the report submitted, be endorsed.

300. Recycling - Response to Scrutiny Task and Finish Group (Cab.22.7.2020/7)

RESOLVED that the responses to each of the recommendations made by the Scrutiny Task and Finish Group into recycling as set out in the report submitted, be endorsed.

301. LED Group A Streetlight Replacement Programme 2019-20 (Cab.22.7.2020/8)

Presentation received and noted.

302. Proposed New Foot and Cycle Bridge (Cab.22.7.2020/9)

RESOLVED:-

- (i) that the outcome of the initial feasibility study and ground investigation report for the proposed foot and cycle bridge linking Penny Pie Park with Pogmoor Recreation Ground to enhance the delivery of the approved A628 Dodworth Road / Broadway Junction Improvement scheme, be noted;
- (ii) that the Service Director for Regeneration and Culture be authorised to;
 - seek planning permission for the scheme attached detail in Appendix 1,
 - undertake necessary consultations with all key stakeholders including Network Rail
 - enter into the necessary agreements with Network Rail, including Basic Asset Protection Agreement
 - under the terms of the Barnsley Contract Procedure rules, seek tenders for any aspect of the project and appoint the successful tenderer on the basis of most economically advantageous bid; and or consider whether any of the works, services or goods can be provided in-house, subject to value for money considerations and subject to all costs able to be contained within the allocated budget as per financial implications detailed in section 7 below;
- (iii) that the Service Director of Legal Services in consultation with the Executive Director of Place be authorised to negotiate the terms and conditions of any successful Funding Agreement to access additional funding to contribute Page 39 Cab.22.7.2020/9 2 towards the scheme and that the approval of any terms of the Funding Agreement are delegated to the Service Director of Legal Services; and
- (iv) that the Corporate Asset Manager be authorised to agree any land acquisitions or commercial terms that may be required to allow the bridge to be constructed.

303. NPS Barnsley Ltd - The Way Forward Termination Of The Current Joint Venture (JV) (Cab.22.7.2020/10)

RESOLVED:-

- (i) that the Council acknowledges the current Joint Venture (JV) agreements with NPS Barnsley Ltd no longer provides a strategic-fit;
- (ii) that the Council exercises its options to break the current JV agreements by the 10th Anniversary of the Agreement Commencement Date;
- (iii) that, upon service of Notices to Determine the Council enters into termination negotiations with NPS Barnsley Ltd and Norse Group Ltd – the outcome of those negotiations will determine the way forward for the delivery of these services moving forward;

- (iv) that a further report is brought back to Cabinet post the above negotiations setting out options for the new model for delivery of the services currently being undertaken by NPS Barnsley Ltd; and
- (v) that the Trade Unions are continually engaged with and actively included throughout the remainder of the process.

(Note: In view of the need to conclude all necessary agreements in the above matter by 22nd July, 2020, the Chair of the Overview and Scrutiny Committee has agreed to waive the delay in implementation associated with the Call-In procedures.)

304. Review and Refresh of the Barnsley Placement and Sufficiency Strategy for Children in Care and Care Leavers (2020-23) (Cab.22.7.2020/11)

RESOLVED approval be given for adoption the refreshed Placement and Sufficiency Strategy for children in care and care leavers, as detailed within Appendix 1 of this report.

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Chair

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BARNSELY METROPOLITAN BOROUGH COUNCIL

**REPORT OF THE EXECUTIVE DIRECTOR
CORE SERVICES**

**Action Taken under Paragraph B6 of the Responsibility for Executive Functions –
Officer Delegations Contained in the Council Constitution**

1. Purpose of Report

To inform Cabinet of action taken as a matter of urgency under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution.

2. Recommendations

That the action taken under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations, as contained within the Appendix attached to the report, be noted.

3. Background

Individual actions taken following consultation with the appropriate Cabinet Spokesperson are detailed by Cabinet Portfolio in the Appendix to this report. In accordance with Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution these actions are reported into the next available Cabinet meeting.

4. Implications

There are no local area, crime and disorder, financial, employee or human rights implications arising directly from this report.

5. Background Papers

Decision notices of action taken under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution available for inspection in the Council Governance Unit, subject to the notice not containing personal information as defined by the Data Protection Act 1998 or exempt information as described in Schedule 12A of the Local Government Act 1972.

Officer Contact: Martin McCarthy
Date: August 2020

Email: governance@barnsley.gov.uk

**Action Taken under Paragraph B6 of the Responsibility for Executive Functions –
Officer Delegations Contained in the Council Constitution**

**Date of
Decision**

1. **Planning Regulatory Board and Overview and Scrutiny
Committee – Revocation of Interim Decision-Making
Arrangements in Respect of Board Composition**

21st July, 2020

- (i) In May 2020 it was decided to alter the composition of the Planning Regulatory Board and Overview and Scrutiny Committee to facilitate virtual meetings, as based on the best available information at that stage it was agreed the conducting of full (30+ attendee) meetings would be untenable.
- (ii) Given improvements in technology (with both the virtual meeting platform and hardware provided to officers) and the upskilling of staff co-ordinating the virtual meetings it is proposed meetings composition may be restored to their full complement.

BARNSELEY METROPOLITAN BOROUGH COUNCIL (BMBC)

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

Report of the Executive Director Core Services

PROPOSED SCRUTINY WORK PROGRAMME FOR THE 2020/21 MUNICIPAL YEAR

1. Purpose of report

- 1.1 To outline the proposed work programme for 2020/21 for the Overview and Scrutiny Committee (OSC) and its 3 Task and Finish Groups (TFGs).

2. Recommendations

- 2.1 That Cabinet note the proposed Scrutiny Work Programme for 2020/21 as outlined in section 5 of this report, whilst acknowledging that this is subject to change should any urgent issues arise.

3. Introduction

- 3.1 Scrutiny was introduced in the Local Government Act 2000 (following the abolition of the old committee structure) as a means to hold the new council cabinets to account for its decisions. Since then, subsequent acts of parliament have bolstered Scrutiny by extending its remit (and its statutory responsibilities) beyond the council to the work of partner organisations as well. Much of this legislation was consolidated in the Localism Act 2011. This includes Overview and Scrutiny having a specific role in exercising the Authority's powers in relation to the scrutiny of health services and the crime and disorder partnership in the Borough.
- 3.2 The need for sound effective decision making is critical, especially as we continue to respond and recover from the global COVID-19 pandemic which has had and will continue to have a profound impact on individuals, communities and services. Elected members who sit on Barnsley's scrutiny committee have a vital role to play as 'scrutineers', providing a valid mechanism of challenge to performance, monitoring decision making and to ensure value for money is delivered.
- 3.3 Further to a review undertaken in the previous year, Barnsley Council's scrutiny arrangements continue to incorporate an OSC of 34 Councillors plus a Parent Governor Co-optee. The OSC meets formally 12 times per year in total; 3 of these meetings are in plenary mode to consider safeguarding topics and other key strategic business. For the remaining 9 meetings, Committee Members allocate time to 3 workstreams which each meet 3 times per year consisting of 12 Elected Members; however, all Committee Members usually have an open invitation to attend all workstreams, which are aligned to the Council priorities of:
- Thriving and Vibrant Economy
 - People Achieving Their Potential
 - Strong and Resilient Communities
- The OSC also maintains 3 Member-led TFGs which carry out in-depth investigations.
- 3.4 The OSC and its TFGs are responsible for not only holding the Council to account but also for scrutinising the performance of both the Council and its partners and whether

they are delivering the intended outcomes or not. In relation to safeguarding business, this will be undertaken by Committee Members in plenary sessions. Safeguarding considerations will be a feature of all workstreams to ensure services are protecting the most vulnerable. However, safeguarding will also be a key feature of the 'People Achieving Their Potential' workstream in challenging services to ensure they are achieving the outcome that 'children and adults are safe from harm'.

- 3.5 Area Councils can also undertake local investigations and invite internal and external services to discuss any concerns. The Area Councils can also feed any areas of concern and recommendations to the OSC and its TFGs. The OSC Chair meets with the Area Council Chairs periodically to liaise regarding topics on the OSC work programme and ensure any relevant concerns are raised.

4. Consideration of alternative approaches

- 4.1 The topics proposed in section 5 of this report are a reflection of input into the work programme from a variety of sources and stakeholders to identify the key issues requiring scrutiny during the 2020/21 municipal year. It is important to note however that the programme may be updated on an ongoing basis. This is particularly the case given the current global COVID-19 pandemic and that a number of issues may require consideration at urgent and short notice.

5. Proposal and justification

- 5.1 It is important that the Scrutiny work programme is developed to ensure effective scrutiny of local services to help improve outcomes for our communities. Forward planning is undertaken to identify key issues which require scrutiny during each municipal year, as well as allowing for the work programme to be reactive and evolve should issues require scrutiny at short-notice. Therefore it is important to note that the proposals below remain subject to change and each suggested investigation will need to be scoped in more detail.
- 5.2 The table below shows the proposed work programme for the OSC and notes when the Council's quarterly performance reports will be available throughout the year should they highlight any issues requiring further investigation:

Meeting Date	Topics
2020/21 Municipal Year	
Tues 12th May 2pm (Reduced Full Committee)	1. COVID-19 Response
Tues 9th June 2020 2pm (Thriving & Vibrant Economy)	1. Impact of COVID-19 on the Barnsley Economy & Town Centre Redevelopment
Thurs 9th July 2020 2pm (People Achieving Potential)	1. Impact of COVID-19 on Adult Social Care Services and Care Homes
Tues 21st July 2020 2pm (Strong & Resilient Comms)	1. Impact of COVID-19 on Community Safety
Tues 8th Sept 2020 2pm (Full Committee)	1. Safeguarding Adults Board Annual Report 2019-20 & Safeguarding Adults during COVID-19 2. Barnsley Safeguarding Children Partnership Annual Report 2019-20 & Safeguarding Children during COVID-19

	3. Private Member Briefing - Children's Social Care (Q1 Corporate Plan Performance Report 2020/21)
Tues 13 th Oct 2020 2pm (Thriving & Vibrant Economy)	1. Berneslai Homes Covid-19 Impact/Recovery & Contract Renewal & Strategic Plan 2020-31 2. Jobs, Skills & Employment
Tues 3 rd Nov 2020 2pm (People Achieving Potential)	1. Public Health and Covid-19
Tues 1 st Dec 2020 2pm (Strong & Resilient Comms)	1. Environmental Impact of Covid-19 and delivering the Council's Zero40 & Zero45 targets 2. Road Safety in Barnsley (Q2 Corporate Plan Performance Report 2020/21)
Tues 12 th Jan 2021 2pm (Full Committee)	1. Provisional Education Outcomes across the Borough 2020 including vulnerable groups 2. Private Member Briefing - Children's Social Care
Tues 9 th Feb 2021 2pm (Thriving & Vibrant Economy)	1. Transport in Barnsley 2. Barnsley's Cultural Offer
Tues 9 th March 2021 2pm (People Achieving Potential)	1. SEND Provision in Barnsley (Q3 Corporate Plan Performance Report 2020/21)
Tues 23 rd March 2021 2pm (Strong & Resilient Comms)	1. Homelessness – 12 months on from lockdown
Tues 27 th April 2021 2pm (Full Committee)	1. Development of Integrated Care in Barnsley 2. Private Member Briefing - Children's Social Care
2021/22 Municipal Year	
Tues 1 st June 2021 2pm (Thriving & Vibrant Economy)	1. Barnsley Town Centre Redevelopment & Ongoing Economic Recovery following COVID-19 (Q4 Corporate Plan Performance Report 2020/21)
Tues 29 th June 2021 2pm (People Achieving Potential)	1. Child & Adolescent Mental Health Services (CAMHS)
Tues 20 th July 2021 2pm (Strong & Resilient Comms)	1. NHS Cancer Services, Screening & Treatments

5.3 The table below shows the proposed topics for the TFGs:

TFG	Topics
TFG 1	Children's Mental Health (Early Intervention & Prevention)
TFG 2	Child Poverty
TFG 3	Future Plans (COVID-19 Recovery, 2030 Plans, Council Plan 2021+)

5.4 To advise the OSC and its TFGs with their investigations, as per Cabinet agreement (Cab.27.7.16/6), on occasion 'Expert Participants' have been invited to contribute to meetings. This is to be able to both advise Members as well as ask questions of their own to witnesses in relation to topics where they have particular expertise, either by profession or service user experience. The committee therefore plans to continue this practice as appropriate on an ongoing basis.

5.5 In accordance with legislation and the provision for Local Authorities to form Joint Health Overview and Scrutiny Committees with other Councils to respond to substantial reconfiguration proposals covering more than one council area, the OSC Chair will continue to participate in these as appropriate. These meetings can be convened over varying geographical areas as well as over varying timescales as is deemed appropriate for the matters being considered.

6. Implications for local people / service users

- 6.1 By undertaking scrutiny of the topics in the work programme, this will contribute to the continued improvement of services for local people / service users.

7. Financial implications

- 7.1 There are no specific financial implications arising from this report, however recommendations could be made by the OSC/TFGs as part of their investigations which would require assessment of financial implications by the appropriate services responding which may be the Council or partnership agencies.

8. Employee implications

- 8.1 There are no specific employee implications arising from this report, however recommendations could be made by the OSC/TFGs as part of their investigations which would require assessment of employee implications by the appropriate services responding which may be the Council or partnership agencies.

9. Communications implications

- 9.1 It is noted that the work of Scrutiny keeps under review the performance of the Council and other relevant organisations in providing services to Barnsley communities. Proactive communication about these services and activities takes place on a regular, planned basis as part of the communication strategy for each directorate of the Council and on occasion will be requested to be undertaken by other relevant organisations. In addition, the Communications Team promotes publication of the papers and attendance at the meeting via social media channels.
- 9.2 Whilst the scrutiny function is operating remotely via virtual means, members of the public are able to watch a live-broadcast of the meetings as well as view recordings of the meetings via the Council's webcast library.

10. Consultations

- 10.1 Consultation has taken place with Councillor Jeff Ennis OSC Chair, Members of the OSC, Area Council Chairs, the Leader of the Council, the Council's Senior Management Team and Chief Officers in partner organisations.

11. The Corporate Plan and the Council's Performance Management Framework

- 11.1 The work of Scrutiny contributes to the achievement of and improvement in services in relation to a number of outcomes identified in the Council's Corporate Plan Performance Report. The OSC work programme is scheduled around the quarterly performance reports which enable the Scrutiny work programme to be reactive to issues requiring consideration.

12. Tackling health inequalities

- 12.1 Tackling health inequalities and ensuring the wellbeing and safeguarding of our adults and children continues to be a priority for the Council and its partners. The work of Scrutiny contributes to this work in highlighting issues and ensuring appropriate plans are in place to address them.

13. Risk management and health and safety issues

- 13.1 The Council's Scrutiny arrangements form an important part of the overall governance and internal control framework. The appetite of the Council to have meaningful and constructive scrutiny of its decisions makes a significant contribution to the transparency and accountability of Council activities.
- 13.2 The development of an agreed work-programme provides a great deal of focus and control to risks. Additionally, the flexibility built into the work programme provides a robust mitigation in the event of new or emerging issues requiring Scrutiny attention during 2020/21.

14. Promoting equality, diversity, and social inclusion

- 14.1 The Equality Act 2010 requires public authorities to pay due regard to the impact of their services, policies, functions and decisions on diverse groups (called "people with protected characteristics" in the Act). For Scrutiny this means ensuring that as part of their investigations they consider how the services or policies affect people from these groups, and ideally ensuring that people with direct experience have an opportunity to have their voices heard. Scrutiny should also seek to understand what steps services have taken to proactively assess the likely equality impact of their service design and delivery and how they have sought to monitor the actual impact once implemented.
- 14.2 By using 'Expert Participants' (see paragraph 5.4) the committee will be able to utilise a range of representatives to ensure appropriate challenge to services which will include those from minority groups. This work will require the engagement of the Equality and Inclusion Team and will be coordinated with the Network of Equality Forums, as well as exploring the options for other expert participants from within the community, when appropriate.

15. Reduction of crime and disorder

- 15.1 As part of Scrutiny's role in performance management and service improvement, work is undertaken throughout the programme in relation to the reduction of crime and disorder through the consideration of particular services and work with partners.

16. Background papers

- Council Constitution Changes – Annual Council 17th May 2019:
<https://barnsleymbc.moderngov.co.uk/documents/s49346/Council%20Constitution.pdf>
- Council's Forward Plan of Key Decisions July 2020:
<https://barnsleymbc.moderngov.co.uk/mgListPlanItems.aspx?PlanId=192&RP=135>
- Overview and Scrutiny: Statutory Guidance for Councils and Combined Authorities May 2019:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/800048/Statutory_Guidance_on_Overview_and_Scrutiny_in_Local_and_Combined_Authorities.pdf

Officer Contact: Anna Marshall Date: 7th August 2020

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BARNSELEY METROPOLITAN BOROUGH COUNCIL (BMBC)

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

Report of the Executive Director Adults & Communities

RESPONSE TO THE SCRUTINY TASK AND FINISH GROUP (TFG) REPORT ON POVERTY

1. Purpose of report

- 1.1 To report to Cabinet the plans and progress against findings of the Overview & Scrutiny Committee (OSC) from the investigation undertaken on its behalf by the Poverty Task & Finish Group (TFG).

2. Recommendations

- 2.1 That Cabinet supports the progress made against each of the recommendations and supports the ongoing plans to implement them over the next 12 months

3. Introduction/Background

- 3.1 As part of its work programme the OSC agreed to undertake a TFG investigation into Poverty in Barnsley. Given the heightened concerns regarding poverty both locally and nationally, the OSC felt it was an opportune time to undertake work in this area. The investigation sought to better understand the challenges in terms of poverty in Barnsley; to hear the views from a number of different key agencies; and consider what recommendations could be made for improvements.
- 3.2 In their report the TFG identified a number of areas for potential development which were felt to be timely in the context of the development of the Barnsley 2030 plan and also the progress towards a more Inclusive Economy in Barnsley. The TFG made 7 recommendations to support the continual improvement of services and support to local communities.

4. TFG Recommendations and Responses

4.1 Recommendation 1: An updated Poverty Needs Assessment is undertaken for Barnsley

As highlighted above, data and intelligence on poverty in Barnsley at a detailed local level is limited. It would be helpful to pull together intelligence from all our local agencies at Lower Layer Super Output Area (LSOA), to understand poverty in Barnsley, which will also be able to reflect the impact of the implementation of the recent welfare reforms, as it will be more timely than national datasets. It would be helpful to undertake both quantitative and qualitative analysis of the intelligence including an understanding of the income generated by our local support agencies by enabling residents to access the benefits they are entitled to. Additionally, the TFG feel it would be helpful to incorporate some specific poverty measures into quarterly corporate performance reporting, so that 'poverty' remains clearly on the agenda and is not lost amongst a variety of other measures.

Service Response: This recommendation is supported

The recommendation is accepted by the Service and would be facilitated through the Business Improvement and Intelligence team working closely with Adults and Communities, along with support from other services and partner agencies.

- An updated Poverty Needs Assessment would be vital in understanding the demographic spread and impact of poverty at a small geographical layer across the borough.
- The Covid-19 pandemic will have undoubtedly increased level of poverty in many ways as residents face uncertainly and hardship. This will have a greater impact people's ability to

live healthy lives. The extent of this cannot be understood until the needs assessment is undertaken.

When the recommendation will be implemented

- The production of a comprehensive impact assessment would require at least 3 months work to gather the required data and intelligence.
- Resources are currently limited due to the requirement to provide analytical support in combating Covid-19, so anticipated start date on the assessment would be from August 2020.
- To ensure that the report embraces the impact of Covid it is suggested that a first draft would be by March 2021.

How the recommendation will be implemented

- Various data sources would be gathered including BMBC data (council tax and benefits, vulnerable households, demographic segmentation data), partnership data (supplied by Berneslai Homes, Barnsley CVS, Barnsley and District Citizens Advice Bureau, DIAL).
- Data would be analysed at a smaller geographical level (LSOA) to provide a more comprehensive picture of the impact of poverty across the borough.
- We would also look to develop a key set of indicators using a life course approach that can be analysed at a lower geographical level and present this using the interactive capabilities such as the business intelligence tool Power BI. This would help in describing the real picture of poverty in Barnsley which can be supported with a short narrative report which turns the data into intelligence along with any insight and engagement to identify our key priorities.
- Qualitative data would be included to provide a richer picture, potentially through face-to-face interviews and surveys.
- The qualitative and quantitative analysis would be combined to produce an interactive needs assessment that reviews poverty across the borough at a small geography level and would provide an overall conclusion and recommendations.

4.2 **Recommendation 2: The Council and its partners consider their contracting, employment and recruitment practices**

The TFG are keen to ensure that the Council and its partners are exemplary employers locally: offering in-work progression such as provision of the increased use of career grades, not solely relying on qualifications; ensuring that both they and their contractors/supply chains pay the living wage and have exemplary employment practices such as offering in-work training. The TFG would also recommend that the Council and its partners place a focus on recruiting staff from our most deprived communities to support us having an inclusive economy.

Service Response: This recommendation is supported.

Career graded posts are contained within our business units in various professional areas such as planning, social care, finance and human resources. An increase in career graded posts is anticipated as part of the future apprentice strategy.

A policy is in place which enables jobs to be designed and evaluated on experience rather than qualifications and we will be seeking to build on this further to ensure we value experience alongside qualifications.

The Council has an employer pledge, where we share the ambition for Barnsley to develop “More and Better Jobs” to grow a thriving economy for local people and businesses. We believe that we can contribute by developing the skills needed to grow our businesses, and by giving Barnsley people the skills and opportunities they need to gain, secure and progress in and sustain employment.

We promise to actively help people:

- Get Ready for work – engage with the community, jobs fairs etc. work experience, placements and job application support
- Support into work – open days, apprenticeships, flexible working opportunities
- Develop and stay in work – job shadowing, secondments, training and development, inclusive and healthy workplace
- Review our job descriptions around essential qualification criteria

We have successfully implemented a recruitment process for individuals with Learning Disabilities (LD) to help services specifically for recruitment challenges in this specialist area.

Within the service we have defined and identified the barriers and complexity faced by the LD candidates. The organisation since the start of the journey 4 years ago has increased from 1.2% to 2.9% and now at 5.8% not only reaching national targets but now exceeding them. In people terms is from 7 people to 31 people.

This provides us with a business model that can be used for future cohorts such as care leavers. In terms of supply chains for agency staff, we promote local skills and employment, and instruct our supply chain to deliver the following outcomes:

- More local people in employment
- More opportunities for disadvantaged people
- Improved Skills
- Improved skills for disadvantaged people
- Improved employability of young people

Any commitments made by the supply chain will be actively contract managed to ensure the outcomes are measured and achieved.

Recovering our post covid economy will be a huge challenge and therefore we must look to supporting this by a range of interventions enabling some of our most disadvantaged communities gain both work experiences and employment via the council and other key public sector employers / anchor institutions.

4.3 **Recommendation 3: An All Member Information Briefing (AMIB) is held on Good Food Barnsley CiC and Area Councils/Ward Alliances support projects through this partnership working to enable delivery of sustainable solutions to poverty**

The TFG welcome the development of Good Food Barnsley CiC and recognise the potential for agencies to work together to provide sustainable solutions to poverty. The TFG appreciate the partnership is in the early stages of development; however, feel it is important that all Members and those on Ward Alliances understand more about this work and the opportunities to fund sustainable projects through it, such as Healthy Holidays and Incredible Edible Barnsley.

Service Response: This recommendation is supported.

During the COVID 19 pandemic we have been unable to hold partnership meetings but have taken steps to address food poverty by:

- Emergency food aid which has delivered and continues to deliver emergency food parcels to COVID related cases.
- BMBC has funded the Company Shop to supply the emergency food aid parcels (which they have match funded). This is through the COVID emergency hardship funds.
- Continue to support the Foodbank and referrals to it for non COVID related food aid.
- Deployed community responders to support people with essential shopping where they are unable to do so themselves.

Given the current pressures it is recommended that information on this area is fed into the Area Councils and Ward Alliances as part of the Recovery Planning activities.

4.4 **Recommendation 4: Additional investment is made available to provide externally procured outreach advice services to ensure basic local provision in every area**

Given the need for advice services and the evidence of their return on investment, TFG Members felt it was essential that all wards had provision of a basic local service (not just a core service delivered in the town centre). Members were keen to ensure that support around 'transitions' is available and promoted as a method of early intervention, to avoid people getting into financial difficulties. Also, provision of education and support on how to budget over prolonged periods of unstable employment as well as transitioning from benefits to being in employment and vice versa.

Service Response: This recommendation is noted.

As part of our recovery arrangements we are reviewing the advice services available within each locality area as part of the alignment of Area Councils recovery work. As part of this we will review whether there is scope to recommission as a borough-wide provision and whether the existing allocated resources can contain this service.

4.5 Recommendation 5: Given the key role effective public transport services are to the poverty agenda, the TFG requested that Members are involved in the development of transport services locally and a specific AMIB is provided in Barnsley on the outcomes of the SCR bus review

The TFG are cognisant of the importance of effective local transport services both to aid people in accessing employment but also to seek support services. Members welcome the SCR bus review and would like to be advised of the outcomes and implications of the recent review.

Service Response: This recommendation is supported.

The Bus Review is likely to be published on 15 June. The SCR are to prepare a brief for Council Leaders for each authority prior to this setting out the Operating Models available for review / comment / agreement and a discussion with the Mayor / Leaders will be held late June. An AMIB will be prepared for discussion and an Authority response sent to the SCR.

4.6 Recommendation 6: The Council should identify an Executive Director and Cabinet Member Champion for Poverty to ensure it is considered in all the Council's decisions

Members recognise the challenge of work on the poverty agenda given it is so multi-faceted. The TFG were keen that it does not get siloed; however, felt that it is important to ensure that the poverty rhetoric is not lost within the complexity of both specific initiatives to address poverty as well as the ongoing work of the Council and its partners.

Service Response: This recommendation is supported.

Given the significance of work as a route out of poverty it is recommended that the Executive Director – Place & Cabinet Member (Chair of the Stronger Communities Partnership). This agenda requires all of our leadership to affect changes across Barnsley.

Recommendation 7: The Overview and Scrutiny Committee undertakes further investigation specifically on Child Poverty as part of its future work programme

Given the complexity of poverty, the group focused their investigation on adults in poverty and support for them. However, the TFG are aware of the prevalence and impact of child poverty, which merits specific further investigation, building on this existing work.

Service Response: This recommendation is supported however it may be helpful for Recommendation 1 to be concluded which will provide a rich picture on poverty in the round / all ages.

Significant work is / has been undertaken by both Children's Social Care, the Trust and the Barnsley Safeguarding Children's Partnership (BSCP) however there remains system wide challenge across council, education, health and care services to enable clear pathways out of poverty in order to improve the circumstances, life experience and outcomes of families and children.

The Children and Young People's Trust receives regularly reports relating to the Troubled Families programme which underpins support and services in this area.

The All Age Early Strategy and the Early Help Delivery Group (Children and Families) provides a framework for an holistic family assessment and plan which includes income, skills, education, employment, access to food and money management; taking a whole family approach to mitigate and address the impact of poverty on families and on children's outcomes. This overseen by the Stronger Communities Partnership and the Barnsley Safeguarding Children's Partnership.

Children's Social Care have worked with both Sheffield and Huddersfield University's in respect of identifying, assessing and responding to children and families in poverty and have 'poverty proofed' our assessment processes.

The Barnsley Safeguarding Children's Partnership Board (BSCP) have also addressed childhood poverty through the Neglect Strategy, the Neglect Sub Group and within the BSCP training programme.

5. Implications for local people / service users

- 5.1 Responding to the recommendations within the OSC TFG report will help contribute to addressing the impact of poverty across the borough. The investigation and report however were written prior to the outbreak of the Coronavirus therefore we anticipate further challenges for individuals and families as a consequence of potential economic decline and job losses.

6. Financial implications

- 6.1 Many of the recommendations relate to the overall impact assessment of Covid 19 including the financial impact both nationally, regionally and locally. Specific requests for financial support are being considered through the Covid 19 financial plan and the Medium Term Financial Strategy.

7. Employee implications

- 7.1 No specific employee implications are noted.

8. Communications implications

- 8.1 In the context of Covid 19 performance measures are being reviewed accordingly.
- 8.2 We will continue to ensure that access to support services is marketed across the town and in neighbourhoods in order to prevent hardship for individuals and families.

9. Consultations

- 9.1 Consultations have taken place with Place, Public Health, Childrens & Core to respond to this report.

10. The Corporate Plan and the Council's Performance Management Framework

- 10.1 The recommendations will contribute to the three priorities for Barnsley of: a thriving and vibrant economy, citizens achieving their potential, and strong & resilient communities.

- 10.2 The development of the Barnsley 2030 plan will continue alongside developing our approach to achieving an Inclusive Economy. Whilst challenged by C19 this work will ensure we have comprehensive plan for the town that everyone has stake in.

11. Promoting equality & diversity and social inclusion

- 11.1 C19 has shown that those communities that have the greatest disadvantage have been more affected by the pandemic. Equalling up opportunities and Life Chances remains a significant priority for the council and its partners.

12. Tackling Health Inequalities

- 12.1 There are large health inequalities between Barnsley and England, and within Barnsley itself. Poverty and associated factors are recognised as wider determinants of health inequality; therefore, working to tackle poverty contributes to tackling health inequalities. The investigation undertaken by the TFG and recommendations made are in support of improving services across the borough; with recognition that additional work may be required in specific communities to help address health inequalities.

13. Risk management issues

- 13.1 The Council's Strategic Risk Register (SRR) is currently under review; therefore, the reference to specific risks is likely to change. However, it is likely the recommended activities detailed in this report will contribute further to the effective mitigation of risks associated with poverty in Barnsley, and it would be appropriate for any follow-up report to be cognisant of these risks.

14. Glossary

AMIB	All Member Information Briefing
BMBC	Barnsley Metropolitan borough Council
CiC	Community Interest Company
LSOA	Lower Layer Super Output Area
OSC	Overview and Scrutiny Committee
SCR	Sheffield City Region
TFG	Task and Finish Group

15. Background papers and useful links

- OSC TFG Report on Poverty (Cab.18.3.2020/8):
<https://barnsleymbc.moderngov.co.uk/documents/s64022/Overview%20and%20Scrutiny%20Committee%20-%20Task%20and%20Finish%20Group%20-%20Poverty.pdf>

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Date: 5th July 2020